

Cleveland City School District 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<p>1) Teacher Mentors - The district will provide new teacher training and professional development through a mentor program. Highly effective teachers will receive a stipend for providing monthly training and support to newly hired teachers.</p> <p>2) Teacher Leaders - Each teacher will earn an annual stipend based on level of additional responsibilities.</p> <p>Number of Unique Roles: 2</p>
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Eligibility Criteria	<p>Certified in content/grade area; Years of experience</p> <p>Teacher leaders must go through an application and interview process.</p>
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Compensation Type and Size	<p>Teacher Mentors (25) X \$200</p> <p>Teacher Leaders (20) X \$1,750, (6) X \$1,500, (2) X \$1,250</p>
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Reach	45
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Estimated Cost	\$51,500
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Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

All teachers are eligible for this form of compensation based on their educational status. The attached salary schedule contains proposed amounts. Additional pay lanes for advanced degrees include BS+16, MA, MA+16, MA+30, ED S, D..

Other

Teachers with National Board Certification will receive an annual bonus of \$1,000.00.

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