

Eugene School District 4J
 2016-17 Licensed Compensation Survey and Findings
 January 2017

Local Labor Market

A salary and benefit comparison was done between the Eugene School District 4J and four neighboring school districts within 45 minutes' drive (Albany, Bethel, Corvallis and Springfield).

The study compares the total compensation (salary, benefits, PERS pick-up, and TSA) of 4J teachers to the neighboring districts, using the two educational levels (B68 + Masters, and B90 + Masters) that are the most representative of 4J teachers.

The district considers compensation within 5% of average as being within market. As indicated below, the total compensation of 4J teachers is above the local average and within market.

Education and Experience	Eugene Annual Total Compensation	Percentage Difference Eugene to Ave.	Eugene Rank Out of 5 possible
Entry Level Teacher on B68 + Masters Column	\$59,480	2.34%	2
Teacher at Top Step on B68 + Masters Column	\$89,819	1.18%	2
Entry Level Teacher on B90 + Masters Column	\$60,066	0.46%	2
Teacher at Top Step on B90 + Masters Column	\$94,813	3.99%	1

Attached is a detailed report of the findings

Eugene School District 4J 2016-17 Salary Survey - Salary and Benefits Comparisor

Step 1 on the B68 plus Masters Column

District	Annual Salary:			Annual District Insurance & TSA or 403B Contributions:		Total Comp. (Salary, Insurance & TSA)	Contract Days 2016 17
	Salary (per schedule)	PERS paid by Employer	Adjusted Annual Salary (salary + PERS)	Insurance	TSA or 403B	Annual Total Compensation	
Albany	\$40,920	\$2,455	\$43,375	\$14,559	\$240	\$58,174	191
Bethel	\$42,653	\$2,559	\$45,212	\$16,891	\$1,066	\$63,170	192
Corvallis	\$39,323	\$2,359	\$41,682	\$14,112	\$0	\$55,794	190
Springfield	\$39,873	\$2,392	\$42,265	\$13,080	\$0	\$55,345	193
Eugene	\$41,962	\$2,518	\$44,480	\$14,400	\$600	\$59,480	191
Average (incl. Eugene)	\$40,946		\$43,403	\$14,608		\$58,393	
Average (excl. Eugene)	\$40,692		\$43,134	\$14,660		\$58,121	
Eugene	\$41,962		\$44,480	\$14,400		\$59,480	
Eugene Difference (\$)	\$1,270		\$1,348	-\$260		\$1,359	
Eugene Difference (%)	3.12%		3.12%	-1.78%		2.34%	

Eugene School District 4J 2016-17 Salary Survey - Salary and Benefits Comparisor

Top Step on the B68 plus Masters Column

District	Annual Salary:			Annual District Insurance & TSA or 403B Contributions:		Total Comp. (Salary, Insurance & TSA)	Contract Days 2016 17	# Steps
	Salary (per schedule)	PERS paid by Employer	Adjusted Annual Salary (salary + PERS)	Insurance	TSA or 403B	Annual Total Compensation		
Albany	\$69,637	\$4,178	\$73,815	\$14,559	\$720	\$89,094	191	16
Bethel	\$66,559	\$3,994	\$70,553	\$16,891	\$666	\$88,109	192	17
Corvallis	\$72,911	\$4,375	\$77,286	\$14,112	\$0	\$91,398	190	18
Springfield	\$69,262	\$4,156	\$73,418	\$13,080	\$0	\$86,498	193	16
Eugene	\$69,169	\$4,150	\$73,319	\$14,400	\$2,100	\$89,819	191	
Average (incl. Eugene)	\$69,508		\$73,678	\$14,608		\$88,983		
Average (excl. Eugene)	\$69,592		\$73,766	\$14,660		\$88,775		
Eugene	\$69,169		\$73,319	\$14,400		\$89,819		
Eugene Difference (\$)	-\$423		-\$449	-\$260		\$1,045		
Eugene Difference (%)	-0.61%		-0.61%	-1.78%		1.18%		

Eugene School District 4J 2016-17 Salary Survey - Salary and Benefits Comparison								
Step 1 on the B90 + Masters Column								
District	Annual Salary:			Annual District Insurance & TSA or 403B Contributions:		Total Comp. (Salary, Insurance & TSA)	Contract Days 2016-17	
	Salary (per schedule)	PERS paid by Employer	Adjusted Annual Salary (salary + PERS)	Insurance	TSA or 403B	Annual Total Compensation		
Albany	\$42,610	\$2,557	\$45,167	\$14,559	\$240	\$59,965	191	
Bethel	\$45,691	\$2,741	\$48,432	\$16,891	\$1,142	\$66,466	192	
Corvallis	\$39,323	\$2,359	\$41,682	\$14,112	\$0	\$55,794	190	
Springfield	\$41,368	\$2,482	\$43,850	\$13,080	\$0	\$56,930	193	
Eugene	\$42,515	\$2,551	\$45,066	\$14,400	\$600	\$60,066	191	
Average (incl. Eugene)	\$42,301		\$44,839	\$14,608		\$59,844		
Average (excl. Eugene)	\$42,248		\$44,783	\$14,660		\$59,789		
Eugene	\$42,515		\$45,066	\$14,400		\$60,066		
Eugene Difference (\$)	\$267		\$283	-\$260		\$277		
Eugene Difference (%)	0.63%		0.63%	-1.78%		0.46%		
Eugene School District 4J 2016-17 Salary Survey - Salary and Benefits Comparison								
Top Step on the B90 + Masters Column								
District	Annual Salary:			Annual District Insurance & TSA or 403B Contributions:		Total Comp. (Salary, Insurance & TSA)	Contract Days 2016-17	# Steps
	Salary (per schedule)	PERS paid by Employer	Adjusted Annual Salary (salary + PERS)	Insurance	TSA or 403B	Annual Total Compensation		
Albany	\$71,328	\$4,280	\$75,608	\$14,559	\$720	\$90,884	191	16
Bethel	\$71,299	\$4,278	\$75,577	\$16,891	\$713	\$93,181	192	17
Corvallis	\$72,911	\$4,375	\$77,286	\$14,112	\$0	\$91,398	190	18
Springfield	\$71,860	\$4,312	\$76,172	\$13,080	\$0	\$89,252	193	16
Eugene	\$73,880	\$4,433	\$78,313	\$14,400	\$2,100	\$94,813		
Average (incl. Eugene)	\$72,255		\$76,591	\$14,608		\$91,905		
Average (excl. Eugene)	\$71,849		\$76,160	\$14,660		\$91,179		
Eugene	\$73,880		\$78,313	\$14,400		\$94,813		
Eugene Difference (\$)	\$2,031		\$2,153	-\$260		\$3,634		
Eugene Difference (%)	2.83%		2.83%	-1.78%		3.99%		