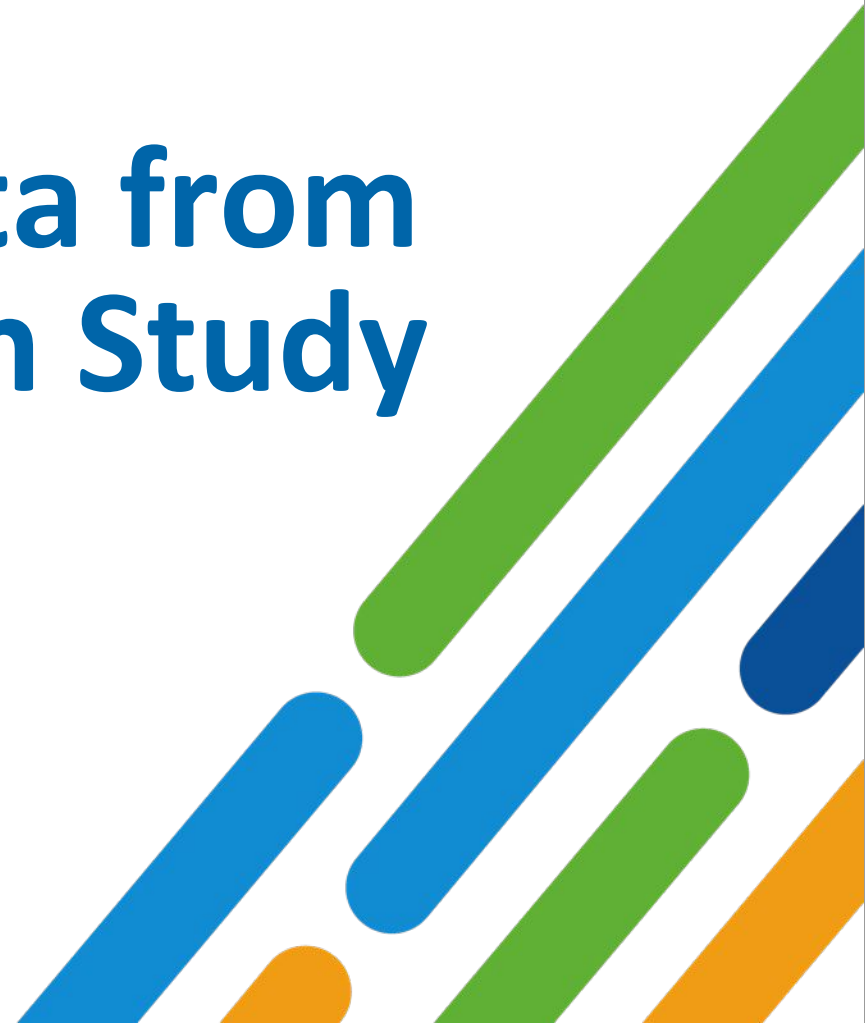




Mountain View
Whisman
School District

Review of Data from Compensation Study

October 10, 2019





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

Updated Study in 2019

- Hanover Research completed the study.
- Twelve districts that are comparable to MVWSD were researched.
- The report looked at salaries for certified teachers, administrators, and classified staff as well as benefits.



