



Board Agenda Item #	III C - Action Item
Date:	03.08.2018
To:	Magnolia Board of Directors
From:	Caprice Young, Ed.D., CEO & Superintendent
Staff Lead:	Orielle Revish, HR Director Suat Acar, Chief Operations Officer David Yilmaz, Chief Accountability Officer
RE:	Approve the MPS Employee Pay Raise Scale for School Leaders

Proposed Board Recommendation

I move that the Board approve the MPS Employee Pay Raise Scale for School Leaders.

Background

General

MPS has been implementing a board-approved pay raise scale for school leaders (Principals and Assistant Principals/Deans) since the 2014-15 school year. In the initial versions of the policy, salary for school leaders had three major components: base school salary, employee qualifications pay, and employee performance pay. MPS Home Office has met with 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 school leaders 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 recommend the approval of the attached pay raise scale effective July 1, 2018.

Past Revisions to the Scale

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) principals. 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 California Professional Standards for Educational Leaders (CPSEL) are used in school leader evaluations.

A major change to the school leader pay scale was made on May 12, 2016 where a salary band was introduced for dean and principal salaries. Introducing the band assured that our school leader salaries did not go below the following minimum salary amounts.

Position	Minimum Salary	Median Salary	Max
Dean	\$70,000	\$82,000	\$94,000
Principal	\$90,000	\$102,000	\$114,000

The past and current salary scales did not distinguish school leaders’ prior experience whether it was for a principal position, AP/Dean position, or other related field work experience. It also did not include school enrollment as a factor in salary calculations. Moreover, feedback from our stakeholders tells us to introduce an effective evaluation system and performance based pay.

Proposed Revisions

After meetings with the personnel committee, principals, deans, c-team, HR, and other stakeholders, we propose the attached pay raise scale for school leaders. Following are some highlights from the document.

- 1) The following salary bands will be applied to school leader positions:

Assistant Principal/Dean	Minimum: \$70,000	Maximum: \$100,000
Principal	Minimum: \$90,000	Maximum: \$130,000

If the pay raise calculations for a school leader result in an amount either below the band minimum or above the band maximum, the minimum or the maximum amounts will be applied respectively.

- 2) Qualifications pay will differentiate principal experience from AP/dean experience and other field related experience. The prior experience (other) and MPS experience (other) has been set at \$750 and \$1,015 to be consistent with the pay raise scale for teachers. AP/Dean and Principal experience coefficients are introduced to appreciate school leadership experience.

Field #	Qualification	Coefficient	Points	Max
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4	Prior Experience (Other)	\$750	1 for each year up to 15	15
5	Prior Experience (AP/Dean)	\$1,125	1 for each year up to 15	15

6	Prior Experience (Principal)	\$1,350	1 for each year up to 15	15
7	MPS Experience (Other)	\$1,015	1 for each year up to a total* of 25 rs	25
8	MPS Experience (AP/Dean)	\$1,250	1 for each year up to a total* of 25	25
9	MPS Experience (Principal)	\$1,500	1 for each year up to a total* of 25	25

3) Position points for assistant principals and deans have been set as 15; no differentiation is made among different types of deans. Position points for principals is now based on both the grade span and enrollment of the school:

Position Points

Principal	School Enrollment:			
	0-199	200-399	400-599	600+
Grade Span:				
K-5 or 6-8	25	30	35	40
K-8, 9-12 or 6-12	30	35	40	45
K-12	35	40	45	50

4) MPS Experience was capped at 15 years. This is causing an inconvenience for school leaders who have started their career at MPS. Their experience is capped at 15 years for life per the scale while a school leader 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:

Experience						
Lower Priority			→	Higher Priority		
Prior Experience (Other)	Prior Experience (AP/Dean)	Prior Experience (Principal)	MPS Experience (Other)	MPS Experience (AP/Dean)	MPS Experience (Principal)	
Prior experience capped at 15 years			Total experience* capped at 25 years			

* 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 and experience with

higher coefficients will be prioritized. See the table above for experience in priority order to be counted towards the 25 years.

Based on feedback from our stakeholders, the Home Office considered three different scenarios for the base school salary and performance pay amounts.

SCENARIO A:

- All base school salaries will be set at \$46,100.
- Performance pay will be increased from \$2,000 to \$5,000 for Highly Effective school leaders and \$1,500 to \$3,000 for Effective school leaders.

SCENARIO B: *(more conservative scenario)*

- All base school salaries will remain the same.
- Performance pay will be increased from \$2,000 to \$4,000 for Highly Effective school leaders and \$1,500 to \$2,000 for Effective school leaders.

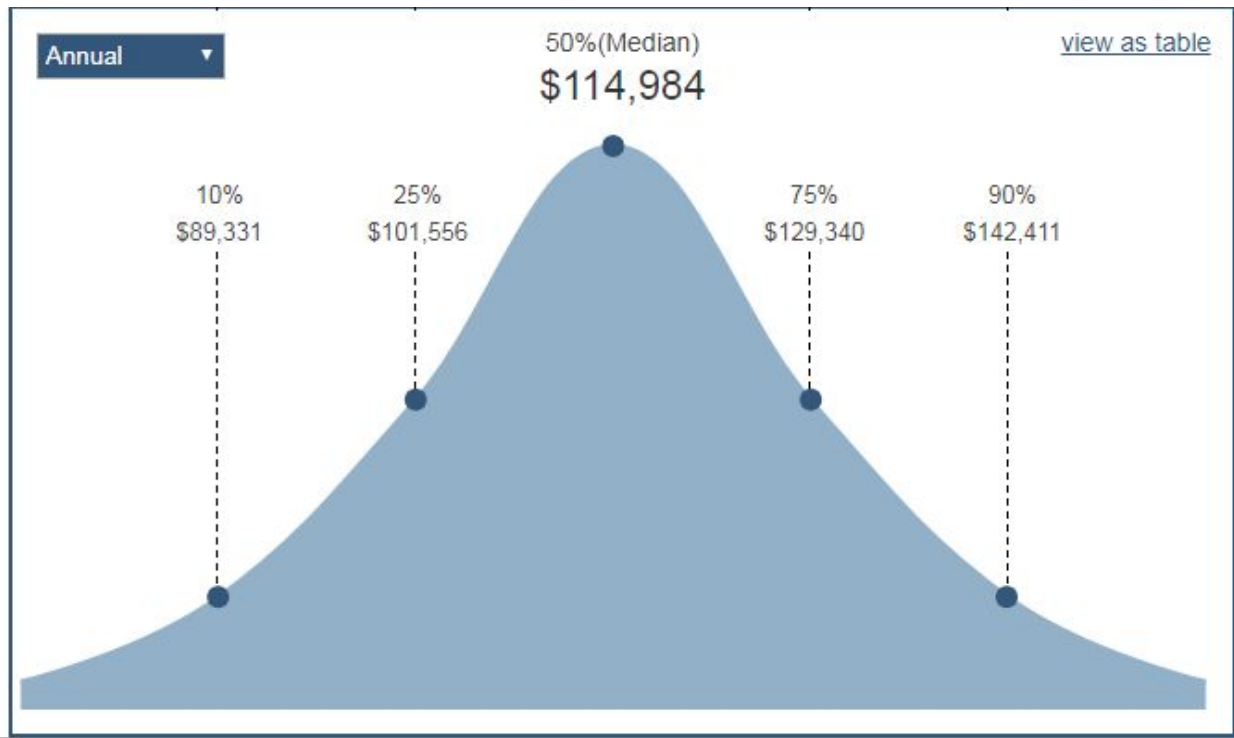
SCENARIO C:

