



Koff & Associates
A Gallagher Company

June 27, 2022

Total Compensation Study Final Report

Clovis Unified School District

KOFF & ASSOCIATES

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June 27, 2022

Barry Jager
Associate Superintendent-Human Resources and Employee Relations
Clovis Unified School District
1450 Herndon
Clovis, CA 93611

Dear Mr. Jager:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the District. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with District and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Kari Mercer, SPHR
Project Manager



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EXECUTIVE SUMMARY

Background

In January 2022, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for the Clovis Unified School District (“District”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Governing Board and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the District to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the District;
- The desire to ensure that internal relationships of salaries are based upon objective, evaluation factors, resulting in equity across the District;
- The desire to modify and streamline the District’s salary schedules.

The goals of the compensation study are to assist the District in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the District with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The District’s base salaries, overall, in comparison to the market median are 2.9% above the market.
- The District’s total compensation, overall, in comparison to the market median is 1.3% above the market.
- The District’s benefits package puts the District in a less competitive position compared to the market and, therefore, salary decisions should be based on base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 322 classifications, and of those 75 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the



basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the District’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classifications

Classification Title
1. Accompanist
2. Accounting Technician
3. Administrative Assistant
4. Administrative Assistant Senior
5. Administrative Secretary II
6. Administrative Specialist-Governing Board
7. Benefits Technician
8. Building Maintenance Mechanic II
9. Building Maintenance Worker II
10. Buyer II
11. Campus Catering Assistant
12. Campus Catering Specialist
13. Campus Catering Supervisor I
14. Campus Monitor II
15. Chief Technology Officer
16. Clerical Specialist II
17. Communications Specialist
18. Computer Repair Parts Clerk
19. Cook/Baker II
20. Custodial Utility Worker
21. Custodian II
22. Deputy Principal, Secondary
23. Director, Athletics
24. Director, Budget & Finance
25. Director, Construction & Engineering
26. Director, Information Technology
27. Director, Plant Operations
28. Environmental Safety Specialist
29. Executive Assistant
30. Financial Analyst
31. Groundskeeper II
32. Guidance & Learning Specialist, 7-12



Classification Title
33. Guidance/Instructional Specialist, Sr.
34. Health Services Assistant II
35. Human Resources Analyst
36. Human Resources Assistant II
37. Human Resources Specialist
38. Instructional Assistant I
39. Instructional Assistant II, Special Ed.
40. Instructional Assistant IV
41. Language/Speech Specialist
42. Learning Director, 7-12
43. Library Technician
44. Lighting and Sound Technician
45. LVN/RN
46. Manager, Accounting
47. Manager, Campus Catering
48. Manager, Grounds & Landscape Services
49. Manager, Payroll
50. Network Analyst III
51. Payroll Technician
52. Physical Therapist
53. Principal, Elementary
54. Program Specialist, Special Education
55. Program Technician
56. Psychologist
57. Range II
58. Range IV
59. Registration Specialist
60. Risk Management Specialist
61. School Account Clerk
62. School Bus Driver II
63. School Nurse
64. School Office Supervisor, Elementary
65. School Office Supervisor, Senior
66. School Plant Supervisor I
67. School Resource Officer II
68. School Secretary I
69. Shipping & Receiving Clerk I
70. Skilled Groundskeeper
71. Student Activities Specialist I
72. Student Activities Specialist III - Attendance



Classification Title
73. Student Attendance Officer
74. Systems and Applications Analyst II
75. Technical Support Specialist III

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. The District determined the group of comparator agencies based on geographic proximity and similarities in overall demographic profile, and these are listed in Table 2 below. For those comparators that are outside of the District’s regional area but that otherwise have a comparable demographic profile, a cost of labor differential was applied to normalize salaries for a more accurate comparison. The District’s policy on mileage reimbursement was used as a guideline such that the cost of labor percentage was applied to those comparators in the labor market group which would be subject to mileage reimbursement for employee travel.

The cost of labor reflects differences in pay practices of a geographic area which is different than cost of living which reflects differences in consumer costs of a geographic area. Cost of labor differentials are based on differences in the supply and demand of labor as compared to that of the city of Clovis where the District is headquartered. For example, the cost of labor in the city of Elk Grove (where Elk Grove USD is headquartered) is 4.6% more than in the city of Clovis, so salaries for Elk Grove USD were adjusted down by 4.6% to reflect the District’s cost of labor. The differentials are based on data from the Economic Research Institute (ERI). More information about cost of labor is included in Appendix VI of this report.

Table 2. Comparator Agencies and Cost of Labor Percentages

Agency	Cost of Labor %
1. Central Unified School District	N/A
2. Corona Norco Unified School District	2.4%
3. Elk Grove Unified School District	4.6%
4. Folsom Cordova Unified School District	5.6%
5. Fresno Unified School District	N/A
6. Kings Canyon Unified School District	N/A
7. Madera Unified School District	N/A
8. Sanger Unified School District	N/A
9. Selma Unified School District	N/A



Agency	Cost of Labor %
10. Tulare City School District	N/A
11. Visalia Unified School District	N/A

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Base Salary

The top of the salary range and/or control point. All figures are presented on an hourly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS/STRS Formula:** The service retirement formula for each agency’s PEPRRA plan.
- **Employee Pick Up:** The amount of the employer’s contribution to PERS/STRS that is paid by the employee (reflected as a negative number).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$759.50 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision

5. Leaves



Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of January and February 2022, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the District’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the District. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;



- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the District is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the District’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Hourly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top hourly
 - One sheet is sorted by total compensation
- Benefit Detail (Monthly Equivalent Values)

For purposes of calculating total compensation values, the salary data for the District and all comparators was normalized and reported as a monthly amount based on 2,080 annual work hours since actual duty days for each classification vary.

The average (mean) and median (midpoint) of the comparator agencies are reported on the top hourly salary and total compensation data spreadsheets. The percent above or below that the District is compared to the average and median is also reported.

The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.



In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 66 of the 75 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top hourly (base) salary and total compensation (base salary plus benefits [retirement, insurance, and leaves]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top hourly salary market median and total compensation market median is listed. The table is sorted by top hourly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	Top Hourly % Above or Below	Total Compensation % Above or Below	# of Matches
LVN/RN	24.2%	21.8%	10
Manager, Grounds & Landscape Services	22.4%	19.0%	5
School Nurse	19.6%	16.2%	11
Building Maintenance Mechanic II	15.9%	14.4%	9
Health Services Assistant II	15.3%	14.3%	8
School Plant Supervisor I	13.7%	6.2%	6
Instructional Assistant IV	13.3%	11.5%	10
Cook/Baker II	12.5%	5.8%	9
Manager, Payroll	12.3%	9.6%	4
School Office Supervisor, Senior	11.8%	12.3%	10
School Office Supervisor, Elementary	11.1%	8.8%	11
Student Attendance Officer	11.0%	8.2%	8
Program Technician	10.3%	10.1%	5
Student Activities Specialist I	10.3%	6.1%	7
Manager, Campus Catering	10.1%	4.8%	8
Buyer II	9.9%	5.9%	5
School Secretary I	9.6%	4.0%	10



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Classification Title	Top Hourly % Above or Below	Total Compensation % Above or Below	# of Matches
Student Activities Specialist III - Attendance	9.4%	4.8%	8
Building Maintenance Worker II	9.2%	3.6%	10
School Account Clerk	8.3%	4.2%	10
Administrative Assistant	8.2%	2.0%	10
Human Resources Assistant II	8.0%	7.3%	8
Risk Management Specialist	7.8%	6.1%	4
Accounting Technician	7.2%	6.1%	11
Human Resources Specialist	6.9%	1.5%	8
Executive Assistant	6.5%	5.3%	11
Administrative Secretary II	6.1%	-0.1%	6
Accompanist	5.7%	-0.8%	6
Director, Plant Operations	4.9%	8.8%	9
Groundskeeper II	4.5%	-0.3%	11
Lighting and Sound Technician	3.6%	2.3%	5
Language/Speech Specialist	3.3%	2.0%	11
Director, Information Technology	3.1%	3.5%	7
Physical Therapist	3.0%	2.9%	5
Campus Catering Supervisor I	2.9%	3.9%	10
Deputy Principal, Secondary	2.8%	-0.4%	10
Guidance & Learning Specialist, 7-12	2.1%	-0.9%	6
School Bus Driver II	1.7%	-1.4%	10
Custodian II	1.6%	-2.4%	10
Technical Support Specialist III	1.4%	3.5%	7
Instructional Assistant II, Special Ed.	1.4%	0.3%	10
Director, Athletics	0.6%	-4.3%	7
Instructional Assistant I	0.5%	0.3%	11
Registration Specialist	-0.2%	2.3%	9
Payroll Technician	-0.4%	2.5%	10
Range IV	-0.7%	-2.4%	11
Psychologist	-0.8%	-3.5%	11
Principal, Elementary	-1.0%	-1.9%	11
Library Technician	-1.2%	-3.1%	11
Benefits Technician	-1.3%	2.2%	5
Manager, Accounting	-1.3%	-4.9%	6
Clerical Specialist II	-1.8%	-4.1%	10
Human Resources Analyst	-2.2%	-8.1%	6
Director, Budget & Finance	-3.8%	-4.2%	8



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Classification Title	Top Hourly % Above or Below	Total Compensation % Above or Below	# of Matches
Program Specialist, Special Education	-4.1%	-6.5%	7
Systems and Applications Analyst II	-4.4%	0.1%	8
Financial Analyst	-6.1%	-6.0%	6
Director, Construction & Engineering	-7.1%	-8.1%	7
Learning Director, 7-12	-7.2%	-3.9%	7
Network Analyst III	-11.3%	-11.8%	7
Communications Specialist	-12.0%	-10.1%	4
Campus Catering Specialist	-12.3%	-9.7%	9
Campus Catering Assistant	-16.1%	-12.7%	8
Range II	-19.0%	-18.0%	11
Administrative Specialist-Governing Board	-20.3%	-19.3%	9
Campus Monitor II	-26.9%	-17.7%	8

Base Salary

Base salary market results show that twenty-three classifications are paid below the market median and forty-three classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	13	3	3	2	2	23
Above the Market Median	15	13	10	3	2	43

Total Compensation

Total compensation market results show that twenty-seven classifications are paid below the market median and thirty-nine classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	16	5	3	3	0	27
Above the Market Median	19	12	5	2	1	39

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the District can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the District’s benefits package puts the District at a slightly less competitive advantage. Further analysis indicates that, on average, classifications are 2.9% above the market median for base



salaries, while that figure changes to 1.3% above the market median for total compensation, which is a 1.6% difference (i.e., the District “loses” a 1.6% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factor that lessens the District’s competitive advantage is the District’s contribution to health insurance for all groups. For Classified and Classified Management classifications, the District’s contribution to health insurance (i.e., medical, dental, and vision) is approximately 5% below that of the comparator agencies on average. For Certificated and Certificated Management classifications, the District’s contribution to health insurance is approximately 8% and 15% below the average of the comparators, respectively.

It is noteworthy to consider that the employer-paid premium benefit does not represent qualitative factors including the amount employees have to pay for monthly premiums (employee-paid premiums are summarized in Appendix V), the quality of plan offerings, and employee out-of-pocket costs for copays, deductibles, prescriptions, etc. Since premiums can be affected by plan and/or employer demographics, a higher employer-paid contribution does not necessarily equate to a higher value benefit for employees and vice versa.

INTERNAL SALARY RELATIONSHIPS

Our typical approach is to benchmark a selection of classifications from each job family that we believe will have comparators in the labor market, and to use the data collected for the benchmarks to develop internal salary relationships for non-benchmarked classes in the job family thereby anchoring the compensation system to the labor market.

For this process, standard human resources practices that are commonly applied include:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the District can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series or job family, the other classes in the series or job family are also adjusted accordingly to maintain internal equity.



Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used the District's established internal salary relationships to make the salary recommendations for classifications that were not benchmarked.

For Classified and Classified Management classes, the District has developed internal relationships which cross job family lines and has grouped together classifications which are not necessarily in the same job family for purposes of salary range placement. The District did not wish to have these groupings evaluated, and directed that benchmarks be selected based on the classification groupings rather than on job families to preserve the current salary relationships among grouped classifications.

For Classified and Classified Management classes we utilized two methodologies for applying the labor market data and evaluating the District's internal salary relationships. The first methodology utilized an average of the percent above/below market median for all benchmarks in a grouping to determine the percentage adjustment recommended for all classes in the grouping. For example, there were two benchmarks for classes in Range 124 which were found to be 10.10% and 22.39% over the market median, respectively. We averaged the percentages to develop a range placement recommendation for classes in Range 124, and recommended a downward adjustment of approximately 16% to align with the market data.

Using this approach created a number of problematic salary relationships in the individual job families. For instance, Network Analyst IV is placed on a lower range than Network Analyst II and Network Analyst III because of the market data for the benchmarks in each respective classification's grouping.

The second methodology we used was to develop range placement recommendations utilizing the percent above/below market median in each grouping which is most favorable to employees. The rationale with this approach is two-fold: 1) This is the least impactful to employees in classifications which were found to be over market; and 2) This closes the gap for classifications which are below market and better supports the District's recruitment and retention efforts.

Unfortunately, using this approach also created problematic salary relationships among some job families. For example, Accounting Assistant II is placed on a lower range than Accounting Assistant I.

Internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the District. It is important for District management to carefully review these internal relationships and determine if they are still appropriate given the current market data.



RECOMMENDATIONS

Pay Philosophy

The District has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the District’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the District has separate salary structures for Classified/Classified Management, Certificated, and Certificated Management. Many of the ranges in the current schedules include very low entry steps which do not support the District’s recruitment efforts, and, for some, are no longer used because they are below the current minimum wage. Additionally, the current schedules include inconsistent differentials between ranges and between steps within a range. It is recommended that the District adopt schedules that have consistency between ranges and steps, and that are relevant given new minimum wage standards. Appendix III contains the recommended salary range structures for each group.

For Classified and Classified Management, we developed a 7-step schedule consisting of 3.3% between steps and 2.5% between ranges.

For Certificated, we developed a salary schedule consisting of 15-steps with 3.5% between steps and 2.5% between ranges. This schedule allows the District to retain its current practice of deeper salary ranges for certificated staff with more educational/college units.

For Certificated Management, we developed a 5-step schedule consisting of 5% between steps and 2.5% between ranges.

It is important to note that the salary range structures connect all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market results. Classifications are placed within the proposed salary range with a top step salary closest to the Market Placement Salary with the exception of Certificated classes. Recommendations for range and step placement for Certificated classes are based on market



data around the number of steps for the benchmark level. For example, the market supports a 10-step range for the District’s Certificated Range II, and so the recommendation is to place Range II Certificated on the range in the new salary schedule that has a step 10 that is closest to the Market Placement Salary.

For Certificated and Certificated Management classifications, K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For Classified and Classified Management classifications, in order to develop a consistent method of applying the labor market data, the District will need to evaluate the current classification groupings and consider realignment of some of those relationships in order to preserve appropriate salary relationships among the job families.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the District decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

While the District may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees’ current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the District decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%



Market Disparity	% Increase
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the District’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The District may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

The District may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the District may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets the District’s level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with District. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with District and then adjust the salary range for the class according to the market.



- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the District to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the District's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the District an instrument to make future compensation decisions.

It has been a pleasure working with District on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

A handwritten signature in blue ink that reads "Kari Mercer".

Kari Mercer
Project Manager



Appendix I

Results Summary

Clovis Unified School District - Results Summary
April 2022

Classification	Adjusted Hourly					Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Adjusted Hourly	Average of Comparators	% above or below	Median of Comparators	% above or below	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Deputy Principal, Secondary	\$74.94	\$72.88	2.7%	\$72.83	2.8%	\$ 12,990	\$ 12,633	2.7%	\$ 12,624	2.8%	\$ 14,201	\$ 13,973	1.6%	\$ 14,252	-0.4%	10
Director, Athletics	\$65.15	\$65.77	-0.9%	\$64.75	0.6%	\$ 11,293	\$ 11,400	-1.0%	\$ 11,223	0.6%	\$ 12,504	\$ 12,755	-2.0%	\$ 13,045	-4.3%	7
Guidance & Learning Specialist, 7-12	\$65.15	\$61.52	5.6%	\$63.76	2.1%	\$ 11,293	\$ 10,663	5.6%	\$ 11,052	2.1%	\$ 12,504	\$ 11,940	4.5%	\$ 12,615	-0.9%	6
Guidance/Instructional Specialist, Sr.	\$65.15	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,293	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,504	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Language/Speech Specialist	\$63.99	\$62.29	2.7%	\$61.86	3.3%	\$ 11,092	\$ 10,797	2.7%	\$ 10,723	3.3%	\$ 12,303	\$ 12,179	1.0%	\$ 12,058	2.0%	11
Learning Director, 7-12	\$69.22	\$73.25	-5.8%	\$74.17	-7.2%	\$ 11,998	\$ 12,698	-5.8%	\$ 12,857	-7.2%	\$ 13,209	\$ 14,131	-7.0%	\$ 13,723	-3.9%	7
Principal, Elementary	\$74.33	\$76.27	-2.6%	\$75.06	-1.0%	\$ 12,884	\$ 13,220	-2.6%	\$ 13,012	-1.0%	\$ 14,095	\$ 14,564	-3.3%	\$ 14,366	-1.9%	11
Program Specialist, Special Education	\$66.05	\$66.76	-1.1%	\$68.74	-4.1%	\$ 11,449	\$ 11,572	-1.1%	\$ 11,916	-4.1%	\$ 12,660	\$ 12,782	-1.0%	\$ 13,483	-6.5%	7
Psychologist	\$67.51	\$69.28	-2.6%	\$68.07	-0.8%	\$ 11,702	\$ 12,009	-2.6%	\$ 11,800	-0.8%	\$ 12,913	\$ 13,214	-2.3%	\$ 13,367	-3.5%	11
School Nurse	\$63.99	\$53.92	15.7%	\$51.45	19.6%	\$ 11,092	\$ 9,346	15.7%	\$ 8,918	19.6%	\$ 12,303	\$ 10,553	14.2%	\$ 10,310	16.2%	11
Range II	\$40.05	\$48.04	-20.0%	\$47.66	-19.0%	\$ 6,942	\$ 8,327	-20.0%	\$ 8,262	-19.0%	\$ 8,153	\$ 9,643	-18.3%	\$ 9,622	-18.0%	11
Range IV	\$57.30	\$59.37	-3.6%	\$57.71	-0.7%	\$ 9,933	\$ 10,291	-3.6%	\$ 10,003	-0.7%	\$ 11,144	\$ 11,606	-4.1%	\$ 11,411	-2.4%	11
Campus Catering Supervisor I	\$25.72	\$24.93	3.1%	\$24.98	2.9%	\$ 4,458	\$ 4,322	3.1%	\$ 4,330	2.9%	\$ 6,426	\$ 6,313	1.8%	\$ 6,176	3.9%	10
Chief Technology Officer	\$76.09	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,189	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 16,834	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Director, Budget & Finance	\$66.04	\$71.57	-8.4%	\$68.58	-8.8%	\$ 11,447	\$ 12,405	-8.4%	\$ 11,888	-8.8%	\$ 14,821	\$ 15,792	-6.6%	\$ 15,447	-4.2%	8
Director, Construction & Engineering	\$66.04	\$69.12	-4.7%	\$70.71	-7.1%	\$ 11,447	\$ 11,982	-4.7%	\$ 12,256	-7.1%	\$ 14,821	\$ 15,515	-4.7%	\$ 16,023	-8.1%	7
Director, Information Technology	\$66.04	\$64.83	1.8%	\$64.00	3.1%	\$ 11,447	\$ 11,238	1.8%	\$ 11,093	3.1%	\$ 14,821	\$ 14,011	5.5%	\$ 14,305	3.5%	7
Director, Plant Operations	\$66.04	\$63.82	3.4%	\$62.82	4.9%	\$ 11,447	\$ 11,063	3.4%	\$ 10,890	4.9%	\$ 14,821	\$ 13,969	5.7%	\$ 13,518	8.8%	9
Financial Analyst	\$39.14	\$40.47	-3.4%	\$41.55	-6.1%	\$ 6,784	\$ 7,015	-3.4%	\$ 7,202	-6.2%	\$ 9,147	\$ 9,499	-4.6%	\$ 9,695	-6.0%	6
Human Resources Analyst	\$39.14	\$39.23	-0.2%	\$39.99	-2.2%	\$ 6,784	\$ 6,800	-0.2%	\$ 6,932	-2.2%	\$ 9,147	\$ 9,499	-3.8%	\$ 9,887	-8.1%	6
Manager, Accounting	\$52.13	\$53.29	-2.2%	\$52.79	-1.3%	\$ 9,036	\$ 9,237	-2.2%	\$ 9,151	-1.3%	\$ 11,781	\$ 12,361	-4.9%	\$ 12,351	-4.9%	6
Manager, Campus Catering	\$45.25	\$43.53	3.8%	\$40.68	10.1%	\$ 7,843	\$ 7,546	3.8%	\$ 7,052	10.1%	\$ 10,386	\$ 10,200	1.8%	\$ 9,884	4.8%	8
Manager, Grounds & Landscape Services	\$45.25	\$39.21	13.3%	\$35.12	22.4%	\$ 7,843	\$ 6,798	13.3%	\$ 6,088	22.4%	\$ 10,386	\$ 9,076	12.6%	\$ 8,411	19.0%	5
Manager, Payroll	\$55.83	\$48.32	13.5%	\$48.96	12.3%	\$ 9,677	\$ 8,376	13.4%	\$ 8,486	12.3%	\$ 12,531	\$ 10,880	13.2%	\$ 11,329	9.6%	4
Physical Therapist	\$60.95	\$57.61	5.5%	\$59.14	3.0%	\$ 10,565	\$ 9,986	5.5%	\$ 10,251	3.0%	\$ 13,569	\$ 12,894	5.0%	\$ 13,171	2.9%	5
School Plant Supervisor I	\$28.50	\$25.21	11.5%	\$24.60	13.7%	\$ 4,940	\$ 4,370	11.5%	\$ 4,264	13.7%	\$ 6,990	\$ 6,546	6.3%	\$ 6,555	6.2%	6
Accompanist	\$22.04	\$22.53	-2.2%	\$20.78	5.7%	\$ 3,820	\$ 3,905	-2.2%	\$ 3,603	5.7%	\$ 5,680	\$ 5,921	-4.2%	\$ 5,724	-0.8%	6
Accounting Technician	\$28.50	\$26.61	6.6%	\$26.44	7.2%	\$ 4,940	\$ 4,613	6.6%	\$ 4,583	7.2%	\$ 6,990	\$ 6,690	4.3%	\$ 6,566	6.1%	11
Administrative Assistant	\$28.50	\$26.60	6.7%	\$26.17	8.2%	\$ 4,940	\$ 4,612	6.6%	\$ 4,536	8.2%	\$ 6,990	\$ 6,702	4.1%	\$ 6,849	2.0%	10
Administrative Assistant Senior	\$33.24	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,762	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,951	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Administrative Secretary II	\$27.07	\$25.91	4.3%	\$25.41	6.1%	\$ 4,692	\$ 4,491	4.3%	\$ 4,405	6.1%	\$ 6,700	\$ 6,627	1.1%	\$ 6,704	-0.1%	6
Administrative Specialist-Governing Board	\$35.02	\$42.20	-20.5%	\$42.13	-20.3%	\$ 6,070	\$ 7,315	-20.5%	\$ 7,303	-20.3%	\$ 8,312	\$ 9,830	-18.3%	\$ 9,914	-19.3%	9
Benefits Technician	\$28.50	\$28.77	-1.0%	\$28.86	-1.3%	\$ 4,940	\$ 4,988	-1.0%	\$ 5,004	-1.3%	\$ 6,990	\$ 7,017	-0.4%	\$ 6,835	2.2%	5
Building Maintenance Mechanic II	\$36.68	\$32.30	11.9%	\$30.84	15.9%	\$ 6,358	\$ 5,599	11.9%	\$ 5,346	15.9%	\$ 8,648	\$ 7,737	10.5%	\$ 7,401	14.4%	9
Building Maintenance Worker II	\$28.50	\$27.23	4.5%	\$25.88	9.2%	\$ 4,940	\$ 4,720	4.5%	\$ 4,487	9.2%	\$ 6,990	\$ 6,827	2.3%	\$ 6,736	3.6%	10
Buyer II	\$33.24	\$29.43	11.5%	\$29.96	9.9%	\$ 5,762	\$ 5,102	11.4%	\$ 5,193	9.9%	\$ 7,951	\$ 7,389	7.1%	\$ 7,484	5.9%	5
Campus Catering Assistant	\$15.52	\$17.85	-15.0%	\$18.02	-16.1%	\$ 2,690	\$ 3,094	-15.0%	\$ 3,123	-16.1%	\$ 4,358	\$ 4,983	-14.3%	\$ 4,912	-12.7%	8
Campus Catering Specialist	\$17.13	\$19.21	-12.2%	\$19.23	-12.3%	\$ 2,969	\$ 3,331	-12.2%	\$ 3,333	-12.3%	\$ 4,684	\$ 5,157	-10.1%	\$ 5,140	-9.7%	9
Campus Monitor II	\$17.13	\$21.00	-22.6%	\$21.74	-26.9%	\$ 2,969	\$ 3,641	-22.6%	\$ 3,767	-26.9%	\$ 4,684	\$ 5,504	-17.5%	\$ 5,513	-17.7%	8
Clerical Specialist II	\$19.95	\$20.60	-3.3%	\$20.31	-1.8%	\$ 3,458	\$ 3,572	-3.3%	\$ 3,520	-1.8%	\$ 5,256	\$ 5,469	-4.0%	\$ 5,473	-4.1%	10
Communications Specialist	\$33.24	\$37.51	-12.8%	\$37.23	-12.0%	\$ 5,762	\$ 6,501	-12.8%	\$ 6,453	-12.0%	\$ 7,951	\$ 8,888	-11.8%	\$ 8,752	-10.1%	4
Computer Repair Parts Clerk	\$19.95	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 3,458	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,256	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	0
Cook/Baker II	\$23.18	\$20.56	11.3%	\$20.29	12.5%	\$ 4,018	\$ 3,565	11.3%	\$ 3,517	12.5%	\$ 5,911	\$ 5,513	6.7%	\$ 5,567	5.8%	9
Custodial Utility Worker	\$22.04	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 3,820	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,680	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Custodian II	\$20.96	\$21.72	-3.6%	\$20.62	1.6%	\$ 3,633	\$ 3,766	-3.6%	\$ 3,574	1.6%	\$ 5,461	\$ 5,711	-4.6%	\$ 5,594	-2.4%	10
Environmental Safety Specialist	\$29.98	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 5,197	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,290	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Executive Assistant	\$36.68	\$34.67	5.5%	\$34.28	6.5%	\$ 6,358	\$ 6,010	5.5%	\$ 5,943	6.5%	\$ 8,648	\$ 8,300	4.0%	\$ 8,192	5.3%	11
Groundskeeper II	\$24.41	\$23.40	4.1%	\$23.30	4.5%	\$ 4,231	\$ 4,056	4.1%	\$ 4,039	4.5%	\$ 6,160	\$ 6,040	2.0%	\$ 6,180	-0.3%	11
Health Services Assistant II	\$29.98	\$24.97	16.7%	\$25.40	15.3%	\$ 5,197	\$ 4,328	16.7%	\$ 4,403	15.3%	\$ 7,290	\$ 6,287	13.8%	\$ 6,245	14.3%	8
Human Resources Assistant II	\$25.72	\$23.83	7.3%	\$23.65	8.0%	\$ 4,458	\$ 4,132	7.3%	\$ 4,100	8.0%	\$ 6,426	\$ 6,148	4.3%	\$ 5,960	7.5%	8
Human Resources Specialist	\$33.24	\$31.47	5.3%	\$30.95	6.9%	\$ 5,762	\$ 5,455	5.3%	\$ 5,365	6.9%	\$ 7,951	\$ 7,799	1.9%	\$ 7,835	1.5%	8
Instructional Assistant I	\$18.93	\$19.08	-0.8%	\$18.84	0.5%	\$ 3,281	\$ 3,308	-0.8%	\$ 3,266	0.5%	\$ 5,049	\$ 5,162	-2.2%	\$ 5,036	0.3%	11
Instructional Assistant II, Special Ed.	\$19.95	\$19.71	1.2%	\$19.68	1.2%	\$ 3,458	\$ 3,417	1.2%	\$ 3,411	1.4%	\$ 5,256	\$ 5,301	-0.9%	\$ 5,240	0.3%	10
Instructional Assistant IV	\$25.72	\$22.26	13.5%	\$22.30	13.3%	\$ 4,458	\$ 3,858	13.5%	\$ 3,866	13.3%	\$ 6,426	\$ 5,804	9.7%	\$ 5,684	11.5%	10
Library Technician	\$20.96	\$22.03	-5.1%	\$21.22	-1.2%	\$ 3,633	\$ 3,819	-5.1%	\$ 3,679	-1.2%	\$ 5,461	\$ 5,762	-5.5%	\$ 5,628	-3.1%	11
Lighting and Sound Technician	\$29.98	\$28.62	4.5%	\$28.90	3.6%	\$ 5,197	\$ 4,961	4.5%	\$ 5,009	3.6%	\$ 7,290	\$ 7,129	2.2%	\$ 7,122	2.3%	5
LVN/RN	\$36.68	\$28.00	23.7%	\$27.80	24.2%	\$ 6,358	\$ 4,853	23.7%	\$ 4,818	24.2%	\$ 8,648	\$ 6,927	19.9%	\$ 6,764	21.8%	10
Network Analyst III	\$39.14	\$42.88	-9.5%	\$43.55	-11.3%	\$ 6,784	\$ 7,432	-9.6%	\$ 7,549	-11.3%	\$ 9,147	\$ 9,750	-6.6%	\$ 10,229	-11.8%	7
Payroll Technician	\$28.50	\$29.09	-2.1%	\$28.61	-0.4%	\$ 4,940	\$ 5,043	-2.1%	\$ 4,960	-0.4%	\$ 6,990	\$ 7,180	-2.7%	\$ 6,814	2.5%	10
Program Technician	\$27.07	\$24.21	10.6%	\$24.29	10.3%	\$ 4,692	\$ 4,198	10.6%	\$ 4,212	10.2%	\$ 6,700	\$ 6,275	6.3%	\$ 6,025	10.1%	5
Registration Specialist	\$24.41	\$23.79	2.5%	\$24.45	-0.2%	\$ 4,231	\$ 4,124	2.5%	\$ 4,239	-0.2%	\$ 6,160	\$ 6,103	0.9%	\$ 6,017	2.3%	9
Risk Management Specialist	\$33.24	\$30.31	8.8%	\$30.64	7.8%	\$ 5,762	\$ 5,254	8.8%	\$ 5,311	7.8%	\$ 7,951	\$ 7,459	6.2%	\$ 7,466	6.1%	4
School Account Clerk	\$27.07	\$24.60	9.1%	\$24.84	8.3%	\$ 4,692	\$ 4,265	9.1%	\$ 4,305	8.2%	\$ 6,700	\$ 6,268	6.4%	\$ 6,418	4.2%	10
School Bus Driver II	\$24.41	\$23.87	2.2%	\$24.00	1.7%	\$ 4,231	\$ 4,137	2.2%	\$ 4,159	1.7%	\$ 6,160	\$ 6,198	-0.6%	\$ 6,246	-1.4%	10
School Office Supervisor, Elementary	\$28.50	\$25.57	10.3%	\$25.34	11.1%	\$ 4,940	\$ 4,432	10.3%	\$ 4,392	11.1%	\$ 6,990	\$ 6,479	7.3%</			

Clovis Unified School District - Results Summary
April 2022

Classification	Adjusted Hourly					Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Adjusted Hourly	Average of Comparators	% above or below	Median of Comparators	% above or below	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Student Activities Specialist III - Attendance	\$24.41	\$22.15	9.2%	\$22.13	9.4%	\$4,231	\$3,840	9.2%	\$3,836	9.3%	\$6,160	\$5,850	5.0%	\$5,868	4.8%	8
Student Attendance Officer	\$27.07	\$23.20	14.3%	\$24.09	11.0%	\$4,692	\$4,022	14.3%	\$4,176	11.0%	\$6,700	\$5,980	10.7%	\$6,150	8.2%	8
Systems and Applications Analyst II	\$42.13	\$41.51	1.5%	\$44.00	-4.4%	\$7,303	\$7,195	1.5%	\$7,627	-4.4%	\$9,753	\$9,552	2.1%	\$9,739	0.1%	8
Technical Support Specialist III	\$29.98	\$30.84	-2.9%	\$29.56	1.4%	\$5,197	\$5,346	-2.9%	\$5,124	1.4%	\$7,290	\$7,540	-3.4%	\$7,037	3.5%	7

AVERAGE: 2.3% AVERAGE: 2.9% AVERAGE: 2.3% AVERAGE: 2.9% AVERAGE: 0.9% AVERAGE: 1.3%



Appendix II

Market Compensation Findings

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Technical Support Specialist III											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Technology Support Specialist III	\$37.53	100.0%	\$37.53	\$ 6,506	\$ 2,817	\$ 9,323	7/1/2021	unknown	unknown
2	Madera Unified School District	Information Systems Specialist - Lead	\$35.89	100.0%	\$35.89	\$ 6,221	\$ 2,670	\$ 8,891	1/1/2022	unknown	unknown
3	Corona Norco Unified School	[Computer Technician I / Computer Technician II]	\$34.14	97.6%	\$33.32	\$ 5,776	\$ 1,622	\$ 7,398	7/1/2021	unknown	unknown
4	Clovis Unified School District	Technical Support Specialist III	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
5	Selma Unified School District	IT Support Technician	\$29.56	100.0%	\$29.56	\$ 5,124	\$ 1,913	\$ 7,037	7/1/2021	unknown	unknown
6	Sanger Unified School District	Technology Support Technician	\$27.48	100.0%	\$27.48	\$ 4,763	\$ 1,977	\$ 6,740	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School	Help Desk Technician	\$29.09	94.4%	\$27.46	\$ 4,760	\$ 1,909	\$ 6,669	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Computer Support Help Desk Specialist III	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
9	Central Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$31.36	\$30.84	\$ 5,346	\$ 7,540
% Clovis Unified School District Above/Below	-4.6%	-2.9%	-2.9%	-3.4%
Median of Comparators	\$29.56	\$29.56	\$ 5,124	\$ 7,037
% Clovis Unified School District Above/Below	1.4%	1.4%	1.4%	3.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Accounting Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Accounting Technician	\$34.58	97.6%	\$33.75	\$ 5,850	\$ 1,634	\$ 7,484	7/1/2021	unknown	unknown
2	Visalia Unified School District	Accounting Support Technician	\$30.24	100.0%	\$30.24	\$ 5,242	\$ 2,153	\$ 7,395	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Account Technician	\$28.57	100.0%	\$28.57	\$ 4,952	\$ 2,304	\$ 7,256	7/1/2021	7/1/2022	1.75 % stipend off salary
4	Clovis Unified School District	Accounting Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
5	Madera Unified School District	Accounting Technician IV	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
6	Kings Canyon Unified School	Accounting Technician	\$26.47	100.0%	\$26.47	\$ 4,588	\$ 1,978	\$ 6,566	7/1/2021	unknown	unknown
7	Selma Unified School District	Accounting Technician	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 1,826	\$ 6,409	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Accounting Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
9	Central Unified School District	Accounting Technician Adult/Alternative Education	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
10	Sanger Unified School District	Accounting Technician	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School	Account Clerk II	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
12	Fresno Unified School District	Accounting/Payroll Technician II	\$21.82	100.0%	\$21.82	\$ 3,783	\$ 2,344	\$ 6,128	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.92	\$26.61	\$ 4,613	\$ 6,690
% Clovis Unified School District Above/Below	5.5%	6.6%	6.6%	4.3%
Median of Comparators	\$26.44	\$26.44	\$ 4,583	\$ 6,566
% Clovis Unified School District Above/Below	7.2%	7.2%	7.2%	6.1%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Folsom Cordova Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Accompanist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School	Accompanist	\$29.22	100.0%	\$29.22	\$ 5,065	\$ 2,054	\$ 7,118	7/1/2021	unknown	unknown
2	Visalia Unified School District	Instructional Aide - Vocal Music - Piano Accompanist	\$24.38	100.0%	\$24.38	\$ 4,226	\$ 1,977	\$ 6,203	7/1/2021	unknown	unknown
3	Clovis Unified School District	Accompanist	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
4	Fresno Unified School District	Choral Assistant/Accompanist	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
5	Central Unified School District	Accompanist	\$20.78	100.0%	\$20.78	\$ 3,602	\$ 1,930	\$ 5,532	7/1/2021	unknown	unknown
6	Selma Unified School District	Music Assistant	\$20.74	100.0%	\$20.74	\$ 3,595	\$ 1,666	\$ 5,261	7/1/2021	unknown	unknown
7	Madera Unified School District	Paraprofessional Aide (Music)	\$19.26	100.0%	\$19.26	\$ 3,338	\$ 2,159	\$ 5,497	1/1/2022	unknown	unknown
8	Folsom Cordova Unified School	N/C									
9	Corona Norco Unified School	N/C									
10	Sanger Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.53	\$22.53	\$ 3,905	\$ 5,921
% Clovis Unified School District Above/Below	-2.2%	-2.2%	-2.2%	-4.2%
Median of Comparators	\$20.78	\$20.78	\$ 3,603	\$ 5,724
% Clovis Unified School District Above/Below	5.7%	5.7%	5.7%	-0.8%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Accompanist	Accompanist	N/C	N/C	N/C	Choral Assistant/ Accompanist	Accompanist	Paraprofessional Aide (Music)	N/C	Music Assistant	N/C	Instructional Aide - Vocal Music - Piano Accompanist
Top Step		\$ 3,820	\$ 3,602				\$ 3,603	\$ 5,065	\$ 3,338		\$ 3,595		\$ 4,226
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62				2%@62	2%@62	2%@62		2%@62		2%@62
	Social Security	\$ 237	\$ 223				\$ 223	\$ 314	\$ 207		\$ 223		\$ 262
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252			\$ 1,083		\$ 1,244
	Health	\$ 1,112					\$ 1,688		\$ 1,567				
	Dental	\$ 84											
	Vision Other Ins.	\$ 16											
Leaves	Vacation	\$ 220	\$ 152				\$ 208	\$ 214	\$ 193		\$ 166		\$ 244
	Holidays	\$ 191	\$ 194				\$ 194	\$ 273	\$ 193		\$ 194		\$ 228
	Admin Leave												
Benefit Package Total		\$ 1,860	\$ 1,930	\$ 0	\$ 0	\$ 0	\$ 2,313	\$ 2,054	\$ 2,159	\$ 0	\$ 1,666	\$ 0	\$ 1,977

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Accompanist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School District	Accompanist	\$29.22	100.0%	\$29.22	\$ 5,065	\$ 2,054	\$ 7,118	7/1/2021	unknown	unknown
2	Visalia Unified School District	Instructional Aide - Vocal Music - Piano Accompanist	\$24.38	100.0%	\$24.38	\$ 4,226	\$ 1,977	\$ 6,203	7/1/2021	unknown	unknown
3	Fresno Unified School District	Choral Assistant/Accompanist	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
4	Clovis Unified School District	Accompanist	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
5	Central Unified School District	Accompanist	\$20.78	100.0%	\$20.78	\$ 3,602	\$ 1,930	\$ 5,532	7/1/2021	unknown	unknown
6	Madera Unified School District	Paraprofessional Aide (Music)	\$19.26	100.0%	\$19.26	\$ 3,338	\$ 2,159	\$ 5,497	1/1/2022	unknown	unknown
7	Selma Unified School District	Music Assistant	\$20.74	100.0%	\$20.74	\$ 3,595	\$ 1,666	\$ 5,261	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	N/C									
9	Corona Norco Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.53	\$22.53	\$ 3,905	\$ 5,921
% Clovis Unified School District Above/Below	-2.2%	-2.2%	-2.2%	-4.2%
Median of Comparators	\$20.78	\$20.78	\$ 3,603	\$ 5,724
% Clovis Unified School District Above/Below	5.7%	5.7%	5.7%	-0.8%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Accounting Technician	Accounting Technician Adult/ Alternative Education	Accounting Technician	Accounting Technician II	Account Clerk II	Accounting/ Payroll Technician II	Accounting Technician	Accounting Technician IV	Accounting Technician	Accounting Technician	Account Technician	Accounting Support Technician
	Top Step	\$ 4,940	\$ 4,283	\$ 5,850	\$ 4,327	\$ 4,007	\$ 3,783	\$ 4,588	\$ 4,912	\$ 4,214	\$ 4,583	\$ 4,952	\$ 5,242
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 306	\$ 266	\$ 363	\$ 268	\$ 248	\$ 235	\$ 284	\$ 305	\$ 261	\$ 284	\$ 307	\$ 325
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285	\$ 181	\$ 293	\$ 300	\$ 231	\$ 218	\$ 194	\$ 283	\$ 178	\$ 212	\$ 305	\$ 302
	Holidays	\$ 247	\$ 231	\$ 315	\$ 250	\$ 216	\$ 204	\$ 247	\$ 283	\$ 243	\$ 247	\$ 267	\$ 282
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 2,038	\$ 1,634	\$ 2,464	\$ 1,778	\$ 2,344	\$ 1,978	\$ 2,438	\$ 1,888	\$ 1,826	\$ 2,304	\$ 2,153

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Accounting Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Accounting Technician	\$34.58	97.6%	\$33.75	\$ 5,850	\$ 1,634	\$ 7,484	7/1/2021	unknown	unknown
2	Visalia Unified School District	Accounting Support Technician	\$30.24	100.0%	\$30.24	\$ 5,242	\$ 2,153	\$ 7,395	7/1/2021	unknown	unknown
3	Madera Unified School District	Accounting Technician IV	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
4	Tulare City Unified School District	Account Technician	\$28.57	100.0%	\$28.57	\$ 4,952	\$ 2,304	\$ 7,256	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Clovis Unified School District	Accounting Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Accounting Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
7	Kings Canyon Unified School District	Accounting Technician	\$26.47	100.0%	\$26.47	\$ 4,588	\$ 1,978	\$ 6,566	7/1/2021	unknown	unknown
8	Selma Unified School District	Accounting Technician	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 1,826	\$ 6,409	7/1/2021	unknown	unknown
9	Central Unified School District	Accounting Technician Adult/Alternative Education	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
10	Fresno Unified School District	Accounting/Payroll Technician II	\$21.82	100.0%	\$21.82	\$ 3,783	\$ 2,344	\$ 6,128	7/1/2021	unknown	unknown
11	Sanger Unified School District	Accounting Technician	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School District ¹	Account Clerk II	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.92	\$26.61	\$ 4,613	\$ 6,690
% Clovis Unified School District Above/Below	5.5%	6.6%	6.6%	4.3%
Median of Comparators	\$26.44	\$26.44	\$ 4,583	\$ 6,566
% Clovis Unified School District Above/Below	7.2%	7.2%	7.2%	6.1%
Number of Matches	11	11	11	11

N/C - Non Comparator

1 - Folsom Cordova Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Administrative Assistant Senior											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Administrative Assistant Senior	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
2	Elk Grove Unified School District	Senior Administrative Assistant	\$32.30	95.4%	\$30.81	\$ 5,341	\$ 2,656	\$ 7,997	unknown	unknown	unknown
3	Fresno Unified School District	Administrative Secretary II	\$28.58	100.0%	\$28.58	\$ 4,955	\$ 2,548	\$ 7,502	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School	Administrative Assistant III	\$27.05	94.4%	\$25.53	\$ 4,426	\$ 1,851	\$ 6,277	7/1/2021	unknown	unknown
5	Corona Norco Unified School	N/C									
6	Central Unified School District	N/C									
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Administrative Assistant Senior	N/C	N/C	Senior Administrative Assistant	Administrative Assistant III	Administrative Secretary II	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,762			\$ 5,341	\$ 4,426	\$ 4,955						
Retirement	EE Cost Sharing												
	PEPRA	2%@62			2%@62	2%@62	2%@62						
	Social Security	\$ 357			\$ 331	\$ 274	\$ 307						
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria												
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688						
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 332			\$ 370	\$ 255	\$ 286						
	Holidays	\$ 288			\$ 308	\$ 238	\$ 267						
	Admin Leave												
Benefit Package Total		\$ 2,189	\$ 0	\$ 0	\$ 2,656	\$ 1,851	\$ 2,548	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Administrative Assistant Senior											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Senior Administrative Assistant	\$32.30	95.4%	\$30.81	\$ 5,341	\$ 2,656	\$ 7,997	unknown	unknown	unknown
2	Clovis Unified School District	Administrative Assistant Senior	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
3	Fresno Unified School District	Administrative Secretary II	\$28.58	100.0%	\$28.58	\$ 4,955	\$ 2,548	\$ 7,502	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School District	Administrative Assistant III	\$27.05	94.4%	\$25.53	\$ 4,426	\$ 1,851	\$ 6,277	7/1/2021	unknown	unknown
5	Corona Norco Unified School District	N/C									
6	Central Unified School District	N/C									
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Administrative Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Administrative Assistant V	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Clovis Unified School District	Administrative Assistant	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Administrative Assistant	\$28.30	100.0%	\$28.30	\$ 4,905	\$ 2,295	\$ 7,201	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	Administrative Assistant	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
5	Visalia Unified School District	Administrative Assistant: Department - specific assignments	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
6	Corona Norco Unified School	Secretary I	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
7	Fresno Unified School District	Administrative Secretary I	\$25.95	100.0%	\$25.95	\$ 4,499	\$ 2,469	\$ 6,968	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Administrative Assistant II	\$26.76	95.4%	\$25.52	\$ 4,425	\$ 2,483	\$ 6,908	unknown	unknown	unknown
9	Central Unified School District	Administrative Secretary I	\$24.96	100.0%	\$24.96	\$ 4,327	\$ 2,045	\$ 6,372	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School	Administrative Assistant II	\$26.38	94.4%	\$24.90	\$ 4,316	\$ 1,832	\$ 6,148	7/1/2021	unknown	unknown
11	Selma Unified School District	Administrative Assistant	\$24.05	100.0%	\$24.05	\$ 4,169	\$ 1,759	\$ 5,927	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.94	\$26.60	\$ 4,612	\$ 6,702
% Clovis Unified School District Above/Below	5.5%	6.7%	6.6%	4.1%
Median of Comparators	\$26.90	\$26.17	\$ 4,536	\$ 6,849
% Clovis Unified School District Above/Below	5.6%	8.2%	8.2%	2.0%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Administrative Assistant	Administrative Secretary I	Secretary I	Administrative Assistant II	Administrative Assistant II	Administrative Secretary I	Administrative Assistant	Administrative Assistant V	N/C	Administrative Assistant	Administrative Assistant	Administrative Assistant: Department - specific assignments
	Top Step	\$ 4,940	\$ 4,327	\$ 4,573	\$ 4,425	\$ 4,316	\$ 4,499	\$ 4,820	\$ 5,294		\$ 4,169	\$ 4,905	\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 306	\$ 268	\$ 284	\$ 274	\$ 268	\$ 279	\$ 299	\$ 328		\$ 258	\$ 304	\$ 297
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252			\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285	\$ 183	\$ 229	\$ 306	\$ 249	\$ 260	\$ 204	\$ 305		\$ 192	\$ 302	\$ 276
	Holidays	\$ 247	\$ 233	\$ 246	\$ 255	\$ 232	\$ 242	\$ 260	\$ 305		\$ 224	\$ 264	\$ 258
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 2,045	\$ 1,423	\$ 2,483	\$ 1,832	\$ 2,469	\$ 2,015	\$ 2,506	\$ 0	\$ 1,759	\$ 2,295	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Administrative Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Administrative Assistant V	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Tulare City Unified School District	Administrative Assistant	\$28.30	100.0%	\$28.30	\$ 4,905	\$ 2,295	\$ 7,201	7/1/2021	unknown	unknown
3	Clovis Unified School District	Administrative Assistant	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
4	Fresno Unified School District	Administrative Secretary I	\$25.95	100.0%	\$25.95	\$ 4,499	\$ 2,469	\$ 6,968	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Administrative Assistant II	\$26.76	95.4%	\$25.52	\$ 4,425	\$ 2,483	\$ 6,908	unknown	unknown	unknown
6	Visalia Unified School District	Administrative Assistant: Department - specific assignments	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
7	Kings Canyon Unified School District	Administrative Assistant	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
8	Central Unified School District	Administrative Secretary I	\$24.96	100.0%	\$24.96	\$ 4,327	\$ 2,045	\$ 6,372	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Administrative Assistant II	\$26.38	94.4%	\$24.90	\$ 4,316	\$ 1,832	\$ 6,148	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Secretary I	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
11	Selma Unified School District	Administrative Assistant	\$24.05	100.0%	\$24.05	\$ 4,169	\$ 1,759	\$ 5,927	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.94	\$26.60	\$ 4,612	\$ 6,702
% Clovis Unified School District Above/Below	5.5%	6.7%	6.6%	4.1%
Median of Comparators	\$26.90	\$26.17	\$ 4,536	\$ 6,849
% Clovis Unified School District Above/Below	5.6%	8.2%	8.2%	2.0%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Administrative Secretary II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Administrative Assistant V	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Clovis Unified School District	Administrative Secretary II	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Secretary I	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
4	Tulare City Unified School District	District Secretary	\$26.21	100.0%	\$26.21	\$ 4,543	\$ 2,231	\$ 6,774	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Fresno Unified School District	Secretary II	\$24.61	100.0%	\$24.61	\$ 4,267	\$ 2,428	\$ 6,695	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Administrative Assistant I	\$25.77	95.4%	\$24.58	\$ 4,262	\$ 2,452	\$ 6,713	unknown	unknown	unknown
7	Folsom Cordova Unified School	Administrative Assistant I	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Central Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.44	\$25.91	\$ 4,491	\$ 6,627
% Clovis Unified School District Above/Below	2.3%	4.3%	4.3%	1.1%
Median of Comparators	\$25.99	\$25.41	\$ 4,405	\$ 6,704
% Clovis Unified School District Above/Below	4.0%	6.1%	6.1%	-0.1%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Administrative Secretary II	N/C	Secretary I	Administrative Assistant I	Administrative Assistant I	Secretary II	N/C	Administrative Assistant V	N/C	N/C	District Secretary	N/C
	Top Step	\$ 4,692		\$ 4,573	\$ 4,262	\$ 4,007	\$ 4,267		\$ 5,294			\$ 4,543	
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62			2%@62	
	Social Security	\$ 291		\$ 284	\$ 264	\$ 248	\$ 265		\$ 328			\$ 282	
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664								\$ 1,425	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 271		\$ 229	\$ 295	\$ 231	\$ 246		\$ 305			\$ 280	
	Holidays	\$ 235		\$ 246	\$ 246	\$ 216	\$ 230		\$ 305			\$ 245	
	Admin Leave												
Benefit Package Total		\$ 2,008	\$ 0	\$ 1,423	\$ 2,452	\$ 1,778	\$ 2,428	\$ 0	\$ 2,506	\$ 0	\$ 0	\$ 2,231	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Administrative Secretary II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Administrative Assistant V	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Tulare City Unified School District	District Secretary	\$26.21	100.0%	\$26.21	\$ 4,543	\$ 2,231	\$ 6,774	7/1/2021	7/1/2022	1.75 % stipend off salary
3	Elk Grove Unified School District	Administrative Assistant I	\$25.77	95.4%	\$24.58	\$ 4,262	\$ 2,452	\$ 6,713	unknown	unknown	unknown
4	Clovis Unified School District	Administrative Secretary II	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
5	Fresno Unified School District	Secretary II	\$24.61	100.0%	\$24.61	\$ 4,267	\$ 2,428	\$ 6,695	7/1/2021	unknown	unknown
6	Corona Norco Unified School District	Secretary I	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	Administrative Assistant I	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Central Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$26.44	\$25.91	\$ 4,491	\$ 6,627
% Clovis Unified School District Above/Below	2.3%	4.3%	4.3%	1.1%
Median of Comparators	\$25.99	\$25.41	\$ 4,405	\$ 6,704
% Clovis Unified School District Above/Below	4.0%	6.1%	6.1%	-0.1%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Administrative Specialist-Governing Board											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Administrative Assistant - Superintendent	\$48.73	100.0%	\$48.73	\$ 8,448	\$ 1,466	\$ 9,914	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	Executive Assistant to Superintendent	\$47.61	94.4%	\$44.94	\$ 7,790	\$ 2,495	\$ 10,285	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Senior Executive Assistant to the BOE	\$45.93	97.6%	\$44.83	\$ 7,771	\$ 3,026	\$ 10,797	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	Executive Assistant to Board	\$44.54	100.0%	\$44.54	\$ 7,720	\$ 2,474	\$ 10,194	7/1/2021	unknown	unknown
5	Madera Unified School District	Senior Executive Assistant to the Superintendent & Board of Trustees	\$42.13	100.0%	\$42.13	\$ 7,303	\$ 2,862	\$ 10,165	5/25/2021	unknown	unknown
6	Central Unified School District	Executive Secretary III	\$40.64	100.0%	\$40.64	\$ 7,045	\$ 2,474	\$ 9,519	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Senior Executive Assistant	\$42.04	95.4%	\$40.10	\$ 6,952	\$ 2,960	\$ 9,912	unknown	unknown	unknown
8	Fresno Unified School District	Secretary, Executive to the Board of Education	\$37.68	100.0%	\$37.68	\$ 6,533	\$ 2,947	\$ 9,480	7/1/2021	unknown	unknown
9	Sanger Unified School District	Executive Assistant	\$36.19	100.0%	\$36.19	\$ 6,273	\$ 1,933	\$ 8,206	7/1/2021	unknown	unknown
10	Clovis Unified School District	Administrative Specialist-Governing Board	\$35.02	100.0%	\$35.02	\$ 6,070	\$ 2,241	\$ 8,312	7/1/2021	unknown	unknown
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$42.83	\$42.20	\$ 7,315	\$ 9,830
% Clovis Unified School District Above/Below	-22.3%	-20.5%	-20.5%	-18.3%
Median of Comparators	\$42.13	\$42.13	\$ 7,303	\$ 9,914
% Clovis Unified School District Above/Below	-20.3%	-20.3%	-20.3%	-19.3%
Number of Matches	9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Administrative Specialist-Governing Board	Executive Secretary III	Senior Executive Assistant to the BOE	Senior Executive Assistant	Executive Assistant to Superintendent	Secretary, Executive to the Board of Education	Executive Assistant to Board	Senior Executive Assistant to the Superintendent & Board of Trustees	Executive Assistant	N/C	N/C	Administrative Assistant - Superintendent
	Top Step	\$ 6,070	\$ 7,045	\$ 7,771	\$ 6,952	\$ 7,790	\$ 6,533	\$ 7,720	\$ 7,303	\$ 6,273			\$ 8,448
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62
	Social Security	\$ 376	\$ 437	\$ 482	\$ 431	\$ 483	\$ 405	\$ 479	\$ 453	\$ 389			\$ 524
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738				\$ 1,253		\$ 917			
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 350	\$ 298	\$ 389	\$ 481	\$ 449	\$ 503	\$ 327	\$ 421	\$ 265			\$ 487
	Holidays	\$ 304	\$ 379	\$ 418	\$ 401	\$ 419	\$ 352	\$ 416	\$ 421	\$ 362			\$ 455
	Admin Leave												
Benefit Package Total		\$ 2,241	\$ 2,474	\$ 3,026	\$ 2,960	\$ 2,495	\$ 2,947	\$ 2,474	\$ 2,862	\$ 1,933	\$ 0	\$ 0	\$ 1,466

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Administrative Specialist-Governing Board											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Senior Executive Assistant to the BOE	\$45.93	97.6%	\$44.83	\$ 7,771	\$ 3,026	\$ 10,797	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School District	Executive Assistant to Superintendent	\$47.61	94.4%	\$44.94	\$ 7,790	\$ 2,495	\$ 10,285	7/1/2021	unknown	unknown
3	Kings Canyon Unified School District	Executive Assistant to Board	\$44.54	100.0%	\$44.54	\$ 7,720	\$ 2,474	\$ 10,194	7/1/2021	unknown	unknown
4	Madera Unified School District	Senior Executive Assistant to the Superintendent & Board of Trustees	\$42.13	100.0%	\$42.13	\$ 7,303	\$ 2,862	\$ 10,165	5/25/2021	unknown	unknown
5	Visalia Unified School District	Administrative Assistant - Superintendent	\$48.73	100.0%	\$48.73	\$ 8,448	\$ 1,466	\$ 9,914	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Senior Executive Assistant	\$42.04	95.4%	\$40.10	\$ 6,952	\$ 2,960	\$ 9,912	unknown	unknown	unknown
7	Central Unified School District	Executive Secretary III	\$40.64	100.0%	\$40.64	\$ 7,045	\$ 2,474	\$ 9,519	7/1/2021	unknown	unknown
8	Fresno Unified School District	Secretary, Executive to the Board of Education	\$37.68	100.0%	\$37.68	\$ 6,533	\$ 2,947	\$ 9,480	7/1/2021	unknown	unknown
9	Clovis Unified School District	Administrative Specialist-Governing Board	\$35.02	100.0%	\$35.02	\$ 6,070	\$ 2,241	\$ 8,312	7/1/2021	unknown	unknown
10	Sanger Unified School District	Executive Assistant	\$36.19	100.0%	\$36.19	\$ 6,273	\$ 1,933	\$ 8,206	7/1/2021	unknown	unknown
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$42.83	\$42.20	\$ 7,315	\$ 9,830
% Clovis Unified School District Above/Below	-22.3%	-20.5%	-20.5%	-18.3%
Median of Comparators	\$42.13	\$42.13	\$ 7,303	\$ 9,914
% Clovis Unified School District Above/Below	-20.3%	-20.3%	-20.3%	-19.3%
Number of Matches	9	9	9	9

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Benefits Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Human Resources Development Benefits Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Benefits Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
3	Folsom Cordova Unified School	Employee Benefits Specialist	\$30.58	94.4%	\$28.86	\$ 5,004	\$ 1,951	\$ 6,955	7/1/2021	unknown	unknown
4	Clovis Unified School District	Benefits Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
5	Kings Canyon Unified School	District Insurance Technician	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
6	Fresno Unified School District	Benefits Eligibility Assistant	\$23.13	100.0%	\$23.13	\$ 4,010	\$ 2,384	\$ 6,394	7/1/2021	unknown	unknown
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.26	\$28.77	\$ 4,988	\$ 7,017
% Clovis Unified School District Above/Below	-2.7%	-1.0%	-1.0%	-0.4%
Median of Comparators	\$29.79	\$28.86	\$ 5,004	\$ 6,835
% Clovis Unified School District Above/Below	-4.5%	-1.3%	-1.3%	2.2%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Benefits Technician	N/C	Benefits Technician	N/C	Employee Benefits Specialist	Benefits Eligibility Assistant	District Insurance Technician	N/C	N/C	N/C	N/C	Human Resources Development Benefits Technician
	Top Step	\$ 4,940		\$ 5,040		\$ 5,004	\$ 4,010	\$ 4,820					\$ 6,067
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62		2%@62	2%@62	2%@62					2%@62
	Social Security	\$ 306		\$ 312		\$ 310	\$ 249	\$ 299					\$ 376
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664				\$ 1,252					\$ 1,244
	Health	\$ 1,112				\$ 1,000	\$ 1,688						
	Dental	\$ 84				\$ 65							
	Vision	\$ 16				\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285		\$ 252		\$ 289	\$ 231	\$ 204					\$ 350
	Holidays	\$ 247		\$ 271		\$ 269	\$ 216	\$ 260					\$ 327
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 0	\$ 1,500	\$ 0	\$ 1,951	\$ 2,384	\$ 2,015	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,297

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Benefits Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Human Resources Development Benefits Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Clovis Unified School District	Benefits Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
3	Folsom Cordova Unified School District	Employee Benefits Specialist	\$30.58	94.4%	\$28.86	\$ 5,004	\$ 1,951	\$ 6,955	7/1/2021	unknown	unknown
4	Kings Canyon Unified School District	District Insurance Technician	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
5	Corona Norco Unified School District	Benefits Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
6	Fresno Unified School District	Benefits Eligibility Assistant	\$23.13	100.0%	\$23.13	\$ 4,010	\$ 2,384	\$ 6,394	7/1/2021	unknown	unknown
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.26	\$28.77	\$ 4,988	\$ 7,017
% Clovis Unified School District Above/Below	-2.7%	-1.0%	-1.0%	-0.4%
Median of Comparators	\$29.79	\$28.86	\$ 5,004	\$ 6,835
% Clovis Unified School District Above/Below	-4.5%	-1.3%	-1.3%	2.2%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Building Maintenance Mechanic II												
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	Fresno Unified School District	Hybrid: Electrician/Plumber/HVAC & Refrigeration Mechanic/Boiler & Heating Equipment Mechanic/Painter/Carpenter	\$41.37	100.0%	\$41.37	\$ 7,172	\$ 2,933	\$ 10,105	7/1/2021	unknown	unknown	
2	Selma Unified School District	HVAC Specialist	\$37.67	100.0%	\$37.67	\$ 6,530	\$ 1,058	\$ 7,588	7/1/2021	unknown	unknown	
3	Clovis Unified School District	Building Maintenance Mechanic II	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown	
4	Central Unified School District	Journeyman Tradesworker	\$32.42	100.0%	\$32.42	\$ 5,619	\$ 2,249	\$ 7,868	7/1/2021	unknown	unknown	
5	Corona Norco Unified School	[Maintenance HVAC / Maintenance Electrician / Maintenance Plumbing / Maintenance Carpentry]	\$32.10	97.6%	\$31.32	\$ 5,430	\$ 1,565	\$ 6,995	7/1/2021	unknown	unknown	
6	Elk Grove Unified School District ²	[Maintenance Carpenter / Electrician / Painter / Plumber / HVAC Specialist]	\$32.33	95.4%	\$30.84	\$ 5,346	\$ 2,657	\$ 8,003	unknown	unknown	unknown	
7	Sanger Unified School District ³	[Maintenance Specialist / HVAC Specialist]	\$29.88	100.0%	\$29.88	\$ 5,179	\$ 2,044	\$ 7,224	7/1/2021	unknown	unknown	
8	Folsom Cordova Unified School	Maintenance Mechanic II	\$31.35	94.4%	\$29.59	\$ 5,130	\$ 1,973	\$ 7,103	7/1/2021	unknown	unknown	
9	Tulare City Unified School District	Maintenance IV	\$29.28	100.0%	\$29.28	\$ 5,075	\$ 2,325	\$ 7,401	7/1/2021	7/1/2022	1.75 % stipend off salary	
10	Madera Unified School District	Maintenance Journeyman	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown	
11	Visalia Unified School District	N/C										
12	Kings Canyon Unified School	N/C										

Summary Results				
	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$32.75	\$32.30	\$ 5,599	\$ 7,737
% Clovis Unified School District Above/Below	10.7%	11.9%	11.9%	10.5%
Median of Comparators	\$32.10	\$30.84	\$ 5,346	\$ 7,401
% Clovis Unified School District Above/Below	12.5%	15.9%	15.9%	14.4%
Number of Matches	9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Elk Grove Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - Sanger Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Building Maintenance Mechanic II	Journeyman Tradesworker	[Maintenance HVAC / Maintenance Electrician / Maintenance Plumbing / Maintenance Carpentry]	[Maintenance Carpenter / Electrician / Painter / Plumber / HVAC Specialist]	Maintenance Mechanic II	Hybrid: Electrician/ Plumber/ HVAC & Refrigeration Mechanic/ Boiler & Heating Equipment Mechanic/ Painter/ Carpenter	N/C	Maintenance Journeyman	[Maintenance Specialist / HVAC Specialist]	HVAC Specialist	Maintenance IV	N/C
	Top Step	\$ 6,358	\$ 5,619	\$ 5,430	\$ 5,346	\$ 5,130	\$ 7,172		\$ 4,912	\$ 5,179	\$ 6,530	\$ 5,075	
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	
	Social Security	\$ 394	\$ 348	\$ 337	\$ 331	\$ 318	\$ 445		\$ 305	\$ 321		\$ 315	
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664						\$ 1,205	\$ 1,058	\$ 1,425	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 367	\$ 238	\$ 272	\$ 370	\$ 296	\$ 414		\$ 283	\$ 219		\$ 312	
	Holidays	\$ 318	\$ 303	\$ 292	\$ 308	\$ 276	\$ 386		\$ 283	\$ 299		\$ 273	
	Admin Leave												
Benefit Package Total		\$ 2,290	\$ 2,249	\$ 1,565	\$ 2,657	\$ 1,973	\$ 2,933	\$ 0	\$ 2,438	\$ 2,044	\$ 1,058	\$ 2,325	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Building Maintenance Mechanic II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Hybrid: Electrician/Plumber/HVAC & Refrigeration Mechanic/Boiler & Heating Equipment Mechanic/Painter/Carpenter	\$41.37	100.0%	\$41.37	\$ 7,172	\$ 2,933	\$ 10,105	7/1/2021	unknown	unknown
2	Clovis Unified School District	Building Maintenance Mechanic II	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown
3	Elk Grove Unified School District ²	(Maintenance Carpenter / Electrician / Painter / Plumber / HVAC Specialist)	\$32.33	95.4%	\$30.84	\$ 5,346	\$ 2,657	\$ 8,003	unknown	unknown	unknown
4	Central Unified School District	Journeyman Tradesworker	\$32.42	100.0%	\$32.42	\$ 5,619	\$ 2,249	\$ 7,868	7/1/2021	unknown	unknown
5	Selma Unified School District	HVAC Specialist	\$37.67	100.0%	\$37.67	\$ 6,530	\$ 1,058	\$ 7,588	7/1/2021	unknown	unknown
6	Tulare City Unified School District	Maintenance IV	\$29.28	100.0%	\$29.28	\$ 5,075	\$ 2,325	\$ 7,401	7/1/2021	7/1/2022	1.75 % stipend off salary
7	Madera Unified School District	Maintenance Journeyman	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
8	Sanger Unified School District ³	(Maintenance Specialist / HVAC Specialist)	\$29.88	100.0%	\$29.88	\$ 5,179	\$ 2,044	\$ 7,224	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Maintenance Mechanic II	\$31.35	94.4%	\$29.59	\$ 5,130	\$ 1,973	\$ 7,103	7/1/2021	unknown	unknown
10	Corona Norco Unified School District ¹	(Maintenance HVAC / Maintenance Electrician / Maintenance Plumbing / Maintenance Carpentry)	\$32.10	97.6%	\$31.32	\$ 5,430	\$ 1,565	\$ 6,995	7/1/2021	unknown	unknown
11	Visalia Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$32.75	\$32.30	\$ 5,599	\$ 7,737
% Clovis Unified School District Above/Below	10.7%	11.9%	11.9%	10.5%
Median of Comparators	\$32.10	\$30.84	\$ 5,346	\$ 7,401
% Clovis Unified School District Above/Below	12.5%	15.9%	15.9%	14.4%
Number of Matches	9	9	9	9