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Findings

By the Numbers: Teachers

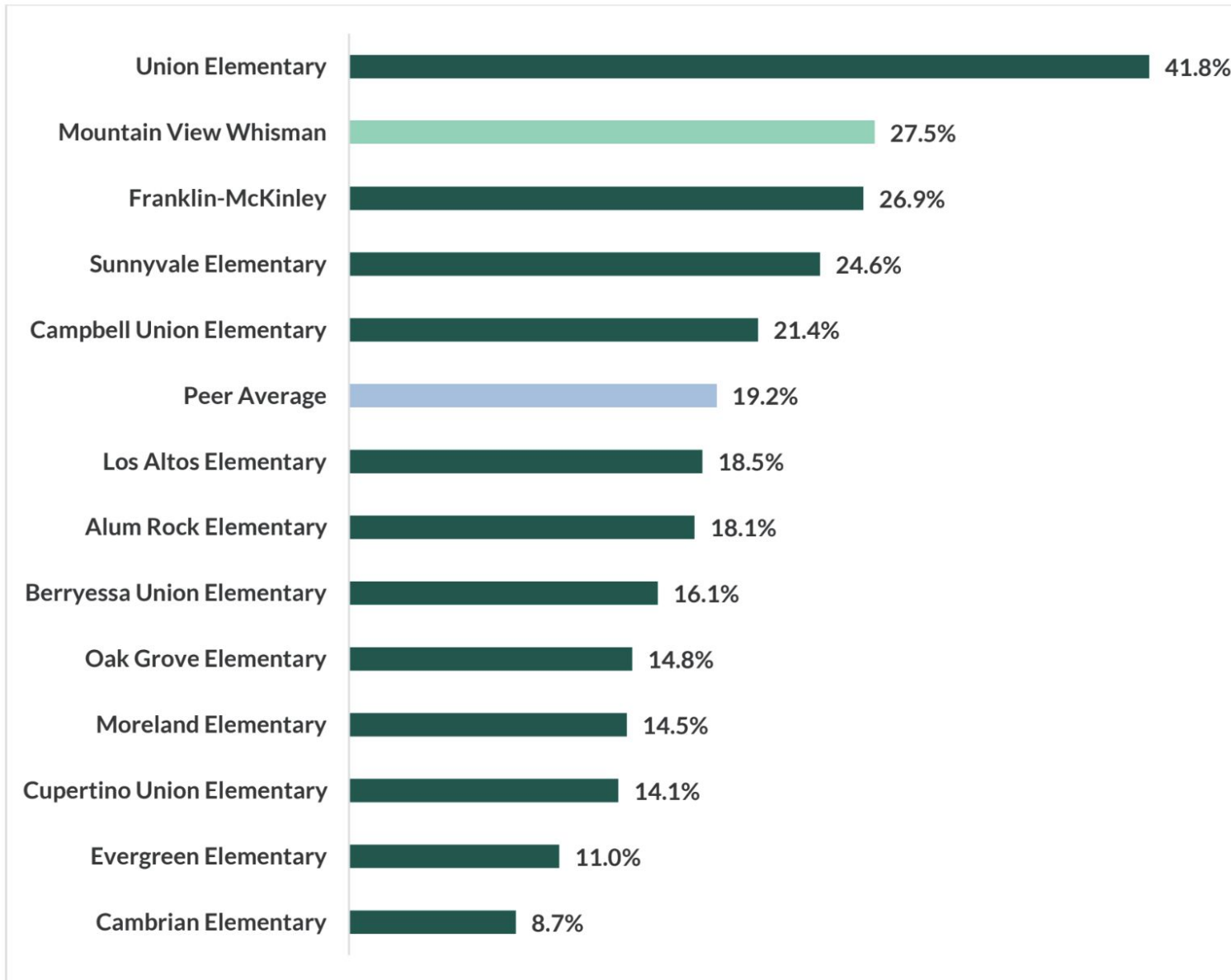
- The minimum and maximum teacher salaries were higher than peer district averages.
- Between the 2014/2015 and 2018/2019 school years, the district increased teacher salaries 27.5% while peer districts increased 19.2%
- The district now offers a master's stipend of \$2,000

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

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



Source: District Websites

Annual Salary Schedules for Certified Teachers at Peer Districts

District Name	Location City	Most Recent Salary Year	Range	Minimum	Maximum
Mountain View Whisman	Mountain View	2018-2019	\$50,725	\$63,980	\$114,705
Peer Average	N/A	N/A	\$47,532	\$60,085	\$107,617
District Name	Location City	Most Recent Salary Year	Range	Minimum	Maximum
Alum Rock Elementary	San Jose	2017-2018	\$38,714	\$57,473	\$96,187
Berryessa Union Elementary	San Jose	2018-2019	\$50,788	\$59,225	\$110,013
Cambrian Elementary	San Jose	2018-2019	\$44,644	\$59,964	\$104,608
Campbell Union Elementary	Campbell	2018-2019	\$45,308	\$62,235	\$107,543
Cupertino Union Elementary	Cupertino	2018-2019	\$54,367	\$62,533	\$116,900
Evergreen Elementary	San Jose	2019-2020	\$44,084	\$58,307	\$102,391
Franklin-McKinley	San Jose	2019-2020	\$40,273	\$59,962	\$100,235
Los Altos Elementary	Los Altos	2019-2020	\$49,308	\$58,425	\$107,733
Moreland Elementary	San Jose	2019-2020	\$51,246	\$59,078	\$110,324
Oak Grove Elementary	San Jose	2018-2019	\$46,817	\$54,788	\$101,605
Sunnyvale Elementary	Sunnyvale	2019-2020	\$58,022	\$66,046	\$124,068
Union Elementary	San Jose	2018-2019	\$46,814	\$62,987	\$109,801

By the Numbers: Administrators

- The most recently available average salary data for administrators are from the 2017-2018 school year on the CDE's website.
- Not all districts posted administrators salaries on their websites. For consistency Hanover used 2017-2018 salary information.
- Administrators are paid less than comparable districts, and their salary has grown slower in comparison to similar districts.

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

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

By the Numbers: Classified

- Average minimum and maximum monthly salaries for Department Secretaries, Payroll Technicians, Custodians, IT Technicians, and IA's are higher in MVWSD.
- Account Technicians are lower in MVWSD than peer districts.

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

By the numbers: Benefits

- Hanover used 2017-2018 data since not all peer districts had information posted for 2018-2019.
- MVWSD has a slightly lower annual contribution for single participants (\$10,288) but higher than peer averages for two participants (\$20,491) and family (\$26,534)

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



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Analysis of Data

Further thoughts

- Overall, our classified and certified staff are paid competitively in comparison to peer districts.
- Raises given since 2014-2015 have made our salaries competitive with peer districts.
- Although we are competitive with peer districts, MVWSD salary is less than some neighboring districts such as PAUSD and MVLA.

Further thoughts

- The Board has directed the District to maintain a reserve level of 17-20% to cover emergency costs.
- Changes to compensation for all positions should be strategic based on the Board direction.



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Direction

Staff is seeking guidance

- Of the 13 comparable districts MVWSD is the second highest for starting teachers and third highest for experienced teachers.
- Does the Board of Trustees still believe that competitive is top quartile?