

Franklin County 2023-24 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)	
Description	<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>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education))</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Advanced degrees</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase Bonus Type:</p> <p>Compensation Amount:</p> <p>CTE (3)x\$5000; Speech/Language (6) x \$5,000; SPED (2)x \$5,000</p>
Reach	11
Estimated Cost	\$55,000
Instructional Roles or Responsibilities	
Description	<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.</p> <p>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.</p> <p>Content Leads: Our content leads are responsible for dissemination of content specific information, leading PLCs, and being a "go-to" for that content area.</p> <p>EL Support: Translations for parents and leading the EL teacher group will fall to this team member.</p> <p>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.</p>

Data Analyst: The data analyst will analyze, disseminate, and provide PD on school and district data, as well as lead PLCs to analyze formative assessment data.

District RTI Coordinator: Coordinate all RTI efforts in the district and provide PD for all school level RTI teachers

District 504 Coordinator: Coordinate all 504 efforts in the district and provide PD for all school level 504 Coordinators

Lead School Counselor: Coordinate all counseling efforts in the district and provide PD for all school counselors

Eligibility Criteria	Chosen for their expertise in the area
Compensation Type and Size	School CI Support Person - \$1500 New Teacher Mentors - \$250 Content Leads - \$1,000 EL Support - \$1500 Technology Coach - \$1500 District Data Analyst - \$3000 District RTI Coordinator - \$3,000 School Counselor Coordinator - \$3,000 504 Coordinator - \$2,000 School Website Lead - \$500 Building Testing Coordinator - \$500
Reach	88
Estimated Cost	\$66,750
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Our educators are compensated for advanced degrees through our salary schedule.	
Other	