

INSTRUCTIONAL SALARY SCHEDULE

Group Benefits \$8,523

	NEW HIRE	
	BACHELOR	BACHELOR
MONTHS	10	12
DAYS	196 ⁽³⁾	231
HOURS/DAY	7.5 ⁽³⁾	7.5
Place	IBB	BB2
0	50,000	58,929
1	50,100	59,046
2	50,100	59,046
3	50,100	59,046
4	50,150	59,105
5	50,150	59,105
6	50,150	59,105
7	50,200	59,164
8	50,200	59,164
9	50,200	59,164
10	50,295	59,276
11	50,718	59,775
12	51,598	60,812
13	51,788	61,036
14	53,264	62,775
15	53,647	63,227
16	54,915	64,721
17	55,962	65,955
18	56,731	66,862
19	57,226	67,445
20	59,228	69,804
21	59,489	70,112
22	60,120	70,856
23	61,331	72,283
24	63,662	75,030

ADVANCED DEGREE SUPPLEMENTS ⁽¹⁾		
	Amount	Place
MASTER	3,000	IMB
SPECIALIST	4,500	ISB
DOCTORATE	6,000	IDB

School Psychologist	
PAY TYPE	Performance Pay
MONTHS	11
DAYS	212
HOURS/DAY	7.5
Place (BB)	P#
Annual Salary	
Experience 0-9 (BB1)	83,543
Experience 10+ (BB2)	95,318

GRANDFATHERED TEACHERS ADVANCED DEGREE SUPPLEMENT CODE SUPAD

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

NON-CERTIFIED TEACHER POSITION - Base Rate of \$16.00 per hour (NC100)⁽²⁾

DEGREED NON-CERTIFIED TEACHER POSITION - Base Rate of \$26.00 per hour-(NC200)⁽²⁾

SUBSTITUTE TEACHER PAY⁽²⁾ :	PER HOUR
STA00 High School	\$16.00
STA02 , or equivalent is a degree or successful completion of not less than 60 credit hours.	\$16.00
STA04 BA or MA Degree	\$16.00
STA05 BA/MA with Certification, or BA/MA with FDOE statement of eligibility	\$16.00

SCHOOL HEALTH AIDE - STA08 (hours according to student attendance)⁽²⁾	PER HOUR
	\$16.00

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.

⁽¹⁾ Incremental amounts of each degree level to be added to bachelor base amounts as of the 2013-14 year.

⁽²⁾ Effective October 30, 2025

⁽³⁾ or the equivalent in total working hours (196 x 7.5 = 1,470 working hours)

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.

