

LAUDERDALE COUNTY

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

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;
Principal recommendations;
Demonstration of teacher leader skills.

Compensation Type and Size

Curriculum Coordinator: (7) x 1.23 of base salary averaging \$12,800 each = total of \$89,602;
Instructional Coaches: (3) x \$1,000 = \$3,000
Teacher Leaders (21) x \$2,000 = \$42,000

Reach

41

Estimated Cost

\$ 134,602

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