- All base school salaries will be set at \$46,600.
- Performance pay will be increased from \$2,000 to \$4,000 for Highly Effective school leaders and \$1,500 to \$2,000 for Effective school leaders.

Scenarios A, B, and C have been analyzed below under Budget Implications. After input from our stakeholders and careful thought, Scenario C has been recommended by the Home Office to the Personnel Committee and approved by the Committee for a recommendation to the full board at their meeting on February 22, 2018.

Comparison Study

The attached document “Los Angeles Principal Salary Data” shows that the median annual School Principal salary in Los Angeles, CA is \$114,984, as of January 30, 2018, with a range usually between \$101,556-\$129,340 not including bonus and benefit information and other factors that impact base pay.



SCENARIO A:

MPS principal salary will range from about \$93K to \$114K with a median salary of about \$102K.

SCENARIO B:

MPS principal salary will range from about \$92K to \$111K with a median salary of about \$101K.

SCENARIO C:

MPS principal salary will range from about \$94K to \$113K with a median salary of about \$101,655.

Budget Implications

The attached Budget Impact document includes an estimate of increases in total school leader salaries per site as well as average increase in school leader salaries. Following is the estimated increase in average school leader salaries per site if the scale is approved:

SCENARIO A:

- All base school salaries will be set at **\$46,100**.
- Performance pay will be increased from \$2,000 to **\$5,000** for Highly Effective school leaders and \$1,500 to **\$3,000** for Effective school leaders.

	MPS Average School Leader Salary	MPS Average School Leader Salary	MPS Average School Leader Salary	% of change
	B	B'	Change B to B'	Change B to B'
MSA-1	\$82,293	\$90,115	\$7,822	9.51%
MSA-2	\$79,171	\$88,538	\$9,367	11.83%
MSA-3	\$78,250	\$82,364	\$4,114	5.26%
MSA-4	\$81,711	\$88,248	\$6,537	8.00%
MSA-5	\$87,500	\$93,578	\$6,078	6.95%
MSA-6	\$83,000	\$85,835	\$2,835	3.42%
MSA-7	\$81,121	\$91,505	\$10,385	12.80%
MSA-8	\$77,220	\$82,119	\$4,899	6.34%
MSA-SD	\$83,250	\$87,005	\$3,755	4.51%
MSA-SA	\$82,456	\$86,634	\$4,178	5.07%
MPS	\$81,202	\$87,032	\$5,830	7.18%

In SCENARIO A, we estimate the **average school leader salary** to change from \$81,202 to \$87,032, resulting in an increase of **\$5,830**. This is about **7.18%** increase in salaries. The factors that cause the increase include \$1,500 per year principal experience pay for years served at MPS, recognition of prior leadership experience, increase in base school salary, and more importantly the increase in the performance pay. The following table, as copied from the attached Budget Impact document, shows an estimate of the budget impact per site for the increases in school

leader salaries and benefits. MPS total impact of school leader salaries and benefits is estimated to be **\$238,551** in this scenario.

	MPS Total School Leader Compensation (Salary + Benefits)
	Change E to E'
MSA-1	\$38,797
MSA-2	\$46,458
MSA-3	\$20,404
MSA-4	\$16,212
MSA-5	\$15,072
MSA-6	\$7,031
MSA-7	\$25,754
MSA-8	\$24,298
MSA-SD	\$18,625
MSA-SA	\$25,901
MPS	\$238,551

SCENARIO B: *(more conservative scenario)*

- All base school salaries will remain the same.
- Performance pay will be increased from \$2,000 to **\$4,000** for Highly Effective school leaders and \$1,500 to **\$2,000** for Effective school leaders.

	MPS Average School Leader Salary	MPS Average School Leader Salary	MPS Average School Leader Salary	% of change
	B	B'	Change B to B'	Change B to B'

MSA-1	\$82,293	\$88,081	\$5,788	7.03%
MSA-2	\$79,171	\$86,504	\$7,333	9.26%
MSA-3	\$78,250	\$82,364	\$4,114	5.26%
MSA-4	\$81,711	\$85,189	\$3,478	4.26%
MSA-5	\$87,500	\$92,561	\$5,061	5.78%
MSA-6	\$83,000	\$83,128	\$128	0.15%
MSA-7	\$81,121	\$89,471	\$8,351	10.29%
MSA-8	\$77,220	\$81,110	\$3,890	5.04%
MSA-SD	\$83,250	\$85,748	\$2,498	3.00%
MSA-SA	\$82,456	\$84,799	\$2,342	2.84%
MPS	\$81,202	\$85,452	\$4,249	5.23%

In SCENARIO B, we estimate the **average school leader salary** to change from \$81,202 to \$85,452, resulting in an increase of **\$4,249**. This is about **5.23%** increase in salaries. The factors that cause the increase include \$1,500 per year principal experience pay for years served at MPS, recognition of prior leadership experience, and more importantly the increase in the performance pay. The following table, as copied from the attached Budget Impact document, shows an estimate of the budget impact per site for the increases in school leader salaries and benefits. MPS total impact of school leader salaries and benefits is estimated to be **\$173,889** in this scenario.

