

COMPENSATION BENCHMARKING STUDY

Prepared for Mountain View Whisman School
District

September 2017



In the following report, Hanover Research compares salary and benefits data for Mountain View Whisman School District to that of 12 peer school districts. This assessment covers certificated teachers, school and district administrators, and classified staff members.

TABLE OF CONTENTS

Executive Summary and Key Findings	3
Introduction	3
Key Findings	4
Section I: Certificated Teachers	6
Overall Salary Ranges.....	6
Salary Increases	8
Bonuses for Advanced Degrees	11
Section II: Administrators	13
Overall Salary Ranges.....	13
Salary Increases	14
Section III: Classified Staff	15
Overall Salary Ranges.....	15
Section IV: Benefits	16
Overall Benefit Contribution Ranges	16
Benefit Contribution Increases	17
Appendix	18
District Sources	18

EXECUTIVE SUMMARY AND KEY FINDINGS

INTRODUCTION

Mountain View Whisman School District (Mountain View Whisman) is interested in exploring salary and benefit structures used by its peers to inform future compensation negotiations with its employees. At the district’s request, Hanover Research (Hanover) investigates salary and benefits data for 12 peer school districts to provide Mountain View Whisman with comparative information. This information is drawn from the individual district websites as well as the California Department of Education’s Certificated Salaries & Benefits database.¹ **It should be noted that data in this report are not adjusted to account for cost of living, as all peer districts are located in the same MSA, San Jose-Sunnyvale-Santa Clara.**² An Excel data supplement contains the complete salaries for each district and employee type studied.

Sections I-III of this report provide salary information for three types of district employees: **certificated teachers, administrators, and classified staff**. Each section contains overall salary ranges, as well as recent salary increases and bonuses for advanced degrees (when applicable). Section IV gives an overview of maximum employer contributions for employee benefits plans. Below, Figure ES.1 displays the peer districts studied in this report. These districts were selected by Mountain View Whisman for this benchmarking study.

Figure ES.1: California Peer Districts Included in this Report

DISTRICT NAME	LOCATION CITY
Mountain View Whisman	Mountain View
Alum Rock Elementary	San Jose
Berryessa Union Elementary	San Jose
Cambrian Elementary	San Jose
Campbell Union Elementary	Campbell
Cupertino Union Elementary	Cupertino
Evergreen Elementary	San Jose
Franklin-McKinley	San Jose
Los Altos Elementary	Los Altos
Moreland Elementary	San Jose
Oak Grove Elementary	San Jose
Sunnyvale Elementary	Sunnyvale
Union Elementary	San Jose

¹ [1] “Certificated Salaries & Benefits, 2011-12: J-90 Data 1112.” California Department of Education, December 2, 2016. <http://www.cde.ca.gov/ds/fd/cs/> [2] “Certificated Salaries & Benefits, 2013-14: J-90 Data 1314.” California Department of Education, December 2, 2016. <http://www.cde.ca.gov/ds/fd/cs/> [3] “Certificated Salaries & Benefits, 2015-16: J-90 Data 1516.” California Department of Education, December 2, 2016. <http://www.cde.ca.gov/ds/fd/cs/>

² “Metropolitan Area Look-Up Tool.” Economic Market Analysis Division, U.S. Department of Housing and Urban Development. https://www.huduser.gov/portal/datasets/geotool/select_Geography.odn

KEY FINDINGS

- **Mountain View Whisman's minimum and maximum schedule salaries are \$4,739 and \$6,356 higher than the peer district averages, respectively, for certified teachers.** As of the 2017-2018 school year, the minimum teacher salary at Mountain View Whisman was \$60,933 and the maximum possible salary was \$109,243. In comparison, the peer average minimum salary was \$56,194, and the average maximum salary was \$102,888.
- **Between the 2013-2014 school year and the 2017-2018 school year, Mountain View Whisman increased teacher salaries by over 10 percent more than peer districts did on average over a similar time frame.** During this time period, the minimum teacher salary at Mountain View Whisman increased by 27.5 percent (\$13,125), and the maximum teacher salary increased by 23.8 percent (\$21,025). In comparison, the average peer minimum salary increased by 15.8 percent (\$7,535), and the maximum teacher salary increased by 12.3 percent (\$11,167).
- **Mountain View Whisman is the only district among its peers that does not offer bonuses for master's degrees, and is one of three districts that do not offer bonuses for doctorates.** On average, peer districts award \$1,965 per year for a master's degree, and \$2,290 for a doctoral degree. However, bonuses are as high as \$2,990 for a master's degree and \$4,654 for a doctorate.
- **Administrator salaries at Mountain View Whisman are lower than average compared to peer school districts.** Based on 2015-2016 data from the California Department of Education, Mountain View Whisman's average elementary school principal salary is \$7,995 lower than the peer average, its average middle school principal salary is \$6,981 lower than the peer average, and its superintendent salary is \$11,195 lower than the peer average.
- **The average elementary school principal and superintendent salaries at Mountain View Whisman increased by smaller margins as compared to peer averages, whereas the average middle school principal salary increased at a greater rate.** Between 2011-2012 and 2015-2016, elementary school principal salaries at Mountain View Whisman increased by 10.4 percent (\$11,698), while the peer average increased by 13.3 percent (\$15,379). Moreover, the Mountain View Whisman superintendent salary increased 12.2 percent (\$24,000) since 2011-2012, lower than the peer average increase of 15.3 percent (\$30,042). In contrast, middle school principal salaries at Mountain View Whisman increased 13.4 percent (\$15,651), exceeding the peer average increase of 11.2 percent (\$13,943).
- **Minimum and maximum salaries for classified staff positions at Mountain View Whisman vary in exceeding or falling below the peer average.** The district pays its Department Secretaries, Technology Support Technicians, and Instructional Assistants (General) higher salaries than the peer average for comparable positions. The district's maximum salary for the Custodian classification is also higher than that paid by peers, though the minimum salary is lower. Comparatively, Mountain View Whisman pays less than its peers for the three other job categories studied, including Accounting Technicians, Health Assistants, and Payroll/Benefits Technicians.

- **There are notable differences in maximum employer contributions to employee benefit plans.** The maximum contribution across peer school district ranges from \$7,250 to \$28,185 annually per employee. The peer average annual employer contribution is \$11,170 for a single participant plan, \$16,826 for a two party plan, and \$19,990 for a family plan. While the average peer contribution amount increased between the 2011-2012 and 2015-2016 school years, there is significant variation in these increases between districts. For instance, Cupertino Union Elementary increased its maximum contribution levels for all three plans by more than 40 percent, while Oak Grove Elementary increased its maximum contribution level by 2.4 percent for single plans and 1.4 percent for two party and family plans.

SECTION I: CERTIFICATED TEACHERS

This section considers annual salary ranges, recent salary increases, and bonuses for advanced degrees for certificated teachers at Mountain View Whisman and its 12 peers. This analysis highlights the lowest and highest salary steps for certified teachers according to the most recently published district salary schedules (2016-2017 or 2017-2018)³ and 2013-2014 data from the California Department of Education. For example, minimum salaries in Figure 1.1 often correspond to the salaries of first year or step teachers at the BA, BA +15 or BA +30 qualification levels, while the maximum salaries often correspond to salaries for the final year or step of the salary schedule for teachers with BA +60, BA +75, BA +90, or MA qualification levels. The minimum and maximum salaries do not include additional longevity payments that teachers may receive for long-term service in the district if they are not built into the salary schedule steps. Please see the accompanying data supplement for intermediate salary levels at peer districts.

