

MADERA UNIFIED SCHOOL DISTRICT



Compensation Review: Phase 4

Wage Survey of 64 Benchmark Job Classes

**Final Report
June 2023**

Jan Brannen, Associate
Ross Hessler, Associate
Rick Labib-Wood, Associate
Angela Bishop, Associate



EH&A, a division of MGT

Eric Hall & Associates

5245 Avenida Encinas, Suite A, Carlsbad, CA 92008

Office 760.602.9352, Cell 619.954.8394

jan@ehanda.com rick@ehanda.com ross@ehanda.com angela@ehanda.com



Table of Contents

Executive Summary	1
Introduction	3
Scope of Study	3
Information Reviewed and Research Conducted	3
Data Reviewed and Wage Compensation Survey	3
1 Wage Surveys Related to Job Family Classes Studied During Phase 1	6
1.1 Classes Relating to Accountability & Communication Services	6
1.1.1 CALPADS Data Technician (<i>title change from Data Technician implemented during Phase 1</i>)	6
1.1.2 Communications Specialist (<i>new class established in Phase 3</i>)	7
1.1.3 Research Systems & Improvement Analyst.....	8
1.2 Classes Relating to Administrative Services	9
1.2.1 School Office Technician	9
1.2.2 Secretary - Attendance.....	10
1.2.3 Spanish Translator - Interpreter	11
1.2.4 Administrative Assistant II	12
1.2.5 Curriculum and Assessment Technician (<i>recommend title change to Assessment Specialist during additional work in Phase 3</i>)	13
1.2.6 Administrative Assistant V	14
1.2.7 Language and Literacy Technician (<i>New class established as additional work in Phase 3</i>)	15
1.3 Classes Relating to Financial Services.....	16
1.3.1 Accounting Technician III.....	16
1.3.2 Buyer	17
1.3.3 Accounting Technician V (<i>recommend title change to Payroll Technician during Phase 1</i>)	18
1.3.4 Budget/Accounting Analyst.....	19
1.4 Classes Relating to Human Resources Services	20
1.4.1 Human Resources Technician II	20
1.4.2 Risk Management Analyst.....	21
1.4.3 Personnel Specialist - Lead (<i>title change from Human Resources Specialist – PC implemented in additional work during Phase 2</i>).....	22
1.5 Classes Relating to Technology Services	23
1.5.1 Information Systems Technician (<i>New class recommended during Phase 1</i>)	23
1.5.2 Network Administrator.....	24
1.5.3 Database Administrator	25
1.6 Classes Relating to Confidential Employee Services	26



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

1.6.1 Executive Administrative Assistant – Human Resources - Confidential (<i>title change from Executive Administrative Assistant – Confidential implemented in additional work during Phase 3</i>)	26
1.6.2 Lead Budget Accounting Analyst	27
2 Wage Surveys Related to Job Family Classes Studied During Phase 2	29
2.1 Classes Relating to Educational Support Instructional Services	29
2.1.1 Classroom Aide – Preschool CALSAFE Program (<i>recommend title change to Child Care Provider during Phase 2</i>).....	29
2.1.2 Paraprofessional Aide.....	30
2.1.3 Library Media Technician – Elementary (<i>Originally to be studied in Phase 2, MUSD asked to move to Phase 3</i>).....	31
2.1.4 Paraprofessional – Physically Impaired.....	32
2.2 Classes Relating to Nutritional Services	33
2.2.1 Child Nutrition Assistant I.....	33
2.2.2 Child Nutrition Technician	34
2.2.3 Child Nutrition Manager.....	35
2.3 Classes Relating to Security Services	37
2.3.1 School Safety Officer - Lead	37
2.4 Classes Relating to Student/Community /Athletics Services	38
2.4.1 Child Welfare and Attendance Liaison (<i>recommend title change to Family Liaison and Student Attendance Technician during Phase 2</i>)	38
2.4.2 Licensed Vocational Nurse (LVN).....	39
2.4.3 Student Advocate	40
2.4.4 Athletic Trainer (<i>studied as additional work in Phase I</i>)	41
2.4.5 Behavioral Health Clinician I (<i>New class recommended and implemented during Phase 2</i>)	42
3 Wage Surveys Related to Job Family Classes Studied During Phase 3	44
3.1 Classes Relating to Maintenance Services	44
3.1.1 Custodian	44
3.1.2 Grounds Person I.....	45
3.1.3 Head Custodian I.....	46
3.1.4 Maintenance Journey person Lead.....	47
3.1.5 Maintenance Journey person–Lead Carpenter (<i>New class recommended</i>).....	48
3.1.6 Maintenance Journey person – Lead Electrician (<i>New class recommended</i>)	49
3.1.7 Maintenance Journey person – Lead HVAC (<i>New class recommended</i>)	50
3.1.8 Maintenance Journey person – Lead Locksmith (<i>New class recommended</i>)	51
3.1.9 Maintenance Journey person – Lead Painter (<i>New class recommended</i>)	52
3.1.10 Maintenance Journey person – Lead Plumber (<i>New class recommended</i>)	53



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

3.1.11 Maintenance Journeyperson – Lead Water Quality Technician(<i>New class recommended</i>)	54
3.1.12 Maintenance Journeyperson – Lead Welder – Fabricator (<i>New class recommended</i>)	54
3.1.13 Facilities Planning Analyst	56
3.2 Classes Relating to Transportation Services	57
3.2.1 Bus Driver	57
3.2.2 Transportation Router.....	58
3.2.3 Bus Driver Trainer - Dispatcher.....	59
3.2.4 Mechanic Specialist.....	60
3.3 Classes Relating to Purchasing Services.....	61
3.3.1 Print Shop Technician	61
3.3.2 Warehouse Asst. (<i>recommend title change Warehouse Person/Driver</i>)	62
3.4 Classes Relating to Supervisory Services	63
3.4.1 Child Nutrition Operations Supervisor.....	63
3.4.2 Child Welfare and Attendance Supervisor	64
3.4.3 Information Technology Supervisor.....	65
3.4.4 Supervisor - Maintenance	66
3.4.5 Supervisor – Transportation Operations.....	67
3.5 Classes Relating to Classified Management Services.....	68
3.5.1 Chief Financial Officer.....	68
3.5.2 Director – Child Nutrition.....	69
3.5.3 Director – Information and Technology Support	70
3.5.4 Director - Purchasing.....	71
3.5.5 Director - Transportation	72
Conclusion	74
Appendix A: MUSD Salary Schedules.....	75
Appendix B: Initial List of Benchmark Jobs and Districts to be Surveyed	93
Appendix C: MUSD Classification Job Titles & Highlighted Benchmarks	96
Appendix D: Summary Tables of Wage Survey Findings.....	102
Appendix E: Job Classes Studied in Phase 1/ Proposed Class Titles (Excerpt from Phase 1 Report)	115
Appendix F: Job Classes Studied in Phase 2/ Proposed Class Titles (Excerpt from Phase 2 Report)	118
Appendix G: Job Classes Studied in Phase 3/Proposed Class Titles (Excerpt from Phase 3 Report)	121



Executive Summary

EH&A/MGT Consulting Group is pleased to present this report of the last phase (Phase 4) of the Madera Unified School District's (MUSD) requested classification and compensation review of the District's classified positions.

The District provides comprehensive K-12 services to support the learning and education of nearly 20,000 students in the community of Madera, California. Madera Unified School District (MUSD) is located in the geographic center of California in a growing community of 55,000. Madera Unified serves a community with a diverse population of students and their parents.

The District, its Personnel Commission, and the California School Employees Association's (CSEA) Chapter #169, which represents the bulk of the District's classified employees, have agreed to the necessity of reviewing all District job classifications, some of which have not been updated since 2012. A joint management/bargaining unit Steering Committee is shepherding the project on behalf of both parties.

The job class description reviews were organized around three groupings of District classifications. The complete review of all the job class descriptions and updates was interrupted during the COVID-19 pandemic and lockdown and was not completed until Fall 2022. At the end of each of the first three phases EH&A/MGT Consulting provided the Steering Committee and the District with a report summarizing the classification findings and recommendations for the jobs studied during the phase. The fourth phase, consisting of an external wage survey of relevant school districts in the region, is the subject of this current report.

This report presents findings and recommendations from the survey of 64 benchmark job classes providing an external comparison for a cross-section of the various job families. The Committee asked EH&A/MGT Consulting to survey seven comparable area school districts. The data-point used for comparison is the mid-range of the median of each job surveyed. If a job at MUSD is within 5% above or below the market median, it was considered to be "at" the median. Any job currently paid more than 5% above the median at mid-range is reported as "above" the median. MUSD jobs paid at a rate that is more than 5% below the median at mid-range are reported as "below" the median and MUSD may consider an adjustment to the range.

The data is presented both as individual, job-specific tables and graphs throughout the main text of this report, and in two summary tables at Appendix D. Of the 64 jobs surveyed, 28 classes compare favorably at or above the market median; 19 classes are currently lower than the median; and 17 lacked sufficient comparison data on which to form and report a market.

Several options to address those classes lacking sufficient comparison data are presented in the report with the understanding that the ultimate choice is a topic for the negotiating table.

In order to facilitate cross-referencing among the reports of each phase, the presentation of information in this report aligns with the sequence of jobs presented in the three previous reports on the classification and job description findings and recommendations (Phases 1, 2, and 3). In the classification reports, discussion, findings, and recommendations were organized around the job titles that existed before the study began in 2020. Likewise, this report presents information in sections that use the pre-existing titles, although there are recommendations for title and job class changes.

Each of the classification phases (1, 2, and 3) yielded some classification recommendations such as retitling jobs, establishing new classes, and occasionally deleting superseded classes. These were presented as



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

appendices in the classification reports submitted at the end of each phase. Those classification recommendations are reiterated in this report in Appendices F, G, and H; they had been set aside for action until the completion of Phase 4 reported herein.

EH&A appreciates this opportunity to be of service to the Madera USD and would especially like to extend thanks and recognition for the time, effort, and collaborative support from all those who have participated in the job description review process.



Introduction

In October 2020, the Madera Unified School District (MUSD) contracted with Eric Hall and Associates (EH&A), now named EH&A/MGT Consulting Group, to provide an assessment of the job duties and responsibilities of all its classified job class descriptions including Confidential, Supervisory, and Management classes. This is the report covering the final phase of the four-phase review that began in 2020.

The project established the following overall goals for Phase 4:

- Identify seven other K-12 or 9-12 school districts in the region in and around Madera County to be considered as a comparison external market
- Identify MUSD job classes to serve as benchmarks to survey the market for wage data
- Conduct a wage survey of the market for the benchmark jobs and report the Average and the Median of the market data's mid-range rate (at least 4 matched jobs were required to make a match).
- Identify whether each job was above, below, or at the Market Median to form a basis for considering suitability of the job's current pay range allocation.
- Provide a summary of findings and options for MUSD to consider regarding current wage rates for its job classifications.

Scope of Study

Phase 4 primarily focused on a survey of 64 benchmark jobs to gain insight on external equity important for recruiting and retaining a quality workforce. The findings are reported both as job-specific comparisons including ranking MUSD among the comparison districts, and as a summary table indicating MUSD's relative relationship to the Median (above median, at median, below median) and the percentage of that relationship.

Information Reviewed and Research Conducted

- Job descriptions of MUSD and of each comparison district to make initial match
- Salary schedules effective July 1, 2022, in each comparison district to acquire wage rates.
- Follow up contact with comparison district to clarify information

Data Reviewed and Wage Compensation Survey

The first three phases focused on the updating of all classified job descriptions based on data gathered from questionnaires completed by employees and subsequent interviews with employees who work in these jobs. The draft job descriptions that EH&A/MGT Consulting Group prepared from this extensive data gathering process were reviewed by the Steering Committee and subsequently by supervisors and the employees themselves before the drafts were finalized and turned over to the District.

A separate report was prepared at the end of each of the first three phases, and the findings, recommendations, and revised job descriptions are available for review in those three reports. This report presents the wage survey information.

Several data and information sources served as the basis for the analysis and findings contained in this report, including the following:



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

- Salary schedules (Madera USD Bargaining Unit Schedule (Appendix A))
- Comparison school district pay rates for comparable jobs (found in the various tables below)

EH&A surveyed seven (7) peer school districts identified by MUSD's steering committee. The Committee considered size, range, and geographic location of the comparison school districts before making its final decision regarding which districts would reflect an external market.

Table 1 – Seven Peer Comparison Districts

School District	Grade Span	2021-22 Enrollment ¹	Salary Schedule Effective Dates	Steps per Range Approximate Range Spread and Step-to-Step %
Madera Unified SD	K-12	21,109	2022-2023	7 ±31.20% 5.2%
Central Unified SD	K-12	15,729	2022-2023	5 ±21.77% 5.44%
Clovis Unified SD	K-12	42,699	2022-2023	9 ±21.55% 2.69%
Fresno Unified SD	K-12	72,455	2022-2023	5 ±22.02% 5.51%
Merced Union HSD	9-12	11,177	2022-2023	12 ±52.04% 4.73%
Modesto City SD	K-12	30,000	2022-2023	6 ±21.61% 4.32%
Stockton Unified SD	K-12	39,803	2022-2023	5 ±21.50% 5.37%
Visalia Unified SD	K-12	29,008	2022-2023	6 ±27.70% ±5.53%

¹ Ed-data.org and District websites

The comparison agencies were selected by the District based on location proximity, grade level, and enrollment. Madera Unified SD is a Merit District, however, none of the comparison agencies are Merit Districts. Although the majority of jobs surveyed are not affected by the comparison with non-Merit districts, the comparison agencies do not have a separate Personnel Commission Office

In making assessments about the collected data, there is the question as to what the right comparison point is for assessing the market. The market average is a common reference point. However, targeting the market median value is a more stable comparison measure that has half the comparison jobs being at or below MUSD's wage rate, with the other half being above.

The primary comparison data points used in this review are Step 1 and the Max Step of each district's pay range (without "longevity"), and a calculated value at the Mid-Range, i.e., the calculated value between Step 1 and Max Step using the formula: $(\text{Step 1} + \text{Max Step}) \div 2$. Note that the peer comparison districts do not have the same number of steps on their respective pay ranges. The fewest number of steps on a range is five (5) and the greatest number of steps is twelve (12) as displayed in the table. Regardless of the actual number of steps, the term "Max Step" refers to highest step on the range of each district.

The data are presented in two formats for each of the jobs surveyed. The first is a table that ranks the seven districts using the Median Mid-Range Rate data point of each district. MUSD is inserted into this ranking based on its Mid-Range value, though that value was not used in calculating either the Average or the Median values shown on the bottom two rows of each table. The ranking tables include the matched job titles as well as the first step rate and the max step rate at each district, and the number of steps on the district's range in the column named "Top Step #." The visual per data sets is a line graph that plots the



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

average and median at the Mid-Range Rate of the seven peer districts *without* MUSD which is shown separately by a third plot line.

Findings and recommendations are summarized below the table and graph for each of the jobs surveyed.

The summary table of the survey results is located at Appendix D. Of the 64 jobs ultimately surveyed, 28 are at or above the Median; 19 are below the Median; and 17 lacked sufficient data on which to base a recommendation. For this survey, if the wage of a job is with 5% above or below the Median, that is considered to be 'at the Median.'

There are several ways to approach the issue of jobs that are below the Median. Rather than immediately changing ranges for many jobs, which may not be economically feasible, the organization could review which jobs are the most challenging for recruiting new hires and/or retaining existing talent. What are the high turnover positions, and what adverse effect, if any, is the high turnover having on delivery of services, success of program goals, objectives, and outcomes?

Jobs that are below the median and present a challenge to program success due to high turnover and/or difficulty in recruiting would be prime targets to be addressed first.

Another approach would be to determine a budget for incrementally bringing up to the median as many jobs as possible in an agreed time frame. For example, over half the jobs that are currently below median would become at median by implementing a 5% adjustment for those job classes (and other closely allied jobs). A secondary increase of a smaller percent could be established for jobs at the median but that are experiencing high turnover or low application rates and so are hard to fill. Jobs above the median might receive a small adjustment to maintain competitiveness or be deferred and adjustment until a future fiscal year.

Jobs that are over 10% below the median and experiencing difficulty recruiting and retaining qualified workers might need a more robust immediate increase of a higher percentage.

The parties could also consider whether or not to conduct similar surveys on a more frequent intervals every two to four years in order to sustain an ongoing effort to achieve a strategic level of competitive wages.

Other structural approaches might be adding additional steps and over time removing lower steps to move the entire structure into a more competitive position.

In the end, there may have to be tradeoffs in the face of limited resources with priority going to program areas of greatest need and positive impact on student learning and success.



1 Wage Surveys Related to Job Family Classes Studied During Phase 1

Appendix C lists all the job classes in the Classification Plan, highlighting those included in the survey. (NOTE: This department has morphed into two separate organizational units, one named Continuous Improvement and the other named Communications)

1.1 Classes Relating to Accountability & Communication Services

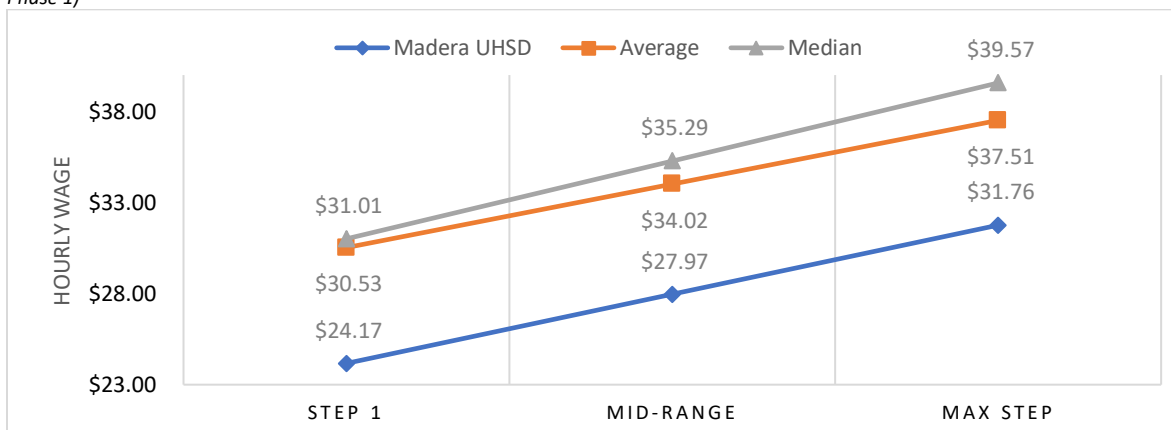
(NOTE: This previously single multi-function department has morphed into two separate organizational units, one named Continuous Improvement and the other named Communications)

1.1.1 CALPADS Data Technician (title change from Data Technician implemented during Phase 1)

TABLE 1.1.1 – Survey Data for CALPADS Data Technician (ranked descending on Mid-Range Rate/Hourly) (title change from Data Technician implemented in during Phase 1)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Information System Specialist	\$37.53	\$41.69	\$45.84	5
Stockton Unif SD	Student Services Data Analyst	\$37.27	\$41.29	\$45.31	5
Visalia Unif SD	Data Analyst	\$31.01	\$35.29	\$39.57	6
Modesto City SD	Data Analyst Technician	\$25.31	\$28.02	\$30.73	6
Madera Unif SD	CALPADS Data Technician	\$24.17	\$27.97	\$31.76	7
Clovis Unif SD	Data Control Specialist	\$21.51	\$23.82	\$26.12	9
Central Unif SD	No match (Mgt)				5
Merced Union HSD	No match				12
Average	Calculation DOES NOT include Madera	\$30.53	\$34.02	\$37.51	
Median	Calculation DOES NOT include Madera	\$31.01	\$35.29	\$39.57	

WAGE GRAPH 1.1.1 – Survey Data for CALPADS Data Technician (title change from Data Technician implemented in during Phase 1)





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class is currently allocated to Row 35 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

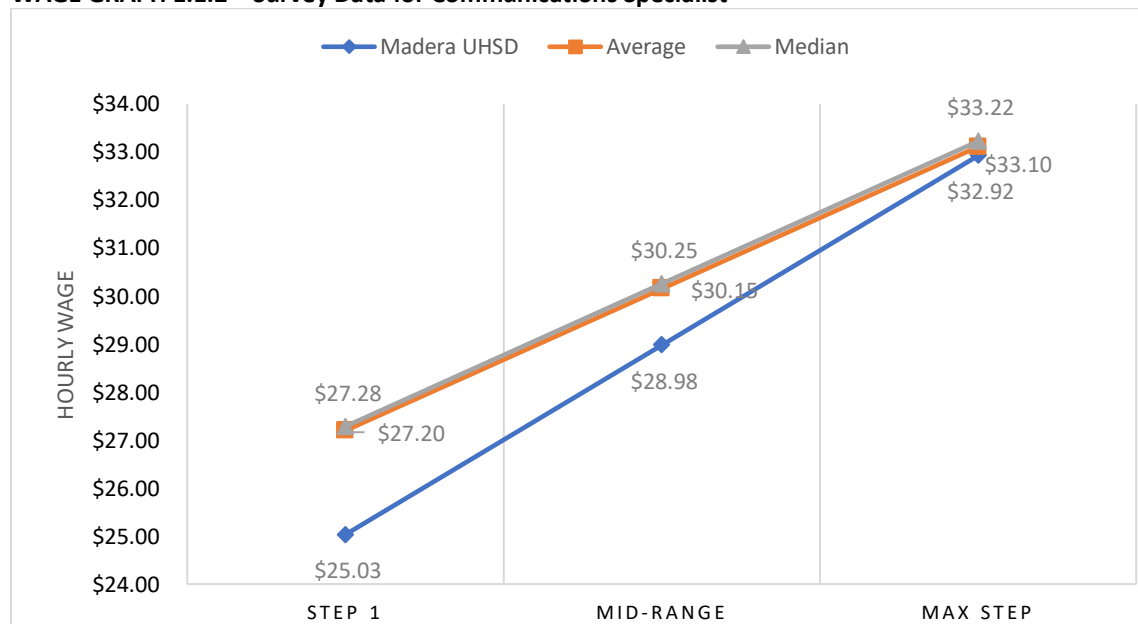
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

1.1.2 Communications Specialist *(new class established in Phase 3)*

TABLE 1.1.2 – Survey Data for Communications Specialist *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Webmaster	\$33.01	\$36.57	\$40.12	5
Clovis Unif SD	Communication Specialist	\$29.31	\$32.44	\$35.57	9
Madera Unif SD	Communications Specialist	\$26.03	\$29.48	\$32.92	7
Fresno Unif SD	Media Production Specialist	\$25.25	\$28.06	\$30.87	5
Central Unif SD	Digital Communications and Social Media Clerk	\$21.21	\$23.54	\$25.86	5
Merced Union HSD	no match				12
Modesto City SD	no match				6
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$27.20	\$30.15	\$33.10	
Median	Calculation DOES NOT include Madera	\$27.28	\$30.25	\$33.22	

WAGE GRAPH 1.1.2 – Survey Data for Communications Specialist





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class was created during Phase 3 for a body of work that grew from technology and information communications developed in response to communication needs that emerged during the COVID-19 pandemic but that did not subsequently go away. The new work in communications is still ongoing and remains needed.
- Rather than allocate the proposed new class in Phase 3, that decision was deferred to be addressed during Phase 4.
- As discussed in Phase 3, this proposed new job class is the second level in the three-level communications series:
 - a. Communications Technician Range 23
 - b. Communications Technician Specialist range to be recommended during Phase 4
 - c. Communications Analyst Range 50
- Four matches were identified in the current market.
- Starting with the idea of allocating the proposed new class midway between the Communications Technician and the Communications Analyst, Range 37 was initially set for the market comparisons

Recommendation:

- Range 37 turned out to be at the Median of the market at the Mid-Range rate for this class.,
- MUSD ranks 3rd when viewed within the peer group.
- Hence, the suggestion is to set the initial allocation of this class at Range 37 of the Classified Salary Schedule.

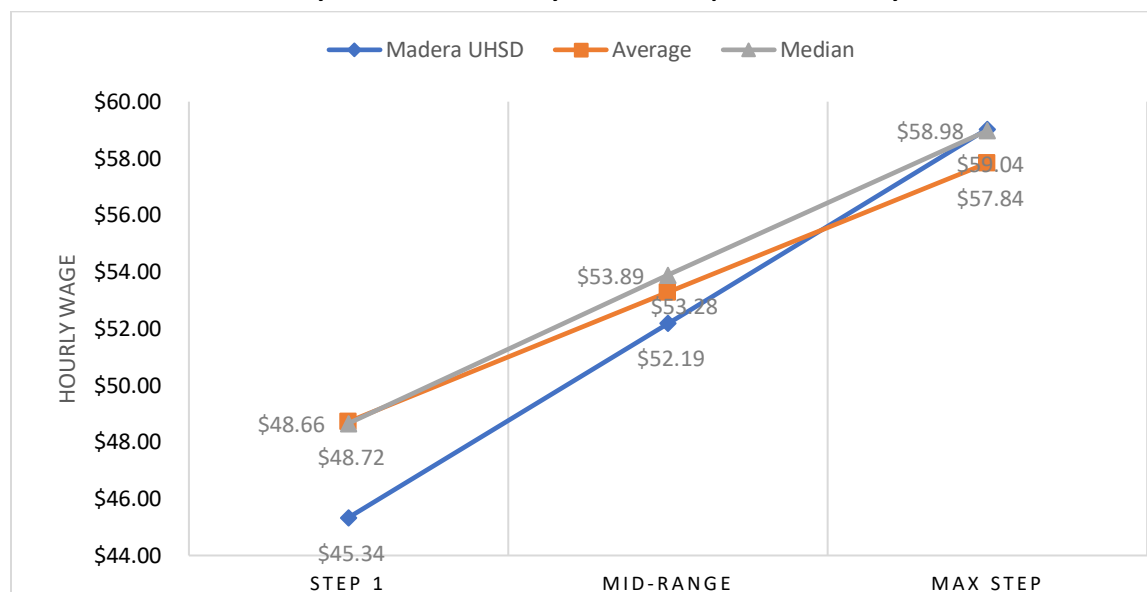
1.1.3 Research Systems & Improvement Analyst

TABLE 1.1.3 – Survey Data for Research Systems and Improvement Analyst (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Modesto City SD	Systems & Applications Analyst	\$55.65	\$58.92	\$62.18	6
Fresno Unif SD	Admin Analyst, Research, Eval & Assess	\$51.38	\$56.91	\$62.45	5
Madera Unif SD	Research Sys & Improvement Analyst	\$45.34	\$52.19	\$59.04	7
Clovis Unif SD	Data Warehouse Developer	\$45.94	\$50.86	\$55.78	9
Stockton Unif SD	Research Specialist	\$41.91	\$46.43	\$50.94	5
Central Unif SD	No match				5
Merced Union HSD	No match				12
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$48.72	\$53.28	\$57.84	
Median	Calculation DOES NOT include Madera	\$48.66	\$53.89	\$58.98	



WAGE GRAPH 1.1.3 – Survey Data for Research Systems and Improvement Analyst



Findings:

- The Research Systems and Improvement Analyst is currently allocated to Range 65 of the Classified Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Average at the Mid-Range Rate when compared to the peer group and at the Median.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2 Classes Relating to Administrative Services

1.2.1 School Office Technician

WAGE TABLE 1.2.1 – Survey Data for School Office Technician (ranked descending on Mid-Range Rate/Hourly)

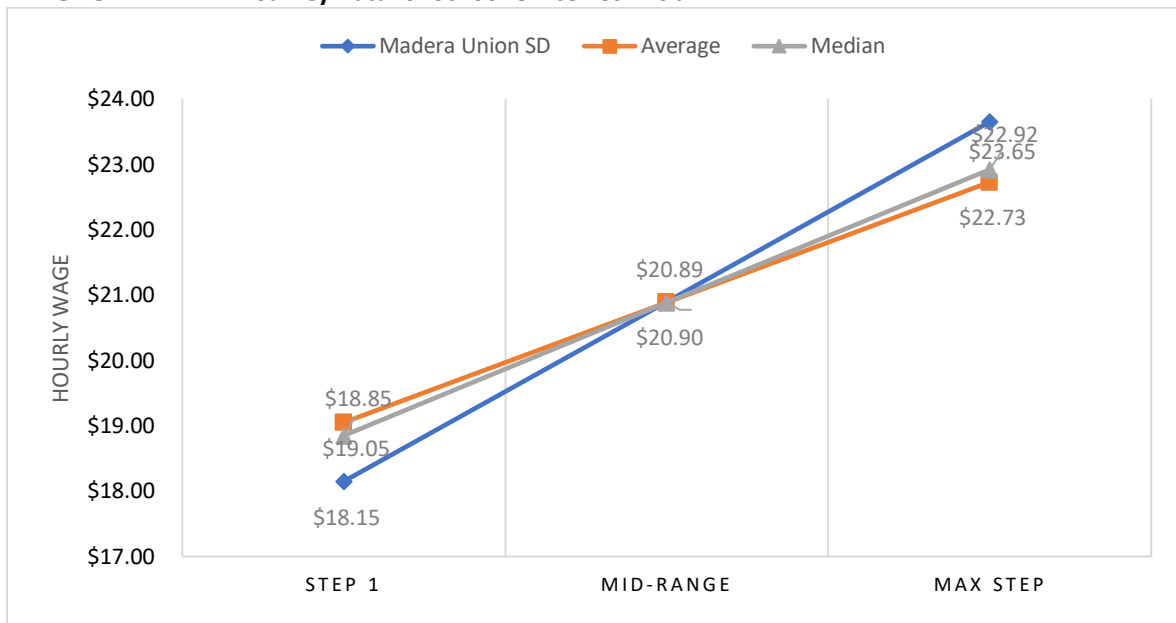
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Clovis Unif SD	School Secretary I	\$21.51	\$22.90	\$24.28	9
Modesto City SD	Student Records Clerk	\$19.31	\$21.40	\$23.48	6
Madera Unif SD	School Office Technician	\$18.15	\$20.90	\$23.65	7
Stockton Unif SD	School Support Technician	\$18.39	\$20.38	\$22.36	5
Fresno Unif SD	School Program Asst-Categorical	\$16.99	\$18.89	\$20.79	5
Central Unif SD	No match				5
Merced Union HSD	No match				12
Visalia Unif SD	No match				6



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Average	Calculation DOES NOT include Madera	\$19.05	\$20.89	\$22.73	
Median	Calculation DOES NOT include Madera	\$18.85	\$20.89	\$22.92	

WAGE GRAPH 1.2.1 – Survey Data for School Office Technician



Findings:

- This class is currently allocated to Row 17 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2.2 Secretary - Attendance

WAGE TABLE 1.2.2 – Secretary - Attendance (ranked descending on Mid-Range Rate/Hourly)

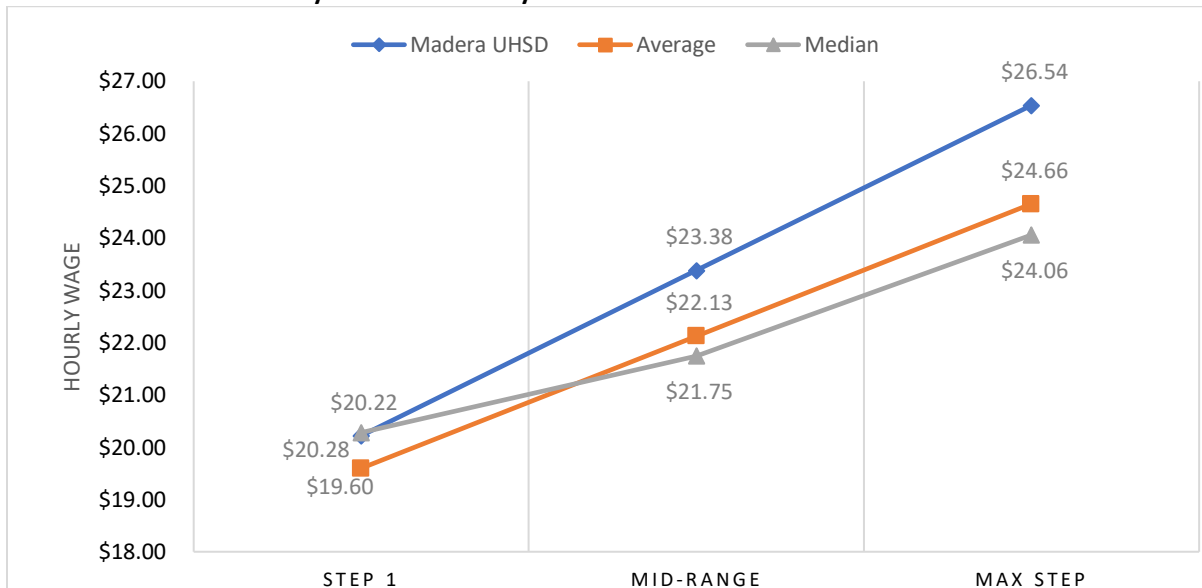
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Attendance Secretary	\$20.87	\$26.30	\$31.73	12
Central Unif SD	Secretary Attendance	\$21.76	\$24.14	\$26.51	5
Madera Unif SD	Secretary - Attendance	\$20.22	\$23.38	\$26.54	7
Modesto City SD	Attendance Clerk 7-12	\$20.28	\$22.47	\$24.65	6
Clovis Unif SD	Student Activities Spec II - Attendance	\$20.43	\$21.75	\$23.06	9
Visalia Unif SD	Attendance Clerk	\$18.85	\$21.46	\$24.06	6
Stockton Unif SD	Attendance Technician	\$18.39	\$20.38	\$22.36	5
Fresno Unif SD	Attendance/Record Assistant	\$16.60	\$18.41	\$20.22	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Average	Calculation DOES NOT include Madera	\$19.60	\$22.13	\$24.66	
Median	Calculation DOES NOT include Madera	\$20.28	\$21.75	\$24.06	

WAGE GRAPH 1.2.2 – Survey Data for Secretary – Attendance



Findings:

- This class is currently allocated to Row 23 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2.3 Spanish Translator - Interpreter

WAGE TABLE 1.2.3 – Survey Data for Spanish Translator - Interpreter (ranked descending on Mid-Range Rate/Hourly)

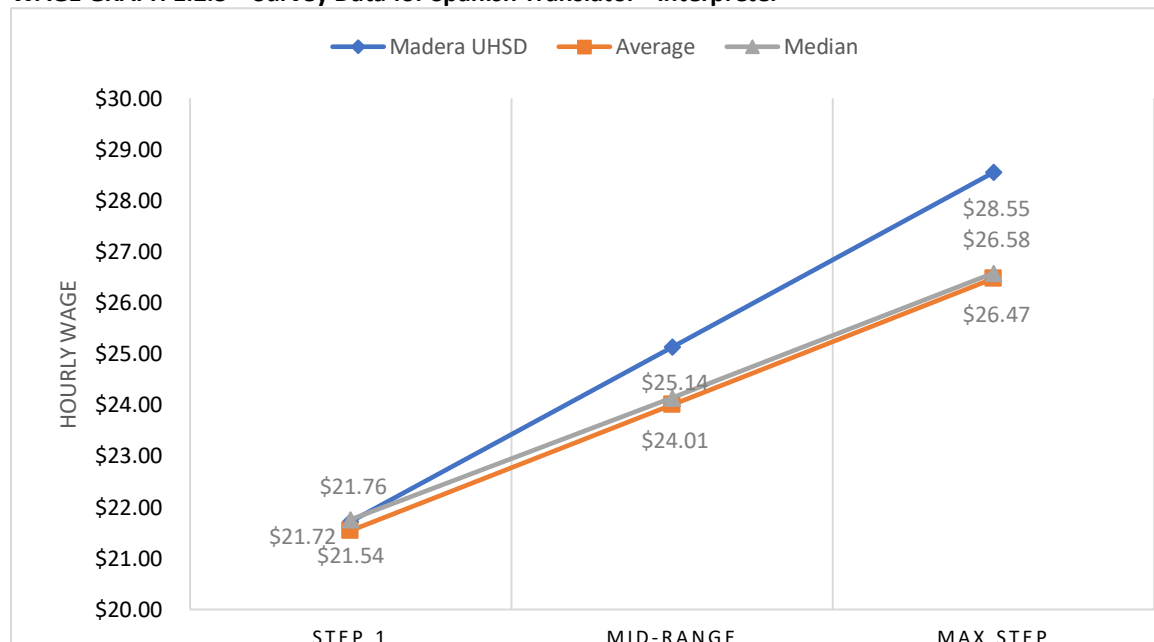
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Translator/Interpreter Specialist	\$25.86	\$28.65	\$31.43	5
Modesto City SD	District Translator & Interpreter	\$23.48	\$26.02	\$28.55	6
Madera Unif SD	Spanish Translator/Interpreter	\$21.72	\$25.14	\$28.55	7
Central Unif SD	Interpreter/Translator	\$21.76	\$24.14	\$26.51	5
Visalia Unif SD	Interpreter/Translator	\$20.82	\$23.70	\$26.58	6
Fresno Unif SD	Translator/Assessor	\$15.79	\$17.55	\$19.30	5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Average	Calculation DOES NOT include Madera	\$21.54	\$24.01	\$26.47	
Median	Calculation DOES NOT include Madera	\$21.76	\$24.14	\$26.58	

WAGE GRAPH 1.2.3 – Survey Data for Spanish Translator - Interpreter



Findings:

- This class is currently allocated to Row 27 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

No change in allocation on the schedule is recommended at this time.

