

Franklin Special School District 2019-20 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

Description Based on 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. These criteria mean that an estimated 97% of Franklin Special School teachers will be eligible to apply for these positions.

Number of Unique Roles: 3

Eligibility Criteria Level of overall effectiveness (LOE)

Compensation Type and Size Tutors: \$20-\$25 per hour
Learning Leaders/Professional Learning Facilitators: \$100-\$400
Teacher Mentors: \$595-\$1,785 annually

Reach 99

Estimated Cost \$129,774

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? 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 (\$2000 in December and \$2000 in June) as long as they are serving in a position that is 100% direct classroom instruction while the National Board Certification is valid.

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