

Alamo City School District					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	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.	The award will be given yearly in the form of a \$3000. Stipend for each Teacher Leader	District and school leaders will select Level 4 and 5 teachers to serve as Teacher Leaders. These Leaders must exhibit leadership and necessary skills in order to perform additional instructional duties.	The estimated cost for four (4) Teacher Leaders is \$12,000.	This award makes up less than 1/2 % of the District's annual salary cost.
Education*					