

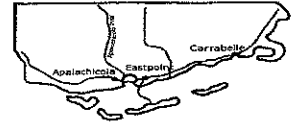
J. Venesky 4B



Nina M. Marks
Superintendent

Franklin County Schools

Administrative Offices
85 School Road
Suite One
Eastpoint, Florida 32328
Phone (850) 670-2810 Fax (850) 670-2811
www.franklincountyschools.org



Working Together
Making A Difference

MEMORANDUM

TO: Nina M. Marks, Superintendent
FROM: Sam Carnley *SC*
DATE: July 8, 2010
RE: Initial Salary Schedule and Differentiated Pay Plan for 2010-11

At the beginning of each new fiscal year, it is necessary to bring forward the previous year's salary schedule to serve as the basis for the payment of salaries until the board and union settle on a new salary schedule for the current year. Accordingly, I have attached last year's salary schedule and differentiated pay plan updated for 2010-11 for your review and approval.

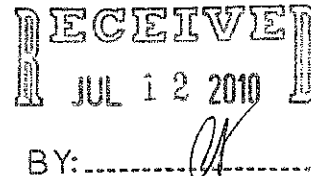
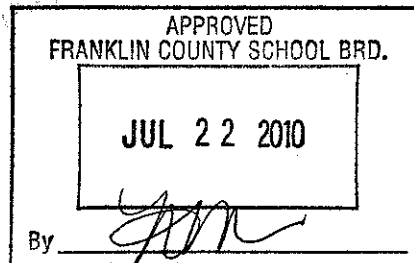
As you are aware, the board and union agreed on a three year contract in 2008-09 and renegotiated it last year due to the changing financial climate. The agreement provides for further renegotiations this year if financial conditions warrant. Mr. Jerry Copeland and I have made the union representatives aware of our intent to seek re-negotiation of the agreement if the economic conditions are such that it will be fiscally impossible for the board to honor the existing contract.

One notable change in this salary schedule is that it includes a schedule for an Accountant II position which requires a bachelors degree in accounting as a minimum qualification for the position. The starting salary for this position is the same as that for a beginning teacher which also requires a bachelors degree as a minimum qualification.

If acceptable to you, please place this on the next meeting agenda as a consent item.

Thank you.

CC: Denise Roux



Board Meets First Thursday After First Monday in Each Month

George Thompson
District 1

David Hinton
District 2

Teresa Ann Martin
District 3

Jimmy Gander
District 4
Chair

Carlton Whaley
District 5
Vice Chair

FRANKLIN COUNTY SCHOOL BOARD

SALARY SCHEDULES

FYE 6/30/11

Prepared by the Finance Office and Submitted to

Superintendent Nina M. Marks

Recommended for School Board Approval

Effective July 1, 2010

Franklin County School District
Notes on Salary Schedules
FYE 6/30/11

In 2008-2009 the School Board and Union agreed on the contract terms described in paragraphs 1 - 5 below.

1. The School Board and Union entered into a 3 year contract in 2008/09.
With regard to raises, the agreement provides as follows:
2008-09: 10% plus step across the board for all employees
2009-10: 8% plus step across the board for all employees - added to base (Bachelors)
2010-11: 6% plus step across the board of all employees - added to base (Bachelors)
2. Steps to remain automatic through 3 year contract. For the 4th year, steps to be negotiated and contingent upon receipt of overall satisfactory or better evaluation.
3. The salary schedule increments between bachelors, masters, specialists, and Phd. were standardized. The salary schedule was collapsed from 27 to 24 steps.
Existing employees who add an advanced degree or new employees with such a degree beginning with the 2008-09 school year had agreed upon increments added to the Bachelors schedule. All current employees were grandfathered in at their existing positions on the 2008-09 salary schedules. Any employee who did not have an advanced degree by July 1, 2008, will receive the BA + increment for future degrees according to board policy.
4. The instructional supplemental schedules were replaced by the Differentiated Pay Plan, included as an attachment to this document.
5. An outline of the terms of the above agreement is included in this document as APPENDIX

In 2009/10, the School Board and Union Renegotiated parts of the above contract as described in the attachment to this document titled "TENTATIVE CONTRACT NEGOTIATIONS AGREEMENT" Dated November 24, 2009.

The foregoing document further provides for additional actions to be taken during the 2010-11 year contingent upon the occurrence of certain financial conditions.

