SELECTED CERTIFICATED SALARIES AND RELATED STATISTICS
2012-13

A Compilation of Selected Salary Statistics from
"2012-13 Salary and Benefits Schedule for the Certificated Bargaining Unit (Form J-90)"

California Department of Education
School Fiscal Services Division

SELECTED CERTIFICATED SALARIES AND RELATED STATISTICS, 2012-13

In May 2013, every California school district and county office of education was given the opportunity to complete an optional form entitled, "2012-13 Salary and Benefit Schedule for the Certificated Bargaining Unit (Form J-90)." This form requests salary schedule information, employee placement on the salary schedules by full-time equivalents, bargaining unit bonuses paid for selected services, salaries and days of service for school principals and superintendents, and health and welfare benefits by carrier with amounts paid by the district or county office per employee. This data is useful to California school districts and county offices, employee bargaining units, school consulting agencies, academic institutions and state policy makers. The California Department of Education (CDE) additionally uses this material for completing specified information required for the School Accountability Report Card (*Education Code* Section 41409.3).

Participation in this survey is voluntary and thus there is less than 100 percent reporting of all school districts and county offices. Each school district and county office of education was, however, encouraged to respond by written communications from the CDE and from School Services of California, Inc. (SSC), CDE's contracting agency for compilation of this material. Additionally, districts who had not responded and whose average daily attendance (ADA) exceeded 500 were telephoned by SSC staff a minimum of two times and encouraged to complete the survey. This report includes 832 district and county office responses.

To ensure the validity of the data, each survey was checked for reasonableness before being input into the database. After input, the data was reprinted and checked again. Finally, the printed schedule was mailed to the school district or county office for confirmation. Over 797 agencies, or 96 percent of total respondents, answered the confirmation request, and any changes were then incorporated into the final database.

We are pleased with the final response by school districts and county offices. This report is the most comprehensive certificated salary and benefit data available in the state, and includes information from 82 percent of school districts and county offices of education, representing 98.6 percent of the state's ADA.

The actual 2012-13 teacher salary schedules, health and welfare benefit amounts, and other selected statistics for each responding agency are available for download from the Internet at the California Department of Education Web page *http://www.cde.ca.gov/fg/fr/sa/*. This data may also be obtained from School Services of California. Any questions regarding ordering should be directed to Kathe Sadler at School Services (916) 446-7517 ext.1200. Should you have questions related to the data, please contact the California Department of Education at (916) 322-1770.

DEFINITIONS

Table I - 2012-13 Certificated Teacher Salary Profile by County and by District

This table provides summarized J-90 information by local education agency (LEA) within each county. Explanations for the columns shown in Table 1 are as follows:

Headings	Description
CO	The two-digit code specifying the county in which the districts are located. Counties are in order alphabetically and assigned a corresponding numerical code with, as an example, Alameda County = 01 and Yuba County = 58.
District Name	The name of the school district or county office of education.
Total Salary Schedule F-T-E	The total certificated full-time equivalent (FTE) employees that are paid on the salary schedule. One FTE represents one full-time employee; an FTE of .5 represents an employee who works 50 percent of the full-time employee's hours. This may include certificated employees such as nurses, librarians, and counselors in addition to teachers.
Lowest Schedule Salary Offered	The amount indicated is the lowest salary that would be paid to an employee from the certificated salary schedule. The amount indicated is the lowest scheduled salary only and does not include salaries for extended year, bonuses for special accomplishments such as a master's or doctorate degree, or payment for extra-curricular services such as coaching, drama, or music. For most districts, this salary is the beginning teacher salary. In order to earn this salary, the teacher may or may not be required to hold a full teaching credential.

Lowest Schedule Salary Desc. Description of the schedule salary column where the lowest salary is offered. The descriptions are coded as follows:

<BA	=	Less than Bachelor Degree	CRED	=	Credentialed
BA	=	Bachelor Degree	DSC	=	Designated Subjects Credential
BA NC	=	Bachelor Degree Non-Credential	EC	=	Emergency Credential
BA + number of units	=	Bachelor Degree with specified units	I	=	Intern
BA < number of units	=	Bachelor Degree with up to specified # of units	EC/I	=	Emergency Credential or Intern
BA+CR	=	Bachelor Degree + Credential	NC	=	No Clear Credential
BA+EC	=	Bachelor Degree + Emergency Credential	PC	=	Pre-Credential
BA+PC	=	Bachelor Degree + Pre-Credential	PR	=	Provisional
BA+PR	=	Bachelor Degree + Provisional	PRE-I	=	Pre-Intern
BA/CR	=	Bachelor Degree or Credential	SLS	=	Straight Line Schedule
BA+I	=	Bachelor Degree + Intern	STRS	=	STRS Retiree
SS	=	Single Salary	<PC	=	Less than Pre-Credential

Average Schedule Salary Paid The average salary that is paid to an employee on the certificated salary schedule. The average salary is determined by dividing the total salary schedule cost by the FTE. The average indicated represents scheduled salaries only and does not include salaries for extended year, bonuses for special accomplishments or payment for extra-curricular services such as coaching, drama, or music. Bonuses for master's or doctorate degrees are included only if the amounts are an integrated characteristic of a salary schedule column.

Highest Entry Level Step The number indicated is the local agency response to a request for the "Highest entry level for an experienced teacher (indicate step)." If the report indicates "NR" in this column, the district did not respond to this question.

Highest Schedule Salary Offered The amount that is the maximum salary that would be paid to an employee from the certificated salary schedule. The amount indicated is the highest scheduled salary only and does not include salaries for extended year, bonuses for special accomplishments or payment for extra-curricular services such as coaching, drama, or music. Bonuses for master's or doctoral degrees are included only if the amounts are an integrated characteristic of a salary schedule column.

Salary at Bchlr + 60 Step 10 Offered The amount that would be paid to an employee at step 10 with a requirement of a bachelor's degree plus an additional 60 semester units. If the district did not have a BA + 60 column on its schedule, the salary reflected is that amount paid for the next lower column on the schedule. As an example, if the salary schedule reflected characteristics of columns "BA + 56" and "BA + 64" this summary would reflect the salary paid at BA + 56, which is the next lowest salary column.

No. of Service Days Required Each district was requested to respond to the question, "number of scheduled/required service days for returning teachers." The survey report indicates the district's response to that question.

2012-13 P-2 ADA Revenue limit average daily attendance (ADA) for 2012-13 regular P-2 ADA is indicated. This also includes the charter school ADA if the salary schedule includes the charter school FTE. The ADA indicator is the best measure of district student attendance. "N/A" is indicated for most county offices of education because they are funded on a different basis. County offices with ADA shown on the report have charter school FTEs included in their salary schedule.

% Chg. Salary Over 2011-12 The percentage change for the 2012-13 Salary Schedule over the 2011-12 schedule as reported by the responding district.

At the end of Table I in the Overall Totals section, statewide overall totals are reflected for the following columns, Total Salary Schedule F-T-E and 2012-13 P-2 ADA. The amounts representing the lowest salary offered, the highest salary offered, and the highest salary offered for a certificated employee at Step 10 (BA degree plus 60 units) for the entire state are shown at the end of Table I. The statewide averages for the average salary paid, the lowest salary offered, the highest salary offered, and the average salary offered for an employee at Step 10 with a BA degree plus 60 units, and number of service days required are reflected under "Total Statewide Averages."

Table II - 2012-13 Certificated Teacher Salary Profile by County and by District by Type

This table represents a summary of Table I organized by county. The number of responding LEAs by type is shown. Explanations for the columns shown in Table II are as follows:

Headings	Description
County	Each county's data is detailed by type (county office, elementary, high school, unified, or common administration).
Number of LEAs	The number of local educational agencies that responded to the survey is displayed by type.
Total Salary Schedule FTE	The total certificated full-time equivalent (FTE) employees summarized by type of district within each county.
Total Salary Schedule Cost	The total salaries paid certificated employees on the regular teacher salary schedule. This amount is calculated by multiplying the amount of the annual salary indicated on the salary schedule times the number of FTEs. These totals are summarized by type of district within each county.
Average Schedule Salary Paid	The average salary that is paid to an employee on the teacher salary schedule. The average salary is determined by dividing the total salary schedule cost by the FTE. This information is summarized by type of district within each county.
Highest Schedule Salary Offered	This amount represents the highest salary that is offered in the county by type of district.
Mid Point Salary Offered	This amount represents the midpoint between the highest and lowest salary offered in the county by type of district.
Lowest Schedule Salary Offered	This amount represents the lowest salary that is offered in the county by type of district.

At the end of Table II under the Grand Totals section, the total number of LEAs that responded to the survey, the total salary schedule FTE, and the total salary schedule cost have been totaled by type of LEA. The highest, the lowest, and the midpoint salary offered statewide are also summarized by type of LEA. In the Total Statewide Average section, the average salary paid and the averages of the highest, midpoint, and lowest salaries offered are shown.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
01	ALAMEDA COUNTY OFFICE OF ED.	60.25	54,545	EC	83,656	10	102,417	79,025	185	N/A	2.50
01	ALAMEDA CITY UNIFIED	452.18	43,172	BA	67,410	27	82,323	62,126	186	8,924.10	2.50
01	ALBANY CITY UNIFIED	209.30	42,779	BA<60	65,163	6	83,985	62,305	184	3,659.61	0.00
01	BERKELEY UNIFIED	597.47	39,459	PRE-I	68,192	12	82,022	66,101	184	8,906.72	2.50
01	CASTRO VALLEY UNIFIED	439.31	44,355	EC/I	69,171	27	87,919	68,578	185	8,891.90	1.00
01	DUBLIN UNIFIED	381.80	54,346	BA<45	75,829	5	93,239	78,574	185	7,190.51	1.50
01	EMERY UNIFIED	Did Not Submit Current Year J90								701.70	
01	FREMONT UNIFIED	1,493.06	54,866	BA	78,203	6	99,925	75,516	187	32,498.73	0.00
01	HAYWARD UNIFIED	1,003.18	52,864	BA	74,857	18	88,061	73,840	186	19,784.43	0.00
01	LIVERMORE VALLEY JOINT UNIFIED	598.84	37,185	BA NC	69,727	17	83,590	68,495	185	12,208.92	0.00
01	MOUNTAIN HOUSE ELEMENTARY	Did Not Submit Current Year J90								31.42	
01	NEW HAVEN UNIFIED	577.30	45,834	I	81,433	14	99,897	77,629	178	12,309.14	1.18
01	NEWARK UNIFIED	281.20	54,300	BA+30	76,330	10	94,192	75,355	186	6,241.57	0.00
01	OAKLAND UNIFIED	1,928.36	39,456	BA	55,086	31	70,934	54,328	186	34,711.12	0.00
01	PIEDMONT CITY UNIFIED	173.33	43,740	BA<30	72,061	10	87,175	65,951	182	2,510.31	0.00
01	PLEASANTON UNIFIED	703.14	55,646	BA NC	85,446	7	98,045	80,752	185	14,499.37	0.00
01	SAN LEANDRO UNIFIED	439.27	50,218	BA<45	74,515	11	91,913	69,449	186	8,348.28	2.00
01	SAN LORENZO UNIFIED	514.43	44,817	BA<45	71,424	7	90,688	66,696	185	10,798.47	0.00
01	SUNOL GLEN UNIFIED	Did Not Submit Current Year J90								262.31	
02	ALPINE COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
02	ALPINE COUNTY UNIFIED	12.80	39,761	BA+30	54,611	5	65,055	52,199	183	93.20	0.00
03	AMADOR COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
03	AMADOR COUNTY UNIFIED	177.33	40,282	BA+30	61,123	13	76,472	58,054	183	3,657.94	0.96
04	BUTTE COUNTY OFFICE OF ED.	119.34	34,621	EC/I	57,625	18	69,750	52,841	183	940.45	0.00
04	BANGOR UNION ELEMENTARY	6.23	38,710	BA+30	55,249	10	62,322	50,248	182	114.23	0.00
04	BIGGS UNIFIED	29.50	36,031	BA+30	54,889	5	67,218	48,678	184	518.57	2.50
04	CHICO UNIFIED	638.30	38,541	BA<45	63,298	35	85,671	53,749	183	11,476.82	0.00
04	DURHAM UNIFIED	56.60	38,977	BA	62,955	15	75,712	53,442	183	945.35	0.00
04	FEATHER FALLS UNION ELEMENTARY	1.00	33,120	PR	46,339	4	63,154	51,376	183	13.39	3.50
04	GOLDEN FEATHER UNION ELEMENTARY	Did Not Submit Current Year J90								101.89	
04	GRIDLEY UNIFIED	105.60	35,389	BA	59,480	30	76,383	54,748	183	2,006.71	0.00
04	MANZANITA ELEMENTARY	Did Not Submit Current Year J90								288.59	
04	OROVILLE CITY ELEMENTARY	124.20	42,851	BA+30	69,807	6	81,264	66,528	185	2,446.86	0.00
04	OROVILLE UNION HIGH	117.20	39,205	BA+15	61,667	9	77,187	56,626	184	2,230.57	0.00
04	PALERMO UNION ELEMENTARY	68.09	40,866	BA+44	62,284	15	78,473	56,794	183	1,242.76	0.00
04	PARADISE UNIFIED	183.83	34,340	BA+30	58,306	32	75,335	50,504	185	3,771.54	0.00
04	PIONEER UNION ELEMENTARY	Did Not Submit Current Year J90								56.56	
04	THERMALITO UNION ELEMENTARY	Did Not Submit Current Year J90								1,266.97	
05	CALAVERAS COUNTY OFFICE OF ED.	44.41	38,459	BA+EC	56,106	29	73,633	53,382	185	442.82	0.00
05	BRET HARTE UNION HIGH	40.00	44,081	BA+15	77,903	12	98,756	61,277	182	707.38	0.00

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
05	CALAVERAS UNIFIED	142.24	39,236	BA	63,290	12	78,471	54,492	185	3,050.92	0.00
05	MARK TWAIN UNION ELEMENTARY	35.00	32,398	BA	60,333	6	78,240	58,316	183	778.51	0.00
05	VALLECITO UNION ELEMENTARY	30.00	42,531	BA+30	66,229	8	81,184	55,911	184	557.15	0.00
06	COLUSA COUNTY OFFICE OF ED.	31.53	45,087	BA+30	64,037	13	72,522	64,857	185	N/A	0.00
06	COLUSA UNIFIED	65.38	41,581	BA+15	61,692	22	73,471	55,816	186	1,349.04	0.00
06	MAXWELL UNIFIED	19.00	40,407	BA	59,909	6	73,779	56,442	177	329.44	0.00
06	PIERCE JOINT UNIFIED	66.35	41,304	BA+30	58,354	10	73,945	55,243	184	1,320.48	0.00
06	WILLIAMS UNIFIED	59.57	35,813	NC	63,082	6	81,534	59,787	184	1,250.76	3.00
07	CONTRA COSTA COUNTY OFFICE OF ED.	114.40	43,154	BA	67,418	12	85,297	65,059	180	N/A	3.00
07	ACALANES UNION HIGH	263.90	40,000	BA+PC	78,876	10	89,801	70,148	186	5,141.08	1.00
07	ANTIOCH UNIFIED	789.60	37,016	BA	69,325	13	82,528	64,691	184	17,235.00	3.00
07	BRENTWOOD UNION ELEMENTARY	380.73	43,738	NC	74,121	8	84,172	68,773	182	8,196.52	0.00
07	BYRON UNION ELEMENTARY	73.50	40,634	EC/I	66,154	5	78,975	68,483	187	1,618.59	0.00
07	CANYON ELEMENTARY	4.00	38,500	BA+30	55,913	6	66,250	54,300	187	69.97	0.00
07	JOHN SWETT UNIFIED	76.60	37,260	BA NC	57,889	13	73,715	55,836	180	1,513.83	0.00
07	KNIGHTSEN ELEMENTARY	23.53	37,323	BA NC	64,985	12	73,869	63,144	186	456.49	1.02
07	LAFAYETTE ELEMENTARY	181.06	41,769	BA	68,361	5	81,520	64,410	186	3,345.82	0.00
07	LIBERTY UNION HIGH	286.76	43,180	BA	65,276	5	81,242	65,926	183	7,252.86	0.00
07	MARTINEZ UNIFIED	200.00	36,668	NC	64,345	12	77,055	59,517	183	3,892.67	4.00
07	MORAGA ELEMENTARY	93.59	46,235	BA	66,701	6	78,639	62,250	186	1,811.90	1.58
07	MT. DIABLO UNIFIED	1,550.36	44,650	BA<45	63,694	12	82,326	61,647	183	30,505.63	0.00
07	OAKLEY UNION ELEMENTARY	181.90	38,647	BA	65,373	10	78,742	61,927	180	4,572.81	0.00
07	ORINDA UNION ELEMENTARY	137.07	30,761	BA NC	66,920	11	81,392	61,804	184	2,418.62	0.00
07	PITTSBURG UNIFIED	504.90	41,429	BA	60,839	12	76,884	61,869	185	10,044.59	1.00
07	SAN RAMON VALLEY UNIFIED	1,412.92	42,805	BA NC	67,587	8	89,108	67,387	186	29,927.93	0.00
07	WALNUT CREEK ELEMENTARY	171.24	44,960	BA<45	73,019	21	85,226	66,721	185	3,432.14	2.00
07	WEST CONTRA COSTA UNIFIED	1,320.66	36,777	BA	57,253	11	75,980	56,678	184	27,972.78	0.00
08	DEL NORTE COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
08	DEL NORTE COUNTY UNIFIED	215.92	39,598	BA+30	59,720	6	68,945	60,048	186	3,094.55	0.00
09	EL DORADO COUNTY OFFICE OF ED.	61.01	39,984	BA+30	65,865	5	81,510	57,575	183	N/A	2.00
09	BLACK OAK MINE UNIFIED	61.00	37,796	BA+15	60,172	19	70,033	48,356	182	1,213.75	0.00
09	BUCKEYE UNION ELEMENTARY	208.70	39,405	BA+24	64,897	9	79,768	59,519	185	4,597.75	1.00
09	CAMINO UNION ELEMENTARY	25.76	42,215	BA+30	61,628	18	76,348	54,940	182	404.12	2.00
09	EL DORADO UNION HIGH	285.59	41,030	BA+EC	71,050	8	85,479	58,917	182	6,531.16	0.00
09	GOLD OAK UNION ELEMENTARY	19.00	34,288	BA	62,421	23	68,296	50,895	182	423.36	1.00
09	GOLD TRAIL UNION ELEMENTARY	Did Not Submit Current Year J90								553.67	
09	INDIAN DIGGINGS ELEMENTARY	Did Not Submit Current Year J90								18.27	
09	LAKE TAHOE UNIFIED	197.67	40,201	BA	66,972	7	85,618	61,437	185	3,548.05	1.00
09	LATROBE ELEMENTARY	Did Not Submit Current Year J90								147.14	
09	MOTHER LODE UNION ELEMENTARY	Did Not Submit Current Year J90								1,096.19	

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
09	PIONEER UNION ELEMENTARY	15.52	35,327	BA	60,200	8	73,953	52,660	184	302.89	0.00
09	PLACERVILLE UNION ELEMENTARY	60.60	39,409	BA+15	60,179	10	71,858	52,918	183	1,201.72	2.00
09	POLLOCK PINES ELEMENTARY	32.00	40,425	BA	60,356	11	71,185	54,066	185	656.02	0.00
09	RESCUE UNION ELEMENTARY	166.32	43,104	BA+30	66,921	6	80,789	60,368	181	3,781.83	0.00
09	SILVER FORK ELEMENTARY	Did Not Submit Current Year J90								9.76	
10	FRESNO COUNTY OFFICE OF ED.	189.19	41,407	EC/I	64,684	18	72,534	60,489	183	N/A	0.00
10	ALVINA ELEMENTARY	Did Not Submit Current Year J90								195.67	
10	BIG CREEK ELEMENTARY	Did Not Submit Current Year J90								51.10	
10	BURREL UNION ELEMENTARY	Did Not Submit Current Year J90								115.35	
10	CARUTHERS UNIFIED	71.81	38,537	BA NC	56,711	15	69,873	56,446	175	1,288.44	0.00
10	CENTRAL UNIFIED	654.30	33,169	BA NC	64,618	19	77,315	59,357	182	14,417.97	1.00
10	CLAY JOINT ELEMENTARY	11.00	39,117	BA	57,718	5	61,826	56,463	177	252.02	0.00
10	CLOVIS UNIFIED	1,537.48	34,699	NC	61,519	25	74,146	57,833	186	38,163.96	0.00
10	COALINGA/HURON JOINT UNIFIED	202.17	37,241	EC/I	64,151	6	75,064	64,293	183	4,038.47	0.00
10	FIREBAUGH-LAS DELTAS UNIFIED	104.18	33,470	BA NC	57,297	15	75,315	55,532	184	2,196.52	0.00
10	FOWLER UNIFIED	108.02	40,929	EC/I	59,002	30	71,338	57,488	185	2,285.64	0.00
10	FRESNO UNIFIED	3,223.83	38,347	NC	66,853	10	73,718	63,656	185	66,176.61	0.00
10	GOLDEN PLAINS UNIFIED	91.00	35,119	BA	54,095	25	71,452	54,341	185	1,762.54	0.00
10	KERMAN UNIFIED	208.86	38,175	BA	59,486	10	72,415	59,289	181	4,645.81	0.00
10	KINGS CANYON JOINT UNIFIED	451.55	38,672	NC	63,621	23	82,268	58,321	185	9,447.88	0.00
10	KINGSBURG JOINT UNION ELEMENTARY	104.37	40,326	BA+30	59,386	6	80,001	53,276	182	2,136.94	0.00
10	KINGSBURG JOINT UNION HIGH	47.75	42,218	NC	70,809	14	82,464	62,168	183	1,111.73	0.00
10	LATON JOINT UNIFIED	42.00	34,736	BA+15	52,096	6	75,788	51,461	184	655.21	0.00
10	MENDOTA UNIFIED	140.00	38,036	BA	57,700	6	69,014	59,875	185	2,768.74	0.00
10	MONROE ELEMENTARY	10.50	32,573	BA	47,353	1	53,347	46,015	183	194.97	0.00
10	ORANGE CENTER ELEMENTARY	Did Not Submit Current Year J90								306.13	
10	PACIFIC UNION ELEMENTARY	Did Not Submit Current Year J90								357.22	
10	PARLIER UNIFIED	160.00	31,970	BA	53,262	16	66,464	52,265	184	3,105.69	0.00
10	PINE RIDGE ELEMENTARY	9.00	39,227	BA	59,629	6	73,620	60,864	184	72.33	0.00
10	RAISIN CITY ELEMENTARY	Did Not Submit Current Year J90								333.26	
10	RIVERDALE JOINT UNIFIED	78.00	40,559	BA	58,996	14	70,006	57,486	183	1,501.88	0.00
10	SANGER UNIFIED	542.69	39,298	BA	59,219	24	78,795	56,890	185	10,533.06	0.00
10	SELMA UNIFIED	Did Not Submit Current Year J90								6,080.94	
10	SIERRA UNIFIED	73.53	35,971	BA	61,824	11	69,242	55,815	179	1,309.93	3.84
10	WASHINGTON COLONY ELEMENTARY	Did Not Submit Current Year J90								409.87	
10	WASHINGTON UNIFIED	139.00	40,401	BA+30	56,030	14	72,809	57,829	181	2,430.78	2.00
10	WEST PARK ELEMENTARY	25.54	37,477	SLS	47,915	1	67,116	45,591	176	665.65	0.00
10	WESTSIDE ELEMENTARY	12.00	34,507	BA	52,957	29	62,953	52,457	180	223.92	0.00
11	GLENN COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
11	CAPAY JOINT UNION ELEMENTARY	Did Not Submit Current Year J90								191.99	
11	HAMILTON UNIFIED	33.41	34,708	BA NC	62,129	6	73,495	56,327	179	683.68	0.00
11	LAKE ELEMENTARY	Did Not Submit Current Year J90								153.14	

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
11	ORLAND JOINT UNIFIED	104.85	40,047	BA+30	58,033	6	74,079	54,381	181	2,062.46	0.00
11	PLAZA ELEMENTARY	Did Not Submit Current Year J90								132.60	
11	PRINCETON JOINT UNIFIED	16.34	39,899	BA<45	47,557	30	67,021	46,677	183	193.93	0.00
11	STONY CREEK JOINT UNIFIED	10.43	38,279	EC/I	52,128	12	67,063	55,551	186	95.62	0.00
11	WILLOWS UNIFIED	63.08	52,393	BA<30	71,574	25	81,837	67,928	175	1,379.09	0.60
12	HUMBOLDT COUNTY OFFICE OF ED.	79.02	39,379	BA+CR	54,644	10	63,161	50,985	184	N/A	0.00
12	ARCATA ELEMENTARY	27.30	36,915	BA+30	58,076	6	65,593	57,946	182	486.81	0.00
12	BIG LAGOON UNION ELEMENTARY	Did Not Submit Current Year J90								63.10	
12	BLUE LAKE UNION ELEMENTARY	9.74	38,842	BA+30	56,928	3	64,478	54,379	183	145.03	0.00
12	BRIDGEVILLE ELEMENTARY	3.20	29,340	SLS	45,498	8	46,267	43,189	185	37.23	0.00
12	CUDDEBACK UNION ELEMENTARY	8.65	36,788	BA+CR	46,933	26	57,346	43,054	182	116.44	0.00
12	CUTTEN ELEMENTARY	27.50	39,693	BA+CR	63,161	5	71,709	60,707	182	534.89	0.00
12	EUREKA CITY UNIFIED	173.00	36,431	BA+30	60,860	11	68,041	51,359	185	3,450.77	0.00
12	FERNDALE UNIFIED	28.37	34,458	BA+30	55,806	6	61,336	52,291	181	487.86	0.00
12	FIELDBROOK ELEMENTARY	Did Not Submit Current Year J90								134.46	
12	FORTUNA ELEMENTARY	67.63	34,990	BA+30	58,840	10	64,346	56,347	184	1,104.09	0.00
12	FORTUNA UNION HIGH	54.90	37,308	BA+30	56,736	20	67,219	56,707	182	1,002.82	0.00
12	FRESHWATER ELEMENTARY	17.51	35,027	BA+30	54,717	6	64,500	51,046	182	321.87	0.00
12	GARFIELD ELEMENTARY	4.04	28,032	BA	44,067	5	57,219	42,658	182	59.68	0.00
12	GREEN POINT ELEMENTARY	Did Not Submit Current Year J90								6.18	
12	HYDESVILLE ELEMENTARY	Did Not Submit Current Year J90								156.85	
12	JACOBY CREEK ELEMENTARY	23.26	31,646	BA	62,744	6	68,505	56,869	181	158.20	0.00
12	KLAMATH-TRINITY JOINT UNIFIED	71.08	39,332	BA+45	58,197	7	70,001	57,647	182	929.51	0.00
12	KNEELAND ELEMENTARY	Did Not Submit Current Year J90								30.65	
12	LOLETA UNION ELEMENTARY	Did Not Submit Current Year J90								106.69	
12	MAPLE CREEK ELEMENTARY	1.45	34,000	BA+30	39,815	5	44,880	41,480	182	10.42	0.00
12	MATTOLE UNIFIED	8.05	34,292	BA+30	41,747	11	52,867	48,581	183	52.31	0.00
12	MCKINLEYVILLE UNION ELEMENTARY	Did Not Submit Current Year J90								1,091.82	
12	NORTHERN HUMBOLDT UNION HIGH	90.10	33,362	BA	61,884	6	71,846	59,655	182	1,494.18	0.00
12	ORICK ELEMENTARY	Did Not Submit Current Year J90								18.69	
12	PACIFIC UNION ELEMENTARY	25.99	43,421	BA+30	58,846	5	70,855	55,815	182	472.74	0.00
12	PENINSULA UNION ELEMENTARY	Did Not Submit Current Year J90								31.00	
12	RIO DELL ELEMENTARY	17.90	36,621	BA+30	56,682	6	65,589	52,825	184	291.68	0.00
12	SCOTIA UNION ELEMENTARY	12.20	34,000	BA+24	55,524	14	60,028	51,770	183	226.60	1.00
12	SOUTH BAY UNION ELEMENTARY	29.34	36,225	BA+30	51,269	6	63,749	51,605	184	513.25	0.00
12	SOUTHERN HUMBOLDT JOINT UNIFIED	39.90	40,347	BA+30	51,687	8	62,793	49,783	184	707.36	1.00
12	TRINIDAD UNION ELEMENTARY	Did Not Submit Current Year J90								163.39	
13	IMPERIAL COUNTY OFFICE OF ED.	58.00	40,037	BA	63,583	13	83,387	65,962	187	N/A	0.00
13	BRAWLEY ELEMENTARY	153.00	41,532	BA<15	76,376	11	85,972	69,567	184	3,620.29	2.00
13	BRAWLEY UNION HIGH	71.80	43,785	BA	78,028	33	100,161	75,531	182	1,709.40	0.00
13	CALEXICO UNIFIED	386.00	35,302	BA	66,057	9	77,709	61,249	181	8,712.97	0.00
13	CALIPATRIA UNIFIED	65.00	37,863	BA	59,320	9	74,779	61,149	186	1,132.91	2.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
13	CENTRAL UNION HIGH	187.20	42,325	BA	72,674	9	97,454	71,390	187	3,898.97	0.00
13	EL CENTRO ELEMENTARY	208.90	40,358	BA+CR	73,990	9	85,501	68,009	185	4,759.56	0.00
13	HEBER ELEMENTARY	64.00	37,532	BA	60,413	8	76,738	62,440	183	1,122.64	2.00
13	HOLTVILLE UNIFIED	81.00	43,451	BA	65,659	11	81,670	64,092	183	1,515.83	0.42
13	IMPERIAL UNIFIED	162.00	44,865	BA	72,629	11	84,735	72,150	185	3,582.69	0.00
13	MAGNOLIA UNION ELEMENTARY	5.50	37,100	BA	66,318	7	94,384	58,359	183	127.50	0.00
13	MCCABE UNION ELEMENTARY	53.00	39,504	BA	62,690	10	81,304	65,847	185	1,234.92	0.00
13	MEADOWS UNION ELEMENTARY	25.00	40,096	BA	67,879	6	86,272	63,184	185	454.67	0.00
13	MULBERRY ELEMENTARY	5.00	35,412	BA	49,848	6	68,522	59,714	187	82.71	0.00
13	SAN PASQUAL VALLEY UNIFIED	59.50	41,669	EC/I	62,602	9	76,119	61,444	181	721.21	5.00
13	SEELEY UNION ELEMENTARY	18.00	44,038	BA	65,327	5	80,569	63,479	187	331.93	0.00
13	WESTMORLAND UNION ELEMENTARY	21.00	41,611	NC	59,715	10	81,052	64,056	183	356.12	0.00
14	INYO COUNTY OFFICE OF ED.	3.00	50,569	BA+30	86,985	10	88,112	76,043	180	N/A	3.00
14	BIG PINE UNIFIED	16.00	35,461	BA	60,678	6	75,959	59,727	182	168.47	3.00
14	BISHOP UNIFIED	101.10	35,300	BA+15	64,220	15	80,001	60,094	185	1,809.91	0.00
14	DEATH VALLEY UNIFIED	Did Not Submit Current Year J90								28.62	
14	LONE PINE UNIFIED	23.27	37,485	BA NC	64,083	8	79,980	65,489	180	370.93	0.00
14	OWENS VALLEY UNIFIED	Did Not Submit Current Year J90								63.73	
14	ROUND VALLEY JOINT ELEMENTARY	Did Not Submit Current Year J90								77.72	
15	KERN COUNTY OFFICE OF ED.	247.50	41,766	BA	58,665	11	76,194	56,542	185	1,212.55	0.00
15	ARVIN UNION ELEMENTARY	145.00	41,846	BA	62,171	9	73,434	62,153	185	3,002.58	0.00
15	BAKERSFIELD CITY ELEMENTARY	1,438.00	40,433	BA	62,217	7	78,592	60,955	182	27,297.73	0.00
15	BEARDSLEY ELEMENTARY	68.62	39,627	BA+CR	55,569	13	76,000	52,284	182	1,612.54	0.00
15	BELRIDGE ELEMENTARY	3.00	52,187	SLS	63,105	5	77,986	66,837	186	30.56	2.00
15	BLAKE ELEMENTARY	Did Not Submit Current Year J90								6.24	
15	BUTTONWILLOW UNION ELEMENTARY	19.00	43,294	BA	54,711	5	76,499	52,447	183	325.47	0.00
15	CALIENTE UNION ELEMENTARY	6.00	24,575	BA+12	35,608	7	53,195	45,617	178	58.15	0.00
15	DELANO JOINT UNION HIGH	181.47	33,067	BA	57,915	10	85,017	58,198	177	4,112.58	0.00
15	DELANO UNION ELEMENTARY	388.00	43,859	BA	64,457	11	87,062	64,422	183	7,431.81	0.00
15	DI GIORGIO ELEMENTARY	Did Not Submit Current Year J90								196.50	
15	EDISON ELEMENTARY	54.41	39,332	BA	55,455	8	71,128	55,727	182	1,094.77	0.00
15	EL TEJON UNIFIED	Did Not Submit Current Year J90								765.16	
15	ELK HILLS ELEMENTARY	11.00	41,653	BA<30	49,816	5	76,514	54,292	185	190.74	3.00
15	FAIRFAX ELEMENTARY	107.50	38,709	BA	57,233	8	81,601	57,733	185	2,274.63	0.00
15	FRUITVALE ELEMENTARY	139.83	40,000	I	67,766	6	78,467	62,566	183	3,166.84	0.00
15	GENERAL SHAFTER ELEMENTARY	7.00	35,537	BA	58,547	6	71,820	56,189	183	141.54	2.00
15	GREENFIELD UNION ELEMENTARY	357.53	41,134	BA<24	64,300	6	78,993	59,578	184	8,657.05	0.00
15	KERN UNION HIGH	1,683.74	43,597	BA	67,906	13	93,470	62,567	184	34,442.25	0.00
15	KERNVILLE UNION ELEMENTARY	33.50	39,201	EC	57,887	20	65,292	55,402	184	717.23	0.00
15	LAKESIDE UNION ELEMENTARY	65.00	40,206	BA	61,721	5	72,414	58,412	183	1,242.15	0.00
15	LAMONT ELEMENTARY	Did Not Submit Current Year J90								2,711.35	
15	LINNS VALLEY-POSO FLAT ELEMENTARY	Did Not Submit Current Year J90								29.65	

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15	LOST HILLS UNION ELEMENTARY	25.00	36,645	BA+PC	55,131	15	69,555	57,383	185	555.52	1.50
15	MAPLE ELEMENTARY	11.00	38,082	PC	55,624	5	67,621	55,940	182	264.53	0.00
15	MARICOPA UNIFIED	Did Not Submit Current Year J90								298.79	
15	MCFARLAND UNIFIED	187.00	40,811	BA	59,644	3	76,461	60,058	184	3,131.10	0.00
15	MCKITTRICK ELEMENTARY	Did Not Submit Current Year J90								9.47	
15	MIDWAY ELEMENTARY	7.00	39,631	BA	65,755	15	78,470	64,218	185	93.22	1.64
15	MOJAVE UNIFIED	116.00	33,260	BA	61,582	7	83,341	60,605	175	2,461.74	4.00
15	MUROC JOINT UNIFIED	95.00	31,938	BA	58,188	8	75,467	56,851	175	1,952.08	5.43
15	NORRIS ELEMENTARY	Did Not Submit Current Year J90								3,742.45	
15	PANAMA-BUENA VISTA UNION ELEMENTARY	697.59	42,328	BA	65,955	6	79,567	62,078	183	16,532.36	0.00
15	POND UNION ELEMENTARY	Did Not Submit Current Year J90								226.00	
15	RICHLAND UNION ELEMENTARY	160.00	39,802	BA+I	65,316	11	81,465	63,981	179	3,204.78	2.19
15	RIO BRAVO-GREELEY UNION ELEMENTARY	43.28	38,338	BA	60,354	11	68,268	58,237	183	979.95	0.00
15	ROSEDALE UNION ELEMENTARY	246.00	39,835	BA	63,408	6	75,679	57,930	184	5,214.58	0.00
15	SEMITROPIC ELEMENTARY	Did Not Submit Current Year J90								262.48	
15	SIERRA SANDS UNIFIED	241.29	34,782	BA+EC	59,464	8	76,832	56,710	182	4,725.98	0.00
15	SOUTH FORK UNION ELEMENTARY	12.00	35,703	BA	57,007	20	64,715	52,184	184	254.49	3.00
15	SOUTHERN KERN UNIFIED	131.20	38,684	BA	65,429	10	77,583	62,232	179	2,866.23	0.00
15	STANDARD ELEMENTARY	134.00	40,820	BA+CR	64,761	1	76,866	59,884	183	2,781.84	0.00
15	TAFT CITY ELEMENTARY	99.00	36,267	BA<30	53,661	8	68,556	53,869	185	1,960.46	0.00
15	TAFT UNION HIGH	71.57	44,960	BA	79,713	26	94,813	71,689	185	947.27	0.00
15	TEHACHAPI UNIFIED	193.00	33,891	NC	63,493	11	70,446	60,283	180	4,145.36	1.10
15	VINELAND ELEMENTARY	Did Not Submit Current Year J90								725.83	
15	WASCO UNION ELEMENTARY	139.00	39,492	I	63,562	7	73,821	59,474	182	3,314.63	0.00
15	WASCO UNION HIGH	77.00	43,539	BA+30	65,444	12	81,658	64,642	184	1,600.27	0.00
16	KINGS COUNTY OFFICE OF ED.	66.00	38,740	BA	59,856	15	69,995	58,206	184	N/A	0.00
16	ARMONA UNION ELEMENTARY	44.00	41,934	BA+CR	63,473	16	72,763	59,975	184	948.22	0.00
16	CENTRAL UNION ELEMENTARY	97.00	45,010	BA	74,565	27	87,351	70,514	183	1,732.59	0.00
16	CORCORAN JOINT UNIFIED	152.00	44,180	BA+30	62,750	1	82,192	61,829	184	3,038.74	0.00
16	HANFORD ELEMENTARY	269.00	38,392	BA NC	59,919	12	78,339	63,127	184	5,537.33	0.00
16	HANFORD JOINT UNION HIGH	146.50	41,847	BA	65,863	14	83,303	63,730	185	3,634.96	0.00
16	ISLAND UNION ELEMENTARY	Did Not Submit Current Year J90								311.37	
16	KINGS RIVER-HARDWICK UNION ELEMENTARY	33.00	39,495	BA<45	62,675	12	74,029	60,798	186	364.36	0.00
16	KIT CARSON UNION ELEMENTARY	Did Not Submit Current Year J90								390.80	
16	LAKESIDE UNION ELEMENTARY	17.00	36,030	BA<45	44,812	7	71,040	51,197	184	294.23	0.00
16	LEMOORE UNION ELEMENTARY	143.00	36,050	BA+30	60,328	11	83,889	55,497	183	3,043.16	0.00
16	LEMOORE UNION HIGH	109.44	41,759	BA<30	61,264	11	84,818	59,658	182	2,167.65	0.00
16	PIONEER UNION ELEMENTARY	62.60	40,370	BA	66,469	12	71,382	63,507	187	1,519.33	0.00
16	REEF-SUNSET UNIFIED	128.00	39,514	BA+15	60,614	23	73,820	59,726	184	2,482.14	0.00
17	LAKE COUNTY OFFICE OF ED.	6.00	43,148	BA+30	58,147	6	63,291	57,916	183	N/A	0.00
17	KELSEYVILLE UNIFIED	Did Not Submit Current Year J90								1,603.68	
17	KONOCTI UNIFIED	150.00	30,595	BA+29	52,341	9	70,184	53,207	182	2,781.63	0.00

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17	LAKEPORT UNIFIED	82.11	31,857	DSC	55,169	10	64,197	52,773	183	1,434.42	0.00
17	LUCERNE ELEMENTARY	13.00	39,860	BA+30	54,292	7	67,082	56,735	183	233.66	0.00
17	MIDDLETOWN UNIFIED	76.67	39,585	BA+30	60,396	13	64,108	55,130	184	1,480.09	3.53
17	UPPER LAKE UNION ELEMENTARY	26.13	39,015	BA	57,258	8	69,311	57,587	183	489.92	0.00
17	UPPER LAKE UNION HIGH	15.00	38,793	BA+30	51,343	8	68,210	55,489	182	296.40	0.00
18	LASSEN COUNTY OFFICE OF ED.	41.61	32,762	EC/I	54,762	11	86,211	52,612	179	N/A	0.00
18	BIG VALLEY JOINT UNIFIED	10.00	29,085	BA	46,582	28	59,057	43,945	180	184.41	0.00
18	FORT SAGE UNIFIED	14.82	28,500	NC	46,929	11	61,745	47,265	183	175.74	0.00
18	JANESVILLE UNION ELEMENTARY	14.00	37,528	BA+30	66,515	9	76,286	51,947	179	335.62	0.00
18	JOHNSTONVILLE ELEMENTARY	10.00	33,002	BA+15	49,847	7	68,243	50,742	183	220.35	0.00
18	LASSEN UNION HIGH	44.00	35,016	BA NC	57,611	12	79,798	54,271	184	904.08	0.00
18	RAVENDALE ELEMENTARY	Did Not Submit Current Year J90								7.51	
18	RICHMOND ELEMENTARY	9.00	39,562	SLS	49,029	1	58,225	58,225	180	228.84	0.00
18	SHAFFER UNION ELEMENTARY	7.00	41,542	BA+30	71,938	24	76,020	56,288	179	181.90	0.00
18	SUSANVILLE ELEMENTARY	41.00	37,364	BA NC	62,106	12	70,683	49,923	177	963.62	0.00
18	WESTWOOD UNIFIED	10.00	37,525	BA<45	54,115	7	65,711	52,681	184	198.21	0.00
19	LOS ANGELES COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
19	ABC UNIFIED	922.00	45,000	BA	71,593	13	90,000	66,055	180	20,201.89	0.00
19	ACTON-AGUA DULCE UNIFIED	55.00	43,844	BA	69,064	13	78,069	70,016	182	1,286.70	0.00
19	ALHAMBRA UNIFIED	762.92	35,427	BA NC	70,370	8	97,262	66,491	181	17,512.24	0.00
19	ANTELOPE VALLEY UNION HIGH	1,001.60	36,720	BA	68,250	11	92,023	66,834	182	21,118.44	0.00
19	ARCADIA UNIFIED	392.93	50,123	BA	82,225	6	99,522	76,726	183	9,450.11	3.31
19	AZUSA UNIFIED	471.72	45,017	BA NC	71,930	25	81,588	62,607	184	9,360.44	0.00
19	BALDWIN PARK UNIFIED	683.20	41,011	BA	74,184	12	84,095	60,037	177	14,256.31	0.00
19	BASSETT UNIFIED	177.00	38,776	BA	70,783	14	77,770	63,783	175	4,085.29	0.00
19	BELLFLOWER UNIFIED	590.00	43,684	BA	70,035	26	82,874	66,673	184	13,071.08	0.00
19	BEVERLY HILLS UNIFIED	Did Not Submit Current Year J90								4,346.04	
19	BONITA UNIFIED	397.80	45,123	BA	71,689	11	85,476	67,817	185	9,524.10	1.50
19	BURBANK UNIFIED	663.20	39,918	BA NC	69,395	16	83,400	65,286	183	14,844.60	1.50
19	CASTAIC UNION ELEMENTARY	151.31	38,289	BA	68,692	10	76,199	62,054	181	2,776.37	0.00
19	CENTINELA VALLEY HIGH	251.00	41,394	EC/I	67,750	30	87,221	68,616	184	6,161.10	0.00
19	CHARTER OAK UNIFIED	237.00	38,495	BA+CR	75,261	10	85,223	70,253	184	5,364.13	0.00
19	CLAREMONT UNIFIED	298.85	44,588	BA	69,745	10	90,492	65,801	181	6,758.21	0.00
19	COMPTON UNIFIED	1,188.00	38,621	BA NC	70,745	10	87,028	66,543	184	23,080.18	0.00
19	COVINA-VALLEY UNIFIED	558.20	40,950	BA	73,346	9	84,162	71,220	183	12,552.40	0.00
19	CULVER CITY UNIFIED	307.90	42,238	BA+CR	66,896	11	82,304	66,320	184	6,503.06	2.00
19	DOWNEY UNIFIED	975.20	48,275	BA	79,640	26	94,246	75,909	183	22,048.51	0.00
19	DUARTE UNIFIED	178.87	44,661	BA NC	67,570	25	85,259	64,582	185	3,607.75	1.50
19	EAST WHITTIER CITY ELEMENTARY	413.38	43,001	BA	73,414	30	88,636	68,563	182	8,736.94	0.00
19	EASTSIDE ELEMENTARY	161.50	38,593	BA	64,043	6	83,589	61,720	176	3,204.00	0.00
19	EL MONTE CITY ELEMENTARY	429.40	42,427	BA NC	74,941	11	87,818	70,467	183	9,085.08	0.00
19	EL MONTE UNION HIGH	469.00	45,394	BA	71,139	30	89,648	69,540	182	9,203.27	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
19	EL RANCHO UNIFIED	414.25	41,431	BA	67,975	12	79,885	62,802	178	9,203.22	0.56
19	EL SEGUNDO UNIFIED	152.80	38,659	BA NC	70,594	16	85,552	68,259	183	3,305.09	0.00
19	GARVEY ELEMENTARY	234.35	42,427	BA	74,531	12	83,889	69,109	183	5,122.58	0.00
19	GLENDALE UNIFIED	1,119.33	42,451	EC/I	71,591	12	88,157	65,170	186	25,245.80	0.00
19	GLENDORA UNIFIED	328.20	39,815	BA	76,309	12	85,344	73,083	182	7,289.53	0.00
19	GORMAN ELEMENTARY	Did Not Submit Current Year J90								94.58	
19	HACIENDA LA PUENTE UNIFIED	985.00	44,124	BA	68,151	12	85,265	68,117	184	19,453.03	1.00
19	HAWTHORNE ELEMENTARY	388.00	39,708	EC	66,240	11	83,960	68,193	176	8,642.87	1.00
19	HERMOSA BEACH CITY ELEMENTARY	60.80	43,580	BA	70,990	10	82,647	73,140	182	1,355.49	0.00
19	HUGHES-ELIZABETH LAKES ELEMENTARY	Did Not Submit Current Year J90								264.23	
19	INGLEWOOD UNIFIED	421.00	39,014	NC	68,533	15	76,985	65,966	185	11,702.61	0.00
19	KEPPEL ELEMENTARY	125.00	37,653	EC/I	67,617	11	80,680	67,864	182	2,587.88	0.00
19	LA CANADA UNIFIED	193.75	43,851	BA	71,131	25	83,876	68,816	185	4,024.58	2.00
19	LANCASTER ELEMENTARY	589.00	35,805	BA	67,728	9	84,094	63,191	179	13,460.67	0.00
19	LAS VIRGENES UNIFIED	554.03	40,055	NC	67,815	8	84,177	66,104	185	10,823.09	0.00
19	LAWNDALE ELEMENTARY	264.30	47,541	BA	75,297	19	87,970	74,953	183	5,555.13	0.00
19	LENNOX ELEMENTARY	302.25	44,301	BA+EC	73,940	6	84,543	72,583	177	5,506.52	0.52
19	LITTLE LAKE CITY ELEMENTARY	190.60	43,194	BA	68,865	26	87,020	67,568	184	4,471.85	0.00
19	LONG BEACH UNIFIED	3,292.00	44,627	BA NC	78,248	16	93,820	68,996	182	78,213.61	0.00
19	LOS ANGELES UNIFIED	25,532.00	39,788	BA NC	68,953	10	78,906	63,553	182	507,596.26	0.00
19	LOS NIETOS ELEMENTARY	Did Not Submit Current Year J90								1,853.34	
19	LOWELL JOINT ELEMENTARY	120.70	37,440	BA+CR	73,436	6	84,423	72,204	177	3,097.93	0.50
19	LYNWOOD UNIFIED	625.00	41,650	BA+15	68,040	10	81,040	69,584	182	14,288.26	0.00
19	MANHATTAN BEACH UNIFIED	322.09	45,901	BA	71,555	30	85,158	70,246	183	6,599.70	3.00
19	MONROVIA UNIFIED	258.52	45,665	BA	71,214	6	86,003	68,745	184	5,690.77	0.00
19	MONTEBELLO UNIFIED	1,176.00	40,160	BA	76,447	10	89,960	70,830	183	29,229.97	0.00
19	MOUNTAIN VIEW ELEMENTARY	303.00	45,768	BA	88,533	22	94,401	78,945	182	7,319.07	0.00
19	NEWHALL ELEMENTARY	316.76	44,186	BA<30	67,470	10	84,078	63,972	184	6,728.14	1.00
19	NORWALK-LA MIRADA UNIFIED	896.46	44,764	BA	72,884	12	91,049	69,406	183	18,869.62	0.00
19	PALMDALE ELEMENTARY	830.00	35,094	BA	66,335	25	76,393	63,873	184	18,680.60	0.00
19	PALOS VERDES PENINSULA UNIFIED	490.85	45,922	BA	69,957	12	84,386	67,725	180	11,494.63	0.00
19	PARAMOUNT UNIFIED	680.70	44,636	BA+CR	72,985	10	87,179	67,422	184	15,314.05	0.00
19	PASADENA UNIFIED	846.75	40,205	BA NC	67,304	7	82,957	62,150	186	17,149.59	0.00
19	POMONA UNIFIED	1,207.90	41,351	DSC	70,983	7	83,698	68,999	181	26,050.51	0.00
19	REDONDO BEACH UNIFIED	391.90	45,998	BA	70,163	11	82,729	68,660	183	8,588.91	0.00
19	ROSEMEAD ELEMENTARY	118.50	44,296	BA+30	73,848	5	86,503	71,037	181	2,743.58	0.00
19	ROWLAND UNIFIED	687.80	40,562	BA	71,672	20	87,332	67,999	185	14,642.43	1.00
19	SAN GABRIEL UNIFIED	229.72	37,166	BA	67,591	13	79,688	65,587	186	5,211.68	1.00
19	SAN MARINO UNIFIED	154.54	45,552	BA+CR	71,143	9	85,282	65,232	186	3,077.36	0.00
19	SANTA MONICA-MALIBU UNIFIED	558.64	44,341	BA	72,767	12	89,135	66,205	183	10,868.94	0.00
19	SAUGUS UNION ELEMENTARY	397.20	39,701	BA	75,625	6	85,201	71,926	180	9,867.57	1.11
19	SOUTH PASADENA UNIFIED	209.43	39,976	BA	72,695	7	90,945	71,968	185	4,503.82	0.00
19	SOUTH WHITTIER ELEMENTARY	159.00	41,047	BA<15	71,996	6	81,620	64,642	175	3,192.07	0.00
19	SULPHUR SPRINGS UNION ELEMENTARY	259.60	40,411	BA<30	68,577	9	83,477	62,862	181	5,366.52	0.00

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19	TEMPLE CITY UNIFIED	233.60	38,308	BA NC	73,319	6	83,069	70,354	185	5,679.44	0.00
19	TORRANCE UNIFIED	886.85	43,138	BA	72,221	8	85,771	73,802	185	23,416.38	4.25
19	VALLE LINDO ELEMENTARY	Did Not Submit Current Year J90								1,200.83	
19	WALNUT VALLEY UNIFIED	588.70	42,080	I	73,903	12	89,309	67,242	182	14,326.98	0.00
19	WEST COVINA UNIFIED	418.00	42,845	BA	68,471	8	85,812	69,355	188	8,898.65	0.00
19	WESTSIDE UNION ELEMENTARY	349.56	38,342	BA	72,979	6	90,329	69,784	182	8,296.74	3.00
19	WHITTIER CITY ELEMENTARY	263.71	35,336	BA	69,195	24	82,725	65,548	175	6,054.66	0.00
19	WHITTIER UNION HIGH	496.20	43,987	BA+I	78,339	24	94,418	75,200	179	12,820.51	3.10
19	WILLIAM S. HART UNION HIGH	976.15	42,641	BA<30	69,425	9	84,102	66,275	180	21,839.29	0.00
19	WILSONA ELEMENTARY	61.00	38,501	BA	71,822	13	81,082	63,522	183	1,316.02	0.00
19	WISEBURN ELEMENTARY	107.50	42,639	BA	70,514	8	84,579	70,238	178	2,470.29	0.00
20	MADERA COUNTY OFFICE OF ED.	99.23	38,024	BA	62,414	17	71,822	59,138	182	388.42	0.00
20	ALVIEW-DAIRYLAND UNION ELEMENTARY	17.00	31,902	NC	48,558	5	60,974	48,308	184	354.30	0.00
20	BASS LAKE ELEMENTARY	40.57	36,978	BA	55,589	6	68,708	51,538	183	765.99	0.00
20	CHAWANAKEE JOINT UNIFIED	Did Not Submit Current Year J90								806.18	
20	CHOWCHILLA ELEMENTARY	94.53	37,019	BA	57,579	11	71,801	56,187	184	2,000.90	0.00
20	CHOWCHILLA UNION HIGH	44.28	38,445	BA	55,330	15	73,013	54,141	183	950.81	0.00
20	GOLDEN VALLEY UNIFIED	89.84	36,515	EC/I	58,367	20	69,802	55,145	178	1,878.05	0.00
20	MADERA UNIFIED	890.65	38,419	BA+CR	61,941	14	73,983	60,085	183	18,422.47	0.00
20	RAYMOND-KNOWLES UNION ELEMENTARY	5.00	28,612	BA	43,387	1	56,263	42,452	178	78.43	0.00
20	YOSEMITE UNIFIED	84.57	41,394	BA+30	66,548	11	77,168	56,869	180	1,760.66	0.00
21	MARIN COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
21	BOLINAS-STINSON UNION ELEMENTARY	11.08	48,698	BA+30	71,842	10	95,403	72,437	186	102.60	0.00
21	DIXIE ELEMENTARY	99.70	48,475	BA+30	74,396	10	94,201	68,210	186	1,814.67	0.00
21	KENTFIELD ELEMENTARY	76.30	49,173	BA	77,785	13	88,192	75,817	187	1,166.32	1.00
21	LAGUNA JOINT ELEMENTARY	Did Not Submit Current Year J90								13.17	
21	LAGUNITAS ELEMENTARY	Did Not Submit Current Year J90								252.69	
21	LARKSPUR-CORTE MADERA ELEMENTARY	85.94	48,697	BA	76,979	13	90,354	73,658	187	1,355.66	1.00
21	LINCOLN ELEMENTARY	Did Not Submit Current Year J90								7.05	
21	MILL VALLEY ELEMENTARY	166.36	49,411	BA	75,663	15	90,026	75,129	184	3,031.64	0.00
21	NICASIO ELEMENTARY	Did Not Submit Current Year J90								45.07	
21	NOVATO UNIFIED	381.20	41,447	BA	63,402	12	82,342	63,849	186	7,522.29	1.00
21	REED UNION ELEMENTARY	88.38	47,960	BA	79,642	16	89,459	74,846	188	1,454.24	0.00
21	ROSS ELEMENTARY	29.40	51,301	BA	76,473	12	95,858	78,505	189	337.55	0.00
21	ROSS VALLEY ELEMENTARY	121.04	47,966	BA+30	64,963	10	83,809	69,042	188	2,139.01	2.00
21	SAN RAFAEL CITY ELEMENTARY	Did Not Submit Current Year J90								4,171.33	
21	SAN RAFAEL CITY HIGH	Did Not Submit Current Year J90								1,881.83	
21	SAUSALITO-MARIN CITY ELEMENTARY	13.00	48,752	BA+30	73,366	6	92,670	73,644	186	118.90	2.00
21	SHORELINE UNIFIED	49.24	47,730	BA+30	77,667	11	91,423	68,647	187	519.63	3.00
21	TAMALPAIS UNION HIGH	239.80	52,802	BA	89,791	8	100,740	82,359	188	3,714.48	2.00
21	UNION JOINT ELEMENTARY	Did Not Submit Current Year J90								10.53	

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22	MARIPOSA COUNTY OFFICE OF ED.	17.97	35,052	BA<30	58,575	8	67,103	54,043	184	N/A	0.00
22	MARIPOSA COUNTY UNIFIED	86.99	35,052	BA<30	59,899	8	67,103	54,043	184	1,611.20	0.00
23	MENDOCINO COUNTY OFFICE OF ED.	38.18	37,319	BA+CR	56,323	14	65,138	53,742	185	N/A	0.00
23	ANDERSON VALLEY UNIFIED	37.04	39,000	BA+30	53,576	9	67,314	47,971	185	520.02	1.09
23	FORT BRAGG UNIFIED	119.94	39,000	BA<60	50,650	10	69,000	49,000	185	1,702.33	0.00
23	LAYTONVILLE UNIFIED	23.50	41,196	BA<30	55,789	10	71,723	51,221	183	372.05	0.00
23	LEGGETT VALLEY UNIFIED	12.67	36,645	BA+30	48,968	7	60,107	47,866	185	105.88	0.00
23	MANCHESTER UNION ELEMENTARY	Did Not Submit Current Year J90								43.71	
23	MENDOCINO UNIFIED	38.60	39,600	BA+30	55,639	10	75,019	52,128	185	497.30	0.00
23	POINT ARENA SCHOOL DISTRICTS	32.63	35,288	BA	51,558	7	70,981	50,707	184	394.60	0.00
23	POTTER VALLEY COMMUNITY UNIFIED	19.63	30,450	I	46,122	20	61,944	45,767	185	264.28	5.00
23	ROUND VALLEY UNIFIED	24.33	41,989	BA+30	54,985	25	72,992	51,707	185	315.23	0.00
23	UKIAH UNIFIED	289.15	40,000	BA<45	59,499	8	77,432	55,001	186	5,212.68	9.00
23	WILLITS UNIFIED	Did Not Submit Current Year J90								1,465.84	
24	MERCED COUNTY OFFICE OF ED.	135.34	39,129	BA	59,982	24	77,471	59,303	184	90.86	0.00
24	ATWATER ELEMENTARY	198.50	37,490	BA NC	69,031	8	77,994	64,214	181	4,504.40	0.00
24	BALLICO-CRESSEY ELEMENTARY	12.00	32,603	BA	53,638	25	66,868	51,186	183	301.07	0.00
24	DELHI UNIFIED	116.00	43,375	BA+30	66,086	7	82,647	59,073	176	2,582.88	0.00
24	DOS PALOS-ORO LOMA JOINT UNIFIED	84.50	36,985	>PC	62,638	10	73,686	56,030	183	2,175.55	0.00
24	EL NIDO ELEMENTARY	9.00	38,719	BA+15	49,538	1	60,356	53,144	179	185.59	0.00
24	GUSTINE UNIFIED	74.00	37,450	NC	62,999	6	75,140	60,471	182	1,649.85	1.68
24	HILMAR UNIFIED	115.60	37,935	BA	61,405	10	74,836	56,849	184	2,134.48	0.00
24	LE GRAND UNION ELEMENTARY	20.00	38,402	BA	56,388	5	67,484	55,884	178	406.08	0.00
24	LE GRAND UNION HIGH	23.00	38,368	BA	60,311	4	72,889	58,140	185	491.34	0.00
24	LIVINGSTON UNION ELEMENTARY	116.00	47,960	BA+30	73,039	6	87,117	65,303	187	2,484.00	0.00
24	LOS BANOS UNIFIED	405.00	38,907	BA NC	63,331	10	82,033	60,898	177	9,229.97	0.00
24	MCSWAIN UNION ELEMENTARY	38.70	42,348	BA<30	66,605	6	83,226	63,236	183	834.28	0.00
24	MERCED CITY ELEMENTARY	458.77	41,212	BA	75,592	6	83,980	68,925	184	10,203.12	0.00
24	MERCED RIVER UNION ELEMENTARY	9.00	38,635	BA+30	54,259	5	70,939	54,925	182	163.53	0.00
24	MERCED UNION HIGH	472.60	44,367	BA	66,848	13	84,283	65,877	184	9,483.96	0.00
24	PLAINSBURG UNION ELEMENTARY	6.00	32,360	BA+30	37,896	18	60,558	46,665	183	128.65	0.00
24	PLANADA ELEMENTARY	41.00	40,970	BA	63,004	5	73,390	58,805	183	734.87	0.00
24	SNELLING-MERCED FALLS UNION ELEMENTARY	Did Not Submit Current Year J90								100.85	
24	WEAVER UNION ELEMENTARY	135.66	47,963	BA+15	67,027	6	82,149	64,228	182	2,477.64	2.00
24	WINTON ELEMENTARY	87.00	38,952	BA NC	64,493	6	80,202	57,198	184	1,793.09	0.00
25	MODOC COUNTY OFFICE OF ED.	13.00	35,834	BA NC	64,790	30	77,841	57,643	184	N/A	0.00
25	MODOC JOINT UNIFIED	45.00	36,067	BA+30	50,660	5	64,848	49,218	183	742.30	0.00
25	SURPRISE VALLEY JOINT UNIFIED	10.50	35,700	BA+30	48,120	5	55,749	47,114	184	110.72	3.00
25	TULELAKE BASIN JOINT UNIFIED	29.81	48,079	BA+EC	65,729	25	81,511	66,907	184	443.13	0.56
26	MONO COUNTY OFFICE OF ED.	11.32	36,660	BA	57,274	6	76,050	61,115	181	N/A	0.00

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26	EASTERN SIERRA UNIFIED	Did Not Submit Current Year J90								384.74	
26	MAMMOTH UNIFIED	Did Not Submit Current Year J90								1,087.27	
27	MONTEREY COUNTY OFFICE OF ED.	132.04	42,615	BA	68,204	13	81,257	65,406	183	415.76	0.00
27	ALISAL UNION ELEMENTARY	307.00	37,743	BA	64,853	6	84,569	61,371	183	8,141.73	0.00
27	BIG SUR UNIFIED	Did Not Submit Current Year J90								18.86	
27	BRADLEY UNION ELEMENTARY	Did Not Submit Current Year J90								74.17	
27	CARMEL UNIFIED	160.00	52,167	BA<30	89,303	22	107,138	81,615	186	2,244.96	0.00
27	CHUALAR UNION ELEMENTARY	Did Not Submit Current Year J90								316.12	
27	GONZALES UNIFIED	111.60	41,214	BA	62,837	11	88,046	61,563	183	2,305.43	0.00
27	GRAVES ELEMENTARY	2.50	34,291	BA NC	52,295	1	64,297	62,154	183	43.91	0.00
27	GREENFIELD UNION ELEMENTARY	151.00	36,000	NC	54,320	11	84,679	53,782	183	3,053.26	0.00
27	KING CITY UNION ELEMENTARY	146.00	34,303	BA	56,349	10	81,059	57,603	181	2,439.50	0.00
27	LAGUNITA ELEMENTARY	Did Not Submit Current Year J90								96.94	
27	MISSION UNION ELEMENTARY	7.90	43,400	BA	53,544	20	69,500	56,000	183	118.87	1.80
27	MONTEREY PENINSULA UNIFIED	530.17	38,200	BA	57,950	11	84,034	56,737	184	9,635.77	0.00
27	NORTH MONTEREY COUNTY UNIFIED	214.00	39,807	BA+15	61,377	10	83,485	60,582	183	4,042.95	0.00
27	PACIFIC GROVE UNIFIED	114.10	42,300	BA	78,457	8	98,168	73,060	184	1,961.40	2.00
27	SALINAS CITY ELEMENTARY	373.71	40,110	BA	64,012	6	80,067	63,106	183	8,336.79	0.50
27	SALINAS UNION HIGH	659.32	38,993	BA	69,356	8	91,524	67,459	184	12,978.90	0.00
27	SAN ANTONIO UNION ELEMENTARY	10.00	37,896	BA+30	50,746	10	64,949	46,750	177	152.41	0.00
27	SAN ARDO UNION ELEMENTARY	Did Not Submit Current Year J90								99.71	
27	SAN LUCAS UNION ELEMENTARY	5.00	35,874	BA+30	45,040	6	69,174	47,531	185	70.10	0.00
27	SANTA RITA UNION ELEMENTARY	Did Not Submit Current Year J90								2,981.54	
27	SOLEDAD UNIFIED	225.00	42,047	BA NC	63,059	7	90,568	62,366	186	4,493.89	4.00
27	SOUTH MONTEREY JOINT UNION HIGH	76.00	33,231	CRED	74,902	6	102,188	68,031	183	1,831.01	0.00
27	SPRECKELS UNION ELEMENTARY	41.85	39,448	BA<30	57,273	10	78,101	56,237	186	948.91	3.00
27	WASHINGTON UNION ELEMENTARY	45.00	41,583	BA	60,893	6	74,410	57,325	184	921.18	2.00
28	NAPA COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
28	CALISTOGA JOINT UNIFIED	Did Not Submit Current Year J90								785.11	
28	HOWELL MOUNTAIN ELEMENTARY	Did Not Submit Current Year J90								100.10	
28	NAPA VALLEY UNIFIED	817.48	46,389	BA NC	67,900	7	84,634	65,033	179	17,239.03	2.28
28	POPE VALLEY UNION ELEMENTARY	Did Not Submit Current Year J90								51.27	
28	ST. HELENA UNIFIED	90.70	57,841	CRED	99,099	10	119,422	83,432	188	1,237.35	2.35
29	NEVADA COUNTY OFFICE OF ED.	15.50	42,893	SLS	64,213	9	76,761	58,867	185	N/A	0.00
29	CHICAGO PARK ELEMENTARY	7.73	38,028	BA+PR	57,053	6	69,846	51,515	183	133.17	0.00
29	CLEAR CREEK ELEMENTARY	7.57	42,881	BA+30	56,765	6	68,179	54,719	187	160.24	2.50
29	GRASS VALLEY ELEMENTARY	67.80	42,294	SLS	62,166	5	72,426	57,702	187	1,147.28	0.00
29	NEVADA CITY ELEMENTARY	42.99	41,648	SLS	65,164	6	72,126	56,928	185	730.94	0.00
29	NEVADA JOINT UNION HIGH	158.90	42,174	BA	67,057	6	80,167	62,550	183	3,053.29	1.11
29	PLEASANT RIDGE UNION ELEMENTARY	70.43	40,137	BA	72,964	5	79,728	64,263	188	1,364.53	0.00
29	PLEASANT VALLEY ELEMENTARY	21.45	41,033	BA+30	60,353	6	71,202	55,488	182	444.49	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
29	READY SPRINGS UNION ELEMENTARY	14.25	44,382	BA+30	58,477	6	72,941	57,245	185	243.46	2.00
29	TWIN RIDGES ELEMENTARY	7.00	40,890	BA+30	52,354	6	63,705	56,601	187	87.77	0.00
29	UNION HILL ELEMENTARY	Did Not Submit Current Year J90								564.63	
30	ORANGE COUNTY OFFICE OF ED.	367.60	39,506	BA+CR	88,812	6	102,402	77,816	182	N/A	0.00
30	ANAHEIM ELEMENTARY	816.76	45,772	BA NC	79,077	11	92,792	77,486	176	18,415.41	0.00
30	ANAHEIM UNION HIGH	1,299.83	47,150	BA	84,982	7	98,662	85,797	183	30,535.30	0.00
30	BREA-OLINDA UNIFIED	218.38	38,069	NC	72,343	11	91,017	70,852	175	5,733.41	4.40
30	BUENA PARK ELEMENTARY	203.00	43,547	BA NC	80,812	9	95,418	76,503	180	5,157.16	0.00
30	CAPISTRANO UNIFIED	1,923.90	48,312	BA<45	78,827	11	97,766	72,593	185	48,432.47	0.00
30	CENTRALIA ELEMENTARY	186.89	39,767	EC/I	78,954	12	92,852	75,061	182	4,339.02	0.00
30	CYPRESS ELEMENTARY	165.00	42,951	BA+CR	77,793	5	93,093	75,413	185	3,769.15	0.00
30	FOUNTAIN VALLEY ELEMENTARY	246.85	39,839	BA	71,456	7	90,898	74,395	180	6,150.64	0.00
30	FULLERTON ELEMENTARY	546.59	43,623	BA NC	75,296	6	93,946	74,213	181	13,459.88	1.63
30	FULLERTON JOINT UNION HIGH	551.80	49,343	BA NC	89,352	9	106,159	77,344	184	13,941.11	0.00
30	GARDEN GROVE UNIFIED	1,878.53	48,413	BA+CR	81,555	27	94,571	78,358	182	46,080.91	0.00
30	HUNTINGTON BEACH CITY ELEMENTARY	285.83	40,989	BA	76,696	8	94,135	77,179	184	6,876.55	0.00
30	HUNTINGTON BEACH UNION HIGH	645.26	47,675	BA	78,025	8	101,188	81,199	183	15,659.65	0.00
30	IRVINE UNIFIED	1,207.77	40,814	EC	73,497	13	94,223	72,891	183	28,312.76	0.00
30	LA HABRA CITY ELEMENTARY	209.15	41,921	BA+EC	77,432	7	91,013	70,665	176	5,058.79	2.76
30	LAGUNA BEACH UNIFIED	Did Not Submit Current Year J90								2,890.22	
30	LOS ALAMITOS UNIFIED	384.46	46,138	BA NC	83,536	6	102,105	80,040	186	9,586.02	4.00
30	MAGNOLIA ELEMENTARY	301.18	42,284	BA+CR	78,755	6	95,988	76,814	186	6,124.78	0.00
30	NEWPORT-MESA UNIFIED	968.17	45,566	EC/I	83,074	28	103,052	78,311	186	20,951.22	0.00
30	OCEAN VIEW ELEMENTARY	415.74	37,631	BA	76,319	6	92,722	74,404	182	9,187.38	0.00
30	ORANGE UNIFIED	1,149.81	39,493	BA+30	71,998	11	91,564	68,032	177	26,592.58	0.07
30	PLACENTIA-YORBA LINDA UNIFIED	1,068.20	39,558	BA	75,937	6	92,007	73,339	180	24,816.52	0.58
30	SADDLEBACK VALLEY UNIFIED	1,189.07	30,000	EC/I	77,428	15	93,743	69,313	178	28,254.92	2.85
30	SANTA ANA UNIFIED	2,466.87	48,660	BA	78,285	16	94,284	74,308	185	51,634.28	0.00
30	SAVANNA ELEMENTARY	101.50	45,206	BA+CR	77,960	6	99,865	81,455	180	2,331.60	0.00
30	TUSTIN UNIFIED	843.71	45,210	BA	75,200	12	97,074	72,930	185	23,139.40	1.51
30	WESTMINSTER ELEMENTARY	457.07	37,093	BA NC	71,480	8	88,223	71,592	177	9,381.56	0.00
31	PLACER COUNTY OFFICE OF ED.	98.00	36,055	BA NC	64,934	10	82,097	61,669	185	N/A	0.00
31	ACKERMAN ELEMENTARY	30.00	41,815	BA	57,905	6	72,033	55,950	182	523.52	1.50
31	ALTA-DUTCH FLAT UNION ELEMENTARY	6.00	37,568	BA	60,154	24	71,425	56,767	186	91.18	0.00
31	AUBURN UNION ELEMENTARY	107.90	40,837	BA+15	59,525	7	71,523	57,679	185	2,034.04	1.00
31	COLFAX ELEMENTARY	20.20	38,903	BA+CR	60,640	6	68,417	53,141	183	346.07	0.00
31	DRY CREEK JOINT ELEMENTARY	304.80	35,536	BA	69,506	8	82,969	62,017	185	6,679.35	0.00
31	EUREKA UNION ELEMENTARY	152.90	38,371	BA+CR	70,126	10	78,527	61,433	186	3,333.39	0.00
31	FORESTHILL UNION ELEMENTARY	18.00	42,283	BA	63,530	15	71,297	55,611	186	387.71	0.00
31	LOOMIS UNION ELEMENTARY	100.11	37,534	NC	61,571	9	76,997	56,401	183	2,497.21	1.50
31	NEWCASTLE ELEMENTARY	Did Not Submit Current Year J90								171.44	
31	PLACER HILLS ELEMENTARY	47.76	37,514	BA+30	60,893	12	66,691	52,863	183	460.43	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
31	PLACER UNION HIGH	184.06	37,539	I	63,872	29	80,082	58,204	186	4,087.00	0.00
31	ROCKLIN UNIFIED	520.08	34,997	EC/I	64,719	13	80,856	61,828	186	10,891.61	0.00
31	ROSEVILLE CITY ELEMENTARY	455.89	35,414	EC/I	68,179	6	80,472	69,115	183	9,657.18	0.00
31	ROSEVILLE JOINT UNION HIGH	437.98	42,519	BA	69,866	27	85,558	65,323	184	9,754.10	1.00
31	TAHOE-TRUCKEE UNIFIED	232.07	45,406	BA+30	70,728	9	89,595	62,947	183	3,512.90	1.67
31	WESTERN PLACER UNIFIED	296.00	33,631	BA	66,280	24	82,867	63,016	177	6,299.10	0.00
32	PLUMAS COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
32	PLUMAS UNIFIED	128.02	33,672	BA	56,749	12	75,284	53,110	182	1,788.61	0.00
33	RIVERSIDE COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
33	ALVORD UNIFIED	814.40	42,900	BA NC	75,323	15	93,399	69,637	180	18,669.65	0.78
33	BANNING UNIFIED	189.00	40,494	BA	65,494	15	82,354	63,849	179	4,127.78	0.00
33	BEAUMONT UNIFIED	337.00	43,300	BA+CR	66,424	11	89,548	65,629	184	8,363.20	0.00
33	COACHELLA VALLEY UNIFIED	846.00	41,458	BA	67,642	11	85,900	68,690	182	17,845.34	0.00
33	CORONA-NORCO UNIFIED	2,253.75	49,659	BA<45	77,121	11	92,839	75,441	176	51,242.03	0.00
33	DESERT CENTER UNIFIED	1.00	40,342	BA	52,106	5	81,558	63,171	185	14.07	0.00
33	DESERT SANDS UNIFIED	1,174.00	42,678	BA	74,071	11	84,793	69,129	182	27,503.48	1.11
33	HEMET UNIFIED	913.80	42,721	BA	68,193	22	84,995	64,296	178	19,968.28	0.00
33	JURUPA UNIFIED	895.40	43,837	BA<30	74,748	13	89,246	66,370	179	18,681.76	0.00
33	LAKE ELSINORE UNIFIED	930.34	37,173	I	72,819	8	89,763	68,201	184	21,110.35	0.00
33	MENIFEE UNION ELEMENTARY	389.60	37,772	EC/I	73,750	15	84,698	66,715	184	8,567.36	0.00
33	MORENO VALLEY UNIFIED	1,552.80	43,508	BA	69,819	11	87,021	66,825	177	33,070.22	0.57
33	MURRIETA VALLEY UNIFIED	840.92	41,339	BA	76,809	8	93,343	68,453	180	21,971.85	3.17
33	NUVIEW UNION ELEMENTARY	81.76	40,446	I	69,435	25	89,144	66,474	184	2,061.72	0.00
33	PALM SPRINGS UNIFIED	968.00	42,540	BA	71,182	4	86,280	62,135	183	22,073.94	0.50
33	PALO VERDE UNIFIED	138.00	38,895	BA	61,932	16	78,552	57,730	185	3,162.02	3.00
33	PERRIS ELEMENTARY	262.50	38,842	BA	69,858	11	84,056	69,720	178	5,549.32	0.00
33	PERRIS UNION HIGH	355.40	43,216	BA	70,137	10	86,001	69,074	179	8,834.44	0.00
33	RIVERSIDE UNIFIED	1,699.40	46,882	BA<45	74,664	14	90,429	69,146	185	40,118.46	2.81
33	ROMOLAND ELEMENTARY	123.00	43,565	BA<30	72,730	12	89,326	71,075	182	3,112.46	0.00
33	SAN JACINTO UNIFIED	358.50	42,433	BA	68,868	13	86,187	66,112	176	8,750.34	1.67
33	TEMECULA VALLEY UNIFIED	1,180.20	43,428	BA NC	78,077	13	89,794	72,404	185	27,811.66	0.00
33	VAL VERDE UNIFIED	794.00	44,302	BA+15	70,581	12	87,453	71,830	183	18,955.21	1.67
34	SACRAMENTO COUNTY OFFICE OF ED.	142.87	44,665	BA+CR	70,464	12	78,314	64,374	185	N/A	0.00
34	ARCOHE UNION ELEMENTARY	20.00	39,770	BA+30	67,121	8	70,581	59,430	182	397.57	0.00
34	CENTER JOINT UNIFIED	189.50	36,124	BA	69,570	8	76,086	59,523	179	4,391.32	2.20
34	ELK GROVE UNIFIED	3,055.01	40,047	BA	68,968	11	82,031	59,384	184	59,113.95	0.00
34	ELVERTA JOINT ELEMENTARY	Did Not Submit Current Year J90								300.72	
34	FOLSOM-CORDOVA UNIFIED	845.13	35,642	EC/I	70,215	10	80,586	61,036	184	18,424.82	0.00
34	GALT JOINT UNION ELEMENTARY	194.60	37,611	BA	67,012	12	76,045	60,217	185	3,656.05	0.00
34	GALT JOINT UNION HIGH	Did Not Submit Current Year J90								2,149.90	
34	NATOMAS UNIFIED	386.06	31,308	EC	65,334	9	81,252	56,088	177	8,773.49	0.00

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34	RIVER DELTA JOINT UNIFIED	106.48	35,174	BA NC	51,001	25	71,292	53,925	184	1,964.77	0.00
34	ROBLA ELEMENTARY	Did Not Submit Current Year J90								2,019.11	
34	SACRAMENTO CITY UNIFIED	2,078.13	39,885	BA NC	65,479	9	86,028	52,419	182	42,018.82	0.00
34	SAN JUAN UNIFIED	1,877.10	40,889	BA<30	70,990	11	82,562	69,999	185	38,156.82	0.00
34	TWIN RIVERS UNIFIED	1,175.80	40,000	BA	68,898	11	85,204	54,473	186	25,173.71	0.00
35	SAN BENITO COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
35	AROMAS/SAN JUAN UNIFIED	59.60	41,413	BA NC	64,273	13	86,829	61,100	182	1,104.30	1.65
35	BITTERWATER-TULLY JT UN ELEMENTARY	Did Not Submit Current Year J90								29.63	
35	CIENEGA UNION ELEMENTARY	Did Not Submit Current Year J90								27.53	
35	HOLLISTER ELEMENTARY	222.10	41,053	BA	65,703	31	82,029	58,815	175	5,351.66	0.00
35	JEFFERSON ELEMENTARY	Did Not Submit Current Year J90								17.56	
35	NORTH COUNTY JT UNION ELEMENTARY	32.42	46,286	BA	61,680	30	78,659	60,451	185	752.35	0.00
35	PANOCHE ELEMENTARY	Did Not Submit Current Year J90								5.65	
35	SAN BENITO HIGH	115.40	45,364	BA	65,812	11	84,156	65,901	186	2,886.37	0.00
35	SOUTHSIDE ELEMENTARY	Did Not Submit Current Year J90								224.39	
35	TRES PINOS UNION ELEMENTARY	6.00	37,269	BA	55,859	10	73,268	53,254	186	125.65	0.00
35	WILLOW GROVE UNION ELEMENTARY	Did Not Submit Current Year J90								12.76	
36	SAN BERNARDINO COUNTY OFFICE OF ED.	282.86	38,951	BA	74,286	22	83,196	70,028	177	N/A	0.00
36	ADELANTO ELEMENTARY	355.40	38,216	BA	61,946	13	90,661	60,686	185	7,971.80	0.00
36	ALTA LOMA ELEMENTARY	244.00	36,114	BA	70,914	5	83,532	64,825	185	5,877.45	0.00
36	APPLE VALLEY UNIFIED	551.00	40,000	BA	69,381	6	87,880	62,184	184	12,536.52	0.00
36	BAKER VALLEY UNIFIED	Did Not Submit Current Year J90								170.07	
36	BARSTOW UNIFIED	247.00	37,175	BA	61,814	8	78,351	57,097	185	5,591.02	0.00
36	BEAR VALLEY UNIFIED	105.93	40,519	BA+15	70,307	8	82,093	64,514	184	2,463.58	0.99
36	CENTRAL ELEMENTARY	189.71	36,303	BA	71,725	8	82,543	64,159	185	4,540.78	0.00
36	CHAFFEY UNION HIGH	931.80	39,966	BA	78,788	7	94,719	72,738	176	23,985.83	0.00
36	CHINO UNIFIED	1,179.32	42,844	BA	76,599	27	89,709	71,194	183	28,707.98	0.00
36	COLTON JOINT UNIFIED	1,143.40	41,036	BA	67,853	9	84,042	65,100	176	21,930.04	1.68
36	CUCAMONGA ELEMENTARY	112.50	37,559	BA	68,176	9	79,958	60,959	181	2,425.77	0.55
36	ETIWANDA ELEMENTARY	559.90	43,201	BA	72,092	6	87,583	67,232	180	12,780.35	1.00
36	FONTANA UNIFIED	1,828.38	41,006	BA NC	71,919	10	87,206	69,104	182	38,875.56	0.00
36	HELENDALE ELEMENTARY	33.00	33,290	I	62,693	8	79,237	60,247	183	701.46	0.00
36	HESPERIA UNIFIED	861.60	41,519	EC	64,385	7	83,039	65,796	178	20,039.54	1.00
36	LUCERNE VALLEY UNIFIED	42.00	35,671	BA	58,764	20	80,900	57,679	176	750.65	0.00
36	MORONGO UNIFIED	402.00	36,795	BA	66,460	7	82,119	65,753	186	8,006.19	2.00
36	MOUNTAIN VIEW ELEMENTARY	107.00	40,218	BA+15	76,503	6	79,816	67,287	178	2,612.12	0.54
36	MT. BALDY JOINT ELEMENTARY	Did Not Submit Current Year J90								127.38	
36	NEEDLES UNIFIED	35.00	36,187	BA	67,539	7	77,982	65,136	181	791.37	5.00
36	ONTARIO-MONTCLAIR ELEMENTARY	1,148.63	38,240	BA	70,976	9	82,034	68,012	184	22,110.28	0.00
36	ORO GRANDE ELEMENTARY	Did Not Submit Current Year J90								111.94	
36	REDLANDS UNIFIED	941.90	40,591	BA	75,195	11	87,852	71,776	185	20,197.98	0.00
36	RIALTO UNIFIED	1,179.60	44,476	BA	72,336	15	88,896	68,666	179	25,545.92	0.00

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36	RIM OF THE WORLD UNIFIED	177.00	36,754	BA+15	58,823	6	73,507	59,069	176	3,749.90	0.00
36	SAN BERNARDINO CITY UNIFIED	2,634.00	42,509	BA NC	65,791	18	81,447	65,874	179	47,146.73	0.00
36	SILVER VALLEY UNIFIED	136.00	41,802	BA	61,539	7	86,425	63,688	184	2,250.74	2.00
36	SNOWLINE JOINT UNIFIED	375.00	39,064	BA	69,994	4	83,565	69,599	176	7,627.71	0.00
36	TRONA JOINT UNIFIED	21.00	40,293	BA	66,578	8	78,165	62,674	183	256.34	7.00
36	UPLAND UNIFIED	488.00	37,758	BA	73,729	10	87,887	67,625	179	11,416.60	0.00
36	VICTOR ELEMENTARY	416.00	43,557	BA+I	75,803	6	90,086	65,268	183	11,048.33	3.00
36	VICTOR VALLEY UNION HIGH	415.49	38,124	BA	63,692	10	78,917	63,591	177	9,338.03	0.00
36	YUCAIPA-CALIMESA JOINT UNIFIED	377.10	41,080	BA	73,082	32	88,135	69,037	183	8,491.73	1.67
37	SAN DIEGO COUNTY OFFICE OF ED.	276.00	40,840	BA	75,519	8	84,332	70,661	190	N/A	0.00
37	ALPINE UNION ELEMENTARY	85.31	36,998	BA<30	68,868	10	81,990	56,893	178	1,783.60	0.00
37	BONSALL UNION ELEMENTARY	100.18	37,630	BA	60,997	8	84,471	61,005	183	2,000.37	0.00
37	BORREGO SPRINGS UNIFIED	Did Not Submit Current Year J90								420.12	
37	CAJON VALLEY UNION ELEMENTARY	688.63	38,372	BA	72,884	11	90,028	65,675	183	15,108.35	0.00
37	CARDIFF ELEMENTARY	40.20	44,866	BA<45	76,026	6	88,649	67,801	185	725.15	3.90
37	CARLSBAD UNIFIED	442.10	39,615	BA<30	70,696	11	90,005	66,355	182	10,497.66	1.63
37	CHULA VISTA ELEMENTARY	1,144.00	43,557	BA	67,934	6	87,533	65,715	185	22,701.63	3.00
37	CORONADO UNIFIED	155.29	39,135	BA	63,954	8	87,663	63,497	181	3,056.73	0.00
37	DEHESA ELEMENTARY	13.00	35,459	BA	54,613	6	80,708	59,042	183	205.60	0.00
37	DEL MAR UNION ELEMENTARY	275.80	41,848	BA	74,376	5	92,739	75,581	184	4,252.38	0.00
37	ENCINITAS UNION ELEMENTARY	275.90	39,294	BA<45	75,033	3	96,049	64,761	185	5,216.53	0.00
37	ESCONDIDO UNION ELEMENTARY	864.74	36,147	BA	68,211	11	86,303	64,886	185	16,816.18	0.00
37	ESCONDIDO UNION HIGH	327.80	40,412	BA	65,004	11	84,787	59,634	179	7,264.49	2.54
37	FALLBROOK UNION ELEMENTARY	253.84	42,183	BA<25	70,793	10	87,889	65,932	183	5,346.29	2.00
37	FALLBROOK UNION HIGH	122.20	36,675	BA	71,178	32	86,001	69,559	183	2,724.71	0.00
37	GROSSMONT UNION HIGH	783.44	41,911	<BA	72,250	25	87,718	69,857	185	17,021.45	0.00
37	JAMUL-DULZURA UNION ELEMENTARY	26.85	36,438	BA	68,540	14	78,317	55,003	176	604.08	0.00
37	JULIAN UNION ELEMENTARY	Did Not Submit Current Year J90								318.72	
37	JULIAN UNION HIGH	Did Not Submit Current Year J90								177.19	
37	LA MESA-SPRING VALLEY ELEMENTARY	522.15	42,694	BA	76,119	5	87,154	63,593	177	11,510.92	1.50
37	LAKESIDE UNION ELEMENTARY	224.69	43,593	BA	67,643	5	97,193	64,864	184	4,268.24	0.00
37	LEMON GROVE ELEMENTARY	161.67	39,958	BA+CR	69,590	12	87,194	63,625	184	3,708.00	2.72
37	MOUNTAIN EMPIRE UNIFIED	94.80	31,575	DSC	52,568	6	76,043	49,564	183	1,510.13	0.00
37	NATIONAL ELEMENTARY	292.00	37,402	BA NC	64,071	26	80,707	60,089	181	5,522.64	0.00
37	OCEANSIDE CITY UNIFIED	810.52	40,216	BA	76,328	11	89,745	68,084	185	18,698.64	0.00
37	POWAY UNIFIED	1,431.00	39,013	BA+EC	72,091	10	87,318	75,612	186	34,030.76	4.50
37	RAMONA CITY UNIFIED	249.04	39,954	BA	71,703	6	86,716	68,496	184	5,597.25	0.00
37	RANCHO SANTA FE ELEMENTARY	55.80	47,283	BA+30	72,945	24	95,367	73,729	184	640.61	0.00
37	SAN DIEGO CITY UNIFIED	6,602.77	38,347	BA	66,082	17	78,416	58,269	179	106,840.06	0.00
37	SAN DIEGUITO UNION HIGH	546.58	42,545	BA	79,895	3	99,546	79,139	186	11,825.19	0.00
37	SAN MARCOS UNIFIED	813.95	34,240	BA	67,190	6	86,562	68,478	182	18,732.39	0.00
37	SAN PASQUAL UNION ELEMENTARY	26.00	41,882	BA<30	64,253	7	83,544	57,701	185	535.23	0.00
37	SAN YSIDRO ELEMENTARY	233.86	42,356	BA	69,075	14	83,767	63,410	181	4,920.60	2.69

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
37	SANTEE ELEMENTARY	302.60	40,454	BA+EC	70,440	6	88,925	63,962	185	6,214.49	0.00
37	SOLANA BEACH ELEMENTARY	177.14	45,343	BA<30	76,404	5	96,263	72,694	185	3,106.64	0.00
37	SOUTH BAY UNION ELEMENTARY	397.80	38,645	BA	70,500	6	81,000	64,193	180	6,414.70	0.00
37	SPENCER VALLEY ELEMENTARY	Did Not Submit Current Year J90								31.16	
37	SWEETWATER UNION HIGH	1,630.80	40,822	BA NC	76,263	26	91,613	69,981	184	38,262.89	0.00
37	VALLECITOS ELEMENTARY	12.00	39,228	BA+36	67,730	5	81,548	55,000	184	187.93	0.00
37	VALLEY CENTER-PAUMA UNIFIED	200.10	38,161	BA NC	74,003	8	84,008	71,742	184	3,942.07	0.00
37	VISTA UNIFIED	1,040.94	33,859	BA	65,157	7	81,262	61,623	184	21,357.09	0.00
37	WARNER UNIFIED	Did Not Submit Current Year J90								184.22	
38	SAN FRANCISCO COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
38	SAN FRANCISCO UNIFIED	3,345.28	39,774	EC/I	64,357	11	82,000	65,300	183	49,358.89	0.00
39	SAN JOAQUIN COUNTY OFFICE OF ED.	221.20	40,083	BA+15	59,173	28	77,910	59,442	178	1,375.59	1.00
39	BANTA ELEMENTARY	15.00	38,169	NC	62,594	6	71,569	57,910	183	309.11	0.00
39	ESCALON UNIFIED	128.48	36,444	BA	62,954	13	75,820	55,968	177	2,679.54	0.00
39	JEFFERSON ELEMENTARY	121.20	37,050	BA+I	61,270	13	72,778	59,456	182	2,411.25	0.00
39	LAMMERSVILLE JOINT UNIFIED	110.60	38,882	BA	55,018	12	72,709	58,979	183	2,306.24	1.50
39	LINCOLN UNIFIED	425.99	40,990	BA	61,753	12	77,393	58,245	182	8,679.43	0.00
39	LINDEN UNIFIED	Did Not Submit Current Year J90								2,229.93	
39	LODI UNIFIED	1,330.44	35,254	EC/I	61,234	20	76,129	56,008	180	26,972.80	0.00
39	MANTECA UNIFIED	1,030.76	42,685	BA+15	64,755	28	79,027	60,950	180	22,120.06	0.00
39	NEW HOPE ELEMENTARY	10.66	33,875	BA+I	46,184	8	58,356	49,887	184	207.36	0.00
39	NEW JERUSALEM ELEMENTARY	3.00	39,772	BA	55,161	30	74,735	51,355	184	690.65	0.00
39	OAK VIEW UNION ELEMENTARY	18.80	35,020	I	60,945	33	72,355	56,359	187	390.46	1.10
39	RIPON UNIFIED	122.65	38,145	BA+12	63,202	20	74,557	55,111	178	2,860.33	0.00
39	STOCKTON CITY UNIFIED	1,696.00	39,408	NC	61,189	17	75,526	59,951	182	34,156.55	0.00
39	TRACY JOINT UNIFIED	730.00	42,004	EC/I	66,880	22	81,401	61,913	183	15,411.69	0.00
40	SAN LUIS OBISPO COUNTY OFFICE OF ED.	51.25	40,915	BA<45	63,187	20	76,731	57,287	186	N/A	0.00
40	ATASCADERO UNIFIED	231.04	40,744	BA<45	64,750	9	74,688	56,520	185	4,554.51	0.00
40	CAYUCOS ELEMENTARY	14.30	40,600	BA	71,208	6	82,933	64,069	184	216.04	0.00
40	COAST UNIFIED	51.94	37,746	BA	69,223	8	79,994	65,450	184	730.41	0.00
40	LUCIA MAR UNIFIED	505.70	39,976	BA	61,302	8	77,641	57,258	184	10,097.60	2.00
40	PASO ROBLES JOINT UNIFIED	304.77	38,007	BA	61,667	8	71,727	55,802	173	6,246.48	0.00
40	PLEASANT VALLEY JT UNION ELEMENTARY	6.34	35,263	BA	57,114	23	82,796	55,721	185	120.88	0.00
40	SAN LUIS COASTAL UNIFIED	425.65	43,414	BA	71,130	11	91,225	64,846	186	7,013.66	3.00
40	SAN MIGUEL JOINT UNION ELEMENTARY	Did Not Submit Current Year J90								565.07	
40	SHANDON JOINT UNIFIED	19.50	39,022	BA<45	58,255	9	71,640	57,170	184	289.71	0.00
40	TEMPLETON UNIFIED	115.96	35,936	BA NC	61,442	8	73,927	58,772	183	2,274.86	1.00
41	SAN MATEO COUNTY OFFICE OF ED.	120.10	38,806	BA	82,404	12	92,726	73,854	182	N/A	4.00
41	BAYSHORE ELEMENTARY	18.77	43,874	BA+30	57,949	3	82,318	65,919	185	378.94	2.00
41	BELMONT-REDWOOD SHORES ELEMENTARY	175.81	48,301	BA+30	72,440	15	91,964	71,200	184	3,429.66	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
41	BRISBANE ELEMENTARY	Did Not Submit Current Year J90								496.20	
41	BURLINGAME ELEMENTARY	158.81	41,159	NC	66,294	8	82,439	68,564	182	2,944.89	2.00
41	CABRILLO UNIFIED	154.39	43,294	BA	65,239	7	78,752	63,026	182	3,162.53	0.00
41	HILLSBOROUGH CITY ELEMENTARY	107.89	51,590	BA	89,081	7	115,456	86,447	186	1,478.60	0.00
41	JEFFERSON ELEMENTARY	292.55	42,429	BA+59	59,460	9	74,634	57,887	179	6,028.78	0.00
41	JEFFERSON UNION HIGH	238.80	42,406	BA+30	61,279	12	74,741	58,808	178	4,575.07	3.12
41	PACIFICA SCHOOL DISTRICT	143.76	35,593	PC	57,336	11	73,133	56,607	184	3,106.34	0.00
41	LA HONDA-PESCADERO UNIFIED	26.66	38,743	BA	56,321	10	77,592	55,902	187	326.09	0.00
41	LAS LOMITAS ELEMENTARY	89.53	52,078	BA+30	94,481	20	114,364	81,867	185	1,271.47	2.00
41	MENLO PARK CITY ELEMENTARY	172.64	54,600	BA	95,258	22	108,285	88,398	189	2,521.19	3.00
41	MILLBRAE ELEMENTARY	105.70	42,971	BA+30	67,312	10	83,813	65,064	182	2,312.79	2.00
41	PORTOLA VALLEY ELEMENTARY	Did Not Submit Current Year J90								603.06	
41	RAVENSWOOD CITY ELEMENTARY	205.00	42,460	BA+I	59,557	16	79,325	62,431	180	3,387.49	0.00
41	REDWOOD CITY ELEMENTARY	437.00	43,879	BA NC	68,814	11	85,395	67,133	187	8,850.52	0.00
41	SAN BRUNO PARK ELEMENTARY	106.00	38,700	BA	65,046	10	74,421	67,513	182	2,610.35	0.00
41	SAN CARLOS ELEMENTARY	146.13	47,226	BA+30	72,652	11	89,655	69,786	186	3,228.06	3.00
41	SAN MATEO-FOSTER CITY ELEMENTARY	535.29	44,762	BA<45	66,432	11	84,179	66,195	186	11,055.19	3.00
41	SAN MATEO UNION HIGH	459.90	52,242	BA	86,949	22	99,261	84,273	185	7,800.73	2.00
41	SEQUOIA UNION HIGH	489.30	53,618	BA	84,151	12	99,252	81,698	187	7,829.91	1.50
41	SOUTH SAN FRANCISCO UNIFIED	438.76	43,879	BA+CR	61,879	12	81,745	64,519	185	8,959.84	0.00
41	WOODSIDE ELEMENTARY	38.20	53,145	BA<45	89,267	10	108,830	75,874	186	401.35	2.00
42	SANTA BARBARA COUNTY OFFICE OF ED.	152.34	40,614	BA+CR	71,367	14	79,397	68,775	183	N/A	1.08
42	BALLARD ELEMENTARY	8.00	48,613	BA+CR	83,731	6	95,766	82,347	184	109.96	3.00
42	BLOCHMAN UNION ELEMENTARY	7.00	38,076	BA	54,460	1	74,892	59,170	183	120.11	0.00
42	BUELLTON UNION ELEMENTARY	44.15	38,055	BA	61,680	5	83,624	68,409	183	671.21	0.00
42	CARPINTERIA UNIFIED	Did Not Submit Current Year J90								2,164.04	
42	COLD SPRING ELEMENTARY	15.50	45,525	BA+30	76,079	6	94,389	73,539	186	173.17	1.50
42	COLLEGE ELEMENTARY	15.00	49,683	BA	82,380	6	95,253	75,204	185	212.53	1.00
42	CUYAMA JOINT UNIFIED	16.00	39,654	BA+15	55,805	5	66,530	59,150	183	224.80	0.00
42	GOLETA UNION ELEMENTARY	208.52	44,834	BA<45	75,896	7	91,904	78,218	185	3,468.47	4.00
42	GUADALUPE UNION ELEMENTARY	51.50	41,213	BA	76,708	6	89,290	66,574	186	1,119.71	3.00
42	HOPE ELEMENTARY	54.00	39,847	BA	73,192	5	89,253	71,648	183	950.05	1.00
42	LOMPOC UNIFIED	428.68	40,034	BA<15	63,948	6	79,240	60,755	177	9,264.56	4.32
42	LOS OLIVOS ELEMENTARY	28.18	39,000	BA+12	57,482	30	81,000	65,000	183	498.46	0.00
42	MONTECITO UNION ELEMENTARY	37.00	48,537	BA	98,588	7	118,471	91,250	184	442.65	2.00
42	ORCUTT UNION ELEMENTARY	181.13	38,366	BA	71,818	6	80,815	61,048	185	4,226.55	0.00
42	SANTA BARBARA UNIFIED	707.91	43,986	BA<45	67,946	8	79,853	69,588	183	13,709.92	0.00
42	SANTA MARIA JOINT UNION HIGH	340.59	39,637	BA NC	72,257	6	86,080	71,894	185	7,191.94	0.00
42	SANTA MARIA-BONITA ELEMENTARY	632.51	42,858	NC	73,416	6	90,530	72,538	186	14,535.44	3.00
42	SANTA YNEZ VALLEY UNION HIGH	50.60	43,456	BA	69,921	6	85,061	66,929	181	927.48	0.00
42	SOLVANG ELEMENTARY	31.00	39,464	BA+30	60,347	5	77,565	57,398	182	574.48	0.00
42	VISTA DEL MAR UNION ELEMENTARY	12.59	42,664	BA+30	63,630	7	82,046	62,902	185	43.67	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
43	SANTA CLARA COUNTY OFFICE OF ED.	327.70	45,658	BA	76,463	20	87,707	70,995	184	N/A	0.00
43	ALUM ROCK UNION ELEMENTARY	644.65	46,567	BA	68,814	10	84,619	72,497	182	11,617.19	0.00
43	BERRYESSA UNION ELEMENTARY	347.30	45,974	BA+30	67,234	11	85,398	67,318	181	7,788.86	0.00
43	CAMBRIAN ELEMENTARY	146.10	51,302	BA+30	74,014	15	89,903	71,905	185	3,291.76	0.00
43	CAMPBELL UNION ELEMENTARY	399.65	48,808	I	70,805	11	87,960	73,068	185	7,426.81	2.00
43	CAMPBELL UNION HIGH	326.40	41,867	BA<30	70,164	12	89,131	70,372	177	7,031.01	2.47
43	CUPERTINO UNION ELEMENTARY	831.08	52,180	EC	74,458	11	98,946	76,701	187	18,682.53	2.00
43	EAST SIDE UNION HIGH	1,116.63	47,104	BA	76,437	9	95,445	74,444	177	22,514.50	0.00
43	EVERGREEN ELEMENTARY	581.45	49,401	BA	80,971	6	92,975	79,939	184	13,002.89	0.00
43	FRANKLIN-MCKINLEY ELEMENTARY	433.20	43,050	BA	73,555	12	87,151	74,420	184	8,488.65	0.00
43	FREMONT UNION HIGH	494.70	50,104	BA	76,043	28	93,827	78,069	184	10,284.38	0.00
43	GILROY UNIFIED	491.87	43,810	BA+PC	66,529	19	81,988	64,537	186	10,775.60	0.00
43	LAKESIDE JOINT ELEMENTARY	Did Not Submit Current Year J90								86.93	
43	LOMA PRIETA JOINT ELEMENTARY	20.22	45,093	NC	62,666	6	84,528	62,191	185	436.96	0.00
43	LOS ALTOS ELEMENTARY	236.18	45,250	BA+30	73,555	15	87,570	69,885	186	4,401.59	1.00
43	LOS GATOS UNION ELEMENTARY	155.20	49,895	NC	78,973	11	95,579	75,931	184	3,099.20	4.00
43	LOS GATOS-SARATOGA JT UNION HIGH	166.40	58,799	BA	93,896	13	116,614	87,290	185	3,107.79	2.00
43	LUTHER BURBANK ELEMENTARY	Did Not Submit Current Year J90								535.09	
43	MILPITAS UNIFIED	451.60	50,014	BA	76,321	11	93,691	78,716	186	9,762.17	2.00
43	MORELAND ELEMENTARY	210.60	49,588	BA+30	71,230	30	92,603	69,730	185	4,310.70	0.00
43	MORGAN HILL UNIFIED	379.00	42,427	BA	65,392	15	82,651	65,315	183	8,320.67	0.00
43	MOUNTAIN VIEW-LOS ALTOS UNION HIGH	210.20	63,965	BA	103,172	13	120,872	101,785	186	3,597.16	3.00
43	MOUNTAIN VIEW-WHISMAN ELEMENTARY	241.56	46,871	BA+30	65,300	19	86,488	67,874	187	4,846.86	1.00
43	MT. PLEASANT ELEMENTARY	136.90	47,209	BA+30	64,398	11	91,427	65,326	185	2,443.62	0.00
43	OAK GROVE ELEMENTARY	488.30	43,374	BA	67,700	18	83,287	67,887	181	10,985.13	0.00
43	ORCHARD ELEMENTARY	36.60	42,283	BA+30	63,207	10	85,827	72,130	185	856.02	0.00
43	PALO ALTO UNIFIED	782.37	52,965	BA	88,035	12	106,951	84,316	186	11,341.36	3.00
43	SAN JOSE UNIFIED	1,664.00	43,436	BA NC	67,162	30	87,228	71,772	186	30,694.09	0.00
43	SANTA CLARA UNIFIED	770.02	39,069	BA	75,370	12	89,856	75,792	185	14,481.32	0.00
43	SARATOGA UNION ELEMENTARY	111.24	51,125	EC/I	85,596	12	99,087	78,159	186	2,064.60	2.00
43	SUNNYVALE ELEMENTARY	327.20	48,540	BA<45	69,638	15	91,179	70,319	187	6,626.97	0.00
43	UNION ELEMENTARY	243.16	42,072	BA NC	68,975	15	85,995	67,983	185	5,155.29	0.00
44	SANTA CRUZ COUNTY OFFICE OF ED.	75.98	36,702	BA+I	59,516	25	76,645	57,300	185	N/A	0.00
44	BONNY DOON ELEMENTARY	7.70	37,502	BA	56,289	30	77,528	56,388	185	122.36	2.00
44	HAPPY VALLEY ELEMENTARY	6.89	32,728	BA	62,424	16	68,866	54,248	182	120.36	0.00
44	LIVE OAK ELEMENTARY	101.84	40,213	BA+30	58,807	9	71,571	53,303	186	1,735.93	0.00
44	MOUNTAIN ELEMENTARY	Did Not Submit Current Year J90								126.41	
44	PACIFIC ELEMENTARY	Did Not Submit Current Year J90								100.84	
44	PAJARO VALLEY JOINT UNIFIED	997.17	31,628	EC/I	55,863	11	76,021	54,285	184	18,657.60	0.00
44	SAN LORENZO VALLEY UNIFIED	130.60	34,109	BA NC	63,394	13	80,438	58,436	186	2,478.84	4.00
44	SANTA CRUZ CITY SCHOOLS	386.28	40,359	BA	60,772	6	75,569	56,795	185	6,692.41	0.00
44	SCOTTS VALLEY UNIFIED	112.03	36,566	NC	58,539	13	71,214	54,052	184	2,382.81	0.00
44	SOQUEL ELEMENTARY	91.70	32,775	BA NC	61,678	15	75,054	56,045	186	1,860.01	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
45	SHASTA COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
45	ANDERSON UNION HIGH	93.60	36,328	BA+15	61,799	10	76,147	56,800	184	1,868.64	0.00
45	BELLA VISTA ELEMENTARY	18.00	39,114	BA+30	57,811	4	65,695	51,321	185	337.50	0.00
45	BLACK BUTTE UNION ELEMENTARY	11.50	36,606	BA	53,533	8	63,389	49,996	186	195.46	0.00
45	CASCADE UNION ELEMENTARY	72.00	38,260	BA+30	55,755	11	66,052	51,246	184	1,222.79	0.00
45	CASTLE ROCK UNION ELEMENTARY	Did Not Submit Current Year J90								73.27	
45	COLUMBIA ELEMENTARY	45.57	38,585	BA+30	60,475	10	70,546	54,893	183	846.21	1.61
45	COTTONWOOD UNION ELEMENTARY	36.00	38,640	BA+30	64,620	6	69,892	55,627	186	898.23	0.00
45	ENTERPRISE ELEMENTARY	175.00	34,677	BA+30	58,696	4	71,315	58,029	182	3,465.71	0.00
45	FALL RIVER JOINT UNIFIED	69.67	36,338	BA+30	49,754	12	68,605	50,151	183	1,080.67	0.87
45	FRENCH GULCH-WHISKEYTOWN ELEMENTARY	Did Not Submit Current Year J90								26.52	
45	GATEWAY UNIFIED	145.50	36,962	BA<30	56,691	12	71,386	52,744	184	2,460.30	0.00
45	GRANT ELEMENTARY	Did Not Submit Current Year J90								587.42	
45	HAPPY VALLEY UNION ELEMENTARY	23.00	38,334	BA+CR	56,433	19	63,468	51,700	185	492.52	0.00
45	IGO, ONO, PLATINA UNION ELEMENTARY	4.00	38,975	BA+CR	41,472	8	58,799	47,955	183	74.23	0.00
45	INDIAN SPRINGS ELEMENTARY	1.00	36,414	BA	36,414	5	60,671	49,724	178	11.91	0.00
45	JUNCTION ELEMENTARY	Did Not Submit Current Year J90								272.48	
45	MILLVILLE ELEMENTARY	12.97	36,587	BA+30	49,665	5	59,222	49,609	185	244.38	0.00
45	MOUNTAIN UNION ELEMENTARY	5.02	35,700	BA+30	40,928	1	61,710	41,310	184	72.50	0.00
45	NORTH COW CREEK ELEMENTARY	10.00	38,010	BA+30	64,334	6	70,807	56,471	178	255.85	0.00
45	OAK RUN ELEMENTARY	Did Not Submit Current Year J90								13.39	
45	PACHECO UNION ELEMENTARY	23.00	37,447	BA+30	55,193	28	66,138	49,856	179	520.81	0.00
45	REDDING ELEMENTARY	139.00	39,536	BA+CR	59,985	16	72,643	56,534	181	3,128.44	0.00
45	SHASTA UNION ELEMENTARY	5.00	36,171	BA+CR	49,390	9	59,268	50,488	181	102.42	0.00
45	SHASTA UNION HIGH	208.90	39,514	BA	64,832	7	81,186	60,938	186	4,224.27	0.00
45	WHITMORE UNION ELEMENTARY	Did Not Submit Current Year J90								25.86	
46	SIERRA COUNTY OFFICE OF ED.	Single District County - Salary Schedule Same as District								N/A	
46	SIERRA-PLUMAS JOINT UNIFIED	26.12	32,223	BA	53,060	8	66,147	49,184	182	363.89	0.00
47	SISKIYOU COUNTY OFFICE OF ED.	33.05	32,377	BA	50,208	30	63,248	49,883	182	N/A	0.00
47	BIG SPRINGS UNION ELEMENTARY	7.00	36,384	BA+30	44,678	20	56,567	45,827	180	121.69	2.00
47	BOGUS ELEMENTARY	1.00	46,500	SLS	46,500	1	46,500	46,500	185	8.71	0.00
47	BUTTE VALLEY UNIFIED	21.50	35,190	BA+30	50,465	5	72,727	48,420	185	294.75	0.00
47	BUTTEVILLE UNION ELEMENTARY	10.60	34,000	BA+CR	45,882	10	56,995	47,941	183	189.79	0.00
47	DELPHIC ELEMENTARY	Did Not Submit Current Year J90								31.79	
47	DUNSMUIR ELEMENTARY	Did Not Submit Current Year J90								120.02	
47	DUNSMUIR JOINT UNION HIGH	7.86	36,428	BA+30	44,622	6	53,043	49,605	182	79.09	0.00
47	FORKS OF SALMON ELEMENTARY	Did Not Submit Current Year J90								9.82	
47	GAZELLE UNION ELEMENTARY	2.00	34,680	BA+30	41,559	15	45,938	43,438	180	37.85	1.00
47	GRENADA ELEMENTARY	Did Not Submit Current Year J90								166.01	
47	HAPPY CAMP UNION ELEMENTARY	Did Not Submit Current Year J90								109.72	
47	HORNBROOK ELEMENTARY	Did Not Submit Current Year J90								30.78	
47	JUNCTION ELEMENTARY	Did Not Submit Current Year J90								25.16	

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
47	KLAMATH RIVER UNION ELEMENTARY	Did Not Submit Current Year J90								15.73	
47	LITTLE SHASTA ELEMENTARY	2.00	39,406	SLS	42,203	1	45,000	45,000	185	24.58	0.00
47	MCCLOUD UNION ELEMENTARY	5.13	34,000	BA+30	49,372	6	55,308	46,385	182	70.52	0.00
47	MONTAGUE ELEMENTARY	Did Not Submit Current Year J90								160.24	
47	MT. SHASTA UNION ELEMENTARY	27.14	39,731	BA+30	58,233	6	64,696	56,412	184	492.47	0.00
47	SCOTT VALLEY UNIFIED	39.83	28,090	EC/I	52,100	11	61,721	51,026	179	628.78	0.00
47	SEIAD ELEMENTARY	Did Not Submit Current Year J90								31.43	
47	SISKIYOU UNION HIGH	42.80	41,971	BA+30	54,931	5	69,458	52,515	184	546.41	0.00
47	WEED UNION ELEMENTARY	13.78	38,895	BA+30	53,454	6	61,511	51,956	186	231.67	0.00
47	WILLOW CREEK ELEMENTARY	3.00	35,700	BA+30	42,937	5	49,010	42,525	182	42.99	3.00
47	YREKA UNION ELEMENTARY	Did Not Submit Current Year J90								963.41	
47	YREKA UNION HIGH	33.40	45,915	BA+30	69,061	15	78,321	62,910	182	667.20	0.00
48	SOLANO COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
48	BENICIA UNIFIED	226.35	38,426	BA NC	68,568	11	79,103	62,132	182	4,693.38	2.50
48	DIXON UNIFIED	171.13	36,495	EC/I	61,447	13	74,377	55,593	184	3,354.66	0.00
48	FAIRFIELD-SUISUN UNIFIED	945.66	39,281	BA NC	64,067	24	79,009	63,014	185	20,388.75	0.00
48	TRAVIS UNIFIED	247.48	35,604	BA NC	66,704	12	74,507	66,334	177	5,290.09	1.00
48	VACAVILLE UNIFIED	534.80	35,433	BA NC	61,732	12	80,882	57,443	183	12,081.33	0.00
48	VALLEJO CITY UNIFIED	756.81	37,186	BA NC	57,757	23	71,305	55,019	183	13,681.89	0.00
49	SONOMA COUNTY OFFICE OF ED.	128.70	40,232	BA<30	63,532	11	74,297	59,437	180	N/A	-1.65
49	ALEXANDER VALLEY UNION ELEMENTARY	Did Not Submit Current Year J90								45.16	
49	BELLEVUE UNION ELEMENTARY	100.00	35,803	BA	58,216	5	75,088	56,070	185	1,277.54	6.00
49	BENNETT VALLEY UNION ELEMENTARY	51.00	41,983	BA+30	57,527	6	77,336	55,765	183	988.18	1.50
49	CINNABAR ELEMENTARY	12.00	39,398	BA+30	61,673	6	72,302	55,837	186	174.91	1.00
49	CLOVERDALE UNIFIED	65.90	36,136	BA+30	58,267	10	68,152	54,721	179	1,369.75	1.08
49	COTATI-ROHNERT PARK UNIFIED	268.24	38,129	BA	57,533	11	70,524	53,970	176	5,504.03	0.00
49	DUNHAM ELEMENTARY	Did Not Submit Current Year J90								7.58	
49	FORESTVILLE UNION ELEMENTARY	19.68	45,775	BA+30	66,008	5	77,136	59,040	183	323.01	0.00
49	FORT ROSS ELEMENTARY	2.40	38,126	BA	48,169	6	68,548	55,320	181	26.36	1.65
49	GEYSERVILLE UNIFIED	18.24	39,587	BA+30	59,113	6	66,960	54,498	179	197.55	0.00
49	GRAVENSTEIN UNION ELEMENTARY	Did Not Submit Current Year J90								28.39	
49	GUERNEVILLE ELEMENTARY	Did Not Submit Current Year J90								264.10	
49	HARMONY UNION ELEMENTARY	14.70	43,177	BA+30	63,574	6	77,943	61,094	181	202.87	2.00
49	HEALDSBURG UNIFIED	84.80	41,387	BA+30	63,790	11	72,412	55,373	182	1,739.94	5.00
49	HORICON ELEMENTARY	5.20	36,819	BA	59,744	8	71,095	56,026	186	57.25	4.00
49	KASHIA ELEMENTARY	Did Not Submit Current Year J90								9.38	
49	KENWOOD ELEMENTARY	11.65	40,558	BA+30	65,552	10	78,055	57,685	183	88.57	0.00
49	LIBERTY ELEMENTARY	9.80	42,728	BA+30	62,054	6	75,325	57,838	179	32.38	0.00
49	MARK WEST UNION ELEMENTARY	68.96	41,150	BA+30	65,499	6	76,830	59,747	184	1,399.73	0.00
49	MONTE RIO UNION ELEMENTARY	Did Not Submit Current Year J90								50.44	
49	MONTGOMERY ELEMENTARY	Did Not Submit Current Year J90								29.16	
49	OAK GROVE UNION ELEMENTARY	39.10	35,590	BA+EC	57,832	6	84,279	53,271	182	821.80	0.00

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2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
49	OLD ADOBE UNION ELEMENTARY	71.60	39,496	BA+30	65,052	14	69,001	61,941	185	1,628.94	3.00
49	PETALUMA CITY SCHOOLS	437.05	37,855	BA	61,289	11	72,627	59,443	180	7,171.10	1.67
49	PINER-OLIVET UNION ELEMENTARY	67.00	42,883	BA+30	67,984	11	85,536	59,836	183	1,444.32	0.00
49	RINCON VALLEY UNION ELEMENTARY	186.18	43,140	BA+30	59,325	6	75,564	59,102	186	3,157.48	0.00
49	ROSELAND ELEMENTARY	116.37	41,761	BA<45	54,194	10	73,419	59,011	177	2,367.47	0.00
49	SANTA ROSA CITY SCHOOLS	780.57	42,699	BA	68,017	10	80,863	63,591	180	14,632.77	1.64
49	SEBASTOPOL UNION ELEMENTARY	32.45	35,388	BA	65,701	7	70,094	56,872	179	578.03	0.00
49	SONOMA VALLEY UNIFIED	212.02	35,118	BA+15	57,174	9	68,879	55,092	177	4,045.71	0.00
49	TWIN HILLS UNION ELEMENTARY	58.26	37,141	BA+CR	52,293	6	68,320	52,422	183	1,134.36	0.00
49	TWO ROCK UNION ELEMENTARY	9.35	40,572	BA+30	61,176	6	68,651	53,291	186	180.88	1.00
49	WAUGH ELEMENTARY	44.00	41,693	BA+30	70,698	10	76,859	60,878	178	899.88	0.00
49	WEST SIDE UNION ELEMENTARY	Did Not Submit Current Year J90								171.08	
49	WEST SONOMA COUNTY UNION HIGH	110.72	41,680	BA+30	63,619	8	72,776	57,354	177	2,041.48	0.00
49	WILMAR UNION ELEMENTARY	13.00	44,397	BA+30	55,984	25	72,706	57,871	186	237.60	3.00
49	WINDSOR UNIFIED	252.30	39,964	BA<45	59,740	10	70,364	56,216	181	5,100.27	0.00
49	WRIGHT ELEMENTARY	92.52	35,475	BA	58,519	11	70,557	57,670	178	1,554.74	0.00
50	STANISLAUS COUNTY OFFICE OF ED.	147.36	38,653	BA	71,917	12	93,672	66,963	182	N/A	0.00
50	CERES UNIFIED	517.56	43,762	BA+24	69,895	14	87,328	65,026	180	11,276.94	4.81
50	CHATOM UNION ELEMENTARY	28.00	36,730	EC/I	67,881	1	85,803	61,951	183	636.09	0.00
50	DENAIR UNIFIED	82.20	34,120	BA+12	63,564	11	78,876	57,783	176	1,263.44	0.00
50	EMPIRE UNION ELEMENTARY	133.23	40,276	BA+12	69,311	7	82,260	64,006	184	2,769.11	0.00
50	GRATTON ELEMENTARY	8.00	40,852	BA+CR	50,913	5	72,505	51,795	185	53.68	0.00
50	HART-RANSOM UNION ELEMENTARY	Did Not Submit Current Year J90								735.27	
50	HICKMAN ELEMENTARY	48.10	43,768	BA+30	66,318	8	81,038	60,444	180	916.61	1.10
50	HUGHSON UNIFIED	100.57	40,416	EC/I	69,478	14	83,617	62,675	181	2,065.31	2.50
50	KEYES UNION ELEMENTARY	33.50	41,746	I	69,744	30	82,814	63,888	181	728.84	0.00
50	KNIGHTS FERRY ELEMENTARY	5.00	34,916	BA+CR	54,253	6	73,256	49,873	176	89.21	0.00
50	MODESTO CITY SCHOOLS	1,381.45	50,123	BA+12	78,371	8	93,239	71,396	179	28,228.39	0.00
50	NEWMAN-CROWS LANDING UNIFIED	118.40	42,407	BA	67,230	14	81,207	64,274	181	2,732.21	0.00
50	OAKDALE UNIFIED	237.95	39,234	BA	66,829	14	81,258	63,036	179	5,085.53	1.00
50	PARADISE ELEMENTARY	Did Not Submit Current Year J90								87.32	
50	PATTERSON JOINT UNIFIED	242.00	38,985	BA<30	60,179	14	80,287	61,205	176	5,608.08	0.00
50	RIVERBANK UNIFIED	118.91	42,468	NC	68,929	1	80,571	63,376	183	2,665.24	0.00
50	ROBERTS FERRY UNION ELEMENTARY	Did Not Submit Current Year J90								100.68	
50	SALIDA UNION ELEMENTARY	96.30	40,592	BA+12	72,175	9	78,746	61,800	176	2,463.77	0.00
50	SHILOH ELEMENTARY	Did Not Submit Current Year J90								56.16	
50	STANISLAUS UNION ELEMENTARY	126.50	43,082	BA	68,970	7	78,413	65,841	177	2,994.42	0.00
50	SYLVAN UNION ELEMENTARY	348.17	40,976	NC/I	68,885	10	86,970	65,213	180	7,877.21	0.00
50	TURLOCK UNIFIED	674.93	46,486	BA<45	70,862	31	88,110	65,500	180	13,159.10	0.00
50	VALLEY HOME JOINT ELEMENTARY	8.00	39,329	BA+30	50,599	25	71,814	53,796	183	159.54	0.00
50	WATERFORD UNIFIED	79.12	40,788	BA+24	65,715	28	79,677	62,590	183	1,650.04	0.00
51	SUTTER COUNTY OFFICE OF ED.	55.70	31,438	EC/I	58,509	30	77,249	55,397	184	N/A	0.00

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51	BRITTAN ELEMENTARY	20.00	34,839	BA	63,415	6	73,835	52,386	177	435.41	0.00
51	BROWNS ELEMENTARY	Did Not Submit Current Year J90								151.03	
51	EAST NICOLAUS JOINT UNION HIGH	Did Not Submit Current Year J90								325.66	
51	FRANKLIN ELEMENTARY	20.00	39,139	BA	66,598	6	76,881	59,092	184	474.35	0.00
51	LIVE OAK UNIFIED	81.85	38,823	BA+CR	60,245	12	73,800	54,961	182	1,660.50	0.00
51	MARCUM-ILLINOIS UNION ELEMENTARY	10.00	37,141	BA+30	46,039	30	68,545	46,471	183	148.99	0.00
51	MERIDIAN ELEMENTARY	Did Not Submit Current Year J90								72.64	
51	NUESTRO ELEMENTARY	7.00	39,676	BA+30	48,535	12	53,593	50,109	183	143.91	0.00
51	PLEASANT GROVE JT UNION ELEMENTARY	Did Not Submit Current Year J90								165.94	
51	SUTTER UNION HIGH	30.50	39,864	BA	58,583	8	67,660	56,552	178	640.99	0.00
51	WINSHIP-ROBBINS ELEMENTARY	10.00	33,770	BA	42,831	1	59,575	45,783	177	169.35	2.00
51	YUBA CITY UNIFIED	661.00	36,735	BA NC	58,325	13	75,856	58,102	183	12,091.03	0.00
52	TEHAMA COUNTY OFFICE OF ED.	27.00	39,556	BA+30	58,544	7	75,627	60,894	182	N/A	2.00
52	ANTELOPE ELEMENTARY	30.00	40,022	BA+30	63,790	10	71,147	52,495	183	584.16	3.00
52	BEND ELEMENTARY	Did Not Submit Current Year J90								0.00	
52	CORNING UNION ELEMENTARY	92.50	40,188	BA	59,211	11	76,563	51,822	183	1,823.60	2.50
52	CORNING UNION HIGH	Did Not Submit Current Year J90								916.50	
52	ELKINS ELEMENTARY	Did Not Submit Current Year J90								13.21	
52	EVERGREEN UNION ELEMENTARY	49.00	44,227	BA+30	64,426	4	78,181	62,402	183	976.77	0.00
52	FLOURNOY UNION ELEMENTARY	Did Not Submit Current Year J90								31.76	
52	GERBER UNION ELEMENTARY	18.73	40,710	BA+30	61,864	21	73,947	54,866	184	361.65	2.50
52	KIRKWOOD ELEMENTARY	Did Not Submit Current Year J90								93.59	
52	LASSEN VIEW UNION ELEMENTARY	Did Not Submit Current Year J90								298.02	
52	LOS MOLINOS UNIFIED	Did Not Submit Current Year J90								549.90	
52	MANTON JOINT UNION ELEMENTARY	Did Not Submit Current Year J90								34.79	
52	MINERAL ELEMENTARY	Did Not Submit Current Year J90								6.84	
52	PLUM VALLEY ELEMENTARY	Did Not Submit Current Year J90								14.17	
52	RED BLUFF UNION ELEMENTARY	101.60	37,660	BA+30	58,841	5	70,026	50,857	181	2,065.18	0.11
52	RED BLUFF UNION HIGH	86.00	38,040	I	68,979	10	80,142	61,866	185	1,513.28	3.00
52	REEDS CREEK ELEMENTARY	5.00	36,763	BA+30	52,545	5	63,848	51,645	182	113.21	1.50
52	RICHFIELD ELEMENTARY	11.40	38,779	BA+30	57,723	6	70,718	51,149	182	237.01	0.00
53	TRINITY COUNTY OFFICE OF ED.	Did Not Submit Current Year J90								N/A	
53	BURNT RANCH ELEMENTARY	3.00	37,704	BA+CR	37,704	5	63,872	47,662	178	89.70	0.00
53	COFFEE CREEK ELEMENTARY	Did Not Submit Current Year J90								12.19	
53	COX BAR ELEMENTARY	1.00	27,013	BA	40,735	8	48,568	45,435	185	9.90	0.00
53	DOUGLAS CITY ELEMENTARY	8.41	32,474	BA	50,036	6	60,126	52,283	185	157.01	0.00
53	JUNCTION CITY ELEMENTARY	Did Not Submit Current Year J90								79.73	
53	LEWISTON ELEMENTARY	Did Not Submit Current Year J90								50.07	
53	MOUNTAIN VALLEY UNIFIED	24.84	35,876	BA+30	51,016	8	65,975	50,644	183	316.34	0.00
53	SOUTHERN TRINITY JOINT UNIFIED	11.00	30,075	BA	52,894	6	62,349	52,958	185	90.19	0.00
53	TRINITY ALPS UNIFIED	Did Not Submit Current Year J90								681.11	
53	TRINITY CENTER ELEMENTARY	Did Not Submit Current Year J90								11.35	

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CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
54	TULARE COUNTY OFFICE OF ED.	194.17	46,258	BA	74,215	11	88,377	76,255	185	175.05	1.50
54	ALLENSWORTH ELEMENTARY	6.00	33,515	BA	48,184	1	58,051	49,093	182	76.88	0.00
54	ALPAUGH UNIFIED	21.00	38,521	BA	48,953	17	67,821	52,394	185	294.89	0.00
54	ALTA VISTA ELEMENTARY	26.00	38,270	BA	61,304	5	73,227	61,841	184	526.32	2.00
54	BUENA VISTA ELEMENTARY	10.00	38,110	BA+EC	53,120	3	64,007	53,847	184	188.90	0.00
54	BURTON ELEMENTARY	186.10	42,873	BA+30	60,242	25	80,467	59,719	184	4,053.80	0.00
54	CITRUS SOUTH TULE ELEMENTARY	3.00	38,653	BA+PC	59,839	1	78,634	57,120	185	46.88	0.00
54	COLUMBINE ELEMENTARY	8.00	41,653	BA	70,397	10	75,136	64,909	183	176.36	2.00
54	CUTLER-OROSI JOINT UNIFIED	213.93	40,283	BA+15	60,128	6	77,015	58,900	185	3,954.09	0.00
54	DINUBA UNIFIED	303.80	40,358	NC	62,912	11	78,517	58,718	182	5,977.37	0.00
54	DUCOR UNION ELEMENTARY	9.00	39,086	BA+30	53,757	5	68,283	53,988	183	177.46	0.00
54	EARLIMART ELEMENTARY	92.00	45,609	BA+CR	60,369	16	82,029	62,307	183	1,820.89	0.00
54	EXETER UNION ELEMENTARY	89.97	42,953	BA	65,533	20	76,975	60,791	185	1,814.68	0.00
54	EXETER UNION HIGH	44.60	41,287	BA+15	65,306	17	76,296	57,173	185	1,034.97	0.00
54	FARMERSVILLE UNIFIED	131.24	40,672	BA	64,839	10	73,932	61,221	183	2,524.08	0.00
54	HOPE ELEMENTARY	9.00	39,463	BA+30	48,943	16	72,843	55,424	184	198.25	0.00
54	HOT SPRINGS ELEMENTARY	Did Not Submit Current Year J90								14.19	
54	KINGS RIVER UNION ELEMENTARY	19.50	37,356	BA+15	66,218	8	74,401	57,199	183	432.94	0.00
54	LIBERTY ELEMENTARY	13.75	39,139	BA+30	52,969	5	67,883	53,292	184	311.45	0.00
54	LINDSAY UNIFIED	182.42	41,555	PC	59,217	40	83,226	59,222	183	3,971.64	2.00
54	MONSON-SULTANA JT UNION ELEMENTARY	19.00	41,200	BA+30	61,176	5	73,737	55,118	185	433.35	0.00
54	OAK VALLEY UNION ELEMENTARY	20.00	41,220	BA	58,011	6	70,663	60,091	185	433.17	0.00
54	OUTSIDE CREEK ELEMENTARY	3.00	39,531	BA	50,623	6	68,858	54,246	185	102.82	0.00
54	PALO VERDE UNION ELEMENTARY	25.00	40,550	BA	63,700	12	74,810	60,120	185	512.46	0.00
54	PIXLEY UNION ELEMENTARY	55.00	46,950	BA	61,173	1	78,611	62,812	184	1,085.21	1.00
54	PLEASANT VIEW ELEMENTARY	23.06	39,453	BA	61,950	21	75,439	61,497	182	545.96	0.00
54	PORTERVILLE UNIFIED	591.40	42,106	BA NC	70,333	25	82,129	63,599	180	13,147.75	0.00
54	RICHGROVE ELEMENTARY	37.00	41,350	BA+30	65,266	5	78,564	61,363	185	660.10	0.00
54	ROCKFORD ELEMENTARY	17.60	40,641	BA	59,458	5	72,511	61,572	184	387.52	0.00
54	SAUCELITO ELEMENTARY	5.00	32,616	BA+CR	51,526	1	64,317	49,502	182	83.32	0.00
54	SEQUOIA UNION ELEMENTARY	14.00	35,844	BA	54,801	10	64,443	52,483	185	289.89	0.00
54	SPRINGVILLE UNION ELEMENTARY	16.00	39,385	EC/I	61,035	25	73,509	55,756	181	304.51	1.16
54	STONE CORRAL ELEMENTARY	4.50	36,215	BA+15	48,685	3	71,260	46,370	183	128.20	0.00
54	STRATHMORE UNION ELEMENTARY	39.00	36,850	BA	55,788	8	73,500	56,050	185	803.71	0.00
54	SUNDALE UNION ELEMENTARY	32.00	44,291	BA+12	60,861	5	72,162	61,402	185	770.98	0.00
54	SUNNYSIDE UNION ELEMENTARY	16.40	38,205	BA	57,958	25	71,389	54,606	183	348.84	0.00
54	TERRA BELLA UNION ELEMENTARY	42.00	42,270	BA+30	63,620	7	74,450	61,825	184	902.26	1.80
54	THREE RIVERS UNION ELEMENTARY	6.00	35,374	BA+15	43,982	6	66,016	44,863	183	137.06	0.00
54	TIPTON ELEMENTARY	30.00	43,298	BA<24	60,227	10	75,524	58,766	185	581.20	0.00
54	TRAVER JOINT ELEMENTARY	12.00	42,786	BA+30	55,084	1	70,774	56,780	183	215.36	1.00
54	TULARE CITY ELEMENTARY	449.80	45,335	BA	69,990	6	82,438	70,476	185	9,055.13	0.00
54	TULARE JOINT UNION HIGH	221.52	45,335	BA+15	67,239	18	84,022	61,489	185	4,999.75	0.00
54	VISALIA UNIFIED	1,069.31	40,976	BA+I	63,403	11	80,330	57,328	182	26,061.58	1.65
54	WAUKENA JOINT UNION ELEMENTARY	12.00	40,000	BA+30	44,701	6	63,676	50,715	185	253.27	0.00

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
54	WOODLAKE UNIFIED	105.59	39,798	BA<30	57,545	7	77,578	58,093	185	2,181.03	0.00
54	WOODVILLE ELEMENTARY	29.00	45,705	BA+30	63,028	7	77,945	61,870	183	477.56	2.00
55	TUOLUMNE COUNTY OFFICE OF ED.	19.10	39,443	BA+15	55,911	9	73,297	58,492	183	N/A	0.00
55	BELLEVIEW ELEMENTARY	Did Not Submit Current Year J90								120.18	
55	BIG OAK FLAT-GROVELAND UNIFIED	Did Not Submit Current Year J90								338.87	
55	COLUMBIA UNION ELEMENTARY	30.00	38,768	BA+30	51,749	7	62,216	50,262	183	563.56	0.00
55	CURTIS CREEK ELEMENTARY	Did Not Submit Current Year J90								448.54	
55	JAMESTOWN ELEMENTARY	21.00	37,036	BA NC	62,849	8	71,602	54,088	185	345.82	0.00
55	SONORA ELEMENTARY	34.80	40,659	BA	59,001	8	71,641	57,356	182	642.50	1.00
55	SONORA UNION HIGH	50.91	36,686	BA NC	67,330	9	79,259	64,016	183	1,080.10	0.00
55	SOULSBYVILLE ELEMENTARY	24.15	38,861	BA	58,895	8	69,803	55,740	184	471.52	1.00
55	SUMMERVILLE ELEMENTARY	17.50	37,640	SLS	56,449	7	61,169	48,622	181	331.52	0.00
55	SUMMERVILLE UNION HIGH	36.14	42,554	BA<30	68,225	8	94,882	68,616	183	452.48	0.00
55	TWAIN HARTE-LONG BARN UNION ELMENTARY	14.50	47,244	BA<30	72,482	8	85,683	62,056	183	269.65	0.00
56	VENTURA COUNTY OFFICE OF ED.	106.44	42,224	BA	62,961	13	77,532	64,792	182	N/A	0.00
56	BRIGGS ELEMENTARY	24.00	38,803	BA	60,560	5	76,991	58,293	186	539.79	0.00
56	CONEJO VALLEY UNIFIED	897.24	40,699	NC	69,918	10	83,846	66,218	183	19,821.40	0.00
56	FILLMORE UNIFIED	172.00	36,185	I	63,232	40	79,243	62,820	180	3,623.46	2.86
56	HUENEME ELEMENTARY	334.99	40,300	BA NC	78,726	8	88,526	69,978	184	8,057.48	0.00
56	MESA UNION ELEMENTARY	27.86	39,779	BA	67,376	5	76,327	64,348	186	636.24	0.00
56	MOORPARK UNIFIED	291.41	33,388	BA+I	65,367	7	79,568	60,988	182	6,621.68	0.00
56	MUPU ELEMENTARY	6.33	37,197	BA	65,178	5	73,445	64,359	184	137.91	5.00
56	OAK PARK UNIFIED	187.47	42,259	BA	71,382	13	90,245	66,833	185	4,370.93	0.00
56	OCEAN VIEW ELEMENTARY	122.00	42,440	BA+CR	65,305	8	78,140	65,678	183	2,443.71	0.00
56	OJAI UNIFIED	117.10	38,127	BA+CR	62,679	6	71,926	58,360	176	2,649.56	0.00
56	OXNARD ELEMENTARY	696.66	41,711	BA	69,909	11	83,348	69,109	183	15,826.76	0.00
56	OXNARD UNION HIGH	638.20	43,120	BA+PR	73,770	7	83,726	77,403	177	14,707.59	0.00
56	PLEASANT VALLEY SCHOOL DISTRICT	257.41	41,027	BA+CR	61,721	7	81,259	64,911	177	6,310.07	0.00
56	RIO ELEMENTARY	191.30	37,388	BA+PR	63,334	7	80,144	62,163	185	4,537.17	0.00
56	SANTA CLARA ELEMENTARY	2.00	42,654	BA+30	50,976	6	76,894	60,710	186	54.42	4.00
56	SANTA PAULA ELEMENTARY	Did Not Submit Current Year J90								3,598.87	
56	SANTA PAULA HIGH	66.00	38,780	BA<15	58,185	8	76,103	59,415	182	1,570.77	0.00
56	SIMI VALLEY UNIFIED	836.80	42,015	BA	68,855	10	82,168	66,135	185	18,113.13	0.00
56	SOMIS UNION ELEMENTARY	14.11	40,695	BA+30	59,667	6	75,742	63,859	182	252.14	1.65
56	VENTURA UNIFIED	790.86	39,299	BA	64,444	6	78,382	56,590	178	16,643.96	0.00
57	YOLO COUNTY OFFICE OF ED.	34.00	37,493	BA NC	54,624	11	72,971	53,705	182	N/A	0.00
57	DAVIS JOINT UNIFIED	442.96	36,572	BA	66,722	11	77,965	58,262	184	8,270.54	0.00
57	ESPARTO UNIFIED	47.60	41,442	BA<45	58,816	13	76,945	56,793	175	893.38	0.00
57	WASHINGTON UNIFIED	377.48	35,000	BA<30	57,962	8	77,146	57,275	182	6,939.49	0.00
57	WINTERS JOINT UNIFIED	73.16	38,816	BA+I	63,339	9	75,109	53,853	181	1,449.52	0.00
57	WOODLAND JOINT UNIFIED	507.41	40,134	BA	61,900	25	76,742	58,408	184	9,609.80	0.00

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO		TOTAL SALARY SCHEDULE FTE	LOWEST SCHEDULE SALARY OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BA+60 STEP 10 OFFERED	NO. OF SERVICE DAYS REQD	2012-13 P-2 ADA	% CHG OVER 2011-12
58	YUBA COUNTY OFFICE OF ED.	48.80	41,059	BA	54,933	25	70,429	54,604	181	259.40	0.00
58	CAMPTONVILLE ELEMENTARY	3.07	41,605	BA+30	47,650	2	69,513	53,779	182	47.64	0.00
58	MARYSVILLE JOINT UNIFIED	426.90	42,219	NC	63,507	38	86,745	60,199	183	9,116.29	0.00
58	PLUMAS ELEMENTARY	54.40	40,211	BA+CR	52,134	8	80,068	56,394	184	1,050.50	1.00
58	WHEATLAND ELEMENTARY	60.80	38,320	BA	73,588	5	81,898	69,439	181	1,088.43	0.00
58	WHEATLAND HIGH	Did Not Submit Current Year J90								679.86	
	Overall Totals	264,523.19	24,575 (1)				120,872 (2)	101,785 (3)		5,516,907.33	
	Total Statewide Averages		40,329		69,435		79,279	61,725	182.83		

(1) The lowest schedule salary offered by LEAs in 2012-13.

