



Board Agenda Item #	Agenda # II B- Recommend for Action Item
Date:	01.16.2018
To:	Magnolia Board of Directors- Personnel Committee
From:	Caprice Young, Ed.D., CEO & Superintendent
Staff Lead:	Orielle Revish, HR Director Suat Acar, Chief Operations Officer David Yilmaz, Chief Accountability Officer
RE:	Discussion/Action: MPS Employee Pay Raise Scale for Full-Time Teaching Positions

Proposed Board Recommendation

I move that the committee approve the MPS Employee Pay Raise Scale for Full-Time Teaching Positions.

Background

MPS has been implementing a board-approved pay raise scale for full-time teaching staff since the 2014-15 school year. Salary for full-time teaching positions has four major components: base school salary, employee qualifications pay, employee performance pay, and pay for additional duties. MPS Home Office has met with teachers, school leaders, and our board numerous times in the past to solicit feedback and refine our pay raise scale to meet the needs of our teaching staff within budget. As such, improvements and revisions have been made to the scale in the past as approved by our board. The purpose of this agenda is to refresh our board committee with the past revisions and start discussion around possible future changes.

Revisions have been made in the past such as increasing the base school salaries based on school budget, size, and challenge, as well as the cost of living at the school location. Another great addition to the scale, as directed by the board, has been the introduction of performance pay for Effective (\$1,500) and Highly Effective (\$2,000) teachers. As explained in detail in MPS’ board-approved employee evaluation protocols, survey and student assessment data as well as supervisor’s evaluation of the employee on MPS Framework for Teaching are used in teaching staff evaluations. Pay for additional duties is crucial for MPS as we need to involve our teaching staff in leadership roles and get their support in running MPS signature programs, such as running a department or a grade level, coordinate EL services, serve as WASC coordinator, or to coach special competitions, to name a few. The Home Office has updated the list of available and needed additional duties add-on points in 2017-18 to better fit our needs.

In the past, MPS implemented differential pay for some hard-to-find subject areas and this differential was removed at the board meeting on March 10, 2016. The attached scale for teaching positions is a clean copy of the final scale that reflects all changes made.

As yellow highlighted in the attachment, some topics for discussion and proposed changes include:

1) Base school salaries

Current:

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$45,066
Los Angeles County (Van Nuys)	MSA-2	\$45,066
Los Angeles County (Carson)	MSA-3	\$46,091
Los Angeles County (Los Angeles)	MSA-4	\$44,041
Los Angeles County (Reseda)	MSA-5	\$45,066
Los Angeles County (Los Angeles)	MSA-6	\$44,041
Los Angeles County (Northridge)	MSA-7	\$45,066
Los Angeles County (Bell)	MSA-Bell	\$46,091
San Diego County (San Diego)	MSA-San Diego	\$45,066
Orange County (Santa Ana)	MSA-Santa Ana	\$44,041

2) Prior Experience coefficient and cap of years

Current:

<u>Field #</u>	<u>Qualification</u>	<u>Coefficient</u>	<u>Points</u>	<u>Max</u>
3	Prior Experience	\$508	1 for each year up to 10 years	10

Cap of 10 years will be applied for prior full-time, full-year teaching, administrative, and other related field work experience. Student teaching as part of the credentialing program does not count. Employees need to verify their prior employment. Final decision will be made by the Home Office.

Discuss coefficient: Increase or not?

\$508 per year for prior experience creates a difficulty when recruiting teachers with experience. MPS teachers see an increase of \$1,015 per year. A candidate with 10 years of teaching experience would get \$5,080 for prior experience while a current MPS teacher with 10 years experience would get \$10,150. The difference creates discrepancy in the pay scale when recruiting experienced teachers; closing this discrepancy by increasing the prior experience coefficient might help. This would also impact existing teachers' salaries. See Budget Implications below for different scenarios:

Discuss cap: 10 vs. 15 years

MPS has few teachers with more than 10 years of prior experience so it will not likely impact the budget to extend the 10 years to 15 years at the moment, but it might help in attracting more experienced teachers during recruitment.

3) MPS Experience is capped at 15 years.

This is causing an inconvenience for teachers who have started their career at MPS. Their experience is capped at 15 years for life per the scale while a teacher who has prior experience can earn up to 10 prior + 15 MPS = 25 experience years.

