

2015-16 Lakeland Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Additional Instructional Roles or Responsibilities	<p><i>The Lakeland School System will support ongoing, continuous professional development to staff by placing a Master Teacher at Lakeland Elementary School. The goal of the master teacher is to provide support in areas including teacher evaluations, curriculum, RTI, easyCBM, data chats, and the work of Professional Learning Communities.</i></p> <p><i>Selection will be based on meeting the minimum qualifications and capacity to follow the Master Teacher Role Requirements as stated in the job posting/description (attached). The individual selected will be required to sign the Master Teacher Assurances Page and the</i></p>	<p><i>Compensation for the additional role will be awarded as a bonus to base pay as determined by the teacher salary schedule for the district.</i></p> <p><i>The teacher that is selected and fulfills the required components of the role will receive a \$2000.00 bonus.</i></p>	<p><i>One teacher will be selected for this additional role.</i></p> <p><i>93 % of teachers at Lakeland Elementary School have a level 4 or 5 on the state evaluation model, and all teachers within that category will be eligible to apply for the Master Teacher position. Applicants will be screened based on the stated criteria in the job posting/description. One teacher will receive this bonus.</i></p>	<p><i>The estimated pay out for this differentiated pay element is \$2000.00</i></p>	<p><i>This differentiated pay element will comprise less than 1% of district salary expenditures.</i></p>

	<i>Master Teacher Stipend Disbursement Guidelines (attached).</i>				
Additional Instructional Roles and Responsibilities	<p><i>The Lakeland School System will enhance teacher and student outcomes by identifying a Leadership Team at Lakeland Elementary 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.</i></p> <p><i>Selection 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 (attached). The individuals selected will be required to sign the Leadership Team Assurances Page and the Leadership Team Stipend Disbursement Guidelines (attached).</i></p>	<p><i>Compensation will be awarded as a bonus to base pay as determined by the teacher salary schedule for the district.</i></p> <p><i>The teachers that are selected and fulfill the required components of the role will receive a \$1500.00 bonus.</i></p>	<p><i>Up to 5 teachers will be selected for the additional role.</i></p> <p><i>100% of the teachers at Lakeland Elementary School hold a valid Tennessee teaching license. Any level 4 or 5 educator is eligible to apply for the Leadership Team positions. Applicants will be screened based on the stated criteria in the job posting/description.</i></p>	<i>The estimated pay out for this differentiate pay element is \$7500.00</i>	<i>This differentiated pay element will comprise less than 1% of district salary expenditures.</i>