

## Lauderdale County Schools

### 2018-19 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

**Curriculum Coordinator:** Partner with staff to facilitate student growth/achievement, lead staff collaboratives focusing on student data analysis and instructional best practices.

**Instructional Mentors/Coaches:** Provide support to new and/or struggling teachers

**Teacher Leaders:** Attend summer training and share during PD with colleagues.

#### Number of Unique Roles: 3

##### Eligibility Criteria

Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience, Principal and/or supervisor approval

##### Compensation Type and Size

Curriculum Coordinator (7) x index 1.23 of base teacher salary (averaging \$12,000)  
Instructional Mentors/Coaches (9) x \$2000  
Teacher Leaders (30) x \$125

##### Reach

46

##### Estimated Cost

\$105,750

#### 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.*