



2015-16 Alcoa City Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities – Teacher Partners	<p><i>The district will interview and select 4 Teacher Partners and 2 Instructional/Intervention Coaches for the 15-16 school year. (Criteria/job description and Teacher Partner Program mission are attached)</i></p>	<p><i>Compensation will be an increase in base pay for the 15-16 school year. Program will be evaluated and applications will be accepted for year(s) following 15-16.</i></p> <p><i>Teacher Partners will receive a \$4,000 addition to their base. The Instructional/Intervention Coaches will receive an additional ten (10) percent of their total salary added to In their base.</i></p>	<p><i>Teacher Partner – 51 (4 will receive this award)</i></p> <p><i>Instructional/Intervention Coaches - 51 (2 will receive this award)</i></p>	<p><i>Teacher Partner – \$18,720</i></p> <p><i>Instructional/Intervention Coaches- \$14,000</i></p>	<p><i>Less than 1 percent</i></p>
Education					
Experience					
Other					