OVERALL SALARY RANGES

According to the most recent data gathered from individual district websites, certificated teachers at Mountain View Whisman’s peer districts earn between \$50,358 (at Franklin-McKinley) and \$114,701 (at Sunnyvale Elementary) per year. Within this group, minimum and maximum teacher salaries are higher at Mountain View Whisman than the peer district average. The Mountain View Whisman salary schedule ranges from \$60,933 to \$109,243. In comparison, the peer district average salary ranges from \$56,194 per year to \$102,888 per year (Figure 1.1).

Figure 1.1: Annual Schedule Salaries for Certificated Teachers at Peer School Districts, 2016-2017 or 2017-2018

DISTRICT NAME	SALARY YEAR	LOCATION CITY	RANGE	MINIMUM	MAXIMUM
Mountain View Whisman	2017-2018	Mountain View	\$48,310	\$60,933	\$109,243
Peer Average	---	---	\$46,694	\$56,194	\$102,888
Alum Rock Elementary	2016-2017	San Jose	\$37,225	\$55,262	\$92,487
Berryessa Union Elementary	2016-2017	San Jose	\$48,915	\$55,029	\$103,944
Cambrian Elementary	2016-2017	San Jose	\$44,029	\$58,518	\$102,547
Campbell Union Elementary	2017-2018	Campbell	\$45,473	\$59,214	\$104,687
Cupertino Union Elementary	2016-2017	Cupertino	\$51,589	\$57,561	\$109,150
Evergreen Elementary	2017-2018	San Jose	\$44,645	\$55,731	\$100,376
Franklin-McKinley	2016-2017	San Jose	\$45,047	\$50,358	\$95,405
Los Altos Elementary	2016-2017	Los Altos	\$49,009	\$54,035	\$103,044
Moreland Elementary	2016-2017	San Jose	\$47,938	\$55,266	\$103,204

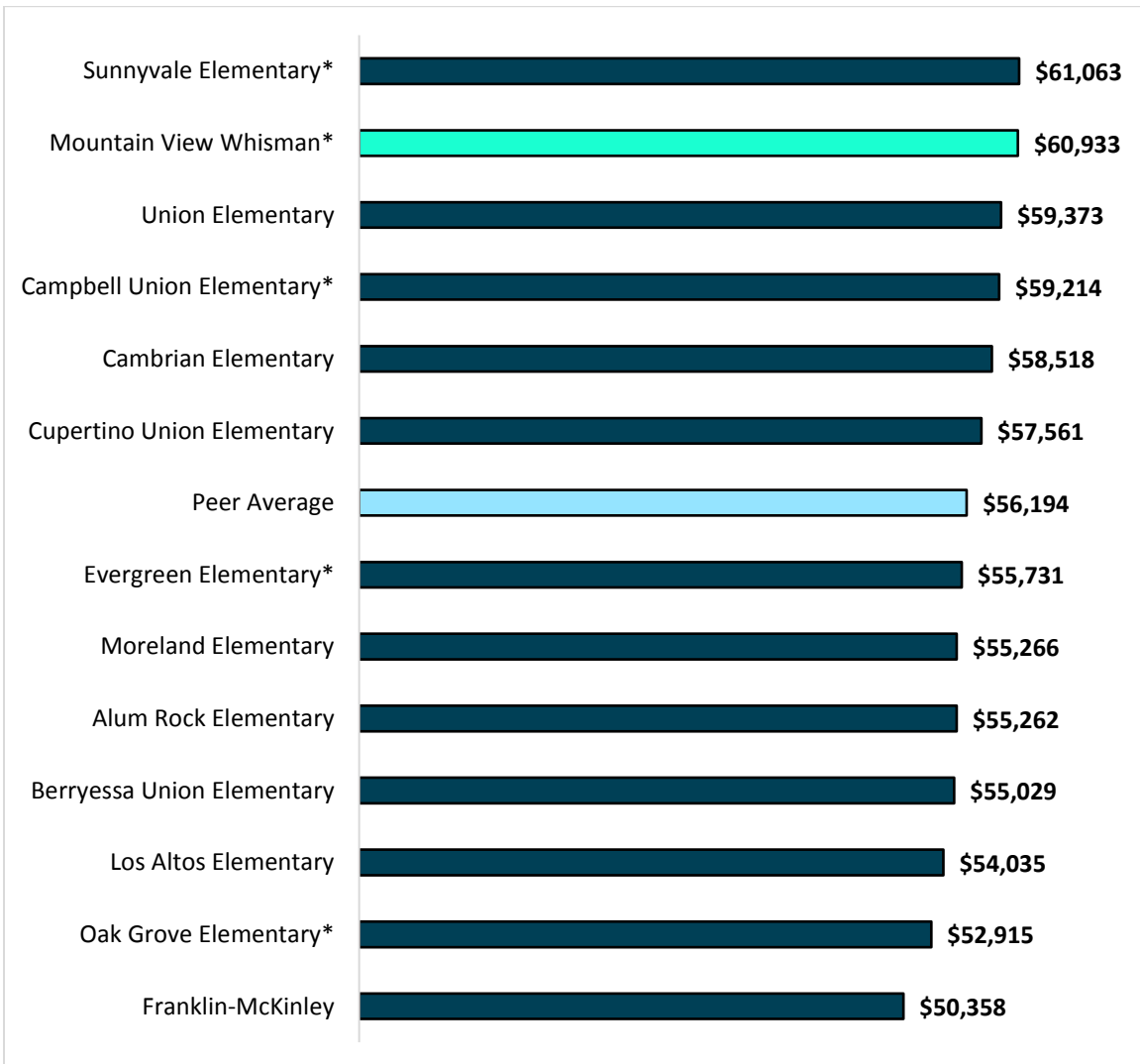
³ Hanover did not take into account potential cost of living salary increases between 2016-2017 and 2017-2018 in comparing across districts.

DISTRICT NAME	SALARY YEAR	LOCATION CITY	RANGE	MINIMUM	MAXIMUM
Oak Grove Elementary	2017-2018	San Jose	\$48,690	\$52,915	\$101,605
Sunnyvale Elementary	2017-2018	Sunnyvale	\$53,638	\$61,063	\$114,701
Union Elementary	2016-2017	San Jose	\$44,127	\$59,373	\$103,500

Source: District websites

More specifically, the minimum teacher salary at peer districts ranges from \$50,358 at Franklin-McKinley to \$61,063 at Sunnyvale Elementary. In total, 11 districts report a lower minimum schedule salary than Mountain View Whisman, and only Sunnyvale Elementary reports a minimum schedule salary higher than Mountain View Whisman (Figure 1.2).

