

Cleveland City Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
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>Eight teachers are eligible and will receive this supplement.</i>	\$21,895	<i>Less than 1%</i>
Performance	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
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 2016, over 150 teachers are eligible for this type of compensation. However, approximately 40 mentor teachers will receive the stipend</i>	\$8,000	<i>Less than 1%</i>

			<i>based on the number of new teachers hired year.</i>		
Education*	<i>The district will compensate teachers using the 16/17 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 degree + 30 graduate hours, Educational Specialist degree, and Doctorate degree).</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>	\$1,379,462	<7%
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>	<i>All teachers are eligible</i>	\$331,653	<2%
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 \$1,000.</i>	<i>There are currently six teachers who are nationally board certified in Cleveland City Schools. All of these teachers are eligible for the annual bonus.</i>	\$6,000	<1%

Teacher Leaders	\$58,750 16/17	\$1,500 stipend/yr	33	\$49,500 + benefits	<1%
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*