NON-INSTRUCTIONAL SALARY SCHEDULE 2025/2026

Group Benefits \$9,053

											Specialist			
											Certification/			
											Instructional Services Secretary			
Base	1 Year College	2 Year College												
MONTHS	10	12	12	10	12	10	10	12	12	12	12	10	10	10
DAYS	187	231	231	183	231	182	182	231	231	231	231	196	196	196
HOURS/DAY	4	8	8	7.25	8	6.75	4	7.5	7.5	8	8 ⁽¹⁾	7	7	7
Place	NBD00	NCU00	NMT00	NFA00	NFB00	NFS00	NFW00	NSR00	NST00	NSU00	COO00	NAD00	NAA00	NAB00
0	21.53	17.06	22.70	18.56	18.86	17.00	17.00	18.07	18.52	18.52	21.44	17.00	17.00	17.00
1	21.68	17.06	22.81	18.72	19.15	17.00	17.00	18.19	18.64	18.64	21.73	17.00	17.00	17.01
2	21.87	17.06	22.90	18.85	19.45	17.00	17.00	18.33	18.79	18.79	22.07	17.00	17.00	17.13
3	22.07	17.06	23.03	19.01	19.77	17.00	17.00	18.48	18.91	18.91	22.41	17.00	17.00	17.26
4	22.27	17.06	23.14	19.16	20.13	17.00	17.00	18.63	19.11	19.11	22.79	17.00	17.00	17.40
5	22.48	17.06	23.25	19.31	20.46	17.00	17.00	18.77	19.25	19.25	23.14	17.00	17.06	17.54
6	22.78	17.06	23.36	19.48	20.79	17.00	17.00	18.96	19.42	19.42	23.50	17.00	17.19	17.67
7	23.07	17.06	23.49	19.63	21.13	17.00	17.00	19.11	19.56	19.56	23.86	17.00	17.34	17.83
8	23.39	17.06	23.60	19.78	21.47	17.00	17.00	19.26	19.72	19.72	24.22	17.03	17.49	17.97
9	23.70	17.06	23.73	19.96	21.80	17.05	17.05	19.43	19.88	19.88	24.58	17.16	17.62	18.10
10	24.00	17.06	23.85	20.12	22.14	17.17	17.17	19.58	20.06	20.06	24.96	17.31	17.77	18.26
11	24.31	17.11	23.95	20.27	22.48	17.32	17.32	19.73	20.23	20.23	25.29	17.46	17.93	18.40
12	24.62	17.24	24.08	20.45	22.81	17.47	17.47	19.90	20.37	20.37	25.67	17.59	18.06	18.54
13	24.83	17.37	24.20	20.61	23.15	17.60	17.60	20.08	20.55	20.55	26.02	17.74	18.23	18.71
14	25.04	17.51	24.32	20.77	23.49	17.75	17.75	20.23	20.70	20.70	26.39	17.89	18.37	18.84
15	25.23	17.65	24.45	20.95	23.82	17.90	17.90	20.40	20.87	20.87	26.77	18.03	18.52	18.99
16	25.43	17.78	24.57	21.12	24.16	18.04	18.04	20.55	21.07	21.07	27.11	18.20	18.69	19.17
17	25.65	17.93	24.71	21.29	24.50	18.21	18.21	20.71	21.23	21.23	27.48	18.34	18.83	19.31
18	25.84	18.08	24.83	21.46	24.84	18.34	18.34	20.88	21.40	21.40	27.84	18.49	18.98	19.47
19	26.06	18.23	24.96	21.64	25.17	18.49	18.49	21.05	21.57	21.57	28.19	18.66	19.16	19.64
20	26.25	18.37	25.07	21.83	25.52	18.66	18.66	21.22	21.77	21.77	28.54	18.80	19.30	19.78
21	26.47	18.52	25.19	22.01	25.84	18.80	18.80	21.40	21.96	21.96	28.93	18.95	19.47	19.95
22	26.67	18.66	25.32	22.19	26.17	18.96	18.96	21.57	22.13	22.13	29.28	19.13	19.64	20.12
23	26.87	18.80	25.45	22.38	26.53	19.13	19.13	21.75	22.33	22.33	29.63	19.27	19.79	20.27
24	27.07	18.98	25.59	22.56	26.86	19.28	19.28	21.94	22.52	22.52	30.00	19.44	19.96	20.42
25*	27.13	19.14	25.72	22.76	27.19	19.44	19.44	22.11	22.68	22.68	30.36	19.61	20.13	20.59
26*	27.27	19.28	25.72	22.76	27.53	19.61	19.61	22.31	22.88	22.88	31.10	19.76	20.30	20.76
Hourly Sub ⁽¹⁾	SBD00	SCU00	SMT00	SFA00	SFB00	SFS00	SFS00	SSR00	SST00	SSU00	SOO00	SAI00	SAI00	SAI00
	18.79	16.00	17.95	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.91	16.00	16.00	16.00
												Sub Paraprofessional CDA (SAI01) ⁽¹⁾		
											Sub Paraprofessional PAT (Paras as Teachers) ⁽¹⁾			16.00

McKinney Vento Liaison - Attendance Officer - Grant Funded - \$22.57 per hour (NAM00) - Group Benefits. 8 hours per day; 231 days per year
Resiliency Coach - Grant Funded 2025/2026 - \$22.57 per hour (NRC00) - Group Benefits. 8 hours per day; 231 days per year
Student Education Van Driver (SVD00) - \$19.30 per hour ⁽¹⁾

Athletic Trips Hourly Rate; Other Staff Place 0 Hourly Rate on Bus Driver Pay Scale. NBT
Extra Trips Hourly Rate NBT
The hourly rate for non-driving time for trips is \$15.00 per hour (NBT00).
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.