FRANKLIN COUNTY SCHOOL BOARD
 School Instructional Employees
 (Hired Before School Year 2008-09)
 FYE 6/30/11

Group Benefits Contributions \$9,819.84 for 2010/11

	10 MONTH INSTRUCTIONAL			
	Bachelor	Master	Specialist	Doctorate
Pay Type	20, 21, 22	20, 21, 22	20, 21, 22	20, 21, 22
Months	10	10	10	10
Days	196	196	196	196
Hours/Day	7.25	7.25	7.25	7.25
Step	IBA00	IMA00*	ISP00*	IDR00*
0	0	0	0	0
1	32,960	2,717	4,495	6,270
2	32,960	3,039	4,843	6,650
3	33,254	3,378	5,215	7,054
4	33,550	3,743	5,616	7,488
5	34,160	3,813	5,718	7,627
6	34,776	3,885	5,827	7,773
7	35,407	3,958	5,933	7,916
8	36,702	4,108	6,160	8,213
9	37,370	4,181	6,271	8,365
10	38,709	4,340	6,507	8,680
11	39,440	4,423	6,632	8,842
12	40,163	4,498	6,750	9,001
13	40,904	4,572	6,862	9,157
14	41,633	4,673	7,008	9,345
15	42,393	4,758	7,135	9,517
16	43,163	4,847	7,269	9,696
17	43,952	4,933	7,401	9,872
18	44,750	5,027	7,544	10,057
19	45,564	5,127	7,682	10,245
20	46,398	5,216	7,825	10,433
21	48,106	5,412	8,117	10,827
22	48,985	5,513	8,268	11,028
23	49,876	5,615	8,422	11,231
24	50,808	5,721	8,581	11,445

Noncertified teacher position base per hour (NCI00) 11.83

Substitute Teacher Pay:		Per Hour	Per Day
STA00	High School	7.96	57.73
STA02	AA Degree**	8.51	61.37
STA04	BA or MA Degree	9.06	65.69
STA05	BA/MA w/Certification***	9.61	69.70

- * Incremental amounts at each degree level to be added to bachelor base amounts.
- ** Associate degree or equivalent is a degree or successful completion of not less than 60 credit hours.
- *** BS or MS with certificate, or BS or MS with FDOE statement of eligibility.

FRANKLIN COUNTY SCHOOL BOARD
 School Instructional Employees
 (Hired During or After School Year 2008-09)
 FYE 6/30/11

Group Benefits Contributions \$9,819.84 for 2010/11

	10 MONTH INSTRUCTIONAL			
	Bachelor	Master	Specialist	Doctorate
Pay Type	20, 21, 22	20, 21, 22	20, 21, 22	20, 21, 22
Months	10	10	10	10
Days	196	196	196	196
Hours/Day	7.25	7.25	7.25	7.25
Step	IDF00	IMA00*	ISP00*	IDR00*
0	32,960	2,700	3,900	5,200
1	32,960	2,700	3,900	5,200
2	32,960	2,700	3,900	5,200
3	33,254	2,700	3,900	5,200
4	33,550	2,700	3,900	5,200
5	34,160	2,700	3,900	5,200
6	34,776	2,700	3,900	5,200
7	35,407	2,700	3,900	5,200
8	36,702	2,700	3,900	5,200
9	37,370	2,700	3,900	5,200
10	38,709	2,700	3,900	5,200
11	39,440	2,700	3,900	5,200
12	40,163	2,700	3,900	5,200
13	40,904	2,700	3,900	5,200
14	41,633	2,700	3,900	5,200
15	42,393	2,700	3,900	5,200
16	43,163	2,700	3,900	5,200
17	43,952	2,700	3,900	5,200
18	44,750	2,700	3,900	5,200
19	45,564	2,700	3,900	5,200
20	46,398	2,700	3,900	5,200
21	48,106	2,700	3,900	5,200
22	48,985	2,700	3,900	5,200
23	49,876	2,700	3,900	5,200
24	50,808	2,700	3,900	5,200
	1,008,944	67,500	1,106,444	130,000
Noncertified teacher position base per hour (NCI00)				11.83

Substitute Teacher Pay:		Per Hour	Per Day
STA00	High School	7.96	57.73
STA02	AA Degree**	8.51	61.37
STA04	BA or MA Degree	9.06	65.69
STA05	BA/MA w/Certification***	9.61	69.70

* Incremental amounts at each degree level to be added to bachelor base amounts.
 ** Associate degree or equivalent is a degree or successful completion of not less than 60 credit hours.
 *** BS or MS with certificate, or BS or MS with FDOE statement of eligibility.