N/C - Non Comparator

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Elk Grove Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - Sanger Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Building Maintenance Worker II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Maintenance Technician I	\$34.68	100.0%	\$34.68	\$ 6,011	\$ 2,287	\$ 8,298	7/1/2021	unknown	unknown
2	Fresno Unified School District	Laborer - Maintenance	\$30.44	100.0%	\$30.44	\$ 5,277	\$ 2,604	\$ 7,880	7/1/2021	unknown	unknown
3	Central Unified School District	Maintenance Worker IV	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,146	\$ 7,112	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	Maintenance Crafts and Trades II	\$28.51	100.0%	\$28.51	\$ 4,942	\$ 2,034	\$ 6,976	7/1/2021	unknown	unknown
5	Clovis Unified School District	Building Maintenance Worker II	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
6	Folsom Cordova Unified School	Maintenance Mechanic I	\$27.69	94.4%	\$26.13	\$ 4,531	\$ 1,869	\$ 6,400	7/1/2021	unknown	unknown
7	Corona Norco Unified School	Maintenance Worker	\$26.26	97.6%	\$25.62	\$ 4,442	\$ 1,401	\$ 5,843	7/1/2021	unknown	unknown
8	Madera Unified School District	Maintenance - Worker	\$25.39	100.0%	\$25.39	\$ 4,401	\$ 2,348	\$ 6,748	1/1/2022	unknown	unknown
9	Tulare City Unified School District	Maintenance II	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
10	Elk Grove Unified School District	Maintenance Utility Worker	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
11	Selma Unified School District	Maintenance Worker	\$22.90	100.0%	\$22.90	\$ 3,969	\$ 1,726	\$ 5,696	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$27.57	\$27.23	\$ 4,720	\$ 6,827
% Clovis Unified School District Above/Below	3.3%	4.5%	4.5%	2.3%
Median of Comparators	\$26.98	\$25.88	\$ 4,487	\$ 6,736
% Clovis Unified School District Above/Below	5.4%	9.2%	9.2%	3.6%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Building Maintenance Worker II	Maintenance Worker IV	Maintenance Worker	Maintenance Utility Worker	Maintenance Mechanic I	Laborer - Maintenance	Maintenance Crafts and Trades II	Maintenance - Worker	N/C	Maintenance Worker	Maintenance II	Maintenance Technician I
	Top Step	\$ 4,940	\$ 4,966	\$ 4,442	\$ 4,270	\$ 4,531	\$ 5,277	\$ 4,942	\$ 4,401		\$ 3,969	\$ 4,392	\$ 6,011
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 306	\$ 308	\$ 275	\$ 265	\$ 281	\$ 327	\$ 306	\$ 273		\$ 246	\$ 272	\$ 373
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252			\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285	\$ 210	\$ 222	\$ 296	\$ 261	\$ 304	\$ 209	\$ 254		\$ 183	\$ 270	\$ 347
	Holidays	\$ 247	\$ 267	\$ 239	\$ 246	\$ 244	\$ 284	\$ 266	\$ 254		\$ 214	\$ 237	\$ 324
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 2,146	\$ 1,401	\$ 2,453	\$ 1,869	\$ 2,604	\$ 2,034	\$ 2,348	\$ 0	\$ 1,726	\$ 2,204	\$ 2,287

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Building Maintenance Worker II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Maintenance Technician I	\$34.68	100.0%	\$34.68	\$ 6,011	\$ 2,287	\$ 8,298	7/1/2021	unknown	unknown
2	Fresno Unified School District	Laborer - Maintenance	\$30.44	100.0%	\$30.44	\$ 5,277	\$ 2,604	\$ 7,880	7/1/2021	unknown	unknown
3	Central Unified School District	Maintenance Worker IV	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,146	\$ 7,112	7/1/2021	unknown	unknown
4	Clovis Unified School District	Building Maintenance Worker II	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
5	Kings Canyon Unified School District	Maintenance Crafts and Trades II	\$28.51	100.0%	\$28.51	\$ 4,942	\$ 2,034	\$ 6,976	7/1/2021	unknown	unknown
6	Madera Unified School District	Maintenance - Worker	\$25.39	100.0%	\$25.39	\$ 4,401	\$ 2,348	\$ 6,748	1/1/2022	unknown	unknown
7	Elk Grove Unified School District	Maintenance Utility Worker	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
8	Tulare City Unified School District	Maintenance II	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
9	Folsom Cordova Unified School District	Maintenance Mechanic I	\$27.69	94.4%	\$26.13	\$ 4,531	\$ 1,869	\$ 6,400	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Maintenance Worker	\$26.26	97.6%	\$25.62	\$ 4,442	\$ 1,401	\$ 5,843	7/1/2021	unknown	unknown
11	Selma Unified School District	Maintenance Worker	\$22.90	100.0%	\$22.90	\$ 3,969	\$ 1,726	\$ 5,696	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$27.57	\$27.23	\$ 4,720	\$ 6,827
% Clovis Unified School District Above/Below	3.3%	4.5%	4.5%	2.3%
Median of Comparators	\$26.98	\$25.88	\$ 4,487	\$ 6,736
% Clovis Unified School District Above/Below	5.4%	9.2%	9.2%	3.6%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Buyer II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Senior Buyer	\$34.58	97.6%	\$33.75	\$ 5,850	\$ 1,634	\$ 7,484	7/1/2021	unknown	unknown
2	Clovis Unified School District	Buyer II	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
3	Fresno Unified School District	Buyer II	\$32.88	100.0%	\$32.88	\$ 5,699	\$ 2,786	\$ 8,486	7/1/2021	unknown	unknown
4	Madera Unified School District	Buyer	\$29.96	100.0%	\$29.96	\$ 5,193	\$ 2,488	\$ 7,681	1/1/2022	unknown	unknown
5	Central Unified School District	Purchasing Agent	\$25.95	100.0%	\$25.95	\$ 4,498	\$ 2,072	\$ 6,570	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Buyer II	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
7	Folsom Cordova Unified School	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.84	\$29.43	\$ 5,102	\$ 7,389
% Clovis Unified School District Above/Below	10.2%	11.4%	11.4%	7.1%
Median of Comparators	\$29.96	\$29.96	\$ 5,193	\$ 7,484
% Clovis Unified School District Above/Below	9.9%	9.9%	9.9%	5.9%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

**Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022**

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Buyer II	Purchasing Agent	Senior Buyer	Buyer II	N/C	Buyer II	N/C	Buyer	N/C	N/C	N/C	N/C
	Top Step	\$ 5,762	\$ 4,498	\$ 5,850	\$ 4,270		\$ 5,699		\$ 5,193				
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62				
	Social Security	\$ 357	\$ 279	\$ 363	\$ 265		\$ 353		\$ 322				
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664									
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 332	\$ 190	\$ 293	\$ 296		\$ 438		\$ 300				
	Holidays	\$ 288	\$ 242	\$ 315	\$ 246		\$ 307		\$ 300				
	Admin Leave												
Benefit Package Total		\$ 2,189	\$ 2,072	\$ 1,634	\$ 2,453	\$ 0	\$ 2,786	\$ 0	\$ 2,488	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Buyer II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Buyer II	\$32.88	100.0%	\$32.88	\$ 5,699	\$ 2,786	\$ 8,486	7/1/2021	unknown	unknown
2	Clovis Unified School District	Buyer II	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
3	Madera Unified School District	Buyer	\$29.96	100.0%	\$29.96	\$ 5,193	\$ 2,488	\$ 7,681	1/1/2022	unknown	unknown
4	Corona Norco Unified School District	Senior Buyer	\$34.58	97.6%	\$33.75	\$ 5,850	\$ 1,634	\$ 7,484	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Buyer II	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
6	Central Unified School District	Purchasing Agent	\$25.95	100.0%	\$25.95	\$ 4,498	\$ 2,072	\$ 6,570	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.84	\$29.43	\$ 5,102	\$ 7,389
% Clovis Unified School District Above/Below	10.2%	11.4%	11.4%	7.1%
Median of Comparators	\$29.96	\$29.96	\$ 5,193	\$ 7,484
% Clovis Unified School District Above/Below	9.9%	9.9%	9.9%	5.9%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Campus Catering Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Cafeteria Worker I	\$20.46	100.0%	\$20.46	\$ 3,546	\$ 1,859	\$ 5,406	7/1/2021	unknown	unknown
2	Sanger Unified School District	Child Nutrition Worker	\$18.65	100.0%	\$18.65	\$ 3,233	\$ 1,729	\$ 4,962	7/1/2021	unknown	unknown
3	Folsom Cordova Unified School	Food Service Worker I	\$19.59	94.4%	\$18.49	\$ 3,205	\$ 1,639	\$ 4,844	7/1/2021	unknown	unknown
4	Madera Unified School District	Child Nutrition - Assistant I	\$18.18	100.0%	\$18.18	\$ 3,151	\$ 2,126	\$ 5,277	1/1/2022	unknown	unknown
5	Selma Unified School District	Food Service Assistant I	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
6	Central Unified School District	Cook I	\$17.48	100.0%	\$17.48	\$ 3,030	\$ 1,839	\$ 4,869	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Food & Nutrition Services Assistant I	\$16.66	95.4%	\$15.89	\$ 2,755	\$ 2,167	\$ 4,922	unknown	unknown	unknown
8	Fresno Unified School District	Nutrition Services Assistant	\$15.79	100.0%	\$15.79	\$ 2,738	\$ 2,163	\$ 4,901	7/1/2021	unknown	unknown
9	Clovis Unified School District	Campus Catering Assistant	\$15.52	100.0%	\$15.52	\$ 2,690	\$ 1,668	\$ 4,358	7/1/2021	unknown	unknown
10	Corona Norco Unified School	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$18.08	\$17.85	\$ 3,094	\$ 4,983
% Clovis Unified School District Above/Below	-16.5%	-15.0%	-15.0%	-14.3%
Median of Comparators	\$18.02	\$18.02	\$ 3,123	\$ 4,912
% Clovis Unified School District Above/Below	-16.1%	-16.1%	-16.1%	-12.7%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Campus Catering Assistant	Cook I	N/C	Food & Nutrition Services Assistant I	Food Service Worker I	Nutrition Services Assistant	N/C	Child Nutrition - Assistant I	Child Nutrition Worker	Food Service Assistant I	N/C	Cafeteria Worker I
Top Step		\$ 2,690	\$ 3,030		\$ 2,755	\$ 3,205	\$ 2,738		\$ 3,151	\$ 3,233	\$ 3,096		\$ 3,546
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 167	\$ 188		\$ 171	\$ 199	\$ 170		\$ 195	\$ 200	\$ 192		\$ 220
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360							\$ 1,205	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 155	\$ 128		\$ 191	\$ 185	\$ 158		\$ 182	\$ 137	\$ 143		\$ 205
	Holidays	\$ 135	\$ 163		\$ 159	\$ 173	\$ 147		\$ 182	\$ 187	\$ 167		\$ 191
	Admin Leave												
Benefit Package Total		\$ 1,668	\$ 1,839	\$ 0	\$ 2,167	\$ 1,639	\$ 2,163	\$ 0	\$ 2,126	\$ 1,729	\$ 1,585	\$ 0	\$ 1,859

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Campus Catering Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Cafeteria Worker I	\$20.46	100.0%	\$20.46	\$ 3,546	\$ 1,859	\$ 5,406	7/1/2021	unknown	unknown
2	Madera Unified School District	Child Nutrition - Assistant I	\$18.18	100.0%	\$18.18	\$ 3,151	\$ 2,126	\$ 5,277	1/1/2022	unknown	unknown
3	Sanger Unified School District	Child Nutrition Worker	\$18.65	100.0%	\$18.65	\$ 3,233	\$ 1,729	\$ 4,962	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Food & Nutrition Services Assistant I	\$16.66	95.4%	\$15.89	\$ 2,755	\$ 2,167	\$ 4,922	unknown	unknown	unknown
5	Fresno Unified School District	Nutrition Services Assistant	\$15.79	100.0%	\$15.79	\$ 2,738	\$ 2,163	\$ 4,901	7/1/2021	unknown	unknown
6	Central Unified School District	Cook I	\$17.48	100.0%	\$17.48	\$ 3,030	\$ 1,839	\$ 4,869	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	Food Service Worker I	\$19.59	94.4%	\$18.49	\$ 3,205	\$ 1,639	\$ 4,844	7/1/2021	unknown	unknown
8	Selma Unified School District	Food Service Assistant I	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
9	Clovis Unified School District	Campus Catering Assistant	\$15.52	100.0%	\$15.52	\$ 2,690	\$ 1,668	\$ 4,358	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$18.08	\$17.85	\$ 3,094	\$ 4,983
% Clovis Unified School District Above/Below	-16.5%	-15.0%	-15.0%	-14.3%
Median of Comparators	\$18.02	\$18.02	\$ 3,123	\$ 4,912
% Clovis Unified School District Above/Below	-16.1%	-16.1%	-16.1%	-12.7%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Campus Catering Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Cafeteria Worker II	\$21.74	100.0%	\$21.74	\$ 3,768	\$ 1,898	\$ 5,666	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	Food Service Worker II	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
3	Madera Unified School District	Child Nutrition Assistant II	\$19.60	100.0%	\$19.60	\$ 3,397	\$ 2,170	\$ 5,567	1/1/2022	unknown	unknown
4	Tulare City Unified School District	Nutrition Services Worker II	\$19.24	100.0%	\$19.24	\$ 3,335	\$ 2,017	\$ 5,352	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Selma Unified School District	Food Service Assistant II	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
6	Central Unified School District	Cook II	\$18.83	100.0%	\$18.83	\$ 3,264	\$ 1,876	\$ 5,140	7/1/2021	unknown	unknown
7	Kings Canyon Unified School	Food Service Worker	\$18.67	100.0%	\$18.67	\$ 3,236	\$ 1,764	\$ 5,000	7/1/2021	unknown	unknown
8	Corona Norco Unified School	Child Nutrition Services Worker I	\$18.96	97.6%	\$18.50	\$ 3,208	\$ 1,196	\$ 4,404	7/1/2021	unknown	unknown
9	Clovis Unified School District	Campus Catering Specialist	\$17.13	100.0%	\$17.13	\$ 2,969	\$ 1,715	\$ 4,684	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Food & Nutrition Services Assistant II	\$17.51	95.4%	\$16.70	\$ 2,895	\$ 2,194	\$ 5,089	unknown	unknown	unknown
11	Sanger Unified School District	N/C									
12	Fresno Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.49	\$19.21	\$ 3,331	\$ 5,157
% Clovis Unified School District Above/Below	-13.8%	-12.2%	-12.2%	-10.1%
Median of Comparators	\$19.23	\$19.23	\$ 3,333	\$ 5,140
% Clovis Unified School District Above/Below	-12.3%	-12.3%	-12.3%	-9.7%
Number of Matches	9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Campus Catering Specialist	Cook II	Child Nutrition Services Worker I	Food & Nutrition Services Assistant II	Food Service Worker II	N/C	Food Service Worker	Child Nutrition Assistant II	N/C	Food Service Assistant II	Nutrition Services Worker II	Cafeteria Worker II
Top Step		\$ 2,969	\$ 3,264	\$ 3,208	\$ 2,895	\$ 3,541		\$ 3,236	\$ 3,397		\$ 3,333	\$ 3,335	\$ 3,768
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 184	\$ 202	\$ 199	\$ 180	\$ 220		\$ 201	\$ 211		\$ 207	\$ 207	\$ 234
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252			\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000			\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 171	\$ 138	\$ 160	\$ 200	\$ 204		\$ 137	\$ 196		\$ 154	\$ 205	\$ 217
	Holidays	\$ 148	\$ 176	\$ 173	\$ 167	\$ 191		\$ 174	\$ 196		\$ 179	\$ 180	\$ 203
	Admin Leave												
Benefit Package Total		\$ 1,715	\$ 1,876	\$ 1,196	\$ 2,194	\$ 1,697	\$ 0	\$ 1,764	\$ 2,170	\$ 0	\$ 1,623	\$ 2,017	\$ 1,898

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Campus Catering Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Cafeteria Worker II	\$21.74	100.0%	\$21.74	\$ 3,768	\$ 1,898	\$ 5,666	7/1/2021	unknown	unknown
2	Madera Unified School District	Child Nutrition Assistant II	\$19.60	100.0%	\$19.60	\$ 3,397	\$ 2,170	\$ 5,567	1/1/2022	unknown	unknown
3	Tulare City Unified School District	Nutrition Services Worker II	\$19.24	100.0%	\$19.24	\$ 3,335	\$ 2,017	\$ 5,352	7/1/2021	7/1/2022	1.75 % stipend off salary
4	Folsom Cordova Unified School District	Food Service Worker II	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
5	Central Unified School District	Cook II	\$18.83	100.0%	\$18.83	\$ 3,264	\$ 1,876	\$ 5,140	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Food & Nutrition Services Assistant II	\$17.51	95.4%	\$16.70	\$ 2,895	\$ 2,194	\$ 5,089	unknown	unknown	unknown
7	Kings Canyon Unified School District	Food Service Worker	\$18.67	100.0%	\$18.67	\$ 3,236	\$ 1,764	\$ 5,000	7/1/2021	unknown	unknown
8	Selma Unified School District	Food Service Assistant II	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
9	Clovis Unified School District	Campus Catering Specialist	\$17.13	100.0%	\$17.13	\$ 2,969	\$ 1,715	\$ 4,684	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Child Nutrition Services Worker I	\$18.96	97.6%	\$18.50	\$ 3,208	\$ 1,196	\$ 4,404	7/1/2021	unknown	unknown
11	Sanger Unified School District	N/C									
12	Fresno Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.49	\$19.21	\$ 3,331	\$ 5,157
% Clovis Unified School District Above/Below	-13.8%	-12.2%	-12.2%	-10.1%
Median of Comparators	\$19.23	\$19.23	\$ 3,333	\$ 5,140
% Clovis Unified School District Above/Below	-12.3%	-12.3%	-12.3%	-9.7%
Number of Matches	9	9	9	9

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Campus Catering Supervisor I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Unified School District	Cook Supervisor	\$28.77	100.0%	\$28.77	\$ 4,987	\$ 2,149	\$ 7,136	7/1/2021	unknown	unknown
2	Visalia Unified School District	Cafeteria Site Lead	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
3	Fresno Unified School District	Supervisor, Nutrition Center	\$26.98	100.0%	\$26.98	\$ 4,677	\$ 2,589	\$ 7,266	7/1/2021	unknown	unknown
4	Sanger Unified School District	Food Services Supervisor	\$25.99	100.0%	\$25.99	\$ 4,505	\$ 1,646	\$ 6,151	7/1/2021	unknown	unknown
5	Clovis Unified School District	Campus Catering Supervisor I	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Site Supervisor- Food & Nutrition Services	\$26.26	95.4%	\$25.05	\$ 4,343	\$ 2,467	\$ 6,810	unknown	unknown	unknown
7	Folsom Cordova Unified School	Child Nutrition Technician	\$26.38	94.4%	\$24.90	\$ 4,316	\$ 1,832	\$ 6,148	7/1/2021	unknown	unknown
8	Selma Unified School District ²	[Lead Food Service Operator I/ Lead Food Service Operator II]	\$23.46	100.0%	\$23.46	\$ 4,066	\$ 1,742	\$ 5,808	7/1/2021	unknown	unknown
9	Madera Unified School District	Child Nutrition Technician - Lead	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 2,265	\$ 6,202	1/1/2022	unknown	unknown
10	Kings Canyon Unified School	Food Service Manager-Central Kitchen	\$22.27	100.0%	\$22.27	\$ 3,860	\$ 1,863	\$ 5,723	7/1/2021	unknown	unknown
11	Corona Norco Unified School	[Child Nutrition Services Lead I / Child Nutrition Services Lead II]	\$22.12	97.6%	\$21.58	\$ 3,742	\$ 1,285	\$ 5,027	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.26	\$24.93	\$ 4,322	\$ 6,313
% Clovis Unified School District Above/Below	1.8%	3.1%	3.1%	1.8%
Median of Comparators	\$26.13	\$24.98	\$ 4,330	\$ 6,176
% Clovis Unified School District Above/Below	-1.6%	2.9%	2.9%	3.9%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Campus Catering Supervisor I	Cook Supervisor	[Child Nutrition Services Lead I / Child Nutrition Services Lead II]	Site Supervisor- Food & Nutrition Services	Child Nutrition Technician	Supervisor, Nutrition Center	Food Service Manager- Central Kitchen	Child Nutrition Technician - Lead	Food Services Supervisor	[Lead Food Service Operator I/ Lead Food Service Operator II]	N/C	Cafeteria Site Lead
Top Step		\$ 4,458	\$ 4,987	\$ 3,742	\$ 4,343	\$ 4,316	\$ 4,677	\$ 3,860	\$ 3,936	\$ 4,505	\$ 4,066		\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 276	\$ 309	\$ 232	\$ 269	\$ 268	\$ 290	\$ 239	\$ 244	\$ 279	\$ 252		\$ 297
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 917	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 257	\$ 211	\$ 187	\$ 301	\$ 249	\$ 360	\$ 163	\$ 227	\$ 191	\$ 188		\$ 276
	Holidays	\$ 223	\$ 269	\$ 202	\$ 251	\$ 232	\$ 252	\$ 208	\$ 227	\$ 260	\$ 219		\$ 258
	Admin Leave												
Benefit Package Total		\$ 1,968	\$ 2,149	\$ 1,285	\$ 2,467	\$ 1,832	\$ 2,589	\$ 1,863	\$ 2,265	\$ 1,646	\$ 1,742	\$ 0	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Campus Catering Supervisor I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Supervisor, Nutrition Center	\$26.98	100.0%	\$26.98	\$ 4,677	\$ 2,589	\$ 7,266	7/1/2021	unknown	unknown
2	Central Unified School District	Cook Supervisor	\$28.77	100.0%	\$28.77	\$ 4,987	\$ 2,149	\$ 7,136	7/1/2021	unknown	unknown
3	Visalia Unified School District	Cafeteria Site Lead	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Site Supervisor- Food & Nutrition Services	\$26.26	95.4%	\$25.05	\$ 4,343	\$ 2,467	\$ 6,810	unknown	unknown	unknown
5	Clovis Unified School District	Campus Catering Supervisor I	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
6	Madera Unified School District	Child Nutrition Technician - Lead	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 2,265	\$ 6,202	1/1/2022	unknown	unknown
7	Sanger Unified School District	Food Services Supervisor	\$25.99	100.0%	\$25.99	\$ 4,505	\$ 1,646	\$ 6,151	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Child Nutrition Technician	\$26.38	94.4%	\$24.90	\$ 4,316	\$ 1,832	\$ 6,148	7/1/2021	unknown	unknown
9	Selma Unified School District ²	[Lead Food Service Operator I/ Lead Food Service Operator II]	\$23.46	100.0%	\$23.46	\$ 4,066	\$ 1,742	\$ 5,808	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	Food Service Manager-Central Kitchen	\$22.27	100.0%	\$22.27	\$ 3,860	\$ 1,863	\$ 5,723	7/1/2021	unknown	unknown
11	Corona Norco Unified School District ¹	[Child Nutrition Services Lead I / Child Nutrition Services Lead II]	\$22.12	97.6%	\$21.58	\$ 3,742	\$ 1,285	\$ 5,027	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.26	\$24.93	\$ 4,322	\$ 6,313
% Clovis Unified School District Above/Below	1.8%	3.1%	3.1%	1.8%
Median of Comparators	\$26.13	\$24.98	\$ 4,330	\$ 6,176
% Clovis Unified School District Above/Below	-1.6%	2.9%	2.9%	3.9%
Number of Matches	10	10	10	10

N/C - Non Comparator

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Campus Monitor II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Campus Supervisor	\$24.38	100.0%	\$24.38	\$ 4,226	\$ 1,977	\$ 6,203	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Security Attendant	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
3	Fresno Unified School District	Campus Safety Assistant	\$22.88	100.0%	\$22.88	\$ 3,967	\$ 2,376	\$ 6,343	7/1/2021	unknown	unknown
4	Central Unified School District	Student Liaison	\$21.84	100.0%	\$21.84	\$ 3,786	\$ 1,959	\$ 5,744	7/1/2021	unknown	unknown
5	Sanger Unified School District	Campus Safety Officer	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
6	Folsom Cordova Unified School	Campus Monitor	\$20.10	94.4%	\$18.97	\$ 3,289	\$ 1,653	\$ 4,942	7/1/2021	unknown	unknown
7	Selma Unified School District	Campus Safety Assistant	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
8	Clovis Unified School District	Campus Monitor II	\$17.13	100.0%	\$17.13	\$ 2,969	\$ 1,715	\$ 4,684	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Campus Supervisor	\$17.51	95.4%	\$16.70	\$ 2,895	\$ 2,194	\$ 5,089	unknown	unknown	unknown
10	Madera Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$21.32	\$21.00	\$ 3,641	\$ 5,504
% Clovis Unified School District Above/Below	-24.4%	-22.6%	-22.6%	-17.5%
Median of Comparators	\$21.74	\$21.74	\$ 3,767	\$ 5,513
% Clovis Unified School District Above/Below	-26.9%	-26.9%	-26.9%	-17.7%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Campus Monitor II	Student Liaison	Security Attendant	Campus Supervisor	Campus Monitor	Campus Safety Assistant	N/C	N/C	Campus Safety Officer	Campus Safety Assistant	N/C	Campus Supervisor
	Top Step	\$ 2,969	\$ 3,786	\$ 4,118	\$ 2,895	\$ 3,289	\$ 3,967			\$ 3,749	\$ 3,096		\$ 4,226
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62		2%@62
	Social Security	\$ 184	\$ 235	\$ 255	\$ 180	\$ 204	\$ 246			\$ 232	\$ 192		\$ 262
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664						\$ 1,205	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688						
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 171	\$ 160	\$ 206	\$ 200	\$ 190	\$ 229			\$ 159	\$ 143		\$ 244
	Holidays	\$ 148	\$ 204	\$ 222	\$ 167	\$ 177	\$ 214			\$ 216	\$ 167		\$ 228
	Admin Leave												
Benefit Package Total		\$ 1,715	\$ 1,959	\$ 1,347	\$ 2,194	\$ 1,653	\$ 2,376	\$ 0	\$ 0	\$ 1,813	\$ 1,585	\$ 0	\$ 1,977

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Campus Monitor II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Campus Safety Assistant	\$22.88	100.0%	\$22.88	\$ 3,967	\$ 2,376	\$ 6,343	7/1/2021	unknown	unknown
2	Visalia Unified School District	Campus Supervisor	\$24.38	100.0%	\$24.38	\$ 4,226	\$ 1,977	\$ 6,203	7/1/2021	unknown	unknown
3	Central Unified School District	Student Liaison	\$21.84	100.0%	\$21.84	\$ 3,786	\$ 1,959	\$ 5,744	7/1/2021	unknown	unknown
4	Sanger Unified School District	Campus Safety Officer	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
5	Corona Norco Unified School District	Security Attendant	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Campus Supervisor	\$17.51	95.4%	\$16.70	\$ 2,895	\$ 2,194	\$ 5,089	unknown	unknown	unknown
7	Folsom Cordova Unified School District	Campus Monitor	\$20.10	94.4%	\$18.97	\$ 3,289	\$ 1,653	\$ 4,942	7/1/2021	unknown	unknown
8	Clovis Unified School District	Campus Monitor II	\$17.13	100.0%	\$17.13	\$ 2,969	\$ 1,715	\$ 4,684	7/1/2021	unknown	unknown
9	Selma Unified School District	Campus Safety Assistant	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
10	Madera Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$21.32	\$21.00	\$ 3,641	\$ 5,504
% Clovis Unified School District Above/Below	-24.4%	-22.6%	-22.6%	-17.5%
Median of Comparators	\$21.74	\$21.74	\$ 3,767	\$ 5,513
% Clovis Unified School District Above/Below	-26.9%	-26.9%	-26.9%	-17.7%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Chief Technology Officer											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Chief Technology Officer	\$93.56	100.0%	\$93.56	\$ 16,217	\$ 4,568	\$ 20,785	7/1/2021	unknown	unknown
2	Clovis Unified School District	Chief Technology Officer	\$76.09	100.0%	\$76.09	\$ 13,189	\$ 3,645	\$ 16,834	7/1/2021	unknown	unknown
3	Central Unified School District	Director of Technology Services	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
4	Selma Unified School District	N/C									
5	Elk Grove Unified School District	N/C									
6	Tulare City Unified School District	N/C									
7	Visalia Unified School District	N/C									
8	Kings Canyon Unified School	N/C									
9	Sanger Unified School District	N/C									
10	Madera Unified School District	N/C									
11	Folsom Cordova Unified School	N/C									
12	Corona Norco Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2	2

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

**Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022**

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Chief Technology Officer	Director of Technology Services	N/C	N/C	N/C	Chief Technology Officer	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 13,189	\$ 12,256				\$ 16,217						
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62				2%@62						
	Social Security	\$ 760	\$ 760				\$ 760						
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360										
	Health	\$ 1,112					\$ 1,688						
	Dental	\$ 84											
	Vision	\$ 16											
	Other Ins.												
Leaves	Vacation	\$ 1,015	\$ 613				\$ 1,247						
	Holidays	\$ 659	\$ 660				\$ 873						
	Admin Leave												
Benefit Package Total		\$ 3,645	\$ 3,392	\$ 0	\$ 0	\$ 0	\$ 4,568	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Chief Technology Officer											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Chief Technology Officer	\$93.56	100.0%	\$93.56	\$ 16,217	\$ 4,568	\$ 20,785	7/1/2021	unknown	unknown
2	Clovis Unified School District	Chief Technology Officer	\$76.09	100.0%	\$76.09	\$ 13,189	\$ 3,645	\$ 16,834	7/1/2021	unknown	unknown
3	Central Unified School District	Director of Technology Services	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
4	Selma Unified School District	N/C									
5	Elk Grove Unified School District	N/C									
6	Tulare City Unified School District	N/C									
7	Visalia Unified School District	N/C									
8	Kings Canyon Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Madera Unified School District	N/C									
11	Folsom Cordova Unified School District	N/C									
12	Corona Norco Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2	2

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Clerical Specialist II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Office Assistant	\$24.16	100.0%	\$24.16	\$ 4,188	\$ 1,971	\$ 6,158	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Office Assistant II	\$23.84	97.6%	\$23.26	\$ 4,033	\$ 1,333	\$ 5,366	7/1/2021	unknown	unknown
3	Sanger Unified School District	Office Assistant	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
4	Madera Unified School District ²	[Office Assistant/ School Office Technician]	\$21.45	100.0%	\$21.45	\$ 3,718	\$ 2,226	\$ 5,944	1/1/2022	unknown	unknown
5	Tulare City Unified School District	Clerk	\$20.56	100.0%	\$20.56	\$ 3,564	\$ 2,057	\$ 5,621	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Kings Canyon Unified School	[Clerk-Typist/ Receptionist]	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
7	Clovis Unified School District	Clerical Specialist II	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	Clerk/Typist II	\$21.08	94.4%	\$19.89	\$ 3,449	\$ 1,681	\$ 5,130	7/1/2021	unknown	unknown
9	Fresno Unified School District	Office Assistant II	\$18.75	100.0%	\$18.75	\$ 3,251	\$ 2,252	\$ 5,503	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Office Assistant II	\$19.31	95.4%	\$18.42	\$ 3,193	\$ 2,250	\$ 5,443	unknown	unknown	unknown
11	Selma Unified School District	Office Assistant I	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.87	\$20.60	\$ 3,572	\$ 5,469
% Clovis Unified School District Above/Below	-4.6%	-3.3%	-3.3%	-4.0%
Median of Comparators	\$20.82	\$20.31	\$ 3,520	\$ 5,473
% Clovis Unified School District Above/Below	-4.4%	-1.8%	-1.8%	-4.1%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Madera Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Clerical Specialist II	N/C	Office Assistant II	Office Assistant II	Clerk/Typist II	Office Assistant II	[Clerk-Typist/ Receptionist]	[Office Assistant/ School Office Technician]	Office Assistant	Office Assistant I	Clerk	Office Assistant
Top Step		\$ 3,458		\$ 4,033	\$ 3,193	\$ 3,449	\$ 3,251	\$ 3,477	\$ 3,718	\$ 3,749	\$ 3,096	\$ 3,564	\$ 4,188
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 214		\$ 250	\$ 198	\$ 214	\$ 202	\$ 216	\$ 231	\$ 232	\$ 192	\$ 221	\$ 260
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 200		\$ 202	\$ 221	\$ 199	\$ 188	\$ 147	\$ 215	\$ 159	\$ 143	\$ 219	\$ 242
	Holidays	\$ 173		\$ 217	\$ 184	\$ 186	\$ 175	\$ 187	\$ 215	\$ 216	\$ 167	\$ 192	\$ 225
	Admin Leave												
Benefit Package Total		\$ 1,798	\$ 0	\$ 1,333	\$ 2,250	\$ 1,681	\$ 2,252	\$ 1,802	\$ 2,226	\$ 1,813	\$ 1,585	\$ 2,057	\$ 1,971

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Clerical Specialist II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Office Assistant	\$24.16	100.0%	\$24.16	\$ 4,188	\$ 1,971	\$ 6,158	7/1/2021	unknown	unknown
2	Madera Unified School District ²	[Office Assistant/ School Office Technician]	\$21.45	100.0%	\$21.45	\$ 3,718	\$ 2,226	\$ 5,944	1/1/2022	unknown	unknown
3	Tulare City Unified School District	Clerk	\$20.56	100.0%	\$20.56	\$ 3,564	\$ 2,057	\$ 5,621	7/1/2021	7/1/2022	1.75 % stipend off salary
4	Sanger Unified School District	Office Assistant	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
5	Fresno Unified School District	Office Assistant II	\$18.75	100.0%	\$18.75	\$ 3,251	\$ 2,252	\$ 5,503	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Office Assistant II	\$19.31	95.4%	\$18.42	\$ 3,193	\$ 2,250	\$ 5,443	unknown	unknown	unknown
7	Corona Norco Unified School District	Office Assistant II	\$23.84	97.6%	\$23.26	\$ 4,033	\$ 1,333	\$ 5,366	7/1/2021	unknown	unknown
8	Kings Canyon Unified School District ¹	[Clerk-Typist/ Receptionist]	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
9	Clovis Unified School District	Clerical Specialist II	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School District	Clerk/Typist II	\$21.08	94.4%	\$19.89	\$ 3,449	\$ 1,681	\$ 5,130	7/1/2021	unknown	unknown
11	Selma Unified School District	Office Assistant I	\$17.86	100.0%	\$17.86	\$ 3,096	\$ 1,585	\$ 4,681	7/1/2021	unknown	unknown
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.87	\$20.60	\$ 3,572	\$ 5,469
% Clovis Unified School District Above/Below	-4.6%	-3.3%	-3.3%	-4.0%
Median of Comparators	\$20.82	\$20.31	\$ 3,520	\$ 5,473
% Clovis Unified School District Above/Below	-4.4%	-1.8%	-1.8%	-4.1%
Number of Matches	10	10	10	10

N/C - Non Comparator

1 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Madera Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Communications Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Communications Analyst	\$40.38	100.0%	\$40.38	\$ 6,999	\$ 2,808	\$ 9,808	1/1/2022	unknown	unknown
2	Corona Norco Unified School	Public Relations Specialist	\$38.89	97.6%	\$37.95	\$ 6,579	\$ 1,755	\$ 8,334	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Senior Communications Specialist	\$38.26	95.4%	\$36.50	\$ 6,327	\$ 2,842	\$ 9,169	unknown	unknown	unknown
4	Folsom Cordova Unified School	Communications Specialist	\$37.28	94.4%	\$35.19	\$ 6,100	\$ 2,141	\$ 8,241	7/1/2021	unknown	unknown
5	Clovis Unified School District	Communications Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
6	Fresno Unified School District	N/C									
7	Central Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$38.70	\$37.51	\$ 6,501	\$ 8,888
% Clovis Unified School District Above/Below	-16.4%	-12.8%	-12.8%	-11.8%
Median of Comparators	\$38.58	\$37.23	\$ 6,453	\$ 8,752
% Clovis Unified School District Above/Below	-16.1%	-12.0%	-12.0%	-10.1%
Number of Matches	4	4	4	4

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Communications Specialist	N/C	Public Relations Specialist	Senior Communications Specialist	Communications Specialist	N/C	N/C	Communications Analyst	N/C	N/C	N/C	N/C
	Top Step	\$ 5,762		\$ 6,579	\$ 6,327	\$ 6,100			\$ 6,999				
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62			2%@62				
	Social Security	\$ 357		\$ 408	\$ 392	\$ 378			\$ 434				
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664									
	Health	\$ 1,112			\$ 1,450	\$ 1,000			\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 332		\$ 329	\$ 438	\$ 352			\$ 404				
	Holidays	\$ 288		\$ 354	\$ 365	\$ 328			\$ 404				
	Admin Leave												
Benefit Package Total		\$ 2,189	\$ 0	\$ 1,755	\$ 2,842	\$ 2,141	\$ 0	\$ 0	\$ 2,808	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Communications Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Communications Analyst	\$40.38	100.0%	\$40.38	\$ 6,999	\$ 2,808	\$ 9,808	1/1/2022	unknown	unknown
2	Elk Grove Unified School District	Senior Communications Specialist	\$38.26	95.4%	\$36.50	\$ 6,327	\$ 2,842	\$ 9,169	unknown	unknown	unknown
3	Corona Norco Unified School District	Public Relations Specialist	\$38.89	97.6%	\$37.95	\$ 6,579	\$ 1,755	\$ 8,334	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School District	Communications Specialist	\$37.28	94.4%	\$35.19	\$ 6,100	\$ 2,141	\$ 8,241	7/1/2021	unknown	unknown
5	Clovis Unified School District	Communications Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
6	Fresno Unified School District	N/C									
7	Central Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$38.70	\$37.51	\$ 6,501	\$ 8,888
% Clovis Unified School District Above/Below	-16.4%	-12.8%	-12.8%	-11.8%
Median of Comparators	\$38.58	\$37.23	\$ 6,453	\$ 8,752
% Clovis Unified School District Above/Below	-16.1%	-12.0%	-12.0%	-10.1%
Number of Matches	4	4	4	4

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Computer Repair Parts Clerk											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Computer Repair Parts Clerk	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
2	Sanger Unified School District	N/C									
3	Elk Grove Unified School District	N/C									
4	Tulare City Unified School District	N/C									
5	Visalia Unified School District	N/C									
6	Selma Unified School District	N/C									
7	Kings Canyon Unified School	N/C									
8	Madera Unified School District	N/C									
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School	N/C									
11	Corona Norco Unified School	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	0	0	0	0

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

**Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022**

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Computer Repair Parts Clerk	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 3,458											
Retirement	EE Cost Sharing												
	PEPRA	2%@62											
	Social Security	\$ 214											
	Deferred Compensation Other Ret.												
Insurance	Cafeteria												
	Health	\$ 1,112											
	Dental	\$ 84											
	Vision Other Ins.	\$ 16											
Leaves	Vacation	\$ 200											
	Holidays	\$ 173											
	Admin Leave												
Benefit Package Total		\$ 1,798	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Computer Repair Parts Clerk											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Computer Repair Parts Clerk	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
2	Sanger Unified School District	N/C									
3	Elk Grove Unified School District	N/C									
4	Tulare City Unified School District	N/C									
5	Visalia Unified School District	N/C									
6	Selma Unified School District	N/C									
7	Kings Canyon Unified School District	N/C									
8	Madera Unified School District	N/C									
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School District	N/C									
11	Corona Norco Unified School District	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	0	0	0	0

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Cook/Baker II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Cook/Baker II	\$23.18	100.0%	\$23.18	\$ 4,018	\$ 1,893	\$ 5,911	7/1/2021	unknown	unknown
2	Elk Grove Unified School District ¹	[Cook Catering Lead / Baker Lead]	\$23.97	95.4%	\$22.86	\$ 3,964	\$ 2,396	\$ 6,359	unknown	unknown	unknown
3	Visalia Unified School District	Cafeteria Worker III	\$21.93	100.0%	\$21.93	\$ 3,801	\$ 1,903	\$ 5,705	7/1/2021	unknown	unknown
4	Sanger Unified School District	Child Nutrition Worker/Cook	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
5	Tulare City Unified School District	Cook	\$20.56	100.0%	\$20.56	\$ 3,564	\$ 2,057	\$ 5,621	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Central Unified School District	Cook III	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
7	Corona Norco Unified School	Child Nutrition Services Worker II	\$20.54	97.6%	\$20.04	\$ 3,475	\$ 1,240	\$ 4,715	7/1/2021	unknown	unknown
8	Fresno Unified School District	Nutrition Services Cook/Baker	\$19.84	100.0%	\$19.84	\$ 3,439	\$ 2,285	\$ 5,724	7/1/2021	unknown	unknown
9	Madera Unified School District	Child Nutrition Assistant II	\$19.60	100.0%	\$19.60	\$ 3,397	\$ 2,170	\$ 5,567	1/1/2022	unknown	unknown
10	Kings Canyon Unified School	[Cook II/ Baker]	\$19.12	100.0%	\$19.12	\$ 3,314	\$ 1,777	\$ 5,091	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School	N/C									
12	Selma Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.74	\$20.56	\$ 3,565	\$ 5,513
% Clovis Unified School District Above/Below	10.5%	11.3%	11.3%	6.7%
Median of Comparators	\$20.54	\$20.29	\$ 3,517	\$ 5,567
% Clovis Unified School District Above/Below	11.4%	12.5%	12.5%	5.8%
Number of Matches	9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Elk Grove Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Cook/Baker II	Cook III	Child Nutrition Services Worker II	[Cook Catering Lead / Baker Lead]	N/C	Nutrition Services Cook/Baker	[Cook II/ Baker]	Child Nutrition Assistant II	Child Nutrition Worker/Cook	N/C	Cook	Cafeteria Worker III
	Top Step	\$ 4,018	\$ 3,517	\$ 3,475	\$ 3,964		\$ 3,439	\$ 3,314	\$ 3,397	\$ 3,611		\$ 3,564	\$ 3,801
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62
	Social Security	\$ 249	\$ 218	\$ 215	\$ 246		\$ 213	\$ 205	\$ 211	\$ 224		\$ 221	\$ 236
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205		\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 232	\$ 149	\$ 174	\$ 274		\$ 198	\$ 140	\$ 196	\$ 153		\$ 219	\$ 219
	Holidays	\$ 201	\$ 189	\$ 187	\$ 229		\$ 185	\$ 178	\$ 196	\$ 208		\$ 192	\$ 205
	Admin Leave												
Benefit Package Total		\$ 1,893	\$ 1,916	\$ 1,240	\$ 2,396	\$ 0	\$ 2,285	\$ 1,777	\$ 2,170	\$ 1,790	\$ 0	\$ 2,057	\$ 1,903

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Cook/Baker II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District ¹	[Cook Catering Lead / Baker Lead]	\$23.97	95.4%	\$22.86	\$ 3,964	\$ 2,396	\$ 6,359	unknown	unknown	unknown
2	Clovis Unified School District	Cook/Baker II	\$23.18	100.0%	\$23.18	\$ 4,018	\$ 1,893	\$ 5,911	7/1/2021	unknown	unknown
3	Fresno Unified School District	Nutrition Services Cook/Baker	\$19.84	100.0%	\$19.84	\$ 3,439	\$ 2,285	\$ 5,724	7/1/2021	unknown	unknown
4	Visalia Unified School District	Cafeteria Worker III	\$21.93	100.0%	\$21.93	\$ 3,801	\$ 1,903	\$ 5,705	7/1/2021	unknown	unknown
5	Tulare City Unified School District	Cook	\$20.56	100.0%	\$20.56	\$ 3,564	\$ 2,057	\$ 5,621	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Madera Unified School District	Child Nutrition Assistant II	\$19.60	100.0%	\$19.60	\$ 3,397	\$ 2,170	\$ 5,567	1/1/2022	unknown	unknown
7	Central Unified School District	Cook III	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
8	Sanger Unified School District	Child Nutrition Worker/Cook	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
9	Kings Canyon Unified School District ²	[Cook II/ Baker]	\$19.12	100.0%	\$19.12	\$ 3,314	\$ 1,777	\$ 5,091	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Child Nutrition Services Worker II	\$20.54	97.6%	\$20.04	\$ 3,475	\$ 1,240	\$ 4,715	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School District	N/C									
12	Selma Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.74	\$20.56	\$ 3,565	\$ 5,513
% Clovis Unified School District Above/Below	10.5%	11.3%	11.3%	6.7%
Median of Comparators	\$20.54	\$20.29	\$ 3,517	\$ 5,567
% Clovis Unified School District Above/Below	11.4%	12.5%	12.5%	5.8%
Number of Matches	9	9	9	9

N/C - Non Comparator

1 - Elk Grove Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Custodial Utility Worker											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District ¹	[Custodian/Laborer - Maintenance]	\$25.38	100.0%	\$25.38	\$ 4,400	\$ 2,451	\$ 6,852	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	Building & Grounds Utility Worker	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
3	Clovis Unified School District	Custodial Utility Worker	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
4	Selma Unified School District ²	[Custodian/ Maintenance Worker]	\$21.34	100.0%	\$21.34	\$ 3,699	\$ 1,683	\$ 5,381	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	N/C									
6	Tulare City Unified School District	N/C									
7	Visalia Unified School District	N/C									
8	Kings Canyon Unified School	N/C									
9	Sanger Unified School District	N/C									
10	Madera Unified School District	N/C									
11	Corona Norco Unified School	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Selma Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Custodial Utility Worker	N/C	N/C	N/C	Building & Grounds Utility Worker	[Custodian/Laborer - Maintenance]	N/C	N/C	N/C	[Custodian/Maintenance Worker]	N/C	N/C
	Top Step	\$ 3,820				\$ 4,007	\$ 4,400				\$ 3,699		
Retirement	EE Cost Sharing												
	PEPRA	2%@62				2%@62	2%@62				2%@62		
	Social Security	\$ 237				\$ 248	\$ 273				\$ 229		
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria										\$ 1,083		
	Health	\$ 1,112				\$ 1,000	\$ 1,688						
	Dental	\$ 84				\$ 65							
	Vision	\$ 16				\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 220				\$ 231	\$ 254				\$ 171		
	Holidays	\$ 191				\$ 216	\$ 237				\$ 199		
	Admin Leave												
Benefit Package Total		\$ 1,860	\$ 0	\$ 0	\$ 0	\$ 1,778	\$ 2,451	\$ 0	\$ 0	\$ 0	\$ 1,683	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Custodial Utility Worker											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District ¹	[Custodian/Laborer - Maintenance]	\$25.38	100.0%	\$25.38	\$ 4,400	\$ 2,451	\$ 6,852	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School District	Building & Grounds Utility Worker	\$24.49	94.4%	\$23.11	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
3	Clovis Unified School District	Custodial Utility Worker	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
4	Selma Unified School District ²	[Custodian/ Maintenance Worker]	\$21.34	100.0%	\$21.34	\$ 3,699	\$ 1,683	\$ 5,381	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	N/C									
6	Tulare City Unified School District	N/C									
7	Visalia Unified School District	N/C									
8	Kings Canyon Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Madera Unified School District	N/C									
11	Corona Norco Unified School District	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Selma Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Custodian II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Site Custodian III	\$27.13	100.0%	\$27.13	\$ 4,703	\$ 2,060	\$ 6,762	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Custodian	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Custodian	\$23.30	100.0%	\$23.30	\$ 4,039	\$ 2,142	\$ 6,180	7/1/2021	7/1/2022	1.75 % stipend off salary
4	Madera Unified School District	Custodian	\$21.92	100.0%	\$21.92	\$ 3,799	\$ 2,241	\$ 6,040	1/1/2022	unknown	unknown
5	Clovis Unified School District	Custodian II	\$20.96	100.0%	\$20.96	\$ 3,633	\$ 1,828	\$ 5,461	7/1/2021	unknown	unknown
6	Folsom Cordova Unified School	Custodian	\$22.19	94.4%	\$20.94	\$ 3,631	\$ 1,713	\$ 5,344	7/1/2021	unknown	unknown
7	Fresno Unified School District	Custodian	\$20.29	100.0%	\$20.29	\$ 3,518	\$ 2,298	\$ 5,816	7/1/2021	unknown	unknown
8	Central Unified School District	Custodian	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	Custodian	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Custodian II	\$20.73	95.4%	\$19.77	\$ 3,428	\$ 2,294	\$ 5,722	unknown	unknown	unknown
11	Selma Unified School District	Custodian	\$19.77	100.0%	\$19.77	\$ 3,427	\$ 1,638	\$ 5,065	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.00	\$21.72	\$ 3,766	\$ 5,711
% Clovis Unified School District Above/Below	-5.0%	-3.6%	-3.6%	-4.6%
Median of Comparators	\$21.33	\$20.62	\$ 3,574	\$ 5,594
% Clovis Unified School District Above/Below	-1.7%	1.6%	1.6%	-2.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Custodian II	Custodian	Custodian	Custodian II	Custodian	Custodian	Custodian	Custodian	N/C	Custodian	Custodian	Site Custodian III
	Top Step	\$ 3,633	\$ 3,517	\$ 4,118	\$ 3,428	\$ 3,631	\$ 3,518	\$ 3,477	\$ 3,799		\$ 3,427	\$ 4,039	\$ 4,703
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 225	\$ 218	\$ 255	\$ 213	\$ 225	\$ 218	\$ 216	\$ 236		\$ 212	\$ 250	\$ 292
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252			\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 210	\$ 149	\$ 206	\$ 237	\$ 209	\$ 203	\$ 147	\$ 219		\$ 158	\$ 249	\$ 271
	Holidays	\$ 182	\$ 189	\$ 222	\$ 198	\$ 196	\$ 189	\$ 187	\$ 219		\$ 185	\$ 217	\$ 253
	Admin Leave												
Benefit Package Total		\$ 1,828	\$ 1,916	\$ 1,347	\$ 2,294	\$ 1,713	\$ 2,298	\$ 1,802	\$ 2,241	\$ 0	\$ 1,638	\$ 2,142	\$ 2,060

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Custodian II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Site Custodian III	\$27.13	100.0%	\$27.13	\$ 4,703	\$ 2,060	\$ 6,762	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Custodian	\$23.30	100.0%	\$23.30	\$ 4,039	\$ 2,142	\$ 6,180	7/1/2021	7/1/2022	1.75 % stipend off salary
3	Madera Unified School District	Custodian	\$21.92	100.0%	\$21.92	\$ 3,799	\$ 2,241	\$ 6,040	1/1/2022	unknown	unknown
4	Fresno Unified School District	Custodian	\$20.29	100.0%	\$20.29	\$ 3,518	\$ 2,298	\$ 5,816	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Custodian II	\$20.73	95.4%	\$19.77	\$ 3,428	\$ 2,294	\$ 5,722	unknown	unknown	unknown
6	Corona Norco Unified School District	Custodian	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
7	Clovis Unified School District	Custodian II	\$20.96	100.0%	\$20.96	\$ 3,633	\$ 1,828	\$ 5,461	7/1/2021	unknown	unknown
8	Central Unified School District	Custodian	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Custodian	\$22.19	94.4%	\$20.94	\$ 3,631	\$ 1,713	\$ 5,344	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	Custodian	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
11	Selma Unified School District	Custodian	\$19.77	100.0%	\$19.77	\$ 3,427	\$ 1,638	\$ 5,065	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.00	\$21.72	\$ 3,766	\$ 5,711
% Clovis Unified School District Above/Below	-5.0%	-3.6%	-3.6%	-4.6%
Median of Comparators	\$21.33	\$20.62	\$ 3,574	\$ 5,594
% Clovis Unified School District Above/Below	-1.7%	1.6%	1.6%	-2.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Deputy Principal, Secondary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Assistant Principal, High School	\$83.68	100.0%	\$83.68	\$ 14,506	\$ 0	\$ 14,506	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Assistant Principal, Intermediate/Middle School/K-8	\$82.43	97.6%	\$80.45	\$ 13,945	\$ 1,738	\$ 15,683	7/1/2021	unknown	unknown
3	Kings Canyon Unified School	Assistant Principal - High School	\$79.33	100.0%	\$79.33	\$ 13,751	\$ 1,319	\$ 15,069	7/1/2021	unknown	unknown
4	Selma Unified School District	Deputy Principal	\$77.12	100.0%	\$77.12	\$ 13,369	\$ 1,058	\$ 14,427	7/1/2021	unknown	unknown
5	Clovis Unified School District	Deputy Principal, Secondary	\$74.94	100.0%	\$74.94	\$ 12,990	\$ 1,211	\$ 14,201	7/1/2021	unknown	unknown
6	Madera Unified School District	Vice Principal - High School	\$74.17	100.0%	\$74.17	\$ 12,857	\$ 1,567	\$ 14,424	7/27/2021	unknown	unknown
7	Fresno Unified School District	Vice Principal III	\$71.48	100.0%	\$71.48	\$ 12,392	\$ 1,688	\$ 14,079	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Vice Principal, High School	\$71.55	95.4%	\$68.25	\$ 11,831	\$ 1,647	\$ 13,478	unknown	unknown	unknown
9	Central Unified School District	High School Vice Principal/Guidance Learning Dean	\$66.70	100.0%	\$66.70	\$ 11,562	\$ 2,077	\$ 13,639	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School	Assistant Principal: High School	\$67.74	94.4%	\$63.94	\$ 11,084	\$ 1,090	\$ 12,174	7/1/2021	unknown	unknown
11	Sanger Unified School District	Deputy Principal, High School	\$63.68	100.0%	\$63.68	\$ 11,039	\$ 1,209	\$ 12,248	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$73.79	\$72.88	\$ 12,633	\$ 13,973
% Clovis Unified School District Above/Below	1.5%	2.7%	2.7%	1.6%
Median of Comparators	\$72.86	\$72.83	\$ 12,624	\$ 14,252
% Clovis Unified School District Above/Below	2.8%	2.8%	2.8%	-0.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Deputy Principal, Secondary	High School Vice Principal/Guidance Learning Dean	Assistant Principal, Intermediate/Middle School/K-8	Vice Principal, High School	Assistant Principal: High School	Vice Principal III	Assistant Principal - High School	Vice Principal - High School	Deputy Principal, High School	Deputy Principal	N/C	Assistant Principal, High School
	Top Step	\$ 12,990	\$ 11,562	\$ 13,945	\$ 11,831	\$ 11,084	\$ 12,392	\$ 13,751	\$ 12,857	\$ 11,039	\$ 13,369		\$ 14,506
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Social Security		\$ 717										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738				\$ 1,319		\$ 1,209	\$ 1,058		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,077	\$ 1,738	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,319	\$ 1,567	\$ 1,209	\$ 1,058	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Deputy Principal, Secondary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Assistant Principal, Intermediate/Middle School/K-8	\$82.43	97.6%	\$80.45	\$ 13,945	\$ 1,738	\$ 15,683	7/1/2021	unknown	unknown
2	Kings Canyon Unified School District	Assistant Principal - High School	\$79.33	100.0%	\$79.33	\$ 13,751	\$ 1,319	\$ 15,069	7/1/2021	unknown	unknown
3	Visalia Unified School District	Assistant Principal, High School	\$83.68	100.0%	\$83.68	\$ 14,506	\$ 0	\$ 14,506	7/1/2021	unknown	unknown
4	Selma Unified School District	Deputy Principal	\$77.12	100.0%	\$77.12	\$ 13,369	\$ 1,058	\$ 14,427	7/1/2021	unknown	unknown
5	Madera Unified School District	Vice Principal - High School	\$74.17	100.0%	\$74.17	\$ 12,857	\$ 1,567	\$ 14,424	7/27/2021	unknown	unknown
6	Clovis Unified School District	Deputy Principal, Secondary	\$74.94	100.0%	\$74.94	\$ 12,990	\$ 1,211	\$ 14,201	7/1/2021	unknown	unknown
7	Fresno Unified School District	Vice Principal III	\$71.48	100.0%	\$71.48	\$ 12,392	\$ 1,688	\$ 14,079	7/1/2021	unknown	unknown
8	Central Unified School District	High School Vice Principal/Guidance Learning Dean	\$66.70	100.0%	\$66.70	\$ 11,562	\$ 2,077	\$ 13,639	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Vice Principal, High School	\$71.55	95.4%	\$68.25	\$ 11,831	\$ 1,647	\$ 13,478	unknown	unknown	unknown
10	Sanger Unified School District	Deputy Principal, High School	\$63.68	100.0%	\$63.68	\$ 11,039	\$ 1,209	\$ 12,248	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School District	Assistant Principal: High School	\$67.74	94.4%	\$63.94	\$ 11,084	\$ 1,090	\$ 12,174	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$73.79	\$72.88	\$ 12,633	\$ 13,973
% Clovis Unified School District Above/Below	1.5%	2.7%	2.7%	1.6%
Median of Comparators	\$72.86	\$72.83	\$ 12,624	\$ 14,252
% Clovis Unified School District Above/Below	2.8%	2.8%	2.8%	-0.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Director, Athletics											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Athletic Director, High School	\$81.93	100.0%	\$81.93	\$ 14,201	\$ 0	\$ 14,201	7/1/2021	unknown	unknown
2	Kings Canyon Unified School	Athletic Director (Reedley High)	\$77.95	100.0%	\$77.95	\$ 13,511	\$ 1,319	\$ 14,830	7/1/2021	unknown	unknown
3	Madera Unified School District	Athletics Director	\$66.21	100.0%	\$66.21	\$ 11,478	\$ 1,567	\$ 13,045	7/27/2021	unknown	unknown
4	Clovis Unified School District	Director, Athletics	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
5	Central Unified School District	Athletic Director	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
6	Fresno Unified School District	Manager III, Athletics	\$62.45	100.0%	\$62.45	\$ 10,825	\$ 1,688	\$ 12,513	7/1/2021	unknown	unknown
7	Sanger Unified School District	Athletic Director - High School	\$59.17	100.0%	\$59.17	\$ 10,257	\$ 1,209	\$ 11,466	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Athletic Director	\$50.22	95.4%	\$47.90	\$ 8,304	\$ 1,647	\$ 9,951	unknown	unknown	unknown
9	Folsom Cordova Unified School	N/C									
10	Corona Norco Unified School	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$66.10	\$65.77	\$ 11,400	\$ 12,755
% Clovis Unified School District Above/Below	-1.5%	-0.9%	-1.0%	-2.0%
Median of Comparators	\$64.75	\$64.75	\$ 11,223	\$ 13,045
% Clovis Unified School District Above/Below	0.6%	0.6%	0.6%	-4.3%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Director, Athletics	Athletic Director	N/C	Athletic Director	N/C	Manager III, Athletics	Athletic Director (Reedley High)	Athletics Director	Athletic Director - High School	N/C	N/C	Athletic Director, High School
	Top Step	\$ 11,293	\$ 11,223		\$ 8,304		\$ 10,825	\$ 13,511	\$ 11,478	\$ 10,257			\$ 14,201
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62	2%@62			2%@62
	Social Security		\$ 696										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,319		\$ 1,209			
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,056	\$ 0	\$ 1,647	\$ 0	\$ 1,688	\$ 1,319	\$ 1,567	\$ 1,209	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Director, Athletics											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School District	Athletic Director (Reedley High)	\$77.95	100.0%	\$77.95	\$ 13,511	\$ 1,319	\$ 14,830	7/1/2021	unknown	unknown
2	Visalia Unified School District	Athletic Director, High School	\$81.93	100.0%	\$81.93	\$ 14,201	\$ 0	\$ 14,201	7/1/2021	unknown	unknown
3	Central Unified School District	Athletic Director	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
4	Madera Unified School District	Athletics Director	\$66.21	100.0%	\$66.21	\$ 11,478	\$ 1,567	\$ 13,045	7/27/2021	unknown	unknown
5	Fresno Unified School District	Manager III, Athletics	\$62.45	100.0%	\$62.45	\$ 10,825	\$ 1,688	\$ 12,513	7/1/2021	unknown	unknown
6	Clovis Unified School District	Director, Athletics	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
7	Sanger Unified School District	Athletic Director - High School	\$59.17	100.0%	\$59.17	\$ 10,257	\$ 1,209	\$ 11,466	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Athletic Director	\$50.22	95.4%	\$47.90	\$ 8,304	\$ 1,647	\$ 9,951	unknown	unknown	unknown
9	Folsom Cordova Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Corona Norco Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$66.10	\$65.77	\$ 11,400	\$ 12,755
% Clovis Unified School District Above/Below	-1.5%	-0.9%	-1.0%	-2.0%
Median of Comparators	\$64.75	\$64.75	\$ 11,223	\$ 13,045
% Clovis Unified School District Above/Below	0.6%	0.6%	0.6%	-4.3%
Number of Matches	7	7	7	7

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Director, Budget & Finance											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Chief Financial Officer	\$85.95	100.0%	\$85.95	\$ 14,899	\$ 4,045	\$ 18,944	5/25/2021	unknown	unknown
2	Corona Norco Unified School	Director II Accounting/Fiscal	\$79.68	97.6%	\$77.77	\$ 13,480	\$ 3,897	\$ 17,377	7/1/2021	unknown	unknown
3	Sanger Unified School District	Chief Financial Officer	\$75.23	100.0%	\$75.23	\$ 13,040	\$ 2,980	\$ 16,020	7/1/2021	unknown	unknown
4	Central Unified School District	Director of Fiscal Services	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
5	Visalia Unified School District	Director, Business Services	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
6	Clovis Unified School District	Director, Budget & Finance	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School	Director of Fiscal Services	\$69.64	94.4%	\$65.74	\$ 11,395	\$ 3,120	\$ 14,515	7/1/2021	unknown	unknown
8	Fresno Unified School District	Director, Fiscal Services	\$65.57	100.0%	\$65.57	\$ 11,366	\$ 3,879	\$ 15,245	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Director, Fiscal Services	\$68.25	95.4%	\$65.11	\$ 11,286	\$ 3,779	\$ 15,065	unknown	unknown	unknown
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$72.69	\$71.57	\$ 12,405	\$ 15,792
% Clovis Unified School District Above/Below	-10.1%	-8.4%	-8.4%	-6.6%
Median of Comparators	\$70.18	\$68.58	\$ 11,888	\$ 15,447
% Clovis Unified School District Above/Below	-6.3%	-3.8%	-3.8%	-4.2%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Director, Budget & Finance	Director of Fiscal Services	Director II Accounting/ Fiscal	Director, Fiscal Services	Director of Fiscal Services	Director, Fiscal Services	N/C	Chief Financial Officer	Chief Financial Officer	N/C	N/C	Director, Business Services
	Top Step	\$ 11,447	\$ 12,256	\$ 13,480	\$ 11,286	\$ 11,395	\$ 11,366		\$ 14,899	\$ 13,040			\$ 11,519
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62			2%@62
	Social Security	\$ 710	\$ 760	\$ 760	\$ 700	\$ 706	\$ 705		\$ 760	\$ 760			\$ 714
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738						\$ 917			
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 881	\$ 613	\$ 674	\$ 781	\$ 657	\$ 874		\$ 860	\$ 552			\$ 665
	Holidays	\$ 572	\$ 660	\$ 726	\$ 651	\$ 614	\$ 612		\$ 860	\$ 752			\$ 620
	Admin Leave												
Benefit Package Total		\$ 3,374	\$ 3,392	\$ 3,897	\$ 3,779	\$ 3,120	\$ 3,879	\$ 0	\$ 4,045	\$ 2,980	\$ 0	\$ 0	\$ 1,999