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

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.

⁽¹⁾ Effective October 30, 2025

DISTRICT SALARY SCHEDULE 2025/2026

	Group Benefits Contributions:								
	\$9,053						\$8,523		
	Specialist						Director	Coordinator	School Assistant Principal
	Accounts Payable	Payroll/ Human Resource	Personnel	Accountant	School Administrative Assistant	12 Month Manager			
MONTHS	12	12	12	12	12	12	12	12	12
DAYS	231	231	231	231	231	231	231	231	231
HOURS/DAY	8	8	8	8	8	8	8	8	8
Place	CI00	CAI00	CA200	SA000	CI000	AS600	A0500	ICC00	AO900
0	20.98	20.08	21.16	23.91	21.82	43,074	79,658	71,794	77,490
1	21.28	20.37	21.47	24.25	22.11	43,074	80,223	72,003	78,049
2	21.62	20.69	21.82	24.64	22.45	43,074	80,829	72,255	78,629
3	22.01	21.05	22.20	25.03	22.79	43,074	81,477	72,527	79,271
4	22.40	21.42	22.59	25.46	23.15	43,074	82,126	72,798	79,892
5	22.76	21.78	22.96	25.87	23.51	43,074	82,774	73,070	80,534
6	23.13	22.13	23.33	26.27	23.87	45,441	83,422	73,363	81,155
7	23.52	22.50	23.72	26.70	24.23	45,441	84,071	73,636	81,776
8	23.90	22.86	24.12	27.10	24.60	45,441	84,718	73,907	82,397
9	24.28	23.21	24.49	27.53	24.97	45,441	85,367	74,200	83,039
10	24.66	23.58	24.88	27.94	25.32	45,441	86,015	74,472	83,660
11	25.03	23.93	25.25	28.35	25.80	47,947	86,664	74,765	84,281
12	25.42	24.31	25.64	28.78	26.04	47,947	87,312	75,057	84,923
13	25.79	24.66	26.01	29.17	26.40	47,947	87,939	75,350	85,544
14	26.18	25.03	26.42	29.60	26.77	47,947	88,588	75,622	86,166
15	26.55	25.38	26.79	30.01	27.12	47,947	89,236	75,914	86,787
16	26.93	25.74	27.17	30.42	27.48	50,602	89,884	76,207	87,429
17	27.31	26.10	27.55	30.82	27.85	50,602	90,533	76,500	88,050
18	27.68	26.46	27.92	31.26	28.21	50,602	91,180	76,814	88,671
19	28.07	26.83	28.31	31.68	28.56	50,602	91,829	77,107	89,313
20	28.45	27.20	28.72	32.07	28.94	54,179	92,477	77,400	89,934
21	28.83	27.55	29.09	32.49	29.29	54,179	93,126	77,713	90,555
22	29.22	27.92	29.48	32.90	29.64	54,179	93,753	78,027	91,197
23	29.58	28.26	29.84	33.33	30.01	54,179	94,401	78,320	91,818
24	29.96	28.62	30.22	33.74	30.36	54,179	95,050	78,633	92,439
25	30.34	29.00	30.61	34.15	30.73	54,179	95,698	78,926	93,061
26*	31.10	29.71	31.38	34.58	31.46	54,179	96,346	79,449	93,702

