

Lauderdale County Schools 2019-20 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	<p>1) Curriculum Coordinator - Partner with staff to facilitate student growth/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 support to new and struggling teachers, and assist with 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 review/organize curriculum/pacing guides and materials to help maximize teacher and student growth and achievement.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Principal recommendation; Demonstration of teacher leader skills
Compensation Type and Size	<p>1) Curriculum Coordinator (7) x .23 of base salary averaging \$11,500 each; total = \$80,500</p> <p>2) Instructional Coaches (2) x \$1000 = \$2000</p> <p>3) Teacher Leaders (21) x \$1000 = \$21,000</p>
Reach	30
Estimated Cost	\$103,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators receive step increases built into the salary schedule as these advanced degrees are achieved: Masters, Masters + 30, Ed. Specialist, and Doctorate.	
Other	
N/A	

*Education is not a differentiated pay element and does not count toward the mandated criteria.