

Alamo City School

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	<p>Teacher Leaders for the Alamo City District perform a variety of roles:</p> <ol style="list-style-type: none"> 1. Participate in all teacher applicant interviews, and assist Principal in hiring decisions. 2. Develop and conduct new teacher inservice training. 3. Partnered with all new teachers as mentor. 4. Coach struggling staff members by subject area needs.
	Number of Unique Roles: 1
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Teacher Leaders are selected for their leadership abilities. They are responsible for a variety of roles and must be able to work independently, as well as in group settings. Teacher Leaders must be tenured in the District.</p>
Compensation Type and Size	\$3,000.00 per instructional role
Reach	2
Estimated Cost	\$6,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The Alamo City District compensates for a Master's Degree and years of experience up to 20 years.	
Other	
N/A	

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