

2015-16 Franklin County 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>
<p>Submitted for 2014-15</p> <p>Hard-to-Staff (School, Subject, or Placement)</p>	<p><i>The district will pay current licensed teachers for required college tuition and/or testing expenses to add endorsements in the areas of secondary math, science, foreign language, and special education – these areas have been identified as “hard to fill” for several years.</i></p>	<p><i>The compensation will be given as a bonus after one of the needed endorsements has been added to the teacher’s license</i></p>	<p><i>Approximately 200 teachers with secondary endorsements could add one of the needed endorsements by merely passing the required praxis test. Approximately 425 teachers could fulfill the requirements(coursework and/or praxis requirements) for adding one of the ‘shortage areas’.</i></p>	<p><i>The estimated total for this is \$25,000 (hopefully, 5 teachers will be compensated up to \$5,000 – tuition for the required courses and 10 teachers will take the required praxis exams – about \$100 each).</i></p>	<p><i>This compensation makes up less than 1 percent of the district’s annual salary costs for certified employees</i></p>

For 2015-16 – keep the above in place but add the following option for Hard-to-Staff

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>
<p>New – additional option for 2015-16</p> <p>Hard-to-Staff (School, Subject, or Placement)</p>	<p><i>The district will pay current licensed teacher(s) with the appropriate endorsement to teach an extra class during their planning period if no viable certified candidate is available.</i></p> <p><i>For example, at the high school level three (3) certified math teachers on a block schedule could (if they agree) teach one additional math class during their planning period; thus, filling the need for an additional math teacher.</i></p>	<p><i>Compensation will be made monthly (on the 15th after the timesheet is submitted on the last day of the month).</i></p> <p><i>Compensation will be calculated by dividing the employee's daily rate by number of daily class periods.</i></p> <p><i>Minimally, this would be more than \$50 a day for reported workdays.</i></p>	<p><i>Approximately 200 teachers are currently employed in grades 6-12.</i></p>	<p><i>This could be the salary of one certified teacher, or several – totally dependent upon the identified need.</i></p>	<p><i>Compensation would make up less than 1 percent of the district's annual salary costs for certified employees</i></p>