FRANKLIN COUNTY SCHOOL BOARD
SCHOOL SUPPORT STAFF EMPLOYEES
FYE 6/30/11

Group Benefits Contributions \$9,819.84 for 2010/11

Pay Type	School Level Employees										NCLB (1)	
	12 Month		Attendance		10 Month		Food Service		Food Service			School Para/Professional
Months	Secretary	Officer (2)	Custodian	Officer (2)	Secretary	Manager	Asst. Mgr.	Worker	Base	Yr. College	Base	NCLB (1)
Days	11	30	7	30	14	35	36	37	25,29	25,29	25,29	25,29
Hours/Day	262	10	12	10	10	10	10	10	10	10	10	10
Step	7.50	8.00	8.00	7.50	7.50	7.00	7.00	6.50	6.75	6.75	6.75	6.75
0	NS100	NA100	NCU00	NA100	NSC00	NFT00	NFA00	NFS00	NAD00	NAA00	NAB00	NAB00
1	22,777	23,454	20,389	23,454	18,096	16,103	13,906	13,190	14,442	14,892	15,407	15,407
2	22,965	23,647	20,557	23,647	18,244	16,236	14,020	13,298	14,561	15,015	15,530	15,530
3	23,178	23,866	20,746	23,866	18,414	16,386	14,151	13,422	14,695	15,154	15,669	15,669
4	23,399	24,094	20,944	24,094	18,588	16,541	14,283	13,549	14,832	15,297	15,812	15,812
5	23,627	24,328	21,147	24,328	18,768	16,699	14,419	13,676	14,974	15,442	15,957	15,957
6	23,858	24,566	21,352	24,566	18,950	16,860	14,558	13,807	15,117	15,589	16,104	16,104
7	24,091	24,805	21,559	24,805	19,133	17,022	14,696	13,939	15,263	15,739	16,254	16,254
8	24,324	25,047	21,769	25,047	19,318	17,187	14,837	14,072	15,410	15,890	16,405	16,405
9	24,561	25,292	21,981	25,292	19,506	17,351	14,980	14,207	15,558	16,043	16,558	16,558
10	24,800	25,539	22,194	25,539	19,694	17,519	15,123	14,344	15,705	16,197	16,712	16,712
11	25,043	25,787	22,411	25,787	19,886	17,689	15,269	14,480	15,858	16,353	16,868	16,868
12	25,288	26,039	22,629	26,039	20,079	17,839	15,415	14,618	16,010	16,510	17,025	17,025
13	25,534	26,294	22,848	26,294	20,273	18,031	15,564	14,758	16,164	16,670	17,185	17,185
14	25,784	26,550	23,070	26,550	20,469	18,206	15,713	14,901	16,320	16,830	17,345	17,345
15	26,035	26,809	23,296	26,809	20,667	18,382	15,864	15,042	16,477	16,993	17,508	17,508
16	26,290	27,071	23,522	27,071	20,868	18,561	16,015	15,187	16,636	17,156	17,671	17,671
17	26,546	27,337	23,753	27,337	21,071	18,740	16,170	15,334	16,796	17,323	17,838	17,838
18	26,805	27,603	23,983	27,603	21,276	18,921	16,326	15,481	16,958	17,487	18,002	18,002
19	27,066	27,874	24,216	27,874	21,483	19,104	16,483	15,629	17,122	17,657	18,172	18,172
20	27,332	28,146	24,452	28,146	21,691	19,289	16,642	15,780	17,288	17,828	18,343	18,343
21	27,600	28,422	24,691	28,422	21,901	19,476	16,801	15,930	17,453	18,000	18,515	18,515
22	27,869	28,700	24,932	28,700	22,115	19,664	16,963	16,084	17,622	18,174	18,689	18,689
23	28,142	28,980	25,174	28,980	22,330	19,854	17,128	16,239	17,796	18,350	18,865	18,865
24	28,416	29,264	25,420	29,264	22,547	20,047	17,293	16,395	17,964	18,526	19,041	19,041
25	28,695	29,551	25,669	29,551	22,766	20,242	17,460	16,552	18,136	18,705	19,220	19,220
26	28,976	29,840	25,920	29,840	22,988	20,438	17,628	16,712	18,311	18,886	19,401	19,401
	29,259	30,133	26,173	30,133	23,211	20,637	17,798	16,873	18,490	19,069	19,584	19,584
	698,338	719,035	684,793	719,035	554,326	493,043	423,505	405,497	441,957	455,776	469,681	469,681

Notes:

- (1) NCLB designation for paraprofessional classification indicates Title I educational requirements have been met. \$500 increase over NAA00 Slot.
- (2) Attendance officer slot (PT 30) was eliminated by School Board. Current occupant included as 10 month secretarial position but maintains PT 30 salary.
- (3) Yr. 25 and 25+ do not constitute additional steps. These rows show salaries of employees with years of service beyond 24.

