

Considerations for Changes to Classified Management Salary Schedule

1. A comparison with surrounding districts. Based on the premise that these are the districts to which someone working in CUSD could commute.

	1	2	3	4	5	6
	MOT	NS	Tech	HS P	ES P	CBO
PJUSD	\$ 98	\$ 81	\$ 98	\$ 142	\$ 133	\$ 123
WUSD	\$ 86	\$ 84	\$ 76	\$ 133	\$ 131	\$ 134
CUSD	\$ 81	\$ 81	\$ 81	\$ 152	\$ 132	\$ 115
Gridley	\$ 92	\$ 84	\$ 82	\$ 158	\$ 149	\$ 155
Willows	\$ 83	\$ 80	\$ 105	\$ 139	\$ 132	\$ 140
Orland	\$ 107	\$ 91	\$ 101	\$ 140	\$ 125	\$ 139
Yuba City	\$ 101	\$ 101	\$ 118	\$ 148	\$ 139	\$ 167
Marysville	\$ 106	\$ 133	\$ 156	\$ 159	\$ 144	\$ 163
Hamilton	\$ 80	\$ 80	\$ 93	\$ 117	\$ 124	\$ 127
Woodland	\$ 126	\$ 97	\$ 126	\$ 130	\$ 112	\$ 195
Average	\$96/92	\$91/91	\$104/101	\$142/143	\$132/134	\$146/140

Salaries in thousands of dollars.

1. Maintenance Operations and Transportation salary at 20 years
2. Nutrition Services Director salary at 20 years (10 or 11 month positions converted to 12 for comparison.)
3. Technology Director salary at 20 years.
4. High School Principal salary at 20 years for comparison.
5. Elementary School Principal salary at 20 years for comparison.
6. Chief Business Official salary at 20 years for comparison.

Averages: Including Woodland / Excluding Woodland.

Other Considerations:

1. Hiring and retaining great staff is the longest-lasting positive influence leaders exert on an organization.
2. Lifetime employment is a thing of the past. Workforce mobility is an ever-present issue.
3. Number of employees supervised, size of departmental budget, and market demand for skills should all be considered in creating a competitive salary schedule.
4. Management studies indicate it takes a full year for new leaders to learn an organizations structure.
5. It takes 3-4 years to see the impact and fully realize the benefits of a hiring decision.
6. CUSD Directors salary schedule has 8 steps. Most others have steps to 20 or even 30.
7. Districts which have 20 or fewer total steps often have longevity increases on the schedule. Either a set amount or a percentage every 3-5 years.
8. Administrative, Credentialed and Classified CUSD schedules increase by yearly steps and then have 2-3 year steps. This is similar to management salary schedules in many of the noted districts.
9. Adding education incentives might be a factor in recruiting and retention.