

**FRANKLIN COUNTY SCHOOL DISTRICT 2014-18**  
**INSTRUCTIONS FOR USING THE PERFORMANCE PAY SCHEDULE WORKSHEET**

- 1 **Only input data into yellow boxes.**
  
- 2 **Start with the Availablefunds sheet** (This sheet is structured to account for Teacher Raise Allocation provided by Line 87, 2013 General Appropriations Act. In subsequent fiscal years, such detailed input may not be necessary.)
  - a. To account for the significant difference in retirement rates for regular and DROP employees, project salaries and retirement cost based on each teacher's current salary and their retirement status (Columns J & K, Row 7)
    - i. Do the same for administrators. (Columns J & K, Row 9)
  - b. Enter \$ available for Teacher Salary Adjustment\* (Column E, Row 10)
    - i. Enter any additional \$ allocated by Board. (Column E, Row 12)
  - d. Project school-based administrators' share of Salary Adjustment\* (Column H, Rows 15 & 17)

**NOTE: This sheet will calculate the related FRS and FICA benefits and accordingly reduce the \$ available for the salary adjustment. Total Sal/Ben for Teachers is displayed in Column E, Row 18.**

- 3 **Proceed to the Summary sheet.**
  - a. Project the # of bargain unit members to be paid from General fund. Enter data in Columns N, Row 5.
    - i. Also, account for attrition, i.e. reduce the number of potential recipients for new teachers hired that will not participate in the Salary Adjustment. They are to be compensated in the first year based on the Placement Schedule (Appendix A). Adjust value in Column N, Row 5.
  - b. Enter number of teachers receiving each level of evaluations (HE,E, and other) in Column N, Rows 7, 9, 11, 13, 16, & 17. Must equal 100%.
  - c. Enter a ratio between Highly Effective and Needs Improvement/Unsatisfactory in Column E, Row 7. The restricted range is displayed. If not adhered to, an ERROR message is displayed.
  - d. Enter the ratio between Highly Effective and Effective in Column E, Row 10. The restricted range is displayed. If not adhered to, an ERROR message is displayed.

**\*To be negotiated**



# FRANKLIN COUNTY SCHOOL DISTRICT PERFORMANCE SALARY SCHEDULE FOR INSTRUCTIONAL PERSONNEL 2016/2017

## Franklin County School District 2016-17 Available Funds

GENERAL FUND ONLY		
Instructional Salaries	Instructional Retirement	Blended Rate
3,176,240.03	248,208.86	7.81%
School Admin Salaries	School Ad Retirement	Blended Rate

	\$ Available for Teacher Raise	Blended Retirement Rate Teachers:	7.52%
Budget* Allocated for Teacher Salaries/Benefits:	-	School Admin:	
Additional \$ Allocated by School Board:	-	FICA+WK COMP:	7.65%
School Administrators' share*\$:	-		
Calculated Benefit Cost for Teacher Salary Increase:	-	# of School Admin Projected Increase for School Admin:	0
TOTAL Increase of Sal/Benefits for Teachers:	-		\$ -
Verification (s/b zero):	-		
	-		

7.52% Reg FRS  
 12.99% DROP (1 employee)      nonmaterial

**\*To be negotiated**

## NEW HIRE INSTRUCTIONAL STAFF ARE PLACED ON THIS SCHEDULE

2016/2017  
Group Benefits \$6,436

	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 (NCI00)

<b>SUBSTITUTE TEACHER PAY (PAY TYPE 23):</b>		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 23)** - Paid according to the Substitute Teacher Pay Hourly Rate. (per hour according to student attendance)