1.2.4 Administrative Assistant II

WAGE TABLE 1.2.4 – Survey Data for Administrative Assistant II (ranked descending on Mid-Range Rate/Hourly)

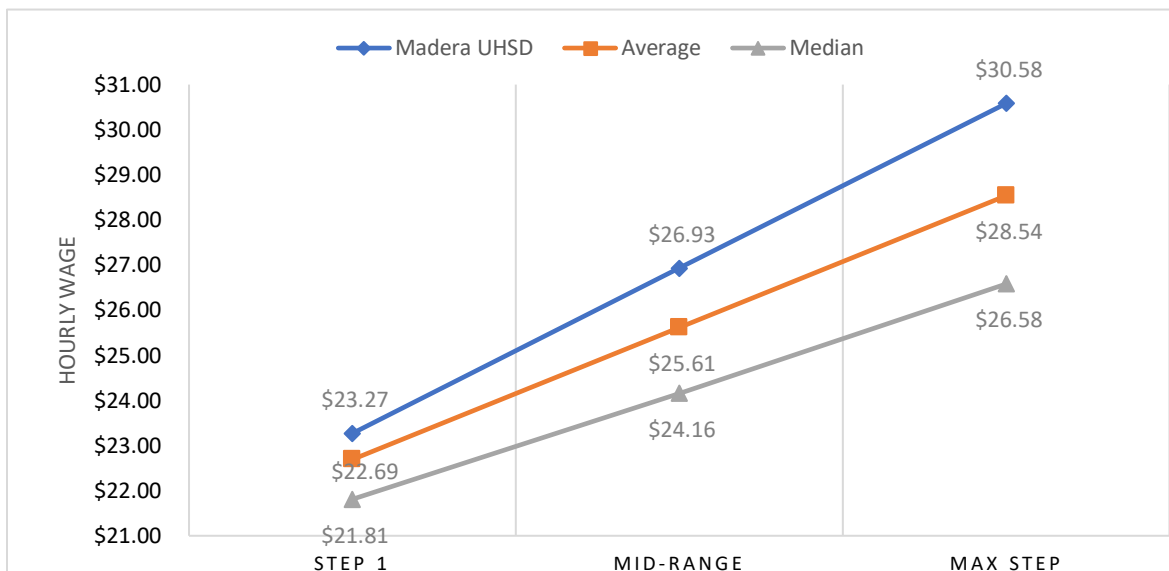
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Campus Administrative Assistant	\$25.35	\$30.79	\$36.22	12
Modesto City SD	Administrative Assistant II	\$25.31	\$28.02	\$30.73	6
Clovis Unif SD	School Office Supervisor Elem	\$25.12	\$27.81	\$30.50	9
Madera Unif SD	Administrative Assistant II	\$23.27	\$26.93	\$30.58	7
Stockton Unif SD	School Administrative Asst I	\$21.81	\$24.16	\$26.50	5
Central Unif SD	Principal's Secretary (Conf)	\$21.67	\$24.01	\$26.34	5
Visalia Unif SD	Administrative Assistant	\$20.82	\$23.70	\$26.58	6
Fresno Unif SD	School Office Manager-Elem	\$18.76	\$20.82	\$22.89	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Average	Calculation DOES NOT include Madera	\$22.69	\$25.61	\$28.54
Median	Calculation DOES NOT include Madera	\$21.81	\$24.16	\$26.58

WAGE GRAPH 1.2.4 – Survey Data for Administrative Assistant II



Findings:

- This class is currently allocated to Row 33 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2.5 Curriculum and Assessment Technician *(recommend title change to Assessment Specialist during additional work in Phase 3)*

WAGE TABLE 1.2.5 – Survey Data for Curriculum and Assessment Technician *(ranked descending on Mid-Range Rate/Hourly) (recommend title change to Assessment Specialist during Phase I)*

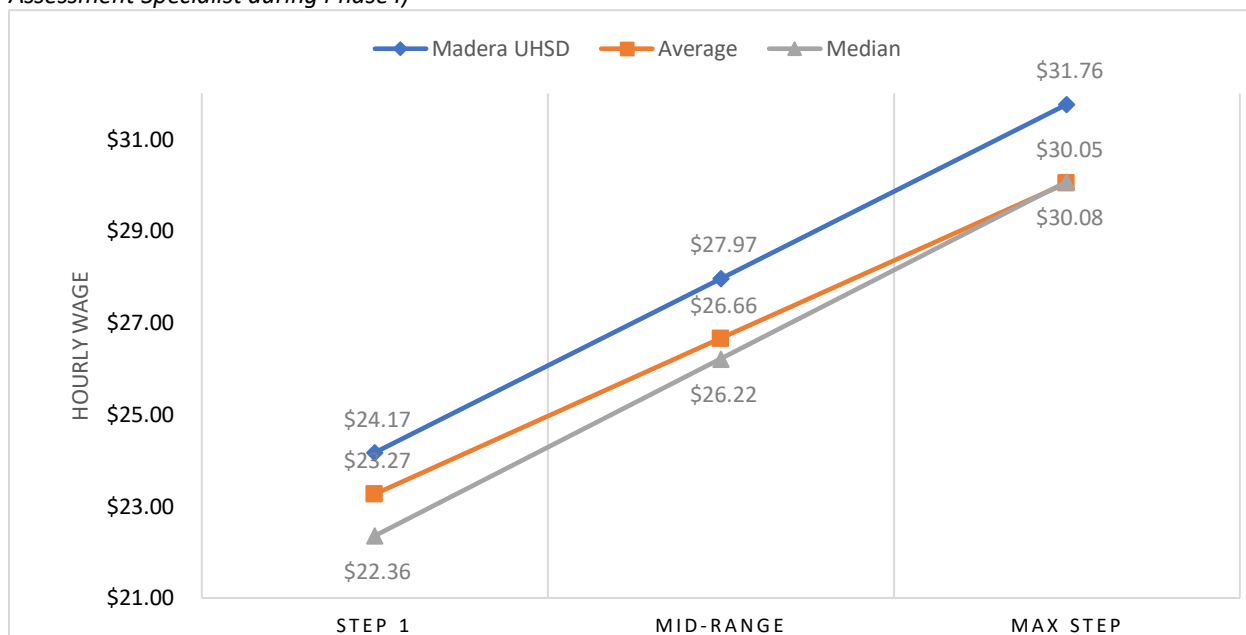
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Evaluation, Assessment & Research Tech	\$28.54	\$31.65	\$34.76	5
Merced Union HSD	District Test & Data Coordinator	\$23.44	\$28.87	\$34.29	12
Madera Unif SD	Curriculum & Assessment Technician	\$24.17	\$27.97	\$31.76	7
Stockton Unif SD	Research Evaluation Technician	\$21.27	\$23.57	\$25.86	5
Visalia Unif SD	Assessment Assistant	\$19.81	\$22.55	\$25.28	6
Clovis Unif SD	No match				9
Fresno Unif SD	No match				5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Modesto City SD	No match				6
Average	Calculation DOES NOT include Madera	\$23.27	\$26.66	\$30.05	
Median	Calculation DOES NOT include Madera	\$22.36	\$26.22	\$30.08	

WAGE GRAPH 1.2.5 – Survey Data for Curriculum and Assessment Technician) (recommend title change to Assessment Specialist during Phase I)



Findings:

- This class is currently allocated to Row 35 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2.6 Administrative Assistant V

WAGE TABLE 1.2.6– Survey Data for Administrative Assistant V (ranked descending on Mid-Range Rate/Hourly)

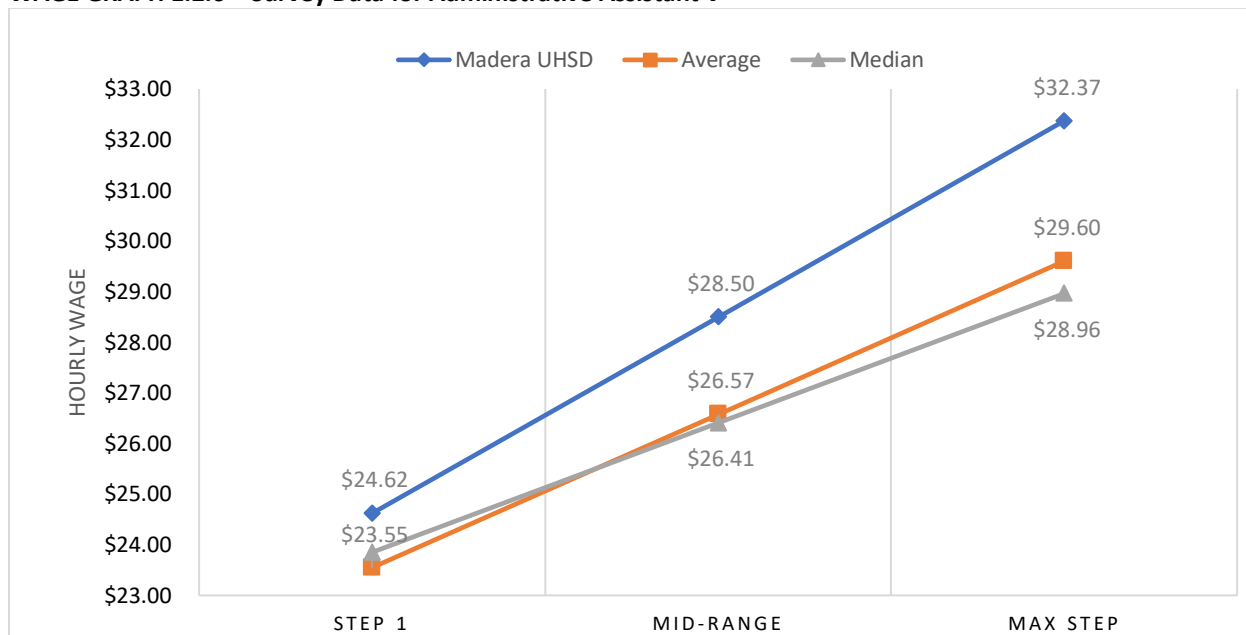
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	To p Step #
Merced Union HSD	Educational Services Assistant	\$25.35	\$30.79	\$36.22	12
Modesto City SD	Staff Secretary IV	\$25.89	\$28.69	\$31.49	6
Madera Unif SD	Administrative Assistant V	\$24.62	\$28.50	\$32.37	7
Central Unif SD	Administrative Secretary - District Office	\$24.62	\$27.30	\$29.98	5
Clovis Unif SD	Administrative Secretary II	\$23.85	\$26.41	\$28.96	9
Visalia Unif SD	Senior Admin Asst - Business & Ops Services	\$22.55	\$25.67	\$28.78	6
Stockton Unif SD	Senior Administrative Assistant	\$22.36	\$24.76	\$27.15	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Fresno Unif SD	Secretary II	\$20.22	\$22.42	\$24.62	5
Average	Calculation DOES NOT include Madera	\$23.55	\$26.57	\$29.60	
Median	Calculation DOES NOT include Madera	\$23.85	\$26.41	\$28.96	

WAGE GRAPH 1.2.6 – Survey Data for Administrative Assistant V



Findings:

- This class is currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

1.2.7 Language and Literacy Technician *(New class established as additional work in Phase 3)*

There were no matches from the seven comparison agencies on which to base a market comparison and develop a wage table and wage graph for the recommendation on this proposed new class.

Findings:

- This class was established as additional work in Phase 3 because of a classification review of specialized, moderately higher-level work being assigned to two Office Technician (Row 17).
- A job description was prepared and reported during Phase 3, with a salary recommendation to be determined during Phase 4.
- There were no matches found among the seven comparison agencies on which to make a market-based recommendation.



Recommendation:

- The specialized work assigned to these two positions would be adequately represented by allocation of the proposed new class at Row 21 of the Classified Bargaining Unit Salary Schedule, a 10% differentiation in recognition of the accretion of duties.

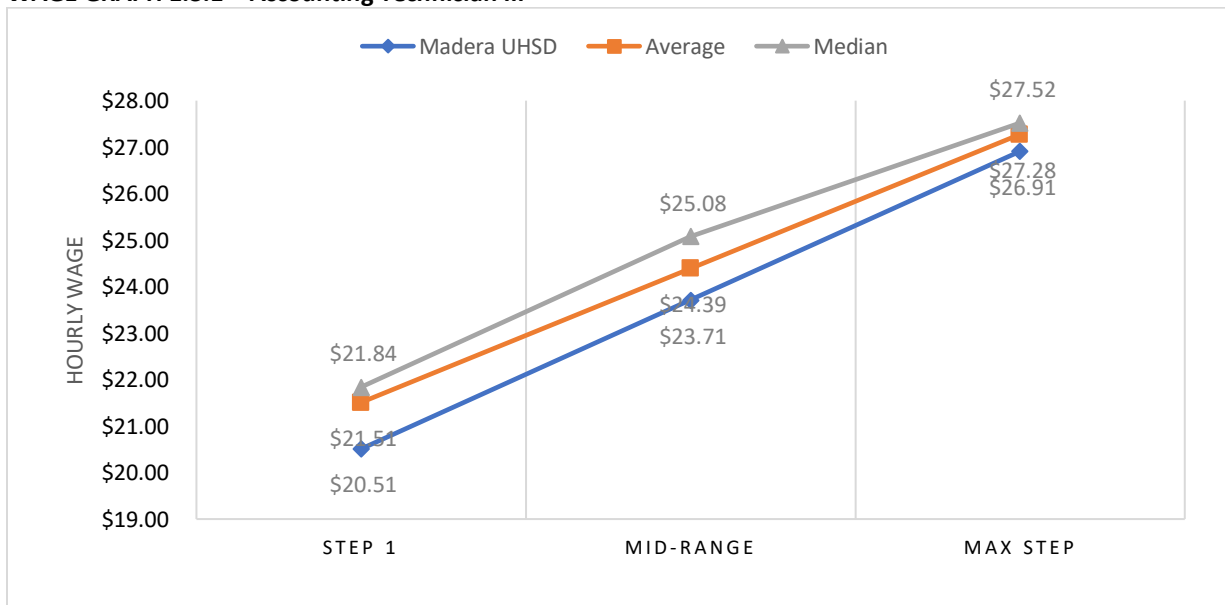
1.3 Classes Relating to Financial Services

1.3.1 Accounting Technician III

WAGE TABLE 1.3.1 – Survey Data for Accounting Technician III (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Account Clerk III	\$24.62	\$27.30	\$29.98	5
Merced Union HSD	Accounting Technician	\$20.87	\$26.30	\$31.73	12
Visalia Unif SD	Accounting Support Technician	\$23.00	\$26.18	\$29.36	6
Clovis Unif SD	Accounting Assistant III	\$22.64	\$25.08	\$27.52	9
Modesto City SD	Tech II - Accounts Payable	\$21.84	\$24.20	\$26.56	6
Madera Unif SD	Accounting Technician III	\$20.51	\$23.71	\$26.91	7
Stockton Unif SD	Accounting Assistant II	\$18.84	\$20.87	\$22.89	5
Fresno Unif SD	Account Clerk III	\$18.76	\$20.82	\$22.89	5
Average	Calculation DOES NOT include Madera	\$21.51	\$24.39	\$27.28	
Median	Calculation DOES NOT include Madera	\$21.84	\$25.08	\$27.52	

WAGE GRAPH 1.3.1 – Accounting Technician III



Findings:

- This class is currently allocated to Row 26 of the Classified Bargaining Unit Salary Schedule.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

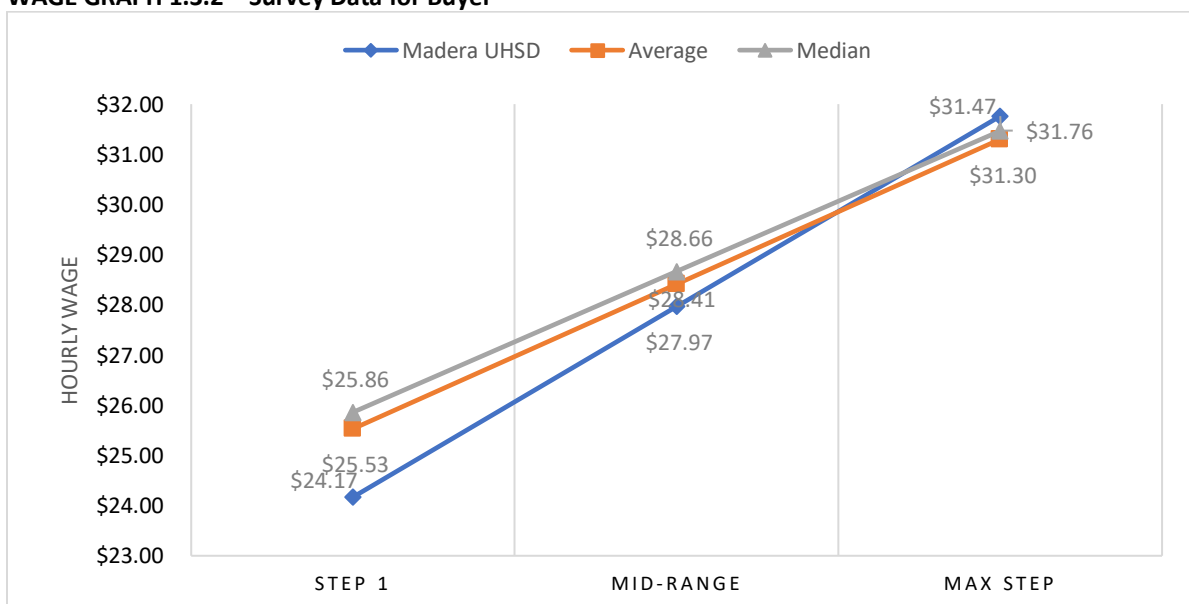
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

1.3.2 Buyer

WAGE TABLE 1.3.2 – Survey Data for Buyer (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Modesto City SD	Buyer	\$26.56	\$29.42	\$32.28	6
Clovis Unif SD	Buyer I	\$26.43	\$29.26	\$32.08	9
Central Unif SD	Purchasing Agent	\$25.86	\$28.68	\$31.50	5
Stockton Unif SD	Buyer	\$25.86	\$28.65	\$31.43	5
Madera Unif SD	Buyer	\$24.17	\$27.97	\$31.76	7
Fresno Unif SD	Buyer I (Supv)	\$25.01	\$27.79	\$30.57	5
Visalia Unif SD	Purchasing Technician	\$23.46	\$26.70	\$29.94	6
Merced Union HSD	No match				12
Average	Calculation DOES NOT include Madera	\$25.53	\$28.41	\$31.30	
Median	Calculation DOES NOT include Madera	\$25.86	\$28.66	\$31.47	

WAGE GRAPH 1.3.2 – Survey Data for Buyer



Findings:

- This class is currently allocated to Row 35 of the Classified Bargaining Unit Salary Schedule.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

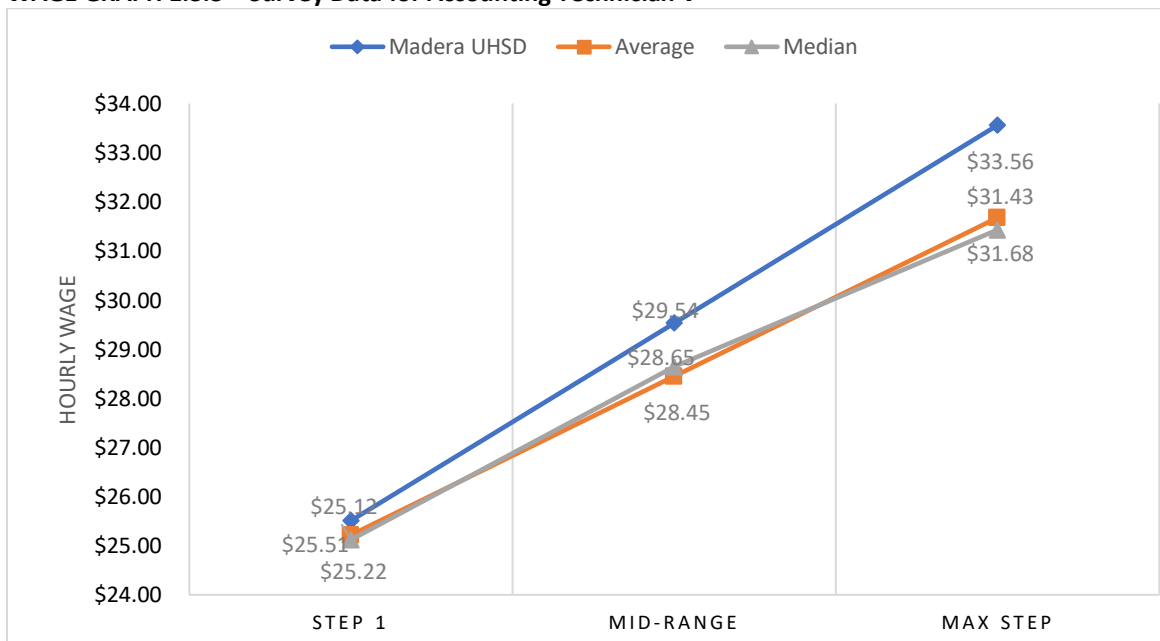
- No change in allocation on the schedule is recommended at this time.

1.3.3 Accounting Technician V *(recommend title change to Payroll Technician during Phase 1)*

WAGE TABLE 1.3.3 – Survey Data for Accounting Technician V (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Payroll Specialist	\$29.54	\$32.72	\$35.90	5
Visalia Unif SD	Payroll Technician	\$26.97	\$30.70	\$34.42	6
Merced Union HSD	Payroll Technician	\$24.72	\$30.16	\$35.59	12
Madera Unif SD	Accounting Technician V	\$25.51	\$29.54	\$33.56	7
Stockton Unif SD	Senior Payroll Technician	\$25.86	\$28.65	\$31.43	5
Clovis Unif SD	Payroll Technician	\$25.12	\$27.81	\$30.50	9
Modesto City SD	Specialist II - Payroll	\$24.09	\$26.69	\$29.28	6
Fresno Unif SD	Accounting Payroll Technician III	\$20.22	\$22.42	\$24.62	5
Average	Calculation DOES NOT include Madera	\$25.22	\$28.45	\$31.68	
Median	Calculation DOES NOT include Madera	\$25.12	\$28.65	\$31.43	

WAGE GRAPH 1.3.3 – Survey Data for Accounting Technician V





Findings:

- This class is currently allocated to Row 38 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

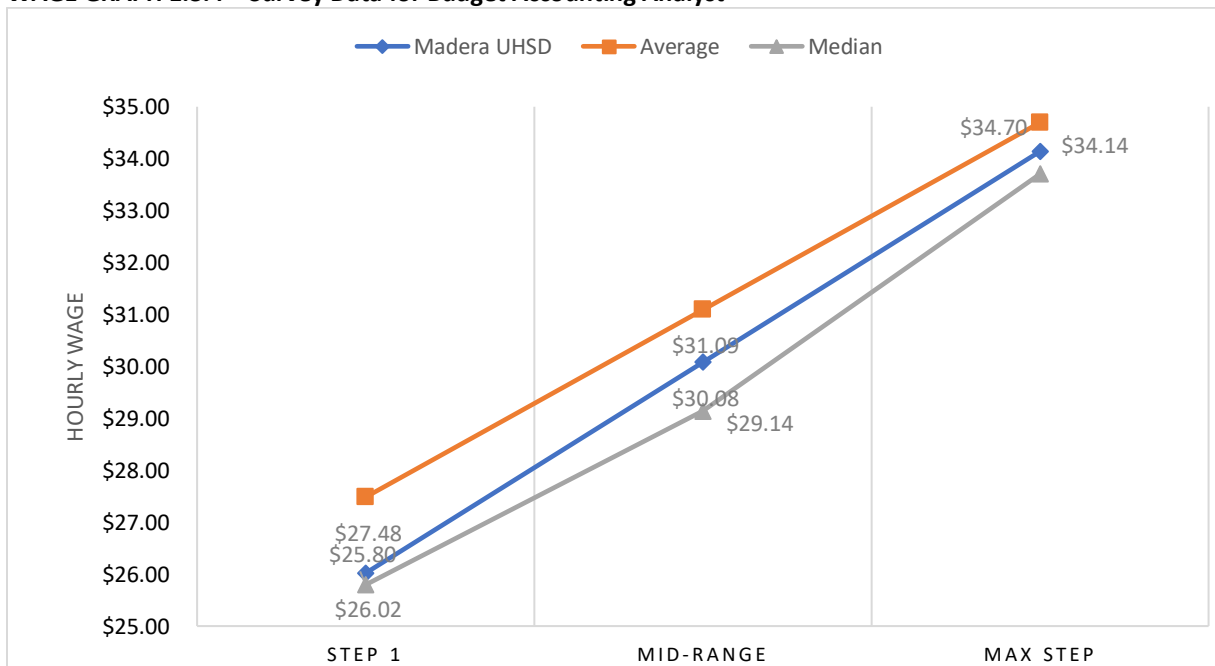
- No change in allocation on the schedule is recommended at this time.

1.3.4 Budget/Accounting Analyst

WAGE TABLE 1.3.4 – Survey Data for Budget/Accounting Analyst (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Budget Assistant (Conf)	\$36.43	\$40.36	\$44.29	5
Clovis Unif SD	Financial Analyst (Mgt)	\$34.49	\$38.19	\$41.88	9
Visalia Unif SD	Budget Technician	\$26.97	\$30.70	\$34.42	6
Madera Unif SD	Budget/Accounting Analyst	\$26.02	\$30.08	\$34.14	7
Merced Union HSD	Fiscal Services Assistant	\$22.17	\$27.58	\$32.99	12
Central Unif SD	Accntg Technician Adult/Alternative Ed	\$24.62	\$27.30	\$29.98	5
Fresno Unif SD	Budget Technician I	\$20.22	\$22.42	\$24.62	5
Modesto City SD	No match				6
Average	Calculation DOES NOT include Madera	\$27.48	\$31.09	\$34.70	
Median	Calculation DOES NOT include Madera	\$25.80	\$29.14	\$33.71	

WAGE GRAPH 1.3.4 – Survey Data for Budget Accounting Analyst





Findings:

- This class is currently allocated to Row 39 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

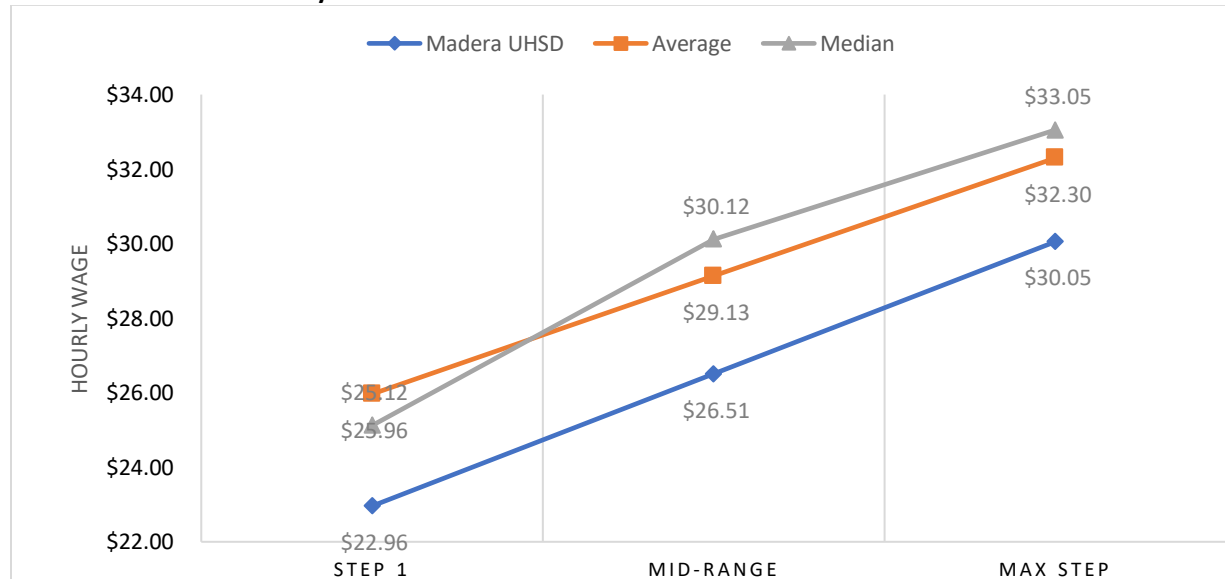
1.4 Classes Relating to Human Resources Services

1.4.1 Human Resources Technician II

WAGE TABLE 1.4.1 – Survey Data for Human Resources Technician II (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	HR Technician II (Conf)	\$29.34	\$32.50	\$35.66	5
Visalia Unif SD	Human Resource Development Technician	\$26.97	\$30.70	\$34.42	6
Merced Union HSD	Personnel Tech - Classified/Certificated	\$24.72	\$30.16	\$35.59	12
Modesto City SD	Analyst II-Human Resource	\$27.18	\$30.12	\$33.05	6
Fresno Unif SD	HR Data Spec II	\$24.62	\$27.35	\$30.07	5
Clovis Unif SD	Human Resource Technician	\$25.12	\$26.74	\$28.36	9
Madera Unif SD	Human Resource Technician II	\$22.96	\$26.51	\$30.05	7
Central Unif SD	HR Tech - Certificated (Conf)	\$23.80	\$26.36	\$28.92	5
Average	Calculation DOES NOT include Madera	\$25.96	\$29.13	\$32.30	
Median	Calculation DOES NOT include Madera	\$25.12	\$30.12	\$33.05	

WAGE GRAPH 1.4.1 – Survey Data for Human Resources Technician II





Findings:

- This class is currently allocated to Row 30 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 7th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

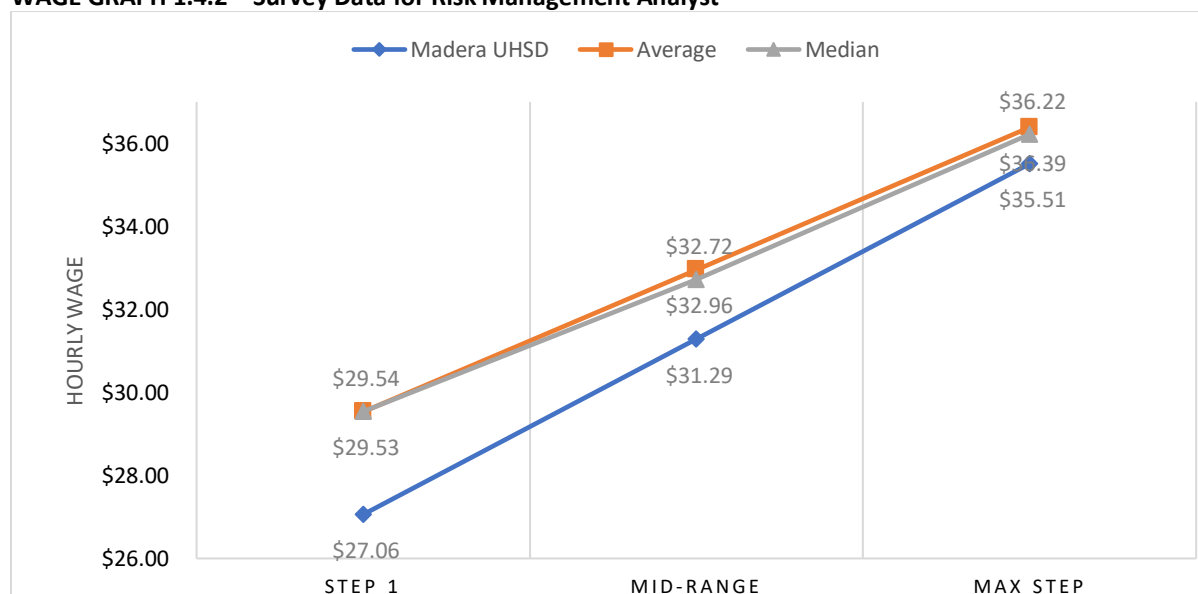
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

1.4.2 Risk Management Analyst

WAGE TABLE 1.4.2 – Survey Data for Risk Management Analyst (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Benefit Analyst (Conf)	\$36.43	\$40.36	\$44.29	5
Clovis Unif SD	Benefit Analyst	\$34.49	\$36.73	\$38.97	9
Central Unif SD	Benefit Specialist (Conf)	\$29.54	\$32.72	\$35.90	5
Madera Unif SD	Risk Management Analyst	\$27.06	\$31.29	\$35.51	7
Merced Union HSD	Risk Management Assistant	\$25.35	\$30.79	\$36.22	12
Fresno Unif SD	Benefit Risk Management Asst (Conf)	\$21.85	\$24.21	\$26.56	5
Modesto City SD	No match				6
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$29.53	\$32.96	\$36.39	
Median	Calculation DOES NOT include Madera	\$29.54	\$32.72	\$36.22	

WAGE GRAPH 1.4.2 – Survey Data for Risk Management Analyst





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class is currently allocated to Row 39 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

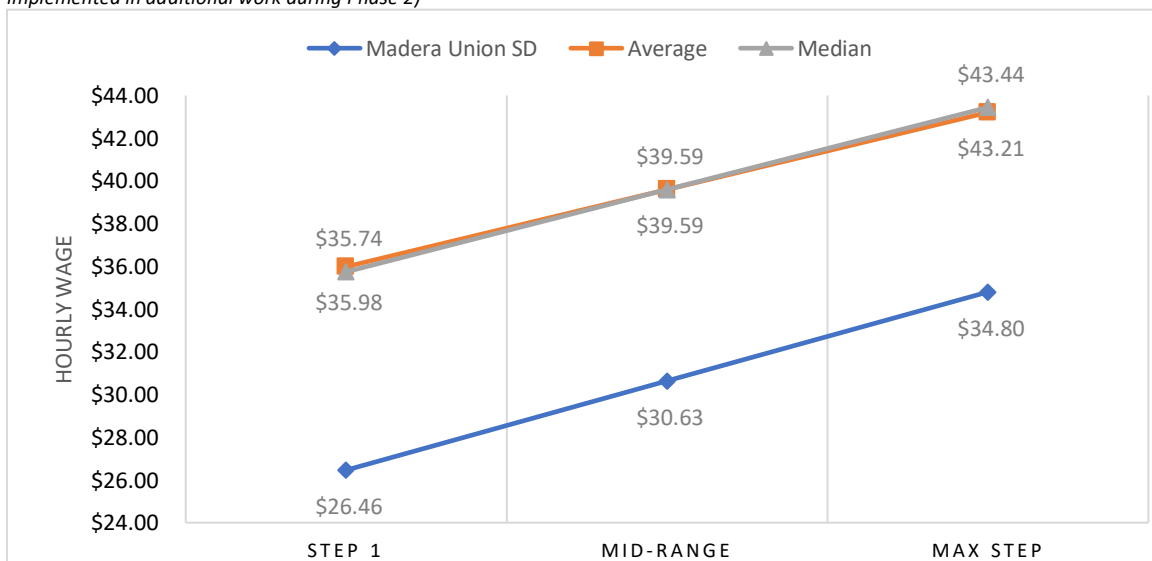
- No change in allocation on the schedule is recommended at this time.

1.4.3 Personnel Specialist - Lead *(title change from Human Resources Specialist – PC implemented in additional work during Phase 2)*

WAGE TABLE 1.4.3 – Survey Data for Personnel Specialist - Lead *(ranked descending on Mid-Range Rate/Hourly) (title change from Human Resources Specialist – PC implemented in additional work during Phase 2)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	HR Specialist - Classified (Conf)	\$46.04	\$49.69	\$53.34	7
Stockton Unif SD	Personnel Analyst (Conf)	\$36.43	\$40.36	\$44.29	5
Central Unif SD	HR Coordinator	\$35.74	\$39.59	\$43.44	5
Fresno Unif SD	HR Analyst I - Mgt	\$33.14	\$36.70	\$40.26	5
Modesto City SD	Lead Analyst	\$28.55	\$31.64	\$34.72	6
Madera Unif SD	Personnel Specialist - Lead	\$26.46	\$30.63	\$34.80	7
Clovis Unif SD	No match				9
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$35.98	\$39.59	\$43.21	
Median	Calculation DOES NOT include Madera	\$35.74	\$39.59	\$43.44	

WAGE GRAPH 1.3.3 – Survey Data for Personnel Specialist - Lead *(title change from Human Resources Specialist – PC implemented in additional work during Phase 2)*





Findings:

- This class is currently allocated to Row 40 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.
- This classification is assigned to the Personnel Commission Office. There were no Merit Districts included in the comparison agencies. The matches made in this survey include some Management and Confidential jobs in comparison agencies because the essential functions of the job match those of Management and Confidential jobs in the comparison agencies.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

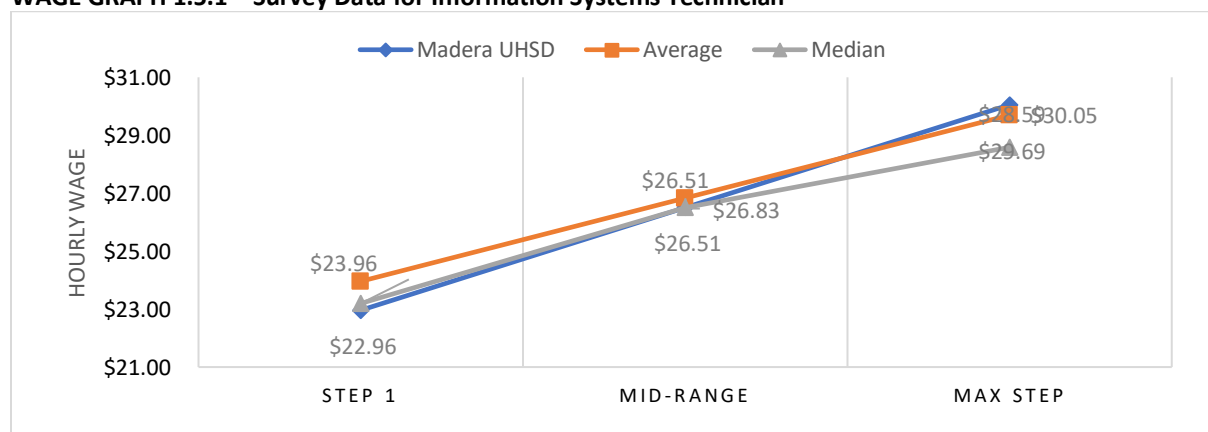
1.5 Classes Relating to Technology Services

1.5.1 Information Systems Technician *(New class recommended during Phase 1)*

WAGE TABLE 1.5.1 – Survey Data for Information Systems Technician *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Information Technology Technician	\$28.07	\$31.94	\$35.81	6
Merced Union HSD	Information Tech Service Technician	\$24.08	\$29.51	\$34.94	12
Modesto City SD	Computer Technician I	\$26.56	\$28.28	\$30.00	6
Madera Unif SD	Information Systems Technician	\$22.96	\$26.51	\$30.05	7
Central Unif SD	Help Desk Technician	\$22.31	\$24.74	\$27.17	5
Fresno Unif SD	Help Desk Support Technician	\$21.22	\$23.59	\$25.96	5
Clovis Unif SD	Technical Support Specialist I	\$21.51	\$22.90	\$24.28	9
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$23.96	\$26.83	\$29.69	
Median	Calculation DOES NOT include Madera	\$23.20	\$26.51	\$28.59	

WAGE GRAPH 1.5.1 – Survey Data for Information Systems Technician





Findings:

- This class is currently allocated to Row 30 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

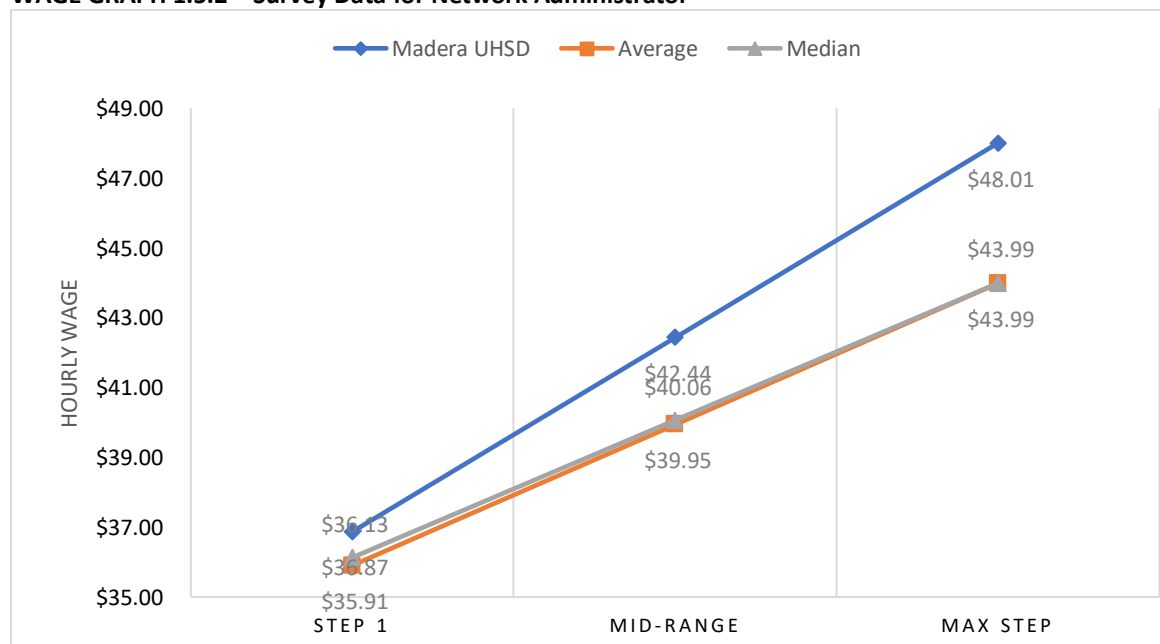
- No change in allocation on the schedule is recommended at this time.

1.5.2 Network Administrator

WAGE TABLE 1.5.2 – Survey Data for Network Administrator (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Network Administrator	\$45.29	\$50.17	\$55.05	5
Clovis Unif SD	Network System Analyst	\$39.89	\$42.45	\$45.01	9
Madera Unif SD	Network Administrator	\$36.87	\$42.44	\$48.01	7
Fresno Unif SD	Network Technician III	\$36.67	\$40.70	\$44.72	5
Modesto City SD	Network and Systems Specialist	\$35.59	\$39.43	\$43.26	6
Central Unif SD	Technology Services Manager	\$32.64	\$36.16	\$39.68	5
Merced Union HSD	Network Technician	\$25.35	\$30.79	\$36.22	12
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$35.91	\$39.95	\$43.99	
Median	Calculation DOES NOT include Madera	\$36.13	\$40.06	\$43.99	

WAGE GRAPH 1.5.2 – Survey Data for Network Administrator





Findings:

- This class is currently allocated to Row 54 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

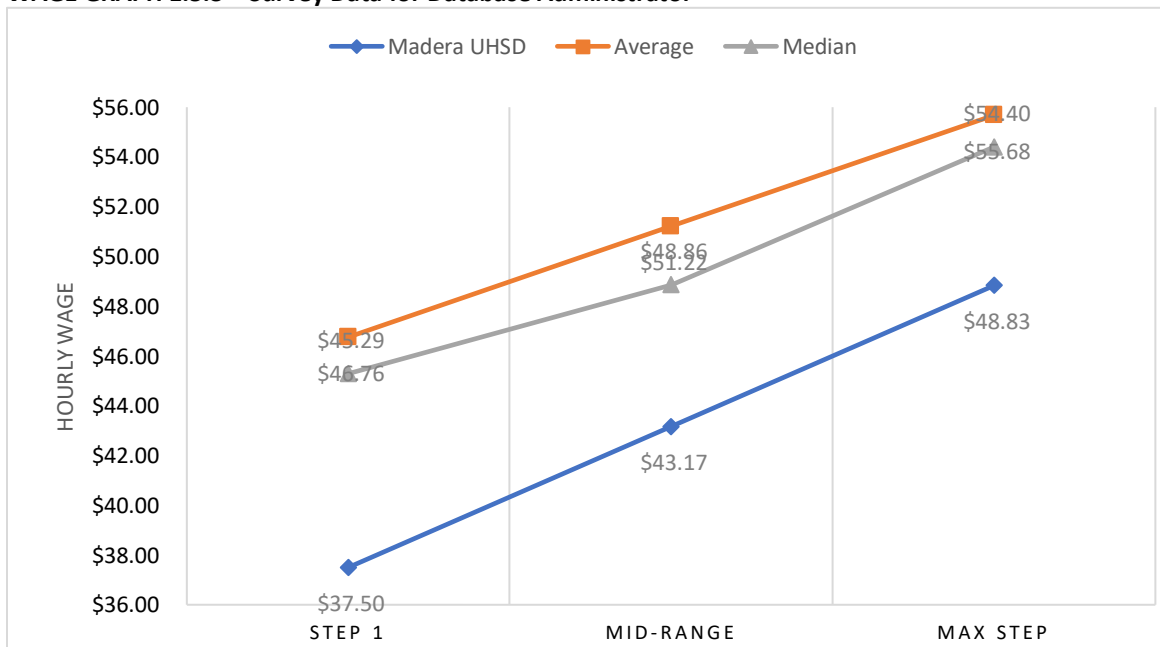
- No change in allocation on the schedule is recommended at this time.