(2) The highest schedule salary offered by LEAs in 2012-13.

(3) The highest BA plus 60 step 10 salary offered by LEAs in 2012-13.

2012-13 P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
01 ALAMEDA								
	COUNTY OFFICE	1	60.25	5,040,254	83,656	102,417	78,481	54,545
	UNIFIED	15	9,792.17	694,561,396	70,930	99,925	68,555	37,185
	COUNTYWIDE TOTALS	***16***	***9,852.42***	***699,601,650***				
02 ALPINE								
	UNIFIED	1	12.80	699,027	54,611	65,055	52,408	39,761
	COUNTYWIDE TOTALS	***1***	***12.80***	***699,027***				
03 AMADOR								
	UNIFIED	1	177.33	10,838,902	61,123	76,472	58,377	40,282
	COUNTYWIDE TOTALS	***1***	***177.33***	***10,838,902***				
04 BUTTE								
	COUNTY OFFICE	1	119.34	6,876,962	57,625	69,750	52,186	34,621
	ELEMENTARY	4	199.52	13,301,547	66,668	81,264	57,192	33,120
	HIGH	1	117.20	7,227,356	61,667	77,187	58,196	39,205
	UNIFIED	5	1,013.83	62,584,902	61,731	85,671	60,006	34,340
	COUNTYWIDE TOTALS	***11***	***1,449.89***	***89,990,767***				
05 CALAVERAS								
	COUNTY OFFICE	1	44.41	2,491,652	56,106	73,633	56,046	38,459
	ELEMENTARY	2	65.00	4,098,533	63,054	81,184	56,791	32,398
	HIGH	1	40.00	3,116,106	77,903	98,756	71,419	44,081
	UNIFIED	1	142.24	9,002,334	63,290	78,471	58,854	39,236
	COUNTYWIDE TOTALS	***5***	***291.65***	***18,708,625***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
06 COLUSA								
	COUNTY OFFICE	1	31.53	2,019,095	64,037	72,522	58,805	45,087
	UNIFIED	4	210.30	12,801,224	60,871	81,534	58,674	35,813
	COUNTYWIDE TOTALS	***5***	***241.83***	***14,820,319***				
07 CONTRA COSTA								
	COUNTY OFFICE	1	114.40	7,712,584	67,418	85,297	64,226	43,154
	ELEMENTARY	9	1,246.62	87,022,766	69,807	85,226	57,994	30,761
	HIGH	2	550.66	39,533,911	71,794	89,801	64,901	40,000
	UNIFIED	7	5,855.04	372,614,880	63,640	89,108	62,888	36,668
	COUNTYWIDE TOTALS	***19***	***7,766.72***	***506,884,141***				
08 DEL NORTE								
	UNIFIED	1	215.92	12,894,729	59,720	68,945	54,272	39,598
	COUNTYWIDE TOTALS	***1***	***215.92***	***12,894,729***				
09 EL DORADO								
	COUNTY OFFICE	1	61.01	4,018,441	65,865	81,510	60,747	39,984
	ELEMENTARY	7	527.90	33,960,363	64,331	80,789	57,539	34,288
	HIGH	1	285.59	20,291,124	71,050	85,479	63,255	41,030
	UNIFIED	2	258.67	16,908,801	65,368	85,618	61,707	37,796
	COUNTYWIDE TOTALS	***11***	***1,133.17***	***75,178,728***				
10 FRESNO								
	COUNTY OFFICE	1	189.19	12,237,593	64,684	72,534	56,971	41,407
	ELEMENTARY	6	172.41	9,726,108	56,413	80,001	56,287	32,573
	HIGH	1	47.75	3,381,108	70,809	82,464	62,341	42,218
	UNIFIED	17	7,828.42	495,709,272	63,322	82,268	57,119	31,970
	COUNTYWIDE TOTALS	***25***	***8,237.77***	***521,054,081***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
11 GLENN								
	UNIFIED	5	228.11	13,996,191	61,357	81,837	58,273	34,708
	COUNTYWIDE TOTALS	***5***	***228.11***	***13,996,191***				
12 HUMBOLDT								
	COUNTY OFFICE	1	79.02	4,317,970	54,644	63,161	51,270	39,379
	ELEMENTARY	14	275.71	15,786,705	57,258	71,709	49,871	28,032
	HIGH	2	145.00	8,690,576	59,935	71,846	52,604	33,362
	UNIFIED	5	320.40	18,646,968	58,199	70,001	52,147	34,292
	COUNTYWIDE TOTALS	***22***	***820.13***	***47,442,218***				
13 IMPERIAL								
	COUNTY OFFICE	1	58.00	3,687,816	63,583	83,387	61,712	40,037
	ELEMENTARY	9	553.40	39,072,032	70,604	94,384	64,898	35,412
	HIGH	2	259.00	19,206,986	74,158	100,161	71,243	42,325
	UNIFIED	5	753.50	50,162,946	66,573	84,735	60,019	35,302
	COUNTYWIDE TOTALS	***17***	***1,623.90***	***112,129,780***				
14 INYO								
	COUNTY OFFICE	1	3.00	260,956	86,985	88,112	69,341	50,569
	UNIFIED	3	140.37	8,954,727	63,794	80,001	57,651	35,300
	COUNTYWIDE TOTALS	***4***	***143.37***	***9,215,683***				
15 KERN								
	COUNTY OFFICE	1	247.50	14,519,710	58,665	76,194	58,980	41,766
	ELEMENTARY	26	4,417.26	277,922,024	62,917	87,062	55,819	24,575
	HIGH	4	2,013.78	135,590,451	67,331	94,813	63,940	33,067
	UNIFIED	6	963.49	59,011,377	61,248	83,341	57,640	31,938
	COUNTYWIDE TOTALS	***37***	***7,642.03***	***487,043,563***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
16 KINGS								
	COUNTY OFFICE	1	66.00	3,950,516	59,856	69,995	54,368	38,740
	ELEMENTARY	7	665.60	41,761,684	62,743	87,351	61,691	36,030
	HIGH	2	255.94	16,353,623	63,896	84,818	63,289	41,759
	UNIFIED	2	280.00	17,296,612	61,774	82,192	60,853	39,514
	COUNTYWIDE TOTALS	***12***	***1,267.54***	***79,362,435***				
17 LAKE								
	COUNTY OFFICE	1	6.00	348,882	58,147	63,291	53,220	43,148
	ELEMENTARY	2	39.13	2,201,953	56,273	69,311	54,163	39,015
	HIGH	1	15.00	770,141	51,343	68,210	53,502	38,793
	UNIFIED	3	308.78	17,011,587	55,093	70,184	50,390	30,595
	COUNTYWIDE TOTALS	***7***	***368.91***	***20,332,563***				
18 LASSEN								
	COUNTY OFFICE	1	41.61	2,278,652	54,762	86,211	59,487	32,762
	ELEMENTARY	5	81.00	4,920,874	60,752	76,286	54,644	33,002
	HIGH	1	44.00	2,534,869	57,611	79,798	57,407	35,016
	UNIFIED	3	34.82	1,702,466	48,893	65,711	47,106	28,500
	COUNTYWIDE TOTALS	***10***	***201.43***	***11,436,861***				
19 LOS ANGELES								
	ELEMENTARY	24	6,596.42	470,344,394	71,303	94,401	64,748	35,094
	HIGH	5	3,193.95	225,369,698	70,561	94,418	65,569	36,720
	UNIFIED	46	52,715.60	3,730,853,542	70,773	99,522	67,475	35,427
	COUNTYWIDE TOTALS	***75***	***62,505.97***	***4,426,567,634***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
20 MADERA								
	COUNTY OFFICE	1	99.23	6,193,352	62,414	71,822	54,923	38,024
	ELEMENTARY	4	157.10	8,740,595	55,637	71,801	50,207	28,612
	HIGH	1	44.28	2,450,034	55,330	73,013	55,729	38,445
	UNIFIED	3	1,065.06	66,039,689	62,006	77,168	56,842	36,515
	COUNTYWIDE TOTALS	***9***	***1,365.67***	***83,423,671***				
21 MARIN								
	ELEMENTARY	9	691.20	51,455,234	74,443	95,858	71,909	47,960
	HIGH	1	239.80	21,531,967	89,791	100,740	76,771	52,802
	UNIFIED	2	430.44	27,993,350	65,034	91,423	66,435	41,447
	COUNTYWIDE TOTALS	***12***	***1,361.44***	***100,980,551***				
22 MARIPOSA								
	COUNTY OFFICE	1	17.97	1,052,599	58,575	67,103	51,078	35,052
	UNIFIED	1	86.99	5,210,585	59,899	67,103	51,078	35,052
	COUNTYWIDE TOTALS	***2***	***104.96***	***6,263,184***				
23 MENDOCINO								
	COUNTY OFFICE	1	38.18	2,150,403	56,323	65,138	51,229	37,319
	UNIFIED	8	564.86	31,585,981	55,918	77,432	53,941	30,450
	COMMON ADMIN.	1	32.63	1,682,329	51,558	70,981	53,135	35,288
	COUNTYWIDE TOTALS	***10***	***635.67***	***35,418,713***				
24 MERCED								
	COUNTY OFFICE	1	135.34	8,117,973	59,982	77,471	58,300	39,129
	ELEMENTARY	12	1,131.63	79,652,100	70,387	87,117	59,739	32,360
	HIGH	2	495.60	32,979,534	66,545	84,283	61,326	38,368
	UNIFIED	5	795.10	50,368,399	63,349	82,647	59,816	36,985
	COUNTYWIDE TOTALS	***20***	***2,557.67***	***171,118,006***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
25 MODOC								
	COUNTY OFFICE	1	13.00	842,268	64,790	77,841	56,838	35,834
	UNIFIED	3	85.31	4,744,372	55,613	81,511	58,606	35,700
	COUNTYWIDE TOTALS	***4***	***98.31***	***5,586,640***				
26 MONO								
	COUNTY OFFICE	1	11.32	648,344	57,274	76,050	56,355	36,660
	COUNTYWIDE TOTALS	***1***	***11.32***	***648,344***				
27 MONTEREY								
	COUNTY OFFICE	1	132.04	9,005,718	68,204	81,257	61,936	42,615
	ELEMENTARY	10	1,089.96	66,684,822	61,181	84,679	59,485	34,291
	HIGH	2	735.32	51,420,459	69,929	102,188	67,710	33,231
	UNIFIED	6	1,354.87	88,299,327	65,172	107,138	72,669	38,200
	COUNTYWIDE TOTALS	***19***	***3,312.19***	***215,410,326***				
28 NAPA								
	UNIFIED	2	908.18	64,494,991	71,016	119,422	82,906	46,389
	COUNTYWIDE TOTALS	***2***	***908.18***	***64,494,991***				
29 NEVADA								
	COUNTY OFFICE	1	15.50	995,298	64,213	76,761	59,827	42,893
	ELEMENTARY	8	239.22	15,520,202	64,878	79,728	58,878	38,028
	HIGH	1	158.90	10,655,362	67,057	80,167	61,171	42,174
	COUNTYWIDE TOTALS	***10***	***413.62***	***27,170,862***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
30 ORANGE								
	COUNTY OFFICE	1	367.60	32,647,329	88,812	102,402	70,954	39,506
	ELEMENTARY	12	3,935.56	301,528,128	76,616	99,865	68,479	37,093
	HIGH	3	2,496.89	210,112,481	84,150	106,159	76,655	47,150
	UNIFIED	11	13,298.87	1,034,503,164	77,789	103,052	66,526	30,000
	COUNTYWIDE TOTALS	***27***	***20,098.92***	***1,578,791,102***				
31 PLACER								
	COUNTY OFFICE	1	98.00	6,363,577	64,934	82,097	59,076	36,055
	ELEMENTARY	10	1,243.56	82,951,369	66,705	82,969	59,192	35,414
	HIGH	2	622.04	42,355,928	68,092	85,558	61,549	37,539
	UNIFIED	3	1,048.15	69,691,694	66,490	89,595	61,613	33,631
	COUNTYWIDE TOTALS	***16***	***3,011.75***	***201,362,567***				
32 PLUMAS								
	UNIFIED	1	128.02	7,264,975	56,749	75,284	54,478	33,672
	COUNTYWIDE TOTALS	***1***	***128.02***	***7,264,975***				
33 RIVERSIDE								
	ELEMENTARY	4	856.86	61,693,806	72,000	89,326	63,549	37,772
	HIGH	1	355.40	24,926,566	70,137	86,001	64,609	43,216
	UNIFIED	18	15,886.51	1,161,364,949	73,104	93,399	65,286	37,173
	COUNTYWIDE TOTALS	***23***	***17,098.77***	***1,247,985,321***				
34 SACRAMENTO								
	COUNTY OFFICE	1	142.87	10,067,232	70,464	78,314	61,490	44,665
	ELEMENTARY	2	214.60	14,382,976	67,022	76,045	56,828	37,611
	UNIFIED	8	9,713.21	664,213,966	68,383	86,028	58,668	31,308
	COUNTYWIDE TOTALS	***11***	***10,070.68***	***688,664,175***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
35 SAN BENITO								
	ELEMENTARY	3	260.52	16,927,551	64,976	82,029	59,649	37,269
	HIGH	1	115.40	7,594,663	65,812	84,156	64,760	45,364
	UNIFIED	1	59.60	3,830,697	64,273	86,829	64,121	41,413
	COUNTYWIDE TOTALS	***5***	***435.52***	***28,352,910***				
36 SAN BERNARDINO								
	COUNTY OFFICE	1	282.86	21,012,456	74,286	83,196	61,074	38,951
	ELEMENTARY	9	3,166.14	224,272,961	70,835	90,661	61,976	33,290
	HIGH	2	1,347.29	99,878,108	74,133	94,719	66,422	38,124
	UNIFIED	19	12,725.23	886,794,627	69,688	89,709	62,690	35,671
	COUNTYWIDE TOTALS	***31***	***17,521.52***	***1,231,958,152***				
37 SAN DIEGO								
	COUNTY OFFICE	1	276.00	20,843,221	75,519	84,332	62,586	40,840
	ELEMENTARY	22	6,174.16	434,173,527	70,321	97,193	66,326	35,459
	HIGH	5	3,410.82	254,648,203	74,659	99,546	68,111	36,675
	UNIFIED	10	11,840.51	802,698,717	67,793	90,005	60,790	31,575
	COUNTYWIDE TOTALS	***38***	***21,701.49***	***1,512,363,668***				
38 SAN FRANCISCO								
	UNIFIED	1	3,345.28	215,292,716	64,357	82,000	60,887	39,774
	COUNTYWIDE TOTALS	***1***	***3,345.28***	***215,292,716***				
39 SAN JOAQUIN								
	COUNTY OFFICE	1	221.20	13,089,129	59,173	77,910	58,997	40,083
	ELEMENTARY	5	168.66	10,168,376	60,289	74,735	54,305	33,875
	UNIFIED	8	5,574.92	349,044,595	62,610	81,401	58,328	35,254
	COUNTYWIDE TOTALS	***14***	***5,964.78***	***372,302,100***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
40 SAN LUIS OBISPO								
	COUNTY OFFICE	1	51.25	3,238,354	63,187	76,731	58,823	40,915
	ELEMENTARY	2	20.64	1,380,376	66,879	82,933	59,098	35,263
	UNIFIED	7	1,654.56	106,887,756	64,602	91,225	63,581	35,936
	COUNTYWIDE TOTALS	***10***	***1,726.45***	***111,506,486***				
41 SAN MATEO								
	COUNTY OFFICE	1	120.10	9,896,772	82,404	92,726	65,766	38,806
	ELEMENTARY	15	2,733.08	190,382,107	69,658	115,456	75,525	35,593
	HIGH	3	1,188.00	95,796,830	80,637	99,261	70,834	42,406
	UNIFIED	3	619.81	38,723,682	62,477	81,745	60,244	38,743
	COUNTYWIDE TOTALS	***22***	***4,660.99***	***334,799,390***				
42 SANTA BARBARA								
	COUNTY OFFICE	1	152.34	10,872,016	71,367	79,397	60,006	40,614
	ELEMENTARY	14	1,326.08	97,302,135	73,376	118,471	78,263	38,055
	HIGH	2	391.19	28,147,836	71,954	86,080	62,859	39,637
	UNIFIED	3	1,152.59	76,406,167	66,291	79,853	59,754	39,654
	COUNTYWIDE TOTALS	***20***	***3,022.20***	***212,728,153***				
43 SANTA CLARA								
	COUNTY OFFICE	1	327.70	25,056,969	76,463	87,707	66,683	45,658
	ELEMENTARY	18	5,590.59	402,584,977	72,011	99,087	70,580	42,072
	HIGH	5	2,314.33	183,183,445	79,152	120,872	81,370	41,867
	UNIFIED	6	4,538.86	330,642,902	72,847	106,951	73,010	39,069
	COUNTYWIDE TOTALS	***30***	***12,771.48***	***941,468,293***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
44 SANTA CRUZ								
	COUNTY OFFICE	1	75.98	4,522,022	59,516	76,645	56,674	36,702
	ELEMENTARY	4	208.13	12,508,300	60,098	77,528	55,128	32,728
	UNIFIED	3	1,239.80	70,541,946	56,898	80,438	56,033	31,628
	COMMON ADMIN.	1	386.28	23,474,937	60,772	75,569	57,964	40,359
	COUNTYWIDE TOTALS	***9***	***1,910.19***	***111,047,205***				
45 SHASTA								
	ELEMENTARY	15	581.06	33,872,100	58,294	72,643	53,660	34,677
	HIGH	2	302.50	19,327,687	63,893	81,186	58,757	36,328
	UNIFIED	2	215.17	11,714,913	54,445	71,386	53,862	36,338
	COUNTYWIDE TOTALS	***19***	***1,098.73***	***64,914,700***				
46 SIERRA								
	UNIFIED	1	26.12	1,385,926	53,060	66,147	49,185	32,223
	COUNTYWIDE TOTALS	***1***	***26.12***	***1,385,926***				
47 SISKIYOU								
	COUNTY OFFICE	1	33.05	1,659,362	50,208	63,248	47,813	32,377
	ELEMENTARY	9	71.65	3,712,241	51,811	64,696	49,348	34,000
	HIGH	3	84.06	5,008,401	59,581	78,321	57,375	36,428
	UNIFIED	2	61.33	3,160,125	51,527	72,727	50,409	28,090
	COUNTYWIDE TOTALS	***15***	***250.09***	***13,540,129***				
48 SOLANO								
	UNIFIED	6	2,882.23	179,854,545	62,401	80,882	58,158	35,433
	COUNTYWIDE TOTALS	***6***	***2,882.23***	***179,854,545***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
49 SONOMA								
	COUNTY OFFICE	1	128.70	8,176,528	63,532	74,297	57,265	40,232
	ELEMENTARY	21	1,025.22	61,876,932	60,355	85,536	60,462	35,388
	HIGH	1	110.72	7,043,846	63,619	72,776	57,228	41,680
	UNIFIED	6	901.50	52,954,382	58,740	72,412	53,765	35,118
	COMMON ADMIN.	2	1,217.62	79,878,697	65,602	80,863	59,359	37,855
	COUNTYWIDE TOTALS	***31***	***3,383.76***	***209,930,385***				
50 STANISLAUS								
	COUNTY OFFICE	1	147.36	10,597,691	71,917	93,672	66,163	38,653
	ELEMENTARY	10	834.80	57,403,552	68,763	86,970	60,943	34,916
	UNIFIED	9	2,171.64	148,035,430	68,168	88,110	61,115	34,120
	COMMON ADMIN.	1	1,381.45	108,266,160	78,371	93,239	71,681	50,123
	COUNTYWIDE TOTALS	***21***	***4,535.25***	***324,302,833***				
51 SUTTER								
	COUNTY OFFICE	1	55.70	3,258,941	58,509	77,249	54,344	31,438
	ELEMENTARY	5	67.00	3,828,711	57,145	76,881	55,326	33,770
	HIGH	1	30.50	1,786,776	58,583	67,660	53,762	39,864
	UNIFIED	2	742.85	43,483,812	58,536	75,856	56,296	36,735
	COUNTYWIDE TOTALS	***9***	***896.05***	***52,358,240***				
52 TEHAMA								
	COUNTY OFFICE	1	27.00	1,580,699	58,544	75,627	57,592	39,556
	ELEMENTARY	7	308.23	18,605,333	60,362	78,181	57,472	36,763
	HIGH	1	86.00	5,932,193	68,979	80,142	59,091	38,040
	COUNTYWIDE TOTALS	***9***	***421.23***	***26,118,225***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
53 TRINITY								
	ELEMENTARY	3	12.41	574,652	46,306	63,872	45,443	27,013
	UNIFIED	2	35.84	1,849,082	51,593	65,975	48,025	30,075
	COUNTYWIDE TOTALS	***5***	***48.25***	***2,423,734***				
54 TULARE								
	COUNTY OFFICE	1	194.17	14,410,286	74,215	88,377	67,318	46,258
	ELEMENTARY	34	1,379.68	87,626,769	63,512	82,438	57,527	32,616
	HIGH	2	266.12	17,807,528	66,915	84,022	62,655	41,287
	UNIFIED	8	2,618.69	167,783,902	64,072	83,226	60,874	38,521
	COUNTYWIDE TOTALS	***45***	***4,458.66***	***287,628,485***				
55 TUOLUMNE								
	COUNTY OFFICE	1	19.10	1,067,898	55,911	73,297	56,370	39,443
	ELEMENTARY	6	141.95	8,386,734	59,082	85,683	61,360	37,036
	HIGH	2	87.05	5,893,414	67,701	94,882	65,784	36,686
	COUNTYWIDE TOTALS	***9***	***248.10***	***15,348,047***				
56 VENTURA								
	COUNTY OFFICE	1	106.44	6,701,622	62,961	77,532	59,878	42,224
	ELEMENTARY	10	1,676.66	115,732,918	69,026	88,526	62,862	37,197
	HIGH	2	704.20	50,920,299	72,309	83,726	61,253	38,780
	UNIFIED	7	3,292.88	221,963,231	67,407	90,245	61,817	33,388
	COUNTYWIDE TOTALS	***20***	***5,780.18***	***395,318,070***				
57 YOLO								
	COUNTY OFFICE	1	34.00	1,857,230	54,624	72,971	55,232	37,493
	UNIFIED	5	1,448.61	90,276,982	62,320	77,965	56,483	35,000
	COUNTYWIDE TOTALS	***6***	***1,482.61***	***92,134,212***				

2012-13 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHEDULE FTE	TOTAL SALARY SCHEDULE COST	AVERAGE SALARY SCHEDULE PAID	HIGHEST SALARY SCHEDULE OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
58 YUBA								
	COUNTY OFFICE	1	48.80	2,680,732	54,933	70,429	55,744	41,059
	ELEMENTARY	3	118.27	7,456,493	63,046	81,898	60,109	38,320
	UNIFIED	1	426.90	27,111,187	63,507	86,745	64,482	42,219
	COUNTYWIDE TOTALS	***5***	***593.97***	***37,248,413***				
	GRAND TOTALS							
	COUNTY OFFICE	43	4,494.06	308,367,102	68,617	102,417	66,928	31,438
	ELEMENTARY	401	50,265	3,471,504,960	69,065	118,471	71,523	24,575
	HIGH SCHOOL	68	22,554.28	1,661,467,509	73,665	120,872	76,970	33,067
	UNIFIED	315	184,192.28	12,712,464,644	69,017	119,422	73,756	28,090
	COMMON ADMIN.	5	3,017.98	213,302,123	70,677	93,239	64,264	35,288
	OVERALL TOTALS	832	264,523.19	18,367,106,339				
	TOTAL STATEWIDE AVERAGES				69,435	79,279	59,804	40,329

Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2010-11 L.A. County District Salary Survey

Final Report as of June 30, 2011

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2011

The Los Angeles County Office of Education, based in Downey, is a public agency that operates a variety of academic, business and consulting programs and services for school communities throughout the county.

Under the leadership of Los Angeles County Superintendent of Schools Arturo Delgado, LACOE is the largest intermediate educational agency in the nation, employing over 4,000 people, more than half of whom are teachers and instructional assistants.

In addition to serving the county's 80 K-12 school districts and 13 community college districts, LACOE provides education and learning opportunities for children with disabilities, wards of the juvenile court, preschool children and their families, students in career and technical training programs, and students talented in the arts.

LACOE has been conducting its annual L.A. County District Salary Survey, previously titled *District Survey of Salaries and Fringe Benefits in Los Angeles County* through its Human Resource Advisory & Support Services Unit since 1974.

Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities
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INTRODUCTION

This comparative report of 2010-11 salaries and benefits for positions typically found in school districts in Los Angeles County is prepared and provided by the Human Resource Advisory & Support Services Unit of the Los Angeles County Office of Education. Classification descriptions, *not job titles*, were used to identify comparable positions.

SURVEY FORMAT

This report is divided into two sections plus an appendix. Section I reports on the elementary and high school districts in Los Angeles County, while Section II devotes itself to the unified school districts in Los Angeles County.

Each section contains four parts. Part A contains information for selected non-teaching certificated and administrative positions including doctorate, and longevity. Part B is an analysis comparing teachers' salary schedule benchmarks. Part C shows the maximum annual contribution paid by the district toward insurance fringe benefit programs for teachers. Part D compares percent increases of teacher's minimum and maximum salaries.

The Appendix presents the questionnaire's job descriptions that are used as the criterion to determine comparability, a listing of selected teachers' stipends, the staff size, a reference list of district contact people contributing to this survey, financial information, and a map of the Los Angeles County school districts.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

- All salary values in this survey are compared with respect to salary schedules ***excluding*** one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information provided to us for the 2010-11 fiscal year, as of June 30, 2011.

- With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment were excluded from the teachers', non-teachers' and management salary schedule rankings. Longevity or extended career service pay is also excluded from the salary schedule rankings, except where applicable.

- Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

- Net work days are the total number of paid work days within the school year less holidays and vacation days.

- "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

- Percent increases of teachers' salaries compare changes in the minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with a provisional service document and one minimum salary with a credential. The maximum salary assumes a credential.

- Represented points on the teachers' salary schedules were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

- The insurance benefits program per teacher has been re-designed to account for the annual maximum benefits contribution per teacher.

SURVEY METHOD

Data were collected through the use of e-mailed questionnaires, district salary schedules and telephone follow-up. This year's responses were verified by comparing it with last year's data and this year's salary schedules and other written documentation provided by each school district. The non-teaching positions were compared to the job descriptions appearing in the questionnaire with each district's job description, and followed-up with telephone verification when necessary.

DEFINITION OF TERMS

Quartiles: The three (3) values that separate the distribution of ranked data into four equal groups are as follows:

Q3 — The third quartile, the value indicating the upper quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Md — The Median, the mid-point of the distribution of ranked responses (reliable statistic).

Q1 — The first quartile, the value indicating the lower quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Rank Order: List of key survey responses in descending order of assigned rank, with the largest value ranked "1". Values are assigned the same middle rank when there are ties.

Net Work Days: Total number of paid work days within the school year less holiday and vacation days

QUESTIONS AND COMMENTS

Forward any comments or questions regarding this year's survey to:

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NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among the school districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts, since there is no documentation available to verify the accuracy of information that districts provide in this particular area. Extreme care should be used in utilizing quartiles, since the median is the **ONLY** reliable statistic of the three, as Q1 and Q3 are contaminated by sample size and therefore not reliable. Care should be exercised in using this survey data, with interpretations examined in the context of the overall survey limitations.

NOTE OF THANKS

We wish to thank those individuals and school districts who prepared and submitted the data to make this study possible. We also wish to acknowledge the contributions of our Reprographics Division for the printing of this publication. Also, we wish to extend a note of thanks to Simona Meza, Fazilet Kasri, Ph.D., and Jay Ortega for their technical support and assistance in preparing this study.

TABLE OF CONTENTS

I. ELEMENTARY AND HIGH SCHOOL DISTRICTS, LOS ANGELES COUNTY 1

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 2

1. PROFESSIONAL STAFF SPECIALISTS 2
   a. Position I — "School Psychologist" 2
   b. Position II — "School Counselor" 3

2. ADMINISTRATORS 4
   a. Position IIIA — "Elementary School Principal" 4
   b. Position IIIB — "Intermediate School Principal" 5
   c. Position IIIC — "High School Principal" 5
   d. Position IVA — "Intermediate School Assistant Principal" 6
   e. Position IVB — "High School Assistant Principal" 6

B. TEACHERS SALARY SCHEDULE 7

1. BEGINNING SALARY, NO EXPERIENCE 7
   a B.A. Only, Provisional Service Document, Annual Salary 7
   b. B.A. Only, Credential, Annual Salary 8
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 9
   d. M.A. Only, Credential, Annual Salary 10

2. MAXIMUM STEP AND COLUMN PLACEMENT 11
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 11
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 12
   c. Maximum, M.A. Only, Credential, Annual Salary 13
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 14
   e. Maximum, excluding incentives, Credential, Annual Salary 15
   f. Maximum with 25 Years Experience, Credential, Annual Salary 16

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 17

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 17

D. TEACHERS PERCENT INCREASE 18

1. One Year – 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 18
2. One Year – 2010-11 Minimum Salary Percent Increase, Credential, Annual Rate 19
3. One Year – 2010-11 Maximum Salary Percent Increase, Credential, Annual Rate 20
4. Three Year – 2007-08 to 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary. 21
5. Three Year – 2007-08 to 2010-11 Minimum Salary Percent Increase, Credential, Annual Salary 22
6. Three Year – 2007-08 to 2010-11 Maximum Salary Percent Increase, Credential, Annual Salary 23
7. Five Years – 2005-06 to 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 24
8. Five Years – 2005-06 to 2010-11 Minimum Salary Percent Increase, Credential, Annual Salary 25
9. Five Years – 2005-06 to 2010-11 Maximum Salary Percent Increase, Credential, Annual Salary 26
10. Last Maximum Base Salary Percent Increase 27

II. UNIFIED SCHOOL DISTRICTS, LOS ANGELES COUNTY 28

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 28

1. PROFESSIONAL STAFF SPECIALISTS 28
   a. Position I — "School Psychologist" 29
   b. Position II — "School Counselor" 30

2. ADMINISTRATORS 31
   a. Position IIIA — "Elementary School Principal" 31
   b. Position IIIB — "Intermediate School Principal" 32
   c. Position IIIC — "High School Principal" 33
   d. Position IVA — "Intermediate School Assistant Principal" 34
   e. Position IVB — "High School Assistant Principal" 35

B. TEACHERS SALARY SCHEDULE 36

1. BEGINNING SALARY, NO EXPERIENCE 36
   a. B.A. Only, Provisional Service Document, Annual Salary 36
   b. B.A. Only, Credential, Annual Salary 37
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 38
   d. M.A. Only, Credential, Annual Salary 39

2. MAXIMUM STEP AND COLUMN PLACEMENT 40
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 40
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 41
   c. Maximum, M.A. Only, Credential, Annual Salary 42
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 43
   e. Maximum, excluding incentives, Credential, Annual Salary 44
   f. Maximum with 25 Years Experience, Credential, Annual Salary 45

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 46

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 46

D. TEACHERS PERCENT INCREASE 47

1. One Year – 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 47
2. One Year – 2010-11 Minimum Salary Percent Increase, Credential, Annual Rate 48
3. One Year – 2010-11 Maximum Salary Percent Increase, Credential, Annual Rate 49
4. Three Year – 2007-08 to 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 50
5. Three Year – 2007-08 to 2010-11 Minimum Salary Percent Increase, Credential, Annual Salary 51
6. Three Year – 2007-08 to 2010-11 Maximum Salary Percent Increase, Credential, Annual Salary 52
7. Five Years – 2005-06 to 2010-11 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 53
8. Five Years – 2005-06 to 2010-11 Minimum Salary Percent Increase, Credential, Annual Salary 54
9. Five Years – 2005-06 to 2010-11 Maximum Salary Percent Increase, Credential, Annual Salary 55
10. Last Maximum Base Salary Percent Increase 56

APPENDIX..... 57

BENCHMARK JOB DESCRIPTIONS..... 58
Certificated Classifications..... 58

2010-11 TEACHERS STIPENDS..... 59

Elementary and High School Districts..... 59
Unified School Districts..... 60

2010-11 DISTRICT STAFF SIZE..... 61

Elementary and High School Districts..... 61
Unified School Districts..... 62

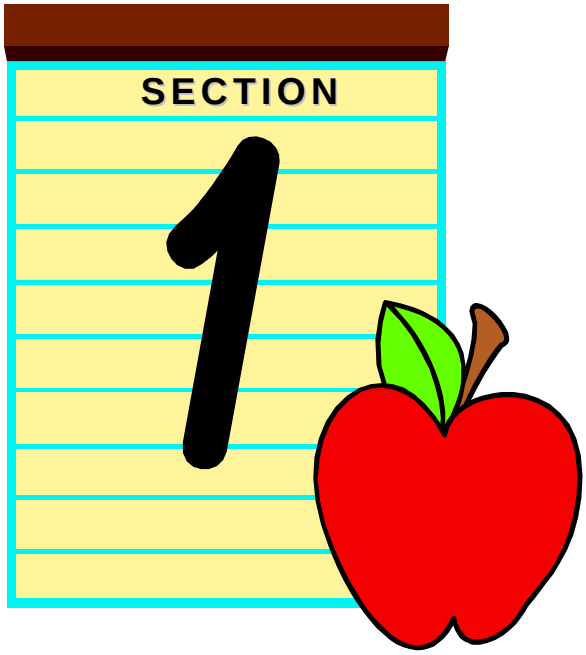
LIST OF DISTRICT CONTRIBUTORS..... 63

Elementary and High School Districts..... 63
Unified School Districts..... 64

FINANCIAL INFORMATION 65
.

2009-10 Total Expenditures: Elementary and High School Districts..... 65
2009-10 Total Expenditures: Unified School Districts..... 66
2009-10 Ranked Size by Revenue Limit ADA: Elementary and High School Districts..... 67
2009-10 Ranked Size by Revenue Limit ADA: Unified School Districts..... 68
2010-11 Base Revenue Limit per ADA-Rank Order: Elementary and High School Districts..... 69
2010-11 Base Revenue Limit per ADA-Rank Order: Unified School Districts..... 70

MAP OF LOS ANGELES COUNTY SCHOOL DISTRICTS..... Inside Back Cover



LOS ANGELES COUNTY ELEMENTARY AND HIGH SCHOOL DISTRICTS

Los Angeles County Office of Education
August 2011

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I – "School Psychologist"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$522.38	$89,342 - $101,341	5	194		$7538	07/01/10
Lawndale	a	2		474.90	63,931 - 91,655	7	193			07/01/07
Lowell Joint		3		468.48	75,479 - 84,795	7	181		4000	11/01/10
East Whittier	a	4		465.17	65,994 - 87,452	9	188	$500	1055	07/01/10
Lennox		5		463.78	73,254 - 90,437	5	195			07/01/10
Sulphur Springs		6		461.72	72,481 - 87,727	5	190		10.00%	07/01/10
			Q3	**(460.63)**						
Rosemead		7		459.54	79,399 - 85,934	5	187	2000	$4800	07/01/10
Saugus Union		8		456.97	75,223 - 91,394	6	200	2000	4000	07/01/10
Garvey	az	9		455.49	51,357 - 90,187	12	198	2566	7696	07/01/07
Little Lake City		10		449.49	70,525 - 82,256	4	183	2.00%	1800	07/01/09
South Whittier		11		445.42	76,498 84,630	5	190	$1000	3000	07/01/10
El Monte	a	12		445.21	66,461 - 84,589	8	190		6433	04/01/08
Wilsona	z	13	**Md**	**435.83**	77,330 - 91,960	5	211	1000	4000	07/01/07
Whittier City	a	14		433.72	57,194 - 78,503	8	181		9759	09/01/09
Wiseburn		15		432.69	77,142 - 85,672	5	198	800	1000	07/01/10
Newhall	z	16		427.32	75,239 - 86,318	6	202	500	6000	07/01/10
Hawthorne		17		425.00	69,494 - 78,625	6	185	600	4500	07/01/10
Lancaster		18		420.18	71,517 - 79,414	5	189	1000	11,339	07/01/10
Hermosa Beach	z	19		419.26	61,948 - 81,755	6	195		2250	01/16/08
			Q1	**(418.51)**						
Castaic Union	z	20		417.76	64,429 - 84,387	5	202		7000	07/01/10
Eastside Union	a	21		416.53	75,610 - 83,306	5	200		2425	07/01/07
Westside Union		22		414.98	59,921 - 78,016	9	188	2500	14,500	07/01/10
Keppel Union		23		411.81	65,265 - 78,244	5	190	500	1252	07/01/10
Palmdale		24		397.86	72,135 - 79,572	5	200	1000	11,250	07/01/10
Los Nietos	az	25		394.03	61,787 - 74,866	5	190		5000	07/01/09
Hughes-Eliz. Lakes					No Comparable Classification					
Valle Lindo					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$481.60	$77,808 - $88,615	5	184	$2773	$16,079	10/01/09
			Q3	**(480.74)**						
Hart Union	a	2		479.88	58,237 - 91,057	13	189.75	2188	10,940	07/01/10
Centinela Valley	a	3	**Md**	**467.67**	57,335 - 90,728	12	194	1000	12,981	07/01/06
El Monte Union	az	4		467.22	49,707 - 89,706	13	192		9858	09/01/07
			Q1	**(447.97)**						
Antelope Valley		5		428.72	81,726 - 88,316	5	206	3500	5000	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II – "School Counselor"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$523.86	$58,039	-	$96,390	13	184		$8597	07/01/10
Lennox		2		485.60	74,431	-	91,778	5	189			07/01/10
Palmdale	a	3		477.60	53,333	-	91,222	13	191		3750	07/01/10
Lawndale		4		477.20	64,241	-	92,099	7	193			07/01/07
			Q3	**(476.07)**								
Hughes-Eliz. Lakes		5		474.93	86,697		95,460	3	201		1438	07/01/10
East Whittier	a	6		465.18	59,793	-	85,593	11	184	$500	1031	07/01/10
Saugus Union		7		462.08	48,121	-	83,637	12	181	700	4000	07/01/10
Eastside Union	a	8		461.16	45,768	-	89,004	15	193	1000	2425	07/01/07
Castaic Union	az	9	**Md**	**450.66**	46,026	-	86,978	16	193		7000	07/01/10
Little Lake City		10		447.75	77,931	-	90,894	4	203	2.00%	1800	07/01/09
Wiseburn		11		433.47	73,379	-	81,493	5	188	$800	1000	07/01/10
Garvey	az	12		430.38	46,054	-	78,759	12	183	2566	7696	07/01/07
Los Nietos	az	13		430.33	47,542	-	75,308	12	175		5000	07/01/09
			Q1	**(430.02)**								
El Monte	a	14		429.71	49,859	-	82,504	13	192		9633	04/01/08
Hawthorne	a	15		414.32	50,524	-	76,650	10	185		11,012	07/01/10
Whittier City	a	16		410.43	47,399	-	74,698	12	182		13,564	09/01/09
Westside Union		17		363.85	56,740	-	69,132	9	190	2500	14,500	07/01/10
Hermosa Beach					No Comparable Classification							
Keppel Union					No Comparable Classification							
Lancaster					No Comparable Classification							
Lowell Joint					No Comparable Classification							
Newhall					No Comparable Classification							
Rosemead					No Comparable Classification							
South Whittier					No Comparable Classification							
Sulphur Springs					No Comparable Classification							
Valle Lindo					No Comparable Classification							
Wilsona					No Comparable Classification							

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$487.39	$57,231	-	$96,503	12	198	$2773	$11,286	10/01/09
			Q3	**(478.31)**								
Hart Union	a	2		469.22	49,219	-	89,151	13	190	2127	10,635	07/01/10
Centinela Valley	a	3	**Md**	**467.67**	57,335	-	90,728	12	194	1000	12,981	07/01/06
El Monte Union	az	4		457.36	47,801	-	87,813	13	192		9858	09/01/07
			Q1	**(450.03)**								
Antelope Valley	a	5		442.70	52,829	-	85,442	13	193	3500	17,997	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

a. Position IIIA – "Elementary School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Saugus Union		1		$564.25	$101,743 - $120,185	6	213	$2000	$4000	07/01/10
Lawndale		2		558.56	103,215 - 117,298	5	210	1000	6000	07/01/07
Lennox		3		545.61	92,807 - 114,578	5	210			07/01/10
Newhall	z	4		545.22	102,914 - 115,586	6	212	500	6000	07/01/10
Mountain View		5		543.02	93,741 - 115,121	5	212		7532	07/01/10
El Monte		6		541.73	82,885 - 117,014	13	216		13,475	02/01/07
			Q3	**(540.53)**						
South Whittier		7		539.33	89,446 - 109,484	6	203	1000	3000	08/01/09
Valle Lindo	z	8		534.41	102,078 - 114,898	5	215		6.00%	07/01/08
East Whittier		9		530.76	98,265 - 115,440	5	217.5	2000	$6000	07/01/10
Castaic Union	yz	10		524.05	85,703 - 108,479	6	207	2250	7000	07/01/10
Sulphur Springs		11		522.31	89,226 - 107,596	5	206		10.00%	07/01/10
Little Lake City		12		515.45	91,437 - 106,698	4	207	2.00%	10.00%	07/01/09
Wiseburn		13	**Md**	**513.80**	92,305 - 103,787	5	202	$800	$1000	07/01/10
Rosemead		14		508.37	98,680 - 105,232	5	207	2000	4800	07/01/10
Palmdale		15		506.99	99,257 - 109,509	5	216	1000	11,250	07/01/08
Whittier City		16		506.70	89,441 - 104,634	5	206.5	1500		07/01/09
Lancaster		17		505.93	89,075 - 108,269	5	214	1000	11,339	07/01/10
Westside Union		18		505.29	86,480 - 107,627	9	213	2500	14,500	07/01/10
Lowell Joint		19		504.85	89,494 - 97,941	7	194		7000	11/01/10
			Q1	**(499.54)**						
Garvey	z	20		494.22	84,327 - 107,246	5	217	2555	7699	07/01/07
Hermosa Beach	z	21		488.54	78,787 - 105,037	6	215	1500	2250	07/01/07
Keppel Union		22		481.95	88,021 - 98,800	5	205	500	1252	07/01/10
Wilsona	z	23		477.92	87,780 - 100,842	5	211	1000	4000	07/01/07
Eastside Union		24		473.97	95,931 - 104,273	5	220	2000		07/01/10
Los Nietos	z	25		450.93	83,124 - 96,048	5	213	1000	4000	07/01/09
Hawthorne					No Comparable Classification					
Hughes-Eliz. Lakes					No Comparable Classification					

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

y Only one advanced degree stipend is compensated, not both

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB – "Intermediate School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Lawndale		1		$563.94	$106,694 - $121,248	5	215	$1000	$6000	07/01/07
Lennox		2		561.99	96,502 - 119,142	5	212			07/01/10
South Whittier		3		554.61	92,023 - 112,585	6	203	1000	3000	08/01/09
East Whittier		4		548.93	101,616 - 119,392	5	217.5	2000	6000	07/01/10
Mountain View		5		543.02	93,741 - 115,121	5	212		7532	07/01/10
El Monte		6	**Q3**	**541.73**	82,885 - 117,014	13	216		13,475	02/01/07
Valle Lindo	z	7		534.41	102,078 - 114,898	5	215		6.00%	07/01/08
Castaic Union	yz	8		530.28	90,887 - 115,071	6	217	2250	$7000	07/01/10
Whittier City		9		521.90	92,125 - 107,772	5	206.5	1500		07/01/09
Wiseburn		10		518.67	95,880 - 107,364	5	207	800	1000	07/01/10
Lowell Joint		11		517.97	99,532 - 108,774	7	210		7000	11/01/10
Little Lake City		12	**Md**	**514.66**	94,832 - 110,651	4	215	2.00%	10.00%	07/01/09
Rosemead		13		511.61	103,440 - 109,996	5	215	$2000	$4800	07/01/10
Hawthorne	k	14		509.54	93,741 - 104,456	6	205	1500	4500	07/01/10
Palmdale		15		506.99	99,257 - 109,509	5	216	1000	11,250	07/01/08
Garvey	z	16		506.38	86,397 - 109,885	5	217	2555	7699	07/01/07
Lancaster		17		505.93	89,075 - 108,269	5	214	1000	11,339	07/01/10
Westside Union		18	**Q1**	**505.29**	86,480 - 107,627	9	213	2500	14,500	07/01/10
Hermosa Beach	z	19		497.46	82,731 - 106,953	6	215	1500	2250	07/01/07
Keppel Union		20		483.54	91,327 - 102,510	5	212	500	1252	07/01/10
Wilsona	z	21		477.92	87,780 - 100,842	5	211	1000	4000	07/01/07
Eastside Union		22		473.97	98,411 - 106,643	5	225	2000		07/01/10
Los Nietos	z	23		473.69	87,240 - 100,896	5	213	1000	4000	07/01/09
Hughes-Eliz. Lakes					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					

c. Position IIIC – "High School Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$680.19	$138,469 - $147,261	5	216.5	$2773	$5824	09/01/09
			Q3	**(631.28)**						
Hart Union		2		582.37	107,970 - 126,375	4	217	2.00%	12.00%	07/01/10
El Monte Union	z	3	**Md**	**579.62**	112,939 - 125,198	5	216		$12,590	07/01/07
Centinela Valley		4		556.59	112,758 - 124,677	3	224	$1200	5899	07/01/06
			Q1	**(547.48)**						
Antelope Valley		5		538.37	110,394 - 118,441	5	220	3500	13,292	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
k K-8 schools
y Only one advanced degree stipend is compensated, not both
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA – "Intermediate School Assistant Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View		1		$517.27	$82,563 - $101,384	5	196		$7532	07/01/10
Lawndale		2		512.70	94,140 - 105,104	5	205	$1000	6000	07/01/07
Lennox		3		507.43	84,670 - 104,531	5	206			07/01/10
Wiseburn		4		503.66	86,864 - 96,703	5	192	800	1000	07/01/10
El Monte		5		498.77	67,831 - 95,764	13	192		11,028	02/01/07
			Q3	**(494.83)**						
East Whittier		6		490.88	91,020 - 106,766	5	217.5	2000	6000	07/01/10
South Whittier		7		489.73	81,299 - 99,416	6	203	1000	3000	08/01/09
Hawthorne	k	8		484.13	86,892 - 96,826	6	200	1500	4500	07/01/10
Garvey	z	9		482.49	82,371 - 104,701	5	217	2555	7699	07/01/07
Whittier City		10		481.37	84,970 - 99,402	5	206.5	1500		07/01/09
Castaic Union	yz	11	**Md**	**479.93**	78,161 - 99,345	6	207	2250	7000	07/01/10
Rosemead		12		476.71	92,129 - 98,680	5	207	2000	4800	07/01/10
Hughes-Eliz. Lakes	k	13		474.93	86,697 - 95,460	3	201		1438	07/01/10
Little Lake City		14		471.42	82,052 - 95,698	4	203	2.00%	1800	07/01/09
Lowell Joint		15		470.24	79,018 - 87,465	7	186		7000	11/01/10
Lancaster		16		469.30	78,764 - 95,738	5	204	$1000	11,339	07/01/10
			Q1	**(460.35)**						
Eastside Union		17		451.40	89,288 - 97,051	5	215	2000		07/01/10
Westside Union		18		445.82	73,745 - 94,960	9	213	2500	14,500	07/01/10
Los Nietos	z	19		440.06	77,124 - 93,732	5	213	1000	4000	07/01/09
Wilsona	z	20		435.83	77,330 - 91,960	5	211	1000	4000	07/01/07
Palmdale		21		429.43	80,967 - 89,321	5	208	1000	11,250	07/01/10
Hermosa Beach					No Comparable Classification					
Keppel Union					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					

e. Position IVB – "High School Assistant Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$586.28	$115,940 - $126,930	NA	216.5	$2773	$5165	09/01/09
			Q3	**(558.57)**						
Hart Union		2		530.85	96,707 - 109,885	4	207	2.00%	12.00%	07/01/10
Centinela Valley		3	**Md**	**517.23**	104,825 - 115,860	3	224	$1200	$5899	07/01/06
El Monte Union	z	4		504.08	101,839 - 108,881	5	216		12,279	07/01/07
			Q1	**(493.00)**						
Antelope Valley		5		481.92	98,182 - 106,022	5	220	3500	5000	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
k K-8 schools
y Only one advanced degree stipend is compensated, not both
z Not settled
NA Not Applicable

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
a. B.A. Only / Provisional Service Document

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lawndale		1		$47,541	I	1	BA
Mountain View		2		46,273	1	1	BA
Lennox		3		46,194	IC	1	BA
East Whittier		4		44,342	I-2	1	BA
Valle Lindo	z	5		43,912	A	1	BA
Hermosa Beach	z	6		43,580	I	1	BA
Garvey	z	7	**Q3**	**43,347**	I	1	BA
Little Lake City		8		43,194	A001	1	BA
Wiseburn		9		42,639	I	1	BA
El Monte		10		42,427	A	1	BA
Newhall	z	11		42,417	I	1	BA
Los Nietos	z	12		41,250	I	1	BA
South Whittier		13		41,047	I	1	BA
Sulphur Springs		14	**Md**	**40,411**	I	1	BA
Eastside Union		15		40,129	A	1	BA
Saugus Union	R	16		39,922	I	1	BA
Hawthorne		17		39,708	1	1	BA
Rosemead		18		39,155	IA	1	BA
Castaic Union	z	19		38,714	I	1	BA
Lowell Joint		20		37,343	I	1	BA
Westside Union		21	**Q1**	**36,816**	I	1	BA
Keppel Union		22		36,619	Ia	1	BA
Hughes-Eliz. Lakes		23		35,943	1	1	BA
Wilsona	z	24		35,494	AA	1	BA
Whittier City		25		35,336	I	1	BA
Lancaster		26		35,206	A	1	BA
Palmdale		27		35,094	A	1	BA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
El Monte Union	z	1		$45,394	I	1	BA
			Q3	**(44,030)**			
Whittier Union		2		42,665	A	1	BA
Hart Union		3	**Md**	**42,404**	I	1	BA
Centinela Valley		4		40,682	I	1	BA
			Q1	**(38,297)**			
Antelope Valley		5		35,912	1	1	BA

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials
G Excludes Gorman due to size and financial structure
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
b. B.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox		1		$49,729	ID	1	BA
Lawndale		2		47,541	I	1	BA
El Monte		3		47,229	D	1	BA
Mountain View		4		46,273	1	1	BA
East Whittier		5		44,342	I-2	1	BA
Valle Lindo	z	6		43,912	A	1	BA
Hermosa Beach	z	7	**Q3**	**43,580**	I	1	BA
Newhall	z	8		43,466	I	1	BA
Little Lake City		9		43,194	A001	1	BA
Wiseburn		10		42,639	I	1	BA
Garvey	z	11		42,427	I	1	BA
Hawthorne		12		41,394	2	1	BA
Los Nietos	z	13		41,250	I	1	BA
			Md	**(41,149)**			
South Whittier		14		41,047	I	1	BA
Sulphur Springs		15		40,411	I	1	BA
Eastside Union		16		40,129	A	1	BA
Castaic Union	z	17		40,063	III	1	BA
Saugus Union	R	18		39,922	I	1	BA
Hughes-Eliz. Lakes		19		39,177	2	1	BA
Wilsona	z	20	**Q1**	**38,501**	A	1	BA
Keppel Union		21		38,133	Ib	1	BA
Lowell Joint		22		37,343	I	1	BA
Westside Union		23		36,816	I	1	BA
Whittier City		24		35,336	I	1	BA
Palmdale		25		35,217	A	1	BA
Lancaster		26		35,206	A	1	BA
Rosemead				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA
			Q3	**(48,810)**			
Centinela Valley		2		46,925	II	1	BA
			Md	**(46,160)**			
El Monte Union	z	3		45,394	I	1	BA
			Q1	**(43,899)**			
Hart Union		4		42,404	I	1	BA
Antelope Valley				No Comparable Column			

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
c. B.A. + 28 to 30 Units / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox		1		$49,731	IIID	1	BA+30
Mountain View		2		49,205	3	1	BA+30
Hermosa Beach	z	3		48,993	III	1	BA+30
Lawndale		4		47,544	III	1	BA+30
El Monte		5		47,229	D	1	BA+30
East Whittier		6		44,865	II-4	1	BA+30
			Q3	**(44,581)**			
Rosemead		7		44,296	IIIB	1	BA+30
Saugus Union	R	8		43,925	III	1	BA+30
Valle Lindo	z	9		43,912	C	1	BA+30
Wiseburn		10		43,644	II	1	BA+30
Garvey	z	11		43,488	III	1	BA+30
Newhall	z	12		43,467	II	1	BA+30
Little Lake City		13	**Md**	**43,194**	B002	1	BA+30
South Whittier		14		43,014	II	1	BA+30
Whittier City		15		42,798	III	1	BA+30
Lowell Joint		16		42,676	III	1	BA+30
Hughes-Eliz. Lakes		17		42,412	3	1	BA+30
Keppel Union		18		42,236	III	1	BA+30
Los Nietos	z	19		42,100	II	1	BA+30
			Q1	**(42,036)**			
Westside Union		20		41,972	III	1	BA+30
Lancaster		21		41,546	C	1	BA+30
Sulphur Springs		22		40,411	II	1	BA+30/MA
Wilsona	z	23		40,198	C	1	BA+30
Castaic Union	z	24		40,063	III	1	BA+30
Palmdale		25		40,007	C	1	BA+30
Eastside Union				No Comparable Column			
Hawthorne				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA+30
			Q3	**(49,050)**			
Antelope Valley		2	**Md**	**47,405**	3	1	BA+30
			Q1	**(44,905)**			
Hart Union		3		42,404	II	1	BA+30
Centinela Valley		4		No Comparable Column			
El Monte Union		5		No Comparable Column			

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G Excludes Gorman due to size and financial structure
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Mountain View		1		$52,763	4	1	MA/BA+45
Hermosa Beach	fz	2		52,452	IV	1	MA/BA+45
Lawndale		3		52,297	IV	1	MA/BA+45
Lennox		4		50,486	IVD	1	MA/BA+45
Valle Lindo	z	5		48,286	D	1	MA/BA+45
			Q3	**(47,904)**			
El Monte		6		47,522	E	1	MA/BA+40
South Whittier		7		46,952	IV	1	MA/BA+60
Rosemead		8		46,840	IVB	1	MA/BA+45
East Whittier		9		46,708	III-6	1	MA/BA+45
Saugus Union	fR	10		46,429	IV	1	MA/BA+45
			Md	**(45,887)**			
Lowell Joint		11		45,344	IV	1	MA/BA+45
Lancaster		12		44,713	D	1	MA/BA+45
Westside Union		13		44,549	IV	1	MA/BA+45
Little Lake City		14		44,301	C003	1	MA/BA+45
Los Nietos	z	15		44,020	III	1	MA/BA+45
			Q1	**(43,708)**			
Eastside Union		16		43,396	C	1	MA/BA+36
Hawthorne		17		43,153	3	1	MA/BA+168
Wilsona	fz	18		43,099	D	1	MA/BA+45
Palmdale		19		42,470	D	1	MA/BA+45
Sulphur Springs	f	20		41,911	II	1	MA/BA+30
Castaic Union				No Comparable Column			
Garvey				No Comparable Column			
Hughes-Eliz. Lakes				No Comparable Column			
Keppel Union				No Comparable Column			
Newhall				No Comparable Column			
Whittier City				No Comparable Column			
Wiseburn				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,696	D	1	MA/BA+45
			Q3	**(49,232)**			
Antelope Valley		2		47,768	4	1	MA/BA+45
			Md	**(47,579)**			
Centinela Valley		3		47,389	III	1	MA/BA+45
			Q1	**(46,392)**			
El Monte Union	z	4		45,394	III	1	MA/BA+34
Hart Union				No Comparable Column			

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

a. B.A. + 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$60,130	3	6	5	BA+30
Hermosa Beach	z	2		59,401	III	6	5	BA+30
Lawndale		3		58,138	III	6	5	BA+30
Lennox		4		57,924	IIID	6	5	BA+30
Lowell Joint		5		56,013	III	6	5	BA+30
Rosemead		6		54,956	IIIB	6	5	BA+30
			Q3	**(54,914)**				
Valle Lindo	z	7		54,872	C	6	5	BA+30
East Whittier		8		54,771	II-4	6	5	BA+30
Wiseburn		9		54,631	II	6	5	BA+30
El Monte		10		54,034	D	6	5	BA+30
Saugus Union	R	11		53,782	III	6	5	BA+30
Westside Union		12		53,017	III	6	5	BA+30
South Whittier		13	**Md**	**52,843**	II	6	5	BA+30
Keppel Union		14		52,319	III	6	5	BA+30
Little Lake City		15		52,093	B002	6	5	BA+30
Whittier City		16		51,686	III	6	5	BA+30
Garvey	z	17		51,571	III	6	5	BA+30
Palmdale		18		50,539	C	6	5	BA+30
Hughes-Eliz. Lakes		19		50,501	3	6	5	BA+30
			Q1	**(50,441)**				
Wilsona	z	20		50,381	C	6	5	BA+30
Los Nietos	z	21		50,090	II	6	5	BA+30
Castaic Union	z	22		49,754	III	6	5	BA+30
Lancaster		23		49,465	C	6	5	BA+30
Sulphur Springs		24		49,391	II	6	5	BA+30/MA
Newhall	z	25		49,150	II	6	5	BA+30
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$57,254	C	6	5	BA+30
			Q3	**(54,489)**				
Hart Union		2	**Md**	**51,723**	II	6	5	BA+30
			Q1	**(51,721)**				
Antelope Valley		3		51,719	3	6	5	BA+30
Centinela Valley				No Comparable Column				
El Monte Union				No Comparable Column				

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G Excludes Gorman due to size and financial structure

R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2. Maximum Column and Step Placement
b. Highest Entry for an Incoming Teacher / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$95,442	5	22	21	BA+60&MA/MA+15
East Whittier		2		89,610	IV-8	30	29	BA+60&MA/MA+24
Little Lake City		3		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Whittier City		4		82,725	V	24	23	BA+60/MA+24
Valle Lindo	z	5		79,015	F	11	10	BA+75&MA/MA+30
Garvey	fz	6		78,759	V	12	11	BA+60&MA
Lawndale		7	**Q3**	**78,509**	VI	10	9	BA+75&MA
Hermosa Beach	fz	8		76,598	VI	10	9	BA+75&MA/MA+30
Palmdale		9		76,393	F	25	24	BA+75/MA+30
Wilsona	fz	10		74,753	G	13	12	BA+90&MA/MA+45
Los Nietos	z	11		73,550	IV	14	13	BA+60&MA/MA+15
El Monte		12		73,088	G	11	10	BA+60&MA
Hawthorne		13		71,090	5	11	10	BA+200&MA
Hughes-Eliz. Lakes	f	14	**Md**	**69,498**	6	11	10	BA+75&MA
Wiseburn	f	15		68,788	V	8	7	BA+105&MA
Keppel Union	fs	16		67,291	VI	9	8	BA+75&MA
Castaic Union	fz	17		66,791	VI	10	9	BA+75&MA
Sulphur Springs	f	18		66,589	VI	9	8	BA+90&MA/MA+60
Lennox		19		65,320	VD	6	5	BA+60&MA/MA+15
Lancaster	s	20		63,722	F	9	8	BA+75/MA+30
Saugus Union	R	21	**Q1**	**61,863**	V	6	5	BA+60&MA
Lowell Joint		22		61,349	V	6	5	BA+60&MA/MA+24
Westside Union		23		60,749	VI	6	5	BA+75&MA/MA+30
Eastside Union	s	24		59,346	F	6	5	BA+90/MA+60
Rosemead		25		58,903	VB	5	4	BA+60&MA/MA+15
South Whittier		26		58,746	V	6	5	BA+75&MA/MA+15
Newhall	fz	27		58,513	V	6	5	BA+75&MA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(90,614)**				
El Monte Union	z	2		89,648	V	30	29	BA+68&MA
Centinela Valley		3	**Md**	**85,720**	V	30	29	BA+60&MA/BA+75
Antelope Valley		4		70,033	6	11	10	BA+75&MA/MA+30
			Q1	**(69,389)**				
Hart Union	f	5		68,745	V	9	8	BA+75&MA/MA+35/BA+84

++ Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
f Rate includes stipend for M.A. degree
s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$81,534	4	13	12	MA/BA+45
Lennox		2		75,847	IVD	12	11	MA/BA+45
Little Lake City		3		75,360	C003	15	14	MA/BA+45
East Whittier		4		74,579	III-6	16	15	MA/BA+30
Saugus Union	fR	5		74,260	IV	12	11	MA/BA+45
			Q3	**(74,232)**				
Rosemead		6		74,204	IVB	13	12	MA/BA+45
El Monte		7		72,559	E	13	12	MA/BA+40
Valle Lindo	z	8		72,461	D	12	11	MA/BA+45
South Whittier		9		71,755	IV	16	15	MA/BA+60
Lawndale		10		71,276	IV	10	9	MA/BA+45
			Md	**(71,230)**				
Hermosa Beach	fz	11		71,183	IV	10	9	MA/BA+45
Wilsona	fz	12		70,546	D	15	14	MA/BA+45
Eastside Union		13		69,398	C	13	12	MA/BA+36
Los Nietos	z	14		69,200	III	14	13	MA/BA+45
Hawthorne		15		68,193	3	12	11	MA/BA+168
			Q1	**(67,439)**				
Lowell Joint		16		66,684	IV	9	8	MA/BA+45
Westside Union		17		66,638	IV	11	10	MA/BA+45
Palmdale		18		63,525	D	11	10	MA/BA+45
Lancaster		19		62,132	D	12	11	MA/BA+45
Sulphur Springs	f	20		59,848	II	10	9	MA/BA+30
Castaic Union				No Comparable Column				
Garvey				No Comparable Column				
Hughes-Eliz. Lakes				No Comparable Column				
Keppel Union				No Comparable Column				
Newhall				No Comparable Column				
Whittier City				No Comparable Column				
Wiseburn				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$75,624	D	12	11	MA/BA+45
			Q3	**(74,855)**				
El Monte Union	z	2		74,086	III	13	12	MA/BA+34
			Md	**(71,701)**				
Antelope Valley		3		69,316	4	13	12	MA/BA+45
			Q1	**(69,065)**				
Centinela Valley		4		68,814	III	12	11	MA/BA+45
Hart Union				No Comparable Column				

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G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$79,816	5	10	9	BA+60&MA/MA+15
Lennox		2		75,683	VD	10	9	BA+60&MA/MA+15
Lawndale		3		74,953	V	10	9	BA+60&MA
Hermosa Beach	fz	4		73,890	V	10	9	BA+60&MA/MA+15
Valle Lindo	z	5		72,461	E	10	9	BA+60&MA/MA+15
			Q3	**(72,393)**				
Saugus Union	R	6		72,325	V	10	9	BA+60&MA
Lowell Joint		7		72,017	V	10	9	BA+60&MA/MA+24
East Whittier		8		71,880	IV-8	10	9	BA+60&MA/MA+24
Garvey	fz	9		71,676	V	10	9	BA+60&MA
Wiseburn	f	10		71,038	IV	10	9	BA+60&MA
			Md	**(71,038)**				
Rosemead		11		71,037	VB	10	9	BA+60&MA/MA+15
El Monte		12		70,467	G	10	9	BA+60&MA
Little Lake City		13		67,568	D004	10	9	BA+60&MA/MA+24/BA+75&MA
Keppel Union	f	14		66,500	V	10	9	BA+60&MA
Los Nietos	z	15		65,640	IV	10	9	BA+60&MA/MA+15
			Q1	**(65,143)**				
Hughes-Eliz. Lakes	f	16		64,646	5	10	9	BA+60&MA
Sulphur Springs	f	17		64,362	IV	10	9	BA+60&MA/MA+30
Wilsona	fz	18		64,272	E	10	9	BA+60&MA/MA+15
Castaic Union	fz	19		64,243	V	10	9	BA+60&MA
Newhall	fz	20		63,929	IV	10	9	BA+60&MA
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				
Lancaster				No Comparable Column				
Palmdale				No Comparable Column				
South Whittier				No Comparable Column				
Westside Union				No Comparable Column				
Whittier City				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$72,939	E	10	9	BA+60&MA/MA+24
			Q3	**(71,753)**				
Centinela Valley		2		70,566	V	10	9	BA+60&MA/BA+75
			Md	**(69,300)**				
Hart Union	f	3		68,034	IV	10	9	BA+60&MA/MA+20
			Q1	**(66,700)**				
Antelope Valley		4		65,365	5	10	9	BA+60&MA/MA+15
El Monte Union				No Comparable Column				

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
East Whittier		1		$88,532	IV-8	20	19	BA+60&MA/MA+24
Mountain View		2		87,627	5	13	12	BA+60&MA/MA+15
Eastside Union		3		84,392	F	15	14	BA+90/MA+60
Lennox		4		83,452	VD	13	12	BA+60&MA/MA+15
Rosemead		5		82,503	VB	15	14	BA+60&MA/MA+15
Valle Lindo	z	6		81,228	F	12	11	BA+75&MA/MA+30
Little Lake City		7	**Q3**	**80,876**	D004	16	15	BA+75&MA/BA+60&MA/MA+24
Hermosa Beach	fz	8		80,761	VI	12	11	BA+75&MA/MA+30
Saugus Union	R	9		80,323	V	12	11	BA+60&MA
Newhall	fz	10		79,772	V	16	15	BA+75&MA
South Whittier		11		79,620	V	19	18	BA+75&MA/MA+15
Garvey	fz	12		78,759	V	12	11	BA+60&MA
El Monte		13		78,637	G	13	12	BA+60&MA
Castaic Union	fz	14	**Md**	**78,544**	VI	16	15	BA+75&MA
Lawndale		15		78,509	VI	10	9	BA+75&MA
Wilsona	fz	16		77,230	G	15	14	BA+90&MA/MA+45
Westside Union		17		76,210	VI	13	12	BA+75&MA/MA+30
Keppel Union	f	18		75,357	VI	13	12	BA+75&MA
Lowell Joint		19		74,685	V	11	10	BA+60&MA/MA+24
Sulphur Springs	f	20		74,467	VI	12	11	BA+90&MA/MA+60
Hughes-Eliz. Lakes	f	21	**Q1**	**74,353**	6	14	13	BA+75&MA
Hawthorne		22		74,110	5	12	11	BA+200&MA
Wiseburn	f	23		73,990	V	10	11	BA+105&MA
Los Nietos	z	24		73,550	IV	14	13	BA+60&MA/MA+15
Palmdale		25		72,643	F	13	12	BA+75/MA+30
Lancaster		26		71,640	F	14	13	BA+75/MA+30
Whittier City		27		69,905	V	12	11	BA+60/MA+24

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$81,991	F	12	11	BA+75&MA/MA+36
			Q3	**(80,891)**				
El Monte Union	z	2		79,790	V	13	12	BA+68&MA
Hart Union	f	3	**Md**	**77,253**	V	13	12	BA+75&MA/MA+35/BA+84
Centinela Valley		4		74,990	V	12	11	BA+60&MA/BA+75
			Q1	**(74,666)**				
Antelope Valley		5		74,341	6	13	12	BA+75&MA/MA+30

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2. Maximum Column and Step Placement

f. Maximum Salary *With* 25 Years Experience, *Excluding* Other Incentives/Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Mountain View		1		$95,442	5	22	21	BA+60&MA/MA+15
East Whittier		2		89,085	IV-8	25	24	BA+60&MA/MA+24
Lennox		3		88,154	VD	25	24	BA+60&MA/MA+15
Lawndale		4		87,970	VI	19	18	BA+75&MA
El Monte		5		87,818	G	22	21	BA+60&MA
Eastside Union		6		86,817	F	15	25	BA+90/MA+60
Valle Lindo	z	7	**Q3**	**86,695**	F	16	25	BA+75&MA/MA+30
Rosemead		8		86,503	VB	15	22	BA+60&MA/MA+15
Garvey	fz	9		86,455	V	12	25	BA+60&MA
Wiseburn	f	10		85,729	V	20	19	BA+105&MA
Little Lake City		11		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Lowell Joint		12		84,204	V	26	25	BA+60&MA/MA+24
Hawthorne		13		83,960	5	21	25	BA+200&MA
Saugus Union	R	14	**Md**	**83,823**	V	12	25	BA+60&MA
Hermosa Beach	fz	15		83,397	VI	17	16	BA+75&MA/MA+30
Castaic Union	fz	16		83,044	VI	16	25	BA+75&MA
Newhall	fz	17		82,772	V	16	24	BA+75&MA
Whittier City		18		82,725	V	24	23	BA+60/MA+24
Westside Union		19		82,224	VI	25	24	BA+75&MA/MA+30
Wilsona	fz	20		81,832	G	25	24	BA+90&MA/MA+45
South Whittier		21	**Q1**	**81,620**	V	19	24	BA+75&MA/MA+15
Sulphur Springs	f	22		81,474	VI	24	23	BA+90&MA/MA+60
Keppel Union	f	23		79,065	VI	26	25	BA+75&MA
Los Nietos	z	24		78,550	IV	14	24	BA+60&MA/MA+15
Lancaster		25		77,640	F	14	24	BA+75/MA+30
Palmdale		26		76,393	F	25	24	BA+75/MA+30
Hughes-Eliz. Lakes	fl	27		75,791	6	14	20	BA+75&MA

High School District	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(89,384)**				
El Monte Union	z	2		87,187	V	25	24	BA+68&MA
Hart Union	f	3	**Md**	**85,761**	V	13	25	BA+75&MA/MA+35/BA+84
Centinela Valley		4		82,901	V	25	24	BA+60&MA/BA+75
			Q1	**(82,534)**				
Antelope Valley		5		82,166	6	25	24	BA+75&MA/MA+30

*** Salaries reflect the last effective 2010-11 rates including compensation for longevity or extended career service pay up to 25 years.

G Excludes Gorman due to size and financial structure

f Rate includes stipend for M.A. degree

l Does not include an additional one time $1,000 longevity bonus at the end of the 20th year of service

R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE: DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER +

Elementary School District[G]	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
Little Lake City		1		$17,335	X	X	X	X		X[E]
Whittier City		2		16,867	X	X	X	X		
East Whittier		3		16,683	X	X	X	X		X[E]
Palmdale		4		16,127	X	X	X	X		
Sulphur Springs		5		15,415	X	X	X	X		
Los Nietos		6		15,403	X	X	X			X[E]
Lowell Joint		7	**Q3**	**15,054**	X	X	X	X		
Hughes-Eliz. Lakes		8		14,000	X	X	X	X		
Wilsona	z	9		13,966	X	X	X	X		X[Pq]
Eastside Union	Q	10		13,805	X	X	X			X[P]
Lancaster		11		13,758	X	X	X	X		X[E]
South Whittier		12		13,722	X	X	X			X[E]
Keppel Union		13		13,641	X	X	X	X		
Westside Union		14	**Md**	**13,587**	X	X	X	X		X[E]
Hawthorne		15		12,760	X	X	X			X[E]
Lennox		16		10,703	X	X	X		X	
Rosemead		17		9,869	X	X	X	X	X	X[Dj]
Garvey	Oz	18		9,500	X	X	X	X		
Lawndale		19		8,385	X	X	X	X	X	X[DE]
El Monte City		20		8,350	X	X	X	X		
Saugus Union		21	**Q1**	**8,080**	X	X	X	X	X	
Valle Lindo	z	22		8,036	X	X	X	X		
Castaic Union	z	23		7,900	X	X	X			
Newhall	z	24		7,705	X	X	X	X		
Wiseburn		25		5,880	X	X		X	X	X[A]
Mountain View		26		5,627	X	X	X	X		X[E]
Hermosa Beach	z	27		5,500	X	X	X	X[L]		X[h]

High School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
El Monte Union	z	1		$15,998	X	X	X	X		
			Q3	**(14,797)**						
Hart Union		2		13,596	X	X	X	X		
Antelope Valley		3	**Md**	**12,691**	X	X	X	X		
Whittier Union	z	4		10,447	X	X	X	X		X[E]
			Q1	**(8,229)**						
Centinela Valley		5		6,010	X	X	X	X		X[E]

+ Rates reflect the last effective 2010-11 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
D Accidental death and dismemberment or additional life insurance
E Employee assistance plan or psychological services
G Excludes Gorman due to size and financial structure
L Life insurance benefit is included in the medical plan.
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then the cap will not be applied to them.
P Prescription plan is included in the medical plan.
Q District pays excess cost over benefits cap of $13,805 through June 2011 only
h Accidental death benefit is included in the medical plan.
j Cancer insurance
q EASE plan is included in the medical plan.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Eastside Union		6		0.00%
El Monte		6		0.00
Garvey	z	6		0.00
Hermosa Beach	z	6		0.00
Lawndale		6		0.00
Little Lake City		6		0.00
Los Nietos	z	6	**Q3**	**0.00**
Palmdale		6		0.00
Valle Lindo	z	6		0.00
Whittier City		6		0.00
Wilsona	z	6		0.00
Wiseburn		12		-0.56
Castaic Union	z	13		-1.09
Westside Union		14	**Md**	**-1.10**
Newhall	z	15		-1.47
Mountain View		16		-1.60
Rosemead		17		-1.63
South Whittier		18		-1.99
East Whittier		19		-2.07
Saugus Union		20.5		-2.69
Sulphur Springs		20.5	**Q1**	**-2.69**
Hughes-Eliz. Lakes		22.5		-2.75
Keppel Union		22.5		-2.75
Hawthorne		24		-2.76
Lennox		25		-3.28
Lancaster		26		-3.30
Lowell Joint		27		-3.75

High School District	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
Whittier Union		3	**Md**	**-0.31**
Antelope Valley		4		-2.20
			Q1	**(-2.46)**
Hart Union		5		-2.71

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Eastside Union		6		0.00%
El Monte		6		0.00
Garvey	z	6		0.00
Hermosa Beach	z	6		0.00
Lawndale		6		0.00
Little Lake City		6		0.00
Los Nietos	z	6	**Q3**	**0.00**
Palmdale		6		0.00
Valle Lindo	z	6		0.00
Whittier City		6		0.00
Wilsona	z	6		0.00
Wiseburn		12		-0.56
Castaic Union	z	13		-1.09
			Md	**(-1.10)**
Westside Union		14		-1.10
Newhall	z	15		-1.47
Mountain View		16		-1.60
South Whittier		17		-1.99
East Whittier		18		-2.07
Saugus Union		19.5		-2.69
Sulphur Springs		19.5	**Q1**	**-2.69**
Hughes-Eliz. Lakes		21.5		-2.75
Keppel Union		21.5		-2.75
Hawthorne		23		-2.76
Lennox		24		-3.28
Lancaster		25		-3.30
Lowell Joint		26		-3.75
Rosemead			No Comparable Column	

High School District	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
			Md	**(-0.16)**
Whittier Union		3		-0.31
			Q1	**(-1.51)**
Hart Union		4		-2.71
Antelope Valley			No Comparable Column	

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Eastside Union		6		0.00%
El Monte		6		0.00
Garvey	z	6		0.00
Hermosa Beach	z	6		0.00
Lawndale		6		0.00
Little Lake City		6		0.00
Los Nietos	z	6	**Q3**	**0.00**
Palmdale		6		0.00
Valle Lindo	z	6		0.00
Whittier City		6		0.00
Wilsona	z	6		0.00
Wiseburn		12		-0.55
Castaic Union	z	13		-1.07
Westside Union		14	**Md**	**-1.10**
Newhall	z	15		-1.45
Mountain View		16		-1.60
Rosemead		17		-1.63
South Whittier		18		-1.99
East Whittier		19		-2.06
Sulphur Springs		20		-2.64
Saugus Union		21	**Q1**	**-2.69**
Keppel Union		22		-2.73
Hawthorne		23		-2.76
Hughes-Eliz. Lakes		24		-2.77
Lennox		25		-3.28
Lancaster		26		-3.30
Lowell Joint		27		-3.75

High School District	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
Whittier Union		3	**Md**	**-0.31**
Antelope Valley		4		-2.20
			Q1	**(-2.46)**
Hart Union		5		-2.72

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Wiseburn		1		21.95%
Valle Lindo	z	2		3.19
Garvey	z	3		2.50
El Monte		4		0.70
East Whittier		5		0.19
Eastside Union		8		0.00
Hermosa Beach	z	8	**Q3**	**0.00**
Lawndale		8		0.00
Palmdale		8		0.00
Wilsona	z	8		0.00
Lowell Joint		11		-0.47
Westside Union		12		-1.10
Mountain View		13		-1.60
Castaic Union	z	14	**Md**	**-1.62**
Newhall	z	15.5		-1.63
Rosemead		15.5		-1.63
Saugus Union		17.5		-2.69
Sulphur Springs		17.5		-2.69
Keppel Union		19		-2.75
Hawthorne		20		-2.76
Lennox		21	**Q1**	**-3.28**
Lancaster		22		-3.30
Little Lake City		23		-3.50
Whittier City		24		-3.66
Hughes-Eliz. Lakes		25		-4.32
Los Nietos	z	26		-4.38
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
Antelope Valley		3	**Md**	**-2.20**
Whittier Union		4		-3.00
			Q1	**(-3.12)**
Hart Union		5		-3.24

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Valle Lindo	z	1		3.19%
Garvey	z	2		2.50
El Monte		3		0.70
East Whittier		4		0.19
Eastside Union		7		0.00
Hermosa Beach	z	7		0.00
Lawndale		7	**Q3**	**0.00**
Palmdale		7		0.00
Wilsona	z	7		0.00
Lowell Joint		10		-0.47
Westside Union		11		-1.10
Mountain View		12		-1.60
Castaic Union	z	13		-1.62
			Md	**(-1.63)**
Newhall	z	14		**-1.63**
Saugus Union		15.5		-2.69
Sulphur Springs		15.5		-2.69
Keppel Union		17		-2.75
Hawthorne		18		-2.76
Lennox		19		-3.28
Lancaster		20	**Q1**	**-3.30**
Little Lake City		21		-3.50
Whittier City		22		-3.66
Wiseburn		23		-3.78
Hughes-Eliz. Lakes		24		-4.32
Los Nietos	z	25		-4.38
South Whittier		26		-12.43
Rosemead			No Comparable Column	

High School District	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
			Md	**(-1.50)**
Whittier Union		3		-3.00
			Q1	**(-3.12)**
Hart Union		4		-3.24
Antelope Valley			No Comparable Column	

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Valle Lindo	z	1		3.18%
Garvey	z	2		2.50
East Whittier		3		1.86
El Monte		4		0.70
Eastside Union		7		0.00
Hermosa Beach	z	7		0.00
Lawndale		7	**Q3**	**0.00**
Palmdale		7		0.00
Wilsona	z	7		0.00
Lowell Joint		10		-0.47
Westside Union		11		-1.10
Castaic Union	z	12		-1.59
Mountain View		13		-1.60
Newhall	z	14	**Md**	**-1.61**
Rosemead		15		-1.63
Sulphur Springs		16		-2.64
Saugus Union		17		-2.69
Keppel Union		18		-2.73
Hawthorne		19		-2.76
Lennox		20		-3.28
Lancaster		21	**Q1**	**-3.30**
Little Lake City		22		-3.50
Whittier City		23		-3.66
Wiseburn		24		-3.73
Hughes-Eliz. Lakes		25		-4.32
Los Nietos	z	26		-4.37
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union	z	1.5		0.00
Antelope Valley		3	**Md**	**-2.20**
Whittier Union		4		-3.00
			Q1	**(-3.12)**
Hart Union		5		-3.24

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Wiseburn		1		31.90%
Eastside Union		2		15.22
East Whittier		3		14.02
Rosemead		4		10.53
Valle Lindo	z	5		10.03
Palmdale		6		9.74
Hermosa Beach	z	7	**Q3**	**9.26**
Garvey	z	8		8.99
Mountain View		9		8.95
Keppel Union		10		8.87
Newhall	z	11		8.56
Westside Union		12		8.51
El Monte		13		8.17
Lawndale		14	**Md**	**8.15**
Saugus Union		15		7.59
Wilsona	z	16		6.59
Lennox		17		6.13
Castaic Union	z	18		5.93
Little Lake City		19		5.91
Lancaster		20		5.55
Lowell Joint		21	**Q1**	**5.50**
Sulphur Springs		22		4.49
Hawthorne		23		4.04
Hughes-Eliz. Lakes		24		3.90
Whittier City		25		1.82
Los Nietos	z	26		0.34
South Whittier		27		-6.62

High School District	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
El Monte Union	z	1		10.24%
			Q3	**(9.16)**
Whittier Union		2		8.07
Antelope Valley		3	**Md**	**5.77**
Hart Union		4		5.72
			Q1	**(5.42)**
Centinela Valley		5		5.11

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Eastside Union		1		15.22%
East Whittier		2		14.02
Valle Lindo	z	3		10.03
Hermosa Beach	z	4		9.26
Garvey	z	5		8.99
Mountain View		6		8.95
Keppel Union		7	**Q3**	**8.87**
Newhall	z	8		8.56
Westside Union		9		8.51
El Monte		10		8.17
Lawndale		11		8.15
Saugus Union		12		7.59
Wilsona	z	13		6.59
			Md	**(6.36)**
Lennox		14		6.13
Castaic Union	z	15		5.93
Little Lake City		16		5.91
Lancaster		17		5.55
Lowell Joint		18		5.50
Sulphur Springs		19		4.49
Wiseburn		20	**Q1**	**4.47**
Hawthorne		21		4.04
Hughes-Eliz. Lakes		22		3.90
Los Nietos	z	23		0.34
Palmdale		24		0.00
Whittier City		25		-4.95
South Whittier		26		-6.62
Rosemead			No Comparable Column	

High School District	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
El Monte Union	z	1		10.24%
			Q3	**(7.98)**
Hart Union		2		5.72
			Md	**(5.42)**
Centinela Valley		3		5.11
			Q1	**(3.51)**
Whittier Union		4		1.91
Antelope Valley			No Comparable Column	

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Eastside Union		1		17.46%
East Whittier		2		17.39
Rosemead		3		10.53
Valle Lindo	z	4		10.02
Palmdale		5		9.74
Hermosa Beach	z	6		9.17
Mountain View		7	**Q3**	**8.95**
Keppel Union		8		8.80
Garvey	z	9		8.72
Westside Union		10		8.50
Newhall	z	11		8.44
Saugus Union		12		8.40
El Monte		13		8.17
Lawndale		14	**Md**	**8.15**
Castaic Union	z	15		7.99
Wilsona	z	16		6.52
Lennox		17		6.13
Little Lake City		18		5.91
Lancaster		19		5.55
Lowell Joint		20		5.50
Wiseburn		21	**Q1**	**4.40**
Sulphur Springs		22		4.39
Hawthorne		23		4.04
Hughes-Eliz. Lakes		24		3.90
Whittier City		25		1.82
Los Nietos	z	26		0.35
South Whittier		27		-6.62

High School District	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
El Monte Union	z	1		10.24%
			Q3	**(9.16)**
Whittier Union		2		8.07
Antelope Valley		3	**Md**	**5.77**
Hart Union		4		5.72
			Q1	**(5.41)**
Centinela Valley		5		5.10

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2010-11 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

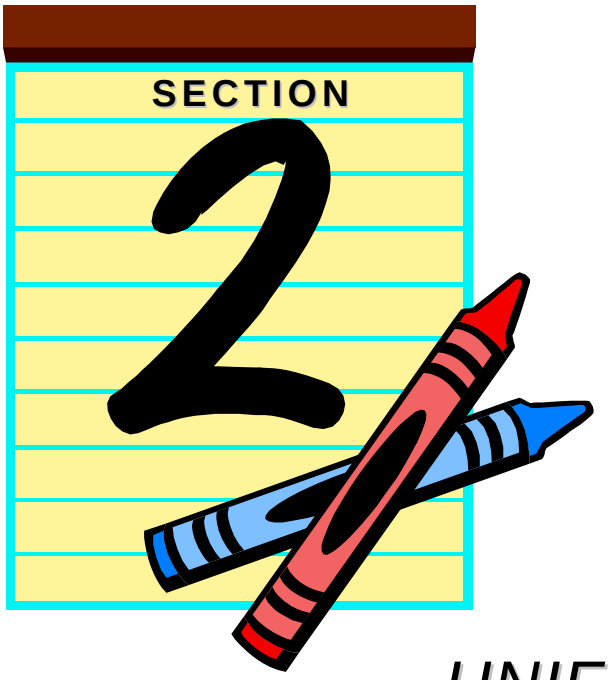
E. Percent Increase

10. Last Maximum Base Salary Percent Increase Calculated Using Annual Salary Rate[5]

Elementary School District[G]	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Hermosa Beach	z	1		7.12%	182.5	182		07/01/07
Wilsona	z	2		4.50	186	183		07/01/07
Eastside Union		3		4.00	183	183		07/01/07
Lawndale		4		3.00	183	183		07/01/07
Garvey	z	5.5		2.50	183	183		07/01/07
Palmdale		5.5		2.50	184	184		07/01/07
El Monte		7	**Q3**	**1.00**	188	183		04/01/08
Valle Lindo	z	8		0.50	185	185		07/01/08
Wiseburn		9		-0.56	179	178		09/01/10
Castaic Union	z	10.5		-1.09	185	183		07/01/10
Newhall	z	10.5		-1.09	184	181		07/01/10
Westside Union		12		-1.10	181	180		07/01/10
Mountain View		13		-1.60	185	184		07/01/10
Rosemead		14	**Md**	**-1.63**	182	181		07/01/10
South Whittier		15		-1.99	175	175		07/01/10
East Whittier		16		-2.06	184	184		07/01/10
Saugus Union		17.5		-2.69	183	181		07/01/10
Sulphur Springs		17.5		-2.69	182	181		07/01/10
Hughes-Eliz. Lakes		19.5		-2.75	178	177		07/01/10
Keppel Union		19.5		-2.75	179	177		07/01/10
Hawthorne		21	**Q1**	**-2.76**	176	176		07/01/10
Lennox		22		-3.28	177	177		07/01/10
Lancaster		23		-3.30	177	176		07/01/10
Little Lake City		24		-3.50	180	180		09/01/09
Lowell Joint		25		-3.75	178	178		11/01/10
Los Nietos	z	26		-4.37	175	175		07/01/09
Whittier City		27		-4.75	175	175		09/01/09

High School District	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Centinela Valley		1		4.75%	184	184		07/01/06
			Q3	**(4.38)**				
El Monte Union	z	2		4.00	182	182		09/01/07
Antelope Valley		3	**Md**	**-2.20**	180	178		07/01/10
Hart Union		4		-2.72	182	179		07/01/10
				(-2.86)				
Whittier Union		5		-3.00	179	179		10/01/09

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off- schedule compensation.
G Excludes Gorman due to size and financial structure
z Not settled



LOS ANGELES COUNTY UNIFIED SCHOOL DISTRICTS

Los Angeles County Office of Education
August 2011

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I – "School Psychologist"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$556.58	$78,584 - $113,542	11	204	$400	$4362	07/01/09
A B C		2		497.72	82,700 - 94,070	5	189	1000	15.97%	07/01/09
Montebello	a	3		495.58	62,942 - 94,655	7	191		6000	07/01/10
Pomona	a	4		493.34	64,494 - 95,215	15	193	1584	5.00%	02/01/08
Claremont		5		492.83	72,670 - 89,203	5	181	1000		07/01/07
Norwalk-La Mirada		6		488.63	84,260 - 89,420	4	183	1000	10.00%	07/01/07
Alhambra	a	7		487.15	59,516 - 96,943	11	199	2131		07/01/07
South Pasadena	a	8		485.56	50,564 - 90,800	13	187		$7600	07/01/07
Burbank		9		481.45	68,092 - 95,809	8	199	2341	3487	07/01/10
Paramount		10		480.31	72,674 - 90,298	6	188	1000	3000	07/01/10
Bonita		11		479.10	80,270 - 93,904	5	196			07/01/07
Downey		12	**Q3**	**478.80**	86,118 - 93,366	5	195	737	2226	07/01/07
Glendora	a	13		475.67	55,344 - 91,328	12	192	1740	6809	07/01/07
Baldwin Park	z	14		474.51	78,226 - 94,427	5	199	1100	3640	07/01/07
Beverly Hills	az	15		473.26	75,640 - 89,920	5	190	1729	6320	07/01/08
Monrovia	z	16		472.30	84,413 - 89,737	5	190	1000	5670	09/01/10
Santa Monica-Malibu		17		466.10	75,078 - 90,890	5	195	3245	27,318	07/01/09
Walnut Valley		18		465.69	67,350 - 87,550	7	188	2.00%	4690	07/01/07
Charter Oak	az	19		464.86	52,054 - 90,647	13	195	$800	7909	08/01/07
Lynwood		20		462.57	85,908 - 94,826	5	205	350		07/01/10
Temple City	a	21		462.14	49,171 - 86,420	12	187	1000	3212	07/01/07
Las Virgenes	av	22		459.88	69,723 - 88,298	8	192	400	5890	12/01/10
Long Beach	b	23		455.63	61,256 - 86,569	10	190	5219	7000	07/01/10
La Cañada	adz	24	**Md**	**452.51**	62,603 - 89,596	10	198	1000	3948	07/01/07
Pasadena		25		452.45	68,869 - 83,703	5	185	5.00%	10.00%	07/01/10
Azusa	z	26		449.69	78,445 - 89,038	6	198	$1146	$3437	07/01/06
Covina-Valley		27		448.48	62,812 - 77,362	5	172.5	1000	5869	07/01/10
Redondo Beach	az	28		444.16	66,312 - 91,052	8	205	1000	4960	02/01/08
West Covina	z	29		441.13	74,961 - 86,020	5	195			07/01/07
San Marino	a	30		440.02	55,785 - 81,403	13	185		8236	08/25/08
Compton	z	31		439.72	70,543 - 85,746	5	195	1200	600	07/01/07
Bassett	a	32		436.86	67,624 - 93,924	5	215		4100	07/01/07
Bellflower	a	33		433.71	66,125 - 81,103	5	187	1077	4282	07/01/10
Glendale		34		433.05	74,694 - 88,776	5	205	1000	5779	07/01/07
Duarte	az	35		432.91	56,743 - 85,716	13	198	5.00%	10,446	09/01/07
El Segundo		36	**Q1**	**432.33**	70,450 - 85,602	5	198	$1100	5597	07/01/10
Hacienda-LaPuente	a	37		432.25	62,475 - 82,560	6	191	1000	9000	08/27/07
El Rancho		38		430.62	73,492 - 83,110	6	193		12.00%	07/01/10
Culver City		39		429.82	69,825 - 81,666	5	190	2000	10.00%	07/01/10
Palos Verdes	a	40		427.03	55,516 - 78,574	8	184	1000	$8460	07/01/10
Torrance	a	41		426.66	57,500 - 79,785	5	187	1102	10,357	07/01/10
San Gabriel	w	42		425.28	69,904 - 78,677	5	185	1200	6.00%	07/01/10
Manhattan Beach	a	43		422.95	47,796 - 80,784	14	191	1000	$5509	07/01/07
Los Angeles	a	44		419.63	62,337 - 77,631	5	185	1185	5079	07/01/09
Acton-Agua Dulce	z	45		415.85	76,665 - 87,328	6	210			12/01/07
Rowland	a	46		412.02	66,774 - 81,579	5	198	1000	13,757	07/01/10
Inglewood	a	47		386.03	56,187 - 73,731	6	191	500	8.00%	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
b Psychologists were required to work their usual work year, but received salary reduction for five furlough days.
d The Ph.D/Ed.D stipend is an one time only stipend or bonus.
v 7/1/10-11/30/10 Psychologists received nine furlough days; 12/1/10-6/30/11 furlough days were reduced to one day.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II – "School Counselor"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$520.08	$56,986 - $106,097	14	204	$400	$4362	07/01/09
Montebello	a	2		491.21	51,430 - 93,821	14	191		6000	07/01/10
Bonita	a	3		482.52	49,412 - 93,126	20	193			07/01/07
Claremont	a	4		481.64	73,557 - 90,308	5	187.5	1000		07/01/07
Monrovia	az	5		472.97	53,295 - 89,392	14	189	1000	5670	09/01/10
Baldwin Park	az	6		469.19	51,008 - 96,183	12	205	1100	3640	07/01/07
Beverly Hills	az	7		463.95	74,170 - 88,150	5	190	1729	6220	07/01/08
Glendora	a	8		462.57	54,662 - 90,202	12	195	1740	6725	07/01/07
Temple City	a	9		462.14	49,171 - 86,420	12	187	1000	3212	07/01/07
Bellflower		10		460.20	72,343 - 88,818	5	193			07/01/10
Pomona	a	11		459.38	63,164 - 93,255	15	203	1785	5.00%	02/01/08
Bassett	a	12	**Q3**	**451.81**	49,587 - 89,458	14	198		$4100	07/01/07
Walnut Valley	a	13		451.51	52,140 - 88,495	14	196	2.00%	12,155	07/01/07
Downey	a	14		451.31	56,452 - 85,298	10	189	$734	15,248	09/01/07
Long Beach	b	15		451.09	59,984 - 85,708	10	190	5304	7000	07/01/10
Charter Oak	az	16		447.95	50,161 - 87,350	13	195	800	7909	08/01/07
Glendale	a	17		447.49	55,841 - 89,946	12	201	1000	13,804	07/01/07
South Pasadena	a	18		446.23	48,459 - 87,015	13	195		7600	07/01/07
El Rancho	a	19		445.28	52,316 - 83,712	12	188		12.00%	07/01/10
Alhambra	a	20		444.69	53,470 - 85,380	12	192	2131	$19,453	07/01/07
Manhattan Beach	a	21		444.19	52,395 - 85,729	14	193	1000	5566	07/01/07
Azusa	az	22		442.46	51,467 - 79,844	10	189	1141	5546	07/01/06
West Covina	az	23		439.13	74,620 - 85,630	5	195		1500	07/01/07
Covina-Valley		24	**Md**	**438.94**	49,700 - 81,203	12	185	1050	6301	09/01/10
Redondo Beach	az	25		436.91	47,397 - 79,954	13	183	1000	4960	02/01/08
Acton-Agua Dulce	az	26		436.55	50,830 - 79,015	13	181		3992	12/01/07
San Gabriel	a	27		435.58	48,058 - 81,454	13	187	500	5,912	07/01/10
El Segundo	a	28		434.64	51,083 - 77,366	12	178	1100	10,443	09/01/10
Pasadena	a	29		433.20	51,815 - 85,774	12	198	5.00%	10.00%	07/01/10
Compton	az	30		429.71	50,659 - 82,074	14	191		$8265	07/01/07
A B C		31		426.30	70,810 - 80,570	5	189	$1000	15.97%	07/01/09
San Marino	a	32		425.19	53,042 - 78,660	13	185		8236	08/25/08
Norwalk-La Mirada	a	33		424.83	67,130 - 81,567	7	192	1000	13,934	07/01/07
Torrance	a	34		424.53	49,338 - 79,387	5	187	1102	10,304	07/01/10
Las Virgenes	av	35		424.22	47,908 - 85,268	13	201	400	$5890	12/01/10
La Cañada	adz	36	**Q1**	**424.10**	51,680 - 82,699	15	195	1000	3644	07/01/07
Paramount	az	37		422.85	47,227 - 78,651	5	186	1000	6000	07/01/10
Palos Verdes	a	38		421.81	49,470 - 79,722	12	189	1000	8460	07/01/10
Lynwood	aX	39		421.15	44,478 - 75,807	13	180	350	5768	07/01/10
Hacienda-LaPuente	a	40		420.25	52,133 - 79,428	12	189	1000	9000	08/27/07
Burbank	a	41		416.55	51,049 - 82,894	15	199	1170	8967	07/01/10
Culver City		42		416.02	68,646 - 80,292	5	193	2000	10.00%	07/01/10
Los Angeles	a	43		411.02	44,635 - 71,928	14	175	1128	$4834	07/01/09
Santa Monica-Malibu	a	44		406.71	47,283 - 76,462	12	188	3245	16,839	07/01/09
Duarte	az	45		404.07	50,149 - 78,793	13	195	5.00%	10,446	09/01/07
Rowland	a	46		397.25	63,850 - 78,655	5	198	$1000	13,613	07/01/10
Inglewood	a	47		351.86	49,601 - 67,205	7	191	500	8.00%	07/01/10

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
b Counselors had three furlough days plus salary reduction for two days.
d The Ph.D/Ed.D stipend is an one time only stipend or bonus.
v 7/1/10-11/30/10 Counselors received nine furlough days; 12/1/10-6/30/11 furlough days were reduced to one day.
X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

a. Position IIIA – "Elementary School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$617.88	$87,039 - $127,902	12	207			07/01/10
Arcadia		2		612.28	106,992 - 127,354	6	208	$1000	$4140	07/01/10
Long Beach	b	3		574.23	80,591 - 109,104	8	190	4652	7000	07/01/10
Montebello		4		574.14	110,352 - 122,292	7	213		6000	07/01/10
A B C		5		555.20	97,597 - 111,039	5	200	1000	15.97%	07/01/09
Los Angeles	a	6		554.36	88,796 - 123,069	5	222	1454	$2181	07/01/09
Burbank		7		543.86	82,712 - 116,386	8	214	2341	3487	07/01/10
Downey		8		528.96	102,458 - 111,082	5	210	737	2226	07/01/07
Bellflower		9		527.98	86,869 - 106,652	5	202			07/01/10
Norwalk-La Mirada		10		526.36	105,120 - 111,588	4	212	1000	10.00%	07/01/07
Claremont		11		523.55	96,319 - 112,563	5	215	1000		07/01/07
			Q3	**(523.07)**						
Baldwin Park	z	12		522.58	93,311 - 110,265	5	211	1200	$3640	07/01/07
El Segundo		13		520.67	92,976 - 104,133	5	200	1100		07/01/10
Monrovia	z	14		520.24	100,017 - 106,128	5	204	1000	5670	09/01/10
Palos Verdes		15		517.10	87,659 - 104,971	7	203	1000	3000	07/01/10
Glendale		16		513.43	93,586 - 107,821	7	210	1000		07/01/07
Santa Monica-Malibu		17		512.94	88,920 - 107,718	5	210	3245	27,318	07/01/09
Glendora		18		512.36	91,394 - 107,596	5	210	1740	5921	07/01/07
Walnut Valley	g	19		511.61	95,823 - 109,997	3	215	2.00%	5.50%	07/01/07
Pomona		20		510.67	92,153 - 109,284	6	214	$2000	5.50%	07/01/10
Rowland		21		510.09	94,701 - 107,118	5	210	1000	12.04%	02/01/11
Temple City		22		505.03	93,132 - 106,056	5	210	1000		07/01/07
			Md	**(504.92)**						
Lynwood		23		504.80	93,751 - 103,483	5	205	350		07/01/10
Bonita		24		503.61	90,832 - 106,262	5	211			07/01/07
Manhattan Beach		25		499.72	91,908 - 103,443	5	207	1000	$5000	07/01/07
Covina-Valley		26.5		498.51	92,520 - 106,183	5	213	1200	7175	07/01/10
Redondo Beach	z	26.5		498.51	92,976 - 104,688	5	210	1000	1500	02/01/08
El Rancho	a	28		497.64	89,051 - 101,020	6	203		12.00%	07/01/10
Azusa	z	29		495.84	90,134 - 102,143	6	206	1146	$3437	07/01/06
La Cañada	z	30		494.99	92,107 - 104,443	6	211			07/01/07
Charter Oak	z	31		494.80	85,981 - 104,897	6	212	800	2200	07/01/07
South Pasadena		32		494.06	95,859 - 103,752	5	210		7600	07/01/07
Las Virgenes	v	33		490.19	88,308 - 102,941	5	210	1000	6.10%	11/01/10
			Q1	**(490.08)**						
Hacienda-LaPuente		34		489.96	92,058 - 103,382	3	211	1000	$9000	07/01/07
West Covina	z	35		489.09	90,354 - 103,688	5	212			07/01/10
Duarte	z	36		484.81	95,158 - 100,841	3	208	2,855	15.00%	09/01/07
Compton	z	37		483.99	89,192 - 108,414	5	224	1200	$1200	07/01/07
Culver City		38		477.25	84,454 - 98,791	5	207	2000	10.00%	07/01/10
Bassett		39		477.14	82,434 - 100,199	5	210	1000	$4100	07/01/07
Torrance		40		474.99	83,022 - 94,048	5	198	1102	10.25%	07/01/10
Acton-Agua Dulce	z	41		474.05	91,671 - 101,921	5	215			12/01/07
San Gabriel	w	42		473.94	87,165 - 98,105	5	207	1200	6.00%	07/01/10
Pasadena		43		467.14	81,838 - 99,501	5	213	3.00%	10.00%	07/01/10
Inglewood		44		429.84	68,467 - 92,845	7	216	$500	8.00%	07/01/10
Alhambra				No Comparable Classification						
Beverly Hills				No Comparable Classification						
Paramount				No Comparable Classification						

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

b Certificated Managers had three furlough days plus salary reduction for two days.

g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.

v 7/1/10-10/31/10 Elementary Principals received nine furlough days; 11/1/10-6/30/11 furlough days were reduced to two days.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB – "Intermediate School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia		1		$636.42	$114,858 - $136,831	6	215	$1000	$4140	07/01/10
San Marino		2		627.08	90,469 - 132,942	12	212			07/01/10
Montebello		3		592.79	114,336 - 126,264	7	213		6000	07/01/10
Beverly Hills	kz	4		580.95	103,897 - 123,162	5	212	1729		07/01/08
Long Beach	b	5		574.23	80,591 - 109,104	8	190	4652	7000	07/01/10
Los Angeles	a	6		569.59	98,690 - 126,449	5	222	1454	2181	07/01/09
A B C		7		555.20	97,597 - 111,039	5	200	1000	15.97%	07/01/09
Burbank		8		551.11	85,774 - 120,692	8	219	2341	$3487	07/01/10
Norwalk-La Mirada		9		541.36	108,120 - 114,768	4	212	1000	10.00%	07/01/07
Downey		10		538.80	104,363 - 113,147	5	210	737	$2226	07/01/07
Paramount	k	11		536.62	92,401 - 114,837	6	214	1000	3000	07/01/10
Claremont		12	**Q3**	**534.27**	102,752 - 120,210	5	225	1000		07/01/07
Walnut Valley	g	13		533.86	101,014 - 114,779	3	215	2.00%	5.50%	07/01/07
Baldwin Park	z	14		531.55	95,280 - 112,156	5	211	$1200	$3640	07/01/07
Palos Verdes		15		530.03	89,851 - 107,596	7	203	1000	3000	07/01/10
Glendora		16		525.61	98,209 - 115,635	5	220	1740	5921	07/01/07
Santa Monica-Malibu		17		525.37	93,228 - 112,954	5	215	3245	27,318	07/01/09
Glendale		18		524.85	102,793 - 118,092	7	225	1200		07/01/07
Rowland		19		524.82	102,066 - 115,460	5	220	1000	12.04%	02/01/11
Monrovia	z	20		524.80	103,922 - 110,208	5	210	1000	$5670	09/01/10
El Segundo		21		520.67	92,976 - 104,133	5	200	1100		07/01/10
Temple City		22		517.69	100,404 - 113,892	5	220	1000		07/01/07
Charter Oak	z	23		517.54	94,600 - 115,412	6	223	800	2200	07/01/07
			Md	**(517.05)**						
Alhambra	k	24		516.55	96,972 - 113,124	5	219	2556	23,340	07/01/07
West Covina	z	25		514.44	94,229 - 109,061	5	212			07/01/10
Compton	z	26		513.41	94,614 - 115,004	5	224	1200	1200	07/01/07
Lynwood		27		512.07	99,741 - 110,096	5	215	350		07/01/10
Pomona		28		510.20	93,350 - 110,713	6	217	2000	5.50%	07/01/10
Bonita		29		509.68	93,670 - 109,581	5	215			07/01/10
San Gabriel	w	30		508.79	95,836 - 107,864	5	212	1200	6.00%	07/01/10
Azusa	z	31		508.56	95,583 - 108,324	6	213	1146	$3437	07/01/06
Redondo Beach	z	32		506.97	94,524 - 106,464	5	210	1000	$1500	02/01/08
Las Virgenes	v	33		506.53	92,936 - 110,424	5	218	1000	6.10%	11/01/10
La Cañada	z	34		505.34	99,382 - 112,690	6	223			07/01/07
Duarte	z	35	**Q1**	**502.25**	102,337 - 108,487	3	216	3070	15.00%	09/01/07
South Pasadena		36		500.16	100,724 - 109,035	5	218		$7600	07/01/07
Bassett		37		499.91	91,728 - 111,480	5	223	1000	4100	08/24/09
Covina-Valley		38		498.51	92,520 - 106,183	5	213	1200	7175	07/01/10
El Rancho	a	39		497.64	89,051 - 101,020	6	203		12.00%	07/01/10
Hacienda-LaPuente		40		497.23	95,638 - 107,402	3	216	1000	$9000	07/01/07
Manhattan Beach		41		492.37	99,305 - 111,769	5	227	1000	5000	07/01/07
Culver City		42		489.98	90,042 - 105,346	5	215	2000	10.00%	07/01/10
Torrance		43		474.99	83,022 - 94,048	5	198	1102	10.25%	07/01/10
Pasadena		44		474.73	83,236 - 101,117	5	213	3.00%	10.00%	07/01/10
Acton-Agua Dulce	z	45		466.62	92,326 - 102,656	5	220			12/01/07
Inglewood		46		441.23	70,302 - 95,306	7	216	$500	8.00%	07/01/10
Bellflower				No Comparable Classification						

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
b Certificated Managers had three furlough days plus salary reduction for two days.
g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.
k K-8 schools
v 7/1/10-10/31/10 Middle School Principals received ten furlough days; 11/1/10-6/30/11 furlough days were reduced to two days.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
c. Position IIIC – "High School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$706.42	$106,721 - $156,825	12	222			07/01/10
Arcadia		2		699.67	156,726	**	224			07/01/10
Montebello		3		630.14	122,292 - 134,220	7	213		$6000	07/01/10
Burbank		4		618.75	96,302 - 135,507	8	219	$2341	3487	07/01/10
Santa Monica-Malibu		5		607.92	108,829 - 131,918	5	217	3245	27,318	07/01/09
Long Beach		6		607.62	110,157 - 134,285	8	221	5619	7000	07/01/10
Glendale		7		599.48	117,845 - 134,884	7	225	1200		07/01/07
Alhambra		8		597.32	102,780 - 130,812	7	219	2556	23,340	07/01/07
Beverly Hills	z	9		594.96	112,691 - 133,866	5	225	1729		07/01/08
West Covina	z	10		584.89	114,683 - 131,600	5	225			07/01/07
Palos Verdes		11		583.03	103,705 - 124,185	7	213	1000	3000	07/01/10
A B C		12	**Q3**	**581.84**	111,980 - 127,424	5	219	1000	15.97%	07/01/09
El Rancho	a	13		579.81	113,059 - 120,600	3	208		12.00%	07/01/10
Paramount		14		579.08	101,127 - 125,660	6	217	1000	$3000	07/01/10
Los Angeles	a	15		578.99	101,396 - 128,535	5	222	1454	2181	07/01/09
Glendora		16		577.25	105,300 - 128,726	5	223	1740	5921	07/01/07
Compton	z	17.5		574.48	105,869 - 128,684	5	224	1200	1200	07/01/07
Walnut Valley	g	17.5		574.48	114,248 - 128,683	3	224	2.00%	5.50%	07/01/07
Monrovia	z	19		573.03	118,292 - 125,494	5	219	$1000	$5670	09/01/10
Downey		20		572.67	117,792 - 127,706	5	223	737	2226	07/01/07
Norwalk-La Mirada		21		569.27	119,604 - 126,948	4	223	1000	10.00%	07/01/07
Bellflower		22		568.52	102,800 - 126,211	5	222			07/01/10
Claremont		23		556.28	106,988 - 125,164	5	225	1000		07/01/07
Manhattan Beach		24	**Md**	**555.88**	112,114 - 126,185	5	227	1000	$5000	07/01/07
Rowland		25		555.26	107,983 - 122,157	5	220	1000	12.04%	02/01/11
Baldwin Park	z	26		555.24	107,704 - 123,818	5	223	1200	$3640	07/01/07
Lynwood		27		551.84	110,984 - 122,508	5	222	350		07/01/10
Hacienda-LaPuente		28		551.56	108,534 - 121,895	3	221	1000	9000	07/01/07
Bonita		29		546.06	105,024 - 122,864	5	225			07/01/07
Las Virgenes	v	30		542.95	97,772 - 118,364	5	218	1000	6.10%	11/01/10
Pomona		31		540.59	98,886 - 117,308	6	217	2000	5.50%	07/01/10
Covina-Valley		32		538.92	100,326 - 114,791	5	213	1200	$7175	07/01/10
Temple City		33		538.77	107,688 - 121,224	5	225	1000		07/01/07
Redondo Beach	z	34		537.79	106,164 - 119,928	5	223	1000	1500	02/01/08
Charter Oak	z	35		534.17	97,639 - 119,120	6	223	800	2200	07/01/07
Duarte	z	36	**Q1**	**532.90**	111,268 - 117,771	3	221	3338	15.00%	09/01/07
El Segundo		37		529.87	103,135 - 115,511	5	218	1100		07/01/10
Azusa	z	38		527.74	103,225 - 117,158	6	222	1146	$3437	07/01/06
San Gabriel	w	39		523.41	100,914 - 113,580	5	217	1200	6.00%	07/01/10
Culver City		40		522.83	97,878 - 114,500	5	219	2000	10.00%	07/01/10
La Cañada	z	41		522.13	102,683 - 116,434	6	223			07/01/07
South Pasadena		42		518.73	108,297 - 117,232	5	226		$7600	07/01/07
Bassett		43		509.97	93,552 - 113,724	5	223	1000	4100	07/01/07
Inglewood		44		509.81	81,284 - 110,119	7	216	500	8.00%	07/01/10
Pasadena		45		504.86	88,543 - 107,535	5	213	3.00%	10.00%	07/01/10
Torrance		46		503.54	97,330 - 110,275	5	219	$1102	10.25%	07/01/10
Acton-Agua Dulce	z	47		478.31	96,735 - 107,620	5	225			12/01/07

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
** Non–scheduled salary
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.
v 7/1/10-10/31/10 High School Principals received ten furlough days; 11/1/10-6/30/11 furlough days were reduced to two days.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA – "Intermediate School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$580.15	$79,749 - $117,190	12	202			07/01/10
Arcadia		2		576.20	99,294 - 118,122	6	205	$1000	$4140	07/01/10
Montebello		3		536.79	102,396 - 114,336	7	213		6000	07/01/10
Bellflower		4		524.38	86,277 - 105,925	5	202			07/01/10
A B C		5		517.14	90,920 - 103,427	5	200	1000	15.97%	07/01/09
Beverly Hills	kz	6		516.80	90,233 - 106,978	5	207	1729		07/01/08
Long Beach	b	7		506.83	76,322 - 96,297	8	190	4652	$7000	07/01/10
Claremont		8		502.84	88,120 - 103,083	5	205	1000		07/01/07
Paramount	k	9		501.79	86,393 - 107,384	6	214	1000	3000	07/01/10
Santa Monica-Malibu		10		500.83	84,768 - 102,670	5	205	3245	27,318	07/01/09
Los Angeles	a	11		498.15	86,776 - 110,590	5	222	1454	2181	07/01/09
			Q3	**(496.35)**						
Baldwin Park	z	12		494.54	84,369 - 100,886	5	204	1100	3640	07/01/07
Palos Verdes		13		493.47	77,963 - 94,252	7	191	1000	3000	07/01/10
Lynwood		14		491.18	89,050 - 103,147	5	210	350		07/01/10
Walnut Valley	g	15		490.76	86,397 - 100,605	3	205	2.00%	5.50%	07/01/07
Downey		16		490.00	90,843 - 98,489	5	201	$737	$2226	07/01/07
Glendale		17		489.33	89,050 - 102,760	7	210	1000		07/01/07
Burbank		18		488.25	74,257 - 104,485	8	214	2341	3487	07/01/10
Norwalk-La Mirada		19		488.23	88,550 - 93,984	4	192.5	1000	10.00%	07/01/09
Monrovia	z	20		485.63	91,073 - 96,641	5	199	1000	$5670	09/01/10
Rowland		21		484.70	89,986 - 101,788	5	210	1000	12.04%	02/01/11
Glendora		22		483.74	86,277 - 101,586	5	210	1740	$5921	07/01/07
Las Virgenes	v	23	**Md**	**480.64**	82,054 - 95,648	5	199	1000	6.10%	11/01/10
Manhattan Beach		24		480.47	88,367 - 99,458	5	207	1000	$5000	07/01/07
West Covina	z	25		475.33	87,792 - 100,769	5	212			07/01/10
Bonita		26		472.13	85,155 - 99,619	5	211			07/01/07
Charter Oak	z	27		470.32	79,415 - 96,886	6	206	800	2200	07/01/07
Hacienda-LaPuente		28		468.75	85,152 - 95,624	3	204	1000	9000	07/01/07
Bassett		29		464.93	77,627 - 94,380	5	203	1000	4100	07/01/10
Covina-Valley		30		464.78	84,568 - 94,816	5	204	1150	6861	07/01/10
El Segundo		31		464.39	82,927 - 92,878	5	200	1100		07/01/10
Temple City		32		463.59	86,100 - 99,672	5	215	1000		07/01/07
El Rancho	a	33		457.43	80,860 - 92,859	6	203		12.00%	07/01/10
Redondo Beach	z	34		457.31	85,032 - 96,036	5	210	1000	$1500	02/01/08
			Q1	**(456.20)**						
Azusa	z	35		455.08	82,728 - 93,746	6	206	1146	3437	07/01/06
South Pasadena		36		454.90	84,048 - 90,979	5	200		7600	07/01/07
Pasadena		37		448.04	72,253 - 87,817	5	196	3.00%	10.00%	07/01/10
Culver City		38		447.70	78,454 - 91,779	5	205	$2000	10.00%	07/01/10
Pomona		39		446.61	79,898 - 94,681	6	212	2000	5.50%	07/01/10
Alhambra	k	40		445.21	79,728 - 93,049	5	209	2343	$21,395	07/01/07
Torrance		41		441.03	74,004 - 83,795	5	190	1102	10.25%	07/01/10
San Gabriel	w	42		439.95	78,960 - 88,870	5	202	1200	6.00%	07/01/10
Compton	z	43		436.36	80,414 - 97,744	5	224	1200	$1200	07/01/07
Duarte	z	44		432.01	84,750 - 89,858	3	208	2543	15.00%	09/01/07
Inglewood		45		370.26	57,949 - 78,496	7	212	500	8.00%	07/01/10
Acton-Agua Dulce				No Comparable Classification						
La Cañada				No Comparable Classification						

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

b Certificated Managers had three furlough days plus salary reduction for two days.

g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.

k K-8 schools

v 7/1/10-10/31/10 Middle School Assistant Principals received nine furlough days; 11/1/10-6/30/11 furlough days were reduced to two days.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

e. Position IVB – "High School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$599.55	$82,416 - $121,109	12	202			07/01/10
Arcadia		2		589.78	104,063 - 123,853	6	210	$1000	$4140	07/01/10
Montebello		3		555.44	106,380 - 118,308	7	213		6000	07/01/10
A B C		4		536.61	94,308 - 107,321	5	200	1000	15.97%	07/01/09
Beverly Hills	z	5		532.99	95,260 - 112,994	5	212	1729		07/01/08
Baldwin Park	z	6		525.58	99,538 - 117,204	5	223	1200	$3640	07/01/07
Bellflower		7		524.38	86,277 - 105,925	5	202			07/01/10
Burbank		8		520.72	81,044 - 114,037	8	219	2341	3487	07/01/10
Paramount		9		520.00	90,792 - 112,840	6	217	1000	3000	07/01/10
Downey		10		514.27	104,356 - 113,139	5	220	737	2226	07/01/07
Santa Monica-Malibu		11	**Q1**	**513.14**	86,844 - 105,194	5	205	3245	27,318	07/01/09
Claremont		12		513.13	98,692 - 115,455	5	225	1000		07/01/07
Glendora		13		511.40	91,208 - 107,395	5	210	1740	5921	07/01/07
Walnut Valley	g	14		510.24	95,093 - 109,701	3	215	2.00%	5.50%	07/01/07
Monrovia	z	15		509.97	99,846 - 106,073	5	208	$1000	$5670	09/01/10
Lynwood		16		508.67	94,417 - 109,364	5	215	350		07/01/10
Long Beach	b	17		506.83	76,322 - 96,297	8	190	4652	7000	07/01/10
Palos Verdes		18		503.23	88,054 - 105,678	7	210	1000	3000	07/01/10
Glendale		19		501.23	91,290 - 105,259	7	210	1000		07/01/07
Alhambra		20		500.77	90,396 - 109,668	7	219	2556	23,340	07/01/07
Rowland		21		499.94	92,813 - 104,988	5	210	1000	12.04%	02/01/11
Covina-Valley		22		498.51	92,520 - 106,183	5	213	1200	$7175	07/01/10
Los Angeles	a	23	**Md**	**498.15**	88,796 - 110,590	5	222	1454	2181	07/01/09
Azusa	z	24		495.84	90,134 - 102,143	6	206	1146	3437	07/01/06
Norwalk-La Mirada		25		495.74	94,332 - 100,140	4	202	1000	10.00%	07/01/10
Temple City		26		493.15	95,268 - 108,492	5	220	1000		07/01/07
Manhattan Beach		27		492.08	90,502 - 101,861	5	207	1000	$5000	07/01/07
Redondo Beach	z	28		487.87	92,868 - 104,892	5	215	1000	1500	02/01/08
Charter Oak	z	29		485.62	85,581 - 104,409	6	215	800	2200	07/01/07
Hacienda-LaPuente		30		482.71	92,843 - 104,266	3	216	1000	9000	07/01/07
Pomona		31		482.55	91,328 - 102,300	4	212	2000	5.50%	07/01/10
Bonita		32		481.03	87,993 - 102,941	5	214			07/01/07
Las Virgenes	v	33		480.60	85,755 - 99,964	5	208	1000	6.10%	11/01/10
West Covina	z	34		480.03	88,667 - 101,767	5	212			07/01/10
			Q3	**(479.22)**						
El Rancho	a	35		478.40	86,179 - 97,115	6	203		12.00%	07/01/10
Compton	z	36		476.01	87,718 - 106,627	5	224	1200	$1200	07/01/07
Torrance		37		474.93	85,118 - 96,411	5	203	1102	10.25%	07/01/10
South Pasadena		38		474.14	91,998 - 99,570	5	210		$7600	07/01/07
Culver City		39		473.31	84,966 - 99,395	5	210	2000	10.00%	07/01/10
Duarte	z	40		472.47	98,550 - 104,416	3	221	2956	15.00%	09/01/07
San Gabriel	w	41		469.71	86,388 - 97,230	5	207	1200	6.00%	07/01/10
Pasadena		42		467.20	75,363 - 91,571	5	196	3.00%	10.00%	07/01/10
Bassett		43		461.70	84,684 - 102,960	5	223	$1000	$4100	07/01/07
La Cañada	z	44		461.29	90,721 - 102,868	6	223			07/01/07
Inglewood		45		431.78	67,015 - 91,538	7	212	500	8.00%	07/01/10
Acton-Agua Dulce				No Comparable Classification						
El Segundo				No Comparable Classification						

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

b Certificated Managers had three furlough days plus salary reduction for two days.

g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.

v 7/1/10-10/31/10 High School Assistant Principals received nine furlough days; 11/1/10-6/30/11 furlough days were reduced to two days.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

a. B.A. Only / Provisional Service Document

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$50,100	A	1	BA
Downey		2		48,275	B	1	BA
Redondo Beach	z	3		47,290	I	1	BA
Monrovia	z	4		45,665	A	1	BA
Beverly Hills	z	5		45,631	I	1	BA
Azusa	z	6		45,017	I	2	BA
A B C		7		45,000	A	1	BA
Norwalk-La Mirada		8		44,764	1	1	BA
Claremont		9		44,588	1	1	BA
Manhattan Beach		10		44,564	I	1	BA
Bonita		11		44,456	I	1	BA
Duarte	z	12	**Q3**	**44,000**	1	1	BA
Acton-Agua Dulce	z	13		43,844	I	1	BA
Paramount	z	14		43,743	A	1	BA
Glendora		15		43,549	I	1	BA
Long Beach		16		43,401	11	A	BA
Santa Monica-Malibu		17		43,129	I	1	BA
La Cañada	z	18		42,991	I	1	BA
Bellflower		19		42,972	I	1	BA
Pomona		20		42,950	A	1	BA
Lynwood	X	21		42,914	II	1	BA
West Covina	z	22		42,845	I	1	BA
Baldwin Park	z	23		42,633	A	1	BA
Glendale		24	**Md**	**42,451**	IA	1	BA
Walnut Valley		25		42,080	IIa	1	BA
Hacienda-La Puente		26		41,586	I	1	BA
El Rancho		27		41,431	I	1	BA
Palos Verdes		28		41,275	I	1	BA
Rowland		29		40,562	II	1	BA
Bassett		30		40,549	I	1	BA
Torrance		31		40,358	1	1	BA
Culver City		32		40,275	I	1	BA
Burbank		33		40,137	I	1	BA
South Pasadena		34		39,976	A	1	BA
Montebello		35		39,919	B	1	BA
Las Virgenes	v	36	**Q1**	**39,838**	Y	1	BA
Inglewood		37		39,255	I	1	BA
Covina-Valley		38		39,160	A	1	BA
Pasadena		39		39,119	A	1	BA
Compton	z	40		38,621	I	1	BA
Charter Oak	z	41		38,495	A	1	BA
Los Angeles		42		38,423	L20	1	BA
Temple City		43		38,308	1	1	BA
El Segundo		44		37,603	1	1	BA
San Gabriel		45		36,246	A	1	BA
Alhambra		46		35,427	IA	1	BA
San Marino		47		34,729	I-A	1	BA

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

b. B.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$50,100	A	1	BA
Temple City		2		48,886	1	1	BA
Long Beach	z	3		48,444	211	A	BA
Downey		4		48,275	B	1	BA
Redondo Beach	z	5		47,290	I	1	BA
Compton	z	6		46,677	I	1	BA
Azusa	z	7		46,142	I	2	BA
Palos Verdes		8		45,667	I	1	BA
Monrovia	z	9		45,665	A	1	BA
Beverly Hills	z	10		45,631	I	1	BA
Montebello		11		45,607	D	1	BA
Glendale		12	**Q3**	**45,503**	IB	1	BA
San Marino		13		45,307	I	1	BA
Walnut Valley		14		45,240	III	1	BA
Alhambra		15		45,193	IB	1	BA
A B C		16		45,000	A	1	BA
Pomona		17		44,876	II	1	BA
Norwalk-La Mirada		18		44,764	1	1	BA
Burbank		19		44,719	I	1	BA
Claremont		20		44,588	1	1	BA
Manhattan Beach		21		44,564	I	1	BA
Bonita		22		44,456	I	1	BA
Rowland		23		44,248	III	1	BA
Los Angeles		24	**Md**	**44,071**	20	1	BA
Pasadena		25		44,043	A	1	BA
Duarte	z	26		44,000	1	1	BA
Inglewood		27		43,942	III	1	BA
Acton-Agua Dulce	z	28		43,844	I	1	BA
Paramount	z	29		43,743	A	1	BA
Glendora		30		43,549	I	1	BA
Santa Monica-Malibu		31		43,129	I	1	BA
La Cañada	z	32		42,991	I	1	BA
Bellflower		33		42,972	I	1	BA
El Segundo		34		42,919	2	1	BA
Lynwood	X	35		42,914	II	1	BA
West Covina	z	36	**Q1**	**42,845**	I	1	BA
Baldwin Park	z	37		42,633	A	1	BA
Torrance		38		42,187	3	1	BA
Las Virgenes	v	39		42,135	I	1	BA
Hacienda-La Puente		40		41,586	I	1	BA
El Rancho		41		41,431	I	1	BA
Covina-Valley		42		40,750	B	1	BA
San Gabriel		43		40,596	C	1	BA
Bassett		44		40,549	I	1	BA
Culver City		45		40,275	I	1	BA
South Pasadena		46		39,976	A	1	BA
Charter Oak	z	47		38,495	A	1	BA

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days.