As proposed in the leadership scale, we are proposing to increase the total number of years to be capped at 25. Sample language is as follows:

\* Total experience, i.e., the sum of prior experience and MPS experience will be capped at 25 years. For total experience that is more than 25 years, MPS experience will be considered before prior experience.

4) Available performance pay is currently \$2,000 for Highly Effective (HE) teachers and \$1,500 for Effective (E) teachers.

Discuss: Offering \$5,000 (HE) and \$3,000 (E) for performance pay

Budget Implications

- Budget Impact has not been included in the board approved budgets.

No action is made at this point. If the performance pay was increased to the above-mentioned amounts, the annual impact would approximately be as follows:

School	# Effective (E)	# Highly Effective (HE)	Total Budget Impact: (\$1,500 * E)+ (\$3,000 * HE)	Average Raise Per Teacher due to Performance Pay Increase
MSA-1	12	14	\$60,000	\$2,308
MSA-2	14	6	\$39,000	\$1,950
MSA-3	9	7	\$34,500	\$2,156
MSA-4	5	4	\$19,500	\$2,167
MSA-5	6	1	\$12,000	\$1,714
MSA-6	4	4	\$18,000	\$2,250
MSA-7	1	13	\$40,500	\$2,893
MSA-BEL L	11	4	\$28,500	\$1,900
MSA-SD	3	9	\$31,500	\$2,625
MSA-SA	13	8	\$43,500	\$2,071
<b>MPS</b>	<b>78</b>	<b>70</b>	<b>\$327,000</b>	<b>\$2,209</b>

If prior experience pay was increased from \$508 per year to, for example \$750 per year and \$900 per year, the approximate impact to the school budgets would be as follows:

	# of teachers	Total Prior Year Exp.	Average Prior Year Exp.	Total Payment for Prior Experience \$508	Total Payment for Prior Experience \$750	Total Impact	Average impact per teacher	Total Payment for Prior Experience \$900	Total Impact	Average impact per teacher
MSA-1	27	70	2.6	\$35,560	\$52,500	\$16,940	\$627	\$63,000	\$27,440	\$1,016
MSA-2	24	89	3.7	\$45,212	\$66,750	\$21,538	\$897	\$80,100	\$34,888	\$1,454
MSA-3	17	80	4.7	\$40,640	\$60,000	\$19,360	\$1,139	\$72,000	\$31,360	\$1,845
MSA-4	12	30	2.5	\$15,240	\$22,500	\$7,260	\$605	\$27,000	\$11,760	\$980
MSA-5	15	43	2.9	\$21,844	\$32,250	\$10,406	\$694	\$38,700	\$16,856	\$1,124
MSA-6	7	10	1.4	\$5,080	\$7,500	\$2,420	\$346	\$9,000	\$3,920	\$560
MSA-7	13	29	2.2	\$14,732	\$21,750	\$7,018	\$540	\$26,100	\$11,368	\$874
MSA-BELL	18	46	2.6	\$23,368	\$34,500	\$11,132	\$618	\$41,400	\$18,032	\$1,002
MSA-SD	18	66	3.7	\$33,528	\$49,500	\$15,972	\$887	\$59,400	\$25,872	\$1,437
MSA-SA	44	146	3.3	\$74,168	\$109,500	\$35,332	\$803	\$131,400	\$57,232	\$1,301
<b>MPS</b>	<b>195</b>	<b>609</b>	<b>3.1</b>	<b>\$309,372</b>	<b>\$456,750</b>	<b>\$147,378</b>	<b>\$756</b>	<b>\$548,100</b>	<b>\$238,728</b>	<b>\$1,224</b>

How Does This Action Relate/Affect/Benefit All MSAs?

A competitive salary scale discussion is needed to maintain and grow our Effective and Highly Effective teachers and to recognize their performance.

