CLINTON COMMUNITY SCHOOL DISTRICT

STRONG SCHOOLS. STRONG COMMUNITY.
SHERI MULLOOLY
CCSD School Board Member since 2017
Email: schoolboardmembers@clintonwis.com
DISTRICT ADMINISTRATOR
GOALS 2016-17

$1.8M Recurring Referendum
Performance-based compensation model
Enhanced evaluations
PREVIOUS COMPENSATION INCREASES

● Compensation adjustment - prior to 2016
  ○ No compensation model

● 2016-17 CPI .12% = $50

*Impasse
FORECAST5 Analytics
RVC AVERAGE SALARY
$49,899

CCSD AVERAGE SALARY
$46,990
Salary and Experience - 2017
District(s): Clinton Community
Position: Teacher
Source: DPI PI-1202 and Enrollment Data
PREVIOUS COMPENSATION INCREASES

- Compensation adjustment - prior to 2016
  - No Compensation Model

- 2016-17 CPI 1.12% = $50
  *Impasse

- 2017-18 CPI 1.26% = $537
  - BOE increased all staff below $40K to $40K = an extra $45,639 on top of 1.26%
4 PILLARS

- Attract, Train, & Retain
- Performance-based
- Attainable Pathway
- Financially Sustainable
COMPENSATION MODEL PROCESS

- Compensation Model Meetings - meetings were open to all certified staff, administration, and Board of Education

- 3-14-17
- 4-12-17
- 5-8-17
- 6-1-17
- 8-16-17
- 10-25-17

- Board Retreat, Finance & Personnel Committee
- DA / Bus. Mgr. Meetings & Administrative Cabinet Meetings
- Financial Sustainability

- Survey
COMPENSATION MODEL

EDUCATION SPECIALIST MODEL
ADMINISTRATIVE PREPARATION

- Administrative Licensure(s)
- EE calibration, evaluation write-up uniformity
- Collaboratively led walk throughs
- Initiated rapid cycle evaluations - increased classroom visits
- Administrative training with outside, independent HR consultant, Matt Spets
- Collaborative administration calibration through Frontline Education, as required by EE
- Numerous staff placement exercises
- Teamed administrators involved in initial staff placement
- Individual placement discussions: Administrator(s)/Staff Member
ANNUAL WORKFLOW

• Monthly cabinet discussion regarding staffing
• Certified staff placement activity multiple times during school year
• Individual teacher meetings with administrator(s)
• Continuous BOE updates
QUESTIONS?
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