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

c. B.A. 28 to 30 Units / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey		1		$51,859	C	1	BA+30/MA
Pomona		2		50,517	III	1	BA+30
Arcadia		3		50,100	C	1	BA+30/MA
Temple City		4		48,890	3	1	BA+30
Long Beach		5		48,445	212	A	BA+28
Acton-Agua Dulce	z	6		47,870	III	1	BA+30
Bellflower		7		47,780	III	1	BA+30
Compton	z	8		47,727	III	1	BA+30
Redondo Beach	z	9		47,292	III	1	BA+30
A B C		10	**Q3**	**47,272**	C	1	BA+30
Norwalk-La Mirada		11		47,002	2	1	BA+30/MA
Palos Verdes		12		46,853	III	1	BA+30/MA
La Cañada	z	13		46,618	III	1	BA+30
El Segundo		14		46,353	4	1	BA+30
Burbank		15		46,119	III	1	BA+30
South Pasadena		16		45,970	C	1	BA+30/MA
San Marino		17		45,953	II	1	BA+30
Paramount	z	18		45,931	B	1	BA+30
Hacienda-La Puente		19		45,896	III	1	BA+30
Monrovia	z	20	**Md**	**45,665**	C	1	BA+30
Glendale		21		45,505	III	1	BA+28
Alhambra		22		45,429	IIB	1	BA+30
Glendora		23		45,352	III	1	BA+30
Walnut Valley		24		45,240	III	1	BA+30
West Covina	z	25		44,947	III	1	BA+30
Los Angeles		26		44,593	22	1	BA+28
Manhattan Beach		27		44,567	III	1	BA+30
Bonita		28		44,456	III	1	BA+30
Baldwin Park	z	29		44,355	C	1	BA+30/MA
Duarte	z	30	**Q1**	**44,115**	2	1	BA+30
Inglewood		31		43,946	V	1	BA+30
Las Virgenes	v	32		43,749	III	1	BA+30
Lynwood	X	33		43,735	III	1	BA+30
Bassett		34		43,517	III	1	BA+30
Santa Monica-Malibu		35		43,129	III	1	BA+28
Covina-Valley		36		42,380	C	1	BA+30
Torrance		37		42,187	3	1	BA+30
El Rancho		38		42,076	II	1	BA+30
San Gabriel		39		40,596	C	1	BA+30
Azusa				No Comparable Column			
Beverly Hills				No Comparable Column			
Charter Oak				No Comparable Column			
Claremont				No Comparable Column			
Culver City				No Comparable Column			
Montebello				No Comparable Column			
Pasadena				No Comparable Column			
Rowland				No Comparable Column			

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

d. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey	f	1		$52,229	C	1	MA/BA+30
Acton-Agua Dulce	fz	2		50,830	IV	1	MA/BA+45
Arcadia		3		50,100	C	1	MA/BA+30
Bellflower		4		49,771	IV	1	MA/BA+45
La Cañada	z	5		49,219	V	1	MA/BA+60
El Segundo	f	6		48,920	5	1	MA/BA+45
Temple City		7		48,892	4	1	MA/BA+45
Compton	z	8		48,802	IV	1	MA/BA+45
A B C		9	**Q3**	**48,455**	D	1	MA/BA+45
Long Beach		10		48,446	213	A	MA/BA+56
Beverly Hills	z	11		48,286	III	1	MA/BA+36
Paramount	z	12		48,227	C	1	MA/BA+45
Hacienda-La Puente		13		48,215	IV	1	MA/BA+45
Glendora		14		48,130	IV	1	MA/BA+45
Redondo Beach	z	15		47,397	IV	1	MA/BA+45
Azusa	z	16		47,047	III	2	MA/BA+36
Claremont		17		47,020	2	1	MA/BA+45
			Md	**(47,011)**			
Norwalk-La Mirada		18		47,002	2	1	MA/BA+30
Palos Verdes		19		46,853	III	1	MA/BA+30
Walnut Valley		20		46,620	IV	1	MA/BA+45
South Pasadena		21		45,970	C	1	MA/BA+30
Montebello	f	22		45,957	D	1	MA/BA+45
Manhattan Beach		23		45,794	IV	1	MA/BA+45
Rowland		24		45,594	IV	1	MA/BA+45
Bassett		25		45,078	IV	1	MA/BA+45
Duarte	z	26	**Q1**	**45,009**	3	1	MA
Charter Oak	z	27		44,654	C	1	MA/BA+40
El Rancho		28		44,592	III	1	MA/BA+45
Baldwin Park	z	29		44,355	C	1	MA/BA+30
Covina-Valley		30		44,080	D	1	MA
Las Virgenes	v	31		43,749	IV	1	MA/BA+45
Torrance		32		43,032	4	1	MA/BA+45
Culver City		33		42,781	III	1	MA/BA+36
San Gabriel		34		42,770	D	1	MA/BA+45
Alhambra				No Comparable Column			
Bonita				No Comparable Column			
Burbank				No Comparable Column			
Glendale				No Comparable Column			
Inglewood				No Comparable Column			
Los Angeles				No Comparable Column			
Lynwood				No Comparable Column			
Monrovia				No Comparable Column			
Pasadena				No Comparable Column			
Pomona				No Comparable Column			
San Marino				No Comparable Column			
Santa Monica-Malibu				No Comparable Column			
West Covina				No Comparable Column			

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

a. B.A. 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey		1		$60,790	C	6	5	BA+30/MA
Arcadia		2		60,785	C	6	5	BA+30/MA
Acton-Agua Dulce	z	3		57,936	III	6	5	BA+30
South Pasadena		4		56,485	C	6	5	BA+30/MA
Redondo Beach	z	5		56,470	III	6	5	BA+30
Pomona		6		56,082	III	6	5	BA+30
Compton	z	7		56,005	III	6	5	BA+30
Norwalk-La Mirada		8		55,286	2	6	5	BA+30/MA
A B C		9		54,789	C	6	5	BA+30
Monrovia	z	10	**Q3**	**54,565**	C	6	5	BA+30
Manhattan Beach		11		54,560	III	6	5	BA+30
West Covina	z	12		54,486	III	6	5	BA+30
Glendora		13		54,461	III	6	5	BA+30
El Segundo		14		54,390	4	6	5	BA+30
Bellflower		15		54,229	III	6	5	BA+30
Bassett		16		53,976	III	6	5	BA+30
Baldwin Park	z	17		53,965	C	6	5	BA+30/MA
Walnut Valley		18		53,910	III	6	5	BA+30
Temple City		19		53,819	3	6	5	BA+30
Hacienda-La Puente		20	**Md**	**53,808**	III	6	5	BA+30
Paramount	z	21		53,245	B	6	5	BA+30
Long Beach		22		53,236	212	F	5	BA+28
Covina-Valley		23		52,800	C	6	5	BA+30
Lynwood	X	24		52,427	III	6	5	BA+30
Palos Verdes		25		52,133	III	6	5	BA+30/MA
Burbank		26		52,125	III	6	5	BA+30
La Cañada	z	27		51,797	III	6	5	BA+30
Santa Monica-Malibu		28		51,675	III	6	5	BA+28
Bonita		29		51,617	III	6	5	BA+30
Las Virgenes	v	30	**Q1**	**51,540**	III	6	5	BA+30
San Gabriel		31		51,161	C	6	5	BA+30
San Marino		32		50,992	II	6	5	BA+30
El Rancho		33		50,793	II	6	5	BA+30
Duarte	z	34		50,085	2	6	5	BA+30
Glendale		35		49,673	III	6	5	BA+28
Inglewood		36		49,236	V	6	5	BA+30
Torrance		37		48,858	3	6	5	BA+30
Los Angeles		38		48,540	22	6	5	BA+28
Alhambra		39		48,287	IIB	6	5	BA+30
Azusa	z			No Comparable Column				
Beverly Hills				No Comparable Column				
Charter Oak				No Comparable Column				
Claremont				No Comparable Column				
Culver City				No Comparable Column				
Montebello				No Comparable Column				
Pasadena				No Comparable Column				
Rowland				No Comparable Column				

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2. Maximum Column and Step Placement

b. Highest Entry for Incoming Teacher / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Paramount	z	1		$85,435	E	26	25	BA+75&MA
Long Beach		2		84,435	216	P	15	BA+75&MA/MA+45
El Segundo	f	3		84,065	7	16	15	BA+75&MA/MA+30
Duarte	z	4		84,000	4	25	24	BA+75&MA
Baldwin Park	z	5		83,637	E	12	11	BA+60&MA
La Cañada	z	6		82,231	VI	25	24	BA+75/MA+15
Azusa	z	7		81,588	V	25	24	BA+72&MA
Bassett		8		81,325	V	14	13	BA+60&MA/MA+30
Bellflower		9		80,485	VI	26	25	BA+75&MA
Downey	f	10		79,852	F	10	9	BA+75&MA/MA+45
Rowland		11		79,804	VI	12	11	BA+75&MA/MA+30
Glendora		12	**Q3**	**79,423**	V	12	11	BA+60&MA
Norwalk-La Mirada		13		77,765	5	12	11	BA+75&MA
Manhattan Beach		14		77,400	VI	14	13	BA+75/MA+30
Burbank	f	15		76,734	VI	15	14	BA+75&MA
Glendale		16		76,279	VI	12	11	BA+70&MA
Hacienda-La Puente		17		75,510	VI	12	11	BA+70&MA/MA+25
Redondo Beach	z	18		75,342	VI	11	10	BA+75/MA+30
A B C		19		75,068	F	13	12	BA+75&MA
Walnut Valley		20		75,030	VI	12	11	BA+75&MA/MA+30
Montebello	f	21		75,024	X	10	9	BA+90&MA
Inglewood		22		74,218	VII	12	15	BA+60&MA
Bonita		23		72,556	VI	11	10	BA+60&MA
San Gabriel		24	**Md**	**72,492**	F	13	12	BA+75&MA/MA+30
Santa Monica-Malibu	f	25		72,487	VI	12	11	BA+70&MA
El Rancho		26		71,325	VI	12	11	BA+75&MA
South Pasadena		27		71,055	F	8	7	BA+70&MA
Los Angeles	f	28		70,665	27	10	9	BA+98&MA
Charter Oak	z	29		70,253	D	10	9	BA+60&MA/MA+20
Lynwood	BX	30		70,043	V	10	9	BA+60&MA
Culver City		31		69,810	V	11	10	BA+72&MA
Beverly Hills	z	32		69,670	VI	6	5	BA+84&MA/MA+45
Compton	Bz	33		69,571	VII	10	9	BA+75&MA/MA+30
Arcadia		34		69,279	F	6	5	BA+75&MA
Las Virgenes	v	35		66,218	VI	9	8	MA+60
San Marino		36	**Q1**	**66,009**	V	9	8	BA+75&MA
Covina-Valley		37		65,170	E	9	8	BA+60&MA/MA+20
Pomona	s	38		64,987	V	7	6	BA+60&MA
Acton-Agua Dulce	fz	39		64,922	VI	6	5	BA+75&MA/MA+30
Claremont		40		64,650	4	8	7	BA+75&MA
Alhambra		41		64,334	VB	8	7	BA+75&MA
Temple City		42		63,674	6	6	5	BA+75&MA/MA+30
Pasadena		43		62,104	F	7	7	BA+75&MA
Monrovia	z	44		61,795	F	6	5	BA+75&MA
Palos Verdes	s	45		60,816	VI	6	5	BA+75&MA
West Covina	sz	46		59,442	V	6	5	BA+60&MA
Torrance		47		59,303	6	8	7	BA+75&MA/MA+30

++ Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

f Rate includes stipend for M.A. degree

s Years of experience do not include additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

c. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Bassett		1		$75,783	IV	13	12	MA/BA+45
Redondo Beach	z	2		75,045	IV	13	12	MA/BA+45
Glendora		3		74,270	IV	12	11	MA/BA+45
Compton	z	4		73,960	IV	14	13	MA/BA+45
Arcadia		5		73,858	C	11	10	MA/BA+30
Long Beach		6		73,807	213	N	13	MA/BA+56
La Canada	z	7		73,035	V	15	14	MA/BA+60
Manhattan Beach		8		72,658	IV	14	13	MA/BA+45
Montebello	f	9	**Q3**	**72,304**	D	12	11	MA/BA+45
Charter Oak	z	10		72,178	C	12	11	MA/BA+40
Temple City		11		71,219	4	12	11	MA/BA+45
South Pasadena		12		71,200	C	13	12	MA/BA+30
Duarte	z	13		71,057	3	13	12	MA
Acton-Agua Dulce	fz	14		70,962	IV	11	10	MA/BA+45
Paramount	z	15		70,673	C	16	15	MA/BA+45
El Segundo	f	16		69,187	5	12	11	MA/BA+45
Walnut Valley		17		69,160	IV	12	11	MA/BA+45
			Md	**(69,098)**				
A B C		18		69,035	D	12	11	MA/BA+45
Beverly Hills	z	19		68,920	III	10	9	MA/BA+36
Covina-Valley		20		68,450	D	11	10	MA
Hacienda-La Puente		21		68,415	IV	12	11	MA/BA+45
Baldwin Park	z	22		68,282	C	12	11	MA/BA+30
San Gabriel		23		68,143	D	13	12	MA/BA+45
Bellflower		24		68,094	IV	13	12	MA/BA+45
Las Virgenes	v	25		67,956	IV	12	11	MA/BA+45
Rowland		26	**Q1**	**67,788**	IV	12	11	MA/BA+45
Downey	f	27		64,727	C	8	7	MA/BA+30
Claremont		28		64,644	2	11	10	MA/BA+45
Torrance		29		63,817	4	10	9	MA/BA+45
El Rancho		30		63,771	III	12	11	MA/BA+45
Palos Verdes		31		62,999	III	11	10	MA/BA+30
Azusa	z	32		62,979	III	13	11	MA/BA+36
Norwalk-La Mirada		33		62,953	2	10	9	MA/BA+30
Culver City		34		60,323	III	11	10	MA/BA+36
Alhambra				No Comparable Column				
Bonita				No Comparable Column				
Burbank				No Comparable Column				
Glendale				No Comparable Column				
Inglewood				No Comparable Column				
Los Angeles				No Comparable Column				
Lynwood				No Comparable Column				
Monrovia				No Comparable Column				
Pasadena				No Comparable Column				
Pomona				No Comparable Column				
San Marino				No Comparable Column				
Santa Monica-Malibu				No Comparable Column				
West Covina				No Comparable Column				

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$76,689	E	10	9	BA+60&MA
Downey	f	2		76,279	E	10	9	BA+60&MA/MA+30
Baldwin Park	z	3		75,862	E	10	9	BA+60&MA
Glendora		4		73,083	V	10	9	BA+60&MA
Pomona		5		71,668	V	10	9	BA+60&MA
Acton-Agua Dulce	fz	6		70,962	V	10	9	BA+60&MA/MA+15
Bonita		7		70,333	VI	10	9	BA+60&MA
Charter Oak	z	8		70,253	D	10	9	BA+60&MA/MA+20
			Q3	**(70,148)**				
Lynwood	X	9		70,043	V	10	9	BA+60&MA
Norwalk-La Mirada		10		69,406	4	10	9	BA+60&MA/BA+75
West Covina	z	11		69,355	V	10	9	BA+60&MA
Torrance		12		69,046	5	10	9	BA+60&MA/MA+15
Monrovia	z	13		68,745	E	10	9	BA+60&MA
Covina-Valley		14		68,110	E	10	9	BA+60&MA/MA+20
Walnut Valley		15		67,980	V	10	9	BA+60&MA/MA+15
Hacienda-La Puente		16		67,443	V	10	9	BA+60&MA/MA+15
			Md	**(67,396)**				
Palos Verdes		17		67,349	V	10	9	BA+60&MA
El Segundo	f	18		67,244	6	10	9	BA+60&MA/MA+15
Long Beach		19		67,101	214	J	9	BA+56&MA/MA+28
Burbank	f	20		66,812	V	10	9	BA+60&MA
Bassett		21		66,699	V	10	9	BA+60&MA/MA+30
Rowland		22		66,596	V	10	9	BA+60&MA/MA+15
Alhambra		23		66,491	IVB	10	9	BA+60&MA/BA+75
Inglewood		24		66,373	VII	10	9	BA+60&MA
			Q1	**(66,250)**				
Santa Monica-Malibu	f	25		66,127	V	10	9	BA+56&MA
Paramount	z	26		66,074	D	10	9	BA+60&MA
A B C		27		66,055	E	10	9	BA+60&MA
Bellflower		28		65,586	V	10	9	BA+60&MA
El Rancho		29		65,322	V	10	9	BA+60&MA
Glendale		30		65,170	V	10	9	BA+56&MA
Los Angeles	f	31		61,936	24	10	9	BA+56&MA
Pasadena		32		60,479	E	9	9	BA+60&MA
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Claremont				No Comparable Column				
Compton				No Comparable Column				
Culver City				No Comparable Column				
Duarte				No Comparable Column				
La Cañada				No Comparable Column				
Las Virgenes				No Comparable Column				
Manhattan Beach				No Comparable Column				
Montebello				No Comparable Column				
Redondo Beach				No Comparable Column				
San Gabriel				No Comparable Column				
San Marino				No Comparable Column				
South Pasadena				No Comparable Column				
Temple City				No Comparable Column				

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$90,847	F	14	13	BA+75&MA
Long Beach		2		84,435	216	P	15	BA+75&MA/MA+45
Bonita		3		84,213	VI	20	19	BA+60&MA
Montebello	f	4		83,806	X	14	13	BA+90&MA
Baldwin Park	z	5		83,637	E	12	11	BA+60&MA
Pomona		6		82,796	V	15	14	BA+60&MA
South Pasadena		7		82,545	F	13	12	BA+70&MA
Bassett		8		81,325	V	14	13	BA+60&MA/MA+30
Monrovia	z	9		80,333	F	14	13	BA+75&MA
Redondo Beach	z	10		79,954	VI	13	12	BA+75/MA+30
Claremont		11		79,933	4	14	13	BA+75&MA
Temple City		12	**Q3**	**79,858**	6	12	11	BA+75&MA/MA+30
Downey	f	13		79,852	F	10	9	BA+75&MA/MA+45
Beverly Hills	z	14		79,840	VI	9	8	BA+84&MA/MA+45
Glendora		15		79,423	V	12	11	BA+60&MA
Walnut Valley		16		79,130	VI	14	13	BA+75&MA/MA+30
Compton	z	17		79,066	VII	14	13	BA+75&MA/MA+30
Acton-Agua Dulce	fz	18		79,015	VI	13	12	BA+75&MA/MA+30
La Cañada	z	19		78,761	VI	15	14	BA+75/MA+15
Paramount	z	20		78,025	E	16	15	BA+75&MA
Las Virgenes	v	21		77,864	VI	13	12	MA+60
Alhambra		22		77,810	VB	12	11	BA+75&MA
Norwalk-La Mirada		23		77,765	5	12	11	BA+75&MA
Charter Oak	z	24	**Md**	**77,760**	D	13	12	BA+60&MA/MA+20
Manhattan Beach		25		77,400	VI	14	13	MA+30/BA+75
Burbank	f	26		76,734	VI	15	14	BA+75&MA
Glendale		27		76,279	VI	12	11	BA+70&MA
Azusa	z	28		76,042	V	13	11	BA+72&MA
Lynwood	X	29		75,807	V	13	12	BA+60&MA
San Marino		30		75,745	V	13	12	BA+75&MA
Hacienda-La Puente		31		75,510	VI	12	11	BA+70&MA/MA+25
Palos Verdes		32		75,504	VI	12	11	BA+75&MA
Rowland		33		75,244	VI	12	11	BA+75&MA/MA+30
A B C		34		75,068	F	13	12	BA+75&MA
Covina-Valley		35		74,380	E	12	11	BA+60&MA/MA+20
West Covina	z	36	**Q1**	**74,359**	V	12	11	BA+60&MA
El Segundo	f	37		74,071	7	12	11	BA+75&MA/MA+30
Bellflower		38		73,886	VI	13	12	BA+75&MA
Duarte	z	39		73,554	4	13	12	BA+75&MA
Pasadena		40		73,393	F	11	10	BA+75&MA
San Gabriel		41		72,492	F	13	12	BA+75&MA/MA+30
Santa Monica-Malibu	f	42		72,487	VI	12	11	BA+70&MA
Torrance		43		72,445	6	10	9	BA+75&MA/MA+30
Los Angeles	f	44		71,928	27	14	13	BA+98&MA
Inglewood		45		71,363	VII	15	11	BA+60&MA
El Rancho		46		71,325	VI	12	11	BA+75&MA
Culver City		47		69,810	V	11	10	BA+72&MA

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location or one-time only differentials.

f Rate includes stipend for M.A. degree

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2. Maximum Column and Step Placement

f. Maximum Salary With 25 Years Experience, *Excluding* Other Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$95,142	F	14	25	BA+75&MA
Downey	f	2		94,616	F	26	25	BA+75&MA/MA+45
Long Beach		3		88,935	216	P	24	BA+75&MA/MA+45
Santa Monica-Malibu	f	4		88,431	VI	18	17	BA+70&MA
Claremont		5		87,686	4	14	25	BA+75&MA
South Pasadena		6		87,345	F	13	25	BA+70&MA
Compton	z	7		87,028	VII	25	24	BA+75&MA/MA+30
Montebello	f	8		87,006	X	14	24	BA+90&MA
Norwalk-La Mirada		9		86,796	5	24	23	BA+75&MA
Baldwin Park	z	10		86,445	E	12	24	BA+60&MA
Pomona		11		86,108	V	15	25	BA+60&MA
Alhambra		12	**Q3**	**85,591**	VB	12	24	BA+75&MA
Beverly Hills	z	13		85,530	VI	22	21	BA+84&MA/MA+45
Paramount	z	14		85,435	E	26	25	BA+75&MA
Walnut Valley		15		85,250	VI	24	23	BA+75&MA/MA+30
Charter Oak	z	16		85,223	D	23	22	BA+60&MA/MA+20
Burbank	f	17		85,025	VI	24	23	BA+75&MA
Hacienda-La Puente		18		84,510	VI	26	25	BA+70&MA/MA+25
A B C		19		84,488	F	24	23	BA+75&MA
Bassett		20		84,325	V	14	25	BA+60&MA/MA+30
Bonita		21		84,213	VI	20	19	BA+60&MA
Glendale		22		84,097	VI	28	17	BA+70&MA
Monrovia	z	23		84,075	F	14	25	BA+75&MA
El Segundo	f	24	**Md**	**84,065**	7	16	15	BA+75&MA/MA+30
Duarte	z	25		84,000	4	25	24	BA+75&MA
San Marino		26		83,981	V	20	19	BA+75&MA
West Covina	z	27		83,812	V	24	23	BA+60&MA
Las Virgenes	v	28		83,754	VI	13	25	MA+60
Redondo Beach	z	29		83,584	VI	25	24	BA+75/MA+30
Glendora		30		83,114	V	12	25	BA+60&MA
Rowland		31		82,590	VI	25	24	BA+75&MA/MA+30
Temple City		32		82,269	6	25	24	BA+75&MA/MA+30
La Cañada	z	33		82,231	VI	25	24	BA+75/MA+15
Acton-Agua Dulce	fz	34		82,062	VI	13	24	BA+75&MA/MA+30
Palos Verdes		35		81,849	VI	12	25	BA+75&MA
Azusa	z	36	**Q1**	**81,588**	V	25	24	BA+72&MA
Lynwood	X	37		81,575	V	20	19	BA+60&MA
Manhattan Beach		38		81,359	VI	25	24	BA+75/MA+30
Pasadena		39		80,732	F	11	20	BA+75&MA
Covina-Valley		40		80,490	E	25	24	BA+60&MA/MA+20
Bellflower		41		80,485	VI	26	25	BA+75&MA
Torrance		42		80,244	6	20	19	BA+75&MA/MA+30
Culver City		43		78,581	V	23	22	BA+72&MA
San Gabriel		44		77,652	F	25	24	BA+75&MA/MA+30
Inglewood		45		77,460	VII	12	20	BA+60&MA
El Rancho		46		77,032	VI	26	25	BA+75&MA
Los Angeles	f	47		75,499	C3	25	24	BA+98&MA

*** Salaries reflect the last effective 2010-11 rates including compensation for longevity or extended career service pay, up to 25 years.
f Rate includes stipend for M.A. degree
X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days
v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER +

Unified School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
Walnut Valley		1		$17,546	X	X	X	X		
Santa Monica-Malibu		2		17,136	X	X				XE
El Rancho		3		16,653	X	X	X	X		XE
Inglewood		4		16,476	X	X	X	X	X	XE
Downey		5		16,473	X	X	X			
A B C		6		16,136	X	X	X	X		
San Marino		7		15,920	X	X	X	X		XE
Glendale		8		15,681	X	X	X	X		Xq
Alhambra		9		15,647	X	X	X	X		XA
Manhattan Beach		10		15,201	X	X	X	X	X	XE
Pasadena		11		15,089	X	X		X		XK
Charter Oak	z	12	**Q3**	**14,313**	X	X	X			
La Cañada		13		14,279	X	X	XV			
Covina-Valley		14		13,920	X	X	X	X		
San Gabriel		15		13,751	X	X	X			
Long Beach		16		12,882	X	X	X	X		XE
Pomona		17		12,420	X	X	X			XE
Los Angeles		18		11,692	X	X	X	X		XE
Redondo Beach	z	19		11,435	X	X	X	X	X	
Culver City		20		11,316	X	X	X	X		XE
Montebello		21		11,290	X	X	X	X		XE
Bellflower		22		11,248	X	X	X			XE
Azusa	z	23		11,180	X	X	X	X		XE
Compton	z	24	**Md**	**10,993**	X	X	X	X		XE
Lynwood		25		10,633	X	X	X	X		XE
Burbank		26		10,606	X	X	X	X		XE
Paramount		27		10,447	X	X	XV	X		Xo
Monrovia	z	28		10,213	X	X	X	X		
Hacienda-La Puente	z	29		10,008	X	X	X	X		XE
Glendora		30		9,936	X	X	X	X		
Claremont		31		9,809	X	X	X	X		XE
Las Virgenes		32		9,800	X	X	X	X	X	XE
South Pasadena		33		9,563	X	X	X	X		XE
Norwalk-La Mirada		34		8,510	X	X	X	X		XE
Baldwin Park	z	35		8,400	X	X	X			
Torrance		36	**Q1**	**8,380**	X	X	X	X		
Bassett		37		8,310	X	X	X	X		XE
West Covina	z	38		8,000	X	X	X	X		
Palos Verdes		39		7,591	X	X	X	X		XE
Temple City		40		7,500	X	X	X	X		
Rowland		41		7,241	X	X	X	X		XEm
Beverly Hills	z	42		7,010	X	X	X			XE
El Segundo		43		7,000	X	X	X	X		
Duarte	z	44		6,200	X	X	X			
Bonita		45		6,000	X	X	X	X	X	
Arcadia		46		5,500	X	X		X		
Acton-Agua Dulce	z	47		60				X		

\+ Rates reflect the last effective 2010-11 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
E Employee assistance plan or psychological services
K Prescription Plan
V Vision benefit included with the medical plan.
m Mental Health
o Benefit Consultant Fee
q EASE benefit included with the medical plan.
z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Lynwood		1		2.54%
Arcadia		2		0.62
A B C		16		0.00
Acton-Agua Dulce	z	16		0.00
Alhambra		16		0.00
Azusa	z	16		0.00
Baldwin Park	z	16		0.00
Bassett		16		0.00
Beverly Hills	z	16		0.00
Bonita		16		0.00
Charter Oak	z	16		0.00
Claremont		16	**Q3**	**0.00**
Compton	z	16		0.00
Downey		16		0.00
Duarte	z	16		0.00
Glendale		16		0.00
Glendora		16		0.00
Hacienda-La Puente		16		0.00
La Cañada	z	16		0.00
Manhattan Beach		16		0.00
Norwalk-La Mirada		16		0.00
Pomona		16		0.00
Redondo Beach	z	16		0.00
San Marino		16	**Md**	**0.00**
Santa Monica-Malibu		16		0.00
South Pasadena		16		0.00
Temple City		16		0.00
Walnut Valley		16		0.00
West Covina	z	16		0.00
Las Virgenes		30		-0.54
Montebello		31		-0.60
Rowland		32		-1.08
San Gabriel		33		-1.50
Burbank		34		-1.60
Bellflower		35		-1.63
Paramount	z	36	**Q1**	**-2.00**
Inglewood		37		-2.10
Palos Verdes		38		-2.18
Pasadena		39		-2.69
Torrance		40		-2.70
El Rancho		41.5		-2.73
El Segundo		41.5		-2.73
Culver City		43		-2.74
Long Beach		44		-2.75
Monrovia	z	45		-3.00
Los Angeles		46		-3.43
Covina-Valley		47		-4.00

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Lynwood		1		2.54%
Arcadia		2		0.62
A B C		16		0.00
Acton-Agua Dulce	z	16		0.00
Alhambra		16		0.00
Azusa	z	16		0.00
Baldwin Park	z	16		0.00
Bassett		16		0.00
Beverly Hills	z	16		0.00
Bonita		16		0.00
Charter Oak	z	16		0.00
Claremont		16	**Q3**	**0.00**
Compton	z	16		0.00
Downey		16		0.00
Duarte	z	16		0.00
Glendale		16		0.00
Glendora		16		0.00
Hacienda-La Puente		16		0.00
La Cañada	z	16		0.00
Manhattan Beach		16		0.00
Norwalk-La Mirada		16		0.00
Pomona		16		0.00
Redondo Beach	z	16		0.00
San Marino		16	**Md**	**0.00**
Santa Monica-Malibu		16		0.00
South Pasadena		16		0.00
Temple City		16		0.00
Walnut Valley		16		0.00
West Covina	z	16		0.00
Las Virgenes		30		-0.54
Montebello		31		-0.60
Rowland		32		-1.08
San Gabriel		33		-1.50
Burbank		34		-1.60
Bellflower		35		-1.63
Paramount	z	36	**Q1**	**-2.00**
Inglewood		37		-2.10
Palos Verdes		38		-2.19
Pasadena		39		-2.69
Torrance		40		-2.70
El Rancho		41.5		-2.73
El Segundo		41.5		-2.73
Culver City		43		-2.74
Long Beach		44		-2.75
Monrovia	z	45		-3.00
Los Angeles		46		-3.43
Covina-Valley		47		-3.98

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Lynwood		1		2.53%
Arcadia		2		0.62
A B C		16		0.00
Acton-Agua Dulce	z	16		0.00
Alhambra		16		0.00
Azusa	z	16		0.00
Baldwin Park	z	16		0.00
Bassett		16		0.00
Beverly Hills	z	16		0.00
Bonita		16		0.00
Charter Oak	z	16		0.00
Claremont		16	**Q3**	**0.00**
Compton	z	16		0.00
Downey		16		0.00
Duarte	z	16		0.00
Glendale		16		0.00
Glendora		16		0.00
Hacienda-La Puente		16		0.00
La Cañada	z	16		0.00
Manhattan Beach		16		0.00
Norwalk-La Mirada		16		0.00
Pomona		16		0.00
Redondo Beach	z	16		0.00
San Marino		16	**Md**	**0.00**
Santa Monica-Malibu		16		0.00
South Pasadena		16		0.00
Temple City		16		0.00
Walnut Valley		16		0.00
West Covina	z	16		0.00
Las Virgenes		30		-0.54
Montebello		31		-0.60
Rowland		32		-1.08
San Gabriel		33		-1.50
Burbank		34		-1.58
Bellflower		35		-1.63
Paramount	z	36	**Q1**	**-2.08**
Inglewood		37		-2.10
Palos Verdes		38		-2.19
Culver City		39		-2.62
Pasadena		40		-2.69
El Segundo		41.5		-2.70
Torrance		41.5		-2.70
El Rancho		43		-2.73
Long Beach		44		-2.75
Monrovia	z	45		-3.00
Los Angeles		46		-3.43
Covina-Valley		47		-3.99

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
A B C		1		15.80%
Beverly Hills	z	2		6.09
La Cañada	z	3		3.00
Montebello		4		2.38
Bassett		5		2.00
Lynwood		6		1.97
Pomona		7		1.60
Acton-Agua Dulce	z	8		1.34
Compton	z	9		1.00
Alhambra		19		0.00
Azusa	z	19		0.00
Baldwin Park	z	19	**Q3**	**0.00**
Bonita		19		0.00
Charter Oak	z	19		0.00
Claremont		19		0.00
Downey		19		0.00
Duarte	z	19		0.00
Glendale		19		0.00
Glendora		19		0.00
Hacienda-La Puente		19		0.00
Manhattan Beach		19		0.00
Norwalk-La Mirada		19		0.00
Redondo Beach	z	19		0.00
San Marino		19	**Md**	**0.00**
South Pasadena		19		0.00
Temple City		19		0.00
Walnut Valley		19		0.00
West Covina	z	19		0.00
Las Virgenes		29		-0.54
Arcadia		30		-0.63
El Segundo		31		-0.79
Rowland		32		-1.08
Monrovia	z	33		-1.33
San Gabriel		34		-1.50
Burbank		35		-1.60
Bellflower		36	**Q1**	**-1.63**
Paramount	z	37		-2.00
Inglewood		38		-2.10
Pasadena		39		-2.69
Torrance		40		-2.70
Santa Monica-Malibu		41		-2.73
Culver City		42		-2.74
Long Beach		43		-2.75
Covina-Valley		44		-3.05
Palos Verdes		45		-3.24
Los Angeles		46		-3.43
El Rancho		47		-4.30

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Beverly Hills	z	1		6.09%
Compton	z	2.5		3.00
La Cañada	z	2.5		3.00
Montebello		4		2.37
Bassett		5		2.00
Lynwood		6		1.97
Pomona		7		1.60
Acton-Agua Dulce	z	8		1.34
San Marino		9		0.54
Alhambra		18.5		0.00
Azusa	z	18.5		0.00
Baldwin Park	z	18.5	**Q3**	**0.00**
Bonita		18.5		0.00
Charter Oak	z	18.5		0.00
Claremont		18.5		0.00
Downey		18.5		0.00
Duarte	z	18.5		0.00
Glendale		18.5		0.00
Glendora		18.5		0.00
Hacienda-La Puente		18.5		0.00
Manhattan Beach		18.5		0.00
Norwalk-La Mirada		18.5		0.00
Redondo Beach	z	18.5		0.00
South Pasadena		18.5	**Md**	**0.00**
Temple City		18.5		0.00
Walnut Valley		18.5		0.00
West Covina	z	18.5		0.00
Las Virgenes		28		-0.54
Arcadia		29		-0.63
El Segundo		30		-0.79
Rowland		31		-1.08
Monrovia	z	32		-1.33
San Gabriel		33		-1.50
Burbank		34		-1.60
Bellflower		35		-1.63
Paramount	z	36	**Q1**	**-2.00**
Inglewood		37		-2.10
A B C		38		-2.16
Pasadena		39		-2.69
Torrance		40		-2.70
Santa Monica-Malibu		41		-2.73
Culver City		42		-2.74
Long Beach		43		-2.75
Covina-Valley		44		-3.02
Palos Verdes		45		-3.24
Los Angeles		46		-3.43
El Rancho		47		-4.30

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Bonita		1		12.66%
Beverly Hills	z	2		6.10
Compton	z	3.5		3.00
La Cañada	z	3.5		3.00
Montebello		5		2.38
Bassett		6		2.00
Lynwood		7		1.97
Pomona		8		1.60
San Marino		9		0.54
Acton-Agua Dulce	z	10		0.11
Alhambra		19		0.00
Azusa	z	19	**Q3**	**0.00**
Baldwin Park	z	19		0.00
Charter Oak	z	19		0.00
Claremont		19		0.00
Downey		19		0.00
Duarte	z	19		0.00
Glendale		19		0.00
Glendora		19		0.00
Hacienda-La Puente		19		0.00
Manhattan Beach		19		0.00
Norwalk-La Mirada		19		0.00
Redondo Beach	z	19		0.00
South Pasadena		19	**Md**	**0.00**
Temple City		19		0.00
Walnut Valley		19		0.00
West Covina	z	19		0.00
Las Virgenes		28		-0.54
Arcadia		29		-0.63
El Segundo		30		-0.77
Rowland		31		-1.54
Monrovia	z	32		-1.33
San Gabriel		33		-1.50
Burbank		34		-1.58
Bellflower		35		-1.63
Paramount	z	36	**Q1**	**-2.08**
Inglewood		37		-2.10
A B C		38		-2.17
Culver City		39		-2.62
Santa Monica-Malibu		40		-2.67
Pasadena		41		-2.69
Torrance		42		-2.70
Long Beach		43		-2.75
Covina-Valley		44		-3.02
Palos Verdes		45		-3.24
Los Angeles		46		-3.43
El Rancho		47		-4.30

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Acton-Agua Dulce	z	1		40.39%
Redondo Beach	z	2		28.95
Manhattan Beach		3		25.40
A B C		4		15.80
Pomona		5		13.13
Arcadia		6		11.64
Walnut Valley		7		11.60
Downey		8		11.19
Claremont		9		10.48
Norwalk-La Mirada		10		10.21
Las Virgenes		11		9.64
Beverly Hills	z	12	**Q3**	**9.27**
Bonita		13		9.13
Glendora		14		9.12
Palos Verdes		15		8.90
South Pasadena		16		8.89
Monrovia	z	17		8.54
Montebello		18		8.53
La Cañada	z	19		8.36
Charter Oak	z	20.5		8.33
Duarte	z	20.5		8.33
Hacienda-La Puente		22		8.16
Temple City		23		8.15
Long Beach		24	**Md**	**7.76**
Alhambra		25		7.63
West Covina	z	26		7.62
El Segundo		27		7.30
Torrance		28		7.25
Glendale		29		7.20
Santa Monica-Malibu		30		6.43
Rowland		31		6.36
Pasadena		32		6.30
Burbank		33		6.17
El Rancho		34		5.96
Lynwood		35		5.54
Bellflower		36	**Q1**	**5.25**
Azusa	z	37		5.00
San Gabriel		38		4.41
Baldwin Park	z	39		4.00
Paramount	z	40		3.88
Bassett		41		3.48
Inglewood		42		2.83
Los Angeles		43		2.36
Covina-Valley		44		2.03
Compton	z	45		1.50
San Marino		46		0.00
Culver City		47		-0.26

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Acton-Agua Dulce	z	1		40.39%
San Gabriel		2		15.46
Pomona		3		13.13
Compton	z	4		11.98
San Marino		5		11.80
Arcadia		6		11.64
Walnut Valley		7		11.61
Downey		8		11.19
Claremont		9		10.48
Norwalk-La Mirada		10		10.21
Las Virgenes		11		9.64
Beverly Hills	z	12	**Q3**	**9.27**
Redondo Beach	z	13		9.20
Bonita		14		9.13
Glendora		15		9.12
South Pasadena		16		8.89
Monrovia	z	17.5		8.54
Montebello		17.5		8.54
La Cañada	z	19		8.36
Duarte	z	20		8.33
Hacienda-La Puente		21		8.16
Temple City		22		8.15
Long Beach		23		7.76
Manhattan Beach		24	**Md**	**7.66**
Alhambra		25		7.63
West Covina	z	26		7.62
Palos Verdes		27		7.28
Torrance		28		7.25
Glendale		29		7.20
A B C		30		6.48
Santa Monica-Malibu		31		6.43
Rowland		32		6.36
Pasadena		33		6.31
Burbank		34		6.17
El Rancho		35		5.96
El Segundo		36	**Q1**	**5.71**
Lynwood		37		5.54
Bellflower		38		5.25
Azusa	z	39		5.00
Baldwin Park	z	40		4.00
Paramount	z	41		3.88
Bassett		42		3.48
Inglewood		43		2.83
Los Angeles		44		2.36
Covina-Valley		45		2.08
Charter Oak	z	46		1.30
Culver City		47		-0.26

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Acton-Agua Dulce	z	1		24.61%
Bonita		2		22.95
Baldwin Park	z	3		16.05
Pomona		4		13.14
Compton	z	5		11.98
San Marino		6		11.80
Arcadia		7		11.64
Walnut Valley		8		11.60
Downey		9		11.19
Claremont		10		10.48
Beverly Hills	z	11		10.35
Norwalk-La Mirada		12	**Q3**	**10.20**
Charter Oak	z	13		9.78
Las Virgenes		14		9.64
Burbank		15		9.50
Bellflower		16		9.46
Redondo Beach	z	17		9.20
Glendora		18		9.11
South Pasadena		19		8.88
Bassett		20		8.58
Monrovia	z	21		8.54
Montebello		22		8.50
La Cañada	z	23		8.36
Hacienda-La Puente		24	**Md**	**8.16**
Temple City		25		8.15
Long Beach		26		7.76
Manhattan Beach		27		7.66
Alhambra		28		7.63
West Covina	z	29		7.62
Palos Verdes		30		7.28
Torrance		31		7.25
Glendale		32		7.20
Duarte	z	33		7.10
Paramount	z	34		6.92
A B C		35.5		6.47
Santa Monica-Malibu		35.5	**Q1**	**6.47**
Rowland		37		6.36
Pasadena		38		6.31
El Rancho		39		5.96
El Segundo		40		5.65
Lynwood		41		5.54
Azusa	z	42		5.00
San Gabriel		43		4.41
Inglewood		44		2.83
Los Angeles		45		2.36
Covina-Valley		46		2.07
Culver City		47		1.25

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

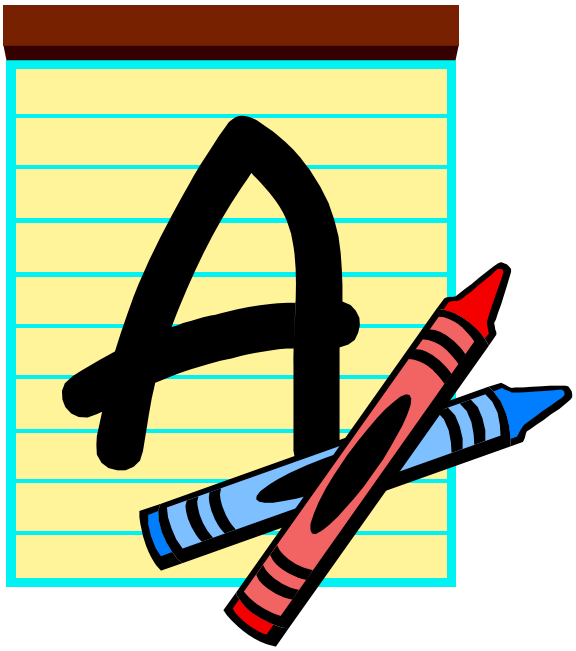
E. Percent Increase

10. Last Maximum Base Salary Percent Increase

Unified School District	Footnotes	Rank		Last Maximum Base Salary Percent Increase[5]	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Compton	z	1		10.32%	184	184		07/01/07
Glendale		2		7.20	186	186		07/01/07
Beverly Hills	z	3		6.10	188	186		07/01/08
Manhattan Beach		4		6.09	183	183		07/01/07
Azusa	z	5		5.00	186	184		07/01/06
Acton-Agua Dulce	z	6		4.80	182	181		12/01/07
Bonita		7		4.53	185.5	185.5		07/01/07
Downey		8		4.40	183	183		09/01/07
Claremont		9		4.22	182	181		07/01/07
Baldwin Park	z	11		4.00	186	184		07/01/07
Hacienda-La Puente		11		4.00	185	184		08/27/07
Norwalk-La Mirada		11	**Q3**	**4.00**	183	183		07/01/07
South Pasadena		13		3.70	186	185		07/01/07
Charter Oak	z	14		3.66	184	184		09/01/07
Redondo Beach	z	15		3.51	183	183		02/01/08
Glendora		16		3.40	182	182		07/01/07
Pomona		17.5		3.25	188	188		02/01/08
Walnut Valley		17.5		3.25	185	184		07/01/07
Duarte	z	19		3.04	186	185		09/01/07
Temple City		20		2.94	186	185		09/01/07
Lynwood		21		2.53	180	180		01/01/11
Alhambra		22.5		2.50	184	182		07/01/07
West Covina	z	22.5		2.50	188	188		07/01/07
Bassett		24	**Md**	**2.00**	184	183		07/01/07
Arcadia		25		0.62	185	185		07/01/10
San Marino		26		0.54	187	185		08/25/08
La Cañada	z	27		0.00	187	185		07/01/10
Montebello		28		-0.60	181	181		07/01/10
Rowland		29		-1.08	186	183		07/01/10
Las Virgenes		30		-1.30	184	184		11/01/10
San Gabriel		31		-1.50	187	183		07/01/10
Burbank		32		-1.61	184	184		07/01/10
Bellflower		33		-1.63	182	181		07/01/10
Paramount	z	34		-2.08	181	180		07/01/10
Inglewood		35		-2.10	181	181		07/01/10
A B C		36	**Q1**	**-2.17**	180	180		07/01/09
Palos Verdes		37		-2.19	179	179		07/01/10
Culver City		38		-2.62	180	179		09/01/10
Pasadena		39		-2.69	181	181		07/01/10
Torrance		40		-2.70	180	180		07/01/10
El Rancho		42		-2.73	178	178		07/01/10
El Segundo		42		-2.73	179	178		09/01/10
Santa Monica-Malibu		42		-2.73	180	178		07/01/09
Long Beach		44		-2.75	177	177		07/01/10
Monrovia	z	45		-3.00	183	178		09/01/10
Los Angeles		46		-3.43	175	175		07/01/09
Covina-Valley		47		-3.99	175	175		09/01/10

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off- schedule compensation.

z Not settled



APPENDIX

Los Angeles County Office of Education
August 2011

BENCHMARK JOB DESCRIPTIONS

CERTIFICATED BENCHMARKS

POSITION I

1. Assess, evaluate and diagnose individual students utilizing standardized diagnostic/predictive test instruments.
2. Recommend placement of students to remediate learning, emotional or behavioral problems.
3. Counsel parents regarding student remediation programs.
4. Certification requirement: Credential authorizing service as a school psychologist.
5. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. psychometrists.

POSITION II

1. Assists students with adjustment problems, providing behavioral or educational counseling to groups/individuals.
2. Provide career and guidance counseling, helping students develop goals for continuing education and training.
3. Certification requirement: credential authorizing service as a school counselor.
4. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. social workers.

POSITION III

1. The *school building or site administrator* responsible for all aspects of the school operation, i.e. the educational program, school budget preparation and expenditures, and securing school equipment and facilities.
2. Supervise, coordinate, and evaluate the activities of personnel assigned at the school.
3. **EXCLUDE** positions which have responsibilities of a Superintendent.

III A: Administrator of an elementary school (up to grade level 5 or 6).
III B: Administrator of an intermediate/middle school (up to grade level 8 or 9).
III C: Administrator of a high school (to grade level 12).

POSITION IV

1. *Chief assistant to the school building or site administrator*, acting school/site administrator in their absence.
2. Assist in the selection, supervision, and performance evaluation of personnel assigned to the school.
3. Assist in the development, implementation, and evaluation of all programs affecting the school's operation.
4. **EXCLUDE** positions which have teaching responsibilities as a regular assignment.

IV A: Assistant administrator of an intermediate/middle school (up to grade level 8 or 9).
IV B: Assistant administrator of a high school (to grade level 12).

2010-11 L.A. County District Salary Survey

ELEMENTARY AND HIGH SCHOOL DISTRICTS

TEACHERS STIPENDS

Elementary School Districts[G]	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Castaic Union	z	$1500		$7000
East Whittier			$500	1078
Eastside Union			1000	2425
El Monte				9181
Garvey	z	2566	2566	7696
Hawthorne				
Hermosa Beach	z	750		2636
Hughes-Eliz. Lakes		1204		1438
Keppel Union		500		3708
Lancaster			1000	11,234
Lawndale				9461
Lennox				4702
Little Lake City				4438
Los Nietos	z			5000
Lowell Joint				9519
Mountain View				7815
Newhall	z	1000	500	6000
Palmdale				3750
Rosemead				4000
Saugus Union		600	700	5500
South Whittier				2000
Sulphur Springs		1500		10,510
Valle Lindo	z			5967
Westside Union			2500	10,524
Whittier City				12,820
Wilsona	z	750	1000	4602
Wiseburn		800		11,739

High School Districts	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Antelope Valley			$3500	$15,659
Centinela Valley			1000	10,730
El Monte Union	z			9858
Hart Union		$2127	2127	10,635
Whittier Union			2773	9589

G Excludes Gorman due to size and financial structure
z Not settled

2010-11 L.A. County District Salary Survey

UNIFIED SCHOOL DISTRICTS

TEACHERS STIPENDS

Unified School Districts	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
A B C			$500	$14,932
Acton-Agua Dulce	z	$946		3992
Alhambra			2131	19,453
Arcadia			1000	8589
Azusa	z		1141	5546
Baldwin Park	z		1000	3640
Bassett				4100
Bellflower			1055	6599
Beverly Hills	z		1729	5690
Bonita				
Burbank		1170	1170	8291
Charter Oak	z		800	7463
Claremont			1000	10,559
Compton	z			7962
Covina-Valley			1000	6110
Culver City			2000	8771
Downey		370	734	14,764
Duarte	z		5.00%	10,446
El Rancho				8559
El Segundo		850	$1100	9994
Glendale			1000	11,878
Glendora			1740	5921
Hacienda-La Puente			1000	9000
Inglewood			500	6098
La Cañada	dz		1000	3470
Las Virgenes			400	5890
Long Beach			2000	7000
Los Angeles	y	564	1128	4834
Lynwood			350	5768
Manhattan Beach			1000	5278
Monrovia	z		1000	5670
Montebello	y	350	350	6000
Norwalk-La Mirada			1000	13,284
Palos Verdes			1000	8460
Paramount	z		1000	7500
Pasadena			5.00%	10.00%
Pomona			$1584	5.00%
Redondo Beach	z		1000	$4960
Rowland			1000	10,287
San Gabriel			500	5160
San Marino				8236
Santa Monica-Malibu		1730	3245	15,943
South Pasadena				8600
Temple City			1000	3211
Torrance			1102	7799
Walnut Valley			2.00%	11,160
West Covina	z			11,453

d The Ph.d/Ed.D is an one time only stipend or bonus.
y Only one advanced degree stipend is compensated, not both.
z Not settled

2010-11 L.A. County District Salary Survey

DISTRICT STAFF SIZE

ELEMENTARY SCHOOL DISTRICT[G]	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Castaic Union	155	170	124
East Whittier	438.9[FTE]	521.24[FTE]	351.00[FTE]
Eastside Union	155	179	115
El Monte	429	542	488
Garvey	243	272	376
Hawthorne	414[FTE]	467[FTE]	#
Hermosa Beach	#	#	#
Hughes-Eliz. Lakes	15.5[FTE]	17.5[FTE]	20
Keppel Union	128	142	165
Lancaster	603	663	758
Lawndale	220	303	290
Lennox	300	346	179
Little Lake City	210	230	208
Los Nietos	96[FTE]	100[FTE]	87[FTE]
Lowell Joint	123	143	112
Mountain View	378	422	445
Newhall	294[FTE]	352.9[FTE]	228.8[FTE]
Palmdale	885	1076	816
Rosemead	132	146	168
Saugus Union	457[FTE]	503[FTE]	633[FTE]
South Whittier	137	163	144
Sulphur Springs	#	#	#
Valle Lindo	50[FTE]	54.7[FTE]	27.03[FTE]
Westside Union	349	377	466
Whittier City	242	307	294
Wilsona	#	#	#
Wiseburn	113	124	154

HIGH SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Antelope Valley	924[FTE]	1055[FTE]	905[FTE]
Centinela Valley	#	#	#
El Monte Union	#	#	#
Hart Union	883	1071	703
Whittier Union	474[FTE]	609.52[FTE]	218

7 Self-reported by district
FTE Full-time equivalent
G Excludes Gorman due to size and financial structure
Information not provided by district

2010-11 L.A. County District Salary Survey

DISTRICT STAFF SIZE

UNIFIED SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
A B C	849.90FTE	991.34 FTE	486.91 FTE
Acton-Agua Dulce	74	88	94
Alhambra	751	919	786
Arcadia	443	513	386
Azusa	527	61	573
Baldwin Park	#	#	#
Bassett	194	245	301
Bellflower	562 FTE	683 FTE	612 FTE
Beverly Hills	#	#	#
Bonita	424.60FTE	463.90FTE	315.04FTE
Burbank	665	785	689
Charter Oak	229	273	290
Claremont	312.05	351.45	247.02
Compton	#	#	#
Covina-Valley	567	679	772
Culver City	302	372	338
Downey	956.8FTE	1017.2FTE	771
Duarte	#	#	#
El Rancho	431	544	521
El Segundo	137	155	190
Glendale	1300	1400	1075
Glendora	304	348	290
Hacienda-La Puente	820 FTE	1290 FTE	1130
Inglewood	#	#	#
La Cañada	176	217	168
Las Virgenes	539	607	565
Long Beach	3922FTE	4375FTE	2491FTE
Los Angeles	28,497	41,882	30,200
Lynwood	668FTE	720FTE	#
Manhattan Beach	319	349	316
Monrovia	250	324	238.75FTE
Montebello	1350	1477	1275
Norwalk-La Mirada	814	1103	1049
Palos Verdes	514.83FTE	596.53FTE	875
Paramount	759	41	682
Pasadena	802	1109	1221
Pomona	1498	101	1399
Redondo Beach	355.60FTE	460.36FTE	333.01FTE
Rowland	745	836	863
San Gabriel	229	272	202
San Marino	141	159	150
Santa Monica-Malibu	562	730	753
South Pasadena	173	205.63FTE	134.4FTE
Temple City	252	287	242
Torrance	893	1077	963
Walnut Valley	612	659	653
West Covina	422	480	406

7 Self-reported by district
FTE Full-time equivalent
Information not provided by district

2010-11 L.A. County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

ELEMENTARY SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
Castaic Union	Marcia Dains	Director, Administrative Services	661/257-4500x1506
East Whittier	Mary Branca	Assistant Superintendent, Personnel	562/907-5904
Eastside Union	Norma McCammon	Human Resources Administrator	661/952-1200x312
El Monte	Kevin Hryciw	Director, Personnel	626/453-3724
Garvey	Genaro Alarcon	Assistant Superintendent, Human Resources	626/307-3486x2202
Hawthorne	Shelley Rose	Assistant Superintendent, Human Resources	310/676-2276
Hermosa Beach	Bruce Newlin, Ed.D	Superintendent	310/937-5877
Hughes-Eliz. Lakes	Ruby D. Thompson	Director, Business Services	661/724-2395
Keppel Union	Stacey Nestlerode	Supervisor, Business Services	661/944-2155
Lancaster	Lexy B. Conte	Assistant Superintendent, Human Resources	661/948-4661x150
Lawndale	Rick Bagley	Assistant Superintendent, Human Resources	310/973-1300x1275
Lennox	Dr. Cesar A. Morales	Director, Personnel	310/695-4002
Little Lake City	Sonya Cuellar	Administrator, Personnel Services	562/868-8241
Los Nietos	Douglas C. McMasters	Assistant Superintendent, Business Services	562/692-0271x3223
Lowell Joint	Dr. Patricia A. Howell	Superintendent of Schools	562/902-4200
Mountain View	Beverly Mohn	Account Clerk IV	626/652-4061
Newhall	Pamela Rubino	Payroll/ Benefits Coordinator	661/291-4173
Palmdale	Pauline Winbush	Director, Human Resources	661/947-7191x7226
Rosemead	Armida Carreon	Senior Director, Human Resources & Operations	626/312-2900x219
Saugus Union	Rick Grove	Assistant Superintendent, Personnel	661/294-5300
South Whittier	Cecilia Laidemitt	Associate Superintendent	562/944-6231x2005
Sulphur Springs	Amy Poulin	Payroll & Benefits Specialist	661/252-5131
Valle Lindo	Dr. M.L. Labrucherie	Superintendent	626/580-0610x101
Westside Union	Robert Hughes	Assistant Superintendent, Human Resources	661/722-0716
Whittier City	Dr. Laurie Bruton	Assistant Superintendent, Human Resources	562/789-3074
Wilsona	Alex Sabogal	Payroll/Benefits Technician	661/264-1111x208
Wiseburn	Ana M. Montes	Director, Human Resources	310/643-3003

HIGH SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
Antelope Valley	Mark Bryant	Assistant Superintendent, Personnel	661/948-7655
Centinela Valley	Bob Cox	Assistant Superintendent, Human Resources	310/263-3210
El Monte Union	Dan Morris	Assistant Superintendent, Personnel	626/444-9005x4511
Hart Union	Rob Gapper	Assistant Superintendent, HR & Student Services	661/259-0033x281
Whittier Union	Martin J. Plourde	Assistant Superintendent, Personnel Services	562/698-8121x1030

2010-11 L.A. County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

UNIFIED SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
A B C	Dr. Carol Hansen	Assistant Superintendent	562/926-5566x21173
Acton-Agua Dulce	Maxine Griffin	Director, Human Resources	661/269-5999
Alhambra	Laura Tellez	Assistant Superintendent, Human Resources	626/943-3060
Arcadia	Christina Aragon	Assistant Superintendent, Business Services	626/821-6631
Azusa	Sharron Berry	Personnel Technician	626/858-6173
Baldwin Park	Cynthia Cuevas	Assistant Superintendent, Human Resources	626/856-6015
Bassett	Connie Aguirre	Human Resources Specialist	626/931-3019
Bellflower	Linda Adams	Executive Secretary	562/866-9011x3375
Beverly Hills	Dr Dawnalyn Murakawa-Leopard	Assistant Superintendent, Human Resources	310/551-5100x2239
Bonita	Curtis Frick	Assistant Superintendent, Human Resources	909/971-8340
Burbank	Leticia Castillo	Human Resources Supervisor	818/729-4409
Charter Oak	Gloria Cortez	Assistant Superintendent, Human Resources	626/966-8331
Claremont	Kevin Ward	Director, Human Resources	909/398-0617
Compton	Alex Flores	Senior Director, Human Resources	310/639-4321x55075
Covina-Valley	Bill Brown	Assistant Superintendent, Personnel Services	626/974-7000x2009
Culver City	Leslie J Lockhart	Director, Human Resources	310/842-4220x4248
Downey	Roger Brossmer	Sr. Director	562/469-6541
Duarte	Dr. Terry Nichols	Superintendent	626/599-5001
El Rancho	John Lopez	Director, Human Resources	562/801-5216
El Segundo	Dave Lubs	Executive Director, Administrative Services	310/615-2650x221
Glendale	David L Samuelson	Assistant Superintendent, Human Resources	818/241-3111x259
Glendora	Dominic DiGrazia	Director, Personnel Services	626/963-1611x300
Hacienda -La Puente	Mauriana Gonzalez	Secretary II	626/933-3835
Inglewood	Jameer Ali	Lead Data Processing Technician	310/419-2749
La Cañada	Wendy Sinnette	Assistant Superintendent, Human Resources	818/952-8383
Las Virgenes	Dan Stepenosky	Assistant Superintendent, Personnel	818/878-5260
Long Beach	Bobbie Montes	Program Administrator	562/997-8108
Los Angeles	Justo H Avila	Deputy Chief HR Officer	213/241-6131
Lynwood	Nancy Nichols-Nolasco	Acting Director, Human Resources	310/886-1457
Manhattan Beach	Kathy Hall	Director, Human Resources	310/318-7345x5915
Monrovia	Debby Collins, Ed.D	Deputy Superintendent	626/471-2020
Montebello	Jill Rojas	Assistant Superintendent, Human Resources	323/887-7914
Norwalk-La Mirada	Felipe Ibarra	Director, Human Resources	562/868-0431x2132
Palos Verdes	William Franchini	Director, Human Resources	310/378-9966x417
Paramount	Myrna Morales	Assistant Superintendent, Human Resources	562/602-6006
Pasadena	Steve Miller	Director, Human Resources	626/396-3600x88777
Pomona	Shanette Oliver	Personnel Senior Staff Assistant	909/397-4800x3455
Redondo Beach	Nancy Billinger, Ed.D	Assistant Superintendent, Human Resources	310/937-1211
Rowland	Dr. Robert J. Arias	Assistant Superintendent, Human Resources	626/854-8337
San Gabriel	Anna Molinar	Assistant Superintendent, Human Resources	626/451-5400
San Marino	Linda de la Torre	Assistant Superintendent, Human Resources	626/299-7000x311
Santa Monica-Malibu	Debra Moore Washington	Assistant Superintendent, Human Resources	310/450-8338x70220
South Pasadena	Julie Jennings	Assistant Superintendent, Personnel Services	626/441-5810x1132
Temple City	Karen Reed	Assistant Superintendent, Personnel	626/548-5125
Torrance	Mario Liberati, Ed.D	Senior Director, Human Resources	310/972-6071
Walnut Valley	Dr. Kathy Granger	Assistant Superintendent, Human Resources	909/595-1261
West Covina	Michael F. Seaman	Assistant Superintendent, Human Resources	626/939-4600x4671

2010-11 L.A. County District Salary Survey

TOTAL EXPENDITURES FOR 2009-10: ELEMENTARY & HIGH SCHOOL DISTRICTS[1]

Elementary School District[G]	2009-10 Total Expenditures
Castaic Union	$24,011,921
East Whittier	82,383,033
Eastside Union	24,882,338
El Monte	83,035,305
Garvey	50,170,166
Hawthorne	69,840,596
Hermosa Beach	9,437,553
Hughes-Eliz. Lakes	3,013,316
Keppel Union	22,683,514
Lancaster	109,808,938
Lawndale	49,841,482
Lennox	56,850,198
Little Lake City	37,391,491
Los Nietos	16,137,562
Lowell Joint	22,071,806
Mountain View	75,565,848
Newhall	50,606,556
Palmdale	206,737,661
Rosemead	24,655,190
Saugus Union	110,563,696
South Whittier	28,627,267
Sulphur Springs	45,770,746
Valle Lindo	8,173,204
Westside Union	56,540,480
Whittier City	49,369,976
Wilsona	11,913,884
Wiseburn	17,134,629

High School District	2009-10 Total Expenditures
Antelope Valley	$192,310,912
Centinela Valley	67,685,036
El Monte Union	87,417,191
Hart Union	168,451,281
Whittier Union	138,333,858

1 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances-2009-10

G Excludes Gorman due to size and financial structure

2010-11 L.A. County District Salary Survey

TOTAL EXPENDITURES FOR 2009-10: UNIFIED SCHOOL DISTRICTS[1]

Unified School District	2009-10 Total Expenditures
A B C	$163,003,921
Acton-Agua Dulce	13,574,864
Alhambra	160,189,152
Arcadia	74,294,096
Azusa	91,238,349
Baldwin Park	131,537,910
Bassett	46,969,939
Bellflower	114,486,823
Beverly Hills	54,414,002
Bonita	73,427,876
Burbank	115,911,945
Charter Oak	46,973,471
Claremont	55,387,827
Compton	274,509,491
Covina-Valley	106,648,072
Culver City	60,754,255
Downey	169,155,132
Duarte	33,758,637
El Rancho	84,559,081
El Segundo	25,965,453
Glendale	225,118,884
Glendora	50,403,512
Hacienda-La Puente	178,128,051
Inglewood	124,939,447
La Cañada	32,424,061
Las Virgenes	89,033,410
Long Beach	721,393,898
Los Angeles	6,153,178,905
Lynwood	135,839,956
Manhattan Beach	50,501,169
Monrovia	48,828,846
Montebello	276,643,623
Norwalk-La Mirada	187,003,429
Palos Verdes	91,662,674
Paramount	128,868,732
Pasadena	189,938,860
Pomona	254,798,783
Redondo Beach	65,758,043
Rowland	159,969,709
San Gabriel	43,766,853
San Marino	27,126,175
Santa Monica-Malibu	114,390,602
South Pasadena	33,333,672
Temple City	43,269,446
Torrance	188,935,456
Walnut Valley	110,079,308
West Covina	74,853,691

1 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances-2009-10

2010-11 L.A. County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2009-10[6]

Elementary & High School Districts

Ranking	Elementary School Districts[G]	Revenue Limit ADA
1	Palmdale	$19,580
2	Lancaster	13,927
3	Saugus	9,946
4	El Monte	9,565
5	East Whittier	8,574
6	Westside	8,338
7	Hawthorne	8,116
8	Mountain View	8,015
9	Newhall	6,829
10	Whittier City	6,351
11	Lawndale	5,623
12	Sulphur Springs	5,580
13	Garvey	5,549
14	Lennox	5,320
15	Little Lake City	4,720
16	South Whittier	3,595
17	Castaic	3,079
18	Eastside	3,068
19	Lowell Joint	2,970
20	Rosemead	2,894
21	Keppel	2,678
22	Wiseburn	2,323
23	Los Nietos	1,957
24	Wilsona	1,463
25	Hermosa Beach	1,201
26	Valle Lindo	1,105
27	Hughes-Eliz. Lakes	313

Ranking	High School Districts	Revenue Limit ADA
1	William S. Hart	$22,098
2	Antelope Valley	21,691
3	Whittier	12,827
4	El Monte	9,751
5	Centinela Valley	6,173

6 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 16: Size by Revenue Limit ADA- Rank Order 2009-10

G Excludes Gorman due to size and financial structure

2010-11 L.A. County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2009-10[6]

Unified School Districts

RANKING	UNIFIED SCHOOL DISTRICTS	REVENUE LIMIT ADA
1	Los Angeles	$573,230
2	Long Beach	81,124
3	Montebello	31,134
4	Pomona	27,461
5	Glendale	25,502
6	Compton	24,179
7	Torrance	23,655
8	Downey	21,812
9	Hacienda-La Puente	20,479
10	ABC	20,135
11	Norwalk-La Mirada	19,993
12	Pasadena	18,212
13	Alhambra	18,008
14	Lynwood	15,604
15	Rowland	15,428
16	Baldwin Park	15,338
17	Paramount	15,022
18	Burbank	14,745
19	Walnut Valley	14,456
20	Bellflower	13,739
21	Covina Valley	13,404
22	Inglewood	12,823
23	Palos Verdes	11,528
24	Las Virgenes	11,207
25	Santa Monica-Malibu	11,106
26	Azusa	10,437
27	El Rancho	10,069
28	Bonita	9,592
29	Arcadia	9,470
30	West Covina	8,740
31	Redondo Beach	8,029
32	Claremont	6,894
33	Glendora	6,819
34	Culver City	6,495
35	Manhattan Beach	6,428
36	Charter Oak	5,889
37	Monrovia	5,698
38	Temple City	5,421
39	San Gabriel	5,298
40	Beverly Hills	4,750
41	Bassett	4,585
42	South Pasadena	4,179
43	La Canada	3,880
44	Duarte	3,864
45	El Segundo	3,172
46	San Marino	3,158
47	Acton-Agua Dulce	1,661

6 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 16: Size by Revenue Limit ADA- Rank Order 2009-10

2010-11 L.A. County District Salary Survey

Base Revenue Limit Per ADA: Rank Order for 2010-11[8]

Elementary & High School Districts

Ranking	Elementary School Districts[G]	Base Revenue Limit Per ADA
1	Wilsona	$6,575.56
2	Hermosa Beach	6,323.84
3	Hughes-Elizabeth Lakes	6,247.86
4	Wiseburn	6,244.84
5	Palmdale	6,142.85
6	Valle Lindo	6,116.19
7	Keppel	6,113.81
8	Eastside	6,106.76
9	Whittier City	6,092.82
10	Los Nietos	6,085.65
11	Westside	6,084.88
12	East Whittier	6,084.83
13	Mountain View	6,081.75
14	Hawthorne	6,081.30
15	El Monte	6,080.99
16	Lawndale	6,080.93
17	South Whittier	6,078.58
18	Lancaster	6,078.25
19	Little Lake City	6,077.53
20	Lennox	6,077.29
21	Sulphur Springs	6,074.59
22	Garvey	6,071.80
23	Rosemead	6,069.50
24	Lowell Joint	6,069.00
25	Newhall	6,064.08
26	Saugus	6,059.65
27	Castaic	5,813.48

Ranking	High School Districts	Base Revenue Limit Per ADA
1	El Monte	$7,403.80
2	Whittier	7,387.63
3	Antelope Valley	7,346.87
4	Centinela Valley	7,316.97
5	William S. Hart	7,290.04

8 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 17: Base Revenue Limit Per ADA- Rank Order 2010-11

G Excludes Gorman due to size and financial structure

2010-11 L.A. County District Salary Survey

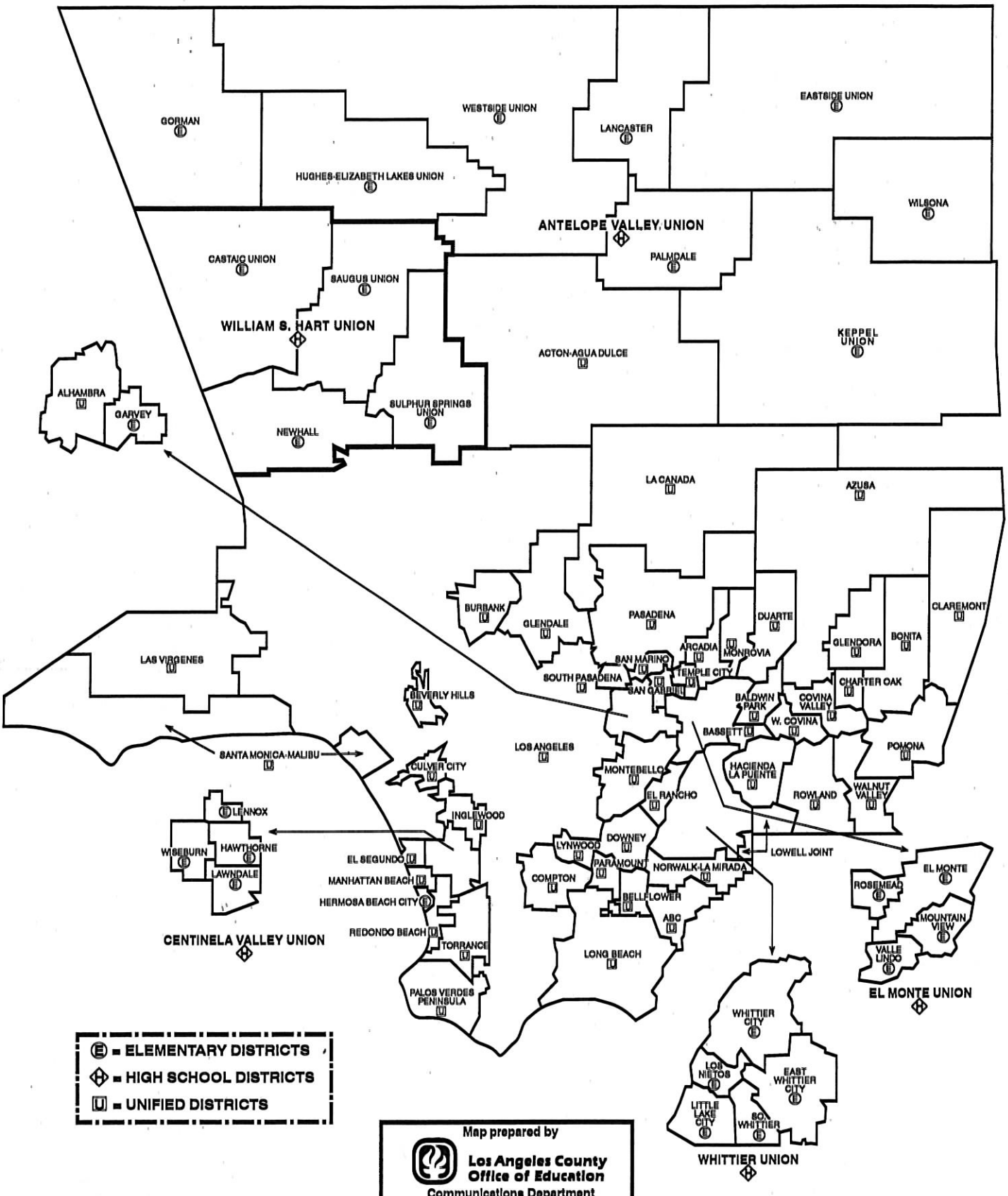
Base Revenue Limit Per ADA: Rank Order for 2010-11[8]

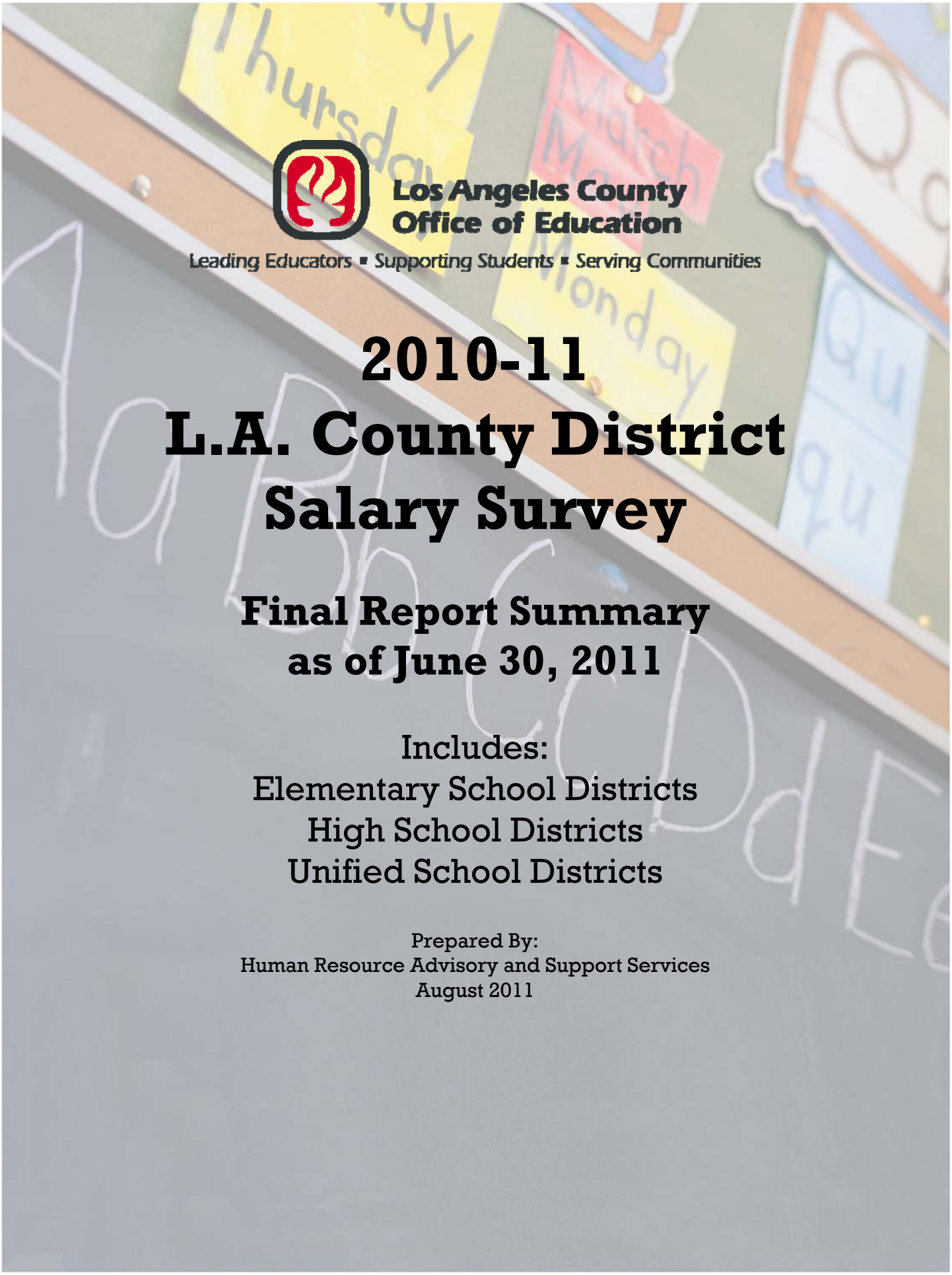
Unified School Districts

Ranking	Unified School District	Base Revenue Limit Per ADA
1	Beverly Hills	$7,007.49
2	Alhambra	6,981.19
3	Redondo Beach	6,714.31
4	El Segundo	6,681.44
5	Manhattan Beach	6,648.43
6	Culver City	6,461.73
7	Santa Monica	6,445.84
8	San Gabriel	6,389.68
9	Compton	6,379.26
10	San Marino	6,378.02
11	Montebello	6,369.15
12	Covina Valley	6,367.18
13	Pasadena	6,365.31
14	Bassett	6,363.99
15	Los Angeles	6,362.56
16	Norwalk-La Mirada	6,361.83
17	Bellflower	6,361.83
18	La Canada	6,361.35
19	El Rancho	6,361.29
20	Burbank	6,361.15
21	Monrovia	6,360.85
22	Baldwin Park	6,359.22
23	West Covina	6,358.82
24	Lynwood	6,357.94
25	Duarte	6,357.31
26	Hacienda-La Puente	6,357.04
27	Azusa	6,355.44
28	Downey	6,355.13
29	Las Virgenes	6,354.69
30	Bonita	6,354.11
31	Torrance	6,353.33
32	Inglewood	6,351.96
33	Charter Oak	6,351.87
34	Pomona	6,351.30
35	Paramount	6,350.49
36	South Pasadena	6,350.32
37	Glendora	6,345.78
38	Palos Verdes	6,344.95
39	Glendale	6,343.86
40	Claremont	6,343.61
41	Long Beach	6,343.08
42	Arcadia	6,340.35
43	ABC	6,339.62
44	Temple City	6,338.72
45	Walnut Valley	6,334.43
46	Rowland	6,333.57
47	Acton-Agua Dulce	6,333.50

8 Source: 2009-10 L.A. County School Districts Annual Financial Report:
*Table 17: Base Revenue Limit Per ADA- Rank Order 2010-11

ELEMENTARY, HIGH SCHOOL AND UNIFIED DISTRICTS
LOS ANGELES COUNTY





Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2010-11 L.A. County District Salary Survey

Final Report Summary as of June 30, 2011

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2011

LACOE is a premier provider of integrated, educational programs and services from birth to adulthood in a richly diverse and multicultural global environment.

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Leading Educators ▪ Supporting Students ▪ Serving Communities

Human Resource Advisory & Support Services

2010-11 L.A. County District Salary Survey

INTRODUCTION

This final publication summary of comparative 2010-11 salaries for positions typically found in school districts in Los Angeles County is prepared and provided by the *Human Resource Advisory & Support Services Unit* of the Los Angeles County Office of Education. For salary comparisons, job classification descriptions rather than job titles were used to identify comparable positions for non-teaching assignments.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

— All salary values in this survey are compared with respect to salary schedules ***excluding*** a one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information for the 2010-11 fiscal year, as of June 30th, 2011.

— With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment, were excluded from the teachers', non-teachers', and management salary schedule values. Longevity or extended career service pay is also excluded from the salary schedule values, except where applicable.

— Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

— "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

— Percent increases of teachers' salaries compare changes in minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with provisional service document credential and one minimum salary with credential. The maximum salary assumes a credential.

— Represented points on the teachers' salary schedule were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts. Care should be exercised when utilizing this data, making cautious interpretations examined in the context of the overall limitation of the survey.

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2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — ADMINISTRATORS

Elementary School District[G]	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Castaic Union	417.76 z	450.66 az	524.05 yz	530.28 yz	—	479.93 yz	—
East Whittier	465.17 a	465.18 a	530.76	548.93	—	490.88	—
Eastside Union	416.53 a	461.16 a	473.97	473.97	—	451.40	—
El Monte	445.21 a	429.71 a	541.73	541.73	—	498.77	—
Garvey	455.49 az	430.38 az	494.22 z	506.38 z	—	482.49 z	—
Hawthorne	425.00	414.32 a	NC	509.54 k	—	484.13 k	—
Hermosa Beach	419.26 z	NC	488.54 z	497.46 z	—	NC	—
Hughes-Eliz.Lakes	NC	474.93 e	NC	NC	—	474.93 ek	—
Keppel Union	411.81	NC	481.95	483.54	—	NC	—
Lancaster	420.18	NC	505.93	505.93	—	469.30	—
Lawndale	474.90 a	477.20	558.56	563.94	—	512.70	—
Lennox	463.78	485.60	545.61	561.99	—	507.43	—
Little Lake City	449.49	447.75	515.45	514.66	—	471.42	—
Los Nietos	394.03 az	430.33 az	450.93 z	473.69 z	—	440.06 z	—
Lowell Joint	468.48	NC	504.85	517.97	—	470.24	—
Mountain View	522.38 a	523.86 a	543.02	543.02	—	517.27	—
Newhall	427.32 z	NC	545.22 z	NC	—	NC	—
Palmdale	397.86	477.60 a	506.99	506.99	—	429.43	—
Rosemead	459.54	NC	508.37	511.61	—	476.71	—
Saugus Union	456.97	462.08	564.25	NC	—	NC	—
South Whittier	445.42	NC	539.33	554.61	—	489.73	—
Sulphur Springs	461.72	NC	522.31	NC	—	NC	—
Valle Lindo	NC	NC	534.41 z	534.41 z	—	NC	—
Westside Union	414.98	363.85	505.29	505.29	—	445.82	—
Whittier City	433.72 a	410.43 a	506.70	521.90	—	481.37	—
Wilsona	435.83 z	NC	477.92 z	477.92 z	—	435.83 z	—
Wiseburn	432.69	433.47	513.80	518.67	—	503.66	—
Q3	**$460.63**	**$476.07**	**$540.53**	**$541.73**	**—**	**$494.83**	**—**
Md	**435.83**	**450.66**	**513.80**	**514.66**	**—**	**479.93**	**—**
Q1	**418.51**	**430.02**	**499.54**	**505.29**	**—**	**460.35**	**—**

High School District	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Antelope Valley	428.72	442.70 a	—	—	538.37	—	481.92
Centinela Valley	467.67 a	467.67 a	—	—	556.59	—	517.23
El Monte Union	467.22 az	457.36 az	—	—	579.62 z	—	504.08 z
Hart Union	479.88 a	469.22 a	—	—	582.37	—	530.85
Whittier Union	481.60 a	487.39 a	—	—	680.19	—	586.28
Q3	**$480.74**	**$478.31**	**—**	**—**	**$631.28**	—	**$558.57**
Md	**467.67**	**467.67**	**—**	**—**	**579.62**	—	**517.23**
Q1	**447.97**	**450.03**	**—**	**—**	**547.48**	—	**493.00**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
NC No comparable classification
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
e Salary rates include four furlough days plus salary reduction for ten days
k K-8 schools
y Only one advanced degree stipend is compensated, not both
z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
Castaic Union	38,714 z	40,063 z	40,063 z	NC	49,754 z
East Whittier	44,342	44,342	44,865	46,708	54,771
Eastside Union	40,129	40,129	NC	43,396	NC
El Monte	42,427	47,229	47,229	47,522	54,034
Garvey	43,347 z	42,427 z	43,488 z	NC	51,571 z
Hawthorne	39,708	41,394	NC	43,153	NC
Hermosa Beach	43,580 z	43,580 z	48,993 z	52,452 fz	59,401 z
Hughes-Eliz. Lakes	35,943	39,177	42,412	NC	50,501
Keppel Union	36,619	38,133	42,236	NC	52,319
Lancaster	35,206	35,206	41,546	44,713	49,465
Lawndale	47,541	47,541	47,544	52,297	58,138
Lennox	46,194	49,729	49,731	50,486	57,924
Little Lake City	43,194	43,194	43,194	44,301	52,093
Los Nietos	41,250 z	41,250 z	42,100 z	44,020 z	50,090 z
Lowell Joint	37,343	37,343	42,676	45,344	56,013
Mountain View	46,273	46,273	49,205	52,763	60,130
Newhall	42,417 z	43,466 z	43,467 z	NC	49,150 z
Palmdale	35,094	35,217	40,007	42,470	50,539
Rosemead	39,155	NC	44,296	46,840	54,956
Saugus Union	39,922 R	39,922 R	43,925 R	46,429 fR	53,782 R
South Whittier	41,047	41,047	43,014	46,952	52,843
Sulphur Springs	40,411	40,411	40,411	41,911 f	49,391
Valle Lindo	43,912 z	43,912 z	43,912 z	48,286 z	54,872 z
Westside Union	36,816	36,816	41,972	44,549	53,017
Whittier City	35,336	35,336	42,798	NC	51,686
Wilsona	35,494 z	38,501 z	40,198 z	43,099 fz	50,381 z
Wiseburn	42,639	42,639	43,644	NC	54,631
Q3	**$43,347**	**$43,580**	**$44,581**	**$47,904**	**$54,914**
Md	**40,411**	**41,149**	**43,194**	**45,887**	**52,843**
Q1	**36,816**	**38,501**	**42,036**	**43,708**	**50,441**

High School District	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
Antelope Valley	35,912	NC	47,405	47,768	51,719
Centinela Valley	40,682	46,925	NC	47,389	NC
El Monte Union	45,394 z	45,394 z	NC	45,394 z	NC
Hart Union	42,404	42,404	42,404	NC	51,723
Whittier Union	42,665	50,694	50,694	50,696	57,254
Q3	**$44,030**	**$48,810**	**$49,050**	**$49,232**	**$54,489**
Md	**42,404**	**46,160**	**47,405**	**47,579**	**51,723**
Q1	**38,297**	**43,899**	**44,905**	**46,392**	**51,721**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
NC No comparable classification
R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.
f Rate includes stipend for M.A. degree
z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	Maximum Entry Credential Annual Rate[++]	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate[***]
Castaic Union	66,791 fz	NC z	64,243 fz	78,544 fz	83,044 fz
East Whittier	89,610	74,579	71,880	88,532	89,085
Eastside Union	59,346 s	69,398	NC	84,392	86,817
El Monte	73,088	72,559	70,467	78,637	87,818
Garvey	78,759 fz	NC	71,676 fz	78,759 fz	86,455 fz
Hawthorne	71,090	68,193	NC	74,110	83,960
Hermosa Beach	76,598 fz	71,183 fz	73,890 fz	80,761 fz	83,397 fz
Hughes-Eliz. Lakes	69,498 f	NC	64,646 f	74,353 f	75,791 fl
Keppel Union	67,291 fs	NC	66,500 f	75,357 f	79,065 f
Lancaster	63,722 s	62,132	NC	71,640	77,640
Lawndale	78,509	71,276	74,953	78,509	87,970
Lennox	65,320	75,847	75,683	83,452	88,154
Little Lake City	85,314	75,360	67,568	80,876	85,314
Los Nietos	73,550 z	69,200 z	65,640 z	73,550 z	78,550 z
Lowell Joint	61,349	66,684	72,017	74,685	84,204
Mountain View	95,442	81,534	79,816	87,627	95,442
Newhall	58,513 fz	NC	63,929 fz	79,772 fz	82,772 fz
Palmdale	76,393	63,525	NC	72,643	76,393
Rosemead	58,903	74,204	71,037	82,503	86,503
Saugus Union	61,863 R	74,260 fR	72,325 R	80,323 R	83,823 R
South Whittier	58,746	71,755	NC	79,620	81,620
Sulphur Springs	66,589 f	59,848 f	64,362 f	74,467 f	81,474 f
Valle Lindo	79,015 z	72,461 z	72,461 z	81,228 z	86,695 z
Westside Union	60,749	66,638	NC	76,210	82,224
Whittier City	82,725	NC	NC	69,905	82,725
Wilsona	74,753 fz	70,546 fz	64,272 fz	77,230 fz	81,832 fz
Wiseburn	68,788 f	NC	71,038 f	73,990 f	85,729 f
Q3	**$78,509**	**$74,232**	**$72,393**	**$80,876**	**$86,695**
Md	**69,498**	**71,230**	**71,038**	**78,544**	**83,823**
Q1	**61,863**	**67,439**	**65,143**	**74,353**	**81,620**

High School District	Maximum Entry Credential Annual Rate[++]	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate[***]
Antelope Valley	70,033	69,316	65,365	74,341	82,166
Centinela Valley	85,720	68,814	70,566	74,990	82,901
El Monte Union	89,648 z	74,086 z	NC z	79,790 z	87,187 z
Hart Union	68,745 f	NC	68,034 f	77,253 f	85,761 f
Whittier Union	91,580	75,624	72,939	81,991	91,580
Q3	**$90,614**	**$74,855**	**$71,753**	**$80,891**	**$89,384**
Md	**85,720**	**71,701**	**69,300**	**77,253**	**85,761**
Q1	**69,389**	**69,065**	**66,700**	**74,666**	**82,534**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2010-11 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

R Salaries reflect five furlough days for 2010-11, but they have an option to restore three of the five furlough days, if desired.

f Rate includes stipend for M.A. degree

l Does not include an additional one time $1,000 longevity bonus at the end of the 20th year of service

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

z Not settled

2010-11 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School DistrictG	Settled		Annual Contribution Per Teacher
Castaic Union	z		7,900
East Whittier			16,683
Eastside Union	Q		13,805
El Monte City			8,350
Garvey	Oz		9,500
Hawthorne			12,760
Hermosa Beach City	z		5,500
Hughes-Eliz. Lakes			14,000
Keppel Union			13,641
Lancaster			13,758
Lawndale			8,385
Lennox			10,703
Little Lake City			17,335
Los Nietos			15,403
Lowell Joint			15,054
Mountain View			5,627
Newhall	z		7,705
Palmdale			16,127
Rosemead			9,869
Saugus Union			8,080
South Whittier			13,722
Sulphur Springs			15,415
Valle Lindo	z		8,036
Westside Union			13,587
Whittier City			16,867
Wilsona	z		13,966
Wiseburn			5,880
		Q3	**$15,054**
		Md	**13,587**
		Q1	**8,080**

High School District	Settled		Annual Contribution Per Teacher
Antelope Valley			12,691
Centinela Valley			6,010
El Monte Union	z		15,998
Hart Union			13,596
Whittier Union	z		10,447
		Q3	**$14,797**
		Md	**12,691**
		Q1	**8,229**

\+ Rates reflect the last effective 2010-11 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
G Excludes Gorman due to size and financial structure
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then the cap will not be applied to them.
Q District pays excess cost over benefits cap of $13,805 through June 2011 only
z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Castaic Union	z	-1.09	-1.09	-1.07	-1.62	-1.62	-1.59
East Whittier		-2.07	-2.07	-2.06	0.19	0.19	1.86
Eastside Union		0.00	0.00	0.00	0.00	0.00	0.00
El Monte		0.00	0.00	0.00	0.70	0.70	0.70
Garvey	z	0.00	0.00	0.00	2.50	2.50	2.50
Hawthorne		-2.76	-2.76	-2.76	-2.76	-2.76	-2.76
Hermosa Beach	z	0.00	0.00	0.00	0.00	0.00	0.00
Hughes-Eliz. Lakes		-2.75	-2.75	-2.77	-4.32	-4.32	-4.32
Keppel Union		-2.75	-2.75	-2.73	-2.75	-2.75	-2.73
Lancaster		-3.30	-3.30	-3.30	-3.30	-3.30	-3.30
Lawndale		0.00	0.00	0.00	0.00	0.00	0.00
Lennox		-3.28	-3.28	-3.28	-3.28	-3.28	-3.28
Little Lake City		0.00	0.00	0.00	-3.50	-3.50	-3.50
Los Nietos	z	0.00	0.00	0.00	-4.38	-4.38	-4.37
Lowell Joint		-3.75	-3.75	-3.75	-0.47	-0.47	-0.47
Mountain View		-1.60	-1.60	-1.60	-1.60	-1.60	-1.60
Newhall	z	-1.47	-1.47	-1.45	-1.63	-1.63	-1.61
Palmdale		0.00	0.00	0.00	0.00	0.00	0.00
Rosemead		-1.63	NC	-1.63	-1.63	NC	-1.63
Saugus Union		-2.69	-2.69	-2.69	-2.69	-2.69	-2.69
South Whittier		-1.99	-1.99	-1.99	-12.43	-12.43	-12.43
Sulphur Springs		-2.69	-2.69	-2.64	-2.69	-2.69	-2.64
Valle Lindo	z	0.00	0.00	0.00	3.19	3.19	3.18
Westside Union		-1.10	-1.10	-1.10	-1.10	-1.10	-1.10
Whittier City		0.00	0.00	0.00	-3.66	-3.66	-3.66
Wilsona	z	0.00	0.00	0.00	0.00	0.00	0.00
Wiseburn		-0.56	-0.56	-0.55	21.95	-3.78	-3.73
Q3		**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
Md		**-1.10**	**-1.10**	**-1.10**	**-1.62**	**-1.63**	**-1.61**
Q1		**-2.69**	**-2.69**	**-2.69**	**-3.28**	**-3.30**	**-3.30**
Dec-Dec CPI-U (LA-RIV-OC)		1.36	1.36	1.36	3.30	3.30	3.30
Dec-Dec CPI-W (LA-RIV-OC)		1.58	1.58	1.58	3.45	3.45	3.45

High School District	Settled	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Antelope Valley		-2.20	NC	-2.20	-2.20	NC	-2.20
Centinela Valley		0.00	0.00	0.00	0.00	0.00	0.00
El Monte Union	z	0.00	0.00	0.00	0.00	0.00	0.00
Hart Union		-2.71	-2.71	-2.72	-3.24	-3.24	-3.24
Whittier Union		-0.31	-0.31	-0.31	-3.00	-3.00	-3.00
Q3		**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
Md		**-0.31**	**-0.16**	**-0.31**	**-2.20**	**-1.50**	**-2.20**
Q1		**-2.46**	**-1.51**	**-2.46**	**-3.12**	**-3.12**	**-3.12**
Dec-Dec CPI-U (LA-RIV-OC)		1.36	1.36	1.36	3.30	3.30	3.30
Dec-Dec CPI-W (LA-RIV-OC)		1.58	1.58	1.58	3.45	3.45	3.45

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

NC No comparable classification

z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Service Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Castaic Union	z	5.93	5.93	7.99
East Whittier		14.02	14.02	17.39
Eastside Union		15.22	15.22	17.46
El Monte		8.17	8.17	8.17
Garvey	z	8.99	8.99	8.72
Hawthorne		4.04	4.04	4.04
Hermosa Beach	z	9.26	9.26	9.17
Hughes-Eliz. Lakes		3.90	3.90	3.90
Keppel Union		8.87	8.87	8.80
Lancaster		5.55	5.55	5.55
Lawndale		8.15	8.15	8.15
Lennox		6.13	6.13	6.13
Little Lake City		5.91	5.91	5.91
Los Nietos	z	0.34	0.34	0.35
Lowell Joint		5.50	5.50	5.50
Mountain View		8.95	8.95	8.95
Newhall	z	8.56	8.56	8.44
Palmdale		9.74	0.00	9.74
Rosemead		10.53	NC	10.53
Saugus Union		7.59	7.59	8.40
South Whittier		-6.62	-6.62	-6.62
Sulphur Springs		4.49	4.49	4.39
Valle Lindo	z	10.03	10.03	10.02
Westside Union		8.51	8.51	8.50
Whittier City		1.82	-4.95	1.82
Wilsona	z	6.59	6.59	6.52
Wiseburn		31.90	4.47	4.40
	Q3	**9.26%**	**8.87%**	**8.95%**
	Md	**8.15**	**6.36**	**8.15**
	Q1	**5.50**	**4.47**	**4.40**
Dec-Dec CPI-U (LA-RIV-OC)		11.15	11.15	11.15
Dec-Dec CPI-W (LA-RIV-OC)		11.77	11.77	11.77

High School District	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Service Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Antelope Valley		5.77	NC	5.77
Centinela Valley		5.11	5.11	5.10
El Monte Union	z	10.24	10.24	10.24
Hart Union		5.72	5.72	5.72
Whittier Union		8.07	1.91	8.07
	Q3	**9.16%**	**7.98%**	**9.16%**
	Md	**5.77**	**5.42**	**5.77**
	Q1	**5.42**	**3.51**	**5.41**
Dec-Dec CPI-U (LA-RIV-OC)		11.15	11.15	11.15
Dec-Dec CPI-W (LA-RIV-OC)		11.77	11.77	11.77

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.
G Excludes Gorman due to size and financial structure
NC No comparable classification
z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — ADMINISTRATORS

Unified School District	I School Psychologist	II School Counselor	IIIA Elem School Prin.	IIIB Middle/JHS Principal	IIIC High School Prin.	IVA Middle/JHS Asst Prin.	IVB High School Asst. Prin.
A B C	497.72	426.30	555.20	555.20	581.84	517.14	536.61
Acton-Agua Dulce	415.85 z	436.55 az	474.05 z	466.62 z	478.31 z	NC	NC
Alhambra	487.15 a	444.69 a	NC	516.55 k	597.32	445.21 k	500.77
Arcadia	556.58 a	520.08 a	612.28	636.42	699.67	576.20	589.78
Azusa	449.69 z	442.46 az	495.84 z	508.56 z	527.74 z	455.08 z	495.84 z
Baldwin Park	474.51 z	469.19 az	522.58 z	531.55 z	555.24 z	494.54 z	525.58 z
Bassett	436.86 a	451.81 a	477.14	499.91	509.97	464.93	461.70
Bellflower	433.71 a	460.20	527.98	NC	568.52	524.38	524.38
Beverly Hills	473.26 az	463.95 az	NC	580.95 kz	594.96 z	516.80 kz	532.99 z
Bonita	479.10	482.52 a	503.61	509.68	546.06	472.13	481.03
Burbank	481.45	416.55 a	543.86	551.11	618.75	488.25	520.72
Charter Oak	464.86 az	447.95 az	494.80 z	517.54 z	534.17 z	470.32 z	485.62 z
Claremont	492.83	481.64 a	523.55	534.27	556.28	502.84	513.13
Compton	439.72 z	429.71 az	483.99 z	513.41 z	574.48 z	436.36 z	476.01 z
Covina-Valley	448.48	438.94	498.51	498.51	538.92	464.78	498.51
Culver City	429.82	416.02	477.25	489.98	522.83	447.70	473.31
Downey	478.80	451.31 a	528.96	538.80	572.67	490.00	514.27
Duarte	432.91 az	404.07 az	484.81 z	502.25 z	532.90 z	432.01 z	472.47 z
El Rancho	430.62	445.28 a	497.64 a	497.64 a	579.81 a	457.43 a	478.40 a
El Segundo	432.33	434.64 a	520.67	520.67	529.87	464.39	NC
Glendale	433.05	447.49 a	513.43	524.85	599.48	489.33	501.23
Glendora	475.67 a	462.57 a	512.36	525.61	577.25	483.74	511.40
Hacienda-LaPuente	432.25 a	420.25 a	489.96	497.23	551.56	468.75	482,71
Inglewood	386.03 a	351.86 a	429.84	441.23	509.81	370.26	431.78
La Cañada	452.51 az	424.10 az	494.99 z	505.34 z	522.13 z	NC	461.29 z
Las Virgenes	459.88 av	424.22 av	490.19 v	506.53 v	542.95 v	480.64 v	480.60 v
Long Beach	455.63 b	451.09 b	574.23 b	574.23 b	607.62	506.83	506.83 b
Los Angeles	419.63 a	411.02 a	554.36 az	569.59 a	578.99 az	498.15 a	498.15 az
Lynwood	462.57	421.15 aX	504.80	512.07	551.84	491.18	508.67
Manhattan Beach	422.95 a	444.19 a	499.72	492.37	555.88	480.47	492.08
Monrovia	472.30 z	472.97 az	520.24 z	524.80 z	573.03 z	485.63 z	509.97 z
Montebello	495.58 a	491.21 a	574.14	592.79	630.14	536.79	555.44
Norwalk-La Mirada	488.63	424.83 a	526.36	541.36	569.27	488.23	495.74
Palos Verdes	427.03 a	421.81 a	517.10	530.03	583.03	493.47	503.23
Paramount	480.31	422.85 az	NC	536.62 k	579.08	501.79 k	520.00
Pasadena	452.45	433.20 a	467.14	474.73	504.86	448.04	467.20
Pomona	493.34 a	459.38 a	510.67	510.20	540.59	446.61	482.55
Redondo Beach	444.16 az	436.91 az	498.51 z	506.97 z	537.79 z	457.31 z	487.87 z
Rowland	412.02 a	397.25 a	510.09	524.82	555.26	484.70	499.94
San Gabriel	425.28	435.58 a	473.94	508.79	523.41	439.95	469.71
San Marino	440.02 a	425.19 a	617.88	627.08	706.42	580.15	599.55
Santa Monica-Malibu	466.10	406.71 a	512.94	525.37	607.92	500.83	513.14
South Pasadena	485.56 a	446.23 a	494.06	500.16	518.73	454.90	474.14
Temple City	462.14 a	462.14 a	505.03	517.69	538.77	463.59	493.15
Torrance	426.66 a	424.53 a	474.99	474.99	503.54	441.03	474.93
Walnut Valley	465.69	451.51 a	511.61	533.86	574.48	490.76	510.24
West Covina	441.13 z	439.13 az	489.09 z	514.44 z	584.89 z	475.33 z	480.03 z
Q3	**$478.80**	**$451.81**	**$523.07**	**$534.27**	**$581.84**	**$496.35**	**$513.14**
Md	**452.51**	**438.94**	**504.92**	**517.05**	**555.88**	**482.39**	**498.15**
Q1	**432.33**	**424.10**	**490.69**	**502.25**	**532.90**	**456.20**	**479.22**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

b Zero to three furlough days plus two days' salary reduction.

k K-8 schools

v Nine to ten furlough days; 12/1/10 furlough days were reduced to two days but with salary rates effective 7/1/07.

z Not Settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School District	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
A B C	45,000	45,000	47,272	48,455	54,789
Acton-Agua Dulce	43,844 z	43,844 z	47,870 z	50,830 fz	57,936 z
Alhambra	35,427	45,193	45,429	NC	48,287
Arcadia	50,100	50,100	50,100	50,100	60,785
Azusa	45,017 z	46,142 z	NC	47,047 z	NC z
Baldwin Park	42,633 z	42,633 z	44,355 z	44,355 z	53,965 z
Bassett	40,549	40,549	43,517	45,078	53,976
Bellflower	42,972	42,972	47,780	49,771	54,229
Beverly Hills	45,631 z	45,631 z	NC	48,286 z	NC
Bonita	44,456	44,456	44,456	NC	51,617
Burbank	40,137	44,719	46,119	NC	52,125
Charter Oak	38,495 z	38,495 z	NC	44,654 z	NC
Claremont	44,588	44,588	NC	47,020	NC
Compton	38,621 z	46,677 z	47,727 z	48,802 z	56,005 z
Covina-Valley	39,160	40,750	42,380	44,080	52,800
Culver City	40,275	40,275	NC	42,781	NC
Downey	48,275	48,275	51,859	52,229 f	60,790
Duarte	44,000 z	44,000 z	44,115 z	45,009 z	50,085 z
El Rancho	41,431	41,431	42,076	44,592	50,793
El Segundo	37,603	42,919	46,353	48,920 f	54,390
Glendale	42,451	45,503	45,505	NC	49,673
Glendora	43,549	43,549	45,352	48,130	54,461
Hacienda-La Puente	41,586	41,586	45,896	48,215	53,808
Inglewood	39,255	43,942	43,946	NC	49,236
La Cañada	42,991 z	42,991 z	46,618 z	49,219 z	51,797 z
Las Virgenes	39,838 v	42,135 v	43,749 v	43,749 v	51,540 v
Long Beach	43,401	48,444 z	48,445	48,446	53,236
Los Angeles	38,423	44,071	44,593	NC	48,540
Lynwood	42,914 X	42,914 X	43,735 X	NC	52,427 X
Manhattan Beach	44,564	44,564	44,567	45,794	54,560
Monrovia	45,665 z	45,665 z	45,665 z	NC	54,565 z
Montebello	39,919	45,607	NC	45,957 f	NC
Norwalk-La Mirada	44,764	44,764	47,002	47,002	55,286
Palos Verdes	41,275	45,667	46,853	46,853	52,133
Paramount	43,743 z	43,743 z	45,931 z	48,227 z	53,245 z
Pasadena	39,119	44,043	NC	NC	NC
Pomona	42,950	44,876	50,517	NC	56,082
Redondo Beach	47,290 z	47,290 z	47,292 z	47,397 z	56,470 z
Rowland	40,562	44,248	NC	45,594	NC
San Gabriel	36,246	40,596	40,596	42,770	51,161
San Marino	34,729	45,307	45,953	NC	50,992
Santa Monica-Malibu	43,129	43,129	43,129	NC	51,675
South Pasadena	39,976	39,976	45,970	45,970	56,485
Temple City	38,308	48,886	48,890	48,892	53,819
Torrance	40,358	42,187	42,187	43,032	48,858
Walnut Valley	42,080	45,240	45,240	46,620	53,910
West Covina	42,845 z	42,845 z	44,947 z	NC	54,486 z
Q3	**$44,000**	**$45,503**	**$47,272**	**$48,455**	**$54,565**
Md	**42,451**	**44,071**	**45,665**	**47,011**	**53,808**
Q1	**39,406**	**42,845**	**44,115**	**45,009**	**51,161**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

f Rate includes stipend for M.A. degree

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School District	Maximum Entry Credential Annual Rate++	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate***
A B C	75,068	69,035	66,055	75,068	84,488
Acton-Agua Dulce	64,922 fz	70,962 fz	70,962 fz	79,015 fz	82,062 fz
Alhambra	64,334	NC	66,491	77,810	85,591
Arcadia	69,279	73,858	76,689	90,847	95,142
Azusa	81,588 z	62,979 z	NC z	76,042 z	81,588 z
Baldwin Park	83,637 z	68,282 z	75,862 z	83,637 z	86,445 z
Bassett	81,325	75,783	66,699	81,325	84,325
Bellflower	80,485	68,094	65,586	73,886	80,485
Beverly Hills	69,670 z	68,920 z	NC	79,840 z	85,530 z
Bonita	72,556	NC	70,333	84,213	84,213
Burbank	76,734 f	NC	66,812 f	76,734 f	85,025 f
Charter Oak	70,253 z	72,178 z	70,253 z	77,760 z	85,223 z
Claremont	64,650	64,644	NC	79,933	87,686
Compton	69,571 Bz	73,960 z	NC	79,066 z	87,028 z
Covina-Valley	65,170	68,450	68,110	74,380	80,490
Culver City	69,810	60,323	NC	69,810	78,581
Downey	79,852 f	64,727 f	76,279 f	79,852 f	94,616 f
Duarte	84,000 z	71,057 z	NC z	73,554 z	84,000 z
El Rancho	71,325	63,771	65,322	71,325	77,032
El Segundo	84,065 f	69,187 f	67,244 f	74,071 f	84,065 f
Glendale	76,279	NC	65,170	76,279	84,097
Glendora	79,423	74,270	73,083	79,423	83,114
Hacienda-La Puente	75,510	68,415	67,443	75,510	84,510
Inglewood	74,218	NC	66,373	71,363	77,460
La Cañada	82,231 z	73,035 z	NC	78,761 z	82,231 z
Las Virgenes	66,218 v	67,956 v	NC	77,864 v	83,754 v
Long Beach	84,435	73,807	67,101	84,435	88,935
Los Angeles	70,665 f	NC	61,936 f	71,928 f	75,499 f
Lynwood	70,043 BX	NC	70,043 X	75,807 X	81,575 X
Manhattan Beach	77,400	72,658	NC	77,400	81,359
Monrovia	61,795 z	NC	68,745 z	80,333 z	84,075 z
Montebello	75,024 f	72,304 f	NC	83,806 f	87,006 f
Norwalk-La Mirada	77,765	62,953	69,406	77,765	86,796
Palos Verdes	60,816 s	62,999	67,349	75,504	81,849
Paramount	85,435 z	70,673 z	66,074 z	78,025 z	85,435 z
Pasadena	62,104	NC	60,479	73,393	80,732
Pomona	64,987 s	NC	71,668	82,796	86,108
Redondo Beach	75,342 z	75,045 z	NC	79,954 z	83,584 z
Rowland	79,804	67,788	66,596	75,244	82,590
San Gabriel	72,492	68,143	NC	72,492	77,652
San Marino	66,009	NC	NC	75,745	83,981
Santa Monica-Malibu	72,487 f	NC	66,127 f	72,487 f	88,431 f
South Pasadena	71,055	71,200	NC	82,545	87,345
Temple City	63,674	71,219	NC	79,858	82,269
Torrance	59,303	63,817	69,046	72,445	80,244
Walnut Valley	75,030	69,160	67,980	79,130	85,250
West Covina	59,442 sz	NC	69,355 z	74,359 z	83,812 z
Q3	**$77,765**	**$72,304**	**$70,148**	**$79,858**	**$85,591**
Md	**72,492**	**69,098**	**67,396**	**77,400**	**84,065**
Q1	**65,499**	**67,218**	**66,250**	**74,359**	**81,588**

* Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2010-11 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2010-11 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

NC No comparable classification

X 7/1/10 3% salary reduction plus one furlough day were reinstated; 1/1/11 two furlough days

f Rate includes stipend for M.A. degree

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

v 7/1/10-11/30/10 certificated employees received eight furlough days; 12/1/10 furlough days were reduced to one day.

z Not settled

2010-11 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District	Settled	Annual Contribution Per Teacher
A B C		16,136
Acton-Agua Dulce	z	60
Alhambra		15,647
Arcadia		5,500
Azusa	z	11,180
Baldwin Park	z	8,400
Bassett		8,310
Bellflower		11,248
Beverly Hills	z	7,010
Bonita		6,000
Burbank		10,606
Charter Oak	z	14,313
Claremont		9,809
Compton	z	10,993
Covina-Valley		13,920
Culver City		11,316
Downey		16,473
Duarte	z	6,200
El Rancho		16,653
El Segundo		7,000
Glendale		15,681
Glendora		9,936
Hacienda-La Puente	z	10,008
Inglewood		16,476
La Cañada		14,279
Las Virgenes		9,800
Long Beach		12,882
Los Angeles		11,692
Lynwood		10,633
Manhattan Beach		15,201
Monrovia	z	10,213
Montebello		11,290
Norwalk-La Mirada		8,510
Palos Verdes		7,591
Paramount		10,447
Pasadena		15,089
Pomona		12,420
Redondo Beach	z	11,435
Rowland		7,241
San Gabriel		13,751
San Marino		15,920
Santa Monica-Malibu		17,136
South Pasadena		9,563
Temple City		7,500
Torrance		8,380
Walnut Valley		17,546
West Covina	z	8,000
	Q3	**$14,313**
	Md	**10,993**
	Q1	**8,380**

\+ Rates reflect the last effective 2010-11 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

z Not settled

2010-11 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District	Settled	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
A B C		0.00	0.00	0.00	15.80	-2.16	-2.17
Acton-Agua Dulce	z	0.00	0.00	0.00	1.34	1.34	0.11
Alhambra		0.00	0.00	0.00	0.00	0.00	0.00
Arcadia		0.62	0.62	0.62	-0.63	-0.63	-0.63
Azusa	z	0.00	0.00	0.00	0.00	0.00	0.00
Baldwin Park	z	0.00	0.00	0.00	0.00	0.00	0.00
Bassett		0.00	0.00	0.00	2.00	2.00	2.00
Bellflower		-1.63	-1.63	-1.63	-1.63	-1.63	-1.63
Beverly Hills	z	0.00	0.00	0.00	6.09	6.09	6.10
Bonita		0.00	0.00	0.00	0.00	0.00	12.66
Burbank		-1.60	-1.60	-1.58	-1.60	-1.60	-1.58
Charter Oak	z	0.00	0.00	0.00	0.00	0.00	0.00
Claremont		0.00	0.00	0.00	0.00	0.00	0.00
Compton	z	0.00	0.00	0.00	1.00	3.00	3.00
Covina-Valley		-4.00	-3.98	-3.99	-3.05	-3.02	-3.02
Culver City		-2.74	-2.74	-2.62	-2.74	-2.74	-2.62
Downey		0.00	0.00	0.00	0.00	0.00	0.00
Duarte	z	0.00	0.00	0.00	0.00	0.00	0.00
El Rancho		-2.73	-2.73	-2.73	-4.30	-4.30	-4.30
El Segundo		-2.73	-2.73	-2.70	-0.79	-0.79	-0.77
Glendale		0.00	0.00	0.00	0.00	0.00	0.00
Glendora		0.00	0.00	0.00	0.00	0.00	0.00
Hacienda-La Puente		0.00	0.00	0.00	0.00	0.00	0.00
Inglewood		-2.10	-2.10	-2.10	-2.10	-2.10	-2.10
La Cañada	z	0.00	0.00	0.00	3.00	3.00	3.00
Las Virgenes		-0.54	-0.54	-0.54	-0.54	-0.54	-0.54
Long Beach		-2.75	-2.75	-2.75	-2.75	-2.75	-2.75
Los Angeles		-3.43	-3.43	-3.43	-3.43	-3.43	-3.43
Lynwood		2.54	2.54	2.53	1.97	1.97	1.97
Manhattan Beach		0.00	0.00	0.00	0.00	0.00	0.00
Monrovia	z	-3.00	-3.00	-3.00	-1.33	-1.33	-1.33
Montebello		-0.60	-0.60	-0.60	2.38	2.37	2.38
Norwalk-La Mirada		0.00	0.00	0.00	0.00	0.00	0.00
Palos Verdes		-2.18	-2.19	-2.19	-3.24	-3.24	-3.24
Paramount	z	-2.00	-2.00	-2.08	-2.00	-2.00	-2.08
Pasadena		-2.69	-2.69	-2.69	-2.69	-2.69	-2.69
Pomona		0.00	0.00	0.00	1.60	1.60	1.60
Redondo Beach	z	0.00	0.00	0.00	0.00	0.00	0.00
Rowland		-1.08	-1.08	-1.08	-1.08	-1.08	-1.08
San Gabriel		-1.50	-1.50	-1.50	-1.50	-1.50	-1.50
San Marino		0.00	0.00	0.00	0.00	0.54	0.54
Santa Monica-Malibu		0.00	0.00	0.00	-2.73	-2.73	-2.67
South Pasadena		0.00	0.00	0.00	0.00	0.00	0.00
Temple City		0.00	0.00	0.00	0.00	0.00	0.00
Torrance		-2.70	-2.70	-2.70	-2.70	-2.70	-2.70
Walnut Valley		0.00	0.00	0.00	0.00	0.00	0.00
West Covina	z	0.00	0.00	0.00	0.00	0.00	0.00
Q3		**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
Md		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Q1		**-2.00**	**-2.00**	**-2.08**	**-1.63**	**-2.00**	**-2.08**
Dec-Dec CPI-U (LA-RIV-OC)		1.36	1.36	1.36	3.30	3.30	3.30
Dec-Dec CPI-W (LA-RIV-OC)		1.58	1.58	1.58	3.45	3.45	3.45

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2010-11 L.A. County District Salary Survey

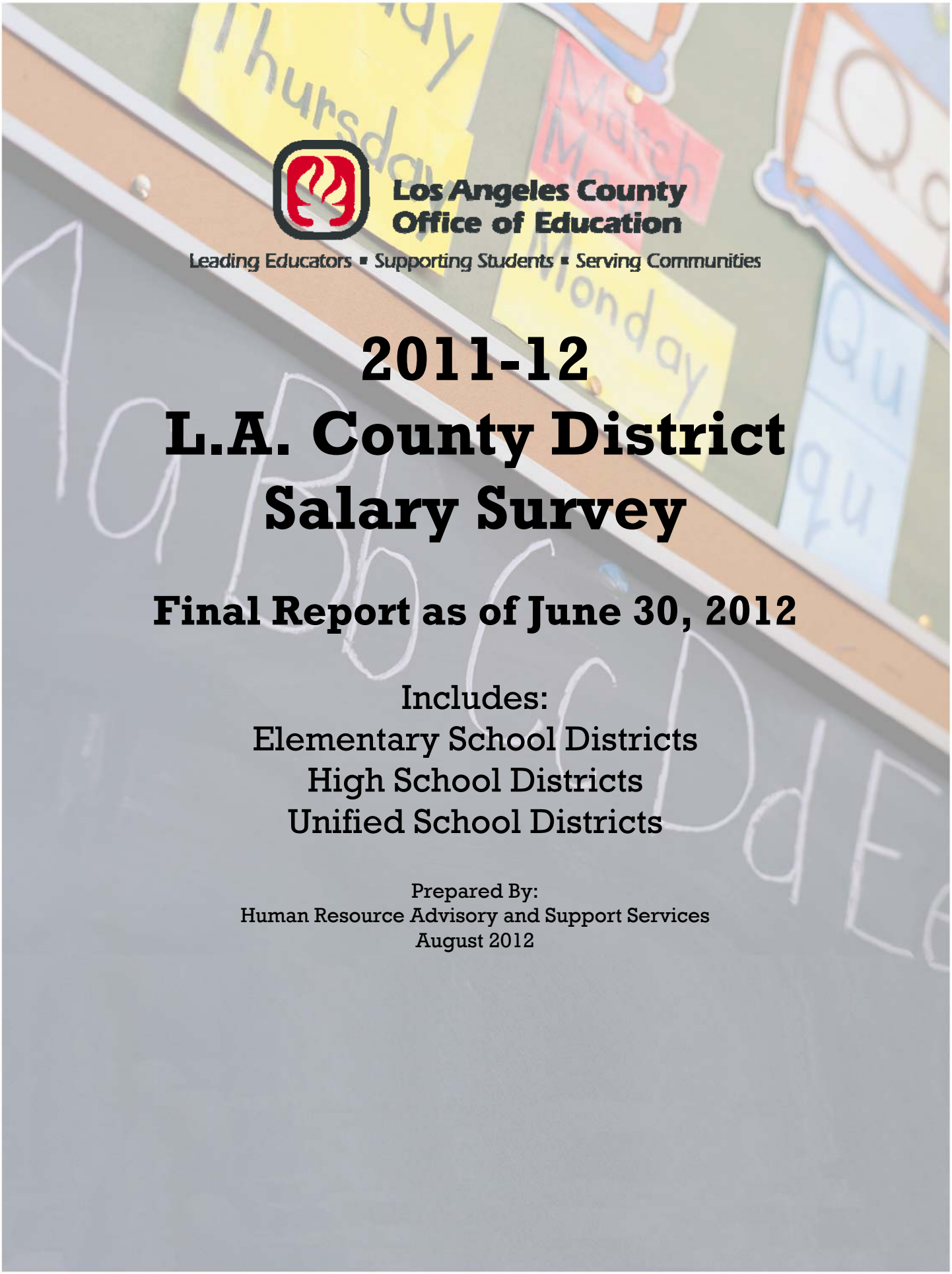
FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Service Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
A B C		15.80	6.48	6.47
Acton-Agua Dulce	z	40.39	40.39	24.61
Alhambra		7.63	7.63	7.63
Arcadia		11.64	11.64	11.64
Azusa	z	5.00	5.00	5.00
Baldwin Park	z	4.00	4.00	16.05
Bassett		3.48	3.48	8.58
Bellflower		5.25	5.25	9.46
Beverly Hills	z	9.27	9.27	10.35
Bonita		9.13	9.13	22.95
Burbank		6.17	6.17	9.50
Charter Oak	z	8.33	1.30	9.78
Claremont		10.48	10.48	10.48
Compton	z	1.50	11.98	11.98
Covina-Valley		2.03	2.08	2.07
Culver City		-0.26	-0.26	1.25
Downey		11.19	11.19	11.19
Duarte	z	8.33	8.33	7.10
El Rancho		5.96	5.96	5.96
El Segundo		7.30	5.71	5.65
Glendale		7.20	7.20	7.20
Glendora		9.12	9.12	9.11
Hacienda-La Puente		8.16	8.16	8.16
Inglewood		2.83	2.83	2.83
La Cañada	z	8.36	8.36	8.36
Las Virgenes		9.64	9.64	9.64
Long Beach		7.76	7.76	7.76
Los Angeles		2.36	2.36	2.36
Lynwood		5.54	5.54	5.54
Manhattan Beach		25.40	7.66	7.66
Monrovia	z	8.54	8.54	8.54
Montebello		8.53	8.54	8.50
Norwalk-La Mirada		10.21	10.21	10.20
Palos Verdes		8.90	7.28	7.28
Paramount	z	3.88	3.88	6.92
Pasadena		6.30	6.31	6.31
Pomona		13.13	13.13	13.14
Redondo Beach	z	28.95	9.20	9.20
Rowland		6.36	6.36	6.36
San Gabriel		4.41	15.46	4.41
San Marino		0.00	11.80	11.80
Santa Monica-Malibu		6.43	6.43	6.47
South Pasadena		8.89	8.89	8.88
Temple City		8.15	8.15	8.15
Torrance		7.25	7.25	7.25
Walnut Valley		11.60	11.61	11.60
West Covina	z	7.62	7.62	7.62
	Q3	**9.13%**	**9.20%**	**10.20%**
	Md	**7.76**	**7.66**	**8.16**
	Q1	**5.25**	**5.71**	**6.47**
Dec-Dec CPI-U (LA-RIV-OC)		11.15	11.15	11.15
Dec-Dec CPI-W (LA-RIV-OC)		11.77	11.77	11.77

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled



Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2011-12 L.A. County District Salary Survey

Final Report as of June 30, 2012

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2012

The Los Angeles County Office of Education, based in Downey, is a public agency that operates a variety of academic, business and consulting programs and services for school communities throughout the county.

