



COMPENSATION BENCHMARKING STUDY

Prepared for Mountain View Whisman School District

August 2019

EXECUTIVE SUMMARY AND KEY FINDINGS

INTRODUCTION

Mountain View Whisman School District (Mountain View Whisman) is interested in exploring salary and benefit structures used by its peers to inform future compensation negotiations with its employees. At the district’s request, Hanover Research (Hanover) investigates salary and benefits data for 12 peer school districts to provide Mountain View Whisman with comparative information. This information is drawn from the individual district websites as well as the California Department of Education’s Certificated Salaries & Benefits database.¹ **It is important to note that data in this report are not adjusted to account for cost of living, as all peer districts are located in the same MSA, San Jose-Sunnyvale-Santa Clara.**²

Sections I-III of this report provide salary information for three types of district employees: **certificated teachers, administrators, and classified staff**. Each section contains overall salary ranges, as well as recent salary increases and bonuses for advanced degrees (when applicable). Section IV gives an overview of maximum employer contributions for employee benefits plans, as well as increases in employer contributions over the past four years. An Excel file data supplement contains additional details on salaries for each district. Below, Figure ES.1 displays the peer districts studied in this report. For this benchmarking study, Mountain View Whisman specifically selected these districts to be included in the peer list.

Figure ES.1: California Peer Districts Included in this Report

DISTRICT NAME	LOCATION CITY
Mountain View Whisman	Mountain View
Alum Rock Elementary	San Jose
Berryessa Union Elementary	San Jose
Cambrian Elementary	San Jose
Campbell Union Elementary	Campbell
Cupertino Union Elementary	Cupertino
Evergreen Elementary	San Jose
Franklin-McKinley	San Jose
Los Altos Elementary	Los Altos
Moreland Elementary	San Jose
Oak Grove Elementary	San Jose
Sunnyvale Elementary	Sunnyvale
Union Elementary	San Jose

Source: District Websites as shown in appendix

¹ [1]“Certificated Salaries & Benefits, 2017–18 J-90 Data 1718.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>

[2]“Certificated Salaries & Benefits, 2014–15 J-90 Data 1415.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>

[3]“Certificated Salaries & Benefits, 2013–14 J-90 Data 1314.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>

² “Metropolitan Area Look-Up Tool.” Economic Market Analysis Division, U.S. Department of Housing and Urban Development. https://www.huduser.gov/portal/datasets/geotool/select_Geography.odn

KEY FINDINGS


-  **The minimum and maximum schedule salaries for certificated teachers at Mountain View Whisman's are \$3,895 and \$7,088 higher than the peer districts averages, respectively.** As of the 2018-2019 school year, the average minimum teacher salary at Mountain View Whisman was \$63,980 while the peer districts' average minimum teacher salary was \$60,085. The maximum possible teacher salary at Mountain View Whisman was \$114,705, while the average peer maximum was \$107,617. Mountain View Whisman also offers an annual \$2,000 bonus for advanced degrees and National Board certifications. Average stipends for master's and doctoral degrees were \$2,007 and \$2,584, respectively, at peer districts.
-  **Between the 2014-2015 and 2018-2019/2019-20 school years, Mountain View Whisman increased salaries for certificated teachers by 8 to 10 percent more than its peer districts on average.** Minimum teacher salaries at Mountain View Whisman increased by 27.5 percent compared to an average increase of 19.2 percent across the peer districts. Similarly, maximum teacher salaries at Mountain View Whisman increased by 23.8 percent compared to an average increase of 14 percent across the peer districts
-  **Mountain View Whisman administrator salaries were lower by about \$6,000-7,000 compared to peer district averages.** Based on the 2017-2018 administrator salary data from the California Department of Education, the average elementary school principal salary for Mountain View Whisman was \$136,146, compared to the peer average of \$142,631. Middle school principal salaries were also lower at Mountain View Whisman than peer average, at \$144,020 and \$151,151, respectively. Also, the average peer district superintendent salary was \$241,139, compared the Mountain View Whisman's \$234,740.
-  **Administrator salaries at Mountain View Whisman increased at a slower rate between 2013-2014 and 2017-2018 than at peer districts on average.** Over the four-year period, elementary school principals' salaries increased by 13.5 percent (\$16,1674) at Mountain View Whisman, while on average peer district elementary school principal salaries increased by 18 percent (\$21,768). Similarly, middle school principal salaries increased by 14.1 percent (\$17,801) at Mountain View Whisman and 18.8 percent (\$23,578) across peer districts. Additionally, the superintendent salary at Mountain View Whisman increased by 8.6 percent (\$18,514), compared to an average increase of 11.3 percent (\$25,049) at peer districts.
-  **Minimum and maximum salaries for classified staff are higher at Mountain View Whisman compared to peer districts on average.** Based on the 2018-2019 and 2019-2020 salary data gathered from individual district websites, Mountain View Whisman's average monthly salaries for most classified staff positions included in this study are higher than the peer average, specifically for department secretaries, custodians, payroll technicians, IT technicians, and instructional assistants. However, salaries for account technicians at Mountain View Whisman are lower than average.
-  **At Mountain View Whisman, maximum employer contributions for single participant benefit plans are comparable to peer districts, while maximum contributions for two-participant and family plans are higher than average.** For the 2017-2018 school year, maximum employer contributions to a single participant plan for Mountain View Whisman was \$10,288, which is slightly lower than the peer districts' average maximum contribution of \$10,399. However, maximum contributions to two-participant and family plans are higher at Mountain View, at \$20,491 and \$26,534, respectively, compared to the peer districts at \$16,135 and \$20,437, respectively. Between 2013-2014 and 2017-2018, maximum employer contributions at Mountain View Whisman increased at a faster rate compared to peer districts on average.

TABLE OF CONTENTS

EXECUTIVE SUMMARY AND KEY FINDINGS.....	2
Introduction	2
KEY FINDINGS.....	3
SECTION I: CERTIFIED TEACHERS	5
Overall Salary Ranges.....	5
Salary Increases	8
Bonuses for Advanced Degrees.....	11
SECTION II: ADMINISTRATORS	13
Overall Salary Ranges.....	13
Salary Increases	13
SECTION III: CLASSIFIED STAFF.....	15
Overall Salary Ranges.....	15
SECTION IV: BENEFITS	16
Overall Benefit Contribution Ranges	16
Benefit Contribution Increases.....	17
APPENDIX	18
District Sources.....	18

SECTION I: CERTIFIED TEACHERS

This section provides a summary of annual salary ranges, recent salary increases, and bonuses for advanced degrees for certificated teachers at Mountain View Whisman and its 12 peers. The analysis highlights the lowest and highest salary steps for certificated teachers according to the most recently published district salary schedules (2018-2019 or 2019-2020)³ and 2014-2015 data from the California Department of Education. For example, minimum salaries in

Figure 1.1 typically correspond to the salaries of first-year or step teachers at the BA, BA +15 or BA +30 qualification levels, while the maximum salaries often correspond to salaries for the final year or step of the salary schedule for teachers with BA +60, BA +75, BA +90, or MA qualification levels. The minimum and maximum salaries do not include additional longevity payments that teachers may receive for long-term service in the district if they are not built into the salary schedule steps. Please see the accompanying data supplement for intermediate salary levels at peer districts. It is important to note that some districts were still in the process of negotiating the 2019-2020 compensation and benefits agreement at time of the data collection for this report. For instance, Berryessa Union Elementary and Campbell Union Elementary had information on ongoing negotiations with scheduled dates for upcoming meetings.⁴ Additionally, Alum Rock Elementary had a collective bargaining agreement that was dated 2017-2020, which is a possible indication that salaries have remained unchanged over the period.⁵ Similarly, Oak Grove Elementary also had a 2016-2019 dated collective bargaining agreement, and salaries may change for the 2019-2020 school year.⁶

OVERALL SALARY RANGES

Based on the most recent data available from individual district websites, certificated teachers at Mountain View Whisman’s peer districts earn between \$54,788 (at Oak Grove) and \$124,068 (at Sunnyvale). Sunnyvale has the highest minimum and maximum teacher salaries across the group and within the five districts reflecting the current school year salaries. However, within the entire group, minimum and maximum teacher salaries are higher at Mountain View Whisman as compared to the peer district average. As shown in Figure 1.1 below, minimum and maximum salaries for certificated teachers at Mountain High Whisman range from \$63,980 to \$114,705. In comparison, the peer district average salary ranges from \$60,085 to \$107,617.