	MPS Total School Leader Compensation (Salary + Benefits)
	Change E to E'
MSA-1	\$28,708
MSA-2	\$36,369
MSA-3	\$20,404
MSA-4	\$8,625

MSA-5	\$12,550
MSA-6	\$317
MSA-7	\$20,709
MSA-8	\$19,293
MSA-SD	\$12,390
MSA-SA	\$14,522
MPS	\$173,889

SCENARIO C:

- All base school salaries will be set at **\$46,600**.
- Performance pay will be increased from \$2,000 to **\$4,000** for Highly Effective school leaders and \$1,500 to **\$2,000** for Effective school leaders.

	MPS Average School Leader Salary	MPS Average School Leader Salary	MPS Average School Leader Salary	% of change
	B	B'	Change B to B'	Change B to B'
MSA-1	\$82,293	\$89,615	\$7,322	8.90%
MSA-2	\$79,171	\$88,038	\$8,867	11.20%
MSA-3	\$78,250	\$82,614	\$4,364	5.58%
MSA-4	\$81,711	\$87,748	\$6,037	7.39%
MSA-5	\$87,500	\$93,328	\$5,828	6.66%
MSA-6	\$83,000	\$85,335	\$2,335	2.81%
MSA-7	\$81,121	\$91,005	\$9,885	12.18%
MSA-8	\$77,220	\$81,619	\$4,399	5.70%
MSA-SD	\$83,250	\$86,630	\$3,380	4.06%
MSA-SA	\$82,456	\$86,334	\$3,878	4.70%
MPS	\$81,202	\$86,684	\$5,481	6.75%

In SCENARIO C, we estimate the **average school leader salary** to change from \$81,202 to \$86,684, resulting in an increase of **\$5,481**. This is about **6.75%** increase in salaries. The factors that cause the increase include \$1,500 per year principal experience pay for years served at MPS, recognition of prior leadership experience, increase in base school salary, and more importantly the increase in the performance pay. The following table, as copied from the attached Budget Impact document, shows an estimate of the budget impact per site for the increases in school leader salaries and benefits. MPS total impact of school leader salaries and benefits is estimated to be **\$224,291** in this scenario.

	MPS Total School Leader Compensation (Salary + Benefits)
	Change E to E'
MSA-1	\$36,317
MSA-2	\$43,978
MSA-3	\$21,644
MSA-4	\$14,972
MSA-5	\$14,452
MSA-6	\$5,791
MSA-7	\$24,514
MSA-8	\$21,818
MSA-SD	\$16,765
MSA-SA	\$24,041
MPS	\$224,291

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 school leaders 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 2018-19 (School Leaders)

Budget Impact 2018-19

Los Angeles Principal Salary Data

Projected with Salary Increase (budget)



2018-19 COMPENSATION INCREASE PROPOSAL OVERVIEW

***PREPARED FOR THE PERSONNEL COMMITTEE
MEETING ON FEBRUARY 21, 2018***



OVERVIEW SUMMARY

Staff prepared an analysis of potential school site staff salary increases based on anticipated increased revenues from the state and assuming (for the analysis) no increase in the number of students we serve (because new students also come with new costs). This provided an “apples-to-apples” comparison of current to projected financials.

Assumptions:

- New ongoing revenues of \$2,479,704 and one time revenues of \$559,508
- STRS increase from 14.4% to 16.3% of salary expense (rising to 19.1% by 2020-21)
- PERS increase from 15.5% to 18.1% of salary expense (rising to 25.0% by 2020-21)
- Health and Welfare increase of up to 10.5% above 2017-18 rates
- Principal driven expected non-personnel increases in expenses (unique to each school)
- Maintaining CMO fees at current levels (although we are doing a separate analysis of potential CMO fee calculations that would be more closely targeted to school size/needs)

Based on these assumptions, Magnolia as a whole can afford a salary increase for teachers, administrators, and other staff of approximately 5 to 8% on average, but in some cases as high as 11.67% in schools with current low base salaries.

PROPOSED NEW INCREASES



	Average % Salary Increase	Average Increase	Total Cost Including Benefits
Teachers	8.27%	\$4,685	\$999,260
Administrators	6.75%	\$5,481	\$224,292
Other	5.40%	Budgeted Pool	\$342,624
Total Cost of Increases			\$1,566,576

MPS average teachers' salaries (excluding special duties and performance pay) goes up from \$56,648 to \$61,333.

(See David's detailed sheets.)

- Raises all base salaries to \$46,600
- Increases non-MPS experience pay from \$500 to \$750 per year
- Provides annual lump sum performance bonus of \$2,000 to \$4,000 for high performers
- Realigns administrators' compensation to the salary scale
- Creates a pool of 5.4% to provide increases to other staff



OVERALL AFFORDABILITY

Our current projection shows that we will need to find other cuts to make this work, but principals and C-Team leaders are confident we will be successful in prioritizing the well-being of our team members and get this done.

(Please refer to next spreadsheet, provided in Excel also.)

MPS P1	\$M
Revenue	\$52.9
Expenses	\$51.2
Net Op Income	\$1.7
+ New Rev.	\$3.0
- New Exp.	\$1.7
- Comp. Increases	\$1.6
Net	(\$0.3)
Net % of Current Exp.	Less than 1%

