

**FRANKLIN COUNTY SCHOOL DISTRICT
SALARY SCHEDULE
FYE 06/30/19**

| POSITION SALARIES FUNDED BY FEDERAL GRANTS - 7/1/18 - 7/31/18 | | | | |
|---|---|---------------------|--------------|-----------------------|
| 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

2018/19
Group Benefits \$6,717

| PAY TYPE | BACHELOR 20,21,22 | MASTER 20,21,22 | SPECIALIST 20,21,22 | DOCTORATE 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 | | Supplement | |
|-------|--------|------------|-------|------------|-------|------------|-------|
| | | IMB* | Code | ISB* | Code | IDB* | Code |
| 0 | 34,838 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 1 | 34,838 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 2 | 34,838 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 3 | 34,838 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 4 | 35,145 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 5 | 35,745 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 6 | 36,345 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 7 | 36,600 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 8 | 36,735 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 9 | 37,394 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 10 | 39,445 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 11 | 40,844 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 12 | 41,364 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 13 | 41,864 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 14 | 42,364 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 15 | 42,864 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 16 | 43,138 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 17 | 45,798 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 18 | 46,567 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 19 | 48,007 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 20 | 49,014 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 21 | 49,514 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 22 | 49,856 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 23 | 50,662 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |
| 24 | 53,398 | 2,700 | SUY22 | 3,900 | SUY23 | 5,200 | SUY24 |

*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 an effective or highly effective Franklin County teacher with the same years of experience.

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

GRANDFATHERED TEACHERS ADVANCED DEGREE SUPPLEMENT CODE SUPAD

NON-CERTIFIED TEACHER POSITION - Base Rate of \$14.83 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 2018/2019