Under the leadership of Los Angeles County Superintendent of Schools Arturo Delgado, LACOE is the largest intermediate educational agency in the nation, employing over 4,000 people, more than half of whom are teachers and instructional assistants.

In addition to serving the county's 80 K-12 school districts and 13 community college districts, LACOE provides education and learning opportunities for children with disabilities, wards of the juvenile court, preschool children and their families, students in career and technical training programs, and students talented in the arts.

LACOE has been conducting its annual L.A. County District Salary Survey, previously titled *District Survey of Salaries and Fringe Benefits in Los Angeles County* through its Human Resource Advisory & Support Services Unit since 1974.

Los Angeles County Office of Education

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INTRODUCTION

This comparative report of 2011-12 salaries and benefits for positions typically found in school districts in Los Angeles County is prepared and provided by the Human Resource Advisory & Support Services Unit of the Los Angeles County Office of Education. Classification descriptions, *not job titles*, were used to identify comparable positions.

SURVEY FORMAT

This report is divided into two sections plus an appendix. Section I reports on the elementary and high school districts in Los Angeles County, while Section II devotes itself to the unified school districts in Los Angeles County.

Each section contains four parts. Part A contains information for selected non-teaching certificated and administrative positions including doctorate, and longevity. Part B is an analysis comparing teachers' salary schedule benchmarks. Part C shows the maximum annual contribution paid by the district toward insurance fringe benefit programs for teachers. Part D compares percent increases of teacher's minimum and maximum salaries.

The Appendix presents the questionnaire's job descriptions that are used as the criterion to determine comparability, a listing of selected teachers' stipends, the staff size, a reference list of district contact people contributing to this survey, financial information, and a map of the Los Angeles County school districts.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

- All salary values in this survey are compared with respect to salary schedules ***excluding*** one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information provided to us for the 2011-12 fiscal year, as of June 30, 2012.

- With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment were excluded from the teachers', non-teachers' and management salary schedule rankings. Longevity or extended career service pay is also excluded from the salary schedule rankings, except where applicable.

- Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

- Net work days are the total number of paid work days within the school year less holidays and vacation days.

- "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

- Percent increases of teachers' salaries compare changes in the minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with a provisional service document and one minimum salary with a credential. The maximum salary assumes a credential.

- Represented points on the teachers' salary schedules were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

- The insurance benefits program per teacher has been re-designed to account for the annual maximum benefits contribution per teacher.

SURVEY METHOD

Data were collected through the use of e-mailed questionnaires, district salary schedules and telephone follow-up. This year's responses were verified by comparing it with last year's data and this year's salary schedules and other written documentation provided by each school district. The non-teaching positions were compared to the job descriptions appearing in the questionnaire with each district's job description, and followed-up with telephone verification when necessary.

DEFINITION OF TERMS

Quartiles: The three (3) values that separate the distribution of ranked data into four equal groups are as follows:

Q3 — The third quartile, the value indicating the upper quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Md — The Median, the mid-point of the distribution of ranked responses (reliable statistic).

Q1 — The first quartile, the value indicating the lower quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Rank Order: List of key survey responses in descending order of assigned rank, with the largest value ranked "1". Values are assigned the same middle rank when there are ties.

Net Work Days: Total number of paid work days within the school year less holiday and vacation days

QUESTIONS AND COMMENTS

Forward any comments or questions regarding this year's survey to:

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NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among the school districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts, since there is no documentation available to verify the accuracy of information that districts provide in this particular area. Extreme care should be used in utilizing quartiles, since the median is the **ONLY** reliable statistic of the three, as Q1 and Q3 are contaminated by sample size and therefore not reliable. Care should be exercised in using this survey data, with interpretations examined in the context of the overall survey limitations.

NOTE OF THANKS

We wish to thank those individuals and school districts who prepared and submitted the data to make this study possible. We also wish to acknowledge the contributions of our Reprographics Division for the printing of this publication. Also, we wish to extend a note of thanks to Jay Ortega and Larry Carrigan for their technical support and assistance in preparing this study.

TABLE OF CONTENTS

I. ELEMENTARY AND HIGH SCHOOL DISTRICTS, LOS ANGELES COUNTY 1

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 2

1. PROFESSIONAL STAFF SPECIALISTS 2
   a. Position I — "School Psychologist" 2
   b. Position II — "School Counselor" 3

2. ADMINISTRATORS 4
   a. Position IIIA — "Elementary School Principal" 4
   b. Position IIIB — "Intermediate School Principal" 5
   c. Position IIIC — "High School Principal" 5
   d. Position IVA — "Intermediate School Assistant Principal" 6
   e. Position IVB — "High School Assistant Principal" 6

B. TEACHERS SALARY SCHEDULE 7

1. BEGINNING SALARY, NO EXPERIENCE 7
   a B.A. Only, Provisional Service Document, Annual Salary 7
   b. B.A. Only, Credential, Annual Salary 8
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 9
   d. M.A. Only, Credential, Annual Salary 10

2. MAXIMUM STEP AND COLUMN PLACEMENT 11
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 11
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 12
   c. Maximum, M.A. Only, Credential, Annual Salary 13
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 14
   e. Maximum, excluding incentives, Credential, Annual Salary 15
   f. Maximum with 25 Years Experience, Credential, Annual Salary 16

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 17

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 17

D. TEACHERS PERCENT INCREASE 18

1. One Year – 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 18
2. One Year – 2011-12 Minimum Salary Percent Increase, Credential, Annual Rate 19
3. One Year – 2011-12 Maximum Salary Percent Increase, Credential, Annual Rate 20
4. Three Year – 2008-09 to 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary. 21
5. Three Year – 2008-09 to 2011-12 Minimum Salary Percent Increase, Credential, Annual Salary 22
6. Three Year – 2008-09 to 2011-12 Maximum Salary Percent Increase, Credential, Annual Salary 23
7. Five Years – 2006-07 to 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 24
8. Five Years – 2006-07 to 2011-12 Minimum Salary Percent Increase, Credential, Annual Salary 25
9. Five Years – 2006-07 to 2011-12 Maximum Salary Percent Increase, Credential, Annual Salary 26
10. Last Maximum Base Salary Percent Increase 27

II. UNIFIED SCHOOL DISTRICTS, LOS ANGELES COUNTY 28

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 28

1. PROFESSIONAL STAFF SPECIALISTS 28
   a. Position I — "School Psychologist" 29
   b. Position II — "School Counselor" 30

2. ADMINISTRATORS 31
   a. Position IIIA — "Elementary School Principal" 31
   b. Position IIIB — "Intermediate School Principal" 32
   c. Position IIIC — "High School Principal" 33
   d. Position IVA — "Intermediate School Assistant Principal" 34
   e. Position IVB — "High School Assistant Principal" 35

B. TEACHERS SALARY SCHEDULE 36

1. BEGINNING SALARY, NO EXPERIENCE 36
   a. B.A. Only, Provisional Service Document, Annual Salary 36
   b. B.A. Only, Credential, Annual Salary 37
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 38
   d. M.A. Only, Credential, Annual Salary 39

2. MAXIMUM STEP AND COLUMN PLACEMENT 40
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 40
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 41
   c. Maximum, M.A. Only, Credential, Annual Salary 42
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 43
   e. Maximum, excluding incentives, Credential, Annual Salary 44
   f. Maximum with 25 Years Experience, Credential, Annual Salary 45

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 46

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 46

D. TEACHERS PERCENT INCREASE 47

1. One Year – 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 47
2. One Year – 2011-12 Minimum Salary Percent Increase, Credential, Annual Rate 48
3. One Year – 2011-12 Maximum Salary Percent Increase, Credential, Annual Rate 49
4. Three Year – 2008-09 to 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 50
5. Three Year – 2008-09 to 2011-12 Minimum Salary Percent Increase, Credential, Annual Salary 51
6. Three Year – 2008-09 to 2011-12 Maximum Salary Percent Increase, Credential, Annual Salary 52
7. Five Years – 2006-07 to 2011-12 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 53
8. Five Years – 2006-07 to 2011-12 Minimum Salary Percent Increase, Credential, Annual Salary 54
9. Five Years – 2006-07 to 2011-12 Maximum Salary Percent Increase, Credential, Annual Salary 55
10. Last Maximum Base Salary Percent Increase 56

APPENDIX..... 57

BENCHMARK JOB DESCRIPTIONS..... 58
Certificated Classifications..... 58

2011-12 TEACHERS STIPENDS..... 59

Elementary and High School Districts..... 59
Unified School Districts..... 60

2011-12 DISTRICT STAFF SIZE..... 61

Elementary and High School Districts..... 61
Unified School Districts..... 62

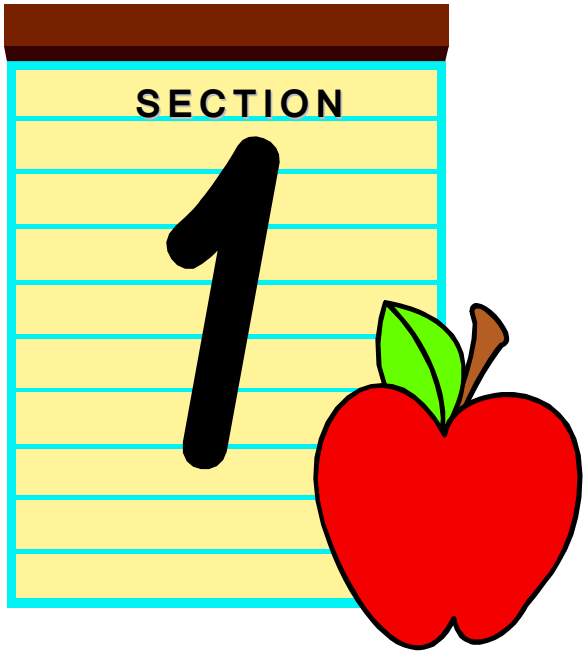
LIST OF DISTRICT CONTRIBUTORS..... 63

Elementary and High School Districts..... 63
Unified School Districts..... 64

FINANCIAL INFORMATION 65
.

2010-11 Total Expenditures: Elementary and High School Districts..... 65
2010-11 Total Expenditures: Unified School Districts..... 66
2010-11 Ranked Size by Revenue Limit ADA: Elementary and High School Districts..... 67
2010-11 Ranked Size by Revenue Limit ADA: Unified School Districts..... 68
2011-12 Base Revenue Limit per ADA-Rank Order: Elementary and High School Districts..... 69
2011-12 Base Revenue Limit per ADA-Rank Order: Unified School Districts..... 70

MAP OF LOS ANGELES COUNTY SCHOOL DISTRICTS..... Inside Back Cover



LOS ANGELES COUNTY ELEMENTARY AND HIGH SCHOOL DISTRICTS

Los Angeles County Office of Education

August 2012

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I - "School Psychologist"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$522.61	$87,999 - $99,818	5	191		$7,312	07/01/11
Lawndale	a	2		474.90	63,931 - 91,655	7	193			07/01/07
Lowell Joint		3		472.13	76,067 - 85,456	7	181		4,000	07/01/11
East Whittier	a	4		465.17	65,292 - 86,522	9	186	$500	1,043	09/01/11
Sulphur Springs		5		461.72	72,481 - 87,727	5	190		10.00%	07/01/10
Rosemead	z	6		459.54	79,399 - 85,934	5	187	2,000	$4,800	07/01/10
			Q3	**(458.26)**						
Saugus Union		7		456.97	75,600 - 91,851	6	201	2,000	4,000	07/01/11
Garvey	az	8		455.49	51,357 - 90,187	12	198	2,566	7,696	07/01/07
Lennox	r	9		452.19	70,324 - 86,820	5	192			07/01/11
Little Lake City		10		449.49	70,525 - 82,256	4	183	2.00%	1,800	07/01/09
South Whittier		11		445.42	76,498 84,630	5	190	$1,000	3,000	07/01/10
El Monte	az	12		445.21	66,461 - 84,589	8	190		6,433	04/01/08
Wilsona		13	**Md**	**435.83**	77,330 - 91,960	5	211	1,000	4,000	07/01/07
Whittier City	a	14		433.72	57,194 - 78,503	8	181		9,759	09/01/09
Wiseburn		15		432.69	77,142 - 85,672	5	198	800	1,000	07/01/10
Newhall		16		427.32	75,611 - 86,745	6	203	500	6,000	07/01/11
Hawthorne		17		425.00	69,494 - 78,625	6	185	600	4,500	07/01/10
Lancaster		18		420.18	71,517 - 79,414	5	189	1,000	11,339	07/01/10
Hermosa Beach		19		419.30	61,320 - 80,924	6	193		2,250	07/01/11
			Q1	**(418.31)**						
Castaic Union	z	20		417.31	68,667 - 83,461	5	200		7,000	07/01/11
Eastside Union	a	21		416.53	75,610 - 83,306	5	200		2,425	07/01/07
Westside Union		22		414.98	59,291 - 78,016	9	188	2,500	14,500	07/01/10
Keppel Union	z	23		411.81	70,061 - 80,303	5	195	500	1,252	07/01/07
Palmdale	T	24		400.41	71,918 - 79,281	5	198	1,250	11,250	07/01/11
Los Nietos	az	25		394.03	61,787 - 74,866	5	190		5,000	07/01/09
Hughes-Eliz.Lakes	J				No Comparable Classification					
Valle Lindo					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$481.60	$77,808 - $88,615	5	184	$2,773	$16,079	10/01/09
			Q3	**(480.74)**						
William S. Hart	a	2		479.88	58,237 - 91,057	13	189.75	2,188	10,940	07/01/10
Centinela Valley	a	3	**Md**	**475.86**	58,339 - 92,316	12	194	1,000	13,209	07/01/11
El Monte Union	a	4		467.22	49,707 - 89,706	13	192		9,858	09/01/07
			Q1	**(447.97)**						
Antelope Valley		5		428.71	83,312 - 90,029	5	210	3,500	5,000	07/01/07

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent.

r Staff received 8 furlough days and a 2.5% salary decrease.

T Net Work Days decreased from 200 to 198. Masters stipend increased $500 and Doctoral stipend increased $250.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II - "School Counselor"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$523.88	$57,096 - $94,822	13	181		$8,457	07/01/11
Lawndale		2		477.20	64,241 - 92,099	7	193			07/01/07
Lennox	r	3		473.46	71,332 - 88,064	5	186			07/01/11
East Whittier	a	4		465.18	59,143 - 84,663	11	182	$500	1,019	09/01/11
			Q3	**(463.63)**						
Saugus Union		5		462.08	48,387 - 84,099	12	182	700	4,000	07/01/11
Eastside Union	a	6		461.16	45,768 - 89,004	15	193	1,000	2,425	07/01/07
Castaic Union	az	7		450.74	45,565 - 86,091	16	191		7,000	07/01/11
Little Lake City		8		447.75	77,931 - 90,894	4	203	2.00%	1,800	07/01/09
Hermosa Beach	a	9	**Md**	**443.79**	51,884 - 79,882	12	180		2,607	07/01/11
Wiseburn		10		433.47	73,379 - 81,493	5	188	$800	1,000	07/01/10
Garvey	az	11		430.38	46,054 - 78,759	12	183	2,566	7,696	07/01/07
Los Nietos	az	12		430.33	47,542 - 75,308	12	175		5,000	07/01/09
El Monte	az	13		429.71	49,859 - 82,504	13	192		9,633	04/01/08
			Q1	**(422.02)**						
Hawthorne	a	14		414.32	50,524 - 76,650	10	185		11,012	07/01/10
Whittier City	a	15		410.43	47,399 - 74,698	12	182		13,564	09/01/09
Palmdale	a	16		394.80	42,470 - 72,643	13	184		3,750	07/01/11
Westside Union		17		363.85	56,740 - 69,132	9	190	2,500	14,500	07/01/10
Hughes-Eliz.Lakes	J				No Comparable Classification					
Keppel Union					No Comparable Classification					
Lancaster					No Comparable Classification					
Lowell Joint					No Comparable Classification					
Newhall					No Comparable Classification					
Rosemead					No Comparable Classification					
South Whittier					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					
Wilsona					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$487.39	$57,233 - $96,504	13	198	$2,773	$11,286	10/01/09
			Q3	**(481.62)**						
Centinela Valley	a	2		475.85	58,941 - 93,267	12	196	1,000	13,345	07/01/11
William S. Hart	a	3	**Md**	**468.67**	49,477 - 89,516	13	191	2,139	10,695	07/01/11
El Monte Union	a	4		457.36	47,801 - 87,813	13	192		9,858	09/01/07
			Q1	**(450.04)**						
Antelope Valley	a	5		442.71	53,925 - 87,213	13	197	3,500	18,371	07/01/07

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a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent.

r Staff received 8 furlough days and a 2.5% salary decrease.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
a. Position IIIA - "Elementary School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	-	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Saugus Union		1		$564.25	$102,220	-	$120,749	6	214	$2,000	$4,000	07/01/11
Lawndale		2		558.56	103,215	-	117,298	5	210	1,000	6,000	07/01/07
Mountain View		3		544.71	91,814	-	112,754	5	207		7,287	07/01/11
El Monte		4		541.73	82,885	-	117,014	13	216		13,475	02/01/07
Newhall		5		540.50	102,395	-	115,127	6	213	500	6,000	07/01/11
South Whittier		6		539.33	89,446		109,484	6	203	1,000	3,000	08/01/09
			Q3	**(536.87)**								
Valle Lindo		7		534.41	102,078	-	114,898	5	215		6.00%	07/01/08
Lennox	r	8		531.97	90,056	-	111,182	5	209			07/01/11
East Whittier		9		531.36	97,472	-	114,508	5	215.5	2,000	$6,000	07/01/11
Castaic Union	yz	10		523.44	84,779	-	107,305	6	205	2,250	7,000	07/01/11
Sulphur Springs		11		522.31	89,226	-	107,596	5	206		10.00%	07/01/10
Little Lake City		12		514.17	91,209	-	106,433	4	207	2.00%	10.00%	07/01/09
Wiseburn		13	**Md**	**513.80**	92,305	-	103,787	5	202	$800	$1,000	07/01/10
Palmdale	T	14		509.30	99,757	-	110,009	5	216	1,250	11,250	07/01/08
Lowell Joint		15		508.78	90,192	-	98,704	7	194		7,000	07/01/11
Rosemead	z	16		508.37	98,680	-	105,232	5	207	2,000	4,800	07/01/10
Whittier City		17		506.70	89,441	-	104,634	5	206.5	1,500		07/01/09
Lancaster		18		505.93	89,075	-	108,269	5	214	1,000	11,339	07/01/10
Westside Union		19		505.29	86,480	-	107,627	9	213	2,500	14,500	07/01/10
			Q1	**(499.76)**								
Garvey	z	20		494.22	84,327	-	107,246	5	217	2,555	7,699	07/01/07
Hermosa Beach		21		488.54	78,054	-	104,060	6	213	1,500	2,250	07/01/11
Keppel Union	z	22		481.95	90,168	-	101,209	5	210	500	1,252	07/01/07
Wilsona		23		477.93	87,780	-	100,843	5	211	1,000	4,000	07/01/07
Eastside Union		24		473.97	95,931	-	104,273	5	220	2,000		07/01/10
Los Nietos	z	25		450.93	83,124	-	96,048	5	213	1,000	4,000	07/01/09
Hawthorne					No Comparable Classification							
Hughes-Eliz.Lakes	J				No Comparable Classification							

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent.

r Staff received 8 furlough days and a 2.5% salary decrease.

T Masters stipend increased $500 and Doctoral stipend increased $250.

y Only one advanced degree stipend is compensated, not both.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB - "Intermediate School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	Salary Range Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Lawndale		1		$563.94	$106,694	$121,248	5	215	$1,000	$6,000	07/01/07
South Whittier		2		554.61	92,023	112,585	6	203	1,000	3,000	08/01/09
East Whittier		3		549.55	100,796	118,428	5	215.5	2,000	6,000	07/01/11
Lennox	r	4		547.94	93,202	115,067	5	210			07/01/11
Mountain View		5		544.71	91,814	112,754	5	207		7,287	07/01/11
El Monte		6	**Q3**	**541.73**	82,885	117,014	13	216		13,475	02/01/07
Valle Lindo		7		534.41	102,078	114,898	5	215		6.00%	07/01/08
Castaic Union	yz	8		529.41	89,906	113,824	6	215	2,250	$7,000	07/01/11
Lowell Joint		9		522.01	100,308	109,622	7	210		7,000	07/01/11
Whittier City		10		521.90	92,125	107,772	5	206.5	1,500		07/01/09
Wiseburn		11		518.67	95,880	107,364	5	207	800	1,000	07/01/10
Little Lake City		12	**Md**	**514.57**	94,597	110,375	4	214.5	2.00%	10.00%	07/01/09
Rosemead	z	13		511.61	103,440	109,996	5	215	$2,000	$4,800	07/01/10
Hawthorne	k	14		509.54	93,741	104,456	6	205	1,500	4,500	07/01/10
Palmdale	T	15		509.30	99,757	110,009	5	216	1,250	11,250	07/01/08
Garvey	z	16		506.38	86,397	109,885	5	217	2,555	7,699	07/01/07
Lancaster		17		505.93	89,075	108,269	5	214	1,000	11,339	07/01/10
Westside Union		18	**Q1**	**505.29**	86,480	107,627	9	213	2,500	14,500	07/01/10
Hermosa Beach		19		497.46	81,961	105,958	6	213	1,500	2,250	07/01/11
Keppel Union	z	20		483.53	93,480	104,927	5	217	500	1,252	07/01/07
Wilsona		21		477.93	87,780	100,843	5	211	1,000	4,000	07/01/07
Eastside Union		22		473.97	98,411	106,643	5	225	2,000		07/01/10
Los Nietos	z	23		473.69	87,240	100,896	5	213	1,000	4,000	07/01/09
Hughes-Eliz.Lakes	J				No Comparable Classification						
Newhall					No Comparable Classification						
Saugus Union					No Comparable Classification						
Sulphur Springs					No Comparable Classification						

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	Salary Range Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$680.19	$138,469	$147,261	5	216.5	$2,773	$5,825	09/01/09
			Q3	**(631.86)**							
William S. Hart		2		583.53	109,182	127,794	4	219	2.00%	12.00%	07/01/11
El Monte Union		3	**Md**	**579.62**	112,939	125,198	5	216		$12,590	07/01/07
Centinela Valley		4		570.88	116,085	127,876	4	224	$1,200	5,443	07/01/11
			Q1	**(554.63)**							
Antelope Valley		5		538.37	112,399	120,594	5	224	3,500	13,444	07/01/07

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent.

k K-8 schools

r Staff received 8 furlough days and a 2.5% salary decrease.

T Masters stipend increased $500 and Doctoral stipend increased $250.

y Only one advanced degree stipend is compensated, not both.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA - "Intermediate School Assistant Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View		1		$517.38	$80,474 - $98,819	5	191		$7,287	07/01/11
Lawndale		2		512.70	94,140 - 105,104	5	205	$1,000	6,000	07/01/07
Wiseburn		3		503.66	86,864 - 96,703	5	192	800	1,000	07/01/10
El Monte		4		498.77	67,831 - 95,764	13	192		11,028	02/01/07
Lennox	r	5		494.75	81,752 - 100,928	5	204			07/01/11
			Q3	**(493.10)**						
East Whittier		6		491.44	90,287 - 105,905	5	215.5	2,000	6,000	07/01/11
South Whittier		7		489.73	81,299 99,416	6	203	1,000	3,000	08/01/09
Hawthorne	k	8		484.13	86,892 - 96,826	6	200	1,500	4,500	07/01/10
Garvey	z	9		482.49	82,371 - 104,701	5	217	2,555	7,699	07/01/07
Whittier City		10		481.37	84,970 - 99,402	5	206.5	1,500		07/01/09
			Md	**(480.37)**						
Castaic Union	yz	11		479.37	77,319 - 98,271	6	205	2,250	7,000	07/01/11
Rosemead	z	12		476.71	92,129 - 98,680	5	207	2,000	4,800	07/01/10
Lowell Joint		13		473.91	79,634 - 88,147	7	186		7,000	07/01/11
Little Lake City		14		471.42	82,052 - 95,698	4	203	2.00%	1,800	07/01/09
Lancaster		15		469.30	78,764 - 95,738	5	204	$1,000	11,339	07/01/10
			Q1	**(460.35)**						
Eastside Union		16		451.40	89,288 - 97,051	5	215	2,000		07/01/10
Westside Union		17		445.82	73,745 - 94,960	9	213	2,500	14,500	07/01/10
Los Nietos	z	18		440.06	77,124 - 93,732	5	213	1,000	4,000	07/01/09
Wilsona		19		435.83	77,330 - 91,960	5	211	1,000	4,000	07/01/07
Palmdale	T	20		431.98	78,366 - 86,396	5	200	1,250	11,250	07/01/11
Hermosa Beach					No Comparable Classification					
Hughes-Eliz.Lakes	J				No Comparable Classification					
Keppel Union					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					

e. Position IVB - "High School Assistant Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$586.28	$115,940 - $126,930	5	216.5	$2,773		09/01/09
			Q3	**(558.98)**						
William S. Hart		2		531.67	97,792 - 111,119	4	209	2.00%	12.00%	07/01/11
Centinela Valley		3	**Md**	**530.83**	107,703 - 118,906	4	224	$1,200	$5,794	07/01/11
El Monte Union		4		504.08	101,839 - 108,881	5	216		12,279	07/01/07
			Q1	**(493.00)**						
Antelope Valley		5		481.92	99,967 - 107,950	5	224	3,500	5,000	07/01/07

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G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent.

k K-8 schools

r Staff received 8 furlough days and a 2.5% salary decrease.

T Net Work Days decreased from 208 to 200. Masters stipend increased $500 and Doctoral stipend increased $250.

y Only one advanced degree stipend is compensated, not both.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
a. B.A. Only/Provisional Service Document

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lawndale		1		$47,541	I	1	BA
Mountain View	z	2		45,520	1	1	BA
Lennox	r	3		44,531	IC	1	BA
Valle Lindo		4		43,912	A	1	BA
Newhall		5		43,706	I	1	BA
Little Lake City		6		43,194	A001	1	BA
Hermosa Beach		7	**Q3**	**43,101**	I	1	BA
East Whittier		8		43,001	I-2	1	BA
Wiseburn		9		42,639	I	1	BA
El Monte	z	10		42,427	A	1	BA
Garvey	z	11		42,347	I	1	BA
Los Nietos	z	12		41,250	I	1	BA
South Whittier		13		41,047	I	1	BA
Sulphur Springs		14	**Md**	**40,411**	I	1	BA
Saugus Union		15		40,143	I	1	BA
Eastside Union		16		40,129	A	1	BA
Hawthorne		17		39,708	1	1	BA
Rosemead	z	18		39,155	IA	1	BA
Castaic Union	z	19		38,289	I	1	BA
Keppel Union		20		37,653	Ia	1	BA
Lowell Joint		21	**Q1**	**37,634**	I	1	BA
Westside Union		22		36,816	I	1	BA
Hughes-Eliz.Lakes	W	23		36,146	1	1	BA
Wilsona		24		35,494	AA	1	BA
Whittier City		25		35,336	I	1	BA
Lancaster		26		35,206	A	1	BA
Palmdale		27		35,094	A	1	BA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
El Monte Union		1		$45,394	I	1	BA
			Q3	**(44,030)**			
Whittier Union		2		42,665	A	1	BA
William S. Hart		3	**Md**	**42,641**	I	1	BA
Centinela Valley		4		41,394	I	1	BA
			Q1	**(39,057)**			
Antelope Valley		5		36,720	1	1	BA

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G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 2.5% salary decrease.

W Regular work year has been reduced to 181 days for returning teachers and 182 for new teachers. Additionally, Teachers received 3 furlough days for 2011-12.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
b. B.A. Only/Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox	r	1		$47,940	ID	1	BA
Lawndale		2		47,541	I	1	BA
El Monte	z	3		47,229	D	1	BA
Mountain View	z	4		45,520	1	1	BA
Valle Lindo		5		43,912	A	1	BA
Newhall		6		43,706	I	1	BA
Little Lake City		7	**Q3**	**43,194**	A001	1	BA
Hermosa Beach		8		43,101	I	1	BA
East Whittier		9		43,001	I-2	1	BA
Wiseburn		10		42,639	I	1	BA
Garvey	z	11		42,427	I	1	BA
Hawthorne		12		41,394	2	1	BA
Los Nietos	z	13		41,250	I	1	BA
			Md	**(41,149)**			
South Whittier		14		41,047	I	1	BA
Sulphur Springs		15		40,411	I	1	BA
Saugus Union		16		40,143	I	1	BA
Eastside Union		17		40,129	A	1	BA
Castaic Union	z	18		39,623	III	1	BA
Hughes-Eliz.Lakes	W	19		39,398	2	1	BA
Keppel Union		20	**Q1**	**39,210**	Ib	1	BA
Wilsona		21		38,501	A	1	BA
Lowell Joint		22		37,634	I	1	BA
Westside Union		23		36,816	I	1	BA
Whittier City		24		35,336	I	1	BA
Palmdale		25		35,217	A	1	BA
Lancaster		26		35,206	A	1	BA
Rosemead			No Comparable Classification				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA
			Q3	**(49,220)**			
Centinela Valley		2		47,746	II	1	BA
			Md	**(46,570)**			
El Monte Union		3		45,394	I	1	BA
			Q1	**(44,018)**			
William S. Hart		4		42,641	I	1	BA
Antelope Valley			No Comparable Classification				

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2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
c. B.A. + 28 to 30 Units / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Hermosa Beach		1		$48,455	III	1	BA+30
Mountain View	z	2		48,405	3	1	BA+30
Lennox	r	3		47,941	IIID	1	BA+30
Lawndale		4		47,544	III	1	BA+30
El Monte	z	5		47,229	D	1	BA+30
Saugus Union		6		45,138	III	1	BA+30
			Q3	**(44,758)**			
East Whittier		7		44,377	II-4	1	BA+30
Rosemead	z	8		44,296	IIIB	1	BA+30
Valle Lindo		9		43,912	C	1	BA+30
Newhall		10		43,707	II	1	BA+30
Wiseburn		11		43,644	II	1	BA+30
Garvey	z	12		43,488	III	1	BA+30
Keppel Union		13	**Md**	**43,429**	III	1	BA+30
Little Lake City		14		43,194	B002	1	BA+30
South Whittier		15		43,014	II	1	BA+30
Lowell Joint		16		43,009	III	1	BA+30
Whittier City		17		42,798	III	1	BA+30
Hughes-Eliz.Lakes	W	18		42,652	3	1	BA+30
Los Nietos	z	19		42,100	II	1	BA+30
			Q1	**(42,036)**			
Westside Union		20		41,972	III	1	BA+30
Lancaster		21		41,546	C	1	BA+30
Sulphur Springs		22		40,411	II	1	BA+30/MA
Wilsona		23		40,198	C	1	BA+30
Palmdale		24		40,007	C	1	BA+30
Castaic Union	z	25		39,623	III	1	BA+30
Eastside Union				No Comparable Column			
Hawthorne				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA+30
			Q3	**(49,583)**			
Antelope Valley		2	**Md**	**48,471**	3	1	BA+30
			Q1	**(45,556)**			
William S. Hart		3		42,641	II	1	BA+30
Centinela Valley				No Comparable Column			
El Monte Union				No Comparable Column			

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z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lawndale		1		$52,297	IV	1	MA/BA+45
Mountain View	z	2		51,905	4	1	MA/BA+45
Hermosa Beach	f	3		51,884	IV	1	MA/BA+45
Valle Lindo		4		48,826	D	1	MA/BA+45
Lennox	r	5		48,668	IVD	1	MA/BA+45
			Q3	**(48,095)**			
El Monte	z	6		47,522	E	1	MA/BA+40
South Whittier		7		46,952	IV	1	MA/BA+60
Rosemead	z	8		46,840	IVB	1	MA/BA+45
Saugus Union	f	9		46,682	IV	1	MA/BA+45
East Whittier		10		46,200	III-6	1	MA/BA+45
			Md	**(45,949)**			
Lowell Joint		11		45,698	IV	1	MA/BA+45
Lancaster		12		44,713	D	1	MA/BA+45
Westside Union		13		44,549	IV	1	MA/BA+45
Little Lake City		14		44,301	C003	1	MA/BA+45
Los Nietos	z	15		44,020	III	1	MA/BA+45
			Q1	**(43,708)**			
Eastside Union		16		43,396	C	1	MA/BA+36
Hawthorne		17		43,153	3	1	MA/BA+168
Wilsona	f	18		43,099	D	1	MA/BA+45
Palmdale		19		42,470	D	1	MA/BA+45
Sulphur Springs	f	20		41,911	II	1	MA/BA+30
Castaic Union				No Comparable Column			
Garvey				No Comparable Column			
Hughes-Eliz.Lakes				No Comparable Column			
Keppel Union				No Comparable Column			
Newhall				No Comparable Column			
Whittier City				No Comparable Column			
Wiseburn				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,696	D	1	MA/BA+45
			Q3	**(49,769)**			
Antelope Valley		2		48,842	4	1	MA/BA+45
			Md	**(48,531)**			
Centinela Valley		3		48,219	III	1	MA/BA+45
			Q1	**(46,807)**			
El Monte Union		4		45,394	III	1	MA/BA+34
William S. Hart				No Comparable Column			

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f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 2.5% salary decrease.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
a. B.A. + 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View	z	1		$59,153	3	6	5	BA+30
Hermosa Beach		2		58,748	III	6	5	BA+30
Lawndale		3		58,138	III	6	5	BA+30
Lowell Joint		4		56,449	III	6	5	BA+30
Lennox	r	5		55,839	IIID	6	5	BA+30
Rosemead	z	6		54,956	IIIB	6	5	BA+30
			Q3	**(54,914)**				
Valle Lindo		7		54,872	C	6	5	BA+30
Wiseburn		8		54,631	II	6	5	BA+30
East Whittier		9		54,176	II-4	6	5	BA+30
Saugus Union		10		54,079	III	6	5	BA+30
El Monte	z	11		54,034	D	6	5	BA+30
Keppel Union		12		53,797	III	6	5	BA+30
Westside Union		13	**Md**	**53,017**	III	6	5	BA+30
South Whittier		14		52,843	II	6	5	BA+30
Little Lake City		15		52,093	B002	6	5	BA+30
Whittier City		16		51,686	III	6	5	BA+30
Garvey	z	17		51,571	III	6	5	BA+30
Hughes-Eliz.Lakes	W	18		50,786	3	6	5	BA+30
Palmdale		19		50,539	C	6	5	BA+30
			Q1	**(50,460)**				
Wilsona		20		50,381	C	6	5	BA+30
Los Nietos	z	21		50,090	II	6	5	BA+30
Lancaster		22		49,465	C	6	5	BA+30
Newhall		23		49,422	II	6	5	BA+30
Sulphur Springs		24		49,391	II	6	5	BA+30/MA
Castaic Union	z	25		49,208	III	6	5	BA+30
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$57,254	C	6	5	BA+30
			Q3	**(55,068)**				
Antelope Valley		2	**Md**	**52,881**	3	6	5	BA+30
			Q1	**(52,446)**				
William S. Hart		3		52,011	II	6	5	BA+30
Centinela Valley				No Comparable Column				
El Monte Union				No Comparable Column				

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r Staff received 8 furlough days and a 2.5% salary decrease.

W Regular work year has been reduced to 181 days for returning teachers and 182 for new teachers. Additionally, Teachers received 3 furlough days for 2011-12.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
b. Highest Entry for an Incoming Teacher / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View	z	1		$93,890	5	22	21	BA+60&MA/MA+15
East Whittier		2		88,636	IV-8	30	29	BA+60&MA/MA+24
Little Lake City		3		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Whittier City		4		82,725	V	24	23	BA+60/MA+24
Valle Lindo		5		79,015	F	11	10	BA+75&MA/MA+30
Garvey	fz	6		78,759	V	12	11	BA+60&MA
Lawndale		7	**Q3**	**78,509**	VI	10	9	BA+75&MA
Palmdale		8		76,393	F	25	24	BA+75/MA+30
Hermosa Beach	f	9		75,765	VI	10	9	BA+75&MA/MA+30
Wilsona	f	10		74,753	G	13	12	BA+90&MA/MA+45
Los Nietos	z	11		73,550	IV	14	13	BA+60&MA/MA+15
El Monte	z	12		73,088	G	11	10	BA+60&MA
Hawthorne		13		71,090	5	11	10	BA+200&MA
Hughes-Eliz.Lakes	fW	14	**Md**	**69,891**	6	11	10	BA+75&MA
Keppel Union	fs	15		69,177	VI	9	8	BA+75&MA
Wiseburn	f	16		68,788	V	8	7	BA+105&MA
Sulphur Springs	f	17		66,589	VI	9	8	BA+90&MA/MA+60
Castaic Union	fz	18		66,074	VI	10	9	BA+75&MA
Lancaster	s	19		63,722	F	9	8	BA+75/MA+30
Lennox	r	20		62,967	VD	6	5	BA+60&MA/MA+15
Saugus Union		21	**Q1**	**62,205**	V	6	5	BA+60&MA
Lowell Joint		22		61,827	V	6	5	BA+60&MA/MA+24
Westside Union		23		60,749	VI	6	5	BA+75&MA/MA+30
Eastside Union	s	24		59,346	F	6	5	BA+90/MA+60
Rosemead	z	25		58,903	VB	5	4	BA+60&MA/MA+15
Newhall	f	26		58,831	V	6	5	BA+75&MA
South Whittier		27		58,746	V	6	5	BA+75&MA/MA+15

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(90,614)**				
El Monte Union		2		89,648	V	30	29	BA+68&MA
Centinela Valley		3	**Md**	**87,221**	V	30	29	BA+60&MA/BA+75
Antelope Valley		4		71,607	6	11	10	BA+75&MA/MA+30
			Q1	**(70,368)**				
William S. Hart	f	5		69,129	V	9	8	BA+75&MA/MA+35/BA+84

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f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 2.5% salary decrease.

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill

W Regular work year has been reduced to 181 days for returning teachers and 182 for new teachers. Additionally, Teachers received 3 furlough days for 2011-12.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View	z	1		$80,208	4	13	12	MA/BA+45
Little Lake City		2		75,360	C003	15	14	MA/BA+45
Saugus Union	f	3		74,667	IV	12	11	MA/BA+45
Rosemead	z	4		74,204	IVB	13	12	MA/BA+45
East Whittier		5		73,768	III-6	16	15	MA/BA+45
			Q3	**(73,442)**				
Lennox	r	6		73,115	IVD	12	11	MA/BA+45
El Monte	z	7		72,559	E	13	12	MA/BA+40
Valle Lindo		8		72,461	D	12	11	MA/BA+45
South Whittier		9		71,755	IV	16	15	MA/BA+60
Lawndale		10		71,276	IV	10	9	MA/BA+45
			Md	**(70,911)**				
Wilsona	f	11		70,546	D	15	14	MA/BA+45
Hermosa Beach	f	12		70,409	IV	10	9	MA/BA+45
Eastside Union		13		69,398	C	13	12	MA/BA+36
Los Nietos	z	14		69,200	III	14	13	MA/BA+45
Hawthorne		15		68,193	3	12	11	MA/BA+168
			Q1	**(67,699)**				
Lowell Joint		16		67,204	IV	9	8	MA/BA+45
Westside Union		17		66,638	IV	11	10	MA/BA+45
Palmdale		18		63,525	D	11	10	MA/BA+45
Lancaster		19		62,132	D	12	11	MA/BA+45
Sulphur Springs	f	20		59,848	II	10	9	MA/BA+30
Castaic Union				No Comparable Column				
Garvey				No Comparable Column				
Hughes-Eliz.Lakes				No Comparable Column				
Keppel Union				No Comparable Column				
Newhall				No Comparable Column				
Whittier City				No Comparable Column				
Wiseburn				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$75,624	D	12	11	MA/BA+45
			Q3	**(74,855)**				
El Monte Union		2		74,086	III	13	12	MA/BA+34
			Md	**(72,944)**				
Centinela Valley		3		71,801	III	12	11	MA/BA+45
			Q1	**(71,338)**				
Antelope Valley		4		70,874	4	13	12	MA/BA+45
William S. Hart				No Comparable Column				

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2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
d. B.A. + 56 to 60 Units & M.A., 9 Years of Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View	z	1		$78,518	5	10	9	BA+60&MA/MA+15
Lawndale		2		74,953	V	10	9	BA+60&MA
Hermosa Beach	f	3		73,086	V	10	9	BA+60&MA/MA+15
Lennox	r	4		72,958	VD	10	9	BA+60&MA/MA+15
Saugus Union		5		72,725	V	10	9	BA+60&MA
			Q3	**(72,652)**				
Lowell Joint		6		72,578	V	10	9	BA+60&MA/MA+24
Valle Lindo		7		72,461	E	10	9	BA+60&MA/MA+15
Garvey	fz	8		71,676	V	10	9	BA+60&MA
East Whittier		9		71,099	IV-8	10	9	BA+60&MA/MA+24
Wiseburn	f	10		71,038	IV	10	9	BA+60&MA
			Md	**(71,038)**				
Rosemead	z	11		71,037	VB	10	9	BA+60&MA/MA+15
El Monte	z	12		70,467	G	10	9	BA+60&MA
Keppel Union	f	13		68,364	V	10	9	BA+60&MA
Little Lake City		14		67,568	D004	10	9	BA+60&MA/MA+24/BA+75&MA
Los Nietos	z	15		65,640	IV	10	9	BA+60&MA/MA+15
			Q1	**(65,326)**				
Hughes-Eliz.Lakes	fW	16		65,011	5	10	9	BA+60&MA
Sulphur Springs	f	17		64,362	IV	10	9	BA+60&MA/MA+30
Newhall	f	18		64,277	IV	10	9	BA+60&MA
Wilsona	f	19		64,272	E	10	9	BA+60&MA/MA+15
Castaic Union	fz	20		63,554	V	10	9	BA+60&MA
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				
Lancaster				No Comparable Column				
Palmdale				No Comparable Column				
South Whittier				No Comparable Column				
Westside Union				No Comparable Column				
Whittier City				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$72,939	E	10	9	BA+60&MA/MA+24
			Q3	**(70,808)**				
Centinela Valley		2		68,676	V	10	9	BA+60&MA/BA+75
			Md	**(68,545)**				
William S. Hart	f	3		68,414	IV	10	9	BA+60&MA/MA+20
			Q1	**(67,624)**				
Antelope Valley		4		66,834	5	10	9	BA+60&MA/MA+15
El Monte Union				No Comparable Column				

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2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
East Whittier		1		$87,570	IV-8	20	19	BA+60&MA/MA+24
Mountain View	z	2		86,202	5	13	12	BA+60&MA/MA+15
Eastside Union		3		84,392	F	15	14	BA+90/MA+60
Rosemead	z	4		82,503	VB	15	14	BA+60&MA/MA+15
Valle Lindo		5		81,228	F	12	11	BA+75&MA/MA+30
Little Lake City		6		80,876	D004	16	15	BA+75&MA/BA+60&MA/MA+24
Saugus Union		7	**Q3**	**80,767**	V	12	11	BA+60&MA
Lennox	r	8		80,446	VD	13	12	BA+60&MA/MA+15
Newhall	f	9		80,208	V	16	15	BA+75&MA
Hermosa Beach	f	10		79,882	VI	12	11	BA+75&MA/MA+30
South Whittier		11		79,620	V	19	18	BA+75&MA/MA+15
Garvey	fz	12		78,759	V	12	11	BA+60&MA
El Monte	z	13		78,637	G	13	12	BA+60&MA
Lawndale		14	**Md**	**78,509**	VI	10	9	BA+75&MA
Castaic Union	fz	15		77,699	VI	16	15	BA+75&MA
Keppel Union	f	16		77,472	VI	13	12	BA+75&MA
Wilsona	f	17		77,230	G	15	14	BA+90&MA/MA+45
Westside Union		18		76,210	VI	13	12	BA+75&MA/MA+30
Lowell Joint		19		75,267	V	11	10	BA+60&MA/MA+24
Hughes-Eliz.Lakes	fW	20		74,773	6	14	13	BA+75&MA
Sulphur Springs	f	21	**Q1**	**74,467**	VI	12	11	BA+90&MA/MA+60
Hawthorne		22		74,110	5	12	11	BA+200&MA
Wiseburn	f	23		73,990	V	10	9	BA+105&MA
Los Nietos	z	24		73,550	IV	14	13	BA+60&MA/MA+15
Palmdale		25		72,643	F	13	12	BA+75/MA+30
Lancaster		26		71,640	F	14	13	BA+75/MA+30
Whittier City		27		69,905	V	12	11	BA+60/MA+24

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$81,991	F	12	11	BA+75&MA/MA+36
			Q3	**(80,891)**				
El Monte Union		2		79,790	V	13	12	BA+68&MA
William S. Hart	f	3	**Md**	**77,685**	V	13	12	BA+75&MA/MA+35/BA+84
Centinela Valley		4		76,303	V	12	11	BA+60&MA/BA+75
			Q1	**(76,158)**				
Antelope Valley		5		76,012	6	13	12	BA+75&MA/MA+30

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 2.5% salary decrease.

W Regular work year has been reduced to 181 days for returning teachers and 182 for new teachers. Additionally, Teachers received 3 furlough days for 2011-12.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

f. Maximum Salary *with* 25 Years Experience, *Excluding* Other Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Mountain View	z	1		$93,890	5	22	21	BA+60&MA/MA+15
East Whittier		2		88,117	IV-8	25	24	BA+60&MA/MA+24
Lawndale		3		87,970	VI	19	18	BA+75&MA
El Monte	z	4		87,818	G	22	21	BA+60&MA
Eastside Union		5		86,817	F	15	25	BA+90/MA+60
Valle Lindo		6		86,695	F	16	25	BA+75&MA/MA+30
Rosemead	z	7	**Q3**	**86,503**	VB	15	22	BA+60&MA/MA+15
Garvey	fz	8		86,455	V	12	25	BA+60&MA
Wiseburn	f	9		85,729	V	20	19	BA+105&MA
Little Lake City		10		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Lennox	r	11		84,978	VD	25	24	BA+60&MA/MA+15
Lowell Joint		12		84,860	V	26	25	BA+60&MA/MA+24
Saugus Union		13		84,267	V	12	25	BA+60&MA
Hawthorne		14	**Md**	**83,960**	5	21	25	BA+200&MA
Whittier City		15		82,725	V	24	23	BA+60/MA+24
Hermosa Beach	f	16		82,489	VI	17	16	BA+75&MA/MA+30
Westside Union		17		82,224	VI	25	24	BA+75&MA/MA+30
Newhall	f	18		82,208	V	16	24	BA+75&MA
Castaic Union	fz	19		82,199	VI	16	25	BA+75&MA
Wilsona	f	20		81,832	G	25	24	BA+90&MA/MA+45
South Whittier		21	**Q1**	**81,620**	V	19	24	BA+75&MA/MA+15
Sulphur Springs	f	22		81,474	VI	24	23	BA+90&MA/MA+60
Keppel Union	f	23		81,180	VI	26	25	BA+75&MA
Los Nietos	z	24		78,550	IV	14	24	BA+60&MA/MA+15
Lancaster		25		77,640	F	14	24	BA+75/MA+30
Palmdale		26		76,393	F	25	24	BA+75/MA+30
Hughes-Eliz.Lakes	fW	27		76,349	6	14	20	BA+75&MA

High School District	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(89,384)**				
El Monte Union		2		87,187	V	25	24	BA+68&MA
William S. Hart	f	3	**Md**	**86,241**	V	13	25	BA+75&MA/MA+35/BA+84
Centinela Valley		4		84,351	V	25	24	BA+60&MA/BA+75
			Q1	**(84,182)**				
Antelope Valley		5		84,012	6	25	24	BA+75&MA/MA+30

* Salaries reflect the last effective 2011-12 rates including compensation for longevity or extended career service pay up to 25 years.

f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 2.5% salary decrease.

W Regular work year has been reduced to 181 days for returning teachers and 182 for new teachers. Additionally, Teachers received 3 furlough days for 2011-12.

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE: DISRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

Elementary School District[G]	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
East Whittier		1		$18,669	X	X	X	X		X[E]
Whittier City		2		17,333	X	X	X	X		
Wilsona		3		16,674	X	X	X	X		X[Pq]
Lowell Joint		4		15,979	X	X	X	X		
Sulphur Springs	z	5		15,415	X	X	X	X		
Los Nietos	z	6		15,403	X	X	X			X[E]
Little Lake City		7	**Q3**	**14,959**	X	X	X	X		X[E]
South Whittier		8		14,090	X	X	X			X[E]
Hughes-Eliz.Lakes		9		14,000	X	X	X	X		
Eastside Union	Q	10		13,805	X	X	X			X[P]
Lancaster		11		13,758	X	X	X	X		X[E]
Keppel Union		12		13,641	X	X	X	X		
Westside Union		13		13,587	X	X	X	X		X[E]
Hawthorne		14	**Md**	**13,322**	X	X	X			X[E]
Palmdale		15		11,012	X	X	X	X		
Lennox		16		10,580	X	X	X		X	
Rosemead	z	17		9,869	X	X	X	X	X	X[Dj]
Garvey	Oz	18		9,500	X	X	X	X		
Lawndale		19		8,589	X	X	X	X	X	X[DE]
El Monte		20		8,350	X	X	X	X		
Castaic Union	z	21	**Q1**	**8,100**	X	X	X			
Saugus Union	z	22		8,080	X	X	X	X	X	
Valle Lindo		23		8,036	X	X	X	X		
Newhall	z	24		7,705	X	X	X	X		
Wiseburn		25		5,880	X	X		X	X	X[A]
Mountain View		26		5,627	X	X	X	X		X[E]
Hermosa Beach	H	27		5,500	X	X	X	X[L]		

High School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
El Monte		1		$18,105	X	X	X	X		
			Q3	**(16,841)**						
William S. Hart		2		15,576	X	X	X	X		
Antelope Valley		3	**Md**	**14,590**	X	X	X	X		X[E]
Whittier Union		4		10,447	X	X	X	X		X[E]
			Q1	**(8,454)**						
Centinela Valley		5		6,460	X	X	X	X		X[E]

\+ Rates reflect the last effective 2011-12 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
D Accidental death and dismemberment or additional life insurance
E Employees assistance plan or psychological services
G Excludes Gorman due to size and financial structure
H Accidental death benefit is no longer included in Medical
j Cancer insurance
L Life insurance benefit is included in the medical plan.
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then he cap will not be applied to them.
P Prescription plan is included in the medical plan.
q EASE plan is included in the medical plan.
Q District pays excess cost over benefits cap of $13,805 through June 2012 only.
z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Newhall		1		3.04%
Keppel Union		2		2.82
Hughes-Eliz Lakes		3		0.56
Saugus Union		4		0.55
Lowell Joint		13.5		0.00
Eastside Union		13.5		0.00
El Monte	z	13.5	**Q3**	**0.00**
Garvey	z	13.5		0.00
Hawthorne		13.5		0.00
Lancaster		13.5		0.00
Lawndale		13.5		0.00
Little Lake City		13.5		0.00
Los Nietos	z	13.5		0.00
Palmdale		13.5	**Md**	**0.00**
Rosemead	z	13.5		0.00
South Whittier		13.5		0.00
Sulphur Springs		13.5		0.00
Valle Lindo		13.5		0.00
Westside Union		13.5		0.00
Whittier City		13.5		0.00
Wilsona		13.5	**Q1**	**0.00**
Wiseburn		13.5		0.00
Castaic Union	z	23.5		-1.10
Hermosa Beach		23.5		-1.10
Mountain View	z	25		-1.63
East Whittier		26		-3.02
Lennox		27		-3.60

High School District	Settled	Rank		Teacher Minimum 1-Year Perccent increase[2] Provisional Service Document
Antelope Valley		1		2.25%
			Q3	**(2.00)**
Centinela Valley		2		1.75
William S. Hart		3	**Md**	**0.56**
El Monte Union		4.5	**Q1**	**0.00**
Whittier Union		4.5		0.00

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Keppel Union		1		2.82%
Hughes-Eliz.Lakes		2		0.56
Newhall		3.5		0.55
Saugus Union		3.5		0.55
Eastside Union		13.5		0.00
El Monte	z	13.5		0.00
Garvey	z	13.5	**Q3**	**0.00**
Hawthorne		13.5		0.00
Lancaster		13.5		0.00
Lawndale		13.5		0.00
Little Lake City		13.5		0.00
Los Nietos	z	13.5		0.00
Lowell Joint		13.5		0.00
			Md	**(0.00)**
Palmdale		13.5		0.00
South Whittier		13.5		0.00
Sulphur Springs		13.5		0.00
Valle Lindo		13.5		0.00
Westside Union		13.5		0.00
Whittier City		13.5		0.00
Wilsona		13.5	**Q1**	**0.00**
Wiseburn		13.5		0.00
Castaic Union	z	22.5		-1.10
Hermosa Beach		22.5		-1.10
Mountain View	z	24		-1.63
East Whittier		25		-3.02
Lennox		26		-3.60
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 1-Year Percent increase[2] Credential
Centinela Valley		1		1.75%
			Q3	**(1.16)**
William S. Hart		2		0.56
			Md	**(0.28)**
El Monte Union		3.5	**Q1**	**0.00**
Whittier Union		3.5		0.00
Antelope Valley				No Comparable Column

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Keppel Union		1		2.81%
Hughes-Eliz.Lakes		2		0.56
Newhall		3.5		0.55
Saugus Union		3.5		0.55
Eastside Union		13.5		0.00
El Monte	z	13.5		0.00
Garvey	z	13.5	**Q3**	**0.00**
Hawthorne		13.5		0.00
Lancaster		13.5		0.00
Lawndale		13.5		0.00
Little Lake City		13.5		0.00
Los Nietos	z	13.5		0.00
Lowell Joint		13.5		0.00
Palmdale		13.5	**Md**	**0.00**
Rosemead	z	13.5		0.00
South Whittier		13.5		0.00
Sulphur Springs		13.5		0.00
Valle Lindo		13.5		0.00
Westside Union		13.5		0.00
Whittier City		13.5		0.00
Wilsona		13.5	**Q1**	**0.00**
Wiseburn		13.5		0.00
Castaic Union	z	23		-1.08
East Whittier		24.5		-1.09
Hermosa Beach		24.5		-1.09
Mountain View	z	26		-1.63
Lennox		27		-3.60

High School District	Settled	Rank		Teacher Maximum 1-Year Percent increase[2] Credential
Antelope Valley		1		2.25%
			Q3	**(2.00)**
Centinela Valley		2		1.75
William S. Hart		3	**Md**	**0.56**
El Monte Union		4.5	**Q1**	**0.00**
Whittier Union		4.5		0.00

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Wiseburn		1		21.95%
Newhall		2		1.36
Valle Lindo		3		0.50
Eastside Union		7		0.00
El Monte	z	7		0.00
Garvey	z	7		0.00
Keppel Union		7	**Q3**	**0.00**
Lawndale		7		0.00
Palmdale		7		0.00
Wilsona		7		0.00
Hermosa Beach		11.5		-1.10
Westside Union		11.5		-1.10
Rosemead	z	13		-1.63
Lowell Joint		14	**Md**	**-1.86**
Saugus Union		15		-2.15
Sulphur Springs		16		-2.69
Castaic Union	z	17		-2.70
Hawthorne		18		-2.76
East Whittier		19		-3.13
Mountain View	z	20		-3.20
Lancaster		21	**Q1**	**-3.30**
Little Lake City		22		-3.50
Hughes-Eliz.Lakes		23		-3.78
Los Nietos	z	24		-4.38
Whittier City		25		-4.75
Lennox		26		-6.76
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Provisional Service Document
Centinela Valley		1		1.75%
			Q3	**(0.88)**
Antelope Valley		2.5		0.00
El Monte Union		2.5	**Md**	**0.00**
William S. Hart		4		-2.70
			Q1	**(-2.85)**
Whittier Union		5		-3.00

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Valle Lindo		1		0.50%
Eastside Union		5		0.00
El Monte	z	5		0.00
Garvey	z	5		0.00
Keppel Union		5		0.00
Lawndale		5		0.00
Palmdale		5	**Q3**	**0.00**
Wilsona		5		0.00
Newhall		9		-1.09
Hermosa Beach		10.5		-1.10
Westside Union		10.5		-1.10
Lowell Joint		12		-1.86
Saugus Union		13		-2.15
			Md	**(-2.42)**
Sulphur Springs		14		-2.69
Castaic Union	z	15		-2.70
Hawthorne		16		-2.76
East Whittier		17		-3.13
Mountain View	z	18		-3.20
Lancaster		19		-3.30
Little Lake City		20	**Q1**	**-3.50**
Wiseburn		21		-3.78
Hughes-Eliz.Lakes		22		-3.79
Los Nietos	z	23		-4.38
Whittier City		24		-4.75
Lennox		25		-6.76
South Whittier		26		-12.43
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Centinela Valley		1		1.75%
			Q3	**(0.88)**
El Monte Union		2		0.00
			Md	**(-1.35)**
William S. Hart		3		-2.70
			Q1	**(-2.85)**
Whittier Union		4		-3.00
Antelope Valley				No Comparable Column

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Valle Lindo		1		0.50%
East Whittier		2		0.46
Eastside Union		6		0.00
El Monte	z	6		0.00
Garvey	z	6		0.00
Keppel Union		6		0.00
Lawndale		6	**Q3**	**0.00**
Palmdale		6		0.00
Wilsona		6		0.00
Newhall		10		-1.07
Hermosa Beach		11		-1.09
Westside Union		12		-1.10
Rosemead	z	13		-1.63
Lowell Joint		14	**Md**	**-1.86**
Saugus Union		15		-2.15
Sulphur Springs		16		-2.64
Castaic Union	z	17		-2.65
Hawthorne		18		-2.76
Mountain View	z	19		-3.20
Lancaster		20		-3.30
Little Lake City		21	**Q1**	**-3.50**
Wiseburn		22		-3.73
Hughes-Eliz.Lakes		23		-3.78
Los Nietos	z	24		-4.37
Whittier City		25		-4.75
Lennox		26		-6.76
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Maximum 3-Year Percent increase[3] Credential
Centinela Valley		1		1.75%
			Q3	**(0.88)**
Antelope Valley		2.5		0.00
El Monte Union		2.5	**Md**	**0.00**
William S. Hart		4		-2.70
			Q1	**(-2.85)**
Whittier Union		5		-3.00

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Wiseburn		1		31.90%
Lawndale		2		8.15
Hermosa Beach		3		5.94
Palmdale		4		5.28
Garvey	z	5		5.27
El Monte	z	6		5.02
Keppel Union		7.5	**Q3**	**4.50**
Wilsona		7.5		4.50
Valle Lindo		9		4.39
Newhall		10		4.31
Rosemead	z	11		4.27
Eastside Union		12		4.00
Lowell Joint		13		2.93
Westside Union		14	**Md**	**2.36**
Saugus Union		15		2.26
Mountain View	z	16		1.18
Sulphur Springs		17		0.82
East Whittier		18		0.29
Lancaster		19		0.11
Hawthorne		20		-0.15
Little Lake City		21	**Q1**	**-0.61**
Lennox		22		-0.63
Castaic Union	z	23		-0.97
Whittier City		24		-1.26
Hughes-Eliz.Lakes		25		-1.38
Los Nietos	z	26		-2.51
South Whittier		27		-9.27

High School District	Settled	Rank		Teacher Minimum 5-Year Percent increase[4] Provisional Service Document
Centinela Valley		1		6.58%
			Q3	**(5.29)**
El Monte Union		2		4.00
Antelope Valley		3	**Md**	**3.00**
Whittier Union		4		1.47
			Q1	**(0.36)**
William S. Hart		5		-0.75

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Lawndale		1		8.15%
Hermosa Beach		2		5.94
Garvey	z	3		5.26
El Monte	z	4		5.02
Keppel Union		5.5		4.50
Wilsona		5.5		4.50
Valle Lindo		7	**Q3**	**4.39**
Eastside Union		8		4.00
Lowell Joint		9		2.93
Westside Union		10		2.36
Saugus Union		11		2.26
Newhall		12		1.79
Mountain View	z	13		1.18
			Md	**(1.00)**
Sulphur Springs		14		0.82
Wiseburn		15		0.45
East Whittier		16		0.29
Lancaster		17		0.11
Palmdale		18		0.00
Hawthorne		19		-0.15
Little Lake City		20	**Q1**	**-0.61**
Lennox		21		-0.63
Castaic Union	z	22		-0.97
Hughes-Eliz.Lakes		23		-1.38
Los Nietos	z	24		-2.51
Whittier City		25		-7.83
South Whittier		26		-9.27
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 5-Year Percent increase[4] Credential
Centinela Valley		1		6.58%
			Q3	**(5.29)**
El Monte Union		2		4.00
			Md	**(1.63)**
William S. Hart		3		-0.75
			Q1	**(-0.91)**
Whittier Union		4		-1.06
Antelope Valley				No Comparable Column

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Lawndale		1		8.15%
Hermosa Beach		2		5.88
Palmdale		3		5.28
Garvey	z	4		5.27
El Monte	z	5		5.02
Keppel Union		6		4.47
Wilsona		7	**Q3**	**4.45**
Valle Lindo		8		4.37
Rosemead	z	9		4.27
East Whittier		10		4.01
Eastside Union		11		4.00
Lowell Joint		12		2.93
Westside Union		13		2.36
Saugus Union		14	**Md**	**2.26**
Newhall		15		1.77
Mountain View	z	16		1.18
Sulphur Springs		17		0.81
Wiseburn		18		0.44
Lancaster		19		0.11
Hawthorne		20		-0.15
Little Lake City		21	**Q1**	**-0.61**
Lennox		22		-0.63
Castaic Union	z	23		-0.95
Whittier City		24		-1.24
Hughes-Eliz.Lakes		25		-1.38
Los Nietos	z	26		-2.49
South Whittier		27		-9.27

High School District	Settled	Rank		Teacher Maximum 5-Year Percent increase[4] Credential
Centinela Valley		1		6.58%
			Q3	**(5.29)**
El Monte Union		2		4.00
Antelope Valley		3	**Md**	**3.00**
Whittier Union		4		1.47
			Q1	**(0.36)**
William S. Hart		5		-0.76

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2011-12 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

10. Last Maximum Base Salary Percent Increase Calculated Using Annual Salary Rate[5]

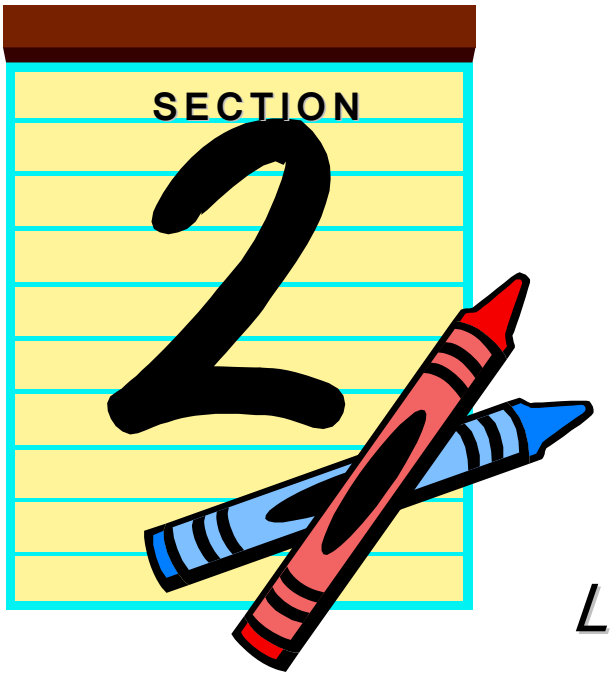
Elementary School District[G]	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Wilsona		1		4.50%	186	183		07/01/07
Eastside Union		2		4.00	183	183		07/01/07
Lawndale		3		3.00	183	183		07/01/07
Keppel Union		4		2.83	184	182		07/01/07
Garvey	z	5.5		2.50	183	183		07/01/07
Palmdale		5.5		2.50	184	184		07/01/07
El Monte	z	7	**Q3**	**1.00**	188	183		04/01/08
Lowell Joint		8		0.78	178	178		08/26/11
Newhall		9.5		0.55	185	182		07/01/11
Saugus Union		9.5		0.55	183	181		07/01/10
Valle Lindo		11		0.50	185	185		07/01/08
Wiseburn		12		-0.56	179	178		09/01/10
East Whittier		13		-1.09	182	182		07/01/11
Westside Union		15	**Md**	**-1.10**	181	180		07/01/10
Castaic Union	z	15		-1.10	183	181		07/01/11
Hermosa Beach		15		-1.10	180.5	180		07/01/07
Rosemead	z	17.5		-1.63	182	181		07/01/10
Mountain View	z	17.5		-1.63	182	181		07/01/11
South Whittier		19		-1.99	185	185		07/01/11
Hughes-Eliz.Lakes		20		-2.20	182	181		07/01/10
Sulphur Springs		21	**Q1**	**-2.69**	182	181		07/01/10
Hawthorne		22		-2.76	181	181		07/01/11
Lancaster		23		-3.30	177	176		07/01/10
Little Lake City		24		-3.50	180	180		09/01/09
Lennox		25		-3.60	175	175		07/01/11
Los Nietos	z	26		-4.37	175	175		07/01/09
Whittier City		27		-4.75	175	175		09/01/09

High School District	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
El Monte		1		4.00%	182	182		09/01/07
			Q3	**(3.13)**				
Antelope Valley		2		2.25	184	182		07/01/07
Centinela Valley		3	**Md**	**1.75**	184	184		07/01/11
William S. Hart		4		0.56	183	180		07/01/11
			Q1	**(-1.22)**				
Whittier Union		5		-3.00	179	179		07/01/11

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off-schedule compensation.

G Excludes Gorman due to size and financial structure

z Not settled



LOS ANGELES COUNTY UNIFIED SCHOOL DISTRICTS

Los Angeles County Office of Education

August 2012

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1 Professional Staff Specialists

a. Position I - "School Psychologist"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$556.58	$77,043 - $111,316	14	200	$400	$4,362	07/01/11
A B C		2		497.72	82,700 - 94,070	5	189	1,000	15.97%	07/01/09
Montebello	a	3		495.58	62,942 - 94,655	7	191		$6,000	07/01/10
Pomona	a	4		492.84	62,093 - 91,669	15	186	1,525	5.00%	07/01/11
Claremont		5		492.83	72,670 - 89,203	5	181	1,000		07/01/07
Norwalk-La Mirada		6		488.63	84,260 - 89,420	4	183	1,000	10.00%	07/01/07
Alhambra	a	7		487.15	59,516 - 96,943	11	199	2,131		07/01/07
South Pasadena	a	8		485.56	50,564 - 90,800	13	187		$7,600	07/01/07
Bonita	z	9		479.10	80,270 - 93,904	5	196			07/01/07
Downey		10		478.80	86,118 - 93,366	5	195	737	2,226	07/01/07
Paramount		11		477.45	74,163 - 92,148	6	193	1,000	3,000	07/01/11
Glendora	a	12	**Q3**	**475.67**	55,344 - 91,328	12	192	1,740	6,809	07/01/07
Baldwin Park		13		474.51	75,867 - 91,580	5	193	1,100	3,640	07/01/11
Beverly Hills	a	14		473.26	75,640 - 89,920	5	190	1,729	6,320	07/01/08
Monrovia		15		472.30	84,413 - 89,737	5	190	1,000	5,670	09/01/10
Burbank		16		470.09	66,819 - 94,017	8	200	2,341	3,487	07/01/11
Long Beach		17		467.94	63,905 - 90,312	10	193	5,445	7,000	07/01/07
Santa Monica-Malibu	w	18		465.88	76,958 - 93,176	5	200	3,245	27,318	07/01/07
Walnut Valley		19		465.69	67,350 - 87,550	7	188	2.00%	4,690	07/01/07
Charter Oak	a	20		464.86	52,054 - 90,647	13	195	$800	7,909	08/01/07
Lynwood		21		462.57	85,908 - 94,826	5	205	350		07/01/07
Temple City	a	22		462.14	49,171 - 86,420	12	187	1,000	3,212	07/01/07
Las Virgenes	a	23		457.61	70,701 - 88,777	8	194	400	5,890	07/01/07
La Cañada	adz	24	**Md**	**452.51**	62,603 - 89,596	10	198	1,000	3,948	07/01/07
Pasadena		25		452.45	68,869 - 83,703	5	185	5.00%	10.00%	07/01/10
Azusa	z	26		449.69	78,445 - 89,038	6	198	$1,146	$3,437	07/01/06
Covina Valley		27		448.48	63,177 - 77,811	5	173.5	1,000	5,903	07/01/10
Redondo Beach	az	28		444.16	66,312 - 91,052	8	205	1,000	4,960	02/01/08
West Covina	z	29		441.13	74,961 - 86,020	5	195			07/01/07
San Marino	a	30		440.35	55,243 - 80,584	13	183		8,147	07/01/11
Compton		31		439.72	70,543 - 85,746	5	195	1,200	600	07/01/07
Bassett	a	32		436.86	67,310 - 93,487	5	214		4,100	07/01/11
Bellflower	a	33		433.71	65,064 - 79,803	5	184	1,077	4,213	07/01/11
Glendale		34		433.05	74,694 - 88,776	5	205	1,000	5,779	07/01/07
Duarte	a	35		432.91	56,743 - 85,716	13	198	5.00%	10,446	09/01/07
Hacienda-La Puente	az	36	**Q1**	**432.25**	62,475 - 82,560	6	191	$1,000	9,000	08/27/07
El Segundo		37		432.23	72,208 - 87,742	5	203	1,100	5,739	09/01/07
El Rancho		38		430.62	73,492 - 83,110	6	193		12.00%	07/01/10
Culver City		39		429.82	70,193 - 82,096	5	191	2,000	10.00%	07/01/11
San Gabriel	w	40		429.11	73,583 - 82,818	5	193	1,200	6.00%	07/01/06
Palos Verdes	a	41		427.03	55,516 - 78,574	8	184	1,000	$8,460	07/01/10
Torrance	a	42		426.66	57,500 - 79,785	5	187	1,102	10,357	07/01/10
Manhattan Beach	a	43		422.95	47,796 - 80,784	14	191	1,000	5,509	07/01/07
Los Angeles	ap	44		421.38	60,228 - 75,005	5	178	1,145	4,908	07/01/11
Acton-Agua Dulce		45		415.85	76,665 - 87,328	6	210			12/01/07
Rowland	az	46		412.02	67,449 - 82,403	5	200	1,000	13,896	09/01/07
Inglewood	az	47		386.03	56,187 - 73,731	6	191	500	8.00%	07/01/10

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

d The Ph.D./Ed.D. stipend is a one time stipend or bonus

p Change in Pay Scale Group and reduced Net Work Days

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1 Professional Staff Specialists

b. Position II - "School Counselor"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$520.09	$55,868 - $104,017	14	200	$400	$4,362	07/01/11
Bonita	az	2		482.52	49,412 - 93,126	20	193			07/01/07
Claremont	a	3		481.64	73,557 - 90,308	5	187.5	1,000		07/01/07
Montebello	av	4		473.73	49,022 - 90,482	14	191		6,000	07/01/10
Monrovia	a	5		472.97	53,295 - 89,392	14	189	1,000	5,670	09/01/10
Baldwin Park	a	6		469.19	49,515 - 93,368	12	199	1,100	3,640	07/01/11
Beverly Hills	a	7		463.95	74,170 - 88,150	5	190	1,729	6,220	07/01/08
Glendora	a	8		462.57	54,662 - 90,202	12	195	1,740	6,725	07/01/07
Temple City	a	9		462.14	49,171 - 86,420	12	187	1,000	3,212	07/01/07
Bellflower		10		460.20	71,219 - 87,438	5	190			07/01/11
Pomona	a	11		459.38	60,985 - 90,038	15	196	1,723	5.00%	01/01/00
Long Beach		12	**Q3**	**455.89**	61,579 - 87,987	10	193	5,445	$7,000	07/01/07
Bassett	a	13		451.80	49,337 - 89,005	14	197		4,100	07/01/11
Walnut Valley	a	14		451.51	52,140 - 88,495	14	196	2.00%	12,155	07/01/07
Downey	a	15		451.31	56,452 - 85,298	10	189	$734	15,248	09/01/07
Charter Oak	a	16		447.95	50,161 - 87,350	13	195	800	7,909	08/01/07
Glendale	a	17		447.49	55,841 - 89,946	12	201	1,000	13,804	07/01/07
South Pasadena	a	18		446.23	48,459 - 87,015	13	195		7,600	07/01/07
El Rancho	a	19		445.28	52,316 - 83,712	12	188		12.00%	07/01/10
Alhambra	a	20		444.69	53,470 - 85,380	12	192	2,131	$19,453	07/01/07
Manhattan Beach	ab	21		444.40	52,436 - 85,770	14	193	1,000	5,566	07/01/11
West Covina	az	22		439.13	74,620 - 85,630	5	195		1,500	07/01/07
Covina Valley		23		438.94	49,700 - 81,203	12	185	1,050	6,301	07/01/10
			Md	**(437.92)**						
Redondo Beach	az	24		436.91	47,397 - 79,954	13	183	1,000	4,960	07/01/07
San Gabriel	a	25		435.24	48,790 - 82,695	13	190	500	5,840	07/01/06
El Segundo	a	26		434.51	52,494 - 79,516	12	183	1,100	10,736	09/01/07
Pasadena	aX	27		433.25	51,812 - 85,783	12	198	5.00%	10.00%	07/01/10
Compton	az	28		429.71	50,659 - 82,074	14	191		$8,265	07/01/07
A B C		29		426.30	70,810 - 80,570	5	189	$1,000	15.97%	07/01/09
San Marino	a	30		425.36	52,501 - 77,841	13	183		$8,147	07/01/11
Norwalk-La Mirada	a	31		424.83	67,130 - 81,567	7	192	1,000	13,934	07/01/07
Torrance	a	32		424.53	49,338 - 79,387	5	187	1,102	10,304	07/01/10
Las Virgenes	a	33		424.22	48,386 - 86,116	13	203	400	5,890	07/01/07
La Cañada	adz	34		424.10	51,680 - 82,699	15	195	1,000	3,644	07/01/07
Paramount	a	35	**Q1**	**422.51**	47,950 - 79,855	5	189	1,000	6,000	07/01/11
Azusa	az	36		422.46	51,467 - 79,844	10	189	1,141	5,546	07/01/06
Palos Verdes	a	37		421.81	49,470 - 79,722	12	189	1,000	8,460	07/01/10
Lynwood	a	38		420.73	44,927 - 76,573	13	182	350	5,826	07/01/07
Hacienda-La Puente	az	39		420.25	52,133 - 79,428	12	189	1,000	9,000	08/27/07
Burbank	a	40		416.53	51,300 - 83,306	15	200	1,170	9,012	12/01/11
Culver City		41		416.02	69,002 - 80,708	5	194	2,000	10.00%	07/01/11
Los Angeles	a	42		410.24	45,314 - 73,023	14	178	1,145	$4,908	07/01/11
Santa Monica-Malibu	a	43		406.48	48,494 - 78,450	12	193	3,245	17,287	07/01/07
Duarte	a	44		404.07	50,149 - 78,793	13	195	5%	10,446	09/01/07
Rowland	az	45		397.25	64,495 - 79,449	5	200	$1,000	13,751	09/01/07
Inglewood	az	46		351.86	49,601 - 67,205	7	191	500	8.00%	07/01/10
Acton-Agua Dulce				No Comparable Classification						

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

b 1% Extra Duty stipend increase

d The Ph.D./Ed.D. stipend is a one time stipend or bonus

X Counselors have new salary schedule with 10 months being paid over 11 months.

v Counselors had 5 reduced days and Extra Duty stipend was reduced from 1.12 to 1.08 for the past two years.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

a. Position IIIA - "Elementary School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D	Max Longevity	Last Effective Date
San Marino	e	1		$617.88	$100,361 - $128,520	8	208			07/01/11
Arcadia		2		616.18	105,085 - 125,084	6	203	$1,000	$4,140	07/01/11
Long Beach		3		580.34	82,733 - 112,005	8	193	4,775	7,000	07/01/07
Montebello	C	4		571.46	110,352 - 122,292	7	214		6,000	07/01/10
A B C		5		555.20	97,597 - 111,039	5	200	1,000	15.97%	07/01/09
Los Angeles	ap	6		540.98	80,405 - 111,441	5	206	1,317	$1,975	07/01/11
Burbank		7		531.21	81,165 - 114,210	8	215	2,341	3,487	07/01/11
Downey		8		528.96	102,458 - 111,082	5	210	737	2,226	07/01/07
Bellflower		9		527.98	85,579 - 105,068	5	199			07/01/11
Norwalk-La Mirada		10		526.36	105,120 - 111,588	4	212	1,000	10.00%	07/01/07
Claremont		11		523.55	96,319 - 112,563	5	215	1,000		09/01/07
			Q3	**(523.07)**						
Baldwin Park		12		522.59	90,658 - 107,130	5	205	1,200	$3,640	07/01/11
El Segundo		13		520.66	95,300 - 106,736	5	205	1,100		01/01/09
Monrovia		14		520.24	100,017 - 106,128	5	204	1,000	5,670	09/01/10
Palos Verdes		15		517.10	87,659 - 104,971	7	203	1,000	3,000	07/01/10
Glendale		16		513.43	93,586 - 107,821	7	210	1,000		07/01/07
Santa Monica-Malibu	w	17		512.75	90,996 - 110,241	5	215	3,245	27,318	07/01/07
Glendora		18		512.36	91,394 - 107,596	5	210	1,740	5,921	07/01/07
Walnut Valley	g	19		511.61	95,823 - 109,997	3	215	2.00%	5.50%	07/01/07
Rowland	z	20		510.08	95,603 - 108,138	5	212	$1,000	12.04%	07/01/07
Pomona	t	21		508.30	90,010 - 106,743	6	210	2,000	4.50%	07/01/11
Temple City		22		505.03	93,132 - 106,056	5	210	1,000		07/01/07
			Md	**(504.93)**						
Lynwood		23		504.83	98,330 - 108,538	5	215	350		07/01/11
Bonita	z	24		503.61	90,832 - 106,262	5	211			07/01/07
Manhattan Beach		25		499.72	91,908 - 103,443	5	207	1,000	$5,000	07/01/07
Redondo Beach	z	26		498.51	92,976 - 104,688	5	210	1,000	1,500	02/01/08
Covina Valley		27		498.51	92,520 - 106,183	5	213	1,200	7,175	07/01/10
El Rancho	aC	28		497.64	89,491 - 101,519	6	204		12.00%	07/01/10
Azusa	z	29		495.84	90,134 - 102,143	6	206	1,146	$3,437	07/01/06
La Cañada	z	30		494.99	92,107 - 104,443	6	211			07/01/07
Charter Oak		31		494.80	85,981 - 104,897	6	212	800	2,200	07/01/07
South Pasadena		32		494.06	95,859 - 103,752	5	210		7,600	07/01/07
Las Virgenes		33		490.19	89,149 - 103,921	5	212	1,000	6.10%	07/01/07
			Q1	**(490.08)**						
Hacienda-La Puente		34		489.96	92,058 - 103,382	3	211	1,000	$9,000	07/01/07
West Covina	z	35		489.09	90,354 - 103,688	5	212			07/01/10
Duarte		36		484.81	95,158 - 100,841	3	208	2,855	15.00%	09/01/07
Compton		37		483.99	89,192 - 108,414	5	224	1,200	$1,200	07/01/07
San Gabriel	w	38		480.32	91,753 - 103,268	5	215	1,200	6.00%	07/01/06
Culver City		39		477.25	84,862 - 99,268	5	208	2,000	10.00%	07/01/11
Bassett		40		477.15	82,046 - 99,725	5	209	1,000	$4,100	07/01/11
Torrance		41		474.99	83,022 - 94,048	5	198	1,102	10.25%	07/01/10
Acton-Agua Dulce		42		474.05	91,671 - 101,921	5	215			12/01/07
Pasadena	x	43		467.14	81,838 - 99,501	5	213	5.00%	10.00%	07/01/10
Inglewood	z	44		429.84	68,467 - 92,845	7	216	$500	8.00%	07/01/10
Alhambra				No Comparable Classification						
Beverly Hills				No Comparable Classification						
Paramount				No Comparable Classification						

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2011-12.

e Minimum rates: the range was compressed and original first four steps were eliminated so that what used to be Step 5 is now Step 1.

g Beginning the 30th year in education, must include 10 yrs in the District, administrators will receive an additional longevity of $3000/yr.

p Change in Pay Scale Group, reduced Net Work Days and no vacation.

t One percent decrease on maximum longevity

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

x 2% doctoral stipend increase

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

b. Position IIIB - "Intermediate School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	-	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia		1		$640.48	$112,902	-	$134,500	6	210	$1,000	$4,140	07/01/11
San Marino	e	2		627.08	104,304	-	133,569	8	213			07/01/11
Montebello	C	3		590.02	114,336	-	126,264	7	214		6,000	07/01/10
Beverly Hills	kz	4		580.95	103,897	-	123,162	5	212	1,729		07/01/08
Long Beach		5		580.34	82,733	-	112,005	8	193	4,775	7,000	07/01/07
Los Angeles	ap	6		555.83	89,365	-	114,501	5	206	1,317	1,975	07/01/11
A B C		7		555.20	97,597	-	111,039	5	200	1,000	15.97%	07/01/09
Norwalk-La Mirada		8		541.36	108,120	-	114,768	4	212	1,000	10.00%	07/01/07
Downey		9		538.80	104,363	-	113,147	5	210	737	$2,226	07/01/07
Burbank		10		538.34	84,170	-	118,435	8	220	2,341	3,487	07/01/11
Paramount	k	11		536.99	92,031	-	114,378	6	213	1,000	3,000	07/01/11
Claremont		12	**Q3**	**534.27**	102,752	-	120,210	5	225	1,000		07/01/07
Walnut Valley	g	13		533.86	101,014	-	114,779	3	215	2.00%	5.50%	07/01/07
Baldwin Park		14		531.55	92,571	-	108,967	5	205	$1,200	$3,640	07/01/11
Palos Verdes		15		530.03	89,851	-	107,596	7	203	1,000	3,000	07/01/10
Glendora		16		525.61	98,209	-	115,635	5	220	1,740	5,921	07/01/07
Santa Monica-Malibu	w	17		525.19	95,356	-	115,541	5	220	3,245	27,318	07/01/07
Glendale		18		524.85	102,793	-	118,092	7	225	1,200		07/01/07
Rowland	z	19		524.82	102,994	-	116,510	5	222	1,000	12.04%	07/01/07
Monrovia		20		524.80	103,922	-	110,208	5	210	1,000	$5,670	09/01/10
El Segundo		21		520.66	95,300	-	106,736	5	205	1,100		01/01/09
Temple City		22		517.69	100,404	-	113,892	5	220	1,000		07/01/07
Charter Oak		23		517.54	94,600	-	115,412	6	223	800	2,200	07/01/07
			Md	**(517.05)**								
Alhambra	k	24		516.55	96,972	-	113,124	5	219	2,556	23,340	07/01/07
San Gabriel	w	25		516.10	100,880	-	113,541	5	220	1,200	6.00%	07/01/06
West Covina	z	26		514.44	94,229	-	109,061	5	212			07/01/10
Compton		27		513.41	94,614	-	115,004	5	224	1,200	$1,200	07/01/07
Lynwood		28		512.07	99,741	-	110,096	5	215	350		07/01/07
Bonita	z	29		509.68	93,670	-	109,581	5	215			07/01/07
Azusa	z	30		508.56	95,583	-	108,324	6	213	1,146	3,437	07/01/06
Pomona	t	31		507.86	91,209	-	108,174	6	213	2,000	4.50%	07/01/11
Redondo Beach	z	32		506.97	94,524	-	106,464	5	210	1,000	$1,500	02/01/08
Las Virgenes		33		506.53	93,789	-	111,437	5	220	1,000	6.10%	07/01/07
La Cañada	z	34		505.34	99,382	-	112,690	6	223			07/01/07
Duarte		35	**Q1**	**502.25**	102,337	-	108,487	3	216	3,070	15.00%	09/01/07
South Pasadena		36		500.16	100,724	-	109,035	5	218		$7,600	07/01/07
Covina Valley		37		498.51	92,520	-	106,183	5	213	1,200	7,175	07/01/10
El Rancho	aC	38		497.64	89,491	-	101,519	6	204		12.00%	07/01/10
Hacienda-La Puente		39		497.23	95,638	-	107,402	3	216	1,000	$9,000	07/01/07
Manhattan Beach		40		492.37	99,305	-	111,769	5	227	1,000	5,000	07/01/07
Culver City		41		489.98	90,461	-	105,836	5	216	2,000	10.00%	07/01/11
Bassett	v	42		486.64	83,683	-	101,707	5	209	1,000	$4,100	07/01/11
Torrance		43		474.99	83,022	-	94,048	5	198	1,102	10.25%	07/01/10
Pasadena	x	44		474.73	83,236	-	101,117	5	213	5.00%	10.00%	07/01/10
Acton-Agua Dulce		45		466.62	92,326	-	102,656	5	220			12/01/07
Inglewood	z	46		441.23	70,302	-	95,306	7	216	$500	8.00%	07/01/10
Bellflower				No Comparable Classification								

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2011-12

e Minimum rates: the range was compressed and original first four steps were eliminated so that what used to be Step 5 is now Step 1.

g Beginning the 30th year in education, must include 10 yrs in the District, administrators will receive an additional longevity of $3000/yr.

k K-8 schools

p Change in Pay Scale Group, reduced Net Work Days and no vacation.

t One percent decrease on maximum longevity

v Middle School Principal's Net Work Days decreased from 223 to 210 (minus 1 furlough day) in 2011-12.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

x 2% doctoral stipend increase

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

c. Position IIIC - "High School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia		1		$706.36	$154,692	**	219			07/01/11
San Marino	e	2		627.80	110,041 - 139,999	8	223			07/01/11
Montebello	C	3		627.20	122,292 - 134,220	7	214		$6,000	07/01/10
Santa Monica-Malibu	w	4		607.73	111,296 - 134,917	5	222	$3,245	27,318	07/01/07
Long Beach		5		606.46	112,433 - 137,059	8	226	5,735	7,000	07/01/07
Burbank		6		604.42	94,501 - 132,973	8	220	2,341	3,487	07/01/11
Glendale		7		599.48	117,845 - 134,884	7	225	1,200		07/01/07
Alhambra		8		597.32	102,780 - 130,812	7	219	2,556	23,340	07/01/07
Beverly Hills	z	9		594.96	112,691 - 133,866	5	225	1,729		07/01/08
West Covina	z	10		584.89	114,683 - 131,600	5	225			07/01/07
Palos Verdes		11		583.03	103,705 - 124,185	7	213	1,000	3,000	07/01/10
El Rancho	aC	12	**Q3**	**582.16**	113,519 - 121,090	3	208		12.00%	07/01/10
A B C		13		581.84	111,980 - 127,424	5	219	1,000	15.97%	07/01/09
Compton		14		579.66	105,869 - 128,684	5	222	1,200	$1,200	07/01/07
Paramount		15		577.64	103,200 - 128,235	6	222	1,000	3,000	07/01/11
Glendora		16		577.25	105,300 - 128,726	5	223	1,740	5,921	07/01/07
Walnut Valley	g	17		574.48	114,248 - 128,683	3	224	2.00%	5.50%	07/01/07
Monrovia		18		573.03	118,292 - 125,494	5	219	$1,000	$5,670	09/01/10
Downey		19		572.67	117,792 - 127,706	5	223	737	2,226	07/01/07
Norwalk-La Mirada		20		569.27	119,604 - 126,948	4	223	1,000	10.00%	07/01/07
Bellflower		21		568.52	101,411 - 124,506	5	219			07/01/11
Los Angeles	ap	22		565.00	91,814 - 116,390	5	206	1,317	$1,975	07/01/11
Claremont		23		556.28	106,988 - 125,164	5	225	1,000		07/01/07
Manhattan Beach		24	**Md**	**555.88**	112,114 - 126,185	5	227	1,000	5,000	07/01/07
Rowland	z	25		555.26	108,965 - 123,267	5	222	1,000	12.04%	07/01/07
Baldwin Park		26		555.24	104,806 - 120,487	5	217	1,200	$3,640	07/01/11
Lynwood		27		551.83	110,984 - 122,506	5	222	350		07/01/11
Hacienda-La Puente		28		551.56	108,534 - 121,895	3	221	1,000	9,000	07/01/07
Bonita	z	29		546.06	105,024 - 122,864	5	225			07/01/07
Las Virgenes		30		542.95	98,669 - 119,450	5	220	1,000	6.10%	07/01/07
Covina Valley		31		538.92	100,326 - 114,791	5	213	1,200	$7,175	07/01/10
Temple City		32		538.77	107,688 - 121,224	5	225	1,000		07/01/07
Pomona	t	33		538.11	96,617 - 114,617	6	213	2,000	4.50%	07/01/11
Redondo Beach	z	34		537.79	106,164 - 119,928	5	223	1,000	$1,500	02/01/08
Charter Oak		35		534.17	97,639 - 119,120	6	223	800	2,200	07/01/07
Duarte		36	**Q1**	**532.90**	111,268 - 117,771	3	221	3,338	15.00%	09/01/07
San Gabriel	w	37		531.37	106,226 - 119,558	5	225	1,200	6.00%	07/01/06
El Segundo		38		529.87	105,500 - 118,160	5	223	1,100		01/01/09
Azusa	z	39		527.74	103,225 - 117,158	6	222	1,146	$3,437	07/01/06
Culver City		40		522.83	98,772 - 115,545	5	221	2,000	10.00%	07/01/11
La Cañada	z	41		522.13	102,683 - 116,434	6	223			07/01/07
South Pasadena		42		521.03	108,297 - 117,232	5	225		$7,600	07/01/07
Bassett		43		509.98	93,129 - 113,215	5	222	1,000	4,100	07/01/11
Inglewood	z	44		509.81	81,284 - 110,119	7	216	500	8.00%	07/01/10
Pasadena	x	45		504.86	88,543 - 107,535	5	213	5.00%	10.00%	07/01/10
Torrance		46		503.54	97,330 - 110,275	5	219	$1,102	10.25%	07/01/10
Acton-Agua Dulce		47		478.31	96,735 - 107,620	5	225			12/01/07

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

** Non-scheduled salary

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2011-12

e Minimum rates: the range was compressed and original first four steps were eliminated so that what used to be Step 5 is now Step 1.

g Beginning the 30th year in education, must include 10 yrs in the District, administrators will receive an additional longevity of $3000/yr.

p Change in Pay Scale Group, reduced Net Work Days and no vacation.

t One percent decrease on maximum longevity

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

x 2% doctoral stipend increase

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

d. Position IVA - "Intermediate School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino	e	1		$580.15	$91,967 - $117,771	8	203			07/01/11
Arcadia		2		579.88	97,489 - 115,975	6	200	$1,000	$4,140	07/01/11
Montebello	C	3		534.28	102,396 - 114,336	7	214		6,000	07/01/10
Bellflower		4		524.38	84,995 - 104,352	5	199			07/01/11
A B C		5		517.14	90,920 - 103,427	5	200	1,000	15.97%	07/01/09
Beverly Hills	kz	6		516.80	90,233 - 106,978	5	207	1,729		07/01/08
Long Beach		7		512.22	78,351 - 98,858	8	193	4,775	$7,000	07/01/07
Claremont		8		502.84	88,120 - 103,083	5	205	1,000		07/01/07
Paramount	k	9		502.13	86,047 - 106,954	6	213	1,000	3,000	07/01/11
Santa Monica-Malibu	w	10		500.63	86,793 - 105,132	5	210	3,245	27,318	07/01/07
Baldwin Park		11		494.54	81,888 - 97,919	5	198	1,100	3,640	07/01/11
			Q3	**(494.00)**						
Palos Verdes		12		493.47	77,963 - 94,252	7	191	1,000	3,000	07/01/10
Walnut Valley	g	13		490.76	86,397 - 100,605	3	205	2.00%	5.50%	07/01/07
Downey		14		490.00	90,843 - 98,489	5	201	$737	$2,226	07/01/07
Los Angeles	ap	15		489.54	74,135 - 94,481	5	193	1,242	1,863	07/01/11
Glendale		16		489.33	89,050 - 102,760	7	210	1,000		07/01/07
Norwalk-La Mirada		17		488.23	88,550 - 93,984	4	192.5	1,000	10.00%	07/01/09
Monrovia		18		485.63	91,073 - 96,641	5	199	1,000	$5,670	09/01/10
Rowland	z	19		484.70	90,843 - 102,757	5	212	1,000	12.04%	07/01/07
Glendora		20		483.74	86,277 - 101,586	5	210	1,740	$5,921	07/01/07
Las Virgenes		21		480.64	82,879 - 96,609	5	201	1,000	6.10%	07/01/07
Manhattan Beach		22		480.47	88,367 - 99,458	5	207	1,000	$5,000	07/01/07
Burbank		23	**Md**	**476.89**	72,869 - 102,531	8	215	2,341	3,487	07/01/11
West Covina	z	24		475.33	87,792 - 100,769	5	212			07/01/10
Bonita	z	25		472.13	85,155 - 99,619	5	211			07/01/07
Charter Oak		26		470.32	79,415 - 96,886	6	206	800	2,200	07/01/07
Hacienda-La Puente		27		468.75	85,152 - 95,624	3	204	1000	9,000	07/01/07
Lynwood	R	28		468.07	89,050 - 98,294	5	210	350		07/01/11
Covina Valley		29		467.07	84,985 - 95,283	5	204	1150	6,895	07/01/10
El Segundo		30		464.39	85,000 - 95,200	5	205	1100		01/01/09
Temple City		31		463.59	86,100 - 99,672	5	215	1000		07/01/07
El Rancho	aC	32		457.44	81,259 - 93,318	6	204		12.00%	07/01/10
Redondo Beach	z	33		457.31	85,032 - 96,036	5	210	1000	$1,500	02/01/08
Bassett		34		455.95	75,742 - 92,101	5	202	1000	4,100	07/01/11
			Q1	**(455.51)**						
Azusa	z	35		455.08	82,728 - 93,746	6	206	1146	3,437	07/01/06
South Pasadena		36		454.90	84,048 - 90,979	5	200		7,600	07/01/07
Duarte		37		454.34	92,592 - 98,137	3	216	2778	15.00%	09/01/07
Pasadena	x	38		448.05	72,253 - 87,817	5	196	5.00%	10.00%	07/01/10
Culver City		39		447.70	78,836 - 92,226	5	206	$2,000	10.00%	07/01/11
San Gabriel	w	40		445.46	83,116 - 93,547	5	210	1200	6.00%	07/01/06
Alhambra	k	41		445.21	79,728 - 93,049	5	209	2343	$21,395	07/01/07
Pomona	t	42		444.51	78,023 - 92,458	6	208	2000	4.50%	07/01/11
Torrance		43		441.03	74,004 - 83,795	5	190	1102	10.25%	07/01/10
Compton		44		436.36	80,414 - 97,744	5	224	1200	$1,200	07/01/07
Inglewood	z	45		370.26	57,949 - 78,496	7	212	500	8.00%	07/01/10
Acton-Agua Dulce				No Comparable Classification						
La Cañada				No Comparable Classification						

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2011-12

e Minimum rates: the range was compressed and original first four steps were eliminated so that what used to be Step 5 is now Step 1.

g Beginning the 30th year in education, must include 10 yrs in the District, administrators will receive an additional longevity of $3000/yr.

k K-8 schools

p Change in Pay Scale Group, reduced Net Work Days and no vacation.

R Changes of incremental salary rates to equitable distribution between steps (2.50%)

t One percent decrease on maximum longevity

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

x 2% doctoral stipend increase

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

e. Position IVB - "High School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino	e	1		$599.55	$95,042 - $121,708	8	203			07/01/11
Arcadia		2		593.53	102,233 - 121,674	6	205	$1,000	$4,140	07/01/11
Montebello	C	3		552.84	106,380 - 118,308	7	214		6,000	07/01/10
A B C		4		536.61	94,308 - 107,321	5	200	1,000	15.97%	07/01/09
Beverly Hills	z	5		532.99	95,260 - 112,994	5	212	1,729		07/01/08
Baldwin Park		6		525.58	96,860 - 114,051	5	217	1,200	$3,640	07/01/11
Bellflower		7		524.38	84,995 - 104,352	5	199			07/01/11
Paramount		8		518.71	92,653 - 115,153	6	222	1,000	3,000	07/01/11
Downey		9		514.27	104,356 - 113,139	5	220	737	2,226	07/01/07
Claremont		10		513.13	98,692 - 115,455	5	225	1,000		07/01/07
Santa Monica-Malibu	w	11		512.94	88,920 - 107,717	5	210	3,245	27,318	07/01/07
Long Beach		12	**Q3**	**512.22**	78,351 - 98,858	8	193	4,775	7,000	07/01/07
Glendora		13		511.40	91,208 - 107,395	5	210	1,740	5,921	07/01/07
Walnut Valley	g	14		510.24	95,093 - 109,701	3	215	2.00%	5.50%	07/01/07
Monrovia		15		509.97	99,846 - 106,073	5	208	$1,000	$5,670	09/01/10
Burbank		16		508.66	79,529 - 111,905	8	220	2,341	3,487	07/01/11
Palos Verdes		17		503.23	88,054 - 105,678	7	210	1,000	3,000	07/01/10
Glendale		18		501.23	91,290 - 105,259	7	210	1,000		07/01/07
Alhambra		19		500.77	90,396 - 109,668	7	219	2,556	23,340	07/01/07
Rowland	z	20		499.94	93,697 - 105,988	5	212	1,000	12.04%	07/01/07
Covina Valley		21		498.51	92,520 - 106,183	5	213	1,200	$7,175	07/01/10
Azusa	z	22		495.84	90,134 - 102,143	6	206	1,146	3,437	07/01/06
Norwalk-La Mirada		23		495.74	94,332 - 100,140	4	202	1,000	10.00%	07/01/10
			Md	**(494.44)**						
Temple City		24		493.15	95,268 - 108,492	5	220	1,000		07/01/07
Manhattan Beach		25		492.08	90,502 - 101,861	5	207	1,000	$5,000	07/01/07
Los Angeles	ap	26		489.54	75,861 - 94,481	5	193	1,242	1,863	07/01/11
Redondo Beach	z	27		487.87	92,868 - 104,892	5	215	1,000	1,500	02/01/08
Charter Oak		28		485.62	85,581 - 104,409	6	215	800	2,200	07/01/07
Lynwood	R	29		484.74	94,419 - 104,220	5	215	350		07/01/11
Hacienda-La Puente		30		482.71	92,843 - 104,266	3	216	1,000	9,000	07/01/07
Bonita	z	31		481.03	87,993 - 102,941	5	214			07/01/07
Las Virgenes		32		480.60	86,580 - 100,925	5	210	1,000	6.10%	07/01/07
Compton		33		480.30	87,718 - 106,627	5	222	1,200	$1,200	07/01/07
Pomona	t	34		480.28	89,184 - 99,898	4	208	2,000	4.50%	07/01/11
West Covina	z	35	**Q1**	**480.03**	88,667 - 101,767	5	212			07/01/10
El Rancho	aC	36		478.40	86,604 - 97,594	6	204		12.00%	07/01/10
San Gabriel	w	37		476.03	90,934 - 102,347	5	215	1,200	6.00%	07/01/06
Torrance		38		474.93	85,118 - 96,411	5	203	1,102	10.25%	07/01/10
South Pasadena		39		474.14	91,998 - 99,570	5	210		$7,600	07/01/07
Culver City		40		473.31	85,371 - 99,868	5	211	2,000	10.00%	07/01/11
Duarte		41		472.47	98,550 - 104,416	3	221	2,957	15.00%	09/01/07
Pasadena	x	42		467.20	75,363 - 91,571	5	196	5.00%	10.00%	07/01/10
El Segundo	Y	43		465.58	92,700 - 103,824	5	223	$1,100		01/01/09
Bassett		44		461.68	84,303 - 102,494	5	222	1,000	$4,100	07/01/11
La Cañada	z	45		461.29	90,721 - 102,868	6	223			07/01/07
Inglewood	z	46		431.78	67,015 - 91,538	7	212	500	8.00%	07/01/10
Acton-Agua Dulce				No Comparable Classification						

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2011-12

e Minimum rates: the range was compressed and original first four steps were eliminated so that what used to be Step 5 is now Step 1.

g Beginning the 30th year in education, must include 10 yrs in the District, administrators will receive an additional longevity of $3000/yr.

p Change in Pay Scale Group, reduced Net Work Days and no vacation.

R Changes of incremental salary rates to equitable distribution between steps (2.50%)

t One percent decrease on maximum longevity

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

x 2% doctoral stipend increase

Y New Position

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
a. B.A. Only / Provisional Service Document

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$48,511	A	1	BA
Downey		2		48,275	B	1	BA
Redondo Beach	z	3		47,290	I	1	BA
Monrovia		4		45,665	A	1	BA
Beverly Hills		5		45,631	I	1	BA
Azusa	z	6		45,017	I	2	BA
A B C		7		45,000	A	1	BA
Norwalk-La Mirada		8		44,764	1	1	BA
Long Beach		9		44,627	11	A	BA
Claremont		10		44,588	1	1	BA
Manhattan Beach		11		44,564	I	1	BA
			Q3	**(44,510)**			
Bonita	z	12		44,456	I	1	BA
Paramount		13		44,413	A	1	BA
Santa Monica-Malibu		14		44,341	I	1	BA
Duarte		15		44,000	1	1	BA
Acton-Agua Dulce		16		43,844	I	1	BA
Glendora		17		43,549	I	1	BA
Lynwood		18		43,347	II	1	BA
La Cañada	z	19		42,991	I	1	BA
West Covina	z	20		42,845	I	1	BA
Glendale		21		42,451	IA	1	BA
Bellflower		22		42,260	I	1	BA
Walnut Valley		23	**Md**	**42,080**	IIa	1	BA
El Rancho		24		41,664	I	1	BA
Pomona		25		41,351	A	1	BA
Palos Verdes		26		41,275	I	1	BA
Baldwin Park		27		41,243	A	1	BA
Rowland	z	28		41,005	II	1	BA
Culver City		29		40,509	I	1	BA
Torrance		30		40,358	1	1	BA
Burbank		31		40,350	I	1	BA
Bassett		32		40,327	I	1	BA
Las Virgenes		33		40,055	Y	1	BA
South Pasadena		34		39,976	A	1	BA
			Q1	**(39,948)**			
Montebello		35		39,919	B	1	BA
Inglewood	z	36		39,255	I	1	BA
Covina Valley		37		39,160	A	1	BA
Pasadena		38		39,123	A	1	BA
Los Angeles		39		39,008	L20	1	BA
El Segundo		40		38,659	1	1	BA
Compton	z	41		38,621	I	1	BA
Charter Oak		42		38,495	A	1	BA
Temple City		43		38,308	1	1	BA
San Gabriel		44		36,798	A	1	BA
Alhambra		45		35,427	IA	1	BA
Hacienda-La Puente	u			No Comparable Column			
San Marino	u			No Comparable Column			

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
u District no longer hires Teachers with provisional credentials.
z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
b. B.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Long Beach		1		$49,812	211	A	BA
Temple City		2		48,886	1	1	BA
Arcadia		3		48,511	A	1	BA
Downey		4		48,275	B	1	BA
Redondo Beach	z	5		47,290	I	1	BA
Compton	z	6		46,667	I	1	BA
Azusa	z	7		46,142	I	2	BA
Palos Verdes		8		45,667	I	1	BA
Monrovia		9		45,665	A	1	BA
Beverly Hills		10		45,631	I	1	BA
Montebello		11		45,607	D	1	BA
Glendale		12	**Q3**	**45,503**	IB	1	BA
Walnut Valley		13		45,240	III	1	BA
Alhambra		14		45,193	IB	1	BA
A B C		15		45,000	A	1	BA
Burbank		16		44,962	I	1	BA
San Marino		17		44,817	I	1	BA
Norwalk-La Mirada		18		44,764	1	1	BA
Los Angeles		19		44,742	20	1	BA
Rowland	z	20		44,731	III	1	BA
Claremont		21		44,588	1	1	BA
Manhattan Beach		22		44,564	I	1	BA
Bonita	z	23		44,456	I	1	BA
Paramount		24	**Md**	**44,413**	A	1	BA
Santa Monica-Malibu		25		44,341	I	1	BA
El Segundo		26		44,125	2	1	BA
Pasadena		27		44,047	A	1	BA
Duarte		28		44,000	1	1	BA
Inglewood	z	29		43,942	III	1	BA
Acton-Agua Dulce		30		43,844	I	1	BA
Hacienda-La Puente	z	31		43,687	II	1	BA
Glendora		32		43,549	I	1	BA
Lynwood		33		43,347	II	1	BA
Pomona		34		43,205	II	1	BA
La Cañada	z	35		42,991	I	1	BA
West Covina	z	36	**Q1**	**42,845**	I	1	BA
Las Virgenes		37		42,364	I	1	BA
Bellflower		38		42,260	I	1	BA
Torrance		39		42,187	3	1	BA
El Rancho		40		41,664	I	1	BA
Baldwin Park		41		41,243	A	1	BA
San Gabriel		42		41,214	C	1	BA
Covina Valley		43		40,750	B	1	BA
Culver City		44		40,509	I	1	BA
Bassett		45		40,327	I	1	BA
South Pasadena		46		39,976	A	1	BA
Charter Oak		47		38,495	A	1	BA

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
c. B.A. 28 to 30 Units / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey		1		$51,859	C	1	BA+30/MA
Long Beach		2		49,813	212	A	BA+28
Temple City		3		48,890	3	1	BA+30
Pomona		4		48,637	III	1	BA+30
Arcadia		5		48,511	C	1	BA+30/MA
Acton-Agua Dulce		6		47,870	III	1	BA+30
Compton	z	7		47,727	III	1	BA+30
El Segundo		8		47,655	4	1	BA+30
Redondo Beach	z	9		47,292	III	1	BA+30
A B C		10	**Q3**	**47,272**	C	1	BA+30
Norwalk-La Mirada		11		47,002	2	1	BA+30/MA
Bellflower		12		46,988	III	1	BA+30
Palos Verdes		13		46,853	III	1	BA+30/MA
Paramount		14		46,634	B	1	BA+30
La Cañada	z	15		46,618	III	1	BA+30
Burbank		16		46,370	III	1	BA+30
South Pasadena		17		45,970	C	1	BA+30/MA
Hacienda-La Puente	z	18		45,896	III	1	BA+30
Monrovia		19		45,665	C	1	BA+30
Glendale		20	**Md**	**45,503**	III	1	BA+28
San Marino		21		45,456	II	1	BA+30
Alhambra		22		45,429	IIB	1	BA+30
Glendora		23		45,352	III	1	BA+30
Los Angeles		24		45,273	22	1	BA+28
Walnut Valley		25		45,240	III	1	BA+30
West Covina	z	26		44,947	III	1	BA+30
Manhattan Beach		27		44,567	III	1	BA+30
Bonita	z	28		44,456	III	1	BA+30
Santa Monica-Malibu		29		44,341	III	1	BA+28
Lynwood		30	**Q1**	**44,177**	III	1	BA+30
Duarte		31		44,115	2	1	BA+30
Las Virgenes		32		43,987	III	1	BA+30
Inglewood	z	33		43,946	V	1	BA+30
Bassett		34		43,279	III	1	BA+30
Baldwin Park		35		42,909	C	1	BA+30/MA
Covina Valley		36		42,380	C	1	BA+30
El Rancho		37		42,312	II	1	BA+30
Torrance		38		42,187	3	1	BA+30
San Gabriel		39		41,214	C	1	BA+30
Azusa				No Comparable Column			
Beverly Hills				No Comparable Column			
Charter Oak				No Comparable Column			
Claremont				No Comparable Column			
Culver City				No Comparable Column			
Montebello				No Comparable Column			
Pasadena				No Comparable Column			
Rowland				No Comparable Column			

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey	f	1		$52,229	C	1	MA/BA+30
Acton-Agua Dulce	f	2		50,830	IV	1	MA/BA+45
El Segundo	f	3		50,270	5	1	MA/BA+45
Long Beach		4		49,815	213	A	MA/BA+56
La Cañada	z	5		49,219	V	1	MA/BA+60
Paramount		6		48,965	C	1	MA/BA+45
Bellflower		7		48,946	IV	1	MA/BA+45
Temple City		8		48,892	4	1	MA/BA+45
Compton	z	9	**Q3**	**48,802**	IV	1	MA/BA+45
Arcadia		10		48,511	C	1	MA/BA+30
A B C		11		48,455	D	1	MA/BA+45
Beverly Hills		12		48,286	III	1	MA/BA+36
Hacienda-La Puente	z	13		48,215	IV	1	MA/BA+45
Glendora		14		48,130	IV	1	MA/BA+45
Redondo Beach	z	15		47,397	IV	1	MA/BA+45
Azusa	z	16		47,047	III	2	MA/BA+36
Claremont		17		47,020	2	1	MA/BA+45
			Md	**(47,011)**			
Norwalk-La Mirada		18		47,002	2	1	MA/BA+30
Palos Verdes		19		46,853	III	1	MA/BA+30
Walnut Valley		20		46,620	IV	1	MA/BA+45
Rowland	z	21		46,092	IV	1	MA/BA+45
South Pasadena		22		45,970	C	1	MA/BA+30
Montebello	f	23		45,957	D	1	MA/BA+45
Manhattan Beach		24		45,794	IV	1	MA/BA+45
Duarte		25		45,009	3	1	MA
El Rancho		26	**Q1**	**44,843**	III	1	MA/BA+45
Bassett		27		44,832	IV	1	MA/BA+45
Charter Oak		28		44,654	C	1	MA/BA+40
Covina Valley		29		44,080	D	1	MA
Las Virgenes		30		43,987	IV	1	MA/BA+45
San Gabriel		31		43,422	D	1	MA/BA+45
Torrance		32		43,032	4	1	MA/BA+45
Culver City		33		42,966	III	1	MA/BA+36
Baldwin Park		34		42,909	C	1	MA/BA+30
Alhambra				No Comparable Column			
Bonita				No Comparable Column			
Burbank				No Comparable Column			
Glendale				No Comparable Column			
Inglewood				No Comparable Column			
Los Angeles				No Comparable Column			
Lynwood				No Comparable Column			
Monrovia				No Comparable Column			
Pasadena				No Comparable Column			
Pomona				No Comparable Column			
San Marino				No Comparable Column			
Santa Monica-Malibu				No Comparable Column			
West Covina				No Comparable Column			

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
f Rate includes stipend for M.A. degree
z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
a. B.A. 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey		1		$60,790	C	6	5	BA+30/MA
Arcadia		2		58,857	C	6	5	BA+30/MA
Acton-Agua Dulce		3		57,936	III	6	5	BA+30
South Pasadena		4		56,485	C	6	5	BA+30/MA
Redondo Beach	z	5		56,470	III	6	5	BA+30
Compton	z	6		56,005	III	6	5	BA+30
El Segundo		7		55,919	4	6	5	BA+30
Norwalk-La Mirada		8		55,286	2	6	5	BA+30/MA
A B C		9		54,789	C	6	5	BA+30
Long Beach		10	**Q3**	**54,740**	212	F	5	BA+28
Monrovia		11		54,565	C	6	5	BA+30
Manhattan Beach		12		54,560	III	6	5	BA+30
West Covina	z	13		54,486	III	6	5	BA+30
Glendora		14		54,461	III	6	5	BA+30
Paramount		15		54,060	B	6	5	BA+30
Pomona		16		53,994	III	6	5	BA+30
Walnut Valley		17		53,910	III	6	5	BA+30
Temple City		18		53,819	3	6	5	BA+30
Hacienda-La Puente	z	19		53,808	III	6	5	BA+30
Bassett		20	**Md**	**53,681**	III	6	5	BA+30
Bellflower	z	21		53,330	III	6	5	BA+30
Santa Monica-Malibu		22		53,126	III	6	5	BA+28
Lynwood		23		52,957	III	6	5	BA+30
Covina Valley		24		52,800	C	6	5	BA+30
Burbank		25		52,408	III	6	5	BA+30
Baldwin Park		26		52,205	C	6	5	BA+30/MA
Palos Verdes		27		52,133	III	6	5	BA+30/MA
San Gabriel		28		51,940	C	6	5	BA+30
Las Virgenes		29		51,820	III	6	5	BA+30
La Cañada	z	30	**Q1**	**51,797**	III	6	5	BA+30
Bonita	z	31		51,617	III	6	5	BA+30
El Rancho		32		51,078	II	6	5	BA+30
San Marino		33		50,441	II	6	5	BA+30
Duarte		34		50,085	2	6	5	BA+30
Glendale		35		49,673	III	6	5	BA+28
Los Angeles		36		49,279	22	6	5	BA+28
Inglewood	z	37		49,236	V	6	5	BA+30
Torrance		38		48,858	3	6	5	BA+30
Alhambra		39		48,287	IIB	6	5	BA+30
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Charter Oak				No Comparable Column				
Claremont				No Comparable Column				
Culver City				No Comparable Column				
Montebello				No Comparable Column				
Pasadena				No Comparable Column				
Rowland				No Comparable Column				

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2 Maximum Column and Step Placement
b. Highest Entry for Incoming Teacher / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Long Beach		1		$86,820	216	P	15	BA+75&MA/MA+45
Paramount		2		86,743	E	26	25	BA+75&MA
El Segundo	f	3		86,402	7	16	15	BA+75&MA/MA+30
Duarte		4		84,000	4	25	24	BA+75&MA
La Cañada	z	5		82,231	VI	25	24	BA+75/MA+15
Azusa	z	6		81,588	V	25	24	BA+72&MA
Baldwin Park		7		80,910	E	12	11	BA+60&MA
Bassett		8		80,881	V	14	13	BA+60&MA/MA+30
Rowland	z	9		80,676	VI	20	19	BA+75&MA/MA+30
Downey	f	10		79,852	F	10	9	BA+75/MA+45
Glendora		11		79,423	V	12	11	BA+60&MA
Bellflower		12	**Q3**	**79,151**	VI	26	25	BA+75&MA
Norwalk-La Mirada		13		77,765	5	12	11	BA+75&MA
Manhattan Beach		14		77,400	VI	14	13	BA+75/MA+30
Burbank	f	15		77,146	VI	15	14	BA+75&MA
Glendale		16		76,279	VI	12	11	BA+70&MA
Hacienda-La Puente	z	17		75,510	VI	12	11	BA+70&MA/MA+25
Redondo Beach	z	18		75,342	VI	11	10	BA+75/MA+30
A B C		19		75,068	F	13	12	BA+75&MA
Walnut Valley		20		75,030	VI	12	11	BA+75&MA/MA+30
Montebello	f	21		75,024	X	10	9	BA+90&MA
Santa Monica-Malibu	f	22		74,475	VI	12	11	BA+70&MA
Inglewood	z	23		74,218	VII	12	15	BA+60&MA
San Gabriel		24	**Md**	**73,596**	F	13	12	BA+75&MA/MA+30
Bonita	z	25		72,556	VI	11	10	BA+60&MA
Los Angeles	f	26		71,741	27	10	9	BA+98&MA
El Rancho		27		71,725	VI	12	11	BA+75&MA
South Pasadena		28		71,055	F	8	7	BA+70&MA
Lynwood	B	29		70,750	V	10	9	BA+60&MA
Charter Oak		30		70,253	D	10	9	BA+60&MA
Culver City		31		70,132	V	11	10	BA+72&MA
Beverly Hills		32		69,670	VI	6	5	BA+84&MA/MA+45
Compton	Bz	33		69,571	VII	10	9	BA+75&MA/MA+30
Arcadia		34		67,082	F	6	5	BA+75&MA
Las Virgenes		35		66,578	VI	9	8	MA+60
San Marino		36	**Q1**	**65,295**	V	9	8	BA+75&MA
Covina Valley		37		65,170	E	9	8	BA+60&MA/MA+20
Acton-Agua Dulce	f	38		64,922	VI	6	5	BA+75&MA/MA+30
Claremont		39		64,650	4	8	7	BA+75&MA
Alhambra		40		64,334	VB	8	7	BA+75&MA
Temple City		41		63,674	6	6	5	BA+75&MA/MA+30
Pomona	s	42		62,568	V	7	6	BA+60&MA
Pasadena		43		62,105	F	7	6	BA+54
Monrovia		44		61,795	F	6	5	BA+75&MA
Palos Verdes	S	45		60,816	VI	6	5	BA+75&MA
West Covina	sz	46		59,442	V	6	5	BA+60&MA
Torrance		47		59,303	6	8	7	BA+75&MA/MA+30

++ Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

f Rate includes stipend for M.A. degree

s Years of experience do not include additional years of creditable experience that may be considered for special education

S Starting with 2011-12, new hires are limited to 5 years of credit, unless teaching in the subject areas of Math, Science or Special Education, then maximum credit is 11 years.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Long Beach		1		$75,892	213	N	13	MA/BA+56
Bassett		2		75,369	IV	13	12	MA/BA+45
Redondo Beach	z	3		75,045	IV	13	12	MA/BA+45
Glendora		4		74,270	IV	12	11	MA/BA+45
Compton	z	5		73,960	IV	14	13	MA/BA+45
La Cañada	z	6		73,035	V	15	14	MA/BA+60
Manhattan Beach		7		72,658	IV	14	13	MA/BA+45
Montebello	f	8		72,304	D	12	11	MA/BA+45
Charter Oak		9	**Q3**	**72,178**	C	12	11	MA/BA+40
Paramount		10		71,892	C	16	15	MA/BA+45
Arcadia		11		71,516	C	11	10	MA/BA+30
Temple City		12		71,219	4	12	11	MA/BA+45
South Pasadena		13		71,200	C	13	12	MA/BA+30
El Segundo	f	14		71,106	5	12	11	MA/BA+45
Duarte		15		71,057	3	13	12	MA
Acton-Agua Dulce	f	16		70,962	IV	11	10	MA/BA+45
San Gabriel		17		69,180	D	13	12	MA/BA+45
			Md	**(69,170)**				
Walnut Valley		18		69,160	IV	12	11	MA/BA+45
A B C		19		69,035	D	12	11	MA/BA+45
Beverly Hills		20		68,920	III	10	9	MA/BA+36
Rowland	z	21		68,529	IV	12	11	MA/BA+45
Covina Valley		22		68,450	D	11	10	MA
Hacienda-La Puente	z	23		68,415	IV	12	11	MA/BA+45
Las Virgenes		24		68,325	IV	12	11	MA/BA+45
Bellflower		25		66,966	IV	13	12	MA/BA+45
Baldwin Park		26	**Q1**	**66,055**	C	12	11	MA/BA+30
Downey	f	27		64,727	C	8	7	MA/BA+30
Claremont		28		64,644	2	11	10	MA/BA+45
El Rancho		29		64,129	III	12	11	MA/BA+45
Torrance		30		63,817	4	10	9	MA/BA+45
Palos Verdes		31		62,999	III	11	10	MA/BA+30
Azusa	z	32		62,979	III	13	11	MA/BA+36
Norwalk-La Mirada		33		62,953	2	10	9	MA/BA+30
Culver City		34		60,613	III	11	10	MA/BA+36
Alhambra				No Comparable Column				
Bonita				No Comparable Column				
Burbank				No Comparable Column				
Glendale				No Comparable Column				
Inglewood				No Comparable Column				
Los Angeles				No Comparable Column				
Lynwood				No Comparable Column				
Monrovia				No Comparable Column				
Pasadena				No Comparable Column				
Pomona				No Comparable Column				
San Marino				No Comparable Column				
Santa Monica-Malibu				No Comparable Column				
West Covina				No Comparable Column				