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Director, Budget & Finance											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Chief Financial Officer	\$85.95	100.0%	\$85.95	\$ 14,899	\$ 4,045	\$ 18,944	5/25/2021	unknown	unknown
2	Corona Norco Unified School District	Director II Accounting/Fiscal	\$79.68	97.6%	\$77.77	\$ 13,480	\$ 3,897	\$ 17,377	7/1/2021	unknown	unknown
3	Sanger Unified School District	Chief Financial Officer	\$75.23	100.0%	\$75.23	\$ 13,040	\$ 2,980	\$ 16,020	7/1/2021	unknown	unknown
4	Central Unified School District	Director of Fiscal Services	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
5	Fresno Unified School District	Director, Fiscal Services	\$65.57	100.0%	\$65.57	\$ 11,366	\$ 3,879	\$ 15,245	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Director, Fiscal Services	\$68.25	95.4%	\$65.11	\$ 11,286	\$ 3,779	\$ 15,065	unknown	unknown	unknown
7	Clovis Unified School District	Director, Budget & Finance	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Director of Fiscal Services	\$69.64	94.4%	\$65.74	\$ 11,395	\$ 3,120	\$ 14,515	7/1/2021	unknown	unknown
9	Visalia Unified School District	Director, Business Services	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$72.69	\$71.57	\$ 12,405	\$ 15,792
% Clovis Unified School District Above/Below	-10.1%	-8.4%	-8.4%	-6.6%
Median of Comparators	\$70.18	\$68.58	\$ 11,888	\$ 15,447
% Clovis Unified School District Above/Below	-6.3%	-3.8%	-3.8%	-4.2%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Director, Construction & Engineering											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Chief Facilities Officer	\$77.33	95.4%	\$73.77	\$ 12,788	\$ 4,029	\$ 16,817	unknown	unknown	unknown
2	Corona Norco Unified School	Director I, Facilities	\$72.97	97.6%	\$71.21	\$ 12,345	\$ 3,779	\$ 16,123	unknown	unknown	unknown
3	Madera Unified School District	Director, Facilities Planning/ Construction Management	\$70.84	100.0%	\$70.84	\$ 12,280	\$ 3,743	\$ 16,023	5/25/2021	unknown	unknown
4	Central Unified School District	Director of Facility Planning	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
5	Fresno Unified School District	Executive Director, Facilities Management and Planning	\$69.64	100.0%	\$69.64	\$ 12,072	\$ 4,015	\$ 16,087	7/1/2021	unknown	unknown
6	Clovis Unified School District	Director, Construction & Engineering	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School	Director of Facilities Development	\$69.64	94.4%	\$65.74	\$ 11,395	\$ 3,120	\$ 14,515	7/1/2021	unknown	unknown
8	Sanger Unified School District	Director of Facilities and Construction	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$70.44	\$69.12	\$ 11,982	\$ 15,515
% Clovis Unified School District Above/Below	-6.7%	-4.7%	-4.7%	-4.7%
Median of Comparators	\$70.71	\$70.71	\$ 12,256	\$ 16,023
% Clovis Unified School District Above/Below	-7.1%	-7.1%	-7.1%	-8.1%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Director, Construction & Engineering	Director of Facility Planning	Director I, Facilities	Chief Facilities Officer	Director of Facilities Development	Executive Director, Facilities Management and Planning	N/C	Director, Facilities Planning/ Construction Management	Director of Facilities and Construction	N/C	N/C	N/C
	Top Step	\$ 11,447	\$ 12,256	\$ 12,345	\$ 12,788	\$ 11,395	\$ 12,072		\$ 12,280	\$ 10,736			
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62			
	Social Security	\$ 710	\$ 760	\$ 760	\$ 760	\$ 706	\$ 748		\$ 760	\$ 666			
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738						\$ 917			
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 881	\$ 613	\$ 617	\$ 885	\$ 657	\$ 929		\$ 708	\$ 454			
	Holidays	\$ 572	\$ 660	\$ 665	\$ 738	\$ 614	\$ 650		\$ 708	\$ 619			
	Admin Leave												
Benefit Package Total		\$ 3,374	\$ 3,392	\$ 3,779	\$ 4,029	\$ 3,120	\$ 4,015	\$ 0	\$ 3,743	\$ 2,656	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Director, Construction & Engineering											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Chief Facilities Officer	\$77.33	95.4%	\$73.77	\$ 12,788	\$ 4,029	\$ 16,817	unknown	unknown	unknown
2	Corona Norco Unified School District	Director I, Facilities	\$72.97	97.6%	\$71.21	\$ 12,345	\$ 3,779	\$ 16,123	unknown	unknown	unknown
3	Fresno Unified School District	Executive Director, Facilities Management and Planning	\$69.64	100.0%	\$69.64	\$ 12,072	\$ 4,015	\$ 16,087	7/1/2021	unknown	unknown
4	Madera Unified School District	Director, Facilities Planning/ Construction Management	\$70.84	100.0%	\$70.84	\$ 12,280	\$ 3,743	\$ 16,023	5/25/2021	unknown	unknown
5	Central Unified School District	Director of Facility Planning	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
6	Clovis Unified School District	Director, Construction & Engineering	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	Director of Facilities Development	\$69.64	94.4%	\$65.74	\$ 11,395	\$ 3,120	\$ 14,515	7/1/2021	unknown	unknown
8	Sanger Unified School District	Director of Facilities and Construction	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$70.44	\$69.12	\$ 11,982	\$ 15,515
% Clovis Unified School District Above/Below	-6.7%	-4.7%	-4.7%	-4.7%
Median of Comparators	\$70.71	\$70.71	\$ 12,256	\$ 16,023
% Clovis Unified School District Above/Below	-7.1%	-7.1%	-7.1%	-8.1%
Number of Matches	7	7	7	7

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Director, Information Technology											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	[Director I, Apps Dev & Support/ Director I, Network & Infrastructure]	\$72.97	97.6%	\$71.21	\$ 12,345	\$ 3,779	\$ 16,123	7/1/2021	unknown	unknown
2	Visalia Unified School District	Director, Technology Services	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
3	Clovis Unified School District	Director, Information Technology	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	Technology Systems Director	\$65.02	100.0%	\$65.02	\$ 11,270	\$ 3,035	\$ 14,305	7/1/2021	unknown	unknown
5	Tulare City Unified School District	Director I (Information Services)	\$64.00	100.0%	\$64.00	\$ 11,093	\$ 3,393	\$ 14,486	7/1/2021	unknown	unknown
6	Selma Unified School District	Director of Technology	\$62.71	100.0%	\$62.71	\$ 10,870	\$ 1,058	\$ 11,928	7/1/2021	unknown	unknown
7	Madera Unified School District	Director - Information & Technology Support	\$62.50	100.0%	\$62.50	\$ 10,834	\$ 3,489	\$ 14,323	5/25/2021	unknown	unknown
8	Sanger Unified School District	Director, Technology Support Services	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School	N/C									
11	Central Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$65.08	\$64.83	\$ 11,238	\$ 14,011
% Clovis Unified School District Above/Below	1.4%	1.8%	1.8%	5.5%
Median of Comparators	\$64.00	\$64.00	\$ 11,093	\$ 14,305
% Clovis Unified School District Above/Below	3.1%	3.1%	3.1%	3.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Director, Information Technology	N/C	[Director I, Apps Dev & Support/ Director I, Network & Infrastructure]	N/C	N/C	N/C	Technology Systems Director	Director - Information & Technology Support	Director, Technology Support Services	Director of Technology	Director I (Information Services)	Director, Technology Services
	Top Step	\$ 11,447		\$ 12,345				\$ 11,270	\$ 10,834	\$ 10,736	\$ 10,870	\$ 11,093	\$ 11,519
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62				2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 710		\$ 760				\$ 699	\$ 672	\$ 666		\$ 688	\$ 714
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 1,738				\$ 1,253		\$ 917	\$ 1,058	\$ 1,425	
	Health	\$ 1,112							\$ 1,567				
	Dental	\$ 84											
	Vision Other Ins.	\$ 16											
Leaves	Vacation	\$ 881		\$ 617				\$ 477	\$ 625	\$ 454		\$ 683	\$ 665
	Holidays Admin Leave	\$ 572		\$ 665				\$ 607	\$ 625	\$ 619		\$ 597	\$ 620
	Benefit Package Total	\$ 3,374	\$ 0	\$ 3,779	\$ 0	\$ 0	\$ 0	\$ 3,035	\$ 3,489	\$ 2,656	\$ 1,058	\$ 3,393	\$ 1,999

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Director, Information Technology											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District ¹	[Director I, Apps Dev & Support/ Director I, Network & Infrastructure]	\$72.97	97.6%	\$71.21	\$ 12,345	\$ 3,779	\$ 16,123	7/1/2021	unknown	unknown
2	Clovis Unified School District	Director, Information Technology	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Director I (Information Services)	\$64.00	100.0%	\$64.00	\$ 11,093	\$ 3,393	\$ 14,486	7/1/2021	unknown	unknown
4	Madera Unified School District	Director - Information & Technology Support	\$62.50	100.0%	\$62.50	\$ 10,834	\$ 3,489	\$ 14,323	5/25/2021	unknown	unknown
5	Kings Canyon Unified School District	Technology Systems Director	\$65.02	100.0%	\$65.02	\$ 11,270	\$ 3,035	\$ 14,305	7/1/2021	unknown	unknown
6	Visalia Unified School District	Director, Technology Services	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
7	Sanger Unified School District	Director, Technology Support Services	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
8	Selma Unified School District	Director of Technology	\$62.71	100.0%	\$62.71	\$ 10,870	\$ 1,058	\$ 11,928	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School District	N/C									
11	Central Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$65.08	\$64.83	\$ 11,238	\$ 14,011
% Clovis Unified School District Above/Below	1.4%	1.8%	1.8%	5.5%
Median of Comparators	\$64.00	\$64.00	\$ 11,093	\$ 14,305
% Clovis Unified School District Above/Below	3.1%	3.1%	3.1%	3.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Director, Plant Operations											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Unified School District	Director of Maintenance, Operations & Transportation	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
2	Fresno Unified School District	Executive Director, Maintenance & Operations	\$69.64	100.0%	\$69.64	\$ 12,072	\$ 4,015	\$ 16,087	7/1/2021	unknown	unknown
3	Visalia Unified School District	Director, Operations	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
4	Clovis Unified School District	Director, Plant Operations	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
5	Madera Unified School District	Director Maintenance & Operations	\$64.12	100.0%	\$64.12	\$ 11,114	\$ 3,538	\$ 14,653	5/25/2021	unknown	unknown
6	Elk Grove Unified School District	Director, Maintenance & Operations	\$65.86	95.4%	\$62.82	\$ 10,890	\$ 3,704	\$ 14,595	unknown	unknown	unknown
7	Sanger Unified School District	Director of Facilities and Construction	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
8	Selma Unified School District	Director, Maintenance, Operations, Facilities	\$60.36	100.0%	\$60.36	\$ 10,463	\$ 1,058	\$ 11,521	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	Director of Maintenance Operations	\$60.26	100.0%	\$60.26	\$ 10,445	\$ 2,904	\$ 13,349	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School	Director of Maintenance & Operations	\$61.55	94.4%	\$58.10	\$ 10,071	\$ 2,890	\$ 12,962	7/1/2021	unknown	unknown
11	Corona Norco Unified School	N/C									
12	Tulare City Unified School District	N/C									

Summary Results		Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators		\$64.54	\$63.82	\$ 11,063	\$ 13,969
% Clovis Unified School District Above/Below		2.3%	3.4%	3.4%	5.7%
Median of Comparators		\$64.12	\$62.82	\$ 10,890	\$ 13,518
% Clovis Unified School District Above/Below		2.9%	4.9%	4.9%	8.8%
Number of Matches		9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Director, Plant Operations	Director of Maintenance, Operations & Transportation	N/C	Director, Maintenance & Operations	Director of Maintenance & Operations	Executive Director, Maintenance & Operations	Director of Maintenance Operations	Director Maintenance & Operations	Director of Facilities and Construction	Director, Maintenance, Operations, Facilities	N/C	Director, Operations
	Top Step	\$ 11,447	\$ 12,256		\$ 10,890	\$ 10,071	\$ 12,072	\$ 10,445	\$ 11,114	\$ 10,736	\$ 10,463		\$ 11,519
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 710	\$ 760		\$ 675	\$ 624	\$ 748	\$ 648	\$ 689	\$ 666			\$ 714
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,253		\$ 917	\$ 1,058		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 881	\$ 613		\$ 754	\$ 581	\$ 929	\$ 442	\$ 641	\$ 454			\$ 665
	Holidays	\$ 572	\$ 660		\$ 628	\$ 542	\$ 650	\$ 562	\$ 641	\$ 619			\$ 620
	Admin Leave												
Benefit Package Total		\$ 3,374	\$ 3,392	\$ 0	\$ 3,704	\$ 2,890	\$ 4,015	\$ 2,904	\$ 3,538	\$ 2,656	\$ 1,058	\$ 0	\$ 1,999

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Director, Plant Operations											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Executive Director, Maintenance & Operations	\$69.64	100.0%	\$69.64	\$ 12,072	\$ 4,015	\$ 16,087	7/1/2021	unknown	unknown
2	Central Unified School District	Director of Maintenance, Operations & Transportation	\$70.71	100.0%	\$70.71	\$ 12,256	\$ 3,392	\$ 15,649	7/1/2021	unknown	unknown
3	Clovis Unified School District	Director, Plant Operations	\$66.04	100.0%	\$66.04	\$ 11,447	\$ 3,374	\$ 14,821	7/1/2021	unknown	unknown
4	Madera Unified School District	Director Maintenance & Operations	\$64.12	100.0%	\$64.12	\$ 11,114	\$ 3,538	\$ 14,653	5/25/2021	unknown	unknown
5	Elk Grove Unified School District	Director, Maintenance & Operations	\$65.86	95.4%	\$62.82	\$ 10,890	\$ 3,704	\$ 14,595	unknown	unknown	unknown
6	Visalia Unified School District	Director, Operations	\$66.45	100.0%	\$66.45	\$ 11,519	\$ 1,999	\$ 13,518	7/1/2021	unknown	unknown
7	Sanger Unified School District	Director of Facilities and Construction	\$61.94	100.0%	\$61.94	\$ 10,736	\$ 2,656	\$ 13,392	7/1/2021	unknown	unknown
8	Kings Canyon Unified School District	Director of Maintenance Operations	\$60.26	100.0%	\$60.26	\$ 10,445	\$ 2,904	\$ 13,349	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Director of Maintenance & Operations	\$61.55	94.4%	\$58.10	\$ 10,071	\$ 2,890	\$ 12,962	7/1/2021	unknown	unknown
10	Selma Unified School District	Director, Maintenance, Operations, Facilities	\$60.36	100.0%	\$60.36	\$ 10,463	\$ 1,058	\$ 11,521	7/1/2021	unknown	unknown
11	Corona Norco Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$64.54	\$63.82	\$ 11,063	\$ 13,969
% Clovis Unified School District Above/Below	2.3%	3.4%	3.4%	5.7%
Median of Comparators	\$64.12	\$62.82	\$ 10,890	\$ 13,518
% Clovis Unified School District Above/Below	2.9%	4.9%	4.9%	8.8%
Number of Matches	9	9	9	9

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Environmental Safety Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Grounds Person III	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Clovis Unified School District	Environmental Safety Specialist	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
3	Central Unified School District	Grounds Worker Specialist	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
4	Sanger Unified School District	Groundskeeper - Skilled	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
5	Selma Unified School District	N/C									
6	Elk Grove Unified School District	N/C									
7	Tulare City Unified School District	N/C									
8	Visalia Unified School District	N/C									
9	Kings Canyon Unified School	N/C									
10	Fresno Unified School District	N/C									
11	Folsom Cordova Unified School	N/C									
12	Corona Norco Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Environmental Safety Specialist	Grounds Worker Specialist	N/C	N/C	N/C	N/C	N/C	Grounds Person III	Groundskeeper - Skilled	N/C	N/C	N/C
	Top Step	\$ 5,197	\$ 4,283						\$ 5,294	\$ 4,214			
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62						2%@62	2%@62			
	Social Security	\$ 322	\$ 266						\$ 328	\$ 261			
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360							\$ 1,205			
	Health	\$ 1,112							\$ 1,567				
	Dental	\$ 84											
	Vision	\$ 16											
	Other Ins.												
Leaves	Vacation	\$ 300	\$ 181						\$ 305	\$ 178			
	Holidays	\$ 260	\$ 231						\$ 305	\$ 243			
	Admin Leave												
Benefit Package Total		\$ 2,093	\$ 2,038	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,506	\$ 1,888	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Environmental Safety Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Grounds Person III	\$30.54	100.0%	\$30.54	\$ 5,294	\$ 2,506	\$ 7,799	1/1/2022	unknown	unknown
2	Clovis Unified School District	Environmental Safety Specialist	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
3	Central Unified School District	Grounds Worker Specialist	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
4	Sanger Unified School District	Groundskeeper - Skilled	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
5	Selma Unified School District	N/C									
6	Elk Grove Unified School District	N/C									
7	Tulare City Unified School District	N/C									
8	Visalia Unified School District	N/C									
9	Kings Canyon Unified School District	N/C									
10	Fresno Unified School District	N/C									
11	Folsom Cordova Unified School District	N/C									
12	Corona Norco Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Executive Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Executive Assistant III	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Executive Administrative Assistant	\$39.67	100.0%	\$39.67	\$ 6,876	\$ 2,645	\$ 9,521	7/1/2021	unknown	unknown
3	Selma Unified School District	Executive Assistant to the Assistant Superintendents	\$38.41	100.0%	\$38.41	\$ 6,658	\$ 2,162	\$ 8,820	7/1/2021	unknown	unknown
4	Clovis Unified School District	Executive Assistant	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Executive Assistant	\$37.55	95.4%	\$35.82	\$ 6,209	\$ 2,820	\$ 9,029	unknown	unknown	unknown
6	Fresno Unified School District	Administrative Secretary III	\$35.81	100.0%	\$35.81	\$ 6,208	\$ 2,884	\$ 9,092	7/1/2021	unknown	unknown
7	Visalia Unified School District	Secretary, Admin - Office Manager	\$34.28	100.0%	\$34.28	\$ 5,943	\$ 1,031	\$ 6,975	7/1/2021	unknown	unknown
8	Central Unified School District	Executive Secretary II	\$34.03	100.0%	\$34.03	\$ 5,899	\$ 2,293	\$ 8,192	7/1/2021	unknown	unknown
9	Sanger Unified School District	Administrative Assistant, Senior	\$31.85	100.0%	\$31.85	\$ 5,521	\$ 1,811	\$ 7,332	7/1/2021	unknown	unknown
10	Madera Unified School District	Administrative Assistant VI	\$31.06	100.0%	\$31.06	\$ 5,384	\$ 2,522	\$ 7,906	1/1/2022	unknown	unknown
11	Folsom Cordova Unified School	Administrative Secretary	\$32.07	94.4%	\$30.27	\$ 5,248	\$ 2,053	\$ 7,301	7/1/2021	unknown	unknown
12	Kings Canyon Unified School	Senior Administrative Assistant	\$28.51	100.0%	\$28.51	\$ 4,942	\$ 2,034	\$ 6,976	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$35.09	\$34.67	\$ 6,010	\$ 8,300
% Clovis Unified School District Above/Below	4.3%	5.5%	5.5%	4.0%
Median of Comparators	\$34.28	\$34.28	\$ 5,943	\$ 8,192
% Clovis Unified School District Above/Below	6.5%	6.5%	6.5%	5.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Executive Assistant	Executive Secretary II	Executive Assistant III	Executive Assistant	Administrative Secretary	Administrative Secretary III	Senior Administrative Assistant	Administrative Assistant VI	Administrative Assistant, Senior	Executive Assistant to the Assistant Superintendents	Executive Administrative Assistant	Secretary, Admin - Office Manager
	Top Step	\$ 6,358	\$ 5,899	\$ 7,223	\$ 6,209	\$ 5,248	\$ 6,208	\$ 4,942	\$ 5,384	\$ 5,521	\$ 6,658	\$ 6,876	\$ 5,943
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 394	\$ 366	\$ 448	\$ 385	\$ 325	\$ 385	\$ 306	\$ 334	\$ 342	\$ 413	\$ 426	\$ 368
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738				\$ 1,252		\$ 917	\$ 1,083	\$ 1,425	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 367	\$ 250	\$ 361	\$ 430	\$ 303	\$ 478	\$ 209	\$ 311	\$ 234	\$ 307	\$ 423	\$ 343
	Holidays	\$ 318	\$ 318	\$ 389	\$ 358	\$ 283	\$ 334	\$ 266	\$ 311	\$ 319	\$ 359	\$ 370	\$ 320
	Admin Leave												
Benefit Package Total		\$ 2,290	\$ 2,293	\$ 2,935	\$ 2,820	\$ 2,053	\$ 2,884	\$ 2,034	\$ 2,522	\$ 1,811	\$ 2,162	\$ 2,645	\$ 1,031

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Executive Assistant											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Executive Assistant III	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Executive Administrative Assistant	\$39.67	100.0%	\$39.67	\$ 6,876	\$ 2,645	\$ 9,521	7/1/2021	unknown	unknown
3	Fresno Unified School District	Administrative Secretary III	\$35.81	100.0%	\$35.81	\$ 6,208	\$ 2,884	\$ 9,092	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Executive Assistant	\$37.55	95.4%	\$35.82	\$ 6,209	\$ 2,820	\$ 9,029	unknown	unknown	unknown
5	Selma Unified School District	Executive Assistant to the Assistant Superintendents	\$38.41	100.0%	\$38.41	\$ 6,658	\$ 2,162	\$ 8,820	7/1/2021	unknown	unknown
6	Clovis Unified School District	Executive Assistant	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown
7	Central Unified School District	Executive Secretary II	\$34.03	100.0%	\$34.03	\$ 5,899	\$ 2,293	\$ 8,192	7/1/2021	unknown	unknown
8	Madera Unified School District	Administrative Assistant VI	\$31.06	100.0%	\$31.06	\$ 5,384	\$ 2,522	\$ 7,906	1/1/2022	unknown	unknown
9	Sanger Unified School District	Administrative Assistant, Senior	\$31.85	100.0%	\$31.85	\$ 5,521	\$ 1,811	\$ 7,332	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School District	Administrative Secretary	\$32.07	94.4%	\$30.27	\$ 5,248	\$ 2,053	\$ 7,301	7/1/2021	unknown	unknown
11	Kings Canyon Unified School District	Senior Administrative Assistant	\$28.51	100.0%	\$28.51	\$ 4,942	\$ 2,034	\$ 6,976	7/1/2021	unknown	unknown
12	Visalia Unified School District	Secretary, Admin - Office Manager	\$34.28	100.0%	\$34.28	\$ 5,943	\$ 1,031	\$ 6,975	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$35.09	\$34.67	\$ 6,010	\$ 8,300
% Clovis Unified School District Above/Below	4.3%	5.5%	5.5%	4.0%
Median of Comparators	\$34.28	\$34.28	\$ 5,943	\$ 8,192
% Clovis Unified School District Above/Below	6.5%	6.5%	6.5%	5.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Financial Analyst											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Fiscal Services Analyst II	\$46.42	100.0%	\$46.42	\$ 8,047	\$ 3,239	\$ 11,286	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	Fiscal Analyst	\$44.21	94.4%	\$41.73	\$ 7,234	\$ 2,398	\$ 9,632	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Fiscal Analyst	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
4	Visalia Unified School District	Analyst, Business Services	\$41.42	100.0%	\$41.42	\$ 7,180	\$ 1,246	\$ 8,426	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Financial Analyst - Facilities	\$41.26	95.4%	\$39.35	\$ 6,822	\$ 2,936	\$ 9,758	unknown	unknown	unknown
6	Clovis Unified School District	Financial Analyst	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
7	Madera Unified School District	Budget/Accounting Analyst	\$32.21	100.0%	\$32.21	\$ 5,583	\$ 2,557	\$ 8,140	1/1/2022	unknown	unknown
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$41.37	\$40.47	\$ 7,015	\$ 9,567
% Clovis Unified School District Above/Below	-5.7%	-3.4%	-3.4%	-4.6%
Median of Comparators	\$42.06	\$41.55	\$ 7,202	\$ 9,695
% Clovis Unified School District Above/Below	-7.5%	-6.1%	-6.2%	-6.0%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Financial Analyst	N/C	Fiscal Analyst	Financial Analyst - Facilities	Fiscal Analyst	Fiscal Services Analyst II	N/C	Budget/Accounting Analyst	N/C	N/C	N/C	Analyst, Business Services
	Top Step	\$ 6,784		\$ 7,223	\$ 6,822	\$ 7,234	\$ 8,047		\$ 5,583				\$ 7,180
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62				2%@62
	Social Security	\$ 421		\$ 448	\$ 423	\$ 449	\$ 499		\$ 346				\$ 445
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 1,738									
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 391		\$ 361	\$ 472	\$ 417	\$ 619		\$ 322				\$ 414
	Holidays	\$ 339		\$ 389	\$ 394	\$ 390	\$ 433		\$ 322				\$ 387
	Admin Leave												
Benefit Package Total		\$ 2,363	\$ 0	\$ 2,935	\$ 2,936	\$ 2,398	\$ 3,239	\$ 0	\$ 2,557	\$ 0	\$ 0	\$ 0	\$ 1,246

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Financial Analyst											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Fiscal Services Analyst II	\$46.42	100.0%	\$46.42	\$ 8,047	\$ 3,239	\$ 11,286	7/1/2021	unknown	unknown
2	Corona Norco Unified School District	Fiscal Analyst	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Financial Analyst - Facilities	\$41.26	95.4%	\$39.35	\$ 6,822	\$ 2,936	\$ 9,758	unknown	unknown	unknown
4	Folsom Cordova Unified School District	Fiscal Analyst	\$44.21	94.4%	\$41.73	\$ 7,234	\$ 2,398	\$ 9,632	7/1/2021	unknown	unknown
5	Clovis Unified School District	Financial Analyst	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
6	Visalia Unified School District	Analyst, Business Services	\$41.42	100.0%	\$41.42	\$ 7,180	\$ 1,246	\$ 8,426	7/1/2021	unknown	unknown
7	Madera Unified School District	Budget/Accounting Analyst	\$32.21	100.0%	\$32.21	\$ 5,583	\$ 2,557	\$ 8,140	1/1/2022	unknown	unknown
8	Central Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$41.37	\$40.47	\$ 7,015	\$ 9,567
% Clovis Unified School District Above/Below	-5.7%	-3.4%	-3.4%	-4.6%
Median of Comparators	\$42.06	\$41.55	\$ 7,202	\$ 9,695
% Clovis Unified School District Above/Below	-7.5%	-6.1%	-6.2%	-6.0%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Groundskeeper II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Central Grounds Worker	\$27.13	100.0%	\$27.13	\$ 4,703	\$ 2,060	\$ 6,762	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	Grounds Worker	\$27.24	94.4%	\$25.71	\$ 4,457	\$ 1,856	\$ 6,313	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Groundskeeper II	\$26.26	97.6%	\$25.62	\$ 4,442	\$ 1,401	\$ 5,843	7/1/2021	unknown	unknown
4	Madera Unified School District	Grounds Person II	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
5	Clovis Unified School District	Groundskeeper II	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
6	Fresno Unified School District	Grounds Maintenance Worker II	\$23.82	100.0%	\$23.82	\$ 4,130	\$ 2,404	\$ 6,534	7/1/2021	unknown	unknown
7	Tulare City Unified School District	Grounds Person	\$23.30	100.0%	\$23.30	\$ 4,039	\$ 2,142	\$ 6,180	7/1/2021	7/1/2022	1.75 % stipend off salary
8	Central Unified School District	Groundswoker	\$22.38	100.0%	\$22.38	\$ 3,879	\$ 1,974	\$ 5,853	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Senior Grounds Worker	\$23.36	95.4%	\$22.28	\$ 3,863	\$ 2,377	\$ 6,239	unknown	unknown	unknown
10	Kings Canyon Unified School	Groundsman	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
11	Sanger Unified School District	Groundskeeper	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
12	Selma Unified School District	Groundskeeper	\$20.23	100.0%	\$20.23	\$ 3,507	\$ 1,651	\$ 5,158	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$23.70	\$23.40	\$ 4,056	\$ 6,040
% Clovis Unified School District Above/Below	2.9%	4.1%	4.1%	2.0%
Median of Comparators	\$23.36	\$23.30	\$ 4,039	\$ 6,180
% Clovis Unified School District Above/Below	4.3%	4.5%	4.5%	-0.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Groundskeeper II	Groundswoker	Groundskeeper II	Senior Grounds Worker	Grounds Worker	Grounds Maintenance Worker II	Groundsman	Grounds Person II	Groundskeeper	Groundskeeper	Grounds Person	Central Grounds Worker
	Top Step	\$ 4,231	\$ 3,879	\$ 4,442	\$ 3,863	\$ 4,457	\$ 4,130	\$ 3,675	\$ 4,316	\$ 3,611	\$ 3,507	\$ 4,039	\$ 4,703
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 262	\$ 241	\$ 275	\$ 239	\$ 276	\$ 256	\$ 228	\$ 268	\$ 224	\$ 217	\$ 250	\$ 292
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 244	\$ 164	\$ 222	\$ 267	\$ 257	\$ 238	\$ 155	\$ 249	\$ 153	\$ 162	\$ 249	\$ 271
	Holidays	\$ 212	\$ 209	\$ 239	\$ 223	\$ 240	\$ 222	\$ 198	\$ 249	\$ 208	\$ 189	\$ 217	\$ 253
	Admin Leave												
Benefit Package Total		\$ 1,929	\$ 1,974	\$ 1,401	\$ 2,377	\$ 1,856	\$ 2,404	\$ 1,834	\$ 2,332	\$ 1,790	\$ 1,651	\$ 2,142	\$ 2,060

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Groundskeeper II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Central Grounds Worker	\$27.13	100.0%	\$27.13	\$ 4,703	\$ 2,060	\$ 6,762	7/1/2021	unknown	unknown
2	Madera Unified School District	Grounds Person II	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
3	Fresno Unified School District	Grounds Maintenance Worker II	\$23.82	100.0%	\$23.82	\$ 4,130	\$ 2,404	\$ 6,534	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School District	Grounds Worker	\$27.24	94.4%	\$25.71	\$ 4,457	\$ 1,856	\$ 6,313	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Senior Grounds Worker	\$23.36	95.4%	\$22.28	\$ 3,863	\$ 2,377	\$ 6,239	unknown	unknown	unknown
6	Tulare City Unified School District	Grounds Person	\$23.30	100.0%	\$23.30	\$ 4,039	\$ 2,142	\$ 6,180	7/1/2021	7/1/2022	1.75 % stipend off salary
7	Clovis Unified School District	Groundskeeper II	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
8	Central Unified School District	Groundswoker	\$22.38	100.0%	\$22.38	\$ 3,879	\$ 1,974	\$ 5,853	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Groundskeeper II	\$26.26	97.6%	\$25.62	\$ 4,442	\$ 1,401	\$ 5,843	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	Groundsman	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
11	Sanger Unified School District	Groundskeeper	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
12	Selma Unified School District	Groundskeeper	\$20.23	100.0%	\$20.23	\$ 3,507	\$ 1,651	\$ 5,158	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$23.70	\$23.40	\$ 4,056	\$ 6,040
% Clovis Unified School District Above/Below	2.9%	4.1%	4.1%	2.0%
Median of Comparators	\$23.36	\$23.30	\$ 4,039	\$ 6,180
% Clovis Unified School District Above/Below	4.3%	4.5%	4.5%	-0.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Guidance & Learning Specialist, 7-12											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Advisor, Guidance & Learning	\$70.73	100.0%	\$70.73	\$ 12,261	\$ 1,688	\$ 13,949	7/1/2021	unknown	unknown
2	Selma Unified School District	School Counselor, High School	\$69.70	100.0%	\$69.70	\$ 12,082	\$ 1,058	\$ 13,140	7/1/2021	unknown	unknown
3	Clovis Unified School District	Guidance & Learning Specialist, 7-12	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
4	Central Unified School District	Guidance Instructional Advisor	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
5	Sanger Unified School District	Guidance Learning Specialist - High School	\$62.77	100.0%	\$62.77	\$ 10,881	\$ 1,209	\$ 12,090	7/1/2021	unknown	unknown
6	Visalia Unified School District	High School Counselor	\$53.24	100.0%	\$53.24	\$ 9,229	\$ 0	\$ 9,229	unknown	unknown	unknown
7	Elk Grove Unified School District	Counselor	\$50.22	95.4%	\$47.90	\$ 8,304	\$ 1,647	\$ 9,951	unknown	unknown	unknown
8	Madera Unified School District	N/C									
9	Folsom Cordova Unified School	N/C									
10	Corona Norco Unified School	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$61.90	\$61.52	\$ 10,663	\$ 11,940
% Clovis Unified School District Above/Below	5.0%	5.6%	5.6%	4.5%
Median of Comparators	\$63.76	\$63.76	\$ 11,052	\$ 12,615
% Clovis Unified School District Above/Below	2.1%	2.1%	2.1%	-0.9%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Guidance & Learning Specialist, 7-12	Guidance Instructional Advisor	N/C	Counselor	N/C	Advisor, Guidance & Learning	N/C	N/C	Guidance Learning Specialist - High School	School Counselor, High School	N/C	High School Counselor
Top Step		\$ 11,293	\$ 11,223		\$ 8,304		\$ 12,261			\$ 10,881	\$ 12,082		\$ 9,229
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62		2%@62			2%@62	2%@62		2%@62
	Social Security		\$ 696										
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360							\$ 1,209	\$ 1,058		
	Health	\$ 1,112			\$ 1,450		\$ 1,688						
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,056	\$ 0	\$ 1,647	\$ 0	\$ 1,688	\$ 0	\$ 0	\$ 1,209	\$ 1,058	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Guidance & Learning Specialist, 7-12											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Advisor, Guidance & Learning	\$70.73	100.0%	\$70.73	\$ 12,261	\$ 1,688	\$ 13,949	7/1/2021	unknown	unknown
2	Central Unified School District	Guidance Instructional Advisor	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
3	Selma Unified School District	School Counselor, High School	\$69.70	100.0%	\$69.70	\$ 12,082	\$ 1,058	\$ 13,140	7/1/2021	unknown	unknown
4	Clovis Unified School District	Guidance & Learning Specialist, 7-12	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
5	Sanger Unified School District	Guidance Learning Specialist - High School	\$62.77	100.0%	\$62.77	\$ 10,881	\$ 1,209	\$ 12,090	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Counselor	\$50.22	95.4%	\$47.90	\$ 8,304	\$ 1,647	\$ 9,951	unknown	unknown	unknown
7	Visalia Unified School District	High School Counselor	\$53.24	100.0%	\$53.24	\$ 9,229	\$ 0	\$ 9,229	unknown	unknown	unknown
8	Madera Unified School District	N/C									
9	Folsom Cordova Unified School District	N/C									
10	Corona Norco Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$61.90	\$61.52	\$ 10,663	\$ 11,940
% Clovis Unified School District Above/Below	5.0%	5.6%	5.6%	4.5%
Median of Comparators	\$63.76	\$63.76	\$ 11,052	\$ 12,615
% Clovis Unified School District Above/Below	2.1%	2.1%	2.1%	-0.9%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Guidance/Instructional Specialist, Sr.											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Guidance/Instructional Specialist, Sr.	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
2	Central Unified School District	Guidance Instructional Advisor	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
3	Sanger Unified School District	Guidance Instructional Specialist	\$63.42	100.0%	\$63.42	\$ 10,993	\$ 1,209	\$ 12,203	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	N/C									
5	Tulare City Unified School District	N/C									
6	Visalia Unified School District	N/C									
7	Selma Unified School District	N/C									
8	Kings Canyon Unified School	N/C									
9	Madera Unified School District	N/C									
10	Fresno Unified School District	N/C									
11	Folsom Cordova Unified School	N/C									
12	Corona Norco Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2	2

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Guidance/ Instructional Specialist, Sr.	Guidance Instructional Advisor	N/C	N/C	N/C	N/C	N/C	N/C	Guidance Instructional Specialist	N/C	N/C	N/C
	Top Step	\$ 11,293	\$ 11,223							\$ 10,993			
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62							2%@62			
	Social Security		\$ 696										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360							\$ 1,209			
	Health	\$ 1,112											
	Dental	\$ 84											
	Vision	\$ 16											
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,056	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,209	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Guidance/Instructional Specialist, Sr.											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Unified School District	Guidance Instructional Advisor	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
2	Clovis Unified School District	Guidance/Instructional Specialist, Sr.	\$65.15	100.0%	\$65.15	\$ 11,293	\$ 1,211	\$ 12,504	7/1/2021	unknown	unknown
3	Sanger Unified School District	Guidance Instructional Specialist	\$63.42	100.0%	\$63.42	\$ 10,993	\$ 1,209	\$ 12,203	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	N/C									
5	Tulare City Unified School District	N/C									
6	Visalia Unified School District	N/C									
7	Selma Unified School District	N/C									
8	Kings Canyon Unified School District	N/C									
9	Madera Unified School District	N/C									
10	Fresno Unified School District	N/C									
11	Folsom Cordova Unified School District	N/C									
12	Corona Norco Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2	2

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Health Services Assistant II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Health Services Assistant II	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
2	Fresno Unified School District	Licensed Vocational Nurse	\$27.88	100.0%	\$27.88	\$ 4,834	\$ 2,527	\$ 7,361	7/1/2021	unknown	unknown
3	Corona Norco Unified School	[Health Services Assistant / LVN]	\$27.97	97.6%	\$27.29	\$ 4,732	\$ 1,449	\$ 6,181	7/1/2021	unknown	unknown
4	Sanger Unified School District	Health Services Assistant - LVN	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
5	Selma Unified School District ⁵	[Health Care Technician/ Licensed Vocational Nurse]	\$25.95	100.0%	\$25.95	\$ 4,498	\$ 1,812	\$ 6,310	7/1/2021	unknown	unknown
6	Madera Unified School District ⁴	[Health Services Assistant/ LVN]	\$24.85	100.0%	\$24.85	\$ 4,307	\$ 2,331	\$ 6,638	1/1/2022	unknown	unknown
7	Folsom Cordova Unified School	[Health Assistant/ Licensed Vocational Nurse]	\$25.09	94.4%	\$23.68	\$ 4,105	\$ 1,795	\$ 5,900	7/1/2021	unknown	unknown
8	Central Unified School District ¹	[Health Aide/ Licensed Vocational Nurse]	\$22.53	100.0%	\$22.53	\$ 3,906	\$ 1,978	\$ 5,884	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	School Office/Health Aide II	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.23	\$24.97	\$ 4,328	\$ 6,287
% Clovis Unified School District Above/Below	15.8%	16.7%	16.7%	13.8%
Median of Comparators	\$25.52	\$25.40	\$ 4,403	\$ 6,245
% Clovis Unified School District Above/Below	14.9%	15.3%	15.3%	14.3%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

- 1 - Central Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Folsom Cordova Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 4 - Madera Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - Selma Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Health Services Assistant II	[Health Aide/ Licensed Vocational Nurse]	[Health Services Assistant / LVN]	N/C	[Health Assistant/ Licensed Vocational Nurse]	Licensed Vocational Nurse	School Office/Health Aide II	[Health Services Assistant/ LVN]	Health Services Assistant - LVN	[Health Care Technician/ Licensed Vocational Nurse]	N/C	N/C
	Top Step	\$ 5,197	\$ 3,906	\$ 4,732		\$ 4,105	\$ 4,834	\$ 3,675	\$ 4,307	\$ 4,569	\$ 4,498		
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security	\$ 322	\$ 242	\$ 293		\$ 254	\$ 300	\$ 228	\$ 267	\$ 283	\$ 279		
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083		
	Health	\$ 1,112				\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84				\$ 65							
	Vision	\$ 16				\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 300	\$ 165	\$ 237		\$ 237	\$ 279	\$ 155	\$ 249	\$ 193	\$ 208		
	Holidays	\$ 260	\$ 210	\$ 255		\$ 221	\$ 260	\$ 198	\$ 249	\$ 264	\$ 242		
	Admin Leave												
Benefit Package Total		\$ 2,093	\$ 1,978	\$ 1,449	\$ 0	\$ 1,795	\$ 2,527	\$ 1,834	\$ 2,331	\$ 1,946	\$ 1,812	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Health Services Assistant II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Licensed Vocational Nurse	\$27.88	100.0%	\$27.88	\$ 4,834	\$ 2,527	\$ 7,361	7/1/2021	unknown	unknown
2	Clovis Unified School District	Health Services Assistant II	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
3	Madera Unified School District ⁴	[Health Services Assistant/ LVN]	\$24.85	100.0%	\$24.85	\$ 4,307	\$ 2,331	\$ 6,638	1/1/2022	unknown	unknown
4	Sanger Unified School District	Health Services Assistant - LVN	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
5	Selma Unified School District ⁵	[Health Care Technician/ Licensed Vocational Nurse]	\$25.95	100.0%	\$25.95	\$ 4,498	\$ 1,812	\$ 6,310	7/1/2021	unknown	unknown
6	Corona Norco Unified School District ²	[Health Services Assistant / LVN]	\$27.97	97.6%	\$27.29	\$ 4,732	\$ 1,449	\$ 6,181	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District ³	[Health Assistant/ Licensed Vocational Nurse]	\$25.09	94.4%	\$23.68	\$ 4,105	\$ 1,795	\$ 5,900	7/1/2021	unknown	unknown
8	Central Unified School District ¹	[Health Aide/ Licensed Vocational Nurse]	\$22.53	100.0%	\$22.53	\$ 3,906	\$ 1,978	\$ 5,884	7/1/2021	unknown	unknown
9	Kings Canyon Unified School District	School Office/Health Aide II	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.23	\$24.97	\$ 4,328	\$ 6,287
% Clovis Unified School District Above/Below	15.8%	16.7%	16.7%	13.8%
Median of Comparators	\$25.52	\$25.40	\$ 4,403	\$ 6,245
% Clovis Unified School District Above/Below	14.9%	15.3%	15.3%	14.3%
Number of Matches	8	8	8	8

N/C - Non Comparator

- 1 - Central Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Folsom Cordova Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 4 - Madera Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 5 - Selma Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Human Resources Analyst											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School	Certificated Personnel Credential Analyst	\$48.06	100.0%	\$48.06	\$ 8,330	\$ 2,570	\$ 10,900	7/1/2021	unknown	unknown
2	Corona Norco Unified School	[Credentials Analyst / Human Resources Assistant-Certificated]	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Personnel Analyst	\$43.65	95.4%	\$41.64	\$ 7,219	\$ 3,011	\$ 10,229	unknown	unknown	unknown
4	Clovis Unified School District	Human Resources Analyst	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
5	Fresno Unified School District	Analyst I - Human Resources	\$38.34	100.0%	\$38.34	\$ 6,646	\$ 2,969	\$ 9,615	7/1/2021	unknown	unknown
6	Folsom Cordova Unified School	Personnel Analyst	\$35.41	94.4%	\$33.42	\$ 5,794	\$ 2,148	\$ 7,942	7/1/2021	unknown	unknown
7	Madera Unified School District ²	[Human Resources Specialist - Lead / Human Resources Specialist - Personnel Commission]	\$32.24	100.0%	\$32.24	\$ 5,589	\$ 2,558	\$ 8,147	1/1/2022	unknown	unknown
8	Central Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$40.07	\$39.23	\$ 6,800	\$ 9,499
% Clovis Unified School District Above/Below	-2.4%	-0.2%	-0.2%	-3.8%
Median of Comparators	\$40.52	\$39.99	\$ 6,932	\$ 9,887
% Clovis Unified School District Above/Below	-3.5%	-2.2%	-2.2%	-8.1%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Madera Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Human Resources Analyst	N/C	[Credentials Analyst / Human Resources Assistant-Certificated]	Personnel Analyst	Personnel Analyst	Analyst I - Human Resources	Certificated Personnel Credential Analyst	[Human Resources Specialist - Lead / Human Resources Specialist - Personnel Commission]	N/C	N/C	N/C	N/C
Top Step		\$ 6,784		\$ 7,223	\$ 7,219	\$ 5,794	\$ 6,646	\$ 8,330	\$ 5,589				
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62				
	Social Security	\$ 421		\$ 448	\$ 448	\$ 359	\$ 412	\$ 516	\$ 347				
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 1,738				\$ 1,253					
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 391		\$ 361	\$ 500	\$ 334	\$ 511	\$ 352	\$ 322				
	Holidays	\$ 339		\$ 389	\$ 416	\$ 312	\$ 358	\$ 449	\$ 322				
	Admin Leave												
Benefit Package Total		\$ 2,363	\$ 0	\$ 2,935	\$ 3,011	\$ 2,148	\$ 2,969	\$ 2,570	\$ 2,558	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Human Resources Analyst											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School District	Certificated Personnel Credential Analyst	\$48.06	100.0%	\$48.06	\$ 8,330	\$ 2,570	\$ 10,900	7/1/2021	unknown	unknown
2	Elk Grove Unified School District	Personnel Analyst	\$43.65	95.4%	\$41.64	\$ 7,219	\$ 3,011	\$ 10,229	unknown	unknown	unknown
3	Corona Norco Unified School District ¹	[Credentials Analyst / Human Resources Assistant-Certificated]	\$42.70	97.6%	\$41.67	\$ 7,223	\$ 2,935	\$ 10,159	7/1/2021	unknown	unknown
4	Fresno Unified School District	Analyst I - Human Resources	\$38.34	100.0%	\$38.34	\$ 6,646	\$ 2,969	\$ 9,615	7/1/2021	unknown	unknown
5	Clovis Unified School District	Human Resources Analyst	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
6	Madera Unified School District ²	[Human Resources Specialist - Lead / Human Resources Specialist - Personnel Commission]	\$32.24	100.0%	\$32.24	\$ 5,589	\$ 2,558	\$ 8,147	1/1/2022	unknown	unknown
7	Folsom Cordova Unified School District	Personnel Analyst	\$35.41	94.4%	\$33.42	\$ 5,794	\$ 2,148	\$ 7,942	7/1/2021	unknown	unknown
8	Central Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$40.07	\$39.23	\$ 6,800	\$ 9,499
% Clovis Unified School District Above/Below	-2.4%	-0.2%	-0.2%	-3.8%
Median of Comparators	\$40.52	\$39.99	\$ 6,932	\$ 9,887
% Clovis Unified School District Above/Below	-3.5%	-2.2%	-2.2%	-8.1%
Number of Matches	6	6	6	6

N/C - Non Comparator

1 - Corona Norco Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Madera Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Human Resources Assistant II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	HRD Technician Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
2	Madera Unified School District	Human Resources Technician II	\$27.25	100.0%	\$27.25	\$ 4,723	\$ 2,405	\$ 7,128	1/1/2022	unknown	unknown
3	Corona Norco Unified School	Human Resources Technician	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
4	Sanger Unified School District	Human Resources Technician	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
5	Clovis Unified School District	Human Resources Assistant II	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
6	Folsom Cordova Unified School	Personnel Clerk II	\$22.19	94.4%	\$20.94	\$ 3,631	\$ 1,713	\$ 5,344	7/1/2021	unknown	unknown
7	Fresno Unified School District	Human Resources Assistant	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Personnel Assistant II	\$21.76	95.4%	\$20.75	\$ 3,598	\$ 2,327	\$ 5,925	unknown	unknown	unknown
9	Central Unified School District	Human Resources Assistant	\$18.50	100.0%	\$18.50	\$ 3,208	\$ 1,868	\$ 5,076	7/1/2021	unknown	unknown
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.20	\$23.83	\$ 4,132	\$ 6,148
% Clovis Unified School District Above/Below	5.9%	7.3%	7.3%	4.3%
Median of Comparators	\$24.28	\$23.65	\$ 4,100	\$ 5,960
% Clovis Unified School District Above/Below	5.6%	8.0%	8.0%	7.3%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Human Resources Assistant II	Human Resources Assistant	Human Resources Technician	Personnel Assistant II	Personnel Clerk II	Human Resources Assistant	N/C	Human Resources Technician II	Human Resources Technician	N/C	N/C	HRD Technician Assistant
	Top Step	\$ 4,458	\$ 3,208	\$ 4,573	\$ 3,598	\$ 3,631	\$ 3,603		\$ 4,723	\$ 4,569			\$ 5,146
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62			2%@62
	Social Security	\$ 276	\$ 199	\$ 284	\$ 223	\$ 225	\$ 223		\$ 293	\$ 283			\$ 319
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664						\$ 1,205			\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 257	\$ 136	\$ 229	\$ 249	\$ 209	\$ 208		\$ 273	\$ 193			\$ 297
	Holidays	\$ 223	\$ 173	\$ 246	\$ 208	\$ 196	\$ 194		\$ 273	\$ 264			\$ 277
	Admin Leave												
Benefit Package Total		\$ 1,968	\$ 1,868	\$ 1,423	\$ 2,327	\$ 1,713	\$ 2,313	\$ 0	\$ 2,405	\$ 1,946	\$ 0	\$ 0	\$ 2,137

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Human Resources Assistant II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	HRD Technician Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
2	Madera Unified School District	Human Resources Technician II	\$27.25	100.0%	\$27.25	\$ 4,723	\$ 2,405	\$ 7,128	1/1/2022	unknown	unknown
3	Sanger Unified School District	Human Resources Technician	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
4	Clovis Unified School District	Human Resources Assistant II	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
5	Corona Norco Unified School District	Human Resources Technician	\$27.03	97.6%	\$26.38	\$ 4,573	\$ 1,423	\$ 5,995	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Personnel Assistant II	\$21.76	95.4%	\$20.75	\$ 3,598	\$ 2,327	\$ 5,925	unknown	unknown	unknown
7	Fresno Unified School District	Human Resources Assistant	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Personnel Clerk II	\$22.19	94.4%	\$20.94	\$ 3,631	\$ 1,713	\$ 5,344	7/1/2021	unknown	unknown
9	Central Unified School District	Human Resources Assistant	\$18.50	100.0%	\$18.50	\$ 3,208	\$ 1,868	\$ 5,076	7/1/2021	unknown	unknown
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.20	\$23.83	\$ 4,132	\$ 6,148
% Clovis Unified School District Above/Below	5.9%	7.3%	7.3%	4.3%
Median of Comparators	\$24.28	\$23.65	\$ 4,100	\$ 5,960
% Clovis Unified School District Above/Below	5.6%	8.0%	8.0%	7.3%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Human Resources Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	HR Assistant/Classified	\$40.65	97.6%	\$39.67	\$ 6,877	\$ 2,878	\$ 9,755	7/1/2021	unknown	unknown
2	Visalia Unified School District	Human Resources Development Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
3	Selma Unified School District	Human Resources Technician	\$33.30	100.0%	\$33.30	\$ 5,772	\$ 2,018	\$ 7,791	unknown	unknown	unknown
4	Clovis Unified School District	Human Resources Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
5	Madera Unified School District	Human Resources Specialist	\$31.66	100.0%	\$31.66	\$ 5,488	\$ 2,540	\$ 8,028	1/1/2022	unknown	unknown
6	Elk Grove Unified School District	Personnel Technician III	\$31.70	95.4%	\$30.24	\$ 5,242	\$ 2,637	\$ 7,879	unknown	unknown	unknown
7	Sanger Unified School District	Human Resources Specialist	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,010	\$ 6,976	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	Personnel Technician	\$28.38	94.4%	\$26.79	\$ 4,644	\$ 1,889	\$ 6,532	7/1/2021	unknown	unknown
9	Fresno Unified School District	Human Resources Specialist	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 2,483	\$ 7,066	7/1/2021	unknown	unknown
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$31.97	\$31.47	\$ 5,455	\$ 7,799
% Clovis Unified School District Above/Below	3.8%	5.3%	5.3%	1.9%
Median of Comparators	\$31.68	\$30.95	\$ 5,365	\$ 7,835
% Clovis Unified School District Above/Below	4.7%	6.9%	6.9%	1.5%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Human Resources Specialist	N/C	HR Assistant/ Classified	Personnel Technician III	Personnel Technician	Human Resources Specialist	N/C	Human Resources Specialist	Human Resources Specialist	Human Resources Technician	N/C	Human Resources Development Technician
Top Step		\$ 5,762		\$ 6,877	\$ 5,242	\$ 4,644	\$ 4,583		\$ 5,488	\$ 4,966	\$ 5,772		\$ 6,067
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 357		\$ 426	\$ 325	\$ 288	\$ 284		\$ 340	\$ 308	\$ 358		\$ 376
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 1,738						\$ 1,205	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 332		\$ 344	\$ 363	\$ 268	\$ 264		\$ 317	\$ 210	\$ 266		\$ 350
	Holidays	\$ 288		\$ 370	\$ 302	\$ 250	\$ 247		\$ 317	\$ 287	\$ 311		\$ 327
	Admin Leave												
Benefit Package Total		\$ 2,189	\$ 0	\$ 2,878	\$ 2,637	\$ 1,889	\$ 2,483	\$ 0	\$ 2,540	\$ 2,010	\$ 2,018	\$ 0	\$ 2,297

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Human Resources Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	HR Assistant/Classified	\$40.65	97.6%	\$39.67	\$ 6,877	\$ 2,878	\$ 9,755	7/1/2021	unknown	unknown
2	Visalia Unified School District	Human Resources Development Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
3	Madera Unified School District	Human Resources Specialist	\$31.66	100.0%	\$31.66	\$ 5,488	\$ 2,540	\$ 8,028	1/1/2022	unknown	unknown
4	Clovis Unified School District	Human Resources Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Personnel Technician III	\$31.70	95.4%	\$30.24	\$ 5,242	\$ 2,637	\$ 7,879	unknown	unknown	unknown
6	Selma Unified School District	Human Resources Technician	\$33.30	100.0%	\$33.30	\$ 5,772	\$ 2,018	\$ 7,791	unknown	unknown	unknown
7	Fresno Unified School District	Human Resources Specialist	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 2,483	\$ 7,066	7/1/2021	unknown	unknown
8	Sanger Unified School District	Human Resources Specialist	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,010	\$ 6,976	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Personnel Technician	\$28.38	94.4%	\$26.79	\$ 4,644	\$ 1,889	\$ 6,532	7/1/2021	unknown	unknown
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$31.97	\$31.47	\$ 5,455	\$ 7,799
% Clovis Unified School District Above/Below	3.8%	5.3%	5.3%	1.9%
Median of Comparators	\$31.68	\$30.95	\$ 5,365	\$ 7,835
% Clovis Unified School District Above/Below	4.7%	6.9%	6.9%	1.5%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Instructional Assistant I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Paraprofessional	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 1,927	\$ 5,863	7/1/2021	unknown	unknown
2	Sanger Unified School District	Paraeducator	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Paraeducator I	\$22.11	97.6%	\$21.57	\$ 3,740	\$ 1,285	\$ 5,025	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School	Paraeducator - General	\$20.59	94.4%	\$19.43	\$ 3,369	\$ 1,667	\$ 5,036	7/1/2021	unknown	unknown
5	Madera Unified School District	Paraprofessional Aide	\$19.26	100.0%	\$19.26	\$ 3,338	\$ 2,159	\$ 5,497	1/1/2022	unknown	unknown
6	Clovis Unified School District	Instructional Assistant I	\$18.93	100.0%	\$18.93	\$ 3,281	\$ 1,768	\$ 5,049	7/1/2021	unknown	unknown
7	Tulare City Unified School District	Instructional Aide I	\$18.84	100.0%	\$18.84	\$ 3,266	\$ 2,004	\$ 5,270	7/1/2021	7/1/2022	1.75 % stipend off salary
8	Selma Unified School District	Instructional Assistant I	\$18.28	100.0%	\$18.28	\$ 3,169	\$ 1,597	\$ 4,765	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	Instructional Aide I	\$18.23	100.0%	\$18.23	\$ 3,160	\$ 1,752	\$ 4,912	7/1/2021	unknown	unknown
10	Central Unified School District	Instructional Aide	\$17.06	100.0%	\$17.06	\$ 2,957	\$ 1,828	\$ 4,785	7/1/2021	unknown	unknown
11	Fresno Unified School District	Paraprofessional, Instructional Assistant	\$16.99	100.0%	\$16.99	\$ 2,945	\$ 2,199	\$ 5,144	7/1/2021	unknown	unknown
12	Elk Grove Unified School District	Paraeducator (general)	\$16.66	95.4%	\$15.89	\$ 2,755	\$ 2,167	\$ 4,922	unknown	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.31	\$19.08	\$ 3,308	\$ 5,162
% Clovis Unified School District Above/Below	-2.0%	-0.8%	-0.8%	-2.2%
Median of Comparators	\$18.84	\$18.84	\$ 3,266	\$ 5,036
% Clovis Unified School District Above/Below	0.5%	0.5%	0.5%	0.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Instructional Assistant I	Instructional Aide	Paraeducator I	Paraeducator (general)	Paraeducator - General	Paraprofessional, Instructional Assistant	Instructional Aide I	Paraprofessional Aide	Paraeducator	Instructional Assistant I	Instructional Aide I	Paraprofessional
	Top Step	\$ 3,281	\$ 2,957	\$ 3,740	\$ 2,755	\$ 3,369	\$ 2,945	\$ 3,160	\$ 3,338	\$ 3,749	\$ 3,169	\$ 3,266	\$ 3,936
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 203	\$ 183	\$ 232	\$ 171	\$ 209	\$ 183	\$ 196	\$ 207	\$ 232	\$ 196	\$ 202	\$ 244
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 189	\$ 125	\$ 187	\$ 191	\$ 194	\$ 170	\$ 134	\$ 193	\$ 159	\$ 146	\$ 201	\$ 227
	Holidays	\$ 164	\$ 159	\$ 201	\$ 159	\$ 181	\$ 159	\$ 170	\$ 193	\$ 216	\$ 171	\$ 176	\$ 212
	Admin Leave												
Benefit Package Total		\$ 1,768	\$ 1,828	\$ 1,285	\$ 2,167	\$ 1,667	\$ 2,199	\$ 1,752	\$ 2,159	\$ 1,813	\$ 1,597	\$ 2,004	\$ 1,927

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Instructional Assistant I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Paraprofessional	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 1,927	\$ 5,863	7/1/2021	unknown	unknown
2	Sanger Unified School District	Paraeducator	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
3	Madera Unified School District	Paraprofessional Aide	\$19.26	100.0%	\$19.26	\$ 3,338	\$ 2,159	\$ 5,497	1/1/2022	unknown	unknown
4	Tulare City Unified School District	Instructional Aide I	\$18.84	100.0%	\$18.84	\$ 3,266	\$ 2,004	\$ 5,270	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Fresno Unified School District	Paraprofessional, Instructional Assistant	\$16.99	100.0%	\$16.99	\$ 2,945	\$ 2,199	\$ 5,144	7/1/2021	unknown	unknown
6	Clovis Unified School District	Instructional Assistant I	\$18.93	100.0%	\$18.93	\$ 3,281	\$ 1,768	\$ 5,049	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	Paraeducator - General	\$20.59	94.4%	\$19.43	\$ 3,369	\$ 1,667	\$ 5,036	7/1/2021	unknown	unknown
8	Corona Norco Unified School District	Paraeducator I	\$22.11	97.6%	\$21.57	\$ 3,740	\$ 1,285	\$ 5,025	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Paraeducator (general)	\$16.66	95.4%	\$15.89	\$ 2,755	\$ 2,167	\$ 4,922	unknown	unknown	unknown
10	Kings Canyon Unified School District	Instructional Aide I	\$18.23	100.0%	\$18.23	\$ 3,160	\$ 1,752	\$ 4,912	7/1/2021	unknown	unknown
11	Central Unified School District	Instructional Aide	\$17.06	100.0%	\$17.06	\$ 2,957	\$ 1,828	\$ 4,785	7/1/2021	unknown	unknown
12	Selma Unified School District	Instructional Assistant I	\$18.28	100.0%	\$18.28	\$ 3,169	\$ 1,597	\$ 4,765	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.31	\$19.08	\$ 3,308	\$ 5,162
% Clovis Unified School District Above/Below	-2.0%	-0.8%	-0.8%	-2.2%
Median of Comparators	\$18.84	\$18.84	\$ 3,266	\$ 5,036
% Clovis Unified School District Above/Below	0.5%	0.5%	0.5%	0.3%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Instructional Assistant II, Special Ed.											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Paraprofessional - SPED	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 1,927	\$ 5,863	7/1/2021	unknown	unknown
2	Corona Norco Unified School	Paraeducator II	\$22.11	97.6%	\$21.57	\$ 3,740	\$ 1,285	\$ 5,025	7/1/2021	unknown	unknown
3	Central Unified School District	Special Education Aide II	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
4	Tulare City Unified School District	Special Education Aide I	\$20.09	100.0%	\$20.09	\$ 3,482	\$ 2,043	\$ 5,525	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Clovis Unified School District	Instructional Assistant II, Special Ed.	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
6	Madera Unified School District	Paraprofessional Aide - Special Needs	\$19.92	100.0%	\$19.92	\$ 3,453	\$ 2,179	\$ 5,632	1/1/2022	unknown	unknown
7	Folsom Cordova Unified School	Special Education Instructional Assistant	\$20.59	94.4%	\$19.43	\$ 3,369	\$ 1,667	\$ 5,036	7/1/2021	unknown	unknown
8	Selma Unified School District ¹	[Instructional Assistant II - Special Ed RSP/ Instructional Assistant II - Special Ed SDC]	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	Special Education Technician I	\$18.90	100.0%	\$18.90	\$ 3,276	\$ 1,771	\$ 5,047	7/1/2021	unknown	unknown
10	Fresno Unified School District	Paraprofessional - Mild/Moderate	\$18.75	100.0%	\$18.75	\$ 3,251	\$ 2,252	\$ 5,503	7/1/2021	unknown	unknown
11	Elk Grove Unified School District	Paraeducator - Special Education Mild/Moderate	\$17.00	95.4%	\$16.21	\$ 2,811	\$ 2,178	\$ 4,989	unknown	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.96	\$19.71	\$ 3,417	\$ 5,301
% Clovis Unified School District Above/Below	-0.0%	1.2%	1.2%	-0.9%
Median of Comparators	\$20.01	\$19.68	\$ 3,411	\$ 5,240
% Clovis Unified School District Above/Below	-0.3%	1.4%	1.4%	0.3%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Instructional Assistant II, Special Ed.	Special Education Aide II	Paraeducator II	Paraeducator - Special Education Mild/Moderate	Special Education Instructional Assistant	Paraprofessional - Mild/Moderate	Special Education Technician I	Paraprofessional Aide - Special Needs	N/C	[Instructional Assistant II - Special Ed RSP/ Instructional Assistant II - Special Ed SDC]	Special Education Aide I	Paraprofessional - SPED
	Top Step	\$ 3,458	\$ 3,517	\$ 3,740	\$ 2,811	\$ 3,369	\$ 3,251	\$ 3,276	\$ 3,453		\$ 3,333	\$ 3,482	\$ 3,936
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 214	\$ 218	\$ 232	\$ 174	\$ 209	\$ 202	\$ 203	\$ 214		\$ 207	\$ 216	\$ 244
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252			\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 200	\$ 149	\$ 187	\$ 195	\$ 194	\$ 188	\$ 139	\$ 199		\$ 154	\$ 214	\$ 227
	Holidays	\$ 173	\$ 189	\$ 201	\$ 162	\$ 181	\$ 175	\$ 176	\$ 199		\$ 179	\$ 188	\$ 212
	Admin Leave												
Benefit Package Total		\$ 1,798	\$ 1,916	\$ 1,285	\$ 2,178	\$ 1,667	\$ 2,252	\$ 1,771	\$ 2,179	\$ 0	\$ 1,623	\$ 2,043	\$ 1,927

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Instructional Assistant II, Special Ed.											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Paraprofessional - SPED	\$22.71	100.0%	\$22.71	\$ 3,936	\$ 1,927	\$ 5,863	7/1/2021	unknown	unknown
2	Madera Unified School District	Paraprofessional Aide - Special Needs	\$19.92	100.0%	\$19.92	\$ 3,453	\$ 2,179	\$ 5,632	1/1/2022	unknown	unknown
3	Tulare City Unified School District	Special Education Aide I	\$20.09	100.0%	\$20.09	\$ 3,482	\$ 2,043	\$ 5,525	7/1/2021	7/1/2022	1.75 % stipend off salary
4	Fresno Unified School District	Paraprofessional - Mild/Moderate	\$18.75	100.0%	\$18.75	\$ 3,251	\$ 2,252	\$ 5,503	7/1/2021	unknown	unknown
5	Central Unified School District	Special Education Aide II	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
6	Clovis Unified School District	Instructional Assistant II, Special Ed.	\$19.95	100.0%	\$19.95	\$ 3,458	\$ 1,798	\$ 5,256	7/1/2021	unknown	unknown
7	Kings Canyon Unified School District	Special Education Technician I	\$18.90	100.0%	\$18.90	\$ 3,276	\$ 1,771	\$ 5,047	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Special Education Instructional Assistant	\$20.59	94.4%	\$19.43	\$ 3,369	\$ 1,667	\$ 5,036	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Paraeducator II	\$22.11	97.6%	\$21.57	\$ 3,740	\$ 1,285	\$ 5,025	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Paraeducator - Special Education Mild/Moderate	\$17.00	95.4%	\$16.21	\$ 2,811	\$ 2,178	\$ 4,989	unknown	unknown	unknown
11	Selma Unified School District ¹	[Instructional Assistant II - Special Ed RSP/ Instructional Assistant II - Special Ed SDC]	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
12	Sanger Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$19.96	\$19.71	\$ 3,417	\$ 5,301
% Clovis Unified School District Above/Below	-0.0%	1.2%	1.2%	-0.9%
Median of Comparators	\$20.01	\$19.68	\$ 3,411	\$ 5,240
% Clovis Unified School District Above/Below	-0.3%	1.4%	1.4%	0.3%
Number of Matches	10	10	10	10

N/C - Non Comparator

1 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Instructional Assistant IV											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Behavior Intervention Technician	\$28.90	100.0%	\$28.90	\$ 5,009	\$ 2,113	\$ 7,122	7/1/2021	unknown	unknown
2	Clovis Unified School District	Instructional Assistant IV	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
3	Madera Unified School District	Paraprofessional - Social Emotional	\$24.39	100.0%	\$24.39	\$ 4,228	\$ 2,317	\$ 6,544	1/1/2022	unknown	unknown
4	Corona Norco Unified School	Paraeducator IV	\$23.84	97.6%	\$23.26	\$ 4,033	\$ 1,333	\$ 5,366	7/1/2021	unknown	unknown
5	Folsom Cordova Unified School	Behavior Support Assistant - Severely Handicapped	\$23.90	94.4%	\$22.56	\$ 3,911	\$ 1,761	\$ 5,672	7/1/2021	unknown	unknown
6	Fresno Unified School District	Paraeducator - Social Emotional Intervention	\$22.33	100.0%	\$22.33	\$ 3,872	\$ 2,360	\$ 6,232	7/1/2021	unknown	unknown
7	Kings Canyon Unified School	Behavioral Intervention Technician	\$22.27	100.0%	\$22.27	\$ 3,860	\$ 1,863	\$ 5,723	7/1/2021	unknown	unknown
8	Tulare City Unified School District	Special Education Aide III	\$20.93	100.0%	\$20.93	\$ 3,628	\$ 2,069	\$ 5,697	7/1/2021	7/1/2022	1.75 % stipend off salary
9	Sanger Unified School District	Early Intervention Assistant	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
10	Selma Unified School District	Instructional Assistant - Positive Behavior	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
11	Elk Grove Unified School District	Paraeducator - Special Education Moderate/Severe	\$18.72	95.4%	\$17.85	\$ 3,096	\$ 2,232	\$ 5,327	unknown	unknown	unknown
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.53	\$22.26	\$ 3,858	\$ 5,804
% Clovis Unified School District Above/Below	12.4%	13.5%	13.5%	9.7%
Median of Comparators	\$22.30	\$22.30	\$ 3,866	\$ 5,684
% Clovis Unified School District Above/Below	13.3%	13.3%	13.3%	11.5%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Instructional Assistant IV	N/C	Paraeducator IV	Paraeducator - Special Education Moderate/ Severe	Behavior Support Assistant - Severely Handicapped	Paraeducator - Social Emotional Intervention	Behavioral Intervention Technician	Paraprofessional - Social Emotional	Early Intervention Assistant	Instructional Assistant - Positive Behavior	Special Education Aide III	Behavior Intervention Technician
	Top Step	\$ 4,458		\$ 4,033	\$ 3,096	\$ 3,911	\$ 3,872	\$ 3,860	\$ 4,228	\$ 3,611	\$ 3,333	\$ 3,628	\$ 5,009
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 276		\$ 250	\$ 192	\$ 242	\$ 240	\$ 239	\$ 262	\$ 224	\$ 207	\$ 225	\$ 311
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 257		\$ 202	\$ 214	\$ 226	\$ 223	\$ 163	\$ 244	\$ 153	\$ 154	\$ 223	\$ 289
	Holidays	\$ 223		\$ 217	\$ 179	\$ 211	\$ 209	\$ 208	\$ 244	\$ 208	\$ 179	\$ 195	\$ 270
	Admin Leave												
Benefit Package Total		\$ 1,968	\$ 0	\$ 1,333	\$ 2,232	\$ 1,761	\$ 2,360	\$ 1,863	\$ 2,317	\$ 1,790	\$ 1,623	\$ 2,069	\$ 2,113

