TEACHER COMPENSATION POLICY

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, the arts, 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 social emotional development, character, sports, and nature.

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

SECTION 2. TEACHER COMPENSATION

Prior to, or at the regularly scheduled March meeting of the Board and/or the Board meeting at which the Board approves the upcoming fiscal year's budget, the Board will allocate a total sum for teacher raises for the upcoming academic year. This sum can be reevaluated based on any number of factors throughout the year. This amount can vary year-to-year.

Prior to, or at the regularly scheduled March meeting of the Board and/or the Board meeting at which the Board approves the upcoming fiscal year's budget, 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, student achievement, and teachers' written evaluation.

See example next page.

Each teacher's salary percentage increase can then be calculated as $\Delta = \frac{x}{y} AB$, where Δ is the teacher's compensation increase, A is the teacher's current salary, and B is the teacher's numeric score. X is the Board approved total sum for all teacher raises, and Y is the sum of the product of each teacher's score and each teacher's current compensation.

For example, if the Board allocates the total sum of $20,000 for teacher raises:

Teacher Name	Current Salary (A)	Score (B)	Salary Increase (Δ)	New Salary
A	$35,000	5	$1,171	$36,171
B	$33,000	3	$662	$33,662
C	$32,000	3	$642	$32,642
D	$48,000	3	$963	$48,963
E	$34,000	3	$682	$34,682
F	$57,000	4	$1,525	$58,525
G	$41,270	5	$1,380	$42,650
H	$35,500	2	$475	$35,975
I	$42,500	1	$284	$42,784
J	$34,000	5	$1,137	$35,137
K	$36,500	4	$977	$37,477
L	$38,000	0	$0	$38,000
M	$32,000	3	$642	$32,642
N	$32,000	3	$642	$32,642
O	$39,000	3	$783	$39,783
P	$32,000	0	$0	$32,000
Q	$40,000	5	$1,338	$41,338
R	42,500	2	$569	$43,069
S	$43,000	1	$288	$43,288
T	$38,000	2	$508	$38,508
U	$37,000	3	$743	$37,743
V	$33,000	3	$662	$33,662
W	$34,000	3	$682	$34,682
X	$42,000	3	$843	$42,843
Y	$46,000	4	$1.231	$47,231
Z	$35,000	5	$1,171	$36,171
		Total (X)	$20,000	