Name of Staff Originator:

Orielle Revish, HR Director

Suat Acar, Chief Operations Officer

David Yilmaz, Chief Accountability Officer

Exhibits (attachments):

MPS Pay Raise Scale 2017-18 (Teaching Positions)





# **MPS EMPLOYEE PAY RAISE SCALE**

## **FULL-TIME TEACHING POSITIONS**

Last Amended: 1/16/18

MPS EMPLOYEE PAY RAISE SCALE (FULL-TIME TEACHING POSITIONS)

**SALARY CALCULATIONS**

**Components of Employee Salaries**

School Level: Teaching Positions		
1	<b>Base School Salary</b>	➔ Base Employee Salary
	+	
2	<b>Employee Qualifications Pay</b>	
	+	
3	<b>Employee Performance Pay</b>	
	+	
4	<b>Pay for Additional Duties</b>	

**Narrative:**

- 1) The MPS Board of Directors will closely work with the Home Office to review and update this employee pay raise scale and approve it at one of its meetings prior to the fiscal year to which it applies.
- 2) This Board-approved pay raise scale will be in effect as of August 1, 2014 and until the next Board approval of an updated scale. MPS reserves the right to modify this pay raise scale, as well as any policies affecting employee compensation, including but not limited to maintaining any pay raise scale at all.
- 3) This policy replaces and overrides any previous pay/bonus policy.
- 4) This pay raise scale applies to all full-time teaching staff.
- 5) Salary for full-time teaching positions has four major components: base school salary, employee qualifications pay, employee performance pay, and pay for additional duties.
- 6) Additional duties for employees will be assigned add-on points as explained further in this scale. These duties have to be approved by the school administration and the Home Office. The add-on points for such additional duties are not part of employee's base salary; they are earnings on top of the base employee salary designated for the extra duties performed for the specific year of service. Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. See "Additional Duties" for details.
- 7) Employees currently receiving above the scale will continue to receive that amount until the scale catches up to that amount.
- 8) Retroactive salary increases are not permitted.
- 9) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as



determined by the DOL.

10) Employees will be able to update their qualifications, such as degree, credential, etc., until August 20 of the new work year, and these updated qualifications will be used in salary calculations. For example; qualifications submitted by August 20, 2014 will be used in determining 2014-15 salaries.

11) Performance pay is based on the employee's performance rating. See "Employee Performance" for details.

12) Whether identified or not in this scale, the Home Office will make the final determination regarding salary calculations for any employee at any position and has the authority to make any revisions based on changing budget conditions.

### 1) BASE SCHOOL SALARY

Base School Salary		
<u>Location</u>	<u>School</u>	<u>Base</u>
Los Angeles County (Reseda)	MSA-1	\$45,066
Los Angeles County (Van Nuys)	MSA-2	\$45,066
Los Angeles County (Carson)	MSA-3	\$46,091
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Los Angeles County (Northridge)	MSA-7	\$45,066
Los Angeles County (Bell)	MSA-Bell	\$46,091
San Diego County (San Diego)	MSA-San Diego	\$45,066
Orange County (Santa Ana)	MSA-Santa Ana	\$44,041

#### Narrative:

1) The Base School Salary for each school is determined based on the specific school budget, size, and challenge, as well as the cost of living at the school location.

2) Based on the above parameters, the Board may adjust the Base School Salaries each year.

**2) EMPLOYEE QUALIFICATIONS PAY**

Qualifications				
Field #	Qualification	Coefficient	Points	Max
1	Degree	\$1,015	1, 2 or 3. See notes.	3
2	Credential	\$1,015	1, 2 or 3. See notes.	3
3	Prior Experience	\$508	1 for each year up to 10 years	10
4	MPS Experience	\$1,015	1 for each year up to 15 years	15

**Narrative:**

- 1) Degree: 1 point for each master's degree; 3 points for a doctoral degree
- 2) Credential: 1 point for California Clear Teaching Credential and 2 points for National Board Certification for a total of up to 3 points. Preliminary credential or additional number of credentials do not earn points.
- 3) Cap of 10 years will be applied for prior full-time, full-year teaching, administrative, and other related field work experience. Student teaching as part of the credentialing program does not count. Employees need to verify their prior employment. Final decision will be made by the Home Office.
- 4) MPS experience is valued more than prior experience and capped at 15 years. Full and partial years will be added and the sum will be rounded to the lower multiple of one-half.