	Group Benefit Contribution: \$8,523													
	School Principal	Chief Financial Officer	Human Resources Officer	Speech Therapist	Occupational Therapist	Public Relations Specialist	Grant Funded Mental Health Counselor	District Safety Specialist Officer	District Threat Management Coordinator (State Law Enforcement Certification)	District Threat Management Coordinator (Security Experience)	Operations Manager	Transportation Manager	Executive Assistant to the Superintendent	
MONTHS	12	12	12	11	11	12	10	12	12	12	12	12	MONTHS	12
DAYS	231	231	231	212	152	231	196	231	231	231	231	231	DAYS	231
HOURS/DAY	8	8	8	7.5	7.5	8	7.5	8	8	8	8	8	HOURS/DAY	8
Place	A0900 (P#)	A0550	A0570	AST00	ASO00	DI300	ASM00	AS700	DTL00	DTS00	AS800	ATM00	Place	CI200
Annual Salary	97,000	103,157	89,900	74,183	66,920	49,146	62,940	64,296	58,696	53,696	64,296	53,696	Hourly Rate	32.16

Note:

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

District Administrative Supplements:

Superintendent/ FADSS* SFADS (CEOLDP)
Superintendent District Supplement* SFADD

* 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 according to the oral contract negotiated annually at the Organizational Meeting.

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

SECURITY GUARD (NCN00) - To be paid at a rate established by the School Board.

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/26

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 – (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 initial one time hiring supplement shall be paid to each Instructional employee working in a critical shortage area as annually designated by the Franklin County School Board upon recommendation of the Superintendent. Instructional Employees who have the critical shortage designation in their 2025/2026 employment contract are considered grandfathered and will keep their supplement.

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:

<u>“Performance Pay” Advanced Degrees</u>			
A)	Masters’ Degree	<u>SUY22</u>	\$3,000
B)	Specialist’s Degree	<u>SUY23</u>	\$4,500
C)	Doctorate’s Degree	<u>SUY24</u>	\$6,000
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 (2)		
	i.	With all required certifications met	<u>SUB20</u> \$4,000
	ii	With all required certifications not met	<u>SUB21</u> \$2,000

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/26

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 for a newly hired teacher, Lead Paraprofessional serving as a classroom Teacher, Long Term Substitute or Degreed Long Term Substitute.		
	Requires approval and documentation of required mentoring hours.		
	i. Semester (for experienced teachers new to Franklin County)	<u>SUB29</u>	\$200
	ii. Full year (for inexperienced teachers)	<u>SUB30</u>	\$400
	iii. Semester Clinical Educator Certified Mentor	<u>SUB17</u>	\$500
	iv. Full Year Clinical Educator Certified Mentor	<u>SUB18</u>	\$1,000
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)		\$125
E)	Tutoring -- Base salary hourly rate plus Advanced Degree hourly pay rate		
F)	ESE Staffing Specialist	<u>SUB46</u>	\$2,000
G)	ESE Case Manager (6)	<u>SUB40</u>	\$500
H)	Department Chair/Team Leaders (5)	<u>SUB43</u>	\$1,000
	5 supplements: Math, Science, ELA, Social Studies, CTE/Electives		
I)	Alternative Education Teacher (3)	<u>SUB80</u>	\$1,000
J)	ESOL Endorsement (added to certificate at request of District)	<u>SUB24</u>	\$500
	A one-time supplement for any teacher who attains the ESOL endorsement on their certificate.		
K)	Assessment Facilitator Supplement	<u>SUB22</u>	\$2,000
L)	Elementary Team Leaders K-5th (6)	<u>SUB63</u>	\$1,000
	6 supplements: Kindergarten, 1 st , 2 nd , 3 rd , 4 th , 5 th		
M)	Supervising Teacher (Teacher's hosting an Intern)	<u>SUB64</u>	\$1,000
N)	Resiliency Leader (6) – 2025/2026 Grant Funded	<u>SUB65</u>	\$1,000

