

Sweetwater City School System

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	We will offer a signing bonus for hard to staff areas such as R/LA and Math for 7th and 8th grades. Hard to staff is determined by fewer than three applicants and/or has produced no "acceptable applicants". Hard to staff positions will be determined annually and no later than July 1. Priority Areas: 5-8 (Math, Reading/ELA)
Eligibility Criteria	Certified in content/grade area New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: The applicant or applicants hired in the specified areas will be given a total of \$1000.00 signing bonus paid in two equal parts: \$500.00 will be paid at the time of the signing and \$500.00 will be paid at the end of the 1st year when evidence of satisfactory results are available.
Reach	3
Estimated Cost	\$3,000

Instructional Roles or Responsibilities	
Description	Teachers will receive additional training over the summer and will be required to provide training to their respective grade level/subject specific peers. Number of Unique Roles: 1
Eligibility Criteria	Certified in content/grade area In grades K-6, these teachers are considered teacher leaders for their grade level. In grades 7-8, these teachers are teacher leaders for their specific subject.
Compensation Type and Size	These teachers are at different daily rates of pay based on years of experience and level of education. Therefore, this amount per instructional role is an average. \$435.00
Reach	8
Estimated Cost	\$3,480

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Criteria: We implemented a few years ago a requirement to get pre-approved to receive additional compensation for advanced degrees. Teachers will receive payment only if the advanced degree is related to their current teaching assignment. Example: If they obtain an additional degree in curriculum and instruction, they will only receive the	

additional money when they move into an administrative role.

Education*

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Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*