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey	f	1		$76,279	E	10	9	BA+60&MA/MA+30
Arcadia		2		74,258	E	10	9	BA+60&MA
Baldwin Park		3		73,388	E	10	9	BA+60&MA
Glendora		4		73,083	V	10	9	BA+60&MA
Acton-Agua Dulce	f	5		70,962	V	10	9	BA+60&MA/MA+15
Lynwood		6		70,750	V	10	9	BA+60&MA
Bonita	z	7		70,333	VI	10	9	BA+60&MA
Charter Oak		8		70,253	D	10	9	BA+60&MA/MA+20
			Q3	**(69,830)**				
Norwalk-La Mirada		9		69,406	4	10	9	BA+60&MA/BA+75
West Covina	z	10		69,355	V	10	9	BA+60&MA
El Segundo	f	11		69,109	6	10	9	BA+60&MA/MA+15
Torrance		12		69,046	5	10	9	BA+60&MA/MA+15
Pomona		13		68,999	V	10	9	BA+60&MA
Long Beach		14		68,996	214	J	9	BA+56&MA/MA+28
Monrovia		15		68,745	E	10	9	BA+60&MA
Covina Valley		16		68,110	E	10	9	BA+60&MA/MA+20
			Md	**(68,045)**				
Walnut Valley		17		67,980	V	10	9	BA+60&MA/MA+15
Santa Monica-Malibu	f	18		67,935	V	10	9	BA+56&MA
Hacienda-La Puente	z	19		67,443	V	10	9	BA+60&MA/MA+15
Palos Verdes		20		67,349	V	10	9	BA+60&MA
Rowland	z	21		67,324	V	10	9	BA+60&MA/MA+15
Burbank	f	22		67,170	V	10	9	BA+60&MA
Paramount		23		67,085	D	10	9	BA+60&MA
Alhambra		24		66,491	IVB	10	9	BA+60&MA/BA+75
			Q1	**(66,432)**				
Inglewood	z	25		66,373	VII	10	9	BA+60&MA
Bassett		26		66,335	V	10	9	BA+60&MA/MA+30
A B C		27		66,055	E	10	9	BA+60&MA
El Rancho		28		65,688	V	10	9	BA+60&MA
Glendale		29		65,170	V	10	9	BA+56&MA
Bellflower		30		64,499	V	10	9	BA+60&MA
Los Angeles	f	31		62,879	24	10	9	BA+56&MA
Pasadena		32		60,478	E	10	9	BA+60&MA
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Claremont				No Comparable Column				
Compton				No Comparable Column				
Culver City				No Comparable Column				
Duarte				No Comparable Column				
La Cañada				No Comparable Column				
Las Virgenes				No Comparable Column				
Manhattan Beach				No Comparable Column				
Montebello				No Comparable Column				
Redondo Beach				No Comparable Column				
San Gabriel				No Comparable Column				
San Marino				No Comparable Column				
South Pasadena				No Comparable Column				
Temple City				No Comparable Column				

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
f Rate includes stipend for M.A. degree
z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$87,967	F	14	13	BA+75&MA
Long Beach		2		86,820	216	P	15	BA+75&MA/MA+45
Bonita	z	3		84,213	VI	20	19	BA+60&MA
Montebello	f	4		83,806	X	14	13	BA+90&MA
South Pasadena		5		82,545	F	13	12	BA+70&MA
Baldwin Park		6		80,910	E	12	11	BA+60&MA
Bassett		7		80,881	V	14	13	BA+60&MA/MA+30
Monrovia		8		80,333	F	14	13	BA+75&MA
Redondo Beach	z	9		79,954	VI	13	12	BA+75/MA+30
Claremont		10		79,933	4	14	13	BA+75&MA
Temple City		11		79,858	6	12	11	BA+75&MA/MA+30
Downey	f	12	**Q3**	**79,852**	F	10	9	BA+75&MA/MA+45
Beverly Hills		13		79,840	VI	9	8	BA+84&MA/MA+45
Pomona		14		79,712	V	15	14	BA+60&MA
Glendora		15		79,423	V	12	11	BA+60&MA
Paramount		16		79,266	E	16	15	BA+75&MA
Walnut Valley		17		79,130	VI	14	13	BA+75&MA/MA+30
Compton	z	18		79,066	VII	14	13	BA+75&MA/MA+30
Acton-Agua Dulce	f	19		79,015	VI	13	12	BA+75&MA/MA+30
La Cañada	z	20		78,761	VI	15	14	BA+75/MA+15
Las Virgenes		21		78,287	VI	13	12	MA+60
Alhambra		22		77,810	VB	12	11	BA+75&MA
Norwalk-La Mirada		23		77,765	5	12	11	BA+75&MA
Charter Oak		24	**Md**	**77,760**	D	13	12	BA+60&MA/MA+20
Manhattan Beach		25		77,400	VI	14	13	BA+75/MA+30
Burbank	f	26		77,146	VI	15	14	BA+75&MA
Lynwood		27		76,573	V	13	12	BA+60&MA
Glendale		28		76,279	VI	12	11	BA+70&MA
El Segundo	f	29		76,128	7	12	11	BA+75&MA/MA+30
Rowland	z	30		76,067	VI	12	11	BA+75&MA/MA+30
Azusa	z	31		76,042	V	13	11	BA+72&MA
Hacienda-La Puente	z	32		75,510	VI	12	11	BA+70&MA/MA+25
Palos Verdes		33		75,504	VI	12	11	BA+75&MA
A B C		34		75,068	F	13	12	BA+75&MA
San Marino		35		74,926	V	13	12	BA+75&MA
Santa Monica-Malibu	f	36	**Q1**	**74,475**	VI	12	11	BA+70&MA
Covina Valley		37		74,380	E	12	11	BA+60&MA/MA+20
West Covina	z	38		74,359	V	12	11	BA+60&MA
San Gabriel		39		73,596	F	13	12	BA+75&MA/MA+30
Duarte		40		73,554	4	13	12	BA+75&MA
Pasadena		41		73,387	F	12	11	BA+75&MA
Los Angeles	f	42		73,023	27	14	13	BA+98&MA
Bellflower		43		72,662	VI	13	12	BA+75&MA
Torrance		44		72,445	6	10	9	BA+75&MA/MA+30
El Rancho		45		71,725	VI	12	11	BA+75&MA
Inglewood	z	46		71,363	VII	12	11	BA+60&MA
Culver City		47		70,132	V	11	10	BA+72&MA

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2 Maximum Column and Step Placement

f. Maximum Salary With 25 Years Experience, *Excluding* Other Incentives/ Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey	f	1		$94,616	F	26	25	BA+75/MA+45
Arcadia		2		92,262	F	14	25	BA+75&MA
Long Beach		3		91,320	216	P	24	BA+75&MA/MA+45
Santa Monica-Malibu	f	4		90,866	VI	18	17	BA+70&MA
Claremont		5		87,686	4	14	25	BA+75&MA
South Pasadena		6		87,345	F	13	25	BA+70&MA
Compton	z	7		87,028	VII	25	24	BA+75&MA/MA+30
Montebello	f	8		87,006	X	14	24	BA+90&MA
Norwalk-La Mirada		9		86,796	5	24	23	BA+75&MA
Paramount		10		86,743	E	26	25	BA+75&MA
El Segundo	f	11		86,402	7	16	15	BA+75&MA/MA+30
West Covina	z	12	**Q3**	**85,812**	V	24	23	BA+60&MA
Alhambra		13		85,591	VB	12	24	BA+75&MA
Beverly Hills		14		85,530	VI	22	21	BA+84&MA/MA+45
Burbank	f	15		85,482	VI	24	23	BA+75&MA
Walnut Valley		16		85,250	VI	24	23	BA+75&MA/MA+30
Charter Oak		17		85,223	D	23	22	BA+60&MA/MA+20
Hacienda-La Puente	z	18		84,510	VI	26	25	BA+70&MA/MA+25
A B C		19		84,488	F	24	23	BA+75&MA
Bonita	z	20		84,213	VI	20	19	BA+60&MA
Las Virgenes		21		84,177	VI	13	25	MA+60
Glendale		22		84,097	VI	28	17	BA+70&MA
Monrovia		23		84,075	F	14	25	BA+75&MA
Duarte		24	**Md**	**84,000**	4	25	24	BA+75&MA
Bassett		25		83,881	V	14	25	BA+60&MA/MA+30
Baldwin Park		26		83,626	E	12	24	BA+60&MA
Redondo Beach	z	27		83,584	VI	25	24	BA+75/MA+30
Rowland	z	28		83,493	VI	25	24	BA+75&MA/MA+30
Glendora		29		83,114	V	12	25	BA+60&MA
San Marino		30		83,073	V	20	19	BA+75&MA
Pomona		31		82,900	V	15	25	BA+60&MA
Lynwood		32		82,399	V	20	19	BA+60&MA
Temple City		33		82,269	6	25	24	BA+75&MA/MA+30
La Cañada	z	34		82,231	VI	25	24	BA+75/MA+15
Acton-Agua Dulce	f	35		82,062	VI	13	24	BA+75&MA/MA+30
Palos Verdes		36	**Q1**	**81,849**	VI	25	25	BA+75&MA
Azusa	z	37		81,588	V	25	24	BA+72&MA
Manhattan Beach		38		81,359	VI	25	24	BA+75/MA+30
Pasadena		39		80,730	F	12	20	BA+75&MA
Covina Valley		40		80,490	E	25	24	BA+60&MA/MA+20
Torrance		41		80,244	6	20	19	BA+75&MA/MA+30
Bellflower		42		79,151	VI	26	25	BA+75&MA
Culver City		43		78,935	V	23	22	BA+72&MA
San Gabriel		44		78,900	F	25	24	BA+75&MA/MA+30
El Rancho		45		77,464	VI	26	25	BA+75&MA
Inglewood	z	46		77,460	VII	12	20	BA+60&MA
Los Angeles	f	47		76,648	C3	25	24	BA+98&MA

*** Salaries reflect the last effective 2011-12 rates including compensation for longevity or extended career service pay, up to 25 years
f Rate includes stipend for M.A. degree
z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE- DISRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

Unified School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
Pasadena		1		$18,901	X	X		X		X[K]
El Rancho		2		18,332	X	X	X	X		X[E]
Santa Monica-Malibu		3		17,758	X	X				X[E]
Walnut Valley		4		17,746	X	X	X	X		
A B C		5		17,557	X	X	X	X		
Downey		6		16,877	X	X	X			
Glendale		7		16,808	X	X	X	X		X[q]
Inglewood	z	8		16,476	X	X	X	X	X	X[E]
Manhattan Beach		9		16,289	X	X	X	X	X	X[E]
San Marino		10		16,258	X	X	X	X		X[E]
Charter Oak		11		15,506	X	X	X			
Long Beach		12	**Q3**	**15,021**	X	X	X	X		X[E]
Covina Valley	z	13		14,932	X	X	X	X		
La Cañada		14		14,304	X	X	X[V]			
Alhambra		15		14,235	X	X	X	X		X[A]
San Gabriel		16		13,481	X	X	X			
Azusa	oz	17		13,220	X	X	X	X		X[E]
Los Angeles		18		12,934	X	X	X	X		X[E]
Pomona		19		12,420	X	X	X			X[E]
Monrovia		20		11,960	X	X	X	X		
Bellflower		21		11,500	X	X	X			X[E]
Redondo Beach		22		11,473	X	X	X	X	X	
Culver City		23		11,366	X	X	X	X		X[E]
Montebello		24	**Md**	**11,290**	X	X	X	X		X[E]
Compton		25		11,044	X	X	X	X		X[E]
Lynwood		26		11,041	X	X	X	X		X[E]
Paramount		27		11,010	X	X	X[V]	X		X[E]
Glendora		28		10,688	X	X	X	X		
Burbank		29		10,606	X	X	X	X		X[E]
Hacienda-La Puente		30		10,008	X	X	X	X		X[E]
Las Virgenes		31		9,800	X	X	X	X	X	X[E]
South Pasadena		32		9,563	X	X	X	X		X[E]
Norwalk-La Mirada	o	33		9,553	X	X	X	X		X[E]
Baldwin Park		34		8,410	X	X	X			X[E]
Torrance		35		8,380	X	X	X	X		
Bassett		36	**Q1**	**8,310**	X	X	X	X		X[E]
West Covina	z	37		8,000	X	X	X	X		
Palos Verdes		38		7,593	X	X	X	X		X[E]
Temple City		39		7,500	X	X	X	X		
Rowland		40		7,290	X	X	X	X		X[Em]
Beverly Hills		41		7,010	X	X	X			X[E]
El Segundo		42		7,000	X	X	X	X	X	
Duarte		43		6,200	X	X	X			
Claremont		44		6,062	X	X	X	X		X[E]
Bonita	z	45		6,000	X	X	X	X	X	
Arcadia		46		5,500	X	X		X		
Acton-Agua Dulce		47		60				X		

\+ Rates reflect the last effective 2011-12 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

A Travel or Accident Insurance
E Employees assistance plan or psychological services
K Prescription plan is included in the medical plan.
V Vision benefit included with the medical plan
m Mental Health
o One time additional district contribution(s)
q EASE plan is included in the medical plan.
z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent increase[2] Provisional Service Document
Long Beach		1		2.82%
Santa Monica-Malibu		2.5		2.81
El Segundo		2.5		2.81
Paramount		4		1.53
San Gabriel		5.5		1.52
Los Angeles		5.5		1.52
Rowland	z	7		1.09
Lynwood		8		1.01
Culver City		9		0.58
El Rancho		10		0.56
Las Virgenes		11		0.54
			Q3	**(0.46)**
Burbank		12		0.37
Pasadena		13		0.01
A B C		27		0.00
Acton-Agua Dulce		27		0.00
Alhambra		27		0.00
Azusa	z	27		0.00
Beverly Hills		27		0.00
Bonita	z	27		0.00
Charter Oak		27		0.00
Claremont		27		0.00
Compton	z	27		0.00
Covina Valley		27	**Md**	**0.00**
Downey		27		0.00
Duarte		27		0.00
Glendale		27		0.00
Glendora		27		0.00
Inglewood	z	27		0.00
La Cañada	z	27		0.00
Manhattan Beach		27		0.00
Monrovia		27		0.00
Montebello		27		0.00
Norwalk-La Mirada		27		0.00
Palos Verdes		27		0.00
			Q1	**(0.00)**
Redondo Beach	z	27		0.00
South Pasadena		27		0.00
Temple City		27		0.00
Torrance		27		0.00
Walnut Valley		27		0.00
West Covina	z	27		0.00
Bassett		41		-0.55
Bellflower		42		-1.66
Arcadia		43		-3.17
Baldwin Park		44		-3.26
Pomona		45		-3.72
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent increase[2] Credential
Hacienda-La Puente	z	1		5.05%
Long Beach		2		2.82
Santa Monica-Malibu		3.5		2.81
El Segundo		3.5		2.81
Paramount		5		1.53
Los Angeles		6.5		1.52
San Gabriel		6.5		1.52
Rowland	z	8		1.09
Lynwood		9		1.01
Culver City		10		0.58
El Rancho		11		0.56
Las Virgenes		12	**Q3**	**0.54**
Burbank		13		0.38
Pasadena		14		0.01
A B C		27.5		0.00
Acton-Agua Dulce		27.5		0.00
Alhambra		27.5		0.00
Azusa	z	27.5		0.00
Beverly Hills		27.5		0.00
Bonita	z	27.5		0.00
Charter Oak		27.5		0.00
Claremont		27.5		0.00
Covina Valley		27.5		0.00
Downey		27.5	**Md**	**0.00**
Duarte		27.5		0.00
Glendale		27.5		0.00
Glendora		27.5		0.00
Inglewood	z	27.5		0.00
La Cañada	z	27.5		0.00
Manhattan Beach		27.5		0.00
Monrovia		27.5		0.00
Montebello		27.5		0.00
Norwalk-La Mirada		27.5		0.00
Palos Verdes		27.5		0.00
Redondo Beach	z	27.5		0.00
South Pasadena		27.5	**Q1**	**0.00**
Temple City		27.5		0.00
Torrance		27.5		0.00
Walnut Valley		27.5		0.00
West Covina	z	27.5		0.00
Compton	z	41		-0.02
Bassett		42		-0.55
San Marino		43		-1.08
Bellflower		44		-1.66
Arcadia		45		-3.17
Baldwin Park		46		-3.26
Pomona		47		-3.72

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 1-Year Percent increase[2] Credential
Long Beach		1		2.82%
El Segundo		2		2.78
Santa Monica-Malibu		3		2.74
Paramount		4		1.59
San Gabriel		5.5		1.52
Los Angeles		5.5		1.52
Rowland	z	7		1.09
Lynwood		8		1.01
El Rancho		9		0.56
Las Virgenes		10		0.54
Culver City		11		0.46
Burbank		12	**Q3**	**0.38**
A B C		26.5		0.00
Acton-Agua Dulce		26.5		0.00
Alhambra		26.5		0.00
Azusa	z	26.5		0.00
Beverly Hills		26.5		0.00
Bonita	z	26.5		0.00
Charter Oak		26.5		0.00
Claremont		26.5		0.00
Compton	z	26.5		0.00
Covina Valley		26.5		0.00
Downey		26.5		0.00
Duarte		26.5	**Md**	**0.00**
Glendale		26.5		0.00
Glendora		26.5		0.00
Hacienda-La Puente	z	26.5		0.00
Inglewood	z	26.5		0.00
La Cañada	z	26.5		0.00
Manhattan Beach		26.5		0.00
Monrovia		26.5		0.00
Montebello		26.5		0.00
Norwalk-La Mirada		26.5		0.00
Palos Verdes		26.5		0.00
Redondo Beach	z	26.5		0.00
South Pasadena		26.5	**Q1**	**0.00**
Temple City		26.5		0.00
Torrance		26.5		0.00
Walnut Valley		26.5		0.00
West Covina	z	26.5		0.00
Pasadena		41		-0.01
Bassett		42		-0.55
San Marino		43		-1.08
Bellflower		44		-1.66
Arcadia		45		-3.17
Baldwin Park		46		-3.26
Pomona		47		-3.72

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent increase[3] Provisional Service Document
A B C		1		15.80%
Monrovia		2		0.41
Acton-Agua Dulce		16		0.00
Alhambra		16		0.00
Azusa	z	16		0.00
Beverly Hills		16		0.00
Bonita	z	16		0.00
Charter Oak		16		0.00
Claremont		16		0.00
Compton	z	16		0.00
Downey		16		0.00
			Q3	**(0.00)**
Duarte		16		0.00
El Segundo		16		0.00
Glendale		16		0.00
Glendora		16		0.00
La Cañada	z	16		0.00
Las Virgenes		16		0.00
Long Beach		16		0.00
Lynwood		16		0.00
Manhattan Beach		16		0.00
Norwalk-La Mirada		16		0.00
Redondo Beach	z	16		0.00
Rowland	z	16	**Md**	**0.00**
San Gabriel		16		0.00
Santa Monica-Malibu		16		0.00
South Pasadena		16		0.00
Temple City		16		0.00
Walnut Valley		16		0.00
West Covina	z	16		0.00
Paramount		30		-0.50
Bassett		31		-0.55
Montebello		32		-0.60
Burbank		33		-1.24
Los Angeles		34		-1.96
			Q1	**(-2.03)**
Inglewood	z	35		-2.10
Culver City		36		-2.18
Pasadena		37		-2.68
Torrance		38		-2.70
Palos Verdes		39		-3.24
Bellflower		40.5		-3.26
Baldwin Park		40.5		-3.26
Pomona		42		-3.72
El Rancho		43		-3.76
Arcadia		44		-3.78
Covina Valley		45		-4.00
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Mininum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Hacienda-La Puente	z	1		5.05%
Monrovia		2		0.41
Acton-Agua Dulce		15.5		0.00
Alhambra		15.5		0.00
Azusa	z	15.5		0.00
Beverly Hills		15.5		0.00
Bonita	z	15.5		0.00
Charter Oak		15.5		0.00
Claremont		15.5		0.00
Downey		15.5		0.00
Duarte		15.5		0.00
El Segundo		15.5	**Q3**	**0.00**
Glendale		15.5		0.00
Glendora		15.5		0.00
La Cañada	z	15.5		0.00
Las Virgenes		15.5		0.00
Long Beach		15.5		0.00
Lynwood		15.5		0.00
Manhattan Beach		15.5		0.00
Norwalk-La Mirada		15.5		0.00
Redondo Beach	z	15.5		0.00
Rowland	z	15.5		0.00
San Gabriel		15.5		0.00
Santa Monica-Malibu		15.5	**Md**	**0.00**
South Pasadena		15.5		0.00
Temple City		15.5		0.00
Walnut Valley		15.5		0.00
West Covina	z	15.5		0.00
Compton	z	29		-0.02
Paramount		30		-0.50
Bassett		31		-0.55
Montebello		32		-0.60
San Marino		33		-1.08
Burbank		34		-1.23
Los Angeles		35		-1.96
Inglewood	z	36	**Q1**	**-2.10**
A B C		37		-2.16
Culver City		38		-2.18
Pasadena		39		-2.68
Torrance		40		-2.70
Palos Verdes		41		-3.24
Bellflower		42.5		-3.26
Baldwin Park		42.5		-3.26
Pomona		44		-3.72
El Rancho		45		-3.76
Arcadia		46		-3.78
Covina Valley		47		-3.98

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 3-Year Percent increase[3] Credential
Bonita	z	1		12.66%
Monrovia		2		0.41
Acton-Agua Dulce		16		0.00
Alhambra		16		0.00
Azusa	z	16		0.00
Beverly Hills		16		0.00
Charter Oak		16		0.00
Claremont		16		0.00
Compton	z	16		0.00
Downey		16		0.00
Duarte		16		0.00
El Segundo		16	**Q3**	**0.00**
Glendale		16		0.00
Glendora		16		0.00
Hacienda-La Puente	z	16		0.00
La Cañada	z	16		0.00
Las Virgenes		16		0.00
Long Beach		16		0.00
Lynwood		16		0.00
Manhattan Beach		16		0.00
Norwalk-La Mirada		16		0.00
Redondo Beach	z	16		0.00
Rowland	z	16		0.00
San Gabriel		16	**Md**	**0.00**
Santa Monica-Malibu		16		0.00
South Pasadena		16		0.00
Temple City		16		0.00
Walnut Valley		16		0.00
West Covina	z	16		0.00
Paramount		30		-0.52
Bassett		31		-0.55
Montebello		32		-0.60
San Marino		33		-1.08
Burbank		34		-1.21
Los Angeles		35		-1.96
Inglewood	z	36	**Q1**	**-2.10**
A B C		37.5		-2.17
Culver City		37.5		-2.17
Pasadena		39.5		-2.70
Torrance		39.5		-2.70
Palos Verdes		41		-3.24
Bellflower		42.5		-3.26
Baldwin Park		42.5		-3.26
Pomona		44		-3.72
El Rancho		45		-3.76
Arcadia		46		-3.78
Covina Valley		47		-3.99

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent increase[4] Provisional Service Document
Manhattan Beach		1		24.94%
A B C		2		15.80
Glendale		3		7.20
Las Virgenes		4		7.03
Beverly Hills		5		6.09
El Segundo		6		5.99
Acton-Agua Dulce		7		4.60
Bonita	z	8.5		4.53
Long Beach		8.5		4.53
Downey		10		4.40
Duarte		11		4.23
			Q3	**(4.22)**
Claremont		12		4.22
Monrovia		13		4.14
Norwalk-La Mirada		14		4.00
Alhambra		15		3.73
Pomona		16		3.72
South Pasadena		17		3.70
Charter Oak		18		3.66
Redondo Beach	z	19		3.51
Glendora		20		3.40
Walnut Valley		21		3.24
Santa Monica-Malibu		23		3.00
Lynwood		23	**Md**	**3.00**
La Cañada	z	23		3.00
Temple City		25		2.94
Inglewood	z	26		2.83
West Covina	z	27		2.50
Burbank		28		2.46
Rowland	z	29		2.40
Montebello		30		2.38
Palos Verdes		31		2.36
Pasadena		32		1.70
Compton	z	33		1.50
Bassett		34		1.44
			Q1	**(1.26)**
El Rancho		35		1.08
Arcadia		36		1.03
Torrance		37		0.70
Baldwin Park		38		0.61
Azusa	z	39.5		0.00
San Gabriel		39.5		0.00
Paramount		41		-0.50
Culver City		42		-1.20
Los Angeles		43		-1.96
Covina Valley		44		-3.05
Bellflower		45		-3.26
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent increase[4] Credential
Compton	z	1		10.30%
Hacienda-La Puente	z	2		9.25
Glendale		3		7.20
Las Virgenes		4		7.03
Manhattan Beach		5.5		6.09
Beverly Hills		5.5		6.09
Acton-Agua Dulce		7		4.60
Bonita	z	8.5		4.53
Long Beach		8.5		4.53
El Segundo		10		4.49
Downey		11		4.40
Duarte		12	**Q3**	**4.23**
Claremont		13		4.22
Monrovia		14		4.14
Norwalk-La Mirada		15		4.00
Alhambra		16		3.73
Pomona		17		3.72
South Pasadena		18		3.70
Redondo Beach	z	19		3.51
San Marino		20		3.43
Glendora		21		3.40
Walnut Valley		22		3.24
Santa Monica-Malibu		24		3.00
Lynwood		24	**Md**	**3.00**
La Cañada	z	24		3.00
Temple City		26		2.94
Inglewood	z	27		2.83
West Covina	z	28		2.50
Burbank		29		2.47
Rowland	z	30		2.40
Montebello		31		2.37
Palos Verdes		32		2.36
Pasadena		33		1.70
Bassett		34		1.44
Charter Oak		35		1.30
El Rancho		36	**Q1**	**1.08**
Arcadia		37		1.03
Torrance		38		0.70
Baldwin Park		39		0.61
A B C		40		0.53
Azusa	z	41.5		0.00
San Gabriel		41.5		0.00
Paramount		43		-0.50
Culver City		44		-1.20
Los Angeles		45		-1.96
Covina Valley		46		-3.02
Bellflower		47		-3.26

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 5-Year Percent increase[4] Credential
Bonita	z	1		17.77%
Compton	z	2		10.32
Glendale		3		7.20
Las Virgenes		4		7.03
Beverly Hills		5		6.10
Manhattan Beach		6		6.09
Acton-Agua Dulce		7		4.80
Long Beach		8		4.53
El Segundo		9		4.44
Downey		10		4.40
Claremont		11		4.22
Monrovia		12	**Q3**	**4.14**
Hacienda-La Puente	z	13.5		4.00
Norwalk-La Mirada		13.5		4.00
Alhambra		15		3.74
Pomona		16		3.72
South Pasadena		17		3.70
Charter Oak		18		3.66
Redondo Beach	z	19		3.51
San Marino		20		3.43
Glendora		21		3.40
Walnut Valley		22		3.25
Duarte		23		3.04
La Cañada	z	25		3.00
Santa Monica-Malibu		25	**Md**	**3.00**
Lynwood		25		3.00
Temple City		27		2.94
Inglewood	z	28		2.83
West Covina	z	29		2.50
Burbank		30		2.49
Rowland	z	31		2.40
Montebello		32		2.38
Palos Verdes		33		2.36
Pasadena		34		1.69
Bassett		35		1.44
El Rancho		36	**Q1**	**1.08**
Arcadia		37		1.03
Torrance		38		0.70
Baldwin Park		39.5		0.61
Bellflower		39.5		0.61
A B C		41		0.52
Azusa	z	42.5		0.00
San Gabriel		42.5		0.00
Paramount		44		-0.52
Culver City		45		-1.19
Los Angeles		46		-1.96
Covina Valley		47		-3.02

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2011-12 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

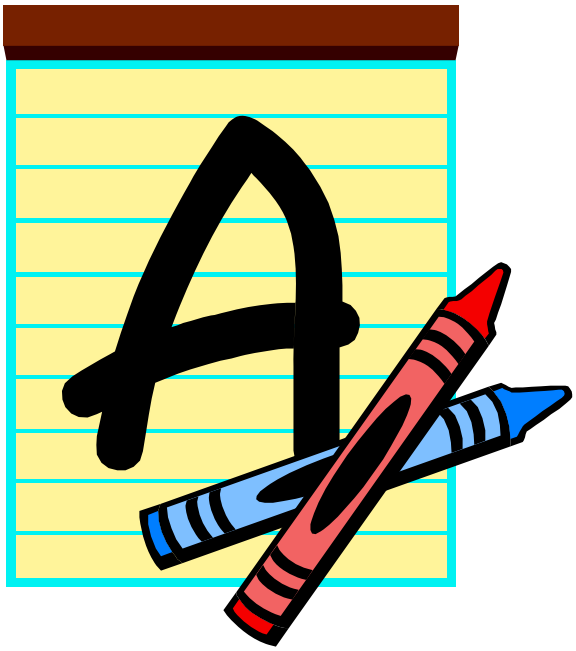
E. Percent Increase

10. Last Maximum Base Salary Percent Increase

Unified School District	Footnotes	Rank		Last Maximum Base Salary Percent Increase[5]	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Compton	z	1		10.32%	184	184		07/01/07
Glendale		2		7.20	186	186		07/01/07
Beverly Hills		3		6.10	186	186		07/01/08
Manhattan Beach		4		6.09	183	183		07/01/07
Azusa	z	5		5.00	186	184		07/01/06
Acton-Agua Dulce		6		4.80	182	181		12/01/07
Bonita	z	7		4.53	185.5	185.5		07/01/07
Downey		8		4.40	183	183		09/01/07
Claremont		9		4.22	182	181		07/01/07
Hacienda-La Puente	z	10.5		4.00	185	184		08/27/07
Norwalk-La Mirada		10.5		4.00	183	183		07/01/07
South Pasadena		12	**Q3**	**3.70**	186	185		07/01/07
Charter Oak		13		3.66	184	184		09/01/07
Redondo Beach	z	14		3.51	183	183		02/01/08
Glendora		15		3.40	182	182		07/01/07
Walnut Valley		16		3.25	185	184		07/01/07
Duarte		17		3.04	186	185		09/01/07
La Cañada	z	18		3.00	187	185		07/01/07
Temple City		19		2.94	186	185		09/01/07
Long Beach		20		2.82	182	182		07/01/07
Santa Monica-Malibu		21.5		2.81	185	183		07/01/07
El Segundo		21.5		2.81	184	183		09/01/07
West Covina	z	23.5		2.50	188	188		07/01/07
Alhambra		23.5	**Md**	**2.50**	184	182		07/01/07
Paramount		25		1.59	184	183		07/01/11
Los Angeles		26.5		1.52	178	178		07/01/11
San Gabriel		26.5		1.52	190	186		07/01/06
Rowland	z	28		1.09	188	185		09/01/07
Lynwood		29		1.01	182	182		07/01/07
Baldwin Park		30		0.61	180	178		07/01/07
Burbank		31		0.55	185	185		07/01/11
Las Virgenes		32		0.54	185	185		07/01/07
Culver City		33		0.46	181	180		07/01/11
Bassett		34		-0.55	183	182		07/01/11
Montebello		35		-0.60	181	181		07/01/10
San Marino		36	**Q1**	**-1.08**	185	183		07/01/11
Bellflower		37		-1.66	179	178		07/01/11
Inglewood	z	38		-2.10	181	181		07/01/10
A B C		39		-2.17	180	180		07/01/09
Palos Verdes		40.5		-2.19	179	179		07/01/10
El Rancho		40.5		-2.19	179	179		07/01/10
Pasadena		42.5		-2.70	181	181		07/01/10
Torrance		42.5		-2.70	180	180		07/01/10
Monrovia		44		-3.00	183	178		09/01/10
Arcadia		45		-3.17	178	178		07/01/11
Pomona		46		-3.72	181	181		02/01/11
Covina Valley		47		-3.99	175	175		09/01/10

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off-schedule compensation.

z Not settled



APPENDIX

Los Angeles County Office of Education

August 2012

BENCHMARK JOB DESCRIPTIONS

CERTIFICATED BENCHMARKS

POSITION I

1. Assess, evaluate and diagnose individual students utilizing standardized diagnostic/predictive test instruments.
2. Recommend placement of students to remediate learning, emotional or behavioral problems.
3. Counsel parents regarding student remediation programs.
4. Certification requirement: Credential authorizing service as a school psychologist.
5. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. psychometrists.

POSITION II

1. Assists students with adjustment problems, providing behavioral or educational counseling to groups/individuals.
2. Provide career and guidance counseling, helping students develop goals for continuing education and training.
3. Certification requirement: credential authorizing service as a school counselor.
4. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. social workers.

POSITION III

1. The *school building or site administrator* responsible for all aspects of the school operation, i.e. the educational program, school budget preparation and expenditures, and securing school equipment and facilities.
2. Supervise, coordinate, and evaluate the activities of personnel assigned at the school.
3. **EXCLUDE** positions which have responsibilities of a Superintendent.

III A: Administrator of an elementary school (up to grade level 5 or 6).
III B: Administrator of an intermediate/middle school (up to grade level 8 or 9).
III C: Administrator of a high school (to grade level 12).

POSITION IV

1. *Chief assistant to the school building or site administrator*, acting school/site administrator in their absence.
2. Assist in the selection, supervision, and performance evaluation of personnel assigned to the school.
3. Assist in the development, implementation, and evaluation of all programs affecting the school's operation.
4. **EXCLUDE** positions which have teaching responsibilities as a regular assignment.

IV A: Assistant administrator of an intermediate/middle school (up to grade level 8 or 9).
IV B: Assistant administrator of a high school (to grade level 12).

2011-12 L.A County District Salary Survey

Elementary and High School Districts

TEACHERS STIPENDS

Elementary School District[G]	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Castaic Union	z	$1,500		$7,000
East Whittier			$500	1,066
Eastside Union			1,000	2,425
El Monte	z			9,181
Garvey	z	2566	2,566	7,696
Hawthorne				
Hermosa Beach		750		2,607
Hughes-Eliz.Lakes		1211		1,576
Keppel Union		500		3,708
Lancaster			1,000	11,234
Lawndale				9,461
Lennox				4,533
Little Lake City				4,438
Los Nietos	z			5,000
Lowell Joint				9,593
Mountain View	z			7,688
Newhall		1000	500	4,000
Palmdale				3,750
Rosemead	z			4,000
Saugus Union		600	700	5,500
South Whittier				2,000
Sulphur Springs		1500		10,510
Valle Lindo				5,967
Westside Union			2,500	10,524
Whittier City				12,820
Wilsona		750	1,000	4,602
Wiseburn		800		11,739

High School District	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Antelope Valley			$3,500	$16,011
Centinnela Valley			1,000	10,918
El Monte Union				9,858
Whittier Union			2,773	9,589
William S. Hart		$2,139	2,139	10,695

G Excludes Gorman due to size and financial structure
z Not settled

2011-12 L.A County District Salary Survey

UNIFIED SCHOOL DISTRICTS

TEACHERS STIPENDS

Unified School Districts	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
A B C			$500	$14,932
Acton-Agua Dulce		$946		3,992
Alhambra			2,131	19,453
Arcadia			1,000	8,589
Azusa	z		1,141	5,546
Baldwin Park			1,000	3,640
Bassett				4,100
Bellflower			1,055	6,489
Beverly Hills			1,729	5,690
Bonita	z			
Burbank		1,170	1,170	8,336
Charter Oak			800	7,463
Claremont			1,000	10,559
Compton	z			7,962
Covina Valley			1,000	6,110
Culver City			2,000	8,804
Downey		370	734	14,764
Duarte			5.00%	10,446
El Rancho				8,608
El Segundo		850	$1,100	10,274
Glendale			1,000	11,878
Glendora			1,740	5,921
Hacienda-La Puente	z		1,000	9,000
Inglewood	z		500	6,098
La Cañada	dz		1,000	3,470
Las Virgenes			400	5,890
Long Beach			2,000	7,000
Los Angeles		572	1,145	4,908
Lynwood			350	5,826
Manhattan Beach			1,000	5,278
Monrovia			1,000	5,670
Montebello	y	350	350	6,000
Norwalk-La Mirada			1,000	13,284
Palos Verdes			1,000	8,460
Paramount			1,000	7,500
Pasadena			5.00%	10.00%
Pomona			$1,525	5.00%
Redondo Beach	z		1,000	$4,960
Rowland	z		1,000	10,399
San Gabriel			500	5,304
San Marino				8,147
Santa Monica-Malibu		1,730	3,245	16,391
South Pasadena				8,600
Temple City			1,000	3,211
Torrance			1,102	7,799
Walnut Valley			2.00%	11,160
West Covina	z			11,453

d The Ph.d/Ed.D is a one time only stiprned or bonus

y Only one advanced degree stipend is compensated, not both.

z Not settled

2011-12 L.A County District Salary Survey

DISTRICT STAFF SIZE

Elementary School District[G]	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Castaic Union	147	162	122
East Whittier	439.6[FTE]	521.7[FTE]	384.00[FTE]
Eastside Union	157	179	114
El Monte	427	532	482
Garvey	242	274	335
Hawthorne	380	433	411
Hermosa Beach	53.2[FTE]	67	57
Hughes-Eliz. Lakes	15	16	20
Keppel Union	126	140	159
Lancaster	603	665	773
Lawndale	236	297	395
Lennox	285.05[FTE]	320.58[FTE]	172
Little Lake City	197	218	199
Los Nietos	96[FTE]	100[FTE]	87[FTE]
Lowell Joint	120	138	109
Mountain View	309	383.6[FTE]	430
Newhall	298.99[FTE]	354.6[FTE]	228.95[FTE]
Palmdale	890	1051	766
Rosemead	132	146	168
Saugus Union	387[FTE]	463.6[FTE]	468
South Whittier	134	147	143
Sulphur Springs	#	#	#
Valle Lindo	49[FTE]	53.7[FTE]	26.19[FTE]
Westside Union	353	381	495
Whittier City	248	283	343
Wilsona	70	75	68
Wiseburn	120	136	147

HIGH SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Antelope Valley	915	1079	961
Centinela Valley	274	318	252
El Monte Union	375	458	594
Whittier Union	477	572	522
William S. Hart	898	1078	708

7 Self-reported by district
FTE Full-time equivalent
G Excludes Gorman due to size and financial structure
Information not provided by district

2011-12 L.A County District Salary Survey

DISTRICT STAFF SIZE

Unified School District	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
A B C	802.89[FTE]	940.54[FTE]	592.47[FTE]
Acton-Agua Dulce	72	13	87
Alhambra	685	780	774
Arcadia	428	495	385
Azusa	500	63	596
Baldwin Park	703[FTE]	828[FTE]	948
Bassett	196	259	302
Bellflower	540[FTE]	586[FTE]	612[FTE]
Beverly Hills	256	300	231
Bonita	421.15[FTE]	460.15[FTE]	306.38[FTE]
Burbank	673	790	677
Charter Oak	223	264	294
Claremont	306.05[FTE]	351.5[FTE]	238.66[FTE]
Compton	1218[FTE]	1350[FTE]	1538[FTE]
Covina Valley	565	682	740
Culver City	302	373	324
Downey	972.7[FTE]	1060.7[FTE]	762
Duarte	164	202	236
El Rancho	412[FTE]	525[FTE]	187[FTE]
El Segundo	139	157	188
Glendale	1300	1400	1100
Glendora	306	353	284
Hacienda-La Puente	952[FTE]	1177[FTE]	1040
Inglewood	#	#	#
La Cañada	190	230	168
Las Virgenes	531	604	553
Long Beach	3469.96[FTE]	3891.044[FTE]	2437.097[FTE]
Los Angeles	27208	39808	28033
Lynwood	655	724	#
Manhattan Beach	301	386	335
Monrovia	251.68[FTE]	311.38[FTE]	370
Montebello	1205	1412	1375
Norwalk-La Mirada	860	911	990
Palos Verdes	496.495[FTE]	578.095[FTE]	814
Paramount	652	739	671
Pasadena	810	1077	1118
Pomona	1300	1677	1357
Redondo Beach	371.28[FTE]	477.20[FTE]	357.69[FTE]
Rowland	758	833	854
San Gabriel	219	265	#
San Marino	144	165	158
Santa Monica-Malibu	560	713	794
South Pasadena	194	228	181
Temple City	250	284	238
Torrance	837	1024	946
Walnut Valley	605	701	656
West Covina	428	472	399

7 Self-reported by district

FTE Full-time equivalent

Information not provided by district

2011-12 L.A County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

ELEMENTARY

SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPONE NUMBERS
Castaic Union	Marcia Dains	Director, Administrative Services	661/257-4500x1506
East Whittier	Mary Branca	Assistant Superintendent, Personnel	562/907-5904
Eastside Union	Norma McCammon	Human Resources Administrator	661/952-1212
El Monte	Kevin Hryciw	Director, Personnel	626/453-3724
Garvey	Genaro Alarcon	Assistant Superintendent, Human Resources	626/307-3486
Hawthorne	Shelley Rose	Assistant Superintendent, Human Resources	310/676-2276
Hermosa Beach	Alan Rasmussen, Ed.D	Interim Superintendent	310/937-5877
Hughes-Eliz.Lakes	Diane Parkins	Superintendent	661/724-1231
Keppel Union	Stacey Nestlerode	Supervisor, Business Services	661/944-2155
Lancaster	Lexy B. Conte	Assistant Superintendent, Human Resources	661/948-4661x150
Lawndale	Dr. Cesar A. Morales	Assistant Superintendent, Human Resources	310/973-1300x1275
Lennox	Dr. Fred Navarro	Superintendent	310/695-4000
Little Lake City	Sonya Cuellar	Administrator, Personnel Services	562/868-8241
Los Nietos	Douglas C. McMasters	Assistant Superintendent, Business Services	562/692-0271x3223
Lowell Joint	Dr. Patricia A. Howell	Superintendent of Schools	562/902-4200
Mountain View	Ivania Rodriguez	Credentials Analyst	626/652-4047
Newhall	Pamela Rubino	Payroll/ Benefits Coordinator	661/291-4173
Palmdale	Pauline Winbush	Director, Human Resources	661/947-7191x7226
Rosemead	Armida Carreon	Senior Director, Human Resources & Operations	626/312-2900x219
Saugus Union	Richard Grove	Assistant Superintendent, Personnel	661/294-5300
South Whittier	Cecilia Laidemitt	Associate Superintendent, Administrative Services	562/944-6231x2012
Sulphur Springs	Amy Poulin	Payroll & Benefits Specialist	661/252-5131
Valle Lindo	Dr. M.L. Labrucherie	Superintendent	626/580-0610x101
Westside Union	Robert Hughes	Assistant Superintendent, Human Resources	661/722-0716
Whittier City	Dr. Laurie Bruton	Assistant Superintendent, Human Resources	562/789-3074
Wilsona	Alex Sabogal	Payroll/Benefits Tech	661/264-1111x208
Wiseburn	Ana M. Montes	Director, Human Resources	310/643-3003

HIGH SCHOOL

DISTRICT	CONTACT PERSON	TITLE	TELEPONE NUMBERS
Antelope Valley	Mark A. Bryant	Assistant Superintendent, Personnel	661/948-4655
Centinela Valley	Bob Cox	Assistant Superintendent, Human Resources	310/263-3210
El Monte Union	Edward Zuniga	Assistant Superintendent, Personnel	626/258-4511
Whittier Union	Martin J. Plourde	Assistant Superintendent, Personnel Services	562/698-8121x1030
William S. Hart	Rob Gapper	Assistant Superintendent, Human Resources	661/259-0033x281

2011-12 L.A County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

Unified School District	CONTRACT PERSON	TITLE	TELEPONE NUMBERS
A B C	Dr. Carol Hansen	Assistant Superintendent	562/926-5566x21173
Acton-Agua Dulce	Maxine Griffin	Director of Human Resources	661/269-5999x101
Alhambra	Laura Tellez-Gagliano, Ed.D.	Assistant Superintendent, Human Resources	626/943-3060
Arcadia	Christina Aragon	Assistant Superintendent, Business Services	626/821-6631
Azusa	Sharon Berry	Certificated Personnel Technician	626/858-6173
Baldwin Park	Cynthia C. Cuevas	Assistant Superintendent, Human Resources	626/856-4309
Bassett	Connie Aguirre	Human Resource Specialist	626/931-3019
Bellflower	Linda Adams	Executive Secretary	562/866-9011
Beverly Hills	Dr. Dawalyn Murakawa-Leopard	Assistant Superintendent, Human Resources	310/551-5100x2239
Bonita	Curtis Frick	Assistant Superintendent, Human Resources	909/971-8340
Burbank	Leticia Castillo	Human Resources Supervisor	818/729-4409
Charter Oak	Terry Stanfill, Ed.D.	Assistant Superintendent, Human Resources	626/966-8331
Claremont	Kevin Ward	Assistant Superintendent, Human Resources	909/398-0617
Compton	Alejandro Flores	Assistant Superintendent, Human Resources	310/639-4321x46526
Covina Valley	Bill Brown	Assistant Superintendent of Personnel	626/974-7000
Culver City	Leslie J. Lockhart	Director of Human Resources	310/842-4220x4236
Downey	Roger Brossmer	Senior Director of Certificated Personnel	562/469-6541
Duarte	Miriam Fox	Director of Personnel	626/599-5001
El Rancho	John Lopez	Assistant Superintendent, Human Resources	562/801-5216
El Segundo	Dave Lubs	Executive Director Administrative Services	310/615-2650x221
Glendale	David Samuelson	Assistant Superintendent, Human Resources	818/241-3111
Glendora	Dominic DiGrazia	Director of Personnel Services	626/963-1611x300
Hacienda-La Puente	Kathy Thibodeau	Secretary II	626/933-3835
Inglewood	Jameer Ali	Lead Data Processing Technician	310/419-2749
La Cañada	Patricia Hager	Assistant Superintendent, Human Resources	818/952-8383
Las Virgenes	Dan Stepenosky	Deputy Superintendent	818/878-5260
Long Beach	Bobbie Montes	Program Administrator	562/997-8108
Los Angeles	Justo Avila	Deputy Chief HR Officer	213/241-6131
Lynwood	Nancy Nichols Nolasco	Director of Human Resources	310/886-1457
Manhattan Beach	Kathy Hall	Director of Human Resources	310/318-7345x5915
Monrovia	Deborah L. Collins, Ed.D.	Deputy Superintendent	626/471-2020
Montebello	Jill Rojas	Interim Assistant Superintendent	323/887-7914
Norwalk-La Mirada	Felipe S. Ibarra	Director of Human Resources	562/868-0431x2132
Palos Verdes	William Franchini	Director of Human Resources	310/378-9966x417
Paramount	Myrna Morales, Ed.D.	Assistant Superintendent, Human Resources	562/602-6006
Pasadena	Steven Miller	Director of Human Resources	626/396-3600x88777
Pomona	Shanette Oliver	Personnel Senior Staff Assistant	909/397-4800x3455
Redondo Beach	Nancy Billinger, Ed.D.	Assistant Superintendent, Human Resources	310/937-1211
Rowland	Craig Newman, Ed.D.	Assistant Superintendent, Human Resources	626/854-8337
San Gabriel	Anna Molinar	Assistant Superintendent, Human Resources	626/451-5418
San Marino	Linda de la Torre	Assistant Superintendent, Human Resources	626/299-7000x311
Santa Monica-Malibu	Debra Moore Washington	Assistant Superintendent, Human Resources	310/450-8338
South Pasadena	Karen Reed	Assistant Superintendent, Human Resources	626/441-5810x1132
Temple City	Julio Fonseca	Assistant Superintendent, Personnel	626/548-5125
Torrance	Mario Liberati, Ed.D.	Senior Director of Human Resources	310/972-6071
Walnut Valley	Dr. Kathy Granger	Assistant Superintendent, Human Resources	909/595-1261
West Covina	Michael F. Seaman	Assistant Superintendent, Human Resources	626/939-4600x4671

2011-12 L.A County District Salary Survey

TOTAL EXPENDITURES FOR 2010-11: ELEMENTARY & HIGH SCHOOL DISTRICTS[1]

Elementary School Districts[G]	2010-11 Total Expenditures
Castaic Union	$23,342,930
East Whittier	81,273,813
Eastside Union	25,990,568
El Monte	82,740,481
Garvey	48,344,220
Hawthorne	66,140,188
Hermosa Beach	9,960,573
Hughes-Eliz. Lakes	2,957,806
Keppel Union	21,102,227
Lancaster	100,847,082
Lawndale	49,330,928
Lennox	53,875,222
Little Lake City	35,654,255
Los Nietos	15,889,606
Lowell Joint	20,909,364
Mountain View	68,364,490
Newhall	49,698,272
Palmdale	195,283,266
Rosemead	23,994,739
Saugus Union	104,015,942
South Whittier	27,590,826
Sulphur Springs	45,174,189
Valle Lindo	7,821,723
Westside Union	54,827,853
Whittier City	47,098,610
Wilsona	12,363,396
Wiseburn	17,777,898

High School District	2010-11 Total Expenditures
Antelope Valley	$191,379,894
Centinela Valley	66,334,716
El Monte Union	93,259,836
Whittier Union	139,301,767
William S. Hart	165,929,777

1 Source: 2010-11 LA County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances 2010-11

G Excludes Gorman due to size and financial structure

2011-12 L.A County District Salary Survey

TOTAL EXPENDITURES FOR 2010-11: UNIFIED SCHOOL DISTRICTS[1]

Unified School Districts	2010-11 Total Expenditures
A B C	$166,957,287
Acton-Agua Dulce	12,733,096
Alhambra	156,495,833
Arcadia	74,796,253
Azusa	92,839,231
Baldwin Park	134,398,988
Bassett	42,658,287
Bellflower	101,511,374
Beverly Hills	52,982,787
Bonita	74,304,914
Burbank	114,849,406
Charter Oak	47,475,210
Claremont	54,776,546
Compton	250,843,893
Covina Valley	104,981,437
Culver City	66,138,753
Downey	168,943,486
Duarte	31,241,179
El Rancho	83,488,688
El Segundo	25,473,545
Glendale	219,931,054
Glendora	52,288,000
Hacienda-La Puente	173,743,316
Inglewood	119,397,490
La Cañada	32,313,794
Las Virgenes	89,130,756
Long Beach	689,172,855
Los Angeles	6,105,012,433
Lynwood	124,774,751
Manhattan Beach	51,051,182
Monrovia	47,701,701
Montebello	260,768,375
Norwalk-La Mirada	176,132,933
Palos Verdes	93,086,800
Paramount	127,471,524
Pasadena	178,621,168
Pomona	245,558,122
Redondo Beach	65,644,635
Rowland	158,687,185
San Gabriel	40,877,060
San Marino	29,165,583
Santa Monica-Malibu	113,790,867
South Pasadena	32,423,835
Temple City	42,568,634
Torrance	175,939,929
Walnut Valley	107,786,448
West Covina	75,583,719

1 Source: 2010-11 LA County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances 2010-11

2011-12 L.A County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2010-11[6]

Elementary and High School Districts

Ranking	Elementary School Districts[G]	Revenue Limit ADA
1	Palmdale	19,461
2	Lancaster	13,573
3	Saugus	10,076
4	El Monte	9,278
5	East Whittier	8,601
6	Westside	8,197
7	Hawthorne	7,904
8	Mountain View	7,674
9	Newhall	6,755
10	Whittier City	6,263
11	Lawndale	5,602
12	Garvey	5,475
13	Sulphur Springs	5,443
14	Lennox	5,105
15	Little Lake City	4,613
16	South Whittier	3,442
17	Eastside	3,182
18	Lowell Joint	3,019
19	Castaic	2,888
20	Rosemead	2,866
21	Keppel	2,603
22	Wiseburn	2,427
23	Los Nietos	1,873
24	Wilsona	1,396
25	Hermosa Beach	1,256
26	Valle Lindo	1,066
27	Hughes-Eliz. Lakes	325

Ranking	High School Districts	Revenue Limit ADA
1	William S. Hart	22,023
2	Antelope Valley	21,485
3	Whittier	12,894
4	El Monte	9,683
5	Centinela Valley	6,002

6 Source: 2010-11 LA County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances 2010-11
*Column 1: 2010-11 ADA

G Excludes Gorman due to size and financial structure

2011-12 L.A County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2010-11[6]

Unified School Districts

Ranking	Unified School Districts	Revenue Limit ADA
1	Los Angeles	560,732
2	Long Beach	80,057
3	Montebello	30,548
4	Pomona	26,743
5	Glendale	25,307
6	Compton	23,763
7	Torrance	23,426
8	Downey	22,028
9	Hacienda-La Puente	20,194
10	A B C	19,992
11	Norwalk-La Mirada	19,557
12	Alhambra	17,910
13	Pasadena	17,852
14	Rowland	15,186
15	Paramount	15,180
16	Lynwood	15,013
17	Baldwin Park	14,978
18	Burbank	14,838
19	Walnut Valley	14,371
20	Bellflower	13,471
21	Covina Valley	13,099
22	Inglewood	11,965
23	Palos Verdes	11,572
24	Santa Monica-Malibu	10,981
25	Las Virgenes	10,967
26	Azusa	10,129
27	El Rancho	9,908
28	Bonita	9,549
29	Arcadia	9,461
30	West Covina	8,797
31	Redondo Beach	8,100
32	Glendora	7,006
33	Claremont	6,867
34	Culver City	6,551
35	Manhattan Beach	6,422
36	Charter Oak	5,775
37	Monrovia	5,695
38	Temple City	5,501
39	San Gabriel	5,291
40	Beverly Hills	4,487
41	Bassett	4,336
42	South Pasadena	4,296
43	La Cañada	3,903
44	Duarte	3,835
45	San Marino	3,127
46	El Segundo	3,109
47	Acton-Agua Dulce	1,583

6 Source: 2010-11 LA County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances 2010-11
*Column 1: 2010-11 ADA

2011-12 L.A County District Salary Survey

Base Revenue Limit Per ADA: Rank Order for 2011-12[8]

Elementary and High School Districts

Ranking	Elementary School Districts[G]	Base Revenue Limit Per ADA
1	Wilsona	$6,712.56
2	Hermosa Beach	6,460.84
3	Hughes-Elizabeth Lakes	6,384.86
4	Wiseburn	6,381.84
5	Palmdale	6,279.85
6	Valle Lindo	6,253.19
7	Keppel	6,250.81
8	Eastside	6,243.76
9	Whittier City	6,229.82
10	Castaic	6,224.48
11	Los Nietos	6,222.65
12	Westside	6,221.88
13	East Whittier	6,221.83
14	Mountain View	6,218.75
15	Hawthorne	6,218.30
16	El Monte	6,217.99
17	Lawndale	6,217.93
18	South Whittier	6,215.58
19	Lancaster	6,215.25
20	Little Lake City	6,214.53
21	Lennox	6,214.29
22	Sulphur Springs	6,211.59
23	Garvey	6,208.80
24	Rosemead	6,206.50
25	Lowell Joint	6,206.00
26	Newhall	6,201.08
27	Saugus	6,196.65

Ranking	High School Districts	Base Revenue Limit Per ADA
1	El Monte	$7,567.80
2	Whittier	7,551.63
3	Antelope Valley	7,510.87
4	Centinela Valley	7,480.97
5	William S. Hart	7,454.04

8 Source: Information provided by LACOE Business Advisory Services August 22, 2012

G Excludes Gorman due to size and financial structure

2011-12 L.A County District Salary Survey

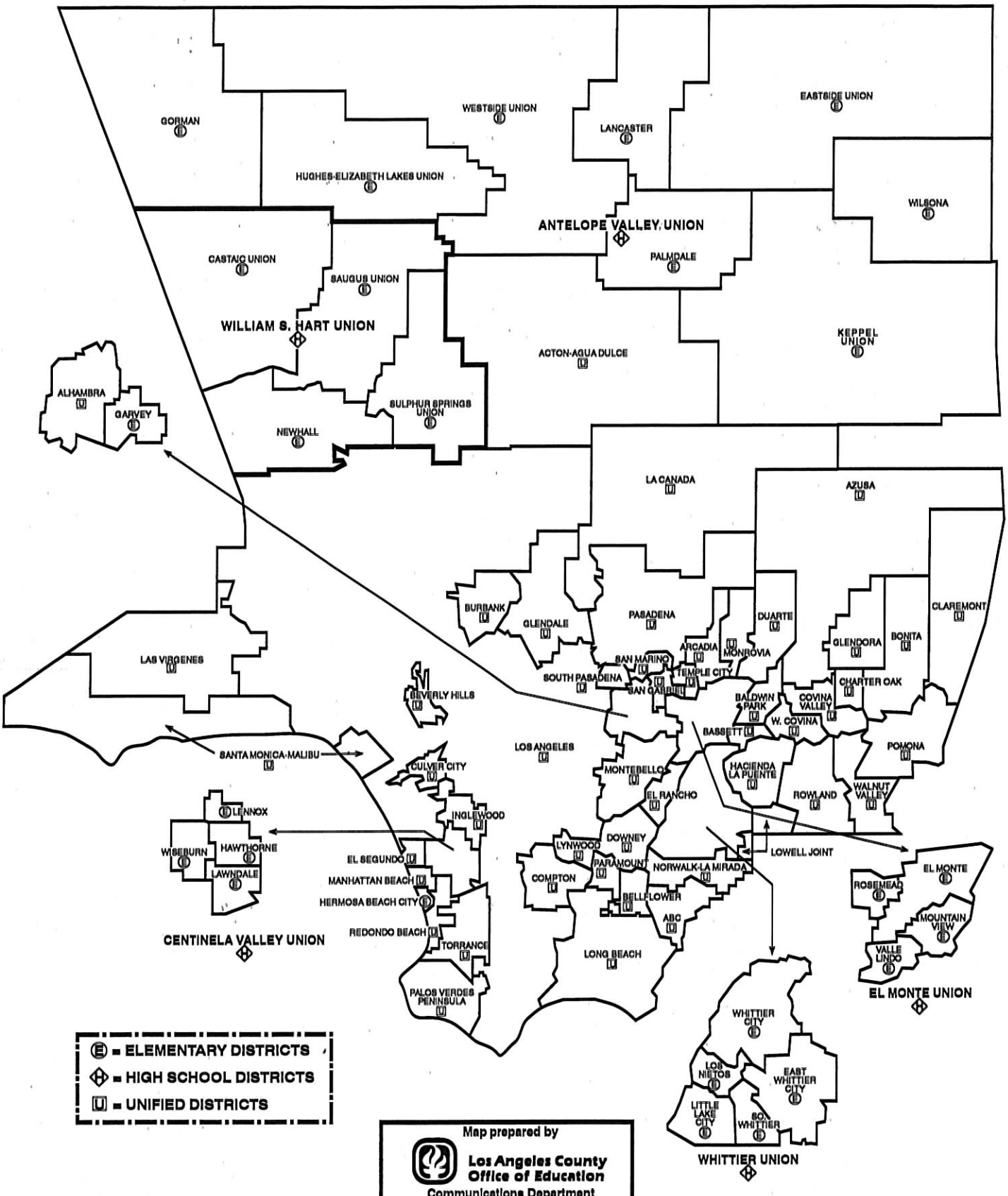
Base Revenue Limit Per ADA: Rank Order for 2011-12[8]

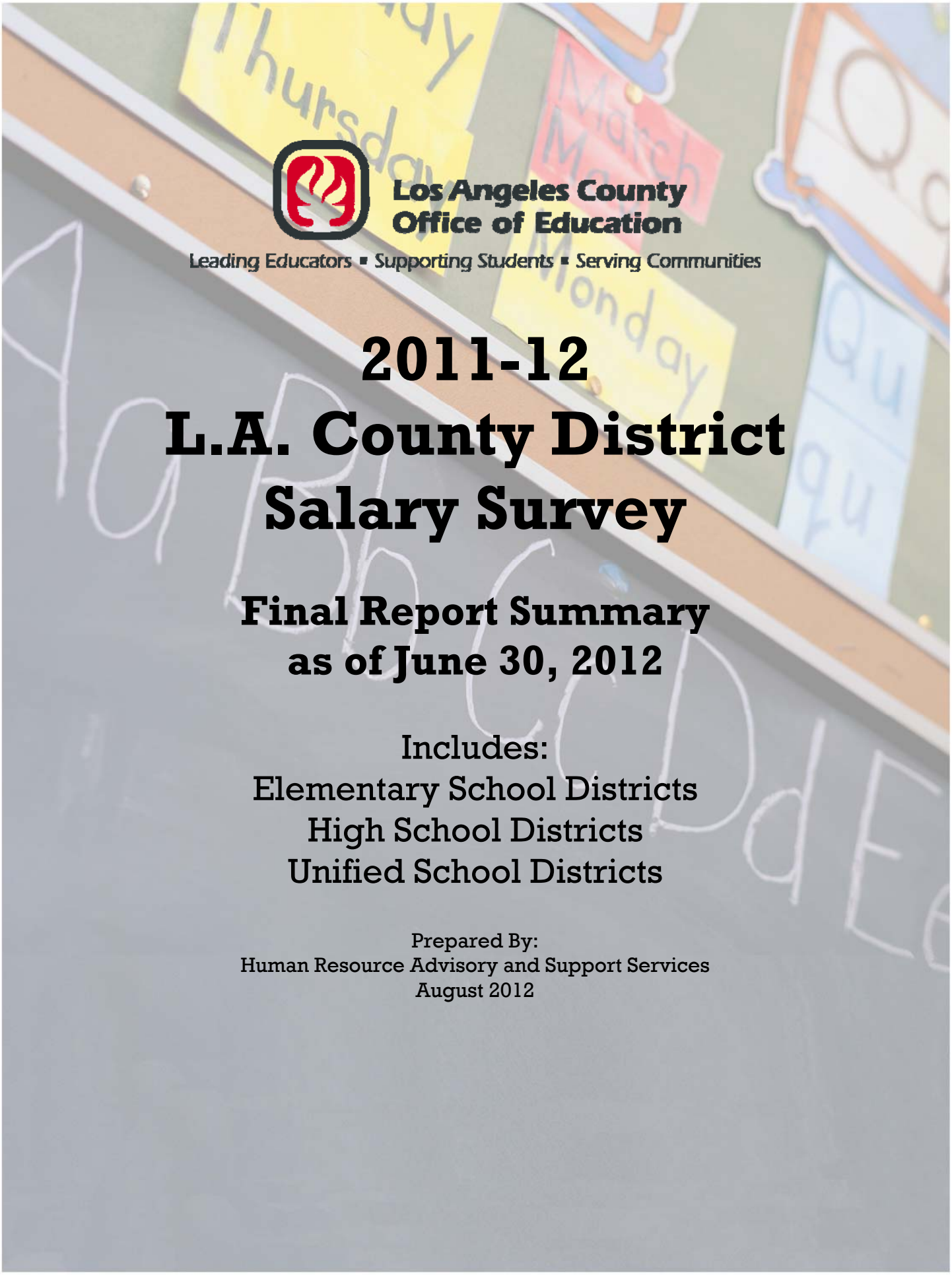
Unified School Districts

Ranking	Unified School Districts	Base Revenue Limit Per ADA
1	Beverly Hills	$6,857.31
2	Alhambra	6,824.44
3	Redondo Beach	6,791.43
4	El Segundo	6,604.73
5	Manhattan Beach	6,588.84
6	Culver City	6,532.68
7	Santa Monica-Malibu	6,522.26
8	San Gabriel	6,521.02
9	Compton	6,512.15
10	San Marino	6,510.18
11	Montebello	6,508.31
12	Covina Valley	6,506.99
13	Pasadena	6,505.56
14.5	Bassett	6,504.83
14.5	Los Angeles	6,504.83
16	Bellflower	6,504.35
17	Norwalk-La Mirada	6,504.29
18	La Cañada	6,504.15
19	El Rancho	6,503.85
20	Burbank	6,502.22
21	Monrovia	6,501.82
22	Baldwin Park	6,500.94
23	West Covina	6,500.31
24	Lynwood	6,500.04
25	Duarte	6,498.44
26	Hacienda-La Puente	6,498.13
27	Azusa	6,497.69
28	Downey	6,497.11
29	Las Virgenes	6,496.33
30	Bonita	6,494.96
31	Torrance	6,494.87
32	Inglewood	6,494.30
33	Charter Oak	6,493.49
34	Pomona	6,493.32
35	Paramount	6,488.78
36	South Pasadena	6,487.95
37	Glendora	6,486.86
38	Palos Verdes	6,486.61
39	Glendale	6,486.08
40	Claremont	6,483.35
41	Long Beach	6,482.62
42	Arcadia	6,481.72
43	A B C	6,477.43
44.5	Rowland	6,476.57
44.5	Temple City	6,476.57
46.5	Acton-Agua Dulce	6,476.50
46.5	Walnut Valley	6,476.50

8 Source: Information provided by LACOE Business Advisory Services August 22, 2012

ELEMENTARY, HIGH SCHOOL AND UNIFIED DISTRICTS
LOS ANGELES COUNTY





Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2011-12 L.A. County District Salary Survey

Final Report Summary as of June 30, 2012

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2012

LACOE is a premier provider of integrated, educational programs and services from birth to adulthood in a richly diverse and multicultural global environment.

–LACOE Vision Statement



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Human Resource Advisory & Support Services

2011-12 L.A. County District Salary Survey

INTRODUCTION

This final publication summary of comparative 2011-12 salaries for positions typically found in school districts in Los Angeles County is prepared and provided by the *Human Resource Advisory & Support Services Unit* of the Los Angeles County Office of Education. For salary comparisons, job classification descriptions rather than job titles were used to identify comparable positions for non-teaching assignments.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

— All salary values in this survey are compared with respect to salary schedules ***excluding*** a one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information for the 2011-12 fiscal year, as of June 30th, 2012.

— With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment, were excluded from the teachers', non-teachers', and management salary schedule values. Longevity or extended career service pay is also excluded from the salary schedule values, except where applicable.

— Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

— "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

— Percent increases of teachers' salaries compare changes in minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with provisional service document credential and one minimum salary with credential. The maximum salary assumes a credential.

— Represented points on the teachers' salary schedule were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts. Care should be exercised when utilizing this data, making cautious interpretations examined in the context of the overall limitation of the survey.

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2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — ADMINISTRATORS

Elementary School District[G]	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Castaic Union	$417.31 z	$450.74 az	$523.44 yz	$529.41 yz	—	$479.37 yz	—
East Whittier	465.17 a	465.18 a	531.36	549.55	—	491.44	—
Eastside Union	416.53 a	461.16 a	473.97	473.97	—	451.40	—
El Monte	445.21 az	429.71 az	541.73	541.73	—	498.77	—
Garvey	455.49 az	430.38 az	494.22 z	506.38 z	—	482.49 z	—
Hawthorne	425.00	414.32 a	NC	509.54 k	—	484.13 k	—
Hermosa Beach	419.30	443.79 a	488.54	497.46	—	NC	—
Hughes-Eliz.Lakes	NC	NC	NC	NC	—	NC	—
Keppel Union	411.81 z	NC	481.95 z	483.53 z	—	NC	—
Lancaster	420.18	NC	505.93	505.93	—	469.30	—
Lawndale	474.90 a	477.20	558.56	563.94	—	512.70	—
Lennox	452.19	473.46	531.97	547.94	—	494.75	—
Little Lake City	449.49	447.75	514.17	514.57	—	471.42	—
Los Nietos	394.03 az	430.33 az	450.93 z	473.69 z	—	440.06 z	—
Lowell Joint	472.13	NC	508.78	522.01	—	473.91	—
Mountain View	522.61 a	523.88 a	544.71	544.71	—	517.38	—
Newhall	427.32	NC	540.50	NC	—	NC	—
Palmdale	400.41	394.80 a	509.30	509.30	—	431.98	—
Rosemead	459.54 z	NC	508.37 z	511.61 z	—	476.71 z	—
Saugus Union	456.97	462.08	564.25	NC	—	NC	—
South Whittier	445.42	NC	539.33	554.61	—	489.73	—
Sulphur Springs	461.72	NC	522.31	NC	—	NC	—
Valle Lindo	NC	NC	534.41	534.41	—	NC	—
Westside Union	414.98	363.85	505.29	505.29	—	445.82	—
Whittier City	433.72 a	410.43 a	506.70	521.90	—	481.37	—
Wilsona	435.83	NC	477.93	477.93	—	435.83	—
Wiseburn	432.69	433.47	513.80	518.67	—	503.66	—
Q3	**$458.26**	**$463.63**	**$536.87**	**$541.73**	—	**$493.10**	—
Md	**435.83**	**443.79**	**513.80**	**514.57**	—	**480.37**	—
Q1	**418.31**	**422.02**	**499.76**	**505.29**	—	**460.35**	—

High School District	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Antelope Valley	$428.71	$442.71 a	—	—	$538.37	—	$481.92
Centinela Valley	475.86 a	475.85 a	—	—	570.88	—	530.83
El Monte Union	467.22 a	457.36 a	—	—	579.62	—	504.08
Hart Union	479.88 a	468.67 a	—	—	583.53	—	531.67
Whittier Union	481.60 a	487.39 a	—	—	680.19	—	586.28
Q3	**$480.74**	**$481.62**	—	—	**$631.86**	—	**$558.98**
Md	**475.86**	**468.67**	—	—	**579.62**	—	**530.83**
Q1	**447.97**	**450.04**	—	—	**554.63**	—	**493.00**

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

k K-8 schools

y Only one advanced degree stipend is compensated, not both

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	BA, No Exp Provisional Service Document Annual Rate		BA, No Exp Credential Annual Rate		BA+28/30, No Exp Credential Annual Rate		MA Only, No Exp Credential Annual Rate		BA+28/30, 5 Yrs Credential Annual Rate	
Castaic Union	$38,289	z	$39,623	z	$39,623	z	NC		$49,208	z
East Whittier	43,001		43,001		44,377		$46,200		54,176	
Eastside Union	40,129		40,129		NC		43,396		NC	
El Monte	42,427		47,229		47,229		47,522		54,034	
Garvey	42,347	z	42,427	z	43,488	z	NC		51,571	z
Hawthorne	39,708		41,394		NC		43,153	f	NC	
Hermosa Beach	43,101		43,101		48,455		51,884		58,748	
Hughes-Eliz.Lakes	36,146		39,398		42,652		NC		50,786	
Keppel Union	37,653		39,210		43,429		NC		53,797	
Lancaster	35,206		35,206		41,546		44,713		49,465	
Lawndale	47,541		47,541		47,544		52,297		58,138	
Lennox	44,531		47,940		47,941		48,668		55,839	
Little Lake City	43,194		43,194		43,194		44,301		52,093	
Los Nietos	41,250	z	41,250	z	42,100	z	44,020	z	50,090	z
Lowell Joint	37,634		37,634		43,009		45,698		56,449	
Mountain View	45,520	z	45,520	z	48,405	z	51,905	z	59,153	z
Newhall	43,706		43,706		43,707		NC		49,422	
Palmdale	35,094		35,217		40,007		42,470		50,539	
Rosemead	39,155	z	NC	z	44,296	z	46,840	z	54,956	z
Saugus Union	40,143		40,143		45,138		46,682	f	54,079	
South Whittier	41,047		41,047		43,014		46,952		52,843	
Sulphur Springs	40,411		40,411		40,411		41,911	f	49,391	
Valle Lindo	43,912		43,912		43,912		48,826		54,872	
Westside Union	36,816		36,816		41,972		44,549		53,017	
Whittier City	35,336		35,336		42,798		NC		51,686	
Wilsona	35,494		38,501		40,198		43,099	f	50,381	
Wiseburn	42,639		42,639		43,644		NC		54,631	
Q3	**$43,101**		**$43,194**		**$44,758**		**$48,095**		**$54,914**	
Md	**40,411**		**41,149**		**43,429**		**45,949**		**53,017**	
Q1	**37,634**		**39,210**		**42,036**		**43,708**		**50,460**	

High School District	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
Antelope Valley	$36,720	NC	$48,471	$48,842	$52,881
Centinela Valley	41,394	$47,746	NC	48,219	NC
El Monte Union	45,394	45,394	NC	45,394	NC
Hart Union	42,641	42,641	42,641	NC	52,011
Whittier Union	42,665	50,694	50,694	50,696	57,254
Q3	**$44,030**	**$49,220**	**$49,583**	**$49,769**	**$55,068**
Md	**42,641**	**46,570**	**48,471**	**48,531**	**52,881**
Q1	**39,057**	**44,018**	**45,556**	**46,807**	**52,446**

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

f Rate includes stipend for M.A. degree

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	Maximum Entry Credential Annual Rate++	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate***
Castaic Union	$66,074 fz	NC	$63,554 fz	$77,699 fz	$82,199 fz
East Whittier	88,636	$73,768	71,099	87,570	88,117
Eastside Union	59,346 s	69,398	NC	84,392	86,817
El Monte	73,088	72,559	70,467	78,637	87,818
Garvey	78,759 fz	NC	71,676 fz	78,759 fz	86,455 fz
Hawthorne	71,090	68,193	NC	74,110	83,960
Hermosa Beach	75,765 f	70,409 f	73,086 f	79,882 f	82,489 f
Hughes-Eliz.Lakes	69,891 f	NC	65,011 f	74,773 f	76,349 fl
Keppel Union	69,177 fs	NC	68,364 f	77,472 f	81,180 f
Lancaster	63,722 s	62,132	NC	71,640	77,640
Lawndale	78,509	71,276	74,953	78,509	87,970
Lennox	62,967	73,115	72,958	80,446	84,978
Little Lake City	85,314	75,360	67,568	80,876	85,314
Los Nietos	73,550 z	69,200 z	65,640 z	73,550 z	78,550 z
Lowell Joint	61,827	67,204	72,578	75,267	84,860
Mountain View	93,890 z	80,208 z	78,518 z	86,202 z	93,890 z
Newhall	58,831 f	NC	64,277 f	80,208 f	82,208 f
Palmdale	76,393	63,525	NC	72,643	76,393
Rosemead	58,903 z	74,204 z	71,037 z	82,503 z	86,503 z
Saugus Union	62,205	74,667 f	72,725	80,767	84,267
South Whittier	58,746	71,755	NC	79,620	81,620
Sulphur Springs	66,589 f	59,848 f	64,362 f	74,467 f	81,474 f
Valle Lindo	79,015	72,461	72,461	81,228	86,695
Westside Union	60,749	66,638	NC	76,210	82,224
Whittier City	82,725	NC	NC	69,905	82,725
Wilsona	74,753 f	70,546 f	64,272 f	77,230 f	81,832 f
Wiseburn	68,788 f	NC	71,038 f	73,990 f	85,729 f
Q3	**$78,509**	**$73,442**	**$72,652**	**$80,767**	**$86,503**
Md	**69,891**	**70,911**	**71,038**	**78,509**	**83,960**
Q1	**62,205**	**67,699**	**65,326**	**74,467**	**81,620**

High School District	Maximum Entry Credential Annual Rate++	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate***
Antelope Valley	$71,607	$70,874	$66,834	$76,012	$84,012
Centinela Valley	87,221	71,801	68,676	76,303	84,351
El Monte Union	89,648	74,086	NC	79,790	87,187
Hart Union	69,129 f	NC	68,414 f	77,685 f	86,241 f
Whittier Union	91,580	75,624	72,939	81,991	91,580
Q3	**$90,614**	**$74,855**	**$70,808**	**$80,891**	**$89,384**
Md	**87,221**	**72,944**	**68,545**	**77,685**	**86,241**
Q1	**70,368**	**71,338**	**67,624**	**76,158**	**84,182**

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2011-12 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

f Rate includes stipend for M.A. degree

l Does not include an additional one time $1,000 longevity bonus at the end of the 20th year of service

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

z Not settled

2011-12 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Annual Contribution Per Teacher
Castaic Union	z	$8,100
East Whittier		18,669
Eastside Union	Q	13,805
El Monte		8,350
Garvey	Oz	9,500
Hawthorne		13,322
Hermosa Beach		5,500
Hughes-Eliz.Lakes		14,000
Keppel Union		13,641
Lancaster		13,758
Lawndale		8,589
Lennox		10,580
Little Lake City		14,959
Los Nietos	z	15,403
Lowell Joint		15,979
Mountain View		5,627
Newhall	z	7,705
Palmdale		11,012
Rosemead	z	9,869
Saugus Union	z	8,080
South Whittier		14,090
Sulphur Springs	z	15,415
Valle Lindo		8,036
Westside Union		13,587
Whittier City		17,333
Wilsona		16,674
Wiseburn		5,880
	Q3	**$14,959**
	Md	**13,322**
	Q1	**8,100**

High School District	Settled	Annual Contribution Per Teacher
Antelope Valley		$14,590
Centinela Valley		6,460
El Monte Union		18,105
Hart Union		15,576
Whittier Union		10,447
	Q3	**$16,841**
	Md	**14,590**
	Q1	**8,454**

\+ Rates reflect the last effective 2011-12 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
G Excludes Gorman due to size and financial structure
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then the cap will not be applied to them.
Q District pays excess cost over benefits cap of $13,805 through June 2012 only
z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Castaic Union	z	-1.10%	-1.10%	-1.08%	-2.70%	-2.70%	-2.65%
East Whittier		-3.02	-3.02	-1.09	-3.13	-3.13	0.46
Eastside Union		0.00	0.00	0.00	0.00	0.00	0.00
El Monte	z	0.00	0.00	0.00	0.00	0.00	0.00
Garvey	z	0.00	0.00	0.00	0.00	0.00	0.00
Hawthorne		0.00	0.00	0.00	-2.76	-2.76	-2.76
Hermosa Beach		-1.10	-1.10	-1.09	-1.10	-1.10	-1.09
Hughes-Eliz.Lakes		0.56	0.56	0.56	-3.78	-3.79	-3.78
Keppel Union		2.82	2.82	2.81	0.00	0.00	0.00
Lancaster		0.00	0.00	0.00	-3.30	-3.30	-3.30
Lawndale		0.00	0.00	0.00	0.00	0.00	0.00
Lennox		-3.60	-3.60	-3.60	-6.76	-6.76	-6.76
Little Lake City		0.00	0.00	0.00	-3.50	-3.50	-3.50
Los Nietos	z	0.00	0.00	0.00	-4.38	-4.38	-4.37
Lowell Joint		0.00	0.00	0.00	-1.86	-1.86	-1.86
Mountain View	z	-1.63	-1.63	-1.63	-3.20	-3.20	-3.20
Newhall		3.04	0.55	0.55	1.36	-1.09	-1.07
Palmdale		0.00	0.00	0.00	0.00	0.00	0.00
Rosemead	z	0.00	NC	0.00	-1.63	NC	-1.63
Saugus Union		0.55	0.55	0.55	-2.15	-2.15	-2.15
South Whittier		0.00	0.00	0.00	-12.43	-12.43	-12.43
Sulphur Springs		0.00	0.00	0.00	-2.69	-2.69	-2.64
Valle Lindo		0.00	0.00	0.00	0.50	0.50	0.50
Westside Union		0.00	0.00	0.00	-1.10	-1.10	-1.10
Whittier City		0.00	0.00	0.00	-4.75	-4.75	-4.75
Wilsona		0.00	0.00	0.00	0.00	0.00	0.00
Wiseburn		0.00	0.00	0.00	21.95	-3.78	-3.73
	Q3	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
	Md	**0.00**	**0.00**	**0.00**	**-1.86**	**-2.42**	**-1.86**
	Q1	**0.00**	**0.00**	**0.00**	**-3.30**	**-3.50**	**-3.50**
Dec-Dec CPI-U (LA-RIV-OC)		2.17	2.17	2.17	5.45	5.45	5.45
Dec-Dec CPI-W (LA-RIV-OC)		2.20	2.20	2.20	6.37	6.37	6.37

High School District	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Antelope Valley	2.25%	NC	2.25%	0.00%	NC	0.00%
Centinela Valley	1.75	1.75%	1.75	1.75	1.75%	1.75
El Monte Union	0.00	0.00	0.00	0.00	0.00	0.00
Hart Union	0.56	0.56	0.56	-2.70	-2.70	-2.70
Whittier Union	0.00	0.00	0.00	-3.00	-3.00	-3.00
Q3	**2.00%**	**1.16%**	**2.00%**	**0.88%**	**0.88%**	**0.88%**
Md	**0.56**	**0.28**	**0.56**	**0.00**	**-1.35**	**0.00**
Q1	**0.00**	**0.00**	**0.00**	**-2.85**	**-2.85**	**-2.85**
Dec-Dec CPI-U (LA-RIV-OC)	2.17	2.17	2.17	5.45	5.45	5.45
Dec-Dec CPI-W (LA-RIV-OC)	2.20	2.20	2.20	6.37	6.37	6.37

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

NC No comparable classification

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Castaic Union	z	-0.97%	-0.97%	-0.95%
East Whittier		0.29	0.29	4.01
Eastside Union		4.00	4.00	4.00
El Monte	z	5.02	5.02	5.02
Garvey	z	5.27	5.26	5.27
Hawthorne		-0.15	-0.15	-0.15
Hermosa Beach		5.94	5.94	5.88
Hughes-Eliz.Lakes		-1.38	-1.38	-1.38
Keppel Union		4.50	4.50	4.47
Lancaster		0.11	0.11	0.11
Lawndale		8.15	8.15	8.15
Lennox		-0.63	-0.63	-0.63
Little Lake City		-0.61	-0.61	-0.61
Los Nietos	z	-2.51	-2.51	-2.49
Lowell Joint		2.93	2.93	2.93
Mountain View	z	1.18	1.18	1.18
Newhall		4.31	1.79	1.77
Palmdale		5.28	0.00	5.28
Rosemead	z	4.27	NC	4.27
Saugus Union		2.26	2.26	2.26
South Whittier		-9.27	-9.27	-9.27
Sulphur Springs		0.82	0.82	0.81
Valle Lindo		4.39	4.39	4.37
Westside Union		2.36	2.36	2.36
Whittier City		-1.26	-7.83	-1.24
Wilsona		4.50	4.50	4.45
Wiseburn		31.90	0.45	0.44
	Q3	**4.50%**	**4.39%**	**4.45%**
	Md	**2.36**	**1.00**	**2.26**
	Q1	**-0.61**	**-0.61**	**-0.61**
Dec-Dec CPI-U (LA-RIV-OC)		9.96	9.96	9.96
Dec-Dec CPI-W (LA-RIV-OC)		10.62	10.62	10.62

High School District	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Antelope Valley	3.00%	NC	3.00%
Centinela Valley	6.58	6.58%	6.58
El Monte Union	4.00	4.00	4.00
Hart Union	-0.75	-0.75	-0.76
Whittier Union	1.47	-1.06	1.47
Q3	**5.29%**	**5.29%**	**5.29%**
Md	**3.00**	**1.63**	**3.00**
Q1	**0.36**	**-0.91**	**0.36**
Dec-Dec CPI-U (LA-RIV-OC)	9.96	9.96	9.96
Dec-Dec CPI-W (LA-RIV-OC)	10.62	10.62	10.62

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

NC No comparable classification

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — ADMINISTRATORS

Unified School District	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
A B C	$497.72	$426.30	$555.20	$555.20	$581.84	$517.14	$536.61
Acton-Agua Dulce	415.85	NC	474.05	466.62	478.31	NC	NC
Alhambra	487.15 a	444.69 a	NC	516.55 k	597.32	445.21 k	500.77
Arcadia	556.58 a	520.09 a	616.18	640.48	706.36	579.88	593.53
Azusa	449.69 z	422.46 az	495.84 z	508.56 z	527.74 z	455.08 z	495.84 z
Baldwin Park	474.51	469.19 a	522.59	531.55	555.24	494.54	525.58
Bassett	436.86 a	451.80 a	477.15	486.64	509.98	455.95	461.68
Bellflower	433.71 a	460.20	527.98	NC	568.52	524.38	524.38
Beverly Hills	473.26 a	463.95 a	NC	580.95 kz	594.96 z	516.80 kz	532.99 z
Bonita	479.10 z	482.52 az	503.61 z	509.68 z	546.06 z	472.13 z	481.03 z
Burbank	470.09	416.53 a	531.21	538.34	604.42	476.89	508.66
Charter Oak	464.86 a	447.95 a	494.80	517.54	534.17	470.32	485.62
Claremont	492.83	481.64 a	523.55	534.27	556.28	502.84	513.13
Compton	439.72	429.71 az	483.99	513.41	579.66	436.36	480.30
Covina-Valley	448.48	438.94	498.51	498.51	538.92	467.07	498.51
Culver City	429.82	416.02	477.25	489.98	522.83	447.70	473.31
Downey	478.80	451.31 a	528.96	538.80	572.67	490.00	514.27
Duarte	432.91 a	404.07 a	484.81	502.25	532.90	454.34	472.47
El Rancho	430.62	445.28 a	497.64 a	497.64 a	582.16 a	457.44 a	478.40 a
El Segundo	432.23	434.51 a	520.66	520.66	529.87	464.39	465.58
Glendale	433.05	447.49 a	513.43	524.85	599.48	489.33	501.23
Glendora	475.67 a	462.57 a	512.36	525.61	577.25	483.74	511.40
Hacienda-LaPuente	432.25 az	420.25 az	489.96	497.23	551.56	468.75	482.71
Inglewood	386.03 az	351.86 az	429.84 z	441.23 z	509.81 z	370.26 z	431.78 z
La Cañada	452.51 az	424.10 az	494.99 z	505.34 z	522.13 z	NC	461.29 z
Las Virgenes	457.61 a	424.22 a	490.19	506.53	542.95	480.64	480.60
Long Beach	467.94	455.89	580.34	580.34	606.46	512.22	512.22
Los Angeles	421.38 a	410.24 a	540.98 a	555.83 a	565.00 a	489.54 a	489.54 a
Lynwood	462.57	420.73 a	504.83	512.07	551.83	468.07	484.74
Manhattan Beach	422.95 a	444.40 a	499.72	492.37	555.88	480.47	492.08
Monrovia	472.30	472.97 a	520.24	524.80	573.03	485.63	509.97
Montebello	495.58 a	473.73 a	571.46	590.02	627.20	534.28	552.84
Norwalk-La Mirada	488.63	424.83 a	526.36	541.36	569.27	488.23	495.74
Palos Verdes	427.03 a	421.81 a	517.10	530.03	583.03	493.47	503.23
Paramount	477.45	422.51 a	NC	536.99 k	577.64	502.13 k	518.71
Pasadena	452.45	433.25 a	467.14	474.73	504.86	448.05	467.20
Pomona	492.84 a	459.38 a	508.30	507.86	538.11	444.51	480.28
Redondo Beach	444.16 az	436.91 az	498.51 z	506.97 z	537.79 z	457.31 z	487.87 z
Rowland	412.02 az	397.25 az	510.08 z	524.82 z	555.26 z	484.70 z	499.94 z
San Gabriel	429.11	435.24 a	480.32	516.10	531.37	445.46	476.03
San Marino	440.35 a	425.36 a	617.88	627.08	627.80	580.15	599.55
Santa Monica-	465.88	406.48 a	512.75	525.19	607.73	500.63	512.94
South Pasadena	485.56 a	446.23 a	494.06	500.16	521.03	454.90	474.14
Temple City	462.14 a	462.14 a	505.03	517.69	538.77	463.59	493.15
Torrance	426.66 a	424.53 a	474.99	474.99	503.54	441.03	474.93
Walnut Valley	465.69	451.51 a	511.61	533.86	574.48	490.76	510.24
West Covina	441.13 z	439.13 az	489.09 z	514.44 z	584.89 z	475.33 z	480.03 z
Q3	**$475.67**	**$455.89**	**$523.07**	**$534.27**	**$582.16**	**$494.00**	**$512.22**
Md	**452.51**	**437.92**	**504.93**	**517.05**	**555.88**	**476.89**	**494.44**
Q1	**432.25**	**422.51**	**490.08**	**502.25**	**532.90**	**455.51**	**480.03**

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

k K-8 schools

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School DistrictG	BA, No Exp Provisional Service Document Annual Rate		BA, No Exp Credential Annual Rate		BA+28/30, No Exp Credential Annual Rate		MA Only, No Exp Credential Annual Rate		BA+28/30, 5 Yrs Credential Annual Rate	
A B C	$45,000		$45,000		$47,272		$48,455		$54,789	
Acton-Agua Dulce	43,844		43,844		47,870		50,830	f	57,936	
Alhambra	35,427		45,193		45,429		NC		48,287	
Arcadia	48,511		48,511		48,511		48,511		58,857	
Azusa	45,017	z	46,142	z	NC		47,047	z	NC	
Baldwin Park	41,243		41,243		42,909		42,909		52,205	
Bassett	40,327		40,327		43,279		44,832		53,681	
Bellflower	42,260		42,260		46,988		48,946		53,330	z
Beverly Hills	45,631		45,631		NC		48,286		NC	
Bonita	44,456	z	44,456	z	44,456	z	NC		51,617	z
Burbank	40,350		44,962		46,370		NC		52,408	
Charter Oak	38,495		38,495		NC		44,654		NC	
Claremont	44,588		44,588		NC		47,020		NC	
Compton	38,621	z	46,667	z	47,727	z	48,802	z	56,005	z
Covina-Valley	39,160		40,750		42,380		44,080		52,800	
Culver City	40,509		40,509		NC		42,966		NC	
Downey	48,275		48,275		51,859		52,229	f	60,790	
Duarte	44,000		44,000		44,115		45,009		50,085	
El Rancho	41,664		41,664		42,312		44,843		51,078	
El Segundo	38,659		44,125		47,655		50,270	f	55,919	
Glendale	42,451		45,503		45,503		NC		49,673	
Glendora	43,549		43,549		45,352		48,130		54,461	
Hacienda-LaPuente	NC		43,687	z	45,896	z	48,215	z	53,808	z
Inglewood	39,255	z	43,942	z	43,946	z	NC		49,236	z
La Cañada	42,991	z	42,991	z	46,618	z	49,219	z	51,797	z
Las Virgenes	40,055		42,364		43,987		43,987		51,820	
Long Beach	44,627		49,812		49,813		49,815		54,740	
Los Angeles	39,008		44,742		45,273		NC		49,279	
Lynwood	43,347		43,347		44,177		NC		52,957	
Manhattan Beach	44,564		44,564		44,567		45,794		54,560	
Monrovia	45,665		45,665		45,665		NC		54,565	
Montebello	39,919		45,607		NC		45,957	f	NC	
Norwalk-La Mirada	44,764		44,764		47,002		47,002		55,286	
Palos Verdes	41,275		45,667		46,853		46,853		52,133	
Paramount	44,413		44,413		46,634		48,965		54,060	
Pasadena	39,123		44,047		NC		NC		NC	
Pomona	41,351		43,205		48,637		NC		53,994	
Redondo Beach	47,290	z	47,290	z	47,292	z	47,397	z	56,470	z
Rowland	41,005	z	44,731	z	NC		46,092	z	NC	
San Gabriel	36,798		41,214		41,214		43,422		51,940	
San Marino	NC		44,817		45,456		NC		50,441	
Santa Monica-Malibu	44,341		44,341		44,341		NC		53,126	
South Pasadena	39,976		39,976		45,970		45,970		56,485	
Temple City	38,308		48,886		48,890		48,892		53,819	
Torrance	40,358		42,187		42,187		43,032		48,858	
Walnut Valley	42,080		45,240		45,240		46,620		53,910	
West Covina	42,845	z	42,845	z	44,947	z	NC		54,486	z
Q3	**$44,510**		**$45,503**		**$47,272**		**$48,802**		**$54,740**	
Md	**42,080**		**44,413**		**45,503**		**47,011**		**53,681**	
Q1	**39,948**		**42,845**		**44,177**		**44,843**		**51,797**	

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

f Rate includes stipend for M.A. degree

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School DistrictG	Maximum Entry Credential Annual Rate++	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate***
A B C	$75,068	$69,035	$66,055	$75,068	$84,488
Acton-Agua Dulce	64,922 f	70,962 f	70,962 f	79,015 f	82,062 f
Alhambra	64,334	NC	66,491	77,810	85,591
Arcadia	67,082	71,516	74,258	87,967	92,262
Azusa	81,588 z	62,979 z	NC	76,042 z	81,588 z
Baldwin Park	80,910	66,055	73,388	80,910	83,626
Bassett	80,881	75,369	66,335	80,881	83,881
Bellflower	79,151	66,966	64,499	72,662	79,151
Beverly Hills	69,670	68,920	NC	79,840	85,530
Bonita	72,556 z	NC	70,333 z	84,213 z	84,213 z
Burbank	77,146 f	NC	67,170 f	77,146 f	85,482 f
Charter Oak	70,253	72,178	70,253	77,760	85,223
Claremont	64,650	64,644	NC	79,933	87,686
Compton	69,571 Bz	73,960 z	NC	79,066 z	87,028 z
Covina-Valley	65,170	68,450	68,110	74,380	80,490
Culver City	70,132	60,613	NC	70,132	78,935
Downey	79,852 f	64,727 f	76,279 f	79,852 f	94,616 f
Duarte	84,000	71,057	NC	73,554	84,000
El Rancho	71,725	64,129	65,688	71,725	77,464
El Segundo	86,402 f	71,106 f	69,109 f	76,128 f	86,402 f
Glendale	76,279	NC	65,170	76,279	84,097
Glendora	79,423	74,270	73,083	79,423	83,114
Hacienda-LaPuente	75,510 z	68,415 z	67,443 z	75,510 z	84,510 z
Inglewood	74,218 z	NC	66,373 z	71,363 z	77,460 z
La Cañada	82,231 z	73,035 z	NC	78,761 z	82,231 z
Las Virgenes	66,578	68,325	NC	78,287	84,177
Long Beach	86,820	75,892	68,996	86,820	91,320
Los Angeles	71,741 f	NC	62,879 f	73,023 f	76,648 f
Lynwood	70,750 B	NC	70,750	76,573	82,399
Manhattan Beach	77,400	72,658	NC	77,400	81,359
Monrovia	61,795	NC	68,745	80,333	84,075
Montebello	75,024 f	72,304 f	NC	83,806 f	87,006 f
Norwalk-La Mirada	77,765	62,953	69,406	77,765	86,796
Palos Verdes	60,816	62,999	67,349	75,504	81,849
Paramount	86,743	71,892	67,085	79,266	86,743
Pasadena	62,105	NC	60,478	73,387	80,730
Pomona	62,568 s	NC	68,999	79,712	82,900
Redondo Beach	75,342 z	75,045 z	NC	79,954 z	83,584 z
Rowland	80,676 z	68,529 z	67,324 z	76,067 z	83,493 z
San Gabriel	73,596	69,180	NC	73,596	78,900
San Marino	65,295	NC	NC	74,926	83,073
Santa Monica-Malibu	74,475 f	NC	67,935 f	74,475 f	90,866 f
South Pasadena	71,055	71,200	NC	82,545	87,345
Temple City	63,674	71,219	NC	79,858	82,269
Torrance	59,303	63,817	69,046	72,445	80,244
Walnut Valley	75,030	69,160	67,980	79,130	85,250
West Covina	59,442 sz	NC	69,355 z	74,359 z	85,812 z
Q3	**$79,151**	**$72,178**	**$69,830**	**$79,852**	**$85,812**
Md	**73,596**	**69,170**	**68,045**	**77,760**	**84,000**
Q1	**65,295**	**66,055**	**66,432**	**74,475**	**81,849**

* Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2011-12 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2011-12 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credentia

f Rate includes stipend for M.A. degree

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

z Not settled

2011-12 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School DistrictG	Settled	Annual Contribution Per Teacher
A B C		$17,557
Acton-Agua Dulce		60
Alhambra		14,235
Arcadia		5,500
Azusa	z	13,220
Baldwin Park		8,410
Bassett		8,310
Bellflower		11,500
Beverly Hills		7,010
Bonita	z	6,000
Burbank		10,606
Charter Oak		15,506
Claremont		6,062
Compton		11,044
Covina-Valley	z	14,932
Culver City		11,366
Downey		16,877
Duarte		6,200
El Rancho		18,332
El Segundo		7,000
Glendale		16,808
Glendora		10,688
Hacienda-LaPuente		10,008
Inglewood	z	16,476
La Cañada		14,304
Las Virgenes		9,800
Long Beach		15,021
Los Angeles		12,934
Lynwood		11,041
Manhattan Beach		16,289
Monrovia		11,960
Montebello		11,290
Norwalk-La Mirada		9,553
Palos Verdes		7,593
Paramount		11,010
Pasadena		18,901
Pomona		12,420
Redondo Beach		11,473
Rowland		7,290
San Gabriel		13,481
San Marino		16,258
Santa Monica-Malibu		17,758
South Pasadena		9,563
Temple City		7,500
Torrance		8,380
Walnut Valley		17,746
West Covina	z	8,000
	Q3	**$15,021**
	Md	**11,290**
	Q1	**8,310**

\+ Rates reflect the last effective 2011-12 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District G	Settle	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
A B C		0.00%	0.00%	0.00%	15.80%	-2.16%	-2.17%
Acton-Agua Dulce		0.00	0.00	0.00	0.00	0.00	0.00
Alhambra		0.00	0.00	0.00	0.00	0.00	0.00
Arcadia		-3.17	-3.17	-3.17	-3.78	-3.78	-3.78
Azusa	z	0.00	0.00	0.00	0.00	0.00	0.00
Baldwin Park		-3.26	-3.26	-3.26	-3.26	-3.26	-3.26
Bassett		-0.55	-0.55	-0.55	-0.55	-0.55	-0.55
Bellflower		-1.66	-1.66	-1.66	-3.26	-3.26	-3.26
Beverly Hills		0.00	0.00	0.00	0.00	0.00	0.00
Bonita	z	0.00	0.00	0.00	0.00	0.00	12.66
Burbank		0.37	0.38	0.38	-1.24	-1.23	-1.21
Charter Oak		0.00	0.00	0.00	0.00	0.00	0.00
Claremont		0.00	0.00	0.00	0.00	0.00	0.00
Compton	z	0.00	-0.02	0.00	0.00	-0.02	0.00
Covina-Valley		0.00	0.00	0.00	-4.00	-3.98	-3.99
Culver City		0.58	0.58	0.46	-2.18	-2.18	-2.17
Downey		0.00	0.00	0.00	0.00	0.00	0.00
Duarte		0.00	0.00	0.00	0.00	0.00	0.00
El Rancho		0.56	0.56	0.56	-3.76	-3.76	-3.76
El Segundo		2.81	2.81	2.78	0.00	0.00	0.00
Glendale		0.00	0.00	0.00	0.00	0.00	0.00
Glendora		0.00	0.00	0.00	0.00	0.00	0.00
Hacienda-LaPuente	z	NC	5.05	0.00	NC	5.05	0.00
Inglewood	z	0.00	0.00	0.00	-2.10	-2.10	-2.10
La Cañada	z	0.00	0.00	0.00	0.00	0.00	0.00
Las Virgenes		0.54	0.54	0.54	0.00	0.00	0.00
Long Beach		2.82	2.82	2.82	0.00	0.00	0.00
Los Angeles		1.52	1.52	1.52	-1.96	-1.96	-1.96
Lynwood		1.01	1.01	1.01	0.00	0.00	0.00
Manhattan Beach		0.00	0.00	0.00	0.00	0.00	0.00
Monrovia		0.00	0.00	0.00	0.41	0.41	0.41
Montebello		0.00	0.00	0.00	-0.60	-0.60	-0.60
Norwalk-La Mirada		0.00	0.00	0.00	0.00	0.00	0.00
Palos Verdes		0.00	0.00	0.00	-3.24	-3.24	-3.24
Paramount		1.53	1.53	1.59	-0.50	-0.50	-0.52
Pasadena		0.01	0.01	-0.01	-2.68	-2.68	-2.70
Pomona		-3.72	-3.72	-3.72	-3.72	-3.72	-3.72
Redondo Beach	z	0.00	0.00	0.00	0.00	0.00	0.00
Rowland	z	1.09	1.09	1.09	0.00	0.00	0.00
San Gabriel		1.52	1.52	1.52	0.00	0.00	0.00
San Marino		NC	-1.08	-1.08	NC	-1.08	-1.08
Santa Monica-Malibu		2.81	2.81	2.74	0.00	0.00	0.00
South Pasadena		0.00	0.00	0.00	0.00	0.00	0.00
Temple City		0.00	0.00	0.00	0.00	0.00	0.00
Torrance		0.00	0.00	0.00	-2.70	-2.70	-2.70
Walnut Valley		0.00	0.00	0.00	0.00	0.00	0.00
West Covina	z	0.00	0.00	0.00	0.00	0.00	0.00
	Q3	**0.46%**	**0.54%**	**0.38%**	**0.00%**	**0.00%**	**0.00%**
	Md	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Q1	**0.00**	**0.00**	**0.00**	**-2.03**	**-2.10**	**-2.10**
Dec-Dec CPI-U (LA-RIV-OC)		2.17	2.17	2.17	5.45	5.45	5.45
Dec-Dec CPI-W (LA-RIV-OC)		2.20	2.20	2.20	6.37	6.37	6.37

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2011-12 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District[G]	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
A B C		15.80%	0.53%	0.52%
Acton-Agua Dulce		4.60	4.60	4.80
Alhambra		3.73	3.73	3.74
Arcadia		1.03	1.03	1.03
Azusa	z	0.00	0.00	0.00
Baldwin Park		0.61	0.61	0.61
Bassett		1.44	1.44	1.44
Bellflower		-3.26	-3.26	0.61
Beverly Hills		6.09	6.09	6.10
Bonita	z	4.53	4.53	17.77
Burbank		2.46	2.47	2.49
Charter Oak		3.66	1.30	3.66
Claremont		4.22	4.22	4.22
Compton	z	1.50	10.30	10.32
Covina-Valley		-3.05	-3.02	-3.02
Culver City		-1.20	-1.20	-1.19
Downey		4.40	4.40	4.40
Duarte		4.23	4.23	3.04
El Rancho		1.08	1.08	1.08
El Segundo		5.99	4.49	4.44
Glendale		7.20	7.20	7.20
Glendora		3.40	3.40	3.40
Hacienda-LaPuente	z	NC	9.25	4.00
Inglewood	z	2.83	2.83	2.83
La Cañada	z	3.00	3.00	3.00
Las Virgenes		7.03	7.03	7.03
Long Beach		4.53	4.53	4.53
Los Angeles		-1.96	-1.96	-1.96
Lynwood		3.00	3.00	3.00
Manhattan Beach		24.94	6.09	6.09
Monrovia		4.14	4.14	4.14
Montebello		2.38	2.37	2.38
Norwalk-La Mirada		4.00	4.00	4.00
Palos Verdes		2.36	2.36	2.36
Paramount		-0.50	-0.50	-0.52
Pasadena		1.70	1.70	1.69
Pomona		3.72	3.72	3.72
Redondo Beach	z	3.51	3.51	3.51
Rowland	z	2.40	2.40	2.40
San Gabriel		0.00	0.00	0.00
San Marino		NC	3.43	3.43
Santa Monica-Malibu		3.00	3.00	3.00
South Pasadena		3.70	3.70	3.70
Temple City		2.94	2.94	2.94
Torrance		0.70	0.70	0.70
Walnut Valley		3.24	3.24	3.25
West Covina	z	2.50	2.50	2.50
	Q3	**4.22%**	**4.23%**	**4.14%**
	Md	3.00	3.00	3.00
	Q1	1.26	1.08	1.08
Dec-Dec CPI-U (LA-RIV-OC)		9.96	9.96	9.96
Dec-Dec CPI-W (LA-RIV-OC)		10.62	10.62	10.62

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2012-13 L.A. County District Salary Survey

Final Report as of June 30, 2013

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2013

The Los Angeles County Office of Education, based in Downey, is a public agency that operates a variety of academic, business and consulting programs and services for school communities throughout the county.

Under the leadership of Los Angeles County Superintendent of Schools Arturo Delgado, LACOE is the largest intermediate educational agency in the nation, employing over 4,000 people, more than half of whom are teachers and instructional assistants.

In addition to serving the county's 80 K-12 school districts and 13 community college districts, LACOE provides education and learning opportunities for children with disabilities, wards of the juvenile court, preschool children and their families, students in career and technical training programs, and students talented in the arts.

LACOE has been conducting its annual L.A. County District Salary Survey, previously titled *District Survey of Salaries and Fringe Benefits in Los Angeles County* through its Human Resource Advisory & Support Services Unit since 1974.

Los Angeles County Office of Education

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INTRODUCTION

This comparative report of 2012-13 salaries and benefits for positions typically found in school districts in Los Angeles County is prepared and provided by the Human Resource Advisory & Support Services Unit of the Los Angeles County Office of Education. Classification descriptions, *not job titles*, were used to identify comparable positions.

SURVEY FORMAT

This report is divided into two sections plus an appendix. Section I reports on the elementary and high school districts in Los Angeles County, while Section II devotes itself to the unified school districts in Los Angeles County.

Each section contains four parts. Part A contains information for selected non-teaching certificated and administrative positions including doctorate, and longevity. Part B is an analysis comparing teachers' salary schedule benchmarks. Part C shows the maximum annual contribution paid by the district toward insurance fringe benefit programs for teachers. Part D compares percent increases of teacher's minimum and maximum salaries.

The Appendix presents the questionnaire's job descriptions that are used as the criterion to determine comparability, a listing of selected teachers' stipends, the staff size, a reference list of district contact people contributing to this survey, financial information, and a map of the Los Angeles County school districts.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

- All salary values in this survey are compared with respect to salary schedules ***excluding*** one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information provided to us for the 2012-13 fiscal year, as of June 30, 2013.

- With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment were excluded from the teachers', non-teachers' and management salary schedule rankings. Longevity or extended career service pay is also excluded from the salary schedule rankings, except where applicable.

- Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

- Net work days are the total number of paid work days within the school year less holidays and vacation days.

- "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

- Percent increases of teachers' salaries compare changes in the minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with a provisional service document and one minimum salary with a credential. The maximum salary assumes a credential.

- Represented points on the teachers' salary schedules were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

- The insurance benefits program per teacher has been re-designed to account for the annual maximum benefits contribution per teacher.

SURVEY METHOD

Data were collected through the use of e-mailed questionnaires, district salary schedules and telephone follow-up. This year's responses were verified by comparing it with last year's data and this year's salary schedules and other written documentation provided by each school district. The non-teaching positions were compared to the job descriptions appearing in the questionnaire with each district's job description, and followed-up with telephone verification when necessary.

DEFINITION OF TERMS

Quartiles: The three (3) values that separate the distribution of ranked data into four equal groups are as follows:

Q3 — The third quartile, the value indicating the upper quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Md — The Median, the mid-point of the distribution of ranked responses (reliable statistic).

Q1 — The first quartile, the value indicating the lower quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Rank Order: List of key survey responses in descending order of assigned rank, with the largest value ranked "1". Values are assigned the same middle rank when there are ties.

Net Work Days: Total number of paid work days within the school year less holiday and vacation days

QUESTIONS AND COMMENTS

Forward any comments or questions regarding this year's survey to:

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NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among the school districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts, since there is no documentation available to verify the accuracy of information that districts provide in this particular area. Extreme care should be used in utilizing quartiles, since the median is the **ONLY** reliable statistic of the three, as Q1 and Q3 are contaminated by sample size and therefore not reliable. Care should be exercised in using this survey data, with interpretations examined in the context of the overall survey limitations.

NOTE OF THANKS

We wish to thank those individuals and school districts who prepared and submitted the data to make this study possible. We also wish to acknowledge the contributions of our Reprographics Division for the printing of this publication. Also, we wish to extend a note of thanks to Jay Ortega and Larry Carrigan for their technical support and assistance in preparing this study.

TABLE OF CONTENTS

I. ELEMENTARY AND HIGH SCHOOL DISTRICTS, LOS ANGELES COUNTY 1

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 2

1. PROFESSIONAL STAFF SPECIALISTS 2
   a. Position I — "School Psychologist" 2
   b. Position II — "School Counselor" 3

2. ADMINISTRATORS 4
   a. Position IIIA — "Elementary School Principal" 4
   b. Position IIIB — "Intermediate School Principal" 5
   c. Position IIIC — "High School Principal" 5
   d. Position IVA — "Intermediate School Assistant Principal" 6
   e. Position IVB — "High School Assistant Principal" 6

B. TEACHERS SALARY SCHEDULE 7

1. BEGINNING SALARY, NO EXPERIENCE 7
   a B.A. Only, Provisional Service Document, Annual Salary 7
   b. B.A. Only, Credential, Annual Salary 8
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 9
   d. M.A. Only, Credential, Annual Salary 10

2. MAXIMUM STEP AND COLUMN PLACEMENT 11
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 11
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 12
   c. Maximum, M.A. Only, Credential, Annual Salary 13
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 14
   e. Maximum, excluding incentives, Credential, Annual Salary 15
   f. Maximum with 25 Years Experience, Credential, Annual Salary 16

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 17

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 17

D. TEACHERS PERCENT INCREASE 18

1. One Year – 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 18
2. One Year – 2012-13 Minimum Salary Percent Increase, Credential, Annual Rate 19
3. One Year – 2012-13 Maximum Salary Percent Increase, Credential, Annual Rate 20
4. Three Year – 2009-10 to 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary. 21
5. Three Year – 2009-10 to 2012-13 Minimum Salary Percent Increase, Credential, Annual Salary 22
6. Three Year – 2009-10 to 2012-13 Maximum Salary Percent Increase, Credential, Annual Salary 23
7. Five Years – 2007-08 to 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 24
8. Five Years – 2007-08 to 2012-13 Minimum Salary Percent Increase, Credential, Annual Salary 25
9. Five Years – 2007-08 to 2012-13 Maximum Salary Percent Increase, Credential, Annual Salary 26
10. Last Maximum Base Salary Percent Increase 27

II. UNIFIED SCHOOL DISTRICTS, LOS ANGELES COUNTY 28

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 28

1. PROFESSIONAL STAFF SPECIALISTS 28
   a. Position I — "School Psychologist" 29
   b. Position II — "School Counselor" 30

2. ADMINISTRATORS 31
   a. Position IIIA — "Elementary School Principal" 31
   b. Position IIIB — "Intermediate School Principal" 32
   c. Position IIIC — "High School Principal" 33
   d. Position IVA — "Intermediate School Assistant Principal" 34
   e. Position IVB — "High School Assistant Principal" 35

B. TEACHERS SALARY SCHEDULE 36

1. BEGINNING SALARY, NO EXPERIENCE 36
   a. B.A. Only, Provisional Service Document, Annual Salary 36
   b. B.A. Only, Credential, Annual Salary 37
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 38
   d. M.A. Only, Credential, Annual Salary 39

2. MAXIMUM STEP AND COLUMN PLACEMENT 40
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 40
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 41
   c. Maximum, M.A. Only, Credential, Annual Salary 42
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 43
   e. Maximum, excluding incentives, Credential, Annual Salary 44
   f. Maximum with 25 Years Experience, Credential, Annual Salary 45

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 46

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 46

D. TEACHERS PERCENT INCREASE 47

1. One Year – 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 47
2. One Year – 2012-13 Minimum Salary Percent Increase, Credential, Annual Rate 48
3. One Year – 2012-13 Maximum Salary Percent Increase, Credential, Annual Rate 49
4. Three Year – 2009-10 to 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 50
5. Three Year – 2009-10 to 2012-13 Minimum Salary Percent Increase, Credential, Annual Salary 51
6. Three Year – 2009-10 to 2012-13 Maximum Salary Percent Increase, Credential, Annual Salary 52
7. Five Years – 2007-08 to 2012-13 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 53
8. Five Years – 2007-08 to 2012-13 Minimum Salary Percent Increase, Credential, Annual Salary 54
9. Five Years – 2007-08 to 2012-13 Maximum Salary Percent Increase, Credential, Annual Salary 55
10. Last Maximum Base Salary Percent Increase 56

APPENDIX..... 57

BENCHMARK JOB DESCRIPTIONS..... 58
Certificated Classifications..... 58

2012-13 TEACHERS STIPENDS..... 59

Elementary and High School Districts..... 59
Unified School Districts..... 60

2012-13 DISTRICT STAFF SIZE..... 61

Elementary and High School Districts..... 61
Unified School Districts..... 62

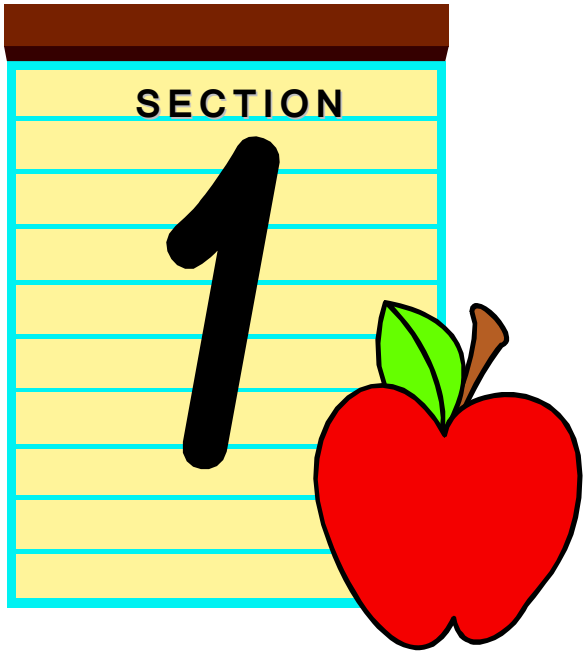
LIST OF DISTRICT CONTRIBUTORS..... 63

Elementary and High School Districts..... 63
Unified School Districts..... 64

FINANCIAL INFORMATION 65
.

2011-12 Total Expenditures: Elementary and High School Districts..... 65
2011-12 Total Expenditures: Unified School Districts..... 66
2011-12 Ranked Size by Revenue Limit ADA: Elementary and High School Districts..... 67
2011-12 Ranked Size by Revenue Limit ADA: Unified School Districts..... 68
2012-13 Base Revenue Limit per ADA-Rank Order: Elementary and High School Districts..... 69
2012-13 Base Revenue Limit per ADA-Rank Order: Unified School Districts..... 70

MAP OF LOS ANGELES COUNTY SCHOOL DISTRICTS..... Inside Back Cover



LOS ANGELES COUNTY ELEMENTARY AND HIGH SCHOOL DISTRICTS

Los Angeles County Office of Education

August 2013

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I - "School Psychologist"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$522.36	$88,418 - $100,293	5	192		$7,347	02/01/13
Lawndale	a	2		474.90	63,931 - 91,655	7	193			07/01/07
Lowell Joint		3		472.31	75,675 - 85,016	7	180		4,000	07/01/12
East Whittier	a	4		465.17	65,292 - 86,522	9	186	$500	1,043	09/01/11
Sulphur Springs		5		461.71	78,193 - 94,651	5	205		10.00%	07/01/10
Rosemead	a	6		459.54	81,522 - 88,232	5	192	2,000	$4,800	07/01/12
			Q3	**(458.26)**						
Saugus Union	z	7		456.97	75,223 - 91,394	6	200	2,000	4,000	07/01/07
Garvey	az	8		455.49	51,357 - 90,187	12	198	2,566	7,696	07/01/07
Lennox	r	9		449.86	69,963 - 86,374	5	192			07/01/12
Little Lake City		10		449.49	70,532 - 82,257	4	183	2.00%	1,800	07/01/12
South Whittier		11		445.42	76,498 84,630	5	190	$1,000	3,000	07/01/10
El Monte	a	12		445.21	66,461 - 84,589	8	190		6,433	04/01/08
Wilsona		13	**Md**	**435.83**	77,330 - 91,960	5	211	1,000	4,000	07/01/07
Whittier City	aI	14		433.72	57,194 - 78,503	8	181	3,500	9,759	09/01/09
Wiseburn		15		432.69	77,142 - 85,672	5	198	800	1,000	07/01/10
Newhall	z	16		427.32	76,356 - 87,600	6	205	500	6,000	01/01/08
Hawthorne		17		425.00	70,622 79,900	6	188	600	4,500	07/01/12
Lancaster		18		420.18	72,652 - 80,675	5	192	1,000	11,339	07/01/12
Hermosa Beach		19		419.26	61,948 - 81,755	6	195		2,250	01/16/08
			Q1	**(418.29)**						
Castaic Union		20		417.31	68,667 - 83,461	5	200		7,000	07/01/11
Eastside Union	a	21		416.53	72,964 - 80,390	5	193		2,425	07/01/12
Westside Union		22		414.97	59,921 - 78,845	9	190	2,500	14,500	07/01/07
Keppel Union		23		411.81	70,061 - 80,303	5	195	500	1,252	07/01/12
Palmdale		24		400.41	71,918 - 79,281	5	198	1,250	11,250	07/01/11
Los Nietos	a	25		394.03	61,787 - 74,866	5	190		5,000	07/01/09
Hughes-Eliz.Lakes					No Comparable Classification					
Valle Lindo					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$496.53	$80,221 - $91,362	5	184	$2,859	$16,578	07/01/12
			Q3	**(488.21)**						
William S. Hart	a	2		479.88	58,237 - 91,057	13	189.75	2,188	10,940	07/01/10
Centinela Valley	a	3	**Md**	**475.86**	58,339 - 92,316	12	194	1,000	13,209	07/01/11
El Monte Union	a	4		467.22	49,707 - 89,706	13	192		9,858	09/01/07
			Q1	**(447.97)**						
Antelope Valley		5		428.71	83,312 - 90,029	5	210	3,500	5,000	07/01/07

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

G Excludes Gorman due to size and financial structure

I New Doctoral Stipend

r Staff received 8 furlough days and a 3.0% salary decrease.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II - "School Counselor"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$523.84	$57,406 - $95,338	13	182		$8,503	02/01/13
Lawndale		2		477.20	64,241 - 92,099	7	193			07/01/07
Lennox	r	3		471.03	70,966 - 87,612	5	186			07/01/12
East Whittier	a	4		465.18	59,143 - 84,663	11	182	$500	1,019	09/01/11
			Q3	**(463.63)**						
Saugus Union	z	5		462.08	48,121 - 83,637	12	181	700	4,000	07/01/07
Eastside Union	a	6		461.16	44,108 - 85,776	15	186	1,000	2,425	07/01/12
Castaic Union	a	7		450.74	45,565 - 86,091	16	191		7,000	07/01/11
Little Lake City		8		447.74	77,910 - 90,891	4	203	2.00%	1,800	07/01/12
Hermosa Beach	a	9	**Md**	**443.74**	52,452 - 80,761	6	182		2,636	07/01/07
Wiseburn		10		433.47	73,379 - 81,493	5	188	$800	1,000	07/01/10
Garvey	az	11		430.38	46,054 - 78,759	12	183	2,566	7,696	07/01/07
Los Nietos	a	12		430.33	47,542 - 75,308	12	175		5,000	07/01/09
El Monte	a	13		429.71	49,859 - 82,504	13	192		9,633	04/01/08
			Q1	**(422.02)**						
Hawthorne	a	14		414.32	51,344 - 77,892	10	188		11,192	07/01/12
Whittier City	aI	15		410.43	47,399 - 74,698	12	182	3500	13,564	09/01/09
Palmdale	a	16		394.80	42,470 - 72,643	13	184		3,750	07/01/07
Westside Union		17		363.85	57,337 - 69,859	9	192	2,500	14,500	07/01/07
Hughes-Eliz.Lakes					No Comparable Classification					
Keppel Union					No Comparable Classification					
Lancaster					No Comparable Classification					
Lowell Joint					No Comparable Classification					
Newhall					No Comparable Classification					
Rosemead					No Comparable Classification					
South Whittier					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					
Wilsona					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$502.50	$59,007 - $99,495	12	198	$2,589	$11,636	07/01/12
			Q3	**(489.18)**						
Centinela Valley	a	2		475.85	58,941 - 93,267	12	196	1,000	13,345	07/01/11
William S. Hart	a	3	**Md**	**468.67**	49,477 - 89,516	13	191	2,139	10,695	07/01/11
El Monte Union	a	4		457.36	47,801 - 87,813	13	192		9,858	09/01/07
			Q1	**(450.04)**						
Antelope Valley	a	5		442.71	53,925 - 87,213	13	197	3,500	18,371	07/01/07

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

G Excludes Gorman due to size and financial structure

I New Doctoral Stipend

r Staff received 8 furlough days and a 3.0% salary decrease.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
a. Position IIIA - "Elementary School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	-	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Saugus Union	z	1		$564.25	$101,743	-	$120,185	6	213	$2,000	$4,000	07/01/07
Lawndale		2		558.56	103,215	-	117,298	5	210	1,000	6,000	07/01/07
Newhall	z	3		545.15	104,356	-	117,208	6	215	500	6,000	01/01/08
Mountain View		4		543.64	92,961	-	114,164	5	210		7,378	02/01/13
El Monte		5		541.73	82,885	-	117,013	13	216		13,476	02/01/07
South Whittier		6		539.33	89,446		109,484	6	203	1,000	3,000	08/01/09
Hughes-Eliz.Lakes	J	7	**Q3**	**538.18**	113,600		120,553	4	224			07/01/12
Valle Lindo		8		534.41	102,078	-	114,898	5	215		6,894	07/01/12
East Whittier		9		531.36	97,472	-	114,508	5	215.5	2,000	6,000	07/01/11
Lennox	r	10		529.24	88,737	-	109,553	5	207			07/01/12
Castaic Union	y	11		523.44	84,779	-	107,305	6	205	2,250	7,000	07/01/11
Sulphur Springs		12		522.31	89,226	-	107,596	5	206		10.00%	07/01/10
Little Lake City		13		515.45	91,436	-	106,698	4	207	2.00%	10.00%	07/01/12
			Md	**(514.63)**								
Wiseburn		14		513.80	92,305	-	103,787	5	202	$800	$1,000	07/01/10
Palmdale		15		509.30	99,757	-	110,009	5	216	1,250	11,250	07/01/11
Lowell Joint		16		508.79	89,727	-	98,196	7	193		7,000	07/01/12
Rosemead		17		508.37	101,064	-	107,774	5	212	2,000	4,800	07/01/12
Whittier City	Y	18		506.70	89,441	-	104,634	5	206.5	3,500		07/01/09
Lancaster		19		505.93	90,324	-	109,787	5	217	1,000	11,339	07/01/12
Westside Union		20	**Q1**	**505.28**	87,291	-	108,636	9	215	2,500	14,500	07/01/07
Garvey	z	21		494.22	84,327	-	107,246	5	217	2,555	7,699	07/01/07
Hermosa Beach		22		488.54	78,787	-	105,037	6	215	1,500	2,250	07/01/07
Keppel Union		23		481.95	90,168	-	101,209	5	210	500	1,252	07/01/12
Wilsona		24		477.93	87,780	-	100,843	5	211	1,000	4,000	07/01/07
Eastside Union		25		465.59	91,236	-	99,171	5	213	2,000		07/01/12
Los Nietos		26		450.93	83,124	-	96,048	5	213	1,000	4,000	07/01/09
Hawthorne				No Comparable Classification								

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent and Elementary School Principal.

y Only one advanced degree stipend is compensated, not both.

Y Doctoral Stipend increased from $1,500 to $3,500

r Staff received 8 furlough days and a 3.0% salary decrease.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB - "Intermediate School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Lawndale		1		$563.94	$106,694 - $121,248	5	215	$1,000	$6,000	07/01/07
South Whittier		2		554.61	92,023 - 112,585	6	203	1,000	3,000	08/01/09
East Whittier		3		549.55	100,796 - 118,428	5	215.5	2,000	6,000	07/01/11
Lennox	r	4		545.13	92,283 - 113,932	5	209			07/01/12
Mountain View		5		543.64	92,961 - 114,164	5	210		7,378	02/01/13
El Monte		6	**Q3**	**541.73**	82,885 - 117,013	13	216		13,476	02/01/07
Valle Lindo		7		534.41	102,078 - 114,898	5	215		6,894	07/01/12
Castaic Union	y	8		529.41	89,906 - 113,824	6	215	2,250	7,000	07/01/11
Whittier City	Y	9		521.90	92,125 - 107,772	5	206.5	3,500		07/01/09
Lowell Joint		10		521.80	99,791 - 109,057	7	209		7,000	07/01/12
Wiseburn		11		518.67	95,880 - 107,364	5	207	800	1,000	07/01/10
Little Lake City		12	**Md**	**515.84**	94,840 - 110,647	4	214.5	2.00%	10.00%	07/01/12
Rosemead	k	13		511.61	105,845 - 112,554	5	220	$2,000	$4,800	07/01/12
Hawthorne	k	14		509.54	95,112 - 105,985	6	208	1,500	4,500	07/01/12
Palmdale		15		509.30	99,757 - 110,009	5	216	1,250	11,250	07/01/11
Garvey	z	16		506.38	86,397 - 109,885	5	217	2,555	7,699	07/01/07
Lancaster		17		505.93	90,324 - 109,787	5	217	1,000	11,339	07/01/12
Westside Union		18	**Q1**	**505.28**	87,291 - 108,636	9	215	2,500	14,500	07/01/07
Hermosa Beach		19		497.46	82,731 - 106,953	6	215	1,500	2,250	07/01/07
Keppel Union		20		483.53	93,480 - 104,927	5	217	500	1,252	07/01/12
Wilsona		21		477.93	87,780 - 100,843	5	211	1,000	4,000	07/01/07
Los Nietos		22		473.69	87,240 - 100,896	5	213	1,000	4,000	07/01/09
Eastside Union		23		465.59	93,378 - 101,499	5	218	2,000		07/01/12
Hughes-Eliz.Lakes					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$702.90	$142,762 - $151,826	5	216	$2,859	$6,159	07/01/12
			Q3	**(643.22)**						
William S. Hart		2		583.53	109,182 - 127,794	4	219	2.00%	12.00%	07/01/11
Centinela Valley		3	**Md**	**582.16**	115,241 - 130,403	4	224	$1,200	$4,187	07/01/12
El Monte Union		4		568.03	110,680 - 122,694	5	216		12,338	07/01/12
			Q1	**(553.20)**						
Antelope Valley		5		538.37	112,399 - 120,594	5	224	3,500	13,444	07/01/07

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

k K-8 schools

r Staff received 8 furlough days and a 3.0% salary decrease.

y Only one advanced degree stipend is compensated, not both.