1.5.3 Database Administrator

WAGE TABLE 1.5.3 – Survey Data for Database Administrator (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Modesto City SD	Database Administrator (Mgt)	\$58.14	\$61.57	\$65.00	6
Clovis Unif SD	Database System Admin (Mgt)	\$49.23	\$54.49	\$59.74	9
Stockton Unif SD	Database Administrator	\$45.29	\$48.86	\$52.43	5
Visalia Unif SD	Programmer/Data Analyst Tech Services	\$42.62	\$48.51	\$54.40	6
Madera Unif SD	Database-Administrator	\$37.50	\$43.17	\$48.83	7
Fresno Unif SD	Database Administrator	\$38.51	\$42.66	\$46.81	5
Central Unif SD	No match				5
Merced Union HSD	No match				12
Average	Calculation DOES NOT include Madera	\$46.76	\$51.22	\$55.68	
Median	Calculation DOES NOT include Madera	\$45.29	\$48.86	\$54.40	

WAGE GRAPH 1.5.3 – Survey Data for Database Administrator





Findings:

- This class is currently allocated to Row 57 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

1.6 Classes Relating to Confidential Employee Services

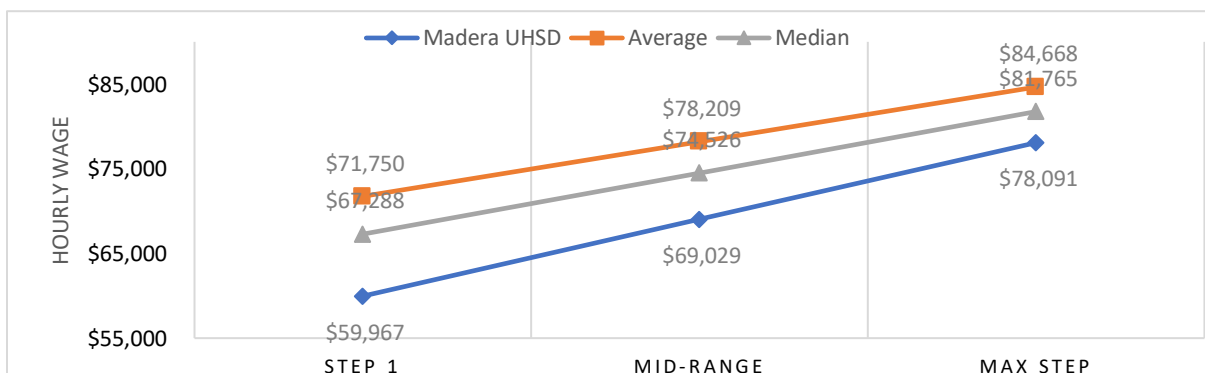
1.6.1 Executive Administrative Assistant – Human Resources - Confidential

(title change from Executive Administrative Assistant – Confidential implemented in additional work during Phase 3)

WAGE TABLE 1.6.1 – Survey Data for Executive Administrative Assistant HR – Confidential (ranked descending on Mid-Range Rate/Hourly) (recommend title change to Executive Administrative Assistant – Human Resources [Conf] in additional work during Phase 3)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Executive Asst-HRD	\$90,823	\$96,722	\$102,620	5
Merced Union HSD	Administrative Assistant	\$80,274	\$87,894	\$95,513	7
Modesto City SD	Negotiations & Admin Support Secy	\$77,520	\$81,880	\$86,239	6
Central Unif SD	Administrative Secy II	\$67,288	\$74,526	\$81,765	5
Clovis Unif SD	Executive Assistant	\$67,246	\$74,443	\$81,640	9
Fresno Unif SD	Executive Assistant III	\$64,852	\$71,906	\$78,960	5
Madera Unif SD	Exec Admin Asst HR - Conf	\$59,967	\$69,029	\$78,091	7
Stockton Unif SD	Executive Assistant III	\$54,246	\$60,091	\$65,936	5
Average	Calculation DOES NOT include Madera	\$71,750	\$78,209	\$84,668	
Median	Calculation DOES NOT include Madera	\$67,288	\$74,526	\$81,765	

WAGE GRAPH 1.6.1 – Survey Data for Executive Administrative Assistant HR– Confidential (recommend title change to Executive Administrative Assistant – Human Resources [Conf] in additional work during Phase 3)





Findings:

- This class is currently allocated to Row 5 of the Confidential Salary Schedule.
- MUSD ranks 7th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

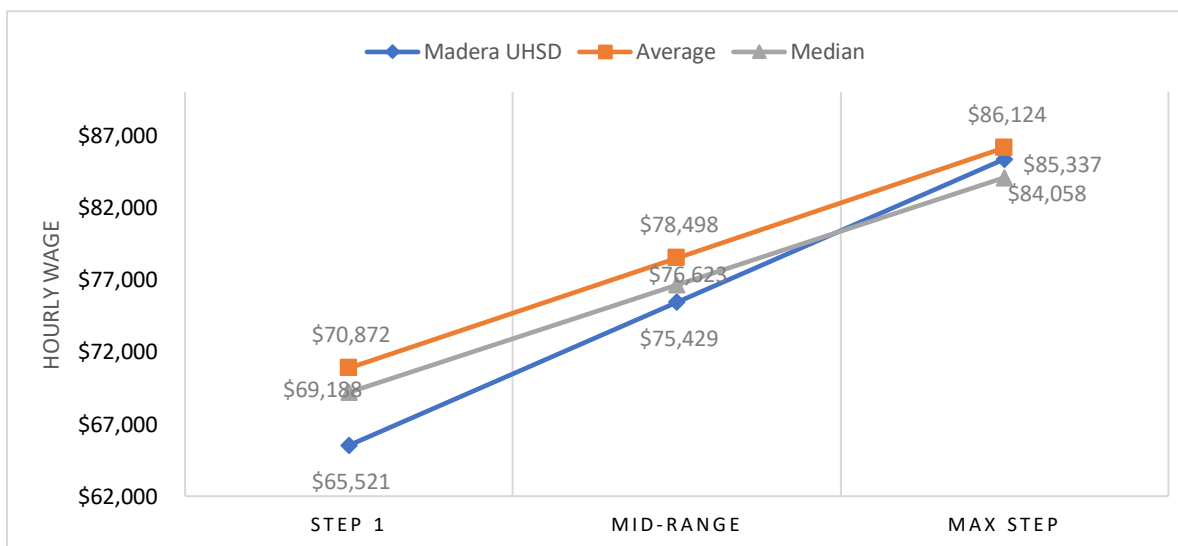
1.6.2 Lead Budget Accounting Analyst

WAGE TABLE 1.6.2 – Survey Data for Lead Budget Accounting Analyst (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Budget Analyst-Business Svcs	\$76,140	\$84,344	\$92,549	5
Fresno Unif SD	Analyst I, Fiscal Services	\$69,188	\$76,623	\$84,058	5
Madera Unif SD	Lead Budget Acctg Analyst	\$65,521	\$75,429	\$85,337	7
Central Unif SD	Analyst, Fiscal Services	\$67,288	\$74,526	\$81,765	5
Clovis Unif SD	No match*				9
Merced Union HSD	No match*				7
Modesto City SD	No match				6
Visalia Unif SD	No match*				5
Average	Calculation DOES NOT include Madera	\$70,872	\$78,498	\$86,124	
Median	Calculation DOES NOT include Madera	\$69,188	\$76,623	\$84,058	

*Director/Assistant Director/Manager

WAGE GRAPH 1.6.2 – Survey Data for Lead Budget Accounting Analyst





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class is currently allocated to Row 8 of the Confidential Unit Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.



2 Wage Surveys Related to Job Family Classes Studied During Phase 2

Appendix C lists all the job classes in the Classification Plan, highlighting those included in the survey.

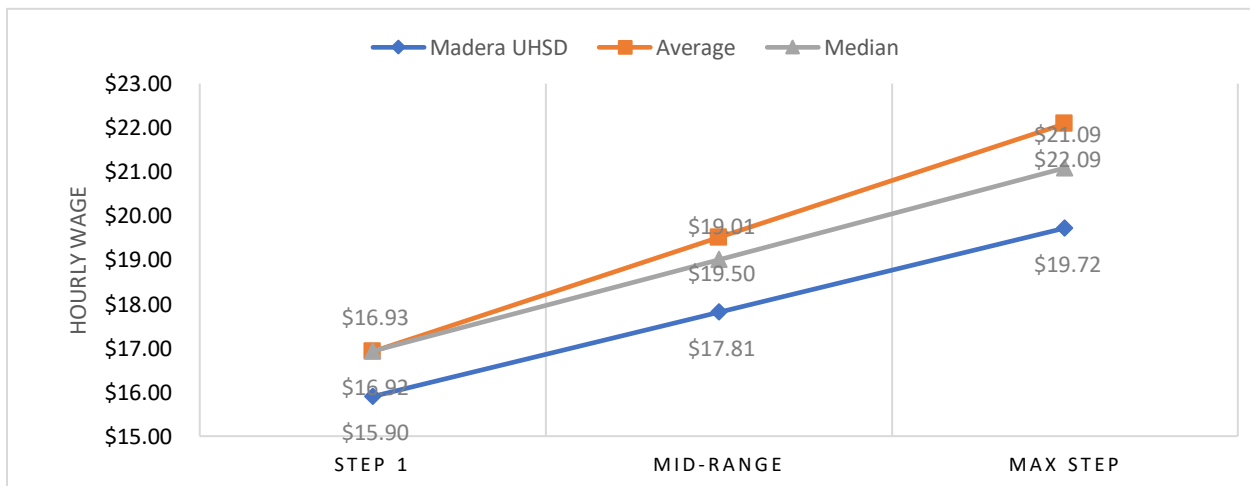
2.1 Classes Relating to Educational Support Instructional Services

2.1.1 Classroom Aide – Preschool CALSAFE Program *(recommend title change to Child Care Provider during Phase 2)*

WAGE TABLE 2.1.1 – Survey Data for Classroom Aide – Preschool CALSAFE Program *(ranked descending on Mid-Range Rate/Hourly) (recommend title change to Child Care Provider during Phase 2)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Child Development Center Teacher	\$18.32	\$23.76	\$29.19	12
Visalia Unif SD	Child Care Provider	\$16.73	\$19.04	\$21.35	6
Modesto City SD	Inst Parapro, Infant/Toddler Program	\$17.13	\$18.98	\$20.82	6
Madera Unif SD	Classroom Aide – Preschool CALSAFE	\$15.90	\$17.81	\$19.72	7
Fresno Unif SD	Paraprofessional, Child Development	\$15.50	\$16.25	\$16.99	5
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$16.92	\$19.50	\$22.09	
Median	Calculation DOES NOT include Madera	\$16.93	\$19.01	\$21.09	

WAGE GRAPH 2.1.1 – Survey Data for Classroom Aide – Preschool CALSAFE Program *(recommend title change to Child Care Provider during Phase 2)*





Findings:

- This class is currently allocated to Row 9 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

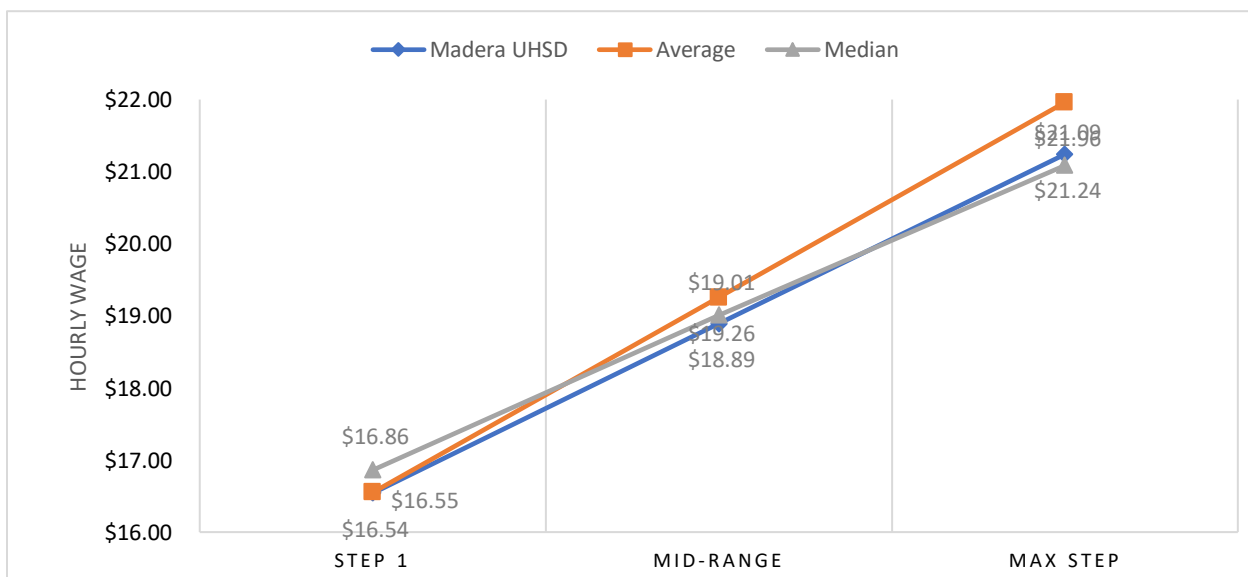
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

2.1.2 Paraprofessional Aide

Wage TABLE 2.1.2 – Survey Data for Paraprofessional Aide (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Inst Aide-Paraprofessional General	\$17.68	\$23.13	\$28.57	12
Stockton Unif SD	Instructional Assistant	\$15.77	\$19.55	\$23.32	5
Visalia Unif SD	Paraprofessional	\$16.73	\$19.04	\$21.35	6
Modesto City SD	Instructional Paraprofessional, K-12	\$17.13	\$18.98	\$20.82	6
Madera Unif SD	Paraprofessional Aide	\$16.54	\$18.89	\$21.24	7
Central Unif SD	Instructional Aide	\$16.99	\$18.85	\$20.71	5
Fresno Unif SD	Paraprofessional, Instructional Assistant	\$15.00	\$16.00	\$16.99	5
Clovis Unif SD	No match				9
Average	Calculation DOES NOT include Madera	\$16.55	\$19.26	\$21.96	
Median	Calculation DOES NOT include Madera	\$16.86	\$19.01	\$21.09	

WAGE GRAPH 2.1.2 – Survey Data for Paraprofessional Aide





Findings:

- This class is currently allocated to Row 11 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

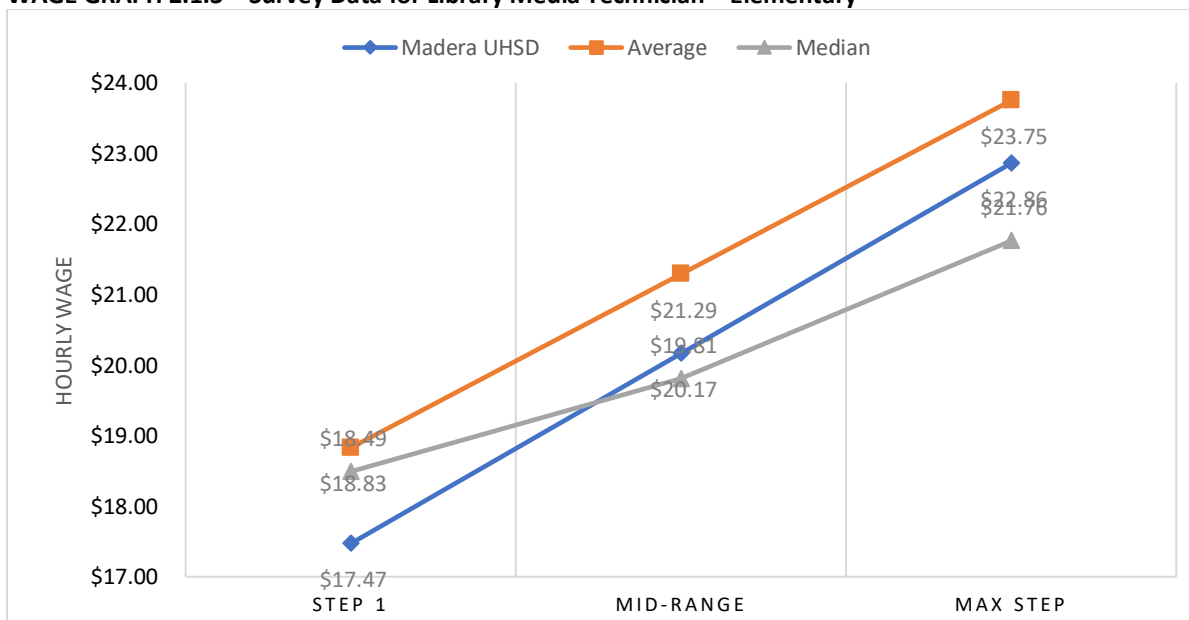
- No change in allocation on the schedule is recommended at this time.

2.1.3 Library Media Technician – Elementary *(Originally to be studied in Phase 2, MUSD asked to move to Phase 3)*

WAGE TABLE 2.1.3 – Survey Data for Library Media Technician – Elementary (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Library Media Technician	\$21.50	\$26.94	\$32.37	12
Visalia Unif SD	Library Media Technician I	\$20.82	\$23.70	\$26.58	6
Modesto City SD	Library Assistant II	\$19.83	\$21.96	\$24.09	6
Madera Unif SD	Library Media Tech - Elementary	\$17.47	\$20.17	\$22.86	7
Central Unif SD	Library Media Technician I	\$17.85	\$19.81	\$21.76	5
Clovis Unif SD	Library Technician	\$18.49	\$19.68	\$20.87	9
Stockton Unif SD	Library Media Assistant	\$17.50	\$19.39	\$21.27	5
Fresno Unif SD	Library Media Tech - Elementary	\$15.80	\$17.55	\$19.30	5
Average	Calculation DOES NOT include Madera	\$18.83	\$21.29	\$23.75	
Median	Calculation DOES NOT include Madera	\$18.49	\$19.81	\$21.76	

WAGE GRAPH 2.1.3 – Survey Data for Library Media Technician – Elementary





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class is currently allocated to Row 15 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and below the Average.
- This class was originally scheduled to be studied for job description review and revision in Phase 2, however, the District recommended moving the class to Phase 3, as the class was changing and evolving to include planning activities for class visits to the library on a daily basis.
- The salary survey conducted for Library Media Technician – Elementary found that the class was at the Mid-Range Rate when compared to the peer group, however, the nature of the continuing changes to this class begs consideration of a prospective increase, in consideration of the evolution of increased duties.

Recommendation:

- MUSD should consider a prospective increase in salary range to this class based on the continuing evolution of increased duties.

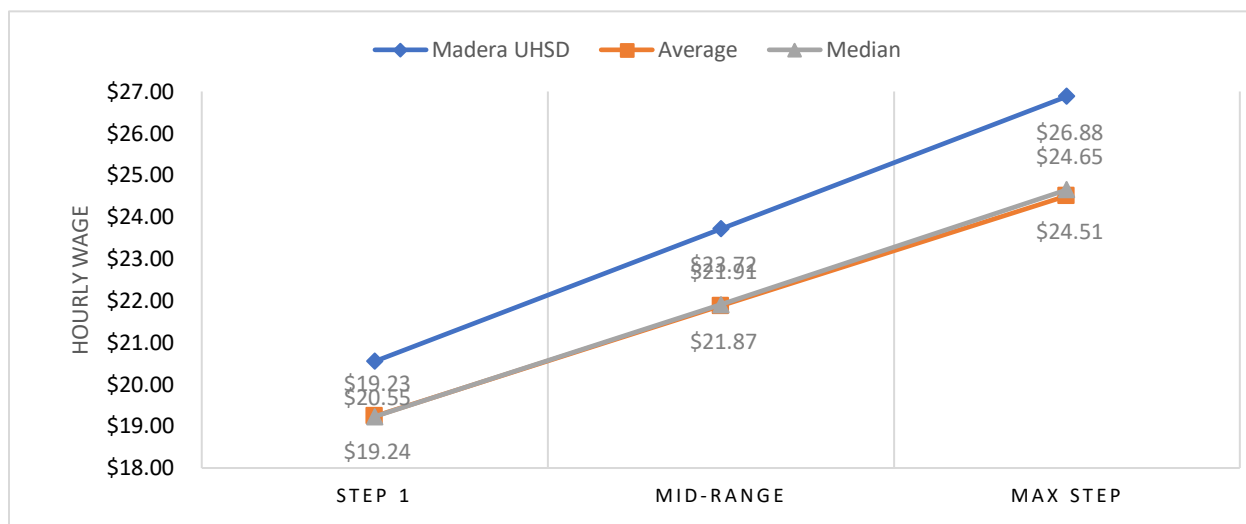
2.1.4 Paraprofessional – Physically Impaired

WAGE TABLE 2.1.4 – Survey Data for Paraprofessional – Physically Impaired (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Instructional Aide - Paraprofessional - Special Education	\$20.87	\$26.30	\$31.73	12
Clovis Unif SD	Instructional Assistant IV - Special Education	\$22.64	\$24.11	\$25.57	9
Madera Unif SD	Paraprofessional-Physically Impaired	\$20.55	\$23.72	\$26.88	7
Modesto City SD	Inst Paraprofessional, Physically Handicapped	\$20.28	\$22.47	\$24.65	6
Stockton Unif SD	Sp Ed Asst-Physically Handicapped	\$18.73	\$21.91	\$25.08	5
Central Unif SD	Special Education Aide III	\$19.23	\$21.32	\$23.41	5
Visalia Unif SD	Paraprofessional-Special Education	\$16.73	\$19.04	\$21.35	6
Fresno Unif SD	Paraprofessional - Moderate-Severe	\$16.19	\$17.97	\$19.75	5
Average	Calculation DOES NOT include Madera	\$19.24	\$21.87	\$24.51	
Median	Calculation DOES NOT include Madera	\$19.23	\$21.91	\$24.65	



WAGE GRAPH 2.1.4 – Survey Data for Paraprofessional – Physically Impaired



Findings:

- This class is currently allocated to Row 24 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

2.2 Classes Relating to Nutritional Services

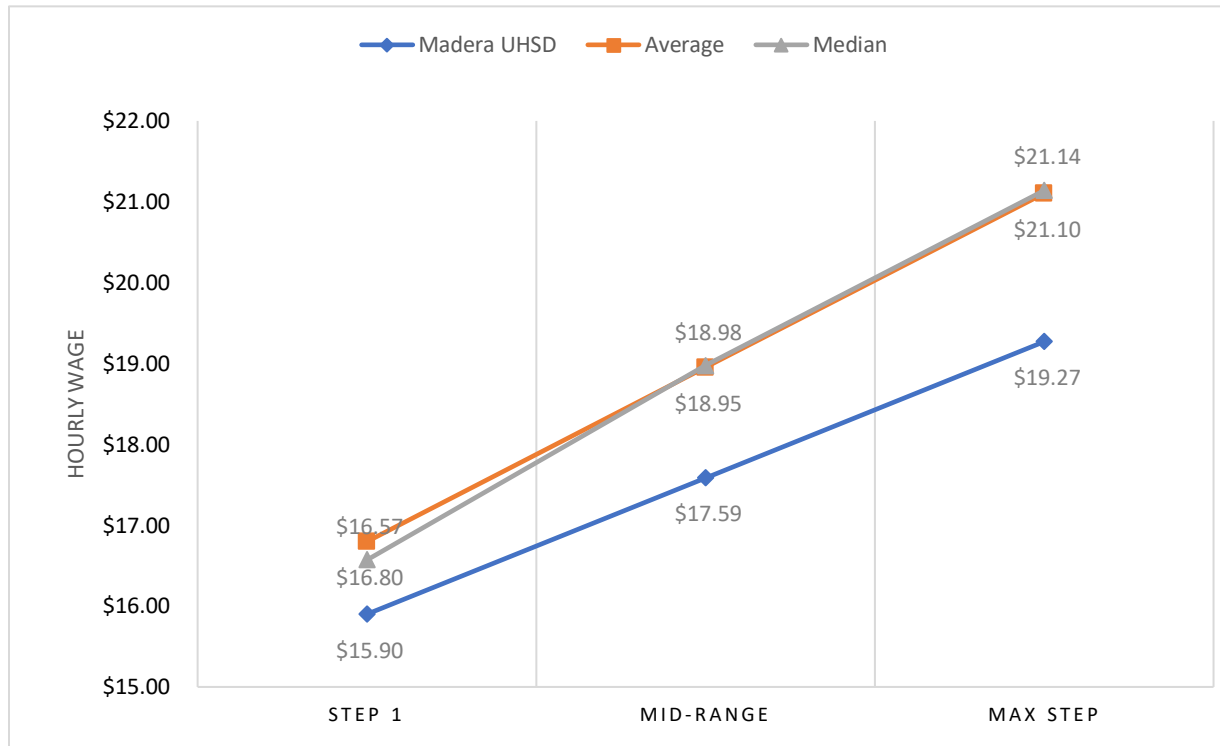
2.2.1 Child Nutrition Assistant I

WAGE TABLE 2.2.1 – Survey Data for Child Nutrition Assistant I (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Cafeteria Helper	\$16.42	\$21.84	\$27.26	12
Clovis Unif SD	Cook/Baker I	\$19.43	\$21.51	\$23.58	9
Central Unif SD	Cook I	\$17.43	\$19.32	\$21.21	5
Modesto City SD	Nutrition Services Assistant I	\$17.13	\$18.98	\$20.82	6
Visalia Unif SD	Cafeteria Worker II	\$16.57	\$18.86	\$21.14	6
Madera Unif SD	Child Nutrition Assistant I	\$15.90	\$17.59	\$19.27	7
Stockton Unif SD	Food Service Assistant I	\$15.60	\$16.76	\$17.92	5
Fresno Unif SD	Nutrition Services Assistant	\$15.00	\$15.40	\$15.80	5
Average	Calculation DOES NOT include Madera	\$16.80	\$18.95	\$21.10	
Median	Calculation DOES NOT include Madera	\$16.57	\$18.98	\$21.14	



WAGE GRAPH 2.2.1 – Survey Data for Child Nutrition Assistant I



Findings:

- This class is currently allocated to Row 8 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

2.2.2 Child Nutrition Technician

WAGE TABLE 2.2.2 – Survey Data for Child Nutrition Technician (ranked descending on Mid-Range Rate/Hourly)

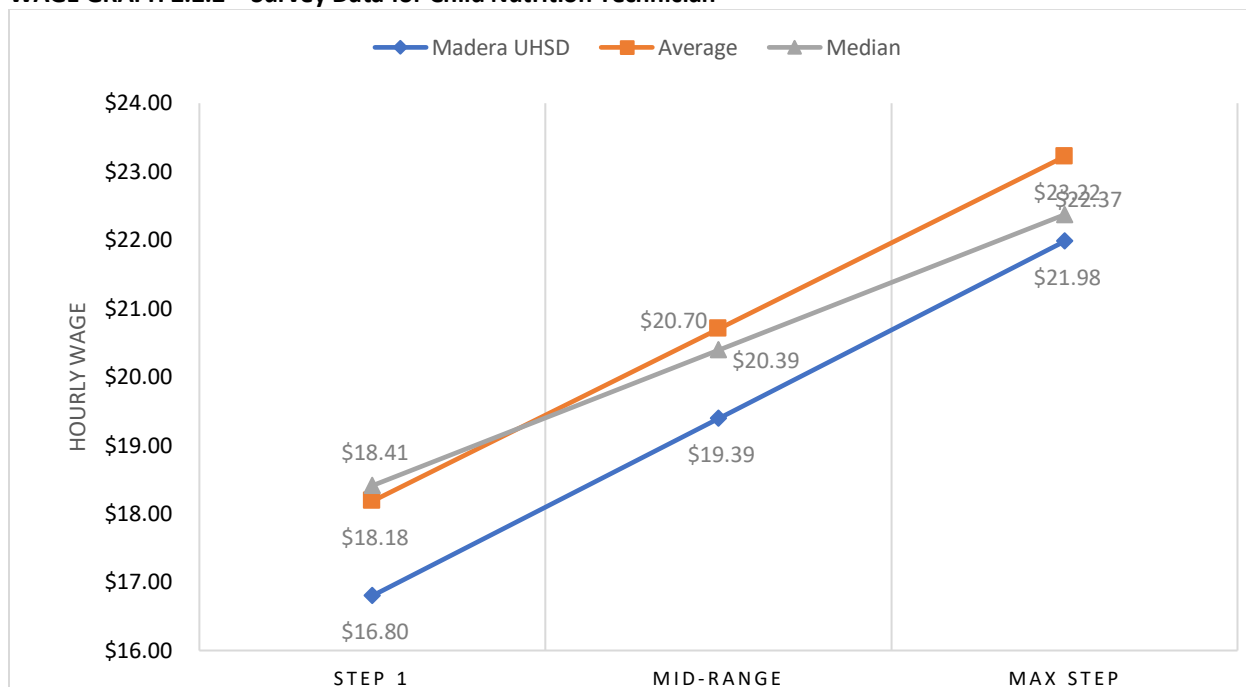
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Assistant Cafeteria Supervisor	\$19.59	\$25.04	\$30.48	12
Clovis Unif SD	Cook/Baker II	\$20.43	\$22.62	\$24.80	9
Central Unif SD	Cook III	\$20.18	\$22.40	\$24.62	5
Modesto City SD	Child Development Nutrition Services Asst	\$18.41	\$20.39	\$22.37	6
Madera Unif SD	Child Nutrition Technician	\$16.80	\$19.39	\$21.98	7
Visalia Unif SD	Cafeteria Worker IV	\$16.90	\$19.24	\$21.57	6
Fresno Unif SD	Nutrition Services Senior Assistant	\$16.17	\$18.00	\$19.84	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Stockton Unif SD	Food Service Assistant II	\$15.60	\$17.23	\$18.85	5
Average	Calculation DOES NOT include Madera	\$18.18	\$20.70	\$23.22	
Median	Calculation DOES NOT include Madera	\$18.41	\$20.39	\$22.37	

WAGE GRAPH 2.2.2 – Survey Data for Child Nutrition Technician



Findings:

- This class is currently allocated to Row 15 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

2.2.3 Child Nutrition Manager

WAGE TABLE 2.2.3 – Survey Data for Child Nutrition Manager (ranked descending on Mid-Range Rate/Hourly)

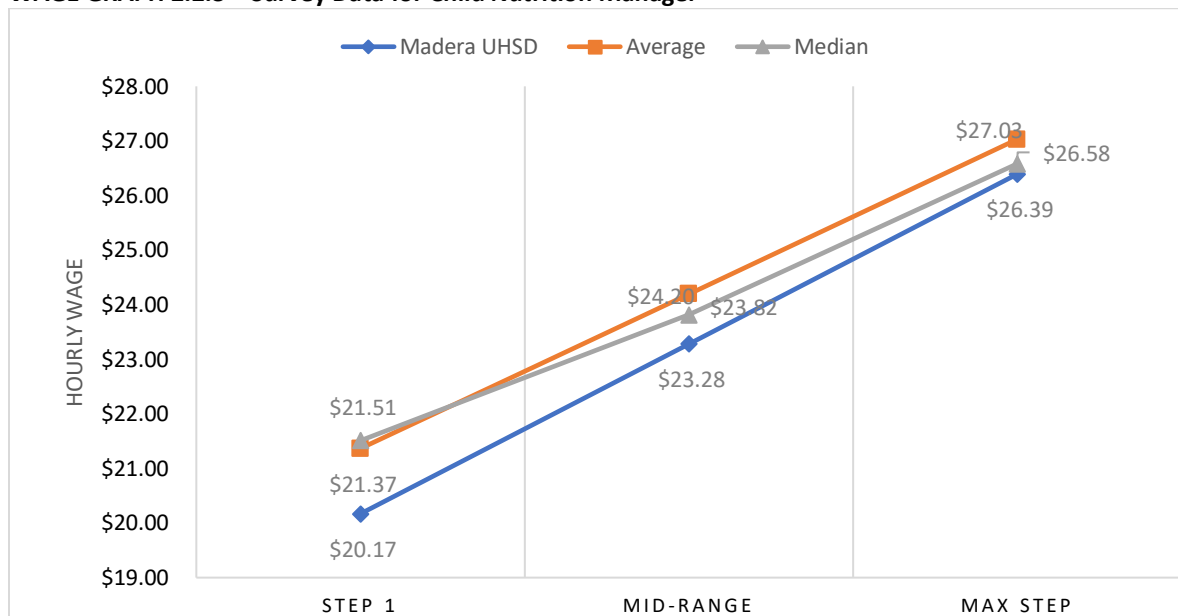
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Cook Supervisor (Supv)	\$25.08	\$27.72	\$30.35	5
Merced Union HSD	Cafeteria Supervisor	\$22.17	\$27.58	\$32.99	12
Modesto City SD	Nutrition Services Assistant IV	\$22.37	\$24.78	\$27.18	6
Clovis Unif SD	Campus Catering Asst Supv	\$21.51	\$23.82	\$26.12	9
Fresno Unif SD	Nutrition Services Manager	\$21.34	\$23.77	\$26.20	5
Visalia Unif SD	Cafeteria Site Lead	\$20.82	\$23.70	\$26.58	6



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unif SD	Child Nutrition Manager	\$20.17	\$23.28	\$26.39	7
Stockton Unif SD	Food Service Assistant III	\$16.27	\$18.03	\$19.78	5
Average	Calculation DOES NOT include Madera	\$21.37	\$24.20	\$27.03	
Median	Calculation DOES NOT include Madera	\$21.51	\$23.82	\$26.58	

WAGE GRAPH 2.2.3 – Survey Data for Child Nutrition Manager



Findings:

- This class is currently allocated to Row 25 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 7th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.
- Following the completion of Phase 2, a request was made to identify a different title for the bargaining unit class “Child Nutrition Manager” to avert confusing a bargaining unit job class from positions assigned to the management group. The altered title “Child Nutrition Senior Technician” has been proposed.

Recommendation:

- No change in allocation on the schedule is recommended at this time.
- The job title concern is relevant, and the solution to retitle the job to “Child Nutrition Senior Technician” is a reasonable resolution. Recommend that this change be approved, and the Personnel Commission Office will effect the change to the job description as part of its overall job description responsibilities in the Human Resources Program. This is also noted in Appendix F.



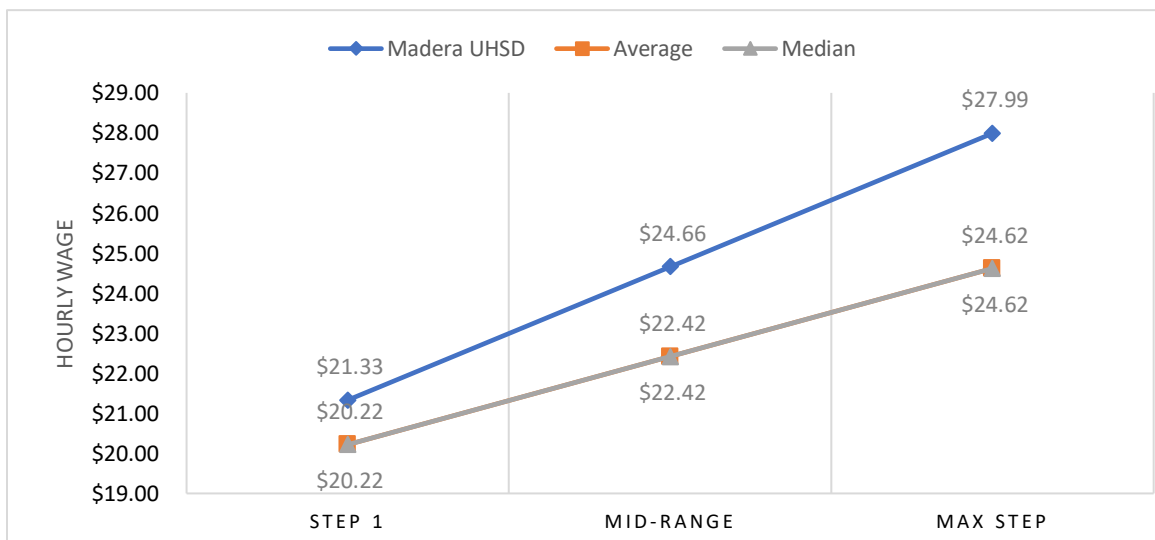
2.3 Classes Relating to Security Services

2.3.1 School Safety Officer - Lead

WAGE TABLE 2.3.1 – Survey Data for School Safety Officer – Lead (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Madera Unif SD	School Safety Office Lead	\$21.33	\$24.66	\$27.99	7
Fresno Unif SD	Campus Security Lead	\$20.22	\$22.42	\$24.62	5
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Modesto City SD	No match				6
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$20.22	\$22.42	\$24.62	
Median	Calculation DOES NOT include Madera	\$20.22	\$22.42	\$24.62	

WAGE GRAPH 2.3.1 – Survey Data for School Safety Officer - Lead



Findings:

- This class is currently allocated to Row 26 of the Classified Bargaining Unit Salary Schedule.
- There were insufficient matches on which to base a market comparison.
- School districts in California are able per California Education Code Section 38000 to establish security departments in one of two ways:

The governing board of a school district may establish a security department under the supervision of a chief of security, as designated by, and under the direction of, the superintendent



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

of the school district and employing personnel to ensure the safety of School District personnel and pupils and the security of the real and personal property of the School District.

Or the governing board of a school district may establish a school police department under the supervision of a school chief of police and employ sworn peace officers.

The other option is for a school district to contract with the local police or sheriff's department to place School Resource Officers on school campuses.

- Madera Unified School District has established a security department per Ed Code Section 38000 and employs personnel to ensure safety and security.
- Of the seven school districts surveyed, only one district, Modesto City High School District, has a similar security department, however, Modesto has one level of Campus Supervisor, there is not a Lead Campus Supervisor, and therefore, not a good match. Fresno employs Fresno USD utilizes School Resource Officers (SROs) and Campus Safety Assistants to patrol and secure campuses. The SROs report directly to the Chief of Police.
- The remaining five school districts either contract with local police and sheriff's departments or have established a school police department under the supervision of a school chief of police and employ sworn peace officers.

