

# FRANKIN SPECIAL SCHOOL DISTRICT

## 2015-16 Differentiated Pay Plan Submission

### I. Description of Differentiated Elements (Required Section)\*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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>
Hard-to-Staff (School, Subject, or Placement)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<p>The FSSD uses a TEAM Flex Model. Teachers scoring at a Level 3 or above on the overall evaluation will be eligible to apply to serve in the roles of 1) Teacher Mentors, 2) Tutors for remediation/enrichment, 3) Learning Leaders and Professional Development Facilitators.</p>	<p>Compensation will be given as a bonus. Qualifying teachers will receive the bonus as follows: 1) Teacher Mentors will be paid from \$595 to \$1,785 annually; 2) Tutors will be paid from \$20 to \$25/ hour; 3) Learning Leaders/ Professional Development Facilitators will earn from \$100 to \$400.</p>	<p>Approximately ninety-seven (97%) percent of the teachers will be eligible to participate for this type of compensation.</p> <p><b>Forecasts in the role of:</b> 1) Teacher Mentors: 30 to 35; 2) Tutors for remediation/enrichment: 64 individual extended contracts for teachers, based on 2014-2015</p>	<p>The total estimated cost for these additional roles is <del>\$92,113</del> \$87,000.</p>	<p>This will comprise approximately <del>one percent (1%)</del> forty-three hundredths percent (0.43%) of the district salary expenditures.</p>

			numbers; 3) Learning Leaders/ Professional Development Facilitators : 119, based on 2014-2015 numbers.		
<b>Education</b>	<p>The FSSD will continue to award increases for levels of education. The <b>2015-2016</b> salary schedule has not been approved by the FSSD Board at this time and will be sent upon approval.</p> <p>The FSSD also awards teachers who meet national standards and pass the assessment to become National Board Certified in a selected area of focus. The certification earns this monetary bonus for ten years (length of initial certification).</p>	<p>Compensation for additional education will be base pay on salary schedule.</p> <p>National Board Certified Teachers will receive a \$4,000 annual bonus for the length of the certification.</p>	All teachers will be eligible for the additional education and the attainment of National Board Certification.	<p>The estimated cost for National Board Certification is <del>\$116,800</del> <b>\$148,800</b>.</p> <p>The estimated cost for additional educational attainment is <del>\$22,000</del> <b>\$28,000</b>.</p>	<p>This will comprise of approximately <del>eleven hundredths percent (.11%)</del> <b>eight-seven hundredths percent (.87%)</b> of the district salary expenditures.</p>
<b>Experience</b>	The FSSD will continue to award step increases for each year of experience. The <b>2015-2016</b> salary schedule has not been approved by the FSSD Board at this time and will be sent upon approval.	Each teacher will earn a yearly step increase for years of experience.	All teachers will be eligible for this increase.	The estimated cost for step increases for experience is <del>\$188,000</del> <b>\$279,102</b> .	<p>This will comprise of approximately <del>ninety-three hundredths percent (.93%)</del> <b>one and thirty-seven hundredths percent (1.37%)</b> of the district salary expenditures.</p>
<b>Other</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>