**FRANKLIN COUNTY SCHOOL BOARD
DISTRICT GENERAL STAFF EMPLOYEES
FYE 6/30/11**

Group Benefits Contributions \$9,819.84 for 2010/11

	<u>Maintenance</u>	<u>Regular Bus Driver</u>
Pay Type	65	45
Months	12	10
Days	262	185
Hours/Day	8.00	4.00
<u>Step</u>	<u>NMT00</u>	<u>NBD00</u>
0	31,731	11,421
1	31,883	11,520
2	32,054	11,631
3	32,237	11,751
4	32,424	11,874
5	32,610	11,996
6	32,798	12,176
7	32,988	12,359
8	33,180	12,542
9	33,372	12,727
10	33,564	12,911
11	33,757	13,094
12	33,953	13,278
13	34,152	13,405
14	34,346	13,528
15	34,546	13,651
16	34,746	13,774
17	34,947	13,897
18	35,150	14,019
19	35,349	14,141
20	35,556	14,263
21	35,762	14,386
22	35,973	14,510
23	36,179	14,632
24	36,389	14,754
25	36,598	14,876
26	36,945	15,018
<hr/>		
Daily Sub	107.68	73.13
Hourly Sub	13.46	14.98
Sub Type	SMT00	SBD00
Athletic Trips		17.53
Extra Trips		Reg. Hrly Rate
Hrly rate, non-driving time, extended trips:**		7.98

Notes:

* Yr 25 and 25+ do not constitute additional steps. These rows show salaries of employees with years of service over 24.

** Non-driving time is defined as any duty performed during normal work hours, or when presence is required at any activity directly related to the purpose of the trip, regardless of the hour. "Free" time during and after normal work hours will not be compensated.

**FRANKLIN COUNTY SCHOOL BOARD
DISTRICT SUPPORT STAFF EMPLOYEES
FYE 6/30/11**

Group Benefits Contributions \$9,819.84 for 2010/11

<i>District Level Employees</i>					
Classified					
Employee					
Pay Type	3		15		15
Months	12		12		12
Days	262		262		262
Hours/Day	7.25		7.25		7.25
	Specialist		Specialist		Accountant
	I	II	I	Accountant	
Step	CO100	CH00	SA000	SA200	
0	24,296	26,065	28,702	32,960	
1	24,695	26,497	29,177	33,254	
2	25,150	26,985	29,717	33,550	
3	25,633	27,506	30,291	34,160	
4	26,127	28,038	30,877	34,776	
5	26,620	28,568	31,463	35,407	
6	27,118	29,098	32,047	36,702	
7	27,611	29,626	32,631	37,370	
8	28,106	30,156	33,215	38,709	
9	28,600	30,689	33,804	39,440	
10	29,095	31,218	34,388	40,163	
11	29,590	31,748	34,972	40,904	
12	30,085	32,278	35,558	41,633	
13	30,581	32,807	36,141	42,393	
14	31,075	33,340	36,729	43,163	
15	31,572	33,869	37,313	43,952	
16	32,067	34,397	37,895	44,750	
17	32,559	34,927	38,481	45,564	
18	33,054	35,458	39,065	46,398	
19	33,549	35,990	39,654	48,106	
20	34,044	36,520	40,238	48,985	
21	34,537	37,048	40,820	49,876	
22	35,032	37,581	41,409	50,808	
23	35,528	38,109	41,992	51,754	
24	36,023	38,640	42,578	52,717	
25	36,516	39,172	43,164	53,699	
26	37,011	40,232	43,749	54,698	

Note: Employees will be hired as Specialist I at the appropriate salary step based on relevant experience. After probationary six month period is met the supervisor may recommend for promotion to Specialist II according to satisfactory or better performance evaluation.

* Yr 26 does not constitute an additional step. This row shows salaries of employees with years of experience beyond 25

**FRANKLIN COUNTY SCHOOL BOARD
ADMINISTRATIVE SALARY SCHEDULE
FYE 6/30/11**

SCHOOL BOARD MEMBERS:

Five school board members paid according to Florida Statutes.

SCHOOL BOARD ATTORNEY:

Paid as purchased services - Object 310.

SUPERINTENDENT:

Paid according to Florida Statutes

ADMINISTRATORS:

Administrative salaries are based on 262 working days per year.

