

Salary Schedule Adjustment Site Administrators

&

Position Change for Senior Director of School Leadership



Presented by
Dr. Sara Noguchi
Superintendent

(REVISED Presentation – Shown at Board Meeting)

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Purpose of Presentation

- Outline the purpose for the recommendations
- Explain why the changes are needed
- Share findings from School Services Compensation Study
- Outline Total Costs
- Proposed Senior Director Change
- Questions



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Purpose for the Recommendations

To ensure that MCS is able to meet District Goal Five: Recruit, Hire, and Retain High Quality Staff:

- We need to create a salary structure that will bring MCS Site Administrators to the middle of other School Districts comparative salary schedules.
- Create a longevity incentive for Senior Directors of School Leadership.

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Why are the Changes Needed?

School Services of California completed an administrative compensation study in August of 2019.

The study outlined a great disparity between administrators in MCS compared to like positions in similar district.



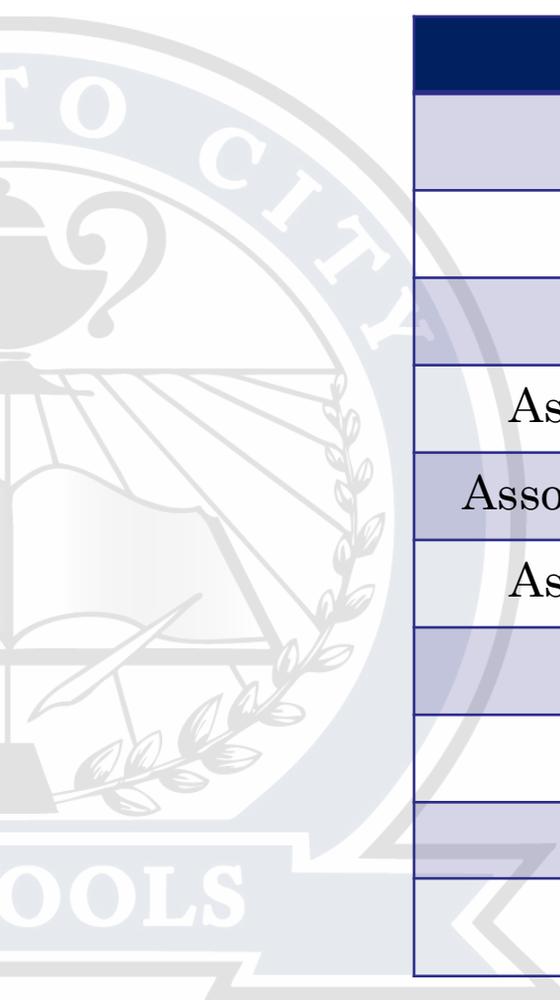
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Comparative School Districts

- Ceres Unified School District (USD)
- Lodi USD
- Manteca USD
- Modesto City Schools
- Sacramento City USD
- San Juan USD
- Stockton USD
- Turlock USD
- Twin Rivers USD
- Visalia USD
- West Contra Costa USD

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Findings: School Services Compensation Study



POSITION	COMPENSATION RANKING
Vice Principal K-6	10 of 11
Assistant Principal 7-8	9 of 10
Assistant Principal 9-12	11 of 11
Assistant Principal Alternative Education	4 of 5
Associate Principal, Curriculum & Instruction	1 of 1
Associate Principal Alternative Education	1 of 1
Principal K-6	10 of 11
Principal 7-8	9 of 10
Principal Alternative Education	6 of 10
Principal 9-12	10 of 11

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Administrative Positions Under Consideration

- Vice Principal K-6
- Assistant Principal 7-8
- Assistant Principal 9-12
- Assistant Principal Alternative Education
- Associate Principal, C&I
- Associate Principal Alternative Education
- Principal K-6
- Principal 7-8
- Principal Alternative Education
- Principal 9-12

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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 **Site** Management:

- Health and Welfare - \$311,500
- ~~1% - \$267,647~~ For all management **\$125,869**

Total Cost: \$579,147

Total cost of Salary Adjustment:

- ~~\$125,620~~ **\$267,128** minus the proposed Health and Welfare and 1% increase

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Proposed Senior Director Change

Create a longevity incentive through career advancement.

Recommendation - to move one of three positions, of School Leadership, to an Assistant Superintendent position.



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Next Steps

Request Board approval on March 9th



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Questions



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