

Etowah City School

2018-19 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	<p>Etowah City School pays one (1) Instructional Coach and three (3) mentor teachers. These teachers are paid for additional training and for additional time worked during the year and the summer months.</p> <p>The instructional coach works with all teachers, grades PreK-8, leads bi-weekly PLC's, and serves on the school leadership team. In addition, she conducts evaluations, along with the principal and mentor teachers.</p> <p>The mentor teachers assist the Instructional Coach with PLC's, evaluations, and serve on the school leadership team.</p> <p>Number of Unique Roles: 2</p>
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Years of experience
Compensation Type and Size	<p>Instructional Coach (1) x \$5000</p> <p>Mentor Teacher (3) x \$500</p>
Reach	4
Estimated Cost	\$6,500

Performance

Description	<p>Etowah City School has a bonus pool budgeted at \$500 per teacher. The funds are paid out after test scores are received. The amount each teacher will be given will depend on their performance level: 50% Skills, Knowledge, and Responsibilities score (which includes 2-4 evaluations throughout the year), 30% classroom achievement gains, and 20% school achievement gains.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE), Individual TVAAS or Portfolio Growth Score, School level TVAAS</p> <p>Teachers must have an overall score of 3, 4, or 5 to receive performance compensation.</p>
Compensation Type and Size	<p>Total Score 3 x \$300</p> <p>Total Score 4 x \$400</p> <p>Total Score 5 x \$500</p>
Reach	26
Estimated Cost	\$13,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

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

N/A

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