

Clinton Community School District Certified Staff Compensation Model

4 Pillars of Compensation Framework

- Attract, Train & Retain
- Performance-Based
- Attainable Pathway
- Financially Sustainable

Performance Indicators	Salary
Educator II +1	\$73,600
 Leadership 	
 A professional educator who 	
■ Is an active innovator, risk-taker, problem-solver who impacts student learning	
Shares professional knowledge and expertise to bring out the best within the school community.	
• Investment	
 A professional educator who 	
 Is a lifelong learner who responds to the whole child 	
■ Embraces change	
 Develops trust to build relationships within the school community 	
Satisfactory evaluation	
Educator II	\$64,600
Student engagement:	
 A professional educator who: 	
 Guides students to see the relevance of educational goal(s); 	
 Provides opportunities for active and reflective learning. 	
• Professionalism:	
 A professional educator who 	
 Demonstrates knowledge, skill, and competency of craft to improve student learning 	
Gives respect to students, parents/guardians, staff and community	
 Sets and works towards goals to improve student understanding of skills and/or 	
content.	
■ Demonstrates integrity, ethical conduct, accountability, punctuality, respect ful of	
district property and dresses in business attire appropriate to job classification.	
Classroom/Program Management	
 A professional educator who 	
 Uses the PBIS framework, resources, routines, and procedures 	
■ Provides a respectful, safe, and positive student-centered environment conducive	
to student engagement and learning.	
Instructional/Programming Delivery	

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Revised 7.10.19

Revised 4.13.22

Revised 7.15.20

Revised 4.7.21

 A professional educator who Uses assessments and reflects on data to increase student understanding of skills, content and/or programming Plans and implement student-centered curriculum/programming Includes differentiation of instruction/programming using resources that address student academic and behavioral needs Scaffolds skills Collaboration A professional educator who Effectively contributes to colleagues/students Actively listens to colleagues/students 	
 Positively impacts student learning 	
Foster relationships with teachers/admin	
Foster relationships with students	
Foster relationships with parents/guardiansSatisfactory evaluation	
Satisfactory evaluation	
Educator I	\$48,600
Growth Plan	
Working toward mastery in level II performance indicators with guidance.	
Responsive to feedback by seeking and receiving coaching and instruction	
Year of mentoring	
Satisfactory evaluation	
OR	
Plan of Assistance	No increase,
Continues to require improvement toward Level II performance indicator	No stipend
Responsive to feedback by seeking and receiving coaching and instruction	1 to supend
 Year of mentoring 	
 Unsatisfactory evaluation 	
Initial Educator	\$42,600
Actively participate in a mentoring program	Ψ 12,000
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• The salary increase due to level advancement will be \$1,500 per year.

Reflective and responsive to feedback

- Educator II + 1 stipend will be \$2,000 a year for each year they maintain that performance designation, with the maximum amount of the Educator II + 1 stipend not to exceed \$6,000.Beginning in the 2021-2022, any new staff designated an Educator II + 1 will receive a stipend of \$2,000 to be paid in a lump sum rather than in the teaching contract. If a current Educator II + 1 does not meet the performance designation, their stipend will decrease in equal intervals as it increased.
- If you are eligible for an increase of more than \$1,500, you will receive an increase not to exceed \$4,500 annually.
- Once an individual reaches the maximum monetary attainment as indicated by educator level, their annual salary will remain at that level until the next level is obtained.

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- Employees who reach the maximum monetary attainment as indicated by educator level and who are working in hard-to-fill positions, will be eligible for a CPI increase not to exceed \$1,500 calculated using the base salary amount for certified staff dependent upon Personnel committee approval.
- Every three years, the district's Initial Educator, Educator 1, Educator 2 and Educator 2+1 level amounts will be adjusted by calculating the previous three-year cumulative CPI-U. The next level adjustment is slated for 2024-2025.

Additional Compensation that is not included in base salary:

Educator II + 1 Stipend	\$2,000
Completion of a District approved Master's Degree	\$250
Obtainment of National Board for Professional Teaching Standards certification	\$1,000

Clinton Community School District Salary Structure Model

2021-22 School Year

- 1. Certified staff in a summary year in Educator Effectiveness (EE) will automatically be identified in the compensation model as well as in EE; a compensation model self-evaluation must be completed by staff member during summary year. If you are in a summary year, you do not need to fill out the compensation advancement placement form as you will automatically be identified by your administrator(s). Once you receive your identification, if you disagree with your identification, you may then request an appeal within five days of receiving your identification from your administrator(s). If your summary identification automatically moves you up a level, your salary will be adjusted for the 2023-24 school year.
- 2. Overall job performance will indicate placement and next category consideration.
- 3. Staff members only need to request a salary advancement/placement meeting with an administrator(s) prior to February 1, 2023, if staff member believes he/she has sufficient evidence in documentation to move to the next level on the compensation model. A compensation model self-evaluation must be completed by staff member and attached to the application form.
- 4. Advancement/placement meetings with your administrator(s) and the District Administrator will be held between March 1st and March 31, 2023 for the 2023-2024 school year.
- 5. If the application for advancement is approved by both building administrator(s) and District Administrator, the staff member will advance to the next level for the following school year.
- 6. If the request is denied by the administrator(s) and District Administrator, it will automatically continue to a Review Panel, unless the certified staff member requests that the review be stopped.
- 7. The Review Panel will consist of three board members.
- 8. Contracts will be issued May 15, 2023.
- 9. Signed contracts due to the district office by June 15, 2023.
- 10. Appeal of placement meetings will be held in June, 2023.

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- 11. If the application for advancement is approved by the Review Panel, the staff member will advance to the next level for the following school year.
- 12. If the staff member is denied advancement, he/she will continue growth in the present category for the following year.
- 13. The Review Panel's decision is final.