



2023-2024 TEACHER SALARY SCHEDULE Cincinnati Region

Years of Experience	Salary
0	\$48,500
1	\$49,000
2	\$51,000
3	\$53,500
4	\$56,000
5	\$58,500
6	\$61,000
7	\$64,000
8	\$67,000
9	\$70,000
10	\$72,000
11	\$75,000
12	\$78,000
13	\$79,500
14	\$80,000
15	\$81,000
16	\$81,500
17	\$82,000

Years of Experience	Salary
18	\$82,500
19	\$83,000
20	\$83,500
21	\$84,000
22	\$84,500
23	\$85,000
24	\$85,500
25	\$86,000
26	\$86,500
27	\$87,000
28	\$87,250
29	\$87,500
30	\$87,750
31	\$88,000
32	\$88,250
33	\$88,500
34	\$88,750
35	\$89,000

Common additional compensation but not limited to the following:



TEACHER CAREER PATHWAY

Pay Potential

Level 3
IDEA Teacher
\$500 - \$1.5K

Level 4
IDEA Teacher
\$1k- \$3K

Level 5
IDEA Teacher
\$3.3k- \$10K*



Additional Performance and Stipend Pay
opportunities based on annual board-approved plan.**

Salaries are subject to change upon notice.

*Based on teacher placement on TCP, highest amount earned based on master teacher designation for three consecutive years.

**Performance Pay paid the following school year based on nominal duties that lead to previous year results



2023-24 OHIO INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Stipends are awarded to qualified staff members twice per year (November/April). Administrators are not eligible for stipends without the approval of the President and Superintendent. All salaried instructional staff must be actively employed at the time of payout to receive stipend installment.

Stipend Type	Requirement	Specifications	Annual
Paid Based on Certifications From the Ohio DOE Website			
Foreign/World Languages Certification	Foreign/World Languages State License		\$ 2,000
TESOL Certification	Teaching English to Speakers of Other Languages State License	Employee have active certification on Ohio state website on or before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Certificates expiring before October 31st, 2023 and March 31st, 2024 will not be eligible for their respective payout dates. Certificates that do not meet the timeline requirement may be captured on next stipend payout contingent on active status. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.*Grade Level Clarification: Higher grade level certification will meet the requirement for the lower grade levels if no subject-specific state certification available from the state	\$ 1,800
English Certified	English State License and English Content Teacher of record per Tyler Munis Title grades 3 - 8		\$ 3,000
Math Certified	Math State License and Math Content Math Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000
Science Certified	Science State License and Science Content Science Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000
Paid Based on Employee Credentials			
Intervention Specialist Teacher	Teaching in a Intervention Specialist role per Tyler Munis Title in grades PK-12	Must be Intervention Specialist or RISE Intervention Specialist teacher of record based on Tyler Munis Title before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (Education Specialists who support with SPED as identified by the principal, must hold an active Intervention Specialist certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000
RISE Intervention Specialist Teacher	Teaching in a RISE Intervention Specialist role per Tyler Munis Title in grades PK-12		\$ 4,000
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/23 for Fall payout and 03/31/24 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 1,000
National Board Certified	All NBC teachers are eligible for \$1,000.		\$ 1,000
Paid Based on Identification By Campus Principal			
Grade Team Leader	Academy and College Prep	One employee selected per grade	\$ 2,000
Paid Based on Identification By Campus Principal (Discretionary)			
Content Team Leader	College Prep. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, History, CSI, ILS, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$1,000)	\$ 1,500
	Academy. One content leader per content per school.		\$ 1,000
Intervention Specialist Team Leader	College Prep	One Intervention Specialist content leader per College Prep Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,500
	Academy		\$ 2,000
Direct Instruction Coaches (DI Coach)	Academy Level 1 Coach	Definition of Level 1 Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. Click here to learn more.	\$ 500
	Academy Level 2 Coach		\$ 600
	Academy Level 3 Coach		\$ 700
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, Click here to learn more.	\$ 1,500
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, Click here to learn more.	\$ 2,000
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500

NOTE: Co-Teachers and other hourly employees that serve in an extra duty capacity (Coach, UIL, GTL) MUST have a pay code created to punch in/out while performing these duties, and will be paid their hourly rate *in place* of the stipend.

Budgeted
Discretionary

* This document has been reviewed and approved by the IDEA IPS Board. Any requests outside the above must be reviewed and approved by the compensation team in the form of an Employee Agreement.