Recommendation:

- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

2.4 Classes Relating to Student/Community /Athletics Services

2.4.1 Child Welfare and Attendance Liaison *(recommend title change to Family Liaison and Student Attendance Technician during Phase 2)*

WAGE TABLE 2.4.1 – Survey Data for Child Welfare and Attendance Liaison *(ranked descending on Mid-Range Rate/Hourly)*
(recommend title change to Family Liaison and Student Attendance Technician during Phase 2)

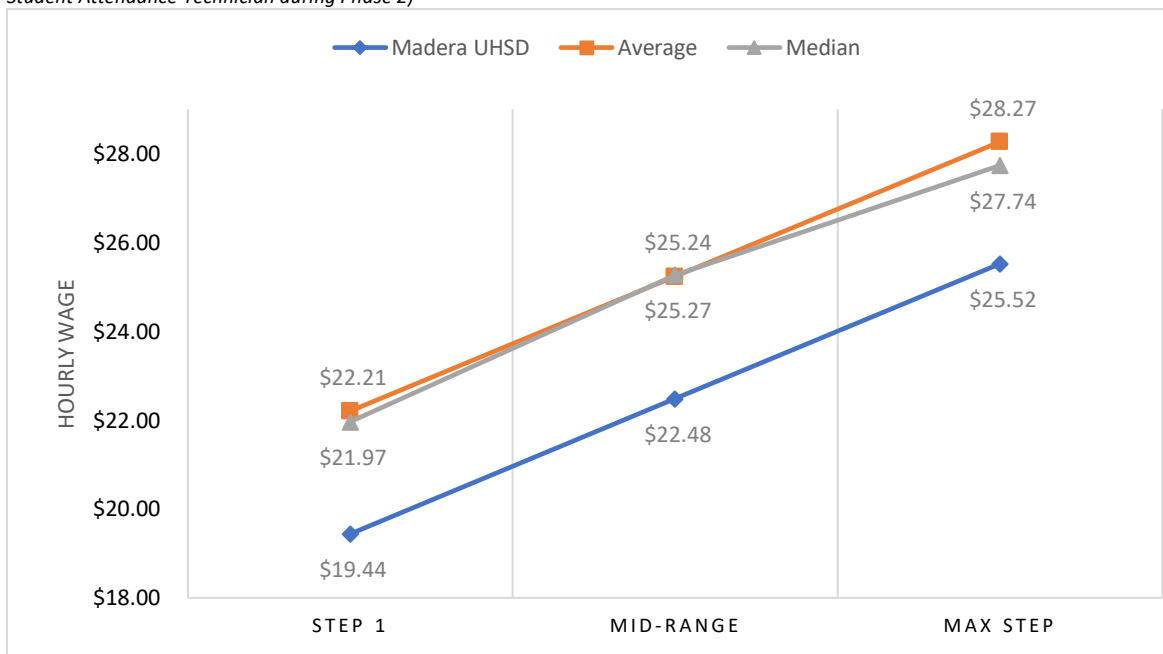
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Student Welfare and Attend Tech	\$25.41	\$28.92	\$32.43	6
Merced Union HSD	Child Welfare & Attendance Liaison	\$22.17	\$27.58	\$32.99	12
Clovis Unif SD	Student Attendance Officer I	\$23.85	\$26.41	\$28.96	9
Central Unif SD	Student Liaison	\$21.76	\$24.14	\$26.51	5
Madera Unif SD	Child Welfare & Attend Liaison	\$19.44	\$22.48	\$25.52	7
Fresno Unif SD	Child Welfare Attendance Specialist I	\$20.22	\$22.42	\$24.62	5
Modesto City SD	Attendance Liaison	\$19.83	\$21.96	\$24.09	6
Stockton Unif SD	No match (Counselor)				5
Average	Calculation DOES NOT include Madera	\$22.21	\$25.24	\$28.27	



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Median	Calculation DOES NOT include Madera	\$21.97	\$25.27	\$27.74	
---------------	--	----------------	----------------	----------------	--

WAGE GRAPH 2.4.1 – Survey Data for Child Welfare and Attendance Liaison (recommend title change to Family Liaison and Student Attendance Technician during Phase 2)



Findings:

- This class is currently allocated to Row 23 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

2.4.2 Licensed Vocational Nurse (LVN)

WAGE TABLE 2.4.2 – Survey Data for Licensed Vocational Nurse (LVN) (ranked descending on Mid-Range Rate/Hourly)

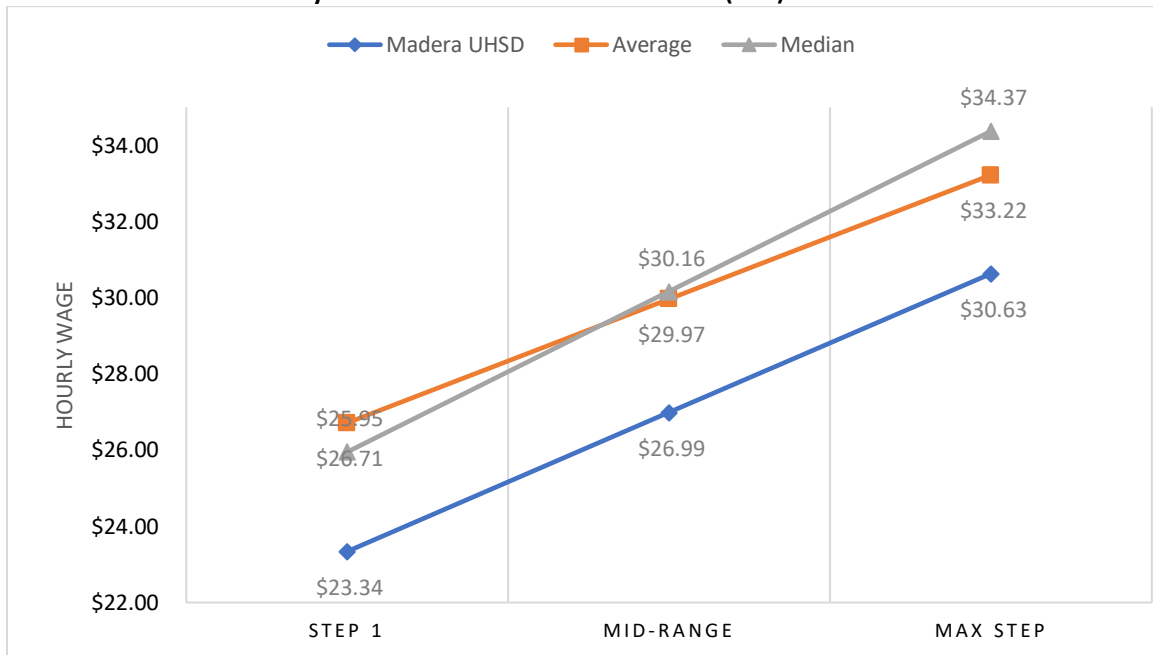
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Clovis Unif SD	LVN/RN	\$32.31	\$34.40	\$36.49	9
Central Unif SD	LVN	\$29.26	\$32.46	\$35.65	5
Stockton Unif SD	Licensed Vocational Nurse	\$27.82	\$30.81	\$33.80	5
Merced Union HSD	Health Services LVN	\$24.08	\$29.51	\$34.94	12
Visalia Unif SD	Treatment Nurse	\$23.93	\$27.24	\$30.55	6
Madera Unif SD	Licensed Vocational Nurse	\$23.34	\$26.99	\$30.63	7
Fresno Unif SD	Licensed Vocational Nurse	\$22.89	\$25.39	\$27.89	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Average	Calculation DOES NOT include Madera	\$26.71	\$29.97	\$33.22	
Median	Calculation DOES NOT include Madera	\$25.95	\$30.16	\$34.37	

WAGE GRAPH 2.4.2 – Survey Data for Licensed Vocational Nurse (LVN)



Findings:

- This class is currently allocated to Row 31 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

2.4.3 Student Advocate

WAGE TABLE 2.4.3 – Survey Data for Student Advocate (ranked descending on Mid-Range Rate/Hourly)

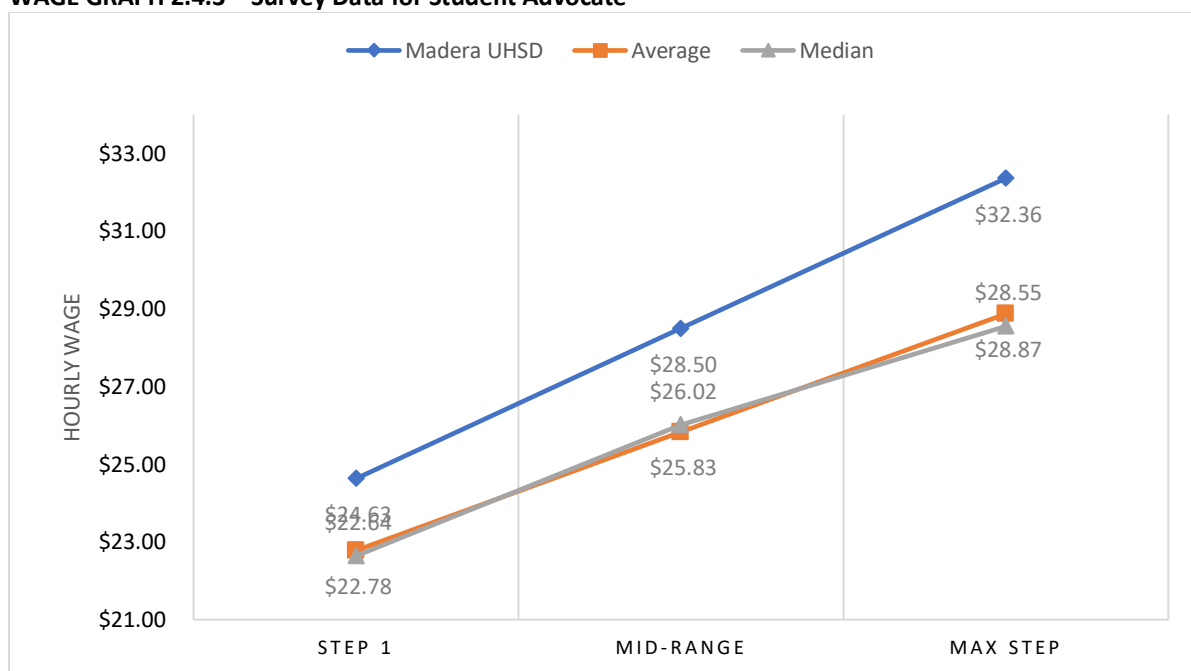
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Student Welfare & Attendance Tech	\$25.41	\$28.92	\$32.43	6
Madera Unif SD	Student-Advocate	\$24.63	\$28.50	\$32.36	7
Merced Union HSD	Intervention Specialist	\$21.50	\$26.94	\$32.38	12
Modesto City SD	Intervention Coordinator	\$23.48	\$26.02	\$28.55	6
Clovis Unif SD	Student Relations Liaison	\$22.64	\$24.11	\$25.57	9
Central Unif SD	Intervention Specialist (Conf)	\$20.87	\$23.15	\$25.43	5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Fresno Unif SD	No match				5
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$22.78	\$25.83	\$28.87	
Median	Calculation DOES NOT include Madera	\$22.64	\$26.02	\$28.55	

WAGE GRAPH 2.4.3 – Survey Data for Student Advocate



Findings:

- This class is currently allocated to Row 34 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 2nd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

2.4.4 Athletic Trainer *(studied as additional work in Phase I)*

WAGE TABLE 2.4.4 – Survey Data for Athletic Trainer *(ranked descending on Mid-Range Rate/Hourly) (studied as additional work in Phase I)*

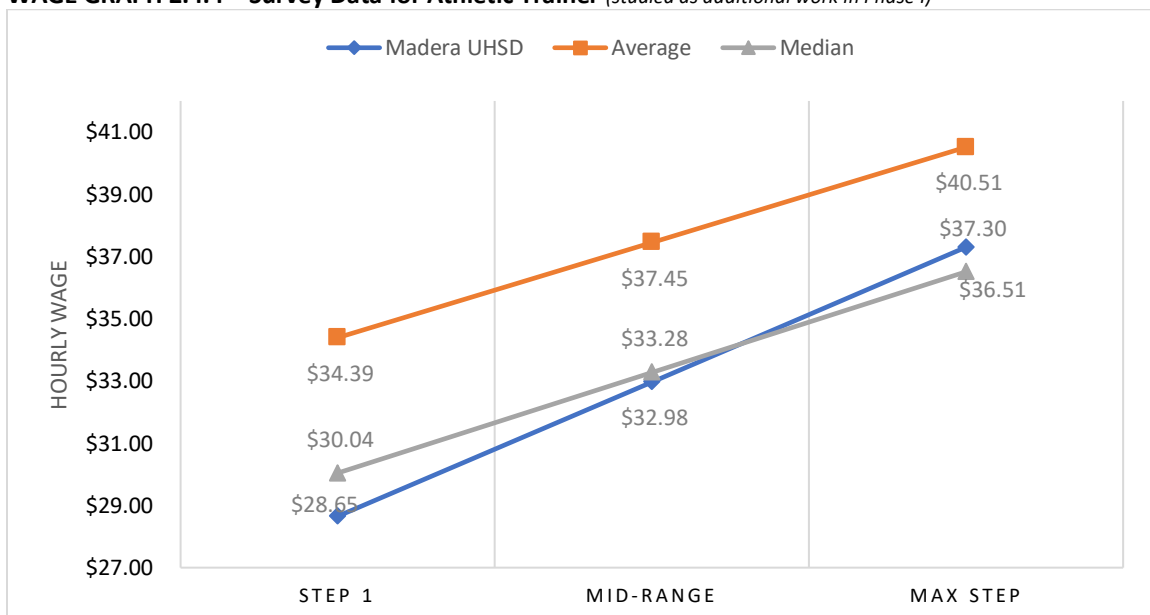
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Athletic Trainer (Mgt)	\$45.96	\$48.95	\$51.93	6
Fresno Unif SD	Athletic Trainer (Mgt)	\$30.04	\$33.28	\$36.51	5
Madera Unif SD	Athletic Trainer	\$28.65	\$32.98	\$37.30	7



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Central Unif SD	Athletic Trainer	\$27.17	\$30.14	\$33.10	5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Modesto City SD	No match				6
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$34.39	\$37.45	\$40.51	
Median	Calculation DOES NOT include Madera	\$30.04	\$33.28	\$36.51	

WAGE GRAPH 2.4.4 – Survey Data for Athletic Trainer (studied as additional work in Phase I)



Findings:

- This class is currently allocated to Row 44 of the Classified Bargaining Unit Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

2.4.5 Behavioral Health Clinician I (New class recommended and implemented during Phase 2)

WAGE TABLE 2.4.5 – Survey Data for Behavioral Health Clinician I (ranked descending on Mid-Range Rate/Hourly)

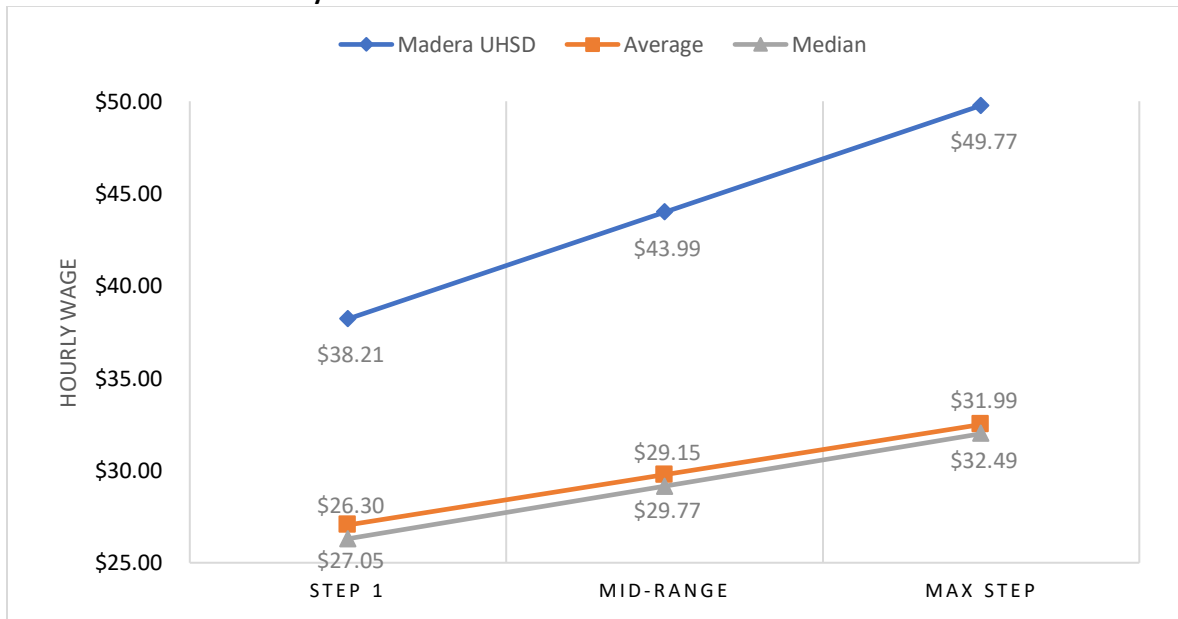
Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Madera Unif SD	Behavioral Health Clinician I	\$38.21	\$43.99	\$49.77	7
Modesto City SD	Behavioral Intervention Spec (Mgt)	\$36.08	\$38.10	\$40.13	6
Clovis Unif SD	Applied Behavior Lead Therapist	\$30.85	\$34.16	\$37.47	9



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Fresno Unif SD	Licensed Mental Health Clinician	\$27.96	\$31.01	\$34.05	5
Stockton Unif SD	Behavior Intervention Assistant	\$24.64	\$27.29	\$29.93	5
Visalia Unif SD	Behavior Intervention Technician	\$21.89	\$24.91	\$27.93	6
Central Unif SD	Intervention Specialist (Conf)	\$20.87	\$23.15	\$25.43	5
Merced Union HSD	No match				12
Average		Calculation DOES NOT include Madera	\$27.05	\$29.77	\$32.49
Median		Calculation DOES NOT include Madera	\$26.30	\$29.15	\$31.99

WAGE GRAPH 2.4.1 – Survey Data for Behavioral Health Clinician I



Findings:

- This class is currently allocated to Row 58 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 1st when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.



3 Wage Surveys Related to Job Family Classes Studied During Phase 3

Appendix C lists all the job classes in the Classification Plan, highlighting those included in the survey.

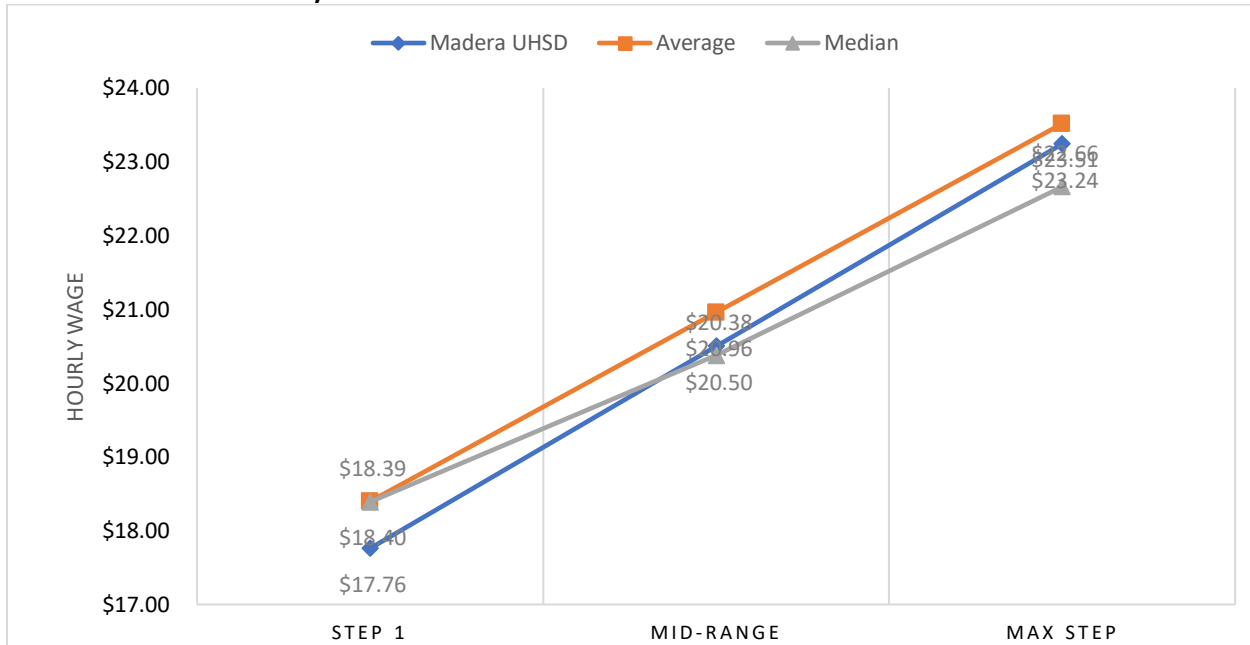
3.1 Classes Relating to Maintenance Services

3.1.1 Custodian

TABLE 3.1.1 – Survey Data for Custodian (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Custodian	\$18.96	\$24.40	\$29.84	12
Central Unif SD	Custodian	\$20.18	\$22.40	\$24.62	5
Modesto City SD	Custodian	\$19.31	\$21.40	\$23.48	6
Madera Unif SD	Custodian	\$17.76	\$20.50	\$23.24	7
Stockton Unif SD	Custodian	\$18.39	\$20.38	\$22.36	5
Visalia Unif SD	Custodian	\$17.76	\$20.21	\$22.66	6
Clovis Unif SD	Custodian I	\$17.58	\$19.47	\$21.35	9
Fresno Unif SD	Custodian	\$16.59	\$18.44	\$20.29	5
Average	Calculation DOES NOT include Madera	\$18.40	\$20.96	\$23.51	
Median	Calculation DOES NOT include Madera	\$18.39	\$20.38	\$22.66	

WAGE GRAPH 3.1.1 – Survey Data for Custodian





Findings:

- This class is currently allocated to Row 18 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 4th when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

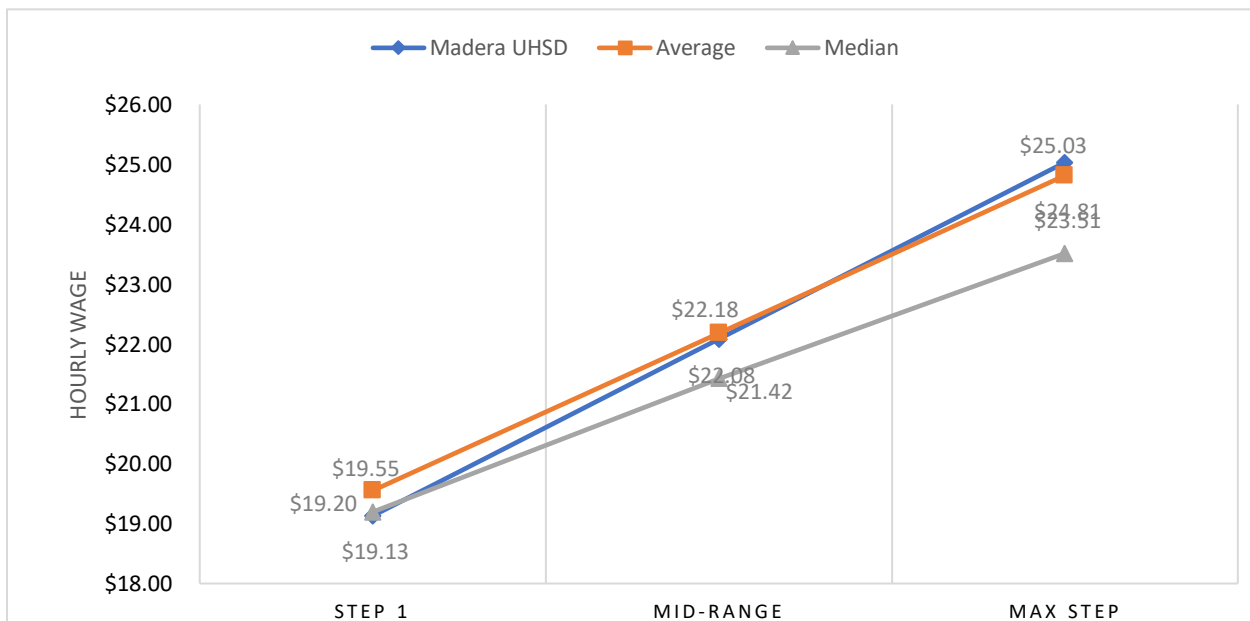
- No change in allocation on the schedule is recommended at this time.

3.1.2 Grounds Person I

TABLE 3.1.2 – Survey Data for Grounds Person I (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Grounds Worker	\$22.31	\$24.74	\$27.17	5
Merced Union HSD	Grounds Keeper	\$18.96	\$24.40	\$29.84	12
Madera Unif SD	Grounds Person I	\$19.13	\$22.08	\$25.03	7
Modesto City SD	Groundskeeper	\$19.83	\$21.96	\$24.09	6
Fresno Unif SD	Grounds Maintenance Worker I	\$18.84	\$20.89	\$22.93	5
Clovis Unif SD	Groundskeeper I	\$19.43	\$20.69	\$21.95	9
Visalia Unif SD	Grounds Worker	\$17.94	\$20.42	\$22.89	6
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$19.55	\$22.18	\$24.81	
Median	Calculation DOES NOT include Madera	\$19.20	\$21.42	\$23.51	

WAGE GRAPH 3.1.2 – Survey Data for Grounds Person I





Findings:

- This class is currently allocated to Row 18 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

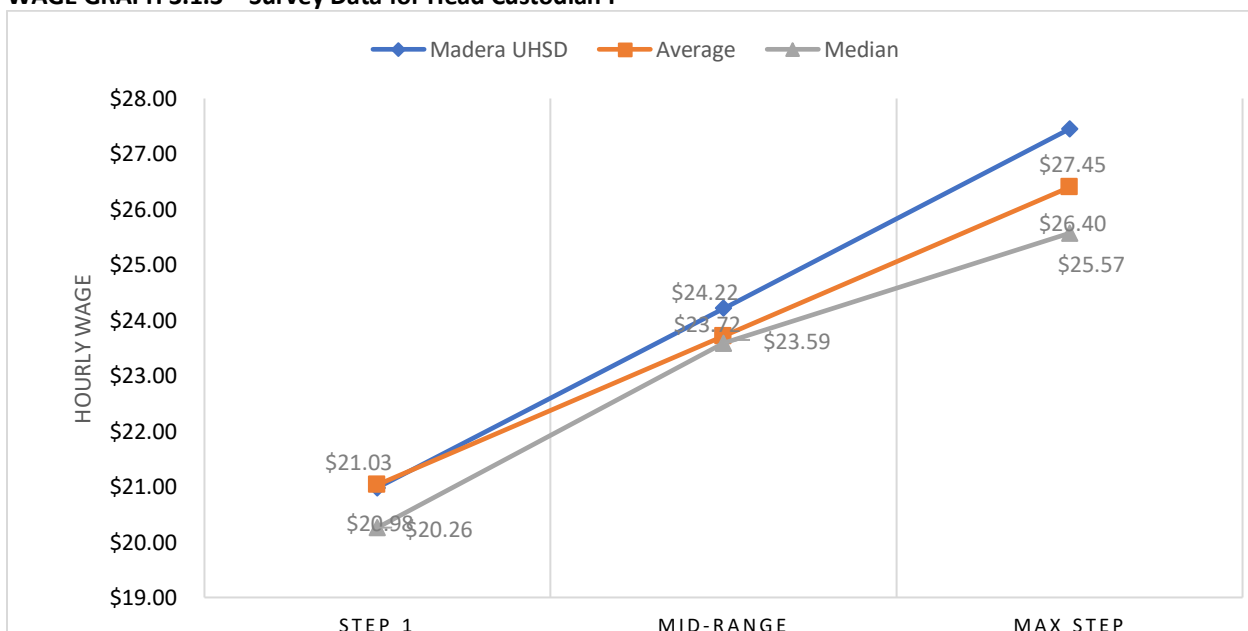
- No change in allocation on the schedule is recommended at this time.

3.1.3 Head Custodian I

TABLE 3.1.3 – Survey Data for Head Custodian I (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Head Custodian - Elem School	\$24.62	\$27.30	\$29.98	5
Merced Union HSD	Custodian-Night Leader	\$20.26	\$25.69	\$31.11	12
Madera Unif SD	Head Custodian I	\$20.98	\$24.22	\$27.45	7
Clovis Unif SD	Lead Custodian	\$22.64	\$24.11	\$25.57	9
Modesto City SD	Lead Custodian I	\$21.28	\$23.59	\$25.89	6
Visalia Unif SD	Custodian Team Lead	\$19.81	\$22.55	\$25.28	6
Stockton Unif SD	Head Custodian I	\$19.78	\$21.91	\$24.03	5
Fresno Unif SD	Lead Custodian	\$18.84	\$20.89	\$22.93	5
Average	Calculation DOES NOT include Madera	\$21.03	\$23.72	\$26.40	
Median	Calculation DOES NOT include Madera	\$20.26	\$23.59	\$25.57	

WAGE GRAPH 3.1.3 – Survey Data for Head Custodian I





Findings:

- This class is currently allocated to Row 25 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

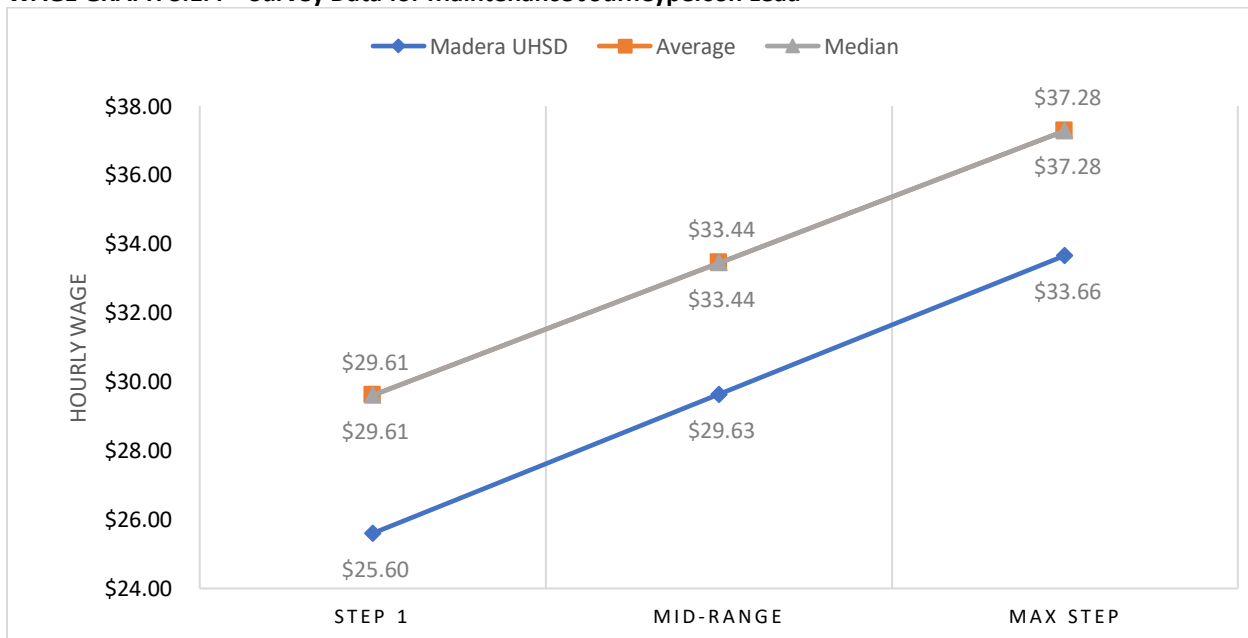
- No change in allocation on the schedule is recommended at this time.

3.1.4 Maintenance Journeyperson Lead

TABLE 3.1.4 – Survey Data for Maintenance Journeyperson Lead (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Clovis Unif SD	Skilled Maintenance Team Leader	\$34.49	\$36.73	\$38.97	9
Merced Union HSD	Maintenance Worker III	\$24.72	\$30.16	\$35.59	12
Madera Unif SD	Maint Journeyperson - Lead	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Fresno Unif SD	No match				5
Modesto City SD	No match				6
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$29.61	\$33.44	\$37.28	
Median	Calculation DOES NOT include Madera	\$29.61	\$33.44	\$37.28	

WAGE GRAPH 3.1.4 – Survey Data for Maintenance Journeyperson Lead





Findings:

- This class is currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

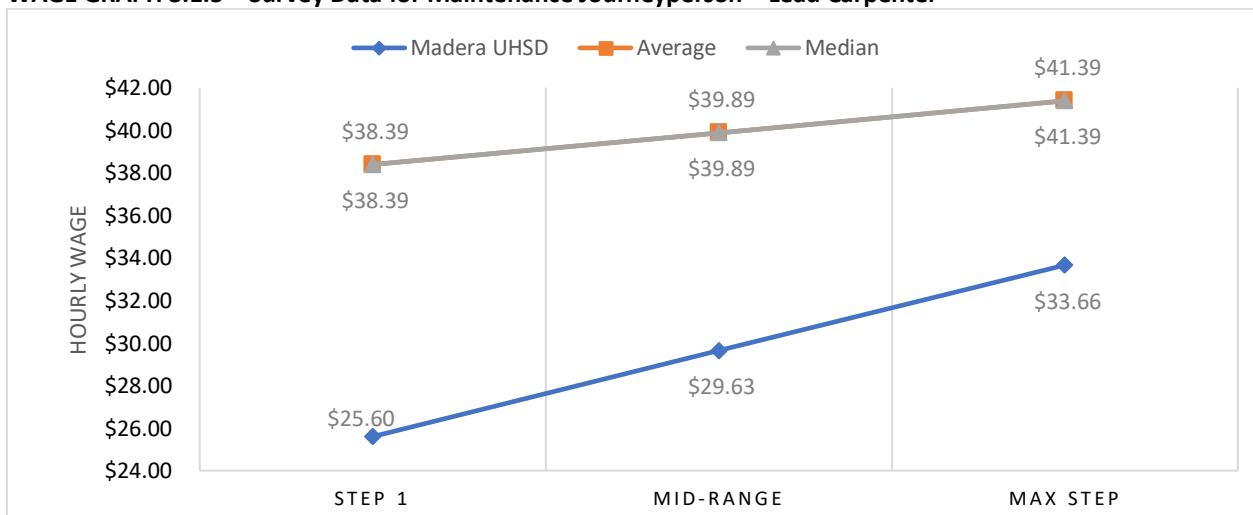
- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.
- See “**Overall findings and recommendations for Maintenance Journeyman – Lead trades series**” at the end of the Maintenance Journeyman – Lead trades sections.

3.1.5 Maintenance Journeyman–Lead Carpenter (*New class recommended*)

TABLE 3.1.5 – Survey Data for Maintenance Journeyman – Lead Carpenter (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead Carpenter	\$48.88	\$48.88	\$48.88	5
Modesto City SD	Carpenter	\$27.90	\$30.90	\$33.89	6
Madera Unif SD	Maint Journeyman - Lead Carpenter	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$38.39	\$39.89	\$41.39	
Median	Calculation DOES NOT include Madera	\$38.39	\$39.89	\$41.39	

WAGE GRAPH 3.1.5 – Survey Data for Maintenance Journeyman – Lead Carpenter





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyman Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

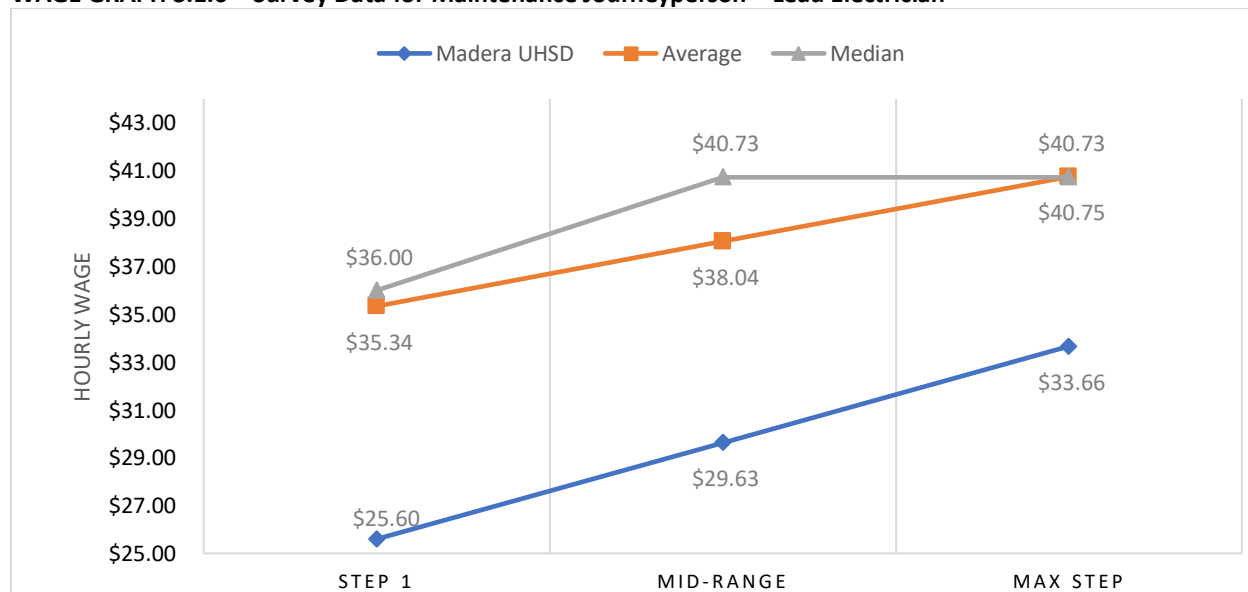
- See “Overall findings and recommendations for Maintenance Journeyman – Lead trades series” at the end of the Maintenance Journeyman – Lead trades sections.

3.1.6 Maintenance Journeyman – Lead Electrician *(New class recommended)*

TABLE 3.1.6 – Survey Data for Maintenance Journeyman – Lead Electrician *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Maintenance Mechanic Lead Crew - Electrical	\$36.00	\$40.97	\$45.93	6
Fresno Unif SD	Lead Electrician	\$40.73	\$40.73	\$40.73	5
Modesto City SD	Electrician	\$29.28	\$32.44	\$35.59	6
Madera Unif SD	Maintenance Journey - Lead Electrician	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$35.34	\$38.04	\$40.75	
Median	Calculation DOES NOT include Madera	\$36.00	\$40.73	\$40.73	

WAGE GRAPH 3.1.6 – Survey Data for Maintenance Journeyman – Lead Electrician





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyman Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

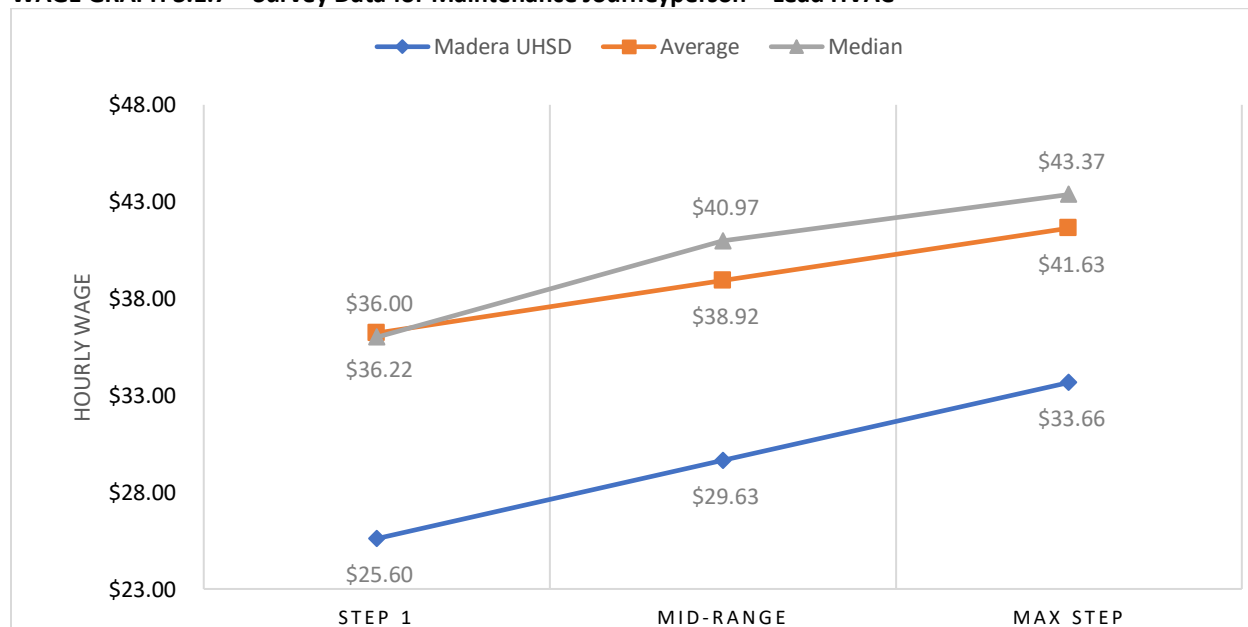
- See “Overall findings and recommendations for Maintenance Journeyman – Lead trades series” at the end of the Maintenance Journeyman – Lead trades sections.

3.1.7 Maintenance Journeyman – Lead HVAC *(New class recommended)*

TABLE 3.1.7 – Survey Data for Maintenance Journeyman – Lead HVAC *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead HVAC & Refrigeration Mechanic	\$43.37	\$43.37	\$43.37	5
Visalia Unif SD	Maintenance Mechanic Lead Crew-HVAC	\$36.00	\$40.97	\$45.93	6
Modesto City SD	HVAC Repairer	\$29.28	\$32.44	\$35.59	6
Madera Unif SD	Maintenance Journeyman - Lead HVAC	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	no match				5
Average	Calculation DOES NOT include Madera	\$36.22	\$38.92	\$41.63	
Median	Calculation DOES NOT include Madera	\$36.00	\$40.97	\$43.37	

WAGE GRAPH 3.1.7 – Survey Data for Maintenance Journeyman – Lead HVAC





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

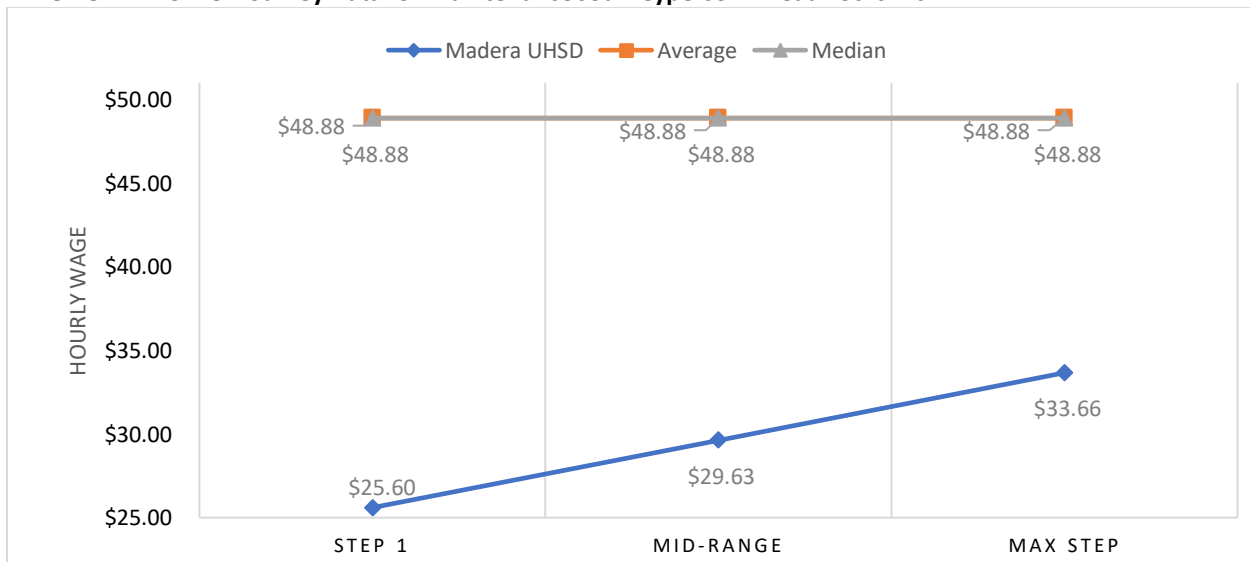
- See “Overall findings and recommendations for Maintenance Journeyperson – Lead trades series” at the end of the Maintenance Journeyperson – Lead trades sections.