### 3) EMPLOYEE PERFORMANCE PAY

#### Available Performance Pay

School Level: Teaching Positions

\$2,000

#### End-of-Year Overall Evaluation Ratings

<b>Rating</b>	<b>Earns % of Available Performance Pay</b>
4: Highly Effective (HE)	100%
3: Effective (E)	75%
2: Developing (D)	N/A
1: Ineffective (I)	N/A

#### Narrative:

- 1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.
- 2) Employees who receive a "4: Highly Effective (HE)" rating on their end-of-year overall evaluation will earn 100% of the available performance pay and those who receive a "3: Effective (E)" rating will earn 75% of the available performance pay.
- 3) Available performance pay will be an additional \$2,000 (for school level teaching positions) to the employee's base salary. This amount will be in effect until the next Board approval of an updated/revised scale.
- 4) MPS believes in use of data in determining employee performance. As explained in detail in MPS' board-approved employee evaluation protocols, survey and student assessment data as well as supervisor's evaluation of the employee on MPS Framework for Teaching are used in teaching staff evaluations.
- 5) Performance pay is given only to existing full-time employees who have completed a full-year at MPS based on their performance in the finished year. Corresponding performance pay is included in next year's salaries.

**4) PAY FOR ADDITIONAL DUTIES**

Coefficient	
Coefficient for Additional Duties	\$1,000

Additional Duties	
<u>Duty</u>	<u>Add-on Points</u>
Discipline Coordinator	5.0
I.T. Technician	5.0
Testing Coordinator	5.0
MTSS Coordinator	3.0
EL Coordinator	3.0
A.R. Coordinator	2.5
After School Coordinator	2.5
STEAM Festival/Expo Coordinator	2.0
AP Teacher	2.0
Athletic Director	2.0
Department Chair	1.5
Grade Level Chair	1.5
WASC Self-Study Coordinator	1.5
BTSA Mentor	1.5
SSPT Coordinator	1.0
Extracurricular Activities Coordinator	1.0
Blended Learning Coordinator	1.0
Seasonal Sports Coach	1.0
Extra Teaching Hours ***	1.0
CAP Mentor	1.0
Student Leadership/Gov't. Advisor	1.0
STEM Club	1.0
Extra Club	1.0
Special Competition Coach	0.5
Reflection Committee Team Member	0.5

**Narrative:**

- 1) The coefficient for additional duties is \$1,000 per add-on point.
- 2) Additional duties for employees will be assigned add-on points as indicated in the table for additional duties. These duties have to be approved by the school administration and the Home Office annually prior to the duties are performed.
- 3) The add-on points for additional duties are not part of employee's base salary; they are earnings on top of the base employee salary designated for the extra duties performed for the specific year of service.
- 4) Payment for additional duties will be made during and only for the fiscal year in which the duties are performed. Depending on the duties, this amount can either be included in the semi-monthly salary or paid to the employee in several installments.
- 5) STEM clubs include Advanced Math, Lego, Science, and other approved STEM clubs.
- 6) Special competitions include MathCounts, Lego, County Science Fairs, Spelling Bee, Academic Decathlon, Art contests, and other approved competitions.
- 7) Extra clubs are clubs employees offer in addition to their required two (2) after-school tutoring/club sessions.
- 8) Each additional weekly teaching hour over the standard 25 hours, plus 2.5 hours of SSR/Advisory, will earn the employee 1.0 point for their annual salary. For example; a teacher teaching 27 hours, plus 2.5 hours of SSR/Advisory per week over a year, will earn 2.0 add-on points, i.e., and additional \$2,000 for the year.
- 9) Payments for any additional duties not described herein (Saturday tutoring, other approved hourly duties, etc.) will be resolved by the school administration and the Home Office via payroll.
- 10) Exceptions: The add-on points for additional duties are for full-time teaching staff and other approved staff on a case-by-case basis. Principals and assistant principals/deans do not earn add-on points for any of the additional duties listed in this table. MTSS coordinator does not earn add-on points for SSPT coordination. After-school coordinators do not earn add-on points for after-school coordination if they are already being paid separately for that duty, e.g., through an after-school grant. Computer teachers who also do IT technician duties for less than 50% of their time can earn add-on points for their IT technician duties. If they do IT for 50% or more of their time, then they will be regarded as IT Technician for salary calculations. Final decision will be made by the school administration and the Home Office.

**Revision History:**

<b>Revision</b>	<b>Date</b>	<b>Description of changes</b>	<b>Requested By</b>
0	5/12/14	Initial Release	David Yilmaz
1	3/10/16	The difference in pay between teachers teaching different subjects is removed; one percent is added to base pay (excluding benefits).	Terri Boatman
2	3/8/17	Additional duties and corresponding add-on points are revised by the Home Office.	Orielle Revish
3	1/16/18	Edited to reflect above changes, including current base school salaries, additional duties, add-on points, and language for employee evaluation ratings.	David Yilmaz