

## Alamo

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