

## Lauderdale County Schools 2021-22 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 - Partners 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 supports to new and struggling teachers and assists with the 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 Coordinators: (7) x 1.23 of base salary averaging \$11,500 each = total of \$80,500</p> <p>Instructional Coaches: (2) x \$1,000 = \$2,000</p> <p>Teacher Leaders (21) x \$1,000 = \$21,000</p>
<b>Reach</b>	30
<b>Estimated Cost</b>	\$103,500
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Educators receive step increases that are built into the salary schedule as these degrees are achieved: Bachelor, 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.