

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)

Every Student Matters, Every Moment Counts

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



Every Student Matters, Every Moment Counts

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.

Every Student Matters, Every Moment Counts

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.



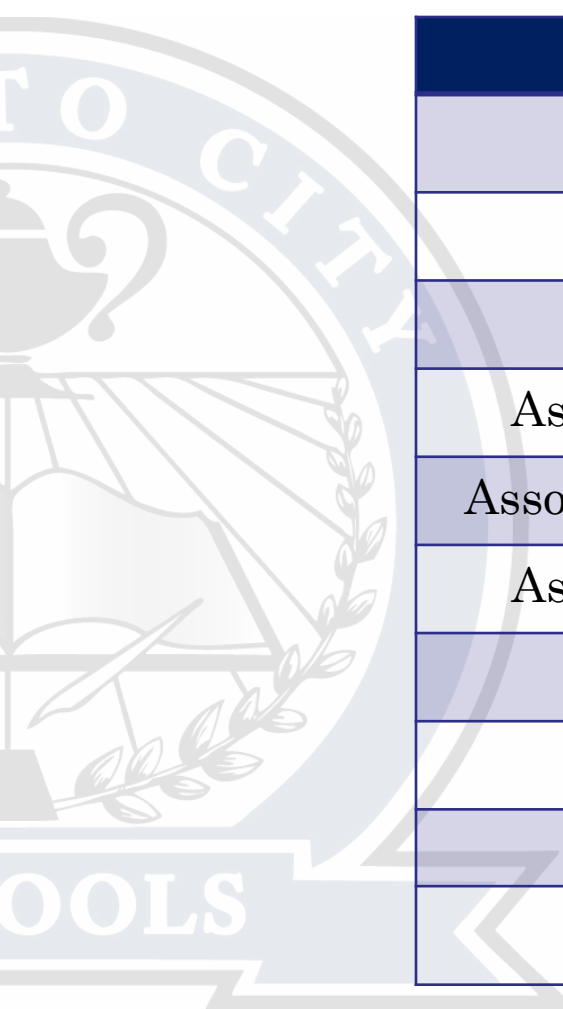
Every Student Matters, Every Moment Counts

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

Every Student Matters, Every Moment Counts

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

Every Student Matters, Every Moment Counts

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

Every Student Matters, Every Moment Counts

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

Every Student Matters, Every Moment Counts

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.



Every Student Matters, Every Moment Counts

Next Steps

Request Board approval on March 9th



Every Student Matters, Every Moment Counts

Questions



Every Student Matters, Every Moment Counts