

Sweetwater City Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<p><i>The district will offer a signing bonus in the hard to staff area of RLA or math at grade levels 7 or 8.</i></p> <p><i>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.</i></p>	<p><i>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.</i></p>	<p><i>In the past school year (2015-16) the district has not hired a new teacher at the junior high in RLA or math. We currently have two math positions and one RL/A position available for the 2016-2017 school year.</i></p>	<p><i>The estimated total is \$3,000 for the 2016-17 school year.</i></p>	<p><i>Less than 2% of the Districts annual salary costs.</i></p>
Performance					

<b>Additional Instructional Roles or Responsibilities</b>	<i>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.</i>	<i>Each teacher will be rewarded a one-time payment for their training and professional development.</i>	<i>We will have a teacher-leader from each grade level receive training K-6 and subject specific training 7-8.</i>	<i>The estimated cost will be \$3,500.00</i>	<i>0.742 % from the general budget.</i>
<b>Education*</b>					
<b>Experience*</b>					
<b>Other</b>	<i>Teachers attaining national teacher certification will receive a one-time bonus upon presentation of documentation verifying receipt of national board certification credentials.</i>	<i>The award will be a one-time bonus of \$1,000 paid in one lump sum.</i>	<i>All teachers would be eligible to attain national board certification. Currently, no teachers will be completing this certification during the 2016-17 school year.</i>	<i>The estimated total is \$0 for the 2016-17 school year.</i>	<i>\$0 and 0% from the general budget</i>

# SWEETWATER TEACHER SALARY SCHEDULE

2016-2017

Current

Emp Only

2016-2017

YR	BS	MA	MA+30	EDS	DR	Step	YR
0	37356	40201	43043	45887	46974	0	0
1	37356	40201	43043	45887	46974	4	1
2	37993	40838	43680	46523	47599	7	2
3	38631	41474	44317	47161	48224	10	3
4	39268	42112	44953	47797	48849	13	4
5	39904	42748	45590	48434	49474	16	5
6	40542	43386	46228	49071	50099	19	6
7	41178	44021	46864	49708	50724	22	7
8	41816	44660	47501	50345	51349	25	8
9	42451	45295	48137	50981	51974	28	9
10	43089	45933	48775	51618	52599	31	10
11	43726	46569	49412	52256	53224	34	11
12	44363	47206	50048	52892	53849	37	12
13	44999	47843	50685	53529	54474	40	13
14	45636	48480	51322	54165	55099	43	14
15	46273	49116	51959	54802	55724	46	15
16	46911	49754	52596	55440	56349	49	16
17	47546	50390	53232	56076	56974	52	17
18	48183	51210	53870	56713	57599	55	18
19	48819	51663	54506	57348	58224	58	19
20	49457	52299	55142	57987	58849	71	20

CURRENT

DR

58547

59172

59797

New hire

Not Eligible