

Beaverton School District OSEA Compensation Study Findings

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Methodology

Data Sources

- Comparator entities
- Market salary databases
- Researched classifications that were not addressed in prior, targeted study

Regional Differentials

- Applied to comparator districts where geographic differential variance exceeded 5%
- Market salary databases targeted for Portland Metro

Approach

- Recommendations informed by:
 - Lagging market 10%+
 - Maintaining parity between substantially similar jobs
 - Avoiding compression
 - Attention to job family progression
 - Wage floor
- Assumed upcoming COLA increase to be applied in addition to recommendations

Comparator Data

147 Researched

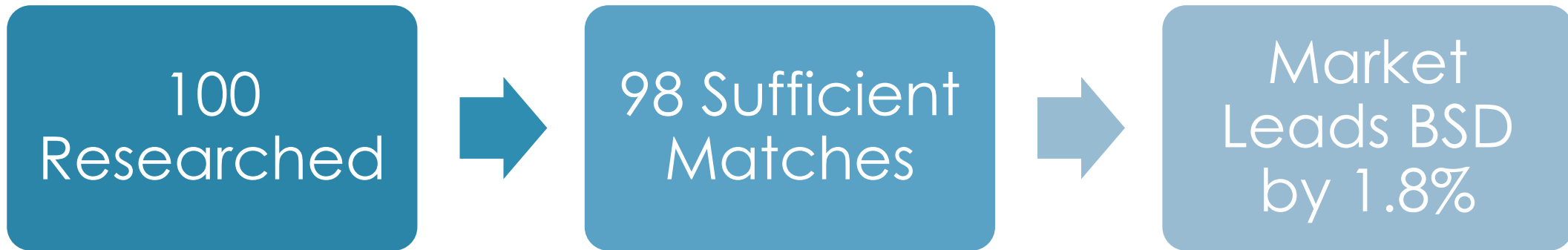
121 Sufficient Matches

Selected based on size and proximity to BSD
Aged data by 4% to align with BSD 23-24 Schedules

Entity	# of Matches	MIN Variance to BSD	MAX Variance to BSD
Portland School District	124	5.2%	4.6%
David Douglas	70	-6.5%	-4.3%
Hillsboro School District	122	-0.2%	4.6%
Salem Kaiser*	134	10.6%	10.4%
Vancouver	18	10.0%	15.4%

* 7.4% geographic differential applied

Market Salary Data



Benchmarks selected based on classifications commonly found outside of education

Overall Findings

SCHEDULES	LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET	TOTAL CLASSIFICATIONS	MOVED CLASSIFICATIONS
Custodial	-1.7%	-1.7%	9	1
Professional	3.6%	3.9%	10	1
Support	-7.2%	-3.6%	34	15
Technical	0.4%	4.2%	39	11
Trades	1.5%	2.0%	17	1
OVERALL	-1.4%	1.0%	109	29

Custodial Services

STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
-1.7%	-1.7%

LEVEL	CLASSIFICATION PLACEMENT	BOTTOM STEP	TOP STEP
LEVEL 01		16.37	16.80
LEVEL 02		15.93	20.11
LEVEL 03	<i>Building Monitor (1)</i>	16.54	21.59
LEVEL 04	Custodian I	18.01	23.06
LEVEL 05	Custodian II	19.46	24.95
LEVEL 06		21.13	27.26
LEVEL 07	Landscape Specialist Maintenance Custodian III	22.42	28.94
LEVEL 08		24.32	31.22
LEVEL 09	Custodial Foreman I	26.42	33.95
LEVEL 10	Custodial Foreman II	27.46	35.21
LEVEL 11	Custodial Foreman III	27.87	35.82
LEVEL 12	Custodial Foreman IV	28.50	36.66
LEVEL 13		29.13	37.49

Professional STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
3.6%	3.9%

LEVEL	CLASSIFICATION PLACEMENT	BOTTOM STEP	TOP STEP
LEVEL 01	Financial Analyst I	35.76	47.07
LEVEL 02	Facilities Planning Coordinator Financial Analyst II Loss Control Specialist	38.61	50.88
LEVEL 03		40.76	54.88
LEVEL 04		44.92	59.11
LEVEL 05	Data Telecomm Engineer Network Engineer II System Administrator II Systems Analyst	43.25	57.00
LEVEL 06	<i>Construction Project Manager (2)</i> Sr Network Engineer	45.66	61.47