Figure 1.2: Minimum Schedule Salaries for Certificated Teachers at Peer School Districts, 2016-2017 or 2017-2018*

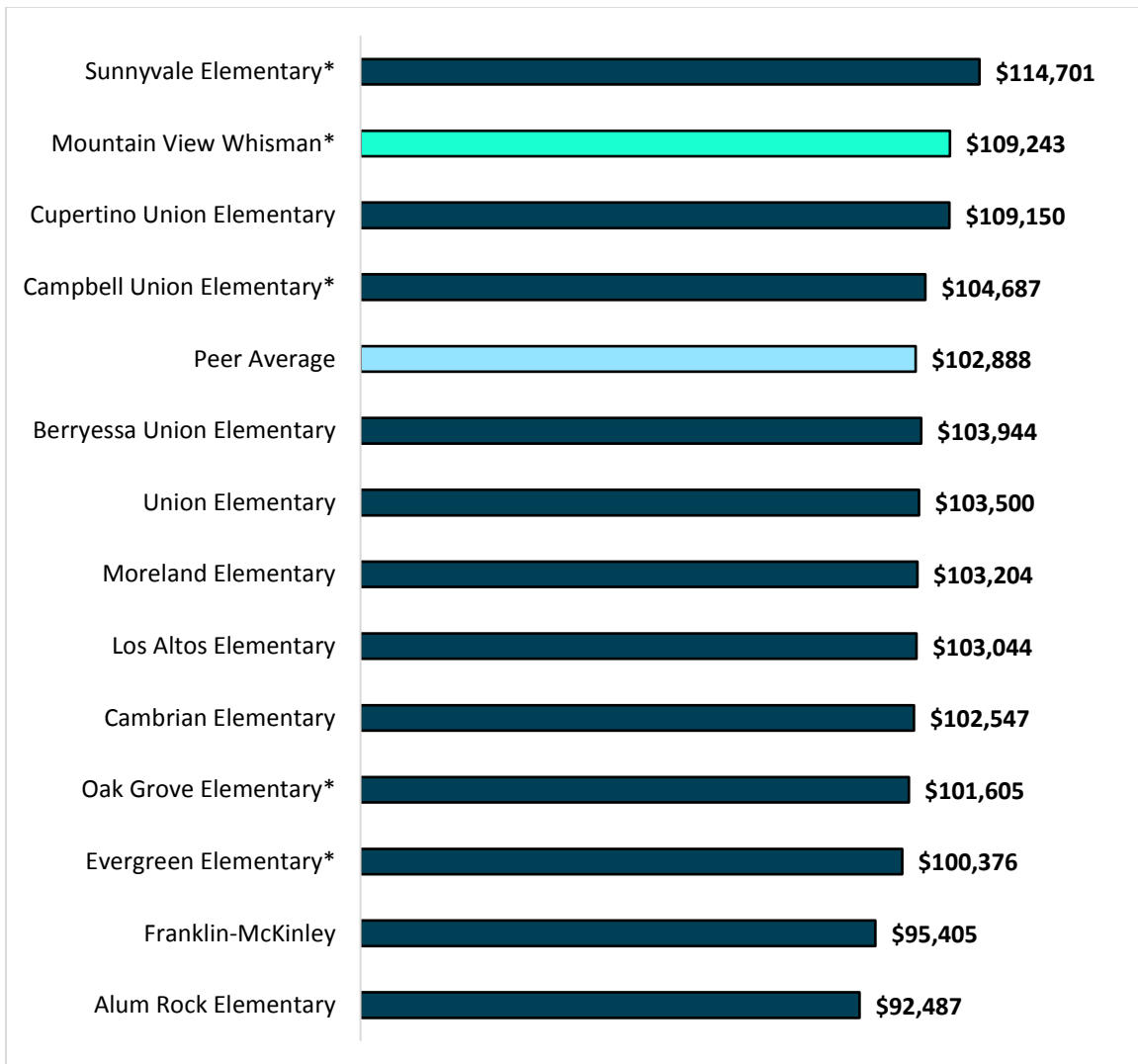


*Districts with asterisk use 2017-2018 salary for a five-year percent change; other districts use 2016-17 salary for four-year percent change.

Source: District websites

The maximum teacher salary at peer districts ranges from \$92,487 at Alum Rock Elementary to \$114,701 at Sunnyvale Elementary. In total, 11 districts report a maximum schedule salary lower than Mountain View Whisman. Only Sunnyvale Elementary reports a maximum schedule salary higher than Mountain View Whisman (Figure 1.3).

Figure 1.3: Maximum Schedule Salaries for Certificated Teachers at Peer School Districts, 2016-2017 or 2017-2018*



*Districts with asterisk use 2017-2018 salary for a five-year percent change; other districts use 2016-17 salary for four-year percent change.

Source: District websites

SALARY INCREASES

On the next page, Figure 1.4 shows four- or five-year increases in the minimum and maximum schedule salaries at peer districts from the 2013-2014 school year to either the 2016-2017 or 2017-2018 school year, depending on the most recent data published by each district. The smallest percentage increase in minimum salary occurred at Cupertino Union Elementary,

which raised its minimum teacher salary by 8.1 percent (\$4,337). The greatest percentage increase in minimum salary occurred at Union Elementary, which raised its minimum salary by 37.0 percent (\$16,039). The peer average minimum salary increased by 15.8 percent (\$7,535). Comparatively, the smallest percentage increase in maximum salary occurred at Franklin-McKinley, which raised its maximum teacher salary by 4.6 percent (\$4,177). Moreover, the greatest percentage increase in maximum salary occurred at Sunnyvale Elementary, which raised its maximum salary by 21.5 percent (\$20,326). The peer average maximum salary increased by 12.3 percent (\$11,167). In contrast, Mountain View Whisman increased its minimum and maximum salaries by 27.5 percent (\$13,125) and 23.8 percent (\$21,025), respectively.

