

Sweetwater City Schools

2021-22 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)	
Description	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. Priority Areas: K-4 (Special Education), 5-8 (Math; Reading/ELA; Special Education)
Eligibility Criteria	Certified in content/grade area Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: 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.
Reach	4
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district has 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.	
Other	
N/A	

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