

## Lauderdale County Schools

### 2020-21 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 Coordinator - Partner with staff to facilitate student growth/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>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Principal recommendations and demonstration of teacher leader skills.
<b>Compensation Type and Size</b>	<p>Curriculum Coordinator: (7) x .23 of base salary averaging \$11,500 each, total = \$80,500;</p> <p>Instructional Coaches: (2) x \$1,000 = \$2000</p> <p>Teacher Leaders (21) x \$1,000 = \$21,000</p>
<b>Reach</b>	30
<b>Estimated Cost</b>	103500
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Educators receive step increases built into the salary schedule as these advanced degrees are achieved: Masters, Masters +30, Educational Specialist and Doctorate.	
Other	
N/A	

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