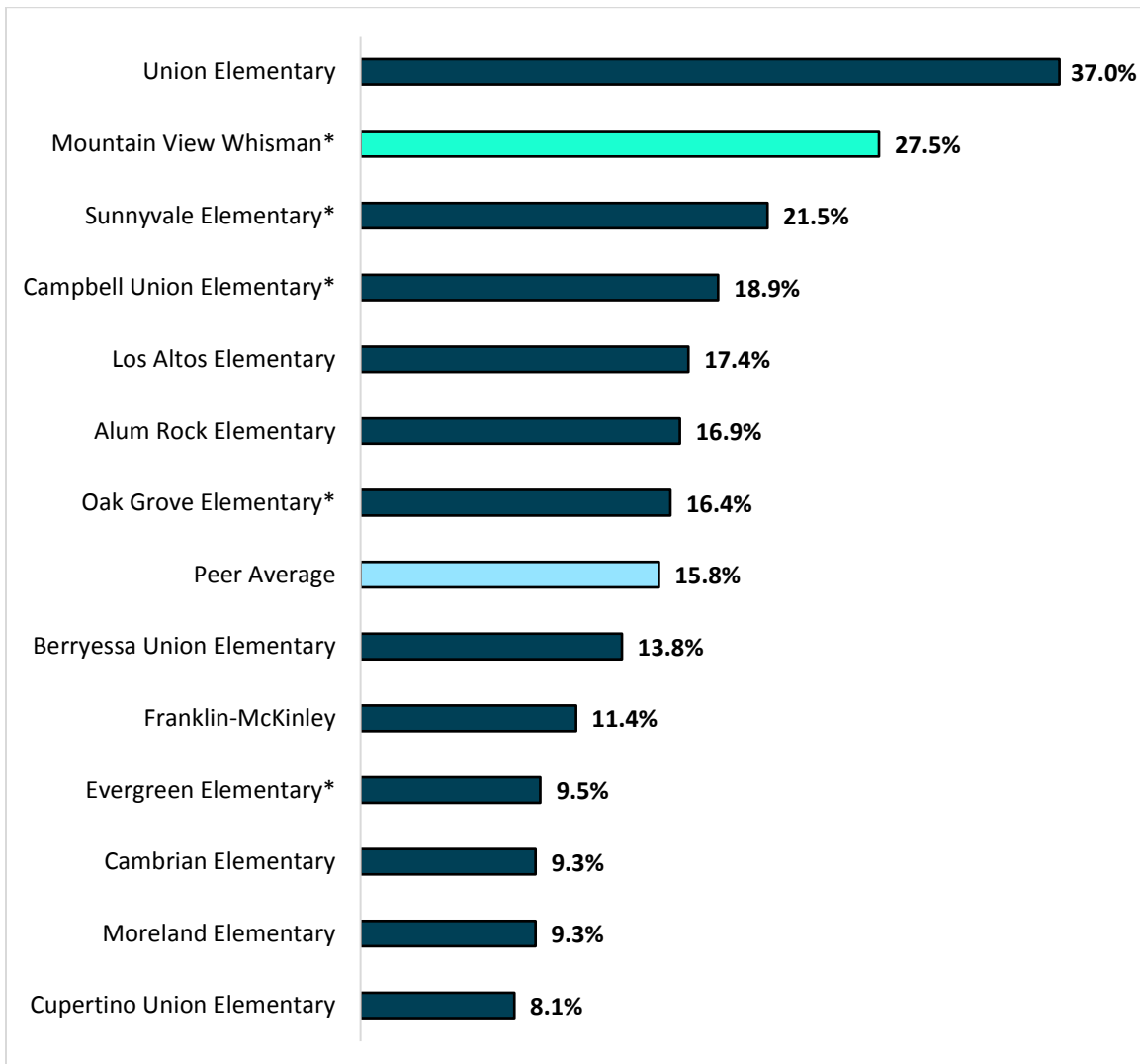
Figure 1.4: Four- or Five-Year Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2013-2014 to 2016-2017 or 2017-2018

DISTRICT NAME	MOST RECENT SALARY YEAR AVAILABLE	MINIMUM SALARY		MAXIMUM SALARY	
		NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE
Mountain View Whisman	2017-2018	\$13,125	27.5%	\$21,025	23.8%
Peer Average	---	\$7,535	15.8%	\$11,167	12.3%
Alum Rock Elementary	2016-2017	\$7,996	16.9%	\$6,600	7.7%
Berryessa Union Elementary	2016-2017	\$6,688	13.8%	\$14,148	15.8%
Cambrian Elementary	2016-2017	\$4,966	9.3%	\$8,702	9.3%
Campbell Union Elementary	2017-2018	\$9,430	18.9%	\$15,158	16.9%
Cupertino Union Elementary	2016-2017	\$4,337	8.1%	\$8,225	8.1%
Evergreen Elementary	2017-2018	\$4,848	9.5%	\$4,731	4.9%
Franklin-McKinley	2016-2017	\$5,156	11.4%	\$4,177	4.6%
Los Altos Elementary	2016-2017	\$7,993	17.4%	\$13,942	15.6%
Moreland Elementary	2016-2017	\$4,686	9.3%	\$8,749	9.3%
Oak Grove Elementary	2017-2018	\$7,458	16.4%	\$14,318	16.4%
Sunnyvale Elementary	2017-2018	\$10,824	21.5%	\$20,326	21.5%
Union Elementary	2016-2017	\$16,039	37.0%	\$14,925	16.9%

Source: District websites and California Department of Education

During the four- or five-year period between the 2013-2014 school year and either the 2016-2017 or 2017-2018 school years—depending on each district’s most recently published salary data—minimum schedule salary increases range from 8.1 percent at Cupertino Union Elementary to 37.0 percent at Union Elementary. In total, 11 districts report lower minimum schedule salary increases than Mountain View Whisman. Only Union Elementary reports a higher increase in minimum salary than Mountain View (Figure 1.5).

Figure 1.5: Minimum Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2013-2014 to 2016-2017 or 2017-2018*

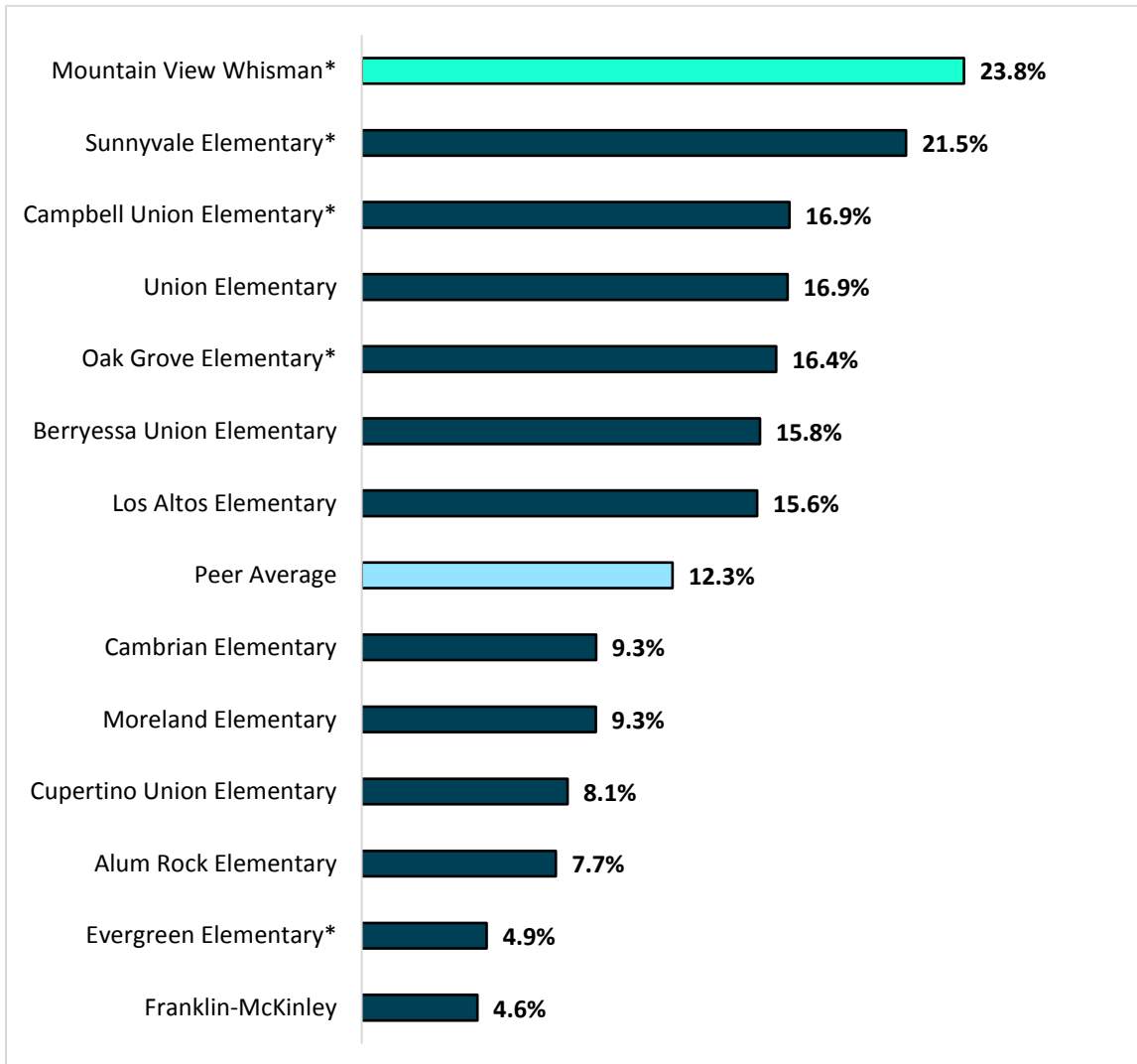


*Districts with asterisk use 2017-2018 salary for a five-year percent change; other districts use 2016-17 salary for four-year percent change.

