

Clinton Community School District 2025-26: Certified Staff Compensation Model

4 Pillars of Compensation Framework

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

Performance Indicators	Salary
Educator II +1	\$76,200
• Leadership	, , , , , ,
o 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	\$67,200
• 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, respectful 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	
A professional educator who	
 Uses assessments and reflects on data to increase student understanding of skills, 	

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 Plans and implement student-centered curriculum/programming Includes differentiation of instruction/programming using resources that add 	rogg
■ Includes differentiation of instruction/programming using resources that add	iess
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/guardians	
Satisfactory evaluation	
Satisfactory evaluation	
Educator I	\$51,200
Growth Plan	φ31,200
Working toward mastery in level II performance indicators with guidance.	
 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 	
 Year of mentoring 	
 Unsatisfactory evaluation 	
Initial Educator	\$46,600
Actively participate in a mentoring program	
Reflective and responsive to feedback	

• The salary increase due to level advancement will be \$1,500 per year.

content and/or programming

- Educator II + 1 stipend will be \$3,000 (non-cumulative) a year for each year they maintain that performance designation, regardless of salary cap level.
- 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.
- Employees who reach the maximum monetary attainment as indicated by educator level will receive a \$750 increase, unless on a plan of assistance. Model Minimums for Certified Staff in years at CCSD, unless on a plan of assistance:

10 years or greater: \$55,000
 15 years or greater: \$60,000
 20 years of greater: \$65,000

• Every three years, the district's Initial Educator, Educator 1, Educator 2 and Educator 2+1 level amounts will be adjusted by \$2,600. The next level adjustment is slated for 2027-2028.

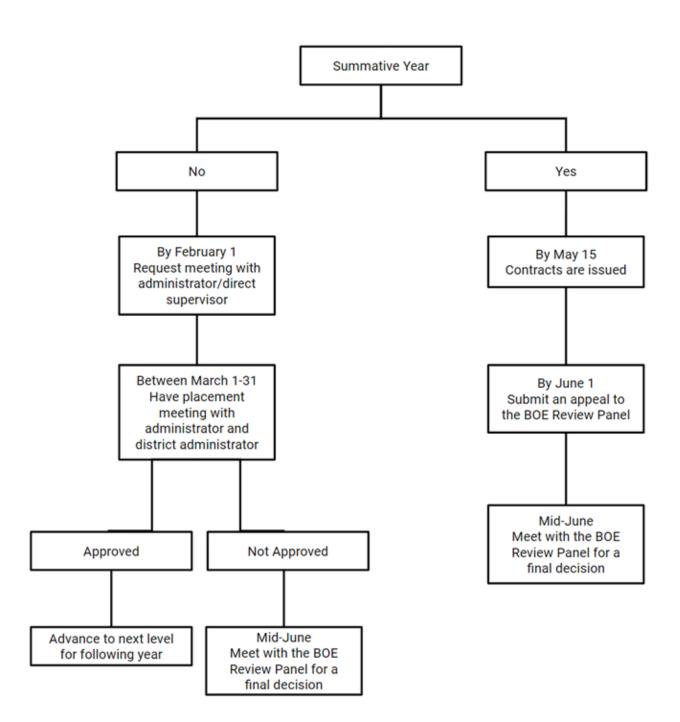
Additional Compensation that is not included in base salary:

Educator II + 1 Stipend	\$3,000 above cap; one time payment in June
Completion of a District approved Master's Degree	\$250 above cap
Obtainment of National Board for Professional Teaching Standards certification	\$1,000 above cap

Clinton Community School District Salary Structure Model

2025-26 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 the staff member during their 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 2025-26 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, 2026, if the 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, 2026 for the 2025-2026 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, 2026.
- 9. Appeals to the Review Panel need to be submitted by June 1.
- 10. Signed contracts due to the district office by June 15, 2026.
- 11. Appeal of placement meetings will be held in June, 2026.
- 12. 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.
- 13. If the staff member is denied advancement, he/she will continue growth in the present category for the following year.
- 14. The Review Panel's decision is final.



Revised 7.10.19 Revised 4.13.22 Revised 4.3.25 Revised 7.15.20 Revised 4.5.23

Revised 4.7.21 Revised 4.4.24