Y Doctoral Stipend increased from $1,500 to $3,500

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA - "Intermediate School Assistant Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View		1		$517.27	$81,721 - $100,350	5	194		$7,378	02/01/13
Lawndale		2		512.70	94,140 - 105,104	5	205	$1,000	6,000	07/01/07
Wiseburn		3		503.66	86,864 - 96,703	5	192	800	1,000	07/01/10
El Monte		4		498.77	67,831 - 95,763	13	192		11,029	02/01/07
Lennox	r	5	**Q3**	**492.21**	80,934 - 99,918	5	203			07/01/12
East Whittier		6		491.44	90,287 - 105,905	5	215.5	2,000	6,000	07/01/11
South Whittier		7		489.73	81,299 99,416	6	203	1,000	3,000	08/01/09
Hawthorne	k	8		484.13	88,195 - 98,278	6	203	1,500	4,500	07/01/12
Garvey	z	9		482.49	82,371 - 104,701	5	217	2,555	7,699	07/01/07
Whittier City	Y	10	**Md**	**481.37**	84,970 - 99,402	5	206.5	3,500		07/01/09
Castaic Union	y	11		479.37	77,319 - 98,271	6	205	2,250	7,000	07/01/11
Rosemead	k	12		476.72	94,354 - 101,064	5	212	2,000	4,800	07/01/12
Lowell Joint		13		474.01	79,224 - 87,692	7	185		7,000	07/01/12
Little Lake City		14		471.47	82,056 - 95,709	4	203	2.00%	1,800	07/01/12
Lancaster		15	**Q1**	**469.30**	79,922 - 97,146	5	207	$1,000	11,339	07/01/12
Westside Union		16		445.82	74,438 - 95,852	9	215	2,500	14,500	07/01/07
Eastside Union		17		443.42	84,854 - 92,231	5	208	2,000		07/01/12
Wilsona		18		435.83	77,330 - 91,960	5	211	1,000	4,000	07/01/07
Palmdale		19		431.98	78,366 - 86,396	5	200	1,250	11,250	07/01/11
Hermosa Beach					No Comparable Classification					
Hughes-Eliz.Lakes					No Comparable Classification					
Keppel Union					No Comparable Classification					
Los Nietos					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					

e. Position IVB - "High School Assistant Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$605.86	$119,535 - $130,865	5	216	$2,859		07/01/12
			Q3	**(568.77)**						
William S. Hart		2		531.67	97,792 - 111,119	4	209	2.00%	12.00%	07/01/11
Centinela Valley		3	**Md**	**528.56**	107,168 - 118,397	3	224	$1,200	$6,686	07/01/11
El Monte Union		4		494.00	99,802 - 106,703	5	216		12,033	07/01/12
			Q1	**(487.96)**						
Antelope Valley		5		481.92	99,967 - 107,950	5	224	3,500	5,000	07/01/07

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

k K-8 schools

r Staff received 8 furlough days and a 3.0% salary decrease.

y Only one advanced degree stipend is compensated, not both.

Y Doctoral Stipend increased from $1,500 to $3,500

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
a. B.A. Only/Provisional Service Document

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lawndale		1		$47,541	I	1	BA
Mountain View		2		45,768	1	1	BA
Lennox	r	3		44,301	IC	1	BA
Newhall	z	4		44,186	I	1	BA
Valle Lindo		5		43,912	A	1	BA
East Whittier		6		43,860	I-2	1	BA
Hermosa Beach		7	**Q3**	**43,580**	I	1	BA
Little Lake City		8		43,194	A001	1	BA
Wiseburn		9		42,639	I	1	BA
El Monte		10		42,427	A	1	BA
Garvey	z	11		42,347	I	1	BA
Los Nietos	z	12		41,250	I	1	BA
South Whittier		13		41,047	I	1	BA
Sulphur Springs		14	**Md**	**40,411**	I	1	BA
Hawthorne		15		40,385	1	1	BA
Saugus Union		16		39,922	I	1	BA
Rosemead		17		39,155	IA	1	BA
Eastside Union		18		38,593	A	1	BA
Castaic Union		19		38,289	I	1	BA
Keppel Union		20		37,653	Ia	1	BA
Lowell Joint		21	**Q1**	**37,440**	I	1	BA
Westside Union		22		37,225	I	1	BA
Hughes-Eliz.Lakes	W	23		36,755	1	1	BA
Lancaster		24		35,805	A	1	BA
Wilsona		25		35,494	AA	1	BA
Whittier City		26		35,336	I	1	BA
Palmdale		27		35,094	A	1	BA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
El Monte Union		1		$45,394	I	1	BA
			Q3	**(44,691)**			
Whittier Union		2		43,987	A	1	BA
William S. Hart		3	**Md**	**42,641**	I	1	BA
Centinela Valley		4		41,394	I	1	BA
			Q1	**(39,057)**			
Antelope Valley		5		36,720	1	1	BA

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
b. B.A. Only/Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox	r	1		$47,693	ID	1	BA
Lawndale		2		47,541	I	1	BA
El Monte		3		47,229	D	1	BA
Mountain View		4		45,768	1	1	BA
Newhall	z	5		44,186	I	1	BA
Valle Lindo		6		43,912	A	1	BA
East Whittier		7	**Q3**	**43,860**	I-2	1	BA
Hermosa Beach		8		43,580	I	1	BA
Little Lake City		9		43,194	A001	1	BA
Wiseburn		10		42,639	I	1	BA
Garvey	z	11		42,427	I	1	BA
Hawthorne		12		42,100	2	1	BA
Los Nietos	z	13		41,250	I	1	BA
			Md	**(41,149)**			
South Whittier		14		41,047	I	1	BA
Sulphur Springs		15		40,411	I	1	BA
Hughes-Eliz.Lakes	W	16		40,063	2	1	BA
Saugus Union		17		39,922	I	1	BA
Castaic Union		18		39,623	III	1	BA
Keppel Union		19		39,210	Ib	1	BA
Eastside Union		20	**Q1**	**38,593**	A	1	BA
Wilsona		21		38,501	A	1	BA
Lowell Joint		22		37,440	I	1	BA
Westside Union		23		37,225	I	1	BA
Lancaster		24		35,805	A	1	BA
Whittier City		25		35,336	I	1	BA
Palmdale		26		35,217	A	1	BA
Rosemead				No Comparable Classification			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$52,266	C	1	BA
			Q3	**(50,006)**			
Centinela Valley		2		47,746	II	1	BA
			Md	**(46,570)**			
El Monte Union		3		45,394	I	1	BA
			Q1	**(44,018)**			
William S. Hart		4		42,641	I	1	BA
Antelope Valley				No Comparable Classification			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
c. B.A. + 28 to 30 Units / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Hermosa Beach		1		$48,993	III	1	BA+30
Mountain View		2		48,668	3	1	BA+30
Lennox	r	3		47,695	IIID	1	BA+30
Lawndale		4		47,544	III	1	BA+30
El Monte		5		47,229	D	1	BA+30
East Whittier		6		44,377	II-4	1	BA+30
			Q3	**(44,337)**			
Rosemead		7		44,296	IIIB	1	BA+30
Newhall	z	8		44,187	II	1	BA+30
Saugus Union		9		43,925	III	1	BA+30
Valle Lindo		10		43,912	C	1	BA+30
Wiseburn		11		43,644	II	1	BA+30
Garvey	z	12		43,488	III	1	BA+30
Keppel Union		13	**Md**	**43,429**	III	1	BA+30
Hughes-Eliz.Lakes	W	14		43,371	3	1	BA+30
Little Lake City		15		43,194	B002	1	BA+30
South Whittier		16		43,014	II	1	BA+30
Whittier City		17		42,798	III	1	BA+30
Lowell Joint		18		42,787	III	1	BA+30
Westside Union		19		42,438	III	1	BA+30
			Q1	**(42,346)**			
Lancaster		20		42,253	C	1	BA+30
Los Nietos	z	21		42,100	II	1	BA+30
Sulphur Springs		22		40,411	II	1	BA+30/MA
Wilsona		23		40,198	C	1	BA+30
Palmdale		24		40,007	C	1	BA+30
Castaic Union		25		39,623	III	1	BA+30
Eastside Union				No Comparable Column			
Hawthorne				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$52,266	C	1	BA+30
			Q3	**(50,369)**			
Antelope Valley		2	**Md**	**48,471**	3	1	BA+30
			Q1	**(45,556)**			
William S. Hart		3		42,641	II	1	BA+30
Centinela Valley				No Comparable Column			
El Monte Union				No Comparable Column			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Hermosa Beach	f	1		$52,452	IV	1	MA/BA+45
Lawndale		2		52,297	IV	1	MA/BA+45
Mountain View		3		52,187	4	1	MA/BA+45
Lennox	r	4		48,417	IVD	1	MA/BA+45
Valle Lindo		5		48,286	D	1	MA/BA+45
			Q3	**(47,904)**			
El Monte		6		47,522	E	1	MA/BA+40
South Whittier		7		46,952	IV	1	MA/BA+60
Rosemead		8		46,840	IVB	1	MA/BA+45
Saugus Union	f	9		46,429	IV	1	MA/BA+45
East Whittier		10		46,200	III-6	1	MA/BA+45
			Md	**(45,838)**			
Lancaster		11		45,475	D	1	MA/BA+45
Lowell Joint		12		45,462	IV	1	MA/BA+45
Westside Union		13		45,044	IV	1	MA/BA+45
Little Lake City		14		44,301	C003	1	MA/BA+45
Los Nietos	z	15		44,020	III	1	MA/BA+45
			Q1	**(43,955)**			
Hawthorne		16		43,889	3	1	MA/BA+168
Wilsona	f	17		43,099	D	1	MA/BA+45
Palmdale		18		42,470	D	1	MA/BA+45
Sulphur Springs	f	19		41,911	II	1	MA/BA+30
Eastside Union		20		41,737	C	1	MA/BA+36
Castaic Union				No Comparable Column			
Garvey				No Comparable Column			
Hughes-Eliz.Lakes				No Comparable Column			
Keppel Union				No Comparable Column			
Newhall				No Comparable Column			
Whittier City				No Comparable Column			
Wiseburn				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$52,268	D	1	MA/BA+45
			Q3	**(50,555)**			
Antelope Valley		2		48,842	4	1	MA/BA+45
			Md	**(48,531)**			
Centinela Valley		3		48,219	III	1	MA/BA+45
			Q1	**(46,807)**			
El Monte Union		4		45,394	III	1	MA/BA+34
William S. Hart				No Comparable Column			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
f Rate includes stipend for M.A. degree.
G Excludes Gorman due to size and financial structure
r Staff received 8 furlough days and a 3.0% salary decrease.
W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.
z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
a. B.A. + 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$59,474	3	6	5	BA+30
Hermosa Beach		2		59,401	III	6	5	BA+30
Lawndale		3		58,138	III	6	5	BA+30
Lowell Joint		4		56,158	III	6	5	BA+30
Lennox	r	5		55,552	IIID	6	5	BA+30
Rosemead		6		54,956	IIIB	6	5	BA+30
			Q3	**(54,914)**				
Valle Lindo		7		54,872	C	6	5	BA+30
Wiseburn	f	8		54,631	II	6	5	BA+30
East Whittier		9		54,176	II-4	6	5	BA+30
El Monte		10		54,034	D	6	5	BA+30
Keppel Union		11		53,797	III	6	5	BA+30
Saugus Union		12		53,782	III	6	5	BA+30
Westside Union		13	**Md**	**53,606**	III	6	5	BA+30
South Whittier		14		52,843	II	6	5	BA+30
Little Lake City		15		52,093	B002	6	5	BA+30
Whittier City		16		51,686	III	6	5	BA+30
Hughes-Eliz.Lakes	W	17		51,642	3	6	5	BA+30
Garvey	z	18		51,571	III	6	5	BA+30
Palmdale		19		50,539	C	6	5	BA+30
			Q1	**(50,460)**				
Wilsona		20		50,381	C	6	5	BA+30
Lancaster		21		50,308	C	6	5	BA+30
Los Nietos	z	22		50,090	II	6	5	BA+30
Newhall	z	23		49,965	II	6	5	BA+30
Sulphur Springs		24		49,391	II	6	5	BA+30/MA
Castaic Union		25		49,208	III	6	5	BA+30
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$59,028	C	6	5	BA+30
			Q3	**(55,955)**				
Antelope Valley		2	**Md**	**52,881**	3	6	5	BA+30
			Q1	**(52,446)**				
William S. Hart		3		52,011	II	6	5	BA+30
Centinela Valley				No Comparable Column				
El Monte Union				No Comparable Column				

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f Rate includes stipend for M.A. degree.
G Excludes Gorman due to size and financial structure
r Staff received 8 furlough days and a 3.0% salary decrease.
W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.
z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
b. Highest Entry for an Incoming Teacher / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$94,401	5	22	21	BA+60&MA/MA+15
East Whittier		2		88,636	IV-8	30	29	BA+60+MA/MA+24
Little Lake City		3		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Whittier City		4		82,725	V	24	23	BA+60/MA+24
Valle Lindo		5		79,015	F	11	10	BA+75&MA/MA+30
Garvey	fz	6		78,759	V	12	11	BA+60&MA
Lawndale		7	**Q3**	**78,509**	VI	10	9	BA+75&MA
Hermosa Beach	f	8		76,598	VI	10	9	BA+75&MA/MA+30
Palmdale		9		76,393	F	25	24	BA+75/MA+30
Wilsona	f	10		74,753	G	13	12	BA+90&MA/MA+45
Los Nietos	z	11		73,550	IV	14	13	BA+60&MA/MA+15
El Monte		12		73,088	G	11	10	BA+60&MA
Hawthorne		13		72,302	5	11	10	BA+200&MA
Hughes-Eliz.Lakes	fW	14	**Md**	**71,069**	6	11	10	BA+75&MA
Keppel Union	fs	15		69,177	VI	9	8	BA+75&MA
Wiseburn	f	16		68,788	V	8	7	BA+105&MA
Sulphur Springs	f	17		66,589	VI	9	8	BA+90&MA/MA+60
Castaic Union	f	18		66,074	VI	10	9	BA+75+MA
Lancaster	s	19		64,807	F	9	8	BA+75/MA+30
Lennox	r	20		62,645	VD	6	5	BA+60&MA/MA+15
Saugus Union		21	**Q1**	**61,863**	V	6	5	BA+60&MA
Lowell Joint		22		61,508	V	6	5	BA+60&MA/MA+24
Westside Union		23		61,424	VI	6	5	BA+75&MA/MA+30
Newhall	fz	24		59,466	V	6	5	BA+75&MA
Rosemead		25		58,903	VB	5	4	BA+60&MA/MA+15
South Whittier		26		58,746	V	6	5	BA+75&MA/MA+15
Eastside Union	s	27		57,077	F	6	5	BA+90/MA+60

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$94,418	F	24	23	BA+75&MA/MA+36
			Q3	**(92,033)**				
El Monte Union		2		89,648	V	30	29	BA+68&MA
Centinela Valley		3	**Md**	**87,221**	V	30	29	BA+60&MA/BA+75
Antelope Valley		4		71,607	6	11	10	BA+75&MA/MA+30
			Q1	**(70,368)**				
William S. Hart	f	5		69,129	V	9	8	BA+75&MA/MA+35/BA+84

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f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill

W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$80,644	4	13	12	MA/BA+45
Little Lake City		2		75,360	C003	15	14	MA/BA+45
Saugus Union	f	3		74,260	IV	12	11	MA/BA+45
Rosemead		4		74,204	IVB	13	12	MA/BA+45
East Whittier		5		73,768	III-6	16	15	MA/BA+45
			Q3	**(73,255)**				
Lennox	r	6		72,741	IVD	12	11	MA/BA+45
El Monte		7		72,559	E	13	12	MA/BA+40
Valle Lindo		8		72,461	D	12	11	MA/BA+45
South Whittier		9		71,755	IV	16	15	MA/BA+60
Lawndale		10		71,276	IV	10	9	MA/BA+45
			Md	**(71,230)**				
Hermosa Beach	f	11		71,183	IV	10	9	MA/BA+45
Wilsona	f	12		70,546	D	15	14	MA/BA+45
Hawthorne		13		69,355	3	12	11	MA/BA+168
Los Nietos	z	14		69,200	III	14	13	MA/BA+45
Westside Union		15		67,379	IV	11	10	MA/BA+45
			Q1	**(67,118)**				
Lowell Joint		16		66,857	IV	9	8	MA/BA+45
Eastside Union		17		66,743	C	13	12	MA/BA+36
Palmdale		18		63,525	D	11	10	MA/BA+45
Lancaster		19		63,191	D	12	11	MA/BA+45
Sulphur Springs	f	20		59,848	II	10	9	MA/BA+30
Castaic Union				No Comparable Column				
Garvey				No Comparable Column				
Hughes-Eliz.Lakes				No Comparable Column				
Keppel Union				No Comparable Column				
Newhall				No Comparable Column				
Whittier City				No Comparable Column				
Wiseburn				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$77,968	D	12	11	MA/BA+45
			Q3	**(76,027)**				
El Monte Union		2		74,086	III	13	12	MA/BA+34
			Md	**(72,480)**				
Antelope Valley		3		70,874	4	13	12	MA/BA+45
			Q1	**(70,447)**				
Centinela Valley		4		70,019	III	12	11	MA/BA+45
William S. Hart				No Comparable Column				

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G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
d. B.A. + 56 to 60 Units & M.A., 9 Years of Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$78,945	5	10	9	BA+60&MA/MA+15
Lawndale		2		74,953	V	10	9	BA+60&MA
Hermosa Beach	f	3		73,890	V	10	9	BA+60&MA/MA+15
Lennox	r	4		72,583	VD	10	9	BA+60&MA/MA+15
Valle Lindo		5		72,461	E	10	9	BA+60&MA/MA+15
			Q3	**(72,393)**				
Saugus Union		6		72,325	V	10	9	BA+60&MA
Lowell Joint		7		72,204	V	10	9	BA+60&MA/MA+24
Garvey	fz	8		71,676	V	10	9	BA+60&MA
East Whittier		9		71,099	IV-8	10	9	BA+60&MA/MA+24
Wiseburn	f	10		71,038	IV	10	9	BA+60&MA
			Md	**(71,038)**				
Rosemead		11		71,037	VB	10	9	BA+60&MA/MA+15
El Monte		12		70,467	G	10	9	BA+60&MA
Keppel Union	f	13		68,364	V	10	9	BA+60&MA
Little Lake City		14		67,568	D004	10	9	BA+60&MA/MA+24/BA+75&MA
Hughes-Eliz.Lakes	fW	15		66,107	5	10	9	BA+60&MA
			Q1	**(65,874)**				
Los Nietos	z	16		65,640	IV	10	9	BA+60&MA/MA+15
Newhall	fz	17		64,972	IV	10	9	BA+60&MA
Sulphur Springs	f	18		64,362	IV	10	9	BA+60&MA/MA+30
Wilsona	f	19		64,272	E	10	9	BA+60&MA/MA+15
Castaic Union	f	20		63,554	V	10	9	BA+60+MA
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				
Lancaster				No Comparable Column				
Palmdale				No Comparable Column				
South Whittier				No Comparable Column				
Westside Union				No Comparable Column				
Whittier City				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$75,200	E	10	9	BA+60&MA/MA+24
			Q3	**(73,501)**				
Centinela Valley		2		71,801	IV	10	9	BA+60&MA/BA+75
			Md	**(70,108)**				
William S. Hart	f	3		68,414	IV	10	9	BA+60&MA/MA+20
			Q1	**(67,624)**				
Antelope Valley		4		66,834	5	10	9	BA+60&MA/MA+15
El Monte Union				No Comparable Column				

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r Staff received 8 furlough days and a 3.0% salary decrease.
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z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
East Whittier		1		$87,570	IV-8	20	19	BA+60&MA/MA+24
Mountain View		2		86,671	5	13	12	BA+60&MA/MA+15
Rosemead		3		82,503	VB	15	14	BA+60&MA/MA+15
Valle Lindo		4		81,228	F	12	11	BA+75&MA/MA+30
Eastside Union		5		81,164	F	15	14	BA+90/MA+60
Newhall	fz	6		81,078	V	16	15	BA+75&MA
Little Lake City		7	**Q3**	**80,876**	D004	16	15	BA+75&MA/BA+60&MA/MA+24
Hermosa Beach	f	8		80,761	VI	12	11	BA+75&MA/MA+30
Saugus Union		9		80,323	V	12	11	BA+60&MA
Lennox	r	10		80,035	VD	13	12	BA+60&MA/MA+15
South Whittier		11		79,620	V	19	18	BA+75&MA/MA+15
Garvey	fz	12		78,759	V	12	11	BA+60&MA
El Monte		13		78,637	G	13	12	BA+60&MA
Lawndale		14	**Md**	**78,509**	VI	10	9	BA+75&MA
Castaic Union	f	15		77,699	VI	16	15	BA+75+MA
Keppel Union	f	16		77,472	VI	13	12	BA+75&MA
Wilsona	f	17		77,230	G	15	14	BA+90&MA/MA+45
Westside Union		18		77,057	VI	13	12	BA+75&MA/MA+30
Hughes-Eliz.Lakes	fW	19		76,034	6	14	13	BA+75&MA
Hawthorne		20		75,373	5	12	11	BA+200&MA
Lowell Joint		21	**Q1**	**74,879**	V	11	10	BA+60&MA/MA+24
Sulphur Springs	f	22		74,467	VI	12	11	BA+90&MA/MA+60
Wiseburn	f	23		73,990	V	10	9	BA+105&MA
Los Nietos	z	24		73,550	IV	14	13	BA+60&MA/MA+15
Lancaster		25		72,860	F	14	13	BA+75/MA+30
Palmdale		26		72,643	F	13	12	BA+75/MA+30
Whittier City		27		69,905	V	12	11	BA+60/MA+24

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$84,532	F	12	11	BA+75&MA/MA+36
			Q3	**(82,161)**				
El Monte Union		2		79,790	V	13	12	BA+68&MA
William S. Hart	f	3	**Md**	**77,685**	V	13	12	BA+75&MA/MA+35/BA+84
Centinela Valley		4		76,303	V	12	11	BA+60&MA/BA+75
			Q1	**(76,158)**				
Antelope Valley		5		76,012	6	13	12	BA+75&MA/MA+30

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
f Rate includes stipend for M.A. degree.
G Excludes Gorman due to size and financial structure
r Staff received 8 furlough days and a 3.0% salary decrease.
W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.
z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

f. Maximum Salary *with* 25 Years Experience, *Excluding* Other Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Mountain View		1		$94,401	5	22	21	BA+60&MA/MA+15
East Whittier		2		88,117	IV-8	25	24	BA+60&MA/MA+24
Lawndale		3		87,970	VI	19	18	BA+75&MA
El Monte		4		87,818	G	22	21	BA+60&MA
Valle Lindo		5		86,695	F	16	25	BA+75&MA/MA+30
Rosemead		6		86,503	VB	15	22	BA+60&MA/MA+15
Garvey	fz	7	**Q3**	**86,455**	V	12	25	BA+60&MA
Wiseburn	f	8		85,729	V	20	19	BA+105&MA
Hawthorne		9		85,391	5	21	25	BA+200&MA
Little Lake City		10		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Lennox	r	11		84,543	VD	25	24	BA+60&MA/MA+15
Lowell Joint		12		84,423	V	26	25	BA+60&MA/MA+24
Saugus Union		13		83,823	V	12	25	BA+60&MA
Eastside Union		14	**Md**	**83,589**	F	15	25	BA+90/MA+60
Hermosa Beach	f	15		83,397	VI	17	16	BA+75&MA/MA+30
Westside Union		16		83,138	VI	25	24	BA+75&MA/MA+30
Newhall	fz	17		83,078	V	16	24	BA+75&MA
Whittier City		18		82,725	V	24	23	BA+60/MA+24
Castaic Union	f	19		82,199	VI	16	25	BA+75+MA
Wilsona	f	20		81,832	G	25	24	BA+90&MA/MA+45
South Whittier		21	**Q1**	**81,620**	V	19	24	BA+75&MA/MA+15
Sulphur Springs	f	22		81,474	VI	24	23	BA+90&MA/MA+60
Keppel Union	f	23		81,180	VI	26	25	BA+75&MA
Lancaster		24		78,860	F	14	24	BA+75/MA+30
Los Nietos	z	25		78,550	IV	14	24	BA+60&MA/MA+15
Hughes-Eliz.Lakes	fW	26		77,636	6	14	20	BA+75&MA
Palmdale		27		76,393	F	25	24	BA+75/MA+30

High School District	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$94,418	F	24	23	BA+75&MA/MA+36
			Q3	**(90,803)**				
El Monte Union		2		87,187	V	25	24	BA+68&MA
William S. Hart	f	3	**Md**	**86,241**	V	13	25	BA+75&MA/MA+35/BA+84
Centinela Valley		4		84,351	V	25	24	BA+60&MA/BA+75
			Q1	**(84,182)**				
Antelope Valley		5		84,012	6	25	24	BA+75&MA/MA+30

* Salaries reflect the last effective 2012-13 rates including compensation for longevity or extended career service pay up to 25 years.

f Rate includes stipend for M.A. degree.

G Excludes Gorman due to size and financial structure

r Staff received 8 furlough days and a 3.0% salary decrease.

W Teachers had 3 furlough days for 2012-13, which were rescinded in January 2013.

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE: DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

Elementary School District[G]	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
Whittier City		1		$19,860	X	X	X	X		
East Whittier		2		19,303	X	X	X	X		X[E]
Los Nietos		3		18,346	X	X	X			X[E]
Palmdale		4		17,403	X	X	X	X		
Sulphur Springs	z	5		17,378	X	X	X	X		
Lowell Joint		6		17,198	X	X	X	X		
Wilsona		7	**Q3**	**16,769**	X	X	X	X		X[Pq]
Little Lake City		8		14,959	X	X	X	X		X[E]
South Whittier		9		14,691	X	X	X			X[E]
Hawthorne		10		14,440	X	X	X			X[E]
Hughes-Eliz.Lakes		11		14,000	X	X	X	X		
Eastside Union		12		13,805	X	X	X			X[P]
Lancaster		13		13,758	X	X	X	X		X[E]
Keppel Union		14	**Md**	**13,641**	X	X	X	X		
Westside Union		15		13,587	X	X	X	X		X[E]
Lennox		16		11,201	X	X	X		X	
Rosemead		17		9,869	X	X	X	X	X	X[Dj]
Garvey	Oz	18		9,500	X	X	X	X		
Lawndale		19		8,958	X	X	X	X	X	X[DE]
El Monte		20		8,350	X	X	X	X		
Saugus Union		21	**Q1**	**8,238**	X	X	X	X	X	
Castaic Union		22		8,100	X	X	X			
Newhall		23		8,054	X	X	X	X		
Valle Lindo		24		8,036	X	X	X	X		
Wiseburn		25		5,928	X	X		X	X	X[A]
Mountain View		26		5,627	X	X	X	X		X[E]
Hermosa Beach		27		5,500	X	X	X	X[L]		

High School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
El Monte		1		$18,580	X	X	X	X		
			Q3	**(18,198)**						
William S. Hart		2		17,815	X	X	X	X		
Antelope Valley		3	**Md**	**14,590**	X	X	X	X		X[E]
Whittier Union		4		12,390	X	X	X	X		X[E]
			Q1	**(9,425)**						
Centinela Valley		5		6,460	X	X	X	X		X[E]

\+ Rates reflect the last effective 2012-13 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
D Accidental death and dismemberment or additional life insurance
E Employees assistance plan or psychological services
G Excludes Gorman due to size and financial structure
j Cancer insurance
L Life insurance benefit is included in the medical plan.
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then he cap will not be applied to them.
P Prescription plan is included in the medical plan.
q EASE plan is included in the medical plan.
z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Hawthorne		1.5		1.70%
Lancaster		1.5		1.70
Hughes-Eliz Lakes		3		1.68
Hermosa Beach		4.5		1.11
Westside Union		4.5		1.11
Newhall	z	6		1.10
Mountain View		7	**Q3**	**0.54**
Castaic Union		15.5		0.00
East Whittier		15.5		0.00
El Monte		15.5		0.00
Garvey	z	15.5		0.00
Keppel Union		15.5		0.00
Lawndale		15.5		0.00
Little Lake City		15.5	**Md**	**0.00**
Los Nietos	z	15.5		0.00
Palmdale		15.5		0.00
Rosemead		15.5		0.00
South Whittier		15.5		0.00
Sulphur Springs		15.5		0.00
Valle Lindo		15.5		0.00
Whittier City		15.5	**Q1**	**0.00**
Wilsona		15.5		0.00
Wiseburn		15.5		0.00
Lennox		24.5		-0.52
Lowell Joint		24.5		-0.52
Saugus Union		26		-0.55
Eastside Union		27		-3.83

High School District	Settled	Rank		Teacher Minimum 1-Year Perccent increase[2] Provisional Service Document
Whittier Union		1		3.10%
			Q3	**(1.55)**
Antelope Valley		3.5		0.00
Centinela Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
William S. Hart		3.5	**Q1**	**0.00**

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Hawthorne		1		1.71%
Lancaster		2		1.70
Hughes-Eliz.Lakes		3		1.69
Hermosa Beach		4.5		1.11
Westside Union		4.5		1.11
Newhall	z	6		1.10
Mountain View		7	**Q3**	**0.54**
Castaic Union		15		0.00
East Whittier		15		0.00
El Monte		15		0.00
Garvey	z	15		0.00
Keppel Union		15		0.00
Lawndale		15		0.00
			Md	**(0.00)**
Little Lake City		15		0.00
Los Nietos	z	15		0.00
Palmdale		15		0.00
South Whittier		15		0.00
Sulphur Springs		15		0.00
Valle Lindo		15		0.00
Whittier City		15	**Q1**	**0.00**
Wilsona		15		0.00
Wiseburn		15		0.00
Lennox		23.5		-0.52
Lowell Joint		23.5		-0.52
Saugus Union		25		-0.55
Eastside Union		26		-3.83
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 1-Year Percent increase[2] Credential
Whittier Union		1		3.10%
			Q3	**(1.55)**
Centinela Valley		3		0.00
El Monte Union		3	**Md**	**0.00**
William S. Hart		3	**Q1**	**0.00**
Antelope Valley				No Comparable Column

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Hawthorne		1.5		1.70%
Lancaster		1.5		1.70
Hughes-Eliz.Lakes		3		1.69
Westside Union		4		1.11
Hermosa Beach		5		1.10
Newhall	z	6		1.08
Mountain View		7	**Q3**	**0.54**
Castaic Union		15.5		0.00
East Whittier		15.5		0.00
El Monte		15.5		0.00
Garvey	z	15.5		0.00
Keppel Union		15.5		0.00
Lawndale		15.5		0.00
Little Lake City		15.5	**Md**	**0.00**
Los Nietos	z	15.5		0.00
Palmdale		15.5		0.00
Rosemead		15.5		0.00
South Whittier		15.5		0.00
Sulphur Springs		15.5		0.00
Valle Lindo		15.5		0.00
Whittier City		15.5	**Q1**	**0.00**
Wilsona		15.5		0.00
Wiseburn		15.5		0.00
Lennox		24		-0.51
Lowell Joint		25		-0.52
Saugus Union		26		-0.55
Eastside Union		27		-3.83

High School District	Settled	Rank		Teacher Maximum 1-Year Percent increase[2] Credential
Whittier Union		1		3.10%
			Q3	**(1.55)**
Antelope Valley		3.5		0.00
Centinela Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
William S. Hart		3.5	**Q1**	**0.00**

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Newhall	z	1		2.64%
El Monte		7.5		0.00
Garvey	z	7.5		0.00
Hermosa Beach		7.5		0.00
Keppel Union		7.5		0.00
Lawndale		7.5		0.00
Little Lake City		7.5	**Q3**	**0.00**
Los Nietos	z	7.5		0.00
Palmdale		7.5		0.00
Valle Lindo		7.5		0.00
Westside Union		7.5		0.00
Whittier City		7.5		0.00
Wilsona		7.5		0.00
Hughes-Eliz.Lakes		14	**Md**	**-0.55**
Wiseburn		15		-0.56
Hawthorne		16		-1.10
Rosemead		17		-1.63
Lancaster		18		-1.65
South Whittier		19		-1.99
Castaic Union		20		-2.17
Mountain View		21	**Q1**	**-2.67**
Saugus Union		22.5		-2.69
Sulphur Springs		22.5		-2.69
East Whittier		24		-3.13
Lowell Joint		25		-3.50
Eastside Union		26		-3.83
Lennox		27		-7.24

High School District	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Provisional Service Document
Whittier Union		1		2.78%
			Q3	**(2.27)**
Centinela Valley		2		1.75
Antelope Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
			Q1	**(-1.09)**
William S. Hart		5		-2.17

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Newhall	z	1		0.16%
El Monte		7.5		0.00
Garvey	z	7.5		0.00
Hermosa Beach		7.5		0.00
Keppel Union		7.5		0.00
Lawndale		7.5		0.00
Little Lake City		7.5	**Q3**	**0.00**
Los Nietos	z	7.5		0.00
Palmdale		7.5		0.00
Valle Lindo		7.5		0.00
Westside Union		7.5		0.00
Whittier City		7.5		0.00
Wilsona		7.5		0.00
			Md	**(-0.28)**
Hughes-Eliz.Lakes		14		-0.55
Wiseburn		15		-0.56
Hawthorne		16		-1.10
Lancaster		17		-1.65
South Whittier		18		-1.99
Castaic Union		19		-2.17
Mountain View		20	**Q1**	**-2.67**
Saugus Union		21.5		-2.69
Sulphur Springs		21.5		-2.69
East Whittier		23		-3.13
Lowell Joint		24		-3.50
Eastside Union		25		-3.83
Lennox		26		-7.24
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Whittier Union		1		2.78%
			Q3	**(2.27)**
Centinela Valley		2		1.75
			Md	**(0.88)**
El Monte Union		3		0.00
			Q1	**(-1.09)**
William S. Hart		4		-2.17
Antelope Valley				No Comparable Column

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Newhall	z	1		0.16%
El Monte		7.5		0.00
Garvey	z	7.5		0.00
Hermosa Beach		7.5		0.00
Keppel Union		7.5		0.00
Lawndale		7.5		0.00
Little Lake City		7.5	**Q3**	**0.00**
Los Nietos	z	7.5		0.00
Palmdale		7.5		0.00
Valle Lindo		7.5		0.00
Westside Union		7.5		0.00
Whittier City		7.5		0.00
Wilsona		7.5		0.00
Wiseburn		14	**Md**	**-0.55**
Hughes-Eliz.Lakes		15		-0.58
Hawthorne		16		-1.10
Rosemead		17		-1.63
Lancaster		18		-1.65
South Whittier		19		-1.99
Castaic Union		20		-2.13
Sulphur Springs		21	**Q1**	**-2.64**
Mountain View		22		-2.67
Saugus Union		23		-2.69
East Whittier		24		-3.13
Lowell Joint		25		-3.50
Eastside Union		26		-3.83
Lennox		27		-7.24

High School District	Settled	Rank		Teacher Maximum 3-Year Percent increase[3] Credential
Whittier Union		1		2.78%
			Q3	**(2.27)**
Centinela Valley		2		1.75
Antelope Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
			Q1	**(-1.09)**
William S. Hart		5		-2.17

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Wiseburn		1		21.95%
Valle Lindo		2		3.19
Garvey	z	3		2.50
Newhall	z	4		2.47
El Monte		5		0.70
Hermosa Beach		8.5		0.00
Keppel Union		8.5	**Q3**	**0.00**
Lawndale		8.5		0.00
Palmdale		8.5		0.00
Westside Union		8.5		0.00
Wilsona		8.5		0.00
Lowell Joint		12		-0.21
East Whittier		13		-0.90
Hawthorne		14	**Md**	**-1.10**
Rosemead		15		-1.63
Lancaster		16		-1.65
Hughes-Eliz.Lakes		17		-2.16
Mountain View		18		-2.67
Saugus Union		19.5		-2.69
Sulphur Springs		19.5		-2.69
Castaic Union		21	**Q1**	**-2.70**
Little Lake City		22		-3.50
Whittier City		23		-3.66
Eastside Union		24		-3.83
Los Nietos	z	25		-4.38
Lennox		26		-7.24
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Minimum 5-Year Percent increase[4] Provisional Service Document
Centinela Valley		1		1.75%
			Q3	**(0.88)**
Whittier Union		2		0.01
Antelope Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
			Q1	**(-1.35)**
William S. Hart		5		-2.70

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Valle Lindo		1		3.19%
Garvey	z	2		2.50
El Monte		3		0.70
Hermosa Beach		7		0.00
Keppel Union		7		0.00
Lawndale		7		0.00
Newhall	z	7	**Q3**	**0.00**
Palmdale		7		0.00
Westside Union		7		0.00
Wilsona		7		0.00
Lowell Joint		11		-0.21
East Whittier		12		-0.90
Hawthorne		13		-1.10
			Md	**(-1.38)**
Lancaster		14		-1.65
Hughes-Eliz.Lakes		15		-2.16
Mountain View		16		-2.67
Saugus Union		17.5		-2.69
Sulphur Springs		17.5		-2.69
Castaic Union		19		-2.70
Little Lake City		20	**Q1**	**-3.50**
Whittier City		21		-3.66
Wiseburn		22		-3.78
Eastside Union		23		-3.83
Los Nietos	z	24		-4.38
Lennox		25		-7.24
South Whittier		26		-12.43
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 5-Year Percent increase[4] Credential
Centinela Valley		1		1.75%
			Q3	**(0.88)**
Whittier Union		2	**Md**	**0.01**
El Monte Union		3		0.00
			Q1	**(-1.35)**
William S. Hart		4		-2.70
Antelope Valley				No Comparable Column

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Valle Lindo		1		3.18%
Garvey	z	2		2.50
East Whittier		3		0.76
El Monte		4		0.70
Hermosa Beach		8		0.00
Keppel Union		8		0.00
Lawndale		8	**Q3**	**0.00**
Newhall	z	8		0.00
Palmdale		8		0.00
Westside Union		8		0.00
Wilsona		8		0.00
Lowell Joint		12		-0.21
Hawthorne		13		-1.10
Rosemead		14	**Md**	**-1.63**
Lancaster		15		-1.65
Hughes-Eliz.Lakes		16		-2.16
Sulphur Springs		17		-2.64
Castaic Union		18		-2.65
Mountain View		19		-2.67
Saugus Union		20		-2.69
Little Lake City		21	**Q1**	**-3.50**
Whittier City		22		-3.66
Wiseburn		23		-3.73
Eastside Union		24		-3.83
Los Nietos	z	25		-4.37
Lennox		26		-7.24
South Whittier		27		-12.43

High School District	Settled	Rank		Teacher Maximum 5-Year Percent increase[4] Credential
Centinela Valley		1		1.75%
			Q3	**(0.88)**
Whittier Union		2		0.01
Antelope Valley		3.5	**Md**	**0.00**
El Monte Union		3.5		0.00
			Q1	**(-1.35)**
William S. Hart		5		-2.70

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

G Excludes Gorman due to size and financial structure

z Not settled

2012-13 L.A County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

10. Last Maximum Base Salary Percent Increase Calculated Using Annual Salary Rate[5]

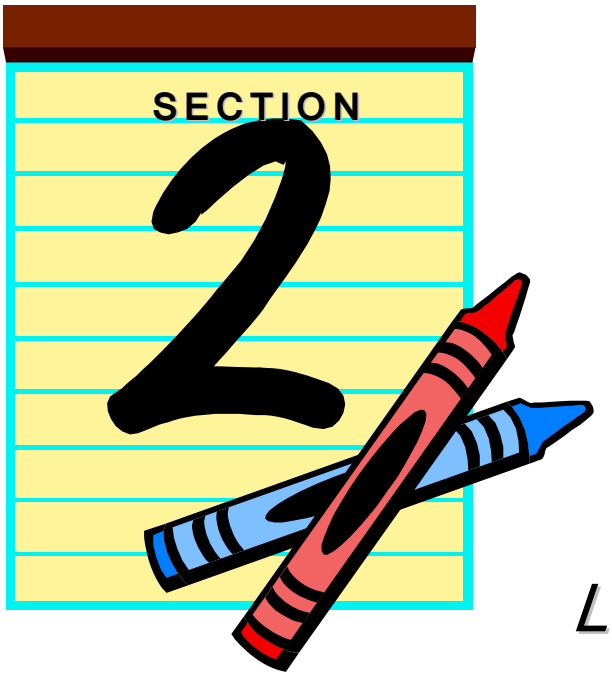
Elementary School District[G]	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Wilsona		1		4.50%	186	183		07/01/07
Lawndale		2		3.00	183	183		07/01/07
Keppel Union		3		2.83	184	182		07/01/07
Garvey	z	4.5		2.50	183	183		07/01/07
Palmdale		4.5		2.50	184	184		07/01/07
Hawthorne		6.5		1.70	179	179		07/01/12
Lancaster		6.5	**Q3**	**1.70**	180	179		07/01/12
Hughes-Eliz.Lakes		8		1.69	182	181		07/01/12
Hermosa Beach		9.5		1.11	182.5	182		07/01/07
Westside Union		9.5		1.11	183	182		07/01/07
Newhall	z	11		1.10	187	184		01/01/08
El Monte		12		1.00	188	183		04/01/08
Mountain View		13		0.54	183	182		07/01/12
Valle Lindo		14	**Md**	**0.50**	185	185		07/01/08
Lennox		15		-0.51	175	175		07/01/12
Lowell Joint		16		-0.52	177	177		07/01/12
Saugus Union		17		-0.55	183	181		07/01/12
Wiseburn		18		-0.56	179	178		09/01/10
East Whittier		19		-1.09	182	182		09/01/11
Castaic Union		20		-1.10	183	181		07/01/11
Rosemead		21	**Q1**	**-1.63**	182	181		07/01/10
South Whittier		22		-1.99	175	175		07/01/10
Sulphur Springs		23		-2.69	182	181		07/01/10
Little Lake City		24		-3.50	180	180		09/01/09
Eastside Union		25		-3.83	176	176		07/01/12
Los Nietos	z	26		-4.37	175	175		07/01/09
Whittier City		27		-4.75	175	175		09/01/09

High School District	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
El Monte		1		4.00%	182	182		09/01/07
			Q3	**(3.55)**				
Whittier Union		2		3.10	179	179		07/01/12
Antelope Valley		3	**Md**	**2.25**	184	182		07/01/07
Centinela Valley		4		1.75	184	184		07/01/11
			Q1	**(1.16)**				
William S. Hart		5		0.56	183	180		07/01/11

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off-schedule compensation.

G Excludes Gorman due to size and financial structure

z Not settled



LOS ANGELES COUNTY UNIFIED SCHOOL DISTRICTS

Los Angeles County Office of Education

August 2013

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1 Professional Staff Specialists
a. Position I - "School Psychologist"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$556.58	$78,969 - $114,099	11	205	$400	$4,362	07/01/12
A B C		2		497.72	82,700 - 94,070	5	189	1,000	15.97%	07/01/09
Beverly Hills	a	3		493.38	78,855 - 93,742	5	190	1,729	$7,551	07/01/11
Montebello	a	4		493.37	82,630 - 95,220	6	193		6,000	07/01/08
Pomona	a	5		492.84	62,093 - 91,669	15	186	1,525	5.00%	07/01/11
Claremont	a	6		492.83	72,670 - 89,203	5	181	1,000		07/01/07
Norwalk-La Mirada		7		488.63	84,260 - 89,420	4	183	1,000	10.00%	07/01/07
Alhambra	a	8		487.15	59,516 - 96,943	11	199	2,131		07/01/07
Bonita		9		486.29	81,474 - 95,313	5	196			07/01/12
South Pasadena	a	10		485.56	50,564 - 90,800	13	187		$7,600	07/01/07
Downey		11		478.80	86,118 - 93,366	5	195	737	2,226	07/01/07
Burbank		12	**Q3**	**478.47**	73,110 - 102,871	8	215	2,341	3,487	07/01/11
Paramount		13		476.26	73,861 - 91,918	6	193	1,000	3,000	01/01/13
Glendora	a	14		475.67	55,344 - 91,328	12	192	1,740	6,808	07/01/07
Baldwin Park		15		474.51	75,474 - 91,105	5	192	1,100	3,512	07/01/12
Monrovia		16		472.30	84,413 - 89,737	5	190	1,000	5,670	09/01/10
Long Beach		17		467.94	63,905 - 90,312	10	193	5,445	7,000	07/01/07
Santa Monica-Malibu	w	18		465.88	76,958 - 93,176	5	200	3,245	27,318	07/01/07
Walnut Valley		19		465.69	66,634 - 86,619	7	186	2.00%	4,640	07/01/12
Charter Oak	a	20		464.85	52,054 - 90,646	13	195	$800	8,700	08/01/07
Lynwood	a	21		462.57	85,908 - 94,826	5	205	350		07/01/07
Temple City	a	22		462.14	49,171 - 86,420	12	187	1,000	3,212	07/01/07
La Cañada	ad	23		461.56	63,855 - 91,388	10	198	1,000	4,027	07/01/12
Las Virgenes	a	24	**Md**	**457.61**	70,701 - 88,777	8	194	400	5,890	07/01/07
Pasadena		25		452.45	70,730 - 85,965	5	190	5.00%	10.00%	07/01/12
Azusa	z	26		449.69	78,445 - 89,038	6	198	$1,146	$3,437	07/01/06
Redondo Beach	a	27		444.16	64,695 - 88,831	8	200	1,000	4,960	07/01/12
West Covina	z	28		441.13	74,961 - 86,020	5	195			07/01/07
San Marino	a	29		439.87	56,058 - 81,816	13	186		9,124	08/01/12
Compton		30		439.72	70,543 - 85,746	5	195	1,200	600	07/01/07
Duarte	a	31		439.40	57,594 - 87,001	13	198	5.00%	10,605	07/01/12
Culver City		32		438.42	73,096 - 85,491	5	195	$2,000	10.00%	07/01/12
Bassett	a	33		436.86	65,108 - 90,429	5	207		$4,100	07/01/12
Manhattan Beach	a	34		435.64	49,230 - 83,207	14	191	1,000	5,674	07/01/12
Hacienda-La Puente	a	35		434.41	62,788 - 82,973	6	191	1,000	9,000	02/01/13
Bellflower	a	36	**Q1**	**433.71**	67,186 - 82,404	3	190	1,077	4,351	07/01/07
San Gabriel	w	37		433.40	74,319 - 83,646	5	193	1,200	6.00%	07/01/12
Glendale		38		433.05	74,694 - 88,776	5	205	1,000	$5,779	07/01/07
El Segundo		39		432.23	72,208 - 87,742	5	203	1,100	5,739	09/01/07
El Rancho		40		430.62	73,112 - 82,679	6	192		12.00%	07/01/12
Palos Verdes	ap	41		427.03	55,817 - 79,001	8	185	1,000	$8,460	07/01/12
Torrance	a	42		426.66	59,037 - 81,918	5	192	1,102	10,634	07/01/07
Los Angeles	a	43		420.36	61,433 - 76,505	5	182	1,168	5,006	07/01/12
Rowland	a	44		416.15	68,125 - 83,229	5	200	1,000	14,035	07/01/12
Acton-Agua Dulce		45		415.85	76,655 - 87,328	6	210			12/01/07
Covina Valley		46		396.73	67,000 - 82,520	5	208	1,100	7,512	07/01/10
Inglewood	a	47		385.84	55,866 - 73,310	6	190	500	8.00%	07/01/12

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

d The Ph.D./Ed.D. stipend is a one time stipend or bonus

p One reduced day reinstated.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1 Professional Staff Specialists
b. Position II - "School Counselor"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$520.08	$57,265 - $106,617	14	205	$400	$4,362	07/01/12
Bonita	a	2		489.76	50,153 - 94,523	20	193			07/01/12
Beverly Hills	a	3		483.66	77,322 - 91,896	5	190	1,729	7,428	07/01/11
Claremont	a	4		481.64	73,557 - 90,308	5	187.5	1,000		07/01/07
Monrovia	a	5		472.97	53,295 - 89,392	14	189	1,000	5,670	09/01/10
Montebello	av	6		471.64	49,900 - 91,027	14	193		6,000	07/01/12
Baldwin Park	a	7		467.29	49,068 - 92,523	12	198	1,100	3,502	07/01/12
Glendora	a	8		462.57	54,662 - 90,202	12	195	1,740	6,725	07/01/07
Temple City	a	9		462.14	49,171 - 86,420	12	187	1,000	3,212	07/01/07
Bellflower		10		460.20	73,468 - 90,199	5	196			07/01/07
Pomona	a	11		459.38	60,985 - 90,038	15	196	1,723	5.00%	07/01/11
Manhattan Beach	a	12	**Q3**	**457.09**	53,885 - 88,218	14	193	1,000	$5,733	07/01/12
Long Beach		13		455.89	61,579 - 87,987	10	193	5,445	7,000	07/01/07
Bassett	a	14		451.81	47,584 - 85,844	14	190		4,100	07/01/12
Walnut Valley	a	15		451.40	51,608 - 87,572	14	194	2.00%	12,031	07/01/12
Downey	a	16		451.31	56,451 - 85,297	10	189	$734	15,248	09/01/07
Charter Oak	a	17		447.95	50,162 - 87,350	13	195	800	8,384	08/01/07
Glendale	a	18		447.49	55,841 - 89,946	12	201	1,000	13,804	07/01/07
South Pasadena	a	19		446.23	48,459 - 87,015	13	195		7,600	07/01/07
El Rancho	a	20		445.28	52,038 - 83,267	12	187		12.00%	07/01/12
Alhambra	a	21		444.69	53,470 - 85,380	12	192	2,131	$19,453	07/01/07
San Gabriel	a	22		439.58	49,277 - 83,521	13	190	500	5,900	07/01/12
West Covina	az	23		439.13	74,620 - 85,630	5	195		1,500	07/01/07
			Md	**(439.03)**						
Covina Valley		24		438.93	51,849 - 84,714	12	193	1,050	7,512	02/01/09
Redondo Beach	a	25		436.90	46,102 - 77,769	13	178	1,000	4,960	07/01/12
El Segundo	a	26		434.51	52,494 - 79,516	12	183	1,100	10,736	09/01/07
Pasadena	a	27		433.23	53,119 - 87,946	12	203	5.00%	10.00%	07/01/11
La Cañada	ad	28		432.58	52,714 - 84,353	15	195	$1,000	$3,717	07/01/12
Compton	a	29		429.71	50,659 - 82,074	14	191		8,265	07/01/07
A B C		30		426.30	70,810 - 80,570	5	189	1,000	15.97%	07/01/09
San Marino	a	31		425.12	53,315 - 79,073	13	186		$9,124	08/01/12
Norwalk-La Mirada	a	32		424.83	67,130 - 81,567	7	192	1,000	13,934	07/01/07
Torrance	a	33		424.53	50,657 - 81,509	5	192	1,102	10,580	07/01/07
Culver City		34		424.34	71,834 - 84,019	5	198	2,000	10.00%	07/01/12
Las Virgenes	a	35	**Q1**	**424.22**	48,386 - 86,116	13	203	400	$5,890	07/01/07
Azusa	az	36		422.46	51,467 - 79,844	10	189	1,141	5,546	07/01/06
Paramount	a	37		422.40	70,191 - 80,256	5	190	1,000	6,000	07/01/09
Hacienda-La Puente	a	38		422.25	52,374 - 79,806	12	189	1,000	9,000	02/01/13
Palos Verdes	ap	39		421.81	49,731 - 80,144	12	190	1,000	8,460	07/01/12
Lynwood	a	40		420.73	44,186 - 75,311	13	179	344	5,729	07/01/12
Burbank	a	41		416.59	50,798 - 82,484	15	198	1,170	8,922	07/01/12
Los Angeles	a	42		409.25	46,221 - 74,484	14	182	1,168	5,006	07/01/12
Santa Monica-Malibu	a	43		406.48	48,494 - 78,450	12	193	3,245	17,287	07/01/07
Duarte	a	44		405.93	50,379 - 79,156	13	195	5.00%	10,494	07/01/12
Rowland	a	45		401.23	65,141 - 80,245	5	200	$1,000	13,889	07/01/12
Inglewood	a	46		351.69	49,318 - 66,821	7	190	500	8.00%	07/01/12
Acton-Agua Dulce				No Comparable Classification						

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

d The Ph.D./Ed.D. stipend is a one time stipend or bonus

p One reduced day reinstated.

v Counselors had 5 reduced days and Extra Duty stipend was reduced from 1.12 to 1.08 for the past two years.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

a. Position IIIA - "Elementary School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	-	Max	Max Step	Net Work Days	Ph.D. Ed.D	Max Longevity	Last Effective Date
San Marino		1		$625.64	$101,809	-	$132,011	8	211			07/01/12
Arcadia		2		616.18	107,673	-	128,165	6	208	$1,000	$4,140	07/01/12
Long Beach		3		580.34	82,733	-	112,005	8	193	4,775	7,000	07/01/07
Montebello		4		572.20	111,012	-	123,024	7	215		6,000	07/01/08
A B C		5		555.20	97,597	-	111,039	5	200	1,000	15.97%	07/01/09
Los Angeles	a	6		539.90	81,803	-	113,379	5	210	1,339	$2,009	07/01/12
Burbank		7		531.21	81,165	-	114,210	8	215	2,341	3,487	07/01/11
Downey		8		528.96	102,458	-	111,082	5	210	737	2,226	07/01/07
Bellflower		9		527.98	88,159	-	108,236	5	205			07/01/07
Norwalk-La Mirada		10		526.36	105,120	-	111,588	4	212	1,000	10.00%	07/01/07
Claremont		11		523.55	96,319	-	112,563	5	215	1,000		07/01/07
			Q3	**(523.07)**								
Baldwin Park		12		522.58	90,215	-	106,607	5	204	1,200	$3,519	07/01/12
El Segundo		13		520.66	95,300	-	106,736	5	205	1,100		01/01/09
Monrovia		14		520.24	100,017	-	106,128	5	204	1,000	5,670	09/01/10
Palos Verdes		15		517.10	87,659	-	104,971	7	203	1,000	3,000	07/01/10
Rowland		16		515.20	96,561	-	109,222	5	212	1,000	12.04%	07/01/12
Manhattan Beach		17		514.71	94,665	-	106,546	5	207	1,000	$5,000	07/01/12
Glendale		18		513.43	93,586	-	107,821	7	210	1,000		07/01/07
Santa Monica-Malibu	w	19		512.75	90,996	-	110,241	5	215	3,245	27,318	07/01/07
Glendora		20		512.36	91,394	-	107,596	5	210	1,740	5,921	07/01/07
Walnut Valley	g	21		511.62	94,932	-	108,974	3	213	2.00%	5.50%	07/01/12
Bonita		22		511.17	92,194	-	107,856	5	211			07/01/12
			Md	**(509.73)**								
Pomona		23		508.30	90,010	-	106,743	6	210	$2,000	4.50%	07/01/11
Temple City		24		505.03	93,132	-	106,056	5	210	1,000		07/01/07
La Cañada		25		504.89	93,949	-	106,532	6	211			07/01/12
Lynwood		26		504.83	98,330	-	108,538	5	215	350		07/01/07
Redondo Beach		27.5		498.51	90,320	-	101,697	5	204	1,000	$1,500	07/01/12
Covina Valley		27.5		498.51	96,864	-	111,168	5	223	1,200	7,512	02/01/09
El Rancho	aC	29		497.64	88,613	-	100,523	6	202		12.00%	07/01/12
Azusa	z	30		495.84	90,134	-	102,143	6	206	1,146	$3,437	07/01/06
Charter Oak		31		494.80	85,981	-	104,897	6	212	800	2,200	07/01/07
South Pasadena		32		494.06	95,859	-	103,752	5	210		7,600	07/01/07
Hacienda-La Puente		33		492.00	92,441	-	103,812	3	211	1,000	9,000	02/01/13
			Q1	**(491.10)**								
Las Virgenes		34		490.19	89,149	-	103,921	5	212	1,000	6.10%	07/01/07
West Covina	z	35		489.09	90,354	-	103,688	5	212			07/01/10
Culver City		36		486.80	86,223	-	103,202	5	212	2,000	10.00%	07/01/12
San Gabriel	w	37		485.12	92,670	-	104,301	5	215	1,200	6.00%	07/01/12
Duarte		38		484.81	95,158	-	100,841	3	208	2,855	15.00%	09/01/07
Compton		39		483.99	89,192	-	108,414	5	224	1,200	$1,200	07/01/07
Pasadena		40		477.85	85,680	-	104,172	5	218	5.00%	10.00%	07/01/12
Bassett		41		477.14	80,471	-	97,813	5	205	$1,000	$4,100	07/01/12
Torrance		42		474.99	85,118	-	96,423	5	203	1,102	10.25%	07/01/07
Acton-Agua Dulce		43		474.05	91,671	-	101,921	5	215			12/01/07
Inglewood		44		432.28	66,305	-	89,914	7	208	500	8.00%	07/01/12
Alhambra				No Comparable Classification								
Beverly Hills				No Comparable Classification								
Paramount				No Comparable Classification								

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2012-13

g After 29 years in education, 10 years of which must be with the district, Administrators receive an additional annual longevity of $3,000.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

b. Position IIIB - "Intermediate School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia		1		$640.47	$115,590 - $137,702	6	215	$1,000	$4,140	07/01/12
San Marino		2		634.96	105,774 - 137,152	8	216			07/01/12
Montebello		3		590.79	115,020 - 127,020	7	215		6,000	07/01/08
Beverly Hills	k	4		580.95	103,897 - 123,162	5	212	1,729		07/01/11
Long Beach		5		580.34	82,733 - 112,005	8	193	4,775	7,000	07/01/07
A B C		6		555.20	97,597 - 111,039	5	200	1,000	15.97%	07/01/09
Los Angeles	a	7		554.72	90,919 - 116,492	5	210	1,339	$2,009	07/01/12
Norwalk-La Mirada		8		541.36	108,120 - 114,768	4	212	1,000	10.00%	07/01/07
Downey		9		538.80	104,363 - 113,147	5	210	737	$2,226	07/01/07
Burbank		10		538.34	84,170 - 118,435	8	220	2,341	3,487	07/01/11
Paramount	k	11		536.32	91,801 - 114,237	6	213	1,000	3,000	01/01/13
Manhattan Beach	n	12	**Q3**	**535.45**	102,284 - 115,122	5	215	1,000	5,000	07/01/12
Claremont		13		534.27	102,752 - 120,210	5	225	1,000		07/01/07
Walnut Valley	g	14		533.85	100,074 - 113,711	3	213	2.00%	5.50%	07/01/12
Baldwin Park		15		531.54	92,119 - 108,435	5	204	$1,200	$3,519	07/01/12
Rowland		16		530.08	104,027 - 117,678	5	222	1,000	12.04%	07/01/12
Palos Verdes		17		530.03	89,851 - 107,596	7	203	1,000	$3,000	07/01/10
Glendora		18		525.61	98,209 - 115,635	5	220	1,740	5,921	07/01/07
Santa Monica-Malibu	w	19		525.19	95,356 - 115,541	5	220	3,245	27,318	07/01/07
Glendale		20		524.85	102,793 - 118,092	7	225	1,200		07/01/07
Monrovia		21		524.80	103,922 - 110,208	5	210	1,000	5,670	09/01/10
San Gabriel	w	22		521.26	101,889 - 114,677	5	220	1,200	6.00%	07/01/12
El Segundo		23		520.66	95,300 - 106,736	5	205	1,100		01/01/09
			Md	**(519.18)**						
Temple City		24		517.69	100,404 - 113,892	5	220	1,000		07/01/07
Charter Oak		25		517.54	94,600 - 115,412	6	223	800	$2,200	07/01/07
Bonita		26		517.33	95,075 - 111,225	5	215			07/01/12
Alhambra	k	27		516.55	96,972 - 113,124	5	219	2,557	23,344	07/01/07
La Cañada		28		515.44	101,370 - 114,944	6	223			07/01/12
West Covina	z	29		514.44	94,229 - 109,061	5	212			07/01/10
Compton		30		513.41	94,614 - 115,004	5	224	1,200	1,200	07/01/07
Lynwood		31		512.07	99,741 - 110,096	5	215	350		07/01/07
Azusa	z	32		508.56	95,583 - 108,324	6	213	1,146	3,437	07/01/06
Pomona		33		507.86	91,209 - 108,174	6	213	2,000	4.50%	07/01/11
Redondo Beach		34		506.97	91,823 - 103,422	5	204	1,000	$1,500	07/01/12
Las Virgenes		35	**Q1**	**506.53**	93,789 - 111,437	5	220	1,000	6.10%	07/01/07
Duarte		36		502.25	102,337 - 108,487	3	216	3,070	15.00%	09/01/07
South Pasadena		37		500.16	100,724 - 109,035	5	218		$7,600	07/01/07
Culver City		38		499.78	93,979 - 109,952	5	220	2,000	10.00%	07/01/12
Hacienda-La Puente		39		499.31	96,037 - 107,850	3	216	1,000	$9,000	02/01/13
Covina Valley		40		498.51	96,864 - 111,168	5	223	1,200	7,512	02/01/09
El Rancho	aC	41		497.64	88,613 - 100,523	6	202		12.00%	07/01/12
Bassett		42		486.62	82,082 - 99,757	5	205	1,000	$4,100	07/01/12
Pasadena		43		485.61	87,144 - 105,864	5	218	5.00%	10.00%	07/01/12
Torrance		44		474.99	85,118 - 96,423	5	203	$1,102	10.25%	07/01/07
Acton-Agua Dulce		45		466.62	92,326 - 102,656	5	220			12/01/07
Inglewood		46		442.84	67,944 - 92,110	7	208	500	8.00%	07/01/12
Bellflower				No Comparable Classification						

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2012-13

g After 29 years in education, 10 years of which must be with the district, Administrators receive an additional annual longevity of $3,000.

k K-8 schools

n Net Work Days decreased from 227 to 215

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

c. Position IIIC - "High School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$639.84	$111,521 - $144,603	8	226			07/01/12
Arcadia		2		628.93	140,880	**	224			07/01/12
Montebello		3		628.02	123,024 - 135,024	7	215		$6,000	07/01/08
Santa Monica-Malibu	w	4		607.73	111,296 - 134,917	5	222	$3,245	27,318	07/01/07
Long Beach		5		606.46	112,433 - 137,059	8	226	5,735	7,000	07/01/07
Burbank		6		604.42	94,501 - 132,973	8	220	2,341	3,487	07/01/11
Glendale		7		599.48	117,845 - 134,884	7	225	1,200		07/01/07
Alhambra		8		597.32	102,780 - 130,812	7	219	2,557	23,344	07/01/07
Beverly Hills		9		594.96	112,691 - 133,866	5	225	1,729		07/01/11
El Rancho	aC	10		585.72	112,565 - 120,073	3	205		12.00%	07/01/12
West Covina	z	11		584.89	114,683 - 131,600	5	225			07/01/07
Palos Verdes		12	**Q3**	**583.03**	103,705 - 124,185	7	213	1,000	$3,000	07/01/10
A B C		13		581.84	111,980 - 127,424	5	219	1,000	15.97%	07/01/09
Paramount		14		579.86	103,014 - 128,150	6	221	1,000	$3,000	01/01/13
Compton		15		579.66	105,869 - 128,684	5	222	1,200	1,200	07/01/07
Glendora		16		577.25	105,300 - 128,726	5	223	1,740	5,921	07/01/07
Walnut Valley	g	17		574.48	113,228 - 127,534	3	222	2.00%	5.50%	07/01/12
Monrovia		18		573.03	118,292 - 125,494	5	219	$1,000	$5,670	09/01/10
Downey		19		572.67	117,792 - 127,706	5	223	737	2,226	07/01/07
Manhattan Beach		20		572.56	115,477 - 129,971	5	227	1,000	5,000	07/01/12
Norwalk-La Mirada		21		569.27	119,604 - 126,948	4	223	1,000	10.00%	07/01/07
Bellflower		22		568.52	104,189 - 127,917	5	225			07/01/07
Los Angeles	a	23		563.88	93,411 - 118,414	5	210	1,339	$2,009	07/01/12
Rowland		24	**Md**	**560.82**	110,058 - 124,502	5	222	1,000	12.04%	07/01/12
Claremont		25		556.28	106,988 - 125,164	5	225	1,000		07/01/07
Baldwin Park		26		555.24	104,323 - 119,931	5	216	1,200	$3,526	07/01/12
Bonita		27		554.25	106,599 - 124,707	5	225			07/01/12
Hacienda-La Puente		28		553.86	108,987 - 122,404	3	221	1,000	9,000	02/01/13
Lynwood		29		551.83	110,984 - 122,506	5	222	350		07/01/07
Las Virgenes		30		542.95	98,669 - 119,450	5	220	1,000	6.10%	07/01/07
Covina Valley		31		538.92	105,036 - 120,180	5	223	1,200	$7,512	02/01/09
Temple City		32		538.77	107,688 - 121,224	5	225	1,000		07/01/07
Pomona		33		538.11	96,617 - 114,617	6	213	2,000	4.50%	07/01/11
Redondo Beach		34		537.79	103,308 - 116,701	5	217	1,000	$1,500	07/01/12
San Gabriel	w	35		536.68	107,288 - 120,754	5	225	1,200	6.00%	07/01/12
Charter Oak		36	**Q1**	**534.17**	97,639 - 119,120	6	223	800	$2,200	07/01/07
Culver City		37		533.28	102,571 - 119,989	5	225	2,000	10.00%	07/01/12
Duarte		38		532.90	111,268 - 117,771	3	221	3,338	15.00%	09/01/07
La Cañada		39		532.57	104,737 - 118,763	6	223			07/01/12
Azusa	z	40		530.13	103,225 - 117,158	6	221	1,146	$3,437	07/01/06
El Segundo		41		529.87	105,500 - 118,160	5	223	1,100		01/01/09
South Pasadena		42		521.03	108,297 - 117,232	5	225		7,600	07/01/07
Pasadena		43		516.44	92,700 - 112,584	5	218	5.00%	10.00%	07/01/12
Inglewood		44		511.66	78,558 - 106,426	7	208	$500	8.00%	07/01/12
Bassett		45		509.97	91,454 - 111,174	5	218	1,000	$4,100	07/01/12
Torrance		46		504.68	99,333 - 112,544	5	223	1,102	10.25%	07/01/07
Acton-Agua Dulce		47		478.31	96,735 - 107,620	5	225			12/01/07

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

** Non-scheduled salary

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2012-13

g After 29 years in education, 10 years of which must be with the district, Administrators receive an additional annual longevity of $3,000.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

d. Position IVA - "Intermediate School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$587.44	$93,326 - $121,012	8	206			07/01/12
Arcadia		2		579.87	99,926 - 118,874	6	205	$1,000	$4,140	07/01/12
Montebello		3		534.98	103,008 - 115,020	7	215		6,000	07/01/08
Bellflower		4		524.38	87,558 - 107,498	5	205			07/01/07
A B C		5		517.14	90,920 - 103,427	5	200	1,000	15.97%	07/01/09
Beverly Hills	k	6		516.80	90,233 - 106,978	5	207	1,729		07/01/11
Claremont	T	7		513.13	98,692 - 115,455	5	225	1,000		07/01/12
Long Beach		8		512.22	78,351 - 98,858	8	193	4,775	$7,000	07/01/07
Paramount	k	9		501.33	85,793 - 106,784	6	213	1,000	3,000	01/01/13
Santa Monica-Malibu	w	10		500.63	86,793 - 105,132	5	210	3,245	27,318	07/01/07
Manhattan Beach		11		494.89	91,018 - 102,442	5	207	1,000	5,000	07/01/12
			Q3	**(494.71)**						
Baldwin Park		12		494.54	81,474 - 97,424	5	197	1,100	3,519	07/01/12
Palos Verdes		13		493.47	77,963 - 94,252	7	191	1,000	3,000	07/01/10
Walnut Valley	g	14		490.75	85,554 - 99,623	3	203	2.00%	5.50%	07/01/12
Downey		15		490.00	90,843 - 98,489	5	201	$737	$2,226	07/01/07
Rowland		16		489.56	91,753 - 103,787	5	212	1,000	12.04%	07/01/12
Glendale		17		489.33	89,050 - 102,760	7	210	1,000		07/01/07
Los Angeles	a	18		488.44	75,502 - 96,223	5	197	1,265	$1,898	07/01/12
Norwalk-La Mirada		19		488.23	88,550 - 93,984	4	192.5	1,000	10.00%	07/01/09
Monrovia		20		485.63	91,073 - 96,641	5	199	1,000	$5,670	09/01/10
Glendora		21		483.74	86,277 - 101,586	5	210	1,740	5,921	07/01/07
Las Virgenes		22		480.64	82,879 - 96,609	5	201	1,000	6.10%	07/01/07
Bonita		23	**Md**	**479.21**	86,432 - 101,113	5	211			07/01/12
Burbank		24		476.89	72,869 - 102,531	8	215	2,341	$3,487	07/01/11
West Covina	z	25		475.33	87,792 - 100,769	5	212			07/01/10
Hacienda-La Puente		26		470.70	85,507 - 96,022	3	204	1,000	9,000	02/01/13
Charter Oak		27		470.32	79,415 - 96,886	6	206	800	2,200	07/01/07
Lynwood		28		468.07	89,050 - 98,294	5	210	350		07/01/07
Covina Valley		29		467.08	88,734 - 99,487	5	213	1,200	7,512	02/01/09
El Segundo		30		464.39	85,000 - 95,200	5	205	1,100		01/01/09
Temple City		31		463.59	86,100 - 99,672	5	215	1,000		07/01/07
El Rancho	aC	32		457.44	80,463 - 92,403	6	202		12.00%	07/01/12
Redondo Beach		33		457.31	82,603 - 93,292	5	204	1,000	$1,500	07/01/12
Culver City		34		456.65	81,973 - 95,897	5	210	2,000	10.00%	07/01/12
			Q1	**(456.29)**						
Bassett		35		455.93	74,245 - 90,274	5	198	1,000	$4,100	07/01/12
Azusa	z	36		455.08	82,728 - 93,746	6	206	1,146	3,437	07/01/06
South Pasadena		37		454.90	84,048 - 90,979	5	200		7,600	07/01/07
Duarte		38		454.34	92,592 - 98,137	3	216	2,778	15.00%	09/01/07
San Gabriel	w	39		449.92	83,947 - 94,483	5	210	1,200	6.00%	07/01/12
Pasadena		40		448.04	74,096 - 90,057	5	201	5.00%	10.00%	07/01/07
Alhambra	k	41		445.21	79,728 - 93,049	5	209	$2,344	$21,398	07/01/07
Pomona		42		444.51	78,023 - 92,458	6	208	2,000	4.50%	07/01/11
Torrance		43		441.03	75,951 - 86,000	5	195	1,102	10.25%	07/01/07
Compton		44		436.36	80,414 - 97,744	5	224	1,200	$1,200	07/01/07
Inglewood		45		370.04	56,001 - 75,858	7	205	500	8.00%	07/01/12
Acton-Agua Dulce				No Comparable Classification						
La Cañada				No Comparable Classification						

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2012-13

g After 29 years in education, 10 years of which must be with the district, Administrators receive an additional annual longevity of $3,000.

k K-8 schools

T Intermediate Assistant Principal's Net Work Days changed from 205 to 225

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2 Administrators

e. Position IVB - "High School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min - Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$607.08	$96,447 - $125,058	8	206			07/01/12
Arcadia		2		593.53	104,726 - 124,642	6	210	$1,000	$4,140	07/01/12
Montebello		3		553.56	107,016 - 119,016	7	215		6,000	07/01/08
A B C		4		536.61	94,308 - 107,321	5	200	1,000	15.97%	07/01/09
Beverly Hills		5		532.99	95,260 - 112,994	5	212	1,729		07/01/11
Baldwin Park		6		525.58	96,413 - 113,525	5	216	1,200	$3,526	07/01/12
Bellflower		7		524.38	87,558 - 107,498	5	205			07/01/07
Paramount		8		520.43	92,425 - 115,015	6	221	1,000	3,000	01/01/13
Downey		9		514.27	104,356 - 113,139	5	220	737	2,226	07/01/07
Claremont		10		513.13	98,692 - 115,455	5	225	1,000		07/01/07
Santa Monica-Malibu	w	11		512.94	88,920 - 107,717	5	210	3,245	27,318	07/01/07
Long Beach		12	**Q3**	**512.22**	78,351 - 98,858	8	193	4,775	7,000	07/01/07
Glendora		13		511.40	91,208 - 107,395	5	210	1,740	5,921	07/01/07
Walnut Valley	g	14		510.24	94,208 - 108,681	3	213	2.00%	5.50%	07/01/12
Monrovia		15		509.97	99,846 - 106,073	5	208	$1,000	$5,670	09/01/10
Burbank		16		508.66	79,529 - 111,905	8	220	2,341	3,487	07/01/11
Manhattan Beach		17		506.85	93,217 - 104,917	5	207	1,000	5,000	07/01/12
Rowland		18		504.96	94,636 - 107,051	5	212	1,000	12.04%	07/01/12
Palos Verdes		19		503.23	88,054 - 105,678	7	210	1,000	$3,000	07/01/10
Glendale		20		501.23	91,290 - 105,259	7	210	1,000		07/01/07
Alhambra		21		500.77	90,396 - 109,668	7	219	2,557	23,344	07/01/07
Covina Valley		22		498.51	96,864 - 111,168	5	223	1,200	7,512	02/01/09
Azusa	z	23		495.84	90,134 - 102,143	6	206	1,146	3,437	07/01/06
			Md	**(495.79)**						
Norwalk-La Mirada		24		495.74	94,332 - 100,140	4	202	1,000	10.00%	07/01/10
Temple City		25		493.15	95,268 - 108,492	5	220	1,000		07/01/07
Los Angeles	a	26		488.44	77,259 - 96,223	5	197	1,265	$1,898	07/01/12
Bonita		27		488.25	89,313 - 104,485	5	214			07/01/12
Redondo Beach		28		487.87	90,276 - 101,965	5	209	1,000	1,500	07/01/12
Charter Oak		29		485.62	85,581 - 104,409	6	215	800	2,200	07/01/07
Lynwood		30		484.74	94,419 - 104,220	5	215	350		07/01/07
Hacienda-La Puente		31		484.72	93,230 - 104,700	3	216	1,000	9,000	02/01/13
Culver City		32		482.77	88,728 - 103,796	5	215	2,000	10.00%	07/01/12
San Gabriel	w	33		480.80	91,844 - 103,371	5	215	1,200	6.00%	07/01/12
Las Virgenes		34		480.60	86,580 - 100,925	5	210	1,000	6.10%	07/01/07
Compton		35	**Q1**	**480.30**	87,718 - 106,627	5	222	1,200	$1,200	07/01/07
Pomona		36		480.28	89,184 - 99,898	4	208	2,000	4.50%	07/01/11
West Covina	z	37		480.03	88,667 - 101,767	5	212			07/01/10
El Rancho	aC	38		478.40	85,755 - 96,637	6	202		12.00%	07/01/12
Torrance		39		474.93	87,215 - 98,786	5	208	1,102	10.25%	07/01/07
South Pasadena		40		474.14	91,998 - 99,570	5	210		$7,600	07/01/07
Duarte		41		472.47	98,550 - 104,416	3	221	2,957	15.00%	09/01/07
La Cañada		42		470.52	92,535 - 104,925	6	223			07/01/12
Pasadena		43		467.20	77,286 - 93,907	5	201	5.00%	10.00%	07/01/07
El Segundo		44		465.58	92,700 - 103,824	5	223	$1,100		01/01/09
Bassett		45		461.70	82,785 - 100,651	5	218	1,000	$4,100	07/01/12
Inglewood		46		431.52	64,763 - 88,462	7	205	500	8.00%	07/01/12
Acton-Agua Dulce				No Comparable Classification						

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

C One additional Net Work Day due to one less holiday in 2012-13

g After 29 years in education, 10 years of which must be with the district, Administrators receive an additional annual longevity of $3,000.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
a. B.A. Only / Provisional Service Document

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$49,874	A	1	BA
Downey		2		48,275	B	1	BA
Beverly Hills		3		47,114	I	1	BA
Redondo Beach		4		45,998	I	1	BA
Manhattan Beach		5		45,901	I	1	BA
Monrovia		6		45,665	A	1	BA
Bonita		7		45,123	I	1	BA
Azusa	z	8		45,017	I	2	BA
A B C		9		45,000	A	1	BA
Norwalk-La Mirada		10		44,764	1	1	BA
Duarte		11		44,660	1	1	BA
			Q3	**(44,648)**			
Paramount		12		44,636	A	1	BA
Long Beach		13		44,627	11	A	BA
Claremont		14		44,588	1	1	BA
Santa Monica-Malibu		15		44,341	I	1	BA
La Cañada	z	16		43,851	I	1	BA
Acton-Agua Dulce		17		43,844	I	1	BA
Glendora		18		43,549	I	1	BA
West Covina	z	19		42,845	I	1	BA
Lynwood		20		42,632	II	1	BA
Glendale		21		42,451	IA	1	BA
Culver City		22		42,238	I	1	BA
			Md	**(41,931)**			
Walnut Valley		23		41,623	IIa	1	BA
Palos Verdes		24		41,505	I	1	BA
Torrance		25		41,479	1	1	BA
El Rancho		26		41,431	I	1	BA
Rowland		27		41,416	II	1	BA
Pomona		28		41,351	I	1	BA
Baldwin Park		29		41,011	1	1	BA
Covina Valley		30		40,950	A	1	BA
Pasadena		31		40,205	A	1	BA
Montebello		32		40,160	B	1	BA
Las Virgenes		33		40,055	Y	1	BA
			Q1	**(40,016)**			
South Pasadena		34		39,976	A	1	BA
Burbank		35		39,918	I	1	BA
Los Angeles		36		39,788	L20	1	BA
Inglewood		37		39,014	I	1	BA
Bassett		38		38,776	I	1	BA
El Segundo		39		38,659	1	1	BA
Compton	z	40		38,621	I	1	BA
Charter Oak		41		38,495	A	1	BA
Temple City		42		38,308	1	1	BA
San Gabriel		43		37,166	A	1	BA
Alhambra		44		35,427	IA	1	BA
Bellflower				No Comparable Column			
Hacienda-La Puente				No Comparable Column			
San Marino				No Comparable Column			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
b. B.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$49,874	A	1	BA
Long Beach		2		49,812	211	A	BA
Temple City		3		48,886	1	1	BA
Downey		4		48,275	B	1	BA
Beverly Hills		5		47,114	I	1	BA
Compton	z	6		46,667	I	1	BA
Azusa	z	7		46,142	I	2	BA
Redondo Beach		8		45,998	I	1	BA
Palos Verdes		9		45,922	I	1	BA
Manhattan Beach		10		45,901	I	1	BA
Montebello		11		45,880	D	1	BA
Monrovia		12	**Q3**	**45,665**	A	1	BA
Los Angeles		13		45,637	20	1	BA
San Marino		14		45,552	I	1	BA
Glendale		15		45,503	IB	1	BA
Pasadena		16		45,265	A	1	BA
Alhambra		17		45,193	IB	1	BA
Rowland		18		45,180	III	1	BA
Bonita		19		45,123	I	1	BA
A B C		20		45,000	A	1	BA
Norwalk-La Mirada		21		44,764	1	1	BA
Walnut Valley		22		44,748	III	1	BA
Duarte		23		44,660	1	1	BA
Paramount		24	**Md**	**44,636**	A	1	BA
Claremont		25		44,588	1	1	BA
Burbank		26		44,476	I	1	BA
Santa Monica-Malibu		27		44,341	I	1	BA
El Segundo		28		44,125	2	1	BA
Hacienda-La Puente		29		43,906	II	1	BA
La Cañada	z	30		43,851	I	1	BA
Acton-Agua Dulce		31		43,844	I	1	BA
Bellflower		32		43,684	I	1	BA
Inglewood		33		43,673	III	1	BA
Glendora		34		43,549	I	1	BA
Torrance		35		43,359	3	1	BA
Pomona		36	**Q1**	**43,205**	II	1	BA
West Covina	z	37		42,845	I	1	BA
Lynwood		38		42,632	II	1	BA
Covina Valley		39		42,610	B	1	BA
Las Virgenes		40		42,364	I	1	BA
Culver City		41		42,238	I	1	BA
San Gabriel		42		41,626	C	1	BA
El Rancho		43		41,431	I	1	BA
Baldwin Park		44		41,011	1	1	BA
South Pasadena		45		39,976	A	1	BA
Bassett		46		38,776	I	1	BA
Charter Oak		47		38,495	A	1	BA

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
c. B.A. 28 to 30 Units / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey		1		$51,859	C	1	BA+30/MA
Arcadia		2		49,874	C	1	BA+30/MA
Long Beach		3		49,813	212	A	BA+28
Temple City		4		48,890	3	1	BA+30
Pomona		5		48,637	III	1	BA+30
Bellflower		6		48,572	III	1	BA+30
Acton-Agua Dulce		7		47,870	III	1	BA+30
Compton	z	8		47,727	III	1	BA+30
El Segundo		9		47,655	4	1	BA+30
La Cañada	z	10	**Q3**	**47,550**	III	1	BA+30
A B C		11		47,272	C	1	BA+30
Palos Verdes		12		47,114	III	1	BA+30/MA
Norwalk-La Mirada		13		47,002	2	1	BA+30/MA
Paramount		14		46,868	B	1	BA+30
San Marino		15		46,201	II	1	BA+30
Los Angeles		16		46,178	22	1	BA+28
Hacienda-La Puente		17		46,126	III	1	BA+30
Redondo Beach		18		46,000	III	1	BA+30
South Pasadena		19		45,970	C	1	BA+30/MA
Manhattan Beach		20	**Md**	**45,904**	III	1	BA+30
Burbank		21		45,868	III	1	BA+30
Monrovia		22		45,665	C	1	BA+30
Glendale		23		45,505	III	1	BA+28
Alhambra		24		45,429	IIB	1	BA+30
Glendora		25		45,352	III	1	BA+30
Bonita		26		45,123	III	1	BA+30
West Covina	z	27		44,947	III	1	BA+30
Duarte		28		44,776	2	1	BA+30
Walnut Valley		29		44,748	III	1	BA+30
Santa Monica-Malibu		30	**Q1**	**44,341**	III	1	BA+28
Covina Valley		31		44,320	C	1	BA+30
Las Virgenes		32		43,987	III	1	BA+30
Inglewood		33		43,677	V	1	BA+30
Lynwood		34		43,449	III	1	BA+30
Torrance		35		43,359	3	1	BA+30
Baldwin Park		36		42,668	3	1	BA+30/MA
El Rancho		37		42,076	II	1	BA+30
San Gabriel		38		41,626	C	1	BA+30
Bassett		39		41,615	III	1	BA+30
Azusa				No Comparable Column			
Beverly Hills				No Comparable Column			
Charter Oak				No Comparable Column			
Claremont				No Comparable Column			
Culver City				No Comparable Column			
Montebello				No Comparable Column			
Pasadena				No Comparable Column			
Rowland				No Comparable Column			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1 Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey	f	1		$52,229	C	1	MA/BA+30
Acton-Agua Dulce	f	2		50,830	IV	1	MA/BA+45
Bellflower		3		50,596	IV	1	MA/BA+45
El Segundo	f	4		50,270	5	1	MA/BA+45
La Cañada	z	5		50,203	V	1	MA/BA+60
Arcadia		6		49,874	C	1	MA/BA+30
Beverly Hills		7		49,855	III	1	MA/BA+36
Long Beach		8		49,815	213	A	MA/BA+56
Paramount		9	**Q3**	**49,211**	C	1	MA/BA+45
Temple City		10		48,892	4	1	MA/BA+45
Compton	z	11		48,802	IV	1	MA/BA+45
Hacienda-La Puente		12		48,456	IV	1	MA/BA+45
A B C		13		48,455	D	1	MA/BA+45
Glendora		14		48,130	IV	1	MA/BA+45
Manhattan Beach		15		47,168	IV	1	MA/BA+45
Palos Verdes		16		47,114	III	1	MA/BA+30
Azusa	z	17		47,047	III	2	MA/BA+36
			Md	**(47,034)**			
Claremont		18		47,020	2	1	MA/BA+45
Norwalk-La Mirada		19		47,002	2	1	MA/BA+30
Rowland		20		46,554	IV	1	MA/BA+45
Montebello	f	21		46,230	D	1	MA/BA+45
Walnut Valley		22		46,113	IV	1	MA/BA+45
Redondo Beach		23		46,102	IV	1	MA/BA+45
Covina Valley		24		46,090	D	1	MA
South Pasadena		25		45,970	C	1	MA/BA+30
Duarte		26	**Q1**	**45,684**	3	1	MA
Culver City		27		44,798	III	1	MA/BA+36
Charter Oak		28		44,654	C	1	MA/BA+40
El Rancho		29		44,593	III	1	MA/BA+45
Torrance		30		44,227	4	1	MA/BA+45
Las Virgenes		31		43,987	IV	1	MA/BA+45
San Gabriel		32		43,856	D	1	MA/BA+45
Bassett		33		43,107	IV	1	MA/BA+45
Baldwin Park		34		42,668	3	1	MA/BA+30
Alhambra				No Comparable Column			
Bonita				No Comparable Column			
Burbank				No Comparable Column			
Glendale				No Comparable Column			
Inglewood				No Comparable Column			
Los Angeles				No Comparable Column			
Lynwood				No Comparable Column			
Monrovia				No Comparable Column			
Pasadena				No Comparable Column			
Pomona				No Comparable Column			
San Marino				No Comparable Column			
Santa Monica-Malibu				No Comparable Column			
West Covina				No Comparable Column			

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
f Rate includes stipend for M.A. degree
z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement

a. B.A. 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey		1		$60,790	C	6	5	BA+30/MA
Arcadia		2		60,511	C	6	5	BA+30/MA
Acton-Agua Dulce		3		57,936	III	6	5	BA+30
South Pasadena		4		56,485	C	6	5	BA+30/MA
Manhattan Beach		5		56,197	III	6	5	BA+30
Compton	z	6		56,005	III	6	5	BA+30
El Segundo		7		55,919	4	6	5	BA+30
Norwalk-La Mirada		8		55,286	2	6	5	BA+30/MA
Covina Valley		9		55,210	C	6	5	BA+30
Bellflower		10	**Q3**	**55,128**	III	6	5	BA+30
Redondo Beach		11		54,927	III	6	5	BA+30
A B C		12		54,789	C	6	5	BA+30
Long Beach		13		54,740	212	F	5	BA+28
Monrovia		14		54,565	C	6	5	BA+30
West Covina	z	15		54,486	III	6	5	BA+30
Glendora		16		54,461	III	6	5	BA+30
Paramount		17		54,332	B	6	5	BA+30
Hacienda-La Puente		18		54,077	III	6	5	BA+30
Pomona		19		53,994	III	6	5	BA+30
Temple City		20	**Md**	**53,819**	3	6	5	BA+30
Walnut Valley		21		53,324	III	6	5	BA+30
Santa Monica-Malibu		22		53,126	III	6	5	BA+28
La Cañada	z	23		52,833	III	6	5	BA+30
San Gabriel		24		52,460	C	6	5	BA+30
Palos Verdes		25		52,424	III	6	5	BA+30/MA
Bonita		26		52,391	III	6	5	BA+30
Lynwood		27		52,084	III	6	5	BA+30
Baldwin Park		28		51,912	3	6	5	BA+30/MA
Burbank		29		51,842	III	6	5	BA+30
Las Virgenes		30	**Q1**	**51,820**	III	6	5	BA+30
Bassett		31		51,616	III	6	5	BA+30
San Marino		32		51,268	II	6	5	BA+30
Duarte		33		50,836	2	6	5	BA+30
El Rancho		34		50,792	II	6	5	BA+30
Los Angeles		35		50,265	22	6	5	BA+28
Torrance		36		50,215	3	6	5	BA+30
Glendale		37		49,673	III	6	5	BA+28
Inglewood		38		48,935	V	6	5	BA+30
Alhambra		39		48,287	IIB	6	5	BA+30
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Charter Oak				No Comparable Column				
Claremont				No Comparable Column				
Culver City				No Comparable Column				
Montebello				No Comparable Column				
Pasadena				No Comparable Column				
Rowland				No Comparable Column				

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2 Maximum Column and Step Placement

b. Highest Entry for Incoming Teacher / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey	fR	1		$94,616	F	26	25	BA+75/MA+45
Paramount		2		87,179	E	26	25	BA+75&MA
Long Beach		3		86,820	216	P	15	BA+75&MA/MA+45
El Segundo	f	4		86,402	7	16	15	BA+75&MA/MA+30
Duarte		5		85,260	4	25	24	BA+75&MA
La Cañada	z	6		83,876	VI	25	24	BA+75/MA+15
Bellflower		7		81,819	VI	26	25	BA+75&MA
Azusa	z	8		81,588	V	25	24	BA+72&MA
Rowland		9		81,484	VI	20	19	BA+75&MA/MA+30
Baldwin Park		10		80,455	5	12	11	BA+60&MA
Manhattan Beach		11		79,722	VI	14	13	BA+75/MA+30
Glendora		12	**Q3**	**79,423**	V	12	11	BA+60&MA
Bassett		13		77,770	V	14	13	BA+60&MA/MA+30
Norwalk-La Mirada		14		77,765	5	12	11	BA+75&MA
Burbank	f	15		76,324	VI	15	14	BA+75&MA
Glendale		16		76,279	VI	12	11	BA+70&MA
Hacienda-La Puente		17		75,888	VI	12	11	BA+70&MA/MA+25
Montebello	f	18		75,470	X	10	9	BA+90&MA
A B C		19		75,068	F	13	12	BA+75&MA
Santa Monica-Malibu	f	20		74,475	VI	12	11	BA+70&MA
San Gabriel		21		74,332	F	13	12	BA+75&MA/MA+30
Walnut Valley		22		74,214	VI	12	11	BA+75&MA/MA+30
Inglewood		23		73,763	VII	12	15	BA+60&MA
Bonita		24	**Md**	**73,644**	VI	11	10	BA+60&MA
Redondo Beach		25		73,283	VI	11	10	BA+75/MA+30
Los Angeles	f	26		73,176	27	10	9	BA+98&MA
Culver City		27		73,124	V	11	10	BA+72&MA
Beverly Hills		28		72,631	VI	6	5	BA+84&MA/MA+45
El Rancho		29		71,325	VI	12	11	BA+75&MA
South Pasadena		30		71,055	F	8	7	BA+70&MA
Charter Oak		31		70,253	D	10	9	BA+60&MA
Lynwood	B	32		69,584	V	10	9	BA+60&MA
Compton	Bz	33		69,571	VII	10	9	BA+75&MA/MA+30
Claremont	J	34		69,388	4	10	9	BA+75&MA
Arcadia		35		68,966	F	6	5	BA+75&MA
Covina Valley		36	**Q1**	**68,150**	E	9	8	BA+60&MA/MA+20
Las Virgenes		37		66,578	VI	9	8	MA+60
San Marino		38		66,367	V	9	8	BA+75&MA
Acton-Agua Dulce	f	39		64,922	VI	6	5	BA+75&MA/MA+30
Alhambra		40		64,334	VB	8	7	BA+75&MA
Pasadena		41		63,822	F	7	6	BA+75&MA
Temple City		42		63,674	6	6	5	BA+75&MA/MA+30
Pomona	s	43		62,568	V	7	6	BA+60&MA
Monrovia		44		61,795	F	6	5	BA+75&MA
Palos Verdes	S	45		61,156	VI	6	5	BA+75&MA
Torrance		46		60,950	6	8	7	BA+75&MA/MA+30
West Covina	sz	47		59,442	V	6	5	BA+60&MA

++ Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

f Rate includes stipend for M.A. degree

J New Initial Entry

R Highest Entry should include all years of previous experience, longevity included.

s Years of experience do not include additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill

S New hires are limited to 5 years of credit, starting on Step 6 unless teaching in the subject areas of Math, Science or Special Education, then maximum credit is 11 years starting at Step 12

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Long Beach		1		$75,892	213	N	13	MA/BA+56
Manhattan Beach		2		74,838	IV	14	13	MA/BA+45
La Cañada	z	3		74,496	V	15	14	MA/BA+60
Glendora		4		74,270	IV	12	11	MA/BA+45
Compton	z	5		73,960	IV	14	13	MA/BA+45
Arcadia		6		73,524	C	11	10	MA/BA+30
Redondo Beach		7		72,995	IV	13	12	MA/BA+45
Montebello	f	8		72,740	D	12	11	MA/BA+45
Bassett		9	**Q3**	**72,470**	IV	13	12	MA/BA+45
Paramount		10		72,268	C	16	15	MA/BA+45
Charter Oak		11		72,178	C	12	11	MA/BA+40
Duarte		12		72,122	3	13	12	MA
Beverly Hills		13		71,849	III	10	9	MA/BA+36
Covina Valley		14		71,580	D	11	10	MA
Temple City		15		71,219	4	12	11	MA/BA+45
South Pasadena		16		71,200	C	13	12	MA/BA+30
El Segundo	f	17		71,106	5	12	11	MA/BA+45
			Md	**(71,034)**				
Acton-Agua Dulce	f	18		70,962	IV	11	10	MA/BA+45
San Gabriel		19		69,872	D	13	12	MA/BA+45
Bellflower		20		69,223	IV	13	12	MA/BA+45
Rowland		21		69,216	IV	12	11	MA/BA+45
A B C		22		69,035	D	12	11	MA/BA+45
Hacienda-La Puente		23		68,757	IV	12	11	MA/BA+45
Walnut Valley		24		68,408	IV	12	11	MA/BA+45
Las Virgenes		25		68,325	IV	12	11	MA/BA+45
Baldwin Park		26	**Q1**	**65,684**	3	12	11	MA/BA+30
Torrance		27		65,589	4	10	9	MA/BA+45
Downey	f	28		64,727	C	8	7	MA/BA+30
Claremont		29		64,644	2	11	10	MA/BA+45
El Rancho		30		63,770	III	12	11	MA/BA+45
Palos Verdes		31		63,351	III	11	10	MA/BA+30
Culver City		32		63,199	III	11	10	MA/BA+36
Azusa	z	33		62,979	III	13	11	MA/BA+36
Norwalk-La Mirada		34		62,953	2	10	9	MA/BA+30
Alhambra				No Comparable Column				
Bonita				No Comparable Column				
Burbank				No Comparable Column				
Glendale				No Comparable Column				
Inglewood				No Comparable Column				
Los Angeles				No Comparable Column				
Lynwood				No Comparable Column				
Monrovia				No Comparable Column				
Pasadena				No Comparable Column				
Pomona				No Comparable Column				
San Marino				No Comparable Column				
Santa Monica-Malibu				No Comparable Column				
West Covina				No Comparable Column				

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement

d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$76,344	E	10	9	BA+60&MA
Downey	f	2		76,279	E	10	9	BA+60&MA/MA+30
Glendora		3		73,083	V	10	9	BA+60&MA
Baldwin Park		4		72,976	5	10	9	BA+60&MA
Bonita		5		71,388	VI	10	9	BA+60&MA
Covina Valley		6		71,220	E	10	9	BA+60&MA/MA+20
Torrance		7		70,963	5	10	9	BA+60&MA/MA+15
Acton-Agua Dulce	f	8		70,962	V	10	9	BA+60&MA/MA+15
			Q3	**(70,608)**				
Charter Oak		9		70,253	D	10	9	BA+60&MA/MA+20
Lynwood		10		69,584	V	10	9	BA+60&MA
Norwalk-La Mirada		11		69,406	4	10	9	BA+60&MA/BA+75
West Covina	z	12		69,355	V	10	9	BA+60&MA
El Segundo	f	13		69,109	6	10	9	BA+60&MA/MA+15
Pomona		14		68,999	V	10	9	BA+60&MA
Long Beach		15		68,996	214	J	9	BA+56&MA/MA+28
Monrovia		16		68,745	E	10	9	BA+60&MA
			Md	**(68,372)**				
Rowland		17		67,999	V	10	9	BA+60&MA/MA+15
Santa Monica-Malibu	f	18		67,935	V	10	9	BA+56&MA
Hacienda-La Puente		19		67,780	V	10	9	BA+60&MA/MA+15
Palos Verdes		20		67,725	V	10	9	BA+60&MA
Paramount		21		67,422	D	10	9	BA+60&MA
Walnut Valley		22		67,241	V	10	9	BA+60&MA/MA+15
Bellflower		23		66,673	V	10	9	BA+60&MA
Alhambra		24		66,491	IVB	10	9	BA+60&MA/BA+75
			Q1	**(66,474)**				
Burbank	f	25		66,456	V	10	9	BA+60&MA
A B C		26		66,055	E	10	9	BA+60&MA
Inglewood		27		65,967	VII	10	9	BA+60&MA
El Rancho		28		65,321	V	10	9	BA+60&MA
Glendale		29		65,170	V	10	9	BA+56&MA
Los Angeles	f	30		64,137	24	10	9	BA+56&MA
Bassett		31		63,783	V	10	9	BA+60&MA/MA+30
Pasadena		32		62,150	E	10	9	BA+60&MA
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Claremont				No Comparable Column				
Compton				No Comparable Column				
Culver City				No Comparable Column				
Duarte				No Comparable Column				
La Cañada				No Comparable Column				
Las Virgenes				No Comparable Column				
Manhattan Beach				No Comparable Column				
Montebello				No Comparable Column				
Redondo Beach				No Comparable Column				
San Gabriel				No Comparable Column				
San Marino				No Comparable Column				
South Pasadena				No Comparable Column				
Temple City				No Comparable Column				

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2 Maximum Column and Step Placement
e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$90,438	F	14	13	BA+75&MA
Long Beach		2		86,820	216	P	15	BA+75&MA/MA+45
Bonita		3		85,476	VI	20	19	BA+60&MA
Montebello	f	4		84,310	X	14	13	BA+90&MA
Beverly Hills		5		83,233	VI	9	8	BA+84&MA/MA+45
South Pasadena		6		82,545	F	13	12	BA+70&MA
Baldwin Park		7		80,455	5	12	11	BA+60&MA
La Cañada	z	8		80,336	VI	15	14	BA+75/MA+15
Monrovia		9		80,333	F	14	13	BA+75&MA
Claremont		10		79,933	4	14	13	BA+75&MA
Temple City		11		79,858	6	12	11	BA+75&MA/MA+30
Downey	f	12	**Q3**	**79,852**	F	10	9	BA+75&MA/MA+45
Manhattan Beach		13		79,722	VI	14	13	BA+75/MA+30
Pomona		14		79,712	V	15	14	BA+60&MA
Paramount		15		79,679	E	16	15	BA+75&MA
Glendora		16		79,423	V	12	11	BA+60&MA
Compton	z	17		79,066	VII	14	13	BA+75&MA/MA+30
Acton-Agua Dulce	f	18		79,015	VI	13	12	BA+75&MA/MA+30
Las Virgenes		19		78,287	VI	13	12	MA+60
Walnut Valley		20		78,270	VI	14	13	BA+75&MA/MA+30
Alhambra		21		77,810	VB	12	11	BA+75&MA
Covina Valley		22		77,780	E	12	11	BA+60&MA/MA+20
Bassett		23		77,770	V	14	13	BA+60&MA/MA+30
Redondo Beach		24	**Md**	**77,769**	VI	13	12	BA+75/MA+30
Norwalk-La Mirada		25		77,765	5	12	11	BA+75&MA
Charter Oak		26		77,760	D	13	12	BA+60&MA/MA+20
Rowland		27		76,829	VI	12	11	BA+75&MA/MA+30
Burbank	f	28		76,324	VI	15	14	BA+75&MA
Glendale		29		76,279	VI	12	11	BA+70&MA
San Marino		30		76,158	V	13	12	BA+75&MA
El Segundo	f	31		76,128	7	12	11	BA+75&MA/MA+30
Azusa	z	32		76,042	V	13	11	BA+72&MA
Palos Verdes		33		75,926	VI	12	11	BA+75&MA
Hacienda-La Puente		34		75,888	VI	12	11	BA+70&MA/MA+25
Pasadena		35		75,416	F	12	11	BA+75&MA
Lynwood		36	**Q1**	**75,311**	V	13	12	BA+60&MA
Bellflower		37		75,111	VI	13	12	BA+75&MA
A B C		38		75,068	F	13	12	BA+75&MA
Duarte		39		74,657	4	13	12	BA+75&MA
Los Angeles	f	40		74,484	27	14	13	BA+98&MA
Santa Monica-Malibu	f	41		74,475	VI	12	11	BA+70&MA
Torrance		42		74,457	6	10	9	BA+75&MA/MA+30
West Covina	z	43		74,359	V	12	11	BA+60&MA
San Gabriel		44		74,332	F	13	12	BA+75&MA/MA+30
Culver City		45		73,124	V	11	10	BA+72&MA
El Rancho		46		71,325	VI	12	11	BA+75&MA
Inglewood		47		70,925	VII	12	11	BA+60&MA

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2 Maximum Column and Step Placement

f. Maximum Salary With 25 Years Experience, *Excluding* Other Incentives/ Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$94,733	F	14	25	BA+75&MA
Downey	f	2		94,616	F	26	25	BA+75/MA+45
Long Beach		3		91,320	216	P	24	BA+75&MA/MA+45
Santa Monica-Malibu	f	4		90,866	VI	18	17	BA+70&MA
Beverly Hills		5		90,020	VI	22	21	BA+84&MA/MA+45
Claremont		6		87,686	4	14	25	BA+75&MA
Montebello	f	7		87,510	X	14	24	BA+90&MA
South Pasadena		8		87,345	F	13	25	BA+70&MA
Paramount		9		87,179	E	26	25	BA+75&MA
Compton	z	10		87,028	VII	25	24	BA+75&MA/MA+30
Norwalk-La Mirada		11		86,796	5	24	23	BA+75&MA
El Segundo	f	12	**Q3**	**86,402**	7	16	15	BA+75&MA/MA+30
Alhambra		13		85,591	VB	12	24	BA+75&MA
Bonita		14		85,476	VI	20	19	BA+60&MA
Glendora		15		85,344	V	12	25	BA+60&MA
San Marino		16		85,282	V	20	19	BA+75&MA
Duarte		17		85,260	4	25	24	BA+75&MA
Charter Oak		18		85,223	D	23	22	BA+60&MA/MA+20
Hacienda-La Puente		19		84,888	VI	26	25	BA+70&MA/MA+25
Burbank	f	20		84,570	VI	24	23	BA+75&MA
A B C		21		84,488	F	24	23	BA+75&MA
Rowland		22		84,330	VI	25	24	BA+75&MA/MA+30
Walnut Valley		23		84,323	VI	24	23	BA+75&MA/MA+30
Las Virgenes		24	**Md**	**84,177**	VI	13	25	MA+60
Covina Valley		25		84,162	E	25	24	BA+60&MA/MA+20
Glendale		26		84,097	VI	28	17	BA+70&MA
Monrovia		27		84,075	F	14	25	BA+75&MA
La Cañada	z	28		83,876	VI	25	24	BA+75/MA+15
West Covina	z	29		83,812	V	24	23	BA+60&MA
Manhattan Beach		30		83,800	VI	25	24	BA+75/MA+30
Baldwin Park		31		83,156	5	12	24	BA+60&MA
Pasadena		32		82,958	F	12	20	BA+75&MA
Pomona		33		82,900	V	15	25	BA+60&MA
Torrance		34		82,472	6	20	19	BA+75&MA/MA+30
Culver City		35		82,304	V	23	22	BA+72&MA
Palos Verdes		36	**Q1**	**82,271**	VI	25	25	BA+75&MA
Temple City		37		82,269	6	25	24	BA+75&MA/MA+30
Acton-Agua Dulce	f	38		82,062	VI	13	24	BA+75&MA/MA+30
Bellflower		39		81,819	VI	26	25	BA+75&MA
Azusa	z	40		81,588	V	25	24	BA+72&MA
Redondo Beach		41		81,399	VI	25	24	BA+75/MA+30
Lynwood		42		81,040	V	20	19	BA+60&MA
Bassett		43		80,770	V	14	25	BA+60&MA/MA+30
San Gabriel		44		79,688	F	25	24	BA+75&MA/MA+30
Los Angeles	f	45		78,182	C3	25	24	BA+98&MA
El Rancho		46		77,031	VI	26	25	BA+75&MA
Inglewood		47		76,986	VII	12	20	BA+60&MA

*** Salaries reflect the last effective 2012-13 rates including compensation for longevity or extended career service pay, up to 25 years
f Rate includes stipend for M.A. degree
z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER*

Unified School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
El Rancho		1		$18,925	X	X	X	X		X[E]
San Marino		2		18,480	X	X	X	X		X[E]
Inglewood		3		18,413	X	X	X	X	X	X[E]
Santa Monica-Malibu		4		18,145	X	X				X[E]
Glendale		5		18,067	X	X	X	X		X[q]
Walnut Valley		6		17,926	X	X	X	X		
A B C		7		17,706	X	X	X	X		
Pasadena		8		17,469	X	X		X		X[K]
Covina Valley	z	9		17,376	X	X	X	X		
Downey		10		17,355	X	X	X			
Manhattan Beach		11		16,994	X	X	X	X	X	X[E]
Charter Oak		12	**Q3**	**16,426**	X	X	X			
Long Beach		13		15,766	X	X	X	X		X[E]
Alhambra		14		15,719	X	X	X	X		X[A]
La Cañada		15		14,390	X	X	X[V]			
San Gabriel		16		14,319	X	X	X			
Los Angeles	U	17		13,117	X	X	X	X		X[E]
Monrovia		18		12,424	X	X	X	X		
Pomona		19		12,420	X	X	X			X[E]
South Pasadena		20		12,091	X	X	X	X		X[E]
Bellflower		21		11,873	X	X	X			X[E]
Burbank		22		11,811	X	X	X	X		X[E]
Paramount		23		11,510	X	X	X[V]	X		X[E]
Culver City		24	**Md**	**11,508**	X	X	X	X		X[E]
Redondo Beach		25		11,472	X	X	X	X	X	
Lynwood		26		11,445	X	X	X	X		X[E]
Montebello		27		11,290	X	X	X	X		X[E]
Las Virgenes		28		11,200	X	X	X	X	X	X[E]
Compton		29		11,112	X	X	X	X		X[E]
Glendora		30		10,688	X	X	X	X		
Hacienda-La Puente		31		10,609	X	X	X	X		X[E]
Azusa		32		10,388	X	X	X	X		X[E]
Norwalk-La Mirada		33		9,010	X	X	X	X		X[E]
Rowland		34		8,770	X	X	X	X		X[E]
Baldwin Park		35		8,410	X	X	X			X[Em]
Torrance		36	**Q1**	**8,380**	X	X	X	X		
Bassett		37		8,310	X	X	X	X		X[E]
West Covina	z	38		8,000	X	X	X	X		
Claremont		39		7,881	X	X	X	X		X[E]
Palos Verdes		40		7,649	X	X	X	X		X[E]
Temple City		41		7,500	X	X	X	X		
Beverly Hills		42		7,010	X	X	X			X[E]
Bonita		43.5		7,000	X	X	X	X	X	
El Segundo		43.5		7,000	X	X	X	X	X	
Duarte		45		6,200	X	X	X			
Arcadia		46		5,500	X	X		X		
Acton-Agua Dulce		47		60				X		

* Rates reflect the last effective 2012-13 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

A Travel or Accident Insurance
E Employees assistance plan or psychological services
K Prescription plan is included in the medical plan.
V Vision benefit included with the medical plan
m Mental Health
q EASE plan is included in the medical plan.
U Teachers not opting for medical benefits may receive monetary compensation in lieu of benefits.
z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent increase[2] Provisional Service Document
Covina Valley		1		4.57%
Culver City		2		4.27
Beverly Hills		3		3.25
Manhattan Beach		4		3.00
Arcadia		5		2.81
Torrance		6		2.78
Pasadena		7		2.77
La Cañada	z	8.5		2.00
Los Angeles		8.5		2.00
Bonita		10.5		1.50
Duarte		10.5		1.50
			Q3	**(1.25)**
Rowland		12.5		1.00
San Gabriel		12.5		1.00
Montebello		14		0.60
Palos Verdes		15		0.56
Paramount		16		0.50
A B C		26.5		0.00
Acton-Agua Dulce		26.5		0.00
Alhambra		26.5		0.00
Azusa	z	26.5		0.00
Charter Oak		26.5		0.00
Claremont		26.5	**Md**	**0.00**
Compton	z	26.5		0.00
Downey		26.5		0.00
El Segundo		26.5		0.00
Glendale		26.5		0.00
Glendora		26.5		0.00
Las Virgenes		26.5		0.00
Long Beach		26.5		0.00
Monrovia		26.5		0.00
Norwalk-La Mirada		26.5		0.00
Pomona		26.5		0.00
Santa Monica-Malibu		26.5	**Q1**	**0.00**
South Pasadena		26.5		0.00
Temple City		26.5		0.00
West Covina	z	26.5		0.00
El Rancho		37.5		-0.56
Baldwin Park		37.5		-0.56
Inglewood		39		-0.61
Burbank		40		-0.91
Walnut Valley		41		-1.09
Lynwood		42		-1.65
Redondo Beach		43		-2.73
Bassett		44		-3.85
Bellflower				No Comparable Column
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent increase[2] Credential
Covina Valley		1		4.56%
Culver City		2		4.27
Bellflower		3		3.37
Beverly Hills		4		3.25
Manhattan Beach		5		3.00
Arcadia		6		2.81
Torrance		7		2.78
Pasadena		8		2.77
La Cañada	z	9.5		2.00
Los Angeles		9.5		2.00
San Marino		11		1.64
Bonita		12.5	**Q3**	**1.50**
Duarte		12.5		1.50
Rowland		14.5		1.00
San Gabriel		14.5		1.00
Montebello		16		0.60
Palos Verdes		17		0.56
Paramount		18.5		0.50
Hacienda-La Puente		18.5		0.50
A B C		29.5		0.00
Acton-Agua Dulce		29.5		0.00
Alhambra		29.5		0.00
Azusa	z	29.5		0.00
Charter Oak		29.5	**Md**	**0.00**
Claremont		29.5		0.00
Compton	z	29.5		0.00
Downey		29.5		0.00
El Segundo		29.5		0.00
Glendale		29.5		0.00
Glendora		29.5		0.00
Las Virgenes		29.5		0.00
Long Beach		29.5		0.00
Monrovia		29.5		0.00
Norwalk-La Mirada		29.5		0.00
Pomona		29.5		0.00
Santa Monica-Malibu		29.5	**Q1**	**0.00**
South Pasadena		29.5		0.00
Temple City		29.5		0.00
West Covina	z	29.5		0.00
El Rancho		40.5		-0.56
Baldwin Park		40.5		-0.56
Inglewood		42		-0.61
Burbank		43		-0.92
Walnut Valley		44		-1.09
Lynwood		45		-1.65
Redondo Beach		46		-2.73
Bassett		47		-3.85

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 1-Year Percent increase[2] Credential
Covina Valley		1		4.57%
Culver City		2		4.27
Beverly Hills		3		4.25
Bellflower		4		3.37
Manhattan Beach		5		3.00
Arcadia		6		2.81
Torrance		7		2.78
Pasadena		8		2.76
Los Angeles		9.5		2.00
La Cañada	z	9.5		2.00
San Marino		11		1.64
Bonita		12.5	**Q3**	**1.50**
Duarte		12.5		1.50
Rowland		14.5		1.00
San Gabriel		14.5		1.00
Montebello		16		0.60
Palos Verdes		17		0.56
Paramount		18		0.52
Hacienda-La Puente		19		0.50
A B C		29.5		0.00
Acton-Agua Dulce		29.5		0.00
Alhambra		29.5		0.00
Azusa	z	29.5		0.00
Charter Oak		29.5	**Md**	**0.00**
Claremont		29.5		0.00
Compton	z	29.5		0.00
Downey		29.5		0.00
El Segundo		29.5		0.00
Glendale		29.5		0.00
Glendora		29.5		0.00
Las Virgenes		29.5		0.00
Long Beach		29.5		0.00
Monrovia		29.5		0.00
Norwalk-La Mirada		29.5		0.00
Pomona		29.5		0.00
Santa Monica-Malibu		29.5	**Q1**	**0.00**
South Pasadena		29.5		0.00
Temple City		29.5		0.00
West Covina	z	29.5		0.00
El Rancho		40.5		-0.56
Baldwin Park		40.5		-0.56
Inglewood		42		-0.61
Burbank		43		-0.91
Walnut Valley		44		-1.09
Lynwood		45		-1.65
Redondo Beach		46		-2.73
Bassett		47		-3.85

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent increase[3] Provisional Service Document
Beverly Hills		1		3.25%
Manhattan Beach		2		3.00
Santa Monica-Malibu		3		2.81
La Cañada	z	4.5		2.00
Culver City		4.5		2.00
Lynwood		6		1.86
Bonita		7.5		1.50
Duarte		7.5		1.50
Rowland		9.5		1.00
San Gabriel		9.5		1.00
Covina Valley		11		0.39
			Q3	**(0.28)**
Arcadia		12		0.17
Pasadena		13		0.01
A B C		24		0.00
Acton-Agua Dulce		24		0.00
Alhambra		24		0.00
Azusa	z	24		0.00
Charter Oak		24		0.00
Claremont		24		0.00
Compton	z	24		0.00
Downey		24		0.00
El Segundo		24		0.00
Glendale		24	**Md**	**0.00**
Glendora		24		0.00
Las Virgenes		24		0.00
Long Beach		24		0.00
Los Angeles		24		0.00
Montebello		24		0.00
Norwalk-La Mirada		24		0.00
Paramount		24		0.00
South Pasadena		24		0.00
Temple City		24		0.00
Torrance		24	**Q1**	**0.00**
West Covina	z	24		0.00
Walnut Valley		35		-1.09
Palos Verdes		36		-1.64
Burbank		37		-2.14
Inglewood		38		-2.70
Redondo Beach		39.5		-2.73
El Rancho		39.5		-2.73
Monrovia		41		-3.00
Pomona		42		-3.72
Baldwin Park		43		-3.80
Bassett		44		-4.37
Bellflower				No Comparable Column
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Mininum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent increase[3] Credential
Hacienda-La Puente		1		5.58%
Beverly Hills		2		3.25
Manhattan Beach		3		3.00
Santa Monica-Malibu		4		2.81
La Cañada	z	5.5		2.00
Culver City		5.5		2.00
Lynwood		7		1.86
Bonita		8.5		1.50
Duarte		8.5		1.50
Rowland		10.5		1.00
San Gabriel		10.5		1.00
San Marino		12	**Q3**	**0.54**
Covina Valley		13		0.40
Arcadia		14		0.17
Pasadena		15		0.01
A B C		26		0.00
Acton-Agua Dulce		26		0.00
Alhambra		26		0.00
Azusa	z	26		0.00
Bellflower		26		0.00
Charter Oak		26		0.00
Claremont		26		0.00
Downey		26		0.00
El Segundo		26	**Md**	**0.00**
Glendale		26		0.00
Glendora		26		0.00
Las Virgenes		26		0.00
Long Beach		26		0.00
Los Angeles		26		0.00
Montebello		26		0.00
Norwalk-La Mirada		26		0.00
Paramount		26		0.00
South Pasadena		26		0.00
Temple City		26		0.00
Torrance		26		0.00
West Covina	z	26	**Q1**	**0.00**
Compton	z	37		-0.02
Walnut Valley		38		-1.09
Palos Verdes		39		-1.64
Burbank		40		-2.14
Inglewood		41		-2.70
Redondo Beach		42.5		-2.73
El Rancho		42.5		-2.73
Monrovia		44		-3.00
Pomona		45		-3.72
Baldwin Park		46		-3.80
Bassett		47		-4.37

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 3-Year Percent increase[3] Credential
Beverly Hills		1		4.25%
Manhattan Beach		2		3.00
Santa Monica-Malibu		3		2.74
Culver City		4.5		2.00
La Cañada	z	4.5		2.00
Lynwood		6		1.86
Bonita		7.5		1.50
Duarte		7.5		1.50
Rowland		9.5		1.00
San Gabriel		9.5		1.00
San Marino		11		0.55
Hacienda-La Puente		12	**Q3**	**0.50**
Covina Valley		13		0.40
Arcadia		14		0.17
A B C		25.5		0.00
Acton-Agua Dulce		25.5		0.00
Alhambra		25.5		0.00
Azusa	z	25.5		0.00
Bellflower		25.5		0.00
Charter Oak		25.5		0.00
Claremont		25.5		0.00
Compton	z	25.5		0.00
Downey		25.5		0.00
El Segundo		25.5	**Md**	**0.00**
Glendale		25.5		0.00
Glendora		25.5		0.00
Las Virgenes		25.5		0.00
Long Beach		25.5		0.00
Los Angeles		25.5		0.00
Montebello		25.5		0.00
Norwalk-La Mirada		25.5		0.00
Paramount		25.5		0.00
South Pasadena		25.5		0.00
Temple City		25.5		0.00
Torrance		25.5		0.00
West Covina	z	25.5	**Q1**	**0.00**
Pasadena		37		-0.01
Walnut Valley		38		-1.09
Palos Verdes		39		-1.64
Burbank		40		-2.11
Inglewood		41		-2.70
El Rancho		42.5		-2.73
Redondo Beach		42.5		-2.73
Monrovia		44		-3.00
Pomona		45		-3.72
Baldwin Park		46		-3.80
Bassett		47		-4.37

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent increase[4] Provisional Service Document
A B C		1		15.80%
Beverly Hills		2		9.54
La Cañada	z	3		5.06
Montebello		4.5		3.00
Manhattan Beach		4.5		3.00
El Segundo		6.5		2.00
Culver City		6.5		2.00
Bonita		8.5		1.50
Duarte		8.5		1.50
Covina Valley		10		1.39
Acton-Agua Dulce		11		1.34
			Q3	**(1.32)**
Lynwood		12		1.30
Rowland		14		1.00
San Gabriel		14		1.00
Compton	z	14		1.00
Pasadena		16		0.01
Alhambra		25		0.00
Azusa	z	25		0.00
Charter Oak		25		0.00
Claremont		25		0.00
Downey		25		0.00
Glendale		25		0.00
Glendora		25	**Md**	**0.00**
Las Virgenes		25		0.00
Long Beach		25		0.00
Los Angeles		25		0.00
Norwalk-La Mirada		25		0.00
Paramount		25		0.00
Santa Monica-Malibu		25		0.00
South Pasadena		25		0.00
Temple City		25		0.00
Torrance		25		0.00
West Covina	z	25		0.00
			Q1	**(-0.54)**
Arcadia		34		-1.08
Walnut Valley		35		-1.09
Monrovia		36		-1.33
Burbank		37		-2.14
Pomona		38		-2.18
Bassett		39		-2.46
Inglewood		40.5		-2.70
Palos Verdes		40.5		-2.70
Redondo Beach		42		-2.73
Baldwin Park		43		-3.80
El Rancho		44		-4.30
Bellflower				No Comparable Column
Hacienda-La Puente				No Comparable Column
San Marino				No Comparable Column

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent increase[4] Credential
Beverly Hills		1		9.54%
Hacienda-La Puente		2		5.58
La Cañada	z	3		5.06
Manhattan Beach		4		3.00
Montebello		5		2.99
Compton	z	6		2.98
El Segundo		7.5		2.00
Culver City		7.5		2.00
Bonita		9.5		1.50
Duarte		9.5		1.50
Covina Valley		11		1.40
Acton-Agua Dulce		12	**Q3**	**1.34**
Lynwood		13		1.30
San Marino		14		1.08
Rowland		15.5		1.00
San Gabriel		15.5		1.00
Pasadena		17		0.01
Alhambra		26.5		0.00
Azusa	z	26.5		0.00
Bellflower		26.5		0.00
Charter Oak		26.5		0.00
Claremont		26.5		0.00
Downey		26.5		0.00
Glendale		26.5	**Md**	**0.00**
Glendora		26.5		0.00
Las Virgenes		26.5		0.00
Long Beach		26.5		0.00
Los Angeles		26.5		0.00
Norwalk-La Mirada		26.5		0.00
Paramount		26.5		0.00
Santa Monica-Malibu		26.5		0.00
South Pasadena		26.5		0.00
Temple City		26.5		0.00
Torrance		26.5		0.00
West Covina	z	26.5		0.00
Arcadia		36	**Q1**	**-1.08**
Walnut Valley		37		-1.09
Monrovia		38		-1.33
Burbank		39		-2.14
A B C		40		-2.16
Pomona		41		-2.18
Bassett		42		-2.46
Inglewood		43.5		-2.70
Palos Verdes		43.5		-2.70
Redondo Beach		45		-2.73
Baldwin Park		46		-3.80
El Rancho		47		-4.30

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 5-Year Percent increase[4] Credential
Bonita		1		14.35%
Beverly Hills		2		10.61
La Cañada	z	3		5.06
Compton	z	4.5		3.00
Manhattan Beach		4.5		3.00
Montebello		6		2.99
Culver City		7		2.00
El Segundo		8		1.98
Duarte		9		1.50
Covina Valley		10		1.41
Lynwood		11		1.30
San Marino		12	**Q3**	**1.09**
Rowland		13.5		1.00
San Gabriel		13.5		1.00
Hacienda-La Puente		15		0.50
Acton-Agua Dulce		16		0.11
Alhambra		25.5		0.00
Azusa	z	25.5		0.00
Bellflower		25.5		0.00
Charter Oak		25.5		0.00
Claremont		25.5		0.00
Downey		25.5		0.00
Glendale		25.5		0.00
Glendora		25.5	**Md**	**0.00**
Las Virgenes		25.5		0.00
Long Beach		25.5		0.00
Los Angeles		25.5		0.00
Norwalk-La Mirada		25.5		0.00
Paramount		25.5		0.00
Santa Monica-Malibu		25.5		0.00
South Pasadena		25.5		0.00
Temple City		25.5		0.00
Torrance		25.5		0.00
West Covina	z	25.5		0.00
Pasadena		35		-0.01
Arcadia		36	**Q1**	**-1.08**
Walnut Valley		37		-1.09
Monrovia		38		-1.33
Burbank		39		-2.11
A B C		40		-2.17
Pomona		41		-2.19
Bassett		42		-2.46
Inglewood		43.5		-2.70
Palos Verdes		43.5		-2.70
Redondo Beach		45		-2.73
Baldwin Park		46		-3.80
El Rancho		47		-4.30

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five years' salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit or location.

z Not settled

2012-13 L.A County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

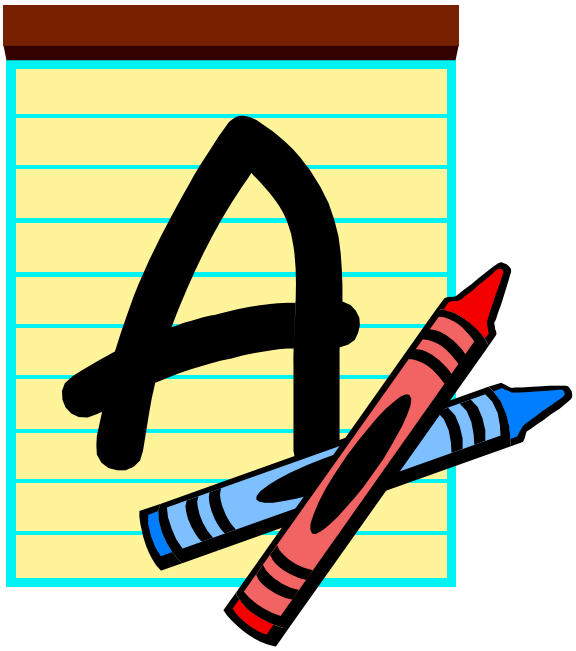
E. Percent Increase

10. Last Maximum Base Salary Percent Increase

Unified School District	Footnotes	Rank		Last Maximum Base Salary Percent Increase[5]	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Compton	z	1		10.32%	184	184		07/01/07
Glendale		2		7.20	186	186		07/01/07
Azusa	z	3		5.00	186	184		07/01/06
Acton-Agua Dulce		4		4.80	182	181		12/01/07
Covina Valley		5		4.57	183	183		02/01/09
Downey		6		4.40	183	183		09/01/07
Culver City		7		4.27	185	184		07/01/12
Beverly Hills		8		4.25	186	186		07/01/11
Claremont		9		4.22	182	181		07/01/07
Norwalk-La Mirada		10		4.00	183	183		07/01/07
South Pasadena		11		3.70	186	185		07/01/07
Charter Oak		12	**Q3**	**3.66**	184	184		09/01/07
Glendora		13		3.40	182	182		07/01/07
Bellflower		14		3.37	185	184		07/01/07
Manhattan Beach		15		3.00	183	183		07/01/12
Temple City		16		2.94	186	185		09/01/07
Long Beach		17		2.82	182	182		07/01/07
Santa Monica-Malibu		19		2.81	185	183		07/01/07
El Segundo		19		2.81	184	183		09/01/07
Arcadia		19		2.81	183	183		07/01/12
Torrance		21		2.78	185	185		07/01/07
Pasadena		22		2.76	186	186		07/01/11
West Covina	z	23.5		2.50	188	188		07/01/07
Alhambra		23.5	**Md**	**2.50**	184	182		07/01/07
Los Angeles		25.5		2.00	182	182		07/01/12
La Cañada	z	25.5		2.00	185	186		07/01/12
San Marino		27		1.64	188	186		08/01/12
Bonita		28.5		1.50	185.5	185.5		07/01/12
Duarte		28.5		1.50	186	185		07/01/12
Rowland		30.5		1.00	188	185		07/01/12
San Gabriel		30.5		1.00	189	186		07/01/12
Montebello		32		0.60	183	183		07/01/08
Palos Verdes		33		0.56	180	180		07/01/12
Las Virgenes		34		0.54	185	185		07/01/07
Paramount		35		0.52	185	184		07/01/06
Hacienda-La Puente		36	**Q1**	**0.50**	184	184		02/01/13
El Rancho		37.5		-0.56	178	178		07/01/12
Baldwin Park		37.5		-0.56	179	177		07/01/12
Inglewood		39		-0.61	180	180		07/01/12
Burbank		40		-1.08	183	183		07/01/12
Walnut Valley		41		-1.09	183	182		07/01/12
Lynwood		42		-1.65	179	179		07/01/12
A B C		43		-2.17	180	180		07/01/09
Redondo Beach		44		-2.73	178	178		07/01/12
Monrovia		45		-3.00	183	178		09/01/10
Pomona		46		-3.72	181	181		07/01/11
Bassett		47		-3.85	175	175		07/01/12

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off-schedule compensation.

z Not settled



APPENDIX

Los Angeles County Office of Education

August 2013

BENCHMARK JOB DESCRIPTIONS

CERTIFICATED BENCHMARKS

POSITION I

1. Assess, evaluate and diagnose individual students utilizing standardized diagnostic/predictive test instruments.
2. Recommend placement of students to remediate learning, emotional or behavioral problems.
3. Counsel parents regarding student remediation programs.
4. Certification requirement: Credential authorizing service as a school psychologist.
5. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. psychometrists.