Source: District websites and California Department of Education

During the four- or five-year period between the 2013-2014 school year and either the 2016-2017 or 2017-2018 school years, maximum schedule salary increases range from 4.6 percent at Franklin-McKinley to 23.8 percent at Mountain View Whisman. All 12 peer districts report lower maximum schedule salary increases than Mountain View Whisman (Figure 1.6).

Figure 1.6: Maximum Schedule Salary Increases for Certificated Teachers at Peer School Districts, 2013-2014 to 2016-2017 or 2017-2018*



*Districts with asterisk use 2017-2018 salary for a five-year percent change; other districts use 2016-17 salary for four-year percent change.

Source: District websites and California Department of Education

BONUSES FOR ADVANCED DEGREES

According to the most recent data published by peer school districts (i.e., 2016-2017 or 2017-2018), bonuses or stipends for advanced degrees range from \$1,000 to \$2,990 for master’s degrees and \$1,000 to \$4,654 for doctorates. Two peer school districts—Campbell Union Elementary and Moreland Elementary—do not offer bonuses for doctoral degrees. The peer average bonus for certificated teachers possessing a master’s degree is \$1,965 and \$2,290 for those possessing a doctorate. On the next page, Figure 1.7 displays this information, as well as the number of full time equivalent (FTE) employees who were eligible to receive these bonuses in each district using the most recent California Department of Education data on advanced degree bonuses from 2014-2015.

Figure 1.7: Bonuses for Advanced Degrees (2016-2017 or 2017-2018) and Eligible FTEs (2014-2015)

DISTRICT NAME	MOST RECENT BONUS DATA AVAILABLE	MASTER'S BONUS	NUMBER OF FTEs ELIGIBLE	DOCTORATE BONUS	NUMBER OF FTEs ELIGIBLE
Mountain View Whisman	2017-2018	---	---	---	---
Peer Average	---	\$1,965	185	\$2,290	2
Alum Rock Elementary	2016-2017	\$1,000	204	\$2,000	5
Berryessa Union Elementary	2016-2017	\$1,725	145	3% of salary	4
Cambrian Elementary	2016-2017	\$2,500	62	\$3,500	0
Campbell Union Elementary	2017-2018	\$2,800	225	---	---
Cupertino Union Elementary	2016-2017	\$1,663	420	\$1,663	0
Evergreen Elementary	2017-2018	\$1,000	200	\$1,000	3
Franklin-McKinley	2016-2017	\$1,500	166	\$1,500	0
Los Altos Elementary	2016-2017	\$1,500	144	\$1,500	4
Moreland Elementary	2016-2017	\$2,763	122	---	---
Oak Grove Elementary	2017-2018	\$2,990	245	\$2,990	0
Sunnyvale Elementary	2017-2018	\$2,341	168	\$4,654	4
Union Elementary	2016-2017	\$1,800	116	\$1,800	1

Source: District websites and California Department of Education

SECTION II: ADMINISTRATORS

This section contains annual salary information for elementary and middle school principals and district superintendents drawn from the California Department of Education’s J-90 database. The most recently available average salary data for administrators are from the 2015-2016 school year. However, for Mountain View Whisman’s superintendent salary, Hanover includes the latest salary figure (2017-2018). Hanover also uses data from the 2011-2012 school year to calculate five-year growth.

OVERALL SALARY RANGES

According to data reported to the California Department of Education, elementary school principals at Mountain View Whisman’s peer districts earn between \$121,232 (at Alum Rock Elementary) and \$147,908 (at Cupertino Union) per year on average, and middle school principals earn between \$119,745 (at Franklin-McKinley) and \$161,268 (at Moreland Elementary) per year on average. Furthermore, superintendents earn between \$191,425 (at Evergreen Elementary) and \$289,607 (at Sunnyvale Elementary) per year on average. Compared to the group of peer districts, Mountain View Whisman’s average elementary school principal salary is \$7,995 lower than the peer average, and its average middle school principal salary is \$6,981 lower than the peer average. In addition, Mountain View Whisman’s superintendent salary is \$11,195 lower than the peer average (Figure 2.1).

Figure 2.1: Average Annual Schedule Salaries for Administrators at Peer Districts, 2015-2016

DISTRICT NAME	LOCATION CITY	ELEMENTARY SCHOOL PRINCIPAL	MIDDLE SCHOOL PRINCIPAL	SUPERINTENDENT
Mountain View Whisman	Mountain View	\$124,641	\$132,102	\$220,000
Peer Average	---	\$132,636	\$139,083	\$231,195
Alum Rock Elementary	San Jose	\$121,232	\$131,159	\$205,528
Berryessa Union Elementary	San Jose	\$138,861	\$145,240	\$224,300
Cambrian Elementary	San Jose	\$122,667	\$126,093	\$197,400
Campbell Union Elementary	Campbell	\$131,854	\$135,746	\$274,441
Cupertino Union Elementary	Cupertino	\$147,908	\$156,039	\$284,111
Evergreen Elementary	San Jose	\$131,080	\$138,539	\$191,425
Franklin-McKinley	San Jose	\$127,301	\$119,745	\$217,350
Los Altos Elementary	Los Altos	\$128,533	\$134,690	\$237,612
Moreland Elementary	San Jose	\$146,275	\$161,268	\$200,000
Oak Grove Elementary	San Jose	\$131,620	\$136,089	\$251,146
Sunnyvale Elementary	Sunnyvale	\$131,493	\$145,509	\$289,607
Union Elementary	San Jose	\$132,802	\$138,877	\$201,414

Source: California Department of Education

SALARY INCREASES

Below, Figure 2.2 shows five-year increases to administrator salaries at peer school districts between the 2011-2012 and 2015-2016 (and the 2017-2018 school year for Mountain View Whisman) school years. Elementary school principal salaries at peer districts increased at rates between 6.0 percent (at Moreland Elementary) and 21.9 percent (at Cupertino Union Elementary). Moreover, middle school principal salaries at peer districts increased at rates between 1.0 percent (at Los Altos Elementary) and 20.7 percent (at Cupertino Union Elementary). Comparatively, superintendent salaries at peer districts increased at rates between 4.9 percent (at Alum Rock Elementary) and 38.0 percent (at Campbell Union Elementary). One district—Union Elementary—decreased its superintendent salary by 9.2 percent.

