

FRANKLIN COUNTY SCHOOL DISTRICT PERFORMANCE SALARY SCHEDULE FOR INSTRUCTIONAL PERSONNEL 2018/2019

- 1) Determine the amount of funds available for pay increase. \$ 44,577.00
- 2) Determine the amount allocated for Salaries minus Benefits. \$ 38,458.29 Benefits: 8.26% FRS and 7.65% FICA
Calculated as: Available Funds/(1+8.26%+7.65%)
- 3) Determine the amount of Highly Effective and Effective Teachers.
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|--|------------------|-----------------|-----------|
| | Highly Effective | Performance Pay | <u>3</u> |
| | Effective | Performance Pay | <u>25</u> |
| | Highly Effective | Grandfathered | <u>2</u> |
| | Effective | Grandfathered | <u>13</u> |
- 4) Allocate an amount "X" for HE Performance Pay Teachers. X= 1150
- 5) Allocate an amount "Y" for EF Performance Pay Teachers. Y= 863 (75% less of HE Performance Pay)
- 6) Complete the following formula to determine the amount of pay for HE and EF Grandfathered Teachers.

				<i>including benefits</i>	
HE Grandfathered to receive \$1 less than HE Performance Pay Teacher.	HE PP	3	\$ 1,150	\$	3,999
EF Grandfathered to receive \$5 less than EF Performance Pay Teacher.	EF PP	25	\$ 863	\$	24,993
	HE GF	2	\$ 1,149	\$	2,664
	EF GF	13	\$ 858	\$	12,921
				\$	<u>44,577</u>