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Instructional Assistant IV											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Behavior Intervention Technician	\$28.90	100.0%	\$28.90	\$ 5,009	\$ 2,113	\$ 7,122	7/1/2021	unknown	unknown
2	Madera Unified School District	Paraprofessional - Social Emotional	\$24.39	100.0%	\$24.39	\$ 4,228	\$ 2,317	\$ 6,544	1/1/2022	unknown	unknown
3	Clovis Unified School District	Instructional Assistant IV	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
4	Fresno Unified School District	Paraeducator - Social Emotional Intervention	\$22.33	100.0%	\$22.33	\$ 3,872	\$ 2,360	\$ 6,232	7/1/2021	unknown	unknown
5	Kings Canyon Unified School District	Behavioral Intervention Technician	\$22.27	100.0%	\$22.27	\$ 3,860	\$ 1,863	\$ 5,723	7/1/2021	unknown	unknown
6	Tulare City Unified School District	Special Education Aide III	\$20.93	100.0%	\$20.93	\$ 3,628	\$ 2,069	\$ 5,697	7/1/2021	7/1/2022	1.75 % stipend off salary
7	Folsom Cordova Unified School District	Behavior Support Assistant - Severely Handicapped	\$23.90	94.4%	\$22.56	\$ 3,911	\$ 1,761	\$ 5,672	7/1/2021	unknown	unknown
8	Sanger Unified School District	Early Intervention Assistant	\$20.83	100.0%	\$20.83	\$ 3,611	\$ 1,790	\$ 5,401	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Paraeducator IV	\$23.84	97.6%	\$23.26	\$ 4,033	\$ 1,333	\$ 5,366	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Paraeducator - Special Education Moderate/Severe	\$18.72	95.4%	\$17.85	\$ 3,096	\$ 2,232	\$ 5,327	unknown	unknown	unknown
11	Selma Unified School District	Instructional Assistant - Positive Behavior	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.53	\$22.26	\$ 3,858	\$ 5,804
% Clovis Unified School District Above/Below	12.4%	13.5%	13.5%	9.7%
Median of Comparators	\$22.30	\$22.30	\$ 3,866	\$ 5,684
% Clovis Unified School District Above/Below	13.3%	13.3%	13.3%	11.5%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Language/Speech Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Speech Language Pathologist	\$76.25	100.0%	\$76.25	\$ 13,217	\$ 1,191	\$ 14,408	7/1/2021	unknown	unknown
2	Madera Unified School District	Speech/Language Pathologist	\$68.07	100.0%	\$68.07	\$ 11,800	\$ 1,567	\$ 13,367	7/27/2021	unknown	unknown
3	Central Unified School District	Speech & Language Pathologist	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 2,087	\$ 13,813	7/1/2019	unknown	unknown
4	Elk Grove Unified School District	Speech & Language Pathologist	\$68.13	95.4%	\$64.99	\$ 11,266	\$ 1,647	\$ 12,913	unknown	unknown	unknown
5	Clovis Unified School District	Language/Speech Specialist	\$63.99	100.0%	\$63.99	\$ 11,092	\$ 1,211	\$ 12,303	7/1/2021	unknown	unknown
6	Tulare City Unified School District	Speech and Language Therapist	\$63.49	100.0%	\$63.49	\$ 11,005	\$ 1,358	\$ 12,363	7/1/2021	unknown	unknown
7	Corona Norco Unified School	Language, Speech Pathologist	\$63.38	97.6%	\$61.86	\$ 10,723	\$ 788	\$ 11,510	7/1/2021	unknown	unknown
8	Sanger Unified School District	Speech Language Pathologist	\$60.98	100.0%	\$60.98	\$ 10,572	\$ 1,209	\$ 11,781	7/1/2021	unknown	unknown
9	Fresno Unified School District	Speech/Language Pathologist	\$59.82	100.0%	\$59.82	\$ 10,370	\$ 1,688	\$ 12,058	7/1/2021	unknown	unknown
10	Kings Canyon Unified School	Speech and Language Specialist	\$56.13	100.0%	\$56.13	\$ 9,729	\$ 1,342	\$ 11,072	7/1/2021	unknown	unknown
11	Selma Unified School District	Speech Language Pathologist	\$54.23	100.0%	\$54.23	\$ 9,400	\$ 1,233	\$ 10,633	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School	Speech Language Pathologist	\$54.78	94.4%	\$51.71	\$ 8,963	\$ 1,090	\$ 10,053	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$62.99	\$62.29	\$ 10,797	\$ 12,179
% Clovis Unified School District Above/Below	1.6%	2.7%	2.7%	1.0%
Median of Comparators	\$63.38	\$61.86	\$ 10,723	\$ 12,058
% Clovis Unified School District Above/Below	1.0%	3.3%	3.3%	2.0%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Language/ Speech Specialist	Speech & Language Pathologist	Language, Speech Pathologist	Speech & Language Pathologist	Speech Language Pathologist	Speech/ Language Pathologist	Speech and Language Specialist	Speech/ Language Pathologist	Speech Language Pathologist	Speech Language Pathologist	Speech and Language Therapist	Speech Language Pathologist
	Top Step	\$ 11,092	\$ 11,726	\$ 10,723	\$ 11,266	\$ 8,963	\$ 10,370	\$ 9,729	\$ 11,800	\$ 10,572	\$ 9,400	\$ 11,005	\$ 13,217
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security		\$ 727										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,342		\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,087	\$ 788	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,342	\$ 1,567	\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Language/Speech Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Speech Language Pathologist	\$76.25	100.0%	\$76.25	\$ 13,217	\$ 1,191	\$ 14,408	7/1/2021	unknown	unknown
2	Central Unified School District	Speech & Language Pathologist	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 2,087	\$ 13,813	7/1/2019	unknown	unknown
3	Madera Unified School District	Speech/Language Pathologist	\$68.07	100.0%	\$68.07	\$ 11,800	\$ 1,567	\$ 13,367	7/27/2021	unknown	unknown
4	Elk Grove Unified School District	Speech & Language Pathologist	\$68.13	95.4%	\$64.99	\$ 11,266	\$ 1,647	\$ 12,913	unknown	unknown	unknown
5	Tulare City Unified School District	Speech and Language Therapist	\$63.49	100.0%	\$63.49	\$ 11,005	\$ 1,358	\$ 12,363	7/1/2021	unknown	unknown
6	Clovis Unified School District	Language/Speech Specialist	\$63.99	100.0%	\$63.99	\$ 11,092	\$ 1,211	\$ 12,303	7/1/2021	unknown	unknown
7	Fresno Unified School District	Speech/Language Pathologist	\$59.82	100.0%	\$59.82	\$ 10,370	\$ 1,688	\$ 12,058	7/1/2021	unknown	unknown
8	Sanger Unified School District	Speech Language Pathologist	\$60.98	100.0%	\$60.98	\$ 10,572	\$ 1,209	\$ 11,781	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Language, Speech Pathologist	\$63.38	97.6%	\$61.86	\$ 10,723	\$ 788	\$ 11,510	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	Speech and Language Specialist	\$56.13	100.0%	\$56.13	\$ 9,729	\$ 1,342	\$ 11,072	7/1/2021	unknown	unknown
11	Selma Unified School District	Speech Language Pathologist	\$54.23	100.0%	\$54.23	\$ 9,400	\$ 1,233	\$ 10,633	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School District	Speech Language Pathologist	\$54.78	94.4%	\$51.71	\$ 8,963	\$ 1,090	\$ 10,053	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$62.99	\$62.29	\$ 10,797	\$ 12,179
% Clovis Unified School District Above/Below	1.6%	2.7%	2.7%	1.0%
Median of Comparators	\$63.38	\$61.86	\$ 10,723	\$ 12,058
% Clovis Unified School District Above/Below	1.0%	3.3%	3.3%	2.0%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Learning Director, 7-12											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Dean	\$82.52	97.6%	\$80.53	\$ 13,959	\$ 1,738	\$ 15,697	unknown	unknown	unknown
2	Visalia Unified School District	Learning Director - High School	\$79.16	100.0%	\$79.16	\$ 13,723	\$ 0	\$ 13,723	7/1/2021	unknown	unknown
3	Kings Canyon Unified School	Learning Director - High School & Alternative Education	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
4	Madera Unified School District	Dean of Curriculum, Instruction, Assessment	\$74.17	100.0%	\$74.17	\$ 12,857	\$ 1,567	\$ 14,424	7/27/2021	unknown	unknown
5	Clovis Unified School District	Learning Director, 7-12	\$69.22	100.0%	\$69.22	\$ 11,998	\$ 1,211	\$ 13,209	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Program Administrator, High School Instructional Specialist	\$71.55	95.4%	\$68.25	\$ 11,831	\$ 1,647	\$ 13,478	unknown	unknown	unknown
7	Fresno Unified School District	Vice Principal II	\$68.08	100.0%	\$68.08	\$ 11,801	\$ 1,688	\$ 13,489	7/1/2021	unknown	unknown
8	Central Unified School District	Guidance Learning Dean	\$66.70	100.0%	\$66.70	\$ 11,562	\$ 2,077	\$ 13,639	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$74.01	\$73.25	\$ 12,698	\$ 14,131
% Clovis Unified School District Above/Below	-6.9%	-5.8%	-5.8%	-7.0%
Median of Comparators	\$74.17	\$74.17	\$ 12,857	\$ 13,723
% Clovis Unified School District Above/Below	-7.2%	-7.2%	-7.2%	-3.9%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Learning Director, 7-12	Guidance Learning Dean	Dean	Program Administrator, High School Instructional Specialist	N/C	Vice Principal II	Learning Director - High School & Alternative Education	Dean of Curriculum, Instruction, Assessment	N/C	N/C	N/C	Learning Director - High School
	Top Step	\$ 11,998	\$ 11,562	\$ 13,959	\$ 11,831		\$ 11,801	\$ 13,153	\$ 12,857				\$ 13,723
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62				2%@62
	Social Security		\$ 717										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738				\$ 1,319					
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,077	\$ 1,738	\$ 1,647	\$ 0	\$ 1,688	\$ 1,319	\$ 1,567	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Learning Director, 7-12											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Dean	\$82.52	97.6%	\$80.53	\$ 13,959	\$ 1,738	\$ 15,697	unknown	unknown	unknown
2	Kings Canyon Unified School District	Learning Director - High School & Alternative Education	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
3	Madera Unified School District	Dean of Curriculum, Instruction, Assessment	\$74.17	100.0%	\$74.17	\$ 12,857	\$ 1,567	\$ 14,424	7/27/2021	unknown	unknown
4	Visalia Unified School District	Learning Director - High School	\$79.16	100.0%	\$79.16	\$ 13,723	\$ 0	\$ 13,723	7/1/2021	unknown	unknown
5	Central Unified School District	Guidance Learning Dean	\$66.70	100.0%	\$66.70	\$ 11,562	\$ 2,077	\$ 13,639	7/1/2021	unknown	unknown
6	Fresno Unified School District	Vice Principal II	\$68.08	100.0%	\$68.08	\$ 11,801	\$ 1,688	\$ 13,489	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Program Administrator, High School Instructional Specialist	\$71.55	95.4%	\$68.25	\$ 11,831	\$ 1,647	\$ 13,478	unknown	unknown	unknown
8	Clovis Unified School District	Learning Director, 7-12	\$69.22	100.0%	\$69.22	\$ 11,998	\$ 1,211	\$ 13,209	7/1/2021	unknown	unknown
9	Sanger Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Folsom Cordova Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$74.01	\$73.25	\$ 12,698	\$ 14,131
% Clovis Unified School District Above/Below	-6.9%	-5.8%	-5.8%	-7.0%
Median of Comparators	\$74.17	\$74.17	\$ 12,857	\$ 13,723
% Clovis Unified School District Above/Below	-7.2%	-7.2%	-7.2%	-3.9%
Number of Matches	7	7	7	7

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Library Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Library Media Technician II	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	[High School Library Media Assistant/ Middle School Media Assistant/ Elementary School Library Media Clerk]	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Library/Media Technician	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
4	Madera Unified School District	Library Media Technician III	\$21.92	100.0%	\$21.92	\$ 3,799	\$ 2,241	\$ 6,040	1/1/2022	unknown	unknown
5	Sanger Unified School District	Library Media Technician	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
6	Fresno Unified School District	Library Resource Technician	\$21.22	100.0%	\$21.22	\$ 3,679	\$ 2,326	\$ 6,005	7/1/2021	unknown	unknown
7	Clovis Unified School District	Library Technician	\$20.96	100.0%	\$20.96	\$ 3,633	\$ 1,828	\$ 5,461	7/1/2021	unknown	unknown
8	Tulare City Unified School District	Library Aide III	\$20.93	100.0%	\$20.93	\$ 3,628	\$ 2,069	\$ 5,697	7/1/2021	7/1/2022	1.75% stipend off salary
9	Central Unified School District	Library Media Technician II	\$20.78	100.0%	\$20.78	\$ 3,602	\$ 1,930	\$ 5,532	7/1/2021	unknown	unknown
10	Kings Canyon Unified School	[Library Media Technician II/ Library Media Technician-High School]	\$20.68	100.0%	\$20.68	\$ 3,585	\$ 1,819	\$ 5,404	7/1/2021	unknown	unknown
11	Selma Unified School District	Library Technician I	\$20.23	100.0%	\$20.23	\$ 3,507	\$ 1,651	\$ 5,158	7/1/2021	unknown	unknown
12	Elk Grove Unified School District	Library Technician	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.30	\$22.03	\$ 3,819	\$ 5,762
% Clovis Unified School District Above/Below	-6.4%	-5.1%	-5.1%	-5.5%
Median of Comparators	\$21.22	\$21.22	\$ 3,679	\$ 5,628
% Clovis Unified School District Above/Below	-1.2%	-1.2%	-1.3%	-3.1%
Number of Matches	11	11	11	11

NC - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Folsom Cordova Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Library Technician	Library Media Technician II	Library/Media Technician	Library Technician	[High School Library Media Assistant/ Middle School Media Assistant/ Elementary School Library Media Clerk]	Library Resource Technician	[Library Media Technician II/ Library Media Technician-High School]	Library Media Technician III	Library Media Technician	Library Technician I	Library Aide III	Library Media Technician II
	Top Step	\$ 3,633	\$ 3,602	\$ 4,118	\$ 3,349	\$ 4,212	\$ 3,679	\$ 3,585	\$ 3,799	\$ 3,749	\$ 3,507	\$ 3,628	\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 225	\$ 223	\$ 255	\$ 208	\$ 261	\$ 228	\$ 222	\$ 236	\$ 232	\$ 217	\$ 225	\$ 297
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 210	\$ 152	\$ 206	\$ 232	\$ 243	\$ 212	\$ 152	\$ 219	\$ 159	\$ 162	\$ 223	\$ 276
	Holidays	\$ 182	\$ 194	\$ 222	\$ 193	\$ 227	\$ 198	\$ 193	\$ 219	\$ 216	\$ 189	\$ 195	\$ 258
	Admin Leave												
Benefit Package Total		\$ 1,828	\$ 1,930	\$ 1,347	\$ 2,279	\$ 1,814	\$ 2,326	\$ 1,819	\$ 2,241	\$ 1,813	\$ 1,651	\$ 2,069	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Library Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Library Media Technician II	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Madera Unified School District	Library Media Technician III	\$21.92	100.0%	\$21.92	\$ 3,799	\$ 2,241	\$ 6,040	1/1/2022	unknown	unknown
3	Folsom Cordova Unified School District ¹	[High School Library Media Assistant/ Middle School Media Assistant/ Elementary School Library Media Clerk]	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
4	Fresno Unified School District	Library Resource Technician	\$21.22	100.0%	\$21.22	\$ 3,679	\$ 2,326	\$ 6,005	7/1/2021	unknown	unknown
5	Tulare City Unified School District	Library Aide III	\$20.93	100.0%	\$20.93	\$ 3,628	\$ 2,069	\$ 5,697	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Elk Grove Unified School District	Library Technician	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown
7	Sanger Unified School District	Library Media Technician	\$21.63	100.0%	\$21.63	\$ 3,749	\$ 1,813	\$ 5,562	7/1/2021	unknown	unknown
8	Central Unified School District	Library Media Technician II	\$20.78	100.0%	\$20.78	\$ 3,602	\$ 1,930	\$ 5,532	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Library/Media Technician	\$24.34	97.6%	\$23.75	\$ 4,118	\$ 1,347	\$ 5,465	7/1/2021	unknown	unknown
10	Clovis Unified School District	Library Technician	\$20.96	100.0%	\$20.96	\$ 3,633	\$ 1,828	\$ 5,461	7/1/2021	unknown	unknown
11	Kings Canyon Unified School District ²	[Library Media Technician II/ Library Media Technician-High School]	\$20.68	100.0%	\$20.68	\$ 3,585	\$ 1,819	\$ 5,404	7/1/2021	unknown	unknown
12	Selma Unified School District	Library Technician I	\$20.23	100.0%	\$20.23	\$ 3,507	\$ 1,651	\$ 5,158	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.30	\$22.03	\$ 3,819	\$ 5,762
% Clovis Unified School District Above/Below	-6.4%	-5.1%	-5.1%	-5.5%
Median of Comparators	\$21.22	\$21.22	\$ 3,679	\$ 5,628
% Clovis Unified School District Above/Below	-1.2%	-1.2%	-1.3%	-3.1%
Number of Matches	11	11	11	11

N/C - Non Comparator

1 - Folsom Cordova Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Kings Canyon Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Lighting and Sound Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Folsom Cordova Unified School	Theater Production Specialist	\$35.45	94.4%	\$33.46	\$ 5,801	\$ 2,089	\$ 7,890	7/1/2021	unknown	unknown
2	Elk Grove Unified School District	Theater Production Specialist	\$32.33	95.4%	\$30.84	\$ 5,346	\$ 2,657	\$ 8,003	unknown	unknown	unknown
3	Clovis Unified School District	Lighting and Sound Technician	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
4	Visalia Unified School District	Theater Technician	\$28.90	100.0%	\$28.90	\$ 5,009	\$ 2,113	\$ 7,122	7/1/2021	unknown	unknown
5	Kings Canyon Unified School	Performing Arts Technician	\$25.20	100.0%	\$25.20	\$ 4,368	\$ 1,943	\$ 6,311	7/1/2021	unknown	unknown
6	Central Unified School District	Theater Technician	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
7	Corona Norco Unified School	N/C									
8	Fresno Unified School District	N/C									
9	Madera Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.32	\$28.62	\$ 4,961	\$ 7,129
% Clovis Unified School District Above/Below	2.2%	4.5%	4.5%	2.2%
Median of Comparators	\$28.90	\$28.90	\$ 5,009	\$ 7,122
% Clovis Unified School District Above/Below	3.6%	3.6%	3.6%	2.3%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Lighting and Sound Technician	Theater Technician	N/C	Theater Production Specialist	Theater Production Specialist	N/C	Performing Arts Technician	N/C	N/C	N/C	N/C	Theater Technician
	Top Step	\$ 5,197	\$ 4,283		\$ 5,346	\$ 5,801		\$ 4,368					\$ 5,009
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62		2%@62					2%@62
	Social Security	\$ 322	\$ 266		\$ 331	\$ 360		\$ 271					\$ 311
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252					\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000							
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 300	\$ 181		\$ 370	\$ 335		\$ 185					\$ 289
	Holidays	\$ 260	\$ 231		\$ 308	\$ 312		\$ 235					\$ 270
	Admin Leave												
Benefit Package Total		\$ 2,093	\$ 2,038	\$ 0	\$ 2,657	\$ 2,089	\$ 0	\$ 1,943	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,113

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Lighting and Sound Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Theater Production Specialist	\$32.33	95.4%	\$30.84	\$ 5,346	\$ 2,657	\$ 8,003	unknown	unknown	unknown
2	Folsom Cordova Unified School District	Theater Production Specialist	\$35.45	94.4%	\$33.46	\$ 5,801	\$ 2,089	\$ 7,890	7/1/2021	unknown	unknown
3	Clovis Unified School District	Lighting and Sound Technician	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
4	Visalia Unified School District	Theater Technician	\$28.90	100.0%	\$28.90	\$ 5,009	\$ 2,113	\$ 7,122	7/1/2021	unknown	unknown
5	Central Unified School District	Theater Technician	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
6	Kings Canyon Unified School District	Performing Arts Technician	\$25.20	100.0%	\$25.20	\$ 4,368	\$ 1,943	\$ 6,311	7/1/2021	unknown	unknown
7	Corona Norco Unified School District	N/C									
8	Fresno Unified School District	N/C									
9	Madera Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.32	\$28.62	\$ 4,961	\$ 7,129
% Clovis Unified School District Above/Below	2.2%	4.5%	4.5%	2.2%
Median of Comparators	\$28.90	\$28.90	\$ 5,009	\$ 7,122
% Clovis Unified School District Above/Below	3.6%	3.6%	3.6%	2.3%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

LVN/RN											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	LVN/RN	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown
2	Visalia Unified School District	Treatment Nurse	\$31.93	100.0%	\$31.93	\$ 5,535	\$ 2,204	\$ 7,739	7/1/2021	unknown	unknown
3	Corona Norco Unified School	LVN	\$32.10	97.6%	\$31.32	\$ 5,430	\$ 1,565	\$ 6,995	7/1/2021	unknown	unknown
4	Fresno Unified School District	Licensed Vocational Nurse	\$27.88	100.0%	\$27.88	\$ 4,834	\$ 2,527	\$ 7,361	7/1/2021	unknown	unknown
5	Selma Unified School District	Licensed Vocational Nurse	\$27.85	100.0%	\$27.85	\$ 4,827	\$ 1,865	\$ 6,693	7/1/2021	unknown	unknown
6	Kings Canyon Unified School	Licensed Vocational Nurse	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
7	Madera Unified School District	Licensed Vocational Nurse	\$27.78	100.0%	\$27.78	\$ 4,815	\$ 2,421	\$ 7,236	1/1/2022	unknown	unknown
8	Folsom Cordova Unified School	Licensed Vocational Nurse	\$29.09	94.4%	\$27.46	\$ 4,760	\$ 1,909	\$ 6,669	7/1/2021	unknown	unknown
9	Sanger Unified School District	Health Services Assistant - LVN	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
10	Central Unified School District	Licensed Vocational Nurse	\$26.24	100.0%	\$26.24	\$ 4,548	\$ 2,079	\$ 6,628	7/1/2021	unknown	unknown
11	Tulare City Unified School District	Licensed Vocational Nurse	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$28.24	\$28.00	\$ 4,853	\$ 6,927
% Clovis Unified School District Above/Below	23.0%	23.7%	23.7%	19.9%
Median of Comparators	\$27.83	\$27.80	\$ 4,818	\$ 6,764
% Clovis Unified School District Above/Below	24.1%	24.2%	24.2%	21.8%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		LVN/RN	Licensed Vocational Nurse	LVN	N/C	Licensed Vocational Nurse	Licensed Vocational Nurse	Licensed Vocational Nurse	Licensed Vocational Nurse	Health Services Assistant - LVN	Licensed Vocational Nurse	Licensed Vocational Nurse	Treatment Nurse
	Top Step	\$ 6,358	\$ 4,548	\$ 5,430		\$ 4,760	\$ 4,834	\$ 4,820	\$ 4,815	\$ 4,569	\$ 4,827	\$ 4,392	\$ 5,535
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 394	\$ 282	\$ 337		\$ 295	\$ 300	\$ 299	\$ 299	\$ 283	\$ 299	\$ 272	\$ 343
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112				\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84				\$ 65							
	Vision	\$ 16				\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 367	\$ 192	\$ 272		\$ 275	\$ 279	\$ 204	\$ 278	\$ 193	\$ 223	\$ 270	\$ 319
	Holidays	\$ 318	\$ 245	\$ 292		\$ 256	\$ 260	\$ 260	\$ 278	\$ 264	\$ 260	\$ 237	\$ 298
	Admin Leave												
Benefit Package Total		\$ 2,290	\$ 2,079	\$ 1,565	\$ 0	\$ 1,909	\$ 2,527	\$ 2,015	\$ 2,421	\$ 1,946	\$ 1,865	\$ 2,204	\$ 2,204

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

LVN/RN											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	LVN/RN	\$36.68	100.0%	\$36.68	\$ 6,358	\$ 2,290	\$ 8,648	7/1/2021	unknown	unknown
2	Visalia Unified School District	Treatment Nurse	\$31.93	100.0%	\$31.93	\$ 5,535	\$ 2,204	\$ 7,739	7/1/2021	unknown	unknown
3	Fresno Unified School District	Licensed Vocational Nurse	\$27.88	100.0%	\$27.88	\$ 4,834	\$ 2,527	\$ 7,361	7/1/2021	unknown	unknown
4	Madera Unified School District	Licensed Vocational Nurse	\$27.78	100.0%	\$27.78	\$ 4,815	\$ 2,421	\$ 7,236	1/1/2022	unknown	unknown
5	Corona Norco Unified School District	LVN	\$32.10	97.6%	\$31.32	\$ 5,430	\$ 1,565	\$ 6,995	7/1/2021	unknown	unknown
6	Kings Canyon Unified School District	Licensed Vocational Nurse	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
7	Selma Unified School District	Licensed Vocational Nurse	\$27.85	100.0%	\$27.85	\$ 4,827	\$ 1,865	\$ 6,693	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Licensed Vocational Nurse	\$29.09	94.4%	\$27.46	\$ 4,760	\$ 1,909	\$ 6,669	7/1/2021	unknown	unknown
9	Central Unified School District	Licensed Vocational Nurse	\$26.24	100.0%	\$26.24	\$ 4,548	\$ 2,079	\$ 6,628	7/1/2021	unknown	unknown
10	Tulare City Unified School District	Licensed Vocational Nurse	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
11	Sanger Unified School District	Health Services Assistant - LVN	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
12	Elk Grove Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$28.24	\$28.00	\$ 4,853	\$ 6,927
% Clovis Unified School District Above/Below	23.0%	23.7%	23.7%	19.9%
Median of Comparators	\$27.83	\$27.80	\$ 4,818	\$ 6,764
% Clovis Unified School District Above/Below	24.1%	24.2%	24.2%	21.8%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Manager, Accounting											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School	Director of Fiscal Services	\$65.02	100.0%	\$65.02	\$ 11,270	\$ 3,035	\$ 14,305	7/1/2021	unknown	unknown
2	Fresno Unified School District	Business Operations Manager (general)	\$56.64	100.0%	\$56.64	\$ 9,818	\$ 3,581	\$ 13,399	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Coordinator I (Business)	\$53.95	100.0%	\$53.95	\$ 9,352	\$ 3,084	\$ 12,436	7/1/2021	unknown	unknown
4	Clovis Unified School District	Manager, Accounting	\$52.13	100.0%	\$52.13	\$ 9,036	\$ 2,745	\$ 11,781	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Manager, Accounting	\$54.12	95.4%	\$51.63	\$ 8,950	\$ 3,338	\$ 12,287	unknown	unknown	unknown
6	Madera Unified School District	Business Manager	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
7	Central Unified School District	Senior Accounting Manager	\$43.45	100.0%	\$43.45	\$ 7,533	\$ 2,609	\$ 10,142	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	N/C									
9	Corona Norco Unified School	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Visalia Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$53.70	\$53.29	\$ 9,237	\$ 12,357
% Clovis Unified School District Above/Below	-3.0%	-2.2%	-2.2%	-4.9%
Median of Comparators	\$54.04	\$52.79	\$ 9,151	\$ 12,361
% Clovis Unified School District Above/Below	-3.7%	-1.3%	-1.3%	-4.9%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Manager, Accounting	Senior Accounting Manager	N/C	Manager, Accounting	N/C	Business Operations Manager (general)	Director of Fiscal Services	Business Manager	N/C	N/C	Coordinator I (Business)	N/C
	Top Step	\$ 9,036	\$ 7,533		\$ 8,950		\$ 9,818	\$ 11,270	\$ 8,500			\$ 9,352	
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62			2%@62	
	Social Security	\$ 560	\$ 467		\$ 555		\$ 609	\$ 699	\$ 527			\$ 580	
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,253				\$ 1,425	
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision Other Ins.	\$ 16			\$ 20								
Leaves	Vacation	\$ 521	\$ 377		\$ 620		\$ 755	\$ 477	\$ 490			\$ 575	
	Holidays	\$ 452	\$ 406		\$ 516		\$ 529	\$ 607	\$ 490			\$ 504	
	Admin Leave												
Benefit Package Total		\$ 2,745	\$ 2,609	\$ 0	\$ 3,338	\$ 0	\$ 3,581	\$ 3,035	\$ 3,075	\$ 0	\$ 0	\$ 3,084	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Manager, Accounting											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School District	Director of Fiscal Services	\$65.02	100.0%	\$65.02	\$ 11,270	\$ 3,035	\$ 14,305	7/1/2021	unknown	unknown
2	Fresno Unified School District	Business Operations Manager (general)	\$56.64	100.0%	\$56.64	\$ 9,818	\$ 3,581	\$ 13,399	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Coordinator I (Business)	\$53.95	100.0%	\$53.95	\$ 9,352	\$ 3,084	\$ 12,436	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Manager, Accounting	\$54.12	95.4%	\$51.63	\$ 8,950	\$ 3,338	\$ 12,287	unknown	unknown	unknown
5	Clovis Unified School District	Manager, Accounting	\$52.13	100.0%	\$52.13	\$ 9,036	\$ 2,745	\$ 11,781	7/1/2021	unknown	unknown
6	Madera Unified School District	Business Manager	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
7	Central Unified School District	Senior Accounting Manager	\$43.45	100.0%	\$43.45	\$ 7,533	\$ 2,609	\$ 10,142	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	N/C									
9	Corona Norco Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Visalia Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$53.70	\$53.29	\$ 9,237	\$ 12,357
% Clovis Unified School District Above/Below	-3.0%	-2.2%	-2.2%	-4.9%
Median of Comparators	\$54.04	\$52.79	\$ 9,151	\$ 12,361
% Clovis Unified School District Above/Below	-3.7%	-1.3%	-1.3%	-4.9%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Manager, Campus Catering											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Manager, Child Nutrition	\$62.96	97.6%	\$61.45	\$ 10,652	\$ 3,504	\$ 14,156	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Coordinator III (Nutrition Services)	\$58.13	100.0%	\$58.13	\$ 10,077	\$ 3,213	\$ 13,289	7/1/2021	unknown	unknown
3	Madera Unified School District	Assistant Director - Child Nutrition	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
4	Clovis Unified School District	Manager, Campus Catering	\$45.25	100.0%	\$45.25	\$ 7,843	\$ 2,542	\$ 10,386	7/1/2021	unknown	unknown
5	Folsom Cordova Unified School	Supervisor of Food Service	\$43.55	94.4%	\$41.11	\$ 7,126	\$ 2,379	\$ 9,505	7/1/2021	unknown	unknown
6	Fresno Unified School District	District Supervisor II, Food Services	\$40.25	100.0%	\$40.25	\$ 6,978	\$ 3,033	\$ 10,011	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Operations Manager - Food and Nutrition Services	\$41.26	95.4%	\$39.35	\$ 6,822	\$ 2,936	\$ 9,758	unknown	unknown	unknown
8	Central Unified School District	Assistant Director of Food Services	\$30.07	100.0%	\$30.07	\$ 5,213	\$ 2,225	\$ 7,438	7/1/2021	unknown	unknown
9	Visalia Unified School District	Manager, Central Kitchen	\$28.86	100.0%	\$28.86	\$ 5,003	\$ 868	\$ 5,871	7/1/2021	unknown	unknown
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$44.27	\$43.53	\$ 7,546	\$ 10,200
% Clovis Unified School District Above/Below	2.2%	3.8%	3.8%	1.8%
Median of Comparators	\$42.41	\$40.68	\$ 7,052	\$ 9,884
% Clovis Unified School District Above/Below	6.3%	10.1%	10.1%	4.8%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Manager, Campus Catering	Assistant Director of Food Services	Manager, Child Nutrition	Operations Manager - Food and Nutrition Services	Supervisor of Food Service	District Supervisor II, Food Services	N/C	Assistant Director - Child Nutrition	N/C	N/C	Coordinator III (Nutrition Services)	Manager, Central Kitchen
	Top Step	\$ 7,843	\$ 5,213	\$ 10,652	\$ 6,822	\$ 7,126	\$ 6,978		\$ 8,500			\$ 10,077	\$ 5,003
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62			2%@62	2%@62
	Social Security	\$ 486	\$ 323	\$ 660	\$ 423	\$ 442	\$ 433		\$ 527			\$ 625	\$ 310
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738								\$ 1,425	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 125							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 453	\$ 261	\$ 533	\$ 472	\$ 411	\$ 537		\$ 490			\$ 620	\$ 289
	Holidays	\$ 392	\$ 281	\$ 574	\$ 394	\$ 384	\$ 376		\$ 490			\$ 543	\$ 269
	Admin Leave												
Benefit Package Total		\$ 2,542	\$ 2,225	\$ 3,504	\$ 2,936	\$ 2,379	\$ 3,033	\$ 0	\$ 3,075	\$ 0	\$ 0	\$ 3,213	\$ 868

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Manager, Campus Catering											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Manager, Child Nutrition	\$62.96	97.6%	\$61.45	\$ 10,652	\$ 3,504	\$ 14,156	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Coordinator III (Nutrition Services)	\$58.13	100.0%	\$58.13	\$ 10,077	\$ 3,213	\$ 13,289	7/1/2021	unknown	unknown
3	Madera Unified School District	Assistant Director - Child Nutrition	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
4	Clovis Unified School District	Manager, Campus Catering	\$45.25	100.0%	\$45.25	\$ 7,843	\$ 2,542	\$ 10,386	7/1/2021	unknown	unknown
5	Fresno Unified School District	District Supervisor II, Food Services	\$40.25	100.0%	\$40.25	\$ 6,978	\$ 3,033	\$ 10,011	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Operations Manager - Food and Nutrition Services	\$41.26	95.4%	\$39.35	\$ 6,822	\$ 2,936	\$ 9,758	unknown	unknown	unknown
7	Folsom Cordova Unified School District	Supervisor of Food Service	\$43.55	94.4%	\$41.11	\$ 7,126	\$ 2,379	\$ 9,505	7/1/2021	unknown	unknown
8	Central Unified School District	Assistant Director of Food Services	\$30.07	100.0%	\$30.07	\$ 5,213	\$ 2,225	\$ 7,438	7/1/2021	unknown	unknown
9	Visalia Unified School District	Manager, Central Kitchen	\$28.86	100.0%	\$28.86	\$ 5,003	\$ 868	\$ 5,871	7/1/2021	unknown	unknown
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$44.27	\$43.53	\$ 7,546	\$ 10,200
% Clovis Unified School District Above/Below	2.2%	3.8%	3.8%	1.8%
Median of Comparators	\$42.41	\$40.68	\$ 7,052	\$ 9,884
% Clovis Unified School District Above/Below	6.3%	10.1%	10.1%	4.8%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Manager, Grounds & Landscape Services											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Manager - Grounds	\$54.12	95.4%	\$51.63	\$ 8,950	\$ 3,338	\$ 12,287	unknown	unknown	unknown
2	Clovis Unified School District	Manager, Grounds & Landscape Services	\$45.25	100.0%	\$45.25	\$ 7,843	\$ 2,542	\$ 10,386	7/1/2021	unknown	unknown
3	Madera Unified School District	Supervisor - Maintenance	\$40.38	100.0%	\$40.38	\$ 6,999	\$ 2,808	\$ 9,808	5/25/2021	unknown	unknown
4	Central Unified School District	Grounds Supervisor	\$35.12	100.0%	\$35.12	\$ 6,088	\$ 2,323	\$ 8,411	7/1/2021	unknown	unknown
5	Sanger Unified School District	Manager, Grounds Maintenance	\$34.66	100.0%	\$34.66	\$ 6,008	\$ 1,890	\$ 7,898	7/1/2021	unknown	unknown
6	Visalia Unified School District	Manager - Operations	\$34.28	100.0%	\$34.28	\$ 5,943	\$ 1,031	\$ 6,975	7/1/2021	unknown	unknown
7	Corona Norco Unified School	N/C									
8	Folsom Cordova Unified School	N/C									
9	Fresno Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$39.71	\$39.21	\$ 6,798	\$ 9,076
% Clovis Unified School District Above/Below	12.2%	13.3%	13.3%	12.6%
Median of Comparators	\$35.12	\$35.12	\$ 6,088	\$ 8,411
% Clovis Unified School District Above/Below	22.4%	22.4%	22.4%	19.0%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Manager, Grounds & Landscape Services	Grounds Supervisor	N/C	Manager - Grounds	N/C	N/C	N/C	Supervisor - Maintenance	Manager, Grounds Maintenance	N/C	N/C	Manager - Operations
	Top Step	\$ 7,843	\$ 6,088		\$ 8,950				\$ 6,999	\$ 6,008			\$ 5,943
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62				2%@62	2%@62			2%@62
	Social Security	\$ 486	\$ 377		\$ 555				\$ 434	\$ 372			\$ 368
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360							\$ 917			
	Health	\$ 1,112			\$ 1,450				\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 453	\$ 258		\$ 620				\$ 404	\$ 254			\$ 343
	Holidays	\$ 392	\$ 328		\$ 516				\$ 404	\$ 347			\$ 320
	Admin Leave												
Benefit Package Total		\$ 2,542	\$ 2,323	\$ 0	\$ 3,338	\$ 0	\$ 0	\$ 0	\$ 2,808	\$ 1,890	\$ 0	\$ 0	\$ 1,031

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Manager, Grounds & Landscape Services											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Manager - Grounds	\$54.12	95.4%	\$51.63	\$ 8,950	\$ 3,338	\$ 12,287	unknown	unknown	unknown
2	Clovis Unified School District	Manager, Grounds & Landscape Services	\$45.25	100.0%	\$45.25	\$ 7,843	\$ 2,542	\$ 10,386	7/1/2021	unknown	unknown
3	Madera Unified School District	Supervisor - Maintenance	\$40.38	100.0%	\$40.38	\$ 6,999	\$ 2,808	\$ 9,808	5/25/2021	unknown	unknown
4	Central Unified School District	Grounds Supervisor	\$35.12	100.0%	\$35.12	\$ 6,088	\$ 2,323	\$ 8,411	7/1/2021	unknown	unknown
5	Sanger Unified School District	Manager, Grounds Maintenance	\$34.66	100.0%	\$34.66	\$ 6,008	\$ 1,890	\$ 7,898	7/1/2021	unknown	unknown
6	Visalia Unified School District	Manager - Operations	\$34.28	100.0%	\$34.28	\$ 5,943	\$ 1,031	\$ 6,975	7/1/2021	unknown	unknown
7	Corona Norco Unified School District	N/C									
8	Folsom Cordova Unified School District	N/C									
9	Fresno Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$39.71	\$39.21	\$ 6,798	\$ 9,076
% Clovis Unified School District Above/Below	12.2%	13.3%	13.3%	12.6%
Median of Comparators	\$35.12	\$35.12	\$ 6,088	\$ 8,411
% Clovis Unified School District Above/Below	22.4%	22.4%	22.4%	19.0%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Manager, Payroll											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Manager, Payroll	\$55.83	100.0%	\$55.83	\$ 9,677	\$ 2,853	\$ 12,531	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Coordinator I (Business)	\$53.95	100.0%	\$53.95	\$ 9,352	\$ 3,084	\$ 12,436	7/1/2021	unknown	unknown
3	Madera Unified School District	Business Manager	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
4	Folsom Cordova Unified School	Fiscal Support Manager	\$51.77	94.4%	\$48.87	\$ 8,471	\$ 2,613	\$ 11,084	7/1/2021	unknown	unknown
5	Visalia Unified School District	Business Services Manager, Payroll	\$41.42	100.0%	\$41.42	\$ 7,180	\$ 1,246	\$ 8,426	unknown	unknown	unknown
6	Selma Unified School District	N/C									
7	Elk Grove Unified School District	N/C									
8	Kings Canyon Unified School	N/C									
9	Sanger Unified School District	N/C									
10	Fresno Unified School District	N/C									
11	Corona Norco Unified School	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$49.05	\$48.32	\$ 8,376	\$ 10,880
% Clovis Unified School District Above/Below	12.2%	13.5%	13.4%	13.2%
Median of Comparators	\$50.41	\$48.96	\$ 8,486	\$ 11,329
% Clovis Unified School District Above/Below	9.7%	12.3%	12.3%	9.6%
Number of Matches	4	4	4	4

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

**Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022**

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Manager, Payroll	N/C	N/C	N/C	Fiscal Support Manager	N/C	N/C	Business Manager	N/C	N/C	Coordinator I (Business)	Business Services Manager, Payroll
	Top Step	\$ 9,677				\$ 8,471			\$ 8,500			\$ 9,352	\$ 7,180
Retirement	EE Cost Sharing												
	PEPRA	2%@62				2%@62			2%@62			2%@62	2%@62
	Social Security	\$ 600				\$ 525			\$ 527			\$ 580	\$ 445
	Deferred Compensation Other Ret.												
Insurance	Cafeteria											\$ 1,425	
	Health	\$ 1,112				\$ 1,000			\$ 1,567				
	Dental	\$ 84				\$ 125							
	Vision Other Ins.	\$ 16				\$ 17							
Leaves	Vacation	\$ 558				\$ 489			\$ 490			\$ 575	\$ 414
	Holidays	\$ 484				\$ 456			\$ 490			\$ 504	\$ 387
	Admin Leave												
Benefit Package Total		\$ 2,853	\$ 0	\$ 0	\$ 0	\$ 2,613	\$ 0	\$ 0	\$ 3,075	\$ 0	\$ 0	\$ 3,084	\$ 1,246

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Manager, Payroll											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Manager, Payroll	\$55.83	100.0%	\$55.83	\$ 9,677	\$ 2,853	\$ 12,531	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Coordinator I (Business)	\$53.95	100.0%	\$53.95	\$ 9,352	\$ 3,084	\$ 12,436	7/1/2021	unknown	unknown
3	Madera Unified School District	Business Manager	\$49.04	100.0%	\$49.04	\$ 8,500	\$ 3,075	\$ 11,575	5/25/2021	unknown	unknown
4	Folsom Cordova Unified School District	Fiscal Support Manager	\$51.77	94.4%	\$48.87	\$ 8,471	\$ 2,613	\$ 11,084	7/1/2021	unknown	unknown
5	Visalia Unified School District	Business Services Manager, Payroll	\$41.42	100.0%	\$41.42	\$ 7,180	\$ 1,246	\$ 8,426	unknown	unknown	unknown
6	Selma Unified School District	N/C									
7	Elk Grove Unified School District	N/C									
8	Kings Canyon Unified School District	N/C									
9	Sanger Unified School District	N/C									
10	Fresno Unified School District	N/C									
11	Corona Norco Unified School District	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$49.05	\$48.32	\$ 8,376	\$ 10,880
% Clovis Unified School District Above/Below	12.2%	13.5%	13.4%	13.2%
Median of Comparators	\$50.41	\$48.96	\$ 8,486	\$ 11,329
% Clovis Unified School District Above/Below	9.7%	12.3%	12.3%	9.6%
Number of Matches	4	4	4	4

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Network Analyst III											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Systems Analyst II	\$57.25	100.0%	\$57.25	\$ 9,925	\$ 1,722	\$ 11,647	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School	[Network Engineer/Network Administrator]	\$48.91	94.4%	\$46.17	\$ 8,003	\$ 2,471	\$ 10,474	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Network/Systems Engineer	\$45.13	97.6%	\$44.04	\$ 7,635	\$ 1,930	\$ 9,565	7/1/2021	unknown	unknown
4	Madera Unified School District	Network Administrator	\$43.55	100.0%	\$43.55	\$ 7,549	\$ 2,906	\$ 10,455	1/1/2022	unknown	unknown
5	Elk Grove Unified School District	Network Administrator III	\$43.65	95.4%	\$41.64	\$ 7,219	\$ 3,011	\$ 10,229	unknown	unknown	unknown
6	Clovis Unified School District	Network Analyst III	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
7	Sanger Unified School District	Technology Support Analyst	\$36.87	100.0%	\$36.87	\$ 6,391	\$ 2,241	\$ 8,632	7/1/2021	unknown	unknown
8	Selma Unified School District	Network Analyst	\$30.61	100.0%	\$30.61	\$ 5,306	\$ 1,943	\$ 7,249	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$43.71	\$42.88	\$ 7,432	\$ 9,750
% Clovis Unified School District Above/Below	-11.7%	-9.5%	-9.6%	-6.6%
Median of Comparators	\$43.65	\$43.55	\$ 7,549	\$ 10,229
% Clovis Unified School District Above/Below	-11.5%	-11.3%	-11.3%	-11.8%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Folsom Cordova Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Network Analyst III	N/C	Network/ Systems Engineer	Network Administrator III	[Network Engineer/ Network Administrator]	N/C	N/C	Network Administrator	Technology Support Analyst	Network Analyst	N/C	Systems Analyst II
Top Step		\$ 6,784		\$ 7,635	\$ 7,219	\$ 8,003			\$ 7,549	\$ 6,391	\$ 5,306		\$ 9,925
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62			2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 421		\$ 473	\$ 448	\$ 496			\$ 468	\$ 396	\$ 329		\$ 615
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 664						\$ 1,205	\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000			\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 391		\$ 382	\$ 500	\$ 462			\$ 436	\$ 270	\$ 245		\$ 573
	Holidays	\$ 339		\$ 411	\$ 416	\$ 431			\$ 436	\$ 369	\$ 286		\$ 534
	Admin Leave												
Benefit Package Total		\$ 2,363	\$ 0	\$ 1,930	\$ 3,011	\$ 2,471	\$ 0	\$ 0	\$ 2,906	\$ 2,241	\$ 1,943	\$ 0	\$ 1,722

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Network Analyst III											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Systems Analyst II	\$57.25	100.0%	\$57.25	\$ 9,925	\$ 1,722	\$ 11,647	7/1/2021	unknown	unknown
2	Folsom Cordova Unified School District ¹	[Network Engineer/Network Administrator]	\$48.91	94.4%	\$46.17	\$ 8,003	\$ 2,471	\$ 10,474	7/1/2021	unknown	unknown
3	Madera Unified School District	Network Administrator	\$43.55	100.0%	\$43.55	\$ 7,549	\$ 2,906	\$ 10,455	1/1/2022	unknown	unknown
4	Elk Grove Unified School District	Network Administrator III	\$43.65	95.4%	\$41.64	\$ 7,219	\$ 3,011	\$ 10,229	unknown	unknown	unknown
5	Corona Norco Unified School District	Network/Systems Engineer	\$45.13	97.6%	\$44.04	\$ 7,635	\$ 1,930	\$ 9,565	7/1/2021	unknown	unknown
6	Clovis Unified School District	Network Analyst III	\$39.14	100.0%	\$39.14	\$ 6,784	\$ 2,363	\$ 9,147	7/1/2021	unknown	unknown
7	Sanger Unified School District	Technology Support Analyst	\$36.87	100.0%	\$36.87	\$ 6,391	\$ 2,241	\$ 8,632	7/1/2021	unknown	unknown
8	Selma Unified School District	Network Analyst	\$30.61	100.0%	\$30.61	\$ 5,306	\$ 1,943	\$ 7,249	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$43.71	\$42.88	\$ 7,432	\$ 9,750
% Clovis Unified School District Above/Below	-11.7%	-9.5%	-9.6%	-6.6%
Median of Comparators	\$43.65	\$43.55	\$ 7,549	\$ 10,229
% Clovis Unified School District Above/Below	-11.5%	-11.3%	-11.3%	-11.8%
Number of Matches	7	7	7	7

N/C - Non Comparator

1 - Folsom Cordova Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Payroll Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Payroll Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Central Unified School District	Payroll Specialist	\$34.03	100.0%	\$34.03	\$ 5,899	\$ 2,293	\$ 8,192	7/1/2021	unknown	unknown
3	Selma Unified School District	Payroll Technician II	\$32.19	100.0%	\$32.19	\$ 5,580	\$ 1,987	\$ 7,567	2/28/2022	unknown	unknown
4	Madera Unified School District	Accounting Technician V	\$31.66	100.0%	\$31.66	\$ 5,488	\$ 2,540	\$ 8,028	1/1/2022	unknown	unknown
5	Corona Norco Unified School	Payroll Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
6	Clovis Unified School District	Payroll Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
7	Sanger Unified School District	Payroll Technician	\$28.15	100.0%	\$28.15	\$ 4,879	\$ 1,707	\$ 6,586	7/1/2021	unknown	unknown
8	Kings Canyon Unified School	Payroll Technician	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
9	Tulare City Unified School District	Payroll Technician	\$26.21	100.0%	\$26.21	\$ 4,543	\$ 2,231	\$ 6,774	7/1/2021	7/1/2022	1.75 % stipend off salary
10	Elk Grove Unified School District	Payroll Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
11	Fresno Unified School District	Accounting/Payroll Technician II	\$21.82	100.0%	\$21.82	\$ 3,783	\$ 2,344	\$ 6,128	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.28	\$29.09	\$ 5,043	\$ 7,180
% Clovis Unified School District Above/Below	-2.7%	-2.1%	-2.1%	-2.7%
Median of Comparators	\$28.97	\$28.61	\$ 4,960	\$ 6,814
% Clovis Unified School District Above/Below	-1.6%	-0.4%	-0.4%	2.5%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Payroll Technician	Payroll Specialist	Payroll Technician	Payroll Technician II	N/C	Accounting/ Payroll Technician II	Payroll Technician	Accounting Technician V	Payroll Technician	Payroll Technician II	Payroll Technician	Payroll Technician
	Top Step	\$ 4,940	\$ 5,899	\$ 5,040	\$ 4,327		\$ 3,783	\$ 4,820	\$ 5,488	\$ 4,879	\$ 5,580	\$ 4,543	\$ 6,067
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 306	\$ 366	\$ 312	\$ 268		\$ 235	\$ 299	\$ 340	\$ 303	\$ 346	\$ 282	\$ 376
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 917	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450		\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 285	\$ 250	\$ 252	\$ 300		\$ 218	\$ 204	\$ 317	\$ 206	\$ 258	\$ 280	\$ 350
	Holidays	\$ 247	\$ 318	\$ 271	\$ 250		\$ 204	\$ 260	\$ 317	\$ 282	\$ 300	\$ 245	\$ 327
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 2,293	\$ 1,500	\$ 2,464	\$ 0	\$ 2,344	\$ 2,015	\$ 2,540	\$ 1,707	\$ 1,987	\$ 2,231	\$ 2,297

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Payroll Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Payroll Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Central Unified School District	Payroll Specialist	\$34.03	100.0%	\$34.03	\$ 5,899	\$ 2,293	\$ 8,192	7/1/2021	unknown	unknown
3	Madera Unified School District	Accounting Technician V	\$31.66	100.0%	\$31.66	\$ 5,488	\$ 2,540	\$ 8,028	1/1/2022	unknown	unknown
4	Selma Unified School District	Payroll Technician II	\$32.19	100.0%	\$32.19	\$ 5,580	\$ 1,987	\$ 7,567	2/28/2022	unknown	unknown
5	Clovis Unified School District	Payroll Technician	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
6	Kings Canyon Unified School District	Payroll Technician	\$27.81	100.0%	\$27.81	\$ 4,820	\$ 2,015	\$ 6,835	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Payroll Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
8	Tulare City Unified School District	Payroll Technician	\$26.21	100.0%	\$26.21	\$ 4,543	\$ 2,231	\$ 6,774	7/1/2021	7/1/2022	1.75 % stipend off salary
9	Sanger Unified School District	Payroll Technician	\$28.15	100.0%	\$28.15	\$ 4,879	\$ 1,707	\$ 6,586	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Payroll Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
11	Fresno Unified School District	Accounting/Payroll Technician II	\$21.82	100.0%	\$21.82	\$ 3,783	\$ 2,344	\$ 6,128	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$29.28	\$29.09	\$ 5,043	\$ 7,180
% Clovis Unified School District Above/Below	-2.7%	-2.1%	-2.1%	-2.7%
Median of Comparators	\$28.97	\$28.61	\$ 4,960	\$ 6,814
% Clovis Unified School District Above/Below	-1.6%	-0.4%	-0.4%	2.5%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Physical Therapist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Physical Therapist	\$61.75	100.0%	\$61.75	\$ 10,705	\$ 3,751	\$ 14,456	7/1/2021	unknown	unknown
2	Clovis Unified School District	Physical Therapist	\$60.95	100.0%	\$60.95	\$ 10,565	\$ 3,004	\$ 13,569	7/1/2021	unknown	unknown
3	Kings Canyon Unified School	Physical Therapist	\$59.37	100.0%	\$59.37	\$ 10,291	\$ 2,880	\$ 13,171	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School	Physical Therapist	\$62.65	94.4%	\$59.14	\$ 10,251	\$ 2,862	\$ 13,113	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Physical Therapist	\$60.60	95.4%	\$57.81	\$ 10,021	\$ 3,540	\$ 13,562	unknown	unknown	unknown
6	Visalia Unified School District	Physical Therapist	\$49.98	100.0%	\$49.98	\$ 8,664	\$ 1,504	\$ 10,167	7/1/2021	unknown	unknown
7	Corona Norco Unified School	N/C									
8	Central Unified School District	N/C									
9	Madera Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$58.87	\$57.61	\$ 9,986	\$ 12,894
% Clovis Unified School District Above/Below	3.4%	5.5%	5.5%	5.0%
Median of Comparators	\$60.60	\$59.14	\$ 10,251	\$ 13,171
% Clovis Unified School District Above/Below	0.6%	3.0%	3.0%	2.9%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Physical Therapist	N/C	N/C	Physical Therapist	Physical Therapist	Physical Therapist	Physical Therapist	N/C	N/C	N/C	N/C	Physical Therapist
Retirement	Top Step	\$ 10,565			\$ 10,021	\$ 10,251	\$ 10,705	\$ 10,291					\$ 8,664
	EE Cost Sharing												
	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62					2%@62
	Social Security	\$ 655			\$ 621	\$ 636	\$ 664	\$ 638					\$ 537
	Deferred Compensation												
Other Ret.													
Insurance	Cafeteria							\$ 1,253					
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688						
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 610			\$ 694	\$ 591	\$ 823	\$ 435					\$ 500
	Holidays	\$ 528			\$ 578	\$ 552	\$ 576	\$ 554					\$ 467
	Admin Leave												
Benefit Package Total		\$ 3,004	\$ 0	\$ 0	\$ 3,540	\$ 2,862	\$ 3,751	\$ 2,880	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,504

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Physical Therapist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Physical Therapist	\$61.75	100.0%	\$61.75	\$ 10,705	\$ 3,751	\$ 14,456	7/1/2021	unknown	unknown
2	Clovis Unified School District	Physical Therapist	\$60.95	100.0%	\$60.95	\$ 10,565	\$ 3,004	\$ 13,569	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Physical Therapist	\$60.60	95.4%	\$57.81	\$ 10,021	\$ 3,540	\$ 13,562	unknown	unknown	unknown
4	Kings Canyon Unified School District	Physical Therapist	\$59.37	100.0%	\$59.37	\$ 10,291	\$ 2,880	\$ 13,171	7/1/2021	unknown	unknown
5	Folsom Cordova Unified School District	Physical Therapist	\$62.65	94.4%	\$59.14	\$ 10,251	\$ 2,862	\$ 13,113	7/1/2021	unknown	unknown
6	Visalia Unified School District	Physical Therapist	\$49.98	100.0%	\$49.98	\$ 8,664	\$ 1,504	\$ 10,167	7/1/2021	unknown	unknown
7	Corona Norco Unified School District	N/C									
8	Central Unified School District	N/C									
9	Madera Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$58.87	\$57.61	\$ 9,986	\$ 12,894
% Clovis Unified School District Above/Below	3.4%	5.5%	5.5%	5.0%
Median of Comparators	\$60.60	\$59.14	\$ 10,251	\$ 13,171
% Clovis Unified School District Above/Below	0.6%	3.0%	3.0%	2.9%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Principal, Elementary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Principal, Elementary School	\$90.83	97.6%	\$88.64	\$ 15,365	\$ 1,738	\$ 17,103	7/1/2021	unknown	unknown
2	Visalia Unified School District	Principal, Elementary School	\$88.24	100.0%	\$88.24	\$ 15,296	\$ 0	\$ 15,296	7/1/2021	unknown	unknown
3	Tulare City Unified School District	Principal	\$81.65	100.0%	\$81.65	\$ 14,153	\$ 1,358	\$ 15,511	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	Principal - Elementary School (K-5)	\$79.33	100.0%	\$79.33	\$ 13,751	\$ 1,319	\$ 15,069	7/1/2021	unknown	unknown
5	Selma Unified School District	Elementary Principal	\$75.98	100.0%	\$75.98	\$ 13,171	\$ 1,058	\$ 14,229	7/1/2021	unknown	unknown
6	Fresno Unified School District	Principal II	\$75.06	100.0%	\$75.06	\$ 13,012	\$ 1,688	\$ 14,699	7/1/2021	unknown	unknown
7	Clovis Unified School District	Principal, Elementary	\$74.33	100.0%	\$74.33	\$ 12,884	\$ 1,211	\$ 14,095	7/1/2021	unknown	unknown
8	Madera Unified School District	Principal K-6/K-8	\$73.84	100.0%	\$73.84	\$ 12,799	\$ 1,567	\$ 14,366	7/27/2021	unknown	unknown
9	Elk Grove Unified School District	Principal, Elementary K-6 (over 400)	\$75.22	95.4%	\$71.76	\$ 12,438	\$ 1,647	\$ 14,085	unknown	unknown	unknown
10	Central Unified School District	Elementary Principal	\$69.38	100.0%	\$69.38	\$ 12,026	\$ 2,106	\$ 14,132	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School	Principal, Elementary	\$71.94	94.4%	\$67.91	\$ 11,771	\$ 1,090	\$ 12,861	7/1/2021	unknown	unknown
12	Sanger Unified School District	Elementary Principal	\$67.14	100.0%	\$67.14	\$ 11,639	\$ 1,209	\$ 12,848	unknown	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$77.15	\$76.27	\$ 13,220	\$ 14,564
% Clovis Unified School District Above/Below	-3.8%	-2.6%	-2.6%	-3.3%
Median of Comparators	\$75.22	\$75.06	\$ 13,012	\$ 14,366
% Clovis Unified School District Above/Below	-1.2%	-1.0%	-1.0%	-1.9%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Principal, Elementary	Elementary Principal	Principal, Elementary School	Principal, Elementary K-6 (over 400)	Principal, Elementary	Principal II	Principal - Elementary School (K-5)	Principal K-6/K-8	Elementary Principal	Elementary Principal	Principal	Principal, Elementary School
	Top Step	\$ 12,884	\$ 12,026	\$ 15,365	\$ 12,438	\$ 11,771	\$ 13,012	\$ 13,751	\$ 12,799	\$ 11,639	\$ 13,171	\$ 14,153	\$ 15,296
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security		\$ 746										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 1,738				\$ 1,319		\$ 1,209	\$ 1,058	\$ 1,358	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,106	\$ 1,738	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,319	\$ 1,567	\$ 1,209	\$ 1,058	\$ 1,358	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Principal, Elementary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School District	Principal, Elementary School	\$90.83	97.6%	\$88.64	\$ 15,365	\$ 1,738	\$ 17,103	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Principal	\$81.65	100.0%	\$81.65	\$ 14,153	\$ 1,358	\$ 15,511	7/1/2021	unknown	unknown
3	Visalia Unified School District	Principal, Elementary School	\$88.24	100.0%	\$88.24	\$ 15,296	\$ 0	\$ 15,296	7/1/2021	unknown	unknown
4	Kings Canyon Unified School District	Principal - Elementary School (K-5)	\$79.33	100.0%	\$79.33	\$ 13,751	\$ 1,319	\$ 15,069	7/1/2021	unknown	unknown
5	Fresno Unified School District	Principal II	\$75.06	100.0%	\$75.06	\$ 13,012	\$ 1,688	\$ 14,699	7/1/2021	unknown	unknown
6	Madera Unified School District	Principal K-6/K-8	\$73.84	100.0%	\$73.84	\$ 12,799	\$ 1,567	\$ 14,366	7/27/2021	unknown	unknown
7	Selma Unified School District	Elementary Principal	\$75.98	100.0%	\$75.98	\$ 13,171	\$ 1,058	\$ 14,229	7/1/2021	unknown	unknown
8	Central Unified School District	Elementary Principal	\$69.38	100.0%	\$69.38	\$ 12,026	\$ 2,106	\$ 14,132	7/1/2021	unknown	unknown
9	Clovis Unified School District	Principal, Elementary	\$74.33	100.0%	\$74.33	\$ 12,884	\$ 1,211	\$ 14,095	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Principal, Elementary K-6 (over 400)	\$75.22	95.4%	\$71.76	\$ 12,438	\$ 1,647	\$ 14,085	unknown	unknown	unknown
11	Folsom Cordova Unified School District	Principal, Elementary	\$71.94	94.4%	\$67.91	\$ 11,771	\$ 1,090	\$ 12,861	7/1/2021	unknown	unknown
12	Sanger Unified School District	Elementary Principal	\$67.14	100.0%	\$67.14	\$ 11,639	\$ 1,209	\$ 12,848	unknown	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$77.15	\$76.27	\$ 13,220	\$ 14,564
% Clovis Unified School District Above/Below	-3.8%	-2.6%	-2.6%	-3.3%
Median of Comparators	\$75.22	\$75.06	\$ 13,012	\$ 14,366
% Clovis Unified School District Above/Below	-1.2%	-1.0%	-1.0%	-1.9%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Program Specialist, Special Education											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Program Manager, Special Education	\$85.73	100.0%	\$85.73	\$ 14,860	\$ 0	\$ 14,860	7/1/2021	unknown	unknown
2	Kings Canyon Unified School	Data/Curriculum Program Specialist-Special Education	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Program Specialist Special Education	\$73.79	95.4%	\$70.39	\$ 12,202	\$ 1,647	\$ 13,849	unknown	unknown	unknown
4	Madera Unified School District	Program Specialist	\$68.74	100.0%	\$68.74	\$ 11,916	\$ 1,567	\$ 13,483	7/27/2021	unknown	unknown
5	Clovis Unified School District	Program Specialist, Special Education	\$66.05	100.0%	\$66.05	\$ 11,449	\$ 1,211	\$ 12,660	7/1/2021	unknown	unknown
6	Central Unified School District	Program Specialist	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
7	Corona Norco Unified School	Program Specialist	\$59.80	97.6%	\$58.36	\$ 10,117	\$ 788	\$ 10,905	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	Program Specialist, Special Education	\$46.06	94.4%	\$43.47	\$ 7,536	\$ 1,090	\$ 8,626	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$67.82	\$66.76	\$ 11,572	\$ 12,782
% Clovis Unified School District Above/Below	-2.7%	-1.1%	-1.1%	-1.0%
Median of Comparators	\$68.74	\$68.74	\$ 11,916	\$ 13,483
% Clovis Unified School District Above/Below	-4.1%	-4.1%	-4.1%	-6.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Program Specialist, Special Education	Program Specialist	Program Specialist	Program Specialist Special Education	Program Specialist, Special Education	N/C	Data/ Curriculum Program Specialist- Special Education	Program Specialist	N/C	N/C	N/C	Program Manager, Special Education
	Top Step	\$ 11,449	\$ 11,223	\$ 10,117	\$ 12,202	\$ 7,536		\$ 13,153	\$ 11,916				\$ 14,860
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62				2%@62
	Social Security		\$ 696										
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,319					
	Health	\$ 1,112			\$ 1,450	\$ 1,000			\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 2,056	\$ 788	\$ 1,647	\$ 1,090	\$ 0	\$ 1,319	\$ 1,567	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Program Specialist, Special Education											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Program Manager, Special Education	\$85.73	100.0%	\$85.73	\$ 14,860	\$ 0	\$ 14,860	7/1/2021	unknown	unknown
2	Kings Canyon Unified School District	Data/Curriculum Program Specialist-Special Education	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Program Specialist Special Education	\$73.79	95.4%	\$70.39	\$ 12,202	\$ 1,647	\$ 13,849	unknown	unknown	unknown
4	Madera Unified School District	Program Specialist	\$68.74	100.0%	\$68.74	\$ 11,916	\$ 1,567	\$ 13,483	7/27/2021	unknown	unknown
5	Central Unified School District	Program Specialist	\$64.75	100.0%	\$64.75	\$ 11,223	\$ 2,056	\$ 13,279	7/1/2021	unknown	unknown
6	Clovis Unified School District	Program Specialist, Special Education	\$66.05	100.0%	\$66.05	\$ 11,449	\$ 1,211	\$ 12,660	7/1/2021	unknown	unknown
7	Corona Norco Unified School District	Program Specialist	\$59.80	97.6%	\$58.36	\$ 10,117	\$ 788	\$ 10,905	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Program Specialist, Special Education	\$46.06	94.4%	\$43.47	\$ 7,536	\$ 1,090	\$ 8,626	7/1/2021	unknown	unknown
9	Fresno Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$67.82	\$66.76	\$ 11,572	\$ 12,782
% Clovis Unified School District Above/Below	-2.7%	-1.1%	-1.1%	-1.0%
Median of Comparators	\$68.74	\$68.74	\$ 11,916	\$ 13,483
% Clovis Unified School District Above/Below	-4.1%	-4.1%	-4.1%	-6.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Program Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Special Projects Technician	\$30.24	100.0%	\$30.24	\$ 5,242	\$ 2,153	\$ 7,395	7/1/2021	unknown	unknown
2	Clovis Unified School District	Program Technician	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
3	Selma Unified School District	State & Federal Programs Technician	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 1,826	\$ 6,409	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School	Categorical Account Technician I	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
5	Fresno Unified School District	Categorical School Program Assistant	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	School Fiscal Assistant	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Corona Norco Unified School	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.69	\$24.21	\$ 4,198	\$ 6,275
% Clovis Unified School District Above/Below	8.8%	10.6%	10.5%	6.3%
Median of Comparators	\$25.74	\$24.29	\$ 4,212	\$ 6,025
% Clovis Unified School District Above/Below	4.9%	10.3%	10.2%	10.1%
Number of Matches	5	5	5	5