Figure 1.1: Annual Schedule Salaries for Certificated Teachers at Peer School Districts, 2018-2019 or 2019-2020*

DISTRICT NAME	SALARY YEAR	LOCATION CITY	RANGE	MINIMUM	MAXIMUM
Mountain View Whisman	2018-2019	Mountain View	\$50,725	\$63,980	\$114,705
Peer Average		N/A	\$47,532	\$60,085	\$107,617
Alum Rock Elementary*	2017-2018	San Jose	\$38,714	\$57,473	\$96,187
Berryessa Union Elementary	2018-2019	San Jose	\$50,788	\$59,225	\$110,013
Cambrian Elementary	2018-2019	San Jose	\$44,644	\$59,964	\$104,608
Campbell Union Elementary	2018-2019	Campbell	\$45,308	\$62,235	\$107,543

³ Hanover did not take into account potential cost of living salary increases between school years.

⁴ [1] “Berryessa Union School District: Negotiation News.”

<https://www.berryessa.k12.ca.us/documents/Negotiations%20News%202019/BUSD%20Negotiation%20News%20Volume%201-%20Issue%205%20Revised.pdf>

[2] “Campbell Elementary Teachers Association: Bargaining for the 2019 - 2020 School Year.” Campbell Elementary Teachers Association (CETA). <http://campbelleta.net/>

⁵ “California School Employees Association: Alum Rock Chapter 2017-2020.” California School Employees Association (CSEA).

<https://resources.finalsite.net/images/v1560860135/arusdorg/y3gerit4obl1kytif8i4/ALUMROCK2017-2020CSEAcontract082317FINAL.pdf>

⁶ “Oak Grove School District: 2016 - 2019 Collective Bargaining Agreement.” <https://4.files.edl.io/438f/12/07/18/230747-f705d4fb-7727-4ccd-9914-1a84fa0cbb8e.pdf>

DISTRICT NAME	SALARY YEAR	LOCATION CITY	RANGE	MINIMUM	MAXIMUM
Cupertino Union Elementary	2018-2019	Cupertino	\$54,367	\$62,533	\$116,900
Evergreen Elementary**	2019-2020	San Jose	\$44,084	\$58,307	\$102,391
Franklin-McKinley**	2019-2020	San Jose	\$40,273	\$59,962	\$100,235
Los Altos Elementary**	2019-2020	Los Altos	\$49,308	\$58,425	\$107,733
Moreland Elementary**	2019-2020	San Jose	\$51,246	\$59,078	\$110,324
Oak Grove Elementary	2018-2019	San Jose	\$46,817	\$54,788	\$101,605
Sunnyvale Elementary**	2019-2020	Sunnyvale	\$58,022	\$66,046	\$124,068
Union Elementary	2018-2019	San Jose	\$46,814	\$62,987	\$109,801

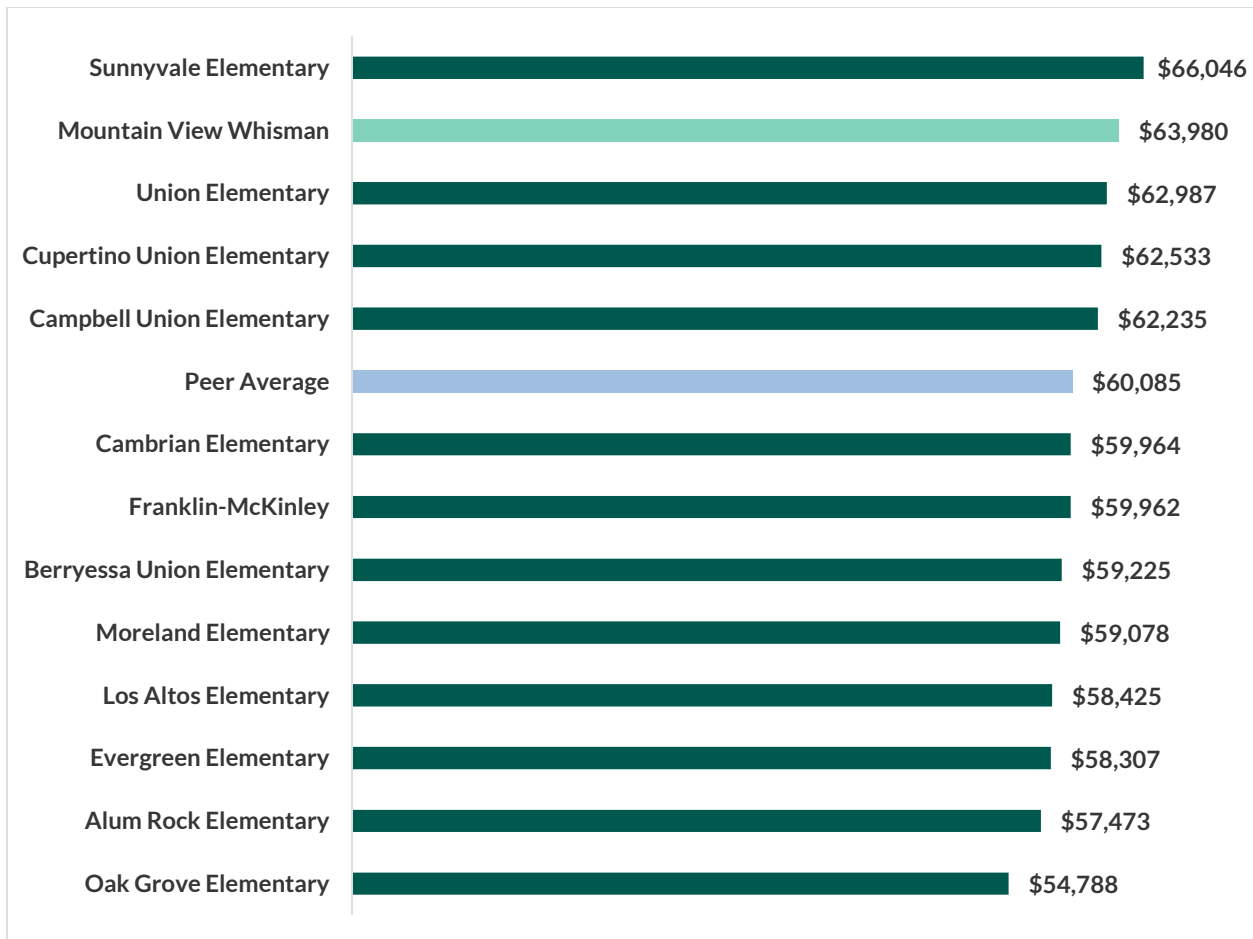
Source: See Appendix for district websites

* The most recent salary data for Alum Rock is from 2017-2018.

** Salary Schedules reflect current school year (2019-2020) data

The average minimum salary across peer districts, as shown in Figure 1.2 below, is \$60,085. Eight of the 12 peers having a minimum salary below the peer average. Sunnyvale Elementary is the only peer district with a minimum salary above Mountain View Whisman's. For the districts with 2018-2019 salary information, Union Elementary reflects the highest minimum salary (\$62,987) while Oak Grove reflects the lowest minimum salary for certificated teachers. Similarly, for districts with 2019-2020 salary, Sunnyvale reflects the highest minimum salary (\$66,046), while Evergreen Elementary reflects the lowest minimum salary (\$58,307) for certificated teachers.