3.1.8 Maintenance Journeyperson – Lead Locksmith (*New class recommended*)

TABLE 3.1.8 – Survey Data for Maintenance Journeyperson – Lead Locksmith (*ranked descending on Mid-Range Rate/Hourly*)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead Locksmith	\$48.88	\$48.88	\$48.88	5
Madera Unif SD	Maintenance Journey - Lead Locksmith	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Modesto City SD	No match				6
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$48.88	\$48.88	\$48.88	
Median	Calculation DOES NOT include Madera	\$48.88	\$48.88	\$48.88	

WAGE GRAPH 3.1.8 – Survey Data for Maintenance Journeyperson – Lead Locksmith





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

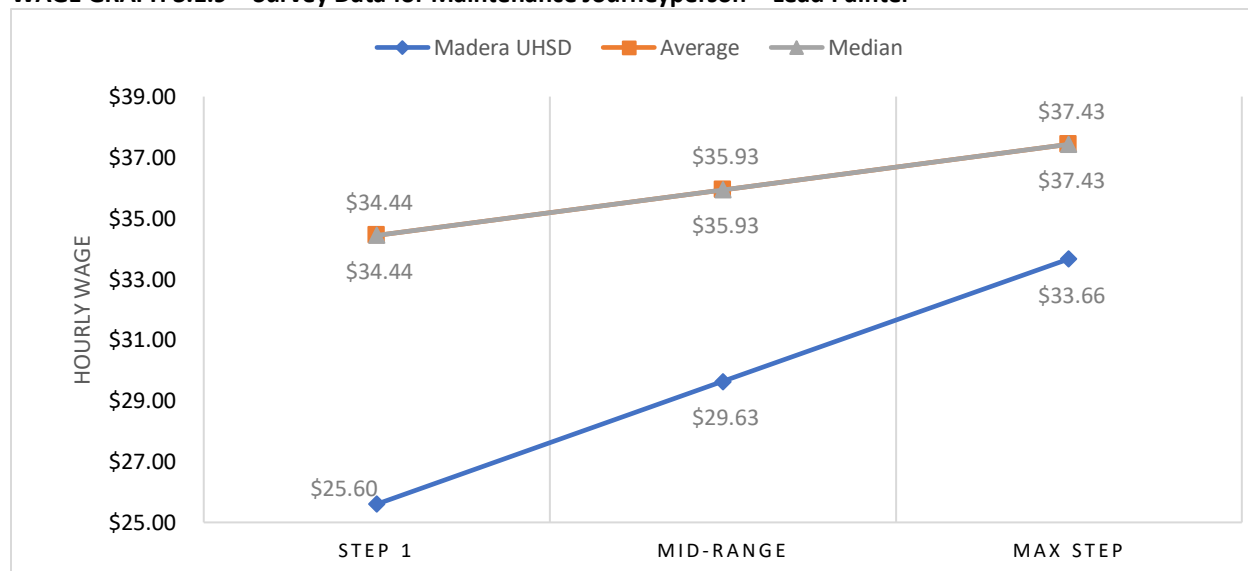
- See “Overall findings and recommendations for Maintenance Journeyperson – Lead trades series” at the end of the Maintenance Journeyperson – Lead trades sections.

3.1.9 Maintenance Journeyperson – Lead Painter *(New class recommended)*

TABLE 3.1.9 – Survey Data for Maintenance Journeyperson – Lead Painter *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead Painter	\$40.97	\$40.97	\$40.97	5
Modesto City SD	Painter	\$27.90	\$30.90	\$33.89	6
Madera Unif SD	Maintenance Journey-Lead Painter	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$34.44	\$35.93	\$37.43	
Median	Calculation DOES NOT include Madera	\$34.44	\$35.93	\$37.43	

WAGE GRAPH 3.1.9 – Survey Data for Maintenance Journeyperson – Lead Painter





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

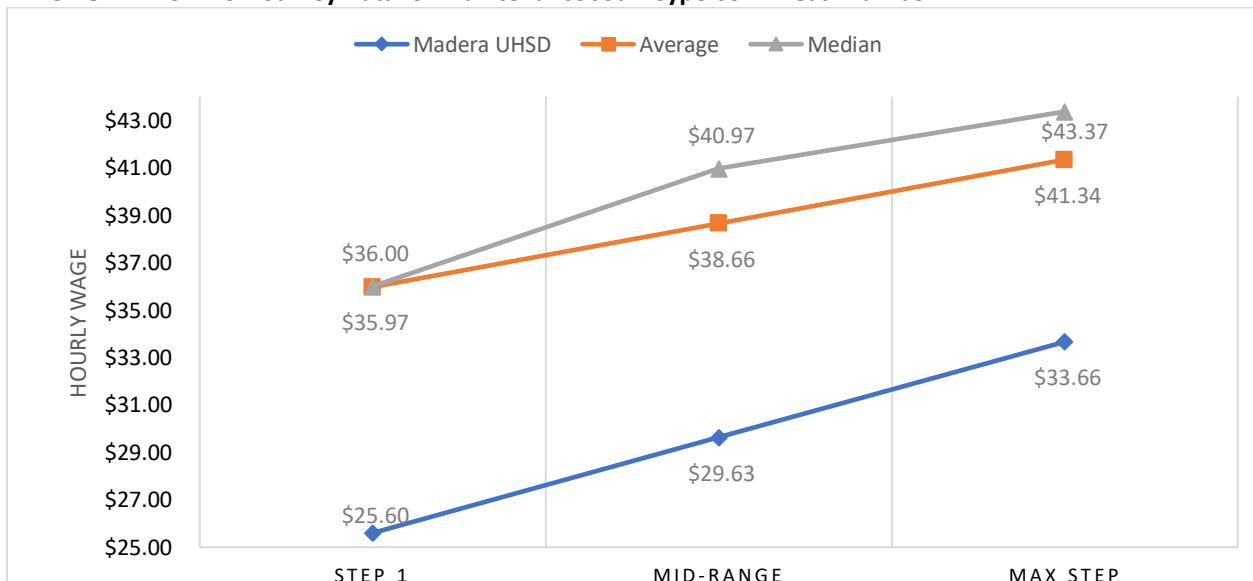
- See “Overall findings and recommendations for Maintenance Journeyperson – Lead trades series” at the end of the Maintenance Journeyperson – Lead trades sections.

3.1.10 Maintenance Journeyperson – Lead Plumber *(New class recommended)*

TABLE 3.1.10 – Survey Data for Maintenance Journeyperson – Lead Plumber *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead Plumber	\$43.37	\$43.37	\$43.37	5
Visalia Unif SD	Maintenance Mechanic Lead Crew-Plumber	\$36.00	\$40.97	\$45.93	6
Modesto City SD	Plumber	\$28.55	\$31.64	\$34.72	6
Madera Unif SD	Maintenance Journeyperson-Lead Plumber	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$35.97	\$38.66	\$41.34	
Median	Calculation DOES NOT include Madera	\$36.00	\$40.97	\$43.37	

WAGE GRAPH 3.1.10 – Survey Data for Maintenance Journeyperson – Lead Plumber





Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

- See “**Overall findings and recommendations for Maintenance Journeyperson – Lead trades series**” at the end of the Maintenance Journeyperson – Lead trades sections.

3.1.11 Maintenance Journeyperson – Lead Water Quality Technician *(New class recommended)*

There were no matches from the seven comparison agencies on which to base a market comparison and develop a wage table and wage graph for the recommendation on this proposed new class.

Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were no matches on which to base a market comparison.

Recommendation:

- See “**Overall findings and recommendations for Maintenance Journeyperson – Lead trades series**” at the end of the Maintenance Journeyperson – Lead trades sections.

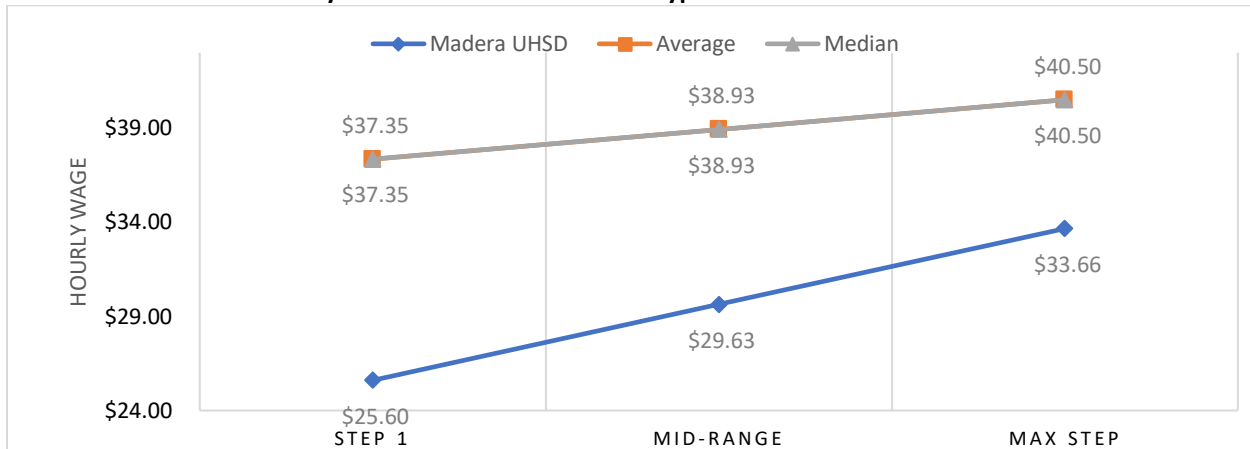
3.1.12 Maintenance Journeyperson – Lead Welder – Fabricator *(New class recommended)*

TABLE 3.1.12 – Survey Data for Maintenance Journeyperson – Lead Welder – Fabricator *(ranked descending on Mid-Range Rate/Hourly)*

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Lead Metal Trades II	\$45.42	\$45.42	\$45.42	5
Modesto City SD	Welder	\$29.28	\$32.44	\$35.59	6
Madera Unif SD	Maintenance Journey-Lead Welder/Fabricator	\$25.60	\$29.63	\$33.66	7
Central Unif SD	No match				5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Stockton Unif SD	No match				5
Visalia Unif SD	No match				6
Average	Calculation DOES NOT include Madera	\$37.35	\$38.93	\$40.50	
Median	Calculation DOES NOT include Madera	\$37.35	\$38.93	\$40.50	



WAGE GRAPH 3.1.12 – Survey Data for Maintenance Journeyperson – Lead Welder - Fabricator



Findings:

- Incumbents in this class are currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule as Maintenance Journeyperson Lead.
- There were insufficient matches on which to base a market comparison.

Recommendation:

- See “**Overall findings and recommendations for Maintenance Journeyperson – Lead trades series**” at the end of the Maintenance Journeyperson – Lead trades sections.

Overall findings and recommendations for Maintenance Journeyperson – Lead trades series

The salary review for the classification of “Maintenance Journeyperson – Lead” and the eight proposed new specialized maintenance lead classes did not yield a sufficient number of matches to form a market comparison. However, the few matches that were made suggest that Madera is below the Median at the Mid-Range for all nine classes in the “Maintenance Journeyperson – Lead” trades series.

Most districts surveyed do not use the same oversight structure as Madera. However, to provide additional information, we looked at the rate of pay for journey-level trades classes for each district. Input on the relative levels of pay for the trades could be relevant to the lead-level classes.

While not entirely consistent, the most common practice within the comparison agencies is to pay higher wages for trades that require additional certifications and have greater consequence of error and complexity.

The most common orientation is as follows, from lowest to highest paying job:

Locksmith
Painter
Carpenter
Plumber
Electrician and HVAC (these two at same level)

The salary progression found was one or two ranges from one classification to the next, or 2.5% or 5%.



In addition, the most commonly used pay differential for the lead class is 5% above the journey-level trade classification.

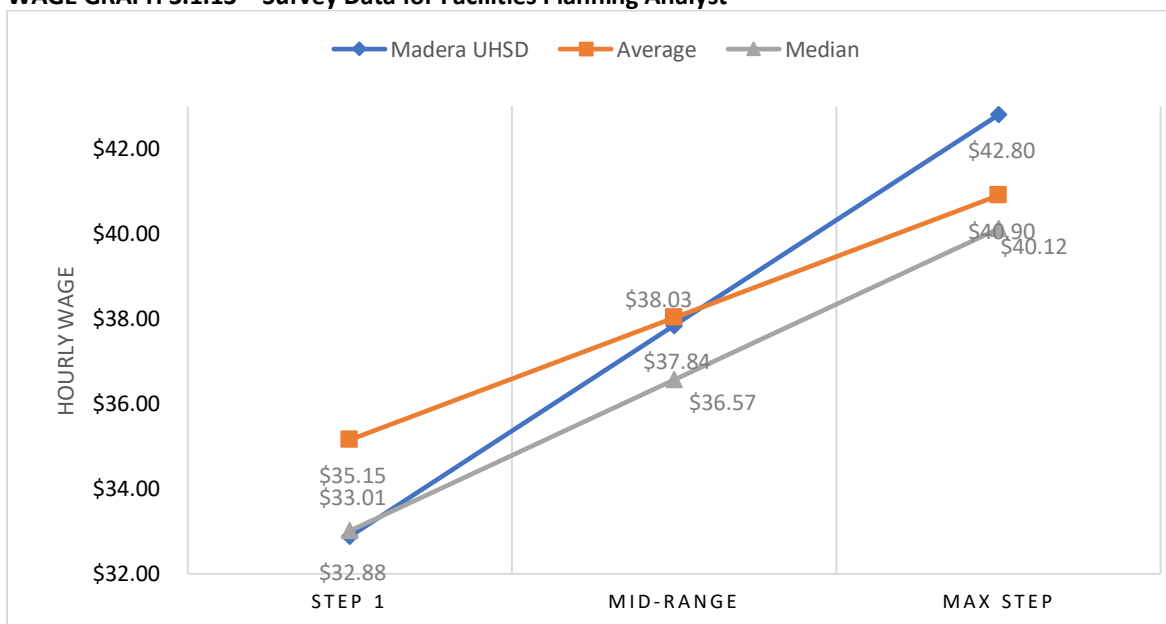
It is recommended that Madera consider a pay level for “Maintenance Journeyperson – Lead Plumber” at 2.5% higher than the “Maintenance Journeyperson – Lead”, and that Madera consider pay levels for “Maintenance Journeyperson – Lead Electrician” and “Maintenance Journeyperson – Lead HVAC” at 5% higher than the “Maintenance Journeyperson – Lead” in recognition of the required additional certifications and greater consequence of error and complexity in these two jobs, as is found to be the most common practice within the limited data from the comparison agencies.

3.1.13 Facilities Planning Analyst

TABLE 3.1.13 – Survey Data for Facilities Planning Analyst (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Modesto City SD	Planning Analyst (Mgt)	\$52.78	\$55.85	\$58.93	6
Visalia Unif SD	Supervisor, Ops Facilities (Mgt)	\$45.96	\$48.95	\$51.93	6
Madera Unif SD	Facilities Planning Analyst	\$32.88	\$37.84	\$42.80	7
Stockton Unif SD	Facilities Planning Technician	\$33.01	\$36.57	\$40.12	5
Central Unif SD	Facilities Technician (Conf)	\$23.80	\$26.36	\$28.92	5
Fresno Unif SD	Facilities Project Technician	\$20.22	\$22.42	\$24.62	5
Clovis Unif SD	No match				9
Merced Union HSD	No match				12
Average	Calculation DOES NOT include Madera	\$35.15	\$38.03	\$40.90	
Median	Calculation DOES NOT include Madera	\$33.01	\$36.57	\$40.12	

WAGE GRAPH 3.1.13 – Survey Data for Facilities Planning Analyst





Findings:

- This class is currently allocated to Row 50 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

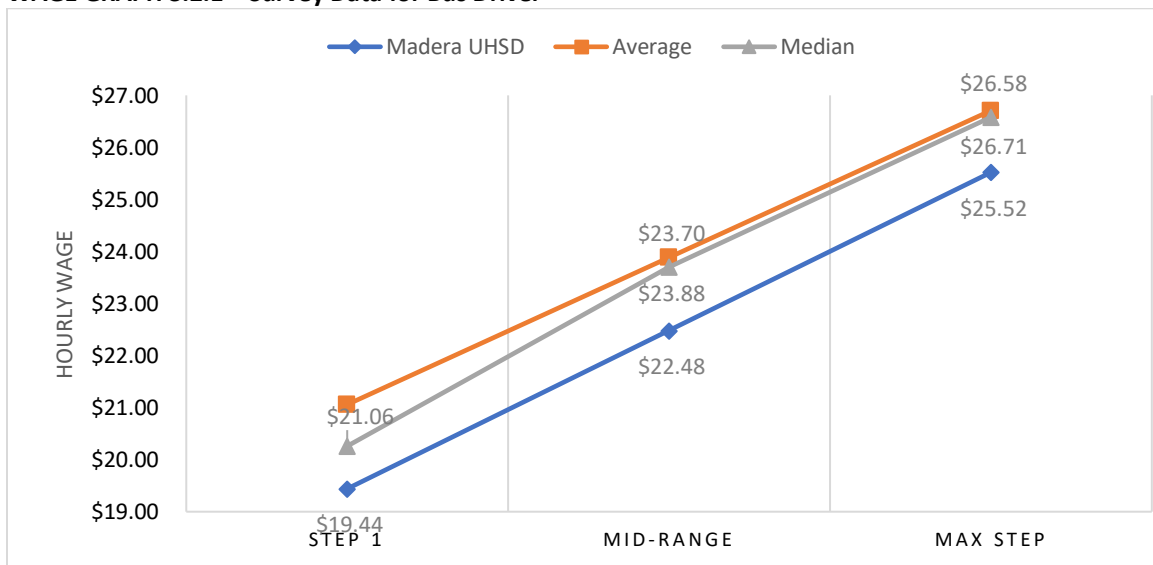
3.2 Classes Relating to Transportation Services

3.2.1 Bus Driver

TABLE 3.2.1 – Survey Data for Bus Driver (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Bus Driver	\$24.62	\$27.30	\$29.98	5
Merced Union HSD	Bus Driver	\$20.26	\$25.69	\$31.11	12
Modesto City SD	Bus Operator	\$22.37	\$24.78	\$27.18	6
Visalia Unif SD	Bus Driver	\$20.82	\$23.70	\$26.58	6
Madera Unif SD	Bus Driver	\$19.44	\$22.48	\$25.52	7
Fresno Unif SD	Bus Driver	\$20.09	\$22.26	\$24.43	5
Stockton Unif SD	School Bus Driver	\$19.82	\$21.96	\$24.09	5
Clovis Unif SD	School Bus Driver II	\$19.43	\$21.51	\$23.58	9
Average	Calculation DOES NOT include Madera	\$21.06	\$23.88	\$26.71	
Median	Calculation DOES NOT include Madera	\$20.26	\$23.70	\$26.58	

WAGE GRAPH 3.2.1 – Survey Data for Bus Driver





Findings:

- This class is currently allocated to Row 23 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

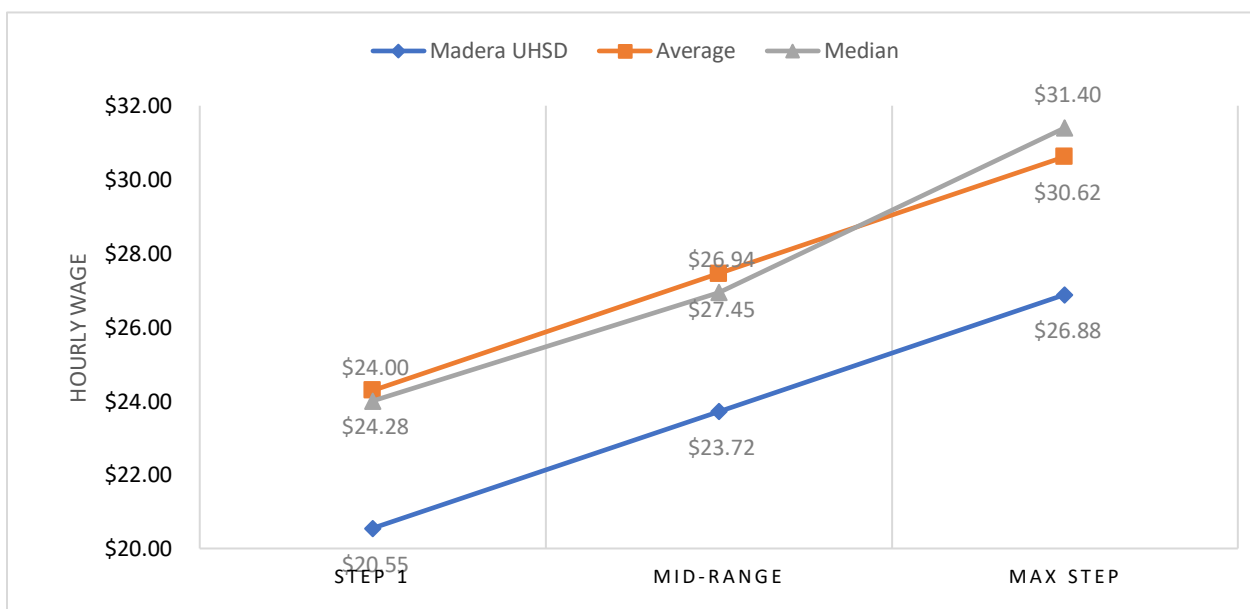
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

3.2.2 Transportation Router

TABLE 3.2.2 – Survey Data for Transportation Router (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Clovis Unif SD	Transportation Router	\$27.80	\$29.60	\$31.40	9
Visalia Unif SD	Dispatcher/Router	\$25.41	\$28.92	\$32.43	6
Merced Union HSD	Transpo Dispatcher/Field Trip Coordinator	\$21.50	\$26.94	\$32.37	12
Stockton Unif SD	Transportation Route Planner	\$24.00	\$26.58	\$29.16	5
Fresno Unif SD	Transportation Scheduler	\$22.70	\$25.21	\$27.73	5
Madera Unif SD	Transportation Router	\$20.55	\$23.72	\$26.88	7
Central Unif SD	No match				5
Modesto City SD	No match				6
Average	Calculation DOES NOT include Madera	\$24.28	\$27.45	\$30.62	
Median	Calculation DOES NOT include Madera	\$24.00	\$26.94	\$31.40	

WAGE GRAPH 3.2.2 – Survey Data for Transportation Router





Findings:

- This class is currently allocated to Row 24 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

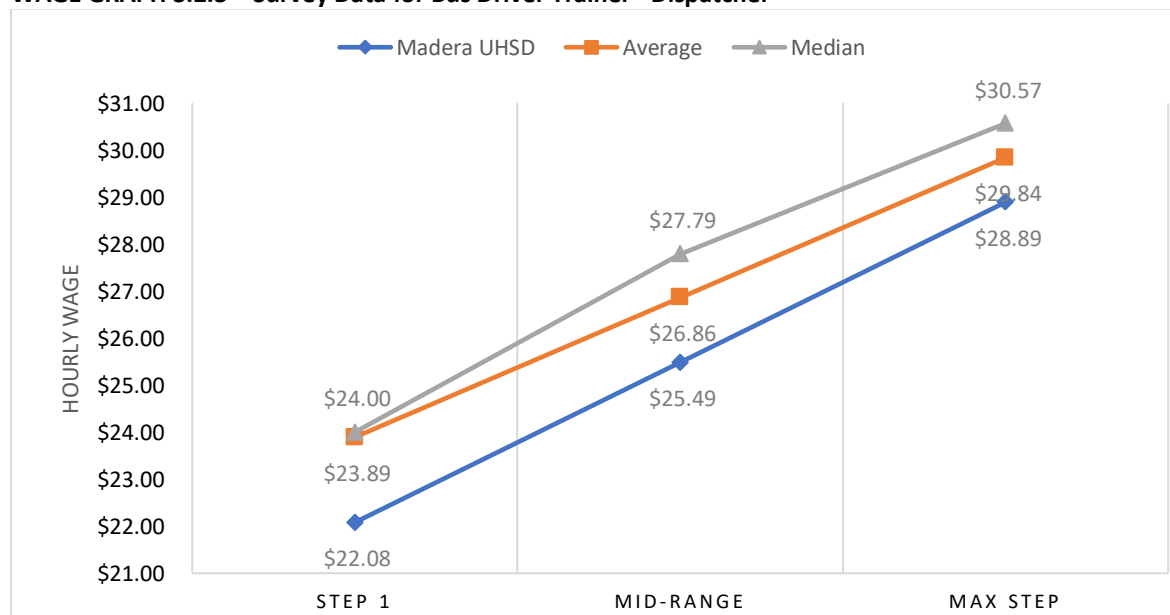
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

3.2.3 Bus Driver Trainer - Dispatcher

TABLE 3.2.3 – Survey Data for Bus Driver Trainer - Dispatcher (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Driver Trainer	\$27.17	\$30.14	\$33.10	5
Merced Union HSD	Bus Driver Instructor/Router	\$22.79	\$28.22	\$33.65	12
Modesto City SD	School Bus Instructor/Dispatcher	\$25.31	\$28.02	\$30.73	6
Fresno Unif SD	Bus Driver/Trainer (Supv)	\$25.01	\$27.79	\$30.57	5
Stockton Unif SD	School Bus Driver Instructor	\$24.00	\$26.58	\$29.16	5
Madera Unif SD	Bus Driver Trainer - Dispatcher	\$22.08	\$25.49	\$28.89	7
Visalia Unif SD	Delegated Behind-the-Wheel Trainer	\$21.45	\$24.42	\$27.38	6
Clovis Unif SD	School Bus Driver Trainer	\$21.51	\$22.90	\$24.28	9
Average	Calculation DOES NOT include Madera	\$23.89	\$26.86	\$29.84	
Median	Calculation DOES NOT include Madera	\$24.00	\$27.79	\$30.57	

WAGE GRAPH 3.2.3 – Survey Data for Bus Driver Trainer - Dispatcher





Findings:

- This class is currently allocated to Row 30 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 6th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

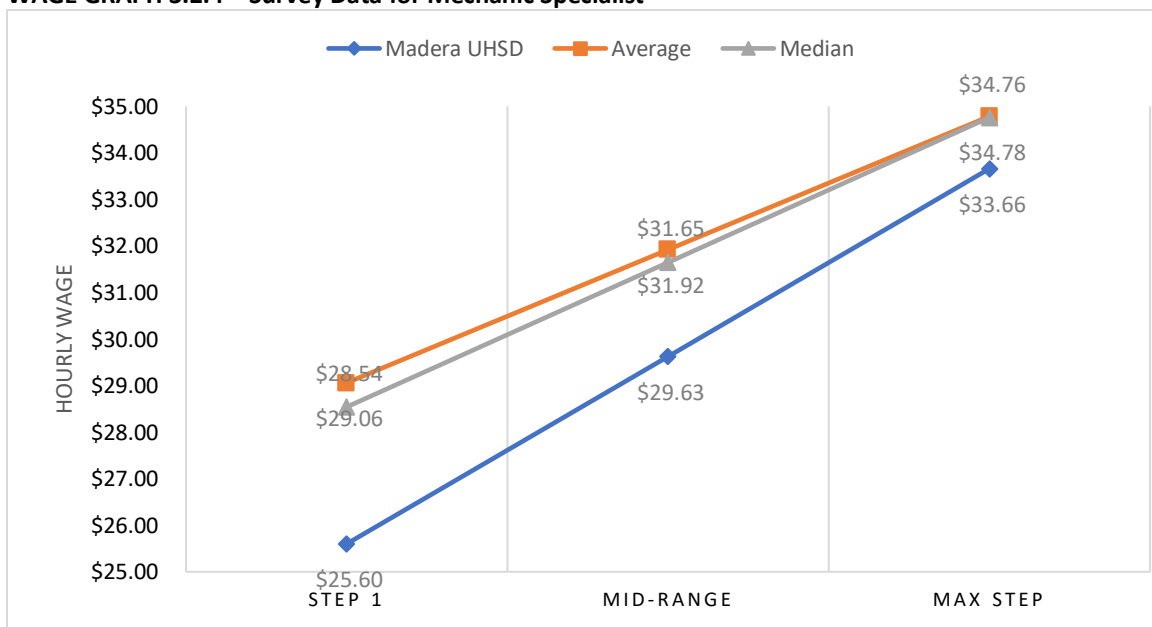
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

3.2.4 Mechanic Specialist

TABLE 3.2.4 – Survey Data for Mechanic Specialist (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Vehicle & Equipment Mechanic	\$41.51	\$41.51	\$41.51	5
Clovis Unif SD	Vehicle Mechanic II	\$30.85	\$32.84	\$34.82	9
Visalia Unif SD	Vehicle Maintenance Tech II	\$28.63	\$32.59	\$36.54	6
Central Unif SD	Mechanic II	\$28.54	\$31.65	\$34.76	5
Madera Unif SD	Mechanic Specialist	\$25.60	\$29.63	\$33.66	7
Modesto City SD	Equipment Mechanic	\$25.86	\$28.65	\$31.43	6
Stockton Unif SD	Mechanic	\$25.86	\$28.65	\$31.43	5
Merced Union HSD	Mechanic II	\$22.17	\$27.58	\$32.99	12
Average	Calculation DOES NOT include Madera	\$29.06	\$31.92	\$34.78	
Median	Calculation DOES NOT include Madera	\$28.54	\$31.65	\$34.76	

WAGE GRAPH 3.2.4 – Survey Data for Mechanic Specialist





Findings:

- This class is currently allocated to Row 36 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be below the Median at the Mid-Range Rate when compared to the peer group and below the Average.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

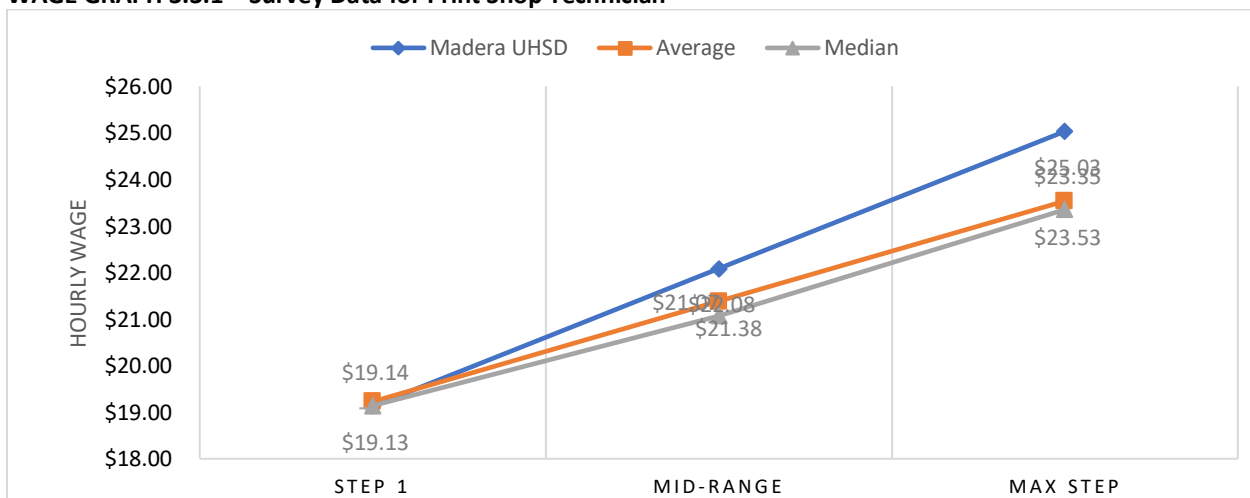
3.3 Classes Relating to Purchasing Services

3.3.1 Print Shop Technician

TABLE 3.3.1 – Survey Data for Print Shop Technician (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Reprographics Technician	\$21.81	\$24.16	\$26.50	5
Central Unif SD	Production Dept Specialist	\$20.71	\$22.97	\$25.23	5
Madera Unif SD	Print Shop Technician	\$19.13	\$22.08	\$25.03	7
Visalia Unif SD	Production Worker	\$18.85	\$21.46	\$24.06	6
Clovis Unif SD	Document Processing Tech II	\$19.43	\$20.69	\$21.95	9
Fresno Unif SD	Print Technician	\$17.43	\$20.03	\$22.64	5
Modesto City SD	Reprographics Technician	\$17.13	\$18.98	\$20.82	6
Merced Union HSD	No match				12
Average	Calculation DOES NOT include Madera	\$19.23	\$21.38	\$23.53	
Median	Calculation DOES NOT include Madera	\$19.14	\$21.07	\$23.35	

WAGE GRAPH 3.3.1 – Survey Data for Print Shop Technician





Findings:

- This class is currently allocated to Row 20 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 3rd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

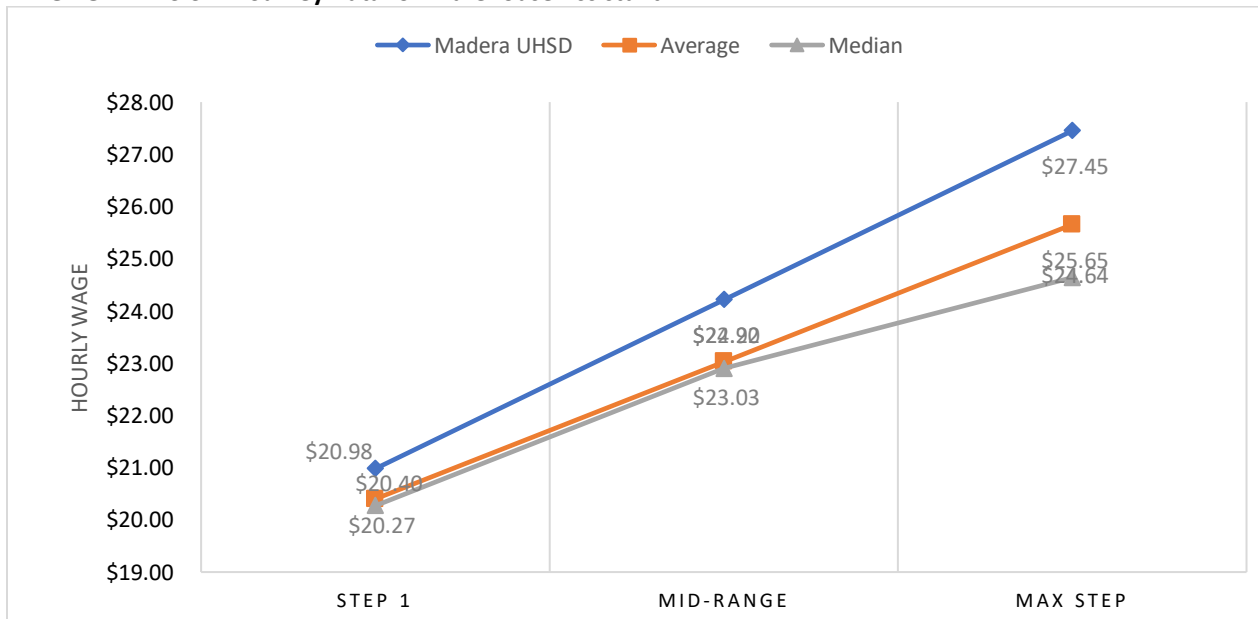
- No change in allocation on the schedule is recommended at this time.