Notably, elementary school principal and superintendent salaries at Mountain View Whisman increased at a lower rate than the peer average, whereas middle school principal salaries increased at a higher rate than the peer average. Elementary school principal salaries at Mountain View Whisman increased by \$11,698, or 10.4 percent, versus the peer average increase of \$15,379, or 13.3 percent. Furthermore, the Mountain View Whisman superintendent salary increased by \$24,000, or 12.2 percent, while the peer average superintendent salary increased by \$30,042, or 15.3 percent. In contrast, middle school principal salaries at Mountain View Whisman increased by \$15,651, or 13.4 percent, exceeding the peer average increase of \$13,943, or 11.2 percent.

Figure 2.2: Five-Year Increases to Administrator Salaries at Peer School Districts, 2011-2012 to 2015-2016

DISTRICT NAME	ELEMENTARY SCHOOL PRINCIPAL		MIDDLE SCHOOL PRINCIPAL		SUPERINTENDENT	
	NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE
Mountain View Whisman	\$11,698	10.4%	\$15,651	13.4%	\$24,000	12.2%
Peer Average	\$15,379	13.3%	\$13,943	11.2%	\$30,042	15.3%
Alum Rock Elementary	\$13,871	12.9%	\$18,429	16.3%	\$9,528	4.9%
Berryessa Union Elementary	\$13,242	10.5%	\$17,872	14.0%	\$40,441	22.0%
Cambrian Elementary	\$9,966	8.8%	\$2,723	2.2%	\$26,423	15.5%
Campbell Union Elementary	\$17,722	15.5%	\$16,543	13.9%	\$75,541	38.0%
Cupertino Union Elementary	\$26,617	21.9%	\$26,789	20.7%	\$25,167	9.7%
Evergreen Elementary	\$11,872	10.0%	\$12,063	9.5%	\$11,425	6.3%
Franklin-McKinley	\$16,895	15.3%	\$2,598	2.2%	\$11,350	5.5%
Los Altos Elementary	\$10,111	8.5%	\$1,330	1.0%	\$55,112	30.2%
Moreland Elementary	\$8,339	6.0%	\$18,996	13.4%	\$17,835	9.8%
Oak Grove Elementary	\$21,828	19.9%	\$20,081	17.3%	\$58,854	30.6%
Sunnyvale Elementary	\$18,413	16.3%	\$17,474	13.6%	\$49,127	20.4%
Union Elementary	\$15,669	13.4%	\$12,420	9.8%	-\$20,296	-9.2%

Source: California Department of Education

SECTION III: CLASSIFIED STAFF

This section contains monthly salary information for classified staff. Though the salary schedule posted on Mountain View Whisman’s website applies to 2016-2017, peer districts’ salary data vary between the 2016-2017 and 2017-2018 school years. As in Section I, Hanover did not take into account potential cost of living salary increases between 2016-2017 and 2017-2018 in comparing across districts. Notably, classified job responsibilities and titles are less standardized compared to the other roles in this report. To the extent possible, Hanover identified the most comparable job titles between districts for each job category.

OVERALL SALARY RANGES

Below, Figure 3.1 shows monthly salary figures for seven classified staff categories at Mountain View Whisman and its peer districts. District websites do not offer sufficient guidance to accurately convert these wages to annual salaries; thus, salaries retain their monthly breakdown. Two peer districts—Moreland Elementary and Union Elementary—provide hourly salary data without guidance on converting salaries to monthly wages. In addition, Alum Rock Elementary does not publish classified salary schedules. Consequently, data from these three districts do not factor into the peer averages below.

According to the most recently available salary schedules, Mountain View Whisman pays its Department Secretaries, Technology Support Technicians, and Instructional Assistants (General) higher minimum and maximum salaries than the peer average for comparable positions. The district’s maximum salary for the Custodians is also higher than that paid by peers for similar positions, though the minimum salary is lower. Comparatively, Mountain View Whisman pays less than the peer average for the other positions studied: Account Technicians, Health Assistants, and Payroll/Benefits Technicians.

Figure 3.1: Monthly Salary Ranges, Minimums, and Maximums for Benchmarked Classified Positions

JOB CATEGORY	POSITION BENCHMARKED	PEER AVERAGE 2016-2017 OR 2017-2018*			MOUNTAIN VIEW WHISMAN 2016-2017		
		RANGE	MINIMUM	MAXIMUM	RANGE	MINIMUM	MAXIMUM
Accounting, Finance, and Payroll	Account Technician I	\$1,117	\$3,793	\$4,910	\$1,049	\$3,086	\$4,135
Administration and Reception	Department Secretary	\$1,076	\$3,648	\$4,724	\$1,275	\$3,752	\$5,027
Facilities	Custodian	\$998	\$3,467	\$4,465	\$1,159	\$3,401	\$4,560
Health and Social Services	Health Assistant	\$934	\$3,136	\$4,070	\$999	\$2,940	\$3,939
Human Resources and Legal	Payroll/Benefits Technician	\$1,678	\$4,619	\$6,297	\$1,549	\$4,560	\$6,109
Information Technology	Technology Support Technician	\$1,258	\$4,209	\$5,468	\$1,549	\$4,560	\$6,109
Instruction and Support Services	Instructional Assistant-General	\$777	\$2,613	\$3,390	\$1,049	\$3,086	\$4,135

*See data supplement “Classified Staff Salaries” tab for information on each individual peer school district.

Source: District websites

SECTION IV: BENEFITS

In this section, Hanover reviews the value of benefits that are offered by Mountain View Whisman’s peer districts, according to the most recent data (2015-2016) from the California Department of Education. Hanover also uses data from the 2011-2012 school year to calculate five-year growth.

OVERALL BENEFIT CONTRIBUTION RANGES

While the 2015-2016 California benefit contributions data do not contain benefits information for Mountain View Whisman, they do contain information on eight out of 12 peers’ benefits plans. The data report the maximum annual employer contributions for plans for a single participant, two participants, and an entire family. The peer average annual employer contribution is \$11,170 for a single participant plan, \$16,826 for a two party plan, and \$19,990 for a family plan. For those districts with data available, six increase maximum contributions for additional plan members, though one—Oak Grove Elementary—does not increase contributions when moving from a two party plan to a family plan. The remaining two districts (Evergreen Elementary and Campbell Union Elementary) hold their maximum contribution level constant for all plans. Overall, maximum employer contributions range from \$7,250 to \$28,185 per year per employee.

Figure 4.1: Maximum Annual Employer Contributions to Benefits Plan (Per Employee) at Peer School Districts, 2015-2016

DISTRICT NAME	PLAN TYPES		
	SINGLE PLAN	TWO PARTY PLAN	FAMILY PLAN
Mountain View Whisman	---	---	---
Peer Average	\$11,170	\$16,826	\$19,990
Alum Rock Elementary	---	---	---
Berryessa Union Elementary	\$9,374	\$16,839	\$20,191
Cambrian Elementary	---	---	---
Campbell Union Elementary	\$10,875	\$10,875	\$10,875
Cupertino Union Elementary	\$10,160	\$20,000	\$28,185
Evergreen Elementary	\$20,142	\$20,142	\$20,142
Franklin-McKinley	---	---	---
Los Altos Elementary	\$11,087	\$19,664	\$24,566
Moreland Elementary	\$7,250	\$14,350	\$19,000
Oak Grove Elementary	\$12,513	\$20,561	\$20,561
Sunnyvale Elementary	---	---	---
Union Elementary	\$7,960	\$12,180	\$16,400

Note: “---” represents data not reported
 Source: California Department of Education

BENEFIT CONTRIBUTION INCREASES

Peer districts’ average maximum employer benefit contribution increased between the 2011-2012 and 2015-2016 school years. Family plan values increased the most during this time period (19.4 percent), followed by single plans (18.8 percent), and two party plans (17.6 percent). Contribution increases for four districts—Alum Rock Elementary, Cambrian Elementary, Franklin-McKinley, and Sunnyvale Elementary—could not be calculated due to missing information in the California Department of Education database.

