

# 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.

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

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience
<b>Compensation Type and Size</b>	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