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/26

GIFTED INSTRUCTIONAL ACTIVITY

- | | | | |
|----|--|--------------|---------|
| A) | Brain Bowl or Odyssey of the Mind (only <u>one</u> activity per school year) | | |
| | a. High School | <u>SUB34</u> | \$1,500 |
| | b. Middle School | <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
Any paraprofessional that performs as a full-time classroom teacher | <u>SUB71</u> | \$6,500 |
| C) | TEACH Early Childhood Scholarship Program Bonus
(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.) | <u>SUB76</u> | \$500 |
| D) | Support Staff Employee of the Year (2)
10 month and 12 month | <u>SUPEE</u> | \$500 |
| E) | Substitute Coordinator Supplement | <u>SUB57</u> | \$750 |
| F) | Paraprofessional – Working with Severely Physically Handicapped Students Supplement | <u>SUB58</u> | \$3,600 |
| G) | Alternative School Paraprofessional (1) | <u>SUB79</u> | \$1,000 |
| H) | Voluntary Prekindergarten Lead Teacher Mentor
(with approved documentation) | <u>SUB28</u> | \$400/semester
\$800/year |
| I) | Para-Professionals substitute for Teachers - \$5.00 per hour / \$35/day maximum
(when authorized by school administration) | | |
| J) | In-School Suspension Paraprofessional (2) | <u>SUB78</u> | \$1,500 |
| K) | Textbook Manager Paraprofessional | <u>SUB72</u> | \$1,500 |

ADDITIONAL RESPONSIBILITIES

1) SECONDARY SUPPLEMENTS

- | | | | |
|-----|-------------|--------------|-------|
| (1) | Spirit Band | <u>SUB39</u> | \$500 |
|-----|-------------|--------------|-------|

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/26

(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 - High School (Evidentiary documentation must be submitted)	<u>SUB42</u>	\$1,200
(4)	District Teacher of the Year	<u>SUB53</u>	\$1,000
	Elementary Teacher of the Year	<u>SUB74</u>	\$500
	Secondary Teacher of the Year	<u>SUB75</u>	\$500
(5)	Yearbook (PreK-12) (Disbursed \$1,500 at end of each semester)	<u>SUB44</u>	\$3,000
(6)	Culinary	<u>SUB47</u>	\$500
(7)	Beta Club	<u>SUB49</u>	\$750
	Junior Beta Club	<u>SUB41</u>	\$300
(8)	National Honor Society	<u>SUB52</u>	\$750
(9)	Special Olympics Coordinator	<u>SUB54</u>	\$500
(10)	Take Stock in Children*	<u>SUPTS</u>	
	*Supplement is paid according to grant allocations		
(11)	ROTC	<u>SUB51</u>	\$500
(12)	Locksmith	<u>SUB73</u>	\$4,800

2) ATHLETICS

(1)	Athletic Director	<u>SUA20</u>	\$4,614	
(2)	Athletic Event Support Staff Ticket Collectors/Gatekeeper	<u>SUA21</u>	\$50 for 2 persons/event \$75 for 1 person/event	
(3)	Football Coaches	FALL	SPRING	TOTAL
a.	Head	<u>SUA33</u> \$3,460.50	<u>SUA35</u> \$1,153.50	\$4,614.00
b.	Assistant (6)	<u>SUA34</u> \$1,730.40	<u>SUA36</u> \$ 576.80	\$2,307.20

