

CLINTON COMMUNITY SCHOOL DISTRICT

STRONG SCHOOLS. STRONG COMMUNITY.





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**NATIONAL
LOUIS
UNIVERSITY**



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



Analytics Create Workbooks Tools Help Profile Search Guide

Categories

All My Analytics



Visuals Stories



Enrollment



Financial



Health Insurance



Other



Salary



Staffing



Average Salary By Building



Forecast5 01/11/2019

Average Salary by Position Comparison



Forecast5 01/17/2019

Average Teacher Salary By Assignment Comparison



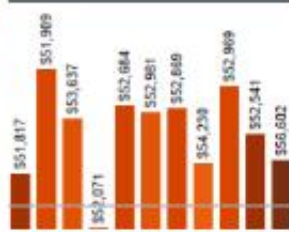
Forecast5 01/17/2019

District Instructional Salary Trend



Forecast5 01/17/2019

Employee Salary Ranges Per Assignment



Forecast5 01/17/2019

New Hire Analysis by Assignment



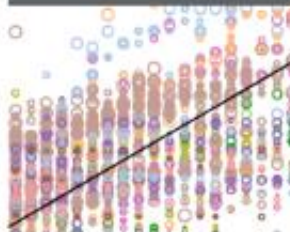
Forecast5 01/17/2019

Position Experience Histogram



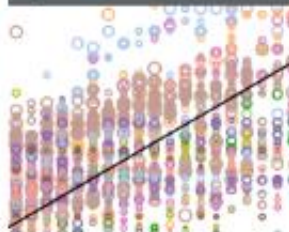
Forecast5 01/11/2019

Salary and Experience



Forecast5 01/17/2019

Salary Plus Fringe and Experience



Forecast5 01/17/2019

Salary Position Detail

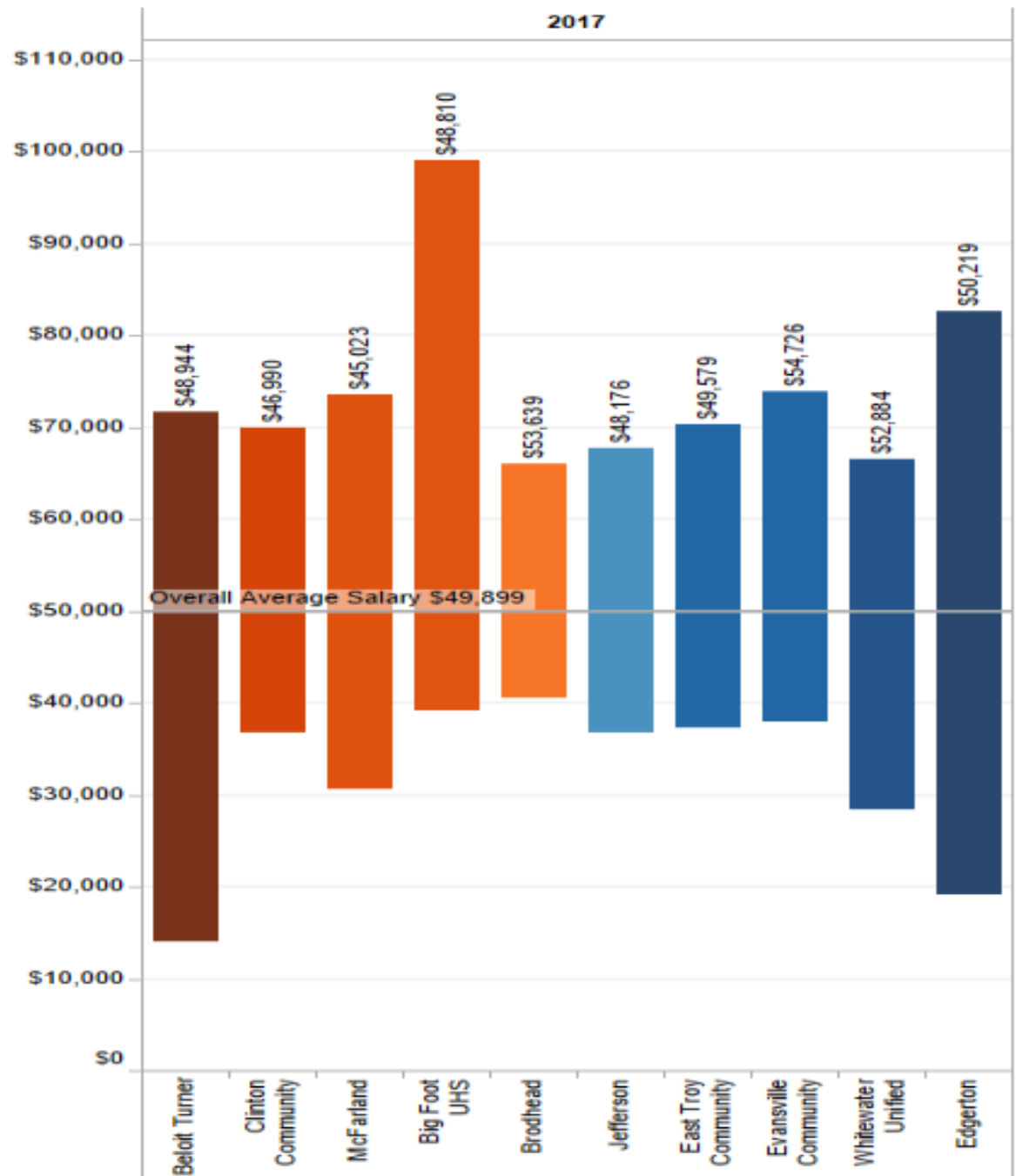
FTE	Salary	FTE	Salary
0.20	\$10,107	0.07	\$0,241
0.51	\$21,420	0.07	\$0,986
0.02	\$1,185	0.24	\$14,313
0.12	\$4,517		
1.00	\$38,304		

