

## Franklin County 2022-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The Franklin County School District uses differentiated pay to pay CTE, Speech/Language, and SPED CDC positions that are hard to staff. If our Career and Technical Educators and SLPs were working in their field of expertise outside of the education setting, they would be receiving greater compensation.</p> <p>There is currently a severe shortage of SPED teachers willing to work in a comprehensive development classroom.</p> <p><b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education))</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Teacher must have a valid Tennessee teaching license with the appropriate endorsement.</p> <p>Teachers with experience must have a minimum level of effectiveness of a 3 when applicable.</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b></p> <p><b>Compensation Amount:</b> Speech/Language (3) x \$1,000</p> <p>CTE Hard to Staff (4) x \$2,500</p> <p>SPED CDC (1) x \$3,000</p>
<b>Reach</b>	8
<b>Estimated Cost</b>	\$16,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p><b>District Math Team:</b> The District Math Team will be created to assist with the math textbook adoption process and curriculum implementation. They are responsible for attending Math Implementation professional development sessions and redelivering to their respective schools and are responsible for leading Math unit prep and lesson prep sessions throughout the year. They are also working with NIET, our educational vendor partner.</p> <p><b>District Literacy Team:</b> The District Literacy Team was created to assist with the Literacy Implementation Network. They are responsible for attending Literacy Implementation professional development sessions and redelivering to their respective schools and are responsible for leading ELA unit prep and lesson prep sessions throughout the year. They are also working with NIET, our educational vendor partner.</p>

**School CI Support:** School CIs are required to attend additional PD, they are trained on instructional programs, instructional technology tools and equipment, STREAM concepts and equipment, Google certification, etc. They are the go-to person in their buildings for all of above and are required to redeliver PD to their teachers.

**New Teacher Mentors:** Each mentor attends district meetings with supervisors and has monthly meetings with their mentee to inform, assist, and grow our new or new to the district employees.

**Learning Loss Coordinators:** LLCs are responsible for screening and benchmark disaggregation of student data in Math and ELA, assigning students to appropriate high dosage/ low ratio tutoring groups, organizing tutoring schedules for students and LL educational assistants, and providing lessons and materials for those tutoring groups.

**Content Leads:** Our content leads are responsible for dissemination of content specific information, leading PLCs, and being a "go-to" for that content area.

**EL Support:** Translations for parents and leading the EL teacher group will fall to this team member.

**Technology Coach:** The Tech Coach is responsible for leading training on all classroom instructional technology and instructional technology tools to enhance the teaching and learning experience. They also lead one on one sessions with teachers that have a specific instructional technology need.

**Coordinated School Health Triage:** This group will analyze, improve, and monitor all aspects of coordinated school health in Franklin County schools.

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Certified in content/grade area Principal referrals are considered in the selection process as well.
<b>Compensation Type and Size</b>	Minimum of \$250 and maximum of \$4,500.
<b>Reach</b>	168
<b>Estimated Cost</b>	\$157,000

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education \*

Our educators are compensated for advanced degrees through our salary schedule.

#### Other

Our district pays \$5,000 to teachers who have achieved National Board Certification.

**School Testing Coordinator:** School Testing Coordinators attend sessions with the District Testing Coordinator and are responsible for all state assessments within their building.

**School Website Manager:** The school website manager is responsible for attending required webmaster trainings and keeping their school website up to date and compliant.

