

FRANKLIN SPECIAL SCHOOL DISTRICT

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	The FSSD uses a TEAM Flex Model. Teachers scoring at a Level 4 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 \$92,113.	This will comprise approximately one percent (1%) of the district salary expenditures.
Education	The FSSD will continue to award increases for levels of	Compensation for additional education will be base pay on	All teachers will be eligible for the additional education	The estimated cost for National Board	This will comprise of

	education as shown in the attached 2014-2015 salary schedule. 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).	salary schedule. National Board Certified Teachers will receive a \$4,000 annual bonus for the length of the certification.	and the attainment of National Board Certification.	Certification is \$116,800. The estimated cost for additional educational attainment is \$22,000.	approximately eleven hundredths percent (.11%) of the district salary expenditures.
Experience	The FSSD will continue to award step increases for each year of experience as shown in the attached 2014-2015 salary schedule.	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 \$188,000.	This will comprise of approximately ninety-three hundredths percent (.93%) of the district salary expenditures.
Other	N/A	N/A	N/A	N/A	N/A

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

The Franklin Special School District salary schedule is attached.

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

The plan would be to allocate part of future State funding increases for differentiated pay.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

The FSSD uses a TEAM Flex Model. Teachers scoring at a Level 4 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.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

During the 2013-2014 school year, a certified staff member from each school, the Human Relations Supervisor, the Associate Directors for Teaching & Learning and Finance & Administration and the Director of Schools met to brainstorm ideas related to the Differentiated Pay Plan. The basics of the plan were also discussed with the School Board members at their annual retreat.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

The District would like to expand its differentiated pay plan to include additional leadership roles.

IV. Alternative Salary Schedule (Optional Section)

An alternative salary schedule uses some other component, often performance criteria, in addition to or in place of education and experience to determine base pay and is subject to State Board of Education (SBE) approval. If you are unsure whether your plan qualifies as an alternative salary schedule or for additional resources for developing such a plan, contact Laura Encalade at Laura.Encalade@tn.gov for more information. Please review the [specific submission timeline](#) for alternative salary schedules on page 2.

Those districts proposing an alternative salary schedule as part of their differentiated pay plan, must complete this addendum to provide the department with the additional information needed to present the salary schedule to the SBE on behalf of the LEA. Those districts which already have SBE approved alternative salary schedules need only to submit a current copy of that plan.

a. Salary Schedule

Include both the proposed salary schedule and a description of the following:

- How will base pay changes be determined?
- Will existing employees have an opt-out provision for the alternative salary schedule? If so, when will all employees transition to the alternative salary schedule?
- How will the following groups be placed on the alternative salary schedule?:
 - Existing district employees
 - Educators new to teaching with zero years of experience
 - Educators new to the district but with prior experience

b. Eligibility Criteria

If not already included in Section IV on the previous page, describe below or include in an attachment a copy of any eligibility rules for the alternative salary schedule.

c. Feasibility Analysis

Attach evidence using 2012-13 data (at a minimum) that the alternative salary schedule is financially feasible. Please reach out to Laura.Encalade@tn.gov for additional information or support in meeting this requirement.

d. Stakeholder Engagement

Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

Appendix A: Common Differentiated Pay Definitions

1. Base pay (base salary): An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
2. Bonus/stipend: Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.
3. Traditional salary schedule (or step and lane schedule): A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.
4. Alternative salary schedule¹: A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
5. Opt-in/opt-out provision: Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.

¹ If you are unsure as to whether your plan is a traditional salary schedule or an alternative salary schedule, please contact Laura.Encalade@tn.gov.

Franklin Special School District
Salary Schedule ⁽¹⁾⁽²⁾
Teacher (200-Day Contract)
FY 2014-2015

Yrs of Exp	BS Degree	BS+10 Degree	BS+20 Degree	MA Degree	MA+10 Degree	MA+20 Degree	MA+30 Degree	EDS Degree	PHD Degree	Yrs of Exp
0	37,007	37,735	38,478	40,181	40,775	41,375	43,486	44,772	47,964	0
1	38,462	39,220	39,992	41,762	42,378	43,005	45,201	46,538	49,856	1
2	39,617	40,395	41,190	43,015	43,650	44,296	46,557	47,931	51,351	2
3	40,199	40,992	41,798	43,650	44,296	44,950	47,246	48,644	52,111	3
4	40,794	41,595	42,416	44,296	44,951	45,618	47,946	49,364	52,882	4
5	41,595	42,416	43,250	45,171	45,836	46,516	48,894	50,335	53,926	5
6	42,415	43,248	44,103	46,059	46,741	47,432	49,858	51,333	54,991	6
7	43,334	44,190	45,058	47,057	47,757	48,463	50,837	52,348	56,079	7
8	44,273	45,147	46,037	48,081	48,791	49,513	51,848	53,377	57,187	8
9	45,232	46,124	47,034	49,124	49,852	50,590	52,869	54,430	58,318	9
10	46,219	47,123	48,054	50,189	50,932	51,686	53,914	55,508	59,472	10
11	47,352	48,287	49,241	51,427	52,190	52,964	55,083	56,605	60,648	11
12	48,520	49,479	50,456	52,696	53,479	54,271	56,286	57,725	61,850	12
13	49,720	50,698	51,701	54,000	54,800	55,612	57,503	58,866	63,074	13
14	50,944	51,950	52,978	55,336	56,152	56,986	58,754	60,030	64,324	14
15	52,201	53,235	54,285	56,702	57,542	58,396	60,033	61,218	65,592	15
16	53,985	55,201	56,614	58,642	59,510	60,395	61,913	63,011	67,546	16
17	55,605	56,857	58,310	60,400	61,297	62,207	63,768	64,902	69,574	17
18	55,801	57,091	58,575	60,613	61,512	62,426	63,994	65,134	69,743	18
19	55,997	57,323	58,839	60,825	61,727	62,644	64,218	65,366	69,911	19
20	56,191	57,557	59,102	61,037	61,942	62,863	64,443	65,597	70,080	20
21	56,388	57,791	59,368	61,251	62,160	63,082	64,671	65,832	70,248	21
22	58,079	59,524	61,148	63,086	64,025	64,975	66,612	67,806	72,358	22
23	58,444	59,911	61,584	63,384	64,328	65,286	66,934	68,135	72,591	23
24	58,809	60,298	62,020	63,681	64,630	65,595	67,257	68,464	72,824	24
25	59,177	60,686	62,458	63,978	64,933	65,907	67,582	68,794	73,060	25

⁽¹⁾ Salary schedule is preliminary and not approved by the Board of Education.

⁽²⁾ Returning retirees will be paid at their level of education and 10 years' experience.