Group Benefits \$7,139

| PAY TYPE MONTHS DAYS HOURS/DAY | Bus Driver | Custodian | Mechanic / Maintenance | Asst. Bus Mechanic | Food Service | | | Secretary | | | Specialist | Paraprofessional | | | |
|---|-------------|-----------|---------------------------|--------------------------|------------------|----------------------|--------|----------------------------------|--|--|--|------------------|-------------------|-------------------|------------|
| | | | | | Asst. Manager | Asst./ Bookkeeper | Worker | (10 month) | (12 month) | (12 month) | Certification/ Instructional Services Secretary | Base | 1 Year College | 2 Year College | Lead Pre-K |
| | | | | | | | | Attendance Asst. Receptionist | Data Entry School Bookkeeper Principal's Secretary | Transportation & Principal's Secretary <i>*Effective 10/8/18</i> | | | | | |
| | | | | | Place | NBD00 | NCU00 | NMT00 | NMM00 | NFA00 | NFB00 | NFS00 | NSC00 | NST00 | NSU00 |
| 0 | 18.16 | 11.46 | 17.31 | 14.36 | 14.24 | 14.10 | 12.91 | 13.96 | 13.81 | 13.81 | 16.24 | 13.01 | 13.41 | 13.86 | 21.93 |
| 1 | 18.32 | 11.55 | 17.39 | 14.44 | 14.39 | 14.32 | 13.01 | 14.07 | 13.91 | 13.91 | 16.49 | 13.12 | 13.51 | 13.96 | 22.14 |
| 2 | 18.49 | 11.64 | 17.47 | 14.52 | 14.52 | 14.58 | 13.12 | 14.19 | 14.04 | 14.04 | 16.76 | 13.23 | 13.63 | 14.08 | 22.35 |
| 3 | 18.67 | 11.74 | 17.57 | 14.62 | 14.66 | 14.86 | 13.24 | 14.32 | 14.15 | 14.15 | 17.06 | 13.35 | 13.75 | 14.20 | 22.56 |
| 4 | 18.87 | 11.85 | 17.66 | 14.71 | 14.80 | 15.14 | 13.36 | 14.46 | 14.29 | 14.29 | 17.37 | 13.48 | 13.89 | 14.32 | 22.78 |
| 5 | 19.05 | 11.96 | 17.77 | 14.81 | 14.95 | 15.42 | 13.49 | 14.59 | 14.41 | 14.41 | 17.66 | 13.60 | 14.01 | 14.46 | 22.99 |
| 6 | 19.33 | 12.06 | 17.86 | 14.91 | 15.09 | 15.70 | 13.61 | 14.73 | 14.55 | 14.55 | 17.97 | 13.72 | 14.14 | 14.59 | 23.21 |
| 7 | 19.61 | 12.17 | 17.96 | 15.01 | 15.24 | 15.98 | 13.73 | 14.87 | 14.67 | 14.67 | 18.27 | 13.85 | 14.27 | 14.72 | 23.42 |
| 8 | 19.90 | 12.28 | 18.05 | 15.10 | 15.39 | 16.27 | 13.87 | 15.01 | 14.81 | 14.81 | 18.57 | 13.98 | 14.41 | 14.86 | 23.65 |
| 9 | 20.19 | 12.39 | 18.15 | 15.20 | 15.54 | 16.55 | 14.00 | 15.14 | 14.95 | 14.95 | 18.87 | 14.11 | 14.54 | 14.99 | 23.87 |
| 10 | 20.47 | 12.50 | 18.26 | 15.30 | 15.69 | 16.83 | 14.12 | 15.27 | 15.08 | 15.08 | 19.17 | 14.24 | 14.67 | 15.12 | 24.10 |
| 11 | 20.76 | 12.62 | 18.35 | 15.40 | 15.84 | 17.11 | 14.25 | 15.42 | 15.22 | 15.22 | 19.47 | 14.38 | 14.81 | 15.25 | 24.33 |
| 12 | 21.04 | 12.73 | 18.45 | 15.50 | 16.00 | 17.39 | 14.39 | 15.55 | 15.35 | 15.35 | 19.78 | 14.51 | 14.95 | 15.40 | 24.56 |
| 13 | 21.24 | 12.84 | 18.55 | 15.60 | 16.15 | 17.67 | 14.52 | 15.69 | 15.50 | 15.50 | 20.07 | 14.64 | 15.09 | 15.54 | 24.79 |
| 14 | 21.43 | 12.96 | 18.65 | 15.70 | 16.31 | 17.95 | 14.65 | 15.84 | 15.63 | 15.63 | 20.38 | 14.78 | 15.23 | 15.67 | 25.02 |
| 15 | 21.61 | 13.08 | 18.76 | 15.81 | 16.47 | 18.24 | 14.79 | 15.98 | 15.78 | 15.78 | 20.69 | 14.92 | 15.38 | 15.82 | 25.27 |
| 16 | 21.81 | 13.19 | 18.86 | 15.91 | 16.62 | 18.52 | 14.93 | 16.12 | 15.93 | 15.93 | 20.98 | 15.06 | 15.52 | 15.97 | 25.50 |
| 17 | 22.00 | 13.31 | 18.97 | 16.02 | 16.79 | 18.80 | 15.07 | 16.26 | 16.07 | 16.07 | 21.29 | 15.20 | 15.66 | 16.11 | 25.75 |
| 18 | 22.19 | 13.44 | 19.07 | 16.12 | 16.95 | 19.08 | 15.20 | 16.41 | 16.22 | 16.22 | 21.58 | 15.35 | 15.81 | 16.25 | 25.99 |
| 19 | 22.38 | 13.56 | 19.17 | 16.22 | 17.11 | 19.36 | 15.35 | 16.56 | 16.36 | 16.36 | 21.89 | 15.49 | 15.96 | 16.41 | 26.24 |
| 20 | 22.56 | 13.68 | 19.28 | 16.33 | 17.29 | 19.64 | 15.49 | 16.70 | 16.52 | 16.52 | 22.19 | 15.63 | 16.10 | 16.55 | 26.49 |
| 21 | 22.76 | 13.80 | 19.39 | 16.44 | 17.45 | 19.92 | 15.63 | 16.86 | 16.67 | 16.67 | 22.49 | 15.77 | 16.25 | 16.70 | 26.74 |
| 22 | 22.95 | 13.93 | 19.49 | 16.54 | 17.62 | 20.21 | 15.78 | 17.01 | 16.82 | 16.82 | 22.79 | 15.93 | 16.41 | 16.86 | 27.00 |
| 23 | 23.14 | 14.05 | 19.60 | 16.65 | 17.80 | 20.49 | 15.93 | 17.16 | 16.98 | 16.98 | 23.10 | 16.07 | 16.56 | 17.00 | 27.26 |
| 24 | 23.33 | 14.18 | 19.71 | 16.75 | 17.97 | 20.77 | 16.08 | 17.33 | 17.14 | 17.14 | 23.39 | 16.22 | 16.71 | 17.14 | 27.52 |
| 25* | 23.38 | 14.31 | 19.82 | 16.75 | 18.14 | 21.05 | 16.22 | 17.48 | 17.29 | 17.29 | 23.70 | 16.38 | 16.87 | 17.30 | 27.78 |
| 26* | 23.51 | 14.44 | 19.82 | 16.75 | 18.14 | 21.33 | 16.38 | 17.64 | 17.45 | 17.45 | 24.30 | 16.53 | 17.02 | 17.45 | 28.05 |
| Hourly Sub | SBD00 | SCU00 | | | | | SFS00 | NOP02 | NOP01 | NOP01 | | SAI00 | SAI00 | SAI00 | SAI00 |
| | 17.79 | 11.22 | 16.95 | 14.06 | 13.95 | 13.81 | 12.64 | 13.67 | 13.23 | 13.23 | 15.91 | 8.59 | 8.59 | 8.59 | 8.59 |
| Athletic Trips | NBT | | | | | | | | | | | | | | |
| | 17.53 | | | | | | | | | | | | | | |
| Extra Trips | NBT01 | | | | | | | | | | | | | | |
| | Hourly Rate | | | | | | | | | | | | | | |
| 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.

