

Franklin County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	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 percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<p>The district will continue to pay current licensed teacher(s) with the appropriate endorsement to teach an extra class period during their planning period if no viable certified candidate is available.</p> <p>For example, at the high school level, three certified math teachers on a block schedule could (if they agree) teach one additional math class during their planning period; thus, filling the need for an additional math teacher.</p>	<p>Compensation will be made monthly (on the 15th after the timesheet is submitted on the last day of the month).</p> <p>Compensation will be calculated by dividing the employee's daily rate by number of daily class periods.</p> <p>Minimally, this would be more than \$50 a day for reported workdays.</p>	Approximately 200 teachers are currently employed in grades 6-12.	This could be the salary of one certified teacher, or several – totally dependent upon the identified need.	Compensation would make up less than 1 percent of the district's annual salary costs for certified employees

Performance					
Additional Instructional Roles or Responsibilities	Franklin County Schools will implement a school-based curriculum and instructional (CI) coaching model where current teaching staff will be paid for additional time out of the classroom to serve as mentors, provide direct support for the TEAM evaluation rubric, and implement professional development opportunities at the school level. (See attached document for additional information on job responsibilities)	\$3,000 stipend for each CI coach	37 teachers: 18 elementary (8-pre-K – 2 nd ; 10-3-5 th gr) 9 middle (3-6 th gr; 3-7 th gr; 3-8 th gr) 10 high school (6-FCHS; 4-Huntland)	\$111,000 (Total does not include increases in benefits that will also be covered through differentiated pay.)	100%
Education*	The district does not plan to change the current Salary Schedule. The FY17 Salary Schedule is attached and contains a 2% raise.	Each teacher will be paid according to documentation on record.	All teachers are eligible.	The estimated salary cost of this element is \$20,587,812 per year.	This comprises 48.57% of all district expenditures.
Experience*	The district will continue to award step increases for each year of experience up to a maximum of 20 years. The attached salary schedule contains amounts for FY17.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average teacher step increase is \$367.00 per year for a Bachelor's degree and \$596 for a Master's degree. The estimated salary step cost is \$150,000	The experience payment makes up 1.0 – 2.0% of the teacher's salary expenditure.
Other					