Figure 1.2: Minimum Schedule Salaries for Certificated Teachers at Peer School Districts, 2018-19 or 2019-2020

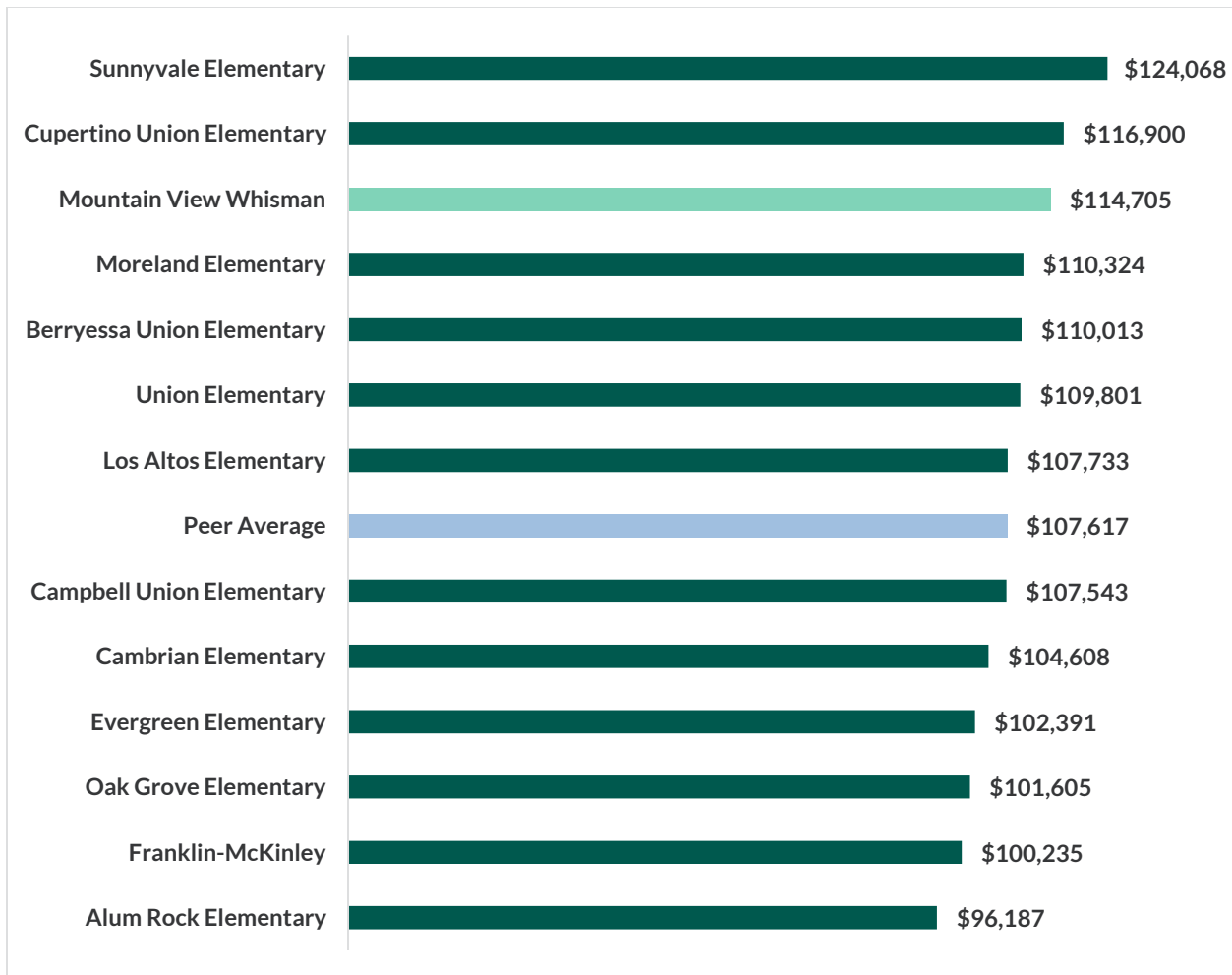


Source: District Websites

The maximum salary for certificated teachers across the peers ranges from \$124,068 at Sunnyvale to \$96,187 at Alum Rock. However, it is important to note that the most recent salary information found for Alum Rock was 2017-2018 while salary information from Sunnyvale reflects 2019-2020 salary schedules. For the districts reflecting 2018-2019 salary data, Cupertino Union has the highest maximum salary (\$116,900) while Oak Grove has the lowest maximum salary (\$101,605) for certificated teachers.

In comparison, for those districts with 2019-2020 salary data, Sunnyvale reflects the highest possible maximum (\$124,068) while Franklin-McKinley has the lowest possible maximum salary (\$100,605) for certificated teachers. Overall, the average maximum salary for the district peers is at \$107,617, which is lower than Mountain View Whisman's maximum salary of \$114,705. Figure 1.3 illustrates the maximum salary schedules for Mountain View Whisman and its peers.

Figure 1.3: Maximum Schedule Salaries for Certificated Teachers at Peer School Districts, 2018-2019 or 2019-2020



Source: District Websites

SALARY INCREASES

Over the period between the 2014-2015 to the 2018-2019 school year, minimum and maximum salaries have increased on average by 27.5 and 23.8 percent respectively for Mountain View Whisman. Across the peer districts, the smallest percentage increase in minimum salaries was at Cambrian Elementary (8.7%), which represents an increase of \$4,805. In comparison, the largest percentage increase occurred at Union Elementary, where minimum teacher salaries increased by 41.8 percent (\$18,570) between the 2014-2015 and 2018-2019 school years. Minimum teacher salaries at Mountain View Whisman increased by 27.5 percent compared to an average increase of 19.2 percent across the peer districts.

Regarding increases in maximum salaries, the smallest percentage increase was a 3.8 percent at Evergreen Elementary and represented a numeric increase of \$3,759. The largest percentage increase in maximum salaries occurred at Cupertino Union Elementary with a 25.2 percent increase. Comparatively, the average maximum salaries across the peer districts increased by 14 percent, which is lower than Mountain View Whisman's increase of 23.8 percent. Figure 1.4 on the next page, illustrates these increases in minimum and maximum salaries for Mountain View Whisman and its peers.