3.3.2 Warehouse Asst. (*recommend title change Warehouse Person/Driver*)

TABLE 3.3.2 – Survey Data for Warehouse Assistant (*ranked descending on Mid-Range Rate/Hourly*)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Merced Union HSD	Delivery Person/Storekeeper	\$19.59	\$25.04	\$30.48	12
Madera Unif SD	Warehouse Assistant	\$20.98	\$24.22	\$27.45	7
Central Unif SD	Warehouse Worker	\$21.76	\$24.14	\$26.51	5
Modesto City SD	Warehouse Person	\$20.82	\$23.07	\$25.31	6
Clovis Unif SD	Delivery Driver/WH Worker	\$21.51	\$22.90	\$24.28	9
Stockton Unif SD	Warehouse Worker	\$20.27	\$22.46	\$24.64	5
Visalia Unif SD	District Warehouse Worker	\$19.23	\$21.89	\$24.54	6
Fresno Unif SD	Warehouse Worker/Driver I	\$19.62	\$21.72	\$23.82	5
Average	Calculation DOES NOT include Madera	\$20.40	\$23.03	\$25.65	
Median	Calculation DOES NOT include Madera	\$20.27	\$22.90	\$24.64	

WAGE GRAPH 3.3.2 – Survey Data for Warehouse Assistant





Findings:

- This class is currently allocated to Row 25 of the Classified Bargaining Unit Salary Schedule.
- MUSD ranks 2nd when viewed within the peer group.
- MUSD was found to be above the Median at the Mid-Range Rate when compared to the peer group and at the Average.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

3.4 Classes Relating to Supervisory Services

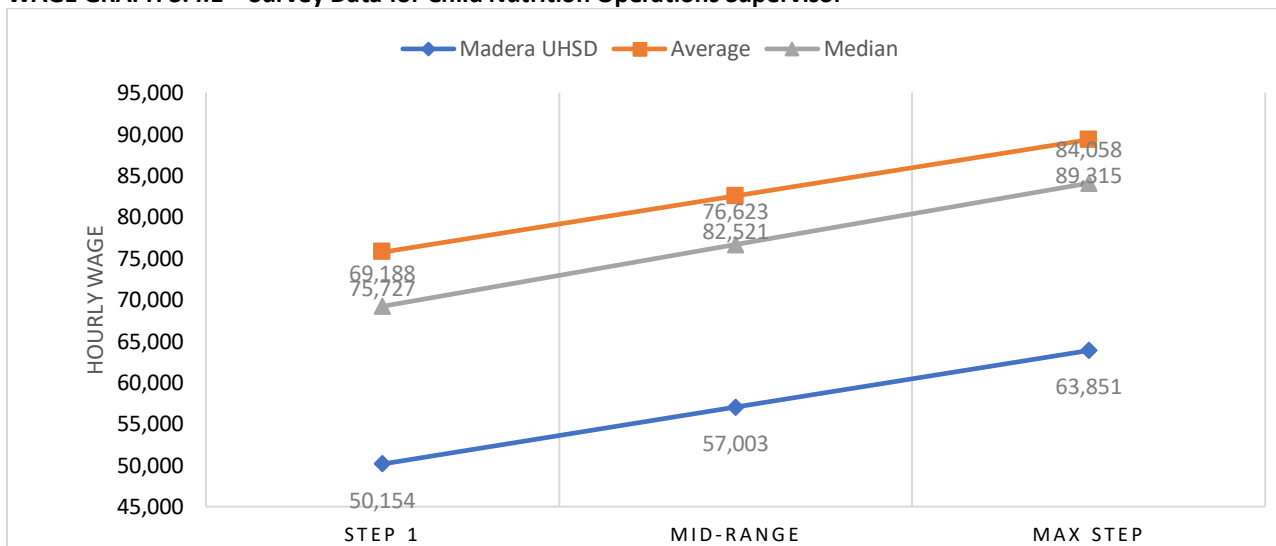
3.4.1 Child Nutrition Operations Supervisor

TABLE 3.4.1 – Survey Data for Child Nutrition Operations Supervisor (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Supervisor, Nutritional Svcs	\$95,604	\$101,813	\$108,022	5
Fresno Unif SD	Dist Supervisor II, Food Svcs	\$69,188	\$76,623	\$84,058	5
Stockton Unif SD	Food Service Operations Spvr	\$62,388	\$69,126	\$75,864	5
Madera Unif SD	CN Operations Supervisor	\$50,154	\$57,003	\$63,851	6
Central Unif SD	No match				5
Clovis Unif SD	No match*				9
Merced Union HSD	No match				7
Modesto City SD	No match*				6
Average	Calculation DOES NOT include Madera	\$75,727	\$82,521	\$89,315	
Median	Calculation DOES NOT include Madera	\$69,188	\$76,623	\$84,058	

*Asst Director/Manager level

WAGE GRAPH 3.4.1 – Survey Data for Child Nutrition Operations Supervisor





Findings:

- This class is currently allocated to Row 2 of the Classified Supervisory Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

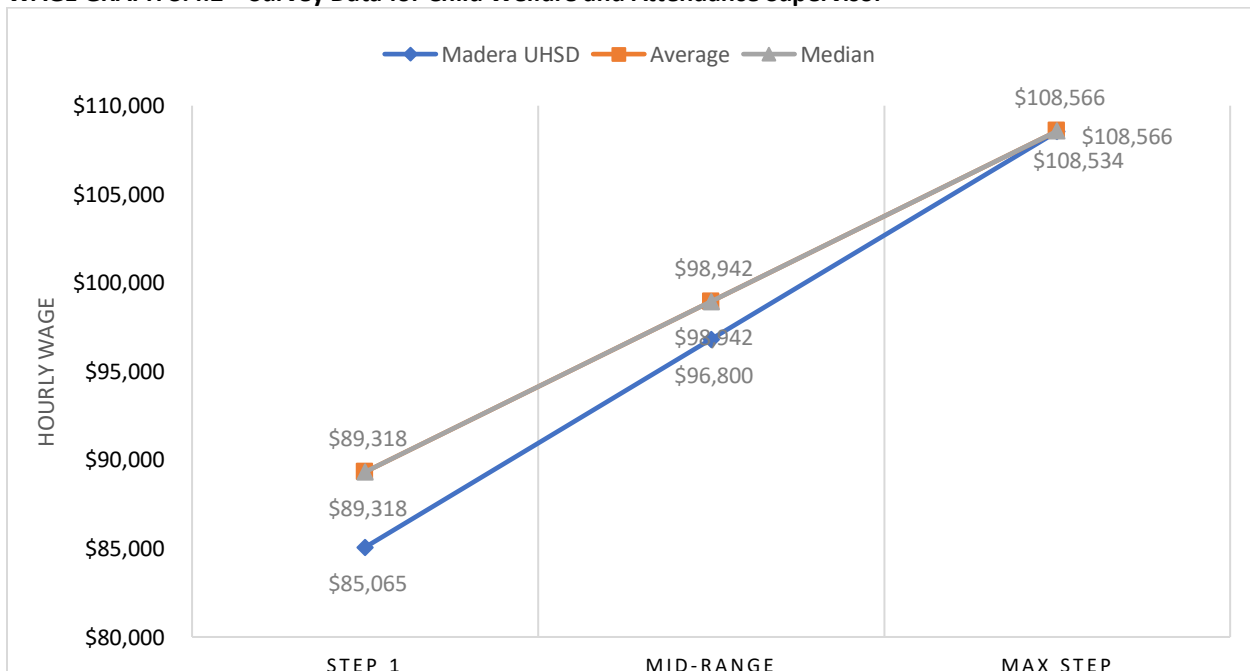
3.4.2 Child Welfare and Attendance Supervisor

TABLE 3.4.2 – Survey Data for Child Welfare and Attendance Supervisor (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Central Unif SD	Supervisor, Student Support Svcs	\$89,318	\$98,942	\$108,566	5
Madera Unif SD	Child Welfare & Attnd Spvr	\$85,065	\$96,800	\$108,534	6
Clovis Unif SD	No match				9
Fresno Unif SD	No match				5
Merced Union HSD	No match*				7
Modesto City SD	No match*				6
Stockton Unif SD	No match*				5
Visalia Unif SD	No match				5
Average	Calculation DOES NOT include Madera	\$89,318	\$98,942	\$108,566	
Median	Calculation DOES NOT include Madera	\$89,318	\$98,942	\$108,566	

*Certificated

WAGE GRAPH 3.4.2 – Survey Data for Child Welfare and Attendance Supervisor





Findings:

- This class is currently allocated to Row 11 of the Classified Supervisory Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

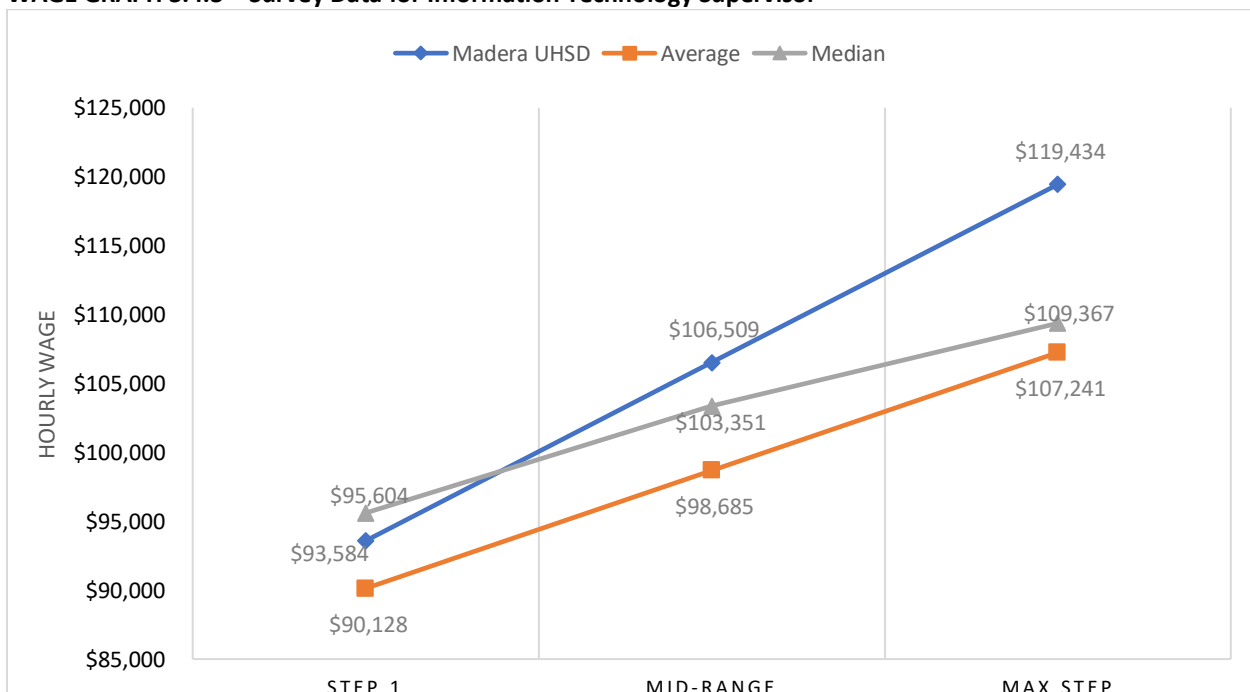
- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

3.4.3 Information Technology Supervisor

TABLE 3.4.3 – Survey Data for Information Technology Supervisor (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Technology Manager-Info Svcs	\$102,602	\$113,658	\$124,714	5
Madera Unif SD	Information Technology Spvr	\$93,584	\$106,509	\$119,434	6
Modesto City SD	Help Desk Manager	\$97,950	\$103,659	\$109,367	6
Fresno Unif SD	Coord II-Tech Supp Svcs	\$93,558	\$103,538	\$113,517	5
Merced Union HSD	Manager, Info Services	\$95,764	\$103,351	\$110,938	7
Visalia Unif SD	Supervisor, Technological Svcs	\$95,604	\$101,813	\$108,022	5
Clovis Unif SD	Supervisor, Customer Svcs	\$71,074	\$82,420	\$93,766	9
Central Unif SD	Technology Svcs Mgr	\$74,344	\$82,355	\$90,366	5
Average	Calculation DOES NOT include Madera	\$90,128	\$98,685	\$107,241	
Median	Calculation DOES NOT include Madera	\$95,604	\$103,351	\$109,367	

WAGE GRAPH 3.4.3 – Survey Data for Information Technology Supervisor





Findings:

- This class is currently allocated to Row 12 of the Classified Supervisory Salary Schedule.
- MUSD ranks 2nd when viewed within the peer group.
- MUSD was found to be at the Median at the Mid-Range Rate when compared to the peer group and above the Average.

Recommendation:

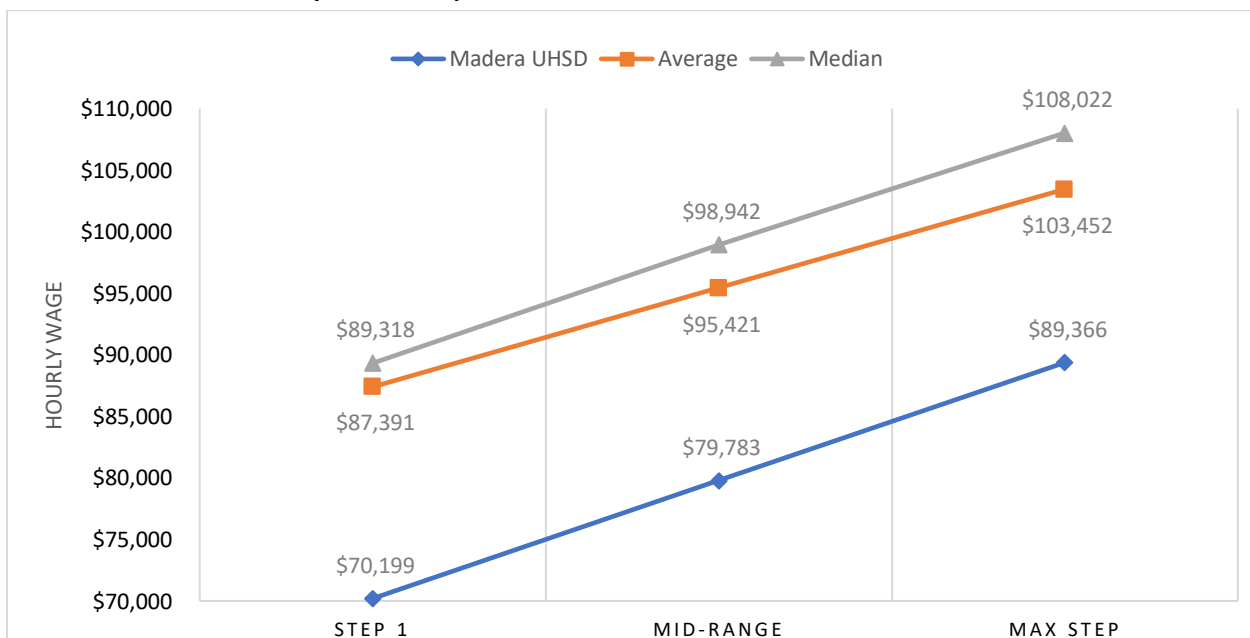
- No change in allocation on the schedule is recommended at this time.

3.4.4 Supervisor - Maintenance

TABLE 3.4.4 – Survey Data for Supervisor – Maintenance (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Supervisor, Maintenance	\$95,604	\$101,813	\$108,022	5
Central Unif SD	Maintenance Field Spvr	\$89,318	\$98,942	\$108,566	5
Clovis Unif SD	Supervisor, Skilled Trades	\$77,251	\$85,509	\$93,766	9
Madera Unif SD	Supervisor-Maintenance	\$70,199	\$79,783	\$89,366	6
Fresno Unif SD	No match*				5
Merced Union HSD	No match*				7
Modesto City SD	No match*				6
Stockton Unif SD	No match*				5
Average	Calculation DOES NOT include Madera	\$87,391	\$95,421	\$103,452	
Median	Calculation DOES NOT include Madera	\$89,318	\$98,942	\$108,022	

WAGE GRAPH 3.4.4 – Survey Data for Supervisor – Maintenance





Findings:

- This class is currently allocated to Row 9 of the Classified Supervisory Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

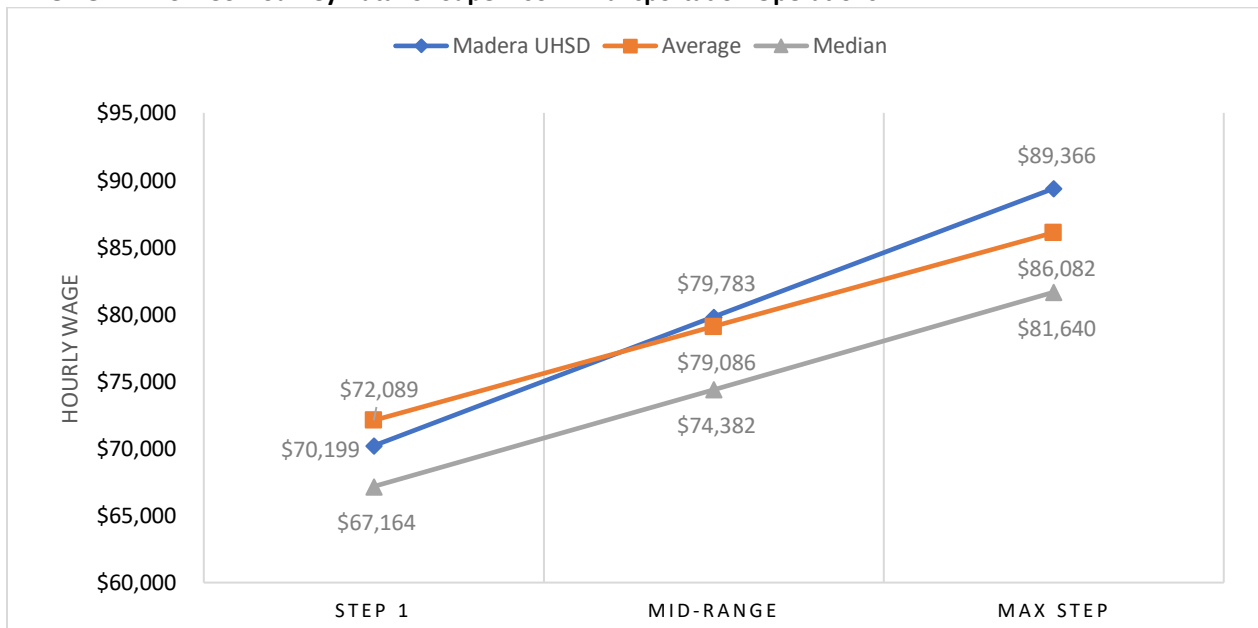
- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

3.4.5 Supervisor – Transportation Operations

TABLE 3.4.5 – Survey Data for Supervisor – Transportation Operations (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Supervisor, Transportation	\$95,604	\$101,813	\$108,022	5
Madera Unif SD	Supervisor, Transportation Ops	\$70,199	\$79,783	\$89,366	6
Fresno Unif SD	Transportation Ops Supervisor	\$68,383	\$75,906	\$83,428	5
Stockton Unif SD	Transportation Ops Supervisor	\$67,164	\$74,382	\$81,600	5
Clovis Unif SD	Supervisor, Transportation	\$66,997	\$74,318	\$81,640	9
Central Unif SD	Transportation Ops Supervisor	\$62,297	\$69,009	\$75,720	5
Merced Union HSD	No match				7
Modesto City SD	No match				6
Average	Calculation DOES NOT include Madera	\$72,089	\$79,086	\$86,082	
Median	Calculation DOES NOT include Madera	\$67,164	\$74,382	\$81,640	

WAGE GRAPH 3.4.53 – Survey Data for Supervisor – Transportation Operations





Findings:

- This class is currently allocated to Row 9 of the Classified Supervisory Salary Schedule.
- MUSD ranks 2nd when viewed within the peer group.
- MUSD was found to be at the Average at the Mid-Range Rate when compared to the peer group and above the Median.

Recommendation:

- No change in allocation on the schedule is recommended at this time.

3.5 Classes Relating to Classified Management Services

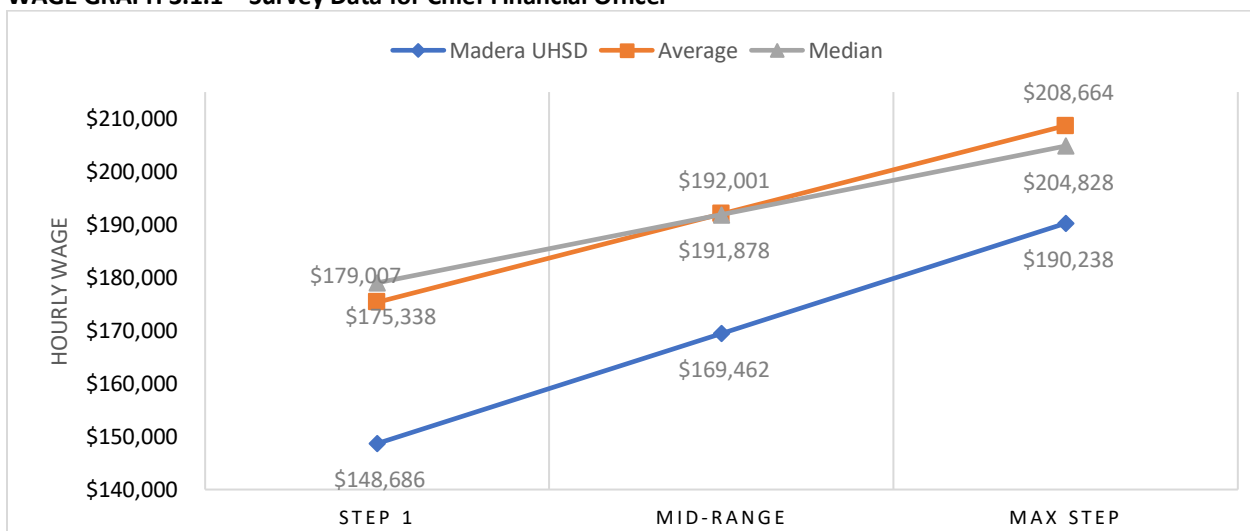
3.5.1 Chief Financial Officer

TABLE 3.5.1 – Survey Data for Chief Financial Officer (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Chief Business Official	\$179,007	\$198,295	\$217,584	5
Visalia Unif SD	Chief Business Officer	\$180,177	\$191,878	\$203,579	5
Fresno Unif SD	Chief Financial Officer	\$166,831	\$185,829	\$204,828	5
Madera Unif SD	Chief Financial Officer	\$148,686	\$169,462	\$190,238	6
Central Unif SD	No match*				5
Clovis Unif SD	No match*				9
Merced Union HSD	No match*				7
Modesto City SD	No match*				6
Average	Calculation DOES NOT include Madera	\$175,338	\$192,001	\$208,664	
Median	Calculation DOES NOT include Madera	\$179,007	\$191,878	\$204,828	

*Assistant Superintendent/CBO level

WAGE GRAPH 3.1.1 – Survey Data for Chief Financial Officer





Findings:

- This class is currently allocated to Row 42 of the Classified Management Salary Schedule.
- There were insufficient matches on which to base a market comparison.

Recommendation:

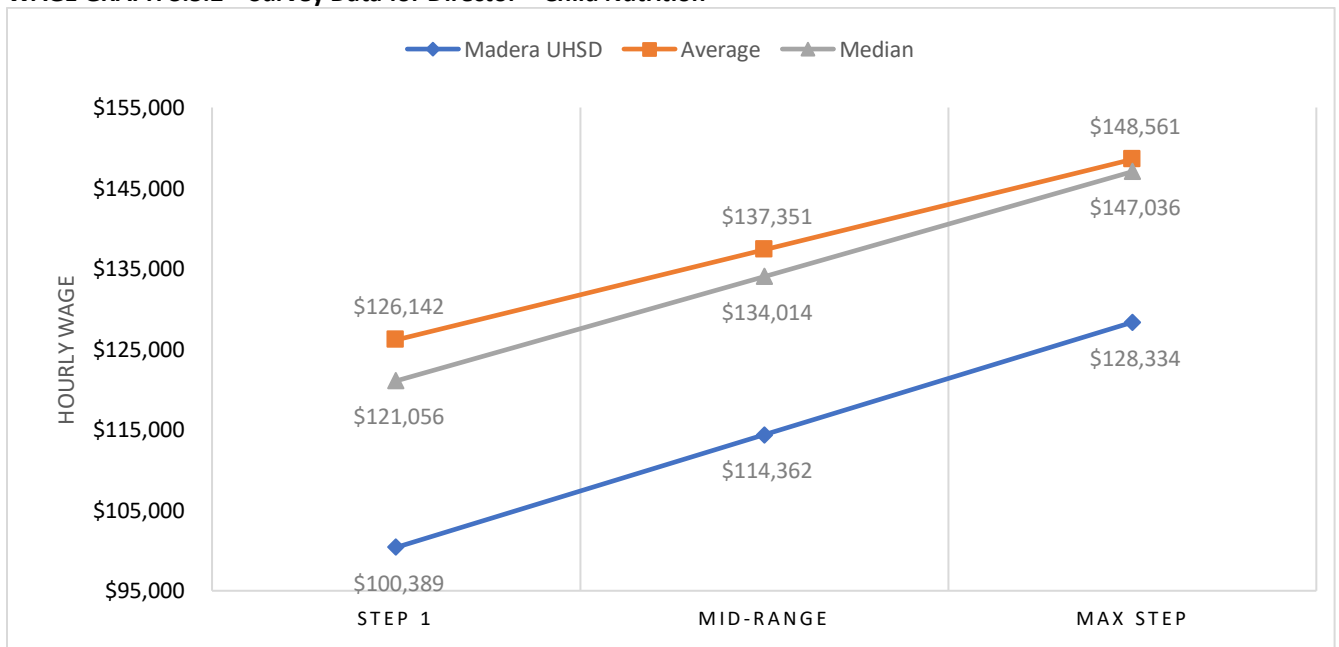
- No change in salary allocation is recommended at this time due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, an increase to the current pay range may be necessary.

3.5.2 Director – Child Nutrition

TABLE 3.5.2 – Survey Data for Director – Child Nutrition (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Modesto City SD	Senior Director, Nutrition Svcs	\$154,837	\$164,225	\$173,613	6
Stockton Unif SD	Director-CN/Food Services	\$129,216	\$143,140	\$157,063	5
Visalia Unif SD	Director-Nutritional Svcs	\$130,361	\$138,826	\$147,291	5
Clovis Unif SD	Director, Campus Catering	\$121,056	\$134,014	\$146,973	9
Central Unif SD	Director of Food Svcs	\$120,966	\$134,001	\$147,036	5
Fresno Unif SD	Director, Food Svcs	\$112,648	\$124,784	\$136,921	5
Merced Union HSD	Director, Nutrition Svcs	\$113,909	\$122,470	\$131,030	7
Madera Unif SD	Director-Child Nutrition	\$100,389	\$114,362	\$128,334	7
Average	Calculation DOES NOT include Madera	\$126,142	\$137,351	\$148,561	
Median	Calculation DOES NOT include Madera	\$121,056	\$134,014	\$147,036	

WAGE GRAPH 3.5.2 – Survey Data for Director – Child Nutrition





Findings:

- This class is currently allocated to Row 26 of the Classified Management Salary Schedule.
- MUSD ranks 8th when viewed within the peer group.
- MUSD was found to be below the Average at the Mid-Range Rate when compared to the peer group and below the Median.

Recommendation:

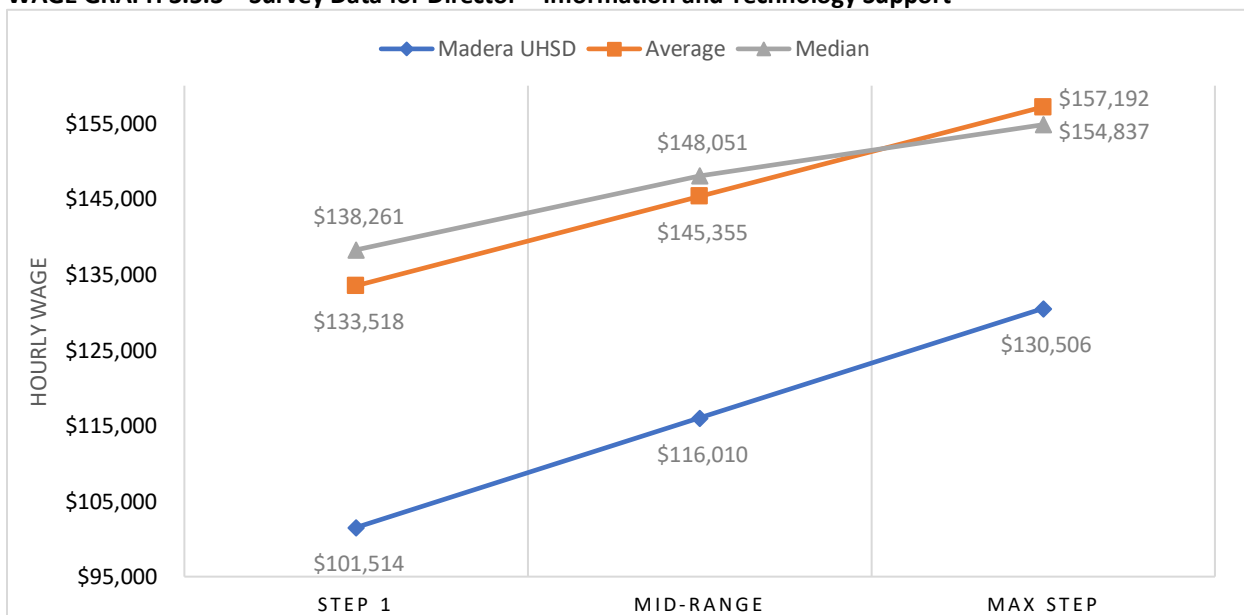
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

3.5.3 Director – Information and Technology Support

TABLE 3.5.3 – Survey Data for Director – Information & Technology Support (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Fresno Unif SD	Chief Info Officer	\$150,336	\$166,536	\$182,737	5
Clovis Unif SD	Chief Tech Officer	\$139,526	\$154,440	\$169,354	9
Stockton Unif SD	Chief Tech Officer	\$138,261	\$153,159	\$168,057	5
Modesto City SD	Director III, Info & Ed Tech Svcs	\$141,265	\$148,051	\$154,837	6
Visalia Unif SD	Director, Technological Svcs	\$130,361	\$138,826	\$147,291	5
Central Unif SD	Dir of Technology Svcs	\$120,966	\$134,001	\$147,036	5
Madera Unif SD	Director-Info & Tech Support	\$107,923	\$123,130	\$138,336	6
Merced Union HSD	Director, Information Svcs	\$113,909	\$122,470	\$131,030	7
Average	Calculation DOES NOT include Madera	\$133,518	\$145,355	\$157,192	
Median	Calculation DOES NOT include Madera	\$138,261	\$148,051	\$154,837	

WAGE GRAPH 3.5.3 – Survey Data for Director – Information and Technology Support





Findings:

- This class is currently allocated to Row 29 of the Classified Management Salary Schedule.
- MUSD ranks 7th when viewed within the peer group.
- MUSD was found to be below the Average at the Mid-Range Rate when compared to the peer group and below the Median.

Recommendation:

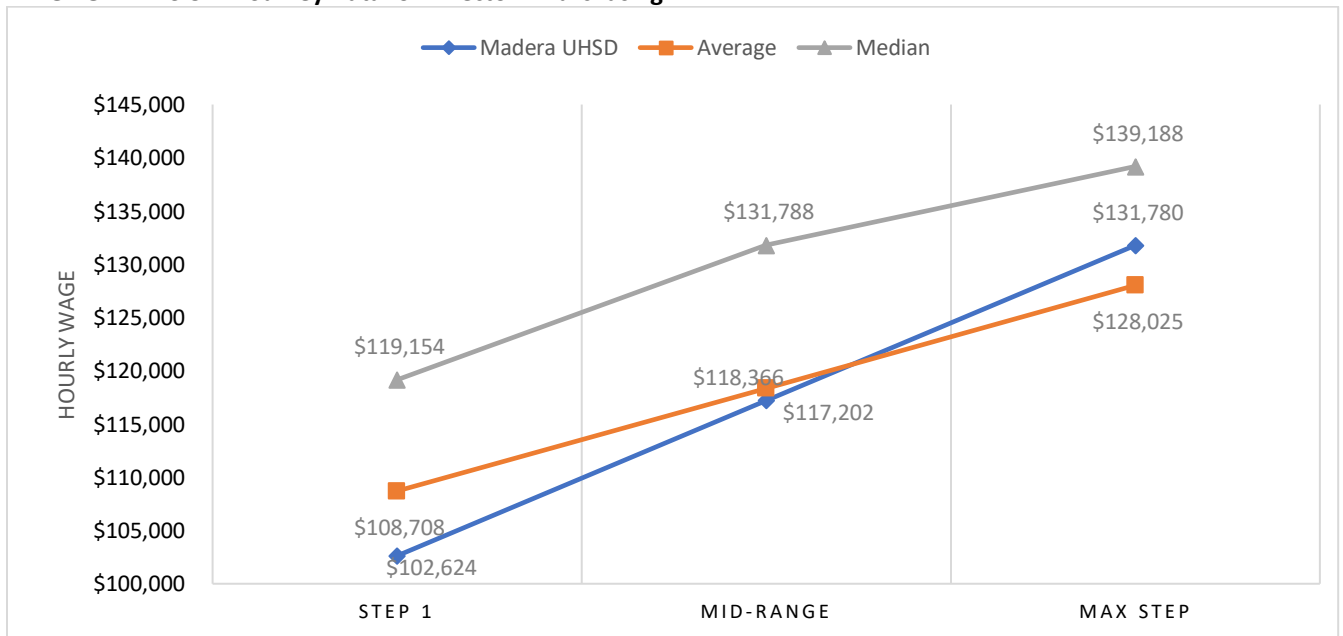
- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

3.5.4 Director - Purchasing

TABLE 3.5.4 – Survey Data for Director - Purchasing (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Visalia Unif SD	Director, Purchasing	\$130,361	\$138,826	\$147,291	5
Modesto City SD	Director I, Purchasing	\$124,387	\$131,788	\$139,188	6
Clovis Unif SD	Director, Purchasing	\$121,056	\$134,014	\$146,973	9
Fresno Unif SD	Executive Director, Purchasing	\$119,154	\$132,009	\$144,863	5
Madera Unif SD	Director-Purchasing	\$102,624	\$117,202	\$131,780	6
Stockton Unif SD	Manager-Purchasing	\$95,890	\$106,222	\$116,555	5
Merced Union HSD	Manager, Purchasing	\$95,764	\$103,351	\$110,938	7
Central Unif SD	Purch/Warehouse Manager	\$74,344	\$82,355	\$90,366	5
Average	Calculation DOES NOT include Madera	\$108,708	\$118,366	\$128,025	
Median	Calculation DOES NOT include Madera	\$119,154	\$131,788	\$139,188	

WAGE GRAPH 3.5.4 – Survey Data for Director – Purchasing





Findings:

- This class is currently allocated to Row 27 of the Classified Management Salary Schedule.
- MUSD ranks 5th when viewed within the peer group.
- MUSD was found to be at the Average at the Mid-Range Rate when compared to the peer group and below the Median.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.

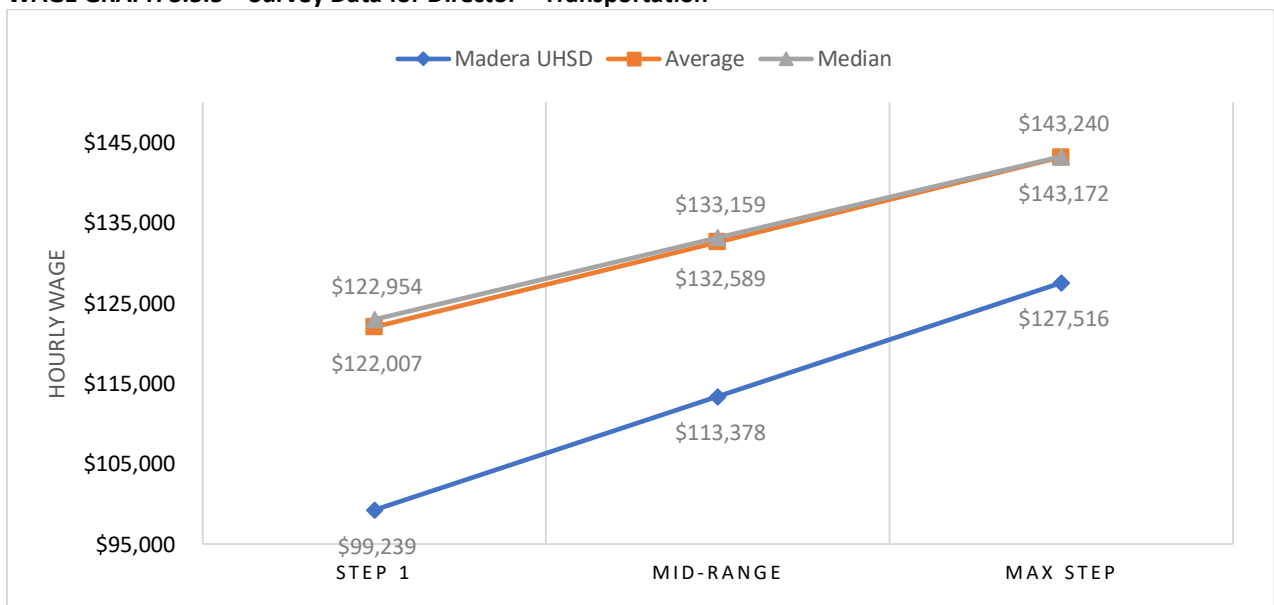
3.5.5 Director - Transportation

TABLE 3.5.5 – Survey Data for Director – Transportation (ranked descending on Mid-Range Rate/Hourly)

Agency	Identified Title	Step 1 Rate/Hr	Mid-Range Rate/Hr	Max Step Rate/Hr	Top Step #
Stockton Unif SD	Director-Transportation	\$129,216	\$143,140	\$157,063	5
Visalia Unif SD	Director, Transportation	\$130,361	\$138,826	\$147,291	5
Clovis Unif SD	Director, Transportation	\$121,522	\$134,530	\$147,538	9
Modesto City SD	Director I, Transportation	\$124,387	\$131,788	\$139,188	6
Fresno Unif SD	Director, Transportation	\$112,648	\$124,784	\$136,921	5
Merced Union HSD	Director, Transportation	\$113,909	\$122,470	\$131,030	7
Madera Unif SD	Director-Transportation	\$105,193	\$120,180	\$135,167	6
Central Unif SD	No match*				5
Average	Calculation DOES NOT include Madera	\$122,007	\$132,589	\$143,172	
Median	Calculation DOES NOT include Madera	\$122,954	\$133,159	\$143,240	

* Director-MOT

WAGE GRAPH 3.5.5 – Survey Data for Director – Transportation





Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Findings:

- This class is currently allocated to Row 28 of the Classified Management Salary Schedule.
- MUSD ranks 7th when viewed within the peer group.
- MUSD was found to be below the Average at the Mid-Range Rate when compared to the peer group and below the Median.

Recommendation:

- MUSD may consider an adjustment to the salary range when the wage is below the Mid-Range of the market Median.



Conclusion

This report serves as an opportunity for Madera Unified School District to discuss and analyze its next best steps regarding its salary range allocations for classified bargaining unit positions. EH&A thanks the employees and administrators for their time and attention to this study, and to their patience during the delay resulting from disruptions from the COVID-19 pandemic.



