



New Teacher Differentiated Compensation 2025-2026

Congratulations and Welcome to the Cleveland Metropolitan School District!

Per the Agreement between the Cleveland Metropolitan School District and the Cleveland Teachers Union, you will be placed on the 2025-2026 Cleveland Differentiated Compensation Salary (CDCS) Schedule. The minimum salary on this salary schedule for a full-time Teacher without experience is \$53,233.00. You will be paid on a semi-monthly basis. Therefore, your semi-monthly gross pay will be calculated by dividing your salary by 24 equal paychecks. Any ten-month salaried employee who is appointed into their position after the usual first day of work for the position is considered a late-start employee and will not receive paychecks throughout the entire summer. Late-start employees are audited by the Payroll Division staff during April and May. Affected employees will receive an audit which will identify the date and exact amount of their final paycheck.

The following is taken into consideration when assigning new teacher base salaries:

- The Cleveland Differentiated Compensation Salary (CDCS) Schedule (partial schedule shown below)
- Verified documentation received by Compensation to date identifying your prior teaching experience
- Verified documentation received by Compensation indicating a fully evaluated “Accomplished” OTES rating (or the equivalent from another Danielson-anchored evaluation methodology) from the 2024-2025 school year

Salary Level*	Annual Salary for 185 Day Non-Extended Teacher
1	\$53,233.00
2	\$57,732.00
3	\$63,996.00
4	\$68,586.00
5	\$73,743.00

- If you are retired from any school district, you will be placed at Level One (1)
- For every three (3) years of experience in another district/school, you will be given one (1) level of credit on the CDCS Schedule.
- For an “Accomplished” OTES rating (or the equivalent from another Danielson-anchored evaluation system) from the previous school year, the member will be given one (1) level of credit on the CDCS Schedule

You shall be granted sixty (60) days from your effective date of employment as a teacher to provide acceptable documentation.

The acceptable documentation is:

- An Ohio STRS Annual Defined Benefit Statement (full document – four (4) pages)
- “Accomplished” fully evaluated OTES rating (or the equivalent from another Danielson-anchored evaluation system) from the 2024-2025 school year
- Written verification of years of prior teaching experience on an accredited institution’s letterhead with the verifier’s name and contact information. Information should include position/s held, part-time or full-time, each school/institution year worked, and the number of days worked in each school/institution year

All submissions will be reviewed; however, acceptance by the District of your materials does not guarantee a salary higher than the minimum.