

Etowah City School

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Etowah City School will pay one Instructional Coach. The coach is paid for additional training, duties, and for additional time worked during the school year and summer months. The instructional coach works with all teachers, grades Pre-K through 8th, leads bi-weekly PLCs, and serves on the district leadership team. In addition, she conducts teacher evaluations, along with other administrators.

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE); Individual TVAAS; Years of experience Teachers must have an overall LOE of 3, 4, or 5 to be eligible for additional roles and responsibilities.

Compensation Type and Size Instructional Coach: \$5,000

Reach 1

Estimated Cost \$5,000

Performance

Description Etowah City School has a bonus pool budgeted at \$500 per teacher. The funds are paid out after test scores are received and LOEs are calculated. The amount each teacher receives will depend on their Level of Overall Effectiveness (LOE) score.

Eligibility Criteria **Eligible Teachers:** Tested teachers; Non-tested teachers; Portfolio teachers; Other instructional staff
Eligibility Criteria: Level of overall effectiveness (LOE)

Compensation Type and Size LOE Score of 3 x \$300
LOE Score of 4 x \$400
LOE Score of 5 x \$500

Reach 24

Estimated Cost \$12,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Etowah City Schools has a current salary schedule that provides a higher rate of pay for advanced degrees, along with the increase of pay for years of experience. Teachers are compensated in the salary schedule for Masters degrees, Masters plus 30, and EdS degrees.

Other

Administrators will be eligible for performance pay with an LOE Score of 3-5 x \$500 or School-wide TVAAS of 3-5 x \$500.

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