

San Dieguito Union High 2018 Compensation Analysis

The following analysis is derived using data available from various sources as listed on my [“References/Data Source”](#) page.

For a full description of the methodology used, see my [“Methodology”](#) page.

This current version was updated **3/23/2020**.

If anyone has any issue with the data or analysis, I'd welcome that discussion – I'd like to make sure my data is as accurate as possible, if you see something, say something!

Analysis

Data for this analysis was from a period starting in 2012 and ending in 2018, based on the latest pay data available from the sources listed.

I use this period for a specific reason. In 2012 the people of California recognized that cuts made as a result of the Great Recession had gone too deep into education, and voted to increase taxes to fund better education for our kids, via Proposition 30.

Funding

During this period funding for schools (per the California Department of Education's "Current Expense of Education" reporting) has skyrocketed – up **43.96%** in this time, or **6.26%** per 2018.

For comparison, the inflation rate in California during this time (per the California Department of Industrial Relations) has averaged **2.27%**, meaning school funding has gone up **2.76** time faster than inflation.

For SDUH, funding has gone from **\$8,171** in 2012 to **\$10,867** in 2018, which is a **32.99%** increase, or **4.87%** per year.

During this time the inflation rate in San Diego County has averaged **2.19%**, meaning the increase in SDUH has been at a rate **2.23** times faster than inflation.

San Diego County Compensation

As a baseline for comparison to compensation levels normal in private industry in this area, I'm using statistics for private industry as reported by the **US Bureau of Labor Statistics (USBLS)** and the **US Census Bureau (USCB)**.

Average County Wages

According to the USBLS, in 2018 the average pay of private industry workers in the county was **\$60,273/year**.

For the period 2012-2018 the BLS Compound Average Growth Rate (CAGR) of wages was **2.21%** per year.

Median Wages by Educational Attainment

To determine comparable wages by educational attainment, I use UCSB numbers, which are reported as median values.

According to the Census Bureau in **2018** the median county resident with a bachelor's degree made **\$61,333/year**. The median for those with graduate or professional degrees was **\$84,155/year**.

According to the **California Department of Education's** DataQuest reporting system ("Staff Education Report – District Level") for **2017-2018**, **30.63%** of SDUH teachers have a bachelor's degree, **69.37%** have more advanced degrees.

If we adjust the USCB numbers to weight them according to this mix, the average SD County resident with educational attainment similar to the SDUH teacher workforce made **\$77,164** in **2018**.

San Dieguito Union High Compensation

Using public pay data reported by San Dieguito Union High, obtained through California Public Records Act requests and posted on the Transparent California website, we find:

All Full-Time Employees

In **2018**, the average total pay of all **960** full-time SDUH employees was **\$89,352/year**.

This is **\$29,079/year**, or **48.24%** more than the average county resident.

The average total compensation (including benefits) of this group was **\$104,455/year**.

To determine the rate of pay increase for employees, we look at longitudinal data (data on the same employees over this time).

For more on how this works and why it's important, see our [Methodology](#) page.

In **2018**, we find **549** full-time employees who have been with the district since **2012**. This cohort of continuing employees has had their average total pay increase by **\$31,859/year** (or **48.05%**) with a CAGR of **6.76%**.

This average growth rate is **3.05** times greater than the rate of growth for the average county resident (of **2.21%**) during this period.

Median total pay for this group increased with a CAGR of **7.24%**

Administrative Employees

In **2018**, the average total pay for **55** full-time administrative employees was **\$130,676/year**. Including benefits, average total compensation was **\$153,121/year**. The median total pay for such employees was **\$144,129/year** and **\$169,384/year** respectively.

In **2018**, we find **33** full-time administrative employees who have been with the district since **2012**. These continuing employees had an average total pay of **\$137,368/year**, with average total

compensation (including benefits) of **\$160,866/year**. Median total pay for such employees was **\$149,468/year**, with total compensation **\$173,892/year**.

Since **2012**, this cohort of employees has had their average total pay increase by **\$40,982/year** (or **42.52%**), with CAGR of **6.08%**.

This growth rate is **2.75** times greater than the rate of growth for the average county resident (**2.21%**) during this period.

Median total pay for this group increased with a CAGR of **7.89%**.

Certificated Employees

In **2018**, the average total pay for **548** full-time certificated employees was **\$103,840/year**. Including benefits, average total compensation was **\$122,179/year**. The median total pay for such employees was **\$108,034/year** and **\$127,475/year** respectively.

In **2018**, we find **328** full-time certificated employees who have been with the district since **2012**. These continuing employees had an average total pay of **\$111,294/year**, with average total compensation (including benefits) of **\$130,679/year**. The median total pay for such employees is **\$115,708/year**, with total compensation **\$135,185/year**.

Since **2012**, this cohort of employees has had their average total pay increase by **\$33,155/year** (or **42.43%**), with CAGR of **6.07%**.

This growth rate is **2.74** times greater than the wage growth for the average county resident during this period.

Median total pay for this group increased with a CAGR of **5.74%**.

In the Certificated group, the case is often made that teachers should be paid commensurate with their educational attainment, based on what they would be likely to make with the same education if they were working in private industry.

Comparing SDUH certificated employees to the median for county residents with comparable educational attainment, we see that the **2018** SDUH certificated full-time median total pay (of **\$108,034/year**) is **\$30,870/year (40.00%)** higher than the median for comparably educated SD county residents of **\$77,164/year**.

Budget Impact

Despite, as we saw above in "**Funding**", revenue growth of **32.99%** at a rate over almost **2.76** times faster than inflation, the district is having financial difficulties.

Wage growth at higher rates than average for residents of the area, combined with final pay rates also significantly higher than comparable employees in the area has budgetary impact. Particularly in K-12 education, where the budget is often 80% or more the cost of pay and benefits.

If the growth in pay had been kept to rates equivalent to that being given to all other county residents, the growth in this expense would be significantly lower than actual results.

Looking at just the cohort of employees who have been with the district since **2012** (not the entire employee base of the district, just a sub-set), we see if this group's total pay growth had matched that of average county resident the net budgetary impact (for this group only) would have been a reduction in annual total pay cost to the district of **\$12,378,197 per year**.

Of course if we assume the employees who have not been with the district since **2012** are also benefitting from the same rate of wage growth, this number would be even higher.

And, also of course, given that pension contributions are determined as a percentage of pay, higher pay exacerbates the difficulties the district is having with the growth in pension obligations as well.