Group Benefits Contributions \$9,819.84 for 2010/11

SALARY RANGES (Pay Type 2)

Step	Non Degreed Maint/Trans Coordinator	Director		Director		Unit School Principal	Director Sch. Imp. & Sp. Prog.	Finance Director
		Information Services	Maint. Trans.	Ed.	Curr./Voc. Ed.			
	A0100	A0300	A0400	A0500	A0600	A0900	A0600	A0700
0	42,970	52,530	52,530	64,497	64,497	71,528	64,497	64,497
1	43,439	53,045	53,045	64,994	64,994	72,135	64,994	64,994
2	43,960	53,560	53,560	65,528	65,528	72,697	65,528	65,528
3	44,508	54,075	54,075	66,094	66,094	73,264	66,094	66,094
4	45,072	54,590	54,590	66,657	66,657	73,836	66,657	66,657
5	45,634	55,105	55,105	67,220	67,220	74,412	67,220	67,220
6	46,146	55,620	55,620	67,782	67,782	74,992	67,782	67,782
7	46,753	56,135	56,135	68,345	68,345	75,577	68,345	68,345
8	47,319	56,650	56,650	68,907	68,907	76,167	68,907	68,907
9	47,882	57,165	57,165	69,468	69,468	76,761	69,468	69,468
10	48,445	57,680	57,680	70,032	70,032	77,359	70,032	70,032
11	49,007	58,195	58,195	70,594	70,594	77,963	70,594	70,594
12	49,569	58,710	58,710	71,157	71,157	78,571	71,157	71,157
13	50,132	59,225	59,225	71,720	71,720	79,184	71,720	71,720
14	50,694	59,740	59,740	72,281	72,281	79,801	72,281	72,281
15	51,258	60,255	60,255	72,843	72,843	80,423	72,843	72,843
16	51,820	60,770	60,770	73,406	73,406	81,052	73,406	73,406
17	52,380	61,285	61,285	73,967	73,967	81,684	73,967	73,967
18	52,944	61,800	61,800	74,531	74,531	82,321	74,531	74,531
19	53,505	62,315	62,315	75,092	75,092	82,962	75,092	75,092
20	54,069	62,830	62,830	75,655	75,655	83,610	75,655	75,655
21	54,631	63,345	63,345	76,218	76,218	84,262	76,218	76,218
22	55,192	63,860	63,860	76,780	76,780	84,919	76,780	76,780
23	55,756	64,375	64,375	77,343	77,343	85,582	77,343	77,343
24	56,318	64,890	64,890	77,904	77,904	86,250	77,904	77,904
25	56,880	65,405	65,405	78,466	78,466	86,922	78,466	78,466
26	57,442	65,920	65,920	79,030	79,030	87,593	79,030	79,030

Notes:

Employees hired without relevant experience will be placed at step zero. Otherwise, prior administrative experience will be considered by the superintendent for an appropriate starting step beyond the minimum.

* Yr 26 does not constitute an additional step. It shows the salary of employees with years of service beyond 25

**FRANKLIN COUNTY SCHOOL BOARD
DISTRICT ADMINISTRATIVE SUPPLEMENTS
FYE 6/30/11**

			Amount Per Unit	Total Potential Units	Total Pot. Supplements
Superintendent/ Travel	1	SUB15	643	1	643.00
Superintendent/ FADSS*	1	SUB16	2,000	1	2,000.00
Superintendent Secretary	1	SUD00	2,500	1	2,500.00
EOC/Transportation Assistant	1	SUT00	2,000	1	2,000.00
Certification Specialist/Instructional Services Secretary	1	SUD00	2,000	1	2,000.00
TOTAL					<u><u>9,143</u></u>

* FADSS supplement is set by the State of Florida - not subject to district salary increase.

FRANKLIN COUNTY SCHOOL BOARD
MISCELLANEOUS PAY
FYE 6/30/11

Non-Instructional Substitutes

Paid according to step 0 of the salary schedule position being filled.

Crossing Guards

Starting pay is minimum wage.

Part-Time Employees

Part-time employees are paid according to the School Board approved salary schedule. If employed the following year, the employee will receive an increase on a percentage basis or otherwise according to the non-instructional union agreement.

Minimum Wage Temporary Employees

Minimum wage is paid at the prevailing rate established by the Federal Government, or the State of Florida, whichever is greater.

Retirement and Social Security Benefits

Retirement benefits are paid for temporary employees who work for more than 6 consecutive months. Social Security and Medicare benefits are paid for all employees regardless of length of service.

Hospitalization, Medical, Dental, and Life Insurance Benefits

Benefits are not applicable to miscellaneous pay types.

