

Collierville

2023-24 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 elementary school 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

Middle School Instructional Coach: Each middle school will be designated 4 Instructional Coaches. One content specific Instructional Coach will serve each of the following areas: ELA, Math, Science and Social Studies.

High School Instructional Coach: One content specific Instructional Coach will serve each of the following areas: English, Math, Science, Social Studies, World Language, CTE, Fine Arts and SPED.

STEM Lead: One STEM Lead will serve grades K-12.

Lead Librarian: One Lead Librarian will serve grades K-12.

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

Fine Arts Lead: One Fine Arts Lead will serve grades K-12.

Lead Webmaster: One lead for each of 10 schools.

CTSO Lead: One lead for each CTSO area.

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience
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Compensation Type and Size	Elementary Instructional Coach: \$2000 Middle School Instructional Coach: \$2000 High School Instructional Coach: \$2000 STEM Lead: \$1000 Lead Librarian: \$1000 Gifted Instructional Lead: \$1000 Fine Arts Lead: \$1000 Lead Webmaster: \$500 CTSO Lead: \$500
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Reach	55
Estimated Cost	\$138,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for earning advanced degrees by elevating the step pay system as shown in the attached 22/23 Salary Schedule.

Other