

**FRANKLIN COUNTY SCHOOL DISTRICT
SALARY SCHEDULE
FYE 06/30/18**

POSITION SALARIES FUNDED BY FEDERAL GRANTS				
GRANT TITLE - 21ST CENTURY COMMUNITY LEARNING CENTERS (21ST CCLC)	"NEST" POSITION		SALARY RANGE	FRINGE BENEFITS
		PROJECT COORDINATOR	PT 02	\$2,000 - 3,800/MONTH
	LEAD TEACHER/CERTIFIED TEACHER/SITE DIRECTORS	PT 18	\$17-25/HOUR	FICA/MED 7.65%
	PARENT LIASON	PT 18	\$10-14/HOUR	FICA/MED 7.65%
	ENRICHMENT LEADER	PT 18	\$12-18/HOUR	FICA/MED 7.65%
	MUSIC INSTRUCTOR	PT 18	\$17-21/HOUR	FICA/MED 7.65%
	CUSTODIAN	PT 18	\$10-12/HOUR	FICA/MED 7.65%

MISCELLANEOUS PAY
<p>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.</p> <p>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.</p> <p>HOSPITALIZATION, MEDICAL*, DENTAL, AND LIFE INSURANCE BENEFITS - Benefits are not applicable to miscellaneous pay types. *The Affordable Care Act may allow participation in Medical Benefits.</p> <p>SECURITY GUARD (NCN00) - To be paid at a rate established by the School Board.</p>

NEW HIRE INSTRUCTIONAL STAFF ARE PLACED ON THIS SCHEDULE

2017/18
Group Benefits \$6,342

	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	7.5	7.5	7.5	7.5

Place	IBB	Supplement		Supplement		IDB*	Supplement
		IMB*	Code	ISB*	Code		Code
0	34,438	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
1	34,438	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
2	34,438	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
3	34,438	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
4	34,745	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
5	35,345	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
6	35,945	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
7	36,200	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
8	36,335	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
9	36,994	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
10	39,045	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
11	40,444	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
12	40,964	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
13	41,464	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
14	41,964	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
15	42,464	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
16	42,738	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
17	45,398	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
18	46,167	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
19	47,607	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
20	48,614	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
21	49,114	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
22	49,456	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
23	50,262	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
24	52,998	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA

*Incremental amounts of each degree level to be added to bachelor base amounts as of the 2013-14 year.

Experienced Teachers newly hired to the district shall have initial placement on the salary schedule in a salary slot not greater than a Franklin County Teacher with the same years of experience as reflected in this salary schedule.

CERTIFIED TEACHER TUTORING AND SUMMER POSITIONS - Paid according to Instructional Hourly Rate of Pay, including advanced degrees.

NON-CERTIFIED TEACHER POSITION - Base Rate of \$11.83 per hour (NC100)

SUBSTITUTE TEACHER PAY (PAY TYPE 23):

		PER HOUR	PER 7.5 HOUR DAY
STA00	High School	\$8.67	\$65.02
STA02	AA Degree, or equivalent is a degree or successful completion of not less than 60 credit hours.	\$9.26	\$69.47
STA04	BA or MA Degree	\$9.85	\$73.91
STA05	BA/MA with Certification, or BA/MA with FDOE statement of eligibility	\$10.45	\$78.35

SCHOOL HEALTH AIDE (PAY TYPE 28) - Paid according to the Substitute Teacher Pay Hourly Rate. (per hour according to student attendance)