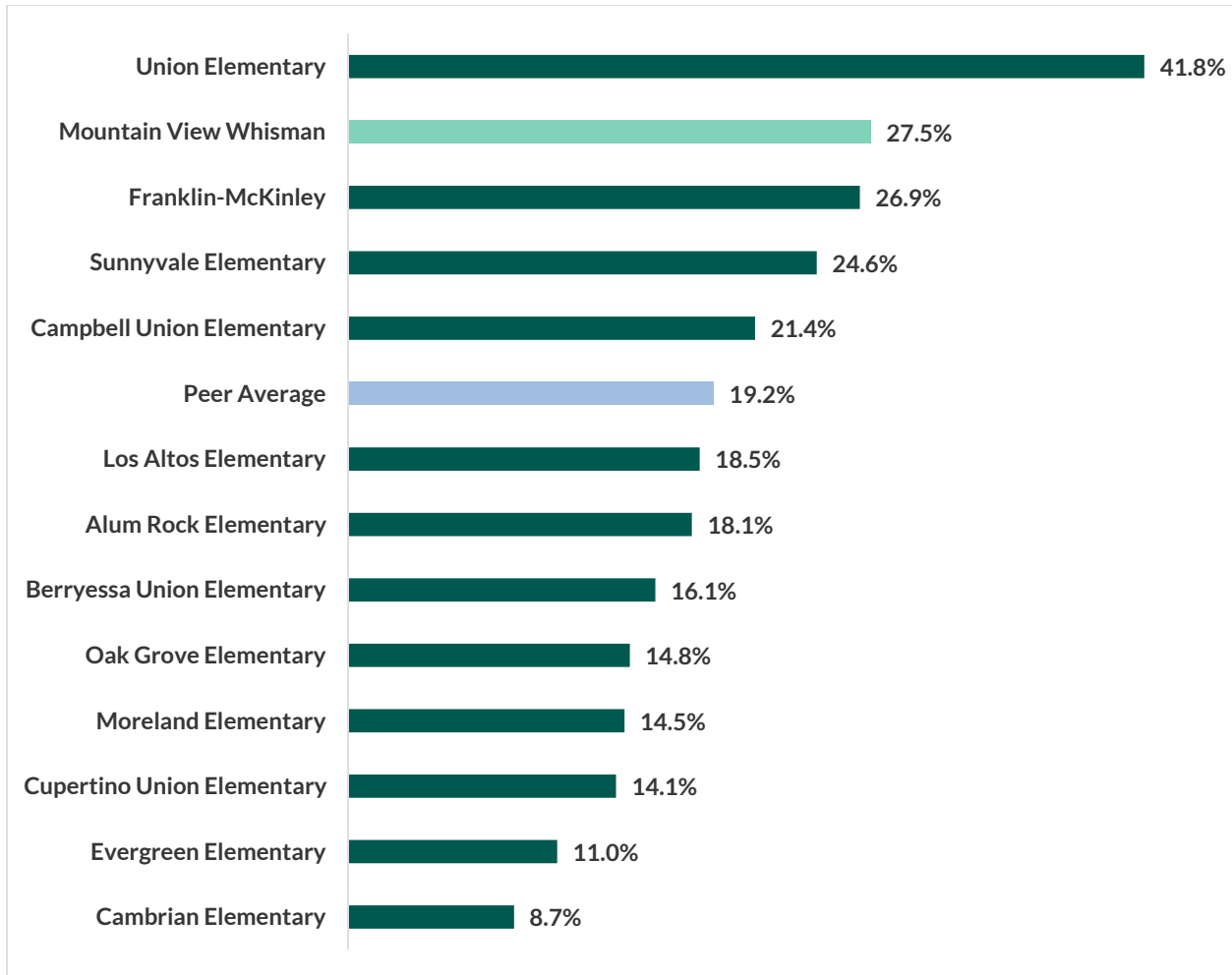
Figure 1.4: Four- or Five-Year Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2014-2015 to 2018-2019/2019-2020

DISTRICT NAME	MOST RECENT SALARY YEAR AVAILABLE	MINIMUM SALARY		MAXIMUM SALARY	
		NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE
Mountain View Whisman	2018-2019	\$13,781	27.5%	\$22,076	23.8%
Peer Average	N/A	\$9,518	19.2%	\$13,188	14.0%
Alum Rock Elementary	2017-2018	\$8,789	18.1%	\$7,723	8.7%
Berryessa Union Elementary	2018-2019	\$8,225	16.1%	\$15,278	16.1%
Cambrian Elementary	2018-2019	\$4,805	8.7%	\$7,948	8.2%
Campbell Union Elementary	2018-2019	\$10,957	21.4%	\$15,613	17.0%
Cupertino Union Elementary	2018-2019	\$7,713	14.1%	\$23,508	25.2%
Evergreen Elementary	2019-2020	\$5,770	11.0%	\$3,759	3.8%
Franklin-McKinley	2019-2020	\$12,702	26.9%	\$4,689	4.9%
Los Altos Elementary	2019-2020	\$9,104	18.5%	\$12,287	12.9%
Moreland Elementary	2019-2020	\$7,486	14.5%	\$13,980	14.5%
Oak Grove Elementary	2018-2019	\$7,058	14.8%	\$9,954	10.9%
Sunnyvale Elementary	2019-2020	\$13,040	24.6%	\$24,501	24.6%
Union Elementary	2018-2019	\$18,570	41.8%	\$19,012	20.9%

Source: District Websites and CDE

As shown in Figure 1.5 on the next page, Union Elementary increased minimum teacher salaries by 41.8 percent (\$18,570) and is also the only district with an increase in minimum salaries which is higher than Mountain View Whisman's increase of 27.5 percent \$13,731. The remaining 11 districts report an increase in minimum salary schedules that are lower than Mountain View Whisman's.

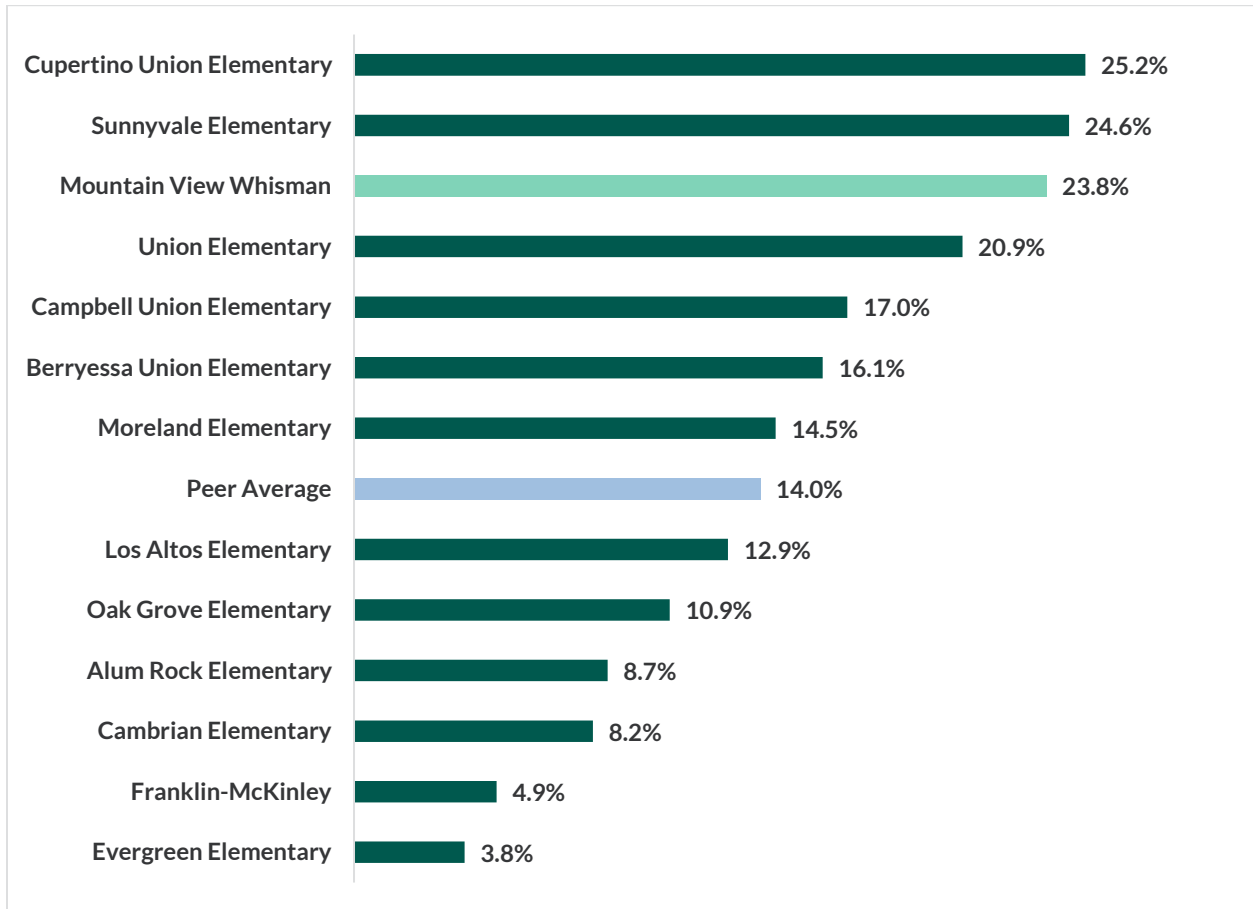
Figure 1.5: Minimum Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2014-2015 to 2018-2019/2019-2020



Source: District Websites

Over the period between 2014-2015 and either the 2018-2019 or 2019-2020 school year, increases in maximum salaries for certificated teachers across Mountain View Whisman’s peer districts ranged from 3.8 percent (\$3,579) at Evergreen to 25.2 percent (\$23,508) at Cupertino Union. Sunnyvale and Cupertino Union reported increases in maximum salaries that are higher than Mountain View Whisman, while the remaining ten peers reported lower maximum salary increases than Mountain View Whisman (Figure 1.6).

