

## Cleveland City Schools 2021-22 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	
<b>Description</b>	<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><b>Number of Unique Roles: 2</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area; Years of experience</p> <p>Teacher leaders must go through an application and interview process.</p>
<b>Compensation Type and Size</b>	<p>Teacher Mentors (30) X \$200</p> <p>Teacher Leaders (20) X \$1,750, (6) X \$1,500, (2) X \$1,250</p>
<b>Reach</b>	58
<b>Estimated Cost</b>	\$52,500
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
All teachers are eligible for this form of compensation based on their educational status. Additional pay lanes for advanced degrees include BS+16, MA, MA+16, Ma+30, EDS, and DR.	
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.