

## Franklin Special School District 2018-19 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>	The FSSD uses a TEAM Model. Teachers scoring at a Level 3 or above on the overall evaluation will be eligible to apply to serve in the roles of teacher mentors and professional learning facilitators. Approximately 97 percent of FSSD teachers will be eligible to participate in this type of compensation. <b>Number of Unique Roles: 2</b>
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<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE)
<b>Compensation Type and Size</b>	Learning Leaders and Professional Learning Facilitators will earn from \$100 to \$400. Mentors will be paid from \$595 to \$1,785 annually.
<b>Reach</b>	89
<b>Estimated Cost</b>	\$85,000

### Performance

N/A

### Alternative Salary Schedule

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

### Education\*

The FSSD teacher salary schedule includes additional compensation for education beyond Bachelors degree, including 8 different pay scales as teachers progress toward either Masters, EDS, or PHD degree levels.

### Other

Once a teacher achieves National Board Certification, the teacher will receive a \$4,000 per year supplement for the life of the certificate as long as 100% of his/her day is devoted to direct classroom instruction

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*