

LAUDERDALE COUNTY

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

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.
2. Instructional Coaches- Provide support to new and struggling teachers, and assist with district/school PLCs, professional development and new teacher support groups.
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.

Number of Unique Roles: 3

Eligibility Criteria

Level of overall effectiveness (LOE)
Individual TVAAS
Certified in content/grade area
Lauderdale County Schools also takes into consideration recommendations from Principals and the candidate's demonstration of teacher leader skills.

Compensation Type and Size

1. Curriculum Coordinator: (7) x 1.23 index of base salary, which averages out to be approximately \$11,500 each person = approximate total of \$80,500.
2. Instructional Coaches: (2) x \$1,000 = \$2,000
3. Teacher Leaders: (21) x \$1,000 = \$21,000

Reach

30

Estimated Cost

\$103,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? 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