

Alcoa City Schools					
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	<i>The district will interview and select 4 teacher Partners and 2 Instructional/Intervention Coaches for the 16-17 school year.</i>	<i>Compensation will be an increase in base pay for the 16-17 school year. Program will be evaluated and applications will be accepted for year(s) following 16-17. Teacher Partners will</i>	<i>Teacher Partner – 51 (4 will receive this award)  Instructional/Intervention Coaches – 51 (2 will receive this award)</i>	<i>Teacher Partner - \$16,000  Instructional/Intervention Coaches - \$19,378</i>	<i>Less than 1 percent</i>

		<i>receive a \$4,000 addition to their base. The Instructional/Intervention Coaches will receive an additional 10% of their total salary added to their base</i>			
<b>Education*</b>	<i>The District will maintain its existing salary schedule, including payment for advanced degrees</i>	<i>Based on current salary schedule</i>	<i>All teachers are eligible - 86% of teachers have advanced degrees</i>		<i>The percent will be determined by available funds</i>
<b>Experience*</b>	<i>The District will maintain its existing salary schedule, including step increases for years of experience</i>	<i>Based on current salary schedule</i>	<i>All teachers are eligible for step - BS degrees up to 15 years, MS degrees up to 18 years, Ed.S and Dr. up to 19 years.</i>		<i>The percent will be determined by available funds</i>
<b>Other</b>					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*