NON-INSTRUCTIONAL SALARY SCHEDULE

2017/18

Group Benefits \$6,717

PAY TYPE	Asst. Automotive									School Paraprofessional			
	Mechanic/ Maintenance	Mechanic/ Bus Inspector	Regular Bus Driver	12 Month Secretary	Custodian	Attendance Officer/ 10 Month Secretary	Food Service Manager	Food Service Asst. Manager	Food Service Worker	Base	1 Yr College	NCLB (1)	Lead Pre-K
	65	65	45, 57	11	7	14	35	36	37	25, 29	25, 29	25, 29	25, 29
MONTHS	12	12	10	12	12	10	10	10	10	10	10	10	10
DAYS	260	260	185	260	260	205	189	187	187	195	195	195	195
HOURS/DAY	8	8	4	7.5	8	7.5	8	7	6.5	7	7	7	7
Place	NMT00	NMM00	NBD00	NST00	NCU00	NSC00	NFT00	NFA00	NFS00	NAD00	NAA00	NAB00	NAC00
0	34,577	28,683	12,670	25,299	22,895	20,232	23,180	17,580	14,788	16,744	17,247	17,824	28,225
1	34,734	28,839	12,777	25,492	23,069	20,392	23,407	17,750	14,905	16,878	17,386	17,961	28,491
2	34,910	29,016	12,897	25,712	23,263	20,576	23,636	17,922	15,038	17,027	17,541	18,118	28,760
3	35,099	29,204	13,027	25,939	23,467	20,764	23,867	18,096	15,176	17,180	17,701	18,277	29,032
4	35,291	29,397	13,160	26,174	23,676	20,958	24,101	18,271	15,313	17,340	17,864	18,439	29,307
5	35,483	29,588	13,292	26,412	23,887	21,155	24,337	18,448	15,455	17,499	18,027	18,604	29,584
6	35,676	29,782	13,487	26,652	24,100	21,353	24,575	18,627	15,597	17,663	18,197	18,772	29,864
7	35,872	29,978	13,684	26,892	24,316	21,553	24,816	18,807	15,741	17,827	18,365	18,941	30,146
8	36,070	30,175	13,882	27,136	24,535	21,752	25,059	18,990	15,887	17,993	18,536	19,112	30,432
9	36,268	30,373	14,082	27,383	24,754	21,945	25,305	19,174	16,035	18,158	18,708	19,284	30,721
10	36,465	30,571	14,281	27,633	24,977	22,143	25,553	19,360	16,183	18,329	18,883	19,459	31,012
11	36,664	30,770	14,479	27,885	25,202	22,342	25,803	19,548	16,332	18,499	19,059	19,634	31,306
12	36,866	30,972	14,678	28,139	25,428	22,542	26,056	19,738	16,483	18,671	19,237	19,814	31,603
13	37,071	31,177	14,816	28,396	25,656	22,744	26,312	19,930	16,638	18,846	19,417	19,992	31,903
14	37,271	31,376	14,949	28,655	25,889	22,948	26,570	20,123	16,791	19,021	19,598	20,175	32,207
15	37,477	31,582	15,082	28,917	26,122	23,155	26,831	20,319	16,948	19,198	19,781	20,357	32,513
16	37,683	31,788	15,215	29,181	26,359	23,364	27,094	20,517	17,106	19,379	19,967	20,544	32,822
17	37,890	31,995	15,348	29,448	26,596	23,575	27,360	20,716	17,265	19,559	20,152	20,727	33,134
18	38,099	32,205	15,480	29,716	26,837	23,788	27,629	20,918	17,426	19,742	20,342	20,918	33,450
19	38,304	32,409	15,612	29,990	27,080	24,002	27,900	21,121	17,588	19,928	20,533	21,109	33,769
20	38,517	32,623	15,744	30,267	27,326	24,219	28,174	21,327	17,751	20,114	20,726	21,301	34,090
21	38,729	32,835	15,877	30,544	27,574	24,440	28,451	21,534	17,918	20,303	20,920	21,496	34,415
22	38,947	33,052	16,011	30,825	27,824	24,661	28,730	21,744	18,085	20,497	21,118	21,688	34,744
23	39,159	33,264	16,143	31,107	28,077	24,884	29,012	21,956	18,253	20,685	21,313	21,876	35,075
24	39,375	33,481	16,275	31,394	28,333	25,110	29,298	22,170	18,424	20,878	21,513	22,066	35,410
25*	39,590	33,481	16,309	31,684	28,592	25,338	29,586	22,386	18,596	21,074	21,710	22,259	35,747
26*	39,590	33,481	16,407	31,975	28,853	25,568	29,876	22,604	18,771	21,273	21,906	22,454	36,088
Daily Sub													
Hourly Sub	13.46	13.79	14.98	12.97	11.01	13.16			12.17	8.59			
Sub Type	SMT00	SMM00	SBD00	NOP01	SCU00	SSE00			SSF00	SAI00			
Athletic Trips	NBT01		17.53										
Extra Trips													
Hourly Rate, non-driving time, extended trips: Current Minimum Wage (NBT00)													

*Year 25 and 26+ 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.

(1) NCLB designation for paraprofessional classification indicates Title I educational requirements have been met. Qualifications are Associates Degree or passing score on Paraprofessional exam. \$500 increase over NAA00 slot.

