

Lakeland School System

2018-19 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 will enhance teacher and student outcomes by identifying a Leadership Team at both Lakeland Elementary 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 Assurance Page and the Leadership Team Stipend Disbursement Guidelines. |
| Compensation Type and Size | Leadership Team: Compensation will be awarded as a bonus to base pay as determined by the teacher salary schedule for the district. The teachers that are selected and fulfill the required components of the role will receive a \$1,500 bonus. |
| Reach | 10 |
| Estimated Cost | \$17,509.50 |
| 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 |
| Compensation Type and Size | \$300 for Composite Evaluation Score of 4 or 5 \$150 for Individual TVAAS Score of 4 or 5 |
| Reach | 98 |
| Estimated Cost | \$39,571.47 |
| Alternative Salary Schedule | |
| Is the district implementing an alternative salary schedule? No | |
| Education* | |
| Educators with advanced degrees are compensated according to the salary schedule for years of experience and degree held. Pay is increased for M.A. or Greater. | |
| Other | |
| N/A | |

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