Appendix A: MUSD Salary Schedules

2022/2023 Classified Schedule	pg. 85
2022/2023 Confidential Schedule	pg. 93
2022/2023 Classified Supervisory Schedule	pg. 95
2022/2023 Classified Management Schedule	pg. 98



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule (Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
5	31,612.00	31,612.00	32,093.00	33,638.00	34,953.00	36,498.00	38,231.00	
	2,634.00	2,634.00	2,674.00	2,803.00	2,913.00	3,042.00	3,186.00	
	121.12	121.12	122.96	128.88	133.92	139.84	146.48	
	15.14	15.14	15.37	16.11	16.74	17.48	18.31	
6	31,612.00	31,612.00	32,615.00	34,201.00	35,580.00	37,125.00	38,795.00	
	2,634.00	2,634.00	2,718.00	2,850.00	2,965.00	3,094.00	3,233.00	
	121.12	121.12	124.96	131.04	136.32	142.24	148.64	
	15.14	15.14	15.62	16.38	17.04	17.78	18.58	
7	31,612.00	31,800.00	33,178.00	34,744.00	36,352.00	37,897.00	39,609.00	
	2,634.00	2,650.00	2,765.00	2,895.00	3,029.00	3,158.00	3,301.00	
	121.12	121.84	127.12	133.12	139.28	145.20	151.76	
	15.14	15.23	15.89	16.64	17.41	18.15	18.97	
8	33,199.00	33,554.00	33,909.00	35,308.00	36,832.00	38,440.00	40,236.00	CN - Assistant I;
	2,767.00	2,796.00	2,826.00	2,942.00	3,069.00	3,203.00	3,353.00	
	127.20	128.56	129.92	135.28	141.12	147.28	154.16	
	15.90	16.07	16.24	16.91	17.64	18.41	19.27	
9	33,199.00	33,659.00	34,473.00	36,081.00	37,730.00	39,380.00	41,175.00	Classroom Aide
	2,767.00	2,805.00	2,873.00	3,007.00	3,144.00	3,282.00	3,431.00	
	127.20	128.96	132.08	138.24	144.56	150.88	157.76	
	15.90	16.12	16.51	17.28	18.07	18.86	19.72	
10	33,199.00	33,659.00	34,995.00	36,561.00	38,294.00	39,902.00	41,781.00	
	2,767.00	2,805.00	2,916.00	3,047.00	3,191.00	3,325.00	3,482.00	
	127.20	128.96	134.08	140.08	146.72	152.88	160.08	
	15.90	16.12	16.76	17.51	18.34	19.11	20.01	
11	33,199.00	34,201.00	35,663.00	37,208.00	38,962.00	40,695.00	42,637.00	Paraprofessional Aide;
	2,767.00	2,850.00	2,972.00	3,101.00	3,247.00	3,391.00	3,553.00	
	127.20	131.04	136.64	142.56	149.28	155.92	163.36	
	15.90	16.38	17.08	17.82	18.66	19.49	20.42	
12	33,241.00	34,765.00	36,394.00	37,960.00	39,818.00	41,509.00	43,389.00	CN - Assistant II;
	2,770.00	2,897.00	3,033.00	3,163.00	3,318.00	3,459.00	3,616.00	
	127.36	133.20	139.44	145.44	152.56	159.04	166.24	
	15.92	16.65	17.43	18.18	19.07	19.88	20.78	

MUSD Board of Education Approval
Motion #: _____
Date: _____
Effective: _____

Document #: _____

ma /22-23 CL w-6% r8-r6:



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule (Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
13	33,888.00	35,371.00	36,937.00	38,586.00	40,361.00	42,178.00	44,099.00	Paraprofessional - Special Needs
	2,824.00	2,948.00	3,078.00	3,216.00	3,363.00	3,515.00	3,675.00	
	129.84	135.52	141.52	147.84	154.64	161.60	168.96	
	16.23	16.94	17.69	18.48	19.33	20.20	21.12	
14	34,473.00	36,081.00	37,730.00	39,380.00	41,175.00	42,950.00	44,955.00	CN - Cashier; Receptionist;
	2,873.00	3,007.00	3,144.00	3,282.00	3,431.00	3,579.00	3,746.00	
	132.08	138.24	144.56	150.88	157.76	164.56	172.24	
	16.51	17.28	18.07	18.86	19.72	20.57	21.53	
15	35,078.00	36,749.00	38,357.00	40,048.00	41,906.00	43,890.00	45,894.00	CN - Technician; Library Media Tech-Elementary; Office Assistant; School Safety-Dispatcher;
	2,923.00	3,062.00	3,196.00	3,337.00	3,492.00	3,658.00	3,825.00	
	134.40	140.80	146.96	153.44	160.56	168.16	175.84	
	16.80	17.60	18.37	19.18	20.07	21.02	21.98	
16	35,809.00	37,375.00	39,129.00	40,967.00	42,762.00	44,767.00	46,792.00	Library Media Tech-Middle School;
	2,984.00	3,115.00	3,261.00	3,414.00	3,564.00	3,731.00	3,899.00	
	137.20	143.20	149.92	156.96	163.84	171.52	179.28	
	17.15	17.90	18.74	19.62	20.48	21.44	22.41	
17	36,436.00	38,210.00	39,818.00	41,551.00	43,389.00	45,372.00	47,481.00	Office Technician; School Office Technician
	3,036.00	3,184.00	3,318.00	3,463.00	3,616.00	3,781.00	3,957.00	
	139.60	146.40	152.56	159.20	166.24	173.84	181.92	
	17.45	18.30	19.07	19.90	20.78	21.73	22.74	
18	37,083.00	38,753.00	40,507.00	42,386.00	44,328.00	46,395.00	48,525.00	Custodian; Migrant Liaison; Health Services Assistant; Library Media Tech-High School; Parent Resource Center Assistant;
	3,090.00	3,229.00	3,376.00	3,532.00	3,694.00	3,866.00	4,044.00	
	142.08	148.48	155.20	162.40	169.84	177.76	185.92	
	17.76	18.56	19.40	20.30	21.23	22.22	23.24	
19	37,730.00	39,380.00	41,175.00	42,950.00	44,976.00	47,084.00	49,277.00	Accounting Tech I; Career Technician; GED/CASAS Exam Coordinator;
	3,144.00	3,282.00	3,431.00	3,579.00	3,748.00	3,924.00	4,106.00	
	144.56	150.88	157.76	164.56	172.32	180.40	188.80	
	18.07	18.86	19.72	20.57	21.54	22.55	23.60	
20	38,398.00	40,152.00	42,031.00	43,952.00	45,894.00	48,066.00	50,258.00	CN Technician-Lead; Delivery Person - CN Food Handler; Delivery Person - Mail / Warehouse; Equip. Manager - Field House; Print Shop Technician; Grounds Person I; Secretary;
	3,200.00	3,346.00	3,503.00	3,663.00	3,825.00	4,006.00	4,188.00	
	147.12	153.84	161.04	168.40	175.84	184.16	192.56	
	18.39	19.23	20.13	21.05	21.98	23.02	24.07	

MUSD Board of Education Approval
Motion #:

Date: Document #:

Effective:

ma /22-23 CL w-6% r8-r6:



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule

(Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
21	39,129.00	40,967.00	42,762.00	44,767.00	46,792.00	48,964.00	51,156.00	CN - Operation Assistant H/R Tech I;
	3,261.00	3,414.00	3,564.00	3,731.00	3,899.00	4,080.00	4,263.00	
	149.92	156.96	163.84	171.52	179.28	187.60	196.00	
	18.74	19.62	20.48	21.44	22.41	23.45	24.50	
22	39,881.00	41,572.00	43,493.00	45,518.00	47,523.00	49,757.00	52,054.00	Transportation Operation Assistant
	3,323.00	3,464.00	3,624.00	3,793.00	3,960.00	4,146.00	4,338.00	
	152.80	159.28	166.64	174.40	182.08	190.64	199.44	
	19.10	19.91	20.83	21.80	22.76	23.83	24.93	
23	40,591.00	41,990.00	44,474.00	46,583.00	48,650.00	50,947.00	53,286.00	Accounting Tech II; Bus Driver; Relief Bus Driver; Child Welfare & Attendance Liaison; Communication Tech; Secretary - Attendance; School Safety Officer; Transportation Auto Parts Specialist Clerk
	3,383.00	3,499.00	3,706.00	3,882.00	4,054.00	4,246.00	4,441.00	
	155.52	160.88	170.40	178.48	186.40	195.20	204.16	
	19.44	20.11	21.30	22.31	23.30	24.40	25.52	
24	41,259.00	43,034.00	45,017.00	47,126.00	49,298.00	51,594.00	53,975.00	Behavioral Intervention Tech; Transportation Router; Para-Special Needs Preschl; Para-Math; Para-Phy Impaired; Para-Soc. Emotional; Para-Autism; Para-Community Based
	3,438.00	3,586.00	3,751.00	3,927.00	4,108.00	4,300.00	4,498.00	
	158.08	164.88	172.48	180.56	188.88	197.68	206.80	
	19.76	20.61	21.56	22.57	23.61	24.71	25.85	
25	42,115.00	43,952.00	45,957.00	48,108.00	50,300.00	52,680.00	55,102.00	CN - Manager; Grounds Person II; Head Custodian I; Registrar-High School; Warehouse Assistant; Transportation Dispatcher;
	3,510.00	3,663.00	3,830.00	4,009.00	4,192.00	4,390.00	4,592.00	
	161.36	168.40	176.08	184.32	192.72	201.84	211.12	
	20.17	21.05	22.01	23.04	24.09	25.23	26.39	
26	42,825.00	44,767.00	46,855.00	49,005.00	51,323.00	53,766.00	56,188.00	Accounting Tech III; Admin Secretary-Dept; Maintenance-Worker; Purchasing Technician; School Safety Officer-Lead
	3,569.00	3,731.00	3,905.00	4,084.00	4,277.00	4,481.00	4,682.00	
	164.08	171.52	179.52	187.76	196.64	206.00	215.28	
	20.51	21.44	22.44	23.47	24.58	25.75	26.91	
27	43,597.00	45,539.00	47,669.00	49,945.00	52,263.00	54,789.00	57,316.00	Spanish Translator-Interpreter; Communications Technician - Bilingual Spanish
	3,633.00	3,795.00	3,972.00	4,162.00	4,355.00	4,566.00	4,776.00	
	167.04	174.48	182.64	191.36	200.24	209.92	219.60	
	20.88	21.81	22.83	23.92	25.03	26.24	27.45	
28	44,474.00	46,437.00	48,588.00	50,864.00	53,244.00	55,583.00	58,172.00	Ag Farm Manager
	3,706.00	3,870.00	4,049.00	4,239.00	4,437.00	4,632.00	4,848.00	
	170.40	177.92	186.16	194.88	204.00	212.96	222.88	
	21.30	22.24	23.27	24.36	25.50	26.62	27.86	

MUSD Board of Education Approval

Motion #:

Date:

Effective:

Document #:

ma 172-23 CL w-6% r8-r65



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule

(Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
29	45,059.00	47,251.00	49,381.00	51,657.00	54,246.00	56,668.00	59,278.00	Pool Maintenance Technician
	3,755.00	3,938.00	4,115.00	4,305.00	4,521.00	4,722.00	4,940.00	
	172.64	181.04	189.20	197.92	207.84	217.12	227.12	
	21.58	22.63	23.65	24.74	25.98	27.14	28.39	
30	46,103.00	48,149.00	50,404.00	52,680.00	55,123.00	57,671.00	60,322.00	Bus Driver Trainer; Bus Driver Trainer/Dispatcher
	3,842.00	4,012.00	4,200.00	4,390.00	4,594.00	4,806.00	5,027.00	Head Custodian II; H/R Tech II; Personnel Tech;
	176.64	184.48	193.12	201.84	211.20	220.96	231.12	Safety Operations Tech; Printshop Tech-Lead;
	22.08	23.06	24.14	25.23	26.40	27.62	28.89	Information Systems Technician
31	46,855.00	49,005.00	51,323.00	53,766.00	56,146.00	58,819.00	61,492.00	Licensed Vocational Nurse (LVN);
	3,905.00	4,084.00	4,277.00	4,481.00	4,679.00	4,902.00	5,124.00	
	179.52	187.76	196.64	206.00	215.12	225.36	235.60	
	22.44	23.47	24.58	25.75	26.89	28.17	29.45	
32	47,669.00	49,945.00	52,263.00	54,789.00	57,190.00	59,905.00	62,724.00	Accounting Tech IV; Admin Assistant I;
	3,972.00	4,162.00	4,355.00	4,566.00	4,766.00	4,992.00	5,227.00	Lead Registrar; Head Custodian III;
	182.64	191.36	200.24	209.92	219.12	229.52	240.32	Mechanic Technician; Maintenance-Journeyman;
	22.83	23.92	25.03	26.24	27.39	28.69	30.04	
33	48,568.00	50,864.00	53,244.00	55,583.00	58,339.00	61,095.00	63,851.00	Admin Assistant II;
	4,049.00	4,239.00	4,437.00	4,632.00	4,862.00	5,091.00	5,321.00	Special Services Technician;
	186.16	194.88	204.00	212.96	223.52	234.08	244.64	Student Services Technician;
	23.27	24.36	25.50	26.62	27.94	29.26	30.58	
34	49,444.00	51,720.00	54,309.00	56,710.00	59,383.00	62,118.00	64,979.00	Admin Assistant III; Student Advocate;
	4,120.00	4,310.00	4,526.00	4,726.00	4,949.00	5,177.00	5,415.00	LCSS Program-Student Advocate;
	189.44	198.16	208.08	217.28	227.52	238.00	248.96	Migrant Student & Family Support Specialist
	23.68	24.77	26.01	27.16	28.44	29.75	31.12	
35	50,467.00	52,764.00	55,248.00	57,712.00	60,531.00	63,350.00	66,315.00	Admin Assistant IV; Buyer; Warehouse Technician;
	4,206.00	4,397.00	4,604.00	4,809.00	5,044.00	5,279.00	5,526.00	Info Systems Spec.I; Info Tech Spec-Network;
	193.36	202.16	211.68	221.12	231.92	242.72	254.08	Data Technician; Curriculum & Assess Technician;
	24.17	25.27	26.46	27.64	28.99	30.34	31.76	
36	51,407.00	53,766.00	56,272.00	58,861.00	61,659.00	64,603.00	67,589.00	Admin Assistant V; Grounds Person III;
	4,284.00	4,481.00	4,689.00	4,905.00	5,138.00	5,384.00	5,632.00	Child Welfare & Attendance Specialist;
	196.96	206.00	215.60	225.52	236.24	247.52	258.96	Maintenance-Journeyman Lead; Mechanic Specialist;
	24.62	25.75	26.95	28.19	29.53	30.94	32.37	

MUSD Board of Education Approval

Motion #:

Date: Document #:

Effective:

ma 172-23 CI w-6%, r8-r8



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule (Salary Schedule is based on 8hrs day/261 days per year - 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
37	52,263.00	54,789.00	57,190.00	59,905.00	62,786.00	65,751.00	68,737.00	Admin Assistant VI;
	4,355.00	4,566.00	4,766.00	4,992.00	5,232.00	5,479.00	5,728.00	
	200.24	209.92	219.12	229.52	240.56	251.92	263.36	
	25.03	26.24	27.39	28.69	30.07	31.49	32.92	
38	53,265.00	55,603.00	58,422.00	61,137.00	63,955.00	66,962.00	70,073.00	Accounting Tech V; Communications Assistant; H/R Specialist; H/R Specialist - Personnel Comm; Information Systems Specialist II
	4,439.00	4,634.00	4,869.00	5,095.00	5,330.00	5,580.00	5,839.00	
	204.08	213.04	223.84	234.24	245.04	256.56	268.48	
	25.51	26.63	27.98	29.28	30.63	32.07	33.56	
39	54,330.00	56,856.00	59,466.00	62,202.00	65,187.00	68,173.00	71,284.00	Budget/Accounting Analyst; Mechanic - Lead; Family Support Specialist; Risk Management Analyst;
	4,528.00	4,738.00	4,956.00	5,184.00	5,432.00	5,681.00	5,940.00	
	208.16	217.84	227.84	238.32	249.76	261.20	273.12	
	26.02	27.23	28.48	29.79	31.22	32.65	34.14	
40	55,248.00	57,712.00	60,531.00	63,350.00	66,398.00	69,510.00	72,662.00	Network Specialist; Network Support Specialist, Data Analyst; Payroll Account-Specialist Lead Senior Buyer; HR Specialist-Lead; Personnel Specialist-Lead; Videographer, Server Support Specialist
	4,604.00	4,809.00	5,044.00	5,279.00	5,533.00	5,793.00	6,055.00	
	211.68	221.12	231.92	242.72	254.40	266.32	278.40	
	26.46	27.64	28.99	30.34	31.80	33.29	34.80	
41	56,376.00	58,902.00	61,575.00	64,290.00	67,234.00	70,219.00	73,393.00	
	4,698.00	4,909.00	5,131.00	5,358.00	5,603.00	5,852.00	6,116.00	
	216.00	225.68	235.92	246.32	257.60	269.04	281.20	
	27.00	28.21	29.49	30.79	32.20	33.63	35.15	
42	57,483.00	60,072.00	62,786.00	65,605.00	68,591.00	71,618.00	74,855.00	
	4,790.00	5,006.00	5,232.00	5,467.00	5,716.00	5,968.00	6,238.00	
	220.24	230.16	240.56	251.36	262.80	274.40	286.80	
	27.53	28.77	30.07	31.42	32.85	34.30	35.85	
43	58,631.00	61,283.00	64,060.00	66,900.00	69,969.00	73,059.00	76,358.00	
	4,886.00	5,107.00	5,338.00	5,575.00	5,831.00	6,088.00	6,363.00	
	224.64	234.80	245.44	256.32	268.08	279.92	292.56	
	28.08	29.35	30.68	32.04	33.51	34.99	36.57	
44	59,821.00	62,473.00	65,334.00	68,236.00	71,305.00	74,521.00	77,882.00	Executive Admin Assistant; Athletic Trainer
	4,985.00	5,206.00	5,445.00	5,686.00	5,942.00	6,210.00	6,490.00	
	229.20	239.36	250.32	261.44	273.20	285.52	298.40	
	28.65	29.92	31.29	32.68	34.15	35.69	37.30	

MUSD Board of Education Approval
Motion #:

Date:
Effective:

Document #:

ma /22-23 CL w-6% r8-r65



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule (Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
45	60,990.00	63,747.00	66,649.00	69,614.00	72,725.00	76,024.00	79,428.00	Information Systems Specialist Lead
	5,083.00	5,312.00	5,554.00	5,801.00	6,060.00	6,335.00	6,619.00	
	233.68	244.24	255.36	266.72	278.64	291.28	304.32	
	29.21	30.53	31.92	33.34	34.83	36.41	38.04	
46	62,222.00	65,020.00	67,944.00	71,034.00	74,187.00	77,548.00	81,035.00	
	5,185.00	5,418.00	5,662.00	5,920.00	6,182.00	6,462.00	6,753.00	
	238.40	249.12	260.32	272.16	284.24	297.12	310.48	
	29.80	31.14	32.54	34.02	35.53	37.14	38.81	
47	63,454.00	66,336.00	69,322.00	72,412.00	75,690.00	79,073.00	82,643.00	
	5,288.00	5,528.00	5,777.00	6,034.00	6,308.00	6,589.00	6,887.00	
	243.12	254.16	265.60	277.44	290.00	302.96	316.64	
	30.39	31.77	33.20	34.68	36.25	37.87	39.58	
48	64,749.00	67,651.00	70,721.00	73,873.00	77,172.00	80,680.00	84,313.00	
	5,396.00	5,638.00	5,893.00	6,156.00	6,431.00	6,723.00	7,026.00	
	248.08	259.20	270.96	283.04	295.68	309.12	323.04	
	31.01	32.40	33.87	35.38	36.96	38.64	40.38	
49	66,043.00	69,008.00	72,099.00	75,356.00	78,738.00	82,288.00	86,005.00	
	5,504.00	5,751.00	6,008.00	6,280.00	6,562.00	6,857.00	7,167.00	
	253.04	264.40	276.24	288.72	301.68	315.28	329.52	
	31.63	33.05	34.53	36.09	37.71	39.41	41.19	
50	68,653.00	71,723.00	74,938.00	78,300.00	81,870.00	85,524.00	89,366.00	Community Support Specialist (CSS); Communications Analyst; Facilities Planning Analyst; Technology Trainer;
	5,721.00	5,977.00	6,245.00	6,525.00	6,823.00	7,127.00	7,447.00	
	263.04	274.80	287.12	300.00	313.68	327.68	342.40	
	32.88	34.35	35.89	37.50	39.21	40.96	42.80	
51	69,948.00	73,080.00	76,379.00	79,803.00	83,416.00	87,153.00	91,099.00	
	5,829.00	6,090.00	6,365.00	6,650.00	6,951.00	7,263.00	7,592.00	
	268.00	280.00	292.64	305.76	319.60	333.92	349.04	
	33.50	35.00	36.58	38.22	39.95	41.74	43.63	
52	71,263.00	74,479.00	77,820.00	81,348.00	84,982.00	88,824.00	92,791.00	
	5,939.00	6,207.00	6,485.00	6,779.00	7,082.00	7,402.00	7,733.00	
	273.04	285.36	298.16	311.68	325.60	340.32	355.52	
	34.13	35.67	37.27	38.96	40.70	42.54	44.44	

MUSD Board of Education Approval
Motion #: _____
Date: _____
Effective: _____
Document #: _____

ma 12-23 CL w-6% r8-r65



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District
2022/2023 Classified Salary Schedule
(Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
53	72,621.00	75,878.00	79,302.00	82,873.00	86,610.00	90,473.00	94,545.00	
	6,052.00	6,323.00	6,609.00	6,906.00	7,218.00	7,539.00	7,879.00	
	278.24	290.72	303.84	317.52	331.84	346.64	362.24	
	34.78	36.34	37.98	39.69	41.48	43.33	45.28	
54	74,020.00	77,360.00	80,806.00	84,439.00	88,239.00	92,227.00	96,382.00	Network Administrator, Server Administrator
	6,168.00	6,447.00	6,734.00	7,037.00	7,353.00	7,686.00	8,032.00	
	283.60	296.40	309.60	323.52	338.08	353.36	369.28	
	35.45	37.05	38.70	40.44	42.26	44.17	46.16	
55	75,419.00	78,822.00	82,351.00	86,046.00	89,930.00	93,981.00	98,199.00	
	6,285.00	6,569.00	6,863.00	7,171.00	7,494.00	7,832.00	8,183.00	
	288.96	302.00	315.52	329.68	344.56	360.08	376.24	
	36.12	37.75	39.44	41.21	43.07	45.01	47.03	
56	76,818.00	80,304.00	83,896.00	87,696.00	91,621.00	95,756.00	100,057.00	
	6,402.00	6,692.00	6,991.00	7,308.00	7,635.00	7,980.00	8,338.00	
	294.32	307.68	321.44	336.00	351.04	366.88	383.36	
	36.79	38.46	40.18	42.00	43.88	45.86	47.92	
57	78,300.00	81,808.00	85,504.00	89,346.00	93,375.00	97,551.00	101,957.00	Construction Project Coordinator; Database Administrator; Information Security Analyst
	6,525.00	6,817.00	7,125.00	7,446.00	7,781.00	8,129.00	8,496.00	
	300.00	313.44	327.60	342.32	357.76	373.76	390.64	
	37.50	39.18	40.95	42.79	44.72	46.72	48.83	
58	79,782.00	83,374.00	87,132.00	91,037.00	95,150.00	99,389.00	103,920.00	Behavior Analyst; Behavioral Health Clinician I
	6,649.00	6,948.00	7,261.00	7,586.00	7,929.00	8,282.00	8,660.00	
	305.68	319.44	333.84	348.80	364.56	380.80	398.16	
	38.21	39.93	41.73	43.60	45.57	47.60	49.77	
59	81,286.00	84,961.00	88,803.00	92,749.00	96,946.00	101,331.00	105,882.00	DHH-Sign Language/Oral Interpreter;
	6,774.00	7,080.00	7,400.00	7,729.00	8,079.00	8,444.00	8,824.00	
	311.44	325.52	340.24	355.36	371.44	388.24	405.68	
	38.93	40.69	42.53	44.42	46.43	48.53	50.71	
60	82,852.00	86,589.00	90,473.00	94,524.00	98,804.00	103,231.00	107,908.00	
	6,904.00	7,216.00	7,539.00	7,877.00	8,234.00	8,603.00	8,992.00	
	317.44	331.76	346.64	362.16	378.56	395.52	413.44	
	39.68	41.47	43.33	45.27	47.32	49.44	51.68	

MUSD Board of Education Approval
Motion #: _____
Date: _____
Effective: _____

Document #: _____

ma 172-23 CI W-6% R8-R5



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Salary Schedule (Salary Schedule is based on 8hrs day/261 days per year ~ 2022/2023 which includes the 6% Salary Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
61	84,418.00	88,218.00	92,227.00	96,340.00	100,683.00	105,193.00	109,933.00	
	7,035.00	7,352.00	7,686.00	8,028.00	8,390.00	8,766.00	9,161.00	
	323.44	338.00	353.36	369.12	385.76	403.04	421.20	
	40.43	42.25	44.17	46.14	48.22	50.38	52.65	
62	86,005.00	89,909.00	93,960.00	98,157.00	102,604.00	107,198.00	112,021.00	
	7,167.00	7,492.00	7,830.00	8,180.00	8,550.00	8,933.00	9,335.00	
	329.52	344.48	360.00	376.08	393.12	410.72	429.20	
	41.19	43.06	45.00	47.01	49.14	51.34	53.65	
63	87,675.00	91,601.00	95,735.00	100,036.00	104,546.00	109,244.00	114,130.00	Behavioral Health Clinician II
	7,306.00	7,633.00	7,978.00	8,336.00	8,712.00	9,104.00	9,511.00	
	335.92	350.96	366.80	383.28	400.56	418.56	437.28	
	41.99	43.87	45.85	47.91	50.07	52.32	54.66	
64	89,325.00	93,354.00	97,530.00	101,915.00	106,551.00	111,332.00	116,281.00	
	7,444.00	7,780.00	8,128.00	8,493.00	8,879.00	9,278.00	9,690.00	
	342.24	357.68	373.68	390.48	408.24	426.56	445.52	
	42.78	44.71	46.71	48.81	51.03	53.32	55.69	
65	91,037.00	95,129.00	99,368.00	103,878.00	108,534.00	113,462.00	118,536.00	Software Developer Research & Systems Improvement-Analyst Full Stack-Developer
	7,586.00	7,927.00	8,281.00	8,657.00	9,045.00	9,455.00	9,878.00	
	348.80	364.48	380.72	398.00	415.84	434.72	454.16	
	43.60	45.56	47.59	49.75	51.98	54.34	56.77	
Longevity:								
	Completion of:							
	10 Years	.035 of the employees annual salary for completion of 10 years in MUSD						
	15 Years	.045 of the employees annual salary for completion of 15 years in MUSD						
	20 Years	.055 of the employees annual salary for completion of 20 years in MUSD						
	25 Years	.065 of the employees annual salary for completion of 25 years in MUSD						
	30 Years	.075 of the employees annual salary for completion of 30 years in MUSD						
	35+ Years	.085 of the employees annual salary for completion of 35+ years in MUSD						

MUSD Board of Education Approval

Motion #:

Date:

Effective:

Document #:

ma /22-23 CL w-6% r8-r6



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Confidential Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/22 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
1	\$ 53,265.00	\$ 55,666.00	\$ 58,213.00	\$ 60,803.00	\$ 63,538.00	\$ 66,398.00	\$ 69,363.00	EXECUTIVE ADMINISTRATIVE ASST.-CONFIDENTIAL
	\$ 4,439.00	\$ 4,639.00	\$ 4,851.00	\$ 5,067.00	\$ 5,295.00	\$ 5,533.00	\$ 5,780.00	
	\$ 204.08	\$ 213.28	\$ 223.04	\$ 232.96	\$ 243.44	\$ 254.40	\$ 265.76	
	\$ 25.51	\$ 26.66	\$ 27.88	\$ 29.12	\$ 30.43	\$ 31.80	\$ 33.22	
2	\$ 54,894.00	\$ 57,336.00	\$ 59,926.00	\$ 62,598.00	\$ 65,459.00	\$ 68,382.00	\$ 71,451.00	
	\$ 4,575.00	\$ 4,778.00	\$ 4,994.00	\$ 5,217.00	\$ 5,455.00	\$ 5,699.00	\$ 5,954.00	
	\$ 210.32	\$ 219.68	\$ 229.60	\$ 239.84	\$ 250.80	\$ 262.00	\$ 273.76	
	\$ 26.29	\$ 27.46	\$ 28.70	\$ 29.98	\$ 31.35	\$ 32.75	\$ 34.22	
3	\$ 56,522.00	\$ 59,049.00	\$ 61,742.00	\$ 64,498.00	\$ 67,442.00	\$ 70,428.00	\$ 73,623.00	
	\$ 4,710.00	\$ 4,921.00	\$ 5,145.00	\$ 5,375.00	\$ 5,620.00	\$ 5,869.00	\$ 6,135.00	
	\$ 216.56	\$ 226.24	\$ 236.56	\$ 247.12	\$ 258.40	\$ 269.84	\$ 282.08	
	\$ 27.07	\$ 28.28	\$ 29.57	\$ 30.89	\$ 32.30	\$ 33.73	\$ 35.26	
4	\$ 58,234.00	\$ 60,844.00	\$ 63,559.00	\$ 66,419.00	\$ 69,447.00	\$ 72,558.00	\$ 75,836.00	
	\$ 4,853.00	\$ 5,070.00	\$ 5,297.00	\$ 5,535.00	\$ 5,787.00	\$ 6,047.00	\$ 6,320.00	
	\$ 223.12	\$ 233.12	\$ 243.52	\$ 254.48	\$ 266.08	\$ 278.00	\$ 290.56	
	\$ 27.89	\$ 29.14	\$ 30.44	\$ 31.81	\$ 33.26	\$ 34.75	\$ 36.32	
5	\$ 59,967.00	\$ 62,681.00	\$ 65,501.00	\$ 68,403.00	\$ 71,514.00	\$ 74,730.00	\$ 78,091.00	
	\$ 4,997.00	\$ 5,222.00	\$ 5,458.00	\$ 5,700.00	\$ 5,960.00	\$ 6,228.00	\$ 6,508.00	
	\$ 229.76	\$ 240.08	\$ 250.96	\$ 262.08	\$ 274.00	\$ 286.32	\$ 299.20	
	\$ 28.72	\$ 30.01	\$ 31.37	\$ 32.76	\$ 34.25	\$ 35.79	\$ 37.40	
6	\$ 61,763.00	\$ 64,540.00	\$ 67,463.00	\$ 70,449.00	\$ 73,685.00	\$ 76,985.00	\$ 80,430.00	
	\$ 5,147.00	\$ 5,378.00	\$ 5,622.00	\$ 5,871.00	\$ 6,139.00	\$ 6,415.00	\$ 6,703.00	
	\$ 236.64	\$ 247.28	\$ 258.48	\$ 269.92	\$ 282.24	\$ 294.96	\$ 308.16	
	\$ 29.58	\$ 30.91	\$ 32.31	\$ 33.74	\$ 35.28	\$ 36.87	\$ 38.52	
7	\$ 63,600.00	\$ 66,482.00	\$ 69,468.00	\$ 72,579.00	\$ 75,878.00	\$ 79,281.00	\$ 82,852.00	
	\$ 5,300.00	\$ 5,540.00	\$ 5,789.00	\$ 6,048.00	\$ 6,323.00	\$ 6,607.00	\$ 6,904.00	
	\$ 243.68	\$ 254.72	\$ 266.16	\$ 278.08	\$ 290.72	\$ 303.76	\$ 317.44	
	\$ 30.46	\$ 31.84	\$ 33.27	\$ 34.76	\$ 36.34	\$ 37.97	\$ 39.68	

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma/22-23 w~6%



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Confidential Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/22 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	POSITION
8	\$ 65,521.00	\$ 68,486.00	\$ 71,535.00	\$ 74,771.00	\$ 78,154.00	\$ 81,641.00	\$ 85,337.00	LEAD BUDGET ACCOUNTING ANALYST
	\$ 5,460.00	\$ 5,707.00	\$ 5,961.00	\$ 6,231.00	\$ 6,513.00	\$ 6,803.00	\$ 7,111.00	
	\$ 251.04	\$ 262.40	\$ 274.08	\$ 286.48	\$ 299.44	\$ 312.80	\$ 326.96	
	\$ 31.38	\$ 32.80	\$ 34.26	\$ 35.81	\$ 37.43	\$ 39.10	\$ 40.87	
9	\$ 67,505.00	\$ 70,512.00	\$ 73,706.00	\$ 77,005.00	\$ 80,472.00	\$ 84,105.00	\$ 87,884.00	POSITION CONTROL TECHNICIAN
	\$ 5,625.00	\$ 5,876.00	\$ 6,142.00	\$ 6,417.00	\$ 6,706.00	\$ 7,009.00	\$ 7,324.00	
	\$ 258.64	\$ 270.16	\$ 282.40	\$ 295.04	\$ 308.32	\$ 322.24	\$ 336.72	
	\$ 32.33	\$ 33.77	\$ 35.30	\$ 36.88	\$ 38.54	\$ 40.28	\$ 42.09	
10	\$ 69,510.00	\$ 72,642.00	\$ 75,920.00	\$ 79,323.00	\$ 82,894.00	\$ 86,631.00	\$ 90,515.00	SENIOR EXECUTIVE ASSISTANT-to SUPT. & BD TRUSTEES
	\$ 5,793.00	\$ 6,054.00	\$ 6,327.00	\$ 6,610.00	\$ 6,908.00	\$ 7,219.00	\$ 7,543.00	
	\$ 266.32	\$ 278.32	\$ 290.88	\$ 303.92	\$ 317.60	\$ 331.92	\$ 346.80	
	\$ 33.29	\$ 34.79	\$ 36.36	\$ 37.99	\$ 39.70	\$ 41.49	\$ 43.35	
11	\$ 71,598.00	\$ 74,813.00	\$ 78,175.00	\$ 81,683.00	\$ 85,378.00	\$ 89,241.00	\$ 93,250.00	
	\$ 5,967.00	\$ 6,234.00	\$ 6,515.00	\$ 6,807.00	\$ 7,115.00	\$ 7,437.00	\$ 7,771.00	
	\$ 274.32	\$ 286.64	\$ 299.52	\$ 312.96	\$ 327.12	\$ 341.92	\$ 357.28	
	\$ 34.29	\$ 35.83	\$ 37.44	\$ 39.12	\$ 40.89	\$ 42.74	\$ 44.66	
Longevity:								
Completion of:								
10 Years .032 of the employees annual salary for completion of 10 years in MUSD								
15 Years .042 of the employees annual salary for completion of 15 years in MUSD								
20 Years .052 of the employees annual salary for completion of 20 years in MUSD								
25 Years .062 of the employees annual salary for completion of 25 years in MUSD								
30 Years .072 of the employees annual salary for completion of 30 years in MUSD								
35+ Years .082 of the employees annual salary for completion of 35+ years in MUSD								

1.06

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma/22-23 w-6%



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Supervisory Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION:
1	50,049.00	52,576.00	55,123.00	57,817.00	60,656.00	63,705.00	OPERATIONS SUPERVISOR - CN
	4,171.00	4,381.00	4,594.00	4,818.00	5,055.00	5,309.00	
	191.76	201.44	211.20	221.52	232.40	244.08	
	23.97	25.18	26.40	27.69	29.05	30.51	
2	50,154.00	52,722.00	55,332.00	58,005.00	60,865.00	63,851.00	OPERATIONS SUPERVISOR - CN
	4,180.00	4,394.00	4,611.00	4,834.00	5,072.00	5,321.00	
	192.16	202.00	212.00	222.24	233.20	244.64	
	24.02	25.25	26.50	27.78	29.15	30.58	
3	51,302.00	53,954.00	56,522.00	59,320.00	62,243.00	65,375.00	OPERATIONS SUPERVISOR - CN
	4,275.00	4,496.00	4,710.00	4,943.00	5,187.00	5,448.00	
	196.56	206.72	216.56	227.28	238.48	250.48	
	24.57	25.84	27.07	28.41	29.81	31.31	
4	54,894.00	57,608.00	60,468.00	63,371.00	66,565.00	69,823.00	OPERATIONS SUPERVISOR - CN
	4,575.00	4,801.00	5,039.00	5,281.00	5,547.00	5,819.00	
	210.32	220.72	231.68	242.80	255.04	267.52	
	26.29	27.59	28.96	30.35	31.88	33.44	
5	55,562.00	58,297.00	61,158.00	64,227.00	67,442.00	70,700.00	OPERATIONS SUPERVISOR - CN
	4,630.00	4,858.00	5,097.00	5,352.00	5,620.00	5,892.00	
	212.88	223.36	234.32	246.08	258.40	270.88	
	26.61	27.92	29.29	30.76	32.30	33.86	
6	58,610.00	61,220.00	64,248.00	67,254.00	70,324.00	73,706.00	CN SPECIALIST
	4,884.00	5,102.00	5,354.00	5,605.00	5,860.00	6,142.00	
	224.56	234.56	246.16	257.68	269.44	282.40	
	28.07	29.32	30.77	32.21	33.68	35.30	
7	61,805.00	64,874.00	68,006.00	71,410.00	74,834.00	78,571.00	CN SPECIALIST
	5,150.00	5,406.00	5,667.00	5,951.00	6,236.00	6,548.00	
	236.80	248.56	260.56	273.60	286.72	301.04	
	29.60	31.07	32.57	34.20	35.84	37.63	

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma / 23-24 SL 11.10.22 Supervis



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Supervisory Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION:
8	63,642.00	66,795.00	70,136.00	73,539.00	77,152.00	80,910.00	SUPERVISOR-TRANS OPERATIONS; SUPERVISOR-TRANS SHOP; SUPERVISOR-CN WAREHOUSE; PROGRAM MANAGER; SUPERVISOR-MAINT; SUPERVISOR-DIST WAREHOUSE;
	5,304.00	5,566.00	5,845.00	6,128.00	6,429.00	6,743.00	
	243.84	255.92	268.72	281.76	295.60	310.00	
	30.48	31.99	33.59	35.22	36.95	38.75	
9	70,199.00	73,665.00	77,381.00	81,098.00	85,149.00	89,366.00	BUSINESS MANAGER; HUMAN RESOURCES MANAGER; ASSISTANT DIRECTOR-CHILD NUTRITION; SUPERVISOR-CHILD WELFARE/ATTENDANCE;
	5,850.00	6,139.00	6,448.00	6,758.00	7,096.00	7,447.00	
	268.96	282.24	296.48	310.72	326.24	342.40	
	33.62	35.28	37.06	38.84	40.78	42.80	
10	77,360.00	81,202.00	85,274.00	89,533.00	94,002.00	98,700.00	SUPERVISOR-INFORMATION TECH; SUPERVISOR-STUDENT MENTOR; SAFETY & SECURITY MANAGER;
	6,447.00	6,767.00	7,106.00	7,461.00	7,834.00	8,225.00	
	296.40	311.12	326.72	343.04	360.16	378.16	
	37.05	38.89	40.84	42.88	45.02	47.27	
11	85,065.00	89,325.00	93,772.00	98,491.00	103,398.00	108,534.00	SUPERVISOR - BEHAVIOR ANALYST EDUCATIONAL INFORMATION SYSTEMS MANAGER SUPERVISOR - BEHAVIOR HEALTH
	7,089.00	7,444.00	7,814.00	8,208.00	8,617.00	9,045.00	
	325.92	342.24	359.28	377.36	396.16	415.84	
	40.74	42.78	44.91	47.17	49.52	51.98	
12	93,584.00	98,240.00	103,168.00	108,346.00	113,754.00	119,434.00	
	7,799.00	8,187.00	8,597.00	9,029.00	9,480.00	9,953.00	
	358.56	376.40	395.28	415.12	435.84	457.60	
	44.82	47.05	49.41	51.89	54.48	57.20	
13	102,959.00	108,096.00	113,525.00	119,204.00	125,134.00	131,356.00	
	8,580.00	9,008.00	9,460.00	9,934.00	10,428.00	10,946.00	
	394.48	414.16	434.96	456.72	479.44	503.28	
	49.31	51.77	54.37	57.09	59.93	62.91	
14	113,274.00	118,870.00	124,842.00	131,106.00	137,662.00	144,531.00	
	9,440.00	9,906.00	10,404.00	10,926.00	11,472.00	12,044.00	
	434.00	455.44	478.32	502.32	527.44	553.76	
	54.25	56.93	59.79	62.79	65.93	69.22	

MUSD Board of Education Approval

Motion #:
Date:
Document #:
Effective:

ma / 23-24 SL 11.10.22 Supervisc



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District
2022/2023 Classified Supervisory Salary Schedule
(Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION:
15	124,612.00	130,813.00	137,328.00	144,239.00	151,443.00	158,980.00	
	10,384.00	10,901.00	11,444.00	12,020.00	12,620.00	13,248.00	
	477.44	501.20	526.16	552.64	580.24	609.12	
	59.68	62.65	65.77	69.08	72.53	76.14	
Longevity:	Completion of:						
	10 Years	.032 of the Employees Annual Salary for Completion of 10 Years in M.U.S.D.					
	15 Years	.042 of the Employees Annual Salary for Completion of 15 Years in M.U.S.D.					
	20 Years	.052 of the Employees Annual Salary for Completion of 20 Years in M.U.S.D.					
	25 Years	.062 of the Employees Annual Salary for Completion of 25 Years in M.U.S.D.					
	30 Years	.072 of the Employees Annual Salary for Completion of 30 Years in M.U.S.D.					
	35+ Years	.082 of the Employees Annual Salary for Completion of 35+ Years in M.U.S.D.					