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Program Technician	N/C	N/C	School Fiscal Assistant	Categorical Account Technician I	Categorical School Program Assistant	N/C	N/C	N/C	State & Federal Programs Technician	N/C	Special Projects Technician
Top Step		\$ 4,692			\$ 3,349	\$ 4,212	\$ 3,603				\$ 4,583		\$ 5,242
Retirement	EE Cost Sharing												
	PEPRA	2%@62			2%@62	2%@62	2%@62				2%@62		2%@62
	Social Security	\$ 291			\$ 208	\$ 261	\$ 223				\$ 284		\$ 325
	Deferred Compensation Other Ret.												
Insurance	Cafeteria										\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688						
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 271			\$ 232	\$ 243	\$ 208				\$ 212		\$ 302
	Holidays	\$ 235			\$ 193	\$ 227	\$ 194				\$ 247		\$ 282
	Admin Leave												
Benefit Package Total		\$ 2,008	\$ 0	\$ 0	\$ 2,279	\$ 1,814	\$ 2,313	\$ 0	\$ 0	\$ 0	\$ 1,826	\$ 0	\$ 2,153

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Program Technician											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Special Projects Technician	\$30.24	100.0%	\$30.24	\$ 5,242	\$ 2,153	\$ 7,395	7/1/2021	unknown	unknown
2	Clovis Unified School District	Program Technician	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
3	Selma Unified School District	State & Federal Programs Technician	\$26.44	100.0%	\$26.44	\$ 4,583	\$ 1,826	\$ 6,409	7/1/2021	unknown	unknown
4	Folsom Cordova Unified School District	Categorical Account Technician I	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
5	Fresno Unified School District	Categorical School Program Assistant	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	School Fiscal Assistant	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Corona Norco Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.69	\$24.21	\$ 4,198	\$ 6,275
% Clovis Unified School District Above/Below	8.8%	10.6%	10.5%	6.3%
Median of Comparators	\$25.74	\$24.29	\$ 4,212	\$ 6,025
% Clovis Unified School District Above/Below	4.9%	10.3%	10.2%	10.1%
Number of Matches	5	5	5	5

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Psychologist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Psychologist	\$88.23	100.0%	\$88.23	\$ 15,294	\$ 0	\$ 15,294	7/1/2021	unknown	unknown
2	Kings Canyon Unified School	Psychologist	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Psychologist	\$79.51	95.4%	\$75.85	\$ 13,148	\$ 1,647	\$ 14,795	unknown	unknown	unknown
4	Tulare City Unified School District	School Psychologist	\$74.57	100.0%	\$74.57	\$ 12,925	\$ 1,358	\$ 14,284	7/1/2021	unknown	unknown
5	Fresno Unified School District	School Psychologist - District	\$68.08	100.0%	\$68.08	\$ 11,801	\$ 1,688	\$ 13,489	7/1/2021	unknown	unknown
6	Madera Unified School District	Certificated Psychologist	\$68.07	100.0%	\$68.07	\$ 11,800	\$ 1,567	\$ 13,367	5/25/2021	unknown	unknown
7	Sanger Unified School District	Psychologist	\$68.02	100.0%	\$68.02	\$ 11,791	\$ 1,209	\$ 13,000	7/1/2021	unknown	unknown
8	Central Unified School District	Psychologist	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 1,360	\$ 13,086	7/1/2019	unknown	unknown
9	Clovis Unified School District	Psychologist	\$67.51	100.0%	\$67.51	\$ 11,702	\$ 1,211	\$ 12,913	7/1/2021	unknown	unknown
10	Corona Norco Unified School	Psychologist	\$65.74	97.6%	\$64.15	\$ 11,121	\$ 788	\$ 11,908	7/1/2021	unknown	unknown
11	Selma Unified School District	Psychologist	\$55.82	100.0%	\$55.82	\$ 9,675	\$ 1,233	\$ 10,909	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School	Psychologist	\$59.04	94.4%	\$55.73	\$ 9,660	\$ 1,090	\$ 10,750	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$70.06	\$69.28	\$ 12,009	\$ 13,214
% Clovis Unified School District Above/Below	-3.8%	-2.6%	-2.6%	-2.3%
Median of Comparators	\$68.07	\$68.07	\$ 11,800	\$ 13,367
% Clovis Unified School District Above/Below	-0.8%	-0.8%	-0.8%	-3.5%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Psychologist	Psychologist	Psychologist	Psychologist	Psychologist	School Psychologist - District	Psychologist	Certificated Psychologist	Psychologist	Psychologist	School Psychologist	Psychologist
	Top Step	\$ 11,702	\$ 11,726	\$ 11,121	\$ 13,148	\$ 9,660	\$ 11,801	\$ 13,153	\$ 11,800	\$ 11,791	\$ 9,675	\$ 12,925	\$ 15,294
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security												
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,319		\$ 1,209	\$ 1,233	\$ 1,358	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 1,360	\$ 788	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,319	\$ 1,567	\$ 1,209	\$ 1,233	\$ 1,358	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Psychologist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Psychologist	\$88.23	100.0%	\$88.23	\$ 15,294	\$ 0	\$ 15,294	7/1/2021	unknown	unknown
2	Elk Grove Unified School District	Psychologist	\$79.51	95.4%	\$75.85	\$ 13,148	\$ 1,647	\$ 14,795	unknown	unknown	unknown
3	Kings Canyon Unified School District	Psychologist	\$75.88	100.0%	\$75.88	\$ 13,153	\$ 1,319	\$ 14,471	7/1/2021	unknown	unknown
4	Tulare City Unified School District	School Psychologist	\$74.57	100.0%	\$74.57	\$ 12,925	\$ 1,358	\$ 14,284	7/1/2021	unknown	unknown
5	Fresno Unified School District	School Psychologist - District	\$68.08	100.0%	\$68.08	\$ 11,801	\$ 1,688	\$ 13,489	7/1/2021	unknown	unknown
6	Madera Unified School District	Certificated Psychologist	\$68.07	100.0%	\$68.07	\$ 11,800	\$ 1,567	\$ 13,367	5/25/2021	unknown	unknown
7	Central Unified School District	Psychologist	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 1,360	\$ 13,086	7/1/2019	unknown	unknown
8	Sanger Unified School District	Psychologist	\$68.02	100.0%	\$68.02	\$ 11,791	\$ 1,209	\$ 13,000	7/1/2021	unknown	unknown
9	Clovis Unified School District	Psychologist	\$67.51	100.0%	\$67.51	\$ 11,702	\$ 1,211	\$ 12,913	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	Psychologist	\$65.74	97.6%	\$64.15	\$ 11,121	\$ 788	\$ 11,908	7/1/2021	unknown	unknown
11	Selma Unified School District	Psychologist	\$55.82	100.0%	\$55.82	\$ 9,675	\$ 1,233	\$ 10,909	7/1/2021	unknown	unknown
12	Folsom Cordova Unified School District	Psychologist	\$59.04	94.4%	\$55.73	\$ 9,660	\$ 1,090	\$ 10,750	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$70.06	\$69.28	\$ 12,009	\$ 13,214
% Clovis Unified School District Above/Below	-3.8%	-2.6%	-2.6%	-2.3%
Median of Comparators	\$68.07	\$68.07	\$ 11,800	\$ 13,367
% Clovis Unified School District Above/Below	-0.8%	-0.8%	-0.8%	-3.5%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Range II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	Class A	\$55.11	97.6%	\$53.79	\$ 9,324	\$ 788	\$ 10,111	7/1/2021	unknown	unknown
2	Visalia Unified School District	Class II	\$53.24	100.0%	\$53.24	\$ 9,229	\$ 1,191	\$ 10,420	7/1/2021	unknown	unknown
3	Sanger Unified School District	Level A	\$50.00	100.0%	\$50.00	\$ 8,668	\$ 1,209	\$ 9,877	unknown	unknown	unknown
4	Madera Unified School District	Class IV	\$48.44	100.0%	\$48.44	\$ 8,397	\$ 1,567	\$ 9,964	5/25/2021	unknown	unknown
5	Elk Grove Unified School District	Class C	\$50.21	95.4%	\$47.90	\$ 8,303	\$ 1,647	\$ 9,950	unknown	unknown	unknown
6	Central Unified School District	Class I	\$47.66	100.0%	\$47.66	\$ 8,262	\$ 1,360	\$ 9,622	7/2/2021	unknown	unknown
7	Tulare City Unified School District	Level B	\$47.51	100.0%	\$47.51	\$ 8,235	\$ 1,358	\$ 9,593	7/1/2021	unknown	unknown
8	Kings Canyon Unified School	Range I	\$47.26	100.0%	\$47.26	\$ 8,192	\$ 1,342	\$ 9,534	7/1/2021	unknown	unknown
9	Selma Unified School District	Class II	\$47.15	100.0%	\$47.15	\$ 8,173	\$ 1,233	\$ 9,406	7/1/2021	unknown	unknown
10	Fresno Unified School District	Class I	\$43.78	100.0%	\$43.78	\$ 7,590	\$ 1,688	\$ 9,278	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School	Class 2	\$44.18	94.4%	\$41.71	\$ 7,230	\$ 1,090	\$ 8,319	7/1/2021	unknown	unknown
12	Clovis Unified School District	Range II	\$40.05	100.0%	\$40.05	\$ 6,942	\$ 1,211	\$ 8,153	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$48.59	\$48.04	\$ 8,327	\$ 9,643
% Clovis Unified School District Above/Below	-21.3%	-20.0%	-20.0%	-18.3%
Median of Comparators	\$47.66	\$47.66	\$ 8,262	\$ 9,622
% Clovis Unified School District Above/Below	-19.0%	-19.0%	-19.0%	-18.0%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Range II	Class I	Class A	Class C	Class 2	Class I	Range I	Class IV	Level A	Class II	Level B	Class II
	Top Step	\$ 6,942	\$ 8,262	\$ 9,324	\$ 8,303	\$ 7,230	\$ 7,590	\$ 8,192	\$ 8,397	\$ 8,668	\$ 8,173	\$ 8,235	\$ 9,229
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security												
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,342		\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 1,360	\$ 788	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,342	\$ 1,567	\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Range II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Class II	\$53.24	100.0%	\$53.24	\$ 9,229	\$ 1,191	\$ 10,420	7/1/2021	unknown	unknown
2	Corona Norco Unified School District	Class A	\$55.11	97.6%	\$53.79	\$ 9,324	\$ 788	\$ 10,111	7/1/2021	unknown	unknown
3	Madera Unified School District	Class IV	\$48.44	100.0%	\$48.44	\$ 8,397	\$ 1,567	\$ 9,964	5/25/2021	unknown	unknown
4	Elk Grove Unified School District	Class C	\$50.21	95.4%	\$47.90	\$ 8,303	\$ 1,647	\$ 9,950	unknown	unknown	unknown
5	Sanger Unified School District	Level A	\$50.00	100.0%	\$50.00	\$ 8,668	\$ 1,209	\$ 9,877	unknown	unknown	unknown
6	Central Unified School District	Class I	\$47.66	100.0%	\$47.66	\$ 8,262	\$ 1,360	\$ 9,622	7/2/2021	unknown	unknown
7	Tulare City Unified School District	Level B	\$47.51	100.0%	\$47.51	\$ 8,235	\$ 1,358	\$ 9,593	7/1/2021	unknown	unknown
8	Kings Canyon Unified School District	Range I	\$47.26	100.0%	\$47.26	\$ 8,192	\$ 1,342	\$ 9,534	7/1/2021	unknown	unknown
9	Selma Unified School District	Class II	\$47.15	100.0%	\$47.15	\$ 8,173	\$ 1,233	\$ 9,406	7/1/2021	unknown	unknown
10	Fresno Unified School District	Class I	\$43.78	100.0%	\$43.78	\$ 7,590	\$ 1,688	\$ 9,278	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School District	Class 2	\$44.18	94.4%	\$41.71	\$ 7,230	\$ 1,090	\$ 8,319	7/1/2021	unknown	unknown
12	Clovis Unified School District	Range II	\$40.05	100.0%	\$40.05	\$ 6,942	\$ 1,211	\$ 8,153	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$48.59	\$48.04	\$ 8,327	\$ 9,643
% Clovis Unified School District Above/Below	-21.3%	-20.0%	-20.0%	-18.3%
Median of Comparators	\$47.66	\$47.66	\$ 8,262	\$ 9,622
% Clovis Unified School District Above/Below	-19.0%	-19.0%	-19.0%	-18.0%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Range IV											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Class IV	\$70.24	100.0%	\$70.24	\$ 12,176	\$ 1,191	\$ 13,367	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Level F	\$69.16	100.0%	\$69.16	\$ 11,988	\$ 1,358	\$ 13,346	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Class C	\$68.46	97.6%	\$66.82	\$ 11,582	\$ 788	\$ 12,369	7/1/2021	unknown	unknown
4	Madera Unified School District	Class VI	\$60.07	100.0%	\$60.07	\$ 10,413	\$ 1,567	\$ 11,979	5/25/2021	unknown	unknown
5	Kings Canyon Unified School	Range III	\$58.09	100.0%	\$58.09	\$ 10,069	\$ 1,342	\$ 11,411	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Class E	\$60.49	95.4%	\$57.71	\$ 10,003	\$ 1,647	\$ 11,649	unknown	unknown	unknown
7	Clovis Unified School District	Range IV	\$57.30	100.0%	\$57.30	\$ 9,933	\$ 1,211	\$ 11,144	7/1/2021	unknown	unknown
8	Sanger Unified School District	Level C	\$56.48	100.0%	\$56.48	\$ 9,790	\$ 1,209	\$ 10,999	unknown	unknown	unknown
9	Fresno Unified School District	Class III	\$55.91	100.0%	\$55.91	\$ 9,692	\$ 1,688	\$ 11,380	7/1/2021	unknown	unknown
10	Selma Unified School District	Class IV	\$54.23	100.0%	\$54.23	\$ 9,400	\$ 1,233	\$ 10,633	7/1/2021	unknown	unknown
11	Central Unified School District	Class III	\$53.24	100.0%	\$53.24	\$ 9,228	\$ 1,360	\$ 10,588	7/2/2021	unknown	unknown
12	Folsom Cordova Unified School	Class 4	\$54.13	94.4%	\$51.10	\$ 8,857	\$ 1,090	\$ 9,947	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$60.05	\$59.37	\$ 10,291	\$ 11,606
% Clovis Unified School District Above/Below	-4.8%	-3.6%	-3.6%	-4.1%
Median of Comparators	\$58.09	\$57.71	\$ 10,003	\$ 11,411
% Clovis Unified School District Above/Below	-1.4%	-0.7%	-0.7%	-2.4%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Range IV	Class III	Class C	Class E	Class 4	Class III	Range III	Class VI	Level C	Class IV	Level F	Class IV
	Top Step	\$ 9,933	\$ 9,228	\$ 11,582	\$ 10,003	\$ 8,857	\$ 9,692	\$ 10,069	\$ 10,413	\$ 9,790	\$ 9,400	\$ 11,988	\$ 12,176
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security												
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,342		\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 1,360	\$ 788	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,342	\$ 1,567	\$ 1,209	\$ 1,233	\$ 1,358	\$ 1,191

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Range IV											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Class IV	\$70.24	100.0%	\$70.24	\$ 12,176	\$ 1,191	\$ 13,367	7/1/2021	unknown	unknown
2	Tulare City Unified School District	Level F	\$69.16	100.0%	\$69.16	\$ 11,988	\$ 1,358	\$ 13,346	7/1/2021	unknown	unknown
3	Corona Norco Unified School District	Class C	\$68.46	97.6%	\$66.82	\$ 11,582	\$ 788	\$ 12,369	7/1/2021	unknown	unknown
4	Madera Unified School District	Class VI	\$60.07	100.0%	\$60.07	\$ 10,413	\$ 1,567	\$ 11,979	5/25/2021	unknown	unknown
5	Elk Grove Unified School District	Class E	\$60.49	95.4%	\$57.71	\$ 10,003	\$ 1,647	\$ 11,649	unknown	unknown	unknown
6	Kings Canyon Unified School District	Range III	\$58.09	100.0%	\$58.09	\$ 10,069	\$ 1,342	\$ 11,411	7/1/2021	unknown	unknown
7	Fresno Unified School District	Class III	\$55.91	100.0%	\$55.91	\$ 9,692	\$ 1,688	\$ 11,380	7/1/2021	unknown	unknown
8	Clovis Unified School District	Range IV	\$57.30	100.0%	\$57.30	\$ 9,933	\$ 1,211	\$ 11,144	7/1/2021	unknown	unknown
9	Sanger Unified School District	Level C	\$56.48	100.0%	\$56.48	\$ 9,790	\$ 1,209	\$ 10,999	unknown	unknown	unknown
10	Selma Unified School District	Class IV	\$54.23	100.0%	\$54.23	\$ 9,400	\$ 1,233	\$ 10,633	7/1/2021	unknown	unknown
11	Central Unified School District	Class III	\$53.24	100.0%	\$53.24	\$ 9,228	\$ 1,360	\$ 10,588	7/2/2021	unknown	unknown
12	Folsom Cordova Unified School District	Class 4	\$54.13	94.4%	\$51.10	\$ 8,857	\$ 1,090	\$ 9,947	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$60.05	\$59.37	\$ 10,291	\$ 11,606
% Clovis Unified School District Above/Below	-4.8%	-3.6%	-3.6%	-4.1%
Median of Comparators	\$58.09	\$57.71	\$ 10,003	\$ 11,411
% Clovis Unified School District Above/Below	-1.4%	-0.7%	-0.7%	-2.4%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Registration Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sanger Unified School District	Registrar	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
2	Fresno Unified School District	Registrar	\$25.25	100.0%	\$25.25	\$ 4,377	\$ 2,447	\$ 6,825	7/1/2021	unknown	unknown
3	Madera Unified School District	Registrar - High School	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
4	Central Unified School District	Registrar	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
5	Corona Norco Unified School	Registrar/Records Maintenance Clerk	\$25.06	97.6%	\$24.45	\$ 4,239	\$ 1,367	\$ 5,607	7/1/2021	unknown	unknown
6	Clovis Unified School District	Registration Specialist	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School	Registrar (Comprehensive HS)	\$25.10	94.4%	\$23.69	\$ 4,107	\$ 1,795	\$ 5,902	7/1/2021	unknown	unknown
8	Selma Unified School District	High School Registrar	\$22.33	100.0%	\$22.33	\$ 3,871	\$ 1,710	\$ 5,581	7/1/2021	unknown	unknown
9	Elk Grove Unified School District	Registrar	\$22.23	95.4%	\$21.20	\$ 3,676	\$ 2,341	\$ 6,017	unknown	unknown	unknown
10	Kings Canyon Unified School	School Secretary III	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.13	\$23.79	\$ 4,124	\$ 6,103
% Clovis Unified School District Above/Below	1.2%	2.5%	2.5%	0.9%
Median of Comparators	\$24.90	\$24.45	\$ 4,239	\$ 6,017
% Clovis Unified School District Above/Below	-2.0%	-0.2%	-0.2%	2.3%
Number of Matches	9	9	9	9

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Registration Specialist	Registrar	Registrar/ Records Maintenance Clerk	Registrar	Registrar (Comprehensive HS)	Registrar	School Secretary III	Registrar - High School	Registrar	High School Registrar	N/C	N/C
Top Step		\$ 4,231	\$ 4,283	\$ 4,239	\$ 3,676	\$ 4,107	\$ 4,377	\$ 3,675	\$ 4,316	\$ 4,569	\$ 3,871		
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security	\$ 262	\$ 266	\$ 263	\$ 228	\$ 255	\$ 271	\$ 228	\$ 268	\$ 283	\$ 240		
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 244	\$ 181	\$ 212	\$ 254	\$ 237	\$ 253	\$ 155	\$ 249	\$ 193	\$ 179		
	Holidays	\$ 212	\$ 231	\$ 228	\$ 212	\$ 221	\$ 236	\$ 198	\$ 249	\$ 264	\$ 208		
	Admin Leave												
Benefit Package Total		\$ 1,929	\$ 2,038	\$ 1,367	\$ 2,341	\$ 1,795	\$ 2,447	\$ 1,834	\$ 2,332	\$ 1,946	\$ 1,710	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Registration Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Registrar	\$25.25	100.0%	\$25.25	\$ 4,377	\$ 2,447	\$ 6,825	7/1/2021	unknown	unknown
2	Madera Unified School District	Registrar - High School	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
3	Sanger Unified School District	Registrar	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
4	Central Unified School District	Registrar	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
5	Clovis Unified School District	Registration Specialist	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Registrar	\$22.23	95.4%	\$21.20	\$ 3,676	\$ 2,341	\$ 6,017	unknown	unknown	unknown
7	Folsom Cordova Unified School District	Registrar (Comprehensive HS)	\$25.10	94.4%	\$23.69	\$ 4,107	\$ 1,795	\$ 5,902	7/1/2021	unknown	unknown
8	Corona Norco Unified School District	Registrar/Records Maintenance Clerk	\$25.06	97.6%	\$24.45	\$ 4,239	\$ 1,367	\$ 5,607	7/1/2021	unknown	unknown
9	Selma Unified School District	High School Registrar	\$22.33	100.0%	\$22.33	\$ 3,871	\$ 1,710	\$ 5,581	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	School Secretary III	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.13	\$23.79	\$ 4,124	\$ 6,103
% Clovis Unified School District Above/Below	1.2%	2.5%	2.5%	0.9%
Median of Comparators	\$24.90	\$24.45	\$ 4,239	\$ 6,017
% Clovis Unified School District Above/Below	-2.0%	-0.2%	-0.2%	2.3%
Number of Matches	9	9	9	9

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Risk Management Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Human Resources Development Benefits Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Clovis Unified School District	Risk Management Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
3	Madera Unified School District	Risk Management Analyst	\$32.21	100.0%	\$32.21	\$ 5,583	\$ 2,557	\$ 8,140	1/1/2022	unknown	unknown
4	Corona Norco Unified School	Risk Management Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
5	Elk Grove Unified School District	Risk Management Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
6	Fresno Unified School District	N/C									
7	Folsom Cordova Unified School	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results		Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators		\$30.79	\$30.31	\$ 5,254	\$ 7,459
% Clovis Unified School District Above/Below		7.4%	8.8%	8.8%	6.2%
Median of Comparators		\$31.00	\$30.64	\$ 5,311	\$ 7,466
% Clovis Unified School District Above/Below		6.7%	7.8%	7.8%	6.1%
Number of Matches		4	4	4	4

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Risk Management Specialist	N/C	Risk Management Technician	Risk Management Technician II	N/C	N/C	N/C	Risk Management Analyst	N/C	N/C	N/C	Human Resources Development Benefits Technician
	Top Step	\$ 5,762		\$ 5,040	\$ 4,327				\$ 5,583				\$ 6,067
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62				2%@62				2%@62
	Social Security	\$ 357		\$ 312	\$ 268				\$ 346				\$ 376
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664									\$ 1,244
	Health	\$ 1,112			\$ 1,450				\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 332		\$ 252	\$ 300				\$ 322				\$ 350
	Holidays	\$ 288		\$ 271	\$ 250				\$ 322				\$ 327
	Admin Leave												
Benefit Package Total		\$ 2,189	\$ 0	\$ 1,500	\$ 2,464	\$ 0	\$ 0	\$ 0	\$ 2,557	\$ 0	\$ 0	\$ 0	\$ 2,297

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Risk Management Specialist											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Human Resources Development Benefits Technician	\$35.00	100.0%	\$35.00	\$ 6,067	\$ 2,297	\$ 8,363	7/1/2021	unknown	unknown
2	Madera Unified School District	Risk Management Analyst	\$32.21	100.0%	\$32.21	\$ 5,583	\$ 2,557	\$ 8,140	1/1/2022	unknown	unknown
3	Clovis Unified School District	Risk Management Specialist	\$33.24	100.0%	\$33.24	\$ 5,762	\$ 2,189	\$ 7,951	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Risk Management Technician II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
5	Corona Norco Unified School District	Risk Management Technician	\$29.79	97.6%	\$29.07	\$ 5,040	\$ 1,500	\$ 6,540	7/1/2021	unknown	unknown
6	Fresno Unified School District	N/C									
7	Folsom Cordova Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$30.79	\$30.31	\$ 5,254	\$ 7,459
% Clovis Unified School District Above/Below	7.4%	8.8%	8.8%	6.2%
Median of Comparators	\$31.00	\$30.64	\$ 5,311	\$ 7,466
% Clovis Unified School District Above/Below	6.7%	7.8%	7.8%	6.1%
Number of Matches	4	4	4	4

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Account Clerk											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Accounting Technician IV	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
2	Clovis Unified School District	School Account Clerk	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
3	Visalia Unified School District	School Finance Assistant	\$26.41	100.0%	\$26.41	\$ 4,578	\$ 2,038	\$ 6,616	7/1/2021	unknown	unknown
4	Sanger Unified School District	Accounting Specialist	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
5	Corona Norco Unified School	Bookkeeper High School	\$25.64	97.6%	\$25.02	\$ 4,338	\$ 1,384	\$ 5,721	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	School Site Controller II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
7	Central Unified School District	Finance Clerk (HS /Middle School)	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
8	Fresno Unified School District	High School Financial Technician	\$24.05	100.0%	\$24.05	\$ 4,170	\$ 2,412	\$ 6,582	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School	Student Body Account Technician	\$25.10	94.4%	\$23.69	\$ 4,107	\$ 1,795	\$ 5,902	7/1/2021	unknown	unknown
10	Selma Unified School District ¹	[ASB Accounting Technician Middle School /ASB Accounting Technician High School]	\$21.28	100.0%	\$21.28	\$ 3,689	\$ 1,681	\$ 5,369	7/1/2021	unknown	unknown
11	Kings Canyon Unified School	Finance Clerk (High School)	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.93	\$24.60	\$ 4,265	\$ 6,268
% Clovis Unified School District Above/Below	7.9%	9.1%	9.1%	6.4%
Median of Comparators	\$25.37	\$24.84	\$ 4,305	\$ 6,418
% Clovis Unified School District Above/Below	6.3%	8.3%	8.2%	4.2%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency	Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match	School Account Clerk	Finance Clerk (HS /Middle School)	Bookkeeper High School	School Site Controller II	Student Body Account Technician	High School Financial Technician	Finance Clerk (High School)	Accounting Technician IV	Accounting Specialist	[ASB Accounting Technician Middle School /ASB Accounting Technician High School]	N/C	School Finance Assistant
Top Step	\$ 4,692	\$ 4,283	\$ 4,338	\$ 4,327	\$ 4,107	\$ 4,170	\$ 3,675	\$ 4,912	\$ 4,569	\$ 3,689		\$ 4,578
Retirement	EE Cost Sharing											
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 291	\$ 266	\$ 269	\$ 268	\$ 255	\$ 259	\$ 228	\$ 305	\$ 283	\$ 229	\$ 284
	Deferred Compensation Other Ret.											
Insurance	Cafeteria		\$ 1,360	\$ 664			\$ 1,252		\$ 1,205	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567			
	Dental	\$ 84			\$ 177	\$ 65						
	Vision	\$ 16			\$ 20	\$ 17						
	Other Ins.											
Leaves	Vacation	\$ 271	\$ 181	\$ 217	\$ 300	\$ 237	\$ 241	\$ 155	\$ 283	\$ 193	\$ 170	\$ 264
	Holidays	\$ 235	\$ 231	\$ 234	\$ 250	\$ 221	\$ 225	\$ 198	\$ 283	\$ 264	\$ 199	\$ 246
	Admin Leave											
Benefit Package Total	\$ 2,008	\$ 2,038	\$ 1,384	\$ 2,464	\$ 1,795	\$ 2,412	\$ 1,834	\$ 2,438	\$ 1,946	\$ 1,681	\$ 0	\$ 2,038

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Account Clerk											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Accounting Technician IV	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
2	Elk Grove Unified School District	School Site Controller II	\$26.17	95.4%	\$24.96	\$ 4,327	\$ 2,464	\$ 6,792	unknown	unknown	unknown
3	Clovis Unified School District	School Account Clerk	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
4	Visalia Unified School District	School Finance Assistant	\$26.41	100.0%	\$26.41	\$ 4,578	\$ 2,038	\$ 6,616	7/1/2021	unknown	unknown
5	Fresno Unified School District	High School Financial Technician	\$24.05	100.0%	\$24.05	\$ 4,170	\$ 2,412	\$ 6,582	7/1/2021	unknown	unknown
6	Sanger Unified School District	Accounting Specialist	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
7	Central Unified School District	Finance Clerk (HS /Middle School)	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Student Body Account Technician	\$25.10	94.4%	\$23.69	\$ 4,107	\$ 1,795	\$ 5,902	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	Bookkeeper High School	\$25.64	97.6%	\$25.02	\$ 4,338	\$ 1,384	\$ 5,721	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	Finance Clerk (High School)	\$21.20	100.0%	\$21.20	\$ 3,675	\$ 1,834	\$ 5,508	7/1/2021	unknown	unknown
11	Selma Unified School District ¹	[ASB Accounting Technician Middle School /ASB Accounting Technician High School]	\$21.28	100.0%	\$21.28	\$ 3,689	\$ 1,681	\$ 5,369	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.93	\$24.60	\$ 4,265	\$ 6,268
% Clovis Unified School District Above/Below	7.9%	9.1%	9.1%	6.4%
Median of Comparators	\$25.37	\$24.84	\$ 4,305	\$ 6,418
% Clovis Unified School District Above/Below	6.3%	8.3%	8.2%	4.2%
Number of Matches	10	10	10	10

N/C - Non Comparator

1 - Selma Unified School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Bus Driver II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Bus Driver	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Central Unified School District	Bus Driver	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
3	Kings Canyon Unified School	Bus Driver	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
4	Fresno Unified School District	Bus Driver	\$24.43	100.0%	\$24.43	\$ 4,235	\$ 2,423	\$ 6,658	7/1/2021	unknown	unknown
5	Clovis Unified School District	School Bus Driver II	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
6	Madera Unified School District	Bus Driver	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
7	Tulare City Unified School District	Bus Driver	\$23.91	100.0%	\$23.91	\$ 4,144	\$ 2,160	\$ 6,305	7/1/2021	7/1/2022	1.75 % stipend off salary
8	Folsom Cordova Unified School	Bus Driver	\$24.49	94.4%	\$23.12	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
9	Sanger Unified School District	Bus Driver	\$22.48	100.0%	\$22.48	\$ 3,897	\$ 1,837	\$ 5,733	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	Bus Driver	\$23.01	95.4%	\$21.95	\$ 3,805	\$ 2,366	\$ 6,171	unknown	unknown	unknown
11	Selma Unified School District	Bus Driver	\$21.80	100.0%	\$21.80	\$ 3,779	\$ 1,695	\$ 5,474	7/1/2021	unknown	unknown
12	Corona Norco Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.11	\$23.87	\$ 4,137	\$ 6,198
% Clovis Unified School District Above/Below	1.2%	2.2%	2.2%	-0.6%
Median of Comparators	\$24.26	\$24.00	\$ 4,159	\$ 6,246
% Clovis Unified School District Above/Below	0.6%	1.7%	1.7%	-1.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Bus Driver II	Bus Driver	N/C	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Bus Driver
	Top Step	\$ 4,231	\$ 4,283		\$ 3,805	\$ 4,007	\$ 4,235	\$ 4,261	\$ 4,174	\$ 3,897	\$ 3,779	\$ 4,144	\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 262	\$ 266		\$ 236	\$ 248	\$ 263	\$ 264	\$ 259	\$ 242	\$ 234	\$ 257	\$ 297
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 244	\$ 181		\$ 263	\$ 231	\$ 244	\$ 180	\$ 241	\$ 165	\$ 174	\$ 255	\$ 276
	Holidays	\$ 212	\$ 231		\$ 220	\$ 216	\$ 228	\$ 229	\$ 241	\$ 225	\$ 203	\$ 223	\$ 258
	Admin Leave												
Benefit Package Total		\$ 1,929	\$ 2,038	\$ 0	\$ 2,366	\$ 1,778	\$ 2,423	\$ 1,926	\$ 2,307	\$ 1,837	\$ 1,695	\$ 2,160	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Bus Driver II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Bus Driver	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Fresno Unified School District	Bus Driver	\$24.43	100.0%	\$24.43	\$ 4,235	\$ 2,423	\$ 6,658	7/1/2021	unknown	unknown
3	Madera Unified School District	Bus Driver	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
4	Central Unified School District	Bus Driver	\$24.71	100.0%	\$24.71	\$ 4,283	\$ 2,038	\$ 6,321	7/1/2021	unknown	unknown
5	Tulare City Unified School District	Bus Driver	\$23.91	100.0%	\$23.91	\$ 4,144	\$ 2,160	\$ 6,305	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Kings Canyon Unified School District	Bus Driver	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Bus Driver	\$23.01	95.4%	\$21.95	\$ 3,805	\$ 2,366	\$ 6,171	unknown	unknown	unknown
8	Clovis Unified School District	School Bus Driver II	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
9	Folsom Cordova Unified School District	Bus Driver	\$24.49	94.4%	\$23.12	\$ 4,007	\$ 1,778	\$ 5,785	7/1/2021	unknown	unknown
10	Sanger Unified School District	Bus Driver	\$22.48	100.0%	\$22.48	\$ 3,897	\$ 1,837	\$ 5,733	7/1/2021	unknown	unknown
11	Selma Unified School District	Bus Driver	\$21.80	100.0%	\$21.80	\$ 3,779	\$ 1,695	\$ 5,474	7/1/2021	unknown	unknown
12	Corona Norco Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$24.11	\$23.87	\$ 4,137	\$ 6,198
% Clovis Unified School District Above/Below	1.2%	2.2%	2.2%	-0.6%
Median of Comparators	\$24.26	\$24.00	\$ 4,159	\$ 6,246
% Clovis Unified School District Above/Below	0.6%	1.7%	1.7%	-1.4%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Nurse											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	School Nurse	\$75.65	100.0%	\$75.65	\$ 13,114	\$ 0	\$ 13,114	7/1/2021	unknown	unknown
2	Central Unified School District	Nurse - School	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 1,360	\$ 13,086	7/1/2019	unknown	unknown
3	Madera Unified School District	Certificated Nurse	\$65.71	100.0%	\$65.71	\$ 11,391	\$ 1,567	\$ 12,958	5/25/2021	unknown	unknown
4	Clovis Unified School District	School Nurse	\$63.99	100.0%	\$63.99	\$ 11,092	\$ 1,211	\$ 12,303	7/1/2021	unknown	unknown
5	Corona Norco Unified School	Nurse	\$57.45	97.6%	\$56.07	\$ 9,719	\$ 788	\$ 10,507	7/1/2021	unknown	unknown
6	Sanger Unified School District	Nurse	\$52.50	100.0%	\$52.50	\$ 9,101	\$ 1,209	\$ 10,310	7/1/2021	unknown	unknown
7	Fresno Unified School District	Nurse, Staff (Elementary/Secondary)	\$51.45	100.0%	\$51.45	\$ 8,918	\$ 1,688	\$ 10,606	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Nurse	\$51.81	95.4%	\$49.42	\$ 8,567	\$ 1,647	\$ 10,214	unknown	unknown	unknown
9	Selma Unified School District	School Nurse	\$48.50	100.0%	\$48.50	\$ 8,407	\$ 1,233	\$ 9,640	7/1/2021	unknown	unknown
10	Kings Canyon Unified School	School Nurse	\$45.01	100.0%	\$45.01	\$ 7,802	\$ 1,342	\$ 9,144	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School	Nurse	\$46.10	94.4%	\$43.51	\$ 7,543	\$ 1,090	\$ 8,633	7/1/2021	unknown	unknown
12	Tulare City Unified School District	School Nurse	\$37.60	100.0%	\$37.60	\$ 6,517	\$ 1,358	\$ 7,876	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$54.49	\$53.92	\$ 9,346	\$ 10,553
% Clovis Unified School District Above/Below	14.8%	15.7%	15.7%	14.2%
Median of Comparators	\$51.81	\$51.45	\$ 8,918	\$ 10,310
% Clovis Unified School District Above/Below	19.0%	19.6%	19.6%	16.2%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Nurse	Nurse - School	Nurse	Nurse	Nurse	Nurse, Staff (Elementary/ Secondary)	School Nurse	Certificated Nurse	Nurse	School Nurse	School Nurse	School Nurse
	Top Step	\$ 11,092	\$ 11,726	\$ 9,719	\$ 8,567	\$ 7,543	\$ 8,918	\$ 7,802	\$ 11,391	\$ 9,101	\$ 8,407	\$ 6,517	\$ 13,114
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security												
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 788				\$ 1,342		\$ 1,209	\$ 1,233	\$ 1,358	
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 24							
	Other Ins.												
Leaves	Vacation												
	Holidays												
	Admin Leave												
Benefit Package Total		\$ 1,211	\$ 1,360	\$ 788	\$ 1,647	\$ 1,090	\$ 1,688	\$ 1,342	\$ 1,567	\$ 1,209	\$ 1,233	\$ 1,358	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Nurse											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	School Nurse	\$75.65	100.0%	\$75.65	\$ 13,114	\$ 0	\$ 13,114	7/1/2021	unknown	unknown
2	Central Unified School District	Nurse - School	\$67.65	100.0%	\$67.65	\$ 11,726	\$ 1,360	\$ 13,086	7/1/2019	unknown	unknown
3	Madera Unified School District	Certificated Nurse	\$65.71	100.0%	\$65.71	\$ 11,391	\$ 1,567	\$ 12,958	5/25/2021	unknown	unknown
4	Clovis Unified School District	School Nurse	\$63.99	100.0%	\$63.99	\$ 11,092	\$ 1,211	\$ 12,303	7/1/2021	unknown	unknown
5	Fresno Unified School District	Nurse, Staff (Elementary/Secondary)	\$51.45	100.0%	\$51.45	\$ 8,918	\$ 1,688	\$ 10,606	7/1/2021	unknown	unknown
6	Corona Norco Unified School District	Nurse	\$57.45	97.6%	\$56.07	\$ 9,719	\$ 788	\$ 10,507	7/1/2021	unknown	unknown
7	Sanger Unified School District	Nurse	\$52.50	100.0%	\$52.50	\$ 9,101	\$ 1,209	\$ 10,310	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Nurse	\$51.81	95.4%	\$49.42	\$ 8,567	\$ 1,647	\$ 10,214	unknown	unknown	unknown
9	Selma Unified School District	School Nurse	\$48.50	100.0%	\$48.50	\$ 8,407	\$ 1,233	\$ 9,640	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	School Nurse	\$45.01	100.0%	\$45.01	\$ 7,802	\$ 1,342	\$ 9,144	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School District	Nurse	\$46.10	94.4%	\$43.51	\$ 7,543	\$ 1,090	\$ 8,633	7/1/2021	unknown	unknown
12	Tulare City Unified School District	School Nurse	\$37.60	100.0%	\$37.60	\$ 6,517	\$ 1,358	\$ 7,876	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$54.49	\$53.92	\$ 9,346	\$ 10,553
% Clovis Unified School District Above/Below	14.8%	15.7%	15.7%	14.2%
Median of Comparators	\$51.81	\$51.45	\$ 8,918	\$ 10,310
% Clovis Unified School District Above/Below	19.0%	19.6%	19.6%	16.2%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Office Supervisor, Elementary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Senior Administrative Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
2	Clovis Unified School District	School Office Supervisor, Elementary	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
3	Madera Unified School District	Administrative Assistant I	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
4	Corona Norco Unified School	School Secretary II	\$27.66	97.6%	\$26.99	\$ 4,679	\$ 1,440	\$ 6,120	7/1/2021	unknown	unknown
5	Sanger Unified School District	Administrative Assistant	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Elementary School Secretary	\$27.27	95.4%	\$26.01	\$ 4,509	\$ 2,499	\$ 7,008	unknown	unknown	unknown
7	Tulare City Unified School District	School Secretary II	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
8	Central Unified School District	Principal's Secretary	\$24.97	100.0%	\$24.97	\$ 4,328	\$ 2,045	\$ 6,373	7/1/2021	unknown	unknown
9	Kings Canyon Unified School	School Secretary IV	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School	Administrative Assistant, Elementary School	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
11	Fresno Unified School District	School Office Manager Elementary	\$22.88	100.0%	\$22.88	\$ 3,967	\$ 2,376	\$ 6,343	7/1/2021	unknown	unknown
12	Selma Unified School District	School Administrative Assistant - Elementary School	\$21.80	100.0%	\$21.80	\$ 3,779	\$ 1,695	\$ 5,474	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.88	\$25.57	\$ 4,432	\$ 6,479
% Clovis Unified School District Above/Below	9.2%	10.3%	10.3%	7.3%
Median of Comparators	\$25.74	\$25.34	\$ 4,392	\$ 6,373
% Clovis Unified School District Above/Below	9.7%	11.1%	11.1%	8.8%
Number of Matches	11	11	11	11

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Office Supervisor, Elementary	Principal's Secretary	School Secretary II	Elementary School Secretary	Administrative Assistant, Elementary School	School Office Manager Elementary	School Secretary IV	Administrative Assistant I	Administrative Assistant	School Administrative Assistant - Elementary School	School Secretary II	Senior Administrative Assistant
	Top Step	\$ 4,940	\$ 4,328	\$ 4,679	\$ 4,509	\$ 4,212	\$ 3,967	\$ 4,261	\$ 4,912	\$ 4,569	\$ 3,779	\$ 4,392	\$ 5,146
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 306	\$ 268	\$ 290	\$ 280	\$ 261	\$ 246	\$ 264	\$ 305	\$ 283	\$ 234	\$ 272	\$ 319
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285	\$ 183	\$ 234	\$ 312	\$ 243	\$ 229	\$ 180	\$ 283	\$ 193	\$ 174	\$ 270	\$ 297
	Holidays	\$ 247	\$ 233	\$ 252	\$ 260	\$ 227	\$ 214	\$ 229	\$ 283	\$ 264	\$ 203	\$ 237	\$ 277
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 2,045	\$ 1,440	\$ 2,499	\$ 1,814	\$ 2,376	\$ 1,926	\$ 2,438	\$ 1,946	\$ 1,695	\$ 2,204	\$ 2,137

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Office Supervisor, Elementary											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Administrative Assistant I	\$28.34	100.0%	\$28.34	\$ 4,912	\$ 2,438	\$ 7,351	1/1/2022	unknown	unknown
2	Visalia Unified School District	Senior Administrative Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Elementary School Secretary	\$27.27	95.4%	\$26.01	\$ 4,509	\$ 2,499	\$ 7,008	unknown	unknown	unknown
4	Clovis Unified School District	School Office Supervisor, Elementary	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
5	Tulare City Unified School District	School Secretary II	\$25.34	100.0%	\$25.34	\$ 4,392	\$ 2,204	\$ 6,597	7/1/2021	7/1/2022	1.75 % stipend off salary
6	Sanger Unified School District	Administrative Assistant	\$26.36	100.0%	\$26.36	\$ 4,569	\$ 1,946	\$ 6,515	7/1/2021	unknown	unknown
7	Central Unified School District	Principal's Secretary	\$24.97	100.0%	\$24.97	\$ 4,328	\$ 2,045	\$ 6,373	7/1/2021	unknown	unknown
8	Fresno Unified School District	School Office Manager Elementary	\$22.88	100.0%	\$22.88	\$ 3,967	\$ 2,376	\$ 6,343	7/1/2021	unknown	unknown
9	Kings Canyon Unified School District	School Secretary IV	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	School Secretary II	\$27.66	97.6%	\$26.99	\$ 4,679	\$ 1,440	\$ 6,120	7/1/2021	unknown	unknown
11	Folsom Cordova Unified School District	Administrative Assistant, Elementary School	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
12	Selma Unified School District	School Administrative Assistant - Elementary School	\$21.80	100.0%	\$21.80	\$ 3,779	\$ 1,695	\$ 5,474	7/1/2021	unknown	unknown

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.88	\$25.57	\$ 4,432	\$ 6,479
% Clovis Unified School District Above/Below	9.2%	10.3%	10.3%	7.3%
Median of Comparators	\$25.74	\$25.34	\$ 4,392	\$ 6,373
% Clovis Unified School District Above/Below	9.7%	11.1%	11.1%	8.8%
Number of Matches	11	11	11	11

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Office Supervisor, Senior											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	School Office Supervisor, Senior	\$31.56	100.0%	\$31.56	\$ 5,470	\$ 2,140	\$ 7,610	7/1/2021	unknown	unknown
2	Visalia Unified School District	Senior Administrative Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
3	Madera Unified School District	Administrative Assistant III	\$29.36	100.0%	\$29.36	\$ 5,089	\$ 2,470	\$ 7,559	1/1/2022	unknown	unknown
4	Sanger Unified School District	Administrative Assistant, Senior	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,010	\$ 6,976	7/1/2021	unknown	unknown
5	Fresno Unified School District	Manager IV, School Office	\$28.25	100.0%	\$28.25	\$ 4,897	\$ 2,632	\$ 7,529	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	High School Secretary	\$29.40	95.4%	\$28.04	\$ 4,862	\$ 2,565	\$ 7,427	unknown	unknown	unknown
7	Corona Norco Unified School	School Secretary III	\$28.32	97.6%	\$27.64	\$ 4,791	\$ 1,459	\$ 6,250	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	Administrative Assistant (Comprehensive HS/Middle School)	\$27.05	94.4%	\$25.53	\$ 4,426	\$ 1,851	\$ 6,277	7/1/2021	unknown	unknown
9	Central Unified School District	Principal's Secretary	\$24.97	100.0%	\$24.97	\$ 4,328	\$ 2,045	\$ 6,373	7/1/2021	unknown	unknown
10	Kings Canyon Unified School	School Secretary IV	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
11	Selma Unified School District	School Administrative Assistant - High School	\$23.46	100.0%	\$23.46	\$ 4,066	\$ 1,742	\$ 5,808	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results		Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators		\$27.37	\$27.02	\$ 4,683	\$ 6,767
% Clovis Unified School District Above/Below		13.3%	14.4%	14.4%	11.1%
Median of Comparators		\$28.29	\$27.84	\$ 4,826	\$ 6,674
% Clovis Unified School District Above/Below		10.4%	11.8%	11.8%	12.3%
Number of Matches		10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Office Supervisor, Senior	Principal's Secretary	School Secretary III	High School Secretary	Administrative Assistant (Comprehensive HS/Middle School)	Manager IV, School Office	School Secretary IV	Administrative Assistant III	Administrative Assistant, Senior	School Administrative Assistant - High School	N/C	Senior Administrative Assistant
	Top Step	\$ 5,470	\$ 4,328	\$ 4,791	\$ 4,862	\$ 4,426	\$ 4,897	\$ 4,261	\$ 5,089	\$ 4,966	\$ 4,066		\$ 5,146
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 339	\$ 268	\$ 297	\$ 301	\$ 274	\$ 304	\$ 264	\$ 316	\$ 308	\$ 252		\$ 319
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664				\$ 1,252		\$ 1,205	\$ 1,083		\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 316	\$ 183	\$ 240	\$ 337	\$ 255	\$ 377	\$ 180	\$ 294	\$ 210	\$ 188		\$ 297
	Holidays	\$ 274	\$ 233	\$ 258	\$ 280	\$ 238	\$ 264	\$ 229	\$ 294	\$ 287	\$ 219		\$ 277
	Admin Leave												
Benefit Package Total		\$ 2,140	\$ 2,045	\$ 1,459	\$ 2,565	\$ 1,851	\$ 2,632	\$ 1,926	\$ 2,470	\$ 2,010	\$ 1,742	\$ 0	\$ 2,137

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Office Supervisor, Senior											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	School Office Supervisor, Senior	\$31.56	100.0%	\$31.56	\$ 5,470	\$ 2,140	\$ 7,610	7/1/2021	unknown	unknown
2	Madera Unified School District	Administrative Assistant III	\$29.36	100.0%	\$29.36	\$ 5,089	\$ 2,470	\$ 7,559	1/1/2022	unknown	unknown
3	Fresno Unified School District	Manager IV, School Office	\$28.25	100.0%	\$28.25	\$ 4,897	\$ 2,632	\$ 7,529	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	High School Secretary	\$29.40	95.4%	\$28.04	\$ 4,862	\$ 2,565	\$ 7,427	unknown	unknown	unknown
5	Visalia Unified School District	Senior Administrative Assistant	\$29.69	100.0%	\$29.69	\$ 5,146	\$ 2,137	\$ 7,283	7/1/2021	unknown	unknown
6	Sanger Unified School District	Administrative Assistant, Senior	\$28.65	100.0%	\$28.65	\$ 4,966	\$ 2,010	\$ 6,976	7/1/2021	unknown	unknown
7	Central Unified School District	Principal's Secretary	\$24.97	100.0%	\$24.97	\$ 4,328	\$ 2,045	\$ 6,373	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Administrative Assistant (Comprehensive HS/Middle School)	\$27.05	94.4%	\$25.53	\$ 4,426	\$ 1,851	\$ 6,277	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	School Secretary III	\$28.32	97.6%	\$27.64	\$ 4,791	\$ 1,459	\$ 6,250	7/1/2021	unknown	unknown
10	Kings Canyon Unified School District	School Secretary IV	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
11	Selma Unified School District	School Administrative Assistant - High School	\$23.46	100.0%	\$23.46	\$ 4,066	\$ 1,742	\$ 5,808	7/1/2021	unknown	unknown
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$27.37	\$27.02	\$ 4,683	\$ 6,767
% Clovis Unified School District Above/Below	13.3%	14.4%	14.4%	11.1%
Median of Comparators	\$28.29	\$27.84	\$ 4,826	\$ 6,674
% Clovis Unified School District Above/Below	10.4%	11.8%	11.8%	12.3%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Plant Supervisor I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	School Plant Supervisor I	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
2	Visalia Unified School District	Utility Team Lead	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Site Supervisor - Custodial Services	\$28.32	95.4%	\$27.01	\$ 4,682	\$ 2,531	\$ 7,214	unknown	unknown	unknown
4	Madera Unified School District	Head Custodian I	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
5	Folsom Cordova Unified School	Head Custodian I	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
6	Kings Canyon Unified School	Head Custodian IV	\$23.98	100.0%	\$23.98	\$ 4,157	\$ 1,910	\$ 6,066	7/1/2021	unknown	unknown
7	Fresno Unified School District	Plant Coordinator I	\$23.46	100.0%	\$23.46	\$ 4,068	\$ 2,394	\$ 6,461	7/1/2021	unknown	unknown
8	Corona Norco Unified School	N/C									
9	Sanger Unified School District	N/C									
10	Selma Unified School District	N/C									
11	Central Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.67	\$25.21	\$ 4,370	\$ 6,546
% Clovis Unified School District Above/Below	9.9%	11.5%	11.5%	6.3%
Median of Comparators	\$25.32	\$24.60	\$ 4,264	\$ 6,555
% Clovis Unified School District Above/Below	11.2%	13.7%	13.7%	6.2%
Number of Matches	6	6	6	6

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Plant Supervisor I	N/C	N/C	Site Supervisor - Custodial Services	Head Custodian I	Plant Coordinator I	Head Custodian IV	Head Custodian I	N/C	N/C	N/C	Utility Team Lead
Top Step		\$ 4,940			\$ 4,682	\$ 4,212	\$ 4,068	\$ 4,157	\$ 4,316				\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62				2%@62
	Social Security	\$ 306			\$ 290	\$ 261	\$ 252	\$ 258	\$ 268				\$ 297
	Deferred Compensation Other Ret.												
Insurance	Cafeteria							\$ 1,252					\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 285			\$ 324	\$ 243	\$ 235	\$ 176	\$ 249				\$ 276
	Holidays	\$ 247			\$ 270	\$ 227	\$ 219	\$ 224	\$ 249				\$ 258
	Admin Leave												
Benefit Package Total		\$ 2,050	\$ 0	\$ 0	\$ 2,531	\$ 1,814	\$ 2,394	\$ 1,910	\$ 2,332	\$ 0	\$ 0	\$ 0	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Plant Supervisor I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Elk Grove Unified School District	Site Supervisor - Custodial Services	\$28.32	95.4%	\$27.01	\$ 4,682	\$ 2,531	\$ 7,214	unknown	unknown	unknown
2	Clovis Unified School District	School Plant Supervisor I	\$28.50	100.0%	\$28.50	\$ 4,940	\$ 2,050	\$ 6,990	7/1/2021	unknown	unknown
3	Visalia Unified School District	Utility Team Lead	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
4	Madera Unified School District	Head Custodian I	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
5	Fresno Unified School District	Plant Coordinator I	\$23.46	100.0%	\$23.46	\$ 4,068	\$ 2,394	\$ 6,461	7/1/2021	unknown	unknown
6	Kings Canyon Unified School District	Head Custodian IV	\$23.98	100.0%	\$23.98	\$ 4,157	\$ 1,910	\$ 6,066	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	Head Custodian I	\$25.74	94.4%	\$24.29	\$ 4,212	\$ 1,814	\$ 6,025	7/1/2021	unknown	unknown
8	Corona Norco Unified School District	N/C									
9	Central Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Selma Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$25.67	\$25.21	\$ 4,370	\$ 6,546
% Clovis Unified School District Above/Below	9.9%	11.5%	11.5%	6.3%
Median of Comparators	\$25.32	\$24.60	\$ 4,264	\$ 6,555
% Clovis Unified School District Above/Below	11.2%	13.7%	13.7%	6.2%
Number of Matches	6	6	6	6

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Resource Officer II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	School Resource Officer II	\$31.56	100.0%	\$31.56	\$ 5,470	\$ 2,140	\$ 7,610	7/1/2021	unknown	unknown
2	Sanger Unified School District	N/C									
3	Elk Grove Unified School District	N/C									
4	Tulare City Unified School District	N/C									
5	Visalia Unified School District	N/C									
6	Selma Unified School District	N/C									
7	Kings Canyon Unified School	N/C									
8	Madera Unified School District	N/C									
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School	N/C									
11	Corona Norco Unified School	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	0	0	0	0

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Resource Officer II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,470											
Retirement	EE Cost Sharing												
	PEPRA	2%@62											
	Social Security	\$ 339											
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria												
	Health	\$ 1,112											
	Dental	\$ 84											
	Vision	\$ 16											
	Other Ins.												
Leaves	Vacation	\$ 316											
	Holidays	\$ 274											
	Admin Leave												
Benefit Package Total		\$ 2,140	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Resource Officer II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	School Resource Officer II	\$31.56	100.0%	\$31.56	\$ 5,470	\$ 2,140	\$ 7,610	7/1/2021	unknown	unknown
2	Sanger Unified School District	N/C									
3	Elk Grove Unified School District	N/C									
4	Tulare City Unified School District	N/C									
5	Visalia Unified School District	N/C									
6	Selma Unified School District	N/C									
7	Kings Canyon Unified School District	N/C									
8	Madera Unified School District	N/C									
9	Fresno Unified School District	N/C									
10	Folsom Cordova Unified School District	N/C									
11	Corona Norco Unified School District	N/C									
12	Central Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	0	0	0	0

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

School Secretary I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Administrative Assistant	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Madera Unified School District	Administrative Secretary - Department	\$25.39	100.0%	\$25.39	\$ 4,401	\$ 2,348	\$ 6,748	1/1/2022	unknown	unknown
3	Elk Grove Unified School District	School Secretary, Special Programs	\$26.26	95.4%	\$25.05	\$ 4,343	\$ 2,467	\$ 6,810	unknown	unknown	unknown
4	Tulare City Unified School District	School Secretary I	\$24.80	100.0%	\$24.80	\$ 4,299	\$ 2,188	\$ 6,486	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Clovis Unified School District	School Secretary I	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
6	Sanger Unified School District	Office Technician	\$23.37	100.0%	\$23.37	\$ 4,051	\$ 1,862	\$ 5,912	7/1/2021	unknown	unknown
7	Fresno Unified School District	Secretary I	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School	School Clerk, Elementary/Secondary	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
9	Central Unified School District	Secretary - High School	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
10	Kings Canyon Unified School	School Secretary II	\$20.18	100.0%	\$20.18	\$ 3,498	\$ 1,806	\$ 5,304	7/1/2021	unknown	unknown
11	Selma Unified School District	Office Assistant II	\$18.77	100.0%	\$18.77	\$ 3,253	\$ 1,610	\$ 4,864	7/1/2021	unknown	unknown
12	Corona Norco Unified School	N/C		97.6%							

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.91	\$22.67	\$ 3,929	\$ 5,957
% Clovis Unified School District Above/Below	6.1%	7.1%	7.1%	3.3%
Median of Comparators	\$22.51	\$22.08	\$ 3,827	\$ 5,914
% Clovis Unified School District Above/Below	7.8%	9.6%	9.5%	4.0%
Number of Matches	10	10	10	10

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		School Secretary I	Secretary - High School	N/C	School Secretary, Special Programs	School Clerk, Elementary/ Secondary	Secretary I	School Secretary II	Administrative Secretary - Department	Office Technician	Office Assistant II	School Secretary I	Administrative Assistant
	Top Step	\$ 4,231	\$ 3,517		\$ 4,343	\$ 3,541	\$ 3,603	\$ 3,498	\$ 4,401	\$ 4,051	\$ 3,253	\$ 4,299	\$ 4,787
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 262	\$ 218		\$ 269	\$ 220	\$ 223	\$ 217	\$ 273	\$ 251	\$ 202	\$ 267	\$ 297
	Deferred Compensation Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252		\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 244	\$ 149		\$ 301	\$ 204	\$ 208	\$ 148	\$ 254	\$ 171	\$ 150	\$ 265	\$ 276
	Holidays	\$ 212	\$ 189		\$ 251	\$ 191	\$ 194	\$ 188	\$ 254	\$ 234	\$ 175	\$ 231	\$ 258
	Admin Leave												
Benefit Package Total		\$ 1,929	\$ 1,916	\$ 0	\$ 2,467	\$ 1,697	\$ 2,313	\$ 1,806	\$ 2,348	\$ 1,862	\$ 1,610	\$ 2,188	\$ 2,075

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

School Secretary I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Administrative Assistant	\$27.62	100.0%	\$27.62	\$ 4,787	\$ 2,075	\$ 6,862	7/1/2021	unknown	unknown
2	Elk Grove Unified School District	School Secretary, Special Programs	\$26.26	95.4%	\$25.05	\$ 4,343	\$ 2,467	\$ 6,810	unknown	unknown	unknown
3	Madera Unified School District	Administrative Secretary - Department	\$25.39	100.0%	\$25.39	\$ 4,401	\$ 2,348	\$ 6,748	1/1/2022	unknown	unknown
4	Tulare City Unified School District	School Secretary I	\$24.80	100.0%	\$24.80	\$ 4,299	\$ 2,188	\$ 6,486	7/1/2021	7/1/2022	1.75 % stipend off salary
5	Clovis Unified School District	School Secretary I	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
6	Fresno Unified School District	Secretary I	\$20.78	100.0%	\$20.78	\$ 3,603	\$ 2,313	\$ 5,916	7/1/2021	unknown	unknown
7	Sanger Unified School District	Office Technician	\$23.37	100.0%	\$23.37	\$ 4,051	\$ 1,862	\$ 5,912	7/1/2021	unknown	unknown
8	Central Unified School District	Secretary - High School	\$20.29	100.0%	\$20.29	\$ 3,517	\$ 1,916	\$ 5,433	7/1/2021	unknown	unknown
9	Kings Canyon Unified School District	School Secretary II	\$20.18	100.0%	\$20.18	\$ 3,498	\$ 1,806	\$ 5,304	7/1/2021	unknown	unknown
10	Folsom Cordova Unified School District	School Clerk, Elementary/Secondary	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
11	Selma Unified School District	Office Assistant II	\$18.77	100.0%	\$18.77	\$ 3,253	\$ 1,610	\$ 4,864	7/1/2021	unknown	unknown
12	Corona Norco Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.91	\$22.67	\$ 3,929	\$ 5,957
% Clovis Unified School District Above/Below	6.1%	7.1%	7.1%	3.3%
Median of Comparators	\$22.51	\$22.08	\$ 3,827	\$ 5,914
% Clovis Unified School District Above/Below	7.8%	9.6%	9.5%	4.0%
Number of Matches	10	10	10	10

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Shipping & Receiving Clerk I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Corona Norco Unified School	[Library Clerk / Assistant Storekeeper]	\$26.46	97.6%	\$25.82	\$ 4,475	\$ 1,406	\$ 5,882	7/1/2021	unknown	unknown
2	Madera Unified School District	Warehouse Assistant	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
3	Elk Grove Unified School District	Textbook Asst - Warehouse	\$21.24	95.4%	\$20.26	\$ 3,512	\$ 2,310	\$ 5,823	unknown	unknown	unknown
4	Clovis Unified School District	Shipping & Receiving Clerk I	\$18.93	100.0%	\$18.93	\$ 3,281	\$ 1,813	\$ 5,094	7/1/2021	unknown	unknown
5	Fresno Unified School District	N/C									
6	Folsom Cordova Unified School	N/C									
7	Central Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Shipping & Receiving Clerk I	N/C	[Library Clerk / Assistant Storekeeper]	Textbook Asst - Warehouse	N/C	N/C	N/C	Warehouse Assistant	N/C	N/C	N/C	N/C
	Top Step	\$ 4,018		\$ 4,475	\$ 3,512				\$ 4,316				
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62				2%@62				
	Social Security	\$ 249		\$ 277	\$ 218				\$ 268				
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664									
	Health	\$ 1,112			\$ 1,450				\$ 1,567				
	Dental	\$ 84			\$ 177								
	Vision	\$ 16			\$ 20								
	Other Ins.												
Leaves	Vacation	\$ 189		\$ 224	\$ 243				\$ 249				
	Holidays	\$ 164		\$ 241	\$ 203				\$ 249				
	Admin Leave												
Benefit Package Total		\$ 1,813	\$ 0	\$ 1,406	\$ 2,310	\$ 0	\$ 0	\$ 0	\$ 2,332	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Shipping & Receiving Clerk I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Warehouse Assistant	\$24.90	100.0%	\$24.90	\$ 4,316	\$ 2,332	\$ 6,648	1/1/2022	unknown	unknown
2	Corona Norco Unified School District ¹	[Library Clerk / Assistant Storekeeper]	\$26.46	97.6%	\$25.82	\$ 4,475	\$ 1,406	\$ 5,882	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	Textbook Asst - Warehouse	\$21.24	95.4%	\$20.26	\$ 3,512	\$ 2,310	\$ 5,823	unknown	unknown	unknown
4	Clovis Unified School District	Shipping & Receiving Clerk I	\$18.93	100.0%	\$18.93	\$ 3,281	\$ 1,813	\$ 5,094	7/1/2021	unknown	unknown
5	Fresno Unified School District	N/C									
6	Folsom Cordova Unified School District	N/C									
7	Central Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Skilled Groundskeeper											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Folsom Cordova Unified School	Grounds Maintenance Technician	\$31.35	94.4%	\$29.59	\$ 5,130	\$ 1,973	\$ 7,103	7/1/2021	unknown	unknown
2	Clovis Unified School District	Skilled Groundskeeper	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
3	Fresno Unified School District ¹	[Specialist, Stadium Grounds/Grounds Maintenance Worker III]	\$24.42	100.0%	\$24.42	\$ 4,234	\$ 2,423	\$ 6,657	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Grounds Equipment Operator	\$23.36	95.4%	\$22.28	\$ 3,863	\$ 2,377	\$ 6,239	unknown	unknown	unknown
5	Corona Norco Unified School	N/C									
6	Central Unified School District	N/C									
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Skilled Groundskeeper	N/C	N/C	Grounds Equipment Operator	Grounds Maintenance Technician	[Specialist, Stadium Grounds/ Grounds Maintenance Worker III]	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 4,458			\$ 3,863	\$ 5,130	\$ 4,234						
Retirement	EE Cost Sharing												
	PEPRA	2%@62			2%@62	2%@62	2%@62						
	Social Security	\$ 276			\$ 239	\$ 318	\$ 263						
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria												
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688						
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 257			\$ 267	\$ 296	\$ 244						
	Holidays	\$ 223			\$ 223	\$ 276	\$ 228						
	Admin Leave												
Benefit Package Total		\$ 1,968	\$ 0	\$ 0	\$ 2,377	\$ 1,973	\$ 2,423	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Skilled Groundskeeper											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Folsom Cordova Unified School District	Grounds Maintenance Technician	\$31.35	94.4%	\$29.59	\$ 5,130	\$ 1,973	\$ 7,103	7/1/2021	unknown	unknown
2	Fresno Unified School District ¹	[Specialist, Stadium Grounds/Grounds Maintenance Worker III]	\$24.42	100.0%	\$24.42	\$ 4,234	\$ 2,423	\$ 6,657	7/1/2021	unknown	unknown
3	Clovis Unified School District	Skilled Groundskeeper	\$25.72	100.0%	\$25.72	\$ 4,458	\$ 1,968	\$ 6,426	7/1/2021	unknown	unknown
4	Elk Grove Unified School District	Grounds Equipment Operator	\$23.36	95.4%	\$22.28	\$ 3,863	\$ 2,377	\$ 6,239	unknown	unknown	unknown
5	Corona Norco Unified School District	N/C									
6	Central Unified School District	N/C									
7	Madera Unified School District	N/C									
8	Sanger Unified School District	N/C									
9	Selma Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
% Clovis Unified School District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3	3