Security Guard (NCN00)

To be paid at a rate established by the School Board.

Part-Time School Food Service Director

On-site work time: 1 week per month, or 12 weeks per year. Will perform Franklin County related duties off-site as needed to accomplish required job related tasks.

Compensation: Gross salary, including FRS, SS and Medicare shall be 27,406.13*. Calculated on 50% of the salary on step 3 of the 2006/07 Administrative salary schedule for the SFS/SP Projects Director.

Net Salary: 23,324.37

Benefits:

FRS (0.0985) 2,297.45

SS (0.062) 1,446.11

MC (0.0145) 338.20 4,081.76

Gross Salary and Benefits 27,406.13

Note: Shall receive same raise/bonus as that received by other district employees in 2010/11.

Group Benefits: As this is a part-time position, this employee is not eligible for Group Health, Life and Dental benefits.

4A

Franklin School Board

November 24, 2009

Franklin County Teachers Association

Franklin Educational Support Professionals Association

TENTATIVE CONTRACT NEGOTIATIONS AGREEMENT

In order to continue being good stewards of the trust and millage revenue from the citizens of Franklin. The School Board set a three-year agreement (2008-2011) with the employees of the Franklin School District. The economy went south after the 3-year contract was negotiated, in fact this year the revenue went down considerably with a 30% reduction in assessed property value in Franklin County. The FCTA & FESPA agreed to return to the bargaining table to make sure the resources were not exhausted. The following agreement must first be ratified by the teachers and support professionals of Franklin County in order to go into effect. This proposal alters the last two years of the current three year agreement .

District & FCTA/FESPA Agreements for 2009-2011 Contract (2 year agreement)

SALARY INCREASES

2009-2010: 3% plus step will be added across the board for all employees, added to base (Bachelor's). This raise will be retroactive to the beginning of the school year.

2010-2011: 3% BONUS for all employees, based upon the .5 millage generating the same as 2009 at \$1,362,543. If the amount generated is more or less than the 2009 amount (\$1,3XX.XXX) the bonus will be calculated proportionally above or below the 3 percent. Step will be added to all employees. Additionally, the bargaining teams will continue to strive for all Franklin County Support professionals to make a living wage. All 3% Bonuses will be determined after annual steps are added for all employees. No bonus awarded for any full time employee will be less than \$500.

Experimental Additional Half Hour Added to Teacher Day

2009-2010: In a one semester experiment to further drive student achievement, the second semester of the 2009-2010 school year, every teacher will be paid for an additional 30 minutes daily, at their hourly rate. This additional time each day includes, but is not limited to: tutoring students, meetings, professional development, trainings, planning for instruction, data collection, assessing student progress, and other activities which the administration and teachers choose to improve student instruction, growth and achievement. The district, in organizing the student/ teacher day may establish a master schedule that does not diminish the prescribed planning time in the work day that allows the teacher to prioritize and schedule their activities during that planning period.

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[Handwritten signatures]

2010-2011 School Year: This agreement will be evaluated by a committee of teachers and administrators for its effectiveness during the 2010 summer and only by mutual agreement will the plan continue for the 2010-2011 school year. The faculty, by a vote taken by FCTA & the administration, will indicate the teachers' preference and direction for continuation before the end of the school year.

APPENDIX

Franklin School Board
Franklin County Teachers Association
Franklin Educational Support Professionals Association

September 2, 2008

FACT SHEET

TENTATIVE CONTRACT NEGOTIATIONS AGREEMENT

District & FCTA/FESPA Agreements to 2008-2011 Contract (3 Year Agreement):

