

## Etowah City School

### 2019-20 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 pays one Instructional Coach and one mentor teacher. These teachers are paid for additional training and for additional time worked during the year and summer months. The instructional coach works with all teachers, grades PreK-8, leads bi-weekly PLC's and serves on the school leadership team. In addition, she conducts evaluations, along with the principal and mentor teachers. The mentor teacher assists the Instructional Coach with PLC's, evaluations, and serves on the school leadership team.

**Number of Unique Roles:** 2

**Eligibility Criteria** Teacher LOEs, Individual TVAAS or Portfolio growth scores, School level TVAAS are evaluated to determine teacher eligibility for instructional roles. Teachers must have an overall score of 3, 4, or 5 to be eligible for additional roles.

**Compensation Type and Size** Instructional Coach (1) x \$5,000  
Mentor Teacher (1) x \$500

**Reach** 2

**Estimated Cost** \$5,500

#### Performance

**Description** Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district will utilize 2018-19 data to provide performance bonuses for the 2019-20 school year.  
Etowah City School has a bonus pool budgeted at \$500 per teacher and administrator. The funds are paid out after test scores are received and LOE's are calculated. The amount each teacher receives will depend on their performance level from evaluations, individual TVAAS or portfolio growth scores, and school level scores.

**Eligibility Criteria** **Eligible Teachers:** Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff  
**Eligibility Criteria:** Level of overall effectiveness (LOE)

**Compensation Type and Size** Total Score 3 x \$300; Total Score 4 x \$400; Total Score 5 x \$500

**Reach** 27

**Estimated Cost** \$13,500

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Teachers are compensated in the salary schedule for Masters degrees, Masters plus 30, and EdS degrees.

N/A

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*