

## Lakeland

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

**Description** The Lakeland School System will enhance teacher and student outcomes by identifying a Leadership Team (LEAD Team) at both Lakeland Elementary School and Lakeland Preparatory School. The goal of the LEAD team is to improve teaching performance, teacher effectiveness, and student outcomes by providing leadership and teacher support

**Number of Unique Roles:** 1

**Eligibility Criteria** Level of overall effectiveness (LOE)  
Certified in content/grade area  
Years of experience

**Compensation Type and Size** \$1,500

**Reach** 11

**Estimated Cost** \$19,462

#### Performance

**Description** Teachers with a Composite Evaluation score of 4 or 5 receive \$300. Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional \$150.

**Eligibility Criteria** **Eligible Teachers:** Tested teachers  
Non-tested teachers  
**Eligibility Criteria:** Level of overall effectiveness (LOE)  
Individual TVAAS or portfolio growth score  
Teachers with a composite evaluation score of 4 or 5 receive \$300. Teachers who teach in tested areas and receive an individual TVAAS score of 4 or 5 receive an additional \$150.

**Compensation Type and Size** \$300 for Composite Evaluation Score of 4 or 5  
\$150 for Individual TVAAS Score of 4 or 5

**Reach** 126

**Estimated Cost** \$57,588.30

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Teachers are compensated for earning Master's degrees. Please see attached salary schedule.

#### Other

