

Lakeland Municipal School District 2021-22 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 and Lakeland Preparatory Schools. 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; Years of experience; 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	Compensation will be awarded as a bonus. The teachers that are selected and fulfill the required components of the role will receive at \$1,500.00 bonus.
Reach	22
Estimated Cost	\$39,277
Performance	
Description	Teachers with 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 \$150.00.
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	\$300.00 for Composite Evaluation Score of 4 or 5 \$150.00 for individual TVAAS Score of 4 or 5
Reach	149
Estimated Cost	\$66,506.88
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.