DISTRICT SALARY SCHEDULE

Group Benefits Contributions \$6,342 for 2017/18

	Specialist I	Specialist II	Accountant	Superintendent's Administrative Assistant	Certification Specialist/ Instructional Services Secretary	Director	Coordinator	School Principal	School Assistant Principal
PAY TYPE	3	3	15	3	3	2	3	2	5
MONTHS	12	12	12	12	12	12	12	12	12
DAYS	260	260	260	260	260	260	260	260	260
HOURS/DAY	7.25	7.25	8	7.25	7.25	8	8	8	8
Place	CO100	CI100	SAO00	CI000	CO000	A0500	ICC00	A0900	AO900
0	25,525	27,347	35,181	29,982	29,407	67,187	60,110	75,000	65,892
1	25,936	27,792	35,721	30,427	29,851	67,701	60,311	76,000	66,396
2	26,405	28,295	36,335	30,930	30,354	68,253	60,537	77,000	66,937
3	26,902	28,831	36,988	31,466	30,892	68,839	60,779	78,000	67,512
4	27,411	29,379	37,653	32,014	31,439	69,421	61,026	79,000	68,083
5	27,919	29,925	38,320	32,560	31,985	70,003	61,272	80,000	68,653
6	28,432	30,471	38,983	33,106	32,531	70,584	61,520	81,000	69,223
7	28,940	31,015	39,646	33,650	33,075	71,166	61,771	82,000	69,794
8	29,449	31,561	40,311	34,196	33,621	71,747	62,025	83,000	70,364
9	29,958	32,110	40,980	34,745	34,169	72,328	62,279	84,000	70,933
10	30,468	32,655	41,643	35,290	34,715	72,910	62,533	85,000	71,504
11	30,977	33,200	42,308	36,021	35,260	73,492	62,788	85,250	72,074
12	31,488	33,746	42,974	36,381	35,806	74,073	63,047	85,500	72,645
13	31,998	34,291	43,636	36,926	36,351	74,656	63,310	85,750	73,216
14	32,507	34,840	44,305	37,475	36,901	75,236	63,566	86,000	73,785
15	33,019	35,385	44,967	38,020	37,445	75,816	63,831	86,500	74,354
16	33,529	35,929	45,629	38,564	37,989	76,399	64,095	86,750	74,925
17	34,036	36,475	46,296	39,110	38,535	76,979	64,361	87,000	75,494
18	34,545	37,022	46,960	39,657	39,081	77,562	64,629	87,250	76,066
19	35,056	37,570	47,629	40,205	39,630	78,142	64,892	87,500	76,635
20	35,565	38,116	48,293	40,751	40,176	78,724	65,166	88,000	77,205
21	36,074	38,659	48,954	41,294	40,719	79,306	65,438	88,250	77,776
22	36,583	39,208	49,624	41,843	41,269	79,888	65,717	88,500	78,346
23	37,093	39,752	50,286	42,387	41,812	80,469	65,989	88,750	78,917
24	37,604	40,299	50,951	42,934	42,359	81,050	66,267	89,000	79,486
25	38,111	40,847	51,618	43,482	42,907	81,631	66,543	89,500	80,056
26	38,622	41,939	52,283	44,574	43,999	82,214	67,004	90,250	80,627

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.

District Administrative Supplements:

		Total
Superintendent/ Travel	SUB15	160.80 (active supplement July - October 2017)
Superintendent/ FADSS*	SUB16	2,000

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

SCHOOL BOARD MEMBERS:

Paid according to Florida Statutes (minus board voluntary salary reduction)

SCHOOL BOARD ATTORNEY:

Attorney services are provided by Sanders and Duncan, P.A. according to the oral contract negotiated annually at the Organizational Meeting.

Current rate of pay: \$125 per hour for Attorney Barbara Sanders, \$95 per hour for Attorney Donna Duncan.

SUPERINTENDENT:

Paid according to Florida Statutes (minus Supt. voluntary salary reduction)

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

In accordance with Florida Statute 1012.22 (1) (c) (4), the Franklin County School Board adopts the following supplements and pay plan for differentiated pay for instructional personnel, non-instructional personnel, and school-based administrators. 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.

INSTRUCTIONAL AND SCHOOL BASED ADMINISTRATIVE EMPLOYEES
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A. Additional Responsibilities – Each School Principal will determine the staff needed to perform additional responsibilities and will provide the list to the Superintendent’s office.