1. 2008/09: 10% plus step across the board for all employees (across the board).
2009/10: 8% plus step across the board for all employees, added to base (Bachelor's).
2010/11: 6% plus step across the board for all employees, added to base (Bachelor's).
2. Accept new board policy on limiting experience credit given any retired teachers who is hired.
3. Agreed on the condition that steps remain as is through 3 year contract. For 4th year, steps to be negotiated and contingent on receipt of overall evaluation of satisfactory or better.
4. Change from 20 to 24 pay periods. District will adjust the first pay for this year only, future years' first check will reflect the days worked.
5. Develop Differentiated Pay Plan, incorporating present supplemental schedule. Expand to include noninstructional staff such as paras who seek additional education and accept greater level of responsibility.
6. Eliminate \$110.00 instructional and \$60.00 noninstructional bonuses from contract. Add a new \$500 bonus for Parent-Community Involvement Success Awards based upon criteria established with the Differentiated Pay Plan.
7. Change contract language about limiting Board's ability to outsource services, by willingly negotiating with both parties if the Board can demonstrate outsourcing will be more beneficial/economical.
8. Clean up contract language. (example - inconsistent language re: pay dates - 14th in one place, 15th in another)
9. Delete reference to Performance Incentive plan (it is obsolete).
10. Last payday to be the last working day scheduled.
11. Drug testing to be in accordance with applicable state law on Workers Comp. Language of law defines an on the job accident as reasonable suspicion for purpose of requiring drug test.
12. Extended Leaves of Absence will require reason for granting.
13. Standardize salary schedule increments between bachelors, masters, spec. and Phd. Calculate all other amounts based on bachelors schedule. The actual amounts to be agreed upon by the District and union at a later date. Existing employees who add an advanced degree or new employees with such a degree, Only new employees to the District beginning with the 2008-2009 school year, will have the increment added to the BA lane. All current employees will be grandfathered in accordance with this year's salary schedule and salary lanes. Any employee who does not have an advanced degree by July 1, 2008 June 1, 2009 will receive the BA + increment for future degrees, according to Board Policy.
15. Increase bus driver sub pay, athletic trip pay, and hourly nondriving duty time for extended trips by 10%. Add to Differentiated Pay Plan.
16. Add contract language requiring 15 calendar day notice to employees laid off due to reduction in force.
17. Eliminate steps 8, 11, and 23 from instructional salary schedule, reducing number of steps to 24+.
18. Equalize salary schedule steps by uniform percentage amounts.

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September 2, 2008

FACT SHEET

19. Increase step zero of bachelor's schedule to same amount as step + 2 one fiscal year at a time.

FRANKLIN COUNTY SCHOOL BOARD
DIFFERENTIATED PAY PLAN
FYE 6/30/11

In accordance with Florida Statute 1012.22 (1) (c) (4), beginning with the 2008-2009 academic year, the Franklin County District School Board proposes a salary schedule with differentiated pay for instructional personnel, non-instructional personnel and school-based administrators. This Differentiated Pay Plan shall be included as part of the salary schedule as required by *f.s.1012.22* and is subject to negotiation as provided in chapter 447. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

1) SCHOOL-BASED ADMINISTRATORS

A) Acting Principal	\$5,000
School-based Deans (3)	
i. With all required certifications met	\$2,000
ii. With all required certifications not met	\$1,000

2) INSTRUCTIONAL EMPLOYEES

The bachelor's schedule shall serve as the base pay scale for instructional staff. The incremental amounts below shall be added to the bachelor's schedule for each of the advanced degrees shown:

A) Masters' Degree	\$2,700
B) Specialist's Degree	\$3,900
C) Doctorate's Degree	\$5,200

The incremental amounts for the positions and purposes identified below are based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

D) Guidance	
i. Elementary	\$500
ii. Middle School	\$800
iii. High School	\$1,000

E) ESE Teacher	\$500
A teacher of record or support facilitation for ESE students if ESE certification is required based on student enrollment. Shall be earned by completing one extended duty day per week.	

G) Technology Support Specialist	\$5,000
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H) Planning Period Supplement	Hourly Wage
For the voluntary surrender of a teacher's planning period to serve as teacher of record for an additional period of instruction as requested by the school principal. The supplement is based on a 45-minute period of instruction during the normal	

FRANKLIN COUNTY SCHOOL BOARD
DIFFERENTIATED PAY PLAN
FYE 6/30/11

duty day and shall be prorated for varying lengths of periods. Appointments shall be made based on needs of the school, master schedule, and the voluntary acceptance of the teacher and shall not be subject to posting requirements. Travel will be reimbursed by the District when travel is required from one school to another.

- I) Mentor/Peer Teacher
For satisfactorily serving as a peer teacher. Requires approval and documentation of required mentoring hours.
 - i. Semester (for experienced teachers new to Franklin County) \$400
 - ii. Full year (for inexperienced teachers) \$800

- J) Reading Supplement \$500
A one-time supplement for any teacher who attains the Reading Endorsement or certification in reading.

