

## MODESTO CITY SCHOOLS

TO: Dr. Sara Noguchi, Superintendent Regular Meeting

SUBJECT: Administrative Salary Schedule February 24, 2020  
Adjustment Proposal

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### BACKGROUND

A study was completed in August of 2019 by School Services of California entitled "Total Compensation Study - Selected Certificated Administrators." The study focused on site level administrators and outlined great disparities between what our administrators' total compensation in comparison to eleven other similar Districts.

### GOAL ALIGNMENT

Goal Five: Recruit, hire, train, and retain high quality staff.

### ISSUE

It is difficult to attract and retain quality leadership. To ensure that Modesto City Schools is able to meet District Goal Five: Recruit, hire, and retain high quality staff, the Superintendent is recommending the following:

- Change the salary structure for all site administrators to ensure placement in the middle of comparative school districts.
- Change one Senior Director of School Leadership to an Assistant Superintendent of School Leadership to support career advancement opportunities.

### FISCAL IMPACT

- Total Cost of Proposed Salary Adjustment and Health and Welfare
  - \$311,500 for Health and Welfare only
  - \$393,267 for salary schedule restructure
  - **Total Cost: \$704,767**
- Current Proposal on the table for all management:
  - Health and Welfare - \$311,500
  - 1% - \$267,647
  - **Total Cost: \$579,147**
- Total cost of Salary Adjustment
  - **\$125,620** minus the proposed Health and Welfare and 1% increase

### RECOMMENDATION

It is recommended the Board of Education approve changing the salary structure for all site administrators and shift one of the Senior Director of School Leadership positions to an Assistant Superintendent of School Leadership.

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Recommended by: Superintendent's Office