B. School Demographics – Instructional staff working at a school where 90% of the students qualify for free lunches will receive a supplement of \$75. The free rate for each school will be determined on date certain during FTE Survey 3 by the Food Service Coordinator and will be based on the percentage of students who qualify via direct certification and/or completed free/reduced lunch applications. This rate does not include the status of the school based on community eligibility, but the specific number of students who would qualify for free lunch outside the community eligibility calculations. The multiplier rate of 1.6, from the Florida Department of Agriculture and Consumer Services, is used as a guaranteed rate for years 2014/15 – 2017/18. Instructional staff who has worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. Critical Shortage Areas (SU251) – A \$2,000 supplement shall be paid to each Instructional employee working in a critical shortage area as designated by the Franklin County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (2) consecutive job postings with no applicants. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.

D. Level of Job Performance Difficulties – Principals and Assistant Principals’ salary is differentiated based on student enrollment, grade level of students, and number of extracurricular activities.

INSTRUCTIONAL EMPLOYEE ADVANCED DEGREES
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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	<u>SUY22</u>	\$2,700
B)	Specialist’s Degree	<u>SUY23</u>	\$3,900
C)	Doctorate’s Degree	<u>SUY24</u>	\$5,200

SCHOOL BASED ADMINSTRATORS ADDITIONAL RESPONSIBILITIES

A)	School-based Deans (3)		
	i. With all required certifications met	<u>SUB20</u>	\$2,000
	ii. With all required certifications not met	<u>SUB21</u>	\$1,000

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

INSTRUCTIONAL ADDITIONAL RESPONSIBILITIES
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A)	Guidance		
	i. K-7 th Grade	<u>SUB25</u>	\$800
	ii. 8 th – 12 th Grade	<u>SUB26</u>	\$1,500
B)	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)	<u>SUB29</u>	\$400
	ii. Full year (for inexperienced teachers)	<u>SUB30</u>	\$800
C)	Reading Supplement	<u>SUB31</u>	\$500
	A one-time supplement for any teacher who attains the Reading Endorsement or certification in reading.		
D)	Focus Trainers (3)	<u>SUB32</u>	\$300
E)	Instructional Stipends (per day)		\$110
F)	Tutoring -- Base salary hourly rate plus Advanced degree hourly rate		
G)	ESE Staffing Specialist	<u>SUB46</u>	\$2,000
H)	Math Coach	<u>SUB48</u>	\$2,000

GIFTED INSTRUCTIONAL ACTIVITY

A)	Brain Bowl / Odyssey of the Mind		
	a. HS – Brain Bowl	<u>SUB34</u>	\$1,500
	b. MS – Odyssey of the Mind	<u>SUB50</u>	\$1,500

NON-INSTRUCTIONAL EMPLOYEES ADDITIONAL RESPONSIBILITIES
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A)	CDA (if required for position)	<u>SUB70</u>	\$525
B)	Lead CDA	<u>SUB71</u>	\$4,100
	Any paraprofessional that performs as a full-time classroom teacher		
C)	Support Staff Involving Parent Success Awards	<u>SUB75</u>	\$250
D)	TEACH Early Childhood Scholarship Program Bonus	<u>SUB76</u>	\$500
	(One-time bonus of \$500 to employees who complete the TEACH Early Childhood Scholarship program toward Associate or Bachelor Degree in Early Childhood. TEACH is a scholarship program to assist Early Childhood employees who are working toward a degree in Early Childhood. In order for the District to participate, a bonus must be provided to an employee who completes the program.)		

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DIFFERENTIATED PAY PLAN
FYE 6/30/18

ADDITIONAL RESPONSIBILITIES

1) SECONDARY SUPPLEMENTS

(1)	Band (MS/HS)	<u>SUB33</u>	\$3,626
(Evidentiary documentation must be submitted for 25 completed events)			

(2)	Class Sponsor		
a.	Senior Class (2)	<u>SUB36</u>	\$3,000
b.	Junior Class (2)	<u>SUB35</u>	\$3,000
c.	Sophomore (2)	<u>SUB37</u>	\$1,000
d.	Freshman (2)	<u>SUB38</u>	\$1,000

Class sponsor supplements are to be split equally between two sponsors. In the event there is only one sponsor that individual receives the entire supplement.

