



**Clinton Community School District**  
**Certified Staff Compensation Model**

- 4 Pillars of Compensation Framework
- Attract, Train & Retain
  - Performance-Based
  - Attainable Pathway
  - Financially Sustainable

<b><i>Performance Indicators</i></b>	<b><i>Salary</i></b>
Educator II +1 <ul style="list-style-type: none"> <li>● Leadership               <ul style="list-style-type: none"> <li>○ A professional educator who                   <ul style="list-style-type: none"> <li>■ Is an active innovator, risk-taker, problem-solver who impacts student learning</li> <li>■ Shares professional knowledge and expertise to bring out the best within the school community.</li> </ul> </li> </ul> </li> <li>● Investment               <ul style="list-style-type: none"> <li>○ A professional educator who                   <ul style="list-style-type: none"> <li>■ Is a lifelong learner who responds to the whole child</li> <li>■ Embraces change</li> <li>■ Develops trust to build relationships within the school community</li> </ul> </li> </ul> </li> <li>● Satisfactory evaluation</li> </ul>	\$73,600
Educator II <ul style="list-style-type: none"> <li>● Student engagement:               <ul style="list-style-type: none"> <li>○ A professional educator who:                   <ul style="list-style-type: none"> <li>■ Guides students to see the relevance of educational goal(s);</li> <li>■ Provides opportunities for active and reflective learning.</li> </ul> </li> </ul> </li> <li>● Professionalism:               <ul style="list-style-type: none"> <li>○ A professional educator who                   <ul style="list-style-type: none"> <li>■ Demonstrates knowledge, skill, and competency of craft to improve student learning</li> <li>■ Gives respect to students, parents/guardians, staff and community</li> <li>■ Sets and works towards goals to improve student understanding of skills and/or content.</li> <li>■ Demonstrates integrity, ethical conduct, accountability, punctuality, respect for district property and dresses in business attire appropriate to job classification.</li> </ul> </li> </ul> </li> <li>● Classroom/Program Management               <ul style="list-style-type: none"> <li>○ A professional educator who                   <ul style="list-style-type: none"> <li>■ Uses the PBIS framework, resources, routines, and procedures</li> <li>■ Provides a respectful, safe, and positive student-centered environment conducive to student engagement and learning.</li> </ul> </li> </ul> </li> <li>● Instructional/Programming Delivery</li> </ul>	\$64,600

Compensation Model 4.18.18

Revised 7.10.19

Revised 4.13.22

Revised 7.15.20

Revised 4.7.21



- 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.

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