OPERATIONAL CASE



1st Interim 2017-18
Board Approved - November 2017

	MSA-1	MSA-2	MSA-3	MSA-4	MSA-5	MSA-6	MSA-7	MSA-8	MSA-SA	MSA-SD	MERF
Total ADA	524	447	436	171	200	159	274	472	708	391	
Revenue											
LCFF Entitlement	5,484,674	4,574,891	4,481,571	1,731,925	1,929,828	1,476,568	2,628,620	4,594,558	6,751,562	2,969,208	-
Federal Revenue	1,135,781	514,733	516,116	234,372	247,827	175,300	253,209	338,348	618,521	131,511	-
Other State Revenues	1,058,131	415,325	523,834	166,940	210,305	221,334	593,416	610,544	626,911	424,437	-
Local Revenues	69,650	37,173	40,578	22,385	136,178	1,200	37,408	34,273	67,812	78,739	6,442,850
Fundraising and Grants	68,185	23,464	13,575	4,017	2,017	14,749	12,898	22,236	37,258	33,051	103,174
Total Revenue	7,816,421	5,565,586	5,575,674	2,159,639	2,526,155	1,889,151	3,525,550	5,599,960	8,102,063	3,636,946	6,546,024
Expenses											
Compensation and Benefits	3,547,324	3,179,649	2,834,932	1,085,264	1,461,162	1,182,176	1,672,274	2,727,429	4,497,127	2,199,259	3,093,481
Books and Supplies	528,813	384,759	455,677	169,842	274,711	129,346	203,550	433,350	679,040	127,765	65,421
Services and Other Operating Exp	2,876,940	1,851,605	2,111,108	829,185	702,081	514,219	1,469,029	2,207,990	2,221,823	1,424,179	2,969,566
Depreciation	153,345	51,413	20,196	15,656	18,908	28,726	44,909	96,064	505,350	30,295	933
Other Outflows	-	-	-	-	-	-	-	-	173,107	-	-
Total Expenses	7,106,422	5,467,426	5,421,913	2,099,947	2,456,862	1,854,468	3,389,763	5,464,833	8,076,447	3,781,498	6,129,401
Operating Income	710,000	98,160	153,761	59,692	69,292	34,684	135,787	135,127	25,616	(144,552)	416,623
% of Operating Expense	9.99%	1.80%	2.84%	2.84%	2.82%	1.87%	4.01%	2.47%	0.32%	-3.82%	6.80%

Projected Revenue Increase 2018-19											
LCFF Base Rate											
One Time Discretionary Funds (from \$147 to \$295)	\$148										
Total	360,976	338,628	220,427	103,728	174,137	92,691	77,674	207,120	742,474	161,850	-
Projected Expenditure Increase 2018-19											
STRS (from 14.43% to 16.28%)	1.85%	42,108	36,122	29,889	13,660	17,128	12,990	18,695	32,805	51,867	26,643
PERS (from 15.5331% to 18.1%)	2.60%	10,582	9,966	13,867	2,183	3,414	4,146	6,575	7,881	15,149	5,218
H & W (projected increase =10. 5%)		41,952	43,150	42,304	12,141	31,096	16,159	18,168	28,697	51,826	27,731
Change in Supplies and Operating Exp. Based on Projections		216,635	112,473	88,582	42,199	42,864	52,533	-	81,138	350,836	-
Total		311,276	201,711	174,642	70,184	94,502	85,828	43,438	150,520	469,678	59,592
Proposed 2018-19 Salary Increases:											
Teachers		91,125	68,308	87,715	61,771	75,067	33,015	100,030	87,250	286,269	108,710
School Administrators		36,317	43,978	21,644	14,972	14,452	5,791	24,514	21,818	24,041	16,765
Classified Clerical and Office Salaries (5.4% increase)		25,332	26,495	38,922	4,856	9,427	12,455	17,256	20,950	36,463	14,816
Total		152,774	138,781	148,281	81,599	98,946	51,261	141,800	130,018	346,733	140,291
Net Impact 2018-19		(25,576)	64,319	(38,118)	(27,787)	10,350	(20,809)	(66,992)	(3,615)	30,735	19,808
Projected Net Income after Salary Increases		684,424	162,479	115,643	36,905	79,642	13,875	68,795	131,513	56,351	(124,744)
% of Operating Expense		9.04%	2.80%	2.01%	1.64%	3.01%	0.70%	1.92%	2.29%	0.63%	-3.13%



COMPARISON WITH OTHERS



See handouts attached



RECOMMENDATION

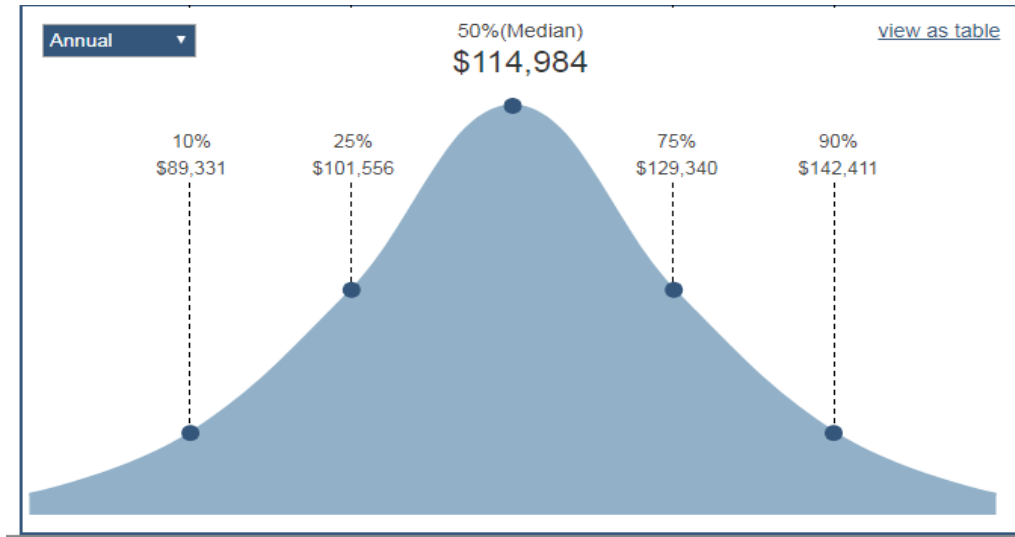
Adopt the revised salary schedules for teachers and administrators, establish the 5.4% pool for other salary increase, and affirm board support for principals' to waive the salary schedule limitations in unique situations with approval from the CEO that the waiver is financial sound, academically necessary, and consistent with Magnolia's commitment to equal opportunities for all staff without regard to gender, race, ethnicity, national origin, or sexual orientation.