(3)	Flag Corps	<u>SUB55</u>	\$ 500
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(4)	Student Government		
a.	Elementary	<u>SUB40</u>	\$ 300
b.	High School	<u>SUB42</u>	\$1,200
(Evidentiary documentation must be submitted)			

(5)	Teachers Involving Parents Success Awards	<u>SUB43</u>	\$500
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(6)	Yearbook (PreK-12)	<u>SUB44</u>	\$2,000
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(7)	Culinary	<u>SUB47</u>	\$500
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(8)	Beta Club	<u>SUB49</u>	\$750
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(9)	National Honor Society	<u>SUB52</u>	\$750
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2) Athletics

(1)	Athletic Director	<u>SUA20</u>	\$4,614
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(2)	Athletic Event Support Staff Ticket Collectors/Clock Operators	<u>SUA21</u>	\$25 per event
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(3)	Football Coaches		
a.	High School Head	<u>SUA33</u>	\$4,614
b.	High School Assistant (4)	<u>SUA34</u>	\$2,307.20
c.	Head Middle/Varsity Assistant	<u>SUA31</u>	\$2,307.20

(4)	Volleyball Coaches		
a.	High School Head	<u>SUA50</u>	\$3,955.20
b.	High School Asst./JV Head	<u>SUA51</u>	\$1,977.60

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	c.	HS/JV/MS Assistant	<u>SUA51</u>	\$1,977.60
	d.	Middle School Head	<u>SUA48</u>	\$1,977.60
(5)		Soccer Coaches		
	a.	High School Head Boys	<u>SUA37</u>	\$3,955.20
	b.	High School Head Girls	<u>SUA37</u>	\$3,955.20
	c.	High School Assistant Boys	<u>SUA38</u>	\$1,977.60
	d.	High School Assistant Girls	<u>SUA38</u>	\$1,977.60
(6)		Basketball Coaches		
	a.	Varsity Head Boys	<u>SUAA3</u>	\$3,955.20
	b.	Varsity Head Girls	<u>SUAA3</u>	\$3,955.20
	c.	Varsity Boys Asst/JV Head	<u>SUAA2</u>	\$1,977.60
	d.	Varsity Girls Asst/JV Head	<u>SUAA2</u>	\$1,977.60
	e.	Varsity Asst./MS Head Boys	<u>SUA01</u>	\$1,977.60
	f.	Varsity Asst./MS Head Girls	<u>SUA01</u>	\$1,977.60
	g.	Statistician (2)	<u>SUA43</u>	\$ 998.70
(7)		Baseball Coaches		
	a.	High School Head	<u>SUA24</u>	\$3,955.20
	b.	High School Assistant/JV Head	<u>SUA25</u>	\$1,977.60
	c.	High School Assistant/MS Head	<u>SUA22</u>	\$1,977.60
	d.	High School Assistant	<u>SUA25</u>	\$1,977.60
(8)		Girls Golf Head Coach	<u>SUA54</u>	\$2,307.20
		Boys Golf Head Coach	<u>SUA59</u>	\$2,307.20
(9)		Softball Coaches		
	a.	High School Head	<u>SUA41</u>	\$3,955.20
	b.	High School Assistant/JV Head	<u>SUA42</u>	\$1,977.60
	c.	High School Assistant/MS Head	<u>SUA22</u>	\$1,977.60
	d.	High School Assistant	<u>SUA42</u>	\$1,977.60
(10)		Track & Field Coaches		
	a.	High / MS School Co-ed Head	<u>SUA47</u>	\$2,307.20
	b.	High / MS School Co-ed Assistant	<u>SUA58</u>	\$1,318.40
(11)		Weightlifting Coaches		
	a.	High School / MS Head Boys	<u>SUA46</u>	\$2,307.20
	b.	High School / MS Head Girls	<u>SUA46</u>	\$2,307.20
(12)		Cross Country Coaches		
	a.	High / MS School Co-ed Head	<u>SUA57</u>	\$2,307.20
	b.	High / MS School Co-ed Assistant	<u>SUA56</u>	\$1,318.40

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

- (13) Cheer Coaches
 - a. Varsity SUA28 \$1,978
 - b. Middle School/JV Head SUA26 \$989

3) LENGTH OF CONTRACT

- A) Athletic supplements payment plan shall adhere to the following: Beginning with the 2014-15 school year, unless otherwise provided herein, all supplements shall be paid out over the entire season and divided equally among the total number of checks during the season. Exception: 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.
- 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.

ADDITIONAL SUPPLEMENTS

- A) Health Insurance Waiver SUU06 \$2,500
Full-Time active employee supplement to eligible employees whom have proof of other qualifying health coverage may opt out of the school board’s group health plan and receive \$2,500.00 annually in 24 semi-monthly payments on a pro-rata basis for the period of waived coverage.

School Demographics Example: March 2015 – Survey 3					
School	# of DC students	Enrollment	DC% of Enrollment	Multiplier	Total School %
FCS (0091)	700	989	70.78%	1.6	113.6%
So, all Instructional staff whom worked 196 days would receive a \$75 supplement					