Figure 4.2: Five-Year Percentage Increases to Maximum Employer Benefit Contributions at Peer School Districts, 2011-2012 to 2015-2016

DISTRICT NAME	PLAN TYPES		
	SINGLE PLAN	TWO PARTY PLAN	FAMILY PLAN
Mountain View Whisman	---	---	---
Peer Average	18.8%	17.6%	19.4%
Alum Rock Elementary	---	---	---
Berryessa Union Elementary	14.5%	16.2%	19.1%
Cambrian Elementary	---	---	---
Campbell Union Elementary	22.8%	22.8%	22.8%
Cupertino Union Elementary	42.4%	43.4%	42.2%
Evergreen Elementary	4.7%	4.7%	4.7%
Franklin-McKinley	---	---	---
Los Altos Elementary	40.3%	32.1%	29.3%
Moreland Elementary	18.5%	8.2%	19.5%
Oak Grove Elementary	2.4%	1.4%	1.4%
Sunnyvale Elementary	---	---	---
Union Elementary	5.3%	11.9%	16.3%

Note: “---” represents data not reported.

Source: California Department of Education

APPENDIX

DISTRICT SOURCES

The following websites were used to gather information about peer school districts:

- “2016-17 Classified Salary Schedule-Hourly Rate | Union Elementary School District.” Union Elementary School District, May 9, 2017. <https://1.cdn.edl.io/wrMI15vFOEPSX2ovWNtkSXgqNdgGiL8VF0MtMc1T1ki97mcE.pdf>
- “2016-17 UDEA Salary Schedule | Union Elementary School District.” Union Elementary School District. <https://1.cdn.edl.io/40VohFfbBBsJMeiBTQZ4ZFEtLeEilVWvYQxjNBcOyATFVtPI.pdf>
- “2016-2017 Certificated Salary Schedule | Moreland Elementary School District.” Moreland Elementary School District, July 1, 2016. <https://1.cdn.edl.io/dM0orw6ku0yvSDSFFvQ0QKHrhjmHA2t6bvi5avBdaD45Gt44.pdf>
- “2016-2017 Classified Salary Schedule Hourly | Moreland Elementary School District.” Moreland Elementary School District, May 3, 2016. <https://1.cdn.edl.io/0NJSwtJR8FXYA8QEUBnRr9fSiyoYisSOWT5FNv5i6A0g5g.pdf>
- “2017-18 Annual Certificated Salary | Evergreen Elementary School District.” Evergreen Elementary School District, July 1, 2017. http://www.eesd.org/uploaded/documents/human_resources/2017-18_Cert_Salary_Schedule_effec_7-1-17_.pdf
- “2017-2018 Classified Employees Non-P.E.R.S. Salary Schedule | Evergreen Elementary School District.” Evergreen Elementary School District, July 1, 2017. http://www.eesd.org/uploaded/documents/human_resources/2017-18_NON_PERS_Salary_Sched.pdf
- “2017-2018 Classified Employees P.E.R.S. Salary Schedule | Evergreen Elementary School District.” 7/1/17. Evergreen Elementary School District. http://www.eesd.org/uploaded/documents/human_resources/2017-18_PERS_Salary_Sched.pdf
- “About Us | Cambrian Elementary School District.” Cambrian Elementary School District. <https://www.cambriansd.org/domain/6>
- “About Us | Campbell Union Elementary School District.” Campbell Union Elementary School District. <https://www.campbellusd.org/about>
- “About Us | Cupertino Union Elementary School District.” Cupertino Union Elementary School District. <https://www.cusdk8.org/domain/88>
- “About Us | Evergreen Elementary School District.” Evergreen Elementary School District. <http://www.eesd.org/page.cfm?p=2625>
- “About Us | Moreland Elementary School District.” Moreland Elementary School District. http://www.moreland.org/apps/pages/index.jsp?uREC_ID=427272&type=d&pREC_ID=932292
- “About Us | Oak Grove Elementary School District.” Oak Grove Elementary School District. http://www.ogsd.net/apps/pages/index.jsp?uREC_ID=586020&type=d&pREC_ID=1075696
- “AFSCME Classified Salary Schedule | Oak Grove Elementary School District.” Oak Grove Elementary School District, March 16, 2017. <https://1.cdn.edl.io/Bh8uQQEnT2FFDDXy6defvMH4wqdSmm9TbZLWeTxZG3iBV6Ve.pdf>
- “Certificated CTAB Salary Schedules, 2016-2017 | Berryessa Union School District.” Berryessa Union School District, July 1, 2016. <http://www.berryessa.k12.ca.us/documents/Salary%20Schedules/16-17%20Certificated%20Salary%20Schedules.pdf>
- “Certificated Salary Schedule, 2016-2017 | Cambrian Elementary School District.” Cambrian Elementary School District, January 1, 2017. <https://www.cambriansd.org/site/handlers/filedownload.ashx?moduleinstanceid=1073&dataid=6628&FileName=Certificated%20Salary%20Schedule%202016-2017.pdf>
- “Certificated Salary Schedule, 2016-2017 | Los Altos Elementary School District.” Los Altos Elementary School District, July 1, 2016. http://www.losaltos.k12.ca.us/files/user/1/file/CERTIFICATED_TEACHER_16_17_2.pdf
- “Certificated Salary Schedule for FY 2016-2017 | Franklin-McKinley School District.” Franklin-McKinley School District, July 1, 2016. <https://1.cdn.edl.io/2coOMli6ra2bq7im6iDgw62klqpGnXBtnd2i2u6NZip5oOCH.pdf>
- “CETA Annual Salary Schedule, 2017-2018 | Campbell Union Elementary School District.” Campbell Union Elementary School District, June 1, 2017. https://www.campbellusd.org/files/ceta-salary_17-18.pdf
- “Classified Clerical, Technical, Paraprofessional Unit, 2017-18 Salary Schedule | Cupertino Union Elementary School District.” Cupertino Union Elementary School District, July 1, 2017. <https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/10%201718%20CSEA%20Mo.pdf>
- “Classified CSEA | Berryessa Union School District.” Berryessa Union School District, July 1, 2016. <http://www.berryessa.k12.ca.us/documents/CSEA%202016-17%20Salary%20Schedule.pdf>