MAGNOLIA PUBLIC SCHOOLS
1st Interim 2017-18
Board Approved - November 2017

	MSA-1	MSA-2	MSA-3	MSA-4	MSA-5	MSA-6	MSA-7	MSA-8	MSA-9A	MSA-SD	MERF	Total
Total ADA	524	447	435	171	200	159	274	472	708	391		3,780
Revenue												
LCFF Entitlement	5,484,674	4,574,891	4,481,571	1,731,925	1,929,828	1,476,568	2,628,620	4,594,558	6,751,562	2,969,208	-	36,623,406
Federal Revenue	1,135,781	514,733	516,116	234,372	247,827	175,300	253,209	338,348	618,521	131,511	-	4,165,717
Other State Revenues	1,058,131	415,325	523,834	166,940	210,305	221,334	593,416	610,544	626,911	424,437	-	4,851,178
Local Revenues	69,650	37,173	40,578	22,385	136,178	1,200	37,408	34,273	67,812	78,739	6,442,850	6,968,246
Fundraising and Grants	68,185	23,464	13,575	4,017	2,017	14,749	12,898	22,236	37,258	33,051	103,174	334,622
Total Revenue	7,816,421	5,565,586	5,575,674	2,159,639	2,526,155	1,889,151	3,525,550	5,599,960	8,102,063	3,636,946	6,546,024	52,943,169
Expenses												
Compensation and Benefits	3,547,324	3,179,649	2,834,932	1,085,264	1,461,162	1,182,176	1,672,274	2,727,429	4,497,127	2,199,259	3,093,481	27,480,077
Books and Supplies	528,813	384,759	455,677	169,842	274,711	129,346	203,550	433,350	679,040	127,765	65,421	3,452,274
Services and Other Operating Exp	2,876,940	1,851,605	2,111,108	829,185	702,081	514,219	1,469,029	2,207,990	2,221,823	1,424,179	2,969,566	19,177,725
Depreciation	153,345	51,413	20,196	15,656	18,908	28,726	44,909	96,064	505,350	30,295	933	965,796
Other Outflows	-	-	-	-	-	-	-	-	173,107	-	-	173,107
Total Expenses	7,106,422	5,467,426	5,421,913	2,099,947	2,456,862	1,854,468	3,389,763	5,464,833	8,076,447	3,781,498	6,129,401	51,248,979
Operating Income	710,000	98,160	153,761	59,692	69,292	34,684	135,787	135,127	25,616	(144,552)	416,623	1,694,190
% of Operating Expense	9.99%	1.80%	2.84%	2.84%	2.82%	1.87%	4.01%	2.47%	0.32%	-3.82%	6.80%	
Projected Revenue Increase 2018-19												
LCFF Base Rate	360,976	338,628	220,427	103,728	174,137	92,691	77,674	207,120	742,474	161,850	-	2,479,704
One Time Discretionary Funds (from \$147 to \$295)	\$ 148	77,499	66,183	64,377	25,268	29,660	23,590	40,572	69,804	104,713	57,842	559,508
Total	438,475	404,811	284,804	128,996	203,797	116,280	118,247	276,924	847,186	219,692	-	3,039,212
Projected Expenditure Increase 2018-19												
STRS (from 14.43% to 16.28%)	1.85%	42,108	36,122	29,889	13,660	17,128	12,990	18,695	32,805	51,867	26,643	290,550
PERS (from 15.5331% to 18.1%)	2.60%	10,582	9,966	13,867	2,183	3,414	4,146	6,575	7,881	15,149	5,218	130,446
H & W (projected increase =10.5%)		41,952	43,150	42,304	12,141	31,096	16,159	18,168	28,697	51,826	27,731	337,144
Change in Supplies and Operating Exp. Based on Projections		216,635	112,473	88,582	42,199	42,864	52,533	-	81,138	350,836	-	987,260
Total		311,276	201,711	174,642	70,184	94,502	85,828	43,438	150,520	469,678	59,592	1,745,400
Proposed 2018-19 Salary Increases:												
Teachers		91,125	68,308	87,715	61,771	75,067	33,015	100,030	87,250	286,269	108,710	999,260
School Administrators		36,317	43,978	21,644	14,972	14,452	5,791	24,514	21,818	24,041	16,765	224,292
Classified Clerical and Office Salaries (5.4% increase)		25,332	26,495	38,922	4,856	9,427	12,455	17,256	20,950	36,463	14,816	342,624
Total		152,774	138,781	148,281	81,599	98,946	51,261	141,800	130,018	346,773	140,291	1,566,176
Net Impact 2018-19		(25,576)	64,319	(38,118)	(22,787)	10,350	(20,809)	(66,992)	(3,615)	30,735	19,808	(272,365)
Projected Net Income after Salary Increases		684,424	162,479	115,643	36,905	79,642	13,875	68,795	131,513	56,351	(124,744)	1,421,825
% of Operating Expense		9.04%	2.80%	2.01%	1.64%	3.01%	0.70%	1.92%	2.29%	0.63%	-3.13%	3.10%

Job Title	Salary	Location	Date Updated
School Principal	\$113,755	Anaheim,CA	30-Jan-18
School Principal	\$116,622	Antioch,CA	30-Jan-18
School Principal	\$108,226	Apple Valley,CA	30-Jan-18
School Principal	\$109,660	Bakersfield,CA	30-Jan-18
School Principal	\$120,718	Berkeley,CA	30-Jan-18
School Principal	\$114,984	Burbank,CA	30-Jan-18
School Principal	\$108,840	Carlsbad,CA	30-Jan-18
School Principal	\$113,653	Carson,CA	30-Jan-18
School Principal	\$104,540	Chico,CA	30-Jan-18
School Principal	\$109,455	Chula Vista,CA	30-Jan-18
School Principal	\$108,431	Coachella,CA	30-Jan-18
School Principal	\$114,984	Concord,CA	30-Jan-18
School Principal	\$109,148	Corona,CA	30-Jan-18
School Principal	\$113,858	Costa Mesa,CA	30-Jan-18
School Principal	\$126,963	Daly City,CA	30-Jan-18
School Principal	\$114,062	Downey,CA	30-Jan-18
School Principal	\$109,148	El Cajon,CA	30-Jan-18
School Principal	\$114,881	El Monte,CA	30-Jan-18
School Principal	\$111,093	Elk Grove,CA	30-Jan-18
School Principal	\$108,840	Escondido,CA	30-Jan-18