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/19

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

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 – (SUGSD) 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

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:

| | | | |
|---|--|--------------|---------|
| <u>“Performance Pay” Advanced Degrees</u> | | | |
| 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 |
| D) | <u>“Grandfathered” Advanced Degrees*</u> | <u>SUPAD</u> | |

*For pay level refer to salary schedule in effect at date of hire

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 6/30/19

| |
|--|
| INSTRUCTIONAL ADDITIONAL RESPONSIBILITIES |
|--|

| | | | |
|----|--|--------------|---------|
| 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) | Instructional Stipends (per day) | | \$110 |
| E) | Tutoring -- Base salary hourly rate plus Advanced degree hourly rate | | |
| F) | ESE Staffing Specialist | <u>SUB46</u> | \$2,000 |
| G) | 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 |
|--|

| | | | |
|----|---|--------------|---------|
| A) | CDA (if required for position) | <u>SUB70</u> | \$525 |
| B) | Lead | <u>SUB71</u> | \$4,100 |
| | Any paraprofessional that performs as a full-time classroom teacher | | |
| C) | 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.) | | |
| D) | Support Staff Employee of the Year | <u>SUPEE</u> | \$250 |
| E) | Substitute Coordinator Supplement | <u>SUB57</u> | \$600 |

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/19

| |
|------------------------------------|
| 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) | Student Government | | |
| | a. Elementary | <u>SUB40</u> | \$ 300 |
| | b. High School | <u>SUB42</u> | \$1,200 |
| | (Evidentiary documentation must be submitted) | | |

| | | | |
|-----|------------------------------|--------------|-------|
| (4) | District Teacher of the Year | <u>SUB53</u> | \$500 |
|-----|------------------------------|--------------|-------|

| | | | |
|-----|--------------------|--------------|---------|
| (5) | Yearbook (PreK-12) | <u>SUB44</u> | \$2,000 |
|-----|--------------------|--------------|---------|

| | | | |
|-----|----------|--------------|-------|
| (6) | Culinary | <u>SUB47</u> | \$500 |
|-----|----------|--------------|-------|

| | | | |
|-----|-----------|--------------|-------|
| (7) | Beta Club | <u>SUB49</u> | \$750 |
|-----|-----------|--------------|-------|

| | | | |
|-----|------------------------|--------------|-------|
| (8) | National Honor Society | <u>SUB52</u> | \$750 |
|-----|------------------------|--------------|-------|

| | | | |
|-----|------------------------------|--------------|-------|
| (9) | Special Olympics Coordinator | <u>SUB54</u> | \$500 |
|-----|------------------------------|--------------|-------|

| | | | |
|------|-----------------------|--------------|-------|
| (10) | Car Rider Coordinator | <u>SUB56</u> | \$500 |
|------|-----------------------|--------------|-------|

| | | | |
|------|-------------------------|--------------|--|
| (11) | Take Stock in Children* | <u>SUPTS</u> | |
|------|-------------------------|--------------|--|

*Supplement is paid according to grant allocations

2) ATHLETICS

| | | | |
|-----|-------------------|--------------|---------|
| (1) | Athletic Director | <u>SUA20</u> | \$4,614 |
|-----|-------------------|--------------|---------|

| | | | |
|-----|---|--------------|-------------------|
| (2) | Athletic Event Support Staff Ticket Collectors/Clock Operators | <u>SUA21</u> | \$35 per event |
|-----|---|--------------|-------------------|

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/19

| | | FALL | SPRING | TOTAL |
|------|-------------------------------------|-------------------------|-------------------------|--------------|
| (3) | Football Coaches | | | |
| | a. High School Head | <u>SUA33</u> \$3,460.50 | <u>SUA35</u> \$1,153.50 | \$4,614.00 |
| | b. High School Assistant (4) | <u>SUA34</u> \$1,730.40 | <u>SUA36</u> \$ 576.80 | \$2,307.20 |
| | c. Head Middle/Varsity Assistant | <u>SUA31</u> \$1,730.40 | <u>SUA32</u> \$ 576.80 | \$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 | |
| | c. HS/JV/MS Assistant | <u>SUA52</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>SUA39</u> | \$3,955.20 | |
| | c. High School Assistant Boys | <u>SUA38</u> | \$1,977.60 | |
| | d. High School Assistant Girls | <u>SUA40</u> | \$1,977.60 | |
| (6) | Basketball Coaches | | | |
| | a. Varsity Head Boys | <u>SUAA3</u> | \$3,955.20 | |
| | b. Varsity Head Girls | <u>SUAA5</u> | \$3,955.20 | |
| | c. Varsity Boys Asst/JV Head | <u>SUAA2</u> | \$1,977.60 | |
| | d. Varsity Girls Asst/JV Head | <u>SUAA4</u> | \$1,977.60 | |
| | e. Varsity Asst./MS Head Boys | <u>SUA01</u> | \$1,977.60 | |
| | f. Varsity Asst./MS Head Girls | <u>SUA02</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>SUA23</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>SUA44</u> | \$1,977.60 | |
| | d. High School Assistant | <u>SUA45</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 | |

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/19

| | | | |
|------|-------------------------------------|--------------|------------|
| (11) | Weightlifting Coaches | | |
| | a. High School / MS Head Boys | <u>SUA60</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 |
| (13) | Cheer Coaches | | |
| | a. Varsity | <u>SUA28</u> | \$1,978 |
| | b. Middle School/JV Head | <u>SUA26</u> | \$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.