N/C - Non Comparator

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Student Activities Specialist III - Attendance											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Kings Canyon Unified School	Secretary IV (Attendance & Scheduling)	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
2	Clovis Unified School District	Student Activities Specialist III - Attendance	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
3	Madera Unified School District	Secretary - Attendance	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
4	Sanger Unified School District	Office Technician - Attendance	\$23.37	100.0%	\$23.37	\$ 4,051	\$ 1,862	\$ 5,912	7/1/2021	unknown	unknown
5	Fresno Unified School District ¹	[Attendance/Records Assistant & Attendance Technician]	\$22.41	100.0%	\$22.41	\$ 3,886	\$ 2,362	\$ 6,248	7/1/2021	unknown	unknown
6	Central Unified School District	Secretary - Attendance	\$21.84	100.0%	\$21.84	\$ 3,786	\$ 1,959	\$ 5,744	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School	Student Records Clerk	\$22.74	94.4%	\$21.46	\$ 3,721	\$ 1,728	\$ 5,449	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Attendance Technician	\$21.24	95.4%	\$20.26	\$ 3,512	\$ 2,310	\$ 5,823	unknown	unknown	unknown
9	Selma Unified School District	Attendance Technician	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
10	Corona Norco Unified School	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results		Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators		\$22.44	\$22.15	\$ 3,840	\$ 5,850
% Clovis Unified School District Above/Below		8.1%	9.2%	9.2%	5.0%
Median of Comparators		\$22.58	\$22.13	\$ 3,836	\$ 5,868
% Clovis Unified School District Above/Below		7.5%	9.4%	9.3%	4.8%
Number of Matches		8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Student Activities Specialist III - Attendance	Secretary - Attendance	N/C	Attendance Technician	Student Records Clerk	[Attendance/ Records Assistant & Attendance Technician]	Secretary IV (Attendance & Scheduling)	Secretary - Attendance	Office Technician - Attendance	Attendance Technician	N/C	N/C
	Top Step	\$ 4,231	\$ 3,786		\$ 3,512	\$ 3,721	\$ 3,886	\$ 4,261	\$ 4,174	\$ 4,051	\$ 3,333		
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security	\$ 262	\$ 235		\$ 218	\$ 231	\$ 241	\$ 264	\$ 259	\$ 251	\$ 207		
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252		\$ 1,205	\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 244	\$ 160		\$ 243	\$ 215	\$ 224	\$ 180	\$ 241	\$ 171	\$ 154		
	Holidays	\$ 212	\$ 204		\$ 203	\$ 200	\$ 209	\$ 229	\$ 241	\$ 234	\$ 179		
	Admin Leave												
Benefit Package Total		\$ 1,929	\$ 1,959	\$ 0	\$ 2,310	\$ 1,728	\$ 2,362	\$ 1,926	\$ 2,307	\$ 1,862	\$ 1,623	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Student Activities Specialist III - Attendance											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Secretary - Attendance	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
2	Fresno Unified School District ¹	[Attendance/Records Assistant & Attendance Technician]	\$22.41	100.0%	\$22.41	\$ 3,886	\$ 2,362	\$ 6,248	7/1/2021	unknown	unknown
3	Kings Canyon Unified School District	Secretary IV (Attendance & Scheduling)	\$24.58	100.0%	\$24.58	\$ 4,261	\$ 1,926	\$ 6,187	7/1/2021	unknown	unknown
4	Clovis Unified School District	Student Activities Specialist III - Attendance	\$24.41	100.0%	\$24.41	\$ 4,231	\$ 1,929	\$ 6,160	7/1/2021	unknown	unknown
5	Sanger Unified School District	Office Technician - Attendance	\$23.37	100.0%	\$23.37	\$ 4,051	\$ 1,862	\$ 5,912	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	Attendance Technician	\$21.24	95.4%	\$20.26	\$ 3,512	\$ 2,310	\$ 5,823	unknown	unknown	unknown
7	Central Unified School District	Secretary - Attendance	\$21.84	100.0%	\$21.84	\$ 3,786	\$ 1,959	\$ 5,744	7/1/2021	unknown	unknown
8	Folsom Cordova Unified School District	Student Records Clerk	\$22.74	94.4%	\$21.46	\$ 3,721	\$ 1,728	\$ 5,449	7/1/2021	unknown	unknown
9	Selma Unified School District	Attendance Technician	\$19.23	100.0%	\$19.23	\$ 3,333	\$ 1,623	\$ 4,957	7/1/2021	unknown	unknown
10	Corona Norco Unified School District	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$22.44	\$22.15	\$ 3,840	\$ 5,850
% Clovis Unified School District Above/Below	8.1%	9.2%	9.2%	5.0%
Median of Comparators	\$22.58	\$22.13	\$ 3,836	\$ 5,868
% Clovis Unified School District Above/Below	7.5%	9.4%	9.3%	4.8%
Number of Matches	8	8	8	8

N/C - Non Comparator

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Student Activities Specialist I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Student Activities Specialist I	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
2	Madera Unified School District	Office Technician	\$21.45	100.0%	\$21.45	\$ 3,718	\$ 2,226	\$ 5,944	1/1/2022	unknown	unknown
3	Folsom Cordova Unified School	School Clerk Elementary/Secondary	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
4	Kings Canyon Unified School	School Secretary I	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
5	Central Unified School District	Clerical Assistant II	\$19.78	100.0%	\$19.78	\$ 3,429	\$ 1,902	\$ 5,331	7/1/2021	unknown	unknown
6	Elk Grove Unified School District	School Office Assistant II	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown
7	Selma Unified School District	Office Assistant II	\$18.77	100.0%	\$18.77	\$ 3,253	\$ 1,610	\$ 4,864	7/1/2021	unknown	unknown
8	Fresno Unified School District	School Office Assistant	\$18.32	100.0%	\$18.32	\$ 3,176	\$ 2,239	\$ 5,414	7/1/2021	unknown	unknown
9	Corona Norco Unified School	N/C									
10	Sanger Unified School District	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.04	\$19.73	\$ 3,420	\$ 5,386
% Clovis Unified School District Above/Below	9.1%	10.5%	10.5%	5.2%
Median of Comparators	\$20.06	\$19.78	\$ 3,429	\$ 5,331
% Clovis Unified School District Above/Below	9.0%	10.3%	10.3%	6.1%
Number of Matches	7	7	7	7

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Student Activities Specialist I	Clerical Assistant II	N/C	School Office Assistant II	School Clerk Elementary/Secondary	School Office Assistant	School Secretary I	Office Technician	N/C	Office Assistant II	N/C	N/C
	Top Step	\$ 3,820	\$ 3,429		\$ 3,349	\$ 3,541	\$ 3,176	\$ 3,477	\$ 3,718		\$ 3,253		
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		
	Social Security	\$ 237	\$ 213		\$ 208	\$ 220	\$ 197	\$ 216	\$ 231		\$ 202		
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360					\$ 1,252			\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 220	\$ 145		\$ 232	\$ 204	\$ 183	\$ 147	\$ 215		\$ 150		
	Holidays	\$ 191	\$ 185		\$ 193	\$ 191	\$ 171	\$ 187	\$ 215		\$ 175		
	Admin Leave												
Benefit Package Total		\$ 1,860	\$ 1,902	\$ 0	\$ 2,279	\$ 1,697	\$ 2,239	\$ 1,802	\$ 2,226	\$ 0	\$ 1,610	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Student Activities Specialist I											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Office Technician	\$21.45	100.0%	\$21.45	\$ 3,718	\$ 2,226	\$ 5,944	1/1/2022	unknown	unknown
2	Clovis Unified School District	Student Activities Specialist I	\$22.04	100.0%	\$22.04	\$ 3,820	\$ 1,860	\$ 5,680	7/1/2021	unknown	unknown
3	Elk Grove Unified School District	School Office Assistant II	\$20.25	95.4%	\$19.31	\$ 3,349	\$ 2,279	\$ 5,628	unknown	unknown	unknown
4	Fresno Unified School District	School Office Assistant	\$18.32	100.0%	\$18.32	\$ 3,176	\$ 2,239	\$ 5,414	7/1/2021	unknown	unknown
5	Central Unified School District	Clerical Assistant II	\$19.78	100.0%	\$19.78	\$ 3,429	\$ 1,902	\$ 5,331	7/1/2021	unknown	unknown
6	Kings Canyon Unified School District	School Secretary I	\$20.06	100.0%	\$20.06	\$ 3,477	\$ 1,802	\$ 5,279	7/1/2021	unknown	unknown
7	Folsom Cordova Unified School District	School Clerk Elementary/Secondary	\$21.64	94.4%	\$20.42	\$ 3,541	\$ 1,697	\$ 5,238	7/1/2021	unknown	unknown
8	Selma Unified School District	Office Assistant II	\$18.77	100.0%	\$18.77	\$ 3,253	\$ 1,610	\$ 4,864	7/1/2021	unknown	unknown
9	Corona Norco Unified School District	N/C									
10	Sanger Unified School District	N/C									
11	Visalia Unified School District	N/C									
12	Tulare City Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$20.04	\$19.73	\$ 3,420	\$ 5,386
% Clovis Unified School District Above/Below	9.1%	10.5%	10.5%	5.2%
Median of Comparators	\$20.06	\$19.78	\$ 3,429	\$ 5,331
% Clovis Unified School District Above/Below	9.0%	10.3%	10.3%	6.1%
Number of Matches	7	7	7	7

N/C - Non Comparator

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Student Attendance Officer											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Student Attendance Officer	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
2	Visalia Unified School District	Student Advocacy/ Family/ Engagement / Technician	\$25.61	100.0%	\$25.61	\$ 4,439	\$ 2,014	\$ 6,453	7/1/2021	unknown	unknown
3	Corona Norco Unified School	Community Assistant	\$25.06	97.6%	\$24.45	\$ 4,239	\$ 1,367	\$ 5,607	7/1/2021	unknown	unknown
4	Sanger Unified School District	Student/Parent Advocate Program Specialist	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
5	Central Unified School District	Intervention Specialist	\$24.10	100.0%	\$24.10	\$ 4,177	\$ 2,021	\$ 6,198	7/1/2021	unknown	unknown
6	Madera Unified School District	Child Welfare & Attendance Liaison	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
7	Fresno Unified School District ¹	[Home/School Liaison & Child Welfare & Attendance Specialist I]	\$23.22	100.0%	\$23.22	\$ 4,025	\$ 2,386	\$ 6,412	7/1/2021	unknown	unknown
8	Tulare City Unified School District	Child Welfare & Attendance Liaison I	\$20.09	100.0%	\$20.09	\$ 3,482	\$ 2,043	\$ 5,525	7/1/2021	7/1/2022	1.75 % stipend off salary
9	Selma Unified School District	Community Liaison	\$19.77	100.0%	\$19.77	\$ 3,427	\$ 1,638	\$ 5,065	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	N/C									
11	Kings Canyon Unified School	N/C									
12	Folsom Cordova Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$23.28	\$23.20	\$ 4,022	\$ 5,980
% Clovis Unified School District Above/Below	14.0%	14.3%	14.3%	10.7%
Median of Comparators	\$24.09	\$24.09	\$ 4,176	\$ 6,150
% Clovis Unified School District Above/Below	11.0%	11.0%	11.0%	8.2%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Student Attendance Officer	Intervention Specialist	Community Assistant	N/C	N/C	[Home/School Liaison & Child Welfare & Attendance Specialist I]	N/C	Child Welfare & Attendance Liaison	Student/ Parent Advocate Program Specialist	Community Liaison	Child Welfare & Attendance Liaison I	Student Advocacy/ Family/ Engagement / Technician
	Top Step	\$ 4,692	\$ 4,177	\$ 4,239			\$ 4,025		\$ 4,174	\$ 4,214	\$ 3,427	\$ 3,482	\$ 4,439
Retirement	EE Cost Sharing												
	PEPRA	2%@62	2%@62	2%@62			2%@62		2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 291	\$ 259	\$ 263			\$ 250		\$ 259	\$ 261	\$ 212	\$ 216	\$ 275
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria		\$ 1,360	\$ 664						\$ 1,205	\$ 1,083	\$ 1,425	\$ 1,244
	Health	\$ 1,112					\$ 1,688		\$ 1,567				
	Dental	\$ 84											
	Vision	\$ 16											
	Other Ins.												
Leaves	Vacation	\$ 271	\$ 177	\$ 212			\$ 232		\$ 241	\$ 178	\$ 158	\$ 214	\$ 256
	Holidays	\$ 235	\$ 225	\$ 228			\$ 217		\$ 241	\$ 243	\$ 185	\$ 188	\$ 239
	Admin Leave												
Benefit Package Total		\$ 2,008	\$ 2,021	\$ 1,367	\$ 0	\$ 0	\$ 2,386	\$ 0	\$ 2,307	\$ 1,888	\$ 1,638	\$ 2,043	\$ 2,014

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Student Attendance Officer											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Clovis Unified School District	Student Attendance Officer	\$27.07	100.0%	\$27.07	\$ 4,692	\$ 2,008	\$ 6,700	7/1/2021	unknown	unknown
2	Madera Unified School District	Child Welfare & Attendance Liaison	\$24.08	100.0%	\$24.08	\$ 4,174	\$ 2,307	\$ 6,481	1/1/2022	unknown	unknown
3	Visalia Unified School District	Student Advocacy/ Family/ Engagement / Technician	\$25.61	100.0%	\$25.61	\$ 4,439	\$ 2,014	\$ 6,453	7/1/2021	unknown	unknown
4	Fresno Unified School District ¹	[Home/School Liaison & Child Welfare & Attendance Specialist I]	\$23.22	100.0%	\$23.22	\$ 4,025	\$ 2,386	\$ 6,412	7/1/2021	unknown	unknown
5	Central Unified School District	Intervention Specialist	\$24.10	100.0%	\$24.10	\$ 4,177	\$ 2,021	\$ 6,198	7/1/2021	unknown	unknown
6	Sanger Unified School District	Student/Parent Advocate Program Specialist	\$24.31	100.0%	\$24.31	\$ 4,214	\$ 1,888	\$ 6,102	7/1/2021	unknown	unknown
7	Corona Norco Unified School District	Community Assistant	\$25.06	97.6%	\$24.45	\$ 4,239	\$ 1,367	\$ 5,607	7/1/2021	unknown	unknown
8	Tulare City Unified School District	Child Welfare & Attendance Liaison I	\$20.09	100.0%	\$20.09	\$ 3,482	\$ 2,043	\$ 5,525	7/1/2021	7/1/2022	1.75 % stipend off salary
9	Selma Unified School District	Community Liaison	\$19.77	100.0%	\$19.77	\$ 3,427	\$ 1,638	\$ 5,065	7/1/2021	unknown	unknown
10	Elk Grove Unified School District	N/C									
11	Kings Canyon Unified School District	N/C									
12	Folsom Cordova Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$23.28	\$23.20	\$ 4,022	\$ 5,980
% Clovis Unified School District Above/Below	14.0%	14.3%	14.3%	10.7%
Median of Comparators	\$24.09	\$24.09	\$ 4,176	\$ 6,150
% Clovis Unified School District Above/Below	11.0%	11.0%	11.0%	8.2%
Number of Matches	8	8	8	8

N/C - Non Comparator

1 - Fresno Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Clovis Unified School District
Appendix IIa: Market Compensation Data (sorted by Top Monthly Step)
April 2022

Systems and Applications Analyst II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Visalia Unified School District	Systems Analyst	\$48.73	100.0%	\$48.73	\$ 8,448	\$ 1,466	\$ 9,914	7/1/2021	unknown	unknown
2	Madera Unified School District	Database Administrator	\$46.07	100.0%	\$46.07	\$ 7,985	\$ 2,983	\$ 10,969	1/1/2022	unknown	unknown
3	Fresno Unified School District	Systems Administrator	\$44.72	100.0%	\$44.72	\$ 7,752	\$ 3,033	\$ 10,785	7/1/2021	unknown	unknown
4	Corona Norco Unified School	Program Systems Specialist	\$45.13	97.6%	\$44.04	\$ 7,635	\$ 1,930	\$ 9,565	7/1/2021	unknown	unknown
5	Folsom Cordova Unified School	Applications Specialist	\$46.56	94.4%	\$43.95	\$ 7,618	\$ 2,405	\$ 10,023	7/1/2021	unknown	unknown
6	Clovis Unified School District	Systems and Applications Analyst II	\$42.13	100.0%	\$42.13	\$ 7,303	\$ 2,451	\$ 9,753	7/1/2021	unknown	unknown
7	Sanger Unified School District	Technology Support Analyst	\$36.87	100.0%	\$36.87	\$ 6,391	\$ 2,241	\$ 8,632	7/1/2021	unknown	unknown
8	Elk Grove Unified School District	Technology Application Specialist III	\$37.21	95.4%	\$35.50	\$ 6,153	\$ 2,809	\$ 8,962	unknown	unknown	unknown
9	Selma Unified School District	Systems Engineer	\$32.19	100.0%	\$32.19	\$ 5,580	\$ 1,987	\$ 7,567	7/1/2021	unknown	unknown
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$42.19	\$41.51	\$ 7,195	\$ 9,552
% Clovis Unified School District Above/Below	-0.1%	1.5%	1.5%	2.1%
Median of Comparators	\$44.93	\$44.00	\$ 7,627	\$ 9,739
% Clovis Unified School District Above/Below	-6.6%	-4.4%	-4.4%	0.1%
Number of Matches	8	8	8	8

N/C - Non Comparator

* Top Monthly Step and Benefits Package were calculated based on 2,080 hours per year for CUSD and all comparators.

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Systems and Applications Analyst II	N/C	Program Systems Specialist	Technology Application Specialist III	Applications Specialist	Systems Administrator	N/C	Database Administrator	Technology Support Analyst	Systems Engineer	N/C	Systems Analyst
	Top Step	\$ 7,303		\$ 7,635	\$ 6,153	\$ 7,618	\$ 7,752		\$ 7,985	\$ 6,391	\$ 5,580		\$ 8,448
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 453		\$ 473	\$ 381	\$ 472	\$ 481		\$ 495	\$ 396	\$ 346		\$ 524
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria			\$ 664						\$ 1,205	\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision	\$ 16			\$ 20	\$ 17							
	Other Ins.												
Leaves	Vacation	\$ 421		\$ 382	\$ 426	\$ 440	\$ 447		\$ 461	\$ 270	\$ 258		\$ 487
	Holidays	\$ 365		\$ 411	\$ 355	\$ 410	\$ 417		\$ 461	\$ 369	\$ 300		\$ 455
	Admin Leave												
Benefit Package Total		\$ 2,451	\$ 0	\$ 1,930	\$ 2,809	\$ 2,405	\$ 3,033	\$ 0	\$ 2,983	\$ 2,241	\$ 1,987	\$ 0	\$ 1,466

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Systems and Applications Analyst II											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Madera Unified School District	Database Administrator	\$46.07	100.0%	\$46.07	\$ 7,985	\$ 2,983	\$ 10,969	1/1/2022	unknown	unknown
2	Fresno Unified School District	Systems Administrator	\$44.72	100.0%	\$44.72	\$ 7,752	\$ 3,033	\$ 10,785	7/1/2021	unknown	unknown
3	Folsom Cordova Unified School District	Applications Specialist	\$46.56	94.4%	\$43.95	\$ 7,618	\$ 2,405	\$ 10,023	7/1/2021	unknown	unknown
4	Visalia Unified School District	Systems Analyst	\$48.73	100.0%	\$48.73	\$ 8,448	\$ 1,466	\$ 9,914	7/1/2021	unknown	unknown
5	Clovis Unified School District	Systems and Applications Analyst II	\$42.13	100.0%	\$42.13	\$ 7,303	\$ 2,451	\$ 9,753	7/1/2021	unknown	unknown
6	Corona Norco Unified School District	Program Systems Specialist	\$45.13	97.6%	\$44.04	\$ 7,635	\$ 1,930	\$ 9,565	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Technology Application Specialist III	\$37.21	95.4%	\$35.50	\$ 6,153	\$ 2,809	\$ 8,962	unknown	unknown	unknown
8	Sanger Unified School District	Technology Support Analyst	\$36.87	100.0%	\$36.87	\$ 6,391	\$ 2,241	\$ 8,632	7/1/2021	unknown	unknown
9	Selma Unified School District	Systems Engineer	\$32.19	100.0%	\$32.19	\$ 5,580	\$ 1,987	\$ 7,567	7/1/2021	unknown	unknown
10	Central Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$42.19	\$41.51	\$ 7,195	\$ 9,552
% Clovis Unified School District Above/Below	-0.1%	1.5%	1.5%	2.1%
Median of Comparators	\$44.93	\$44.00	\$ 7,627	\$ 9,739
% Clovis Unified School District Above/Below	-6.6%	-4.4%	-4.4%	0.1%
Number of Matches	8	8	8	8

N/C - Non Comparator

Clovis Unified School District
Appendix IIb: Market Compensation Data (Benefit Detail)
April 2022

Agency		Clovis Unified School District	Central Unified School District	Corona Norco Unified School District	Elk Grove Unified School District	Folsom Cordova Unified School District	Fresno Unified School District	Kings Canyon Unified School District	Madera Unified School District	Sanger Unified School District	Selma Unified School District	Tulare City Unified School District	Visalia Unified School District
Benchmark/ Comparator Agency Match		Technical Support Specialist III	N/C	[Computer Technician I / Computer Technician II]	Computer Support Help Desk Specialist III	Help Desk Technician	Technology Support Specialist III	N/C	Information Systems Specialist - Lead	Technology Support Technician	IT Support Technician	N/C	N/C
Top Step		\$ 5,197		\$ 5,776	\$ 4,270	\$ 4,760	\$ 6,506		\$ 6,221	\$ 4,763	\$ 5,124		
Retirement	EE Cost Sharing												
	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security	\$ 322		\$ 358	\$ 265	\$ 295	\$ 403		\$ 386	\$ 295	\$ 318		
	Deferred Compensation Other Ret.												
Insurance	Cafeteria			\$ 664						\$ 1,205	\$ 1,083		
	Health	\$ 1,112			\$ 1,450	\$ 1,000	\$ 1,688		\$ 1,567				
	Dental	\$ 84			\$ 177	\$ 65							
	Vision Other Ins.	\$ 16			\$ 20	\$ 17							
Leaves	Vacation	\$ 300		\$ 289	\$ 296	\$ 275	\$ 375		\$ 359	\$ 202	\$ 236		
	Holidays	\$ 260		\$ 311	\$ 246	\$ 256	\$ 350		\$ 359	\$ 275	\$ 276		
	Admin Leave												
Benefit Package Total		\$ 2,093	\$ 0	\$ 1,622	\$ 2,453	\$ 1,909	\$ 2,817	\$ 0	\$ 2,670	\$ 1,977	\$ 1,913	\$ 0	\$ 0

Clovis Unified School District
Appendix IIc: Market Compensation Data (sorted by Total Compensation)
April 2022

Technical Support Specialist III											
Rank	Comparator Agency	Classification Title	Actual Hourly	Cost of Labor Percentage	Adjusted Hourly	Top Monthly Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Fresno Unified School District	Technology Support Specialist III	\$37.53	100.0%	\$37.53	\$ 6,506	\$ 2,817	\$ 9,323	7/1/2021	unknown	unknown
2	Madera Unified School District	Information Systems Specialist - Lead	\$35.89	100.0%	\$35.89	\$ 6,221	\$ 2,670	\$ 8,891	1/1/2022	unknown	unknown
3	Corona Norco Unified School District ¹	[Computer Technician I / Computer Technician II]	\$34.14	97.6%	\$33.32	\$ 5,776	\$ 1,622	\$ 7,398	7/1/2021	unknown	unknown
4	Clovis Unified School District	Technical Support Specialist III	\$29.98	100.0%	\$29.98	\$ 5,197	\$ 2,093	\$ 7,290	7/1/2021	unknown	unknown
5	Selma Unified School District	IT Support Technician	\$29.56	100.0%	\$29.56	\$ 5,124	\$ 1,913	\$ 7,037	7/1/2021	unknown	unknown
6	Sanger Unified School District	Technology Support Technician	\$27.48	100.0%	\$27.48	\$ 4,763	\$ 1,977	\$ 6,740	7/1/2021	unknown	unknown
7	Elk Grove Unified School District	Computer Support Help Desk Specialist III	\$25.82	95.4%	\$24.63	\$ 4,270	\$ 2,453	\$ 6,723	unknown	unknown	unknown
8	Folsom Cordova Unified School District	Help Desk Technician	\$29.09	94.4%	\$27.46	\$ 4,760	\$ 1,909	\$ 6,669	7/1/2021	unknown	unknown
9	Central Unified School District	N/C									
10	Visalia Unified School District	N/C									
11	Tulare City Unified School District	N/C									
12	Kings Canyon Unified School District	N/C									

Summary Results	Actual Hourly	Adjusted Hourly	Top Monthly Step	Total Monthly
Average of Comparators	\$31.36	\$30.84	\$ 5,346	\$ 7,540
% Clovis Unified School District Above/Below	-4.6%	-2.9%	-2.9%	-3.4%
Median of Comparators	\$29.56	\$29.56	\$ 5,124	\$ 7,037
% Clovis Unified School District Above/Below	1.4%	1.4%	1.4%	3.5%
Number of Matches	7	7	7	7

N/C - Non Comparator

1 - Corona Norco Unified School District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



Appendix III

Proposed Salary Range Schedule

Clovis Unified School District
Classified/Classified Management Proposed Salary Plan
May 2022

Salary Range	Annually							Monthly							Per Pay Period							Hourly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	1	31,210	32,240	33,303	34,401	35,536	36,708	37,918	2,601	2,687	2,775	2,867	2,961	3,059	3,160	1,200.40	1,239.99	1,280.88	1,323.13	1,366.76	1,411.84	1,458.40	15.00	15.50	16.01	16.54	17.08	17.65
2	31,991	33,046	34,135	35,261	36,424	37,625	38,866	2,666	2,754	2,845	2,938	3,035	3,135	3,239	1,230.41	1,270.99	1,312.90	1,356.20	1,400.93	1,447.13	1,494.86	15.38	15.89	16.41	16.95	17.51	18.09	18.69
3	32,790	33,872	34,989	36,143	37,335	38,566	39,838	2,733	2,823	2,916	3,012	3,111	3,214	3,320	1,261.17	1,302.76	1,345.73	1,390.11	1,435.95	1,483.31	1,532.23	15.76	16.28	16.82	17.38	17.95	18.54	19.15
4	33,610	34,719	35,864	37,046	38,268	39,530	40,834	2,801	2,893	2,989	3,087	3,189	3,294	3,403	1,292.70	1,335.33	1,379.37	1,424.86	1,471.85	1,520.39	1,570.54	16.16	16.69	17.24	17.81	18.40	19.00	19.63
5	34,450	35,587	36,760	37,973	39,225	40,519	41,855	2,871	2,966	3,063	3,164	3,269	3,377	3,488	1,325.01	1,368.71	1,413.85	1,460.48	1,508.65	1,558.40	1,609.80	16.56	17.11	17.67	18.26	18.86	19.48	20.12
6	35,312	36,476	37,679	38,922	40,206	41,531	42,901	2,943	3,040	3,140	3,243	3,350	3,461	3,575	1,358.14	1,402.93	1,449.20	1,496.99	1,546.37	1,597.36	1,650.05	16.98	17.54	18.12	18.71	19.33	19.97	20.63
7	36,194	37,388	38,621	39,895	41,211	42,570	43,974	3,016	3,116	3,218	3,325	3,434	3,547	3,664	1,392.09	1,438.00	1,485.43	1,534.42	1,585.02	1,637.30	1,691.30	17.40	17.98	18.57	19.18	19.81	20.47	21.14
8	37,099	38,323	39,587	40,892	42,241	43,634	45,073	3,092	3,194	3,299	3,408	3,520	3,636	3,756	1,426.90	1,473.95	1,522.57	1,572.78	1,624.65	1,678.23	1,733.58	17.84	18.42	19.03	19.66	20.31	20.98	21.67
9	38,027	39,281	40,576	41,915	43,297	44,725	46,200	3,169	3,273	3,381	3,493	3,608	3,727	3,850	1,462.57	1,510.80	1,560.63	1,612.10	1,665.27	1,720.19	1,776.92	18.28	18.89	19.51	20.15	20.82	21.50	22.21
10	38,977	40,263	41,591	42,962	44,379	45,843	47,355	3,248	3,355	3,466	3,580	3,698	3,820	3,946	1,499.13	1,548.57	1,599.65	1,652.40	1,706.90	1,763.19	1,821.34	18.74	19.36	20.00	20.66	21.34	22.04	22.77
11	39,952	41,269	42,631	44,037	45,489	46,989	48,539	3,329	3,439	3,553	3,670	3,791	3,916	4,045	1,536.61	1,587.29	1,639.64	1,693.71	1,749.57	1,807.27	1,866.88	19.21	19.84	20.50	21.17	21.87	22.59	23.34
12	40,951	42,301	43,696	45,137	46,626	48,164	49,752	3,413	3,525	3,641	3,761	3,886	4,014	4,146	1,575.03	1,626.97	1,680.63	1,736.05	1,793.31	1,852.45	1,913.55	19.69	20.34	21.01	21.70	22.42	23.16	23.92
13	41,974	43,359	44,789	46,266	47,792	49,368	50,996	3,498	3,613	3,732	3,855	3,983	4,114	4,250	1,614.40	1,667.64	1,722.64	1,779.46	1,838.14	1,898.76	1,961.39	20.18	20.85	21.53	22.24	22.98	23.73	24.52
14	43,024	44,443	45,908	47,423	48,987	50,602	52,271	3,585	3,704	3,826	3,952	4,082	4,217	4,356	1,654.76	1,709.34	1,765.71	1,823.94	1,884.10	1,946.23	2,010.42	20.68	21.37	22.07	22.80	23.55	24.33	25.13
15	44,099	45,554	47,056	48,608	50,211	51,867	53,572	3,675	3,796	3,921	4,051	4,184	4,322	4,465	1,696.13	1,752.07	1,809.85	1,869.54	1,931.20	1,994.89	2,060.68	21.20	21.90	22.62	23.37	24.14	24.94	25.76
16	45,202	46,693	48,233	49,823	51,466	53,164	54,917	3,767	3,891	4,019	4,152	4,289	4,430	4,576	1,738.53	1,795.87	1,855.10	1,916.28	1,979.48	2,044.76	2,112.20	21.73	22.45	23.19	23.95	24.74	25.56	26.40
17	46,332	47,860	49,438	51,069	52,753	54,493	56,290	3,861	3,988	4,120	4,256	4,396	4,541	4,691	1,782.00	1,840.77	1,901.48	1,964.19	2,028.97	2,095.88	2,165.00	22.27	23.01	23.77	24.55	25.36	26.20	27.06
18	47,490	49,056	50,674	52,346	54,072	55,855	57,697	3,958	4,088	4,223	4,362	4,506	4,655	4,808	1,826.55	1,886.79	1,949.01	2,013.29	2,079.69	2,148.28	2,219.13	22.83	23.58	24.36	25.17	26.00	26.85	27.74
19	48,677	50,283	51,941	53,654	55,424	57,252	59,140	4,056	4,190	4,328	4,471	4,619	4,771	4,928	1,872.21	1,933.96	1,997.74	2,063.62	2,131.68	2,201.98	2,274.61	23.40	24.17	24.97	25.80	26.65	27.52	28.43
20	49,894	51,540	53,240	54,996	56,809	58,683	60,618	4,152	4,295	4,437	4,583	4,734	4,890	5,052	1,919.02	1,982.31	2,047.68	2,115.21	2,184.97	2,257.03	2,331.47	23.99	24.78	25.60	26.44	27.31	28.21	29.14
21	51,142	52,828	54,571	56,370	58,230	60,150	62,134	4,262	4,402	4,548	4,698	4,852	5,012	5,178	1,966.99	2,031.86	2,098.87	2,168.09	2,239.60	2,313.46	2,389.76	24.59	25.40	26.24	27.10	27.99	28.92	29.87
22	52,420	54,149	55,935	57,780	59,685	61,654	63,687	4,368	4,512	4,661	4,815	4,974	5,138	5,307	2,016.17	2,082.66	2,151.35	2,222.30	2,295.59	2,371.30	2,449.50	25.20	26.03	26.89	27.78	28.69	29.64	30.62
23	53,731	55,503	57,333	59,224	61,177	63,195	65,279	4,478	4,625	4,778	4,935	5,098	5,266	5,440	2,066.57	2,134.73	2,205.13	2,277.85	2,352.98	2,430.58	2,510.74	25.83	26.68	27.56	28.47	29.41	30.38	31.38
24	55,074	56,890	58,767	60,705	62,707	64,775	66,911	4,590	4,741	4,897	5,059	5,226	5,398	5,576	2,118.23	2,188.09	2,260.26	2,334.80	2,411.80	2,491.34	2,573.51	26.48	27.35	28.25	29.19	30.15	31.14	32.17
25	56,451	58,313	60,236	62,222	64,275	66,394	68,584	4,704	4,859	5,020	5,185	5,356	5,533	5,715	2,171.19	2,242.80	2,316.76	2,393.17	2,472.10	2,553.63	2,637.85	27.14	28.03	28.96	29.91	30.90	31.92	32.97
26	57,862	59,771	61,742	63,778	65,881	68,054	70,299	4,822	4,981	5,145	5,315	5,490	5,671	5,858	2,225.47	2,298.87	2,374.68	2,453.00	2,533.90	2,617.47	2,703.79	27.82	28.74	29.68	30.66	31.67	32.72	33.80
27	59,309	61,265	63,285	65,372	67,528	69,756	72,056	4,942	5,105	5,274	5,448	5,627	5,813	6,005	2,281.11	2,356.34	2,434.05	2,514.33	2,597.25	2,682.90	2,771.39	28.51	29.45	30.43	31.43	32.47	33.54	34.64
28	60,792	62,796	64,867	67,007	69,217	71,499	73,857	5,066	5,233	5,406	5,584	5,768	5,958	6,155	2,338.13	2,415.25	2,494.90	2,577.18	2,662.18	2,749.98	2,840.67	29.23	30.19	31.19	32.21	33.28	34.37	35.51
29	62,311	64,366	66,489	68,682	70,947	73,287	75,704	5,193	5,364	5,541	5,723	5,912	6,107	6,309	2,396.59	2,475.63	2,557.27	2,641.61	2,728.73	2,818.73	2,911.69	29.96	30.95	31.97	33.02	34.11	35.23	36.40
30	63,869	65,975	68,151	70,399	72,721	75,119	77,596	5,322	5,498	5,679	5,867	6,060	6,260	6,466	2,456.50	2,537.52	2,621.21	2,707.65	2,796.95	2,889.19	2,984.48	30.71	31.72	32.77	33.85	34.96	36.11	37.31
31	65,466	67,625	69,855	72,159	74,539	76,997	79,536	5,455	5,635	5,821	6,013	6,212	6,416	6,628	2,517.92	2,600.96	2,686.74	2,775.34	2,866.88	2,961.42	3,059.09	31.47	32.51	33.58	34.69	35.84	37.02	38.24
32	67,102	69,315	71,602	73,963	76,402	78,922	81,525	5,592	5,776	5,967	6,164	6,366	6,571	6,794	2,580.86	2,665.98	2,753.90	2,844.73	2,938.55	3,035.46	3,135.57	32.26	33.32	34.42	35.56	36.73	37.94	39.19
33	68,780	71,048	73,392	75,812	78,312	80,895	83,563	5,732	5,921	6,116	6,318	6,526	6,741	6,964	2,645.38	2,732.63	2,822.75	2,915.85	3,012.01	3,111.35	3,213.96	33.07	34.16	35.28	36.45	37.65	38.89	40.17
34	70,500	72,825	75,226	77,707	80,270	82,917	85,652	5,875	6,069	6,269	6,476	6,689	6,910	7,138	2,711.52	2,800.95	2,893.32	2,988.74	3,087.31	3,189.13	3,294.31	33.89	35.01	36.17	37.36	38.59	39.86	41.18
35	72,262	74,645	77,107	79,650	82,277	84,990	87,793	6,022	6,220	6,426	6,637	6,856	7,083	7,316	2,779.31	2,870.97	2,965.65	3,063.46	3,164.49	3,268.86	3,376.67	34.74	35.89	37.07	38.29	39.56	40.86	42.21
36	74,069	76,511	79,035	81,641	84,334	87,115	89,988	6,172	6,376	6,586	6,803	7,028	7,260	7,499	2,848.79	2,942.74	3,039.79	3,140.05	3,243.61	3,350.58	3,461.08	35.61	36.78	38.00	39.25	40.55	41.88	43.26
37	75,920	78,424	81,011	83,682	86,442	89,293	92,238	6,327	6,535	6,751	6,974	7,204	7,441	7,686	2,920.01	3,016.31	3,115.79	3,218.55	3,324.70	3,434.34	3,547.61	36.50	37.70	38.95	40.23	41.56	42.93	44.35
38	77,818	80,385	83,036	85,774	88,603	91,525	94,5																					

Clovis Unified School District
Classified/Classified Management Proposed Salary Plan
May 2022

Salary Range	Annually							Monthly							Per Pay Period							Hourly						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
66	155,364	160,488	165,781	171,248	176,896	182,730	188,756	12,947	13,374	13,815	14,271	14,741	15,227	15,730	5,975.53	6,172.60	6,376.18	6,586.46	6,803.68	7,028.07	7,259.85	74.69	77.16	79.70	82.33	85.05	87.85	90.75
67	159,248	164,500	169,925	175,529	181,318	187,298	193,475	13,271	13,708	14,160	14,627	15,110	15,608	16,123	6,124.92	6,326.92	6,535.58	6,751.12	6,973.78	7,203.77	7,441.35	76.56	79.09	81.69	84.39	87.17	90.05	93.02
68	163,229	168,612	174,173	179,917	185,851	191,980	198,312	13,602	14,051	14,514	14,993	15,488	15,998	16,526	6,278.04	6,485.09	6,698.97	6,919.90	7,148.12	7,383.86	7,627.38	78.48	81.06	83.74	86.50	89.35	92.30	95.34
69	167,310	172,828	178,528	184,415	190,497	196,780	203,270	13,942	14,402	14,877	15,368	15,875	16,398	16,939	6,434.99	6,647.22	6,866.44	7,092.90	7,326.82	7,568.46	7,818.07	80.44	83.09	85.83	88.66	91.59	94.61	97.73
70	171,493	177,148	182,991	189,026	195,260	201,699	208,352	14,291	14,762	15,249	15,752	16,272	16,808	17,363	6,595.87	6,813.40	7,038.10	7,270.22	7,509.99	7,757.67	8,013.52	82.45	85.17	87.98	90.88	93.87	96.97	100.17
71	175,780	181,577	187,565	193,751	200,141	206,742	213,560	14,648	15,131	15,630	16,146	16,678	17,228	17,797	6,760.76	6,983.73	7,214.06	7,451.98	7,697.74	7,951.61	8,213.86	84.51	87.30	90.18	93.15	96.22	99.40	102.67
72	180,174	186,117	192,255	198,595	205,145	211,911	218,899	15,015	15,510	16,021	16,550	17,095	17,659	18,242	6,929.78	7,158.33	7,394.41	7,638.28	7,890.19	8,150.40	8,419.21	86.62	89.48	92.43	95.48	98.63	101.88	105.24
73	184,679	190,769	197,061	203,560	210,273	217,208	224,372	15,390	15,897	16,422	16,963	17,523	18,101	18,698	7,103.03	7,337.29	7,579.27	7,829.23	8,087.44	8,354.17	8,629.69	88.79	91.72	94.74	97.87	101.09	104.43	107.87
74	189,296	195,539	201,988	208,649	215,530	222,638	229,981	15,775	16,295	16,832	17,387	17,961	18,553	19,165	7,280.60	7,520.72	7,768.75	8,024.96	8,289.63	8,563.02	8,845.43	91.01	94.01	97.11	100.31	103.62	107.04	110.57
75	194,028	200,427	207,037	213,865	220,919	228,204	235,731	16,169	16,702	17,253	17,822	18,410	19,017	19,644	7,462.62	7,708.74	7,962.97	8,225.59	8,496.87	8,777.09	9,066.56	93.28	96.36	99.54	102.82	106.21	109.71	113.33
76	198,879	205,438	212,213	219,212	226,442	233,910	241,624	16,573	17,120	17,684	18,268	18,870	19,492	20,135	7,649.18	7,901.45	8,162.04	8,431.23	8,709.29	8,996.52	9,293.23	95.61	98.77	102.03	105.39	108.87	112.46	116.17
77	203,851	210,574	217,518	224,692	232,103	239,757	247,665	16,988	17,548	18,127	18,724	19,342	19,980	20,639	7,840.41	8,098.99	8,366.09	8,642.01	8,927.02	9,221.44	9,525.56	98.01	101.24	104.58	108.03	111.59	115.27	119.07
78	208,947	215,838	222,956	230,310	237,905	245,751	253,856	17,412	17,987	18,580	19,192	19,825	20,479	21,155	8,036.42	8,301.46	8,575.25	8,858.06	9,150.20	9,451.97	9,763.70	100.46	103.77	107.19	110.73	114.38	118.15	122.05
79	214,171	221,234	228,530	236,067	243,853	251,895	260,203	17,848	18,436	19,044	19,672	20,321	20,991	21,684	8,237.33	8,509.00	8,789.63	9,079.51	9,378.95	9,688.27	10,007.79	102.97	106.36	109.87	113.49	117.24	121.10	125.10
80	219,525	226,765	234,244	241,969	249,949	258,192	266,708	18,294	18,897	19,520	20,164	20,829	21,516	22,226	8,443.27	8,721.73	9,009.37	9,306.50	9,613.43	9,930.48	10,257.98	105.54	109.02	112.62	116.33	120.17	124.13	128.22
81	225,013	232,434	240,100	248,018	256,198	264,647	273,375	18,751	19,370	20,008	20,668	21,350	22,054	22,781	8,654.35	8,939.77	9,234.60	9,539.16	9,853.76	10,178.74	10,514.43	108.18	111.75	115.43	119.24	123.17	127.23	131.43
82	230,638	238,245	246,102	254,219	262,603	271,263	280,210	19,220	19,854	20,509	21,185	21,884	22,605	23,351	8,870.71	9,163.26	9,465.47	9,777.64	10,100.11	10,433.21	10,777.29	110.88	114.54	118.32	122.22	126.25	130.42	134.72
83	236,404	244,201	252,255	260,574	269,168	278,045	287,215	19,700	20,350	21,021	21,715	22,431	23,170	23,935	9,092.48	9,392.35	9,702.10	10,022.08	10,352.61	10,694.04	11,046.73	113.66	117.40	121.28	125.28	129.41	133.68	138.08
84	242,314	250,306	258,561	267,088	275,897	284,996	294,395	20,193	20,859	21,547	22,257	22,991	23,750	24,533	9,319.79	9,627.15	9,944.66	10,272.63	10,611.42	10,961.39	11,322.90	116.50	120.34	124.31	128.41	132.64	137.02	141.54
85	248,372	256,564	265,025	273,766	282,794	292,121	301,755	20,698	21,380	22,085	22,814	23,566	24,343	25,146	9,552.78	9,867.83	10,193.27	10,529.45	10,876.71	11,235.42	11,605.97	119.41	123.35	127.42	131.62	135.96	140.44	145.07
86	254,582	262,978	271,651	280,610	289,864	299,424	309,299	21,215	21,915	22,638	23,384	24,155	24,952	25,775	9,791.60	10,114.53	10,448.11	10,792.68	11,148.63	11,516.31	11,896.12	122.40	126.43	130.60	134.91	139.36	143.95	148.70
87	260,946	269,552	278,442	287,625	297,111	306,910	317,032	21,746	22,463	23,204	23,969	24,759	25,576	26,419	10,036.39	10,367.39	10,709.31	11,062.50	11,427.34	11,804.22	12,193.52	125.45	129.59	133.87	138.28	142.84	147.55	152.42
88	267,470	276,291	285,403	294,816	304,539	314,582	324,957	22,289	23,024	23,784	24,568	25,378	26,215	27,080	10,287.30	10,626.58	10,977.04	11,339.06	11,713.03	12,099.32	12,498.36	128.59	132.83	137.21	141.74	146.41	151.24	156.23
89	274,157	283,198	292,538	302,186	312,152	322,447	333,081	22,846	23,600	24,378	25,182	26,013	26,871	27,757	10,544.48	10,892.24	11,251.47	11,622.54	12,005.85	12,401.80	12,810.82	131.81	136.15	140.64	145.28	150.07	155.02	160.14
90	281,010	290,278	299,852	309,741	319,956	330,508	341,408	23,418	24,190	24,988	25,812	26,663	27,542	28,451	10,808.10	11,164.55	11,532.75	11,913.10	12,306.00	12,711.85	13,131.09	135.10	139.56	144.16	148.91	153.82	158.90	164.14
91	288,036	297,535	307,348	317,484	327,955	338,771	349,943	24,003	24,795	25,612	26,457	27,330	28,231	29,162	11,078.30	11,443.66	11,821.07	12,210.93	12,613.65	13,029.65	13,459.36	138.48	143.05	147.76	152.64	157.67	162.87	168.24
92	295,237	304,974	315,032	325,421	336,154	347,240	358,692	24,603	25,414	26,253	27,118	28,013	28,937	29,891	11,355.26	11,729.75	12,116.60	12,516.20	12,928.99	13,355.39	13,795.85	141.94	146.62	151.46	156.45	161.61	166.94	172.45
93	302,618	312,598	322,907	333,557	344,558	355,921	367,659	25,218	26,050	26,909	27,796	28,713	29,660	30,638	11,639.14	12,023.00	12,419.51	12,829.11	13,252.21	13,689.27	14,140.74	145.49	150.29	155.24	160.36	165.65	171.12	176.76
94	310,183	320,413	330,980	341,896	353,172	364,819	376,851	25,849	26,701	27,582	28,491	29,431	30,402	31,404	11,930.12	12,323.57	12,730.00	13,149.84	13,583.52	14,031.50	14,494.26	149.13	154.04	159.13	164.37	169.79	175.39	181.18
95	317,938	328,423	339,255	350,443	362,001	373,940	386,272	26,495	27,369	28,271	29,204	30,167	31,162	32,189	12,228.37	12,631.66	13,048.25	13,478.58	13,923.11	14,382.29	14,856.62	152.85	157.90	163.10	168.48	174.04	179.78	185.71
96	325,886	336,634	347,736	359,204	371,051	383,288	395,929	27,157	28,053	28,978	29,934	30,921	31,941	32,994	12,534.08	12,947.45	13,374.46	13,815.55	14,271.19	14,741.85	15,228.04	156.68	161.84	167.18	172.69	178.39	184.27	190.35
97	334,033	345,050	356,429	368,184	380,327	392,870	405,827	27,836	28,754	29,702	30,682	31,694	32,739	33,819	12,847.43	13,271.14	13,708.82	14,160.94	14,627.96	15,110.40	15,608.74	160.59	165.89	171.36	177.01	182.85	188.88	195.11
98	342,384	353,676	365,340	377,389	389,835	402,692	415,973	28,532	29,473	30,445	31,449	32,486	33,558	34,664	13,168.62	13,602.92	14,051.54	14,514.96	14,993.66	15,488.15	15,998.95	164.61	170.04	175.64	181.44	187.42	193.60	199.99
99	350,944	362,518	374,474	386,824	399,581	412,759	426,372	29,245	30,210	31,206	32,235	33,298	34,397	35,531	13,497.83	13,942.99	14,402.83	14,877.83	15,368.51	15,875.36	16,398.93	168.72	174.29	180.04	185.97	192.11	198.44	204.99
100	359,717	371,581	383,835	396,494	409,571	423,078																						

Clovis Unified School District
Certificated Proposed Salary Plan
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Salary Range	Annually															Step 1	Step 2	Step 3	Step 4
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15				
28	48,230	49,918	51,665	53,474	55,345	57,282	59,287	61,362	63,510	65,733	68,033	70,415	72,879	75,430	78,070	4,019	4,160	4,305	4,456
29	49,436	51,166	52,957	54,810	56,729	58,714	60,769	62,896	65,098	67,376	69,734	72,175	74,701	77,316	80,022	4,120	4,264	4,413	4,568
30	50,672	52,445	54,281	56,181	58,147	60,182	62,289	64,469	66,725	69,060	71,478	73,979	76,569	79,248	82,022	4,223	4,370	4,523	4,682
31	51,939	53,756	55,638	57,585	59,601	61,687	63,846	66,080	68,393	70,787	73,264	75,829	78,483	81,230	84,073	4,328	4,480	4,636	4,799
32	53,237	55,100	57,029	59,025	61,091	63,229	65,442	67,732	70,103	72,557	75,096	77,724	80,445	83,260	86,174	4,436	4,592	4,752	4,919
33	54,568	56,478	58,455	60,500	62,618	64,810	67,078	69,426	71,856	74,371	76,973	79,668	82,456	85,342	88,329	4,547	4,706	4,871	5,042
34	55,932	57,890	59,916	62,013	64,183	66,430	68,755	71,161	73,652	76,230	78,898	81,659	84,517	87,475	90,537	4,661	4,824	4,993	5,168
35	57,330	59,337	61,414	63,563	65,788	68,091	70,474	72,940	75,493	78,136	80,870	83,701	86,630	89,662	92,800	4,778	4,945	5,118	5,297
36	58,764	60,820	62,949	65,152	67,433	69,793	72,236	74,764	77,381	80,089	82,892	85,793	88,796	91,904	95,120	4,897	5,068	5,246	5,429
37	60,233	62,341	64,523	66,781	69,119	71,538	74,041	76,633	79,315	82,091	84,964	87,938	91,016	94,201	97,499	5,019	5,195	5,377	5,565
38	61,739	63,899	66,136	68,451	70,846	73,326	75,893	78,549	81,298	84,143	87,088	90,137	93,291	96,556	99,936	5,145	5,325	5,511	5,704
39	63,282	65,497	67,789	70,162	72,618	75,159	77,790	80,512	83,330	86,247	89,266	92,390	95,624	98,970	102,434	5,274	5,458	5,649	5,847
40	64,864	67,134	69,484	71,916	74,433	77,038	79,735	82,525	85,414	88,403	91,497	94,700	98,014	101,445	104,995	5,405	5,595	5,790	5,993
41	66,486	68,813	71,221	73,714	76,294	78,964	81,728	84,588	87,549	90,613	93,785	97,067	100,465	103,981	107,620	5,540	5,734	5,935	6,143
42	68,148	70,533	73,002	75,557	78,201	80,938	83,771	86,703	89,738	92,879	96,129	99,494	102,976	106,580	110,311	5,679	5,878	6,083	6,296
43	69,852	72,296	74,827	77,446	80,156	82,962	85,865	88,871	91,981	95,201	98,533	101,981	105,551	109,245	113,068	5,821	6,025	6,236	6,454
44	71,598	74,104	76,697	79,382	82,160	85,036	88,012	91,092	94,281	97,581	100,996	104,531	108,189	111,976	115,895	5,966	6,175	6,391	6,615
45	73,388	75,956	78,615	81,366	84,214	87,162	90,212	93,370	96,638	100,020	103,521	107,144	110,894	114,775	118,792	6,116	6,330	6,551	6,781
46	75,223	77,855	80,580	83,401	86,320	89,341	92,468	95,704	99,054	102,521	106,109	109,823	113,666	117,645	121,762	6,269	6,488	6,715	6,950
47	77,103	79,802	82,595	85,486	88,478	91,574	94,779	98,097	101,530	105,084	108,762	112,568	116,508	120,586	124,806	6,425	6,650	6,883	7,124
48	79,031	81,797	84,660	87,623	90,689	93,864	97,149	100,549	104,068	107,711	111,481	115,382	119,421	123,600	127,926	6,586	6,816	7,055	7,302
49	81,006	83,842	86,776	89,813	92,957	96,210	99,578	103,063	106,670	110,403	114,268	118,267	122,406	126,690	131,125	6,751	6,987	7,231	7,484
50	83,032	85,938	88,946	92,059	95,281	98,615	102,067	105,639	109,337	113,164	117,124	121,224	125,466	129,858	134,403	6,919	7,161	7,412	7,672
51	85,107	88,086	91,169	94,360	97,663	101,081	104,619	108,280	112,070	115,993	120,052	124,254	128,603	133,104	137,763	7,092	7,341	7,597	7,863
52	87,235	90,288	93,448	96,719	100,104	103,608	107,234	110,987	114,872	118,892	123,054	127,361	131,818	136,432	141,207	7,270	7,524	7,787	8,060
53	89,416	92,545	95,785	99,137	102,607	106,198	109,915	113,762	117,744	121,865	126,130	130,545	135,114	139,843	144,737	7,451	7,712	7,982	8,261
54	91,651	94,859	98,179	101,615	105,172	108,853	112,663	116,606	120,687	124,911	129,283	133,808	138,491	143,339	148,356	7,638	7,905	8,182	8,468
55	93,943	97,231	100,634	104,156	107,801	111,574	115,479	119,521	123,704	128,034	132,515	137,153	141,954	146,922	152,064	7,829	8,103	8,386	8,680
56	96,291	99,661	103,150	106,760	110,496	114,364	118,366	122,509	126,797	131,235	135,828	140,582	145,503	150,595	155,866	8,024	8,305	8,596	8,897
57	98,698	102,153	105,728	109,429	113,259	117,223	121,326	125,572	129,967	134,516	139,224	144,097	149,140	154,360	159,763	8,225	8,513	8,811	9,119
58	101,166	104,707	108,371	112,164	116,090	120,153	124,359	128,711	133,216	137,879	142,705	147,699	152,869	158,219	163,757	8,430	8,726	9,031	9,347
59	103,695	107,324	111,081	114,969	118,992	123,157	127,468	131,929	136,547	141,326	146,272	151,392	156,690	162,175	167,851	8,641	8,944	9,257	9,581
60	106,287	110,008	113,858	117,843	121,967	126,236	130,654	135,227	139,960	144,859	149,929	155,176	160,608	166,229	172,047	8,857	9,167	9,488	9,820
61	108,945	112,758	116,704	120,789	125,016	129,392	133,921	138,608	143,459	148,480	153,677	159,056	164,623	170,385	176,348	9,079	9,396	9,725	10,066
62	111,668	115,577	119,622	123,809	128,142	132,627	137,269	142,073	147,046	152,192	157,519	163,032	168,738	174,644	180,757	9,306	9,631	9,968	10,317
63	114,460	118,466	122,612	126,904	131,345	135,943	140,701	145,625	150,722	155,997	161,457	167,108	172,957	179,010	185,276	9,538	9,872	10,218	10,575
64	117,321	121,428	125,678	130,076	134,629	139,341	144,218	149,266	154,490	159,897	165,493	171,286	177,281	183,486	189,908	9,777	10,119	10,473	10,840
65	120,254	124,463	128,820	133,328	137,995	142,825	147,823	152,997	158,352	163,895	169,631	175,568	181,713	188,073	194,655	10,021	10,372	10,735	11,111
66	123,261	127,575	132,040	136,662	141,445	146,395	151,519	156,822	162,311	167,992	173,872	179,957	186,256	192,775	199,522	10,272	10,631	11,003	11,388
67	126,342	130,764	135,341	140,078	144,981	150,055	155,307	160,743	166,369	172,192	178,218	184,456	190,912	197,594	204,510	10,529	10,897	11,278	11,673
68	129,501	134,033	138,725	143,580	148,605	153,806	159,190	164,761	170,528	176,496	182,674	189,067	195,685	202,534	209,622	10,792	11,169	11,560	11,965
69	132,738	137,384	142,193	147,169	152,320	157,652	163,169	168,880	174,791	180,909	187,241	193,794	200,577	207,597	214,863	11,062	11,449	11,849	12,264
70	136,057	140,819	145,748	150,849	156,128	161,593	167,249	173,102	179,161	185,432	191,922	198,639	205,591	212,787	220,235	11,338	11,735	12,146	12,571

**Clovis Unified School District
Certificated Proposed Salary Plan
May 2022**

Salary Range	Monthly											Per Pay Per							
	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
28	4,612	4,774	4,941	5,114	5,292	5,478	5,669	5,868	6,073	6,286	6,506	1,855.00	1,919.93	1,987.13	2,056.68	2,128.66	2,203.16	2,280.27	2,360.08
29	4,727	4,893	5,064	5,241	5,425	5,615	5,811	6,015	6,225	6,443	6,668	1,901.38	1,967.93	2,036.81	2,108.09	2,181.88	2,258.24	2,337.28	2,419.09
30	4,846	5,015	5,191	5,372	5,560	5,755	5,956	6,165	6,381	6,604	6,835	1,948.91	2,017.13	2,087.73	2,160.80	2,236.42	2,314.70	2,395.71	2,479.56
31	4,967	5,141	5,320	5,507	5,699	5,899	6,105	6,319	6,540	6,769	7,006	1,997.64	2,067.55	2,139.92	2,214.82	2,292.33	2,372.57	2,455.61	2,541.55
32	5,091	5,269	5,453	5,644	5,842	6,046	6,258	6,477	6,704	6,938	7,181	2,047.58	2,119.24	2,193.42	2,270.19	2,349.64	2,431.88	2,517.00	2,605.09
33	5,218	5,401	5,590	5,785	5,988	6,198	6,414	6,639	6,871	7,112	7,361	2,098.77	2,172.22	2,248.25	2,326.94	2,408.38	2,492.68	2,579.92	2,670.22
34	5,349	5,536	5,730	5,930	6,138	6,352	6,575	6,805	7,043	7,290	7,545	2,151.24	2,226.53	2,304.46	2,385.11	2,468.59	2,554.99	2,644.42	2,736.97
35	5,482	5,674	5,873	6,078	6,291	6,511	6,739	6,975	7,219	7,472	7,733	2,205.02	2,282.19	2,362.07	2,444.74	2,530.31	2,618.87	2,710.53	2,805.40
36	5,619	5,816	6,020	6,230	6,448	6,674	6,908	7,149	7,400	7,659	7,927	2,260.14	2,339.25	2,421.12	2,505.86	2,593.57	2,684.34	2,778.29	2,875.53
37	5,760	5,961	6,170	6,386	6,610	6,841	7,080	7,328	7,585	7,850	8,125	2,316.65	2,397.73	2,481.65	2,568.51	2,658.40	2,751.45	2,847.75	2,947.42
38	5,904	6,111	6,324	6,546	6,775	7,012	7,257	7,511	7,774	8,046	8,328	2,374.56	2,457.67	2,543.69	2,632.72	2,724.86	2,820.24	2,918.94	3,021.11
39	6,051	6,263	6,482	6,709	6,944	7,187	7,439	7,699	7,969	8,248	8,536	2,433.93	2,519.11	2,607.28	2,698.54	2,792.99	2,890.74	2,991.92	3,096.63
40	6,203	6,420	6,645	6,877	7,118	7,367	7,625	7,892	8,168	8,454	8,750	2,494.77	2,582.09	2,672.46	2,766.00	2,862.81	2,963.01	3,066.71	3,174.05
41	6,358	6,580	6,811	7,049	7,296	7,551	7,815	8,089	8,372	8,665	8,968	2,557.14	2,646.64	2,739.28	2,835.15	2,934.38	3,037.08	3,143.38	3,253.40
42	6,517	6,745	6,981	7,225	7,478	7,740	8,011	8,291	8,581	8,882	9,193	2,621.07	2,712.81	2,807.76	2,906.03	3,007.74	3,113.01	3,221.97	3,334.74
43	6,680	6,913	7,155	7,406	7,665	7,933	8,211	8,498	8,796	9,104	9,422	2,686.60	2,780.63	2,877.95	2,978.68	3,082.93	3,190.84	3,302.52	3,418.10
44	6,847	7,086	7,334	7,591	7,857	8,132	8,416	8,711	9,016	9,331	9,658	2,753.76	2,850.15	2,949.90	3,053.15	3,160.01	3,270.61	3,385.08	3,503.56
45	7,018	7,263	7,518	7,781	8,053	8,335	8,627	8,929	9,241	9,565	9,899	2,822.61	2,921.40	3,023.65	3,129.48	3,239.01	3,352.37	3,469.71	3,591.15
46	7,193	7,445	7,706	7,975	8,254	8,543	8,842	9,152	9,472	9,804	10,147	2,893.17	2,994.43	3,099.24	3,207.71	3,319.98	3,436.18	3,556.45	3,680.92
47	7,373	7,631	7,898	8,175	8,461	8,757	9,063	9,381	9,709	10,049	10,401	2,965.50	3,069.30	3,176.72	3,287.91	3,402.98	3,522.09	3,645.36	3,772.95
48	7,557	7,822	8,096	8,379	8,672	8,976	9,290	9,615	9,952	10,300	10,661	3,039.64	3,146.03	3,256.14	3,370.10	3,488.06	3,610.14	3,736.49	3,867.27
49	7,746	8,018	8,298	8,589	8,889	9,200	9,522	9,856	10,201	10,558	10,927	3,115.63	3,224.68	3,337.54	3,454.36	3,575.26	3,700.39	3,829.91	3,963.95
50	7,940	8,218	8,506	8,803	9,111	9,430	9,760	10,102	10,456	10,821	11,200	3,193.52	3,305.30	3,420.98	3,540.72	3,664.64	3,792.90	3,925.65	4,063.05
51	8,139	8,423	8,718	9,023	9,339	9,666	10,004	10,355	10,717	11,092	11,480	3,273.36	3,387.93	3,506.51	3,629.23	3,756.26	3,887.73	4,023.80	4,164.63
52	8,342	8,634	8,936	9,249	9,573	9,908	10,254	10,613	10,985	11,369	11,767	3,355.19	3,472.63	3,594.17	3,719.96	3,850.16	3,984.92	4,124.39	4,268.74
53	8,551	8,850	9,160	9,480	9,812	10,155	10,511	10,879	11,259	11,654	12,061	3,439.07	3,559.44	3,684.02	3,812.96	3,946.42	4,084.54	4,227.50	4,375.46
54	8,764	9,071	9,389	9,717	10,057	10,409	10,774	11,151	11,541	11,945	12,363	3,525.05	3,648.43	3,776.12	3,908.29	4,045.08	4,186.66	4,333.19	4,484.85
55	8,983	9,298	9,623	9,960	10,309	10,670	11,043	11,429	11,829	12,244	12,672	3,613.18	3,739.64	3,870.53	4,005.99	4,146.20	4,291.32	4,441.52	4,596.97
56	9,208	9,530	9,864	10,209	10,566	10,936	11,319	11,715	12,125	12,550	12,989	3,703.51	3,833.13	3,967.29	4,106.14	4,249.86	4,398.60	4,552.56	4,711.90
57	9,438	9,769	10,110	10,464	10,831	11,210	11,602	12,008	12,428	12,863	13,314	3,796.09	3,928.96	4,066.47	4,208.80	4,356.11	4,508.57	4,666.37	4,829.69
58	9,674	10,013	10,363	10,726	11,101	11,490	11,892	12,308	12,739	13,185	13,646	3,891.00	4,027.18	4,168.13	4,314.02	4,465.01	4,621.28	4,783.03	4,950.43
59	9,916	10,263	10,622	10,994	11,379	11,777	12,189	12,616	13,058	13,515	13,988	3,988.27	4,127.86	4,272.34	4,421.87	4,576.63	4,736.82	4,902.60	5,074.20
60	10,164	10,520	10,888	11,269	11,663	12,072	12,494	12,931	13,384	13,852	14,337	4,087.98	4,231.06	4,379.14	4,532.42	4,691.05	4,855.24	5,025.17	5,201.05
61	10,418	10,783	11,160	11,551	11,955	12,373	12,806	13,255	13,719	14,199	14,696	4,190.18	4,336.83	4,488.62	4,645.73	4,808.33	4,976.62	5,150.80	5,331.08
62	10,678	11,052	11,439	11,839	12,254	12,683	13,127	13,586	14,062	14,554	15,063	4,294.93	4,445.26	4,600.84	4,761.87	4,928.53	5,101.03	5,279.57	5,464.35
63	10,945	11,329	11,725	12,135	12,560	13,000	13,455	13,926	14,413	14,918	15,440	4,402.31	4,556.39	4,715.86	4,880.92	5,051.75	5,228.56	5,411.56	5,600.96
64	11,219	11,612	12,018	12,439	12,874	13,325	13,791	14,274	14,773	15,290	15,826	4,512.36	4,670.30	4,833.76	5,002.94	5,178.04	5,359.27	5,546.85	5,740.99
65	11,500	11,902	12,319	12,750	13,196	13,658	14,136	14,631	15,143	15,673	16,221	4,625.17	4,787.05	4,954.60	5,128.01	5,307.49	5,493.25	5,685.52	5,884.51
66	11,787	12,200	12,627	13,069	13,526	13,999	14,489	14,996	15,521	16,065	16,627	4,740.80	4,906.73	5,078.47	5,256.21	5,440.18	5,630.59	5,827.66	6,031.62
67	12,082	12,505	12,942	13,395	13,864	14,349	14,852	15,371	15,909	16,466	17,042	4,859.32	5,029.40	5,205.43	5,387.62	5,576.18	5,771.35	5,973.35	6,182.41
68	12,384	12,817	13,266	13,730	14,211	14,708	15,223	15,756	16,307	16,878	17,469	4,980.81	5,155.13	5,335.56	5,522.31	5,715.59	5,915.63	6,122.68	6,336.98
69	12,693	13,138	13,597	14,073	14,566	15,076	15,603	16,150	16,715	17,300	17,905	5,105.33	5,284.01	5,468.95	5,660.37	5,858.48	6,063.52	6,275.75	6,495.40
70	13,011	13,466	13,937	14,425	14,930	15,453	15,993	16,553	17,133	17,732	18,353	5,232.96	5,416.11	5,605.68	5,801.87	6,004.94	6,215.11	6,432.64	6,657.78