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/26

(4)	Volleyball Coaches		
a.	Head	<u>SUA50</u>	\$3,955.20
b.	Assistant (3)	<u>SUA51</u>	\$1,977.60
(5)	Soccer Coaches		
a.	Head Boys	<u>SUA37</u>	\$3,955.20
b.	Head Girls	<u>SUA39</u>	\$3,955.20
c.	Assistant Boys (2)	<u>SUA38</u>	\$1,977.60
d.	Assistant Girls(2)	<u>SUA40</u>	\$1,977.60
(6)	Basketball Coaches		
a.	Head Boys	<u>SUAA3</u>	\$3,955.20
b.	Head Girls	<u>SUAA5</u>	\$3,955.20
c.	Assistant Boys (2)	<u>SUAA2</u>	\$1,977.60
d,	Assistant Girls (2)	<u>SUAA4</u>	\$1,977.60
e.	Statistician (2)	<u>SUA43</u>	\$ 998.70
(7)	Baseball Coaches		
a.	Head	<u>SUA24</u>	\$3,955.20
b.	Assistant (3)	<u>SUA25</u>	\$1,977.60
(8)	Golf Head Coach Boys	<u>SUA59</u>	\$2,307.20
	Golf Head Coach Girls	<u>SUA54</u>	\$2,307.20
(9)	Softball Coaches		
a.	Head	<u>SUA41</u>	\$3,955.20
b.	Assistant (3)	<u>SUA42</u>	\$1,977.60
(10)	Track & Field Coaches		
a.	Head Boys	<u>SUA47</u>	\$2,307.20
b.	Assistant Boys	<u>SUA49</u>	\$1,318.40
c.	Head Girls	<u>SUA64</u>	\$2,307.20
d.	Assistant Girls	<u>SUA58</u>	\$1,318.40
(11)	Weightlifting Coaches		
a.	Head Boys	<u>SUA60</u>	\$2,307.20
b.	Assistant Boys	<u>SUA61</u>	\$1,318.40
c.	Head Girls	<u>SUA62</u>	\$2,307.20
d.	Assistant Girls	<u>SUA63</u>	\$1,318.40
(12)	Cross Country Coaches		
a.	Co-ed Head	<u>SUA57</u>	\$2,307.20
b.	Co-ed Assistant	<u>SUA56</u>	\$1,318.40

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
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- (13) Cheer Coaches
- | | | |
|------------------|--------------|------------|
| a. Head | <u>SUA28</u> | \$3,955.20 |
| b. Assistant (2) | <u>SUA29</u> | \$1,977.60 |
- (14) Wrestling Coaches
- | | | |
|--------------------|--------------|------------|
| a. Head Coach | <u>SUA65</u> | \$2,307.20 |
| b. Assistant Coach | <u>SUA66</u> | \$1,318.40 |
- (15) Off Season Conditioning SUA70 \$ 600
Effective March 1, 2020 Varsity Head Coaches shall be paid for Off-Season Conditioning as follows:
- Head Coaches shall create a plan for off season conditioning and submit to the Athletic Director for approval
 - No more than 12 head coaches shall be compensated for off season conditioning each year
 - A one-time payment will be made upon the completion of the approved off season conditioning on August 15 or December 15.

3) LENGTH OF CONTRACT

- A) Supplement payment plan shall adhere to the following: Unless otherwise provided herein, all supplements shall be paid out over the entire school year and divided equally among the total number of checks during the year. Exception: Athletic and Mentor/Peer Teacher supplements will be paid out in a lump sum at the completion of duties. 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. SUA00

FRANKLIN COUNTY SCHOOL DISTRICT
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ADDITIONAL SUPPLEMENTS

A) Health Insurance Waiver	<u>SUU06</u>	\$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.		
B) Alternative Education/Prek Leadership		
a. Principal	<u>SUB85</u>	\$2,500
b. Assistant Principal (2)	<u>SUB84</u>	\$1,500
C) Advanced Degree – Speech Language Pathologist	<u>SUB86</u>	\$3,000
D) Advanced Degree – Administrators		
Master's Degree	<u>SUB87</u>	\$3,000
Specialist Degree	<u>SUB88</u>	\$4,500
Doctorate Degree	<u>SUB89</u>	\$6,000
E) Therapist Stipends (Speech, O/T) (per day)		\$ 125
F) Guardian (5)	<u>SUB90</u>	\$ 1,500
G) Safety Specialist ABC School	<u>SUB93</u>	Base Pay Hourly Rate of School Safety Specialist

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.