

Management Salary Alignment Report

Sylvan Board of Education Meeting

May 22, 2018

Purpose of the Study



- To review how Sylvan's compensation ranks compared to other districts for specific positions.

Recruit/Retain is a Priority



Positions Reviewed

- Elementary Principal
- Middle School Principal
- Certificated Director
- Director of Finance
- Director of Food Services
- Supervisor of Maintenance and Operations

Method of Review

- Compared information from districts in Stanislaus county and some San Joaquin county
- Included districts with higher contribution levels to benefits
- Ranked by salary only, benefits only, total compensation, and per diem rates for salary only and total compensation

Rankings for ELEMENTARY PRINCIPAL

Per Diem

Salary Only:

Ranked 14th of 16

Per Diem

Salary + Benefits:

Ranked 10th of 16

Rankings for MIDDLE SCHOOL PRINCIPAL

Per Diem

Salary Only:

Ranked 12th of 13

Per Diem

Salary + Benefits:

Ranked 10th of 13

Rankings for CERTIFICATED DIRECTOR

Per Diem

Salary Only:

Ranked 10th of 10

Per Diem

Salary + Benefits:

Ranked 8th of 10

Rankings for DIRECTOR FINANCE

Per Diem

Salary Only:

Ranked 6th of 7

Per Diem

Salary + Benefits:

Ranked 5th of 7

Rankings for
DIRECTOR FOOD SERVICES
Supervisor M&O

Per Diem

Salary Only:

Ranked 6th of 8

Per Diem

Salary + Benefits:

Ranked 6th of 8

Recommendations

For now:

- Consider and approve adjustments to positions reviewed as a first step towards improving Sylvan's competitive standing

For the future:

- Continue to review other positions in both certificated and classified management

Recommended Alignment for
ELEMENTARY PRINCIPAL
+\$3,000

Per Diem Salary Only
Rank moves from

14th of 16

To

11th of 16

**Per Diem Salary +
Benefits**

Rank moves from

10th of 16

To

6th of 16

Recommended Alignment for
MIDDLE SCHOOL PRINCIPAL:
+\$1,000 and
Work Year to 215 days from 221

Per Diem Salary Only
Rank moves from

12th of 13

To

10th of 13

**Per Diem Salary +
Benefits moves from**

10th of 13

To

4th of 13

Recommended Alignment for
CERTIFICATED DIRECTOR
+\$5,000

Per Diem Salary Only
Rank moves from

10th of 10

To

9th of 10

**Per Diem Salary +
Benefits rank moves
from**

8th of 10

To

6th of 10

Recommended Alignment for
DIRECTOR FINANCE
+\$3,000

Salary Only

Rank moves from

6th of 7

To

5th of 7

Salary + Benefits

Rank remains at

5th of 7

Recommended Alignment for
DIRECTOR FOOD SERVICES
Supervisor M&O
+\$3,000

Salary Only

Rank remains

6th of 8

Salary + Benefits:

Rank remains

6th of 8

Impact Summary

- Add \$3,000 to Elem Principal salary
- Add \$1,000 to MS Principal, reduce work days
- Add \$5,000 to Certificated Director
- Add \$3,000 to Director Finance
- Add \$3,000 to Director Food Services
- Add \$3,000 to Supervisor M&O

- Total cost: \$62,000

Classified Management Positions Amended Salary Schedule

	DAYS	1	2	3	4	5	6	7
Director of Food Services, Supervisor of Maintenance & Operations	260	69,689	73,154	76,809	80,653	84,688	87,646	90,708
<i>Increase \$3,000 per cell</i>		72,689	76,154	79,809	83,653	87,688	90,646	93,708
Director of Fiscal Services	260	81,900	85,597	89,885	94,131	98,397	102,939	107,587
<i>Increase \$3,000 per cell</i>		84,900	88,597	92,885	97,131	101,397	105,939	110,587

Certificated Management Positions Amended Salary Schedule

	DAYS	1	2	3	4	5	6	7
Directors of Other Certificated	221	106,006	108,805	111,628	114,446	117,247	120,046	122,871
<i>Increase \$5,000 per cell</i>		111,006	113,805	116,628	119,446	122,247	125,046	127,871
Principal: Middle School	221	106,006	108,805	111,628	114,446	117,247	120,046	122,871
<i>Increase \$1,000 per cell; set workdays at 215</i>	215	107,006	109,805	112,628	115,446	118,247	121,046	123,871
Principal: K-5	210	100,722	103,332	106,161	108,771	111,164	113,992	116,819
<i>Increase \$3,000 per cell</i>		103,722	106,332	109,161	111,771	114,164	116,992	119,819