School Principal	\$114,881	Fairfield,CA	30-Jan-18
School Principal	\$109,352	Fontana,CA	30-Jan-18
School Principal	\$122,356	Fremont,CA	30-Jan-18
School Principal	\$102,492	Fresno,CA	30-Jan-18
School Principal	\$113,755	Fullerton,CA	30-Jan-18
School Principal	\$113,755	Garden Grove,CA	30-Jan-18
School Principal	\$114,984	Glendale,CA	30-Jan-18
School Principal	\$120,513	Hayward,CA	30-Jan-18
School Principal	\$113,858	Huntington Beach,CA	30-Jan-18
School Principal	\$114,984	Inglewood,CA	30-Jan-18
School Principal	\$113,858	Irvine,CA	30-Jan-18
School Principal	\$114,369	Lancaster,CA	30-Jan-18
School Principal	\$106,485	Lompoc,CA	30-Jan-18
School Principal	\$113,653	Long Beach,CA	30-Jan-18
School Principal	\$114,984	Los Angeles,CA	30-Jan-18
School Principal	\$108,533	Modesto,CA	30-Jan-18
School Principal	\$113,653	Monterey,CA	30-Jan-18
School Principal	\$109,250	Moreno Valley,CA	30-Jan-18
School Principal	\$111,298	Murrieta,CA	30-Jan-18
School Principal	\$113,653	Newhall,CA	30-Jan-18
School Principal	\$113,653	Norwalk,CA	30-Jan-18
School Principal	\$120,718	Oakland,CA	30-Jan-18
School Principal	\$109,762	Oceanside,CA	30-Jan-18
School Principal	\$109,148	Ontario,CA	30-Jan-18
School Principal	\$113,858	Orange,CA	30-Jan-18
School Principal	\$109,762	Oxnard,CA	30-Jan-18



The median annual School Principal salary in Los Angeles, CA is \$114,984, as of January 30, 2018, with a range usually between \$101,556-\$129,340 not including bonus and benefit information and other factors that impact base pay.

School Principal	\$114,267	Palmdale,CA	30-Jan-18
School Principal	\$114,984	Pasadena,CA	30-Jan-18
School Principal	\$115,189	Petaluma,CA	30-Jan-18
School Principal	\$113,550	Pomona,CA	30-Jan-18
School Principal	\$108,738	Rancho Cucamonga,CA	30-Jan-18
School Principal	\$108,636	Rialto,CA	30-Jan-18
School Principal	\$120,922	Richmond,CA	30-Jan-18
School Principal	\$109,352	Riverside,CA	30-Jan-18
School Principal	\$110,888	Roseville,CA	30-Jan-18
School Principal	\$111,195	Sacramento,CA	30-Jan-18
School Principal	\$113,448	Salinas,CA	30-Jan-18
School Principal	\$108,636	San Bernardino,CA	30-Jan-18
School Principal	\$109,455	San Diego,CA	30-Jan-18
School Principal	\$126,963	San Francisco,CA	30-Jan-18
School Principal	\$122,561	San Jose,CA	30-Jan-18
School Principal	\$113,755	Santa Ana,CA	30-Jan-18
School Principal	\$109,557	Santa Barbara,CA	30-Jan-18
School Principal	\$122,561	Santa Clara,CA	30-Jan-18
School Principal	\$113,448	Santa Clarita,CA	30-Jan-18
School Principal	\$114,369	Santa Cruz,CA	30-Jan-18
School Principal	\$107,509	Santa Maria,CA	30-Jan-18
School Principal	\$111,605	Santa Rosa,CA	30-Jan-18
School Principal	\$111,912	Simi Valley,CA	30-Jan-18
School Principal	\$109,762	Stockton,CA	30-Jan-18
School Principal	\$122,561	Sunnyvale,CA	30-Jan-18
School Principal	\$109,864	Temecula,CA	30-Jan-18
School Principal	\$111,093	Thousand Oaks,CA	30-Jan-18
School Principal	\$113,653	Torrance,CA	30-Jan-18
School Principal	\$115,189	Vallejo,CA	30-Jan-18
School Principal	\$109,762	Ventura,CA	30-Jan-18
School Principal	\$108,328	Victorville,CA	30-Jan-18
School Principal	\$101,878	Visalia,CA	30-Jan-18
School Principal	\$113,550	West Covina,CA	30-Jan-18

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	117246.68	0	19263.36	20522.09	136510.04	157032.13	2014		Alliance College-Ready Public Schools	
	Principal	123000	0	12375	20421.3	135375	155796.3	2014		Alliance College-Ready Public Schools	
	Principal	123000	0	11137.5	20311.41	134137.5	154448.91	2014		Alliance College-Ready Public Schools	
	Principal	123000	0	9825	20194.86	132825	153019.86	2014		Alliance College-Ready Public Schools	
	Principal	123000	0	8325	20061.66	131325	151386.66	2014		Alliance College-Ready Public Schools	
	Principal	119950.02	0	11250	20050.56	131200.02	151250.58	2014		Alliance College-Ready Public Schools	
	Principal	118900.02	0	11287.5	19960.65	130187.52	150148.17	2014		Alliance College-Ready Public Schools	
	Principal	117900	0	12112.5	19945.11	130012.5	149957.61	2014		Alliance College-Ready Public Schools	
	Principal	117900	0	11850	19921.8	129750	149671.8	2014		Alliance College-Ready Public Schools	
	Principal	119950.02	0	9487.5	19894.05	129437.52	149331.57	2014		Alliance College-Ready Public Schools	
	Principal	119400.02	0	9862.5	19878.51	129262.52	149141.03	2014		Alliance College-Ready Public Schools	
	Principal	119950.02	0	8587.5	19814.13	128537.52	148351.65	2014		Alliance College-Ready Public Schools	
	Principal	119950.02	0	8325	19790.82	128275.02	148065.84	2014		Alliance College-Ready Public Schools	
	Principal	115849.98	0	11512.5	19709.79	127362.48	147072.27	2014		Alliance College-Ready Public Schools	
	Principal	115849.95	0	8550	19446.72	124399.95	143846.67	2014		Alliance College-Ready Public Schools	
	Principal	115833.34	0	5590.81	19182.46	121424.15	140606.61	2014		Alliance College-Ready Public Schools	
	Principal	111750	0	9225	19142.58	120975	140117.58	2014		Alliance College-Ready Public Schools	
	Principal	114194.82	0	6131.25	19084.96	120326.07	139411.03	2014		Alliance College-Ready Public Schools	
	Principal	105375.56	0	13195.29	18929.09	118570.85	137499.94	2014		Alliance College-Ready Public Schools	
	Principal	105649.98	0	8850.5	18567.64	114500.48	133068.12	2014		Alliance College-Ready Public Schools	
	Principal	104130.41	0	8700	18419.34	112830.41	131249.75	2014		Alliance College-Ready Public Schools	
	Principal	58000.02	0	6636.67	14139.74	64636.69	78776.43	2014		Alliance College-Ready Public Schools	
	Principal	60900	0	0	13807.92	60900	74707.92	2014		Alliance College-Ready Public Schools	
	Principal	57000	0	1315.41	13578.41	58315.41	71893.82	2014		Alliance College-Ready Public Schools	
	Principal	52500	0	2500	13284	55000	68284	2014		Alliance College-Ready Public Schools	
	Principal	52500	0	0	13062	52500	65562	2014		Alliance College-Ready Public Schools	
	Principal	55684.59	0	8310	42	63994.59	64036.59	2014		Alliance College-Ready Public Schools	
	Principal	35533.32	0	300	11582	35833.32	47415.32	2014		Alliance College-Ready Public Schools	
	Principal	19333.33	0	0	10116.8	19333.33	29450.13	2014		Alliance College-Ready Public Schools	

