

Teacher Performance Schedule

Appendix A


APPENDIX A -- SCHEDULE C
CPS TEACHER PERFORMANCE SCHEDULE FOR 2011-2013


Base Salary **\$39,261.86** Level 3 is the starting base salary.

Years of Experience	Class II	Class III	Class IV	Class V	Class VI	Class VII A	Class VII B	Class VII C	Class VII D	Class VII E
1										
2										
3	\$39,261.86	\$39,921.32	\$42,937.16	\$45,134.61	\$48,835.67	+	+	+	+	+
4	\$40,926.60	\$41,588.19	\$44,975.66	\$47,168.79	\$50,874.17	+	+	+	+	+
5	\$42,619.25	\$43,280.84	\$46,640.39	\$48,835.67	\$52,541.06	+	+	+	+	+
6	\$45,291.42	\$45,953.02	\$48,994.64	\$51,192.08	\$54,893.15	+	+	+	+	+
7	\$47,301.97	\$47,963.58	\$51,323.12	\$53,518.40	\$57,223.77	+	+	+	+	+
8	\$49,312.54	\$49,974.14	\$53,677.37	\$55,872.65	\$59,575.87	+	+	+	+	+
9	\$51,666.79	\$52,328.38	\$56,375.30	\$58,572.76	\$62,273.82	+	+	+	+	+
10	\$54,364.74	\$55,026.33	\$59,393.29	\$61,586.44	\$65,291.80	+	+	+	+	+
11	\$57,380.58	\$58,042.18	\$62,750.68	\$64,948.11	\$68,649.19	+	+	+	+	+
12	\$60,714.35 800.00*	\$61,375.93 800.00*	\$66,428.13 800.00*	\$68,623.42 800.00*	\$72,328.78 800.00*	+	+	+	+	+
13	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
14	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
15	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
16						+	+	+	+	+
17	\$64,778.43 800.00*	\$65,440.04 800.00*	\$70,492.22 800.00*	\$72,689.66 800.00*	\$76,392.88 800.00*	+	+	+	+	+
18	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
19	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
20						+	+	+	+	+
21						+	+	+	+	+
22	\$67,433.41 800.00*	\$68,095.01 800.00*	\$73,119.27 800.00*	\$75,316.71 800.00*	\$79,019.93 800.00*	+	+	+	+	+
23	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
24	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
25	800.00*	800.00*	800.00*	800.00*	800.00*	+	+	+	+	+
26						+	+	+	+	+
27	\$71,520.66	\$72,202.11	\$77,377.09	\$79,640.46	\$83,454.78	+	+	+	+	+

+ INDICATES THE FOLLOWING

- Class VII A - Team Incentive Bonus (TIB) (based on funding availability)
- Class VII B - School Incentive Bonus (SIB) (based on funding availability)
- Class VII C - Teacher Leader Stipend (TLS) (Up to \$6,500)
- Class VII D - NBCT Stipend (\$1,000)
- Class VII E - High Needs Incentive Content or Building (Up to \$4,000)

 Career Advancement Level with a Comprehensive Evaluation - To advance to the next level, a successful Comprehensive Evaluation is required. A successful Comprehensive Evaluation is also required prior to continuing contract based on Ohio law.

 * Teachers can earn an additional \$800 for each successful completion of the Performance Review Evaluation (PRE). The stipend is available each of the successive years towards the next career advancement level. In order to receive the \$800, the teachers must have a successful student growth rating. Stipends are compounded and paid out upon completion of the PRE, which occurs in the fall of the year following the PRE.

- \$ 800 for 1st PRE Passed
- \$1,600 for 2nd PRE Passed
- \$2,400 for 3rd PRE Passed
- \$3,200 for 4th PRE Passed

 Currently Funded Levels and Having an Annual Evaluation

 Induction Evaluation (a form of Comprehensive)

NOTE: Individuals on Intervention will not advance until they are released from Intervention.

Teachers entering the District with 0, 1, or 2 years of teaching experience shall enter on step 3 of the schedule. Teachers entering the District with 3 or more years of experience shall enter on the salary step corresponding to their experience, subject to the maximums in the notes that follow. After initial placement, teachers shall move up the salary schedule based on service credit subsequently earned.