

Franklin Special School District 2020-21 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 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. These criteria mean that an estimated 97% of Franklin Special School teachers will be eligible to apply for these positions. Eligibility will be based on results from the 2018-2019 school year due to the cancellation of teacher evaluations during the 2019-2020 school year.

Teacher Mentors: Experienced teachers serve as mentors to our incoming teachers. The EQUiP (Enhancing the Quality of our Introductory Professionals) program provides support to our incoming teachers from year 1 through tenure.

Professional Learning Facilitators: Teachers are extended the opportunity to serve as Technology Leaders in the building. These positions provide day-to-day support in the use of technology and learning opportunities for the faculty in the use of instructional technology resources throughout the year.

Number of Unique Roles: 2

Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience

Compensation Type and Size

Learning Leaders/Professional Learning Facilitators: \$100-\$400
Teacher Mentors: \$595-\$1,785 annually

Reach

125

Estimated Cost

125000

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 \$4000 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.*