

2015-16 Alamo 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	<p>The District will compensate experienced highly effective teachers (score of 4 or 5) to serve as Teacher Leaders. These Leaders will assist administrators in bridging the gap between administration and teachers. Leaders will represent the staff and will serve as a member of the team interviewing prospective teachers. These Leaders provide professional development and serve as mentors to beginning teachers and teachers who need extra assistance.</p>	<p>The award will be given yearly in the form of a \$3,000. stipend for each Teacher Leader</p>	<p>District and school leaders will select Level 4 and 5 teachers to serve as Teacher Leaders. These Leaders must exhibit leadership and other necessary skills in order to perform additional instructional duties.</p> <p>The District plans to compensate three (3) teachers as Teacher Leaders.</p>	<p>The estimated cost for three (3) Teacher Leaders is \$9,000.00</p>	<p>This award makes up less than ½% of the District's annual salary cost.</p>
Education					
Experience					
Other					