

# Sweetwater

## 2023-24 Differentiated Pay Plan

- Hard-to-Staff
- Instructional Roles
- Performance
- Alternative Salary Schedule

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	We will offer a signing bonus for hard-to-staff areas. We often have limited to no applicants applying for the above positions. <b>Priority Areas: K-5 (Special Education), 6-8 (Math, Reading/ELA, ESL/ELL, Special Education), 9-12 ()</b>
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<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 \$2000.00 signing bonus paid in two equal parts. \$1000.00 will be paid at the time of the signing and \$1000.00 will be paid at the end of the 1st year when evidence of satisfactory results is available.
<b>Reach</b>	9
<b>Estimated Cost</b>	\$18,000

### Instructional Roles or Responsibilities

N/A

### Performance

N/A

### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

### Education\*

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 leadership, they will only receive the additional money when they move into an administrative role. Anything related to the current placement will receive additional compensation.

### Other

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