

## FRANKLIN SSD

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	Based upon TEAM evaluation scores, teachers earning a 3 or more on the overall evaluation will be eligible to apply for the following roles: teacher mentors, tutors/enrichment teachers, and professional learning facilitators. This criteria means that an estimated 97% of Franklin Special School teachers will be eligible to apply for these positions. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	Tutors: \$20-\$25 per hour Learning Leaders/Professional Learning Facilitators: \$100-\$400 Teacher Mentors: \$100-\$1,785 annually
<b>Reach</b>	150
<b>Estimated Cost</b>	\$150,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The teacher salary schedule provides additional compensation for certified employees beyond a Bachelor's degree with following pay lanes: Bachelor's, Bachelor's +10, Bachelor's +20, Master's, Master's +10, Master's +20, Master's +30, Educational Specialist, and Doctorate Degree. Additionally, teachers with three years of experience in the district, pursuing advanced degrees, are compensated for their course fees through the tuition reimbursement program.	
Other	
National Board Certified Teachers in Franklin Special School District receive a \$4,000 per year supplement (\$2,000 in December and \$2,000 in June) as long as they are serving in a position that is 100% direct classroom instruction while the National Board Certification is valid.	