

Lakeland School System

2019-20 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 at both Lakeland Elementary School and Lakeland Middle Preparatory School. The goal of the Leadership Team is to improve teaching performance, teacher effectiveness and student outcomes school-wide by providing leadership and teacher support.

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE); Certified in content/grade area
Selection for the school leadership teams will be based on meeting the stated minimum qualifications and capacity to follow the stated Leadership Team Role Requirements as stated in the job posting/description. The individuals selected will be required to sign the Leadership Team Assurances Page and the Leadership Team Stipend Disbursement Guidelines.

Compensation Type and Size Leadership Team: Compensation will be awarded as a bonus. The teachers that are selected and fulfill the required components of the role will receive a \$1500.00 bonus.

Reach 12

Estimated Cost \$19,000

Performance

Description Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district has elected to use 2018-19 performance data to provide 2019-20 performance bonuses.

Eligibility Criteria **Eligible Teachers:** Tested teachers; Non-tested teachers
Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score

Compensation Type and Size \$300 for all teachers
\$150 for all tested teachers

Reach 80

Estimated Cost \$30,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

There are different lanes for teachers with advanced degrees (MA, MA+45, Ed.S, Ed.D).

Other

N/A

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