



15-16 CLEVELAND CITY SCHOOLS DIFFERENTIATED PAY PLAN

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
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>	\$ 18,004.00	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</i>	\$ 7,000.00	Less than 1%

			<i>year in Cleveland City Schools.</i>		
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 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>	\$1,156,623.00	<i>Less than 6%</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.</i> <i>The attached salary schedule contains proposed amounts.</i>	<i>All teachers are eligible.</i>	\$260,282.00	<i>Less than 2%</i>
Teacher Leaders	<i>The Cleveland City School Board approved \$50,000 for teacher leaders.</i>	<i>Each teacher will earn a \$1500 stipend per year for extra responsibilities.</i>	<i>Cleveland City Schools has designated 28 teacher leader positions for the 15-16 school year.</i>	<i>\$42,000 plus benefits</i>	<i>Less than 1%</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>	<i>\$5,000</i>	<i>Less than 1%</i>