Figure 1.6: Maximum Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2014-2015 to 2018-2019/2019-2020



Source: District Websites

BONUSES FOR ADVANCED DEGREES

According to the data available from the most recent salary schedules published by peer school districts, stipends or bonuses for advanced degrees range from \$1,000 to \$2,990 for master’s degrees and \$1,000 to \$5,034 for doctorate degrees. All 12 peer districts offer bonuses for master’s degrees, but Campbell Union Elementary does not offer additional bonuses for doctoral degrees. Additionally, while Cupertino indicates that the \$1,781 stipend for master’s degree must be multiplied by two for a doctoral degree, other districts such as Evergreen, Franklin-McKinley, and Los Altos also report an even increment amount for master’s and doctoral degrees. The average stipend for a certificated teacher holding a master’s degree is \$ 2,007 and the average for doctoral degree holders is \$2,584. As of the 2018-2019 school year, Mountain View Whisman offers a \$2,000 annual stipend for master’s and doctorate degrees in addition to National Board certification. Figure 1.7 provides a summary of the information on bonuses as well as the number of full-time equivalent (FTE) employees who were eligible to receive these bonuses for the 2017-2018 school year based on the most recent California Department of Education data on advanced degrees.

**Figure 1.7: Bonuses for Advanced Degrees (2018-2019 or 2019-2020)
and Eligible FTEs (2017-2018)**

DISTRICT NAME	MOST RECENT BONUS DATA AVAILABLE	MASTER'S BONUS	NUMBER OF FTEs ELIGIBLE	DOCTORATE BONUS	NUMBER OF FTEs ELIGIBLE
Mountain View Whisman	2018-2019	\$2,000	N/A	\$2,000	N/A
Peer Average	N/A	\$2,007	185	\$2,584	2
Alum Rock Elementary	2017-2018	\$1,000	204	\$2,000	5
Berryessa Union Elementary	2018-2019	\$1,725	145	3% of base	4
Cambrian Elementary	2018-2019	\$2,500	62	\$3,500	0
Campbell Union Elementary	2018-2019	\$2,800	225	N/A	N/A
Cupertino Union Elementary	2018-2019	\$1,781	420	\$3,562	0
Evergreen Elementary	2019-2020	\$1,000	200	\$1,000	3
Franklin-McKinley	2019-2020	\$1,500	166	\$1,500	0
Los Altos Elementary	2019-2020	\$1,500	144	\$1,500	4
Moreland Elementary	2019-2020	\$2,954	122	\$2,954	N/A
Oak Grove Elementary	2018-2019	\$2,990	245	\$2,990	0
Sunnyvale Elementary	2019-2020	\$2,532	168	\$5,034	4
Union Elementary	2018-2019	\$1,800	116	\$1,800	1

Source: District Websites, CDE

SECTION II: ADMINISTRATORS

This section provides an overview of annual salaries for elementary and middle school principals and district superintendents drawn from the California Department of Education’s (CDE) J-90 database. The most recently available average salary data for administrators are from the 2017-2018 school year. Although some districts, including Mountain View Whisman, reported 2018-2019 salary schedules for principals on their websites, we were unable to find superintendent salary information on most websites. Hanover, therefore, used the most recent available data for all administrator from the CDE database to maintain uniformity and enable direct comparison between peers. Hanover also uses data from the 2013-2014 school year to calculate four-year growth.

OVERALL SALARY RANGES

Based on the available data drawn from the CDE database for the 2017-2018 school year, elementary school principals across the 12 peer districts earned between \$119,374 at Alum Rock Elementary and \$156,730 at Cupertino Union Elementary annually. Middle school principals also earned between \$131,610 at Alum Rock and \$167,766 at Cupertino Union. Mountain View Whisman’s average salaries for elementary and middle school principals are both lower than the peer district averages at \$136,146 and \$144,020, and \$142,631 and \$151,151, respectively. District superintendents earned between \$191,425 at Evergreen and \$322,760 at Sunnyvale Elementary, while the average superintendent salary for Mountain View was \$234,740. Similarly, this average is also lower than district peer average superintendent salary of \$241,139, for the 2017-2018 school year. Figure 2.1 below displays the average administrator salaries information.

Figure 2.1: Average Annual Schedule Salaries for Administrators at Peer Districts, 2017-2018

DISTRICT NAME	LOCATION CITY	ELEMENTARY SCHOOL PRINCIPAL	MIDDLE SCHOOL PRINCIPAL	SUPERINTENDENT
Mountain View Whisman	Mountain View	\$136,146	\$144,020	\$234,740
Peer Average	N/A	\$142,631	\$151,151	\$241,139
Alum Rock Elementary	San Jose	\$119,374	\$131,610	\$212,178
Berryessa Union Elementary	San Jose	\$151,468	\$153,095	\$205,000
Cambrian Elementary	San Jose	\$132,399	\$139,256	\$203,332
Campbell Union Elementary	Campbell	\$146,168	\$153,377	\$279,034
Cupertino Union Elementary	Cupertino	\$156,730	\$167,766	\$282,650
Evergreen Elementary	San Jose	\$138,740	\$141,310	\$191,425
Franklin-McKinley	San Jose	\$135,830	\$137,664	\$232,830
Los Altos Elementary	Los Altos	\$150,909	\$152,163	\$249,511
Moreland Elementary	San Jose	\$151,104	\$166,691	\$225,771
Oak Grove Elementary	San Jose	\$136,148	\$144,020	\$234,760
Sunnyvale Elementary	Sunnyvale	\$146,857	\$161,707	\$322,760
Union Elementary	San Jose	\$145,842	\$165,154	\$254,414

Source: CDE

SALARY INCREASES

Salary increases over the period between the 2013-2014 and 2017-2018 school years are presented in Figure 2.2, which is shown on the next page. Across the 12 peer districts, elementary school principal salaries increased at rates between 5.5 percent at Moreland and 25.2 percent at Sunnyvale. The average rate of increase in elementary school principal salaries across the peer districts was 18 percent compared to Mountain View Whisman’s average increase of 13.5 percent. For middle school principals, salaries increased

at rates between 8.5 percent at Evergreen and 36.1 percent at Campbell Union. Comparatively, middle school principal salaries at Mountain View Whisman increased by 14.1 percent, which is lower than the average increase of 18.8 percent. Average superintendent salaries across the peer districts increased between 3.2 percent at Union Elementary and 29.6 percent at Campbell Union. On average, superintendent salaries between 2013-2014 and 2017-2018 increased by 11.3 percent (\$25,049) across peer districts. The superintendent salary at Mountain View Whisman increased by 8.6 percent, which is lower than the peer district average.