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	107104.57	0	25043.05	16848.11	132147.62	148995.73	2017		Green Dot Public Schools	
	Principal	114306.05	0	8577.28	16542.86	122883.33	139426.19	2017		Green Dot Public Schools	
	Principal	108465.05	0	13648.63	15774.97	122113.68	137888.65	2017		Green Dot Public Schools	
	Principal	108539.24	0	13030.51	15505.04	121569.75	137074.79	2017		Green Dot Public Schools	
	Principal	114739.68	0	5170.4	16102.56	119910.08	136012.64	2017		Green Dot Public Schools	
	Principal	104505.56	0	12377.48	14938.88	116883.04	131821.92	2017		Green Dot Public Schools	
	Principal	102174.16	0	14332.02	14907.52	116506.18	131413.7	2017		Green Dot Public Schools	
	Principal	106523	0	6770.14	15221.84	113293.14	128514.98	2017		Green Dot Public Schools	
	Principal	104505.56	0	5507.48	14938.88	110013.04	124951.92	2017		Green Dot Public Schools	
	Principal	98652.96	0	9770	13838.16	108422.96	122261.12	2017		Green Dot Public Schools	
	Principal	102584.16	0	4669.52	14404.32	107253.68	121658	2017		Green Dot Public Schools	
	Principal	96284.21	0	10072.64	13995.5	106356.85	120352.35	2017		Green Dot Public Schools	
	Principal	100478.84	0	5360.48	14372.72	105839.32	120212.04	2017		Green Dot Public Schools	
	Principal	100676.16	0	4468.16	14121.12	105144.32	119265.44	2017		Green Dot Public Schools	
	Principal	96649.92	0	8536.68	13555.2	105186.6	118741.8	2017		Green Dot Public Schools	
	Principal	100630.8	0	3413.52	14121.12	104044.32	118165.44	2017		Green Dot Public Schools	
	Principal	90291.06	0	11821.96	13083.24	102113.02	115196.26	2017		Green Dot Public Schools	
	Principal	94270.09	0	5622.4	13712.3	99892.49	113604.79	2017		Green Dot Public Schools	
	Principal	81385.35	0	14165.76	11975.54	95551.11	107526.65	2017		Green Dot Public Schools	
	Principal	67816.37	0	9424.36	9791.65	77240.73	87032.38	2017		Green Dot Public Schools	
	Principal	51446.28	0	22233.16	6919.08	73679.44	80598.52	2017		Green Dot Public Schools	
	Principal	60257.49	0	4347.8	8251.35	64605.29	72856.64	2017		Green Dot Public Schools	

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency
	VCMS PRINCIPAL	Aggregate	Aggregate	Aggregate	3919	65534	69453	2013		Valley Charter Middle
	VCMS PRINCIPAL	Aggregate	Aggregate	Aggregate	8419	47500	55919	2013		Valley Charter Middle

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	88870.73	0	650	0	89520.73	89520.73	2017		GARR Academy of Mathematics & Entrepreneurial Studies	

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	73608.26	0	160.6	21911.48	73768.86	95680.34	2017		TEACH Academy of Technologies	
	Principal-Assistant	70000.08	0	44.78	19810.12	70044.86	89854.98	2017		TEACH Academy of Technologies	
	Principal	1562.5	0	0	2901.38	1562.5	4463.88	2017		TEACH Academy of Technologies	

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	124800	0	0	28491.84	124800	153291.84	2017		City Charter Middle	
	Principal	21499.98	0	15331.97	4908.42	36831.95	41740.37	2017		City Charter Middle	

Employee Name	Job Title	Base Pay	Overtime Pay	Other Pay	Benefits	Total Pay	Total Pay & Benefits	Year	Notes	Agency	Status
	Principal	108120	0	0	24683.76	108120	132803.76	2017		City Charter Elementary	



MPS EMPLOYEE PAY RAISE SCALE

SCHOOL LEADER POSITIONS

Last Amended: 3/8/18

MPS EMPLOYEE PAY RAISE SCALE (SCHOOL LEADER POSITIONS)

SALARY CALCULATIONS

Components of Employee Pay

School Level: School Leader Positions		
1	Base School Salary	+ → Base Employee Salary
2	Employee Qualifications Pay	
		+
3	Employee Performance Pay	

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 July 1, 2018 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 school leaders, i.e., principals, APs, and deans.
- 5) Pay for school leader positions has three major components: base school salary, employee qualifications pay, and employee performance pay. Base school salary and the employee qualifications pay make up the base employee salary. Employee Performance Pay is a variable pay based on employee's performance rating and is not part of the base employee salary.
- 6) Performance pay is given to existing full-time employees based on their performance in the finished year. Only those full-time employees who have finished the year at MPS and completed at least 90 business days in the finished year will be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year. Performance pay is **NOT** part of the employee's base salary and will be paid separately in a **one-time lump-sum amount** in July immediately following the school year during which the performance was evaluated. (See "Employee Performance" for details.)
- 7) The following salary bands will be applied to school leader positions:

Assistant Principal/Dean Minimum: \$70,000 Maximum: \$100,000

Principal

Minimum: \$90,000

Maximum: \$130,000

If the pay raise calculations for a school leader result in an amount either below the band minimum or above the band maximum, the minimum or the maximum amounts will be applied respectively.

