

Alamo City School District

Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	NA				
Performance	NA				

Additional Instructional Roles or Responsibilities	The District will compensate highly effective teachers to serve as Teacher Leaders and/or mentors for beginning teachers and teachers who need extra assistance.	The award will be given yearly in the form of a \$500. stipend, for each teacher mentored.	District and school leaders will select Level 4 & 5 teacher leaders to serve as mentors/instructional coaches for beginning teachers and teachers needing extra assistance. Teacher Leaders must exhibit leadership and other necessary skills in order to perform these duties.	The estimated cost for three (3) teachers being mentored is \$1,500.	This award makes up less than ½% of the district's annual salary cost.
	The district will compensate highly effective teachers as tutors in RLA and Math.	The award will be given as an hourly supplement of \$25. per hour, at the end of the year.	District and school leaders will select Level 4 & 5 teacher leaders to serve as tutors in R/LA and Math for students performing below grade level.	The estimated cost for eight (8) teachers is approximately \$8,000.	This award makes up less than ½% of the district's annual salary cost.
Education	NA				
Experience	NA				
Other	NA				