Figure 2.2: Increases to Administrator Salaries at Peer School Districts, 2013-2014 to 2017-2018

DISTRICT NAME	ELEMENTARY SCHOOL PRINCIPAL		MIDDLE SCHOOL PRINCIPAL		SUPERINTENDENT	
	NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE
Mountain View Whisman	\$16,174	13.5%	\$17,801	14.1%	\$18,514	8.6%
Peer Average	\$21,768	18%	\$23,578	18.8%	\$25,049	11.3%
Alum Rock Elementary	\$10,396	9.5%	\$17,189	15.0%	\$7,278	3.6%
Berryessa Union Elementary	\$29,004	23.7%	\$20,722	15.7%	\$8,995	4.6%
Cambrian Elementary	\$20,264	18.1%	\$20,401	17.2%	\$14,069	7.4%
Campbell Union Elementary	\$28,637	24.4%	\$40,675	36.1%	\$63,737	29.6%
Cupertino Union Elementary	\$30,473	24.1%	\$30,481	22.2%	\$29,123	11.5%
Evergreen Elementary	\$15,274	12.4%	\$11,040	8.5%	\$11,425	6.3%
Franklin-McKinley	\$19,057	16.3%	\$16,910	14.0%	\$16,830	7.8%
Los Altos Elementary	\$28,641	23.4%	\$22,238	17.1%	\$44,511	21.7%
Moreland Elementary	\$7,816	5.5%	\$15,963	10.6%	\$21,771	10.7%
Oak Grove Elementary	\$21,670	18.9%	\$29,846	26.1%	\$17,410	8.0%
Sunnyvale Elementary	\$29,558	25.2%	\$22,766	16.4%	\$57,466	21.7%
Union Elementary	\$20,428	16.3%	\$34,708	26.6%	\$7,978	3.2%

Source: CDE

SECTION III: CLASSIFIED STAFF

This section contains monthly salary information for classified staff based on information drawn from district websites with the most recent available salary schedules varying between the 2017-2018 and 2019-2020. Mountain View Whisman's most recent reported salary data for classified staff was based on the 2018-2019 school year. Alum Rock Elementary School District's most recent salary data was for the 2017-2018 school year. However, as indicated in Section I, the collective bargaining agreement was dated for 2017-2020 and therefore salaries may not have changed over the given period. Also, as in Section I, Hanover did not take into account potential cost of living salary increases between 2017-2018 and 2019-2020 in comparing across districts. Notably, classified job responsibilities and titles are less standardized compared to the other roles in this report. To the extent possible, Hanover identified the most comparable job titles between districts for each job category. Additionally, while classified staff salaries were mostly presented as monthly rates, Los Altos, Moreland, and Union Elementary School Districts only reported hourly salary rates for classified staff. To enable meaningful comparison across districts, Hanover converted these hourly rates to monthly salary rates using an estimated rate of 160 hours per month based on a standard 40-hour workweek.

OVERALL SALARY RANGES

Salary schedules for select classified staff are presented in Figure 3.1 below for Mountain View Whisman for peer districts on average. As indicated earlier, peer district averages contain some estimated conversions from hourly rates to monthly rates which may have skewed the calculations. Additionally, Moreland Elementary did not report a health assistant position in its classified staff schedule and was therefore not included in the peer average calculation for that category.

Based on the comparisons shown in Figure 3.1 below, Mountain View Whisman reports relatively higher salaries for classified staff than its peer districts. Specifically, average minimum and maximum monthly salaries for Department Secretaries, Payroll Technicians, Custodians, IT Technicians, and Instruction Assistants are higher at Mountain View Whisman compared to the peer district average. However, average minimum and maximum monthly salaries for Account Technicians are lower at Mountain View Whisman compared to the peer district average.

Figure 3.1: Monthly Salary Ranges, Minimums, and Maximums for Benchmarked Classified Positions

JOB CATEGORY	POSITION	PEER AVERAGE 2018-2019 OR 2019-2020			MOUNTAIN VIEW WHISMAN 2018-2019		
		RANGE	MINIMUM	MAXIMUM	RANGE	MINIMUM	MAXIMUM
Accounting, Finance, and Payroll	Account Technician I	\$1,214	\$4,044	\$5,258	\$1,175	\$3,458	\$4,633
Administration and Reception	Department Secretary	\$1,136	\$3,800	\$4,936	\$1,429	\$4,203	\$5,632
Facilities	Custodian	\$1,127	\$3,572	\$4,699	\$1,298	\$3,810	\$5,108
Health and Social Services	Health Assistant	\$1,037	\$3,259	\$4,296	\$1,118	\$3,294	\$4,412
Human Resources and Legal	Payroll/Benefits Technician	\$1,293	\$4,419	\$5,712	\$1,739	\$5,108	\$6,845
Information Technology	Technology Support Technician	\$1,270	\$4,314	\$5,584	\$1,737	\$5,108	\$6,845
Instruction and Support Services	Instructional Assistant-General	\$907	\$2,839	\$3,745	\$1,175	\$3,458	\$4,633

Source: District Websites

SECTION IV: BENEFITS

In this section, Hanover provides an overview of health benefits offered by Mountain View Whisman and its peer districts based on the most recent data (2017-2018) available from the CDE database. Hanover also uses benefits data from the 2013-2014 school year to calculate four-year growth. It is important to note that although some districts report updated benefits information for the 2018-2019 school year on their websites, we were unable to find complete benefits information for all district. Hanover, therefore, maintains uniformity of comparison of the benefits information by using the 2017-2018 data from the CDE database.

OVERALL BENEFIT CONTRIBUTION RANGES

Figure 4.1 below displays the maximum annual employer contributions for single-participant, two participants, and family benefit plans for Mountain View Whisman and each peer district. Based on the data drawn from the 2017-2018 school year, the average annual peer employer contribution is \$10,399 for a single participant plan, \$16,135 for a two-participant plan, and \$20,437, for a family plan. While Mountain View Whisman, reports a slightly lower annual contribution of \$10,288 for single participant plans, the contribution limits for its two-participant and family plans are higher than peer average contribution at \$20,491 and \$26,534, respectively. Mountain View Whisman reports the highest contribution limits for both two participant and family plans, while Evergreen Elementary reports the highest contribution limit for single participants. Additionally, Evergreen reports a uniform amount of \$15,727 for both single and two-participant plans while Cambrian and Campbell Union Elementary report standard contribution limits of \$14,100, and \$11,276 respectively, across all plan types.

Figure 4.1: Maximum Annual Employer Contributions to Benefits Plan (Per Employee) at Peer School Districts, 2017-2018

DISTRICT NAME	PLAN TYPES		
	SINGLE PLAN	TWO-PARTY PLAN	FAMILY PLAN
Mountain View Whisman	\$10,288	\$20,491	\$26,534
Peer Average	\$10,399	\$16,135	\$20,437
Alum Rock Elementary	\$9,822	\$17,125	\$23,307
Berryessa Union Elementary	\$8,100	\$16,800	\$21,240
Cambrian Elementary	\$14,100	\$14,100	\$14,100
Campbell Union Elementary	\$11,276	\$11,276	\$11,276
Cupertino Union Elementary	\$8,095	\$16,082	\$22,529
Evergreen Elementary	\$15,727	\$15,727	\$20,330
Franklin-McKinley	\$7,119	\$15,177	\$21,709
Los Altos Elementary	\$11,683	\$20,722	\$25,888
Moreland Elementary	\$7,585	\$14,965	\$19,782
Oak Grove Elementary	\$10,632	\$18,680	\$21,990
Sunnyvale Elementary	\$11,141	\$18,940	\$25,413
Union Elementary	\$9,506	\$14,023	\$17,677

Source: CDE

BENEFIT CONTRIBUTION INCREASES

During the period between the 2013-2014 and 2017-2018 school years, maximum employer contributions across the peer districts increased by 23.7 percent for single plans, 17.9 percent for two-party plans, and 19.4 percent for family plans. Mountain View Whisman did not report a maximum contribution amount for single participant plans for the 2013-2014 school year (based on data from the CDE database), and therefore we are unable to estimate an average growth rate for single participant plans over the given period. However, Mountain View Whisman showed a 65 percent increase in contribution limits for two-participant plans and a 26.1 percent increase for family plans, which are both higher than the peer district averages. Across the 12 peer districts, Cupertino reports the highest increases in maximum contributions for all plan types with 60.3 percent, 59.2 percent, and 57.6 percent for single, two-party, and family plans, respectively.