INCLUDED – NO CHANGE | **REVIEWED – CHANGED** | REVIEWED PRIOR STUDY

Support STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
-7.2%	-3.6%

LEVEL	CLASSIFICATION PLACEMENT		BOTTOM STEP	TOP STEP
LEVELS 03 - 06	Not used			
LEVEL 07	<i>Crossing Guard (2)</i>	<i>Supervisory Aide (2)</i>	16.29	21.18
LEVEL 08	Office Assistant I	<i>Shipping Clerk I (4)</i>	16.77	21.87
LEVEL 09			17.43	22.73
LEVEL 10	Office Assistant II		18.30	23.67
LEVEL 11	Accounting Assistant I Early Childhood Care Provider Health Assistant	Library Media Assistant <i>Shipping Clerk II (3)</i>	19.40	24.76
LEVEL 12	Accounting Assistant II	Paraeducator I	20.32	25.67
LEVEL 13	Accounting Asst III Campus Supervisor <i>Office Assistant III (1)</i> Paraeducator II	Registrar Terra Nova Crew Leader Volunteer Coordinator	21.44	27.46

INCLUDED – NO CHANGE | **REVIEWED – CHANGED** | REVIEWED PRIOR STUDY

Support STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
-7.2%	-3.6%

LEVEL	CLASSIFICATION PLACEMENT	BOTTOM STEP	TOP STEP	
LEVEL 14	Accounting Assistant IV College & Career Ctr Specialist <i>HR Assistant I (1)</i> Risk Management Office Asst	Sped Assistant I <i>Technology Instructional Asst (2)</i> <i>Testing Systems Coordinator (2)</i> <i>Transportation Field Asst (1)</i> <i>Transportation Parts Specialist (1)</i>	22.32	28.80
LEVEL 15	Absence Management Specialist <i>Public Safety Assistant I (2)</i>	<i>School Bus Router (1)</i> <i>Transportation Liaison (1)</i>	23.41	30.13
LEVEL 16	<i>Employee Benefits Rep (2)</i>	Social Support Liaison	24.57	31.17
LEVEL 17	Office Assistant IV		25.62	32.40
LEVEL 18	Office Assistant V	<i>Public Safety Assistant II (1)</i>	33.50	39.86
LEVEL 19			23.16	29.27
LEVEL 20			23.81	30.48
LEVEL 21	Testing Systems Specialist		25.44	32.84

INCLUDED – NO CHANGE | *REVIEWED – CHANGED* | REVIEWED PRIOR STUDY

Technical STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
0.4%	4.2%

LEVEL	CLASSIFICATION PLACEMENT		BOTTOM STEP	TOP STEP
LEVEL 01			21.18	27.34
LEVEL 02	Technology Help Desk Specialist		23.24	29.94
LEVEL 03	<i>Community Resource Coord (1)</i> Preschool Coordinator	School Bus Driver Trainer	24.95	31.97
LEVEL 04	<i>Bilingual Resource Facilitator I (1)</i> Graphic Designer	Moving Courier <i>Procurement Specialist I (3)</i>	26.80	34.78
LEVEL 05	<i>Accountant (1)</i> Accting System Specialist Am Ind/AK Native Prog Facilitator Athletic Trainer <i>Bilingual Resource Facilitator II</i> Community Serv Coord	<i>Speech/Language Path. Asst (1)</i> Technology Support Spec I Trans Fld Coord/Safety, Trning Transportation Routing Coord <i>User Account & Info Specialist (2)</i>	29.19	37.39
LEVEL 06	Classroom Nurse Data Telecomm Technician	Program Specialist I Technology Repair Specialist Technology Support Spec II	31.26	40.18
LEVEL 07	Program Specialist II Senior Accountant	Web Developer	34.02	43.85

INCLUDED – NO CHANGE | *REVIEWED – CHANGED* | REVIEWED PRIOR STUDY

Technical STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
0.4%	4.2%

LEVEL	CLASSIFICATION PLACEMENT		BOTTOM STEP	TOP STEP
LEVEL 08	Personnel Specialist	Procurement Specialist II	36.64	47.05
LEVEL 09	Contract Analyst Emergency Coordinator Environmental Health Specialist	IT Project Coordinator Program Specialist III	39.58	50.14
LEVEL 10			42.33	53.23
LEVEL 11			47.46	58.18
LEVEL 12	Data Telecom Support Specialist		26.47	33.92
LEVEL 13			28.42	36.87
LEVEL 14			30.94	39.63
LEVEL 15	<i>Systems Support Spec (1)</i>		36.08	46.49
LEVEL 16			35.72	46.04
LEVEL 17			30.07	38.51
LEVEL 18			34.15	43.75
LEVEL 19	<i>Network Engineer I (1) Programmer Analyst (1)</i>	<i>System Administrator I (1)</i>	37.50	48.34

