

## Alcoa City Schools

### 2019-20 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>	These two roles are called the Instructional/Intervention Coaches. They work specifically with teachers at Alcoa Elementary School and Alcoa Intermediate School. Their primary focus is to build system capacity by working with teachers individually, and providing group Professional Development, on best instructional and intervention practices. <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Instructional/Intervention coaches must apply for the role annually.
<b>Compensation Type and Size</b>	Instructional/Intervention Coach (2) x \$9,689.00
<b>Reach</b>	2
<b>Estimated Cost</b>	\$19,378
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Alcoa City Schools compensates for MA, EdS, and EdD/PhD.	
Other	
N/A	

\*Education is not a differentiated pay element and does not count toward the mandated criteria.