

## Sweetwater 2022-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	We will offer a signing bonus for hard-to-staff areas such as 5-8 Math, K-8 Special Ed., 6-8 R/LA, and K-8 School Psychologist. We often have limited to no applicants applying for the above positions. <b>Priority Areas: K-4</b> (Math, School Psychology, Special Education), <b>5-8</b> (Math, Reading/ELA, School Psychology, Special Education), <b>9-12 ()</b>
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> The applicants will be given \$1000.00 dollars signing bonus to be paid in two installments. \$500.00 will be paid at the time of signing and the remaining \$500 will be paid at the completion of the first year.
<b>Reach</b>	5
<b>Estimated Cost</b>	\$5,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
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 leadership, they will only receive the additional money when they move into an administrative role. Anything related to the current placement will receive additional compensation.	
Other	

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