

ALCOA

2023-24 Differentiated Pay Plan

- Hard-to-Staff
- Instructional Roles
- Performance
- Alternative Salary Schedule

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Teacher Instructional Coach/Mentor: Facilitate professional development and review best instructional practices; provide non-punitive feedback from classroom observations to new and underperforming teachers. Assist the principal with developing and implementing instructional improvement plans when necessary.
Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE)
 Certified in content/grade area
 Attendance minimum (i.e., miss no more than 12 days)
 Years of experience

Compensation Type and Size \$2,500

Reach 2

Estimated Cost \$5,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers are paid based on the salary index and the indexes increase with advanced degrees. Currently our indexes and pay in the following lanes: BS, MA, Ed.S, Ed.D

Other