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## TEACHER COMPENSATION POLICY

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### **SECTION 1. BEN FRANKLIN ACADEMY**

#### **MISSION**

The mission of Ben Franklin Academy is to develop young adults with character like America's founding Renaissance man, Benjamin Franklin: well-read, scientifically curious, and civically engaged.

#### **VISION**

Our students will excel academically through a challenging, sequenced curriculum that emphasizes math, science, and literacy. We will be a data driven institution, focusing on individual students. Our students, teachers, parents, staff, and leaders will be held accountable for the success of our school. Finally, we recognize that an education is incomplete without fostering the arts, sports, nature, and character.

#### **PURPOSE**

The purpose of this policy is to compensate and award the best teachers at Ben Franklin Academy commensurate with their performance.

### **SECTION 2 TEACHER COMPENSATION**

At the August board meeting the board will allocate a total sum for teacher raises for the upcoming academic year. This total sum can be reevaluated based on any number of factors throughout the year. This amount can vary year-to-year.

At the August board meeting the Principal shall provide a plan for evaluating teachers that includes giving each teacher a numeric score that depends on each teacher's performance. The numeric score shall be a function of student growth and student achievement. The numeric score can also include other factors.

Each teacher's percentage increase can then be calculated as  $I_i = \frac{Sum}{\sum \lambda_j Y_j} \lambda_i$ , where  $\lambda_k$  is an individual teacher's numeric score, Sum is the board approved total sum for teacher raises, and  $Y_k$  is an individual teacher's current compensation.

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#### **POLICY HISTORY:**

Original: approved by the board XXXXX