

FRANKLIN SSD--941					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					\$
Performance					\$
Additional Instructional Roles or Responsibilities	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 1) teacher mentors, 2) Professional Learning facilitators.	Level of Overall Effectiveness (LOE)	1) Mentors will be paid from \$700 to \$2,100 annually; 2) Professional Learning Facilitators will earn from \$75 to \$250.	220	\$90000
Education*	Compensation for additional education will be base pay on the salary schedule.				
Other					

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