

## Collierville 2022-23 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

#### Description

#### Elementary Instructional Coach

Each of the 6 in-person elementary schools will be designated 3 Instructional Coaches. One content specific Instructional Coach will serve the following areas: K-2 (ELA and math), 3-5 math and 3-5 ELA. Positions Posted: 3 per in-person elementary school  
Stipend: \$1,500.00

#### Middle School Instructional Coach

Each of the 2 in-person middle schools will be designated 4 Instructional Coaches. One content specific Instructional Coach will serve each of the following areas: ELA, Math, Science and Social Studies. Positions Posted: 4 per in-person middle school  
Stipend: \$1,500.00

#### High School Instructional Coach

One content specific Instructional Coach will serve each of the following areas: ELA, Math, Social Studies, Science, CTE and Open Discretionary. Positions Posted: 6  
Stipend: \$1,500.00

#### STEM Leads

Two STEM Leads will serve grades K-12. Positions Posted: 1 per grade band (elementary school and middle school)  
Stipend: \$1,500.00

#### CKLA Implementation Team

Teacher leaders from grades K-5 will work with district supervisors to continue successful implementation of CKLA curriculum for ELA. Team members will act as ongoing liaisons between the grade-level PLC and the district, as well as serve as the grade-level content leads. Positions Posted: 3 teachers per grade level (K-5)  
Stipend: \$1,000.00

#### Lead Librarian

One Lead Librarian will serve grades K-12. Positions Posted: 1  
Stipend: \$2,000.00

Gifted Instructional Lead Application

**One Gifted Instructional Lead will serve grades K-12.**

Positions Posted: 1

Stipend: \$1,500.00

**Fine Arts Lead**

One Fine Arts Lead will serve grades K-12.

Positions: Posted: 1

Stipend: \$1,500.00

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience Principal recommendation, district recommendation and training in TEAMS certifications.
<b>Compensation Type and Size</b>	Stipend- \$1,000 to \$2,000 varies by role
<b>Reach</b>	55
<b>Estimated Cost</b>	\$138,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Educators are compensated for earning advanced degrees by elevating the step pay system as shown in the attached 22/23 Salary Schedule.	
<b>Other</b>	