

CLEVELAND--061					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	The district will offer an annual base pay increase to high school and middle school alternative school teachers.	Certified in content/grade area	Base Pay Increase Alternative school teachers will receive an annual supplement of 5% of base pay.	8	\$21,974
Performance					
Additional Instructional Roles or	1) The district will provide new teacher training and professional development	Certified in content/grade area	Mentor teachers receive a \$200 stipend per year.	73	\$57,500

Responsibilities	<p>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 a annual stipend for extra responsibilities.</p>	<p>Years of experience</p> <p>Teacher leaders must go through an application and interview process.</p>	Teacher Leaders receive a \$1,500 stipend per year.		
Education*	All teachers are eligible for this form of compensation based on their educational status. The attached salary schedule contains proposed amounts.				
Other					

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