Forecast5 01/17/2019



RVC AVERAGE SA
\$49,899

CCSD AVERAGE SALARY
\$46,990



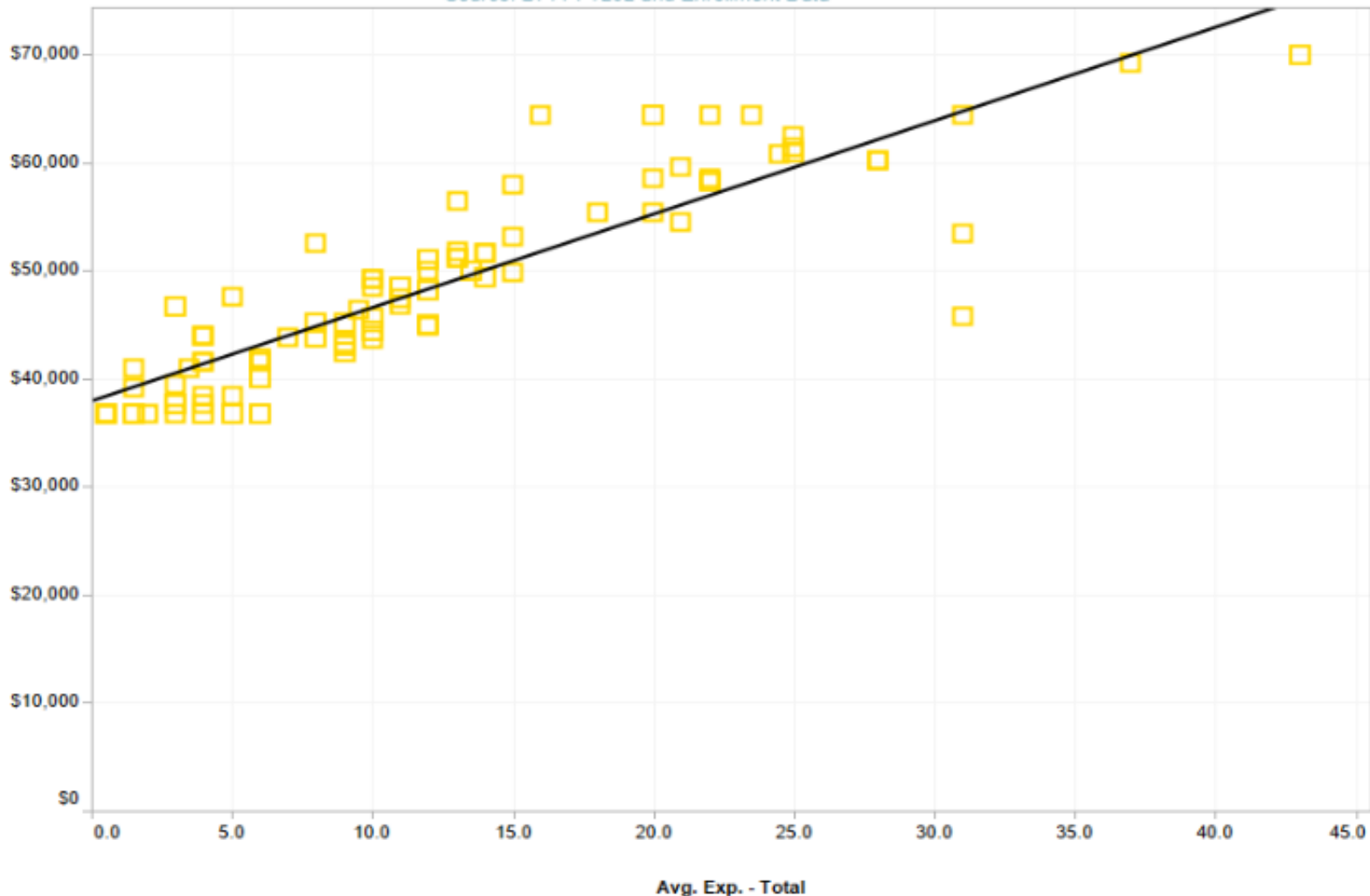
CCSD CERTIFIED STAFF SCATTERGRAM

Salary and Experience - 2017

District(s): Clinton Community

Position: Teacher





Source: DPI PI-1202 and Enrollment Data



PREVIOUS COMPENSATION INCREASES

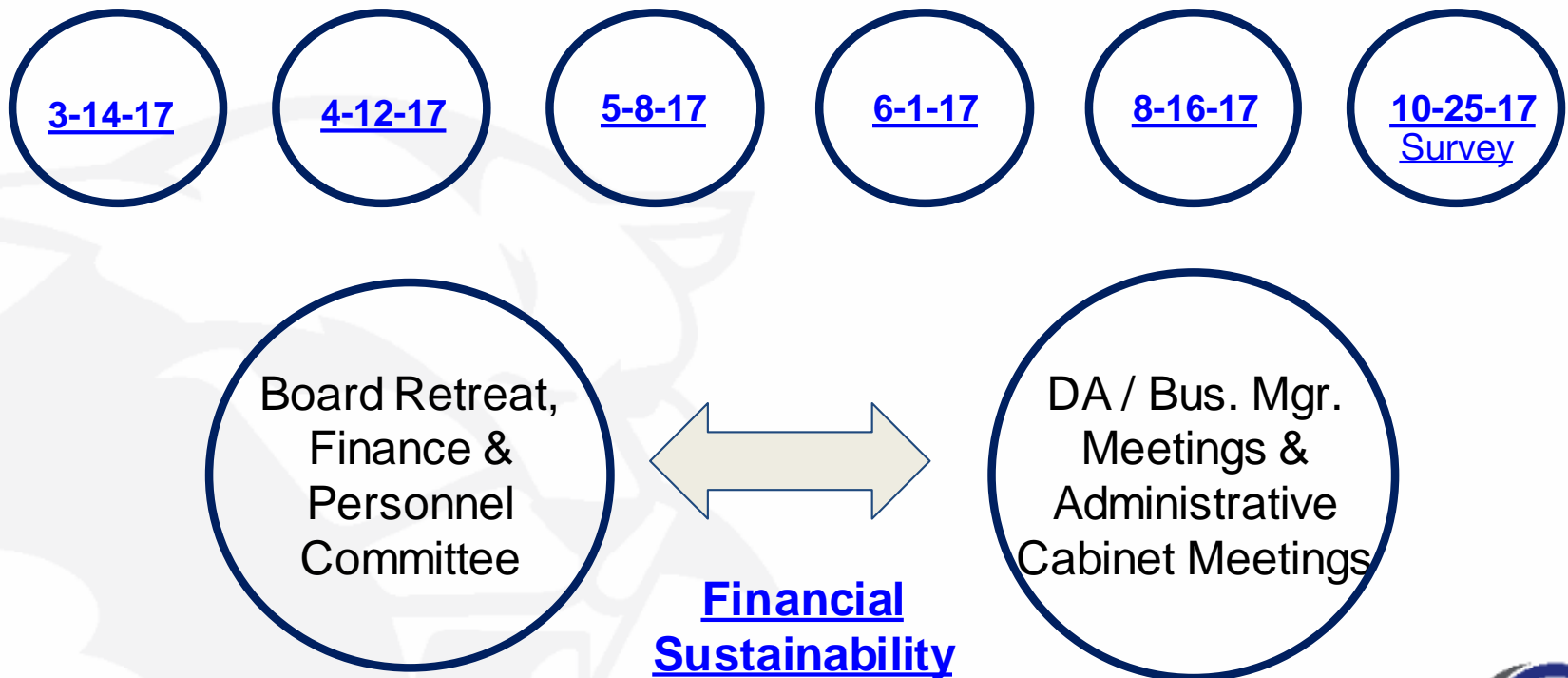
- Compensation adjustment - prior to 2016
 - No Compensation Model
- 2016-17 CPI .12% = \$50
**Impasse*
- 2017-18 CPI 1.26% = \$537
 - BOE increased all staff below \$40K to \$40K = an extra \$45,639 on top of 1.26%

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





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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