

LAUDERDALE COUNTY--490					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>If necessary, math and chemistry teachers (grades 7-12) will receive a hard-to-staff supplement or bonus linked to level of effectiveness (at expectation or above).</p> <ul style="list-style-type: none"> • 4 Alternative School Teachers -- Instructional collaborative time with feeder school staff. 	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p>	<p>Bonus</p> <p>Minimum of \$2,500</p> <ul style="list-style-type: none"> • Alternative School Teachers -- \$1,000 annual supplement 	25	\$62,500
Performance					
Additional Instructional Roles or Responsibilities	<ul style="list-style-type: none"> • 6 Curriculum Coordinators -- Work with educators and as part of administrative staff to meet instructional needs of all students. • 8 Mentors and/or Instructional Coaches -- Mentor/coach new and 	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p>	<ul style="list-style-type: none"> • Curriculum Coordinators -- Indexed .23 above base salary to compensate for extra responsibilities • Mentors and/or Instructional Coaches -- \$2,000 annual supplement 	162	\$471,335

	<p>struggling teachers by providing support/guidance throughout year</p> <ul style="list-style-type: none"> • 24 Teacher-Leaders -- Participate in most recent local and state trainings; create or revise pacing guides aligned to standards and testing blueprints 		<ul style="list-style-type: none"> • Teacher-Leaders -- Receive PD points as well as stipend of \$125 per day 		
Education*	Additional compensation for advanced degrees is built into the certified salary schedule.				
Other					

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