Figure 4.2: Four-Year Percentage Increases to Maximum Employer Benefit Contributions at Peer School Districts, 2013-2014 to 2017-2018

DISTRICT NAME	PLAN TYPES		
	SINGLE PLAN	TWO-PARTY PLAN	FAMILY PLAN
Mountain View Whisman	N/A	65.0%	26.1%
Peer Average	23.7%	17.9%	19.4%
Alum Rock Elementary	12.2%	8.9%	24.1%
Berryessa Union Elementary	12.7%	16.8%	22.3%
Cambrian Elementary	18.3%	18.3%	18.3%
Campbell Union Elementary	30.5%	1.7%	1.7%
Cupertino Union Elementary	60.3%	59.2%	57.6%
Evergreen Elementary	8.3%	8.3%	15.7%
Franklin-McKinley	40.3%	47.6%	46.0%
Los Altos Elementary	20.1%	6.5%	2.4%
Moreland Elementary	12.4%	8.1%	7.5%
Oak Grove Elementary	28.3%	0.0%	3.7%
Sunnyvale Elementary	18.2%	18.2%	18.2%
Union Elementary	22.5%	21.6%	15.2%

Source: California Department of Education

APPENDIX

DISTRICT SOURCES

The following websites were used to gather information on peer school districts:

- “Alum Rock UESD: Certificated Salary Schedule-2017-2018.”
<https://resources.finalsite.net/images/v1560859477/arusdorg/vef0h1x5vz7n9ey83a2d/AREASalarySchedule2017-2018.pdf>
- “Alum Rock UESD: CSEA Salary Schedule -2018-2019.”
<https://resources.finalsite.net/images/v1560859500/arusdorg/qluzeov6rkee47yktntp/CSEASalarySchedule17-18.pdf>
- “Alum Rock UESD: Management Salary Schedule -2018-2019.”
<https://resources.finalsite.net/images/v1560859539/arusdorg/mmkkijenrl5ju1kcpj/CertificatedMgmtSalarySchedules17-18.pdf>
- “Berryessa Union School District: Home.” <https://www.berryessa.k12.ca.us/OUR-DISTRICT/About-Us/index.html>
- “Berryessa Union School District: Negotiation News.”
<https://www.berryessa.k12.ca.us/documents/Negotiations%20News%202019/BUSD%20Negotiation%20News%20Volume%201-%20Issue%205%20Revised.pdf>
- “Berryessa USD: Benefits Agreement 2018.”
<https://www.berryessa.k12.ca.us/documents/Human%20Resources/CTAB%20Master%20Version%202011%20Final%20as%20of%20201-16-19.pdf>
- “Berryessa USD: Certificated Salary Schedule 2018-2019.”
<https://www.berryessa.k12.ca.us/documents/Salary%20Schedules/New%202017-18%20and%202018-19%20CTAB%20Salary%20Schedules.pdf>
- “Berryessa USD: Classified Staff Salary Schedule -2018-2019.”
<https://www.berryessa.k12.ca.us/documents/Salary%20Schedules/New%20Teamsters%202017-18%20and%202018-19%20Salary%20Schedules.pdf>
- “Berryessa USD: CSEA Salary Schedule 2018-2019.”
<https://www.berryessa.k12.ca.us/documents/Salary%20Schedules/2017-18%20and%202018-19%20CSEA%20Salary%20Schedules.pdf>
- “Berryessa USD: Management Salary Schedule 2018-2019.”
<https://www.berryessa.k12.ca.us/documents/Salary%20Schedules/17-18%20and%202018-19%20Certificated%20Management%20Salary%20Schedules.pdf>
- “California School Employees Association: Alum Rock Chapter 2017-2020.” California School Employees Association (CSEA).
<https://resources.finalsite.net/images/v1560860135/arusdorg/y3gerit4obl1kytif8i4/ALUMROCK2017-2020CSEAcontract082317FINAL.pdf>
- “Cambrian Elem. SD: CSEA Salary Schedule, 2018-2019.”
<https://www.cambriansd.org/site/handlers/filedownload.ashx?moduleinstanceid=1073&dataid=8993&FileName=Classified%20Salary%20Schedule%202018-2019.pdf>
- “Cambrian Elem. SD: Management Salary Schedule, 2018-2019.”
<https://www.cambriansd.org/site/handlers/filedownload.ashx?moduleinstanceid=1073&dataid=8787&FileName=Certificated%20Managment%20Salary%20Schedule%202018-2019.pdf>

- “Cambrian Elem. SD: Certificated Teachers Salary Schedule, 2018-2019.”
<https://www.cambriansd.org/site/handlers/filedownload.ashx?moduleinstanceid=1073&dataid=8972&FileName=Certificated%20Salary%20Schedule%202018-2019docx.pdf>
- “Campbell Elem. SD: Certificated Teacher Salary Schedule 2018-2019.”
https://www.campbellusd.org/files/ceta-salary_18-19.pdf
- “Campbell Elem. SD: CSEA Salary Schedule 2018-2019.” https://www.campbellusd.org/files/csea-salary_18-19.pdf
- “Campbell Elementary Teachers Association: Bargaining for the 2019 - 2020 School Year.” Campbell Elementary Teachers Association (CETA). <http://campbelleta.net/>
- “Certificated Salaries & Benefits, 2013–14 J-90 Data 1314.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>
- “Certificated Salaries & Benefits, 2014–15 J-90 Data 1415.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>
- “Certificated Salaries & Benefits, 2017–18 J-90 Data 1718.” California Department of Education, February 11, 2019. <https://www.cde.ca.gov/ds/fd/cs/>
- “Cupertino USD: Benefits Schedule 2019-2020.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/75/1920%20Rates%20Staff.pdf>
- “Cupertino USD: Benefits Schedule 2019-2020.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/75/1920%20Rates%20Staff.pdf>
- “Cupertino USD: Certificated Teacher Salary Schedule - 2018-2019.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/6%201819%20CEA.pdf>
- “Cupertino USD: Classified Staff (SEIU) Salary Schedule 2018-2019.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/9%201819%20SEIU%20Mo.pdf>
- “Cupertino USD: Classified Staff Salary Schedule - 2018-2019.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/8%201819%20CSEA%20Mo.pdf>
- “Cupertino USD: Management Salary Schedule 2018-2019.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/2%201819%20Certificated%20Management.pdf>
- “Cupertino USD: Superintendent Salary Schedule 2018-2018.”
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/1%201819%20Asso%20Supt%20CBO%20COO%20CICEO.pdf>
- “Evergreen ESD: Benefits Schedule 2019.”
https://www.eesd.org/uploaded/documents/human_resources/job_postings/EESD_-_2019-2020_Benefits_Guide_Final_.pdf
- “Evergreen SD: Admin Salary Schedule, 2019-2020.”
https://www.eesd.org/uploaded/documents/human_resources/job_postings/19-20_PDF_Admin_Salary_Schedule_7-1-19_.pdf
- “Evergreen SD: Certificated Teacher Salary Schedule, 2019-2020.”
https://www.eesd.org/uploaded/documents/human_resources/job_postings/2019-20_PDF_Cert_Salary_Schedule_effec_7-1-19_.pdf

