

## Alamo City School

### 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>	<p>Teacher Leaders for the Alamo City District perform a variety of duties:</p> <ol style="list-style-type: none"> <li>1. Participate in all teacher applicant interviews, and assist Principals in hiring decisions.</li> <li>2. Develop and conduct the new teacher training.</li> <li>3. Partnered with all new teachers as mentor.</li> <li>4. Coach struggling staff members by subject area and classroom discipline needs.</li> <li>5. Lead vertical and horizontal trainings for staff.</li> </ol> <p><b>Number of Unique Roles: 1</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>Teacher Leaders are also selected for their leadership abilities. They are responsible for a variety of roles and must be able to work independently, as well as a group.</p>
<b>Compensation Type and Size</b>	<p>\$3,000. per fiscal year</p> <p>\$1,500. is paid in December, following the first semester. \$1,500. is paid in June, following the second semester.</p>
<b>Reach</b>	3
<b>Estimated Cost</b>	\$9,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The Alamo City District compensates for a Master's Degree and years of experience for all certified staff members.	
Other	
N/A	

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