Clovis Unified School District
Certificated Proposed Salary Plan
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Salary Range	od								Hourly									
	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
28	2,442.69	2,528.18	2,616.67	2,708.25	2,803.04	2,901.15	3,002.69	32.41	33.55	34.72	35.94	37.19	38.50	39.84	41.24	42.68	44.18	
29	2,503.75	2,591.39	2,682.08	2,775.96	2,873.11	2,973.67	3,077.75	33.22	34.39	35.59	36.83	38.12	39.46	40.84	42.27	43.75	45.28	
30	2,566.35	2,656.17	2,749.14	2,845.36	2,944.94	3,048.02	3,154.70	34.05	35.25	36.48	37.76	39.08	40.44	41.86	43.33	44.84	46.41	
31	2,630.51	2,722.57	2,817.86	2,916.49	3,018.57	3,124.22	3,233.56	34.90	36.13	37.39	38.70	40.05	41.46	42.91	44.41	45.96	47.57	
32	2,696.27	2,790.64	2,888.31	2,989.40	3,094.03	3,202.32	3,314.40	35.78	37.03	38.33	39.67	41.06	42.49	43.98	45.52	47.11	48.76	
33	2,763.68	2,860.40	2,960.52	3,064.14	3,171.38	3,282.38	3,397.26	36.67	37.96	39.28	40.66	42.08	43.55	45.08	46.66	48.29	49.98	
34	2,832.77	2,931.91	3,034.53	3,140.74	3,250.67	3,364.44	3,482.19	37.59	38.90	40.27	41.68	43.13	44.64	46.21	47.82	49.50	51.23	
35	2,903.59	3,005.21	3,110.39	3,219.26	3,331.93	3,448.55	3,569.25	38.53	39.88	41.27	42.72	44.21	45.76	47.36	49.02	50.73	52.51	
36	2,976.18	3,080.34	3,188.15	3,299.74	3,415.23	3,534.76	3,658.48	39.49	40.87	42.30	43.79	45.32	46.90	48.55	50.24	52.00	53.82	
37	3,050.58	3,157.35	3,267.86	3,382.23	3,500.61	3,623.13	3,749.94	40.48	41.90	43.36	44.88	46.45	48.08	49.76	51.50	53.30	55.17	
38	3,126.85	3,236.28	3,349.55	3,466.79	3,588.13	3,713.71	3,843.69	41.49	42.94	44.45	46.00	47.61	49.28	51.00	52.79	54.64	56.55	
39	3,205.02	3,317.19	3,433.29	3,553.46	3,677.83	3,806.55	3,939.78	42.53	44.02	45.56	47.15	48.80	50.51	52.28	54.11	56.00	57.96	
40	3,285.14	3,400.12	3,519.13	3,642.30	3,769.78	3,901.72	4,038.28	43.59	45.12	46.70	48.33	50.02	51.77	53.59	55.46	57.40	59.41	
41	3,367.27	3,485.12	3,607.10	3,733.35	3,864.02	3,999.26	4,139.23	44.68	46.25	47.86	49.54	51.27	53.07	54.92	56.85	58.84	60.90	
42	3,451.45	3,572.25	3,697.28	3,826.69	3,960.62	4,099.24	4,242.72	45.80	47.40	49.06	50.78	52.55	54.39	56.30	58.27	60.31	62.42	
43	3,537.74	3,661.56	3,789.71	3,922.35	4,059.64	4,201.72	4,348.78	46.94	48.59	50.29	52.05	53.87	55.75	57.71	59.72	61.82	63.98	
44	3,626.18	3,753.10	3,884.46	4,020.41	4,161.13	4,306.77	4,457.50	48.12	49.80	51.54	53.35	55.22	57.15	59.15	61.22	63.36	65.58	
45	3,716.84	3,846.93	3,981.57	4,120.92	4,265.16	4,414.44	4,568.94	49.32	51.05	52.83	54.68	56.60	58.58	60.63	62.75	64.94	67.22	
46	3,809.76	3,943.10	4,081.11	4,223.95	4,371.78	4,524.80	4,683.16	50.55	52.32	54.15	56.05	58.01	60.04	62.14	64.32	66.57	68.90	
47	3,905.00	4,041.68	4,183.13	4,329.54	4,481.08	4,637.92	4,800.24	51.82	53.63	55.51	57.45	59.46	61.54	63.70	65.93	68.23	70.62	
48	4,002.63	4,142.72	4,287.71	4,437.78	4,593.11	4,753.86	4,920.25	53.11	54.97	56.89	58.89	60.95	63.08	65.29	67.57	69.94	72.39	
49	4,102.69	4,246.29	4,394.91	4,548.73	4,707.93	4,872.71	5,043.26	54.44	56.35	58.32	60.36	62.47	64.66	66.92	69.26	71.69	74.20	
50	4,205.26	4,352.44	4,504.78	4,662.45	4,825.63	4,994.53	5,169.34	55.80	57.75	59.78	61.87	64.03	66.27	68.59	70.99	73.48	76.05	
51	4,310.39	4,461.25	4,617.40	4,779.01	4,946.27	5,119.39	5,298.57	57.20	59.20	61.27	63.41	65.63	67.93	70.31	72.77	75.32	77.95	
52	4,418.15	4,572.79	4,732.83	4,898.48	5,069.93	5,247.38	5,431.03	58.63	60.68	62.80	65.00	67.27	69.63	72.07	74.59	77.20	79.90	
53	4,528.60	4,687.11	4,851.15	5,020.94	5,196.68	5,378.56	5,566.81	60.09	62.19	64.37	66.62	68.96	71.37	73.87	76.45	79.13	81.90	
54	4,641.82	4,804.28	4,972.43	5,146.47	5,326.59	5,513.03	5,705.98	61.59	63.75	65.98	68.29	70.68	73.15	75.71	78.36	81.11	83.95	
55	4,757.86	4,924.39	5,096.74	5,275.13	5,459.76	5,650.85	5,848.63	63.13	65.34	67.63	70.00	72.45	74.98	77.61	80.32	83.13	86.04	
56	4,876.81	5,047.50	5,224.16	5,407.01	5,596.25	5,792.12	5,994.85	64.71	66.98	69.32	71.75	74.26	76.86	79.55	82.33	85.21	88.20	
57	4,998.73	5,173.69	5,354.77	5,542.18	5,736.16	5,936.93	6,144.72	66.33	68.65	71.05	73.54	76.11	78.78	81.54	84.39	87.34	90.40	
58	5,123.70	5,303.03	5,488.64	5,680.74	5,879.56	6,085.35	6,298.34	67.99	70.37	72.83	75.38	78.02	80.75	83.57	86.50	89.53	92.66	
59	5,251.79	5,435.61	5,625.85	5,822.76	6,026.55	6,237.48	6,455.79	69.69	72.13	74.65	77.26	79.97	82.77	85.66	88.66	91.77	94.98	
60	5,383.09	5,571.50	5,766.50	5,968.33	6,177.22	6,393.42	6,617.19	71.43	73.93	76.52	79.20	81.97	84.84	87.81	90.88	94.06	97.35	
61	5,517.66	5,710.78	5,910.66	6,117.53	6,331.65	6,553.25	6,782.62	73.22	75.78	78.43	81.18	84.02	86.96	90.00	93.15	96.41	99.79	
62	5,655.61	5,853.55	6,058.43	6,270.47	6,489.94	6,717.09	6,952.18	75.05	77.67	80.39	83.20	86.12	89.13	92.25	95.48	98.82	102.28	
63	5,797.00	5,999.89	6,209.89	6,427.23	6,652.19	6,885.01	7,125.99	76.92	79.61	82.40	85.28	88.27	91.36	94.56	97.87	101.29	104.84	
64	5,941.92	6,149.89	6,365.13	6,587.91	6,818.49	7,057.14	7,304.14	78.85	81.60	84.46	87.42	90.48	93.64	96.92	100.31	103.82	107.46	
65	6,090.47	6,303.64	6,524.26	6,752.61	6,988.95	7,233.57	7,486.74	80.82	83.64	86.57	89.60	92.74	95.98	99.34	102.82	106.42	110.14	
66	6,242.73	6,461.23	6,687.37	6,921.43	7,163.68	7,414.41	7,673.91	82.84	85.74	88.74	91.84	95.06	98.38	101.83	105.39	109.08	112.90	
67	6,398.80	6,622.76	6,854.55	7,094.46	7,342.77	7,599.77	7,865.76	84.91	87.88	90.96	94.14	97.43	100.84	104.37	108.03	111.81	115.72	
68	6,558.77	6,788.33	7,025.92	7,271.82	7,526.34	7,789.76	8,062.40	87.03	90.08	93.23	96.49	99.87	103.36	106.98	110.73	114.60	118.61	
69	6,722.74	6,958.03	7,201.57	7,453.62	7,714.50	7,984.50	8,263.96	89.21	92.33	95.56	98.90	102.37	105.95	109.66	113.49	117.47	121.58	
70	6,890.81	7,131.99	7,381.60	7,639.96	7,907.36	8,184.12	8,470.56	91.44	94.64	97.95	101.38	104.93	108.60	112.40	116.33	120.40	124.62	

Clovis Unified School District
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Salary Range	Annually															Step 1	Step 2	Step 3	Step 4
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15				
71	139,458	144,339	149,391	154,620	160,032	165,633	171,430	177,430	183,640	190,067	196,720	203,605	210,731	218,107	225,740	11,622	12,028	12,449	12,885
72	142,945	147,948	153,126	158,485	164,032	169,774	175,716	181,866	188,231	194,819	201,638	208,695	215,999	223,559	231,384	11,912	12,329	12,761	13,207
73	146,518	151,647	156,954	162,448	168,133	174,018	180,109	186,412	192,937	199,690	206,679	213,912	221,399	229,148	237,169	12,210	12,637	13,080	13,537
74	150,181	155,438	160,878	166,509	172,337	178,368	184,611	191,073	197,760	204,682	211,846	219,260	226,934	234,877	243,098	12,515	12,953	13,407	13,876
75	153,936	159,324	164,900	170,671	176,645	182,828	189,227	195,849	202,704	209,799	217,142	224,742	232,608	240,749	249,175	12,828	13,277	13,742	14,223
76	157,784	163,307	169,022	174,938	181,061	187,398	193,957	200,746	207,772	215,044	222,570	230,360	238,423	246,768	255,405	13,149	13,609	14,085	14,578
77	161,729	167,389	173,248	179,312	185,588	192,083	198,806	205,764	212,966	220,420	228,135	236,119	244,384	252,937	261,790	13,477	13,949	14,437	14,943
78	165,772	171,574	177,579	183,795	190,227	196,885	203,776	210,908	218,290	225,930	233,838	242,022	250,493	259,260	268,334	13,814	14,298	14,798	15,316
79	169,916	175,864	182,019	188,389	194,983	201,807	208,871	216,181	223,748	231,579	239,684	248,073	256,755	265,742	275,043	14,160	14,655	15,168	15,699
80	174,164	180,260	186,569	193,099	199,858	206,853	214,092	221,586	229,341	237,368	245,676	254,275	263,174	272,385	281,919	14,514	15,022	15,547	16,092
81	178,518	184,767	191,233	197,927	204,854	212,024	219,445	227,125	235,075	243,302	251,818	260,632	269,754	279,195	288,967	14,877	15,397	15,936	16,494
82	182,981	189,386	196,014	202,875	209,975	217,325	224,931	232,803	240,952	249,385	258,113	267,147	276,497	286,175	296,191	15,248	15,782	16,335	16,906
83	187,556	194,120	200,915	207,947	215,225	222,758	230,554	238,624	246,975	255,620	264,566	273,826	283,410	293,329	303,596	15,630	16,177	16,743	17,329
84	192,245	198,973	205,938	213,145	220,605	228,327	236,318	244,589	253,150	262,010	271,180	280,672	290,495	300,663	311,186	16,020	16,581	17,161	17,762
85	197,051	203,948	211,086	218,474	226,121	234,035	242,226	250,704	259,479	268,560	277,960	287,688	297,758	308,179	318,965	16,421	16,996	17,590	18,206
86	201,977	209,046	216,363	223,936	231,774	239,886	248,282	256,971	265,965	275,274	284,909	294,881	305,202	315,884	326,939	16,831	17,421	18,030	18,661
87	207,027	214,273	221,772	229,534	237,568	245,883	254,489	263,396	272,615	282,156	292,032	302,253	312,832	323,781	335,113	17,252	17,856	18,481	19,128
88	212,202	219,629	227,316	235,273	243,507	252,030	260,851	269,981	279,430	289,210	299,332	309,809	320,652	331,875	343,491	17,684	18,302	18,943	19,606
89	217,507	225,120	232,999	241,154	249,595	258,331	267,372	276,730	286,416	296,440	306,816	317,554	328,669	340,172	352,078	18,126	18,760	19,417	20,096
90	222,945	230,748	238,824	247,183	255,835	264,789	274,056	283,648	293,576	303,851	314,486	325,493	336,885	348,676	360,880	18,579	19,229	19,902	20,599
91	228,519	236,517	244,795	253,363	262,230	271,409	280,908	290,740	300,916	311,448	322,348	333,630	345,307	357,393	369,902	19,043	19,710	20,400	21,114
92	234,232	242,430	250,915	259,697	268,786	278,194	287,931	298,008	308,438	319,234	330,407	341,971	353,940	366,328	379,150	19,519	20,202	20,910	21,641
93	240,087	248,491	257,188	266,189	275,506	285,149	295,129	305,458	316,149	327,215	338,667	350,520	362,789	375,486	388,628	20,007	20,708	21,432	22,182
94	246,090	254,703	263,617	272,844	282,394	292,277	302,507	313,095	324,053	335,395	347,134	359,283	371,858	384,873	398,344	20,507	21,225	21,968	22,737
95	252,242	261,070	270,208	279,665	289,453	299,584	310,070	320,922	332,154	343,780	355,812	368,266	381,155	394,495	408,303	21,020	21,756	22,517	23,305
96	258,548	267,597	276,963	286,657	296,690	307,074	317,821	328,945	340,458	352,374	364,707	377,472	390,684	404,358	418,510	21,546	22,300	23,080	23,888
97	265,012	274,287	283,887	293,823	304,107	314,751	325,767	337,169	348,970	361,184	373,825	386,909	400,451	414,467	428,973	22,084	22,857	23,657	24,485
98	271,637	281,144	290,984	301,169	311,710	322,619	333,911	345,598	357,694	370,213	383,171	396,582	410,462	424,828	439,697	22,636	23,429	24,249	25,097
99	278,428	288,173	298,259	308,698	319,502	330,685	342,259	354,238	366,636	379,469	392,750	406,496	420,724	435,449	450,690	23,202	24,014	24,855	25,725
100	285,389	295,377	305,715	316,415	327,490	338,952	350,815	363,094	375,802	388,955	402,569	416,659	431,242	446,335	461,957	23,782	24,615	25,476	26,368

**Clovis Unified School District
 Certificated Proposed Salary Plan
 May 2022**

Salary Range	Monthly											Per Pay Per							
	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
71	13,336	13,803	14,286	14,786	15,303	15,839	16,393	16,967	17,561	18,176	18,812	5,363.78	5,551.51	5,745.82	5,946.92	6,155.06	6,370.49	6,593.46	6,824.23
72	13,669	14,148	14,643	15,155	15,686	16,235	16,803	17,391	18,000	18,630	19,282	5,497.88	5,690.30	5,889.46	6,095.59	6,308.94	6,529.75	6,758.29	6,994.83
73	14,011	14,501	15,009	15,534	16,078	16,641	17,223	17,826	18,450	19,096	19,764	5,635.32	5,832.56	6,036.70	6,247.98	6,466.66	6,693.00	6,927.25	7,169.71
74	14,361	14,864	15,384	15,923	16,480	17,057	17,654	18,272	18,911	19,573	20,258	5,776.21	5,978.37	6,187.62	6,404.18	6,628.33	6,860.32	7,100.43	7,348.95
75	14,720	15,236	15,769	16,321	16,892	17,483	18,095	18,728	19,384	20,062	20,765	5,920.61	6,127.83	6,342.31	6,564.29	6,794.04	7,031.83	7,277.94	7,532.67
76	15,088	15,617	16,163	16,729	17,314	17,920	18,548	19,197	19,869	20,564	21,284	6,068.63	6,281.03	6,500.87	6,728.40	6,963.89	7,207.63	7,459.89	7,720.99
77	15,466	16,007	16,567	17,147	17,747	18,368	19,011	19,677	20,365	21,078	21,816	6,220.34	6,438.06	6,663.39	6,896.61	7,137.99	7,387.82	7,646.39	7,914.01
78	15,852	16,407	16,981	17,576	18,191	18,828	19,486	20,169	20,874	21,605	22,361	6,375.85	6,599.01	6,829.97	7,069.02	7,316.44	7,572.51	7,837.55	8,111.86
79	16,249	16,817	17,406	18,015	18,646	19,298	19,974	20,673	21,396	22,145	22,920	6,535.25	6,763.98	7,000.72	7,245.75	7,499.35	7,761.82	8,033.49	8,314.66
80	16,655	17,238	17,841	18,465	19,112	19,781	20,473	21,190	21,931	22,699	23,493	6,698.63	6,933.08	7,175.74	7,426.89	7,686.83	7,955.87	8,234.33	8,522.53
81	17,071	17,669	18,287	18,927	19,590	20,275	20,985	21,719	22,479	23,266	24,081	6,866.09	7,106.41	7,355.13	7,612.56	7,879.00	8,154.77	8,440.18	8,735.59
82	17,498	18,110	18,744	19,400	20,079	20,782	21,509	22,262	23,041	23,848	24,683	7,037.75	7,284.07	7,539.01	7,802.88	8,075.98	8,358.64	8,651.19	8,953.98
83	17,935	18,563	19,213	19,885	20,581	21,302	22,047	22,819	23,617	24,444	25,300	7,213.69	7,466.17	7,727.49	7,997.95	8,277.88	8,567.60	8,867.47	9,177.83
84	18,384	19,027	19,693	20,382	21,096	21,834	22,598	23,389	24,208	25,055	25,932	7,394.03	7,652.82	7,920.67	8,197.90	8,484.82	8,781.79	9,089.15	9,407.28
85	18,843	19,503	20,185	20,892	21,623	22,380	23,163	23,974	24,813	25,682	26,580	7,578.88	7,844.14	8,118.69	8,402.84	8,696.94	9,001.34	9,316.38	9,642.46
86	19,314	19,990	20,690	21,414	22,164	22,940	23,742	24,573	25,433	26,324	27,245	7,768.36	8,040.25	8,321.66	8,612.92	8,914.37	9,226.37	9,549.29	9,883.52
87	19,797	20,490	21,207	21,950	22,718	23,513	24,336	25,188	26,069	26,982	27,926	7,962.56	8,241.25	8,529.70	8,828.24	9,137.23	9,457.03	9,788.03	10,130.61
88	20,292	21,002	21,738	22,498	23,286	24,101	24,944	25,817	26,721	27,656	28,624	8,161.63	8,447.29	8,742.94	9,048.94	9,365.66	9,693.46	10,032.73	10,383.87
89	20,800	21,528	22,281	23,061	23,868	24,703	25,568	26,463	27,389	28,348	29,340	8,365.67	8,658.47	8,961.51	9,275.17	9,599.80	9,935.79	10,283.54	10,643.47
90	21,320	22,066	22,838	23,637	24,465	25,321	26,207	27,124	28,074	29,056	30,073	8,574.81	8,874.93	9,185.55	9,507.05	9,839.79	10,184.19	10,540.63	10,909.55
91	21,853	22,617	23,409	24,228	25,076	25,954	26,862	27,803	28,776	29,783	30,825	8,789.18	9,096.80	9,415.19	9,744.72	10,085.79	10,438.79	10,804.15	11,182.29
92	22,399	23,183	23,994	24,834	25,703	26,603	27,534	28,498	29,495	30,527	31,596	9,008.91	9,324.22	9,650.57	9,988.34	10,337.93	10,699.76	11,074.25	11,461.85
93	22,959	23,762	24,594	25,455	26,346	27,268	28,222	29,210	30,232	31,291	32,386	9,234.13	9,557.33	9,891.84	10,238.05	10,596.38	10,967.25	11,351.11	11,748.40
94	23,533	24,356	25,209	26,091	27,004	27,950	28,928	29,940	30,988	32,073	33,195	9,464.99	9,796.26	10,139.13	10,494.00	10,861.29	11,241.44	11,634.89	12,042.11
95	24,121	24,965	25,839	26,744	27,680	28,648	29,651	30,689	31,763	32,875	34,025	9,701.61	10,041.17	10,392.61	10,756.35	11,132.82	11,522.47	11,925.76	12,343.16
96	24,724	25,589	26,485	27,412	28,372	29,365	30,392	31,456	32,557	33,696	34,876	9,944.15	10,292.20	10,652.42	11,025.26	11,411.14	11,810.53	12,223.90	12,651.74
97	25,342	26,229	27,147	28,097	29,081	30,099	31,152	32,242	33,371	34,539	35,748	10,192.76	10,549.50	10,918.74	11,300.89	11,696.42	12,105.80	12,529.50	12,968.03
98	25,976	26,885	27,826	28,800	29,808	30,851	31,931	33,048	34,205	35,402	36,641	10,447.58	10,813.24	11,191.70	11,583.41	11,988.83	12,408.44	12,842.74	13,292.23
99	26,625	27,557	28,522	29,520	30,553	31,622	32,729	33,875	35,060	36,287	37,557	10,708.76	11,083.57	11,471.50	11,873.00	12,288.55	12,718.65	13,163.81	13,624.54
100	27,291	28,246	29,235	30,258	31,317	32,413	33,547	34,722	35,937	37,195	38,496	10,976.48	11,360.66	11,758.28	12,169.82	12,595.77	13,036.62	13,492.90	13,965.15

**Clovis Unified School District
 Certificated Proposed Salary Plan
 May 2022**

Salary Range	od								Hourly									
	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
71	7,063.08	7,310.28	7,566.14	7,830.96	8,105.04	8,388.72	8,682.33	93.72	97.00	100.40	103.91	107.55	111.31	115.21	119.24	123.41	127.73	
72	7,239.65	7,493.04	7,755.30	8,026.73	8,307.67	8,598.44	8,899.38	96.07	99.43	102.91	106.51	110.24	114.10	118.09	122.22	126.50	130.93	
73	7,420.65	7,680.37	7,949.18	8,227.40	8,515.36	8,813.40	9,121.87	98.47	101.91	105.48	109.17	112.99	116.95	121.04	125.28	129.66	134.20	
74	7,606.16	7,872.38	8,147.91	8,433.09	8,728.25	9,033.73	9,349.91	100.93	104.46	108.12	111.90	115.82	119.87	124.07	128.41	132.90	137.55	
75	7,796.32	8,069.19	8,351.61	8,643.91	8,946.45	9,259.58	9,583.66	103.45	107.07	110.82	114.70	118.71	122.87	127.17	131.62	136.23	140.99	
76	7,991.22	8,270.92	8,560.40	8,860.01	9,170.11	9,491.07	9,823.25	106.04	109.75	113.59	117.57	121.68	125.94	130.35	134.91	139.63	144.52	
77	8,191.00	8,477.69	8,774.41	9,081.51	9,399.37	9,728.34	10,068.84	108.69	112.49	116.43	120.51	124.72	129.09	133.61	138.28	143.12	148.13	
78	8,395.78	8,689.63	8,993.77	9,308.55	9,634.35	9,971.55	10,320.56	111.41	115.31	119.34	123.52	127.84	132.32	136.95	141.74	146.70	151.83	
79	8,605.67	8,906.87	9,218.61	9,541.26	9,875.21	10,220.84	10,578.57	114.19	118.19	122.32	126.61	131.04	135.62	140.37	145.28	150.37	155.63	
80	8,820.82	9,129.54	9,449.08	9,779.80	10,122.09	10,476.36	10,843.03	117.05	121.14	125.38	129.77	134.31	139.01	143.88	148.92	154.13	159.52	
81	9,041.34	9,357.78	9,685.30	10,024.29	10,375.14	10,738.27	11,114.11	119.97	124.17	128.52	133.02	137.67	142.49	147.48	152.64	157.98	163.51	
82	9,267.37	9,591.73	9,927.44	10,274.90	10,634.52	11,006.73	11,391.96	122.97	127.28	131.73	136.34	141.11	146.05	151.16	156.45	161.93	167.60	
83	9,499.05	9,831.52	10,175.62	10,531.77	10,900.38	11,281.90	11,676.76	126.05	130.46	135.02	139.75	144.64	149.70	154.94	160.37	165.98	171.79	
84	9,736.53	10,077.31	10,430.01	10,795.06	11,172.89	11,563.94	11,968.68	129.20	133.72	138.40	143.24	148.26	153.45	158.82	164.37	170.13	176.08	
85	9,979.94	10,329.24	10,690.76	11,064.94	11,452.21	11,853.04	12,267.90	132.43	137.06	141.86	146.82	151.96	157.28	162.79	168.48	174.38	180.48	
86	10,229.44	10,587.47	10,958.03	11,341.56	11,738.52	12,149.37	12,574.60	135.74	140.49	145.41	150.49	155.76	161.21	166.86	172.70	178.74	185.00	
87	10,485.18	10,852.16	11,231.98	11,625.10	12,031.98	12,453.10	12,888.96	139.13	144.00	149.04	154.26	159.66	165.24	171.03	177.01	183.21	189.62	
88	10,747.31	11,123.46	11,512.78	11,915.73	12,332.78	12,764.43	13,211.18	142.61	147.60	152.77	158.11	163.65	169.37	175.30	181.44	187.79	194.36	
89	11,015.99	11,401.55	11,800.60	12,213.62	12,641.10	13,083.54	13,541.46	146.17	151.29	156.59	162.07	167.74	173.61	179.69	185.97	192.48	199.22	
90	11,291.39	11,686.59	12,095.62	12,518.97	12,957.13	13,410.63	13,880.00	149.83	155.07	160.50	166.12	171.93	177.95	184.18	190.62	197.30	204.20	
91	11,573.67	11,978.75	12,398.01	12,831.94	13,281.06	13,745.89	14,227.00	153.57	158.95	164.51	170.27	176.23	182.40	188.78	195.39	202.23	209.31	
92	11,863.02	12,278.22	12,707.96	13,152.74	13,613.08	14,089.54	14,582.68	157.41	162.92	168.63	174.53	180.64	186.96	193.50	200.27	207.28	214.54	
93	12,159.59	12,585.18	13,025.66	13,481.56	13,953.41	14,441.78	14,947.24	161.35	167.00	172.84	178.89	185.15	191.63	198.34	205.28	212.47	219.90	
94	12,463.58	12,899.81	13,351.30	13,818.60	14,302.25	14,802.82	15,320.92	165.38	171.17	177.16	183.36	189.78	196.42	203.30	210.41	217.78	225.40	
95	12,775.17	13,222.30	13,685.08	14,164.06	14,659.80	15,172.90	15,703.95	169.52	175.45	181.59	187.95	194.53	201.33	208.38	215.67	223.22	231.03	
96	13,094.55	13,552.86	14,027.21	14,518.16	15,026.30	15,552.22	16,096.55	173.76	179.84	186.13	192.65	199.39	206.37	213.59	221.07	228.80	236.81	
97	13,421.91	13,891.68	14,377.89	14,881.12	15,401.95	15,941.02	16,498.96	178.10	184.33	190.78	197.46	204.37	211.53	218.93	226.59	234.52	242.73	
98	13,757.46	14,238.97	14,737.34	15,253.14	15,787.00	16,339.55	16,911.43	182.55	188.94	195.55	202.40	209.48	216.81	224.40	232.26	240.39	248.80	
99	14,101.40	14,594.95	15,105.77	15,634.47	16,181.68	16,748.04	17,334.22	187.12	193.66	200.44	207.46	214.72	222.23	230.01	238.06	246.40	255.02	
100	14,453.93	14,959.82	15,483.41	16,025.33	16,586.22	17,166.74	17,767.57	191.79	198.51	205.45	212.64	220.09	227.79	235.76	244.01	252.56	261.39	

Clovis Unified School District
Certificated Management Proposed Salary Plan
May 2022

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	31,195	32,754	34,392	36,112	37,917	2,600	2,730	2,866	3,009	3,160	1,199.80	1,259.79	1,322.78	1,388.91	1,458.36	15.00	15.75	16.53	17.36	18.23
2	31,975	33,573	35,252	37,015	38,865	2,665	2,798	2,938	3,085	3,239	1,229.79	1,291.28	1,355.84	1,423.64	1,494.82	15.37	16.14	16.95	17.80	18.69
3	32,774	34,413	36,133	37,940	39,837	2,731	2,868	3,011	3,162	3,320	1,260.54	1,323.56	1,389.74	1,459.23	1,532.19	15.76	16.54	17.37	18.24	19.15
4	33,593	35,273	37,037	38,888	40,833	2,799	2,939	3,086	3,241	3,403	1,292.05	1,356.65	1,424.48	1,495.71	1,570.49	16.15	16.96	17.81	18.70	19.63
5	34,433	36,155	37,963	39,861	41,854	2,869	3,013	3,164	3,322	3,488	1,324.35	1,390.57	1,460.10	1,533.10	1,609.76	16.55	17.38	18.25	19.16	20.12
6	35,294	37,059	38,912	40,857	42,900	2,941	3,088	3,243	3,405	3,575	1,357.46	1,425.33	1,496.60	1,571.43	1,650.00	16.97	17.82	18.71	19.64	20.63
7	36,176	37,985	39,884	41,879	43,973	3,015	3,165	3,324	3,490	3,664	1,391.40	1,460.97	1,534.01	1,610.71	1,691.25	17.39	18.26	19.18	20.13	21.14
8	37,081	38,935	40,881	42,926	45,072	3,090	3,245	3,407	3,577	3,756	1,426.18	1,497.49	1,572.36	1,650.98	1,733.53	17.83	18.72	19.65	20.64	21.67
9	38,008	39,908	41,903	43,999	46,199	3,167	3,326	3,492	3,667	3,850	1,461.83	1,534.93	1,611.67	1,692.26	1,776.87	18.27	19.19	20.15	21.15	22.21
10	38,958	40,906	42,951	45,099	47,354	3,246	3,409	3,579	3,758	3,946	1,498.38	1,573.30	1,651.96	1,734.56	1,821.29	18.73	19.67	20.65	21.68	22.77
11	39,932	41,928	44,025	46,226	48,537	3,328	3,494	3,669	3,852	4,045	1,535.84	1,612.63	1,693.26	1,777.93	1,866.82	19.20	20.16	21.17	22.22	23.34
12	40,930	42,977	45,125	47,382	49,751	3,411	3,581	3,760	3,948	4,146	1,574.24	1,652.95	1,735.60	1,822.38	1,913.49	19.68	20.66	21.69	22.78	23.92
13	41,953	44,051	46,254	48,566	50,995	3,496	3,671	3,854	4,047	4,250	1,613.59	1,694.27	1,778.99	1,867.93	1,961.33	20.17	21.18	22.24	23.35	24.52
14	43,002	45,152	47,410	49,780	52,269	3,584	3,763	3,951	4,148	4,356	1,653.93	1,736.63	1,823.46	1,914.63	2,010.36	20.67	21.71	22.79	23.93	25.13
15	44,077	46,281	48,595	51,025	53,576	3,673	3,857	4,050	4,252	4,465	1,695.28	1,780.04	1,869.05	1,962.50	2,060.62	21.19	22.25	23.36	24.53	25.76
16	45,179	47,438	49,810	52,301	54,916	3,765	3,953	4,151	4,358	4,576	1,737.66	1,824.55	1,915.77	2,011.56	2,112.14	21.72	22.81	23.95	25.14	26.40
17	46,309	48,624	51,055	53,608	56,289	3,859	4,052	4,255	4,467	4,691	1,781.10	1,870.16	1,963.67	2,061.85	2,164.94	22.26	23.38	24.55	25.77	27.06
18	47,466	49,840	52,332	54,948	57,696	3,956	4,153	4,361	4,579	4,808	1,825.63	1,916.91	2,012.76	2,113.40	2,219.07	22.82	23.96	25.16	26.42	27.74
19	48,653	51,086	53,640	56,322	59,138	4,054	4,257	4,470	4,694	4,928	1,871.27	1,964.84	2,063.08	2,166.23	2,274.54	23.39	24.56	25.79	27.08	28.43
20	49,869	52,363	54,981	57,730	60,617	4,156	4,364	4,582	4,811	5,051	1,918.05	2,013.96	2,114.65	2,220.39	2,331.41	23.98	25.17	26.43	27.75	29.14
21	51,116	53,672	56,356	59,173	62,132	4,260	4,473	4,696	4,931	5,178	1,966.01	2,064.31	2,167.52	2,275.90	2,389.69	24.58	25.80	27.09	28.45	29.87
22	52,394	55,014	57,764	60,653	63,685	4,366	4,584	4,814	5,054	5,307	2,015.16	2,115.91	2,221.71	2,332.79	2,449.43	25.19	26.45	27.77	29.16	30.62
23	53,704	56,389	59,209	62,169	65,277	4,475	4,699	4,934	5,181	5,440	2,065.53	2,168.81	2,277.25	2,391.11	2,510.67	25.82	27.11	28.47	29.89	31.38
24	55,046	57,799	60,689	63,723	66,909	4,587	4,817	5,057	5,310	5,576	2,117.17	2,223.03	2,334.18	2,450.89	2,573.44	26.46	27.79	29.18	30.64	32.17
25	56,423	59,244	62,206	65,316	68,582	4,702	4,937	5,184	5,443	5,715	2,170.10	2,278.61	2,392.54	2,512.16	2,637.77	27.13	28.48	29.91	31.40	32.97
26	57,833	60,725	63,761	66,949	70,297	4,819	5,060	5,313	5,579	5,858	2,224.35	2,335.57	2,452.35	2,574.97	2,703.72	27.80	29.19	30.65	32.19	33.80
27	59,279	62,243	65,355	68,623	72,054	4,940	5,187	5,446	5,719	6,005	2,279.96	2,393.96	2,513.66	2,639.34	2,771.31	28.50	29.92	31.42	32.99	34.64
28	60,761	63,799	66,989	70,338	73,855	5,063	5,317	5,582	5,862	6,155	2,336.96	2,453.81	2,576.50	2,705.33	2,840.59	29.21	30.67	32.21	33.82	35.51
29	62,280	65,394	68,664	72,097	75,702	5,190	5,450	5,722	6,008	6,308	2,395.39	2,515.16	2,640.91	2,772.96	2,911.61	29.94	31.44	33.01	34.66	36.40
30	63,837	67,029	70,380	73,899	77,594	5,320	5,586	5,865	6,158	6,466	2,455.27	2,578.04	2,706.94	2,842.28	2,984.40	30.69	32.23	33.84	35.53	37.30
31	65,433	68,705	72,140	75,747	79,534	5,453	5,725	6,012	6,312	6,628	2,516.65	2,642.49	2,774.61	2,913.34	3,059.01	31.46	33.03	34.68	36.42	38.24
32	67,069	70,422	73,943	77,641	81,523	5,589	5,869	6,162	6,470	6,794	2,579.57	2,708.55	2,843.98	2,986.17	3,135.48	32.24	33.86	35.55	37.33	39.19
33	68,746	72,183	75,792	79,582	83,561	5,729	6,015	6,316	6,632	6,963	2,644.06	2,776.26	2,915.07	3,060.83	3,213.87	33.05	34.70	36.44	38.26	40.17
34	70,464	73,987	77,687	81,571	85,650	5,872	6,166	6,474	6,798	7,137	2,710.16	2,845.67	2,987.95	3,137.35	3,294.22	33.88	35.57	37.35	39.22	41.18
35	72,226	75,837	79,629	83,610	87,791	6,019	6,320	6,636	6,968	7,316	2,777.91	2,916.81	3,062.65	3,215.78	3,376.57	34.72	36.46	38.28	40.20	42.21
36	74,031	77,733	81,620	85,701	89,986	6,169	6,478	6,802	7,142	7,499	2,847.36	2,989.73	3,139.22	3,296.18	3,460.99	35.59	37.37	39.24	41.20	43.26
37	75,882	79,676	83,660	87,843	92,235	6,324	6,640	6,972	7,320	7,686	2,918.55	3,064.47	3,217.70	3,378.58	3,547.51	36.48	38.31	40.22	42.23	44.34
38	77,779	81,668	85,752	90,039	94,541	6,482	6,806	7,146	7,503	7,878	2,991.51	3,141.09	3,298.14	3,463.05	3,636.20	37.39	39.26	41.23	43.29	45.45
39	79,724	83,710	87,895	92,290	96,905	6,644	6,976	7,325	7,691	8,075	3,066.30	3,219.61	3,380.59	3,549.62	3,727.10	38.33	40.25	42.26	44.37	46.59
40	81,717	85,803	90,093	94,597	99,327	6,810	7,150	7,508	7,883	8,277	3,142.96	3,300.10	3,465.11	3,638.36	3,820.28	39.29	41.25	43.31	45.48	47.75
41	83,760	87,948	92,345	96,962	101,811	6,980	7,329	7,695	8,080	8,484	3,221.53	3,382.61	3,551.74	3,729.32	3,915.79	40.27	42.28	44.40	46.62	48.95
42	85,854	90,146	94,654	99,386	104,356	7,154	7,512	7,888	8,282	8,696	3,302.07	3,467.17	3,640.53	3,822.56	4,013.68	41.28	43.34	45.51	47.78	50.17
43	88,000	92,400	97,020	101,871	106,965	7,333	7,700	8,085	8,489	8,914	3,384.62	3,553.85	3,731.54	3,918.12	4,114.03	42.31	44.42	46.64	48.98	51.43
44	90,200	94,710	99,446	104,418	109,639	7,517	7,893	8,287	8,701	9,137	3,469.23	3,642.70	3,824.83	4,016.07	4,216.88	43.37	45.53	47.81	50.20	52.71
45	92,455	97,078	101,932	107,028	112,380	7,705	8,090	8,494	8,919	9,365	3,555.97	3,733.76	3,920.45	4,116.47	4,322.30	44.45	46.67	49.01	51.46	54.03
46	94,766	99,505	104,480	109,704	115,189	7,897	8,292	8,707	9,142	9,599	3,644.86	3,827.11	4,018.46	4,219.39	4,430.36	45.56	47.84	50.23	52.74	55.38

**Clovis Unified School District
Certificated Management Proposed Salary Plan
May 2022**

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
47	97,136	101,992	107,092	112,447	118,069	8,095	8,499	8,924	9,371	9,839	3,735.99	3,922.79	4,118.92	4,324.87	4,541.11	46.70	49.03	51.49	54.06	56.76
48	99,564	104,542	109,769	115,258	121,021	8,297	8,712	9,147	9,605	10,085	3,829.39	4,020.85	4,221.90	4,432.99	4,654.64	47.87	50.26	52.77	55.41	58.18
49	102,053	107,156	112,514	118,139	124,046	8,504	8,930	9,376	9,845	10,337	3,925.12	4,121.38	4,327.45	4,543.82	4,771.01	49.06	51.52	54.09	56.80	59.64
50	104,604	109,835	115,326	121,093	127,147	8,717	9,153	9,611	10,091	10,596	4,023.25	4,224.41	4,435.63	4,657.41	4,890.28	50.29	52.81	55.45	58.22	61.13
51	107,220	112,581	118,210	124,120	130,326	8,935	9,382	9,851	10,343	10,861	4,123.83	4,330.02	4,546.52	4,773.85	5,012.54	51.55	54.13	56.83	59.67	62.66
52	109,900	115,395	121,165	127,223	133,584	9,158	9,616	10,097	10,602	11,132	4,226.93	4,438.27	4,660.18	4,893.19	5,137.85	52.84	55.48	58.25	61.16	64.22
53	112,648	118,280	124,194	130,404	136,924	9,387	9,857	10,349	10,867	11,410	4,332.60	4,549.23	4,776.69	5,015.52	5,266.30	54.16	56.87	59.71	62.69	65.83
54	115,464	121,237	127,299	133,664	140,347	9,622	10,103	10,608	11,139	11,696	4,440.91	4,662.96	4,896.11	5,140.91	5,397.96	55.51	58.29	61.20	64.26	67.47
55	118,350	124,268	130,481	137,005	143,856	9,863	10,356	10,873	11,417	11,988	4,551.94	4,779.53	5,018.51	5,269.43	5,532.91	56.90	59.74	62.73	65.87	69.16
56	121,309	127,375	133,743	140,430	147,452	10,109	10,615	11,145	11,703	12,288	4,665.73	4,899.02	5,143.97	5,401.17	5,671.23	58.32	61.24	64.30	67.51	70.89
57	124,342	130,559	137,087	143,941	151,138	10,362	10,880	11,424	11,995	12,595	4,782.38	5,021.50	5,272.57	5,536.20	5,813.01	59.78	62.77	65.91	69.20	72.66
58	127,450	133,823	140,514	147,540	154,917	10,621	11,152	11,710	12,295	12,910	4,901.94	5,147.03	5,404.39	5,674.61	5,958.34	61.27	64.34	67.55	70.93	74.48
59	130,637	137,168	144,027	151,228	158,790	10,886	11,431	12,002	12,602	13,232	5,024.49	5,275.71	5,539.50	5,816.47	6,107.29	62.81	65.95	69.24	72.71	76.34
60	133,903	140,598	147,628	155,009	162,759	11,159	11,716	12,302	12,917	13,563	5,150.10	5,407.60	5,677.98	5,961.88	6,259.98	64.38	67.60	70.97	74.52	78.25
61	137,250	144,113	151,318	158,884	166,828	11,438	12,009	12,610	13,240	13,902	5,278.85	5,542.79	5,819.93	6,110.93	6,416.48	65.99	69.28	72.75	76.39	80.21
62	140,681	147,715	155,101	162,856	170,999	11,723	12,310	12,925	13,571	14,250	5,410.82	5,681.36	5,965.43	6,263.70	6,576.89	67.64	71.02	74.57	78.30	82.21
63	144,198	151,408	158,979	166,928	175,274	12,017	12,617	13,248	13,911	14,606	5,546.09	5,823.40	6,114.57	6,420.29	6,741.31	69.33	72.79	76.43	80.25	84.27
64	147,803	155,194	162,953	171,101	179,656	12,317	12,933	13,579	14,258	14,971	5,684.74	5,968.98	6,267.43	6,580.80	6,909.84	71.06	74.61	78.34	82.26	86.37
65	151,498	159,073	167,027	175,378	184,147	12,625	13,256	13,919	14,615	15,346	5,826.86	6,118.21	6,424.12	6,745.32	7,082.59	72.84	76.48	80.30	84.32	88.53
66	155,286	163,050	171,203	179,763	188,751	12,940	13,588	14,267	14,980	15,729	5,972.53	6,271.16	6,584.72	6,913.96	7,259.65	74.66	78.39	82.31	86.42	90.75
67	159,168	167,126	175,483	184,257	193,470	13,264	13,927	14,624	15,355	16,122	6,121.85	6,427.94	6,749.34	7,086.80	7,441.14	76.52	80.35	84.37	88.59	93.01
68	163,147	171,305	179,870	188,863	198,306	13,596	14,275	14,989	15,739	16,526	6,274.89	6,588.64	6,918.07	7,263.97	7,627.17	78.44	82.36	86.48	90.80	95.34
69	167,226	175,587	184,367	193,585	203,264	13,935	14,632	15,364	16,132	16,939	6,431.77	6,753.35	7,091.02	7,445.57	7,817.85	80.40	84.42	88.64	93.07	97.72
70	171,407	179,977	188,976	198,425	208,346	14,284	14,998	15,748	16,535	17,362	6,592.56	6,922.19	7,268.30	7,631.71	8,013.30	82.41	86.53	90.85	95.40	100.17
71	175,692	184,476	193,700	203,385	213,554	14,641	15,373	16,142	16,949	17,796	6,757.37	7,095.24	7,450.01	7,822.51	8,213.63	84.47	88.69	93.13	97.78	102.67
72	180,084	189,088	198,543	208,470	218,893	15,007	15,757	16,545	17,372	18,241	6,926.31	7,272.62	7,636.26	8,018.07	8,418.97	86.58	90.91	95.45	100.23	105.24
73	184,586	193,815	203,506	213,682	224,366	15,382	16,151	16,959	17,807	18,697	7,099.47	7,454.44	7,827.16	8,218.52	8,629.45	88.74	93.18	97.84	102.73	107.87
74	189,201	198,661	208,594	219,024	229,975	15,767	16,555	17,383	18,252	19,165	7,276.95	7,640.80	8,022.84	8,423.98	8,845.18	90.96	95.51	100.29	105.30	110.56
75	193,931	203,627	213,809	224,499	235,724	16,161	16,969	17,817	18,708	19,644	7,458.88	7,831.82	8,223.41	8,634.58	9,066.31	93.24	97.90	102.79	107.93	113.33
76	198,779	208,718	219,154	230,112	241,617	16,565	17,393	18,263	19,176	20,135	7,645.35	8,027.62	8,429.00	8,850.45	9,292.97	95.57	100.35	105.36	110.63	116.16
77	203,749	213,936	224,633	235,864	247,658	16,979	17,828	18,719	19,655	20,638	7,836.48	8,228.31	8,639.72	9,071.71	9,525.29	97.96	102.85	108.00	113.40	119.07
78	208,842	219,284	230,249	241,761	253,849	17,404	18,274	19,187	20,147	21,154	8,032.39	8,434.01	8,855.72	9,298.50	9,763.43	100.40	105.43	110.70	116.23	122.04
79	214,063	224,766	236,005	247,805	260,195	17,839	18,731	19,667	20,650	21,683	8,233.20	8,644.87	9,077.11	9,530.96	10,007.51	102.92	108.06	113.46	119.14	125.09
80	219,415	230,386	241,905	254,000	266,700	18,285	19,199	20,159	21,167	22,225	8,439.03	8,860.99	9,304.04	9,769.24	10,257.70	105.49	110.76	116.30	122.12	128.22
81	224,900	236,145	247,953	260,350	273,368	18,742	19,679	20,663	21,696	22,781	8,650.01	9,082.51	9,536.64	10,013.47	10,514.14	108.13	113.53	119.21	125.17	131.43
82	230,523	242,049	254,151	266,859	280,202	19,210	20,171	21,179	22,238	23,350	8,866.26	9,309.57	9,775.05	10,263.81	10,777.00	110.83	116.37	122.19	128.30	134.71
83	236,286	248,100	260,505	273,530	287,207	19,690	20,675	21,709	22,794	23,934	9,087.92	9,542.31	10,019.43	10,520.40	11,046.42	113.60	119.28	125.24	131.51	138.08
84	242,193	254,303	267,018	280,369	294,387	20,183	21,192	22,251	23,364	24,532	9,315.12	9,780.87	10,269.91	10,783.41	11,322.58	116.44	122.26	128.37	134.79	141.53
85	248,248	260,660	273,693	287,378	301,747	20,687	21,722	22,808	23,948	25,146	9,547.99	10,025.39	10,526.66	11,053.00	11,605.65	119.35	125.32	131.58	138.16	145.07
86	254,454	267,177	280,536	294,562	309,290	21,205	22,265	23,378	24,547	25,774	9,786.69	10,276.03	10,789.83	11,329.32	11,895.79	122.33	128.45	134.87	141.62	148.70
87	260,815	273,856	287,549	301,926	317,023	21,735	22,821	23,962	25,161	26,419	10,031.36	10,532.93	11,059.58	11,612.55	12,193.18	125.39	131.66	138.24	145.16	152.41
88	267,336	280,703	294,738	309,475	324,948	22,278	23,392	24,561	25,790	27,079	10,282.14	10,796.25	11,336.06	11,902.87	12,498.01	128.53	134.95	141.70	148.79	156.23
89	274,019	287,720	302,106	317,211	333,072	22,835	23,977	25,176	26,434	27,756	10,539.20	11,066.16	11,619.47	12,200.44	12,810.46	131.74	138.33	145.24	152.51	160.13
90	280,870	294,913	309,659	325,142	341,399	23,406	24,576	25,805	27,095	28,450	10,802.68	11,342.81	11,909.95	12,505.45	13,130.72	135.03	141.79	148.87	156.32	164.13
91	287,891	302,286	317,400	333,270	349,934	23,991	25,190	26,450	27,773	29,161	11,072.75	11,626.38	12,207.70	12,818.09	13,458.99	138.41	145.33	152.60	160.23	168.24
92	295,089	309,843	325,335	341,602	358,682	24,591	25,820	27,111	28,467	29,890	11,349.56	11,917.04	12,512.89	13,138.54	13,795.47	141.87	148.96	156.41	164.23	172.44

Clovis Unified School District
Certificated Management Proposed Salary Plan
May 2022

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
93	302,466	317,589	333,469	350,142	367,649	25,205	26,466	27,789	29,179	30,637	11,633.30	12,214.97	12,825.72	13,467.00	14,140.35	145.42	152.69	160.32	168.34	176.75
94	310,028	325,529	341,805	358,896	376,840	25,836	27,127	28,484	29,908	31,403	11,924.14	12,520.34	13,146.36	13,803.68	14,493.86	149.05	156.50	164.33	172.55	181.17
95	317,778	333,667	350,350	367,868	386,261	26,482	27,806	29,196	30,656	32,188	12,222.24	12,833.35	13,475.02	14,148.77	14,856.21	152.78	160.42	168.44	176.86	185.70
96	325,723	342,009	359,109	377,065	395,918	27,144	28,501	29,926	31,422	32,993	12,527.79	13,154.18	13,811.89	14,502.49	15,227.61	156.60	164.43	172.65	181.28	190.35
97	333,866	350,559	368,087	386,491	405,816	27,822	29,213	30,674	32,208	33,818	12,840.99	13,483.04	14,157.19	14,865.05	15,608.30	160.51	168.54	176.96	185.81	195.10
98	342,212	359,323	377,289	396,154	415,961	28,518	29,944	31,441	33,013	34,663	13,162.01	13,820.12	14,511.12	15,236.68	15,998.51	164.53	172.75	181.39	190.46	199.98
99	350,768	368,306	386,721	406,057	426,360	29,231	30,692	32,227	33,838	35,530	13,491.06	14,165.62	14,873.90	15,617.59	16,398.47	168.64	177.07	185.92	195.22	204.98
100	359,537	377,514	396,389	416,209	437,019	29,961	31,459	33,032	34,684	36,418	13,828.34	14,519.76	15,245.75	16,008.03	16,808.44	172.85	181.50	190.57	200.10	210.11



Appendix IV

Salary Range Placement Recommendations

Clovis Unified School District
Proposed Range Placement Recommendations
May 2022

Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Accompanist	\$22.04	5.72%	\$20.78	7.99%	\$20.28	5	\$20.12	-8.70%	X	Market average for range 111 benchmarks	
Accountant, Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	Range 127 Managers are below Range 126 classes in Business Administration.
Accounting Assistant I	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	Accounting Assistant I and II are on the same range.
Accounting Assistant II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	Accounting Assistant I and II are on the same range.
Accounting Assistant III	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Accounting Specialist	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Accounting Technician	\$28.50	7.23%	\$26.44	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
Administrative Assistant	\$28.50	8.19%	\$26.17	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
Administrative Assistant Senior	\$33.24	Insuff. Data	Insuff. Data	3.15%	\$32.19	24	\$32.17	-3.22%	X	Market average for range 119 benchmarks	Executive Assistant is below Administrative Assistant Senior.
Administrative Secretary I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	
Administrative Secretary II	\$27.07	6.13%	\$25.41	8.92%	\$24.66	13	\$24.52	-9.43%	X	Market average for range 115 benchmarks	
Administrative Specialist-Governing Board	\$35.02	-20.30%	\$42.13	-20.30%	\$42.13	35	\$42.21	20.53%	X	Market placement	Executive Assistant to the Superintendent is below Executive Assistant to the Deputy Supt. and Administrative Specialist-Governing Body.
Agricultural Farm Supervisor	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Applied Behavior Lead Therapist	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	
Assistant Supervisor, Warehouse	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Athletic Equipment Attendant	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
Benefits Analyst	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	
Benefits Assistant	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Benefits Technician	\$28.50	-1.26%	\$28.86	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
Board Certificated Behavior Analyst (BCBA)	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Braille Transcriber	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Building Automation System Analyst I	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	Building Automation System Analyst II is placed below the I level.
Building Automation System Analyst II	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Building Automation System Analyst II is placed below the I level.
Building Maintenance Mechanic I	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	Building Maintenance Mechanic II is placed below the I level.
Building Maintenance Mechanic II	\$36.68	15.92%	\$30.84	15.56%	\$30.97	22	\$30.62	-16.52%	X	Market average for range 121 benchmarks	Building Maintenance Mechanic II is placed below the I level.
Building Maintenance Worker I	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Building Maintenance Worker II	\$28.50	9.21%	\$25.88	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
Business Analyst Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	Range 127 Managers are below Range 126 classes in Business Administration.
Buyer I	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Buyer II	\$33.24	9.87%	\$29.96	3.15%	\$32.19	24	\$32.17	-3.22%	X	Market average for range 119 benchmarks	
CAD Drafter	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Campus Catering Assistant	\$15.52	-16.11%	\$18.02	-16.11%	\$18.02	1	\$18.23	17.46%	X	Market placement	
Campus Catering Assistant Supervisor	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Campus Catering Assistant, Senior	\$16.30				\$16.30	3	\$19.15	17.50%		Internal alignment; maintain 5% above Campus Catering Assistant	

Clovis Unified School District
Proposed Range Placement Recommendations
May 2022

Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Campus Catering Specialist	\$17.13	-12.26%	\$19.23	-19.57%	\$20.48	6	\$20.63	20.41%	X	Market average for range 106 benchmarks	Campus Catering Specialist is placed higher than the Senior level and higher than the Cook/Baker series.
Campus Catering Specialist, Senior	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	Campus Catering Specialist is placed higher than the Senior level and higher than the Cook/Baker series.
Campus Catering Supervisor I	\$25.72	2.90%	\$24.98	8.08%	\$23.64	12	\$23.92	-7.00%	X	Market average for range 114 benchmarks	
Campus Catering Supervisor II	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Campus Catering Supervisor, Senior	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Campus Monitor I	\$15.00			0.00%	\$15.00	1	\$18.23	21.53%		Set to minimum wage	
Campus Monitor II	\$17.13	-26.88%	\$21.74	-19.57%	\$20.48	6	\$20.63	20.41%	X	Market average for range 106 benchmarks	
Capital Projects Assistant I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	
Capital Projects Assistant II	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Captain Police Services	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	
Chief Communications Officer	\$76.09					60	\$78.25			Internal alignment; maintain 15% above Director-level	
Chief Human Resources Officer	\$76.09					60	\$78.25	2.84%		Internal alignment; maintain 15% above Director-level	
Chief Technology Officer	\$76.09	Insuff. Data				60	\$78.25	2.84%	X	Internal alignment; maintain 15% above Director-level	
Child Development Data Assistant	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	
Classified Technology Trainer	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Clerical Specialist Health Center	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	
Clerical Specialist I	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Clerical Specialist II	\$19.95	-1.80%	\$20.31	-0.21%	\$19.99	5	\$20.12	0.86%	X	Market average for range 109 benchmarks	
Clerk, Student Store	\$15.52			-16.11%	\$18.02	1	\$18.23	17.46%		Market placement for range 104 benchmark (Campus Catering Assistant)	
Communications Specialist	\$33.24	-11.99%	\$37.23	3.15%	\$32.19	24	\$32.17	-3.22%	X	Market average for range 119 benchmarks	
Computer Repair Parts Clerk	\$19.95	Insuff. Data	Insuff. Data	-0.21%	\$19.99	5	\$20.12	0.86%	X	Market average for range 109 benchmarks	
Computer Repair Technician	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Consulting Systems & Applications Analyst	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	Data Warehouse Developer and Consulting Systems & Applications Analyst are placed higher than Manager, Applications Develop. & Support and Manager, Network Services.
Cook/Baker I	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	Cook/Baker I and II are placed on the same range and are placed below Campus Catering Specialist.
Cook/Baker II	\$23.18	12.47%	\$20.29	12.47%	\$20.29	5	\$20.12	-13.19%	X	Market placement	Cook/Baker I and II are placed on the same range and are placed below Campus Catering Specialist.
Cook/Baker, SOS	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Coordinator of Budget and Finance	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Coordinator of Community Relations	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Coordinator of Energy Management	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Copier Systems Operator	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	

Classified and Classified Management
Market and Range Placements

Based on Average of Percentages +/- Market Median for Each Class Grouping

**Clovis Unified School District
Proposed Range Placement Recommendations
May 2022**

Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Custodial Assistant Supervisor	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Custodial Utility Worker	\$22.04	Insuff. Data	Insuff. Data	7.99%	\$20.28	5	\$20.12	-8.70%	X	Market average for range 111 benchmarks	Custodial Utility Worker is placed below Custodian II and Custodian SOS.
Custodian I	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
Custodian II	\$20.96	1.65%	\$20.62	0.20%	\$20.92	7	\$21.14	0.86%	X	Market average for range 110 benchmarks	Custodial Utility Worker is placed below Custodian II and Custodian SOS.
Custodian SOS	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	Custodial Utility Worker is placed below Custodian II and Custodian SOS.
Data Control Specialist	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Data Warehouse Developer	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	Data Warehouse Developer and Consulting Systems & Applications Analyst are placed higher than Manager, Applications Develop. & Support and Manager, Network Services.
Database System Administrator	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	
Delivery Driver/Warehouse Worker	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Department Office Supervisor	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Dietician	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	
Digital Communications Coordinator	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Digital Communications Specialist	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Digital Media Specialist	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Director, Budget & Finance	\$66.04	-3.85%	\$68.58	-0.74%	\$66.53	54	\$67.48	2.17%	X	Market average for range 129 benchmarks	
Director, Campus Catering	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
Director, Construction & Engineering	\$66.04	-7.07%	\$70.71	-0.74%	\$66.53	54	\$67.48	2.17%	X	Market average for range 129 benchmarks	
Director, Educational Technology	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
Director, Human Resources	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
Director, Information Technology	\$66.04	3.09%	\$64.00	-0.74%	\$66.53	54	\$67.48	2.17%	X	Market average for range 129 benchmarks	
Director, Plant Operations	\$66.04	4.88%	\$62.82	-0.74%	\$66.53	54	\$67.48	2.17%	X	Market average for range 129 benchmarks	
Director, Purchasing	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
Director, Sierra Outdoor School	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
Director, Transportation	\$66.04			-0.74%	\$66.53	54	\$67.48	2.17%		Market average for range 129 benchmarks	
District Community Liaison	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
District Farm Technician	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Document Processing Technician I	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	Document Processing Technician I is collapsed with the II level.
Document Processing Technician II	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	Document Processing Technician I is collapsed with the II level.
Document Processing Technician III	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Driver Instructor	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Educational Audiologist	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Educational Interpreter I	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	

**Clovis Unified School District
Proposed Range Placement Recommendations
May 2022**

Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Bench-mark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Educational Interpreter II	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Electronic Systems Technician	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	Electronic Systems Technician is placed above the Senior level.
Electronic Systems Technician, Senior	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	Electronic Systems Technician is placed above the Senior level.
Environmental Safety Specialist	\$29.98	Insuff. Data	Insuff. Data	6.76%	\$27.95	18	\$27.74	-7.47%	X	Market average for range 117 benchmarks	
Executive Assistant	\$36.68	6.54%	\$34.28	15.56%	\$30.97	22	\$30.62	-16.52%	X	Market average for range 121 benchmarks	Executive Assistant is below Administrative Assistant Senior.
Executive Assistant to the Deputy Superintendent	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	Executive Assistant to the Superintendent is below Executive Assistant to the Deputy Supt. and Administrative Specialist-Governing Body.
Executive Assistant to the Superintendent	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Executive Assistant to the Superintendent is below Executive Assistant to the Deputy Supt. and Administrative Specialist-Governing Body.
Financial Analyst	\$39.14	-6.14%	\$41.55	-6.53%	\$41.70	35	\$42.21	7.84%	X	Market average for range 122 benchmarks	
Food Service Utility Worker SOS	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	
Grounds & Special Events Team Leader	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Grounds Structural Specialist	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Grounds Team Leader	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Groundskeeper I	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	
Groundskeeper II	\$24.41	4.55%	\$23.30	5.00%	\$23.19	11	\$23.34	-4.40%	X	Market average for range 113 benchmarks	
Health Services Assistant I	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	
Health Services Assistant II	\$29.98	15.28%	\$25.40	6.76%	\$27.95	18	\$27.74	-7.47%	X	Market average for range 117 benchmarks	
Home Visitation Liaison-Clovis Family Literacy Program	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	
Human Resources Analyst	\$39.14	-2.17%	\$39.99	-6.53%	\$41.70	35	\$42.21	7.84%	X	Market average for range 122 benchmarks	
Human Resources Assistant I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	
Human Resources Assistant II	\$25.72	8.05%	\$23.65	8.08%	\$23.64	12	\$23.92	-7.00%	X	Market average for range 114 benchmarks	
Human Resources Specialist	\$33.24	6.89%	\$30.95	3.15%	\$32.19	24	\$32.17	-3.22%	X	Market average for range 119 benchmarks	
Human Resources System Operator	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Human Resources Technician	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Instructional Assistant I	\$18.93	0.48%	\$18.84	0.48%	\$18.84	2	\$18.69	-1.29%	X	Market placement	
Instructional Assistant I, 34 + 1	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Instructional Assistant I, Home Liaison Aide	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Instructional Assistant I, Intervention	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Instructional Assistant I, Migrant	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Instructional Assistant II	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
Instructional Assistant II, Bilingual	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
Instructional Assistant II, Indian Ed.	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
Instructional Assistant II, Lab	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Instructional Assistant II, Special Ed.	\$19.95	1.38%	\$19.68	-0.21%	\$19.99	5	\$20.12	0.86%	X	Market average for range 109 benchmarks	
Instructional Assistant III	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	
Instructional Assistant IV	\$25.72	13.30%	\$22.30	8.08%	\$23.64	12	\$23.92	-7.00%	X	Market average for range 114 benchmarks	
Lead Buyer	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	
Lead Custodian	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Library Technician	\$20.96	-1.24%	\$21.22	0.20%	\$20.92	7	\$21.14	0.86%	X	Market average for range 110 benchmarks	
Lighting and Sound Technician	\$29.98	3.60%	\$28.90	6.76%	\$27.95	18	\$27.74	-7.47%	X	Market average for range 117 benchmarks	
Locker Room Attendant	\$19.95			-0.21%	\$19.99	5	\$20.12	0.86%		Market average for range 109 benchmarks	
LVN/RN	\$36.68	24.22%	\$27.80	15.56%	\$30.97	22	\$30.62	-16.52%	X	Market average for range 121 benchmarks	
Maintenance Procurement Clerk	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Manager, Accounting	\$52.13	-1.27%	\$52.79	-1.27%	\$52.79	44	\$52.71	1.12%	X	Market placement	Range 127 Managers are below Range 126 classes in Business Administration.
Manager, Applications Develop. & Support	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	Data Warehouse Developer and Consulting Systems & Applications Analyst are placed higher than Manager, Applications Develop. & Support and Manager, Network Services.
Manager, Budget and Finance	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	Range 127 Managers are below Range 126 classes in Business Administration.
Manager, Campus Catering	\$45.25	10.10%	\$40.68	16.24%	\$37.90	31	\$38.24	-15.49%	X	Market average for range 124 benchmarks	
Manager, Custodial Services Elementary	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	
Manager, Custodial Services - Secondary	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	
Manager, Grounds & Landscape Services	\$45.25	22.39%	\$35.12	16.24%	\$37.90	31	\$38.24	-15.49%	X	Market average for range 124 benchmarks	
Manager, Maintenance	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Manager, Network Services	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	Data Warehouse Developer and Consulting Systems & Applications Analyst are placed higher than Manager, Applications Develop. & Support and Manager, Network Services.
Manager, Payroll	\$55.83	12.31%	\$48.96	12.31%	\$48.96	41	\$48.95	-12.33%	X	Market placement	Range 127 Managers are below Range 126 classes in Business Administration.
Manager, Recreation Programs, Aquatics	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Manager, Risk & Benefits	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Manager, Transportation	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Manager, Vehicle Maintenance	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Music Assistant	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Naturalist	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Network Analyst I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Network Analyst II	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	Network Analyst IV is placed below the II and III levels.
Network Analyst III	\$39.14	-11.27%	\$43.55	-6.53%	\$41.70	35	\$42.21	7.84%	X	Market average for range 122 benchmarks	Network Analyst IV is placed below the II and III levels.

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Network Analyst IV	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Network Analyst IV is placed below the II and III levels.
Network Systems Analyst Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Network Technician	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Nutritionist	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Occupational Therapist	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Payroll Analyst	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	Payroll Assistant Manager is below Payroll Analyst.
Payroll Assistant	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Payroll Assistant Manager	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Payroll Assistant Manager is below Payroll Analyst.
Payroll Specialist	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Payroll Technician	\$28.50	-0.39%	\$28.61	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
Physical Therapist	\$60.95	2.97%	\$59.14	2.97%	\$59.14	49	\$59.64	-2.15%	X	Market placement	
Police Dispatcher	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Pool Maintenance Coordinator	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Pool Maintenance Worker II	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Production Floor Supervisor	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Production Specialist	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Program Assistant Community Education	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Program Coordinator I Sierra Outdoor School	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	Program Coordinator I Sierra Outdoor School is placed above II level.
Program Coordinator II Sierra Outdoor School	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	Program Coordinator I Sierra Outdoor School is placed above II level.
Program Specialist Community Education	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Program Supervisor	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	
Program Technician	\$27.07	10.27%	\$24.29	8.92%	\$24.66	13	\$24.52	-9.43%	X	Market average for range 115 benchmarks	
Project Manager Construction & Engineering	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Purchasing Assistant	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Registration Specialist	\$24.41	-0.16%	\$24.45	5.00%	\$23.19	11	\$23.34	-4.40%	X	Market average for range 113 benchmarks	
Resource Development Specialist I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Resource Development Specialist II	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Risk Management Specialist	\$33.24	7.82%	\$30.64	3.15%	\$32.19	24	\$32.17	-3.22%	X	Market average for range 119 benchmarks	
School Account Clerk	\$27.07	8.26%	\$24.84	8.92%	\$24.66	13	\$24.52	-9.43%	X	Market average for range 115 benchmarks	
School Bus Driver I	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	
School Bus Driver II	\$24.41	1.70%	\$24.00	5.00%	\$23.19	11	\$23.34	-4.40%	X	Market average for range 113 benchmarks	
School Office Supervisor, Adult School	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
School Office Supervisor, Alternative Ed.	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
School Office Supervisor, Elementary	\$28.50	11.09%	\$25.34	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	

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School Office Supervisor, Intermediate.	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
School Office Supervisor, Senior	\$31.56	11.79%	\$27.84	11.79%	\$27.84	18	\$27.74	-12.11%	X	Market Placement	
School Office Supervisor, SOS	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
School Plant Supervisor I	\$28.50	13.70%	\$24.60	6.82%	\$26.56	16	\$26.40	-7.36%	X	Market average for range 116 benchmarks	
School Plant Supervisor II	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	School Plant Supervisor II and III are placed on the same range.
School Plant Supervisor III	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
School Plant Supervisor IV	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	School Plant Supervisor IV is now aligned with School Plant Supervisor IV.
School Resource Officer I	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	School Resource Officer I and II are collapsed.
School Resource Officer II	\$31.56	Insuff. Data	Insuff. Data	11.79%	\$27.84	18	\$27.74	-12.11%	X	Market placement for range 118 benchmark (School Office Supervisor, Senior)	School Resource Officer I and II are collapsed.
School Resources Office Lieutenant	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
School Secretary I	\$24.41	9.57%	\$22.08	5.00%	\$23.19	11	\$23.34	-4.40%	X	Market average for range 113 benchmarks	
School Secretary II	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Senior Analyst, Development and Boundary Analysis	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Shipping & Receiving Clerk I	\$18.93	Insuff. Data	Insuff. Data	0.48%	\$18.84	2	\$18.69	-1.29%	X	Market placement for range 108 benchmark (Instructional Assistant I)	
Shipping & Receiving Clerk II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	
Skilled Groundskeeper	\$25.72	Insuff. Data	Insuff. Data	8.08%	\$23.64	12	\$23.92	-7.00%	X	Market average for range 114 benchmarks	
Skilled Groundskeeper Mechanic	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Skilled Groundskeeper Senior	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Skilled Maintenance Team Leader	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	
Small Engine Equipment Mechanic	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Snack Bar Operator	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Special Ed. Home School Liaison FRC	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	
Special Education Technical Support	\$29.98			6.76%	\$27.95	18	\$27.74	-7.47%		Market average for range 117 benchmarks	
Speech-Language Pathology Assistant	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	
Student Activities Spec. III Athletic/Active.	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Student Activities Specialist I	\$22.04	10.25%	\$19.78	7.99%	\$20.28	5	\$20.12	-8.70%	X	Market average for range 111 benchmarks	Student Activities Specialist I and II levels are collapsed.
Student Activities Specialist I (Attendance)	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	Student Activities Specialist I and II levels are collapsed.
Student Activities Specialist II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	Student Activities Specialist I and II levels are collapsed.