POSITION II

1. Assists students with adjustment problems, providing behavioral or educational counseling to groups/individuals.
2. Provide career and guidance counseling, helping students develop goals for continuing education and training.
3. Certification requirement: credential authorizing service as a school counselor.
4. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. social workers.

POSITION III

1. The *school building or site administrator* responsible for all aspects of the school operation, i.e. the educational program, school budget preparation and expenditures, and securing school equipment and facilities.
2. Supervise, coordinate, and evaluate the activities of personnel assigned at the school.
3. **EXCLUDE** positions which have responsibilities of a Superintendent.

III A: Administrator of an elementary school (up to grade level 5 or 6).
III B: Administrator of an intermediate/middle school (up to grade level 8 or 9).
III C: Administrator of a high school (to grade level 12).

POSITION IV

1. *Chief assistant to the school building or site administrator*, acting school/site administrator in their absence.
2. Assist in the selection, supervision, and performance evaluation of personnel assigned to the school.
3. Assist in the development, implementation, and evaluation of all programs affecting the school's operation.
4. **EXCLUDE** positions which have teaching responsibilities as a regular assignment.

IV A: Assistant administrator of an intermediate/middle school (up to grade level 8 or 9).
IV B: Assistant administrator of a high school (to grade level 12).

2012-13 L.A County District Salary Survey

Elementary and High School Districts

TEACHERS STIPENDS

Elementary School District[G]	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Castaic Union		$1,500		$7,000
East Whittier			$500	1,066
Eastside Union				2,425
El Monte				9,181
Garvey	z	2,566	2,566	7,696
Hawthorne				
Hermosa Beach		750		2,636
Hughes-Eliz.Lakes		1,231		1,603
Keppel Union		500		3,708
Lancaster			1,000	11,234
Lawndale				9,461
Lennox				4,508
Little Lake City			2%	4,438
Los Nietos	z			5,000
Lowell Joint				9,544
Mountain View				7,730
Newhall	z	1,000	$500	4,000
Palmdale				3,750
Rosemead			2,000	4,000
Saugus Union		600	700	5,500
South Whittier				2,000
Sulphur Springs		1,500		10,510
Valle Lindo				5,967
Westside Union			2,500	10,641
Whittier City	Y		3,500	12,820
Wilsona		750	1,000	4,602
Wiseburn		800		11,739

High School District	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Antelope Valley			$3,500	$16,011
Centinnela Valley			1,000	10,918
El Monte Union				9,858
Whittier Union			2,859	9,886
William S. Hart		$2,139	2,139	10,695

G Excludes Gorman due to size and financial structure
Y Doctoral Stipend increased from $1,500 to $3,500
z Not settled

2012-13 L.A County District Salary Survey

UNIFIED SCHOOL DISTRICTS

TEACHERS STIPENDS

Unified School District	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
A B C			$500	$14,932
Acton-Agua Dulce		$946		3,992
Alhambra			2,131	19,453
Arcadia			1,000	8,589
Azusa	z		1,141	5,546
Baldwin Park			1,000	3,502
Bassett				4,100
Bellflower	X		1,055	8,708
Beverly Hills			1,729	6,787
Bonita				
Burbank		1,170	1,170	8,246
Charter Oak			800	7,463
Claremont			1,000	10,559
Compton	z			7,962
Covina Valley			1,100	6,382
Culver City			2,000	9,180
Downey		370	734	14,764
Duarte			5.00%	10,603
El Rancho				8,560
El Segundo		850	$1,100	10,274
Glendale			1,000	11,878
Glendora	W		1,740	5,921
Hacienda-La Puente			1,000	9,000
Inglewood			500	6,060
La Cañada	dz		1,000	3,540
Las Virgenes			400	5,890
Long Beach			2,000	7,000
Los Angeles		584	1,168	5,006
Lynwood			344	5,729
Manhattan Beach			1,000	5,436
Monrovia			1,000	5,670
Montebello	y	350	350	6,000
Norwalk-La Mirada			1,000	13,284
Palos Verdes			1,000	8,460
Paramount			1,000	7,500
Pasadena			5.00%	10.00%
Pomona			$1,525	5.00%
Redondo Beach			1,000	$4,960
Rowland			1,000	10,503
San Gabriel			500	5,356
San Marino				9,124
Santa Monica-Malibu		1,730	3,245	16,391
South Pasadena				7,600
Temple City			1,000	3,211
Torrance			1,102	8,015
Walnut Valley			2.00%	11,039
West Covina	z			11,453

d The Ph.d/Ed.D is a one time only stiprned or bonus
X Must have 15 years of service with Bellflower USD to get maximum longevity incentive
W Effective 7/1/12, maximum longevity can be reached with 20 years of service (instead of 35 years).
y Only one advanced degree stipend is compensated, not both.
z Not settled

2012-13 L.A County District Salary Survey

DISTRICT STAFF SIZE

Elementary School District[G]	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Castaic Union	145	159	126
East Whittier	411.4[FTE]	478.08[FTE]	287.69[FTE]
Eastside Union	157	179	114
El Monte	400	450	300
Garvey	242	274	335
Hawthorne	366.5[FTE]	440[FTE]	237.4[FTE]
Hermosa Beach	55[FTE]	66.4[FTE]	51
Hughes-Eliz. Lakes	12	13	12
Keppel Union	125	136	171
Lancaster	594	654	662
Lawndale	236	61	395
Lennox	293	346	180
Little Lake City	188	209	193
Los Nietos	76	87	107
Lowell Joint	122	141	121
Mountain View	285[FTE]	343.6[FTE]	416[FTE]
Newhall	300.76[FTE]	344.86[FTE]	229.93[FTE]
Palmdale	982	1090	778
Rosemead	132	146	168
Saugus Union	355[FTE]	439.3[FTE]	398[FTE]
South Whittier	118	145	149
Sulphur Springs	#	#	#
Valle Lindo	47[FTE]	51[FTE]	24.09[FTE]
Westside Union	355	381	505
Whittier City	277	296	351
Wilsona	70	75	62
Wiseburn	117	136	145

HIGH SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Antelope Valley	913	160	970
Centinela Valley	248	290	237
El Monte Union	416	509	515
Whittier Union	480	561	525
William S. Hart	902	1064	748

7 Self-reported by district
FTE Full-time equivalent
G Excludes Gorman due to size and financial structure
Information not provided by district

2012-13 L.A County District Salary Survey

DISTRICT STAFF SIZE

Unified School District	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
A B C	781.80[FTE]	947.73[FTE]	566.09[FTE]
Acton-Agua Dulce	76	82	75
Alhambra	648	789	715
Arcadia	409	476	383
Azusa	486	59	622
Baldwin Park	633.70[FTE]	862.85[FTE]	883
Bassett	186	252	270
Bellflower	590[FTE]	636[FTE]	627[FTE]
Beverly Hills	309.4[FTE]	347.2[FTE]	208
Bonita	432.46[FTE]	473.17[FTE]	308.17[FTE]
Burbank	623	737	659
Charter Oak	207.6[FTE]	241.45[FTE]	
Claremont	294.4[FTE]	349.65[FTE]	251.19[FTE]
Compton	1,180[FTE]	1,302[FTE]	1,431[FTE]
Covina Valley	587	684	717
Culver City	318	361	341
Downey	996[FTE]	1,278[FTE]	799
Duarte	167.5[FTE]	194[FTE]	165.03[FTE]
El Rancho	389[FTE]	485[FTE]	180[FTE]
El Segundo	149	176	186
Glendale	1,300	1,400	1,100
Glendora	314	359	296
Hacienda-La Puente	957[FTE]	1,180[FTE]	1,054
Inglewood	496[FTE]	577[FTE]	673[FTE]
La Cañada	183	226	185
Las Virgenes	535	613	571
Long Beach	3,395.7[FTE]	3,796.3[FTE]	2,407.6[FTE]
Los Angeles	25,675	37,089	26,107
Lynwood	601	698	#
Manhattan Beach	322	357	315
Monrovia	270	319	378
Montebello	1,203	1,402	1,489
Norwalk-La Mirada	735	873	1,042
Palos Verdes	491.245[FTE]	574.245[FTE]	808
Paramount	538	632	661
Pasadena	846	1,031	1,035
Pomona	1,215	1,448	1,238
Redondo Beach	310.40[FTE]	464.71[FTE]	342.24[FTE]
Rowland	701	828	829
San Gabriel	219	264	188
San Marino	145	167	166
Santa Monica-Malibu	539	703	778
South Pasadena	212	250	172
Temple City	241	275	230
Torrance	845	1,027	953
Walnut Valley	604	691	665
West Covina	413	484	392

7 Self-reported by district
FTE Full-time equivalent
Information not provided by district

2012-13 L.A County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

ELEMENTARY SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBERS
Castaic Union	Marcia Dains	Director, Administrative Services	661/257-4500x1506
East Whittier	Mary Branca	Assistant Superintendent, Personnel	562/907-5904
Eastside Union	Georgina Bybee	Human Resources Administrator	661/952-1212
El Monte	Mike Raymond	Assistant Superintendent, Personnel	626/453-3723
Garvey	Genaro Alarcon	Assistant Superintendent, Human Resources	626/307-3486
Hawthorne	Shelley Rose	Assistant Superintendent, Human Resources	310/676-2276
Hermosa Beach	Patricia Escalante	Superintendent	310/937-5877
Hughes-Eliz.Lakes	Diane Parkins	Superintendent	661/724-1231
Keppel Union	Stacey Nestlerode	Supervisor, Business Services	661/944-2155
Lancaster	Lexy B. Conte	Deputy Superintendent, Human Resources	661/948-4661
Lawndale	Dr. Cesar A. Morales	Assistant Superintendent, Human Resources	310/973-1300x1275
Lennox	Luis Camarena	Assistant Superintendent, Human Resources	310/695-4003
Little Lake City	Sonya Cuellar	Administrator, Personnel Services	562/868-8241
Los Nietos	Jonathan Vasquez	Superintendent	562/692-0271
Lowell Joint	Dr. Patricia A. Howell	Superintendent of Schools	562/902-4200
Mountain View	Blanca Nevarez	Credential Analyst	626/652-4047
Newhall	Pamela Rubino	Payroll/ Benefits Coordinator	661/291-4173
Palmdale	Chad Gray	Director, Human Resources	661/266-7226
Rosemead	Armida Carreon	Senior Director, Human Resources & Operations	626/312-2900x219
Saugus Union	Chad Hammitt	Assistant Superintendent, Human Resources	661/294-5300
South Whittier	Cecilia Laidemitt	Associate Superintendent, Administrative Services	562/944-6231
Sulphur Springs	Amy Poulin	Payroll & Benefits Specialist	661/252-5131
Valle Lindo	Dr. M.L. Labrucherie	Superintendent	626/580-0610x101
Westside Union	Robert Hughes	Assistant Superintendent, Human Resources	661/722-0716
Whittier City	Dr. Laurie Bruton	Assistant Superintendent, Human Resources	562/789-3074
Wilsona	Anne Gibson	Chief Business Official	661/264-1111x204
Wiseburn	Ana M. Montes	Director, Human Resources	310/643-3003

HIGH SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBERS
Antelope Valley	Mark A. Bryant	Assistant Superintendent, Personnel	661/948-7655
Centinela Valley	Bob Cox	Assistant Superintendent, Human Resources	310/263-3210
El Monte Union	Edward Zuniga	Assistant Superintendent, Personnel	626/258-4511
Whittier Union	Martin J. Plourde	Assistant Superintendent, Personnel Services	562/698-8121x1031
William S. Hart	Dr. Michael Vierra	Assistant Superintendent, Human Resources	661/259-0033

2012-13 L.A County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

Unified School District	CONTACT PERSON	TITLE	TELEPHONE NUMBERS
A B C	Dr. Carol Hansen	Assistant Superintendent	562/926-5566x21171
Acton-Agua Dulce	Cynthia Fernandes	Director of Education/Student Services	661/269-0750
Alhambra	Jenny Cheng	Assistant Superintendent, Human Resources	626/943-3060
Arcadia	Christina Aragon	Assistant Superintendent, Business Services	626/821-6631
Azusa	Sharon Berry	Certificated Personnel Technician	626/858-6173
Baldwin Park	Froilan N. Mendoza	Associate Superintendent	626/856-4309
Bassett	Connie Aguirre	Human Resource Specialist	626/931-3019
Bellflower	Adrianna Mendoza	Administrative Assistant	562/866-9011
Beverly Hills	Dr. Dawalyn Murakawa-Leopard	Chief Administrative Officer	310/551-5100x2236
Bonita	Curtis Frick	Assistant Superintendent, Human Resources	909/971-8340
Burbank	Leticia Castillo	Human Resources Supervisor	818/729-4409
Charter Oak	Terry Stanfill, Ed.D.	Assistant Superintendent, Human Resources	626/966-8331
Claremont	Kevin Ward	Assistant Superintendent, Human Resources	909/398-0617
Compton	William Wu, J.D.	Chief Human Resources Officer	310/639-4321x55045
Covina Valley	Bill Brown	Assistant Superintendent of Personnel	626/974-7000
Culver City	Leslie J. Lockhart	Assistant Superintendent, Human Resources	310/842-4220x4236
Downey	Roger Brossmer	Assistant Superintendent	562/469-6541
Duarte	Miriam Fox	Assistant Superintendent of Personnel	626/599-5005
El Rancho	Mark Matthews	Director of Human Resources	562/801-5216
El Segundo	Dave Lubs	Executive Director Administrative Services	310/615-2650x1221
Glendale	Maria G. Gandera	Assistant Superintendent, Human Resources	818/241-3111
Glendora	Dominic DiGrazia	Assistant Superintendent, Personnel Services	626/963-1611x300
Hacienda-La Puente	William Roberts	Assistant Superintendent, Human Resources	626/933-3830
Inglewood	Jameer Ali	Lead Data Processing Technician	310/419-2749
La Cañada	Patricia S. Hager	Assistant Superintendent, Human Resources	818/952-8383
Las Virgenes	Rose Dunn	Assistant Superintendent of Personnel	818/878-5260
Long Beach	Bobbie Montes	Program Administrator	562/997-8108
Los Angeles	Justo H. Avila	Deputy Chief HR Officer	213/241-6131
Lynwood	Nancy Nichols	Director of Human Resources	310/886-1457
Manhattan Beach	Patti Jaffe	Interim Director of Human Resources	310/318-7345x5915
Monrovia	Deborah L. Collins, Ed.D.	Deputy Superintendent	626/471-2020
Montebello	Jill Rojas	Assistant Superintendent	323/887-7917
Norwalk-La Mirada	Felipe S. Ibarra	Director of Human Resources	562/868-0431x2132
Palos Verdes	William Franchini	Director of Human Resources	310/378-9966x417
Paramount	Myrna Morales, Ed.D.	Assistant Superintendent, Human Resources	562/602-6006
Pasadena	Steven Miller	Director of Human Resources	626/396-3600x88777
Pomona	Shanette Oliver	Personnel Senior Staff Assistant	909/397-4800x3455
Redondo Beach	Nancy Kelly, Ed.D.	Assistant Superintendent, Human Resources	310/937-1211
Rowland	Craig Newman, Ed.D.	Assistant Superintendent, Human Resources	626/854-8377
San Gabriel	Anna Molinar	Assistant Superintendent, Human Resources	626/451-5418
San Marino	Linda de la Torre	Assistant Superintendent, Human Resources	626/299-7000x311
Santa Monica-Malibu	Debra Moore Washington	Assistant Superintendent, Human Resources	310/450-8338x70220
South Pasadena	Karen Reed	Assistant Superintendent, Human Resources	626/441-5810x1132
Temple City	Julio Fonseca	Assistant Superintendent, Personnel	626/548-5125
Torrance	Mario Liberati, Ed.D.	Senior Director of Human Resources	310/972-6071
Walnut Valley	Dr. Kathy Granger	Assistant Superintendent, Human Resources	909/595-1261
West Covina	Michael F. Seaman	Assistant Superintendent, Human Resources	626/939-4600x4671

2012-13 L.A County District Salary Survey

TOTAL EXPENDITURES FOR 2011-12: ELEMENTARY & HIGH SCHOOL DISTRICTS[1]

Elementary School District[G]	2011-12 Total Expenditures
Castaic Union	$23,120,124
East Whittier	81,484,688
Eastside Union	26,389,773
El Monte	80,160,661
Garvey	45,047,504
Hawthorne	64,605,135
Hermosa Beach	10,415,442
Hughes-Eliz. Lakes	2,655,138
Keppel Union	22,424,645
Lancaster	103,617,034
Lawndale	47,944,488
Lennox	50,138,174
Little Lake City	35,851,333
Los Nietos	15,879,093
Lowell Joint	21,552,120
Mountain View	63,596,856
Newhall	51,627,515
Palmdale	161,877,653
Rosemead	23,690,060
Saugus Union	76,653,939
South Whittier	27,255,659
Sulphur Springs	45,817,068
Valle Lindo	8,093,110
Westside Union	56,703,759
Whittier City	49,438,252
Wilsona	11,879,861
Wiseburn	18,495,764

High School District	2011-12 Total Expenditures
Antelope Valley	$197,167,137
Centinela Valley	63,204,999
El Monte Union	92,925,358
Whittier Union	117,712,949
William S. Hart	170,114,137

1 Source: Information provided by LACOE Business Advisory Services September 5, 2013

G Excludes Gorman due to size and financial structure

2012-13 L.A County District Salary Survey

TOTAL EXPENDITURES FOR 2011-12: UNIFIED SCHOOL DISTRICTS[1]

Unified School District	2011-12 Total Expenditures
A B C	$168,360,125
Acton-Agua Dulce	11,953,983
Alhambra	163,092,500
Arcadia	70,748,670
Azusa	92,084,708
Baldwin Park	133,718,229
Bassett	40,795,379
Bellflower	97,912,172
Beverly Hills	54,164,673
Bonita	74,245,191
Burbank	117,079,393
Charter Oak	45,418,898
Claremont	54,860,067
Compton	238,586,076
Covina Valley	107,598,159
Culver City	51,723,360
Downey	168,964,689
Duarte	32,302,233
El Rancho	84,412,652
El Segundo	26,499,283
Glendale	221,529,238
Glendora	51,898,814
Hacienda-La Puente	171,868,008
Inglewood	106,430,322
La Cañada	33,312,075
Las Virgenes	89,930,955
Long Beach	683,671,952
Los Angeles	5,814,509,903
Lynwood	126,860,937
Manhattan Beach	55,590,035
Monrovia	47,887,977
Montebello	267,696,008
Norwalk-La Mirada	166,293,120
Palos Verdes	94,551,899
Paramount	125,319,909
Pasadena	177,403,017
Pomona	241,836,072
Redondo Beach	66,003,077
Rowland	128,613,489
San Gabriel	42,992,171
San Marino	31,469,692
Santa Monica-Malibu	119,015,303
South Pasadena	34,184,529
Temple City	41,879,409
Torrance	178,391,084
Walnut Valley	110,392,844
West Covina	74,562,624

1 Source: Information provided by LACOE Business Advisory Services September 5, 2013

2012-13 L.A County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2011-12[6]

Elementary and High School Districts

Ranking	Elementary School District[G]	Revenue Limit ADA
1	Palmdale	19,171
2	Lancaster	13,646
3	Saugus	10,028
4	El Monte	9,183
5	East Whittier	8,751
6	Westside	8,199
7	Hawthorne	7,895
8	Mountain View	7,546
9	Newhall	6,740
10	Whittier City	6,150
11	Sulphur Springs	5,939
12	Lawndale	5,593
13	Garvey	5,475
14	Lennox	5,042
15	Little Lake City	4,583
16	Eastside	3,270
17	Lowell Joint	3,074
18	South Whittier	3,032
19	Castaic	2,862
20	Rosemead	2,792
21	Keppel	2,566
22	Wiseburn	2,478
23	Los Nietos	1,873
24	Wilsona	1,362
25	Hermosa Beach	1,288
26	Valle Lindo	1,139
27	Hughes-Eliz. Lakes	325

Ranking	High School District	Revenue Limit ADA
1	William S. Hart	21,929
2	Antelope Valley	21,546
3	Whittier	12,932
4	El Monte	9,480
5	Centinela Valley	6,033

6 Source: Information provided by LACOE Business Advisory Services September 5, 2013

G Excludes Gorman due to size and financial structure

2012-13 L.A County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2011-12[6]

Unified School Districts

Ranking	Unified School District	Revenue Limit ADA
1	Los Angeles	537,489
2	Long Beach	79,084
3	Montebello	30,007
4	Pomona	26,519
5	Glendale	25,382
6	Torrance	23,438
7	Compton	23,398
8	Downey	22,065
9	A B C	20,091
10	Hacienda-La Puente	20,068
11	Norwalk-La Mirada	19,209
12	Alhambra	17,735
13	Pasadena	17,698
14	Paramount	15,102
15	Rowland	15,054
16	Lynwood	14,731
17	Baldwin Park	14,643
18	Walnut Valley	14,361
19	Bellflower	13,250
20	Covina Valley	12,867
21	Palos Verdes	11,524
22	Inglewood	11,384
23	Las Virgenes	10,957
24	Santa Monica-Malibu	10,927
25	Azusa	9,808
26	El Rancho	9,579
27	Bonita	9,535
28	Arcadia	9,498
29	West Covina	8,914
30	Redondo Beach	8,341
31	Glendora	7,217
32	Claremont	6,745
33	Culver City	6,603
34	Manhattan Beach	6,504
35	Monrovia	5,737
36	Temple City	5,597
37	Charter Oak	5,554
38	San Gabriel	5,308
39	South Pasadena	4,444
40	Beverly Hills	4,409
41	Bassett	4,133
42	La Cañada	3,966
43	Duarte	3,748
44	El Segundo	3,210
45	San Marino	3,060
46	Burbank	1,489
47	Acton-Agua Dulce	1,411

6 Source: Information provided by LACOE Business Advisory Services September 5, 2013

2012-13 L.A County District Salary Survey

Base Revenue Limit Per ADA: Rank Order for 2012-13[8]

Elementary and High School Districts

Ranking	Elementary School District[G]	Base Revenue Limit Per ADA
1	Wilsona	$6,914.56
2	Hermosa Beach	6,662.84
3	Hughes-Elizabeth Lakes	6,586.86
4	Wiseburn	6,583.84
5	Palmdale	6,481.85
6	Valle Lindo	6,455.19
7	Keppel	6,452.81
8	Eastside	6,445.76
9	Whittier City	6,431.82
10	Castaic	6,426.48
11	Los Nietos	6,424.65
12	Westside	6,423.88
13	East Whittier	6,423.83
14	Mountain View	6,420.75
15	Hawthorne	6,420.30
16	El Monte	6,419.99
17	Lawndale	6,419.93
18	South Whittier	6,417.58
19	Lancaster	6,417.25
20	Little Lake City	6,416.53
21	Lennox	6,416.29
22	Sulphur Springs	6,413.59
23	Garvey	6,410.80
24	Rosemead	6,408.50
25	Lowell Joint	6,408.00
26	Newhall	6,403.08
27	Saugus	6,398.65

Ranking	High School District	Base Revenue Limit Per ADA
1	El Monte	$7,810.80
2	Whittier	7,794.63
3	Antelope Valley	7,753.87
4	Centinela Valley	7,723.97
5	William S. Hart	7,697.04

8 Source: Information provided by LACOE Business Advisory Services September 5, 2013

G Excludes Gorman due to size and financial structure

2012-13 L.A County District Salary Survey

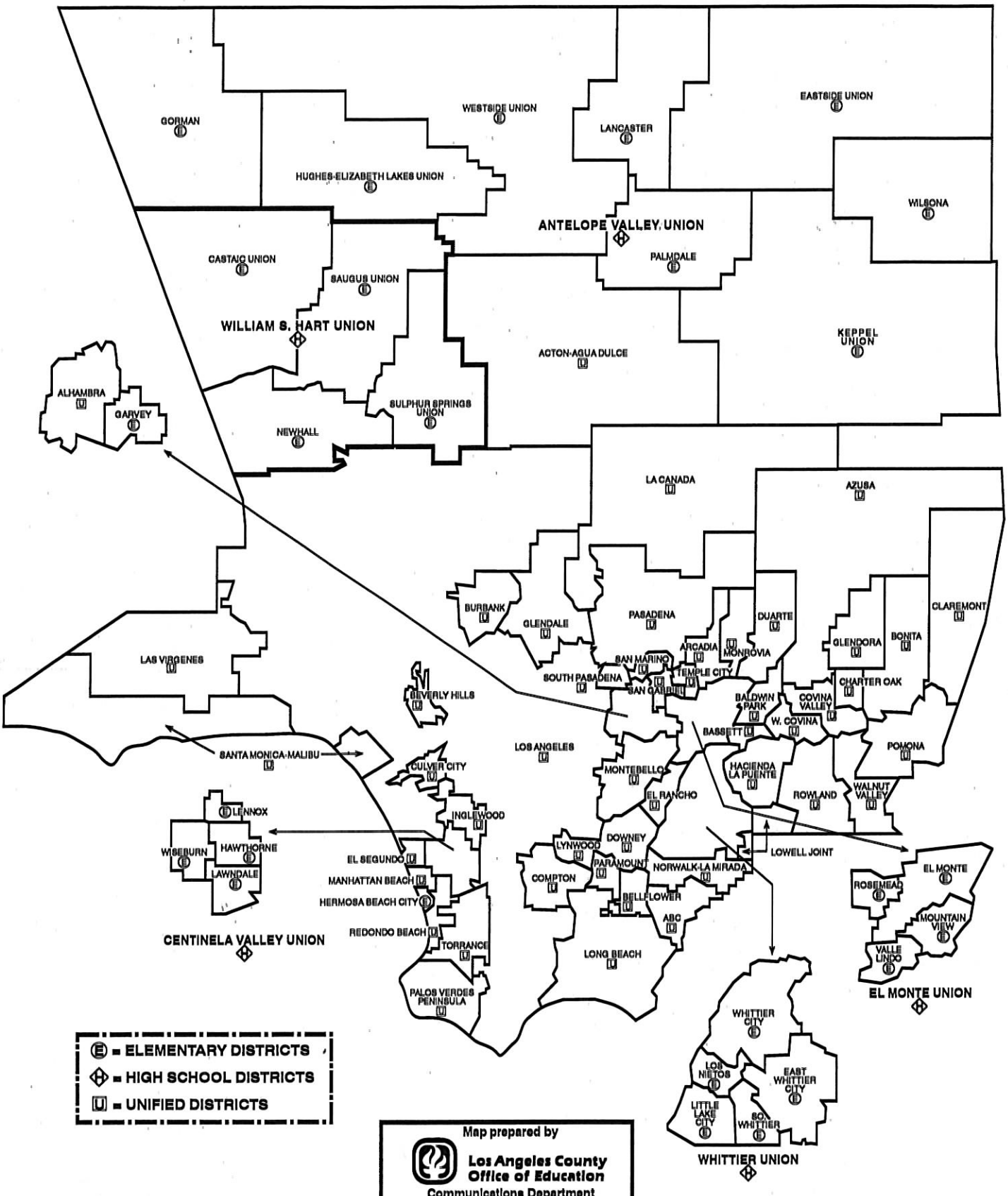
Base Revenue Limit Per ADA: Rank Order for 2012-13[8]

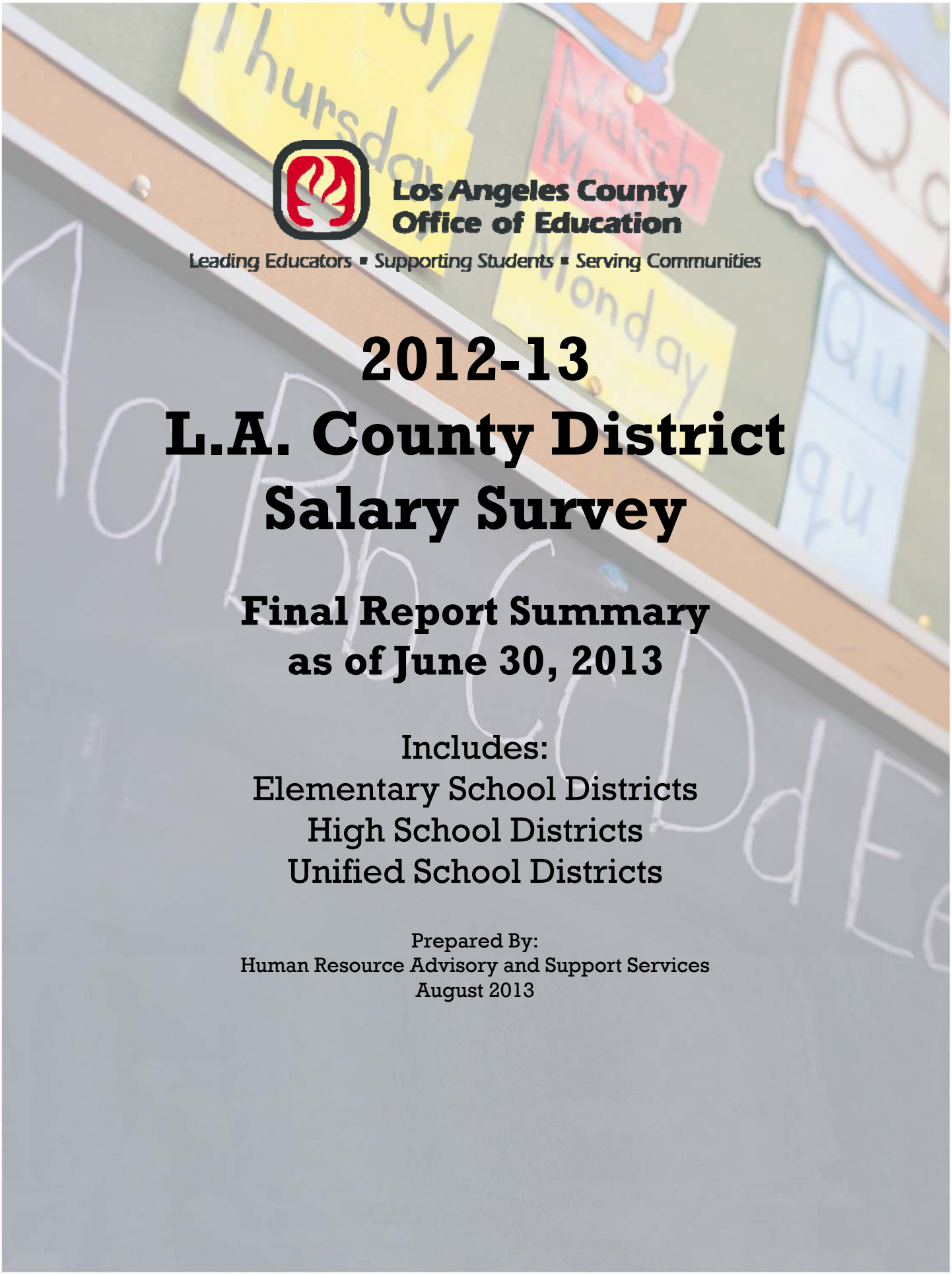
Unified School Districts

Ranking	Unified School District	Base Revenue Limit Per ADA
1	Beverly Hills	$7,362.49
2	Alhambra	7,336.19
3	Redondo Beach	7,069.31
4	El Segundo	7,036.44
5	Manhattan Beach	7,003.43
6	Culver City	6,816.73
7	Santa Monica-Malibu	6,800.84
8	San Gabriel	6,744.68
9	Compton	6,734.26
10	San Marino	6,733.02
11	Montebello	6,724.15
12	Covina Valley	6,722.18
13	Pasadena	6,720.31
14	Bassett	6,718.99
15	Los Angeles	6,717.56
16	Bellflower	6,716.83
17	Norwalk-La Mirada	6,716.83
18	La Cañada	6,716.35
19	El Rancho	6,716.29
20	Burbank	6,716.15
21	Monrovia	6,715.85
22	Baldwin Park	6,714.22
23	West Covina	6,713.82
24	Lynwood	6,712.94
25	Duarte	6,712.31
26	Hacienda-La Puente	6,712.04
27	Azusa	6,710.44
28	Downey	6,710.13
29	Las Virgenes	6,709.69
30	Bonita	6,709.11
31	Torrance	6,708.33
32	Inglewood	6,706.96
33	Charter Oak	6,706.87
34	Pomona	6,706.30
35	Paramount	6,705.49
36	South Pasadena	6,705.32
37	Glendora	6,700.78
38	Palos Verdes	6,699.95
39	Glendale	6,698.86
40	Claremont	6,698.61
41	Long Beach	6,698.08
42	Arcadia	6,695.35
43	A B C	6,694.62
44	Temple City	6,693.72
45	Walnut Valley	6,689.43
46	Rowland	6,688.57
47	Acton-Agua Dulce	6,688.50

8 Source: Information provided by LACOE Business Advisory Services September 5, 2013

ELEMENTARY, HIGH SCHOOL AND UNIFIED DISTRICTS
LOS ANGELES COUNTY





Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2012-13 L.A. County District Salary Survey

Final Report Summary as of June 30, 2013

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2013

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Human Resource Advisory & Support Services

2012-13 L.A. County District Salary Survey

INTRODUCTION

This final publication summary of comparative 2012-13 salaries for positions typically found in school districts in Los Angeles County is prepared and provided by the *Human Resource Advisory & Support Services Unit* of the Los Angeles County Office of Education. For salary comparisons, job classification descriptions rather than job titles were used to identify comparable positions for non-teaching assignments.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

— All salary values in this survey are compared with respect to salary schedules ***excluding*** a one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information for the 2012-13 fiscal year, as of June 30th, 2013.

— With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment, were excluded from the teachers', non-teachers', and management salary schedule values. Longevity or extended career service pay is also excluded from the salary schedule values, except where applicable.

— Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

— "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

— Percent increases of teachers' salaries compare changes in minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with provisional service document credential and one minimum salary with credential. The maximum salary assumes a credential.

— Represented points on the teachers' salary schedule were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts. Care should be exercised when utilizing this data, making cautious interpretations examined in the context of the overall limitation of the survey.

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2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — ADMINISTRATORS

Elementary School District[G]	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Castaic Union	$417.31	$450.74 a	$523.44 y	$529.41 y	—	$479.37 y	—
East Whittier	465.17 a	465.18 a	531.36	549.55	—	491.44	—
Eastside Union	416.53 a	461.16 a	465.59	465.59	—	443.42	—
El Monte	445.21 a	429.71 a	541.73	541.73	—	498.77	—
Garvey	455.49 az	430.38 az	494.22 z	506.38 z	—	482.49 z	—
Hawthorne	425.00	414.32 a	NC	509.54 k	—	484.13 k	—
Hermosa Beach	419.26	443.74 a	488.54	497.46	—	NC	—
Hughes-Eliz.Lakes	NC	NC	538.18	NC	—	NC	—
Keppel Union	411.81	NC	481.95	483.53	—	NC	—
Lancaster	420.18	NC	505.93	505.93	—	469.30	—
Lawndale	474.90 a	477.20	558.56	563.94	—	512.70	—
Lennox	449.86	471.03	529.24	545.13	—	492.21	—
Little Lake City	449.49	447.74	515.45	515.84	—	471.47	—
Los Nietos	394.03 a	430.33 a	450.93	473.69	—	NC	—
Lowell Joint	472.31	NC	508.79	521.80	—	474.01	—
Mountain View	522.36 a	523.84 a	543.64	543.64	—	517.27	—
Newhall	427.32 z	NC	545.15 z	NC	—	NC	—
Palmdale	400.41	394.80 a	509.30	509.30	—	431.98	—
Rosemead	459.54 a	NC	508.37	511.61 k	—	476.72	—
Saugus Union	456.97 z	462.08 z	564.25 z	NC	—	NC	—
South Whittier	445.42	NC	539.33	554.61	—	489.73	—
Sulphur Springs	461.71	NC	522.31	NC	—	NC	—
Valle Lindo	NC	NC	534.41	534.41	—	NC	—
Westside Union	414.97	363.85	505.28	505.28	—	445.82	—
Whittier City	433.72 a	410.43 a	506.70	521.90	—	481.37	—
Wilsona	435.83	NC	477.93	477.93	—	435.83	—
Wiseburn	432.69	433.47	513.80	518.67	—	503.66	—
Q3	**$458.26**	**$463.63**	**$538.18**	**$541.73**	**—**	**$492.21**	**—**
Md	**435.83**	**443.74**	**514.63**	**515.84**	**—**	**481.37**	**—**
Q1	**418.29**	**422.02**	**505.28**	**505.28**	**—**	**469.30**	**—**

High School District	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
Antelope Valley	$428.71	$442.71 a	—	—	$538.37	—	$481.92
Centinela Valley	475.86 a	475.85 a	—	—	582.16	—	528.56
El Monte Union	467.22 a	457.36 a	—	—	568.03	—	494.00
Hart Union	479.88 a	468.67 a	—	—	583.53	—	531.67
Whittier Union	496.53 a	502.50 a	—	—	702.90	—	605.86
Q3	**$488.21**	**$489.18**	**—**	**—**	**$643.22**	**—**	**$568.77**
Md	**475.86**	**468.67**	**—**	**—**	**582.16**	**—**	**528.56**
Q1	**447.97**	**450.04**	**—**	**—**	**553.20**	**—**	**487.96**

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

J All certificated management positions have been eliminated, except for Superintendent and Elementary School Principal.

NC No comparable classification

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

k K-8 schools

y Only one advanced degree stipend is compensated, not both

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
Castaic Union	$38,289	$39,623	$39,623	NC	$49,208
East Whittier	43,860	43,860	44,377	$46,200	54,176
Eastside Union	38,593	38,593	NC	41,737	NC
El Monte	42,427	47,229	47,229	47,522	54,034
Garvey	42,347 z	42,427 z	43,488 z	NC	51,571 z
Hawthorne	40,385	42,100	NC	43,889	NC
Hermosa Beach	43,580	43,580	48,993	52,452 f	59,401
Hughes-Eliz.Lakes	36,755	40,063	43,371	NC	51,642
Keppel Union	37,653	39,210	43,429	NC	53,797
Lancaster	35,805	35,805	42,253	45,475	50,308
Lawndale	47,541	47,541	47,544	52,297	58,138
Lennox	44,301	47,693	47,695	48,417	55,552
Little Lake City	43,194	43,194	43,194	44,301	52,093
Los Nietos	41,250 z	41,250 z	42,100 z	44,020 z	50,090 z
Lowell Joint	37,440	37,440	42,787	45,462	56,158
Mountain View	45,768	45,768	48,668	52,187	59,474
Newhall	44,186 z	44,186 z	44,187 z	NC	49,965 z
Palmdale	35,094	35,217	40,007	42,470	50,539
Rosemead	39,155	NC	44,296	46,840	54,956
Saugus Union	39,922	39,922	43,925	46,429 f	53,782
South Whittier	41,047	41,047	43,014	46,952	52,843
Sulphur Springs	40,411	40,411	40,411	41,911 f	49,391
Valle Lindo	43,912	43,912	43,912	48,286	54,872
Westside Union	37,225	37,225	42,438	45,044	53,606
Whittier City	35,336	35,336	42,798	NC	51,686
Wilsona	35,494	38,501	40,198	43,099 f	50,381
Wiseburn	42,639	42,639	43,644	NC	54,631 f
Q3	**$43,580**	**$43,860**	**$44,337**	**$47,904**	**$54,914**
Md	**40,411**	**41,149**	**43,429**	**45,838**	**53,606**
Q1	**37,440**	**38,593**	**42,346**	**43,955**	**50,460**

High School District	BA, No Exp Provisional Service Document Annual Rate	BA, No Exp Credential Annual Rate	BA+28/30, No Exp Credential Annual Rate	MA Only, No Exp Credential Annual Rate	BA+28/30, 5 Yrs Credential Annual Rate
Antelope Valley	$36,720	NC	$48,471	$48,842	$52,881
Centinela Valley	41,394	$47,746	NC	48,219	NC
El Monte Union	45,394	45,394	NC	45,394	NC
Hart Union	42,641	42,641	42,641	NC	52,011
Whittier Union	43,987	52,266	52,266	52,268	59,028
Q3	**$44,691**	**$50,006**	**$50,369**	**$50,555**	**$55,955**
Md	**42,641**	**46,570**	**48,471**	**48,531**	**52,881**
Q1	**39,057**	**44,018**	**45,556**	**46,807**	**52,446**

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

f Rate includes stipend for M.A. degree

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS — TEACHERS

Elementary School District[G]	Maximum Entry Credential Annual Rate++		Maximum MA Only Credential Annual Rate		BA+56/60&MA 9Yrs, Credential Annual Rate		Maximum Schedule Credential Annual Rate		Maximum, 25Yrs Credential Annual Rate***	
Castaic Union	$66,074	f	NC		$63,554	f	$77,699	f	$82,199	f
East Whittier	88,636		$73,768		71,099		87,570		88,117	
Eastside Union	57,077	s	66,743		NC		81,164		83,589	
El Monte	73,088		72,559		70,467		78,637		87,818	
Garvey	78,759	fz	NC		71,676	fz	78,759	fz	86,455	fz
Hawthorne	72,302		69,355		NC		75,373		85,391	
Hermosa Beach	76,598	f	71,183	f	73,890	f	80,761	f	83,397	f
Hughes-Eliz.Lakes	71,069	f	NC		66,107	f	76,034	f	77,636	f
Keppel Union	69,177	fs	NC		68,364	f	77,472	f	81,180	f
Lancaster	64,807	s	63,191		NC		72,860		78,860	
Lawndale	78,509		71,276		74,953		78,509		87,970	
Lennox	62,645		72,741		72,583		80,035		84,543	
Little Lake City	85,314		75,360		67,568		80,876		85,314	
Los Nietos	73,550	z	69,200	z	65,640	z	73,550	z	78,550	z
Lowell Joint	61,508		66,857		72,204		74,879		84,423	
Mountain View	94,401		80,644		78,945		86,671		94,401	
Newhall	59,466	fz	NC		64,972	fz	81,078	fz	83,078	fz
Palmdale	76,393		63,525		NC		72,643		76,393	
Rosemead	58,903		74,204		71,037		82,503		86,503	
Saugus Union	61,863		74,260	f	72,325		80,323		83,823	
South Whittier	58,746		71,755		NC		79,620		81,620	
Sulphur Springs	66,589	f	59,848	f	64,362	f	74,467	f	81,474	f
Valle Lindo	79,015		72,461		72,461		81,228		86,695	
Westside Union	61,424		67,369		NC		77,057		83,138	
Whittier City	82,725		NC		NC		69,905		82,725	
Wilsona	74,753	f	70,546	f	64,272	f	77,230	f	81,832	f
Wiseburn	68,788	f	NC		71,038	f	73,990	f	85,729	f
Q3	**$78,509**		**$73,255**		**$72,393**		**$80,876**		**$86,455**	
Md	**71,069**		**71,230**		**71,038**		**78,509**		**83,589**	
Q1	**61,863**		**67,118**		**65,874**		**74,879**		**81,620**	

High School District	Maximum Entry Credential Annual Rate++		Maximum MA Only Credential Annual Rate		BA+56/60&MA 9Yrs, Credential Annual Rate		Maximum Schedule Credential Annual Rate		Maximum, 25Yrs Credential Annual Rate***	
Antelope Valley	$71,607		$70,874		$66,834		$76,012		$84,012	
Centinela Valley	87,221		70,019		71,801		76,303		84,351	
El Monte Union	89,648		74,086		NC		79,790		87,187	
Hart Union	69,129	f	NC		68,414	f	77,685	f	86,241	f
Whittier Union	94,418		77,968		75,200		84,532		94,418	
Q3	**$92,033**		**$76,027**		**$73,501**		**$82,161**		**$90,803**	
Md	**87,221**		**72,480**		**70,108**		**77,685**		**86,241**	
Q1	**70,368**		**70,447**		**67,624**		**76,158**		**84,182**	

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2012-13 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

NC No comparable classification

f Rate includes stipend for M.A. degree

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

z Not settled

2012-13 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Annual Contribution Per Teacher
Castaic Union		$8,100
East Whittier		19,303
Eastside Union		13,805
El Monte		8,350
Garvey	Oz	9,500
Hawthorne		14,440
Hermosa Beach		5,500
Hughes-Eliz.Lakes		14,000
Keppel Union		13,641
Lancaster		13,758
Lawndale		8,958
Lennox		11,201
Little Lake City		14,959
Los Nietos		18,346
Lowell Joint		17,198
Mountain View		5,627
Newhall		8,054
Palmdale		17,403
Rosemead		9,869
Saugus Union		8,238
South Whittier		14,691
Sulphur Springs	z	17,378
Valle Lindo		8,036
Westside Union		13,587
Whittier City		19,860
Wilsona		16,769
Wiseburn		5,928
	Q3	**$16,769**
	Md	**13,641**
	Q1	**8,238**

High School District	Settled	Annual Contribution Per Teacher
Antelope Valley		$14,590
Centinela Valley		6,460
El Monte Union		18,580
Hart Union		17,815
Whittier Union		12,390
	Q3	**$18,198**
	Md	**14,590**
	Q1	**9,425**

\+ Rates reflect the last effective 2012-13 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

G Excludes Gorman due to size and financial structure

O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then the cap will not be applied to them.

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Castaic Union		0.00%	0.00%	0.00%	-2.17%	-2.17%	-2.13%
East Whittier		0.00	0.00	0.00	-3.13	-3.13	-3.13
Eastside Union		-3.83	-3.83	-3.83	-3.83	-3.83	-3.83
El Monte		0.00	0.00	0.00	0.00	0.00	0.00
Garvey	z	0.00	0.00	0.00	0.00	0.00	0.00
Hawthorne		1.70	1.71	1.70	-1.10	-1.10	-1.10
Hermosa Beach		1.11	1.11	1.10	0.00	0.00	0.00
Hughes-Eliz.Lakes		1.68	1.69	1.69	-0.55	-0.55	-0.58
Keppel Union		0.00	0.00	0.00	0.00	0.00	0.00
Lancaster		1.70	1.70	1.70	-1.65	-1.65	-1.65
Lawndale		0.00	0.00	0.00	0.00	0.00	0.00
Lennox		-0.52	-0.52	-0.51	-7.24	-7.24	-7.24
Little Lake City		0.00	0.00	0.00	0.00	0.00	0.00
Los Nietos	z	0.00	0.00	0.00	0.00	0.00	0.00
Lowell Joint		-0.52	-0.52	-0.52	-3.50	-3.50	-3.50
Mountain View		0.54	0.54	0.54	-2.67	-2.67	-2.67
Newhall	z	1.10	1.10	1.08	2.64	0.16	0.16
Palmdale		0.00	0.00	0.00	0.00	0.00	0.00
Rosemead		0.00	NC	0.00	-1.63	NC	-1.63
Saugus Union		-0.55	-0.55	-0.55	-2.69	-2.69	-2.69
South Whittier		0.00	0.00	0.00	-1.99	-1.99	-1.99
Sulphur Springs		0.00	0.00	0.00	-2.69	-2.69	-2.64
Valle Lindo		0.00	0.00	0.00	0.00	0.00	0.00
Westside Union		1.11	1.11	1.11	0.00	0.00	0.00
Whittier City		0.00	0.00	0.00	0.00	0.00	0.00
Wilsona		0.00	0.00	0.00	0.00	0.00	0.00
Wiseburn		0.00	0.00	0.00	-0.56	-0.56	0.00
	Q3	**0.54%**	**0.54%**	**0.54%**	**0.00%**	**0.00%**	**0.00%**
	Md	**0.00**	**0.00**	**0.00**	**-0.55**	**-0.28**	**-0.55**
	Q1	**0.00**	**0.00**	**0.00**	**-2.67**	**-2.67**	**-2.64**
Dec-Dec CPI-U (LA-RIV-OC)		1.93	1.93	1.93	5.56	5.56	5.56
Dec-Dec CPI-W (LA-RIV-OC)		2.67	2.67	2.67	6.58	6.58	6.58

High School District	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
Antelope Valley	0.00%	NC	0.00%	0.00%	NC	0.00%
Centinela Valley	0.00	0.00%	0.00	1.75	1.75%	1.75
El Monte Union	0.00	0.00	0.00	0.00	0.00	0.00
Hart Union	0.00	0.00	0.00	-2.17	-2.17	-2.17
Whittier Union	3.10	3.10	3.10	2.78	2.78	2.78
Q3	**1.55%**	**1.55%**	**1.55%**	**2.27%**	**2.27%**	**2.27%**
Md	**0.00**	**0.00**	**0.00**	**0.00**	**0.88**	**0.00**
Q1	**0.00**	**0.00**	**0.00**	**-1.09**	**-1.09**	**-1.09**
Dec-Dec CPI-U (LA-RIV-OC)	1.93	1.93	1.93	5.56	5.56	5.56
Dec-Dec CPI-W (LA-RIV-OC)	2.67	2.67	2.67	6.58	6.58	6.58

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

NC No comparable classification

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION A: ELEMENTARY AND HIGH SCHOOL DISTRICTS

Elementary School District[G]	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Castaic Union		-2.70%	-2.70%	-2.65%
East Whittier		-0.90	-0.90	0.76
Eastside Union		-3.83	-3.83	-3.83
El Monte		0.70	0.70	0.70
Garvey	z	2.50	2.50	2.50
Hawthorne		-1.10	-1.10	-1.10
Hermosa Beach		0.00	0.00	0.00
Hughes-Eliz.Lakes		-2.16	-2.16	-2.16
Keppel Union		0.00	0.00	0.00
Lancaster		-1.65	-1.65	-1.65
Lawndale		0.00	0.00	0.00
Lennox		-7.24	-7.24	-7.24
Little Lake City		-3.50	-3.50	-3.50
Los Nietos	z	-4.38	-4.38	-4.37
Lowell Joint		-0.21	-0.21	-0.21
Mountain View		-2.67	-2.67	-2.67
Newhall	z	2.47	0.00	0.00
Palmdale		0.00	0.00	0.00
Rosemead		-1.63	NC	-1.63
Saugus Union		-2.69	-2.69	-2.69
South Whittier		-12.43	-12.43	-12.43
Sulphur Springs		-2.69	-2.69	-2.64
Valle Lindo		3.19	3.19	3.18
Westside Union		0.00	0.00	0.00
Whittier City		-3.66	-3.66	-3.66
Wilsona		0.00	0.00	0.00
Wiseburn		21.95	-3.78	-3.73
	Q3	**0.00%**	**0.00%**	**0.00%**
	Md	**-1.10**	**-1.38**	**-1.63**
	Q1	**-2.70**	**-3.50**	**-3.50**
Dec-Dec CPI-U (LA-RIV-OC)		7.59	7.59	7.59
Dec-Dec CPI-W (LA-RIV-OC)		8.54	8.54	8.54

High School District	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
Antelope Valley	0.00%	NC	0.00%
Centinela Valley	1.75	1.75%	1.75
El Monte Union	0.00	0.00	0.00
Hart Union	-2.70	-2.70	-2.70
Whittier Union	0.01	0.01	0.01
Q3	**0.88%**	**0.88%**	**0.88%**
Md	**0.00**	**0.01**	**0.00**
Q1	**-1.35**	**-1.35**	**-1.35**
Dec-Dec CPI-U (LA-RIV-OC)	7.59	7.59	7.59
Dec-Dec CPI-W (LA-RIV-OC)	8.54	8.54	8.54

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

NC No comparable classification

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — ADMINISTRATORS

Unified School District	I School Psychologist	II School Counselor	IIIA Elem School Principal	IIIB Middle/JHS Principal	IIIC High School Principal	IVA Middle/JHS Asst. Prin.	IVB High School Asst. Prin.
A B C	$497.72	$426.30	$555.20	$555.20	$581.84	$517.14	$536.61
Acton-Agua Dulce	415.85	NC	474.05	466.62	478.31	NC	NC
Alhambra	487.15 a	444.69 a	NC	516.55 k	597.32	445.21 k	500.77
Arcadia	556.58 a	520.08 a	616.18	640.47	628.93	579.87	593.53
Azusa	449.69 z	422.46 az	495.84 z	508.56 z	530.13 z	455.08 z	495.84 z
Baldwin Park	474.51	467.29 a	522.58	531.54	555.24	494.54	525.58
Bassett	436.86 a	451.81 a	477.14	486.62	509.97	455.93	461.70
Bellflower	433.71 a	460.20	527.98	No	568.52	524.38	524.38
Beverly Hills	493.38 a	483.66 a	NC	580.95 k	594.96	516.80 k	532.99
Bonita	486.29	489.76 a	511.17	517.33	554.25	479.21	488.25
Burbank	478.47	416.59 a	531.21	538.34	604.42	476.89	508.66
Charter Oak	464.85 a	447.95 a	494.80	517.54	534.17	470.32	485.62
Claremont	492.83 a	481.64 a	523.55	534.27	556.28	513.13	513.13
Compton	439.72	429.71 a	483.99	513.41	579.66	436.36	480.30
Covina-Valley	396.73	438.93	498.51	498.51	538.92	467.08	498.51
Culver City	438.42	424.34	486.80	499.78	533.28	456.65	482.77
Downey	478.80	451.31 a	528.96	538.80	572.67	490.00	514.27
Duarte	439.40 a	405.93 a	484.81	502.25	532.90	454.34	472.47
El Rancho	430.62	445.28 a	497.64 a	497.64 a	585.72 a	457.44 a	478.40 a
El Segundo	432.23	434.51 a	520.66	520.66	529.87	464.39	465.58
Glendale	433.05	447.49 a	513.43	524.85	599.48	489.33	501.23
Glendora	475.67 a	462.57 a	512.36	525.61	577.25	483.74	511.40
Hacienda-LaPuente	434.41 a	422.25 a	492.00	499.31	553.86	470.70	484.72
Inglewood	385.84 a	351.69 a	432.28	442.84	511.66	370.04	431.52
La Cañada	461.56 a	432.58 a	504.89	515.44	532.57	NC	470.52
Las Virgenes	457.61 a	424.22 a	490.19	506.53	542.95	480.64	480.60
Long Beach	467.94	455.89	580.34	580.34	606.46	512.22	512.22
Los Angeles	420.36 a	409.25 a	539.90 a	554.72 a	563.88 a	488.44 a	488.44 a
Lynwood	462.57 a	420.73 a	504.83	512.07	551.83	468.07	484.74
Manhattan Beach	435.64 a	457.09 a	514.71	535.45	572.56	494.89	506.85
Monrovia	472.30	472.97 a	520.24	524.80	573.03	485.63	509.97
Montebello	493.37 a	471.64 a	572.20	590.79	628.02	534.98	553.56
Norwalk-La Mirada	488.63	424.83 a	526.36	541.36	569.27	488.23	495.74
Palos Verdes	427.03 a	421.81 a	517.10	530.03	583.03	493.47	503.23
Paramount	476.26	422.40 a	NC	536.32 k	579.86	501.33 k	520.43
Pasadena	452.45	433.23 a	477.85	485.61	516.44	448.04	467.20
Pomona	492.84 a	459.38 a	508.30	507.86	538.11	444.51	480.28
Redondo Beach	444.16 a	436.90 a	498.51	506.97	537.79	457.31	487.87
Rowland	416.15 a	401.23 a	515.20	530.08	560.82	489.56	504.96
San Gabriel	433.40	439.58 a	485.12	521.26	536.68	449.92	480.80
San Marino	439.87 a	425.12 a	625.64	634.96	639.84	587.44	607.08
Santa Monica-	465.88	406.48 a	512.75	525.19	607.73	500.63	512.94
South Pasadena	485.56 a	446.23 a	494.06	500.16	521.03	454.90	474.14
Temple City	462.14 a	462.14 a	505.03	517.69	538.77	463.59	493.15
Torrance	426.66 a	424.53 a	474.99	474.99	504.68	441.03	474.93
Walnut Valley	465.69	451.40 a	511.62	533.85	574.48	490.75	510.24
West Covina	441.13 z	439.13 az	489.09 z	514.44 z	584.89 z	475.33 z	480.03 z
Q3	**$478.47**	**$457.09**	**$523.07**	**$535.45**	**$583.03**	**$494.71**	**$512.22**
Md	**457.61**	**439.03**	**509.73**	**519.18**	**560.82**	**479.21**	**495.79**
Q1	**433.71**	**424.22**	**491.10**	**506.53**	**534.17**	**456.29**	**480.30**

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

k K-8 schools

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School DistrictG	BA, No Exp Provisional Service Document Annual Rate		BA, No Exp Credential Annual Rate		BA+28/30, No Exp Credential Annual Rate		MA Only, No Exp Credential Annual Rate		BA+28/30, 5 Yrs Credential Annual Rate	
A B C	$45,000		$45,000		$47,272		$48,455		$54,789	
Acton-Agua Dulce	43,844		43,844		47,870		50,830	f	57,936	
Alhambra	35,427		45,193		45,429		NC		48,287	
Arcadia	49,874		49,874		49,874		49,874		60,511	
Azusa	45,017	z	46,142	z	NC		47,047	z	NC	
Baldwin Park	41,011		41,011		42,668		42,668		51,912	
Bassett	38,776		38,776		41,615		43,107		51,616	
Bellflower	NC		43,684		48,572		50,596		55,128	
Beverly Hills	47,114		47,114		NC		49,855		NC	
Bonita	45,123		45,123		45,123		NC		52,391	
Burbank	39,918		44,476		45,868		NC		51,842	
Charter Oak	38,495		38,495		NC		44,654		NC	
Claremont	44,588		44,588		NC		47,020		NC	
Compton	38,621	z	46,667	z	47,727	z	48,802	z	56,005	z
Covina-Valley	40,950		42,610		44,320		46,090		55,210	
Culver City	42,238		42,238		NC		44,798		NC	
Downey	48,275		48,275		51,859		52,229	f	60,790	
Duarte	44,660		44,660		44,776		45,684		50,836	
El Rancho	41,431		41,431		42,076		44,593		50,792	
El Segundo	38,659		44,125		47,655		50,270	f	55,919	
Glendale	42,451		45,503		45,505		NC		49,673	
Glendora	43,549		43,549		45,352		48,130		54,461	
Hacienda-LaPuente	NC		43,906		46,126		48,456		54,077	
Inglewood	39,014		43,673		43,677		NC		48,935	
La Cañada	43,851	z	43,851	z	47,550	z	50,203	z	52,833	z
Las Virgenes	40,055		42,364		43,987		43,987		51,820	
Long Beach	44,627		49,812		49,813		49,815		54,740	
Los Angeles	39,788		45,637		46,178		NC		50,265	
Lynwood	42,632		42,632		43,449		NC		52,084	
Manhattan Beach	45,901		45,901		45,904		47,168		56,197	
Monrovia	45,665		45,665		45,665		NC		54,565	
Montebello	40,160		45,880		NC		46,230	f	NC	
Norwalk-La Mirada	44,764		44,764		47,002		47,002		55,286	
Palos Verdes	41,505		45,922		47,114		47,114		52,424	
Paramount	44,636		44,636		46,868		49,211		54,332	
Pasadena	40,205		45,265		NC		NC		NC	
Pomona	41,351		43,205		48,637		NC		53,994	
Redondo Beach	45,998		45,998		46,000		46,102		54,927	
Rowland	41,416		45,180		NC		46,554		NC	
San Gabriel	37,166		41,626		41,626		43,856		52,460	
San Marino	NC		45,552		46,201		NC		51,268	
Santa Monica-Malibu	44,341		44,341		44,341		NC		53,126	
South Pasadena	39,976		39,976		45,970		45,970		56,485	
Temple City	38,308		48,886		48,890		48,892		53,819	
Torrance	41,479		43,359		43,359		44,227		50,215	
Walnut Valley	41,623		44,748		44,748		46,113		53,324	
West Covina	42,845	z	42,845	z	44,947	z	NC		54,486	z
Q3	**$44,648**		**$45,665**		**$47,550**		**$49,211**		**$55,128**	
Md	**41,931**		**44,636**		**45,904**		**47,034**		**53,819**	
Q1	**40,016**		**43,205**		**44,341**		**45,684**		**51,820**	

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

f Rate includes stipend for M.A. degree

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MAXIMUM RATES OF COMPENSATION*

SECTION B: UNIFIED SCHOOL DISTRICTS — TEACHERS

Unified School DistrictG	Maximum Entry Credential Annual Rate++	Maximum MA Only Credential Annual Rate	BA+56/60&MA 9Yrs, Credential Annual Rate	Maximum Schedule Credential Annual Rate	Maximum, 25Yrs Credential Annual Rate***
A B C	$75,068	$69,035	$66,055	$75,068	$84,488
Acton-Agua Dulce	64,922 f	70,962	f 70,962	f 79,015	f 82,062 f
Alhambra	64,334	NC	66,491	77,810	85,591
Arcadia	68,966	73,524	76,344	90,438	94,733
Azusa	81,588 z	62,979	z NC	76,042	z 81,588 z
Baldwin Park	80,455	65,684	72,976	80,455	83,156
Bassett	77,770	72,470	63,783	77,770	80,770
Bellflower	81,819	69,223	66,673	75,111	81,819
Beverly Hills	72,631	71,849	NC	83,233	90,020
Bonita	73,644	NC	71,388	85,476	85,476
Burbank	76,324 f	NC	66,456	f 76,324	f 84,570 f
Charter Oak	70,253	72,178	70,253	77,760	85,223
Claremont	69,388	64,644	NC	79,933	87,686
Compton	69,571 Bz	73,960	z NC	79,066	z 87,028 z
Covina-Valley	68,150	71,580	71,220	77,780	84,162
Culver City	73,124	63,199	NC	73,124	82,304
Downey	94,616 f	64,727	f 76,279	f 79,852	f 94,616 f
Duarte	85,260	72,122	NC	74,657	85,260
El Rancho	71,325	63,770	65,321	71,325	77,031
El Segundo	86,402 f	71,106	f 69,109	f 76,128	f 86,402 f
Glendale	76,279	NC	65,170	76,279	84,097
Glendora	79,423	74,270	73,083	79,423	85,344
Hacienda-LaPuente	75,888	68,757	67,780	75,888	84,888
Inglewood	73,763	NC	65,967	70,925	76,986
La Cañada	83,876 z	74,496	z NC	80,336	z 83,876 z
Las Virgenes	66,578	68,325	NC	78,287	84,177
Long Beach	86,820	75,892	68,996	86,820	91,320
Los Angeles	73,176 f	NC	64,137	f 74,484	f 78,182 f
Lynwood	69,584 B	NC	69,584	75,311	81,040
Manhattan Beach	79,722	74,838	NC	79,722	83,800
Monrovia	61,795	NC	68,745	80,333	84,075
Montebello	75,470 f	72,740	f NC	84,310	f 87,510 f
Norwalk-La Mirada	77,765	62,953	69,406	77,765	86,796
Palos Verdes	61,156	63,351	67,725	75,926	82,271
Paramount	87,179	72,268	67,422	79,679	87,179
Pasadena	63,822	NC	62,150	75,416	82,958
Pomona	62,568 s	NC	68,999	79,712	82,900
Redondo Beach	73,283	72,995	NC	77,769	81,399
Rowland	81,484	69,216	67,999	76,829	84,330
San Gabriel	74,332	69,872	NC	74,332	79,688
San Marino	66,367	NC	NC	76,158	85,282
Santa Monica-Malibu	74,475 f	NC	67,935	f 74,475	f 90,866 f
South Pasadena	71,055	71,200	NC	82,545	87,345
Temple City	63,674	71,219	NC	79,858	82,269
Torrance	60,950	65,589	70,963	74,457	82,472
Walnut Valley	74,214	68,408	67,241	78,270	84,323
West Covina	59,442 sz	NC	69,355	z 74,359	z 83,812 z
Q3	**$79,423**	**$72,470**	**$70,608**	**$79,852**	**$86,402**
Md	**73,644**	**71,034**	**68,372**	**77,769**	**84,177**
Q1	**68,150**	**65,684**	**66,474**	**75,311**	**82,271**

* Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

*** Salaries reflect the last effective 2012-13 rates including compensation for longevity or extended career service pay up to 25 years.

++ Salaries reflect the last effective 2012-13 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

NC No comparable classification

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

f Rate includes stipend for M.A. degree

s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill.

z Not settled

2012-13 L.A. County District Salary Survey

HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER+

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School DistrictG	Settled	Annual Contribution Per Teacher
A B C		$17,706
Acton-Agua Dulce		60
Alhambra		15,719
Arcadia		5,500
Azusa		10,388
Baldwin Park		8,410
Bassett		8,310
Bellflower		11,873
Beverly Hills		7,010
Bonita		7,000
Burbank		11,811
Charter Oak		16,426
Claremont		7,881
Compton		11,112
Covina-Valley	z	17,376
Culver City		11,508
Downey		17,355
Duarte		6,200
El Rancho		18,925
El Segundo		7,000
Glendale		18,067
Glendora		10,688
Hacienda-LaPuente		10,609
Inglewood		18,413
La Cañada		14,390
Las Virgenes		11,200
Long Beach		15,766
Los Angeles		13,117
Lynwood		11,445
Manhattan Beach		16,994
Monrovia		12,424
Montebello		11,290
Norwalk-La Mirada		9,010
Palos Verdes		7,649
Paramount		11,510
Pasadena		17,469
Pomona		12,420
Redondo Beach		11,472
Rowland		8,770
San Gabriel		14,319
San Marino		18,480
Santa Monica-Malibu		18,145
South Pasadena		12,091
Temple City		7,500
Torrance		8,380
Walnut Valley		17,926
West Covina	z	8,000
	Q3	**$16,426**
	Md	**11,508**
	Q1	**8,380**

\+ Rates reflect the last effective 2012-13 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.

z Not settled

2012-13 L.A. County District Salary Survey

FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School District[G]	Settle	Teacher Minimum 1-Yr % Increase[2] Provisional Service Document Annual	Teacher Minimum 1-Yr % Increase[2] Credential Annual	Teacher Maximum 1-Yr % Increase[2] Credential Annual	Teacher Minimum 3-Yr % Increase[3] Provisional Service Document Annual	Teacher Minimum 3-Yr % Increase[3] Credential Annual	Teacher Maximum 3-Yr % Increase[3] Credential Annual
A B C		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Acton-Agua Dulce		0.00	0.00	0.00	0.00	0.00	0.00
Alhambra		0.00	0.00	0.00	0.00	0.00	0.00
Arcadia		2.81	2.81	2.81	0.17	0.17	0.17
Azusa	z	0.00	0.00	0.00	0.00	0.00	0.00
Baldwin Park		-0.56	-0.56	-0.56	-3.80	-3.80	-3.80
Bassett		-3.85	-3.85	-3.85	-4.37	-4.37	-4.37
Bellflower		NC	3.37	3.37	NC	0.00	0.00
Beverly Hills		3.25	3.25	4.25	3.25	3.25	4.25
Bonita		1.50	1.50	1.50	1.50	1.50	1.50
Burbank		-0.91	-0.92	-0.91	-2.14	-2.14	-2.11
Charter Oak		0.00	0.00	0.00	0.00	0.00	0.00
Claremont		0.00	0.00	0.00	0.00	0.00	0.00
Compton	z	0.00	0.00	0.00	0.00	-0.02	0.00
Covina-Valley		4.57	4.56	4.57	0.39	0.40	0.40
Culver City		4.27	4.27	4.27	2.00	2.00	2.00
Downey		0.00	0.00	0.00	0.00	0.00	0.00
Duarte		1.50	1.50	1.50	1.50	1.50	1.50
El Rancho		-0.56	-0.56	-0.56	-2.73	-2.73	-2.73
El Segundo		0.00	0.00	0.00	0.00	0.00	0.00
Glendale		0.00	0.00	0.00	0.00	0.00	0.00
Glendora		0.00	0.00	0.00	0.00	0.00	0.00
Hacienda-LaPuente		NC	0.50	0.50	NC	5.58	0.50
Inglewood		-0.61	-0.61	-0.61	-2.70	-2.70	-2.70
La Cañada	z	2.00	2.00	2.00	2.00	2.00	2.00
Las Virgenes		0.00	0.00	0.00	0.00	0.00	0.00
Long Beach		0.00	0.00	0.00	0.00	0.00	0.00
Los Angeles		2.00	2.00	2.00	0.00	0.00	0.00
Lynwood		-1.65	-1.65	-1.65	1.86	1.86	1.86
Manhattan Beach		3.00	3.00	3.00	3.00	3.00	3.00
Monrovia		0.00	0.00	0.00	-3.00	-3.00	-3.00
Montebello		0.60	0.60	0.60	0.00	0.00	0.00
Norwalk-La Mirada		0.00	0.00	0.00	0.00	0.00	0.00
Palos Verdes		0.56	0.56	0.56	-1.64	-1.64	-1.64
Paramount		0.50	0.50	0.52	0.00	0.00	0.00
Pasadena		2.77	2.77	2.76	0.01	0.01	-0.01
Pomona		0.00	0.00	0.00	-3.72	-3.72	-3.72
Redondo Beach		-2.73	-2.73	-2.73	-2.73	-2.73	-2.73
Rowland		1.00	1.00	1.00	1.00	1.00	1.00
San Gabriel		1.00	1.00	1.00	1.00	1.00	1.00
San Marino		NC	1.64	1.64	NC	0.54	0.55
Santa Monica-Malibu		0.00	0.00	0.00	2.81	2.81	2.74
South Pasadena		0.00	0.00	0.00	0.00	0.00	0.00
Temple City		0.00	0.00	0.00	0.00	0.00	0.00
Torrance		2.78	2.78	2.78	0.00	0.00	0.00
Walnut Valley		-1.09	-1.09	-1.09	-1.09	-1.09	-1.09
West Covina	z	0.00	0.00	0.00	0.00	0.00	0.00
	Q3	**1.25%**	**1.50%**	**1.50%**	**0.28%**	**0.54%**	**0.50%**
	Md	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Q1	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Dec-Dec CPI-U (LA-RIV-OC)		1.93	1.93	1.93	5.56	5.56	5.56
Dec-Dec CPI-W (LA-RIV-OC)		2.67	2.67	2.67	6.58	6.58	6.58

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2012-13 L.A. County District Salary Survey

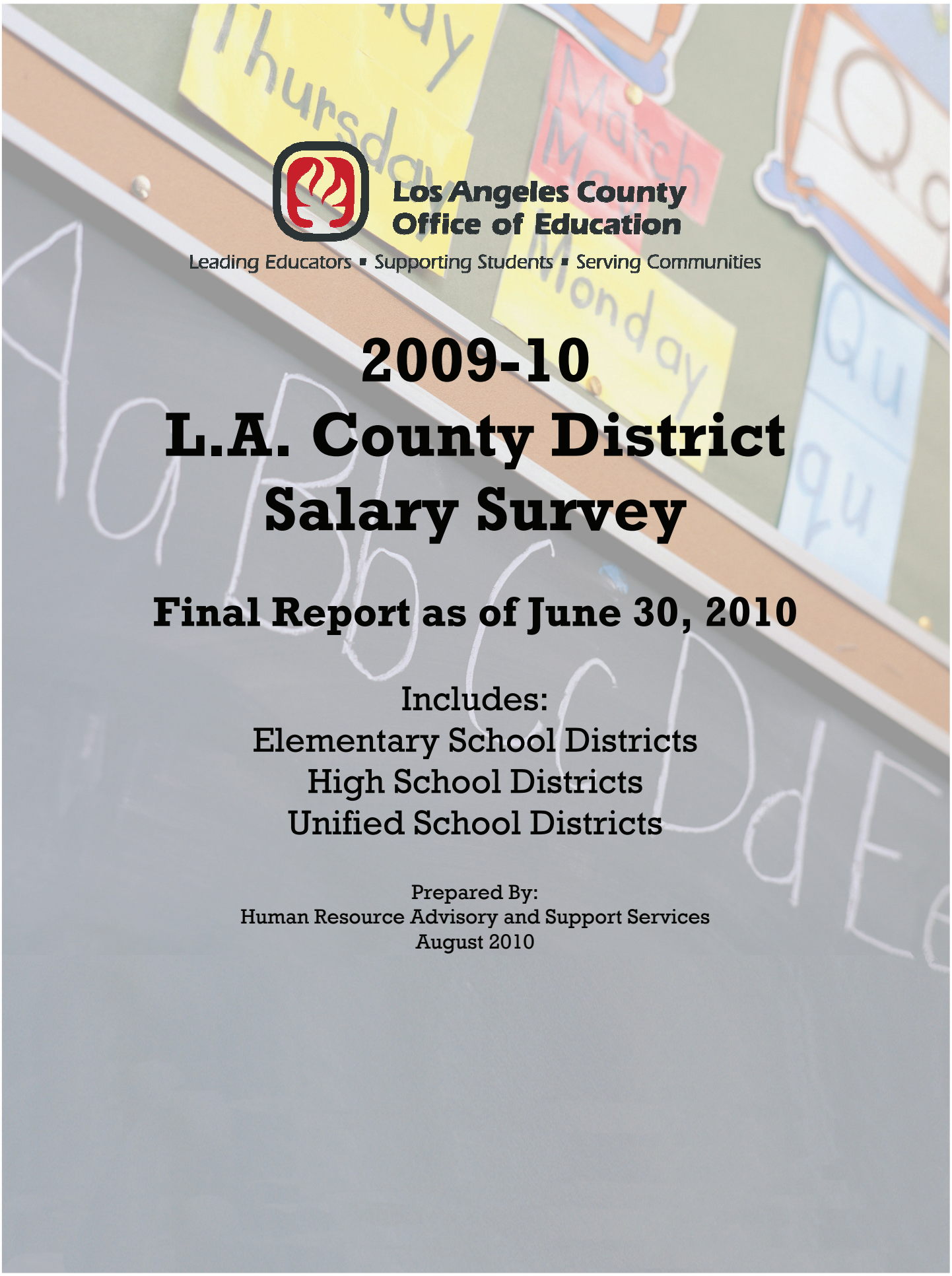
FINAL SUMMARY OF VERIFIED MINIMUM AND MAXIMUM PERCENT INCREASE RATES

SECTION B: UNIFIED SCHOOL DISTRICTS

Unified School DistrictG	Settled	Teacher Minimum 5-Yr % Increase[4] Provisional Document Annual	Teacher Minimum 5-Yr % Increase[4] Credential Annual	Teacher Maximum 5-Yr % Increase[4] Credential Annual
A B C		15.80%	-2.16%	-2.17%
Acton-Agua Dulce		1.34	1.34	0.11
Alhambra		0.00	0.00	0.00
Arcadia		-1.08	-1.08	-1.08
Azusa	z	0.00	0.00	0.00
Baldwin Park		-3.80	-3.80	-3.80
Bassett		-2.46	-2.46	-2.46
Bellflower		No	0.00	0.00
Beverly Hills		9.54	9.54	10.61
Bonita		1.50	1.50	14.35
Burbank		-2.14	-2.14	-2.11
Charter Oak		0.00	0.00	0.00
Claremont		0.00	0.00	0.00
Compton	z	1.00	2.98	3.00
Covina-Valley		1.39	1.40	1.41
Culver City		2.00	2.00	2.00
Downey		0.00	0.00	0.00
Duarte		1.50	1.50	1.50
El Rancho		-4.30	-4.30	-4.30
El Segundo		2.00	2.00	1.98
Glendale		0.00	0.00	0.00
Glendora		0.00	0.00	0.00
Hacienda-LaPuente		No	5.58	0.50
Inglewood		-2.70	-2.70	-2.70
La Cañada	z	5.06	5.06	5.06
Las Virgenes		0.00	0.00	0.00
Long Beach		0.00	0.00	0.00
Los Angeles		0.00	0.00	0.00
Lynwood		1.30	1.30	1.30
Manhattan Beach		3.00	3.00	3.00
Monrovia		-1.33	-1.33	-1.33
Montebello		3.00	2.99	2.99
Norwalk-La Mirada		0.00	0.00	0.00
Palos Verdes		-2.70	-2.70	-2.70
Paramount		0.00	0.00	0.00
Pasadena		0.01	0.01	-0.01
Pomona		-2.18	-2.18	-2.19
Redondo Beach		-2.73	-2.73	-2.73
Rowland		1.00	1.00	1.00
San Gabriel		1.00	1.00	1.00
San Marino		No	1.08	1.09
Santa Monica-Malibu		0.00	0.00	0.00
South Pasadena		0.00	0.00	0.00
Temple City		0.00	0.00	0.00
Torrance		0.00	0.00	0.00
Walnut Valley		-1.09	-1.09	-1.09
West Covina	z	0.00	0.00	0.00
Q3		**1.32%**	**1.34%**	**1.09%**
Md		0.00	0.00	0.00
Q1		-0.54	-1.08	-1.08
Dec-Dec CPI-U (LA-RIV-OC)		7.59	7.59	7.59
Dec-Dec CPI-W (LA-RIV-OC)		8.54	8.54	8.54

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled



Los Angeles County Office of Education

Leading Educators ▪ Supporting Students ▪ Serving Communities

2009-10 L.A. County District Salary Survey

Final Report as of June 30, 2010

Includes:
Elementary School Districts
High School Districts
Unified School Districts

Prepared By:
Human Resource Advisory and Support Services
August 2010

The Los Angeles County Office of Education, based in Downey, is a public agency that operates a variety of academic, business and consulting programs and services for school communities throughout the county.

Under the leadership of Los Angeles County Superintendent of Schools Darline P. Robles, LACOE is the largest intermediate educational agency in the nation, employing over 4,000 people, more than half of whom are teachers and instructional assistants.

In addition to serving the county's 80 K-12 school districts and 13 community college districts, LACOE provides education and learning opportunities for children with disabilities, wards of the juvenile court, preschool children and their families, students in career and technical training programs, and students talented in the arts.

LACOE has been conducting its annual L.A. County District Salary Survey, previously titled *District Survey of Salaries and Fringe Benefits in Los Angeles County* through its Human Resource Advisory & Support Services Unit since 1974.

Los Angeles County Office of Education

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INTRODUCTION

This comparative report of 2009-10 salaries and benefits for positions typically found in school districts in Los Angeles County is prepared and provided by the Human Resource Advisory & Support Services Unit of the Los Angeles County Office of Education. Classification descriptions, *not job titles*, were used to identify comparable positions.

SURVEY FORMAT

This report is divided into two sections plus an appendix. Section I reports on the elementary and high school districts in Los Angeles County, while Section II devotes itself to the unified school districts in Los Angeles County.

Each section contains four parts. Part A contains information for selected non-teaching certificated and administrative positions including doctorate, and longevity. Part B is an analysis comparing teachers' salary schedule benchmarks. Part C shows the maximum annual contribution paid by the district toward insurance fringe benefit programs for teachers. Part D compares percent increases of teacher's minimum and maximum salaries.

The Appendix presents the questionnaire's job descriptions that are used as the criterion to determine comparability, a listing of selected teachers' stipends, the staff size, a reference list of district contact people contributing to this survey, financial information, and a map of the Los Angeles County school districts.

SURVEY DESIGN

Benchmark job classifications and salary schedule points are selected on the basis of historical values of interest. The selected job classifications provide a representation of positions commonly found among school districts.

- All salary values in this survey are compared with respect to salary schedules ***excluding*** one-time special compensation, and not upon salaries obtained by individuals (except positions for which there is no salary schedule or as specifically noted in the content of the survey report). Salary values reflect the most current information provided to us for the 2009-10 fiscal year, as of June 30, 2010.

- With the exception of an M.A. or additional units, compensation for special differentials, doctorate degrees, lottery money for salaries, or a one-time special payment were excluded from the teachers', non-teachers' and management salary schedule rankings. Longevity or extended career service pay is also excluded from the salary schedule rankings, except where applicable.

- Salary values of non-teaching certificated and management positions are compared on the maximum daily rate (excluding holidays, vacation days, and furlough/non-duty days) for comparable assignments with the most typical number of work days per year found in each school district.

- Net work days are the total number of paid work days within the school year less holidays and vacation days.

- "BA Only, No Exp" is shown separately for those employed under a provisional service document and those employed with a credential. Districts which do not differentiate between the two will show the same salary for these columns.

- Percent increases of teachers' salaries compare changes in the minimum and maximum points of the salary schedule (plus one-time special bonus) for the past year, past three years, and past five years, showing the increase/decrease based on the annual rate. Note that the report shows one minimum salary with a provisional service document and one minimum salary with a credential. The maximum salary assumes a credential.

- Represented points on the teachers' salary schedules were selected to compare annual 10-month salaries. Columns relating to the compensation for a B.A. + 28 to 30 units exclude districts which do not have a salary schedule column that falls within this specific range of units. Columns relating to the compensation for an M.A. exclude districts which have no salary schedule column exclusively for an M.A. alone.

- The insurance benefits program per teacher has been re-designed to account for the annual maximum benefits contribution per teacher.

SURVEY METHOD

Data were collected through the use of e-mailed questionnaires, district salary schedules and telephone follow-up. This year's responses were verified by comparing it with last year's data and this year's salary schedules and other written documentation provided by each school district. The non-teaching positions were compared to the job descriptions appearing in the questionnaire with each district's job description, and followed-up with telephone verification when necessary.

DEFINITION OF TERMS

Quartiles: The three (3) values that separate the distribution of ranked data into four equal groups are as follows:

Q3 — The third quartile, the value indicating the upper quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Md — The Median, the mid-point of the distribution of ranked responses (reliable statistic).

Q1 — The first quartile, the value indicating the lower quarter (25%) of the distribution of the ranked responses (not a reliable statistic).

Rank Order: List of key survey responses in descending order of assigned rank, with the largest value ranked "1". Values are assigned the same middle rank when there are ties.

Net Work Days: Total number of paid work days within the school year less holiday and vacation days

QUESTIONS AND COMMENTS

Forward any comments or questions regarding this year's survey to:

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NOTE OF CAUTION

This salary survey report provides a valuable tool for describing salary relationships among the school districts in Los Angeles County. However, survey users are cautioned that many other factors (district size, location, structure of the organization, class load, community priorities, special district needs or programs) may affect salary comparisons. Also, caution should be heeded as to the reliability of the reported status of settlement of salaries of districts, since there is no documentation available to verify the accuracy of information that districts provide in this particular area. Extreme care should be used in utilizing quartiles, since the median is the **ONLY** reliable statistic of the three, as Q1 and Q3 are contaminated by sample size and therefore not reliable. Care should be exercised in using this survey data, with interpretations examined in the context of the overall survey limitations.

NOTE OF THANKS

We wish to thank those individuals and school districts who prepared and submitted the data to make this study possible. We also wish to acknowledge the contributions of our Reprographics Division for the printing of this publication and our Communications Department for their assistance in realizing our goal of making this publication available online. Also, we wish to extend a special note of thanks to Project Coordinator, Simona Meza, along with Adrienne Rivera, Compensation Analyst, and Fazilet Kasri, Compensation Analyst, for their technical support and assistance in preparing this study.

TABLE OF CONTENTS

I. ELEMENTARY AND HIGH SCHOOL DISTRICTS, LOS ANGELES COUNTY 1

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 2

1. PROFESSIONAL STAFF SPECIALISTS 2
   a. Position I — "School Psychologist" 2
   b. Position II — "School Counselor" 3

2. ADMINISTRATORS 4
   a. Position IIIA — "Elementary School Principal" 4
   b. Position IIIB — "Intermediate School Principal" 5
   c. Position IIIC — "High School Principal" 5
   d. Position IVA — "Intermediate School Assistant Principal" 6
   e. Position IVB — "High School Assistant Principal" 6

B. TEACHERS SALARY SCHEDULE 7

1. BEGINNING SALARY, NO EXPERIENCE 7
   a B.A. Only, Provisional Service Document, Annual Salary 7
   b. B.A. Only, Credential, Annual Salary 8
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 9
   d. M.A. Only, Credential, Annual Salary 10

2. MAXIMUM STEP AND COLUMN PLACEMENT 11
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 11
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 12
   c. Maximum, M.A. Only, Credential, Annual Salary 13
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 14
   e. Maximum, excluding incentives, Credential, Annual Salary 15
   f. Maximum with 25 Years Experience, Credential, Annual Salary 16

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 17

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 17

D. TEACHERS PERCENT INCREASE 18

1. One Year – 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 18
2. One Year – 2009-10 Minimum Salary Percent Increase, Credential, Annual Rate 19
3. One Year – 2009-10 Maximum Salary Percent Increase, Credential, Annual Rate 20
4. Three Year – 2006-07 to 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary. 21
5. Three Year – 2006-07 to 2009-10 Minimum Salary Percent Increase, Credential, Annual Salary 22
6. Three Year – 2006-07 to 2009-10 Maximum Salary Percent Increase, Credential, Annual Salary 23
7. Five Years – 2004-05 to 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 24
8. Five Years – 2004-05 to 2009-10 Minimum Salary Percent Increase, Credential, Annual Salary 25
9. Five Years – 2004-05 to 2009-10 Maximum Salary Percent Increase, Credential, Annual Salary 26
10. Last Maximum Base Salary Percent Increase 27

II. UNIFIED SCHOOL DISTRICTS, LOS ANGELES COUNTY 28

A. PROFESSIONAL STAFF AND ADMINISTRATORS BENCHMARKS 28

1. PROFESSIONAL STAFF SPECIALISTS 28
   a. Position I — "School Psychologist" 29
   b. Position II — "School Counselor" 30

2. ADMINISTRATORS 31
   a. Position IIIA — "Elementary School Principal" 31
   b. Position IIIB — "Intermediate School Principal" 32
   c. Position IIIC — "High School Principal" 33
   d. Position IVA — "Intermediate School Assistant Principal" 34
   e. Position IVB — "High School Assistant Principal" 35

B. TEACHERS SALARY SCHEDULE 36

1. BEGINNING SALARY, NO EXPERIENCE 36
   a. B.A. Only, Provisional Service Document, Annual Salary 36
   b. B.A. Only, Credential, Annual Salary 37
   c. B.A. + 28 to 30 Units, Credential, Annual Salary 38
   d. M.A. Only, Credential, Annual Salary 39

2. MAXIMUM STEP AND COLUMN PLACEMENT 40
   a. B.A. + 28 to 30 Units, 5 Years Experience, Credential, Annual Salary 40
   b. Highest Entry for Incoming Teacher, Credential, Annual Salary 41
   c. Maximum, M.A. Only, Credential, Annual Salary 42
   d. B.A. + 56/60&M.A., 9 Years Experience, Credential, Annual Salary 43
   e. Maximum, excluding incentives, Credential, Annual Salary 44
   f. Maximum with 25 Years Experience, Credential, Annual Salary 45

C. TEACHERS ANNUAL BENEFITS EXCLUDING EMPLOYEE CONTRIBUTIONS 46

1. MAXIMUM ANNUAL BENEFITS CONTRIBUTION PER TEACHER 46

D. TEACHERS PERCENT INCREASE 47

1. One Year – 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Rate 47
2. One Year – 2009-10 Minimum Salary Percent Increase, Credential, Annual Rate 48
3. One Year – 2009-10 Maximum Salary Percent Increase, Credential, Annual Rate 49
4. Three Year – 2006-07 to 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 50
5. Three Year – 2006-07 to 2009-10 Minimum Salary Percent Increase, Credential, Annual Salary 51
6. Three Year – 2006-07 to 2009-10 Maximum Salary Percent Increase, Credential, Annual Salary 52
7. Five Years – 2004-05 to 2009-10 Minimum Salary Percent Increase, Provisional Service Document, Annual Salary 53
8. Five Years – 2004-05 to 2009-10 Minimum Salary Percent Increase, Credential, Annual Salary 54
9. Five Years – 2004-05 to 2009-10 Maximum Salary Percent Increase, Credential, Annual Salary 55
10. Last Maximum Base Salary Percent Increase 56

APPENDIX..... 57

BENCHMARK JOB DESCRIPTIONS..... 58
Certificated Classifications..... 58

2009-10 TEACHERS STIPENDS..... 59

Elementary and High School Districts..... 59
Unified School Districts..... 60

2009-10 DISTRICT STAFF SIZE..... 61

Elementary and High School Districts..... 61
Unified School Districts..... 62

LIST OF DISTRICT CONTRIBUTORS..... 63

Elementary and High School Districts..... 63
Unified School Districts..... 64

FINANCIAL INFORMATION 65
.

2008-09 Total Expenditures: Elementary and High School Districts..... 65
2008-09 Total Expenditures: Unified School Districts..... 66
2008-09 Ranked Size by Revenue Limit ADA: Elementary and High School Districts..... 67
2008-09 Ranked Size by Revenue Limit ADA: Unified School Districts..... 68
2009-10 Base Revenue Limit per ADA-Rank Order: Elementary and High School Districts..... 69
2009-10 Base Revenue Limit per ADA-Rank Order: Unified School Districts..... 70

MAP OF LOS ANGELES COUNTY SCHOOL DISTRICTS..... Inside Back Cover



LOS ANGELES COUNTY ELEMENTARY AND HIGH SCHOOL DISTRICTS

Los Angeles County Office of Education
August 2010

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I – "School Psychologist"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$522.36	$90,721	-	$102,905	5	197		$7538	07/01/07
Lawndale	a	2		474.90	63,931	-	91,655	7	193			07/01/07
Lowell Joint		3		471.12	78,420	-	88,099	7	187		4000	01/01/09
East Whittier	a	4		469.87	67,370	-	89,276	9	190	$500	1076	03/01/08
Lennox	z	5		463.78	74,004	-	91,364	5	197			07/01/09
Sulphur Springs	z	6		461.72	74,388	-	90,036	5	195		10.00%	07/01/07
			Q3	**(460.63)**								
Rosemead		7		459.54	81,522	-	88,232	5	192	2000	$4800	07/01/07
Saugus Union	z	8		456.97	77,104	-	93,679	6	205	2000	4000	07/01/07
Garvey	az	9		455.49	51,357	-	90,187	12	198	2566	7696	07/01/07
Little Lake City		10		449.49	70,525	-	82,256	4	183	2.00%	1800	07/01/09
El Monte	a	11		445.21	66,461	-	84,589	8	190		6433	04/01/08
Wilsona	z	12		435.83	77,330	-	91,960	5	211	$1000	4000	07/01/07
			Md	**(435.08)**								
Wiseburn		13		434.33	77,826	-	86,432	5	199	800	1000	07/01/09
Whittier City	a	14		433.72	57,194	-	78,503	8	181		9759	09/01/09
Hawthorne		15		425.00	71,373	-	80,750	6	190	600	4500	07/01/07
Newhall		16		421.03	74,854	-	85,891	6	204	500	6000	04/01/10
Lancaster		17		420.18	76,436	-	84,876	5	202	1000	11,339	07/01/09
Hermosa Beach		18		419.26	61,948	-	81,755	6	195		2250	01/16/08
			Q1	**(417.90)**								
Eastside Union	a	19		416.53	75,610	-	83,306	5	200		2425	07/01/07
Castaic Union		20		416.17	70,191	-	85,314	5	205		7000	07/01/09
Westside Union		21		414.97	59,921	-	78,845	9	190		14,500	07/01/07
Keppel Union		22		411.81	70,061	-	80,303	5	195	500	1252	07/01/07
Palmdale		23		397.77	75,001	-	82,736	5	208	1000	11,250	07/01/09
Los Nietos	a	24		394.03	61,787	-	74,866	5	190		5000	07/01/09
Hughes-Eliz. Lakes					No Comparable Classification							
South Whittier					No Comparable Classification							
Valle Lindo					No Comparable Classification							

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$481.60	$77,808	-	$88,615	5	184	$2733	$16,079	10/01/09
			Q3	**(480.70)**								
Hart Union	a	2		479.80	59,527	-	93,082	13	194	2237	11,185	07/01/09
Centinela Valley	a	3	**Md**	**467.67**	57,335	-	90,728	12	194	1000	12,981	07/01/06
El Monte Union	a	4		467.22	49,707	-	89,706	13	192		9858	09/01/07
			Q1	**(447.97)**								
Antelope Valley		5		428.71	82,121	-	88,743	5	207	3500	5000	07/01/09

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II – "School Counselor"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View	a	1		$523.83	$58,983	-	$97,957	13	187		$8736	07/01/07
Lennox	z	2		485.60	75,128	-	92,750	5	191			07/01/09
Lawndale		3		477.20	64,241	-	92,099	7	193			07/01/07
Hughes-Eliz. Lakes		4		474.87	91,431	-	100,673	3	212		1638	07/01/09
East Whittier	a	5	**Q3**	**469.88**	61,054	-	87,397	11	186	$500	1053	03/01/08
Saugus Union	z	6		462.08	49,450	-	85,947	12	186	700	4000	07/01/07
Eastside Union	a	7		461.16	45,768	-	89,004	15	193	1000	2425	07/01/07
Castaic Union	a	8		448.17	46,474	-	87,841	16	196		7000	07/01/09
Little Lake City		9		447.75	77,931	-	90,894	4	203	2.00%	1800	07/01/09
			Md	**(441.04)**								
Wiseburn		10		434.33	73,915	-	82,088	5	189	$800	1000	07/01/09
Garvey	az	11		430.38	46,054	-	78,759	12	183	2566	7696	07/01/07
Los Nietos	a	12		430.33	47,542	-	75,308	12	175		5000	07/01/09
El Monte	a	13		429.71	49,859	-	82,504	13	192		9633	04/01/08
Lowell Joint		14	**Q1**	**421.71**	47,111	-	77,595	11	184		9890	01/01/09
Hawthorne	a	15		414.32	51,890	-	78,721	10	190		11,311	01/01/07
Whittier City	a	16		410.43	47,399	-	74,698	12	182		13,564	09/01/09
Palmdale	a	17		394.80	44,778	-	76,591	13	194		6859	07/01/07
Westside Union		18		363.85	57,337	-	69,859	9	192		14,500	07/01/07
Hermosa Beach					No Comparable Classification							
Keppel Union					No Comparable Classification							
Lancaster					No Comparable Classification							
Newhall					No Comparable Classification							
Rosemead					No Comparable Classification							
South Whittier					No Comparable Classification							
Sulphur Springs					No Comparable Classification							
Valle Lindo					No Comparable Classification							
Wilsona					No Comparable Classification							

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min	–	Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union	a	1		$487.39	$57,233	-	$96,503	12	198	$2733	$11,286	10/01/09
			Q3	**(478.03)**								
Hart Union	a	2		468.67	50,521	-	91,391	13	195	2186	10,930	07/01/09
Centinela Valley	a	3	**Md**	**467.67**	57,335	-	90,728	12	194	1000	12,981	07/01/06
El Monte Union	a	4		457.36	47,801	-	87,813	13	192		9858	09/01/07
			Q1	**(450.04)**								
Antelope Valley	a	5		442.71	53,925	-	87,213	13	197	3500	18,370	07/01/07

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

a. Position IIIA – "Elementary School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Saugus Union	z	1		$564.25	$104,131 - $123,006	6	218	$2000	$4000	07/01/07
Lawndale		2		558.56	103,215 - 117,298	5	210	1000	6000	07/01/07
Lennox	z	3		545.61	94,576 - 116,761	5	214			07/01/09
Mountain View		4		542.37	94,512 - 116,068	5	214		7532	07/01/09
El Monte		5		541.73	82,885 - 117,014	13	216		13,475	02/01/07
South Whittier		6		539.33	89,446 - 109,484	6	203	1000	3000	08/01/09
			Q3	**(538.58)**						
Newhall		7		537.83	102,477 - 115,095	6	214	500	6000	04/01/10
East Whittier		8		535.48	100,046 - 117,537	5	219.5	2000	6000	07/01/07
Valle Lindo	z	9		534.41	102,078 - 114,898	5	215		6.00%	07/01/08
Sulphur Springs	z	10		522.31	91,392 - 110,208	5	211		10.00%	07/01/07
Castaic Union	y	11		522.16	86,628 - 109,654	6	210	2250	$7000	07/01/09
Little Lake City		12		515.45	91,437 - 106,698	4	207	2.00%	10.00%	07/01/09
Wiseburn		13	**Md**	**513.64**	93,190 - 104,782	5	204	$800	$1000	07/01/09
Lowell Joint		14		508.79	92,981 - 101,757	7	200		7000	01/01/09
Rosemead		15		508.37	101,064 - 107,774	5	212	2000	4800	07/01/07
Palmdale		16		506.99	99,257 - 109,509	5	216	1000	11,250	07/01/08
Whittier City		17		506.70	89,441 - 104,634	5	206.5	1500		07/01/09
Lancaster		18		505.93	91,572 - 111,305	5	220	1000	11,339	07/01/07
Westside Union		19		505.28	87,291 - 108,636	9	215		14,500	07/01/07
			Q1	**(499.75)**						
Garvey	z	20		494.22	84,327 - 107,246	5	217	2555	7699	07/01/07
Hermosa Beach		21		488.54	78,787 - 105,037	6	215	1500	2250	07/01/07
Keppel Union		22		481.95	90,168 - 101,209	5	210	500	1252	07/01/07
Wilsona	z	23		477.92	87,780 - 100,842	5	211	1000	4000	07/01/07
Eastside Union		24		465.59	94,235 - 102,429	5	220	2000		07/01/07
Los Nietos		25		450.93	83,124 - 96,048	5	213	1000	4000	07/01/09
Hawthorne					No Comparable Classification					
Hughes-Eliz. Lakes					No Comparable Classification					

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

y Only one advanced degree stipend is compensated, not both

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB – "Intermediate School Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Lawndale		1		$563.94	$106,694 - $121,248	5	215	$1000	$6000	07/01/07
Lennox	z	2		561.99	97,868 - 120,828	5	215			07/01/09
South Whittier		3		554.61	92,023 - 112,585	6	203	1000	3000	08/01/09
East Whittier		4		553.81	103,460 - 121,562	5	219.5	2000	6000	07/01/07
Mountain View		5		542.37	94,512 - 116,068	5	214		7532	07/01/09
El Monte		6	**Q3**	**541.73**	82,885 - 117,014	13	216		13,475	02/01/07
Valle Lindo	z	7		534.41	102,078 - 114,898	5	215		6.00%	07/01/08
Castaic Union	y	8		528.72	91,868 - 116,318	6	220	2250	$7000	07/01/09
Whittier City		9		521.90	92,125 - 107,772	5	206.5	1500		07/01/07
Lowell Joint		10		520.79	103,410 - 113,012	7	217		7000	07/01/09
Wiseburn		11		518.99	96,866 - 108,460	5	209	800	1000	07/01/09
Little Lake City		12	**Md**	**514.66**	94,832 - 110,651	4	215	2.00%	10.00%	07/01/09
Rosemead		13		511.61	105,845 - 112,554	5	220	$2000	$4800	07/01/07
Hawthorne	k	14		509.54	96,027 - 107,004	6	210	1500	4500	07/01/07
Palmdale		15		506.99	99,257 - 109,509	5	216	1000	11,250	07/01/08
Garvey	z	16		506.38	86,397 - 109,885	5	217	2555	7699	07/01/07
Lancaster		17		505.93	91,572 - 111,305	5	220	1000	10,070	07/01/07
Westside Union		18	**Q1**	**505.28**	87,291 - 108,636	9	215		14,500	07/01/07
Hermosa Beach		19		497.46	82,731 - 106,953	6	215	1500	2250	07/01/07
Keppel Union		20		483.53	93,480 - 104,927	5	217	500	1252	07/01/07
Wilsona	z	21		477.92	87,780 - 100,842	5	211	1000	4000	07/01/07
Los Nietos		22		473.69	87,240 - 100,896	5	213	1000	4000	07/01/09
Eastside Union		23		465.59	96,376 - 104,757	5	225	2000		07/01/07
Hughes-Eliz. Lakes					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					

c. Position IIIC – "High School Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$680.19	$138,469 - $147,261	5	216.5	$2733	$5824	09/01/09
			Q3	**(631.77)**						
Hart Union		2		583.35	110,394 - 129,212	4	221.5	2.00%	12.00%	07/01/09
El Monte Union		3	**Md**	**579.62**	112,939 - 125,198	5	216		$12,590	07/01/07
Centinela Valley		4		556.59	112,758 - 124,677	3	224	$1200	5899	07/01/06
			Q1	**(547.48)**						
Antelope Valley		5		538.37	110,893 - 118,980	5	221	3500	13,329	07/01/09

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G Excludes Gorman due to size and financial structure
k K-8 schools
y Only one advanced degree stipend is compensated, not both
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA – "Intermediate School Assistant Principal"

Elementary School District[G]	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Mountain View		1		$517.27	$83,406 - $102,419	5	198		$7532	07/01/09
Lawndale		2		512.70	94,140 - 105,104	5	205	$1000	6000	07/01/07
Lennox	z	3		507.44	85,903 - 106,054	5	209			07/01/09
Wiseburn		4		502.51	87,568 - 97,487	5	194	800	1000	07/01/09
El Monte		5		498.77	67,831 - 95,764	13	192		11,028	02/01/07
East Whittier		6	**Q3**	**495.24**	92,670 - 108,706	5	219.5	2000	6000	07/01/07
South Whittier		7		492.55	74,514 - 91,121	6	185	1000	3000	08/01/09
Hawthorne	k	8		484.13	89,064 - 99,246	6	205	1500	4500	07/01/07
Garvey	z	9		482.49	82,371 - 104,701	5	217	2555	7699	07/01/07
Whittier City		10		481.37	84,970 - 99,402	5	206.5	1500		07/01/09
Castaic Union	y	11		478.19	79,002 - 100,419	6	210	2250	7000	07/01/09
			Md	**(477.46)**						
Rosemead		12		476.72	94,354 - 101,064	5	212	2000	4800	07/01/07
Hughes-Eliz. Lakes	k	13		474.87	91,431 - 100,673	3	212		1638	07/01/09
Lowell Joint		14		473.30	82,097 - 90,873	7	192		7000	01/01/09
Little Lake City		15		471.42	82,052 - 95,698	4	203	2.00%	1800	07/01/09
Lancaster		16		469.30	81,081 - 98,554	5	210	$1000	11,339	07/01/07
Westside Union		17	**Q1**	**445.82**	74,438 - 95,852	9	215		14,500	07/01/07
Eastside Union		18		443.42	87,709 - 95,335	5	215	2000		07/01/07
Los Nietos		19		440.06	77,124 - 93,732	5	213	1000	4000	07/01/09
Wilsona	z	20		435.83	77,330 - 91,960	5	211	1000	4000	07/01/07
Keppel Union		21		434.89	81,176 - 91,327	5	210	500	1252	07/01/07
Palmdale		22		424.61	83,137 - 91,716	5	216	1000	11,250	07/01/08
Hermosa Beach					No Comparable Classification					
Newhall					No Comparable Classification					
Saugus Union					No Comparable Classification					
Sulphur Springs					No Comparable Classification					
Valle Lindo					No Comparable Classification					

e. Position IVB – "High School Assistant Principal"

High School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Whittier Union		1		$586.28	$115,940 - $126,930	NA	216.5	$2733	$5165	09/01/09
			Q3	**(558.75)**						
Hart Union		2		531.22	98,878 - 112,352	4	211.5	2.00%	12.00%	07/01/09
Centinela Valley		3	**Md**	**517.23**	104,825 - 115,860	3	224	$1200	$5899	07/01/06
El Monte Union		4		504.08	101,839 - 108,881	5	216		12,279	07/01/07
			Q1	**(493.00)**						
Antelope Valley		5		481.92	98,628 - 106,504	5	221	3500	5000	07/01/09

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G Excludes Gorman due to size and financial structure
k K-8 schools
y Only one advanced degree stipend is compensated, not both
z Not settled
NA Not Applicable

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
a. B.A. Only / Provisional Service Document

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox	z	1		$47,760	IC	1	BA
Lawndale		2		47,541	I	1	BA
Mountain View		3		47,025	1	1	BA
East Whittier		4		45,278	I-2	1	BA
Valle Lindo	z	5		43,912	A	1	BA
Hermosa Beach		6		43,580	I	1	BA
Little Lake City		7	**Q3**	**43,194**	A001	1	BA
Newhall		8		42,886	I	1	BA
Wiseburn		9		42,878	I	1	BA
El Monte		10		42,427	A	1	BA
Garvey	z	11		42,347	I	1	BA
South Whittier		12		41,881	I	1	BA
Sulphur Springs	z	13		41,527	I	1	BA
Los Nietos		14	**Md**	**41,250**	I	1	BA
Saugus Union	z	15		41,025	I	1	BA
Hawthorne		16		40,836	1	1	BA
Eastside Union		17		40,129	A	1	BA
Rosemead	z	18		39,804	IA	1	BA
Castaic Union		19		39,139	I	1	BA
Lowell Joint		20		38,798	I	1	BA
Keppel Union		21	**Q1**	**37,653**	Ia	1	BA
Westside Union		22		37,225	I	1	BA
Hughes-Eliz. Lakes		23		36,958	1	1	BA
Lancaster		24		36,406	A	1	BA
Wilsona	z	25		35,494	AA	1	BA
Whittier City		26		35,336	I	1	BA
Palmdale		27		35,094	A	1	BA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
El Monte Union		1		$45,394	I	1	BA
			Q3	**(44,491)**			
Hart Union		2		43,587	I	1	BA
Whittier Union		3	**Md**	**42,665**	A	1	BA
Centinela Valley		4		40,682	I	1	BA
			Q1	**(38,701)**			
Antelope Valley		5		36,720	1	1	BA

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G Excludes Gorman due to size and financial structure
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
b. B.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox	z	1		$51,415	ID	1	BA
Lawndale		2		47,541	I	1	BA
El Monte		3		47,229	D	1	BA
Mountain View		4		47,025	1	1	BA
East Whittier		5		45,278	I-2	1	BA
Newhall		6		43,946	I	1	BA
Valle Lindo	z	7	**Q3**	**43,912**	A	1	BA
Hermosa Beach		8		43,580	I	1	BA
Little Lake City		9		43,194	A001	1	BA
Wiseburn		10		42,878	I	1	BA
Hawthorne		11		42,570	2	1	BA
Garvey	z	12		42,427	I	1	BA
South Whittier		13		41,881	I	1	BA
			Md	**(41,704)**			
Sulphur Springs	z	14		41,527	I	1	BA
Los Nietos		15		41,250	I	1	BA
Saugus Union	z	16		41,025	I	1	BA
Castaic Union		17		40,503	III	1	BA
Hughes-Eliz. Lakes		18		40,284	2	1	BA
Eastside Union		19		40,129	A	1	BA
Keppel Union		20	**Q1**	**39,210**	Ib	1	BA
Lowell Joint		21		38,798	I	1	BA
Wilsona	z	22		38,501	A	1	BA
Westside Union		23		37,225	I	1	BA
Lancaster		24		36,406	A	1	BA
Whittier City		25		35,336	I	1	BA
Palmdale		26		35,217	A	1	BA
Rosemead				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA
			Q3	**(48,810)**			
Centinela Valley		2		46,925	II	1	BA
			Md	**(46,160)**			
El Monte Union		3		45,394	I	1	BA
			Q1	**(44,491)**			
Hart Union		4		43,587	I	1	BA
Antelope Valley				No Comparable Column			

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G Excludes Gorman due to size and financial structure
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
c. B.A. + 28 to 30 Units / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Lennox	z	1		$51,417	IIID	1	BA+30
Mountain View		2		50,005	3	1	BA+30
Hermosa Beach		3		48,993	III	1	BA+30
Lawndale		4		47,544	III	1	BA+30
El Monte		5		47,229	D	1	BA+30
East Whittier		6		45,811	II-4	1	BA+30
			Q3	**(45,475)**			
Saugus Union	z	7		45,138	III	1	BA+30
Rosemead	z	8		45,030	IIIB	1	BA+30
Lowell Joint		9		44,339	III	1	BA+30
Newhall		10		43,947	II	1	BA+30
Valle Lindo	z	11		43,912	C	1	BA+30
Wiseburn		12		43,890	II	1	BA+30
South Whittier		13	**Md**	**43,889**	II	1	BA+30
Hughes-Eliz. Lakes		14		43,610	3	1	BA+30
Garvey	z	15		43,488	III	1	BA+30
Keppel Union		16		43,429	III	1	BA+30
Little Lake City		17		43,194	B002	1	BA+30
Lancaster		18		42,962	C	1	BA+30
Whittier City		19		42,798	III	1	BA+30
			Q1	**(42,618)**			
Westside Union		20		42,438	III	1	BA+30
Los Nietos		21		42,100	II	1	BA+30
Sulphur Springs	z	22		41,527	II	1	BA+30/MA
Castaic Union		23		40,503	III	1	BA+30
Wilsona	z	24		40,198	C	1	BA+30
Palmdale		25		40,007	C	1	BA+30
Eastside Union				No Comparable Column			
Hawthorne				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,694	C	1	BA+30
			Q3	**(49,583)**			
Antelope Valley		2	**Md**	**48,471**	3	1	BA+30
			Q1	**(46,029)**			
Hart Union		3		43,587	II	1	BA+30
Centinela Valley				No Comparable Column			
El Monte Union				No Comparable Column			

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience
d. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Mountain View		1		$53,621	4	1	MA/BA+45
Hermosa Beach	f	2		52,452	IV	1	MA/BA+45
Lawndale		3		52,297	IV	1	MA/BA+45
Lennox	z	4		52,197	IVD	1	MA/BA+45
Valle Lindo	z	5		48,286	D	1	MA/BA+45
			Q3	**(48,096)**			
South Whittier		6		47,906	IV	1	MA/BA+60
Saugus Union	fz	7		47,695	IV	1	MA/BA+45
East Whittier		8		47,694	III-6	1	MA/BA+45
Rosemead	z	9		47,616	IVB	1	MA/BA+45
El Monte		10		47,522	E	1	MA/BA+40
			Md	**(47,317)**			
Lowell Joint		11		47,111	IV	1	MA/BA+45
Lancaster		12		46,237	D	1	MA/BA+45
Westside Union		13		45,044	IV	1	MA/BA+45
Hawthorne		14		44,379	3	1	MA/BA+168
Little Lake City		15		44,301	C003	1	MA/BA+45
			Q1	**(44,161)**			
Los Nietos		16		44,020	III	1	MA/BA+45
Eastside Union		17		43,396	C	1	MA/BA+36
Wilsona	fz	18		43,099	D	1	MA/BA+45
Sulphur Springs	fz	19		43,027	II	1	MA/BA+30
Palmdale		20		42,470	D	1	MA/BA+45
Castaic Union				No Comparable Column			
Garvey				No Comparable Column			
Hughes-Eliz. Lakes				No Comparable Column			
Keppel Union				No Comparable Column			
Newhall				No Comparable Column			
Whittier City				No Comparable Column			
Wiseburn				No Comparable Column			

High School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Whittier Union		1		$50,696	D	1	MA/BA+45
			Q3	**(49,769)**			
Antelope Valley		2		48,842	4	1	MA/BA+45
			Md	**(48,116)**			
Centinela Valley		3		47,389	III	1	MA/BA+45
			Q1	**(46,392)**			
El Monte Union		4		45,394	III	1	MA/BA+34
Hart Union				No Comparable Column			

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

a. B.A. + 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$61,108	3	6	5	BA+30
Lennox	z	2		59,888	IIID	6	5	BA+30
Hermosa Beach		3		59,401	III	6	5	BA+30
Lowell Joint		4		58,195	III	6	5	BA+30
Lawndale		5		58,138	III	6	5	BA+30
East Whittier		6		55,925	II-4	6	5	BA+30
			Q3	**(55,896)**				
Rosemead	z	7		55,867	IIIB	6	5	BA+30
Saugus Union	z	8		55,268	III	6	5	BA+30
Wiseburn		9		54,938	II	6	5	BA+30
Valle Lindo	z	10		54,872	C	6	5	BA+30
El Monte		11		54,034	D	6	5	BA+30
South Whittier		12		53,917	II	6	5	BA+30
Keppel Union		13	**Md**	**53,797**	III	6	5	BA+30
Westside Union		14		53,606	III	6	5	BA+30
Little Lake City		15		52,093	B002	6	5	BA+30
Hughes-Eliz. Lakes		16		51,927	3	6	5	BA+30
Whittier City		17		51,686	III	6	5	BA+30
Garvey	z	18		51,571	III	6	5	BA+30
Lancaster		19		51,151	C	6	5	BA+30
			Q1	**(50,953)**				
Sulphur Springs	z	20		50,755	II	6	5	BA+30/MA
Palmdale		21		50,539	C	6	5	BA+30
Wilsona	z	22		50,381	C	6	5	BA+30
Castaic Union		23		50,300	III	6	5	BA+30
Los Nietos		24		50,090	II	6	5	BA+30
Newhall		25		49,693	II	6	5	BA+30
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$57,254	C	6	5	BA+30
			Q3	**(55,212)**				
Hart Union		2	**Md**	**53,170**	II	6	5	BA+30
			Q1	**(53,026)**				
Antelope Valley		3		52,881	3	6	5	BA+30
Centinela Valley				No Comparable Column				
El Monte Union				No Comparable Column				

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2. Maximum Column and Step Placement
b. Highest Entry for an Incoming Teacher / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$96,994	5	22	21	BA+60&MA/MA+15
East Whittier		2		91,498	IV-8	30	29	BA+60&MA/MA+24
Little Lake City		3		85,314	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Whittier City		4		82,725	V	24	23	BA+60/MA+24
Valle Lindo	z	5		79,015	F	11	10	BA+75&MA/MA+30
Garvey	fz	6		78,759	V	12	11	BA+60&MA
Lawndale		7	**Q3**	**78,509**	VI	10	9	BA+75&MA
Hermosa Beach	f	8		76,598	VI	10	9	BA+75&MA/MA+30
Palmdale		9		76,393	F	25	24	BA+75/MA+30
Wilsona	fz	10		74,753	G	13	12	BA+90&MA/MA+45
Los Nietos		11		73,550	IV	14	13	BA+60&MA/MA+15
Hawthorne		12		73,110	5	11	10	BA+200&MA
El Monte		13		73,088	G	11	10	BA+60&MA
Hughes-Eliz. Lakes	f	14	**Md**	**71,482**	6	11	10	BA+75&MA
Keppel Union	fs	15		69,177	VI	9	8	BA+75&MA
Wiseburn	f	16		69,168	V	8	7	BA+105&MA
Sulphur Springs	fz	17		68,387	VI	9	8	BA+90&MA/MA+60
Lennox	z	18		67,534	VD	6	5	BA+60&MA/MA+15
Castaic Union	f	19		67,508	VI	10	9	BA+75&MA
Lancaster	s	20		65,894	F	9	8	BA+75/MA+30
Lowell Joint		21	**Q1**	**63,739**	V	6	5	BA+60&MA/MA+24
Saugus Union	z	22		63,572	V	6	5	BA+60&MA
Westside Union		23		61,424	VI	6	5	BA+75&MA/MA+30
South Whittier		24		59,940	V	6	5	BA+75&MA/MA+15
Rosemead	z	25		59,879	VB	5	4	BA+60&MA/MA+15
Eastside Union	s	26		59,346	F	6	5	BA+90/MA+60
Newhall	f	27		59,148	V	6	5	BA+75&MA

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(90,614)**				
El Monte Union		2		89,648	V	30	29	BA+68&MA
Centinela Valley		3	**Md**	**85,720**	V	30	29	BA+60&MA/BA+75
Antelope Valley		4		71,607	6	11	10	BA+75&MA/MA+30
			Q1	**(71,136)**				
Hart Union	f	5		70,665	V	9	8	BA+75&MA/MA+35/BA+84

++ Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.
G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
s Years of experience do not include the additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
c. M.A. Only / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$82,860	4	13	12	MA/BA+45
Lennox	z	2		78,418	IVD	12	11	MA/BA+45
Saugus Union	fz	3		76,295	IV	12	11	MA/BA+45
East Whittier		4		76,152	III-6	16	15	MA/BA+45
Rosemead	z	5		75,434	IVB	13	12	MA/BA+45
			Q3	**(75,397)**				
Little Lake City		6		75,360	C003	15	14	MA/BA+45
South Whittier		7		73,213	IV	16	15	MA/BA+60
El Monte		8		72,559	E	13	12	MA/BA+40
Valle Lindo	z	9		72,460	D	12	11	MA/BA+45
Lawndale		10		71,276	IV	10	9	MA/BA+45
			Md	**(71,230)**				
Hermosa Beach	f	11		71,183	IV	10	9	MA/BA+45
Wilsona	fz	12		70,546	D	15	14	MA/BA+45
Hawthorne		13		70,130	3	12	11	MA/BA+168
Eastside Union		14		69,398	C	13	12	MA/BA+36
Lowell Joint		15		69,282	IV	9	8	MA/BA+45
			Q1	**(69,241)**				
Los Nietos		16		69,200	III	14	13	MA/BA+45
Westside Union		17		67,379	IV	11	10	MA/BA+45
Lancaster		18		64,250	D	12	11	MA/BA+45
Palmdale		19		63,525	D	11	10	MA/BA+45
Sulphur Springs	fz	20		61,460	II	10	9	MA/BA+30
Castaic Union				No Comparable Column				
Garvey				No Comparable Column				
Hughes-Eliz. Lakes				No Comparable Column				
Keppel Union				No Comparable Column				
Newhall				No Comparable Column				
Whittier City				No Comparable Column				
Wiseburn				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$75,624	D	12	11	MA/BA+45
			Q3	**(74,855)**				
El Monte Union		2		74,086	III	13	12	MA/BA+34
			Md	**(72,480)**				
Antelope Valley		3		70,874	4	13	12	MA/BA+45
			Q1	**(69,844)**				
Centinela Valley		4		68,814	III	12	11	MA/BA+45
Hart Union				No Comparable Column				

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G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Mountain View		1		$81,114	5	10	9	BA+60&MA/MA+15
Lennox	z	2		78,249	VD	10	9	BA+60&MA/MA+15
Lawndale		3		74,953	V	10	9	BA+60&MA
Lowell Joint		4		74,823	V	10	9	BA+60&MA/MA+24
Saugus Union	z	5		74,323	V	10	9	BA+60&MA
			Q3	**(74,107)**				
Hermosa Beach	f	6		73,890	V	10	9	BA+60&MA/MA+15
East Whittier		7		73,395	IV-8	10	9	BA+60&MA/MA+24
Valle Lindo	z	8		72,460	E	10	9	BA+60&MA/MA+15
Rosemead	z	9		72,214	VB	10	9	BA+60&MA/MA+15
Wiseburn	f	10		71,783	IV	10	9	BA+60&MA
			Md	**(71,730)**				
Garvey	fz	11		71,676	V	10	9	BA+60&MA
El Monte		12		70,467	G	10	9	BA+60&MA
Keppel Union	f	13		68,364	V	10	9	BA+60&MA
Little Lake City		14		67,568	D004	10	9	BA+60&MA/MA+24/BA+75&MA
Hughes-Eliz. Lakes	f	15		66,493	5	10	9	BA+60&MA
			Q1	**(66,296)**				
Sulphur Springs	fz	16		66,099	IV	10	9	BA+60&MA/MA+30
Los Nietos		17		65,640	IV	10	9	BA+60&MA/MA+15
Castaic Union	f	18		64,932	V	10	9	BA+60&MA
Newhall	f	19		64,624	IV	10	9	BA+60&MA
Wilsona	fz	20		64,272	E	10	9	BA+60&MA/MA+15
Eastside Union				No Comparable Column				
Hawthorne				No Comparable Column				
Lancaster				No Comparable Column				
Palmdale				No Comparable Column				
South Whittier				No Comparable Column				
Westside Union				No Comparable Column				
Whittier City				No Comparable Column				

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$72,939	E	10	9	BA+60&MA/MA+24
			Q3	**(71,753)**				
Centinela Valley		2		70,566	V	10	9	BA+60&MA/BA+75
			Md	**(70,250)**				
Hart Union	f	3		69,934	IV	10	9	BA+60&MA/MA+20
			Q1	**(68,384)**				
Antelope Valley		4		66,834	5	10	9	BA+60&MA/MA+15
El Monte Union				No Comparable Column				

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G Excludes Gorman due to size and financial structure

f Rate includes stipend for M.A. degree

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement
e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
East Whittier		1		$90,398	IV-8	20	19	BA+60&MA/MA+24
Mountain View		2		89,052	5	13	12	BA+60&MA/MA+15
Lennox	z	3		86,281	VD	13	12	BA+60&MA/MA+15
Eastside Union		4		84,392	F	15	14	BA+90/MA+60
Rosemead	z	5		83,870	VB	15	14	BA+60&MA/MA+15
Saugus Union	z	6		82,542	V	12	11	BA+60&MA
South Whittier		7	**Q3**	**81,239**	V	19	18	BA+75&MA/MA+15
Valle Lindo	z	8		81,228	F	12	11	BA+75&MA/MA+30
Little Lake City		9		80,876	D004	16	15	BA+75&MA/BA+60&MA/MA+24
Hermosa Beach	f	10		80,761	VI	12	11	BA+75&MA/MA+30
Newhall	f	11		80,643	V	16	15	BA+75&MA
Castaic Union	f	12		79,390	VI	16	15	BA+75&MA
Garvey	fz	13		78,759	V	12	11	BA+60&MA
El Monte		14	**Md**	**78,637**	G	13	12	BA+60&MA
Lawndale		15		78,509	VI	10	9	BA+75&MA
Lowell Joint		16		77,595	V	11	10	BA+60&MA/MA+24
Keppel Union	f	17		77,472	VI	13	12	BA+75&MA
Wilsona	fz	18		77,230	G	15	14	BA+90&MA/MA+45
Westside Union		19		77,057	VI	13	12	BA+75&MA/MA+30
Sulphur Springs	fz	20		76,483	VI	12	11	BA+90&MA/MA+60
Hughes-Eliz. Lakes	f	21	**Q1**	**76,474**	6	14	13	BA+75&MA
Hawthorne		22		76,215	5	12	11	BA+200&MA
Wiseburn	f	23		74,399	V	10	9	BA+105&MA
Lancaster		24		74,082	F	14	13	BA+75/MA+30
Los Nietos		25		73,550	IV	14	13	BA+60&MA/MA+15
Palmdale		26		72,643	F	13	12	BA+75/MA+30
Whittier City		27		69,905	V	12	11	BA+60/MA+24

High School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$81,991	F	12	11	BA+75&MA/MA+36
			Q3	**(80,891)**				
El Monte Union		2		79,790	V	13	12	BA+68&MA
Hart Union	f	3	**Md**	**79,409**	V	13	12	BA+75&MA/MA+35/BA+84
Antelope Valley		4		76,012	6	13	12	BA+75&MA/MA+30
			Q1	**(75,501)**				
Centinela Valley		5		74,990	V	12	11	BA+60&MA/BA+75

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G Excludes Gorman due to size and financial structure
f Rate includes stipend for M.A. degree
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2. Maximum Column and Step Placement

f. Maximum Salary *With* 25 Years Experience, *Excluding* Other Incentives/Credential Required for Maximum Rate

Elementary School District[G]	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Mountain View		1		$96,994	5	22	21	BA+60&MA/MA+15
Lennox	z	2		91,142	VD	25	24	BA+60&MA/MA+15
East Whittier		3		90,963	IV-8	25	24	BA+60&MA/MA+24
Lawndale		4		87,970	VI	19	18	BA+75&MA
Rosemead	z	5		87,870	VB	15	22	BA+60&MA/MA+15
El Monte		6		87,818	G	22	21	BA+60&MA
Lowell Joint		7	**Q3**	**87,485**	V	26	25	BA+60&MA/MA+24
Eastside Union		8		86,817	F	15	25	BA+90/MA+60
Valle Lindo	z	9		86,695	F	16	24	BA+75&MA/MA+30
Garvey	fz	10		86,455	V	12	25	BA+60&MA
Hawthorne		11		86,345	5	26	25	BA+200&MA
Wiseburn	f	12		86,204	V	20	19	BA+105&MA
Saugus Union	z	13		86,042	V	12	25	BA+60&MA
Little Lake City		14	**Md**	**85,314**	D004	26	25	BA+75&MA/BA+60&MA/MA+24
Castaic Union	f	15		83,890	VI	16	24	BA+75&MA
Sulphur Springs	fz	16		83,683	VI	24	23	BA+90&MA/MA+60
Newhall	f	17		83,643	V	16	24	BA+75&MA
Hermosa Beach	f	18		83,397	VI	17	16	BA+75&MA/MA+30
South Whittier		19		83,239	V	19	24	BA+75&MA/MA+15
Westside Union		20		83,138	VI	25	24	BA+75&MA/MA+30
Whittier City		21	**Q1**	**82,725**	V	24	23	BA+60/MA+24
Wilsona	fz	22		81,832	G	25	24	BA+90&MA/MA+45
Keppel Union	f	23		81,180	VI	26	25	BA+75&MA
Lancaster		24		80,082	F	14	24	BA+75/MA+30
Los Nietos		25		78,550	IV	14	24	BA+60&MA/MA+15
Hughes-Eliz. Lakes	fl	26		78,111	6	14	20	BA+75&MA
Palmdale		27		76,393	F	25	24	BA+75/MA+30

High School District	Footnotes	Rank		Teacher Maximum, 25Yrs Credential Annual Rate	Column	Step	Years Experience	Column Requirements
Whittier Union		1		$91,580	F	24	23	BA+75&MA/MA+36
			Q3	**(90,076)**				
Hart Union	f	2		88,572	V	13	25	BA+75&MA/MA+35/BA+84
El Monte Union		3	**Md**	**87,187**	V	25	24	BA+68&MA
Antelope Valley		4		84,012	6	25	24	BA+75&MA/MA+30
			Q1	**(83,457)**				
Centinela Valley		5		82,901	V	25	24	BA+60&MA/BA+75

*** Salaries reflect the last effective 2009-10 rates including compensation for longevity or extended career service pay up to 25 years.