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma / 23-24 SL 11.10.22 Supervis



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Management Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION
10	68,051.00	71,439.00	74,957.00	78,854.00	82,782.00	86,899.00	
	5,671.00	5,953.00	6,246.00	6,571.00	6,899.00	7,242.00	
11	69,758.00	73,264.00	76,898.00	80,768.00	84,782.00	89,046.00	
	5,813.00	6,105.00	6,408.00	6,731.00	7,065.00	7,421.00	
12	71,439.00	74,957.00	78,854.00	82,782.00	86,899.00	91,046.00	
	5,953.00	6,246.00	6,571.00	6,899.00	7,242.00	7,587.00	
13	73,264.00	76,898.00	80,768.00	84,782.00	89,046.00	93,062.00	
	6,105.00	6,408.00	6,731.00	7,065.00	7,421.00	7,755.00	
14	74,957.00	78,854.00	82,782.00	86,899.00	91,046.00	95,719.00	
	6,246.00	6,571.00	6,899.00	7,242.00	7,587.00	7,977.00	
15	76,898.00	80,768.00	84,782.00	89,046.00	93,062.00	97,762.00	
	6,408.00	6,731.00	7,065.00	7,421.00	7,755.00	8,147.00	
16	78,854.00	82,782.00	86,899.00	91,046.00	95,719.00	100,389.00	
	6,571.00	6,899.00	7,242.00	7,587.00	7,977.00	8,366.00	
17	80,768.00	84,782.00	89,046.00	93,062.00	97,762.00	102,624.00	
	6,731.00	7,065.00	7,421.00	7,755.00	8,147.00	8,552.00	
18	82,782.00	86,899.00	91,046.00	95,719.00	100,389.00	105,193.00	
	6,899.00	7,242.00	7,587.00	7,977.00	8,366.00	8,766.00	
19	84,782.00	89,046.00	93,062.00	97,762.00	102,624.00	107,923.00	
	7,065.00	7,421.00	7,755.00	8,147.00	8,552.00	8,994.00	

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma / 23-24 ML 11.10.22 Manager



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Management Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION
20	86,899.00 7,242.00	91,046.00 7,587.00	95,719.00 7,977.00	100,389.00 8,366.00	105,193.00 8,766.00	110,581.00 9,215.00	Director - Community Services and PRC
21	89,046.00 7,421.00	93,062.00 7,755.00	97,762.00 8,147.00	102,624.00 8,552.00	107,923.00 8,994.00	113,399.00 9,450.00	
22	91,046.00 7,587.00	95,719.00 7,977.00	100,389.00 8,366.00	105,193.00 8,766.00	110,581.00 9,215.00	116,041.00 9,670.00	
23	93,062.00 7,755.00	97,762.00 8,147.00	102,624.00 8,552.00	107,923.00 8,994.00	113,399.00 9,450.00	119,473.00 9,956.00	
24	95,719.00 7,977.00	100,389.00 8,366.00	105,193.00 8,766.00	110,581.00 9,215.00	116,041.00 9,670.00	122,144.00 10,179.00	
25	97,762.00 8,147.00	102,624.00 8,552.00	107,923.00 8,994.00	113,399.00 9,450.00	119,473.00 9,956.00	125,546.00 10,462.00	Director - Child Nutrition
26	100,389.00 8,366.00	105,193.00 8,766.00	110,581.00 9,215.00	116,041.00 9,670.00	122,144.00 10,179.00	128,334.00 10,695.00	Director - Purchasing; Director - Safety and Security
27	102,624.00 8,552.00	107,923.00 8,994.00	113,399.00 9,450.00	119,473.00 9,956.00	125,546.00 10,462.00	131,780.00 10,982.00	Director - Transportation
28	105,193.00 8,766.00	110,581.00 9,215.00	116,041.00 9,670.00	122,144.00 10,179.00	128,334.00 10,695.00	135,167.00 11,264.00	Director - Information & Technology Support Human Resource Officer
29	107,923.00 8,994.00	113,399.00 9,450.00	119,473.00 9,956.00	125,546.00 10,462.00	131,780.00 10,982.00	138,336.00 11,528.00	

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma / 23-24 ML 11.10.22 Manager



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District 2022/2023 Classified Management Salary Schedule (Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION
30	110,581.00 9,215.00	116,041.00 9,670.00	122,144.00 10,179.00	128,334.00 10,695.00	135,167.00 11,264.00	141,913.00 11,826.00	Director - Maintenance & Operations Director - Health & Wellness
31	113,399.00 9,450.00	119,473.00 9,956.00	125,546.00 10,462.00	131,780.00 10,982.00	138,336.00 11,528.00	145,169.00 12,097.00	
32	116,041.00 9,670.00	122,144.00 10,179.00	128,334.00 10,695.00	135,167.00 11,264.00	141,913.00 11,826.00	148,686.00 12,391.00	
33	119,473.00 9,956.00	125,546.00 10,462.00	131,780.00 10,982.00	138,336.00 11,528.00	145,169.00 12,097.00	152,688.00 12,724.00	
34	122,144.00 10,179.00	128,334.00 10,695.00	135,167.00 11,264.00	141,913.00 11,826.00	148,686.00 12,391.00	156,805.00 13,067.00	Director - Facilities Planning/Const Mngmt
35	125,546.00 10,462.00	131,780.00 10,982.00	138,336.00 11,528.00	145,169.00 12,097.00	152,688.00 12,724.00	160,249.00 13,354.00	
36	128,334.00 10,695.00	135,167.00 11,264.00	141,913.00 11,826.00	148,686.00 12,391.00	156,805.00 13,067.00	164,192.00 13,683.00	Director - Classified Human Resources
37	131,780.00 10,982.00	138,336.00 11,528.00	145,169.00 12,097.00	152,688.00 12,724.00	160,249.00 13,354.00	168,251.00 14,021.00	
38	135,167.00 11,264.00	141,913.00 11,826.00	148,686.00 12,391.00	156,805.00 13,067.00	164,192.00 13,683.00	172,428.00 14,369.00	
39	138,336.00 11,528.00	145,169.00 12,097.00	152,688.00 12,724.00	160,249.00 13,354.00	168,251.00 14,021.00	176,648.00 14,721.00	

MUSD Board of Education Approval

Motion #:

Date:

Document #:

Effective:

ma / 2022 MI 11 10 22 Manana



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Madera Unified School District
2022/2023 Classified Management Salary Schedule
(Based on 8hrs day/261 days per year ~ 2021/2022 with 6% Increase)

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	POSITION
40	141,913.00	148,686.00	156,805.00	164,192.00	172,428.00	181,215.00	Executive Director Accountability/Communications
	11,826.00	12,391.00	13,067.00	13,683.00	14,369.00	15,101.00	
41	145,169.00	152,688.00	160,249.00	168,251.00	176,648.00	185,493.00	
	12,097.00	12,724.00	13,354.00	14,021.00	14,721.00	15,458.00	
42	148,686.00	156,805.00	164,192.00	172,428.00	181,215.00	190,238.00	
	12,391.00	13,067.00	13,683.00	14,369.00	15,101.00	15,853.00	
Longevity:	Completion of						Chief Financial Officer
	10 Years	.032 of the employees annual salary for completion of 10 years in MUSD					
	15 Years	.042 of the employees annual salary for completion of 15 years in MUSD					
	20 Years	.052 of the employees annual salary for completion of 20 years in MUSD					
	25 Years	.062 of the employees annual salary for completion of 25 years in MUSD					
	30 Years	.072 of the employees annual salary for completion of 30 years in MUSD					
	35+ Years	.082 of the employees annual salary for completion of 35+ years in MUSD					

MUSD Board of Education Approval
Motion #:
Date:
Document #:
Effective:

ma / 23-24 ML 11.10.22 Manager



Appendix B: Initial List of Benchmark Jobs and Districts to be Surveyed



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Benchmark Job Classes of Madera USD to be Surveyed	
Accountability & Communication Services (Continuous Improvement) (4 suggested) CALPADS Data Technician Communications Specialist Research Systems & Improvement Analyst	Nutritional Services (3 suggested) Child Nutrition Assistant I Child Nutrition Technician Child Nutrition Manager (title changing to Child Nutrition Senior Technician)
Administrative Services (7 suggested) School Office Technician Secretary – Attendance Spanish Translator – Interpreter Administrative Assistant II Curriculum & Assessment Technician Administrative Assistant V Language and Literacy Technician	Security Services (1 suggested) School Safety Officer - Lead
Financial Services (4 suggested) Accounting Technician III Buyer Accounting Technician V Budget/Accounting Analyst	Student/Community/Athletics Services (5 suggested) Child Welfare & Attendance Liaison Licensed Vocational Nurse (LVN) Student Advocate Athletic Trainer Behavioral Health Clinician I
Human Resources Services (3 suggested) Human Resources Technician II Risk Management Analyst Personnel Specialist - Lead	Maintenance Services (13 suggested) Custodian Grounds Person I Head Custodian I Maintenance Journeyperson Lead Maintenance Journeyperson-Lead Carpenter Maintenance Journeyperson-Lead Electrician Maintenance Journeyperson-Lead HVAC Maintenance Journeyperson-Lead Locksmith Maintenance Journeyperson-Lead Painter Maintenance Journeyperson-Lead Plumber Maintenance Journeyperson-Lead Water Quality Tech Maintenance Journeyperson-Lead Welder-Fabricator Facilities Planning Analyst
Technology Services (3 suggested) Information Systems Technician Network Administrator Database Administrator	Transportation Services (4 suggested) Bus Driver Transportation Router Bus Driver Trainer – Dispatcher Mechanic Specialist
Confidential Employee Services (2 suggested) Executive Administrative Assistant – HR Lead Budget Accounting Analyst	Purchasing Services (2 suggested) Print Shop Technician Warehouse Assistant
Educational Support Instructional Services (4 suggested) Classroom Aide-Preschool CALSAFE Program Paraprofessional Aide Library Media Technician – Elementary Paraprofessional – Physically Impaired	Supervisory Services (5 suggested) Child Nutrition Operations Supervisor Child Welfare & Attendance Supervisor Information Technology Supervisor Supervisor – Maintenance Supervisor – Transportation Operations



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

	Classified Management (5 suggested) Chief Financial Officer Director – Child Nutrition Director – Information & Technology Support Director – Purchasing Director - Transportation
<i>Designated External School Districts Surveyed for Matching Benchmarks Jobs</i>	
Central Unified School District	Modesto City School District
Clovis Unified School District	Stockton Unified School District
Fresno Unified School District	Visalia Unified School District
Merced Union High School District	



Appendix C: MUSD Classification Job Titles & Highlighted Benchmarks



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

CLASS	POSITION TITLE	RANGE
BARGAINING UNIT CLASSES		
ADMINISTRATIVE SERVICES		
	Receptionist	14
	Office Assistant	15
	Office Technician	17
	School Office Technician	17
	Secretary	20
	Secretary - Attendance	23
	Registrar High School	25
	Administrative Secretary - Dept.	26
	Spanish Translator/Interpreter	27
	Registrar - Lead	32
	Administrative Assistant I	32
	Administrative Assistant II	33
	Administrative Assistant III	34
	Administrative Assistant IV	35
	Curriculum & Assessment Technician	35
	Administrative Assistant V	36
	Administrative Assistant VI	37
	Executive Administrative Assistant	44
CONTINUOUS IMPROVEMENT & COMMUNICATIONS DEPARTEMENT		
	Communications Technician	23
	Communications Technician – Bilingual Spanish	27
	CALPADS Data Technician	35
	Data Analyst	40
	Videographer	40
	Communications Analyst	50
	Research & Systems Improvement - Analyst	65
	Software Developer	65
EDUCATIONAL SUPPORT INSTRUCTIONAL SERVICES		
	Classroom Aide	9
	Classroom Aide Preschool	9
	Paraprofessional Aide	11
	Paraprofessional Aide/Music	11
	Paraprofessional Aide/Special Needs	13
	Library Media Technician - Elementary	15
	Library Media Technician - Middle School	16
	Library Media Technician - High School	18
	GED/CASAS Exam Coordinator	19
	Paraprofessional Aide/Autism	24



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

	Paraprofessional Aide/Community Based	24
	Paraprofessional Aide/Math	24
	Paraprofessional Aide/Physically Impaired	24
	Paraprofessional Aide/Preschool/Special Needs	24
	Piano Accompanist	32
	Special Services Technician	33
	DHH – Sign Language/Oral Interpreter	59
FINANCIAL SERVICES		
	Accounting Technician I	19
	Accounting Technician III	26
	Accounting Technician IV	32
	Buyer	35
	Accounting Technician V	38
	Budget/Accounting Analyst	39
	Senior Buyer	40
HUMAN RESOURCES		
	Human Resources Technician I	21
	Human Resources Technician II	30
	Personnel Technician	30
	Human Resources Specialist	38
	Personnel Specialist	38
	Risk Management Analyst	39
	Human Resources Specialist – Lead	40
	Personnel Specialist – Lead	40
MAINTENANCE & OPERATIONS		
	Custodian	18
	Equipment Manager - Field House	20
	Grounds Person I	20
	Head Custodian I	25
	Grounds Person II	25
	Maintenance Worker	26
	Ag Farm Manager	28
	Pool Maintenance Technician	29
	Head Custodian II	30
	Maintenance Journeyman	32
	Head Custodian III	32
	Grounds Person III	36
	Maintenance Journeyman Lead	36
	Facilities Planning Analyst	50
NUTRITIONAL SERVICES		
	CN Assistant I	8
	CN Assistant II	12
	CN Cashier	14
	CN Technician	15
	CN Technician – Lead	20
	Delivery Person – Child Nutrition Food Handler	20



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

	CN Operation Assistant	21
	CN Manager	25
PURCHASING		
	Print Shop Technician	20
	Delivery Person – Mail Warehouse	20
	Warehouse Assistant	25
	Purchasing Technician	26
	Print Shop Technician – Lead	30
	Warehouse Technician	35
SECURITY SERVICES		
	School Safety – Dispatcher	15
	School Safety Officer	23
	Gang Prevention Officer	23
	School Safety Officer - Lead	26
	Safety Operations Technician	30
STUDENT ATHLETICS – STUDENT/COMMUNITY SERVICES		
	Athletic Trainer	44
	Health Services Assistant	18
	Parent Resource Center Assistant	18
	Career Technician	19
	Child Welfare & Attendance Liaison	23
	Behavioral Intervention Technician	24
	Parent Resource Center Assistant – Lead	30
	Licensed Vocational Nurse	31
	Student Services Technician	33
	Student Advocate	34
	Migrant Student & Family Support Specialist	34
	Child Welfare & Attendance Specialist	36
	Senior District Registrar	40
	Community Support Specialist	50
	Behavior Analyst	58
	Behavioral Health Clinician I	58
	Behavioral Health Clinician II	63
	Information Systems Technician	30
TECHNOLOGY		
	Information Technology Specialist Network	35
	Information Systems Specialist I	35
	Information Systems Specialist II	38
	Network Specialist	40
	Network Support Specialist	40
	Server Support Specialist	40
	Information Systems Specialist – Lead	45
	Technology Trainer	50
	Network Administrator	54
	Server Administrator	54
	Information Security Analyst	57
	Database Administrator	57
	Full Stack-Developer	65



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

TRANSPORTATION

Transportation Operation Assistant	22
Bus Driver	23
Relief Bus Driver	23
Transportation Auto Parts Specialist Clerk	23
Transportation Router	24
Transportation Dispatcher	25
Bus Driver Trainer	30
Bus Driver Trainer/Dispatcher	30
Mechanic Technician	32
Mechanic Specialist	36
Mechanic Lead	39

CONFIDENTIAL CLASSES

Executive Administrative Assistant - Conf	5
Lead Budget Accounting Analyst	8
Position Control Technician	10
Senior Executive Asst to the Superintendent	11

SUPERVISORY CLASSES

CN Operations Supervisor	2
CN Specialty Services Supervisor	6
Supervisor Custodial Services	7
Supervisor – Transportation Operations	9
Supervisor – Transportation Shop	9
Student Events Supervisor	9
Supervisor – CN Warehouse	9
Program Manager	9
Supervisor - Maintenance	9
Supervisor – District Warehouse	9
Supervisor - Payroll	10
Business Manager	11
Expanded Learning Program Manager	11
Human Resources Manager	11
Assistant Director – Child Nutrition	11
Supervisor – Child Welfare/Attendance	11
Supervisor – Information Technology	12
Manager – Student Mentor Services	12
Supervisor – Behavior Analyst	13
Educational Information Systems Manager	13
Supervisor – Behavior Health	13

CLASSIFIED MANAGEMENT CLASSES

Director – Community Services and PRC	20
Director – Child Nutrition	26
Director – Purchasing	27
Director – Safety and Security	27
Director – Transportation	28



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Director – Information & Technology Support	29
Human Resource Officer	29
Director – Maintenance & Operations	30
Director – Health & Wellness	30
Director – Facilities Planning/Const Management	34
Director – Classified Personnel	36
Chief Financial Officer	42



Appendix D: Summary Tables of Wage Survey Findings

Pages 103, 104, 105, 106, and 107 display MSU jobs surveyed in descending order of their relation to the Mid-Range of their Market Median.

10 jobs are more than 5% above the Mid-Range of their Market Median

18 jobs are at the Mid-Range of their Market Median (i.e., not more than 5% above or below)

19 jobs are more than 5% below the Mid-Range of their Market Median

17 jobs did not have the minimum 4 or more matched jobs to form a comparison Mid-Range Market Median

Pages 108, 109, 110, 111, 112, 113, and 114 display the jobs surveyed in the same order as the jobs appear in the narrative sections of this report



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 5)

Sequence of Benchmarks in Descending Order of MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
1	2.4.5 Behavioral Health Clinician I	6	1	32.33%	33.75%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
2	1.2.4 Administrative Assistant II	7	4	4.87%	10.29%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
3	2.4.3 Student Advocate	5	2	9.37%	8.70%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
4	2.1.4 Paraprofessional - Physically Impaired	7	3	7.77%	7.63%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
5	1.2.5 Administrative Assistant V	7	3	6.74%	7.33%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
6	1.2.2 Secretary - Attendance	7	3	5.36%	6.99%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
7	3.4.5 Supervisor - Transportation Operations	5	2	0.87%	6.77%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
8	1.2.5 Curriculum and Assessment Technician (Assessment Specialist)	4	3	4.68%	6.26%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
9	1.5.2 Network Administrator	6	3	5.87%	5.60%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
10	3.3.2 Warehouse Assistant (Warehouse Person/Driver)	7	2	4.90%	5.45%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
11	3.3.1 Print Shop Technician	6	3	3.17%	4.56%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
12	1.2.3 Spanish Translator - Interpreter	5	3	4.48%	3.98%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
13	3.1.13 Facilities Planning Analyst	5	3	-0.50%	3.37%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.



SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 5)

Sequence of Benchmarks in Descending Order of MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	# Jobs Matched in the 7 Peer Districts	Rank of MUSD Peer within Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
14 1.3.4 Budget/Accounting Analyst	6	4	-3.36%	3.13%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
15 1.3.3 Accounting Technician V	7	4	3.68%	3.01%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
16 3.1.2 Grounds Person I	7	3	-0.46%	2.98%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
17 3.4.3 Information Technology Supervisor	5	2	7.35%	2.97%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
18 3.1.3 Head Custodian I	7	3	2.06%	2.60%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
19 2.1.3 Library Media Technician - Elementary	7	4	-5.57%	1.79%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
20 3.1.1 Custodian	7	4	-2.22%	0.16%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
21 1.2.1 School Office Technician	4	3	0.05%	0.07%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
22 1.5.1 Information Systems Technician	6	4	-1.21%	0.02%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
23 2.1.2 Paraprofessional Aide	6	5	-1.93%	-0.62%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
24 2.2.3 Child Nutrition Manager	7	7	-3.94%	-2.30%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
25 1.3.2 Buyer	6	5	-1.61%	-2.45%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.
26 1.1.3 Research Systems & Improvement Analyst	4	3	-2.09%	-3.25%	MUSD is within 5% of the Median of its peers' market, therefore no change in salary range allocation is suggested.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 5)

Sequence of Benchmarks in Descending Order of MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
27	1.1.2 Communications Specialist	4	3	-4.06%	-4.40%	MUSD is within 5% of the Mid-Range of the Median of its peers' market; therefore no change in salary range allocation is suggested.
28	1.4.2 Risk Management Analyst	5	4	-5.35%	-4.59%	MUSD is within 5% of the Mid-Range of the Median of its peers' market; therefore no change in salary range allocation is suggested.
29	2.2.2 Child Nutrition Technician	7	5	-6.76%	-5.16%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
30	3.2.1 Bus Driver	7	5	-6.24%	-5.43%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
31	1.3.1 Accounting Technician III	7	6	-2.88%	-5.78%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
32	2.1.1 Classroom Aide (Classroom Aide - Preschool [CALSAP])	4	4	-9.51%	-6.72%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
33	3.2.4 Mechanic Specialist	7	5	-7.73%	-6.82%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
34	2.2.1 Child Nutrition Assistant I	7	6	-7.76%	-7.90%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
35	1.6.1 Executive Administrative Assistant HR - Conf	7	7	-13.30%	-7.96%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
36	3.2.3 Bus Driver Trainer - Dispatcher	7	6	-5.41%	-9.04%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
37	3.5.5 Director - Transportation	6	7	-10.33%	-10.80%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
38	2.4.2 Licensed Vocational Nurse (LVN)	7	6	-11.05%	-11.77%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
39	2.4.1 Child Welfare and Attendance Liaison	6	5	-12.26%	-12.41%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 5)

Sequence of Benchmarks in Descending Order of MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range			# Jobs Matched in the 7 Peer Districts	Rank of MUSD Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
40	3.5.4 Director - Purchasing		7	5	-0.99%	-12.44%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
41	1.5.3 Database Administrator		5	5	-18.65%	-13.19%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
42	3.2.2 Transportation Router		5	6	-15.75%	-13.58%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
43	1.4.1 Human Resources Technician II		7	7	-9.90%	-13.62%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
44	3.5.2 Director - Child Nutrition		7	8	-20.10%	-17.72%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
45	3.5.3 Director - Information & Technology Support		7	8	-18.05%	-20.24%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
46	1.1.1 CALPADS Data Technician		5	6	-21.65%	-26.19%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
47	1.4.3 Personnel Specialist - Lead		5	6	-29.27%	-29.26%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
48	1.2.7 Language and Literacy Technician		0	n/a	no market	no market	New title and description proposed for reclassification of 2 positions due to accretion of duties; see Phase 4 report narrative for analysis and recommendation in absence of market data
49	1.6.2 Lead Budget Accounting Analyst		3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
50	2.3.1 School Safety Officer - Lead		1	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
51	2.4.4 Athletic Trainer		3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
52	3.1.10 Maintenance Journey person- Lead Plumber		3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 5)

Sequence of Benchmarks in Descending Order of MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
53	3.1.11 Maintenance Journey - Lead Water Qual Tech	0	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
54	3.1.12 Maintenance Journey - Lead Welder Fabricator	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
55	3.1.4 Maintenance Journey person Lead	2	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
56	3.1.5 Maintenance Journey person - Lead Carpenter	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
57	3.1.6 Maintenance Journey person - Lead Electrician	3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
58	3.1.7 Maintenance Journey person - Lead HVAC	3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
59	3.1.8 Maintenance Journey person - Lead Locksmith	1	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
60	3.1.9 Maintenance Journey person - Lead Painter	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
61	3.4.1 Child Nutrition Operations Supervisor	3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
62	3.4.2 Child Welfare & Attendance Supervisor	1	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
63	3.4.4 Supervisor - Maintenance	3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
64	3.5.1 Chief Financial Officer	3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
64 Benchmarks						
		18		28.13%		indicates MUSD is within 5% above/below Mid-Range of the Median of its peer market so considered to be at Median
		10		15.62%		indicates that MUSD is already paying more than 5% above Mid-Range of the Median of its peer market.
		19		29.69%		indicates that MUSD is <i>paying 5% or more below</i> the Mid-Range of the Median of its peer market.
		17		26.56%		indicates an <i>insufficient number of matches</i> to identify a benchmark market; 4 out of 7 matches set as the minimum.

APRIL 2023 Page 5 of 5



SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 7)

Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
WAGE SURVEYS RELATED TO JOB FAMILY CLASSES STUDIED DURING PHASE I						
1.1 Classes Relating to Continuous Improvement & Communication Services (now 2 separate departments)						
1	1.1.1 CALPADS Data Technician	5	6	-21.65%	-26.19%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
2	1.1.2 Communications Specialist	4	3	-4.06%	-4.40%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
3	1.1.3 Research Systems & Improvement Analyst	4	3	-2.09%	-3.25%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
1.2 Classes Relating to Administrative Services						
4	1.2.1 School Office Technician	4	3	0.05%	0.07%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
5	1.2.2 Secretary - Attendance	7	3	5.36%	6.99%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
6	1.2.3 Spanish Translator - Interpreter	5	3	4.48%	3.98%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
7	1.2.4 Administrative Assistant II	7	4	4.87%	10.29%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
8	1.2.5 Curriculum and Assessment Technician (Assessment Specialist)	4	3	4.68%	6.26%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
9	1.2.5 Administrative Assistant V	7	3	6.74%	7.33%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
10	1.2.7 Language and Literacy Technician	0	n/a	no market	no market	New title and description proposed for reclassification of 2 positions due to accretion of duties; see Phase 4 report narrative for analysis and recommendation in absence of market data.



SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 7)

	Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative	# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
1.3 Classes Relating to Financial Services						
11	1.3.1 Accounting Technician III	7	6	-2.88%	-5.78%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
12	1.3.2 Buyer	6	5	-1.61%	-2.49%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
13	1.3.3 Accounting Technician V	7	4	3.68%	3.01%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
14	1.3.4 Budget/Accounting Analyst	6	4	-3.36%	3.13%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
1.4 Classes Relating to Human Resources Services						
15	1.4.1 Human Resources Technician II	7	7	-9.90%	-13.62%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
16	1.4.2 Risk Management Analyst	5	4	-5.35%	-4.59%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
17	1.4.3 Personnel Specialist - Lead	5	6	-29.27%	-29.26%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
1.5 Classes Relating to Technology Services						
18	1.5.1 Information Systems Technician	6	4	-1.21%	0.02%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
19	1.5.2 Network Administrator	6	3	5.87%	5.60%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
20	1.5.3 Database Administrator	5	5	-18.65%	-13.19%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.



(Color key on page 7)

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
1.6 Classes Relating to Confidential Employee Services						
21	1.6.1 Executive Administrative Assistant HR - Conf	7	7	-13.30%	-7.96%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
22	1.6.2 Lead Budget Accounting Analyst	3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
WAGE SURVEYS RELATED TO JOB FAMILY CLASSES STUDIED DURING PHASE 2						
2.1 Classes Relating to Educational Support Instructional Services						
23	2.1.1 Classroom Aide (Classroom Aide - Preschool [CALSAPFE])	4	4	-9.51%	-6.72%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
24	2.1.2 Paraprofessional Aide	6	5	-1.93%	-0.62%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
25	2.1.3 Library Media Technician - Elementary	7	4	-5.57%	1.79%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
26	2.1.4 Paraprofessional - Physically Impaired	7	3	7.77%	7.63%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
2.2 Classes Relating to Nutritional Services						
27	2.2.1 Child Nutrition Assistant I	7	6	-7.76%	-7.90%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
28	2.2.2 Child Nutrition Technician	7	5	-6.76%	-5.16%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
29	2.2.3 Child Nutrition Manager	7	7	-3.94%	-2.30%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.



SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 7)

Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
2.3 Classes Relating to Security Services						
30	2.3.1 School Safety Officer - Lead	1	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
2.4 Classes Relating to Student/Community/Athletics Services						
31	2.4.1 Child Welfare and Attendance Liaison	6	5	-12.26%	-12.41%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
32	2.4.2 Licensed Vocational Nurse (LVN)	7	6	-11.05%	-11.77%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
33	2.4.3 Student Advocate	5	2	9.37%	8.70%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
34	2.4.4 Athletic Trainer	3	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
35	2.4.5 Behavioral Health Clinician I	6	1	32.33%	33.75%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
WAGE SURVEYS RELATED TO JOB FAMILY CLASSES STUDIED DURING PHASE 3						
3.1 Classes Relating to Maintenance Services						
36	3.1.1 Custodian	7	4	-2.22%	0.16%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
37	3.1.2 Grounds Person I	7	3	-0.46%	2.98%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
38	3.1.3 Head Custodian I	7	3	2.06%	2.60%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 7)

Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
39	3.1.4 Maintenance Journey person- Lead	2	n/a	no market	no market	No change in salary range allocation is recommended due to insufficient data. However, if MUSD has difficulty recruiting or retaining incumbents in this position, or to maintain internal equity, an increase to the current pay range may be necessary.
40	3.1.5 Maintenance Journey person- Lead Carpenter	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
41	3.1.6 Maintenance Journey person- Lead Electrician	3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
42	3.1.7 Maintenance Journey person- Lead HVAC	3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
43	3.1.8 Maintenance Journey person- Lead Locksmith	1	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
44	3.1.9 Maintenance Journey person- Lead Painter	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
45	3.1.10 Maintenance Journey person- Lead Plumber	3	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
46	3.1.11 Maintenance Journey - Lead Water Qual Tech	0	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
47	3.1.12 Maintenance Journey - Lead Welder Fabricator	2	n/a	no market	no market	Proposed new class; insufficient market data. See corresponding narrative section in Phase 4 report of analysis and discussion for making initial allocation to the Classified Bargaining Unit Salary Schedule.
48	3.1.13 Facilities Planning Analyst	5	3	-0.50%	3.37%	MUSD is within 5% of the Mid-Range of the Median of its peers' market; therefore no change in salary range allocation is suggested.

**SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023**

(Color key on page 7)

Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative		# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range	Market Data Comparison Recommendations
3.2 Classes Relating to Transportation Services						
49 3.2.1 Bus Driver		7	5	-6.24%	-5.43%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
50 3.2.2 Transportation Router		5	6	-15.75%	-13.58%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
51 3.2.3 Bus Driver Trainer - Dispatcher		7	6	-5.41%	-9.04%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
52 3.2.4 Mechanic Specialist		7	5	-7.73%	-6.82%	MUSD is more than 5% below the Mid-Range of the Median of its peers' market and may consider an adjustment to the range.
3.3 Classes Relating to Purchasing Services						
53 3.3.1 Print Shop Technician		6	3	3.17%	4.56%	MUSD is within 5% of the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.
54 3.3.2 Warehouse Assistant (Warehouse Person/Driver)		7	2	4.90%	5.45%	MUSD is more than 5% above the Mid-Range of the Median of its peers' market, therefore no change in salary range allocation is suggested.



SUMMARY OF BENCHMARK SURVEYS - MADERA USD APRIL 2023

(Color key on page 7)

Market Data Comparison Recommendations				
Sequence of Benchmarks in Same Order as Appearing in Phase 4 Report Narrative	# Jobs Matched in the 7 Peer Districts	Rank of MUSD within Peer Districts	MUSD Rate Relative to AVERAGE of Peer Market at Mid-Range	MUSD Rate Relative to MEDIAN of Peer Market at Mid-Range
3.4 Classes Relating to Supervisory Services				
3.4.1 Child Nutrition Operations Supervisor	3	n/a	no market	no market
3.4.2 Child Welfare & Attendance Supervisor	1	n/a	no market	no market
3.4.3 Information Technology Supervisor	5	2	7.35%	2.97%
3.4.4 Supervisor - Maintenance	3	n/a	no market	no market
3.4.5 Supervisor - Transportation Operations	5	2	0.87%	6.77%
3.5 Classes Relating to Management Services				
3.5.1 Chief Financial Officer	3	4	no market	no market
3.5.2 Director - Child Nutrition	7	8	-20.10%	-17.72%
3.5.3 Director - Information & Technology Support	7	8	-18.05%	-20.24%
3.5.4 Director - Purchasing	7	5	-0.99%	-12.44%
3.5.5 Director - Transportation	6	7	-10.33%	-10.80%
COLOR KEY:				
This color cell indicates MUSD is within 5% above/below Mid-Range of the Median of its peer market so considered to be at Median.				
This color cell indicates that MUSD is already paying more than 5% above Mid-Range of the Median of its peer market.				
This color cell indicates that MUSD is <i>paying 5% or more below</i> the Mid-Range of the Median of its peer market.				
This color cell indicates an <i>insufficient number of matches</i> to identify a benchmark market; 4 out of 7 matches set as the minimum.				



Appendix E: Job Classes Studied in Phase 1/ Proposed Class Titles (Excerpt from Phase 1 Report)



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

48 CLASSES PROVIDED TO EH&A PRE-STUDY <i>(items in red included to provide class- & title-related information obtained during Phase 1 study)</i>	56 CLASSES SUGGESTED BY EH&A POST-STUDY <i>(items in red are either updated titles or new classes suggested by Phase 1 study data or are classes approved by Commission / Board in late 2020 early 2021 but not received by EH&A before Phase 1 start)</i>
<p>Accountability & Communications <i>(formerly Performance Management)</i></p> <p>Communications Analyst</p> <p><i>New class approved by Personnel Commission & Board shortly before Phase 1</i></p> <p>Data Analyst</p> <p>Data Technician</p> <p>Research Evaluation and Assessment Analyst....</p> <p>Software Developer.....</p> <p>Administrative Services</p> <p>Administrative Assistant I</p> <p>Administrative Assistant II.....</p> <p>Administrative Assistant III.....</p> <p>Administrative Assistant IV</p> <p>Administrative Assistant V.....</p> <p>Administrative Assistant VI</p> <p>Administrative Secretary-Department.....</p> <p>Curriculum and Assessment Technician</p> <p><i>inadvertently omitted from original list.....</i></p> <p>Executive Administrative Assistant – Confidential.....</p> <p>Senior Executive Assistant to the Supt/BD – Confidential.....</p> <p>Office Assistant.....</p> <p>Office Technician.....</p> <p>Receptionist</p> <p>Registrar-High School.....</p> <p>Registrar-Lead</p> <p><i>inadvertently omitted from original list.....</i></p> <p>Secretary</p> <p>Secretary-Attendance</p> <p>Spanish Translator/Interpreter</p> <p>Financial Services</p> <p>Accounting Tech I.....</p> <p><i>inadvertently omitted from original list.....</i></p> <p>Accounting Tech III</p> <p>Accounting Tech IV.....</p> <p>Accounting Tech V</p> <p>Accounting Tech V</p>	<p>Communications Analyst</p> <p>Communications Technician</p> <p>Systems and Procedures Analyst</p> <p>CALPADS Data Technician <i>(title change same duties)</i></p> <p>Research Evaluation and Assessment Analyst</p> <p>Software Developer</p> <p>Administrative Assistant I</p> <p>Administrative Assistant II</p> <p>Administrative Assistant III</p> <p>Administrative Assistant IV</p> <p>Administrative Assistant V</p> <p>Administrative Assistant VI</p> <p>Administrative Secretary-Department</p> <p>Curriculum and Assessment Technician</p> <p>Executive Administrative Assistant</p> <p>Executive Administrative Assistant - Confidential</p> <p>Senior Executive Assistant to the Supt/BD – Confidential</p> <p>Office Assistant</p> <p>Office Technician</p> <p>Receptionist</p> <p>Registrar-High School</p> <p>District Registrar <i>(title change same duties)</i></p> <p>School Office Technician</p> <p>Secretary</p> <p>Secretary-Attendance</p> <p>Spanish Translator/Interpreter</p> <p>Accounting Tech I</p> <p>Accounting Tech II</p> <p>Accounting Tech III</p> <p>Accounting Tech IV</p> <p>Payroll Technician <i>(title change-same duties)</i></p>



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Budget Account Analyst.....	Accounting Tech V (<i>Accounting Tech IV at turnover; see discussion page</i>)
Buyer	Budget Account Analyst
Lead Budget Accounting Analyst – Confidential	Buyer
Payroll Accounting Specialist-Lead.....	Lead Budget Accounting Analyst - Confidential
Position Control Technician – Confidential	Payroll Accounting Specialist-Lead
<i>inadvertently omitted from original list</i>	Position Control Analyst– Confidential (<i>title change-same duties</i>)
Senior Buyer	Purchasing Technician
	Senior Buyer
Human Resources	
Human Resource Specialist	Human Resource Specialist
Human Resource Specialist Lead	Human Resource Specialist Lead
Human Resource Specialist PC	Personnel Specialist (<i>title change-same duties</i>)
Human Resource Technician I.....	Human Resource Technician I
Human Resource Technician II	Human Resource Technician II
Personnel Technician	Personnel Technician
Risk Management Analyst.....	Risk Management Analyst
Information Technology Support Services	
Database Administrator	Database Administrator
Database Administrator – Developer	Database Administrator – Developer
<i>New class approved by Personnel Commission & Board Jan/Feb 2021 (dept. reorg)</i>	
Information Systems Specialist	Information Security Analyst (<i>footnote 1 p. 29</i>)
<i>New class approved by Personnel Commission & Board Oct/Nov 2020 (dept. reorg)</i>	Information Systems Specialist I (<i>title change by Commission and Board Oct/Nov 2020; dept. reorg</i>) (<i>footnote 1 p. 29</i>)
<i>New class approved by Personnel Commission & Board Oct/Nov 2020 (dept. reorg)</i>	Information Systems Specialist II (<i>footnote 1 p. 29</i>)
Information Systems Specialist–Lead	Information Systems Technician (<i>footnote 1 p. 29</i>)
Information Technology Specialist-Network	Information Systems Specialist–Lead (<i>footnote p. 29</i>) <i>class vacated; incumbent retired 12/30/20</i>
Network Administrator.....	Network Administrator
Network Specialist	Network Specialist
<i>New class approved by Personnel Commission & Board Jan/Feb 2021 (dept. reorg)</i>	
Software Developer.....	Network Support Specialist (<i>footnote 1 p. 29</i>) <i>assigned only to Accountability & Communications</i>
Technology Trainer.....	Technology Trainer



Appendix F: Job Classes Studied in Phase 2/ Proposed Class Titles (Excerpt from Phase 2 Report)



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

42 CLASSES PROVIDED TO EH&A PRE-STUDY (items in red included to provide new classes suggested by Phase 2 study data.)	41 CLASSES SUGGESTED BY EH&A POST-STUDY (items in red are updated titles, new recommended classes, or classes recommended for elimination.)
Educational Support Instructional Services Cafeteria/Playground Aide Classroom Aide..... Classroom Aide Preschool -CalSAFE..... Deaf or Hard of Hearing Sign Language Oral Interpreter GED CASAS/Exam Coordinator..... Paraprofessional Aide <i>Recommend new class</i> Paraprofessional – Autism..... Paraprofessional Community Based Paraprofessional – Math Paraprofessional Aide – Music Paraprofessional Aide – Physically Impaired Paraprofessional Social-Emotional Paraprofessional Aide – Special Needs Paraprofessional Aide – Special Needs Preschool Paraprofessional – Speech Language Preschool Paraprofessional Aide..... Special Services Technician Speech and Language Pathologist Assistant.....	Educational Support Instructional Services Cafeteria/Playground Aide Classroom Aide Childcare Provider Deaf or Hard of Hearing Sign Language/Oral Interpreter HiSET CASAS/Exam Coordinator Software <i>Recommend retitle</i> Paraprofessional Aide Bilingual / Biliterate Paraprofessional Aide Paraprofessional – Autism Paraprofessional – Adult Transition Program (ADP) <i>Recommend retitle</i> Paraprofessional – Math Piano Accompanist <i>Recommend retitle</i> Paraprofessional Aide – Physically Impaired Paraprofessional Social – Emotional Paraprofessional Aide – Special Needs Paraprofessional Aide – Special Needs Preschool <i>Recommend remove this class. No incumbents.</i> Preschool Paraprofessional Aide Special Services Technician Speech and Language Pathologist Assistant
Child Nutrition Services Child Nutrition Assistant I..... Child Nutrition Assistant II Child Nutrition Cashier * Child Nutrition Manager Child Nutrition Operations Assistant Child Nutrition Technician..... Child Nutrition Technician – Lead Delivery Person–Child Nutrition Food Handler.	Child Nutrition Services Child Nutrition Assistant I Child Nutrition Assistant II Child Nutrition Cashier * Child Nutrition Manager <i>Recommend remove this class. No incumbents</i> Child Nutrition Technician Child Nutrition Technician – Lead Child Nutrition Food Handler & Delivery Worker <i>Recommend retitle</i>
Security Services Safety Operations Technician..... School Safety Officer..... School Safety Officer – Lead.....	Security Service Safety Operations Technician School Safety Officer School Safety Officer Lead
Student/Community Services Behavioral Health Clinician <i>Recommend new class</i>	Student/Community Services Behavioral Health Clinician II <i>Recommend retitle</i> Behavioral Health Clinician I



Report on Phase 4: Wage Survey of 64 Selected Benchmark Job Classes for Madera USD

Behavior Analyst	Behavior Analyst
Behavioral Intervention Technician	Behavior Intervention Technician <i>Recommend retitle</i>
Career Technician	College and Career Technician <i>Recommend retitle</i>
Child Welfare and Attendance Liaison	Family Liaison – Student Welfare & Attendance Technician <i>Recommend title change</i>
Child Welfare and Attendance Specialist	Family Liaison – Student Welfare & Attendance Specialist <i>Recommend retitle</i>
Community Support Specialist	Community Support Specialist – Intensive Case Management <i>Recommend retitle</i>
Health Services Assistant	Health Services Assistant
LCSSSP Student Advocate	<i>Grant ended; delete this class</i>
Licensed Vocational Nurse (LVN)	Licensed Vocational Nurse (LVN)
Migrant Liaison	Migrant Liaison
Parent Resource Center Assistant	Parent Resource Center Assistant
Student Advocate	Student Advocate
Student Services Technician	Student Services Technician

*Following the completion of Phase 2 and its report, a request was made to identify a different title for the bargaining unit class “Child Nutrition Manager” to avert confusing a bargaining unit job class from positions assigned to the management group. The altered title “Child Nutrition Senior Technician” has been designated. This is a reasonable resolution to the issue raised, and the Personnel Commission Office will effect the change to the job description as part of its overall job description responsibilities in the Human Resources Program.



Appendix G: Job Classes Studied in Phase 3/Proposed Class Titles (Excerpt from Phase 3 Report)

122



<p>Other Classes Relating to Various Job Families</p> <p>Buyer</p> <p>Communications Technician</p> <p>Executive Administrative Assistant – Confidential (HR)</p> <p>Language and Literacy Technician</p> <p>Library Media Technician – Elementary School</p> <p>Library Media Technician – Middle School.....</p> <p>Library Media Technician – High School</p> <p>Purchasing Technician</p> <p>Senior Buyer</p> <p><u>Classes on the Supervisory Schedule</u></p> <p>Assistant Director – Child Nutrition</p> <p>Business Manager</p> <p>Operations Supervisor – Child Nutrition</p> <p>Child Nutrition Specialist</p> <p>Child and Welfare Attendance Supervisor</p> <p>Custodial Supervisor</p> <p>Human Resources Manager</p> <p>Information Technology Supervisor</p> <p>Program Manager.....</p> <p>Supervisor – Child Nutrition Warehouse</p> <p>Supervisor – Maintenance</p> <p>Supervisor – Student Mentors.....</p> <p>Supervisor – Transportation Operations.....</p> <p>Supervisor – Transportation Shop.....</p> <p>Supervisor – District Warehouse.....</p> <p>Classified Management</p> <p>Chief Financial Officer.....</p> <p>Director – Child Nutrition</p> <p>Director – Classified Human Resources.....</p> <p>Director – Facilities Planning and Construction Management</p> <p>Director – Information & Technology Support</p> <p>Director – Maintenance and Operations.....</p> <p>Director – Purchasing.....</p> <p>Director – Transportation</p> <p>Director of Community Services and Parent Resource Centers</p> <p>Executive Director – Accountability and Communications.....</p> <p>Human Resources Officer</p>	<p>Other Classes Relating to Various Job Families</p> <p>Buyer</p> <p>Communications Technician</p> <p>Executive Administrative Assistant – Human Resources (Confidential)</p> <p>Language and Literacy Technician</p> <p>Library Media Technician – Elementary School</p> <p>Library Media Technician – Middle School</p> <p>Library Media Technician – High School</p> <p>Purchasing Technician</p> <p>Senior Buyer</p> <p><u>Classes on the Supervisory Schedule</u></p> <p>Assistant Director – Child Nutrition</p> <p>Business Manager</p> <p>Child Nutrition Operations Supervisor</p> <p>Child Nutrition Special Services Supervisor</p> <p>Child and Welfare Attendance Supervisor</p> <p>Custodial Supervisor</p> <p>Human Resources Manager</p> <p>Information Technology Manager</p> <p>Program Manager</p> <p>Supervisor – Child Nutrition Warehouse</p> <p>Supervisor – Maintenance</p> <p>Supervisor – Student Mentors</p> <p>Supervisor – Transportation Operations</p> <p>Supervisor – Transportation Shop</p> <p>Supervisor – District Warehouse</p> <p>Classified Management</p> <p>Chief Financial Officer</p> <p>Director – Child Nutrition</p> <p>Director – Classified Personnel</p> <p>Director – Facilities Planning and Construction Management</p> <p>Director – Information and Technology Support</p> <p>Director – Maintenance and Operations</p> <p>Director – Purchasing</p> <p>Director - Transportation</p> <p>Director of Community Services and Parent Resource Centers</p> <p>Executive Director – Accountability and Communications <i>(former incumbent left after review completed; class to be replaced by two new Director-level classes)</i></p> <p>Human Resources Officer</p>
--	---