



Clinton Community School District
Certified Staff Compensation Model

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

<i>Performance Indicators</i>	<i>Salary</i>
Educator II +1 <ul style="list-style-type: none"> ● Leadership <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ 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 <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ Is a lifelong learner who responds to the whole child ■ Embraces change ■ Develops trust to build relationships within the school community ● Satisfactory evaluation 	\$71,000
Educator II <ul style="list-style-type: none"> ● Student engagement: <ul style="list-style-type: none"> ○ A teacher who: <ul style="list-style-type: none"> ■ Guides students to see the relevance of educational goal(s); ■ Provides opportunities for active learning. ● Professionalism: <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ Demonstrates knowledge, skill, and competency of craft to improve student learning ■ Giving respect to students, parents/guardians, staff and community ■ Sets goals to improve ● Classroom Management <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ Uses the PBIS framework, resources, routines, and procedures ■ Provides a respectful, safe, and positive student-centered environment conducive to student engagement and learning. ● Instructional Traits <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ Uses assessments and reflects on data ■ Plans and implement student-centered curriculum ■ Includes differentiation of instruction using resources that address student academic and behavioral needs ■ Scaffolds skills 	\$62,000

<ul style="list-style-type: none"> ● Collaboration <ul style="list-style-type: none"> ○ A teacher who <ul style="list-style-type: none"> ■ 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 	
<p>Educator I</p> <ul style="list-style-type: none"> ● Growth Plan <ul style="list-style-type: none"> ○ 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 <p>OR</p> <ul style="list-style-type: none"> ● Improvement Plan <ul style="list-style-type: none"> ○ Continues to require improvement toward Level II performance indicator ○ Responsive to feedback by seeking and receiving coaching and instruction ○ Year of mentoring ○ Unsatisfactory evaluation 	<p>\$46,000</p> <p>No increase, No stipend</p>
<p>Initial Educator</p> <ul style="list-style-type: none"> ● Actively participate in mentoring program ● Reflective and responsive to feedback 	<p>\$40,000</p>

- The salary increase due to level advancement will be \$1,500 per year.
- Educator II + 1 stipend will be \$3,000 a year for each year they maintain that performance designation, with the maximum amount of the Educator II + 1 stipend not to exceed \$9,000.
- 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. The employee will still be eligible to receive additional compensation as indicated by the compensation model.
- Every three years, beginning in 2021-22, the district's Initial Educator, Educator 1, Educator 2 and Educator 2 +1 base amounts will be adjusted by calculating the previous three year cumulative CPI-U.

Additional Compensation that is not included in base salary:

Completion of a District approved Master's Degree	\$250
Obtainment of National Board for Professional Teaching Standards certification	\$250

Clinton Community School District Salary Structure Model

2018-19 School Year

1. All certified staff will participate in the compensation model beginning with the 2018-19 school year.
2. 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 2019-20 school year.
3. Overall job performance will indicate placement and next category consideration.
4. Staff members only need to request a salary advancement/placement meeting with an administrator(s) prior to February 1, 2019, 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 application form.
5. Advancement/placement meetings with your administrator(s) and the District Administrator will be held between March 1st and March 31, 2019 for the 2018-2019 school year.
6. 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.
7. 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.
8. The Review Panel will consist of three board members.
9. Contracts will be issued May 15, 2019.
10. Signed contracts due to district office by June 15, 2019.
11. Appeal of placement meetings will be held in June, 2019.
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.