

# LAUDERDALE COUNTY

## 2023-24 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>1)Curriculum Coordinators - Partner with the staff to facilitate student growth and achievement; plan and lead district/school PLCs, professional development, and teacher support focusing on student data analysis and instructional best practices.</p> <p>2)Instructional Coaches - Provide support to new and struggling teachers, and assist with district/school PLCs, professional development and new teacher support groups.</p> <p>3)Teacher Leaders - Content and classroom leaders who participate in professional learning opportunities and instructional trainings, develop and redeliver/share learning with teachers and organize/review curriculum, pacing guides and materials to help maximize teacher and student growth and achievement.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE);</p> <p>Individual TVAAS;</p> <p>Certified in content/grade area;</p> <p>Principal recommendations;</p> <p>Demonstration of teacher leader skills.</p>
<b>Compensation Type and Size</b>	<p>Curriculum Coordinator: (7) x 1.23 of base salary averaging \$12,800 each = total of \$89,602;</p> <p>Instructional Coaches: (3) x \$1,000 = \$3,000</p> <p>Teacher Leaders (21) x \$2,000 = \$42,000</p>
<b>Reach</b>	41
<b>Estimated Cost</b>	\$ 134,602
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Educators are compensated based on a tiered salary schedule which takes into consideration years of experiences and also the level of education that an employee has. BA, MA, MA+30, EDS, EDD	
Other	