

Sweetwater City School System

2018-19 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	The district will offer a signing bonus in the hard to staff area of RLA and/or Math for grades 7 and 8. Hard to staff is 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 and no later than July 1. Priority Areas: 5-8 (Math, Reading/ELA)
Eligibility Criteria	Certified in content/grade area, New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: The new employee hired in the listed areas will be given 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 year when evidence of satisfactory evaluation results are available.
Reach	2
Estimated Cost	\$2,000
Instructional Roles or Responsibilities	
Description	Teacher leaders will receive additional training over the summer and then are required to come back and facilitate system-wide professional development throughout the year. Teacher leaders from each grade level K-6 will receive training and subject specific 7-8. Number of Unique Roles: 1
Eligibility Criteria	None
Compensation Type and Size	435
Reach	8
Estimated Cost	\$3,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Education*	
In order for additional compensation from the system, the advanced degree must be in the assigned teaching area. We try to let the employee know about additional money prior to beginning the advanced degree.	
Other	
N/A	

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