

Etowah

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Etowah City School will pay one Instructional Coach. The coach is paid for additional training, duties, and for additional time worked during the school year and summer months. The instructional coach works with all teachers, grades Pre-K through 8th, leads weekly PLCs, and serves on the district leadership team. In addition, she conducts teacher evaluations, along with other administrators.

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE)
Individual TVAAS
Years of experience
Teachers must have an overall LOE of 3, 4, or 5 to be eligible for additional roles and responsibilities.

Compensation Type and Size Instructional Coach: \$5,000

Reach 1

Estimated Cost \$5,000

Performance

Description Etowah City School has a bonus pool budgeted at \$500 per teacher. The funds are paid out after test scores are received and LOEs are calculated. The amount each teacher receives will depend on their performance levels from evaluations, individual TVAAS or portfolio alternative growth scores, and school level scores.

Eligibility Criteria **Eligible Teachers:** Tested teachers
Non-tested teachers
Portfolio teachers
Other instructional staff
Eligibility Criteria: Level of overall effectiveness (LOE)
Individual TVAAS or portfolio growth score
School-level TVAAS
A minimum score of 3 is required to be eligible

Compensation Type and Size LOE Score of 3 x \$300
LOE Score of 4 x \$400
LOE Score of 5 x \$500

Reach 22

Estimated Cost \$11,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Etowah City Schools has a current salary schedule that provides a higher rate of pay for advanced degrees, along with the increase of pay for years of experience. Teachers are compensated in the salary schedule for Masters degrees, Masters plus 30, and EdS degrees.

Other

LOE Score of 3-5 x \$500 or
School-wide TVAAS of 3-5 x \$500