

**FRANKIN SPECIAL SCHOOL DISTRICT**  
**2016-17 Differentiated Pay Plan Submission**

**I. 2016-17 Differentiated Pay Plan (Required Section)\***

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the criteria for receiving the award.	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What % of salary expenditures (excluding benefit costs) does this element cover?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
<b>Performance</b>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
<b>Additional Instructional Roles or Responsibilities</b>	The FSSD uses a TEAM Flex 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, tutors for remediation, Learning Leaders, and Professional Development facilitators.	Learning Leaders and Professional Development Facilitators will earn from \$100 to \$400.  Tutors will be paid from \$17 to \$20 per hour.  Mentors will be paid from \$595 to \$1,785 annually.	Approximately ninety-seven (97%) percent of the teachers will be eligible to participate for this type of compensation.	The total estimated cost for these additional roles is \$87,000.	This will comprise approximately forty-three hundredths percent (0.43%) of the district salary expenditures.
<b>Education</b>	The FSSD will continue to award increases for levels of education. The <b>2016-2017</b> salary schedule has not been approved by the FSSD Board at this time and will be sent upon approval.	Compensation for additional education will be base pay on salary schedule.  National Board Certified Teachers will receive a \$4,000 annual bonus for the length of the certification.	All teachers will be eligible for the additional education and the attainment of National Board Certification.	The estimated cost for National Board Certification is \$136,800.  The estimated cost for additional educational	This will comprise of approximately eight-five hundredths percent (.85%) of the district salary

	The FSSD also awards teachers who meet national standards and pass the assessment to become National Board Certified in a selected area of focus. The certification earns this monetary bonus for ten years (length of initial certification).			attainment is \$35,000.	expenditures.
<b>Experience</b>	The FSSD will continue to award step increases for each year of experience. The <b>2016-2017</b> salary schedule has not been approved by the FSSD Board at this time and will be sent upon approval.	Each teacher will earn a yearly step increase for years of experience.	All teachers will be eligible for this increase.	The estimated cost for step increases for experience is \$282,458.	This will comprise of approximately one and thirty-seven hundredths percent (1.40%) of the district salary expenditures.
<b>Other</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>