Classified and Classified Management
Market and Range Placements

Based on Average of Percentages +/- Market Median for Each Class Grouping

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Student Activities Specialist III - Attendance	\$24.41	9.36%	\$22.13	5.00%	\$23.19	11	\$23.34	-4.40%	X	Market average for range 113 benchmarks	
Student Activities Specialist, Adult School	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	Student Activities Specialist I and II levels are collapsed.
Student Attendance Officer	\$27.07	11.01%	\$24.09	8.92%	\$24.66	13	\$24.52	-9.43%	X	Market average for range 115 benchmarks	
Student Employment Coordinator										Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	
Transition Partnership Program	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%			
Student Relations Liaison	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Student Services Specialist, Adult School	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement for range 112 benchmark (Cook/Baker II)	Student Activities Specialist I and II levels are collapsed.
Supervisor, Custodial Services	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	
Supervisor, Customer Services	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Supervisor, Graphic Arts	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Supervisor, Grounds & Landscape Services	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Supervisor, Recreation	\$39.14			-6.53%	\$41.70	35	\$42.21	7.84%		Market average for range 122 benchmarks	
Supervisor, Skilled Trades	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Supervisor, Transportation	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Supervisor, Warehouse	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Supervisor, Work Control	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
System Operations Technician	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Systems and Applications Analyst I	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	
Systems and Applications Analyst II	\$42.13	-4.43%	\$44.00	-4.43%	\$44.00	37	\$44.35	5.26%	X	Market placement	
Systems and Applications Analyst, Senior	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Teacher Center Assistant	\$20.96			0.20%	\$20.92	7	\$21.14	0.86%		Market average for range 110 benchmarks	
Teacher/Program Assistant Clovis Family Literacy Program-Early Childhood Ed. (Preschool)	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Technical Director	\$45.25			16.24%	\$37.90	31	\$38.24	-15.49%		Market average for range 124 benchmarks	
Technical Director Assistant	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Technical Support Specialist I	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	
Technical Support Specialist II	\$27.07			8.92%	\$24.66	13	\$24.52	-9.43%		Market average for range 115 benchmarks	
Technical Support Specialist III	\$29.98	1.40%	\$29.56	6.76%	\$27.95	18	\$27.74	-7.47%	X	Market average for range 117 benchmarks	
Technical Support Specialist IV	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Theater Technical Specialist	\$33.24			3.15%	\$32.19	24	\$32.17	-3.22%		Market average for range 119 benchmarks	
Theater Technician	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Therapeutic Intervention Clinical Intern	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Transportation Data Clerk	\$22.04			7.99%	\$20.28	5	\$20.12	-8.70%		Market average for range 111 benchmarks	
Transportation Dispatcher	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Transportation Parts Clerk	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement for range 108 benchmark (Instructional Assistant I)	
Transportation Router	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Travel Analyst	\$28.50			6.82%	\$26.56	16	\$26.40	-7.36%		Market average for range 116 benchmarks	
Vehicle Control Technician	\$25.72			8.08%	\$23.64	12	\$23.92	-7.00%		Market average for range 114 benchmarks	
Vehicle Mechanic I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement for range 118 benchmark (School Office Supervisor, Senior)	
Vehicle Mechanic II	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement for range 120 benchmark (Administrative Specialist-Governing Board)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Vehicle Mechanic Team Leader	\$36.68			15.56%	\$30.97	22	\$30.62	-16.52%		Market average for range 121 benchmarks	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Vehicle Service Worker I	\$24.41			5.00%	\$23.19	11	\$23.34	-4.40%		Market average for range 113 benchmarks	

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Bench-mark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Accompanist	\$22.04	5.72%	\$20.78	5.72%	\$20.78	6	\$20.63	-6.42%	X	Market placement	
Accountant, Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Accounting Assistant I	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	Accounting Assistant I is placed on a higher range than II.
Accounting Assistant II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	Accounting Assistant I is placed on a higher range than II.
Accounting Assistant III	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Accounting Specialist	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	Differential between Range 119 Specialists and Range 116 Technicians is large.
Accounting Technician	\$28.50	7.23%	\$26.44	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	Differential between Range 119 Specialists and Range 116 Technicians is large.
Administrative Assistant	\$28.50	8.19%	\$26.17	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
Administrative Assistant Senior	\$33.24	Insuff. Data	Insuff. Data	-11.99%	\$37.23	30	\$37.31	12.23%	X	Market placement to highest range 119 benchmark (Communications Specialist)	Administrative Assistant Senior is placed higher than Executive Assistant.
Administrative Secretary I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Administrative Secretary II	\$27.07	6.13%	\$25.41	6.13%	\$25.41	14	\$25.13	-7.17%	X	Market placement	
Administrative Specialist-Governing Board	\$35.02	-20.30%	\$42.13	-20.30%	\$42.13	35	\$42.21	20.53%	X	Market placement	Administrative Specialist-Governing Board is placed higher than Executive Assistant to the Superintendent.
Agricultural Farm Supervisor	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Applied Behavior Lead Therapist	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	
Assistant Supervisor, Warehouse	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Athletic Equipment Attendant	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Benefits Analyst	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	
Benefits Assistant	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Benefits Technician	\$28.50	-1.26%	\$28.86	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement	
Board Certificated Behavior Analyst (BCBA)	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Braille Transcriber	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Building Automation System Analyst I	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	Building Automation System Analyst I is placed higher than II.
Building Automation System Analyst II	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Building Automation System Analyst I is placed higher than II.
Building Maintenance Mechanic I	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	Building Maintenance Mechanic I is placed higher than II.
Building Maintenance Mechanic II	\$36.68	15.92%	\$30.84	6.54%	\$34.28	27	\$34.64	-5.56%	X	Market placement to highest range 121 benchmark (Executive Assistant)	Building Maintenance Mechanic I is placed higher than II.

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Building Maintenance Worker I	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Building Maintenance Worker II	\$28.50	9.21%	\$25.88	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	
Business Analyst Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Buyer I	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Buyer II	\$33.24	9.87%	\$29.96	-11.99%	\$37.23	30	\$37.31	12.23%	X	Market placement to highest range 119 benchmark (Communications Specialist)	
CAD Drafter	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Campus Catering Assistant	\$15.52	-16.11%	\$18.02	-16.11%	\$18.02	1	\$18.23	17.46%	X	Market placement	
Campus Catering Assistant Supervisor	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Campus Catering Assistant, Senior	\$16.30				\$16.30	2	\$18.69	14.64%		Internal alignment; 2.5% above Campus Catering Assistant	
Campus Catering Specialist	\$17.13	-12.26%	\$19.23	-26.88%	\$21.73	8	\$21.67	26.50%	X	Market placement to highest range 106 benchmark (Campus Monitor II)	CC Specialist is higher than the Senior level and higher than Cook/Baker series.
Campus Catering Specialist, Senior	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	CC Specialist is higher than the Senior level and higher than Cook/Baker series.
Campus Catering Supervisor I	\$25.72	2.90%	\$24.98	2.90%	\$24.97	14	\$25.13	-2.29%	X	Market placement	
Campus Catering Supervisor II	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Campus Catering Supervisor, Senior	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Campus Monitor I	\$15.00				\$15.00					Set to Minimum Wage	
Campus Monitor II	\$17.13	-26.88%	\$21.74	-26.88%	\$21.73	8	\$21.67	26.50%	X	Market placement to highest range 106 benchmark (Campus Monitor II)	
Capital Projects Assistant I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Capital Projects Assistant II	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Captain Police Services	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Chief Communications Officer	\$76.09					62	\$82.21	8.05%		Internal alignment; 15% above Director levels	
Chief Human Resources Officer	\$76.09					62	\$82.21	8.05%		Internal alignment; 15% above Director levels	
Chief Technology Officer	\$76.09	Insuff. Data				62	\$82.21	8.05%	X	Internal alignment; 15% above Director levels	
Child Development Data Assistant	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
Classified Technology Trainer	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Clerical Specialist Health Center	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	
Clerical Specialist I	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Clerical Specialist II	\$19.95	-1.80%	\$20.31	-1.80%	\$20.31	5	\$20.12	0.86%	X	Market placement	

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Clerk, Student Store	\$15.52			-16.11%	\$18.02	1	\$18.23	17.46%		Market placement to range 104 benchmark (Campus Catering Assistant)	
Communications Specialist	\$33.24	-11.99%	\$37.23	-11.99%	\$37.23	30	\$37.31	12.23%	X	Market placement	
Computer Repair Parts Clerk	\$19.95	Insuff. Data	Insuff. Data	-1.80%	\$20.31	5	\$20.12	0.86%	X	Market placement to highest range 109 benchmark (Clerical Specialist II)	
Computer Repair Technician	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Consulting Systems & Applications Analyst	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Cook/Baker I	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	Cook/Baker I is higher than II.
Cook/Baker II	\$23.18	12.47%	\$20.29	12.47%	\$20.29	5	\$20.12	-13.19%	X	Market placement	Cook/Baker I is higher than II.
Cook/Baker, SOS	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Coordinator of Budget and Finance	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Coordinator of Community Relations	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Coordinator of Energy Management	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Copier Systems Operator	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Custodial Assistant Supervisor	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Custodial Utility Worker	\$22.04	Insuff. Data	Insuff. Data	5.72%	\$20.78	6	\$20.63	-6.42%	X	Market placement to highest range 111 benchmark (Accompanist)	Custodial Utility Worker is lower than Custodian II and Custodian SOS.
Custodian I	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Custodian II	\$20.96	1.65%	\$20.62	-1.24%	\$21.22	7	\$21.14	0.86%	X	Market placement to highest range 110 benchmark (Library Technician)	Custodial Utility Worker is lower than Custodian II and Custodian SOS.
Custodian SOS	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	Custodial Utility Worker is lower than Custodian II and Custodian SOS.
Data Control Specialist	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Data Warehouse Developer	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	Data Warehouse Developer is placed above Manager, Applications Development and Support.
Database System Administrator	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	
Delivery Driver/Warehouse Worker	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Department Office Supervisor	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
Dietician	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Digital Communications Coordinator	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Digital Communications Specialist	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	

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Digital Media Specialist	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Director, Budget & Finance	\$66.04	-3.85%	\$68.58	-7.07%	\$70.71	56	\$70.89	7.35%	X	Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Campus Catering	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Construction & Engineering	\$66.04	-7.07%	\$70.71	-7.07%	\$70.71	56	\$70.89	7.35%	X	Market placement	
Director, Educational Technology	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Human Resources	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Information Technology	\$66.04	3.09%	\$64.00	-7.07%	\$70.71	56	\$70.89	7.35%	X	Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Plant Operations	\$66.04	4.88%	\$62.82	-7.07%	\$70.71	56	\$70.89	7.35%	X	Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Purchasing	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Sierra Outdoor School	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
Director, Transportation	\$66.04			-7.07%	\$70.71	56	\$70.89	7.35%		Market placement to highest range 129 benchmark (Director, Construction & Engineering)	
District Community Liaison	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
District Farm Technician	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Document Processing Technician I	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Document Processing Technician II	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
Document Processing Technician III	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Driver Instructor	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Educational Audiologist	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Educational Interpreter I	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Educational Interpreter II	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	

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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Electronic Systems Technician	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	Electronic Systems Technician is placed higher than the Senior.
Electronic Systems Technician, Senior	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	Electronic Systems Technician is placed higher than the Senior.
Environmental Safety Specialist	\$29.98	Insuff. Data	Insuff. Data	1.40%	\$29.56	20	\$29.14	-2.79%	X	Market placement to highest range 117 benchmark (Technical Specialist III)	
Executive Assistant	\$36.68	6.54%	\$34.28	6.54%	\$34.28	27	\$34.64	-5.56%	X	Market placement	Administrative Assistant Senior is placed higher than Executive Assistant.
Executive Assistant to the Deputy Superintendent	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	Executive Assistant to the Deputy Superintendent is placed higher than Executive Assistant to the Superintendent.
Executive Assistant to the Superintendent	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Executive Assistant to the Deputy Superintendent is placed higher than Executive Assistant to the Superintendent.
Financial Analyst	\$39.14	-6.14%	\$41.55	-11.27%	\$43.55	36	\$43.26	10.54%	X	Market placement to highest range 122 benchmark (Network Analyst III)	
Food Service Utility Worker SOS	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	
Grounds & Special Events Team Leader	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	Skilled Groundskeeper Senior is higher than Grounds & Special Events Team Leader.
Grounds Structural Specialist	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Grounds Team Leader	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Groundskeeper I	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
Groundskeeper II	\$24.41	4.55%	\$23.30	-0.16%	\$24.45	13	\$24.52	0.44%	X	Market placement to highest range 113 benchmark (Registration Specialist)	
Health Services Assistant I	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	
Health Services Assistant II	\$29.98	15.28%	\$25.40	1.40%	\$29.56	20	\$29.14	-2.79%	X	Market placement to highest range 117 benchmark (Technical Specialist III)	
Home Visitation Liaison-Clovis Family Literacy Program	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Human Resources Analyst	\$39.14	-2.17%	\$39.99	-11.27%	\$43.55	36	\$43.26	10.54%	X	Market placement to highest range 122 benchmark (Network Analyst III)	
Human Resources Assistant I	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Human Resources Assistant II	\$25.72	8.05%	\$23.65	2.90%	\$24.97	14	\$25.13	-2.29%	X	Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Human Resources Specialist	\$33.24	6.89%	\$30.95	-11.99%	\$37.23	30	\$37.31	12.23%	X	Market placement to highest range 119 benchmark (Communications Specialist)	
Human Resources System Operator	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Human Resources Technician	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Instructional Assistant I	\$18.93	0.48%	\$18.84	0.48%	\$18.84	2	\$18.69	-1.29%	X	Market placement	
Instructional Assistant I, 34 + 1	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	

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Instructional Assistant I, Home Liaison Aide	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Instructional Assistant I, Intervention	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Instructional Assistant I, Migrant	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Instructional Assistant II	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Instructional Assistant II, Bilingual	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Instructional Assistant II, Indian Ed.	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Instructional Assistant II, Lab	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
Instructional Assistant II, Special Ed.	\$19.95	1.38%	\$19.68	-1.80%	\$20.31	5	\$20.12	0.86%	X	Market placement to highest range 109 benchmark (Clerical Specialist II)	
Instructional Assistant III	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	
Instructional Assistant IV	\$25.72	13.30%	\$22.30	2.90%	\$24.97	14	\$25.13	-2.29%	X	Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Lead Buyer	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	
Lead Custodian	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Library Technician	\$20.96	-1.24%	\$21.22	-1.24%	\$21.22	7	\$21.14	0.86%	X	Market placement	
Lighting and Sound Technician	\$29.98	3.60%	\$28.90	1.40%	\$29.56	20	\$29.14	-2.79%	X	Market placement to highest range 117 benchmark (Technical Specialist III)	
Locker Room Attendant	\$19.95			-1.80%	\$20.31	5	\$20.12	0.86%		Market placement to highest range 109 benchmark (Clerical Specialist II)	
LVN/RN	\$36.68	24.22%	\$27.80	6.54%	\$34.28	27	\$34.64	-5.56%	X	Market placement to highest range 121 benchmark (Executive Assistant)	
Maintenance Procurement Clerk	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Manager, Accounting	\$52.13	-1.27%	\$52.79	-1.27%	\$52.79	44	\$52.71	1.12%	X	Market placement	
Manager, Applications Develop. & Support	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	Data Warehouse Developer is placed above Manager, Applications Development and Support.
Manager, Budget and Finance	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	Range 127 Managers are below Range 126 classes in Business Administration.
Manager, Campus Catering	\$45.25	10.10%	\$40.68	10.10%	\$40.68	34	\$41.18	-9.00%	X	Market placement	
Manager, Custodial Services Elementary	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Manager, Custodial Services - Secondary	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Manager, Grounds & Landscape Services	\$45.25	22.39%	\$35.12	10.10%	\$40.68	34	\$41.18	-9.00%	X	Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Manager, Maintenance	\$48.59					41	\$48.95	0.74%		internal alignment; maintain differentials in job families of range 125 classes.	

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Manager, Network Services	\$55.83			12.31%	\$48.96	41	\$48.95	-12.33%		Market placement to range 127 benchmark (Manager, Payroll)	
Manager, Payroll	\$55.83	12.31%	\$48.96	12.31%	\$48.96	41	\$48.95	-12.33%	X	Market placement	Range 127 Managers are below Range 126 classes in Business Administration.
Manager, Recreation Programs, Aquatics	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Manager, Risk & Benefits	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Manager, Transportation	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Manager, Vehicle Maintenance	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Music Assistant	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Naturalist	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Network Analyst I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Network Analyst II	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	Network Analyst IV is placed below II and III.
Network Analyst III	\$39.14	-11.27%	\$43.55	-11.27%	\$43.55	36	\$43.26	10.54%	X	Market placement	Network Analyst IV is placed below II and III.
Network Analyst IV	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Network Analyst IV is placed below II and III.
Network Systems Analyst Senior	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Network Technician	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Nutritionist	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Occupational Therapist	\$60.95			2.97%	\$59.14	49	\$59.64	-2.15%		Market placement to range 128 benchmark (Physical Therapist)	
Payroll Analyst	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	Payroll Analyst is higher than Payroll Assistant Manager.
Payroll Assistant	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Payroll Assistant Manager	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Payroll Analyst is higher than Payroll Assistant Manager.
Payroll Specialist	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	Differential between Range 119 Specialists and Range 116 Technicians is large.
Payroll Technician	\$28.50	-0.39%	\$28.61	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	Differential between Range 119 Specialists and Range 116 Technicians is large.
Physical Therapist	\$60.95	2.97%	\$59.14	2.97%	\$59.14	49	\$59.64	-2.15%	X	Market placement	
Police Dispatcher	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	Police Dispatcher is placed above School Resource Officer II.
Pool Maintenance Coordinator	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	

Clovis Unified School District
Proposed Range Placement Recommendations
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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Pool Maintenance Worker II	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Production Floor Supervisor	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	
Production Specialist	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Program Assistant Community Education	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Program Coordinator I Sierra Outdoor School	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	Program Coordinator I Sierra Outdoor School is higher than II.
Program Coordinator II Sierra Outdoor School	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	Program Coordinator I Sierra Outdoor School is higher than II.
Program Specialist Community Education	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Program Supervisor	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	
Program Technician	\$27.07	10.27%	\$24.29	6.13%	\$25.41	14	\$25.13	-7.17%	X	Market placement to highest range 115 benchmark (Administrative Secretary II)	
Project Manager Construction & Engineering	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Purchasing Assistant	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Registration Specialist	\$24.41	-0.16%	\$24.45	-0.16%	\$24.45	13	\$24.52	0.44%	X	Market placement	
Resource Development Specialist I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Resource Development Specialist II	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Risk Management Specialist	\$33.24	7.82%	\$30.64	-11.99%	\$37.23	30	\$37.31	12.23%	X	Market placement to highest range 119 benchmark (Communications Specialist)	
School Account Clerk	\$27.07	8.26%	\$24.84	6.13%	\$25.41	14	\$25.13	-7.17%	X	Market placement to highest range 115 benchmark (Administrative Secretary II)	
School Bus Driver I	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
School Bus Driver II	\$24.41	1.70%	\$24.00	-0.16%	\$24.45	13	\$24.52	0.44%	X	Market placement to highest range 113 benchmark (Registration Specialist)	
School Office Supervisor, Adult School	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
School Office Supervisor, Alternative Ed.	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
School Office Supervisor, Elementary	\$28.50	11.09%	\$25.34	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
School Office Supervisor, Intermediate.	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
School Office Supervisor, Senior	\$31.56	11.79%	\$27.84	11.79%	\$27.84	18	\$27.74	-12.11%	X	Market placement	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.

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Proposed Range Placement Recommendations
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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Bench-mark	Rationale	Notes Regarding Market Data and Certain Class Groupings
School Office Supervisor, SOS	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
School Plant Supervisor I	\$28.50	13.70%	\$24.60	-1.26%	\$28.86	19	\$28.43	-0.24%	X	Market placement to highest range 116 benchmark (Benefits Technician)	School Plant Supervisor I is higher than the III level.
School Plant Supervisor II	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	School Plant Supervisor II is higher than the III level.
School Plant Supervisor III	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	School Plant Supervisor III is lower than the I and II levels.
School Plant Supervisor IV	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	
School Resource Officer I	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	School Resource Officer I is placed above II.
School Resource Officer II	\$31.56	Insuff. Data	Insuff. Data	11.79%	\$27.84	18	\$27.74	-12.11%	X	Market placement to range 118 benchmark (School Office Supervisor, Senior)	School Resource Officer I is placed above II; Police Dispatcher is placed above School Resource Officer II.
School Resources Office Lieutenant	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
School Secretary I	\$24.41	9.57%	\$22.08	-0.16%	\$24.45	13	\$24.52	0.44%	X	Market placement to highest range 113 benchmark (Registration Specialist)	
School Secretary II	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
Senior Analyst, Development and Boundary Analysis	\$52.13			-1.27%	\$52.79	44	\$52.71	1.12%		Market placement to range 126 benchmark (Manager, Accounting)	
Shipping & Receiving Clerk I	\$18.93	Insuff. Data	Insuff. Data	0.48%	\$18.84	2	\$18.69	-1.29%	X	Market placement to range 108 benchmark (Instructional Assistant I)	
Shipping & Receiving Clerk II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Skilled Groundskeeper	\$25.72	Insuff. Data	Insuff. Data	2.90%	\$24.97	14	\$25.13	-2.29%	X	Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Skilled Groundskeeper Mechanic	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Skilled Groundskeeper Senior	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	Skilled Groundskeeper Senior is higher than Grounds & Special Events Team Leader.
Skilled Maintenance Team Leader	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	
Small Engine Equipment Mechanic	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Snack Bar Operator	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Special Ed. Home School Liaison FRC	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
Special Education Technical Support	\$29.98			1.40%	\$29.56	20	\$29.14	-2.79%		Market placement to highest range 117 benchmark (Technical Specialist III)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
Speech-Language Pathology Assistant	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	

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Proposed Range Placement Recommendations
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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Student Activities Spec. III Athletic/Active.	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Student Activities Specialist I	\$22.04	10.25%	\$19.78	5.72%	\$20.78	6	\$20.63	-6.42%	X	Market placement to highest range 111 benchmark (Accompanist)	Student Activities Specialist I is placed higher than II.
Student Activities Specialist I (Attendance)	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	Student Activities Specialist I is placed higher than II.
Student Activities Specialist II	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	Student Activities Specialist I is placed higher than II.
Student Activities Specialist III - Attendance	\$24.41	9.36%	\$22.13	-0.16%	\$24.45	13	\$24.52	0.44%	X	Market placement to highest range 113 benchmark (Registration Specialist)	
Student Activities Specialist, Adult School	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Student Attendance Officer	\$27.07	11.01%	\$24.09	6.13%	\$25.41	14	\$25.13	-7.17%	X	Market placement to highest range 115 benchmark (Administrative Secretary II)	
Student Employment Coordinator Transition Partnership Program	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	
Student Relations Liaison	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Student Services Specialist, Adult School	\$23.18			12.47%	\$20.29	5	\$20.12	-13.19%		Market placement to range 112 benchmark (Cook/Baker II)	
Supervisor, Custodial Services	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	
Supervisor, Customer Services	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Supervisor, Graphic Arts	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Supervisor, Grounds & Landscape Services	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Supervisor, Recreation	\$39.14			-11.27%	\$43.55	36	\$43.26	10.54%		Market placement to highest range 122 benchmark (Network Analyst III)	
Supervisor, Skilled Trades	\$42.13			-4.43%	\$44.00	37	\$44.35	5.26%		Market placement to range 123 benchmark (Systems and Applications Analyst II)	
Supervisor, Transportation	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Supervisor, Warehouse	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Supervisor, Work Control	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
System Operations Technician	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Systems and Applications Analyst I	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	
Systems and Applications Analyst II	\$42.13	-4.43%	\$44.00	-4.43%	\$44.00	37	\$44.35	5.26%	X	Market placement	

Clovis Unified School District
Proposed Range Placement Recommendations
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Class Title	Current Maximum Hourly Salary	% from Top Salary	Market Placement	Group Avg. % from Top Salary	Group Avg. Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Benchmark	Rationale	Notes Regarding Market Data and Certain Class Groupings
Systems and Applications Analyst, Senior	\$48.59					41	\$48.95	0.74%		Internal alignment; maintain differentials in job families of range 125 classes.	
Teacher Center Assistant	\$20.96			-1.24%	\$21.22	7	\$21.14	0.86%		Market placement to highest range 110 benchmark (Library Technician)	
Teacher/Program Assistant Clovis Family Literacy Program-Early Childhood Ed. (Preschool)	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	
Technical Director	\$45.25			10.10%	\$40.68	34	\$41.18	-9.00%		Market placement to highest range 124 benchmark (Manager, Campus Catering)	
Technical Director Assistant	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	
Technical Support Specialist I	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	
Technical Support Specialist II	\$27.07			6.13%	\$25.41	14	\$25.13	-7.17%		Market placement to highest range 115 benchmark (Administrative Secretary II)	
Technical Support Specialist III	\$29.98	1.40%	\$29.56	1.40%	\$29.56	20	\$29.14	-2.79%	X	Market placement	
Technical Support Specialist IV	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	
Theater Technical Specialist	\$33.24			-11.99%	\$37.23	30	\$37.31	12.23%		Market placement to highest range 119 benchmark (Communications Specialist)	
Theater Technician	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Therapeutic Intervention Clinical Intern	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Transportation Data Clerk	\$22.04			5.72%	\$20.78	6	\$20.63	-6.42%		Market placement to highest range 111 benchmark (Accompanist)	
Transportation Dispatcher	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	
Transportation Parts Clerk	\$18.93			0.48%	\$18.84	2	\$18.69	-1.29%		Market placement to range 108 benchmark (Instructional Assistant I)	
Transportation Router	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Travel Analyst	\$28.50			-1.26%	\$28.86	19	\$28.43	-0.24%		Market placement to highest range 116 benchmark (Benefits Technician)	Dept. Office Supervisor and School Office Supervisor, Senior are placed below Ranges 116 and 117 administrative support classes.
Vehicle Control Technician	\$25.72			2.90%	\$24.97	14	\$25.13	-2.29%		Market placement to highest range 114 benchmark (Campus Catering Supervisor I)	
Vehicle Mechanic I	\$31.56			11.79%	\$27.84	18	\$27.74	-12.11%		Market placement to range 118 benchmark (School Office Supervisor, Senior)	
Vehicle Mechanic II	\$35.02			-20.30%	\$42.13	35	\$42.21	20.53%		Market placement to range 120 benchmark (Administrative Specialist-Governing Board)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Vehicle Mechanic Team Leader	\$36.68			6.54%	\$34.28	27	\$34.64	-5.56%		Market placement to highest range 121 benchmark (Executive Assistant)	Vehicle Mechanic II is placed above Manager, Transportation - Manager, Vehicle Maintenance - Supervisor, Transportation - Vehicle Maintenance Team Leader.
Vehicle Service Worker I	\$24.41			-0.16%	\$24.45	13	\$24.52	0.44%		Market placement to highest range 113 benchmark (Registration Specialist)	

Clovis Unified School District
Certificated Proposed Range Placement Recommendations
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Class Title	Current Maximum Hourly Salary	Market Placement	Proposed Salary Range	Market Step Placement within Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Teacher Range I	\$32.65		27					Internal alignment; maintain 10% below Teacher Range II
Teacher Range II	\$40.05	\$47.66	31	10	\$47.57	18.78%	X	Market Placement; Range 31, 10 Step Range
Teacher Range III	\$45.51		32					Internal alignment; maintain 2.5% above Teacher Range II
Teacher Range IV	\$57.30	\$57.71	33	14	\$57.35	0.09%	X	Market Placement; Range 33, 14 Step Range
Teacher Range V	\$58.66		34					Internal alignment; maintain 2.5% above Teacher Range IV
Teacher Range VI	\$60.02		35					Internal alignment; maintain 5% above Teacher Range IV

Clovis Unified School District
Certificated Management Proposed Range Placement Recommendations
May 2022

Class Title	Current Maximum Hourly Salary	% from Top Monthly or Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Notes
Assistant Director, Special Education	\$69.14			55	\$69.16	0.03%		Internal alignment; 7.5% below Director, Special Education	
Assistant Director, Student Serv & Sch Attend	\$69.14			55	\$69.16	0.03%		Internal alignment; maintain alignment with Assistant Director, Special Education	
Coordinator, Adult Education	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Coordinator, Ed. Technology & Prof. Development	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Coordinator, Instructional Resources & Library	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Coordinator, Preschool Programs	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Coordinator, School Age Programs	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Coordinator, Supplemental Services	\$62.85			52	\$64.22	2.18%		Internal alignment; 15% below Director, Supplemental Services	
Coordinator, Visual & Performing Arts	\$62.85			52	\$64.22	2.18%		Internal alignment; maintain alignment with Coordinator, Supplemental Services	
Deaf Hard of Hearing Specialist	\$63.99			50	\$61.13	-4.48%		Internal alignment; maintain alignment with Language/Speech Specialist	
Deputy Principal, Ed. Center 7-12	\$74.94			58	\$74.48	-0.61%		Internal alignment; align with Principal, Elementary	
Deputy Principal, Secondary	\$74.94	2.8%	\$72.83	58	\$74.48	-0.62%	X	Internal alignment; align with Principal, Elementary	
Director, Activities	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Director, Activities, Ed. Center 7-12	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Director, Athletics	\$65.15	0.6%	\$64.75	52	\$64.22	-1.42%	X	Market placement.	Director, Athletics was used to anchor this group to the market because it was matched to more comparators and is most favorable for employees.
Director, Athletics Ed Center 7-12	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Director, Child Development	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, CTE Grant Programs	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Digital and Multimedia Learning	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Educational Services	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Induction and Career Technical	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Nursing Services	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Program Evaluation	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Special Education	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Student Services & School Attendance	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Director, Supplemental Services	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	

Clovis Unified School District
Certificated Management Proposed Range Placement Recommendations
May 2022

Class Title	Current Maximum Hourly Salary	% from Top Monthly or Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Notes
Guidance & Learning Director, 7-12	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Guidance & Learning Director, Adult Education	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Guidance & Learning Specialist, 7-12	\$65.15	2.1%	\$63.76	52	\$64.22	-1.42%	X	Internal alignment; maintain alignment with Director, Athletics	
Guidance/Instructional Specialist, Sr.	\$65.15	Insuff. Data		52	\$64.22	-1.42%	X	Internal alignment; maintain alignment with Director, Athletics	
Language/Speech Specialist	\$63.99	3.3%	\$61.86	50	\$61.13	-4.47%	X	Market placement.	Language/Speech Specialist was used to anchor this grouping to the market. Both benchmarks had equal comparator matches and the Language/Speech Specialist was most favorable for employees.
Lead Psychologist	\$66.05			55	\$69.16	4.71%		Internal alignment; maintain alignment with Program Specialist, Special Education	
Learning Director Athletics, 7-12	\$69.22			58	\$74.48	7.60%		Internal alignment; maintain alignment with Learning Director, 7-12	
Learning Director, 504/Special Education	\$69.22			58	\$74.48	7.60%		Internal alignment; maintain alignment with Learning Director, 7-12	
Learning Director, 7-12	\$69.22	-7.2%	\$74.17	58	\$74.48	7.60%	X	Market placement.	Market placed the Learning Directors on the same range as Principal, Elementary so Principals, Deputy Principals, Directors, and Learning Directors have been collapsed based on market findings.
Learning Director, Adult Education	\$66.05			55	\$69.16	4.71%		Internal alignment; maintain alignment with Program Specialist, Special Education	
Learning Director, Athletics Secondary	\$69.22			58	\$74.48	7.60%		Internal alignment; maintain alignment with Learning Director, 7-12	
Learning Director, Continuation/Ind. Study	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Learning Director, ROP	\$69.22			58	\$74.48	7.60%		Internal alignment; maintain alignment with Learning Director, 7-12	
Mental Health Support Provider	\$67.51			54	\$67.47	-0.05%		Internal alignment; maintain alignment with Psychologist	
Nurse Practitioner	\$66.05			55	\$69.16	4.71%		Internal alignment; maintain alignment with Program Specialist, Special Education	
Principal, Adult	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Principal, Alternative Education	\$71.54			58	\$74.48	4.11%		Internal alignment; align with Principal, Elementary	
Principal, Clovis Community Day School	\$69.22			58	\$74.48	7.60%		Internal alignment; maintain alignment with Learning Director, 7-12	
Principal, Ed. Center 7-12	\$79.94			61	\$80.21	0.33%		Internal alignment; 2.5% above Principal, Secondary	

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Class Title	Current Maximum Hourly Salary	% from Top Monthly or Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Notes
Principal, Elementary	\$74.33	-1.0%	\$75.06	58	\$74.48	0.20%	X	Market placement.	Market placed the Elementary Principal higher than the Deputy Principal level. Elementary Principal was matched to more comparators and market data supported a small increase, so this class was used to anchor the Deputy Principals and Director classifications to the market and the salaries for all were collected.
Principal, Intermediate	\$74.94			58	\$74.48	-0.62%		Internal alignment; align with Principal, Elementary	
Principal, Online School	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Principal, Secondary	\$78.54			60	\$78.25	-0.38%		Internal alignment; maintain 5% above Principal, Intermediate	
Program Specialist, Special Education	\$66.05	-4.1%	\$68.74	55	\$69.16	4.71%	X	Market placement.	
Psychologist	\$67.51	-0.8%	\$68.07	54	\$67.47	-0.05%	X	Market placement.	
Resource Teacher	\$62.05			50	\$61.13	-1.48%		Internal alignment; maintain 5% below Guidance Instructional Specialist, Senior	
Resource Teacher, Senior	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
School Nurse	\$63.99	19.6%	\$51.45	50	\$61.13	-4.47%	X	Internal alignment; maintain alignment with Language/Speech Specialist	
Transition Counselor	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Transition Director	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	
Transition Specialist	\$65.15			52	\$64.22	-1.42%		Internal alignment; maintain alignment with Director, Athletics	



Appendix V

Additional Benefits

Retiree Medical - New Hires

CLIENT - CLOVIS USD	
Bargaining Unit	Benefit
All Units	<p>Certificated and classified employees of the District hired after September 1, 2007 approved for retirement under the requirements of their respective retirement systems and who have worked for CUSD a minimum of 30 years have the option of continuing their benefits under the Retiree Life Health Agreement. Rates are as follows: Effective from September 1, 2021 through August 31, 2022: New Rate For 2021/22 Retiree Only; Zero on Medicare \$383.03 Retiree Only; One on Medicare \$234.53 Retiree plus One; Zero on Medicare \$766.06 Retiree plus One; One on Medicare \$617.56 Retiree plus One; Two on Medicare \$469.06 Retiree plus Two or more; Zero on Medicare \$1,149.09 Retiree plus Two or more; One on Medicare \$1,000.59 Retiree plus Two or more; Two on Medicare \$852.09 Retiree plus Two or more; Three on Medicare \$703.59</p>
Central USD	
Bargaining Unit	Benefit
All Units	<p>Retiree health insurance benefits will be available under the following conditions: The employee must have reached age 58 on or before his/her effective retirement date (June 30). The employee must have been employed by the Central Unified School District for 20 years on or before his/her effective retirement date (June 30). Participants in the Retiree Health Insurance Program shall be eligible for continued District-paid insurance - if the current employee benefit plan requires payment in any part by the employee, the retired employee shall be responsible for the same amount of cost as active classified employee of the District.</p>
Corona Norco USD	
Bargaining Unit	Benefit
CSEA - Classified Summary language from contract - unrepresented receive the same benefit	<p>The District will contribute the equivalent of the two-party rate toward medical, dental and vision insurance coverage for classified unit members who retire and meet the following criteria: Must have a minimum of ten (10) years of service as a classified unit member in the District at the time of retirement. Must be fifty-five (55) years of age at the time of retirement. Retired unit members electing to participate in this program will retain eligibility until completion of the insurance year during which the unit member reaches age sixty-five (65) or becomes eligible for Medicare.</p>
CNTA- Certificated Summary language from contract - unrepresented receive the same benefit	<p>The District will contribute \$6,150 toward one (1) or two (2)-party medical, dental, and/or vision insurance coverage for unit members who retire after September 30, 1990. Retirees must meet the following criteria: (a) Must have a minimum of ten (10) years of service as a certificated employee in the Corona-Norco Unified School District at the time of retirement. (b) Must be at least fifty-five (55) years of age at the time of retirement. Retired unit members electing to participate in this program will retain eligibility until completion of the insurance year during which the unit member reaches age sixty-five (65).</p>
Elk Grove USD	
Bargaining Unit	Benefit
All Units	<p>Elk Grove Benefits Employee Retirement Trust (EGBERT) Hire date on or after July 1, 2015 eligibility is 20 years/240 months and Age 62 to receive maximum EGBERT benefits - 50% if retire prior to age 62. CSEA Retirees on or after July 1, 2010 - Coverage for Retiree Only - All other bargaining units - coverage for Retiree and 1 dependent. Retirees and their eligible dependents are able to obtain retiree medical, dental, and vision coverage through EGBERT. The Trust is currently paying 100% of the cost of the least expensive plan for Medicare-eligible retirees. As soon as employee and/or spouse/domestic partner become Medicare-eligible (usually at the 65th birthday), must enroll in Medicare parts A&B and arrange for medical coverage to be integrated with Medicare. Spouses/Domestic Partners of deceased retirees may continue receiving EGBERT's retiree health benefits for life but pay the full cost of the insurance plans elected. District contribution is equivalent to those received by bargaining unit in which employee was represented.</p>
Folsom Cordova USD	
Bargaining Unit	Benefit
Classified - CEA Summary language from contract - unrepresented receive the same benefit	<p>For the period of this contract, the District agrees to pay health insurance premiums for eligible unit retirees; payments will be made for the shortest of ten (10) years, or until the retiree reaches the age of eligibility to receive Medicare benefits. Eligibility Requirements Must be eligible for placement on Step E of the unit employee salary schedule; have ten (10) years or more of continuous in-District service; currently assigned to a position requiring four (4) or more hours of daily and nine (9) or more months of yearly for the last three (3) consecutive years and eligible for PERS retirement.</p> <p>The District's payment for these benefits shall be limited to the "CAP" insurance amount in effect at the time of District-accepted retirement. This coverage is for the retiree only; however, dependent coverage can normally be purchased by submission of the required monthly premium to the District accounting office.</p>

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<p>FCEA - Certificated - Summary language from contract - unrepresented receive the same benefit</p>	<p>The District agrees to pay health insurance premiums for eligible unit retirees. (Program initiated July 1, 1983.) Eligibility Requirements: Eligibility for placement on certificated employees' salary schedule Class 4 or 5, Step Employees with a hire date after June 30, 2017, shall have a minimum of ten (10) years of service with FCUSD. Benefits will be provided for the shortest of the following periods:</p> <ul style="list-style-type: none"> • Ten (10) years, or • Until the retiree reaches age 65 <p>The retiree will have the opportunity to continue participation in his/her chosen program after District sponsored program lapses, by means of paying his/her own premiums, subject to restrictions by the insurance provider or law. The District's payment for these benefits shall be limited to the "CAP" insurance amount in effect at the time of unit member's District-accepted retirement.</p>
<p>Fresno USD</p>	
<p>Bargaining Unit</p>	<p>Benefit</p>
<p>Classified - CSEA - summary language from contract - same for other classified</p>	<p>The following eligibility requirements and District-provided retirement benefits shall apply to employees hired on or after July 1, 2005: Minimum age: 60 Minimum years of service with the District: 25 Benefit coverage for employee and spouse Benefit coverage to age 65 or age of Medicare eligibility if revised by law (no post-65/post-age of Medicare eligibility benefits)* * The District shall provide up to five (5) years of retiree benefits regardless of whether the minimum age of Medicare eligibility is revised by law. In such event, the District's minimum age of eligibility for retiree benefits shall be amended accordingly.</p>
<p>Classified - SEIU</p>	<p>The District shall provide paid health and accident benefits for retirees in accordance with the following provisions: Retirement Benefits and Eligibility for Employees Hired On or After July 1, 2005: Minimum age: 60 Minimum years of service with the District: 25 Benefit coverage for employee and spouse Benefit coverage to age 65 or age of Medicare eligibility if revised by law (no post-65/post-age of Medicare eligibility benefits) * *The District shall provide up to five (5) years of retiree benefits regardless of whether the minimum age of Medicare eligibility is revised by law.</p>
<p>Certificated - FTA Summary language from contract - unrepresented receive the same benefit</p>	<p>Retirement Benefits and Eligibility for Employees Hired On or After July 1, 2005: The following eligibility requirements and District-provided retirement benefits shall apply to employees hired on or after July 1, 2005. Minimum age: 60 Minimum years of service with the District: 25 Benefit coverage for employee and spouse Benefit coverage to age 65 or age of Medicare eligibility if revised by law (no post-65/post-age of Medicare eligibility benefits) * *The District shall provide up to five (5) years of retiree benefits regardless of whether the minimum age of Medicare eligibility is revised by law. In such event, the District's minimum age of eligibility for retiree benefits shall be amended accordingly.</p>
<p>Kings Canyon USD</p>	
<p>Bargaining Unit</p>	<p>Benefit</p>
<p>Certificated - CTA - summary language from contract - same for other classified</p>	<p>Any retiring bargaining unit member who has attained the age 55 on or before the date of retirement and who has completed a minimum of 15 years of certificated service as an employee of the District in a position both compensated on a District-adopted salary schedule and covered by the District's health and welfare benefits shall be entitled to a maximum of nine (9) years of benefits as described below: The same health and welfare benefits provided to current bargaining unit members up to a maximum period of five (5) years from the date of retirement or until the retired unit member reaches the age of Medicare eligibility [i.e. age 65], whichever occurs first. In conjunction with the retiree benefits specified in subsection above, the District shall contribute a maximum of \$225.00 per month toward the cost of a Medicare supplemental insurance policy as specified by the plan provider for retirees who are Medicare eligible [i.e. 65 years of age or older] as long as no unit member receives more than 9 total years of retiree benefits.</p>
<p>Classified - CSEA language from contract - same for other classified</p>	<p>Any retiring bargaining unit member who has attained the age of fifty-five (55) on or before the date of retirement and who has completed a minimum of fifteen (15) years of classified service as an employee of the District in a position compensated on a district-adopted salary schedule shall be entitled upon written request to the following benefits at District expense: The same health benefits provided to current bargaining unit members up to a maximum period of five (5) years from the date of retirement or until the retired employee reaches the age of sixty-five (65), whichever occurs first. The District shall pay the cost of such health coverage for the employee and his/her dependents in the same proportion as the employee's active service with the District. A maximum contribution from the District of \$150.00 per month for the retiree and \$150.00 per month for one (1) dependent toward the cost of a Medicare supplemental insurance policy provided through the District, effective December 1, 2007.</p>
<p>Madera USD</p>	
<p>Bargaining Unit</p>	<p>Benefit</p>
<p>All Classified</p>	<p>Served a minimum of fifteen (15) years of full time Madera Unified School District service or, for unit members who commence employment with the District after June 30, 2002, a minimum of twenty-five (25) years of full time Madera Unified School District service. For purposes of this section only, the term "full-time" means having been eligible to receive benefits while serving as an active employee. Be at least fifty-five (55) years of age but not more than sixty-four (64) years of age or, for unit members who commence employment with the District after June 30, 2002, at least fifty-eight (58) years of age but not more than sixty-four (64) years of age.</p>

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All Certificated	A certificated unit member who elects to retire is eligible for continued medical insurance coverage if he/she meets the following qualifications: Minimum of twenty-five (25) years of full time service in the Madera Unified School District; At least fifty-eight (58) but not more than sixty-four (64) years of age. The medical insurance coverage will be equivalent to the medical plan in effect for all certificated personnel. The District contribution toward retiree medical insurance (which does not include other benefits such as dental and vision) shall be the same as for active unit members, which may change from time-to-time. The plan shall be in effect from the date of retirement and shall continue until any of the following terminates the plan: Retiree has a 65 th birthday; eligible for Medicare or Medi-Cal
Sanger USD	
Bargaining Unit	Benefit
SUTA Certificated Contract Language Summary - Also for unrepresented Certificated	Early Retirement Incentive - Any certificated employee with at least twelve (12) years of full-time service to the Sanger Unified School District elects to retire and is at least fifty-five (55) years old, but not more than sixty-four (64) years old, shall receive medical insurance coverage of \$1,200.00 per month.
CSEA Classified Contract Language Summary - Also for unrepresented Classified	Early Retirement - Any classified employee with at least twelve (12) years of full-time service to the Sanger Unified School District or its pre-unification parts and is at least fifty-five (55) years old, but not more than sixty-five (65) years old, is eligible to receive benefits under any of the District's medical insurance plans as long as they were qualified for medical coverage at the time of retirement. The District will contribute a maximum of One Thousand Dollars (\$1,000) per month toward medical insurance coverage for all eligible retirees under any of the District's medical insurances plans.
Selma USD	
Bargaining Unit	Benefit
SUTA - Certificated Summary language from contract - unrepresented receive the same benefit	Medical Only -The unit member must be at least fifty-five (55) years of age and not more than sixty-four (64) years of age on the effective date of retirement; and, the employee must retire in full from employment with the Selma Unified School District and the California State Teachers Retirement System (CalSTRS) effective on or before June 30 of the year of application; and, the unit member must have been employed by the Selma Unified School District in a certificated position for at least eighteen (18) total years, of which the immediate preceding five (5) years were full-time employment. Unit member retirees participating in this program shall be entitled to health benefits, (medical, Rx, and behavioral health), through the month the retiree reaches the age of sixty-five (65) or otherwise terminates participation in the program. The District agrees to pay the premium cost of health benefits (medical, Rx, and behavioral health), equal to the annual negotiated base paid for regular unit members through the month the retiree reaches age sixty five (65).
CSEA - Classified - Summary language from contract - unrepresented receive the same benefit	The unit member must be at least fifty-five (55) years of age and not more than sixty-four (64) years of age on the effective date of retirement; and, the employee must retire in full from employment with the Selma Unified School District effective on or before June 30 of the year of application; and, the unit member must have been employed by the Selma Unified School District in a classified position for at least fifteen (15) years, of which the immediate preceding two (2) years were full-time employment. Unit member retirees participating in this program shall be entitled to health benefits coverage, medical only, until the retiree reaches the age of sixty-five (65) or otherwise terminates participation in the program. The District agrees to pay the premium cost equal to the negotiated base paid for regular unit members until the retiree reaches age sixty five (65).
Tulare City School District	
Bargaining Unit	Benefit
Classified - CSEA Summary language from contract - unrepresented receive the same benefit	The District shall continue the current contribution towards the payment of health insurance premiums for eligible retired employees and eligible dependents. Eligible employees are those employees who have retired under the provisions of the Public Employees' Retirement System; must have completed twenty [20] years of continuous service) and must be between the ages of sixty [60] and sixty-five [65]. This contribution shall cease as of the first day of the month following the employee reaching sixty-five (65) years of age.
Certificated - TCTA Summary language from contract - unrepresented receive the same benefit	The District shall continue to provide the annual fringe benefit entitlement (medical insurance and prescription drugs) for the retired Bargaining Unit Member and eligible dependents. Eligible Bargaining Unit Members are those that have retired from the District and has met the following qualifications: Must be between the ages of sixty (60) and sixty-five (65); and Has completed fifteen (15) years of continuous service as computed for the individual's placement on the District's certificated personnel salary schedule. Has retired under the provisions of the State Teachers' Retirement System. The indicated entitlement for benefits shall cease as of the first day of the month following the retiree's sixty-fifth (65 th) birthday.
Visalia USD	
Bargaining Unit	Benefit
All Units	Retire after 55/before 65 with fifteen years of service with District - District paid premium same as active until age 65.

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Lump Sum Payment	
CLIENT - CLOVIS USD	
Bargaining Unit	Benefit
All	2021 \$4,000 off schedule stipend - all employees
Central USD	
Bargaining Unit	Benefit
Certificated	21/22 \$1,350
Corona Norco USD	
Bargaining Unit	Benefit
CSEA	Two one time payments last school year 1% and 2%
Management	One payment 3%
Elk Grove USD	
NUHW	18/19 one time off schedule payment of 3.02%
PSWA	18/19 one time off schedule payment of 1.32%
ERGEA	18/19 one time off schedule payment of 2.25%
Folsom Cordova USD	
Bargaining Unit	Benefit
Certificated	\$2,500 lump sum
Fresno USD	
Bargaining Unit	Benefit
All units	21/22 school year - one-time .5% lump sum off schedule payment
Kings Canyon USD	
Bargaining Unit	Benefit
KCTA - Certified	THIS BENEFIT HAS BEEN FROZEN SINCE COVID - Signing incentive - new teachers with a Preliminary or Clear CA Teaching Credential - first day of instruction in 19/20, 20/21. 21/22 \$1000 first pay warrant, \$1,000 first pay warrant year 2, first pay warrant year 3 \$1000 expires June 30, 2022.
Madera USD	
Bargaining Unit	Benefit
CSEA	19/20 -School Year - One time, off schedule payment of \$500
All Other Units	None
Sanger USD	
Bargaining Unit	Benefit
All Classified	21/22 \$1000
Selma USD	
Bargaining Unit	Benefit
CSEA - Classified	19/20 \$500 lump sum off schedule payment
Tulare City School District	
Bargaining Unit	Benefit
Comparator non-responsive	Unknown
Visalia USD	
Bargaining Unit	Benefit
All Units	None

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Education Incentive (Degrees) - Classified Only	
CLIENT - CLOVIS USD	
Bargaining Unit	Benefit
All Classified Units	Doctorate \$2234/annual stipend Master's \$1,583 annual stipend
Central USD	
Bargaining Unit	Benefit
All Classified Units	AA 568.33 year; BA 681.99 year; MA 1800.65; doctorate 2250.80
Corona Norco USD	
Bargaining Unit	Benefit
Classified Units	None
Elk Grove USD	
Unknown - Comparator non responsive	
Folsom Cordova USD	
Bargaining Unit	Benefit
Unknown - Comparator non responsive	
Fresno USD	
Bargaining Unit	Benefit
Classified Units	\$500 B/A + 90 units \$1,000 Masters \$1,500 for earned Doctorate - Annual - credit for only one degree.
Kings Canyon USD	
Bargaining Unit	Benefit
Classified Units	Have professional growth program - not for degrees
Madera USD	
Bargaining Unit	Benefit
Classified Units	None
Sanger USD	
Bargaining Unit	Benefit
Classified Units	None
Selma USD	
Bargaining Unit	Benefit
CSEA - Classified	AA-\$100 per month; BA-\$125 per month; Master's- \$150 per month. Compensation only for one degree.
Tulare City School District	
Bargaining Unit	Benefit
Classified Units	None
Visalia USD	
Bargaining Unit	Benefit
Classified Management	AA-\$300 annual; BA-\$350 annual; Master's- \$400 annual; Doctorate \$650 annual.

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 Compensation Study - Additional Benefits
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EMPLOYEE MEDICAL CONTRIBUTION - HIGHEST COST PLAN FULL FAMILY

CLIENT - CLOVIS USD	
Bargaining Unit	Benefit
ALL	\$2,600 Annual Employee cost/\$13,393 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Central USD	
Bargaining Unit	Benefit
ALL	\$2,880 Annual Employee cost for medical only / \$16321.80 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Corona Norco USD	
Bargaining Unit	Benefit
Management/Supervisory/Confidential	\$2620 Annual Employee cost for medical only /\$20,852 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
CSEA Classified	\$15,502 Annual Employee cost for medical only /\$7970 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
CTA- Certificated	\$14,022 Annual Employee cost for medical only /\$9450 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Elk Grove USD	
All	\$5,207.40 Annual Employee Cost for medical/\$16,860.36 Annual District contribution - medical only
Folsom Cordova USD	
Bargaining Unit	Benefit
All Units	\$10,398.24 Annual Employee Cost for medical/\$12,000 Annual District contribution - medical only
Fresno USD	
Bargaining Unit	Benefit
All	\$2880.00 Annual Employee cost for all benefits/Annual District contribution could not be broken out of package per HR.
Kings Canyon USD	
Bargaining Unit	Benefit
Classified/Classified Management	Max District contribution is \$15030 per year - medical contribution could not be broken out of package
Certificated Management	Max District contribution is \$15825.90 per year - medical contribution could not be broken out of package
KCTA- Certificated	Max District contribution is \$16,108.68 per year - medical contribution could not be broken out of package
Madera USD	
Bargaining Unit	Benefit
All	\$2,961.41 Annual Employee Cost/\$18,802.68 Annual District contribution - includes medical, pharmacy, dental, vision
Sanger USD	
Bargaining Unit	Benefit
Classified	\$5,398.12 Annual Employee Cost/\$14,465.00 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Certificated	\$5,347.84 Annual Employee Cost/\$14,510.00 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Admin Management	\$5,554.30 Annual Employee Cost/\$14,510.00 Annual District contribution - includes medical, pharmacy, dental, vision and life plans
Selma USD	
Bargaining Unit	Benefit
Certificated	District is self insured - Employer Contribution is anticipated to cover full cost of plans/\$14,800 Annual District contribution - includes medical, pharmacy, dental, vision
Classified	District is self insured - Employer Contribution is anticipated to cover full cost of plans/\$13,000 Annual District contribution - includes medical, pharmacy, dental, vision
Tulare City School District	
Bargaining Unit	Benefit
Certificated	Comparator non responsive on highest cost medical plan - Unknown Annual Employee Cost/\$16,298 Annual District contribution - includes medical, pharmacy, dental, vision, life
Classified	Comparator non responsive on highest cost medical plan - Unknown Annual Employee Cost/\$17,102.43 Annual District contribution - includes medical, pharmacy, dental, vision, life
Visalia USD	
Bargaining Unit	Benefit
Certificated	District is self insured - Unknown Annual Employee Cost/\$14,286.48 Annual District contribution - includes medical, pharmacy, dental, vision, life
Classified	District is self insured - Unknown Annual Employee Cost/\$14,925.96 Annual District contribution - includes medical, pharmacy, dental, vision, life



Appendix VI

Cost of Labor

Assessor Series FAQ #3

Frequently Asked Questions

QUESTION: What is the difference between cost-of-living and geographic pay differentials?

Wage and salary differentials reflect the local demand for and supply of labor.

Cost of living is dictated by the local demand for and supply of goods and services.

ERI subscribers may also come across the term "*buying power*," which is the inverse of cost of living. *Cost of living* is the cost of purchasing goods and services, as determined by the demand and supply of goods, services, and property. For example, if the cost of living is 10% higher in an area, the buying power is approximately 10% less in that area.

This demand for and supply of goods and services are defined in terms of the data [ERI](#) surveys for [Assessor Series](#) cost-of-living databases. This data is downloaded from existing sources and includes: rental rates, housing prices, income taxes, property taxes, gasoline prices, medical costs/services, major retail grocery and drug store prices, etc. Cost-of-living differentials, as reported by [ERI](#), reflect cost models at different income levels (e.g., an auto of "x" value driven "x" miles/kilometers, home rental with no mortgage income tax deductions, home ownership with income tax mortgage deductions, etc.). Local wages and salaries do not indicate the local cost of living. Cost of living indicates the comparable local buying power for any given salary.

Most compensation professionals agree that when a company is hiring from the local work force (that is, when no transfer or relocation occurs), wages and salaries are set according to market pricing of wages and salaries only. *In general, branch pay should be dictated by market pricing of wage/salary differentials only.*

While employees may find it more desirable for their pay to be adjusted for local cost-of-living variances, this is an extremely unusual practice, and in many cases will not be cost effective for the employer. That is, in many cases the employer would be competing against organizations with relatively lower compensation costs and, thus, be at a competitive disadvantage.

In most cases, cost-of-living is considered only when an employee incurs new expenses due to an "internal" move from one branch office to another. In this situation, the new salary would be set according to the destination market (local wage and salary level). Then, any cost-of-living allowance would be awarded separately from salary and for a finite period of time.

It is undesirable to build a cost-of-living adjustment into salary, as the integrity of the current salary administration program will be compromised. For instance, the transfer of personnel into an office where locally hired employees would be earning lower salaries than the transferee's "cost-of-living adjusted salary" is an undesirable and avoidable situation. The transfer of personnel into an area where local competitors' employees would be earning higher salaries than the transferee's "cost-of-living adjusted salary" is an equally undesirable and avoidable situation. Better solutions would include the award of a one-time (lump sum)

moving bonus or a gradually decreasing three-year cost-of-living allowance, which is awarded separately from the new locally adjusted competitive salary. Each organization's unique situation (tax considerations, cash-flow, etc.) will dictate the best method for handling cost-of-living allowances.

A random telephone survey by ERI's Director found that only 2% of ERI subscribers pay "the same for all jobs nationally, but vary levels by the cost of living." All other surveyed subscribers stated that they ignore cost of living and concentrate on the demand and supply/ local market pricing to administer geographic pay differentials.

Cost of Living v. Market Pay Rates

There are many reasons why employers decide to pay the local market pay rate (what it takes to attract, retain and motivate a competent worker) instead of paying according to local costs:

- No two employees have the same living costs. Even if they hold the same job and earn the same money, their family circumstances and spending practices vary.
- The cost of living depends on family lifestyle and the total budget available from all income earners in the family. Family expenses differ according to many variables, such as the number of income earners, the total budget available, size of home, whether renting or buying, how many dependents, number and value of automobiles, and more. Every cost-of-living statistical model uses a different standard market basket of goods and services.
- It is quite difficult to come up with only one cost figure that properly fits every employee lifestyle, but it is quite simple to determine what other employers pay for the job you do.
- Pay is usually set once a year according to local salary levels, corporate pay strategy, and budget, but costs change constantly. Prices go up and down all the time, and employees would be quite upset if their wages were cut because the price of bread dropped this week, for example.
- Companies pay for you to do work, at a competitive rate, rather than give you amounts based on your expenses. Employers are not even legally allowed to question job applicants about their family circumstances, so they are not about to set pay according to your spending pattern.
- People don't usually live where they work. Most employees live in a town where the costs fit their family budget and where the prices are lowest for their lifestyle. They work where their employer is located, and that usually is not within walking distance of home. Basing pay on home location and family expenses would require different pay scales for every worker and even different rates for the same job done by people in the same community, if, for example, one was a single renter and the other was a homeowner with five dependents.
- Relevant living costs are already covered by pay surveys. If wages and salaries are influenced by living costs, then the competitive market pay surveys reflect those costs. If

you wish to research livings costs, see ERI's [Relocation Assessor](#), which calculates cost-of-living levels based on earnings level, family size, home size, and automobile usage. The application reports the cost-of-living differential between a base city and destination city to determine the amount an employee must earn in the new location to "remain whole" (not lose buying power).



Appendix VII

Private Sector Salary Data

Clovis Unified School District
 Published Salary Data (Private Sector)
 April 2022

Benchmark Title	Top Step Hourly Salary	ERI Title Match	ERI Median	Notes
Accompanist	\$22.04	Musician Instrumental	\$32.81	
Accounting Technician	\$28.50	Accounting Technician	\$27.59	
Administrative Assistant	\$28.50	Administrative Assistant	\$20.85	
Administrative Assistant Senior	\$33.24	[Administrative Assistant/Secretary Administrative]	\$24.03	Hybrid match to capture the full scope of the benchmark's duties.
Administrative Secretary II	\$27.07	Secretary	\$20.71	
Administrative Specialist-Governing Board	\$35.02	[Administrative Specialist/Executive Assistant]	\$26.68	Hybrid match to capture the full scope of the benchmark's duties.
Benefits Technician	\$28.50	Benefits Services Representative	\$24.51	
Building Maintenance Mechanic II	\$36.68	[Mechanic HVAC/Plumbing Technician/Maintenance Electrician]	\$25.31	Hybrid match to capture the full scope of the benchmark's duties.
Building Maintenance Worker II	\$28.50	Building Maintenance Worker	\$21.03	
Buyer II	\$33.24	Buyer	\$32.05	
Campus Catering Assistant	\$15.52	Food Prep Worker	\$15.79	
Campus Catering Specialist	\$17.13	Food Service Worker	\$16.64	
Campus Catering Supervisor I	\$25.72	Food Services Supervisor	\$20.50	
Campus Monitor II	\$17.13	N/C		Private sector campus monitors focus on securing the property and belongings of faculty, staff, students, and the general public and on enforcing traffic rules on campus. Not sufficient focus on supervision of minor children to compare.
Chief Technology Officer	\$76.09	Chief Technology Officer	\$159.74	
Clerical Specialist II	\$19.95	Clerical Assistant	\$18.46	
Communications Specialist	\$33.24	Public Relations Coordinator	\$27.63	
Computer Repair Parts Clerk	\$19.95	Parts Coordinator	\$17.69	
Cook/Baker II	\$23.18	[Cook/Baker]	\$15.73	Hybrid match to capture the full scope of the benchmark's duties.
Custodial Utility Worker	\$22.04	[Custodian/Maintenance Service Worker]	\$18.24	Hybrid match to capture the full scope of the benchmark's duties.
Custodian II	\$20.96	Custodian	\$16.65	
Deputy Principal, Secondary	\$74.94	N/A; Certificated		
Director, Athletics	\$65.15	N/A; Certificated		
Director, Budget & Finance	\$66.04	[Budget Director/Finance Director]	\$97.32	Hybrid match to capture the full scope of the benchmark's duties.
Director, Construction & Engineering	\$66.04	Pre-Construction Director	\$91.45	
Director, Information Technology	\$66.04	Information Technology Director	\$89.48	
Director, Plant Operations	\$66.04	Facilities Director	\$50.80	
Environmental Safety Specialist	\$29.98	Greenskeeper	\$23.62	Duties involve maintaining the health and aesthetics of golf greens, but the underlying objectives of turf maintenance, pest control, and control of invasive vegetation are comparable for comparison.
Executive Assistant	\$36.68	Executive Assistant	\$33.48	
Financial Analyst	\$39.14	Financial Analyst	\$40.48	
Groundskeeper II	\$24.41	Groundskeeper (2 years experience)	\$16.39	
Guidance & Learning Specialist (7-12)	\$65.15	N/A; Certificated		
Guidance Instructional Specialist, Sr.	\$65.15	N/A; Certificated		
Health Services Assistant II	\$29.98	[Medical Assistant/Licensed Vocational Nurse]	\$19.35	Hybrid match to capture the full scope of the benchmark's duties.
Human Resources Analyst	\$39.14	Human Resources Analyst	\$32.90	
Human Resources Assistant II	\$25.72	Human Resources Assistant	\$21.46	
Human Resources Specialist	\$33.24	Human Resources Technician	\$27.88	
Instructional Assistant I	\$18.93	Teacher Aide	\$16.51	
Instructional Assistant II, Special Ed.	\$19.95	Teacher Aide Special Education	\$17.90	

Clovis Unified School District
Published Salary Data (Private Sector)
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Instructional Assistant IV	\$25.72	N/C		The scope and breadth of responsibilities of this class are not found to a comparable degree in the published survey data.
Language/Speech Specialist	\$63.99	N/A; Certificated		
Learning Director, 7-12	\$69.22	N/A; Certificated		
Library Technician	\$20.96	Library Technician	\$19.44	
Lighting and Sound Technician	\$29.98	Lighting Engineer	\$27.50	
LVN/RN	\$36.68	[LVN/RN]	\$30.16	Hybrid match to reflect LVN or RN certification as captured in the class description.
Manager, Accounting	\$52.13	Accounting Manager	\$51.26	
Manager, Campus Catering	\$45.25	Food Services Manager	\$27.93	
Manager, Grounds & Landscape Services	\$45.25	Landscape Manager	\$30.17	
Manager, Payroll	\$55.83	Payroll Manager	\$46.35	
Network Analyst III	\$39.14	Network Analyst Computer	\$37.37	
School Nurse	\$28.50	N/A; Certificated		
Payroll Technician	\$60.95	Payroll Coordinator	\$22.15	
Physical Therapist	\$74.33	Physical Therapist	\$37.10	
Principal, Elementary	\$66.05	N/A; Certificated		
Program Specialist, Special Education	\$27.07	N/A; Certificated		
Program Technician	\$67.51	Program Specialist	\$24.13	Not related to categorical funding, but the underlying duties related to program support are comparable.
Psychologist	\$40.05	N/A; Certificated		
Range II (Fully credentialed or 30-44 units above BA)	\$57.30	N/A; Certificated		
Range IV (MA or 60-74 above BA)	\$24.41	N/A; Certificated		
Registration Specialist	\$33.24	N/C		Registration in the published survey is related to college campuses; scope of work is not sufficiently comparable for comparison.
Risk Management Specialist	\$27.07	Risk Management Assistant	\$22.88	
School Account Clerk	\$24.41	Accounting Clerk	\$20.52	
School Bus Driver II	\$63.99	Bus Driver	\$19.17	Not focused on transportation of minor children, but skillset for safe operation of mass transit is comparable.
School Office Supervisor, Elementary	\$28.50	Office Supervisor (2 years experience)	\$28.31	
School Office Supervisor, Senior	\$31.56	Office Supervisor (5 years experience)	\$31.90	
School Plant Supervisor I	\$28.50	Custodial Supervisor	\$29.34	
School Resource Officer II	\$31.56	N/C		Sworn positions not found in published survey data.
School Secretary I	\$24.41	Administrative Clerk	\$18.76	
Shipping & Receiving Clerk I	\$23.18	Shipping and Receiving Clerk	\$18.09	Not focused on Library books and materials, but underlying shipping and receiving duties are comparable.
Skilled Groundskeeper	\$25.72	Groundskeeper (5 years experience)	\$17.06	
Student Activities Specialist I	\$22.04	N/C		Too narrowly focused to match in the published survey data.
Student Activities Specialist III - Attendance	\$24.41	N/C		Too narrowly focused to match in the published survey data.
Student Attendance Officer	\$27.07	Attendance Officer	\$20.17	
Systems and Applications Analyst II	\$42.13	[Systems Analyst/Applications Analyst]	\$37.06	Hybrid match to capture the full scope of the benchmark's duties.
Technical Support Specialist III	\$29.98	Technical Support Specialist	\$34.54	