



2015-16 Sweetwater City Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
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. 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. \$1,000 will be given at the time of signing and an additional \$1,000 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 (2014-15) the district has not hired a new teacher at the junior high RLA or math position. There have not been requests to transfer from current RLA/math teachers at the junior high and no turnover is anticipated for the upcoming school year (2015-16).</i></p>	<p><i>The estimated total is \$0 for the 2015-16 school year.</i></p>	<p><i>\$0 and 0% from the general purpose budget for teacher salary expenditures.</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Teachers attaining national teacher certification will receive a one-time bonus upon presentation of documentation verifying receipt of national board certification credentials.</i></p>	<p><i>The award will be a one-time bonus of \$1,000 paid in one lump sum.</i></p>	<p><i>All teachers would be eligible to attain national board certification. Currently, no teachers will be completing this certification during the 2015-16 school year.</i></p>	<p><i>The estimated total is \$0 for the 2015-16 school year.</i></p>	<p><i>\$0 and 0% from the general budget.</i></p>

	<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>
Education	<i>The Masters+30 lane on the salary schedule has been closed to new participants. Newly hired teachers must have an advanced degree in their specific content area in order to qualify for placement on the MS, EdS, or EdD lanes of the salary schedule.</i>	<i>All current employees on the MS+30 lane will continue in this lane until retirement or resignation. Employees will have to seek approval from the district administration in order to be put in the advanced degree salary lane.</i>	<i>Currently, three teachers are on the masters+30 lane and have reached the maximum salary for years experience. Those teachers will remain in this lane of the salary schedule until retirement or resignation. Advanced degree status on the salary schedule will be determined by current position and utilization of the degree for daily work. For example, a teacher would not receive advanced degree status by receiving an administrative degree if the teacher were not hired as an administrator in a school for at least part of the regular school day. Currently, no teachers are scheduled for completion of an advanced degree in their content area either before or during the 2015-16 school year.</i>	<i>The estimated total is \$0 for the 2015-16 school year.</i>	<i>\$0 and 0% from the general budget.</i>
Experience	<i>The current salary schedule has been transitioned to a 70</i>	<i>Each teacher will earn three steps for one year of</i>	<i>All teachers are eligible.</i>	<i>The average increase with the</i>	<i>The experience payment</i>

	<i>step schedule allowing teachers to continue to move three steps on the salary schedule for one year of successful teaching experience.</i>	<i>experience for yearly salary increases.</i>		<i>three-step formula will be \$500 (\$166 per step) per year which is equivalent to the previous salary schedule. The estimated cost to the district will be \$500,000.</i>	<i>automatically makes up 10% of the salary expenditures for teachers incurred each year for experience increases.</i>
Other					