

## Sweetwater City School System

### 2020-21 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)	
<b>Description</b>	We will offer a signing bonus for hard to staff areas such as R/LA and Math for 7th and 8th grades and Special Education for PreK-8. 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. <b>Priority Areas: K-4 (Special Education), 5-8 (R/LA, Math, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> 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.
<b>Reach</b>	6
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders: Teachers will receive additional training over the summer and will be required to provide professional development training to their respective grade level/subject-specific peers. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Certified in content/grade area In grades K-6, the teachers are considered teacher leaders for their grade level. In grades 7-8, these teachers are teacher leaders for their specific subject.
<b>Compensation Type and Size</b>	These teachers are at different daily rates of pay based on years of experience and level of education. Average amount per instructional role is approximately \$450.
<b>Reach</b>	8
<b>Estimated Cost</b>	\$3,597
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> Yes	
<b>Type:</b> Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
<b>Criteria:</b> 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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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.

#### Other

**N/A**

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