



Mountain View
Whisman
School District

Review of Data from Compensation Study

To view the studies in PDF, please see

https://www.mvwsd.org/district_business/career_and_staff/compensation



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Why complete a compensation study?

Purpose

- Strategic Plan 2021 Goal 4.1
 - Employees will benefit from competitive compensation packages
- Theory of Action
 - Our Theory of Action is rooted in the belief that we hire the best qualified people and provide them with training and support so that they can utilize data and instructional materials to meet the needs of all students.



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Approach

Background

- In 2016, we conducted a study that utilized a cost of living adjustment formula
 - Districts from Northern California and Southern California were used
 - Some concerns were raised about the geographical and demographic differences of the selected districts

Two studies...

- Utilized Hanover and School Services
 - Hanover (based in DC)
 - Used a list of comparable districts that Leadership (Union and District) agreed on
 - Focused on salaries
 - School Services (based in CA)
 - Used a standard approach of comparing MVWSD with like Basic Aid districts in CA
 - Focused more on total compensation

Two studies...

- Both studies looked at comparable positions
- Both studies are limited by
 - The responsiveness of another district to provide information
 - Data available
 - Comparing districts that have settled for the 2017-18 school year to those who are still working off the 2016-17 salary schedule



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Findings

MVWSD: By the numbers

- 25.65% vs. 14.05% - the average increase for all MVWSD employees since 2013-14 vs. peer districts
- \$13,125 - the increase in MVWSD starting teacher salaries
- \$21,025 - the increase in MVWSD maximum teacher salaries

MVWSD: By the numbers

- \$28,584 - MVWSD maximum contribution per employee for health/wellness benefits - one of the highest of all compared districts from School Services (average is \$20,981)
- 23 out of 27 - The number of MVWSD positions reviewed by School Services that were either at or above the median salary

Other findings

- On average, our employees reach the maximum salary faster than other districts
- Additional compensation
 - MVWSD does not provide additional compensation for advanced degrees
 - Longevity is only offered to one group of employees within the District (management & certificated does not receive)



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Analysis of Data

Further thoughts

- In some cases we are comparing MVWSD's 2017-18 salaries to 2016-17 salaries
- Both studies note that with the exception of a few positions the District's compensation is extremely competitive
- Our current pace of raises (average of 5.13% annually) will most likely be unsustainable as it is determined by growth in Mountain View's Assessed Value.

Further thoughts

- District has a reserve cap level of 17-20% to cover emergency costs in the event of an extreme circumstance
- Changes to compensation for all positions should be strategic based on the Board direction



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Direction

Staff is seeking guidance

- How do you define competitive?
- As staff develops a strategy that reflects Board direction, what aspects should we consider?
- For non-contracted positions (except Supt & Asst. Supts) that are below the median salary, should the staff develop a plan of action to bring these positions up to “market rate?”

Next steps

- Staff will take Board feedback and come back with recommendations, as well as financial implications.
- In accordance with the Brown Act, some of the discussions will take place in closed session due to negotiations with MVEA and CSEA.