Trades

STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
1.5%	2.0%

LEVEL	CLASSIFICATION PLACEMENT		BOTTOM STEP	TOP STEP
LEVEL 01			18.54	23.87
LEVEL 02			19.86	25.67
LEVEL 03	Courier		21.18	27.46
LEVEL 04			22.32	28.55
LEVEL 05	Lead Courier	Maintenance Worker I	23.41	30.13
LEVEL 06	School Bus Service Technician		24.76	31.90
LEVEL 07	Maintenance Worker II		26.53	34.13
LEVEL 08	Maintenance Worker III		28.35	36.36
LEVEL 09			29.24	37.49
LEVEL 10	Maintenance Leader Maintenance Mechanic	Roofing Specialist School Bus Repair Tech	29.69	38.13

INCLUDED – NO CHANGE | **REVIEWED – CHANGED** | REVIEWED PRIOR STUDY

Trades

STUDY RECOMMENDATIONS

LEGACY VARIANCE TO MARKET	PROPOSED VARIANCE TO MARKET
1.5%	2.0%

LEVEL	CLASSIFICATION PLACEMENT		BOTTOM STEP	TOP STEP
LEVEL 11	AV / Data Comm Tech	Mechanic Specialist	30.36	39.04
LEVEL 12	Purchasing Agent		31.01	39.93
LEVEL 13	Electrician I (4) Maintenance Foreman	Sr Purchasing Agent	31.90	41.05
LEVEL 14			32.58	41.73
LEVEL 15			33.69	43.30
LEVEL 16	Mechanical Technician		34.68	43.98
LEVEL 17	Electrician II Mechanical Tech Leader	Plumber Leader Transportation Mechanic Foreman	35.75	45.32
LEVEL 18	Electrical Foreman	HVAC / Plumber Foreman	38.25	48.49

INCLUDED – NO CHANGE | **REVIEWED – CHANGED** | REVIEWED PRIOR STUDY

Summary of jobs with changed grade levels

Group	Job Title	Current Grade	Proposed Grade	Reason for Level Change
Custodial	Building Monitor	CUST-02	CUST-03	Wage Floor
Professional	Construction Project Manager	PROF-04	PROF-06	Market
Support	Crossing Guard	SUPP-05	SUPP-07	Wage Floor
Support	Supervisory Aide	SUPP-05	SUPP-07	Wage Floor
Support	Shipping Clerk I	SUPP-04	SUPP-08	Job Family
Support	Shipping Clerk II	SUPP-08	SUPP-11	Market
Support	Office Assistant III	SUPP-12	SUPP-13	Market
Support	HR Assistant 1	SUPP-13	SUPP-14	Equity
Support	Technology Instructional Asst	SUPP-12	SUPP-14	Equity
Support	Testing Systems Coordinator	SUPP-12	SUPP-14	Market
Support	Transportation Field Asst	SUPP-13	SUPP-14	Equity
Support	Transportation Parts Specialist	SUPP-13	SUPP-14	Market
Support	Public Safety Assistant I	SUPP-13	SUPP-15	Market
Support	School Bus Router	SUPP-14	SUPP-15	Equity
Support	Transportation Liaison	SUPP-14	SUPP-15	Equity
Support	Employee Benefits Rep	SUPP-14	SUPP-16	Market
Support	Public Safety Assistant II	SUPP-17	SUPP-18	Market
Technical	Community Resource Coordinator	TECH-02	TECH-03	Market
Technical	Bilingual Resource Facilitator I	TECH-03	TECH-04	Market
Technical	Procurement Specialist I	TECH-01	TECH-04	Market
Technical	Accountant	TECH-04	TECH-05	Equity
Technical	Speech/Language Path. Asst	TECH-04	TECH-05	Equity
Technical	Technology Support Spec I	TECH-03	TECH-05	Equity
Technical	User Account and Information Specialist	TECH-03	TECH-05	Market
Technical	Systems Support Spec	TECH-14	TECH-15	Market
Technical	Network Engineer I	TECH-18	TECH-19	Equity
Technical	Programmer Analyst	TECH-18	TECH-19	Market
Technical	System Administrator I	TECH-18	TECH-19	Equity
Trades	Electrician I	TRAD-09	TRAD-13	Market

Summary

FTEs Impacted	Wage Increase	Increase with Benefits
177	\$1,400,000	\$1,900,000