- “Classified Employees Hourly Salary Schedule (2017-18) | Los Altos Elementary School District.” 6/12/17. Los Altos Elementary School District.
<http://www.losaltos.k12.ca.us/files/user/1/file/CSEA%20Salary%20Schedule%202017-18.pdf>
- “Classified Employees Salary Pay Schedule (194), Fiscal Year 2016-2017 | Franklin-McKinley School District.” Franklin-McKinley School District, October 10, 2016.
<https://1.cdn.edl.io/fBM5XOBZFZRy28E11iVamKmGjgxN72cJWicTdXXDekHOp59p.pdf>
- “Classified Management Salary Schedule-Ranges III and IV | Sunnyvale Elementary School District.” Sunnyvale Elementary School District, July 1, 2017.
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1251&dataid=675&FileName=Classified%20Mgmt%20Ranges%20III%20-%20IV%2017-18.pdf>
- “Classified Operations-Support Service Unit, 2016-17 Salary Schedule | Cupertino Elementary School District.” Cupertino Union Elementary School District, May 10, 2016.
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/11%201617%20SEIU%20Mo.pdf>
- “Classified Salary Schedule | Cambrian Elementary School District.” Cambrian Elementary School District, January 1, 2017.
<https://www.cambriansd.org/site/handlers/filedownload.ashx?moduleinstanceid=1073&dataid=6872&FileName=Classified%20Salary%20Schedule%206.16.2017.pdf>
- “Classified Salary Schedule, 2016-2017 | Mountain View Whisman School District.” Mountain View Whisman School District, November 17, 2016.
[https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Compensation/2016-2017%20CSEA%20Salary%20Schedule%20-%20with%208%20percent%20for%20BOT%2017Nov2016%20-%20FINAL%20\(1\).pdf](https://www.mvwsd.org/UserFiles/Servers/Server_418774/File/District%20Business/Career%20and%20Staff/Compensation/2016-2017%20CSEA%20Salary%20Schedule%20-%20with%208%20percent%20for%20BOT%2017Nov2016%20-%20FINAL%20(1).pdf)
- “Classified-Teamsters | Berryessa Union School District.” Berryessa Union School District, July 1, 2016.
<http://www.berryessa.k12.ca.us/documents/Salary%20Schedules/Teamsters%20Salary%20Schedule%20for%2016-17.pdf>
- “Collective Bargaining Agreement Between the Alum Rock Union Elementary School District and the Alum Rock Educators Association, CTA/NEA, 2014-2017.” Alum Rock Union Elementary School District, March 13, 2017.
<https://www.arusd.org/cms/lib/CA01001158/Centricity/Domain/16/AREA%20Contract%202014-2017%20w3-13-17%20Tent.%20Agreement%20-%20FINAL%20060617.pdf>
- “Confidential Salary Schedule, 2016-2017 | Los Altos Elementary School District.” Los Altos Elementary School District, February 8, 2016. http://www.losaltos.k12.ca.us/files/user/1/file/CONFIDENTIAL_16_17.pdf
- “CSEA 868 Monthly Salary Schedule | Campbell Union Elementary School District.” Campbell Union Elementary School District, July 1, 2016. https://www.campbellusd.org/files/csea-salary_17-18.pdf
- “CSEA Classified Salary Schedule | Oak Grove Elementary School District.” Oak Grove Elementary School District, March 16, 2017. <https://1.cdn.edl.io/UAlZXqXAKDn7sPizvoh5sQTRlszlfh0kC4HZXWq1fjeFi3G.pdf>
- “Home | Alum Rock Union Elementary School District.” Alum Rock Union Elementary School District.
<https://www.arusd.org/>
- “Home | Berryessa Union School District.” Berryessa Union School District. <http://www.berryessa.k12.ca.us/>
- “Home | Franklin-McKinley School District.” Franklin-McKinley School District. <http://www.fmsd.org/>
- “Home | Los Altos Elementary School District.” Los Altos Elementary School District. <http://www.losaltos.k12.ca.us/>
- “Home | Mountain View Whisman School District.” Mountain View Whisman School District.
<https://www.mvwsd.org/>
- “Home | Union Elementary School District.” Union Elementary School District. <http://www.unionsd.org/>
- “MVEA Certificated Salary Schedule, 2017-2018.” Mountain View Whisman School District, September 7, 2017.
- “Negotiated Agreement between California School Employees Association, Chapter 364 and Administration of the Berryessa Union School District, July 1, 2016-June 30, 2019.” Berryessa Union School District.
<http://www.berryessa.k12.ca.us/documents/CSEA%20CONTRACT-%20VERSION%2011.pdf>
- “OGEA Salary Schedule | Oak Grove Elementary School District.” Oak Grove Elementary School District, October 11, 2016. <https://1.cdn.edl.io/JhSQLPdEvuVqKSDdLPS6wf3FbugmRdL7GCx5UoXTDhSfK0id.pdf>
- “Salary Schedule: Teachers with Valid California Credential, 2017-2018 | Sunnyvale Elementary School District.” Sunnyvale Elementary School District, July 1, 2017.
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1236&dataid=635&FileName=Teachers%2017-18.pdf>
- “Schematic List for Classified Management and Confidential Management | Sunnyvale Elementary School District.” Sunnyvale Elementary School District, January 2016.
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1251&dataid=678&FileName=MGM SCHMA%202016.pdf>

- “Schematic List of Classes and Salary Range for Classified Positions | Sunnyvale Elementary School District.” Sunnyvale Elementary School District, July 1, 2017.
<https://www.sesd.org/site/handlers/filedownload.ashx?moduleinstanceid=1239&dataid=655&FileName=July%201%202017%20Schematic.pdf>
- “Selected Certificated Salaries and Related Statistics, 2013-14.” California Department of Education.
<http://www.cde.ca.gov/ds/fd/cs/>
- “Teacher 2016-17 Salary Schedule | Cupertino Union Elementary School District.” Cupertino Union Elementary School District, April 19, 2016.
<https://www.cusdk8.org/cms/lib/CA02218495/Centricity/Domain/50/8%201617%20CEA.pdf>
- “Who We Are | Sunnyvale Elementary School District.” Sunnyvale Elementary School District.
<https://www.sesd.org/domain/295>

PROJECT EVALUATION FORM

Hanover Research is committed to providing a work product that meets or exceeds client expectations. In keeping with that goal, we would like to hear your opinions regarding our reports. Feedback is critically important and serves as the strongest mechanism by which we tailor our research to your organization. When you have had a chance to evaluate this report, please take a moment to fill out the following questionnaire.

<http://www.hanoverresearch.com/evaluation/index.php>

CAVEAT

The publisher and authors have used their best efforts in preparing this brief. The publisher and authors make no representations or warranties with respect to the accuracy or completeness of the contents of this brief and specifically disclaim any implied warranties of fitness for a particular purpose. There are no warranties that extend beyond the descriptions contained in this paragraph. No warranty may be created or extended by representatives of Hanover Research or its marketing materials. The accuracy and completeness of the information provided herein and the opinions stated herein are not guaranteed or warranted to produce any particular results, and the advice and strategies contained herein may not be suitable for every client. Neither the publisher nor the authors shall be liable for any loss of profit or any other commercial damages, including but not limited to special, incidental, consequential, or other damages. Moreover, Hanover Research is not engaged in rendering legal, accounting, or other professional services. Clients requiring such services are advised to consult an appropriate professional.



4401 Wilson Boulevard, Suite 400

Arlington, VA 22203

P 202.559.0500 F 866.808.6585

www.hanoverresearch.com