

## Franklin County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	<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. Certified teacher openings in Math, Science and Special Education which occur very late in the summer create hardship to the school system due to the lack of qualified applicants.</p> <p><b>Priority Areas: 9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Teacher must have a valid Tennessee teaching license with the appropriate endorsement. Teachers with experience must have a minimum level of effectiveness of a 3, when applicable.</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase</p> <p><b>Compensation Amount:</b></p> <p>Calculated at daily rate divided by number of periods/blocks in the day.</p> <p>2 - 9-12 Math Teacher at daily rate divided by number of periods/blocks in the day.</p> <p>1 - 9-12 Science at daily rate divided by number of periods/blocks in the day.</p>
<b>Reach</b>	3
<b>Estimated Cost</b>	\$15,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p><i>Curriculum and Instruction Coach</i></p> <ul style="list-style-type: none"> <li>Collaborate with the building level principal at least once a month (minimum) regarding TEAM evaluation feedback and areas of need for professional development.</li> <li>Serve as a mentor to newly hired teachers or teachers who need assistance with implementation of the grade level/subject area curriculum.</li> <li>Coordinate (with building level principal approval) at least 2-5 minute "Quick Shares" at staff meetings, PLC meetings, etc. The CI Coach will be responsible for coordinating individual contributions to this event.</li> <li>Assist with effective implementation and utilization of professional learning communities.</li> <li>Help develop teacher expertise in implementing a guaranteed viable curriculum, administering common (formative and summative) assessments, and using student data to refine teaching practice.</li> <li>Meet with other CI Coaches from other sites, at least, once a month (minimum) to support improvement efforts district-wide.</li> </ul>

- Coordinate/facilitate/ assist with effective implementation of a Two Week Summer STREAM Camp.

#### STEM Coach

- Collaborate with building level principal
- Assist with administrative duties
- Work directly with principal to improve student attendance/truancy
- Work directly with principal to improve students at Risk Academically
- Collaborate and work with teachers to improve teacher instruction and student achievement in Core instruction and interventions
- Analysis of data, as well as evaluate assessment data to determine improvements in instructional practice and student achievement
- Active participant in supporting RTI programs
- Serve as mentor for newly hired teachers or teachers needing assistance.

#### Number of Unique Roles: 2

<b>Eligibility Criteria</b>	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Level of Overall Effectiveness (LOE); Individual TVAAS The attendance requirement does not include approved leave of absence.
<b>Compensation Type and Size</b>	Minimum of \$500.00 and maximum of \$3000.00 per role/duty.
<b>Reach</b>	37
<b>Estimated Cost</b>	\$157,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Per the approved salary schedule, the district recognizes MA, Ed.S., MA+30, and Doctorate.	
<b>Other</b>	
N/A	

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