8) Employees will be able to update their degree or credential during the new work year, and these updated qualifications will be used in prorated salary calculations as of the date of submission.

9) MPS would like to pay the semi-monthly salaries in whole dollar amounts; therefore, any semi-monthly salary that is not in whole dollar amount will be rounded up to the next whole dollar amount and the annual pay amount will be adjusted accordingly.

10) Retroactive salary increases are not permitted.

11) For employment-based visa holders, proposed salary based on scale cannot be under the prevailing wages as determined by the DOL.

12) A one-time signing bonus may be provided to new employees for hard-to-fill positions upon approval by the CEO on a case by case basis. Also, the pay raise scale limitations may be waived in unique situations with approval from the CEO that the waiver is financially sound, academically necessary, and consistent with MPS' commitment to equal opportunities for all staff without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, and all other bases as described by the EEOC. (See the Employee Handbook for details.)

13) 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	\$46,600
Los Angeles County (Van Nuys)	MSA-2	\$46,600
Los Angeles County (Carson)	MSA-3	\$46,600
Los Angeles County (Los Angeles)	MSA-4	\$46,600
Los Angeles County (Reseda)	MSA-5	\$46,600
Los Angeles County (Los Angeles)	MSA-6	\$46,600
Los Angeles County (Northridge)	MSA-7	\$46,600
Los Angeles County (Bell)	MSA-Bell	\$46,600
San Diego County (San Diego)	MSA-San Diego	\$46,600
Orange County (Santa Ana)	MSA-Santa Ana	\$46,600

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	Position	\$1,015	See table below.	50
2	Degree	\$1,015	1 or 3. See notes.	3
3	Credential	\$1,015	1 or 2. See notes.	2
4	Prior Experience (Other)	\$750	1 for each year up to 15	15
5	Prior Experience (AP/Dean)	\$1,125	1 for each year up to 15	15
6	Prior Experience (Principal)	\$1,350	1 for each year up to 15	15
7	MPS Experience (Other)	\$1,015	1 for each year up to a total* of 25	25
8	MPS Experience (AP/Dean)	\$1,250	1 for each year up to a total* of 25	25
9	MPS Experience (Principal)	\$1,500	1 for each year up to a total* of 25	25

Position Points				
Assistant Principal/Dean	15			
Principal	School Enrollment:			
Grade Span:	0-199	200-399	400-599	600+
K-5 or 6-8	25	30	35	40
K-8, 9-12 or 6-12	30	35	40	45
K-12	35	40	45	50

Experience						
Lower Priority			→	Higher Priority		
Prior Experience (Other)	Prior Experience (AP/Dean)	Prior Experience (Principal)	MPS Experience (Other)	MPS Experience (AP/Dean)	MPS Experience (Principal)	
Prior experience capped at 15 years			Total experience* capped at 25 years			

Narrative:

1) Position: See the table above for points for each position. Principal’s position points will be based on the grade span of the school for the new work year and the school enrollment based on the P-2 report of the current year. Based on Census Day data of the new work year, i.e., first Wednesday of October, if an increase in enrollment requires an adjustment to the position points, updated position points will be used in prorated salary calculations as of November. Final decision will be made by the Home Office for extenuating circumstances.

2) Degree: 1 point for master's degree; 3 points for doctoral degree. Points are not added; the highest degree will be considered.

3) Credential: 1 point for California Preliminary Administrative Services Credential; 2 points for California Clear Administrative Services Credential. Points are not added.

4) Prior Experience: Cap of 15 years will be applied for prior full-time, full-year school leader, teaching, and other related field work experience. See the table above for coefficients. For prior experience that is more than 15 years, experience with higher coefficients will be prioritized, i.e., principal experience will be considered first, followed by AP/Dean experience and other related field work experience. Student teaching as part of the credentialing program does not count for experience. Employees need to verify their prior employment. Final decision will be made by the Home Office.

5) MPS experience is valued more than prior experience; both full and partial MPS years will be added and the sum will be rounded to the lower multiple of one-half.

* 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 and experience with higher coefficients will be prioritized. See the table above for experience in priority order to be counted towards the 25 years.

3) EMPLOYEE PERFORMANCE PAY

Available Performance Pay	
School Leader Positions	\$4,000

End-of-Year Overall Evaluation Ratings	
Rating	Earns % of Available Performance Pay
4: Highly Effective (HE)	100%
3: Effective (E)	50%
2: Developing (D)	N/A
1: Ineffective (I)	N/A

Narrative:
<p>1) The Home Office will develop a performance evaluation system where employees will earn annual performance points out of 100.</p> <p>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 50% of the available performance pay.</p> <p>3) Available performance pay will be a maximum of \$4,000 for school leader positions.</p> <p>4) Performance pay is given to existing full-time employees based on their performance in the finished year. Only those full-time employees who have finished the year at MPS and completed at least 90 business days in the finished year will be eligible for performance pay. No performance pay will be given in the case of voluntary or involuntary termination before the end of the school year. Performance pay is NOT part of the employee’s base salary and will be paid separately in a one-time lump-sum amount in July immediately following the school year during which the performance was evaluated. (See "Employee Performance" for details.)</p> <p>5) 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 California Professional Standards for Educational Leaders (CPSEL) are used in school leader evaluations.</p>

Revision History:

Revision	Date	Description of changes	Requested By
0	5/12/14	Initial Release	David Yilmaz
1	3/25/15	One percent is added to base pay (excluding benefits); base school salaries and coefficients for employee qualifications are revised.	Oswaldo Diaz
2	5/12/16	Salary bands are introduced.	Terri Boatman
3	3/8/18	Edited to reflect new base school salaries and language for employee evaluation ratings. The band maximums, coefficients for employee qualifications, and available performance pay amounts are revised; school enrollment is made a factor in principal position points. Added details for performance pay. Also added language for signing bonus, waiver, and rounding semi-monthly salary to the next whole dollar amount.	David Yilmaz