

ALCOA

2023-24 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	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	
<i>Is the district implementing an alternative salary schedule?</i> 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	