- K) National Board Certification TBD in accordance with applicable rules

- L) Instructional Stipends (per day) \$110

- M) Secondary Supplements
 - i. Academic
 - (1) Band (MS/HS) \$2,000
 - (2) Brain Bowl \$1,500
 - (3) Class Sponsor
 - a. Junior Class \$1,500
 - b. Senior Class \$1,500
 - c. Sophomore \$500
 - d. Freshman \$500
 - (4) Newspaper \$200/m
(K-12 or by level)
 - (5) Student Government
 - a. Elementary \$500
 - b. Middle School \$750
 - c. High School \$1,500
(Evidentiary documentation must be submitted)
 - (6) Teachers Involving Parents Success Awards \$500

FRANKLIN COUNTY SCHOOL BOARD
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	(7)	Yearbook (PreK-12)	\$2,000
ii.		Athletics	
	(1)	Athletic Director	\$3,000
	(2)	Athletic Event Support Staff Ticket Collectors/Clock Operators	\$25 per event
	(3)	Baseball Coaches	
	a.	Middle School Head	\$2,000
	b.	Middle School Assistant	\$1,000
	c.	High School Head	\$4,000
	d.	High School Assistant	\$2,000
	(4)	Basketball Coaches	
	a.	Middle School Head Boys	\$2,000
	b.	Middle School Head Girls	\$2,000
	c.	Middle School Assistant Boys	\$1,000
	d.	Middle School Assistant Girls	\$1,000
	e.	Junior Varsity Head Boys	\$2,500
	f.	Junior Varsity Head Girls	\$2,500
	g.	Varsity Head Boys	\$4,000
	h.	Varsity Head Girls	\$4,000
	(5)	Cheer Coach	
	a.	Middle School	\$1,800
	b.	Junior Varsity	\$1,800
	c.	Varsity	\$2,500
	(6)	Cross-Country	
	a.	Middle School Co-ed	\$1,000
	b.	High School Co-ed	\$2,000
	(7)	Football Coaches	
	a.	Middle School Head	\$2,000
	b.	Middle School Assistant	\$1,000
	c.	High School Head	\$5,000
	d.	High School Assistant (3)	\$2,500
	(8)	Soccer	
	a.	Middle School Head Co-ed	\$1,800
	b.	Middle School Assistant Co-ed	\$1,000
	c.	High School Head Co-ed	\$2,000
	d.	High School Assistant Co-ed	\$1,000

FRANKLIN COUNTY SCHOOL BOARD
DIFFERENTIATED PAY PLAN
FYE 6/30/11

(9)	Softball	
	a. Middle School Head	\$2,000
	b. Middle School Assistant	\$1,000
	c. High School Head	\$4,000
	d. High School Assistant	\$2,000
(10)	Statistician	\$1,900
	This supplement is to be divided among the major sports as recommended by the principal. The degree of difficulty, additional time required, etc., entailed in this duty does not justify paying the full supplement to a single person.	
(11)	Tennis	
	a. High School Head Co-ed	\$2,000
	b. High School Assistant Co-ed	\$1,000
(12)	Track & Field	
	a. Middle School Co-ed	\$1,500
	b. High School Co-ed	\$2,500
(13)	Volleyball	
	a. Middle School Head	\$2,000
	b. Middle School Assistant	\$1,000
	c. High School Head	\$4,000
	d. High School Assistant	\$2,500
(14)	Wrestling	
	a. High School Head	\$4,000
	b. High School Assistant	\$2,000

3) NON-INSTRUCTIONAL EMPLOYEES

A)	CDA (if required for position)	\$525
B)	Lead CDA Any paraprofessional that performs as a full-time classroom teacher	\$3,600
C)	Lead Custodian	\$1,000
D)	Support Staff Involving Parent Success Awards	\$250

4) LENGTH OF CONTRACT

FRANKLIN COUNTY SCHOOL BOARD
DIFFERENTIATED PAY PLAN
FYE 6/30/11

- A) Athletic supplements are for the duration of the respective season with the following exceptions: the athletic director supplement will be paid over the school year, the head and assistant football coach supplements will be paid out in 8 payments - 6 during the fall season, and 2 during spring practice season. This ensures that if a coach leaves after the fall season, sufficient funds will remain to cover supplements during spring practice. ~~Sponsor supplements are for the entire school-year.~~ Beginning with the 2010-2011 school year, unless otherwise provided herein, all other supplements shall be paid out over the entire school year.
- B) In the event that a sponsor or coach fails to complete the entire season or assignment, the District will pay a prorated portion of the supplement to the employee. Supplements may be shared or split by mutual agreement of the principal and coaches or sponsors.
- C) Coaches and/or sponsors shall, in recognition of achievement, be given an increase in the amount of differentiated pay for participation in competition beyond regularly-scheduled events and beyond district-level competition, if the duration of the supplement is extended. Such increases shall be 10% of the base supplements for each level of advanced participation, except where advancement is on a basis other than total team advancement a 5% increase shall be earned if less than 50% of eligible categories advance.