

SWEETWATER--621					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>The district will offer a signing bonus in the hard to staff area of RLA and/or Math at grade levels 7 or 8.</p> <p>Hard to staff will be determined by a vacancy that has fewer than three applicants and/or has produced zero "acceptable applicants" AND is one of the accountability courses or subject areas. Hard to staff positions will be determined annually, no later than July 1.</p>	Certified in content/grade area	<p>Bonus</p> <p>The award will be given as a one-time bonus paid in two equal parts. \$500 will be given at the time of signing and an additional \$500 will be given at the end of the school year when evidence of satisfactory evaluation results are available.</p>	3	\$3,000
Performance					

Additional Instructional Roles or Responsibilities	Teachers-leaders will receive additional training for the summer and then be required to come back and facilitate system-wide professional development throughout the year.	We will have a teacher-leader from each grade level receive training K-6 and subject specific training 7-8.	\$435	8	\$3,500
Education*	Compensation for advanced degrees must be pre-approved and related to their current job placement.				
Other					

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