

2014-2015 Cleveland City Schools Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	<i>The district will offer an annual base pay increase to high school and middle school alternative school teachers.</i>	<i>Alternative school teachers will receive an annual supplement of 5% of base pay.</i>	<i>Seven teachers are eligible and will receive this supplement.</i>	\$ 16,985.00	Less than 1%
Additional Instructional Roles or Responsibilities	<i>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.</i>	<i>Mentor teachers will receive an annual \$200 stipend for additional duties.</i>	<i>In 2013, over 150 teachers are eligible for this type of compensation. However, approximately 35 mentor teachers will receive the stipend based on the number of new teachers hired each year in Cleveland City Schools.</i>	\$ 7,000.00	Less than 1%
Education	<i>The district will compensate teachers according to the attached 2014-2015 salary schedule. This schedule is based on a teacher's level of education (Bachelor's degree, Bachelor's degree +16 graduate hours, Master's degree, Master's degree +16 graduate hours, Master's +30 graduate</i>	<i>Each teacher is eligible for this form of compensation based on their educational status.</i> <i>The attached salary schedule contains proposed amounts.</i>	<i>All teachers are eligible.</i>	\$1,133,945.00	Less than 6%

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	<i>hours, Educational Specialist degree, and Doctorate degree).</i>				
Experience	<i>The district will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.</i>	<i>Each teacher will earn a yearly step increase for years of experience. The attached salary schedule contains proposed amounts.</i>	All teachers are eligible.	\$255,179.00	<i>Less than 2%</i>
Other	<i>The district will offer teachers with National Board Certification an annual bonus.</i>	<i>Teachers with National Board Certification will receive an annual bonus of \$1000.</i>	<i>There are currently five teachers who are nationally board certified in Cleveland City Schools. All of these teachers are eligible for the annual bonus.</i>	\$5,000	<i>Less than 1%</i>