- “Evergreen SD: Classified Staff Salary Schedule, 2019-2020.”
https://www.eesd.org/uploaded/documents/human_resources/job_postings/19-20_Classified_Pers_07-1-19.pdf
- “Franklin-McKinley Elem. SD: Certificated Teacher Salary Schedule, 2019-2020.”
<https://4.files.edl.io/f413/04/26/19/190218-78d24c06-9ee4-42fb-b551-df433ab6dc0f.pdf>
- “Franklin-McKinley Elem. SD: Supt. Salary Schedule, 2018-2019.”
<https://4.files.edl.io/659d/04/26/19/191706-a6f8d80c-dbe8-442f-881f-549b453d8a04.pdf>
- “Franklin-McKinley SD: Benefits Schedule 2019.” <https://4.files.edl.io/8b1a/01/31/19/222817-495db642-0418-4d0e-8a73-067ff051b279.pdf>
- “Franklin-McKinley SD: CSEA Salary Schedule, 2018-2019.” <https://4.files.edl.io/4178/12/12/18/205644-5f03b07f-9ab4-4cbb-a2a2-28479efaf560.pdf>
- “Franklin-McKinley SD: Management Salary Schedule, 2019-2020.”
<https://4.files.edl.io/63ff/04/26/19/191707-d0288405-700f-4bab-bbd1-c19a09c1b955.pdf>
- “Los Alto Supt. Salary Schedule, 2019-2020.”
<https://www.losaltos.k12.ca.us/files/user/1/file/Asst%20Supt%202019-20.pdf>
- “Los Altos ES Principal Salary Schedule, 2019-2020.”
<https://www.losaltos.k12.ca.us/files/user/1/file/Prin%20Elem%202019-20.pdf>
- “Los Altos SD: Certificated Teacher Salary Schedule 2019-2020.”
<https://www.lasdschools.org/files/user/1/file/CE%202019-20.pdf>
- “Los Altos SD: CSEA Salary Schedule 2019-2020.”
<https://www.lasdschools.org/files/user/1/file/CSEA%202019-20.pdf>
- “Los Altos SD: MS Principal Salary Schedule, 2019-2020.”
https://www.losaltos.k12.ca.us/files/user/1/file/Prin%20Jr_%20High%202019-20.pdf
- “Metropolitan Area Look-Up Tool.” Economic Market Analysis Division, U.S. Department of Housing and Urban Development. https://www.huduser.gov/portal/datasets/geotool/select_Geography.odn
- “Mooreland Elem. SD: Certificated Teacher Salary Schedule, 2019-2020.”
<https://4.files.edl.io/f1ec/10/24/18/215351-72af826f-8d4c-451f-a52e-68140cfef0fb.pdf>
- “Moreland Elem. SD: Classified Staff Salary Schedule, 2019-2020.”
<https://4.files.edl.io/5b82/11/14/18/170502-18962407-087d-4218-aba2-c8301d80d478.pdf>
- “Moreland Elem. SD: Management Salary Schedule, 2019-2020.”
<https://4.files.edl.io/4101/04/18/19/212355-f2379ec7-1e24-46fc-94a1-0c8decf8dea4.pdf>
- “Mountain View Whisman SD: Benefit Schedule -2019.”
https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Benefits/Benefits%202019/2019%20Benefit%20Rates.pdf
- “Mountain View Whisman SD: Certificated Salary Schedule - 2018-2019.”
https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Compensation/201819Compensation/MVEA%20Salary%20Schedule%202018-2019%20%20Board%20Approved%206Sep2018.pdf
- “Mountain View Whisman SD: CSEA Salary Schedule -2018-2019.”
https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Compensation/201819Compensation/2018-2019_CSEA_Salary_Schedule.pdf
- “Mountain View Whisman SD: Management Salary Schedule -2018-2019.”
https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Compensation/201819Compensation/2018-2019_Management_Salary_Schedule.pdf

- d%20Staff/Compensation/CE%20and%20CL%20Management%202017-2018%20Board%20approved%2021Sep2017.pdf
- “Oak Grove School District: 2016 - 2019 Collective Bargaining Agreement.”
<https://4.files.edl.io/438f/12/07/18/230747-f705d4fb-7727-4ccd-9914-1a84fa0cbb8e.pdf>
- “Oak Grove SD: Benefit Schedule (Exec).” <https://4.files.edl.io/afb3/06/26/18/210259-4889c09d-cc55-4838-ac6d-2dd80b9e6292.pdf>
- “Oak Grove SD: Benefit Schedule 2018.”
<https://1.cdn.edl.io/RT299tsmplw1gdDNWL3RpCDFg2eWrwmr5tErkJTGSu5NRuUC.pdf>
- “Oak Grove SD: Certificated Teacher Salary Schedule 2018-2019.”
<https://4.files.edl.io/8926/07/09/19/162806-445c5026-e55c-4759-98fb-246d336ef81e.pdf>
- “Oak Grove SD: CSEA Salary Schedule 2018-2019.” <https://4.files.edl.io/a0f3/07/10/19/151421-0745c657-7cee-4d35-b307-91a604cc9af9.pdf>
- “Oak Grove SD: Management Salary Schedule 2017 -2018.”
<https://1.cdn.edl.io/KZfOiv4t6h4l0wQGgG5emVn8q03y3TdoZfO8KKvBfvc5rDo2.pdf>
- “Sunnyvale ESD: Benefits Schedule, 2019.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1238&dataid=642&FileName=Certificated%20Benefits%20effective%2001.01.19.pdf>
- “Sunnyvale ESD: ES Principal Salary Schedule, 2019-2020.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1245&dataid=7685&FileName=Principals%20Elementary%202019-2020.pdf>
- “Sunnyvale ESD: MS Principal Salary Schedule, 2019-2020.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1245&dataid=7686&FileName=Principals%20Middle%202019-2020.pdf>
- “Sunnyvale ESD: Supt. Salary Schedule, 2019-2020.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=7555&dataid=7211&FileName=Contract%20of%20Employment%20-%20Benjamin%20Picard%20SIGNED%20062019.pdf>
- “Sunnyvale SD: Certificated Teacher Salary Schedule 2019-2020.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1236&dataid=7680&FileName=Teachers%202019-2020.pdf>
- “Sunnyvale SD: CSEA Salary Schedule 2018-2019.”
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1239&dataid=655&FileName=Classified%20Schematic%2007.01.18.pdf>
- “Union School District: Benefit Schedule 2019.” <https://4.files.edl.io/f382/08/19/18/005536-da1de910-4777-41ec-9ff0-bd3c3858f20e.pdf>
- “Union School District: CSEA Salary Schedule 2018-2019.” <https://4.files.edl.io/d307/07/10/19/235913-4592f9f4-c637-4876-a449-56303f97fd66.pdf>
- “Union School District: Management Salary Schedule 2019-2020.”
<https://4.files.edl.io/eb3c/06/26/19/204147-ba0cd677-8dc9-4e02-8c8d-941b578ae9fe.pdf>
- “Union School District: Teacher Salary Schedule 2018-2019.” <https://4.files.edl.io/cc3b/11/06/18/204414-0b23444c-bc8f-4394-b2d1-bbd40424eb6a.pdf>

ABOUT HANOVER RESEARCH

Hanover Research provides high-quality, custom research and analytics through a cost-effective model that helps clients make informed decisions, identify and seize opportunities, and heighten their effectiveness.

OUR SOLUTIONS

ACADEMIC SOLUTIONS

- **College & Career Readiness:**
Support on-time student graduation and prepare all students for post-secondary education and careers.
- **Program Evaluation:**
Measure program impact to support informed, evidence-based investments in resources that maximize student outcomes and manage costs.
- **Safe & Supportive Environments:**
Create an environment that supports the academic, cultural, and social-emotional needs of students, parents, and staff through a comprehensive annual assessment of climate and culture.

ADMINISTRATIVE SOLUTIONS

- **Family and Community Engagement:**
Expand and strengthen family and community relationships and identify community partnerships that support student success.
- **Talent Recruitment, Retention & Development:**
Attract and retain the best staff through an enhanced understanding of the teacher experience and staff professional development needs.
- **Operations Improvement:**
Proactively address changes in demographics, enrollment levels, and community expectations in your budgeting decisions.

LEADERSHIP SOLUTION

Build a high-performing administration that is the first choice for students, parents, and staff.

OUR BENEFITS



EXPERT

200+ analysts with multiple methodology research expertise



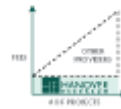
FLEXIBLE

Ongoing custom research agenda adapts with organizations' needs



DEDICATED

Exclusive account and research teams ensure strategic partnership



EFFICIENT

Annual, fixed-fee model shares costs and benefits



www.hanoverresearch.com