G Excludes Gorman due to size and financial structure

f Rate includes stipend for M.A. degree

l Does not include an additional one time $1,000 longevity bonus at the end of the 20th year of service

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE: DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER +

Elementary School District[G]	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
South Whittier		1		$17,024	X	X	X			X[E]
Whittier City		2		15,432	X	X	X	X		
Sulphur Springs		3		15,340	X	X	X	X		
East Whittier		4		15,253	X	X	X	X		X[E]
Little Lake City		5		14,959	X	X	X	X		X[E]
Hawthorne		6		14,370	X	X	X			X[E]
Lowell Joint		7	**Q3**	**14,322**	X	X	X	X		
Lancaster		8		14,238	X	X	X	X		X[E]
Los Nietos	z	9		14,155	X	X	X			X[E]
Palmdale		10		14,138	X	X	X	X		
Hughes-Eliz. Lakes		11		14,000	X	X	X	X		
Wilsona	z	12		13,966	X	X	X	X		X[Pq]
Eastside Union		13		13,805	X	X	X			X[P]
Keppel Union		14	**Md**	**13,641**	X	X	X	X		
Westside Union		15		13,587	X	X	X	X		X[E]
Lennox	z	16		10,353	X	X	X		X	
Rosemead	z	17		9,869	X	X	X	X	X	X[Dj]
Garvey	Oz	18		9,500	X	X	X	X		
Lawndale		19		8,444	X	X	X	X	X	X[DE]
El Monte City		20		8,350	X	X	X	X		
Saugus Union	z	21	**Q1**	**8,080**	X	X	X	X	X	
Valle Lindo	z	22		8,036	X	X	X	X		
Castaic Union		23		7,900	X	X	X			
Newhall		24		7,705	X	X	X	X		
Wiseburn		25		5,835	X	X		X	X	X[A]
Mountain View		26		5,627	X	X	X	X		X[E]
Hermosa Beach	z	27		5,500	X	X	X	X[L]		X[h]

High School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
El Monte Union		1		$15,998	X	X	X	X		
			Q3	**(14,621)**						
Hart Union		2		13,244	X	X	X	X		
Antelope Valley		3	**Md**	**12,691**	X	X	X	X		
Whittier Union	z	4		10,447	X	X	X	X		X[E]
			Q1	**(8,229)**						
Centinela Valley		5		6,010	X	X	X	X		X[E]

\+ Rates reflect the last effective 2009-10 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
D Accidental death and dismemberment or additional life insurance
E Employee assistance plan or psychological services
G Excludes Gorman due to size and financial structure
L Life insurance benefit is included in the medical plan.
O The district's total contribution is capped at $9,500 per year, except for employees who choose the lowest family plan for medical, dental, and vision, then the cap will not be applied to them.
P Prescription plan is included in the medical plan.
h Accidental death benefit is included in the medical plan.
j Cancer insurance
q EASE plan is included in the medical plan.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Wiseburn		1		22.63%
East Whittier		2		2.00
Lowell Joint		3		1.18
Valle Lindo	z	4		0.50
Eastside Union		12.5		0.00
El Monte		12.5		0.00
Garvey	z	12.5	**Q3**	**0.00**
Hawthorne		12.5		0.00
Hermosa Beach		12.5		0.00
Keppel Union		12.5		0.00
Lancaster		12.5		0.00
Lawndale		12.5		0.00
Lennox	z	12.5		0.00
Mountain View		12.5	**Md**	**0.00**
Palmdale		12.5		0.00
Rosemead	z	12.5		0.00
Saugus Union	z	12.5		0.00
Sulphur Springs	z	12.5		0.00
Westside Union		12.5		0.00
Wilsona	z	12.5		0.00
Newhall		21	**Q1**	**-0.16**
Castaic Union		22		-0.54
Hughes-Eliz. Lakes		23		-1.62
Little Lake City		24		-3.50
Los Nietos		25		-4.38
Whittier City		26		-4.75
South Whittier		27		-10.65

High School District	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
Antelope Valley		2	**Q3**	**0.00%**
Centinela Valley		2		0.00
El Monte Union		2	**Md**	**0.00**
Hart Union		4		-0.54
			Q1	**(-1.62)**
Whittier Union		5		-2.70

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

2. One Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
East Whittier		1		2.00%
Lowell Joint		2		1.18
Valle Lindo	z	3		0.50
Eastside Union		11		0.00
El Monte		11		0.00
Garvey	z	11		0.00
Hawthorne		11	**Q3**	**0.00**
Hermosa Beach		11		0.00
Keppel Union		11		0.00
Lancaster		11		0.00
Lawndale		11		0.00
Lennox	z	11		0.00
Mountain View		11	**Md**	**0.00**
Palmdale		11		0.00
Saugus Union	z	11		0.00
Sulphur Springs	z	11		0.00
Westside Union		11		0.00
Wilsona	z	11		0.00
Newhall		19		-0.16
Castaic Union		20	**Q1**	**-0.54**
Hughes-Eliz. Lakes		21		-1.62
Wiseburn		22		-3.24
Little Lake City		23		-3.50
Los Nietos		24		-4.38
Whittier City		25		-4.75
South Whittier		26		-10.65
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Centinela Valley		1.5	**Q3**	**0.00%**
El Monte Union		1.5		0.00
			Md	**(-0.27)**
Hart Union		3		-0.54
			Q1	**(-1.62)**
Whittier Union		4		-2.70
Antelope Valley				No Comparable Column

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

3. One Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
East Whittier		1		3.70%
Lowell Joint		2		1.18
Valle Lindo	z	3		0.50
Eastside Union		11.5		0.00
El Monte		11.5		0.00
Garvey	z	11.5		0.00
Hawthorne		11.5	**Q3**	**0.00**
Hermosa Beach		11.5		0.00
Keppel Union		11.5		0.00
Lancaster		11.5		0.00
Lawndale		11.5		0.00
Lennox	z	11.5		0.00
Mountain View		11.5		0.00
Palmdale		11.5	**Md**	**0.00**
Rosemead	z	11.5		0.00
Saugus Union	z	11.5		0.00
Sulphur Springs	z	11.5		0.00
Westside Union		11.5		0.00
Wilsona	z	11.5		0.00
Newhall		20		-0.16
Castaic Union		21	**Q1**	**-0.53**
Hughes-Eliz. Lakes		22		-1.59
Wiseburn		23		-3.20
Little Lake City		24		-3.50
Los Nietos		25		-4.37
Whittier City		26		-4.75
South Whittier		27		-10.65

High School District	Settled	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Antelope Valley		2	**Q3**	**0.00%**
Centinela Valley		2		0.00
El Monte Union		2	**Md**	**0.00**
Hart Union		4		-0.54
			Q1	**(-1.62)**
Whittier Union		5		-2.70

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Wiseburn		1		32.64%
Lawndale		2		8.15
Hermosa Beach		3		7.12
Lennox	z	4		6.58
Lowell Joint		5		6.11
Rosemead	z	6		6.00
East Whittier		7	**Q3**	**5.60**
Palmdale		8		5.28
Garvey	z	9		5.27
El Monte		10		5.02
Mountain View		11		4.53
Saugus Union	z	12		4.51
Keppel Union		13.5		4.50
Wilsona	z	13.5	**Md**	**4.50**
Valle Lindo	z	15		4.39
Eastside Union		16		4.00
Sulphur Springs	z	17		3.61
Lancaster		18		3.53
Westside Union		19		3.50
Newhall		20		2.74
Hawthorne		21	**Q1**	**2.69**
Castaic Union		22		1.23
Hughes-Eliz. Lakes		23		0.84
Little Lake City		24		-0.61
Whittier City		25		-1.26
Los Nietos		26		-2.51
South Whittier		27		-7.42

High School District	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Centinela Valley		1		4.75%
			Q3	**(4.38)**
El Monte Union		2		4.00
Antelope Valley		3	**Md**	**3.00**
Whittier Union		4		1.79
			Q1	**(1.62)**
Hart Union		5		1.45

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Lawndale		1		8.15%
Hermosa Beach		2		7.12
Lennox	z	3		6.58
Lowell Joint		4		6.11
East Whittier		5		5.60
Garvey	z	6		5.26
El Monte		7	**Q3**	**5.02**
Mountain View		8		4.53
Saugus Union	z	9		4.51
Keppel Union		10.5		4.50
Wilsona	z	10.5		4.50
Valle Lindo	z	12		4.39
Eastside Union		13		4.00
			Md	**(3.81)**
Sulphur Springs	z	14		3.61
Lancaster		15		3.53
Westside Union		16		3.50
Newhall		17		2.74
Hawthorne		18		2.69
Castaic Union		19		1.23
Wiseburn		20	**Q1**	**1.01**
Hughes-Eliz. Lakes		21		0.84
Palmdale		22		0.00
Little Lake City		23		-0.61
Los Nietos		24		-2.51
South Whittier		25		-7.42
Whittier City		26		-7.83
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Centinela Valley		1		4.75%
			Q3	**(4.38)**
El Monte Union		2		4.00
			Md	**(2.73)**
Hart Union		3		1.45
			Q1	**(1.10)**
Whittier Union		4		-0.75
Antelope Valley				No Comparable Column

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Lawndale		1		8.15%
East Whittier		2		7.37
Hermosa Beach		3		7.05
Lennox	z	4		6.58
Lowell Joint		5		6.11
Rosemead	z	6		6.00
Palmdale		7	**Q3**	**5.28**
Garvey	z	8		5.27
El Monte		9		5.02
Mountain View		10		4.53
Saugus Union	z	11		4.51
Keppel Union		12		4.47
Wilsona	z	13		4.45
Valle Lindo	z	14	**Md**	**4.37**
Eastside Union		15		4.00
Sulphur Springs	z	16		3.54
Lancaster		17		3.53
Westside Union		18		3.50
Newhall		19		2.71
Hawthorne		20		2.69
Castaic Union		21	**Q1**	**1.21**
Wiseburn		22		1.00
Hughes-Eliz. Lakes		23		0.87
Little Lake City		24		-0.61
Whittier City		25		-1.24
Los Nietos		26		-2.49
South Whittier		27		-7.42

High School District	Settled	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Centinela Valley		1		4.75%
			Q3	**(4.38)**
El Monte Union		2		4.00
Antelope Valley		3	**Md**	**3.00**
Whittier Union		4		1.79
			Q1	**(1.62)**
Hart Union		5		1.45

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

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z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Wiseburn		1		36.62%
Eastside Union		2		20.21
East Whittier		3		16.43
Rosemead	z	4		15.97
Mountain View		5		15.40
Valle Lindo	z	6		14.48
Westside Union		7	**Q3**	**14.10**
Saugus Union	z	8		13.11
Lawndale		9		12.48
Newhall		10		12.38
Garvey	z	11		12.00
Keppel Union		12		11.94
El Monte		13		11.74
Lancaster		14	**Md**	**11.44**
Hermosa Beach		15		10.35
Hawthorne		16		10.21
Palmdale		17		9.74
Hughes-Eliz. Lakes		18		9.72
Lowell Joint		19		9.61
Sulphur Springs	z	20		9.30
Lennox	z	21	**Q1**	**9.24**
Castaic Union		22		8.70
Little Lake City		23		8.56
Wilsona	z	24		7.78
Whittier City		25		2.33
Los Nietos		26		1.44
South Whittier		27		-4.72

High School District	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
El Monte Union		1		15.28%
			Q3	**(14.55)**
Whittier Union		2		13.82
Antelope Valley		3	**Md**	**11.40**
Hart Union		4		10.84
			Q1	**(10.10)**
Centinela Valley		5		9.36

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Eastside Union		1		20.21%
East Whittier		2		16.43
Mountain View		3		15.40
Valle Lindo	z	4		14.48
Saugus Union	z	5		13.11
Lawndale		6		12.48
Newhall		7	**Q3**	**12.38**
Garvey	z	8		12.00
Keppel Union		9		11.94
El Monte		10		11.74
Lancaster		11		11.44
Hermosa Beach		12		10.35
Hawthorne		13		10.21
			Md	**(9.97)**
Hughes-Eliz. Lakes		14		9.72
Wiseburn		15		9.68
Lowell Joint		16		9.61
Sulphur Springs	z	17		9.30
Lennox	z	18		9.24
Castaic Union		19		8.70
Little Lake City		20	**Q1**	**8.56**
Wilsona	z	21		7.63
Westside Union		22		5.82
Los Nietos		23		1.44
Palmdale		24		0.00
South Whittier		25		-4.72
Whittier City		26		-4.95
Rosemead				No Comparable Column

High School District	Settled	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
El Monte Union		1		15.28%
			Q3	**(13.06)**
Hart Union		2		10.84
			Md	**(10.10)**
Centinela Valley		3		9.36
			Q1	**(8.35)**
Whittier Union		4		7.33
Antelope Valley				No Comparable Column

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Elementary School District[G]	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Eastside Union		1		23.42%
Castaic Union		2		20.14
East Whittier		3		19.87
Rosemead	z	4		15.97
Mountain View		5		15.40
Valle Lindo	z	6		14.46
Westside Union		7	**Q3**	**14.10**
Saugus Union	z	8		14.07
Lawndale		9		12.48
Newhall		10		12.21
Garvey	z	11		12.00
Keppel Union		12		11.86
El Monte		13		11.74
Lancaster		14	**Md**	**11.44**
Hermosa Beach		15		10.25
Hawthorne		16		10.21
Hughes-Eliz. Lakes		17		9.75
Palmdale		18		9.74
Lowell Joint		19		9.61
Wiseburn		20		9.52
Lennox	z	21	**Q1**	**9.24**
Sulphur Springs	z	22		9.10
Little Lake City		23		8.56
Wilsona	z	24		7.70
Whittier City		25		2.33
Los Nietos		26		1.45
South Whittier		27		-4.73

High School District	Settled	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
El Monte Union		1		15.28%
			Q3	**(14.55)**
Whittier Union		2		13.82
Antelope Valley		3	**Md**	**11.39**
Hart Union		4		10.83
			Q1	**(10.10)**
Centinela Valley		5		9.36

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

G Excludes Gorman due to size and financial structure

z Not settled

2009-10 L.A. County District Salary Survey

SECTION I: ELEMENTARY AND HIGH SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

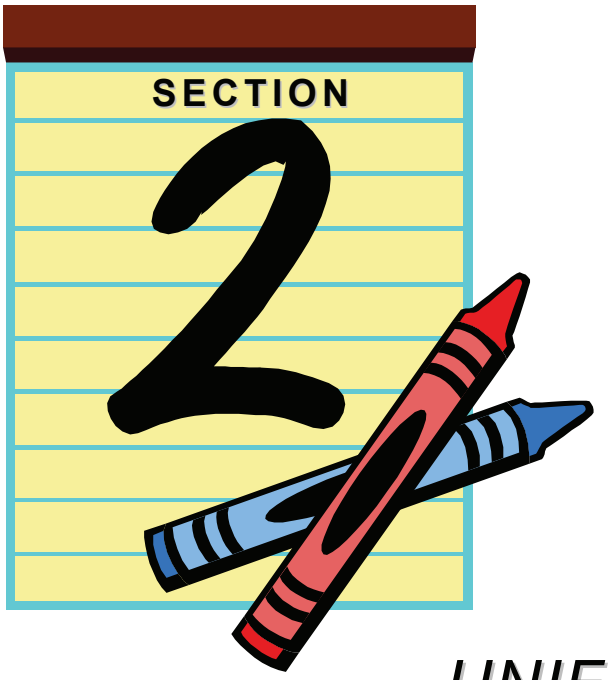
E. Percent Increase

10. Last Maximum Base Salary Percent Increase Calculated Using Annual Salary Rate[5]

Elementary School District[G]	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Hermosa Beach		1		7.12%	182.5	182		07/01/07
Hawthorne		2		7.00	181	181		01/01/07
Lennox	z	3		6.58	183	183		07/01/07
Rosemead	z	4		6.00	185	184		07/01/07
Mountain View		5		4.53	188	187		07/01/07
Keppel Union		6.5		4.50	184	182		07/01/07
Wilsona	z	6.5	**Q3**	**4.50**	186	183		07/01/07
Eastside Union		8		4.00	183	183		07/01/07
Lancaster		9		3.53	183	182		07/01/07
Westside Union		10		3.50	183	182		07/01/07
Lawndale		11.5		3.00	183	183		07/01/07
Lowell Joint		11.5		3.00	184	184		01/01/09
Garvey	z	14		2.50	183	183		07/01/07
Palmdale		14	**Md**	**2.50**	184	184		07/01/07
Saugus Union	z	14		2.50	188	186		07/01/07
Sulphur Springs	z	16		2.00	187	186		07/01/07
El Monte		17		1.00	188	183		04/01/08
East Whittier		18.5		0.50	186	186		03/01/08
Valle Lindo	z	18.5		0.50	185	185		07/01/08
Castaic Union		20.5		-0.54	188	186		07/01/09
Newhall		20.5	**Q1**	**-0.54**	186	183		04/01/10
Hughes-Eliz. Lakes		22		-1.62	183	182		07/01/09
Wiseburn		23		-3.23	180	179		09/01/09
Little Lake City		24		-3.50	180	180		09/01/09
Los Nietos		25		-4.37	175	175		07/01/09
Whittier City		26		-4.75	175	175		09/01/09
South Whittier		27		-10.65	182	182		09/01/09

High School District	Settled	Rank		Last Maximum Base Salary Percent Increase	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Centinela Valley		1		4.75%	184	184		07/01/06
			Q3	**(4.38)**				
El Monte Union		2		4.00	182	182		09/01/07
Antelope Valley		3	**Md**	**3.00**	184	182		07/01/07
Hart Union		4		-0.54	187	184		07/01/09
			Q1	**(-1.77)**				
Whittier Union		5		-3.00	179	179		10/01/09

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off- schedule compensation.
G Excludes Gorman due to size and financial structure
z Not settled



LOS ANGELES COUNTY UNIFIED SCHOOL DISTRICTS

Los Angeles County Office of Education
August 2010

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
a. Position I – "School Psychologist"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$556.58	$78,584 - $113,542	11	204	$400	$4362	07/01/09
A B C		2		497.72	82,700 - 94,070	5	189	1000	15.97%	07/01/09
Montebello	a	3		493.37	82,630 - 95,220	6	193		$6000	07/01/08
Pomona	az	4		493.34	64,494 - 95,215	15	193	1584	5.00%	02/01/08
Claremont		5		492.83	72,670 - 89,203	5	181	1000		07/01/07
Norwalk-La Mirada		6		488.63	84,260 - 89,420	4	183	1000	10.00%	07/01/07
Alhambra	a	7		487.15	59,516 - 96,943	11	199	2131		07/01/07
South Pasadena	a	8		485.56	50,564 - 90,800	13	187		$7600	07/01/07
Burbank		9		482.14	68,532 - 96,428	8	200	2341	3487	07/01/07
Bonita		10		479.10	80,270 - 93,904	5	196			07/01/07
Downey		11		478.80	93,366	**	195	737	2226	07/01/07
Paramount	z	12	**Q3**	**476.90**	74,461 - 92,518	6	194	1000	3000	07/01/06
Glendora	a	13		475.67	55,344 - 91,328	12	192	1740	6809	07/01/07
Baldwin Park		14		474.51	78,226 - 94,427	5	199	1100	3640	07/01/07
Beverly Hills	az	15		473.26	75,640 - 89,920	5	190	1729	6320	07/01/08
Monrovia		16		472.00	87,024 - 92,512	5	196	1000	5670	01/01/08
Long Beach	z	17		467.94	62,912 - 88,908	10	190	5361	7000	07/01/09
Santa Monica-Malibu	z	18		466.10	75,078 - 90,890	5	195	3245	27,318	07/01/09
Walnut Valley		19		465.69	67,350 - 87,550	7	188	2.00%	4690	07/01/07
Charter Oak	a	20		464.86	52,054 - 90,647	13	195	$800	7909	08/01/07
Lynwood	z	21		462.63	83,406 - 92,064	5	199	350		07/01/09
Temple City	a	22		462.14	49,171 - 86,420	12	187	1000	3212	09/01/07
Las Virgenes	a	23		457.61	70,101 - 88,777	8	194	400	5890	07/01/07
La Cañada	adz	24	**Md**	**452.51**	62,603 - 89,596	10	198	1000	3948	07/01/07
Pasadena		25		452.44	70,728 - 85,964	5	190	5.00%	10.00%	07/01/07
Azusa		26		449.69	78,445 - 89,038	6	198	$1146	$3437	07/01/06
Covina-Valley		27		446.68	66,730 - 82,190	5	184	1000	6240	07/01/08
Redondo Beach	az	28		444.16	66,312 - 91,052	8	205	1000	4960	02/01/08
West Covina		29		441.13	74,961 - 86,020	5	195			07/01/07
San Marino	a	30		440.02	55,785 - 81,403	13	185		8236	08/25/08
Compton	z	31		439.72	70,543 - 85,746	5	195	1200	600	07/01/07
Bassett	a	32		436.86	67,624 - 93,924	5	215		4100	07/01/07
Bellflower	a	33		433.71	67,186 - 82,404	5	190	1077	4351	07/01/07
Glendale	z	34		433.05	74,694 - 88,776	5	205	1000	5779	07/01/07
Duarte	az	35		432.91	56,743 - 85,716	13	198	5.00%	10,446	09/01/07
Hacienda-LaPuente	a	36	**Q1**	**432.25**	62,475 - 82,560	6	191	$1000	9000	08/27/07
El Segundo		37		432.23	72,208 - 87,742	5	203	1100	5739	09/01/07
El Rancho		38		430.62	75,015 - 84,832	6	197		12.00%	07/01/09
Culver City	z	39		429.85	71,652 - 83,820	5	195	2000	10.00%	07/01/08
San Gabriel	w	40		429.11	73,583 - 82,818	5	193	1200	6.00%	07/01/06
Palos Verdes	a	41		427.03	56,723 - 80,282	8	188	1000	$8460	07/01/09
Torrance	a	42		426.66	59,037 - 81,918	5	192	1102	10,634	07/01/07
Manhattan Beach	az	43		422.95	47,796 - 80,784	14	191	1000	5509	07/01/07
Los Angeles	a	44		418.00	64,445 - 80,256	5	192	1225	5251	07/01/06
Acton-Agua Dulce		45		415.85	76,665 - 87,328	6	210			12/01/07
Rowland	a	46		412.02	67,449 - 82,403	5	200	1000	13,896	09/01/07
Inglewood	az	47		385.83	57,334 - 75,236	6	195	500	8.00%	08/29/07

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
** Non–scheduled salary
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
d The Ph.D/Ed.D stipend is an one time only stipend or bonus.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.1. Professional Staff Specialists
b. Position II – "School Counselor"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia	a	1		$520.08	$56,986 - $106,097	14	204	$400	$4362	07/01/09
Bonita	a	2		482.52	49,412 - 93,126	20	193			07/01/07
Claremont	a	3		481.64	73,557 - 90,308	5	187.5	1000		07/01/07
Montebello	a	4		476.69	51,736 - 94,385	14	198		6000	07/01/08
Monrovia	a	5		472.59	54,943 - 92,155	14	195	1000	5670	01/01/08
Baldwin Park	a	6		469.19	51,008 - 96,183	12	205	1100	3640	07/01/07
Beverly Hills	az	7		463.95	74,170 - 88,150	5	190	1729	6220	07/01/08
Glendora	a	8		462.57	54,662 - 90,202	12	195	1740	6725	07/01/07
Temple City	a	9		462.14	49,171 - 86,420	12	187	1000	3212	09/01/07
Bellflower		10		460.20	73,468 - 90,199	5	196			07/01/07
Pomona	az	11		459.38	63,164 - 93,255	15	203	1785	5.00%	02/01/08
Long Beach	z	12	**Q3**	**455.89**	61,579 - 87,987	10	193	5445	$7000	07/01/07
Bassett	a	13		451.81	49,587 - 89,458	14	198		4100	07/01/07
Walnut Valley	a	14		451.51	52,140 - 88,495	14	196	2.00%	12,155	07/01/07
Downey	a	15		451.31	56,452 - 85,297	10	189	$734	15,248	09/01/07
Charter Oak	a	16		447.95	50,161 - 87,350	13	195	800	7909	08/01/07
Glendale	az	17		447.49	55,841 - 89,946	12	201	1000	13,804	07/01/07
South Pasadena	a	18		446.23	48,459 - 87,015	13	195		7600	07/01/07
El Rancho	a	19		445.27	53,429 - 85,492	12	192		12.00%	07/01/09
Alhambra	a	20		444.69	53,470 - 85,380	12	192	2131	$19,453	07/01/07
Manhattan Beach	az	21		444.19	52,395 - 85,729	14	193	1000	5566	07/01/07
West Covina	a	22		439.13	74,620 - 85,630	5	195		1500	07/01/07
Covina-Valley		23		437.19	51,639 - 84,378	12	193	1050	6552	07/01/08
Redondo Beach	az	24	**Md**	**436.91**	47,397 - 79,954	13	183	1000	4960	02/01/08
Acton-Agua Dulce	a	25		436.55	50,830 - 79,015	13	181		3992	12/01/07
San Gabriel	a	26		435.24	48,790 - 82,695	13	190	500	5840	07/01/06
El Segundo	a	27		434.51	52,494 - 79,516	12	183	1100	10,736	09/01/07
Pasadena	a	28		433.20	53,123 - 87,940	12	203	5.00%	10.00%	07/01/07
Compton	az	29		429.71	50,659 - 82,074	14	191		$8265	07/01/07
A B C		30		426.30	70,810 - 80,570	5	189	$1000	15.97%	07/01/09
San Marino	a	31		425.19	53,042 - 78,660	13	185		$8236	08/25/08
Norwalk-La Mirada	a	32		424.83	67,130 - 81,567	7	192	1000	13,934	07/01/07
Torrance	a	33		424.53	50,657 - 81,509	5	192	1102	10,580	07/01/07
Las Virgenes	a	34		424.22	48,385 - 86,116	13	203	400	5890	07/01/07
La Cañada	adz	35		424.10	51,680 - 82,699	15	195	1000	3644	07/01/07
Azusa	a	36	**Q1**	**422.46**	51,467 - 79,844	10	189	1141	5546	07/01/06
Paramount	az	37		422.40	48,191 - 80,256	5	190	1000	6000	07/01/09
Palos Verdes	a	38		421.81	50,517 - 81,409	12	193	1000	8460	07/01/09
Hacienda-LaPuente	a	39		420.25	52,133 - 79,428	12	189	1000	9000	08/27/07
Burbank	a	40		416.47	51,801 - 84,127	15	202	1170	9102	07/01/07
Culver City	z	41		416.00	70,411 - 82,368	5	198	2000	10.00%	07/01/08
Los Angeles	a	42		409.25	48,968 - 74,484	14	182	1168	$5006	07/01/06
Lynwood	az	43		408.48	43,378 - 73,935	13	181	350	5625	07/01/09
Santa Monica-Malibu	a	44		406.71	47,283 - 76,462	12	188	3245	16,839	07/01/09
Duarte	az	45		404.07	50,149 - 78,793	13	195	5.00%	10,446	09/01/07
Rowland	a	46		397.25	64,495 - 79,449	5	200	$1000	13,751	09/01/07
Inglewood	z	47		351.68	50,613 - 68,577	7	195	500	8.00%	07/01/07

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a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
d The Ph.D/Ed.D stipend is an one time only stipend or bonus.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

a. Position IIIA – "Elementary School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$617.89	$88,300 - $129,756	12	210			07/01/07
Arcadia		2		608.48	106,327 - 126,563	6	208	$1000	$4140	07/01/09
Long Beach	z	3		580.34	82,733 - 112,005	8	193	4775	7000	07/01/07
Montebello		4		569.56	111,012 - 123,024	7	216		6000	07/01/08
A B C		5		555.20	97,597 - 111,039	5	200	1000	15.97%	07/01/09
Los Angeles	a	6		552.23	91,243 - 126,461	5	229	1494	$2241	07/01/06
Burbank		7		544.83	83,246 - 117,138	8	215	2341	3487	07/01/07
Downey		8		528.96	111,082	**	210	737	2226	07/01/07
Bellflower		9		527.98	88,159 - 108,236	5	205			07/01/07
Norwalk-La Mirada		10		526.36	105,120 - 111,588	4	212	1000	10.00%	07/01/07
Claremont		11		523.55	96,319 - 112,563	5	215	1000		07/01/07
			Q3	**(523.07)**						
Baldwin Park		12		522.58	93,311 - 110,265	5	211	1200	$3640	07/01/07
Monrovia		13		521.00	103,110 - 109,410	5	210	1000	5670	01/01/08
El Segundo		14		520.66	95,300 - 106,736	5	205	1100		01/01/09
Palos Verdes		15		517.10	89,387 - 107,040	7	207	1000	3000	07/01/09
Glendale	z	16		513.43	93,586 - 107,821	7	210	1000		07/01/07
Santa Monica-Malibu	z	17		512.94	88,920 - 107,718	5	210	3245	27,318	07/01/09
Glendora		18		512.36	91,394 - 107,596	5	210	1740	5921	07/01/07
Walnut Valley	g	19		511.61	94,486 - 108,462	3	212	2.00%	5.50%	07/01/09
Rowland		20		510.08	95,603 - 108,138	5	212	$1000	12.04%	07/01/07
Pomona		21		508.30	92,153 - 109,284	6	215	2000	5.50%	07/01/07
Temple City		22		505.03	93,132 - 106,056	5	210	1000		07/01/07
			Md	**(504.60)**						
Lynwood	z	23		504.16	95,460 - 105,370	5	209	350		07/01/09
Bonita		24		503.61	90,832 - 106,262	5	211			07/01/07
Manhattan Beach	z	25		499.72	91,908 - 103,443	5	207	1000	$5000	07/01/07
Redondo Beach	z	26		498.51	92,976 - 104,688	5	210	1000	1500	02/01/08
El Rancho	a	27		497.64	91,683 - 104,006	6	209		10.00%	07/01/09
Covina-Valley		28		496.52	96,480 - 110,724	5	223	1200	$7488	07/01/08
Azusa		29		495.84	90,134 - 102,143	6	206	1146	3437	07/01/06
La Cañada	z	30		494.99	92,107 - 104,443	6	211			07/01/07
Charter Oak		31		494.80	85,981 - 104,897	6	212	800	2200	07/01/07
South Pasadena		32		494.06	95,859 - 103,752	5	210		7600	07/01/07
Las Virgenes		33		490.19	89,149 - 103,921	5	212	1000	6.10%	07/01/07
			Q1	**(490.08)**						
Hacienda-LaPuente		34		489.96	92,058 - 103,382	3	211	1000	$9000	07/01/07
West Covina		35		489.10	89,502 - 102,710	5	210			07/01/07
Duarte	z	36		484.81	95,158 - 100,841	3	208	2855	15.00%	09/01/07
Compton	z	37		483.99	89,192 - 108,414	5	224	1200	$1200	07/01/07
San Gabriel	w	38		480.32	91,753 - 103,268	5	215	1200	6.00%	07/01/06
Culver City	z	39		477.25	86,493 - 101,178	5	212	2000	10.00%	07/01/07
Bassett		40		477.14	82,434 - 100,199	5	210	1000	$4100	07/01/07
Torrance		41		474.99	85,118 - 96,423	5	203	1102	10.25%	07/01/07
Acton-Agua Dulce		42		474.05	91,671 - 101,921	5	215			12/01/07
Pasadena		43		467.14	85,680 - 104,172	5	223	5.00%	10.00%	07/01/07
Inglewood	z	44		429.76	69,722 - 94,547	7	220	$500	8.00%	07/01/07
Alhambra				No Comparable Classification						
Beverly Hills				No Comparable Classification						
Paramount				No Comparable Classification						

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

** Non–scheduled salary

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
b. Position IIIB – "Intermediate School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
Arcadia		1		$632.47	$114,145 - $135,981	6	215	$1000	$4140	07/01/09
San Marino		2		627.08	91,749 - 134,823	12	215			07/01/07
Montebello		3		588.06	115,020 - 127,020	7	216		6000	07/01/08
Beverly Hills	kz	4		580.95	103,897 - 123,162	5	212	1729		07/01/08
Long Beach	z	5		580.34	82,733 - 112,005	8	193	4775	7000	07/01/07
Los Angeles	a	6		567.40	101,410 - 129,934	5	229	1494	2241	07/01/06
A B C		7		555.20	97,597 - 111,039	5	200	1000	15.97%	07/01/09
Burbank		8		552.15	86,328 - 121,472	8	220	2341	$3487	07/01/07
Norwalk-La Mirada		9		541.36	108,120 - 114,768	4	212	1000	10.00%	07/01/07
Downey		10		538.80	113,147	**	210	737	$2226	07/01/07
Claremont		11		534.27	102,752 - 120,210	5	225	1000		07/01/07
Walnut Valley	g	12	**Q3**	**533.85**	99,605 - 113,177	3	212	2.00%	5.50%	07/01/09
Baldwin Park		13		531.55	95,280 - 112,156	5	211	$1200	$3640	07/01/07
Palos Verdes		14		530.03	91,621 - 109,716	7	207	1000	3000	07/01/09
Paramount	kz	15		529.26	94,965 - 118,024	6	223	1000	3000	07/01/06
Monrovia		16		526.00	107,136 - 113,616	5	216	1000	5670	01/01/08
Glendora		17		525.61	98,209 - 115,635	5	220	1740	5921	07/01/07
Santa Monica-Malibu	z	18		525.37	93,228 - 112,954	5	215	3245	27,318	07/01/09
Glendale	z	19		524.85	102,793 - 118,092	7	225	1200		07/01/07
Rowland		20		524.82	102,994 - 116,510	5	222	1000	12.04%	07/01/07
El Segundo		21		520.66	95,300 - 106,736	5	205	1100		01/01/09
Temple City		22		517.69	100,404 - 113,892	5	220	1000		07/01/07
Charter Oak		23		517.54	94,600 - 115,412	6	223	800	$2200	07/01/07
			Md	**(517.05)**						
Alhambra	k	24		516.55	96,972 - 113,124	5	219	2556	23,340	07/01/07
San Gabriel	w	25		516.10	100,880 - 113,541	5	220	1200	6.00%	07/01/06
Compton	z	26		513.41	94,614 - 115,004	5	224	1200	$1200	07/01/07
Lynwood	z	27		511.43	96,836 - 106,889	5	209	350		07/01/09
Azusa		28		508.56	95,583 - 108,324	6	213	1146	3437	07/01/06
Pomona		29		507.86	93,350 - 110,713	6	218	2000	5.50%	07/01/09
Redondo Beach	z	30		506.97	94,524 - 106,464	5	210	1000	$1500	02/01/08
Las Virgenes		31		506.53	93,789 - 111,437	5	220	1000	6.10%	07/01/07
La Cañada	z	32		505.34	99,382 - 112,690	6	223			07/01/07
Duarte	z	33		502.25	102,337 - 108,487	3	216	3070	15.00%	09/01/07
West Covina		34		500.28	94,229 - 109,061	5	218			07/01/07
South Pasadena		35	**Q1**	**500.16**	100,724 - 109,035	5	218		$7600	07/01/07
Bassett		36		499.91	91,728 - 111,480	5	223	1000	4100	08/24/09
El Rancho	a	37		497.64	91,683 - 104,006	6	209		10.00%	07/01/09
Hacienda-LaPuente		38		497.23	95,638 - 107,402	3	216	1000	$9000	07/01/07
Covina-Valley		39		496.52	96,480 - 110,724	5	223	1200	7488	07/01/08
Manhattan Beach	z	40		492.37	99,305 - 111,769	5	227	1000	5000	07/01/07
Culver City	z	41		489.98	92,136 - 107,796	5	220	2000	10.00%	07/01/07
Bonita		42		487.03	93,670 - 109,581	5	225			07/01/07
Torrance		43		474.99	85,118 - 96,423	5	203	1102	10.25%	07/01/07
Pasadena		44		474.73	87,144 - 105,864	5	223	5.00%	10.00%	07/01/07
Acton-Agua Dulce		45		466.62	92,326 - 102,656	5	220			12/01/07
Inglewood	z	46		440.25	71,445 - 96,856	7	220	$500	8.00%	07/01/07
Bellflower				No Comparable Classification						

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
** Non–scheduled salary
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.
k K-8 schools
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
c. Position IIIC – "High School Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$706.42	$108,163 - $158,944	12	225			07/01/07
Arcadia		2		695.33	155,753	**	224			07/01/09
Montebello		3		625.11	123,024 - 135,024	7	216		$6000	07/01/08
Burbank		4		619.92	96,924 - 136,383	8	220	$2341	3487	07/01/07
Santa Monica-Malibu	z	5		607.92	108,829 - 131,918	5	217	3245	27,318	07/01/09
Long Beach	z	6		606.46	112,433 - 137,059	8	226	5735	7000	07/01/07
Glendale	z	7		599.48	117,844 - 134,884	7	225	1200		07/01/07
Alhambra		8		597.32	102,780 - 130,812	7	219	2556	23,340	07/01/07
Beverly Hills	z	9		594.96	112,691 - 133,866	5	225	1729		07/01/08
Palos Verdes		10		594.40	107,851 - 129,580	7	218	1000	3000	07/01/09
West Covina		11		584.89	114,683 - 131,600	5	225			07/01/07
A B C		12	**Q3**	**581.84**	111,980 - 127,424	5	219	1000	15.97%	07/01/09
El Rancho	a	13		577.76	115,909 - 123,640	3	214		10.00%	07/01/09
Paramount	z	14		577.35	103,614 - 128,750	6	223	1000	$3000	07/01/06
Glendora		15		577.25	105,300 - 128,726	5	223	1740	5921	07/01/07
Los Angeles	a	16		576.76	104,190 - 132,077	5	229	1494	2241	07/01/06
Monrovia		17		575.00	121,950 - 129,375	5	225	1000	5670	01/01/08
Compton	z	18.5		574.48	105,869 - 128,684	5	224	1200	1200	07/01/07
Walnut Valley	g	18.5		574.48	112,718 - 126,960	3	221	2.00%	5.50%	07/01/09
Downey		20		572.67	127,706	**	223	$737	$2226	07/01/07
Norwalk-La Mirada		21		569.27	119,604 - 126,948	4	223	1000	10.00%	07/01/07
Bellflower		22		568.52	104,189 - 127,917	5	225			07/01/07
Claremont		23		556.28	106,988 - 125,164	5	225	1000		07/01/07
Manhattan Beach	z	24	**Md**	**555.88**	112,114 - 126,185	5	227	1000	$5000	07/01/07
Rowland		25		555.26	108,965 - 123,267	5	222	1000	12.04%	07/01/07
Baldwin Park		26		555.24	107,704 - 123,818	5	223	1200	$3640	07/01/07
Hacienda-LaPuente		27		551.56	108,534 - 121,895	3	221	1000	9000	07/01/07
Lynwood	z	28		551.14	104,354 - 115,189	5	209	350		07/01/09
Bonita		29		546.06	105,024 - 122,864	5	225			07/01/07
Las Virgenes		30		542.95	98,669 - 119,450	5	220	1000	6.10%	07/01/07
Temple City		31		538.77	107,688 - 121,224	5	225	1000		07/01/07
Pomona		32		538.11	98,886 - 117,308	6	218	2000	5.50%	07/01/09
Redondo Beach	z	33		537.79	106,164 - 119,928	5	223	1000	$1500	02/01/08
Covina-Valley		34		536.77	104,616 - 119,700	5	223	1200	7488	07/01/08
Charter Oak		35		534.17	97,639 - 119,120	6	223	800	2200	07/01/07
Duarte	z	36	**Q1**	**532.90**	111,268 - 117,771	3	221	3338	15.00%	09/01/07
San Gabriel	w	37		531.37	106,226 - 119,558	5	225	1200	6.00%	07/01/06
El Segundo		38		529.87	105,500 - 118,160	5	223	1100		01/01/09
Azusa		39		527.74	103,225 - 117,158	6	222	1146	$3437	07/01/06
Culver City	z	40		522.83	100,560 - 117,636	5	225	2000	10.00%	07/01/07
La Cañada	z	41		522.13	102,683 - 116,434	6	223			07/01/07
South Pasadena		42		521.03	108,297 - 117,232	5	225		$7600	07/01/07
Bassett		43		509.97	93,552 - 113,724	5	223	1000	4100	07/01/07
Inglewood	z	44		508.68	82,606 - 111,909	7	220	500	8.00%	07/01/07
Pasadena		45		504.86	92,700 - 112,584	5	223	5.00%	10.00%	07/01/07
Torrance		46		502.43	99,333 - 112,544	5	224	$1102	10.25%	07/01/07
Acton-Agua Dulce		47		478.31	96,735 - 107,620	5	225			12/01/07

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** Non–scheduled salary
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators

d. Position IVA – "Intermediate School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$580.15	$80,934 - $118,931	12	205			07/01/07
Arcadia		2		572.62	98,677 - 117,388	6	205	$1000	$4140	07/01/09
Montebello		3		532.50	103,008 - 115,020	7	216		6000	07/01/08
Bellflower		4		524.38	87,558 - 107,498	5	205			07/01/07
A B C		5		517.14	90,920 - 103,427	5	200	1000	15.97%	07/01/09
Beverly Hills	kz	6		516.80	90,233 - 106,978	5	207	1729		07/01/08
Long Beach	z	7		512.22	78,351 - 98,858	8	193	4775	$7000	07/01/07
Claremont		8		502.84	88,120 - 103,083	5	205	1000		07/01/07
Santa Monica-Malibu	z	9		500.83	84,768 - 102,670	5	205	3245	27,318	07/01/09
Los Angeles	a	10		496.24	89,167 - 113,638	5	229	1494	2241	07/01/06
Paramount	kz	11		494.91	88,790 - 110,364	6	223	1000	3000	07/01/06
			Q3	**(494.73)**						
Baldwin Park		12		494.54	84,369 - 100,886	5	204	1100	3640	07/01/07
Palos Verdes		13		493.46	79,595 - 96,225	7	195	1000	3000	07/01/09
Lynwood	z	14		491.25	84.398 - 97,758	5	199	350		07/01/09
Walnut Valley	g	15		490.76	85,133 - 99,133	3	202	2.00%	5.50%	07/01/09
Downey		16		490.00	98,489	**	201	$737	$2226	07/01/07
Glendale	z	17		489.33	89,049 - 102,760	7	210	1000		07/01/07
Burbank		18		489.12	74,737 - 105,160	8	215	2341	3487	07/01/07
Norwalk-La Mirada		19		488.23	88,550 - 93,984	4	192.5	1000	10.00%	07/01/09
Monrovia		20		486.00	93,890 - 99,630	5	205	1000	$5670	01/01/08
Rowland		21		484.70	90,843 - 102,757	5	212	1000	12.04%	07/01/07
Glendora		22		483.74	86,277 - 101,586	5	210	1740	$5921	07/01/07
Las Virgenes		23	**Md**	**480.64**	82,879 - 96,609	5	201	1000	6.10%	07/01/07
Manhattan Beach	z	24		480.47	88,367 - 99,458	5	207	1000	$5000	07/01/07
West Covina		25		475.32	86,970 - 99,818	5	210			07/01/07
Bonita		26		472.13	85,155 - 99,619	5	211			07/01/07
Charter Oak		27		470.32	79,415 - 96,886	6	206	800	2200	07/01/07
Hacienda-LaPuente		28		468.75	85,152 - 95,624	3	204	1000	9000	07/01/07
Covina-Valley		29		465.24	88,378 - 99,096	5	213	1150	7176	07/01/08
El Segundo		30		464.39	85,000 - 95,200	5	205	1100		01/01/09
Temple City		31		463.59	86,100 - 99,672	5	215	1000		07/01/07
Bassett		32		461.70	84,684 - 102,960	5	223	1000	4100	08/24/09
El Rancho	a	33		457.43	83,250 - 95,603	6	209		10.00%	07/01/09
Redondo Beach	z	34		457.31	85,032 - 96,036	5	210	1000	$1500	02/01/08
			Q1	**(456.20)**						
Azusa		35		455.08	82,728 - 93,746	6	206	1146	3437	07/01/06
South Pasadena		36		454.90	84,048 - 90,979	5	200		7600	07/01/07
Pasadena		37		448.04	74,096 - 90,057	5	201	5.00%	10.00%	07/01/07
Culver City	z	38		447.70	80,366 - 94,017	5	210	$2000	10.00%	07/01/07
San Gabriel	w	39		445.46	83,116 - 93,547	5	210	1200	6.00%	07/01/06
Alhambra	k	40		445.21	79,728 - 93,049	5	209	2343	$21,395	07/01/07
Pomona		41		444.51	79,898 - 94,681	6	213	2000	5.50%	07/01/09
Torrance		42		441.03	75,951 - 86,000	5	195	1102	10.25%	07/01/07
Compton	z	43		436.36	80,414 - 97,744	5	224	1200	$1200	07/01/07
Duarte	z	44		432.01	84,750 - 89,858	3	208	2543	15.00%	09/01/07
Inglewood	z	45		370.07	59,011 - 79,935	7	216	500	8.00%	07/01/07
Acton-Agua Dulce				No Comparable Classification						
La Cañada				No Comparable Classification						

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

** Non–scheduled salary

a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.

g Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.

k K-8 schools

w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART A: NON-TEACHING CERTIFICATED BENCHMARKS*

A.2. Administrators
e. Position IVB – "High School Assistant Principal"

Unified School District	Footnotes	Rank		Max Daily Salary	Salary Range Min – Max	Max Step	Net Work Days	Ph.D. Ed.D.	Max Longevity	Last Effective Date
San Marino		1		$599.55	$83,640 - $122,908	12	205			07/01/09
Arcadia		2		586.11	103,417 - 123,084	6	210	$1000	$4140	07/01/09
Montebello		3		551.00	107,016 - 119,016	7	216		6000	07/01/08
A B C		4		536.61	94,308 - 107,321	5	200	1000	15.97%	07/01/09
Beverly Hills	z	5		532.99	95,260 - 112,994	5	212	1729		07/01/08
Baldwin Park		6		525.58	99,538 - 117,204	5	223	1200	$3640	07/01/07
Bellflower		7		524.38	87,558 - 107,498	5	205			07/01/07
Burbank		8		521.70	81,568 - 114,774	8	220	2341	3487	07/01/07
Paramount	z	9		518.45	93,025 - 115,615	6	223	1000	3000	07/01/06
Downey		10		514.27	113,139	**	220	737	2226	07/01/07
Santa Monica-Malibu	z	11	**Q3**	**513.14**	86,844 - 105,194	5	205	3245	27,318	07/01/09
Claremont		12		513.13	98,692 - 115,455	5	225	1000		07/01/07
Long Beach	z	13		512.22	78,351 - 98,858	8	193	4775	7000	07/01/07
Glendora		14		511.40	91,208 - 107,395	5	210	1740	5921	07/01/07
Monrovia		15		511.00	102,934 - 109,354	5	214	1000	5670	01/01/08
Walnut Valley	g	16		510.24	93,766 - 108,170	3	212	2.00%	5.50%	07/01/09
Lynwood	z	17		508.74	87,403 - 101,240	5	199	$350		07/01/09
Palos Verdes		18		503.23	89,731 - 107,691	7	214	1000	$3000	07/01/09
Glendale	z	19		501.23	91,290 - 105,259	7	210	1000		07/01/07
Alhambra		20		500.77	90,396 - 109,668	7	219	2556	23,340	07/01/07
Rowland		21		499.94	93,697 - 105,988	5	212	1000	12.04%	07/01/07
Covina-Valley		22		496.52	96,480 - 110,724	5	223	1200	$7488	07/01/08
Los Angeles	a	23	**Md**	**496.24**	91,243 - 113,638	5	229	1494	2241	07/01/06
Azusa		24		495.84	90,134 - 102,143	6	206	1146	3437	07/01/06
Norwalk-La Mirada		25		495.76	99,240 - 105,348	4	212.5	1000	10.00%	07/01/09
Temple City		26		493.15	95,268 - 108,492	5	220	1000		07/01/07
Manhattan Beach	z	27		492.08	90,502 - 101,861	5	207	1000	$5000	07/01/07
Redondo Beach	z	28		487.87	92,868 - 104,892	5	215	1000	1500	02/01/08
Charter Oak		29		485.62	85,581 - 104,409	6	215	800	2200	07/01/07
Hacienda-LaPuente		30		482.71	92,843 - 104,266	3	216	1000	9000	07/01/07
Bonita		31		481.03	87,993 - 102,941	5	214			07/01/07
Las Virgenes		32		480.60	86,580 - 100,925	5	210	1000	6.10%	07/01/07
Pomona		33		480.28	91,328 - 102,300	4	213	2000	5.50%	07/01/09
West Covina		34		480.03	87,831 - 100,807	5	210			07/01/07
			Q1	**(479.21)**						
El Rancho	a	35		478.39	88,725 - 99,984	6	209		10.00%	07/01/09
San Gabriel	w	36		476.03	90,934 - 102,347	5	215	1200	6.00%	07/01/06
Compton	z	37		476.01	87,718 - 106,627	5	224	1200	$1200	07/01/07
Torrance		38		474.93	87,215 - 98,786	5	208	1102	10.25%	07/01/07
South Pasadena		39		474.14	91,998 - 99,570	5	210		$7600	07/01/07
Culver City	z	40		473.31	86,988 - 101,761	5	215	2000	10.00%	07/01/07
Duarte	z	41		472.47	98,550 - 104,416	3	221	2956	15.00%	09/01/07
Pasadena		42		467.20	77,286 - 93,907	5	201	5.00%	10.00%	07/01/07
Bassett		43		461.70	84,684 - 102,960	5	223	$1000	$4100	07/01/07
La Cañada	z	44		461.29	90,721 - 102,868	6	223			07/01/07
Inglewood	z	45		431.56	68,243 - 93,216	7	216	500	8.00%	07/01/07
Acton-Agua Dulce				No Comparable Classification						
El Segundo				No Comparable Classification						

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** Non–scheduled salary
a Position is exclusively represented by a collective bargaining unit to negotiate salary and benefits.
G Beginning the 30th year in education, to include 10 years in Walnut Valley Unified School District, administrators will receive an additional longevity of $3000 per year.
w For survey purposes, longevity was capped at 35 years; however, there is no maximum cap on the amount of longevity which can be earned.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

a. B.A. Only / Provisional Service Document

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Arcadia		1		$49,789	A	1	BA
Downey		2		48,275	B	1	BA
Redondo Beach	z	3		47,290	I	1	BA
Monrovia		4		47,077	A	1	BA
Beverly Hills	z	5		45,631	I	1	BA
Azusa		6		45,017	I	2	BA
A B C		7		45,000	A	1	BA
Norwalk-La Mirada		8		44,764	1	1	BA
Paramount	z	9		44,636	A	1	BA
Long Beach	z	10		44,627	11	A	BA
Claremont		11		44,588	1	1	BA
Manhattan Beach	z	12	**Q3**	**44,564**	I	1	BA
Bonita		13		44,456	I	1	BA
Duarte		14		44,000	1	1	BA
Acton-Agua Dulce		15		43,844	I	1	BA
Bellflower		16		43,684	I	1	BA
Glendora		17		43,549	I	1	BA
Santa Monica-Malibu		18		43,129	I	1	BA
La Cañada	z	19		42,991	I	1	BA
Pomona	z	20		42,950	A	1	BA
West Covina		21		42,845	I	1	BA
Baldwin Park		22		42,633	A	1	BA
El Rancho		23		42,595	I	1	BA
Glendale	z	24	**Md**	**42,451**	IA	1	BA
Palos Verdes		25		42,197	I	1	BA
Walnut Valley		26		42,080	Iia	1	BA
Lynwood	Xz	27		41,853	II	1	BA
Hacienda-La Puente		28		41,586	I	1	BA
Torrance		29		41,479	1	1	BA
Culver City	z	30		41,410	I	1	BA
Rowland		31		41,005	II	1	BA
Burbank		32		40,791	I	1	BA
Covina-Valley		33		40,790	A	1	BA
Bassett		34		40,549	I	1	BA
Pasadena		35		40,200	A	1	BA
Montebello		36	**Q1**	**40,160**	B	1	BA
Inglewood	z	37		40,097	I	1	BA
Las Virgenes		38		40,055	Y	1	BA
South Pasadena		39		39,976	A	1	BA
Los Angeles		40		39,788	L20	1	BA
El Segundo		41		38,659	1	1	BA
Compton	z	42		38,621	I	1	BA
Charter Oak		43		38,495	A	1	BA
Temple City		44		38,308	1	1	BA
San Gabriel		45		36,798	A	1	BA
Alhambra		46		35,427	IA	1	BA
San Marino		47		34,729	I-A	1	BA

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

X Annual salary reflects a reduction of 3%, plus one furlough day.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

b. B.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Long Beach	z	1		$49,812	211	A	BA
Arcadia		2		49,789	A	1	BA
Temple City		3		48,886	1	1	BA
Downey		4		48,275	B	1	BA
Redondo Beach	z	5		47,290	I	1	BA
Monrovia		6		47,077	A	1	BA
Palos Verdes		7		46,688	I	1	BA
Compton	z	8		46,677	I	1	BA
Azusa		9		46,142	I	2	BA
Montebello		10		45,880	D	1	BA
Los Angeles		11		45,637	20	1	BA
Beverly Hills	z	12	**Q3**	**45,631**	I	1	BA
Glendale	z	13		45,503	IB	1	BA
Burbank		14		45,448	I	1	BA
San Marino		15		45,307	I	1	BA
Pasadena		16		45,260	A	1	BA
Walnut Valley		17		45,240	III	1	BA
Alhambra		18		45,193	IB	1	BA
A B C		19		45,000	A	1	BA
Inglewood	z	20		44,885	III	1	BA
Pomona	z	21		44,876	II	1	BA
Norwalk-La Mirada		22		44,764	1	1	BA
Rowland		23		44,731	III	1	BA
Paramount	z	24	**Md**	**44,636**	A	1	BA
Claremont		25		44,588	1	1	BA
Manhattan Beach	z	26		44,564	I	1	BA
Bonita		27		44,456	I	1	BA
El Segundo		28		44,125	2	1	BA
Duarte		29		44,000	1	1	BA
Acton-Agua Dulce		30		43,844	I	1	BA
Bellflower		31		43,684	I	1	BA
Glendora		32		43,549	I	1	BA
Torrance		33		43,359	3	1	BA
Santa Monica-Malibu		34		43,129	I	1	BA
La Cañada	z	35		42,991	I	1	BA
West Covina		36	**Q1**	**42,845**	I	1	BA
Baldwin Park		37		42,633	A	1	BA
El Rancho		38		42,595	I	1	BA
Covina-Valley		39		42,440	B	1	BA
Las Virgenes		40		42,364	I	1	BA
Lynwood	Xz	41		41,853	II	1	BA
Hacienda-La Puente		42		41,586	I	1	BA
Culver City	z	43		41,410	I	1	BA
San Gabriel		44		41,214	C	1	BA
Bassett		45		40,549	I	1	BA
South Pasadena		46		39,976	A	1	BA
Charter Oak		47		38,495	A	1	BA

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
X Annual salary reflects a reduction of 3%, plus one furlough day.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

c. B.A. 28 to 30 Units / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey		1		$51,859	C	1	BA+30/MA
Pomona	z	2		50,517	III	1	BA+30
Long Beach	z	3		49,813	212	A	BA+28
Arcadia		4		49,789	C	1	BA+30/MA
Temple City		5		48,890	3	1	BA+30
Bellflower		6		48,572	III	1	BA+30
Palos Verdes		7		47,900	III	1	BA+30/MA
Acton-Agua Dulce		8		47,870	III	1	BA+30
Compton	z	9		47,727	III	1	BA+30
El Segundo		10	**Q3**	**47,655**	4	1	BA+30
Redondo Beach	z	11		47,292	III	1	BA+30
A B C		12		47,272	C	1	BA+30
Monrovia		13		47,077	C	1	BA+30
Norwalk-La Mirada		14		47,002	2	1	BA+30/MA
Burbank		15		46,871	III	1	BA+30
Paramount	z	16		46,868	B	1	BA+30
La Cañada	z	17		46,618	III	1	BA+30
Los Angeles		18		46,178	22	1	BA+28
South Pasadena		19		45,970	C	1	BA+30/MA
San Marino		20	**Md**	**45,953**	II	1	BA+30
Hacienda-La Puente		21		45,896	III	1	BA+30
Glendale	z	22		45,505	III	1	BA+28
Alhambra		23		45,429	IIB	1	BA+30
Glendora		24		45,352	III	1	BA+30
Walnut Valley		25		45,240	III	1	BA+30
West Covina		26		44,947	III	1	BA+30
Inglewood	z	27		44,889	V	1	BA+30
Manhattan Beach	z	28		44,567	III	1	BA+30
Bonita		29		44,456	III	1	BA+30
Baldwin Park		30	**Q1**	**44,355**	C	1	BA+30/MA
Covina-Valley		31		44,140	C	1	BA+30
Duarte		32		44,115	2	1	BA+30
Las Virgenes		33		43,987	III	1	BA+30
Bassett		34		43,517	III	1	BA+30
Torrance		35		43,359	3	1	BA+30
El Rancho		36		43,258	II	1	BA+30
Santa Monica-Malibu		37		43,129	III	1	BA+28
Lynwood	Xz	38		42,654	III	1	BA+30
San Gabriel		39		41,214	C	1	BA+30
Azusa				No Comparable Column			
Beverly Hills				No Comparable Column			
Charter Oak				No Comparable Column			
Claremont				No Comparable Column			
Culver City				No Comparable Column			
Montebello				No Comparable Column			
Pasadena				No Comparable Column			
Rowland				No Comparable Column			

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
X Annual salary reflects a reduction of 3%, plus one furlough day.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.1. Beginning Salary With No Experience

d. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Column Requirements
Downey	f	1		$52,229	C	1	MA/BA+30
Acton-Agua Dulce	f	2		50,830	IV	1	MA/BA+45
Bellflower		3		50,596	IV	1	MA/BA+45
El Segundo	f	4		50,270	5	1	MA/BA+45
Long Beach	z	5		49,815	213	A	MA/BA+56
Arcadia		6		49,789	C	1	MA/BA+30
La Cañada	z	7		49,219	V	1	MA/BA+60
Paramount	z	8		49,211	C	1	MA/BA+45
Temple City		9	**Q3**	**48,892**	4	1	MA/BA+45
Compton	z	10		48,802	IV	1	MA/BA+45
A B C		11		48,455	D	1	MA/BA+45
Beverly Hills	z	12		48,286	III	1	MA/BA+36
Hacienda-La Puente		13		48,215	IV	1	MA/BA+45
Glendora		14		48,130	IV	1	MA/BA+45
Palos Verdes		15		47,900	III	1	MA/BA+30
Redondo Beach	z	16		47,397	IV	1	MA/BA+45
Azusa		17		47,047	III	2	MA/BA+36
			Md	**(47,034)**			
Claremont		18		47,020	2	1	MA/BA+45
Norwalk-La Mirada		19		47,002	2	1	MA/BA+30
Walnut Valley		20		46,620	IV	1	MA/BA+45
Montebello	f	21		46,230	D	1	MA/BA+45
Rowland		22		46,092	IV	1	MA/BA+45
South Pasadena		23		45,970	C	1	MA/BA+30
Covina-Valley		24		45,910	D	1	MA
El Rancho		25		45,844	III	1	MA/BA+45
Manhattan Beach	z	26	**Q1**	**45,794**	IV	1	MA/BA+45
Bassett		27		45,078	IV	1	MA/BA+45
Duarte		28		45,009	3	1	MA
Charter Oak		29		44,654	C	1	MA/BA+40
Baldwin Park		30		44,355	C	1	MA/BA+30
Torrance		31		44,227	4	1	MA/BA+45
Las Virgenes		32		43,987	IV	1	MA/BA+45
Culver City	z	33		43,920	III	1	MA/BA+36
San Gabriel		34		43,422	D	1	MA/BA+45
Alhambra				No Comparable Column			
Bonita				No Comparable Column			
Burbank				No Comparable Column			
Glendale				No Comparable Column			
Inglewood				No Comparable Column			
Los Angeles				No Comparable Column			
Lynwood				No Comparable Column			
Monrovia				No Comparable Column			
Pasadena				No Comparable Column			
Pomona				No Comparable Column			
San Marino				No Comparable Column			
Santa Monica-Malibu				No Comparable Column			
West Covina				No Comparable Column			

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

a. B.A. 28 to 30 Units, 5 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey		1		$460,790	C	6	5	BA+30/MA
Arcadia		2		60,407	C	6	5	BA+30/MA
Acton-Agua Dulce		3		57,936	III	6	5	BA+30
South Pasadena		4		56,485	C	6	5	BA+30/MA
Redondo Beach	z	5		56,470	III	6	5	BA+30
Monrovia		6		56,253	C	6	5	BA+30
Pomona	z	7		56,082	III	6	5	BA+30
Compton	z	8		56,005	III	6	5	BA+30
El Segundo		9		55,919	4	6	5	BA+30
Norwalk-La Mirada		10	**Q3**	**55,286**	2	6	5	BA+30/MA
Bellflower		11		55,128	III	6	5	BA+30
Covina-Valley		12		54,990	C	6	5	BA+30
A B C		13		54,789	C	6	5	BA+30
Long Beach	z	14		54,740	212	F	5	BA+28
Manhattan Beach	z	15		54,560	III	6	5	BA+30
West Covina		16		54,486	III	6	5	BA+30
Glendora		17		54,461	III	6	5	BA+30
Paramount	z	18		54,332	B	6	5	BA+30
Bassett		19		53,976	III	6	5	BA+30
Baldwin Park		20	**Md**	**53,965**	C	6	5	BA+30/MA
Walnut Valley		21		53,910	III	6	5	BA+30
Temple City		22		53,819	3	6	5	BA+30
Hacienda-La Puente		23		53,808	III	6	5	BA+30
Palos Verdes		24		53,298	III	6	5	BA+30/MA
Burbank		25		52,975	III	6	5	BA+30
El Rancho		26		52,219	II	6	5	BA+30
San Gabriel		27		51,940	C	6	5	BA+30
Las Virgenes		28		51,820	III	6	5	BA+30
La Cañada	z	29		51,797	III	6	5	BA+30
Santa Monica-Malibu		30	**Q3**	**51,675**	III	6	5	BA+28
Bonita		31		51,617	III	6	5	BA+30
Lynwood	Xz	32		51,133	III	6	5	BA+30
San Marino		33		50,992	II	6	5	BA+30
Inglewood	z	34		50,293	V	6	5	BA+30
Los Angeles		35		50,265	22	6	5	BA+28
Torrance		36		50,215	3	6	5	BA+30
Duarte		37		50,085	2	6	5	BA+30
Glendale	z	38		49,673	III	6	5	BA+28
Alhambra		39		48,287	IIB	6	5	BA+30
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Charter Oak				No Comparable Column				
Claremont				No Comparable Column				
Culver City				No Comparable Column				
Montebello				No Comparable Column				
Pasadena				No Comparable Column				
Rowland				No Comparable Column				

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
X Annual salary reflects a reduction of 3%, plus one furlough day.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE++

B.2. Maximum Column and Step Placement

b. Highest Entry for Incoming Teacher / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Paramount	z	1		$87,179	E	26	25	BA+75&MA
Long Beach	z	2		86,820	216	P	15	BA+75&MA/MA+45
El Segundo	f	3		86,402	7	16	15	BA+75&MA/MA+30
Duarte		4		84,000	4	25	24	BA+75&MA
Baldwin Park		5		83,637	E	12	11	BA+60&MA
La Cañada	z	6		82,231	VI	25	24	BA+75/MA+15
Bellflower		7		81,819	VI	26	25	BA+75&MA
Azusa		8		81,588	V	25	24	BA+72&MA
Bassett		9		81,325	V	14	13	BA+60&MA/MA+30
Rowland		10		80,676	VI	20	19	BA+75&MA/MA+30
Downey	f	11		79,852	F	10	9	BA+75&MA/MA+45
Glendora		12	**Q3**	**79,423**	V	12	11	BA+60&MA
Burbank	f	13		77,967	VI	15	14	BA+75&MA
Norwalk-La Mirada		14		77,765	5	12	11	BA+75&MA
Manhattan Beach	z	15		77,400	VI	14	13	BA+75/MA+30
Glendale	z	16		76,279	VI	12	11	BA+70&MA
Inglewood	z	17		75,810	VII	12	15	BA+60&MA
Hacienda-La Puente		18		75,510	VI	12	11	BA+70&MA/MA+25
Montebello	f	19		75,470	X	10	9	BA+90&MA
Redondo Beach	z	20		75,342	VI	11	10	BA+75/MA+30
A B C		21		75,068	F	13	12	BA+75&MA
Walnut Valley		22		75,030	VI	12	11	BA+75&MA/MA+30
San Gabriel		23		73,596	F	13	12	BA+75&MA/MA+30
El Rancho		24	**Md**	**73,328**	VI	12	11	BA+75&MA
Los Angeles	f	25		73,176	27	10	9	BA+98&MA
Bonita		26		72,556	VI	11	10	BA+60&MA
Santa Monica-Malibu	f	27		72,487	VI	12	11	BA+70&MA
Culver City	z	28		71,690	V	11	10	BA+72&MA
South Pasadena		29		71,055	F	8	7	BA+70&MA
Charter Oak		30		70,253	D	10	9	BA+60&MA/MA+20
Beverly Hills	z	31		69,670	VI	6	5	BA+84&MA/MA+45
Compton	Bz	32		69,571	VII	10	9	BA+75&MA/MA+30
Arcadia		33		68,849	F	6	5	BA+75&MA
Lynwood	BXz	34		68,312	V	10	9	BA+60&MA
Covina-Valley		35		67,880	E	9	8	BA+60&MA/MA+20
Las Virgenes		36	**Q1**	**66,578**	VI	9	8	MA+60
San Marino		37		66,009	V	9	8	BA+75&MA
Pomona	sz	38		64,987	V	7	6	BA+60&MA
Acton-Agua Dulce	f	39		64,922	VI	6	5	BA+75&MA/MA+30
Claremont		40		64,650	4	8	7	BA+75&MA
Alhambra		41		64,334	VB	8	7	BA+75&MA
Pasadena		42		63,820	F	7	7	BA+75&MA
Monrovia		43		63,707	F	6	5	BA+75&MA
Temple City		44		63,674	6	6	5	BA+75&MA/MA+30
Palos Verdes	s	45		62,175	VI	6	5	BA+75&MA
Torrance		46		60,950	6	8	7	BA+75&MA/MA+30
West Covina	s	47		59,442	V	6	5	BA+60&MA

++ Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity (unless applicable), extended career service pay, merit, location, or one-time only differentials.

B Credentialed teachers in critical service areas shall be given full credit for all full-time prior experience earned with a valid teaching credential.

X Annual salary reflects a reduction of 3%, plus one furlough day.

f Rate includes stipend for M.A. degree

s Years of experience do not include additional years of creditable experience that may be considered for special education teachers or positions that are difficult to fill

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

c. M.A. Only / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Long Beach	z	1		$75,892	213	N	13	MA/BA+56
Bassett		2		75,783	IV	13	12	MA/BA+45
Redondo Beach	z	3		75,045	IV	13	12	MA/BA+45
Glendora		4		74,270	IV	12	11	MA/BA+45
Compton	z	5		73,960	IV	14	13	MA/BA+45
Arcadia		6		73,399	C	11	10	MA/BA+30
La Canada	z	7		73,035	V	15	14	MA/BA+60
Montebello	f	8		72,740	D	12	11	MA/BA+45
Manhattan Beach	z	9	**Q3**	**72,658**	IV	14	13	MA/BA+45
Paramount	z	10		72,268	C	16	15	MA/BA+45
Charter Oak		11		72,178	C	12	11	MA/BA+40
Covina-Valley		12		71,290	D	11	10	MA
Temple City		13		71,219	4	12	11	MA/BA+45
South Pasadena		14		71,200	C	13	12	MA/BA+30
El Segundo	f	15		71,106	5	12	11	MA/BA+45
Duarte		16		71,057	3	13	12	MA
Acton-Agua Dulce	f	17		70,962	IV	11	10	MA/BA+45
			Md	**(70,093)**				
Bellflower		18		69,223	IV	13	12	MA/BA+45
San Gabriel		19		69,180	D	13	12	MA/BA+45
Walnut Valley		20		69,160	IV	12	11	MA/BA+45
A B C		21		69,035	D	12	11	MA/BA+45
Beverly Hills	z	22		68,920	III	10	9	MA/BA+36
Rowland		23		68,529	IV	12	11	MA/BA+45
Hacienda-La Puente		24		68,415	IV	12	11	MA/BA+45
Las Virgenes		25		68,325	IV	12	11	MA/BA+45
Baldwin Park		26	**Q1**	**68,282**	C	12	11	MA/BA+30
Torrance		27		65,589	4	10	9	MA/BA+45
El Rancho		28		65,561	III	12	11	MA/BA+45
Downey	f	29		64,727	C	8	7	MA/BA+30
Claremont		30		64,644	2	11	10	MA/BA+45
Palos Verdes		31		64,407	III	11	10	MA/BA+30
Azusa		32		62,979	III	13	11	MA/BA+36
Norwalk-La Mirada		33		62,953	2	10	9	MA/BA+30
Culver City	z	34		61,960	III	11	10	MA/BA+36
Alhambra				No Comparable Column				
Bonita				No Comparable Column				
Burbank				No Comparable Column				
Glendale				No Comparable Column				
Inglewood				No Comparable Column				
Los Angeles				No Comparable Column				
Lynwood				No Comparable Column				
Monrovia				No Comparable Column				
Pasadena				No Comparable Column				
Pomona				No Comparable Column				
San Marino				No Comparable Column				
Santa Monica-Malibu				No Comparable Column				
West Covina				No Comparable Column				

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.

f Rate includes stipend for M.A. degree

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

d. B.A. + 56 to 60 Units & M.A., 9 Years Experience / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey	f	1		$76,279	E	10	9	BA+60&MA/MA+30
Arcadia		2		76,213	E	10	9	BA+60&MA
Baldwin Park		3		75,862	E	10	9	BA+60&MA
Glendora		4		73,083	V	10	9	BA+60&MA
Pomona	z	5		71,668	V	10	9	BA+60&MA
Torrance		6		70,963	5	10	9	BA+60&MA/MA+15
Acton-Agua Dulce	f	7		70,962	V	10	9	BA+60&MA/MA+15
Covina-Valley		8		70,940	E	10	9	BA+60&MA/MA+20
			Q3	**(70,906)**				
Monrovia		9		70,872	E	10	9	BA+60&MA
Bonita		10		70,333	VI	10	9	BA+60&MA
Charter Oak		11		70,253	D	10	9	BA+60&MA/MA+20
Norwalk-La Mirada		12		69,406	4	10	9	BA+60&MA/BA+75
West Covina		13		69,355	V	10	9	BA+60&MA
El Segundo	f	14		69,109	6	10	9	BA+60&MA/MA+15
Long Beach	z	15		68,996	214	J	9	BA+56&MA/MA+28
Palos Verdes		16		68,854	V	10	9	BA+60&MA
			Md	**(68,583)**				
Lynwood	Xz	17		68,312	V	10	9	BA+60&MA
Walnut Valley		18		67,980	V	10	9	BA+60&MA/MA+15
Burbank	f	19		67,883	V	10	9	BA+60&MA
Inglewood	z	20		67,797	VII	10	9	BA+60&MA
Hacienda-La Puente		21		67,443	V	10	9	BA+60&MA/MA+15
Paramount	z	22		67,422	D	10	9	BA+60&MA
Rowland		23		67,324	V	10	9	BA+60&MA/MA+15
El Rancho		24		67,156	V	10	9	BA+60&MA
			Q1	**(66,928)**				
Bassett		25		66,699	V	10	9	BA+60&MA/MA+30
Bellflower		26		66,673	V	10	9	BA+60&MA
Alhambra		27		66,491	IVB	10	9	BA+60&MA/BA+75
Santa Monica-Malibu	f	28		66,127	V	10	9	BA+56&MA
A B C		29		66,055	E	10	9	BA+60&MA
Glendale	z	30		65,170	V	10	9	BA+56&MA
Los Angeles	f	31		64,137	24	10	9	BA+56&MA
Pasadena		32		62,150	E	9	9	BA+60&MA
Azusa				No Comparable Column				
Beverly Hills				No Comparable Column				
Claremont				No Comparable Column				
Compton				No Comparable Column				
Culver City				No Comparable Column				
Duarte				No Comparable Column				
La Cañada				No Comparable Column				
Las Virgenes				No Comparable Column				
Manhattan Beach				No Comparable Column				
Montebello				No Comparable Column				
Redondo Beach				No Comparable Column				
San Gabriel				No Comparable Column				
San Marino				No Comparable Column				
South Pasadena				No Comparable Column				
Temple City				No Comparable Column				

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location, or one-time only differentials.
X Annual salary reflects a reduction of 3%, plus one furlough day.
f Rate includes stipend for M.A. degree
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE*

B.2. Maximum Column and Step Placement

e. Maximum Salary *Excluding* Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Arcadia		1		$90,283	F	14	13	BA+75&MA
Long Beach	z	2		86,820	216	P	15	BA+75&MA/MA+45
Montebello	f	3		84,310	X	14	13	BA+90&MA
Bonita		4		84,213	VI	20	19	BA+60&MA
Baldwin Park		5		83,637	E	12	11	BA+60&MA
Monrovia		6		82,817	F	14	13	BA+75&MA
Pomona	z	7		82,796	V	15	14	BA+60&MA
South Pasadena		8		82,545	F	13	12	BA+70&MA
Bassett		9		81,325	V	14	13	BA+60&MA/MA+30
Redondo Beach	z	10		79,954	VI	13	12	BA+75/MA+30
Claremont		11		79,933	4	14	13	BA+75&MA
Temple City		12	**Q3**	**79,858**	6	12	11	BA+75&MA/MA+30
Downey	f	13		79,852	F	10	9	BA+75&MA/MA+45
Beverly Hills	z	14		79,840	VI	9	8	BA+84&MA/MA+45
Paramount	z	15		79,679	E	16	15	BA+75&MA
Glendora		16		79,423	V	12	11	BA+60&MA
Walnut Valley		17		79,130	VI	14	13	BA+75&MA/MA+30
Compton	z	18		79,066	VII	14	13	BA+75&MA/MA+30
Acton-Agua Dulce	f	19		79,015	VI	13	12	BA+75&MA/MA+30
La Cañada	z	20		78,761	VI	15	14	BA+75/MA+15
Las Virgenes		21		78,287	VI	13	12	MA+60
Burbank	f	22		77,967	VI	15	14	BA+75&MA
Alhambra		23		77,810	VB	12	11	BA+75&MA
Norwalk-La Mirada		24	**Md**	**77,765**	5	12	11	BA+75&MA
Charter Oak		25		77,760	D	13	12	BA+60&MA/MA+20
Covina-Valley		26		77,470	E	12	11	BA+60&MA/MA+20
Manhattan Beach	z	27		77,400	VI	14	13	MA+30/BA+75
Palos Verdes		28		77,191	VI	12	11	BA+75&MA
Glendale	z	29		76,279	VI	12	11	BA+70&MA
El Segundo	f	30		76,128	7	12	11	BA+75&MA/MA+30
Rowland		31		76,067	VI	12	11	BA+75&MA/MA+30
Azusa		32		76,042	V	13	11	BA+72&MA
San Marino		33		75,745	V	13	12	BA+75&MA
Hacienda-La Puente		34		75,510	VI	12	11	BA+70&MA/MA+25
Pasadena		35		75,420	F	11	11	BA+75&MA
Bellflower		36	**Q1**	**75,111**	VI	13	12	BA+75&MA
A B C		37		75,068	F	13	12	BA+75&MA
Los Angeles	f	38		74,484	27	14	13	BA+98&MA
Torrance		39		74,457	6	10	9	BA+75&MA/MA+30
West Covina		40		74,359	V	12	11	BA+60&MA
Lynwood	Xz	41		73,935	V	13	12	BA+60&MA
San Gabriel		42		73,596	F	13	12	BA+75&MA/MA+30
Duarte		43		73,554	4	13	12	BA+75&MA
El Rancho		44		73,328	VI	12	11	BA+75&MA
Inglewood	z	45		72,894	VII	12	11	BA+60&MA
Santa Monica-Malibu	f	46		72,487	VI	12	11	BA+70&MA
Culver City	z	47		71,690	V	11	10	BA+72&MA

* Salaries reflect the last effective 2009-10 rates excluding compensation for doctorate, longevity or extended career service pay, merit, location or one-time only differentials.

X Annual salary reflects a reduction of 3%, plus one furlough day.

f Rate includes stipend for M.A. degree

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART B: TEACHERS SALARY SCHEDULE***

B.2. Maximum Column and Step Placement

f. Maximum Salary With 25 Years Experience, *Excluding* Other Incentives / Credential Required for Maximum Rate

Unified School District	Footnotes	Rank		Annual Salary	Column	Step	Years Experience	Column Requirements
Downey	f	1		$94,616	F	26	25	BA+75&MA/MA+45
Arcadia		2		94,578	F	14	25	BA+75&MA
Long Beach	z	3		91,320	216	P	24	BA+75&MA/MA+45
Santa Monica-Malibu	f	4		88,431	VI	18	17	BA+70&MA
Claremont		5		87,686	4	14	25	BA+75&MA
Montebello	f	6		87,510	X	14	24	BA+90&MA
South Pasadena		7		87,345	F	13	25	BA+70&MA
Paramount	z	8		87,179	E	26	25	BA+75&MA
Compton	z	9		87,028	VII	25	24	BA+75&MA/MA+30
Norwalk-La Mirada		10		86,796	5	24	23	BA+75&MA
Monrovia		11		86,559	F	14	25	BA+75&MA
Baldwin Park		12	**Q3**	**86,445**	E	12	24	BA+60&MA
El Segundo	f	13		86,402	7	16	15	BA+75&MA/MA+30
Burbank	f	14		86,393	VI	24	23	BA+75&MA
Pomona	z	15		86,108	V	15	25	BA+60&MA
Alhambra		16		85,591	VB	12	24	BA+75&MA
Beverly Hills	z	17		85,530	VI	22	21	BA+84&MA/MA+45
Walnut Valley		18		85,250	VI	24	23	BA+75&MA/MA+30
Charter Oak		19		85,223	D	23	22	BA+60&MA/MA+20
Hacienda-La Puente		20		84,510	VI	26	25	BA+70&MA/MA+25
A B C		21		84,488	F	24	23	BA+75&MA
Bassett		22		84,325	V	14	25	BA+60&MA/MA+30
Bonita		23		84,213	VI	20	19	BA+60&MA
Las Virgenes		24	**Md**	**84,177**	VI	13	25	MA+60
Glendale	z	25		84,097	VI	18	17	BA+70&MA
Duarte		26		84,000	4	25	24	BA+75&MA
San Marino		27		83,981	V	20	19	BA+75&MA
Covina-Valley		28		83,830	E	25	24	BA+60&MA/MA+20
West Covina		29		83,812	V	24	23	BA+60&MA
Redondo Beach	z	30		83,584	VI	25	24	BA+75/MA+30
Palos Verdes		31		83,536	VI	12	25	BA+75&MA
Rowland		32		83,493	VI	25	24	BA+75&MA/MA+30
Glendora		33		83,114	V	12	25	BA+60&MA
Pasadena		34		82,962	F	11	20	BA+75&MA
Torrance		35		82,472	6	20	19	BA+75&MA/MA+30
Temple City		36	**Q1**	**82,269**	6	25	24	BA+75&MA/MA+30
La Cañada	z	37		82,231	VI	25	24	BA+75/MA+15
Acton-Agua Dulce	f	38		82,062	VI	13	24	BA+75&MA/MA+30
Bellflower		39		81,819	VI	26	25	BA+75&MA
Azusa		40		81,588	V	25	24	BA+72&MA
Manhattan Beach	z	41		81,359	VI	25	24	BA+75/MA+30
Culver City	z	42		80,690	V	23	22	BA+72&MA
Lynwood	Xz	43		79,559	V	20	19	BA+60&MA
El Rancho		44		79,195	VI	26	25	BA+75&MA
Inglewood	z	45		79,122	VII	12	20	BA+60&MA
San Gabriel		46		78,900	F	25	24	BA+75&MA/MA+30
Los Angeles	f	47		78,182	C3	25	24	BA+98&MA

*** Salaries reflect the last effective 2009-10 rates including compensation for longevity or extended career service pay, up to 25 years.
X Annual salary reflects a reduction of 3%, plus one furlough day.
f Rate includes stipend for M.A. degree
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART C: HEALTH AND WELFARE- DISTRICTS' MAXIMUM ANNUAL CONTRIBUTIONS PER TEACHER +

Unified School District	Footnotes	Rank		Annual Contribution Per Teacher	Medical	Dental	Vision	Life	Income Protection	Other
Glendale		1		$19,140	X	X	X	X		Xq
Pasadena	z	2		17,266	X	X		X		XK
Covina-Valley		3		15,800	X	X	X	X		
Redondo Beach	z	4		15,419	X	X	X	X	X	
El Rancho		5		15,336	X	X	X	X		XE
Downey		6		15,204	X	X	X			
Santa Monica-Malibu		7		14,882	X	X				XE
A B C		8		14,874	X	X	X	X		
Charter Oak		9		14,313	X	X	X			
La Cañada		10		14,283	X	X	XV			
Walnut Valley		11		14,264	X	X	X	X		
San Gabriel		12	**Q3**	**13,739**	X	X	X			
Alhambra		13		13,625	X	X	X	X		XA
Manhattan Beach	z	14		13,416	X	X	X	X	X	XE
San Marino		15		12,563	X	X	X	X		XE
Pomona		16		12,420	X	X	X			XE
Long Beach		17		12,146	X	X	X	X		XE
Inglewood	z	18		11,778	X	X	X	X	X	XE
Montebello		19		11,290	X	X	X	X		XE
Culver City	z	20		11,276	X	X	X	X		XE
Bellflower		21		11,248	X	X	X			XE
Azusa		22		11,180	X	X	X	X		XE
Compton		23		10,993	X	X	X	X		XE
Los Angeles		24	**Md**	**10,869**	X	X	X	X		XE
South Pasadena		25		10,765	X	X	X	X		XE
Burbank		26		10,641	X	X	X	X		XE
Lynwood		27		10,636	X	X	X	X		XE
Paramount		28		10,437	X	X	XV	X		Xo
Hacienda-La Puente		29		10,008	X	X	X	X		XE
Claremont		30		9,809	X	X	X	X		XE
Las Virgenes		31		9,800	X	X	X	X	X	XAE
Glendora		32		9,526	X	X	X	X		
Monrovia		33		9,444	X	X	X	X		
Norwalk-La Mirada		34		8,510	X	X	X	X		XE
Baldwin Park		35		8,400	X	X	X			
Torrance		36	**Q1**	**8,380**	X	X	X	X		
Bassett		37		8,310	X	X	X	X		XE
West Covina		38		8,000	X	X	X	X		
Palos Verdes		39		7,533	X	X	X	X		XE
Temple City		40		7,500	X	X	X	X		
Rowland		41		7,233	X	X	X	X		XEm
Beverly Hills	z	42		7,010	X	X	X			XE
El Segundo		43		7,000	X	X	X	X		XE
Duarte	z	44		6,200	X	X	X			
Bonita		45		6,000	X	X	X	X	X	
Arcadia		46		5,500	X	X		X		
Acton-Agua Dulce		47		746				X		Xu

\+ Rates reflect the last effective 2009-10 annualized benefits received by active employees, excluding employee contributions and benefits for retirees.
A Travel or Accident Insurance
E Employee assistance plan or psychological services
K Prescription Plan
V Vision benefit included with the medical plan.
m Mental Health
o Benefit Consultant Fee
q EASE benefit included with the medical plan.
u Employees received a one-time only compensation in the amount of $685.45 to be applied towards health and welfare premiums. This compensation is applicable to the 09-10 school year only.
z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

1. One Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent Increase[2] Provisional Service Document
A B C		1		15.80%
Monrovia		2		3.51
Acton-Agua Dulce		22.5		0.00
Alhambra		22.5		0.00
Azusa		22.5		0.00
Baldwin Park		22.5		0.00
Bassett		22.5		0.00
Bellflower		22.5		0.00
Beverly Hills	z	22.5		0.00
Bonita		22.5		0.00
Burbank		22.5		0.00
Charter Oak		22.5	**Q3**	**0.00**
Claremont		22.5		0.00
Compton	z	22.5		0.00
Covina-Valley		22.5		0.00
Culver City	z	22.5		0.00
Downey		22.5		0.00
Duarte		22.5		0.00
El Segundo		22.5		0.00
Glendale	z	22.5		0.00
Glendora		22.5		0.00
Hacienda-La Puente		22.5		0.00
Inglewood	z	22.5		0.00
La Cañada	z	22.5	**Md**	**0.00**
Las Virgenes		22.5		0.00
Long Beach	z	22.5		0.00
Los Angeles		22.5		0.00
Manhattan Beach	z	22.5		0.00
Montebello		22.5		0.00
Norwalk-La Mirada		22.5		0.00
Paramount	z	22.5		0.00
Pasadena		22.5		0.00
Pomona	z	22.5		0.00
Redondo Beach	z	22.5		0.00
Rowland		22.5		0.00
San Gabriel		22.5	**Q1**	**0.00**
San Marino		22.5		0.00
South Pasadena		22.5		0.00
Temple City		22.5		0.00
Torrance		22.5		0.00
Walnut Valley		22.5		0.00
West Covina		22.5		0.00
Palos Verdes		43		-1.08
Arcadia		44		-1.25
El Rancho		45		-1.61
Santa Monica-Malibu		46		-2.73
Lynwood	z	47		-3.45

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase
2. One Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 1-Year Percent Increase[2] Credential
Monrovia		1		3.51%
Acton-Agua Dulce		21.5		0.00
Alhambra		21.5		0.00
Azusa		21.5		0.00
Baldwin Park		21.5		0.00
Bassett		21.5		0.00
Bellflower		21.5		0.00
Beverly Hills	z	21.5		0.00
Bonita		21.5		0.00
Burbank		21.5		0.00
Charter Oak		21.5		0.00
Claremont		21.5	**Q3**	**0.00**
Compton	z	21.5		0.00
Covina-Valley		21.5		0.00
Culver City	z	21.5		0.00
Downey		21.5		0.00
Duarte		21.5		0.00
El Segundo		21.5		0.00
Glendale	z	21.5		0.00
Glendora		21.5		0.00
Hacienda-La Puente		21.5		0.00
Inglewood	z	21.5		0.00
La Cañada	z	21.5		0.00
Las Virgenes		21.5	**Md**	**0.00**
Long Beach	z	21.5		0.00
Los Angeles		21.5		0.00
Manhattan Beach	z	21.5		0.00
Montebello		21.5		0.00
Norwalk-La Mirada		21.5		0.00
Paramount	z	21.5		0.00
Pasadena		21.5		0.00
Pomona	z	21.5		0.00
Redondo Beach	z	21.5		0.00
Rowland		21.5		0.00
San Gabriel		21.5		0.00
San Marino		**21.5**	**Q1**	**0.00**
South Pasadena		21.5		0.00
Temple City		21.5		0.00
Torrance		21.5		0.00
Walnut Valley		21.5		0.00
West Covina		21.5		0.00
Palos Verdes		42		-1.08
Arcadia		43		-1.25
El Rancho		44		-1.61
A B C		45		-2.16
Santa Monica-Malibu		46		-2.73
Lynwood	z	47		-3.45

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase
3. One Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 1-Year Percent Increase[2] Credential
Bonita		1		12.66%
Monrovia		2		3.51
Acton-Agua Dulce		22		0.00
Alhambra		22		0.00
Azusa		22		0.00
Baldwin Park		22		0.00
Bassett		22		0.00
Bellflower		22		0.00
Beverly Hills	z	22		0.00
Burbank		22		0.00
Charter Oak		22		0.00
Claremont		22	**Q3**	**0.00**
Compton	z	22		0.00
Covina-Valley		22		0.00
Culver City	z	22		0.00
Downey		22		0.00
Duarte		22		0.00
El Segundo		22		0.00
Glendale	z	22		0.00
Glendora		22		0.00
Hacienda-La Puente		22		0.00
Inglewood	z	22		0.00
La Cañada	z	22		0.00
Las Virgenes		22	**Md**	**0.00**
Long Beach	z	22		0.00
Los Angeles		22		0.00
Manhattan Beach	z	22		0.00
Montebello		22		0.00
Norwalk-La Mirada		22		0.00
Paramount	z	22		0.00
Pasadena		22		0.00
Pomona	z	22		0.00
Redondo Beach	z	22		0.00
Rowland		22		0.00
San Gabriel		22		0.00
San Marino		22	**Q1**	**0.00**
South Pasadena		22		0.00
Temple City		22		0.00
Torrance		22		0.00
Walnut Valley		22		0.00
West Covina		22		0.00
Palos Verdes		42		-1.08
Arcadia		43		-1.25
El Rancho		44		-1.61
A B C		45		-2.17
Santa Monica-Malibu		46		-2.67
Lynwood	z	47		-3.45

2 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, to previous fiscal year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

4. Three Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent Increase[3] Provisional Service Document
Manhattan Beach	z	1		24.94%
A B C		2		15.80
Pomona	z	3		7.73
Monrovia		4		7.36
Glendale	z	5		7.20
Las Virgenes		6		7.03
Beverly Hills	z	7		6.09
El Segundo		8		5.99
Inglewood	z	9		5.04
Palos Verdes		10		4.65
Acton-Agua Dulce		11		4.60
Bonita		12.5	**Q3**	**4.53**
Long Beach	z	12.5		4.53
Pasadena		14		4.50
Downey		15		4.40
Duarte		16		4.23
Claremont		17		4.22
Baldwin Park		19		4.00
Hacienda-La Puente		19		4.00
Norwalk-La Mirada		19		4.00
Burbank		21		3.75
Alhambra		22		3.73
South Pasadena		23		3.70
Arcadia		24	**Md**	**3.69**
Charter Oak		25		3.66
Redondo Beach	z	26		3.51
Torrance		27		3.50
Glendora		28		3.40
El Rancho		29		3.34
Walnut Valley		30		3.24
La Cañada	z	31.5		3.00
Montebello		31.5		3.00
Temple City		33		2.94
West Covina		34		2.50
Rowland		35		2.40
Bassett		36	**Q1**	**2.00**
Compton	z	37		1.50
Culver City	z	38		1.00
Covina-Valley		39		0.99
Santa Monica-Malibu		40		0.19
Azusa		43.5		0.00
Bellflower		43.5		0.00
Los Angeles		43.5		0.00
Paramount	z	43.5		0.00
San Gabriel		43.5		0.00
San Marino		43.5		0.00
Lynwood	z	47		-0.55

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

5. Three Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 3-Year Percent Increase[3] Credential
Compton	z	1		10.32%
Pomona	z	2		7.73
Monrovia		3		7.36
Glendale	z	4		7.20
Las Virgenes		5		7.03
Beverly Hills	z	6.5		6.09
Manhattan Beach	z	6.5		6.09
Inglewood	z	8		5.04
Palos Verdes		9		4.65
Acton-Agua Dulce		10		4.60
San Marino		11		4.56
Bonita		12.5	**Q3**	**4.53**
Long Beach	z	12.5		4.53
Pasadena		14		4.50
El Segundo		15		4.49
Downey		16		4.40
Duarte		17		4.23
Claremont		18		4.22
Baldwin Park		20		4.00
Hacienda-La Puente		20		4.00
Norwalk-La Mirada		20		4.00
Burbank		22		3.75
Alhambra		23		3.73
South Pasadena		24	**Md**	**3.70**
Arcadia		25		3.69
Redondo Beach	z	26		3.51
Torrance		27		3.50
Glendora		28		3.40
El Rancho		29		3.34
Walnut Valley		30		3.24
La Cañada	z	31		3.00
Montebello		32		2.99
Temple City		33		2.94
West Covina		34		2.50
Rowland		35		2.40
Bassett		36	**Q1**	**2.00**
Charter Oak		37		1.30
Covina-Valley		38.5		1.00
Culver City	z	38.5		1.00
A B C		40		0.53
Santa Monica-Malibu		41		0.19
Azusa		44		0.00
Bellflower		44		0.00
Los Angeles		44		0.00
Paramount	z	44		0.00
San Gabriel		44		0.00
Lynwood	z	47		-0.55

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

6. Three Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 3-Year Percent Increase[3] Credential
Bonita		1		17.77%
Compton	z	2		10.32
Pomona	z	3		7.73
Monrovia		4		7.36
Glendale	z	5		7.20
Las Virgenes		6		7.03
Beverly Hills	z	7		6.10
Manhattan Beach	z	8		6.09
Inglewood	z	9		5.04
Acton-Agua Dulce		10		4.80
Palos Verdes		11		4.65
San Marino		12	**Q3**	**4.56**
Long Beach	z	13		4.53
Pasadena		14		4.50
El Segundo		15		4.44
Downey		16		4.40
Claremont		17		4.22
Baldwin Park		19.5		4.00
Bellflower		19.5		4.00
Hacienda-La Puente		19.5		4.00
Norwalk-La Mirada		19.5		4.00
Burbank		22		3.75
Alhambra		23		3.74
South Pasadena		24	**Md**	**3.70**
Arcadia		25		3.69
Charter Oak		26		3.66
Redondo Beach	z	27		3.51
Torrance		28		3.50
Glendora		29		3.40
El Rancho		30		3.34
Walnut Valley		31		3.25
Duarte		32		3.04
La Cañada	z	33		3.00
Montebello		34		2.99
Temple City		35		2.94
West Covina		36	**Q1**	**2.50**
Rowland		37		2.40
Bassett		38		2.00
Covina-Valley		39.5		1.00
Culver City	z	39.5		1.00
A B C		41		0.52
Santa Monica-Malibu		42		0.25
Azusa		44.5		0.00
Los Angeles		44.5		0.00
Paramount	z	44.5		0.00
San Gabriel		44.5		0.00
Lynwood	z	47		-0.55

3 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last three year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

7. Five Year Increase in Minimum Salary for Teacher with Provisional Service Document

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent Increase[4] Provisional Service Document
Acton-Agua Dulce		1		40.39%
Redondo Beach	z	2		34.13
Duarte		3		32.04
Manhattan Beach	z	4		25.86
Claremont		5		17.90
Long Beach	z	6		17.62
A B C		7		15.80
Las Virgenes		8		15.76
South Pasadena		9		15.40
Downey		10		15.36
Arcadia		11		15.32
Monrovia		12	**Q3**	**14.75**
Walnut Valley		13		14.41
Beverly Hills	z	14		13.64
Bonita		15		13.50
Norwalk-La Mirada		16		13.29
Torrance		17		12.43
Palos Verdes		18		11.87
Glendora		19		11.84
El Rancho		20		11.78
Pomona	z	21		11.52
Paramount	z	22		11.30
Burbank		23		11.27
Temple City		24	**Md**	**11.00**
Rowland		25		10.75
Alhambra		26		10.48
Hacienda-La Puente		27		10.32
El Segundo		28		10.31
Glendale	z	29		10.13
Covina-Valley		30		10.01
West Covina		31		9.76
Pasadena		32		9.24
Montebello		33		9.19
Santa Monica-Malibu		34		8.89
Los Angeles		35		8.66
La Cañada	z	36	**Q1**	**8.36**
Charter Oak		37		8.33
San Gabriel		38		7.96
Culver City	z	39		7.70
Azusa		40		7.63
Inglewood	z	41		7.14
Bassett		42		7.08
Bellflower		43		6.99
Lynwood	z	44		6.02
Compton	z	45		4.55
Baldwin Park		46		4.00
San Marino		47		0.00

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

8. Five Year Increase in Minimum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Minimum 5-Year Percent Increase[4] Credential
Acton-Agua Dulce		1		40.39%
Duarte		2		32.04
Claremont		3		17.90
Long Beach	z	4		17.62
Compton	z	5		17.57
San Gabriel		6		17.22
Las Virgenes		7		15.75
South Pasadena		8		15.40
Downey		9		15.36
Arcadia		10		15.32
Monrovia		11		14.75
Walnut Valley		12	**Q3**	**14.42**
El Segundo		13		13.78
Beverly Hills	z	14		13.64
Redondo Beach	z	15		13.59
Bonita		16		13.50
Norwalk-La Mirada		17		13.29
San Marino		18		12.77
Torrance		19		12.43
Palos Verdes		20		11.87
Glendora		21		11.84
El Rancho		22		11.78
Pomona	z	23		11.52
Alhambra		24	**Md**	**11.41**
Paramount	z	25		11.30
Burbank		26		11.27
Temple City		27		11.00
Rowland		28		10.74
Hacienda-La Puente		29		10.32
Glendale	z	30		10.13
West Covina		31		9.76
A B C		32		9.68
Manhattan Beach	z	33		9.27
Pasadena		34		9.24
Montebello		35		9.19
Santa Monica-Malibu		36	**Q1**	**8.89**
Los Angeles		37		8.65
La Cañada	z	38		8.36
Culver City	z	39		7.70
Azusa		40		7.62
Inglewood	z	41		7.14
Bassett		42		7.08
Bellflower		43		6.99
Lynwood	z	44		6.02
Covina-Valley		45		5.78
Baldwin Park		46		4.00
Charter Oak		47		1.30

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

E. Percent Increase

9. Five Year Increase in Maximum Salary for Teacher with Credential

Unified School District	Footnotes	Rank		Teacher Maximum 5-Year Percent Increase[4] Credential
Bonita		1		27.87%
Acton-Agua Dulce		2		24.61
Long Beach	z	3		22.15
Paramount	z	4		18.09
Claremont		5		17.90
Bassett		6		17.89
Compton	z	7		17.57
Baldwin Park		8		16.05
Las Virgenes		9		15.75
South Pasadena		10		15.39
Downey		11		15.36
Arcadia		12	**Q3**	**15.32**
Beverly Hills	z	13		14.76
Monrovia		14		14.75
Burbank		15		14.74
Walnut Valley		16		14.41
Redondo Beach	z	17		13.59
Norwalk-La Mirada		18		13.29
San Marino		19		12.77
Torrance		20		12.43
Charter Oak		21		12.25
Palos Verdes		22		11.87
Glendora		23		11.84
El Rancho		24	**Md**	**11.78**
Duarte		25		11.53
Pomona	z	26		11.51
Bellflower		27		11.27
Temple City		28		11.00
El Segundo		29		10.82
Rowland		30		10.75
Alhambra		31		10.48
Hacienda-La Puente		32		10.32
Glendale	z	33		10.13
Covina-Valley		34		10.03
West Covina		35		9.76
A B C		36	**Q1**	**9.67**
Manhattan Beach	z	37		9.27
Santa Monica-Malibu		38		9.26
Pasadena		39		9.24
Culver City	z	40		9.22
Montebello		41		9.15
Los Angeles		42		8.65
La Cañada	z	43		8.36
San Gabriel		44		8.12
Azusa		45		7.62
Inglewood	z	46		7.14
Lynwood	z	47		6.02

4 Percent increase over the minimum and maximum salary placement compare this fiscal year's salaries prorated for any mid-year increases, over the last five year's salaries prorated for any mid-year increases, including one-time only off-schedule pay, and excluding compensation for doctorate, longevity or extended career service pay, merit, or location.

z Not settled

2009-10 L.A. County District Salary Survey

SECTION II: UNIFIED SCHOOL DISTRICTS

PART D: TEACHERS PERCENT INCREASE

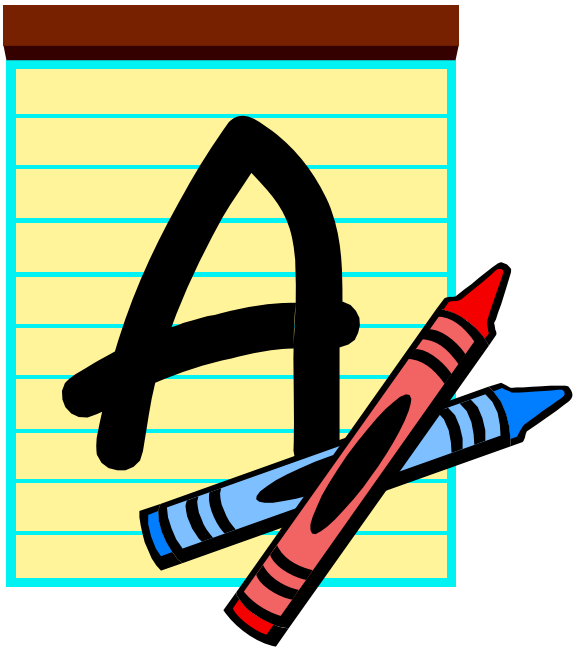
E. Percent Increase

10. Last Maximum Base Salary Percent Increase

Unified School District	Footnotes	Rank		Last Maximum Base Salary Percent Increase[5]	Annual Contract Days New Teachers	Annual Contract Days Returning Teachers	Off-Schedule/ Lottery	Effective Date of Last Increase (Decrease) to Salary Schedule
Compton	z	1		10.32%	184	184		07/01/07
Paramount	z	2		9.19	185	184		07/01/06
Glendale	z	3		7.20	186	186		07/01/07
Beverly Hills	z	4		6.10	188	186		07/01/08
Manhattan Beach	z	5		6.09	183	183		07/01/07
Los Angeles		6.5		6.00	182	182		07/01/06
San Gabriel		6.5		6.00	190	186		07/01/06
Inglewood	z	8		5.04	185	185		08/29/07
Azusa		9		5.00	186	184		07/01/06
Acton-Agua Dulce		10		4.80	182	181		12/01/07
Bonita		11.5		4.53	185.5	185.5		07/01/07
Long Beach	z	11.5	**Q3**	**4.53**	182	182		07/01/07
Pasadena		13		4.50	186	186		07/01/07
Monrovia		14		4.43	189	184		01/01/08
Downey		15		4.40	183	183		09/01/07
Claremont		16		4.22	182	181		07/01/07
Baldwin Park		19		4.00	186	184		07/01/07
Bellflower		19		4.00	185	184		07/01/07
Hacienda-La Puente		19		4.00	185	184		08/27/07
Las Virgenes		19		4.00	185	185		07/01/07
Norwalk-La Mirada		19		4.00	183	183		07/01/07
Burbank		22		3.75	187	187		07/01/07
South Pasadena		23		3.70	186	185		07/01/07
Charter Oak		24	**Md**	**3.66**	184	184		09/01/07
Redondo Beach	z	25		3.51	183	183		02/01/08
Torrance		26		3.50	185	185		07/01/07
Glendora		27		3.40	182	182		07/01/07
Pomona	z	28.5		3.25	188	188		02/01/08
Walnut Valley		28.5		3.25	185	184		07/01/07
Duarte		30		3.04	186	185		09/01/07
Montebello		31		3.01	183	183		07/01/08
La Cañada	z	32		3.00	187	185		07/01/07
Temple City		33		2.94	186	185		09/01/07
Alhambra		34.5		2.50	184	182		07/01/07
West Covina		34.5		2.50	188	188		07/01/07
Rowland		36	**Q1**	**2.40**	188	185		09/01/07
El Segundo		37		2.01	184	183		09/01/07
Bassett		38		2.00	184	183		07/01/07
Covina-Valley		39.5		1.00	186	183		09/01/08
Culver City	z	39.5		1.00	185	184		09/01/07
San Marino		41		0.54	187	185		08/25/08
Palos Verdes		42		-1.08	183	183		07/01/09
Arcadia		43		-1.25	185	185		07/01/09
El Rancho		44		-1.61	183	183		07/01/09
A B C		45		-2.17	180	180		07/01/09
Santa Monica-Malibu		46		-2.73	180	178		07/01/09
Lynwood	z	47		-3.45	181	181		07/01/09

5 Percent increase of the current scheduled maximum base salary over the prior scheduled maximum base salary, excluding any off- schedule compensation.

z Not settled



APPENDIX

Los Angeles County Office of Education
August 2010

BENCHMARK JOB DESCRIPTIONS

CERTIFICATED BENCHMARKS

POSITION I

1. Assess, evaluate and diagnose individual students utilizing standardized diagnostic/predictive test instruments.
2. Recommend placement of students to remediate learning, emotional or behavioral problems.
3. Counsel parents regarding student remediation programs.
4. Certification requirement: Credential authorizing service as a school psychologist.
5. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. psychometrists.

POSITION II

1. Assists students with adjustment problems, providing behavioral or educational counseling to groups/individuals.
2. Provide career and guidance counseling, helping students develop goals for continuing education and training.
3. Certification requirement: credential authorizing service as a school counselor.
4. **EXCLUDE** positions which require the supervision or coordination of professional staff, i.e. social workers.

POSITION III

1. The *school building or site administrator* responsible for all aspects of the school operation, i.e. the educational program, school budget preparation and expenditures, and securing school equipment and facilities.
2. Supervise, coordinate, and evaluate the activities of personnel assigned at the school.
3. **EXCLUDE** positions which have responsibilities of a Superintendent.

III A: Administrator of an elementary school (up to grade level 5 or 6).
III B: Administrator of an intermediate/middle school (up to grade level 8 or 9).
III C: Administrator of a high school (to grade level 12).

POSITION IV

1. *Chief assistant to the school building or site administrator*, acting school/site administrator in their absence.
2. Assist in the selection, supervision, and performance evaluation of personnel assigned to the school.
3. Assist in the development, implementation, and evaluation of all programs affecting the school's operation.
4. **EXCLUDE** positions which have teaching responsibilities as a regular assignment.

IV A: Assistant administrator of an intermediate/middle school (up to grade level 8 or 9).
IV B: Assistant administrator of a high school (to grade level 12).

2009-10 L.A. County District Salary Survey

ELEMENTARY AND HIGH SCHOOL DISTRICTS

TEACHERS STIPENDS

Elementary School Districts[G]	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Castaic Union		$1500		$7000
East Whittier			$500	1100
Eastside Union			1000	2425
El Monte				9181
Garvey	z	2566	2566	7696
Hawthorne				10,130
Hermosa Beach		750		2636
Hughes-Eliz. Lakes		1259		1638
Keppel Union		500		3708
Lancaster			1000	11,234
Lawndale				9461
Lennox	z			4861
Little Lake City				4438
Los Nietos				5000
Lowell Joint				9890
Mountain View				7942
Newhall		1000	500	6000
Palmdale				3750
Rosemead	z			4000
Saugus Union	z	600	700	5500
South Whittier				2000
Sulphur Springs	z	1500		10,800
Valle Lindo	z			5967
Westside Union			2500	10,641
Whittier City				12,820
Wilsona	z	750	1000	4602
Wiseburn		800		11,805

High School Districts	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
Antelope Valley			$3500	$16,011
Centinela Valley			1000	10,730
El Monte Union				9858
Hart Union		$2186	2186	10,930
Whittier Union			2773	9589

G Excludes Gorman due to size and financial structure
z Not settled

2009-10 L.A. County District Salary Survey

UNIFIED SCHOOL DISTRICTS

TEACHERS STIPENDS

Unified School Districts	Footnotes	Masters Degree	Doctorate Degree	Maximum Longevity
A B C			$500	$14,932
Acton-Agua Dulce		$946		3992
Alhambra			2131	19,453
Arcadia			1000	8589
Azusa			1141	5546
Baldwin Park			1000	3640
Bassett				4100
Bellflower			1055	6708
Beverly Hills	z		1729	5690
Bonita				
Burbank		1170	1170	8426
Charter Oak			800	7463
Claremont			1000	10,559
Compton	z			7962
Covina-Valley			1000	6360
Culver City	z		2000	9000
Downey		370	734	14,764
Duarte			5.00%	10,446
El Rancho				8800
El Segundo		850	$1100	10,274
Glendale	z		1000	11,878
Glendora			1740	5921
Hacienda-La Puente			1000	9000
Inglewood	z		500	6228
La Cañada	dz		1000	3470
Las Virgenes			400	5890
Long Beach	z		2000	7000
Los Angeles	y	584	1168	5006
Lynwood	z		350	5625
Manhattan Beach	z		1000	5278
Monrovia			1000	5670
Montebello	y	350	350	6000
Norwalk-La Mirada			1000	13,284
Palos Verdes			1000	8460
Paramount	z		1000	7500
Pasadena			5.00%	10.00%
Pomona	z		$1584	5.00%
Redondo Beach	z		1000	$4960
Rowland			1000	10,399
San Gabriel			500	5304
San Marino				8236
Santa Monica-Malibu		1730	3245	15,943
South Pasadena				8600
Temple City			1000	3211
Torrance			1102	8015
Walnut Valley			2.00%	11,160
West Covina				11,453

d The Ph.d/Ed.D is an one time only stipend or bonus.
y Only one advanced degree stipend is compensated, not both.
z Not settled

2009-10 L.A. County District Salary Survey

DISTRICT STAFF SIZE

ELEMENTARY SCHOOL DISTRICT[G]	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Castaic Union	164	180	116
East Whittier	454.9FTE	544.49FTE	346.48FTE
Eastside Union	160.50FTE	174.50FTE	101.57FTE
El Monte	434	534	489
Garvey	242	293	392
Hawthorne	429FTE	482FTE	#
Hermosa Beach	#	#	#
Hughes-Eliz. Lakes	16FTE	19FTE	20
Keppel Union	137	151	161
Lancaster	621	689	691
Lawndale	#	#	#
Lennox	325	363	176
Little Lake City	244	265	207
Los Nietos	#	#	#
Lowell Joint	137	158	115
Mountain View	447	498	467
Newhall	301.2FTE	367.8FTE	216.7FTE
Palmdale	942	1083	#
Rosemead	142	157	165
Saugus Union	474FTE	574FTE	793FTE
South Whittier	159	172	149
Sulphur Springs	#	#	#
Valle Lindo	50FTE	55FTE	27.44FTE
Westside Union	368	400	490
Whittier City	275	340	343
Wilsona	#	#	#
Wiseburn	114	125	137

HIGH SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
Antelope Valley	962FTE	1116FTE	857FTE
Centinela Valley	281FTE	311FTE	353FTE
El Monte Union	424	514	546
Hart Union	880	1070	737
Whittier Union	576	611	565

7 Self-reported by district
FTE Full-time equivalent
G Excludes Gorman due to size and financial structure
Information not provided by district

2009-10 L.A. County District Salary Survey

DISTRICT STAFF SIZE

UNIFIED SCHOOL DISTRICT	NUMBER OF CLASSROOM TEACHERS[7]	TOTAL CERTIFICATED STAFF[7]	TOTAL CLASSIFIED STAFF[7]
A B C	866.30FTE	1003.85 FTE	528.66 FTE
Acton-Agua Dulce	83.15FTE	96.15FTE	75.94FTE
Alhambra	780	988	850
Arcadia	425.06FTE	490.46FTE	369
Azusa	582	646	677
Baldwin Park	715.40FTE	942.53FTE	1152
Bassett	200	255	292
Bellflower	677	761	707
Beverly Hills	#	#	#
Bonita	442.85FTE	482.85FTE	314.39FTE
Burbank	640	843	714
Charter Oak	255	301	121
Claremont	315.39	247.88	353.35
Compton	1194 FTE	1,922 FTE	1,716 FTE
Covina-Valley	573	667	781
Culver City	306	375	337
Downey	1101	69	465
Duarte	190	222	141
El Rancho	466	547	539
El Segundo	146	159	160
Glendale	1200	1400	1100
Glendora	310	349	288
Hacienda-La Puente	938 FTE	1196 FTE	1134
Inglewood	620	724	676
La Cañada	188	224	184
Las Virgenes	512.20FTE	579.20FTE	423 FTE
Long Beach	3974FTE	4572FTE	2651FTE
Los Angeles	29,146	39,954	31,984
Lynwood	847FTE	917FTE	#
Manhattan Beach	318	358	241
Monrovia	297	341	383
Montebello	1225	1831	1475
Norwalk-La Mirada	800	1225	1046
Palos Verdes	533.83FTE	599.13FTE	876
Paramount	794	44	699
Pasadena	892	1183	982
Pomona	#	#	#
Redondo Beach	368.90FTE	451.82FTE	337.37FTE
Rowland	683	882	924
San Gabriel	241	292	202
San Marino	144	165	159
Santa Monica-Malibu	590	770	777
South Pasadena	#	241	184
Temple City	259	295	247
Torrance	960	1099	989
Walnut Valley	680	766	994
West Covina	422.90FTE	480FTE	420

7 Self-reported by district
FTE Full-time equivalent
Information not provided by district

2009-10 L.A. County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

ELEMENTARY SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
Castaic Union	Marcia Dains	Director, Administrative Services	661/257-4500x1506
East Whittier	Mary Branca	Assistant Superintendent, Personnel	562/907-5904
Eastside Union	Norma McCammon	Human Resources Administrator	661/952-1200x312
El Monte	Kevin Hryciw	Director, Personnel	626/453-3724
Garvey	Genaro Alarcon	Assistant Superintendent, Human Resources	626/307-3486x2202
Hawthorne	Shelley Rose	Assistant Superintendent, Human Resources	310/676-2276
Hermosa Beach	Bruce Newlin, Ed.D	Superintendent	310/937-5877
Hughes-Eliz. Lakes	Ruby D. Thompson	Director, Business Services	661/724-2395
Keppel Union	Stacey Nestlerode	Supervisor, Business Services	661/944-2155
Lancaster	Lexy B. Conte	Assistant Superintendent, Human Resources	661/948-4661x150
Lawndale	Rick Bagley	Assistant Superintendent, Human Resources	310/973-1300x1275
Lennox	Dr. Cesar A. Morales	Director, Personnel	310/695-4002
Little Lake City	Toni Traster	Personnel Specialist	562/868-8241
Los Nietos	Douglas C. McMasters	Assistant Superintendent, Business Services	562/692-0271x3223
Lowell Joint	Dr. Patricia A. Howell	Superintendent of Schools	562/902-4200
Mountain View	Beverly Mohn	Account Clerk IV	626/652-4061
Newhall	Pamela Rubino	Benefits/Payroll Coordinator	661/291-4173
Palmdale	Pauline Winbush	Director, Human Resources	661/266-7226
Rosemead	Armida Carreon	Senior Director, Human Resources & Operations	626/312-2900x219
Saugus Union	Rick Grove	Assistant Superintendent, Personnel	661/294-5300
South Whittier	Cecilia Laidemitt	Associate Superintendent	562/944-6231x2005
Sulphur Springs	Amy Poulin	Payroll & Benefits Specialist	661/252-5131
Valle Lindo	Dr. M.L. Labrucherie	Superintendent	626/580-0610x101
Westside Union	Robert Hughes	Assistant Superintendent, Human Resources	661/722-0716
Whittier City	Dr. Laurie Bruton	Assistant Superintendent, Human Resources	562/789-3074
Wilsona	Alex Sabogal	Payroll/Benefits Technician	661/264-1111
Wiseburn	Ana M. Montes	Director, Human Resources	310/643-3003

HIGH SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
Antelope Valley	Mark Bryant	Assistant Superintendent, Personnel	661/948-7655
Centinela Valley	Bob Cox	Assistant Superintendent, Human Resources	310/263-3210
El Monte Union	Dan Morris	Assistant Superintendent, Personnel	626/444-9005x4511
Hart Union	Rob Gapper	Assistant Superintendent, HR & Student Services	661/259-0033x281
Whittier Union	Martin J. Plourde	Assistant Superintendent, Personnel Services	562/698-8121x1031

2009-10 L.A. County District Salary Survey

LIST OF DISTRICT CONTRIBUTORS

UNIFIED SCHOOL DISTRICT	CONTACT PERSON	TITLE	TELEPHONE NUMBER
A B C	Carol Hansen	Assistant Superintendent	562/926-5566x21173
Acton-Agua Dulce	Maxine Griffin	Director, Human Resources	661/269-5999
Alhambra	Laura Tellez	Assistant Superintendent, Human Resources	626/943-3060
Arcadia	Christina Aragon	Assistant Superintendent, Business Services	626/821-6631
Azusa	Sharron Berry	Personnel Technician	626/858-6173
Baldwin Park	Cynthia Cuevas	Interim Assistant Superintendent, Human Resources	626/856-6015
Bassett	Connie Aguirre	Human Resources Specialist	626/931-3019
Bellflower	Marcy Delgado	Associate Superintendent	562/866-9011
Beverly Hills	Claudia Grover	Human Resources/Credential Analyst	310/551-5100x2236
Bonita	Curtis Frick	Assistant Superintendent, Human Resources	909/971-8340
Burbank	Esther Salinas	Director, Human Resources	818/729-4565
Charter Oak	Gloria Cortez	Assistant Superintendent, Human Resources	626/966-8331
Claremont	Devon Freitas	Assistant Superintendent, Human Resources	909/398-0617
Compton	Alex Flores	Senior Director, Human Resources	310/639-4321x55075
Covina-Valley	Dave Samuelson	Assistant Superintendent, Personnel Services	626/974-7000x2009
Culver City	Patricia W. Jaffe	Assistant Superintendent, Human Resources	310/842-4220x4248
Downey	Stan Hanstad	Assistant Superintendent	562/469-6541
Duarte	Dean Conklin, Ed.D	Superintendent	626/599-5001
El Rancho	John Lopez	Director, Human Resources	562/801-5216
El Segundo	Dave Lubs	Executive Director, Administrative Services	310/615-2650x221
Glendale	Dr. John Garcia	Assistant Superintendent, Human Resources	818/241-3111x259
Glendora	Dominic DiGrazia	Director, Personnel Services	626/963-1611x300
Hacienda -La Puente	Mauriana Gonzalez	Secretary II	626/933-3835
Inglewood	Jameer Ali	Lead Data Processing Technician	310/419-2749
La Cañada	Wendy Sinnette	Assistant Superintendent, Human Resources	818/952-8383
Las Virgenes	Dan Stepenosky	Assistant Superintendent, Personnel	818/878-5260
Long Beach	Bobbie Montes	Program Administrator	562/997-8108
Los Angeles	Justo Avila	Deputy Chief HR Officer	213/241-6131
Lynwood	Donald Balfour	Assistant Superintendent, Human Resources	310/886-1608
Manhattan Beach	Kathy Hall	Director, Human Resources	310/318-7345x5915
Monrovia	Debby Collins, Ed.D	Associate Superintendent, Human Resources	626/471-2022
Montebello	Mary L. Willis	Assistant Superintendent	323/887-7914
Norwalk-La Mirada	Felipe Ibarra	Director, Human Resources	562/868-0431x2132
Palos Verdes	William Franchini	Director, Human Resources	310/378-9966x245
Paramount	Myrna Morales	Assistant Superintendent, Human Resources	562/602-6006
Pasadena	Steve Miller	Director, Human Resources	626/396-3600x88777
Pomona	Shanette Oliver	Personnel Senior Staff Assistant	909/397-4800x3455
Redondo Beach	Nancy Billinger, Ed.D	Assistant Superintendent, Human Resources	310/379-5449
Rowland	Dr. Robert J. Arias	Assistant Superintendent, Human Resources	626/854-8337
San Gabriel	Janet K. Reece	Interim Assistant Superintendent, Human Resources	626/451-5400
San Marino	Linda de la Torre	Assistant Superintendent, Human Resources	626/299-7000x311
Santa Monica-Malibu	Dr. Michael D. Matthews	Assistant Superintendent, Human Resources	310/450-8338x220
South Pasadena	Julie Jennings	Assistant Superintendent, Personnel Services	626/441-5810x1132
Temple City	Karen Reed	Assistant Superintendent, Personnel	626/548-5004
Torrance	Mario Liberati, Ed.D	Senior Director, Human Resources	310/972-6071
Walnut Valley	Bryan Cole	Assistant Superintendent, Human Resources	909/595-1261
West Covina	Michael F. Seaman	Assistant Superintendent, Human Resources	626/939-4600x4671

2009-10 L.A. County District Salary Survey

TOTAL EXPENDITURES FOR 2008-09: ELEMENTARY & HIGH SCHOOL DISTRICTS[1]

Elementary School District[G]	2008-09 Total Expenditures
Castaic Union	$25,143,361
East Whittier	81,938,117
Eastside Union	25,267,407
El Monte	88,416,980
Garvey	52,236,798
Hawthorne	69,823,631
Hermosa Beach	10,008,767
Hughes-Eliz. Lakes	3,127,636
Keppel Union	23,127,161
Lancaster	117,848,929
Lawndale	50,768,336
Lennox	58,913,933
Little Lake City	39,710,451
Los Nietos	17,983,178
Lowell Joint	22,234,937
Mountain View	79,585,130
Newhall	51,490,667
Palmdale	209,588,778
Rosemead	25,055,788
Saugus Union	109,279,966
South Whittier	34,421,603
Sulphur Springs	47,402,301
Valle Lindo	8,335,842
Westside Union	58,776,272
Whittier City	52,459,305
Wilsona	15,631,298
Wiseburn	17,850,290

High School District	2008-09 Total Expenditures
Antelope Valley	$196,953,678
Centinela Valley	74,282,213
El Monte Union	91,240,136
Hart Union	180,079,815
Whittier Union	146,830,360

1 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances-2008-09

G Excludes Gorman due to size and financial structure

2009-10 L.A. County District Salary Survey

TOTAL EXPENDITURES FOR 2008-09: UNIFIED SCHOOL DISTRICTS[1]

Unified School District	2008-09 Total Expenditures
A B C	$172,812,569
Acton-Agua Dulce	14,599,186
Alhambra	165,061,143
Arcadia	74,430,662
Azusa	93,295,011
Baldwin Park	137,735,223
Bassett	50,643,245
Bellflower	114,413,098
Beverly Hills	56,447,376
Bonita	78,216,286
Burbank	123,650,011
Charter Oak	51,619,326
Claremont	57,691,141
Compton	291,237,547
Covina-Valley	109,513,351
Culver City	68,405,020
Downey	169,428,660
Duarte	34,588,696
El Rancho	86,495,898
El Segundo	27,587,087
Glendale	229,914,835
Glendora	54,576,234
Hacienda-La Puente	179,210,933
Inglewood	127,917,564
La Cañada	34,233,332
Las Virgenes	94,469,081
Long Beach	747,249,769
Los Angeles	6,576,985,144
Lynwood	153,982,450
Manhattan Beach	52,522,240
Monrovia	49,796,459
Montebello	290,686,710
Norwalk-La Mirada	185,550,823
Palos Verdes	96,567,809
Paramount	129,478,798
Pasadena	198,753,686
Pomona	265,507,107
Redondo Beach	67,439,681
Rowland	165,354,112
San Gabriel	46,571,442
San Marino	29,082,556
Santa Monica-Malibu	117,919,558
South Pasadena	34,002,617
Temple City	44,873,112
Torrance	186,618,912
Walnut Valley	115,862,294
West Covina	74,661,725

1 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 5: Summary of General Fund Revenues, Expenditures, and Changes in Fund Balances-2008-09

2009-10 L.A. County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2008-09[6]

Elementary & High School Districts

Ranking	Elementary School Districts[G]	Revenue Limit ADA
1	Palmdale	$20,055
2	Lancaster	14,162
3	Saugus	10,143
4	El Monte	9,930
5	Westside	8,575
6	Mountain View	8,505
7	East Whittier	8,386
8	Hawthorne	8,159
9	Newhall	6,830
10	Whittier City	6,398
11	Garvey	5,655
12	Sulphur Springs	5,647
13	Lawndale	5,610
14	Lennox	5,527
15	Little Lake City	4,815
16	South Whittier	3,786
17	Castaic	3,199
18	Eastside	3,047
19	Rosemead	2,995
20	Lowell Joint	2,940
21	Keppel	2,737
22	Wiseburn	2,206
23	Los Nietos	1,957
24	Wilsona	1,586
25	Valle Lindo	1,145
26	Hermosa Beach	1,113
27	Hughes-Eliz. Lakes	342

Ranking	High School Districts	Revenue Limit ADA
1	William S. Hart	$22,082
2	Antelope Valley	21,841
3	Whittier	12,841
4	El Monte	9,804
5	Centinela Valley	6,570

6 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 16: Size by Revenue Limit ADA- Rank Order 2008-09

G Excludes Gorman due to size and financial structure

2009-10 L.A. County District Salary Survey

Size by Revenue Limit ADA: Rank Order for 2008-09[6]

Unified School Districts

RANKING	UNIFIED SCHOOL DISTRICTS	REVENUE LIMIT ADA
1	Los Angeles	$593,400
2	Long Beach	82,520
3	Montebello	31,540
4	Pomona	28,529
5	Glendale	25,764
6	Compton	25,129
7	Torrance	24,031
8	Downey	21,682
9	Hacienda-La Puente	21,026
10	Norwalk-La Mirada	20,384
11	ABC	20,124
12	Pasadena	18,768
13	Alhambra	18,172
14	Rowland	16,003
15	Lynwood	15,920
16	Baldwin Park	15,730
17	Paramount	15,264
18	Walnut Valley	14,684
19	Burbank	14,677
20	Bellflower	13,999
21	Covina Valley	13,814
22	Inglewood	13,641
23	Palos Verdes	11,707
24	Las Virgenes	11,254
25	Santa Monica-Malibu	11,032
26	Azusa	10,759
27	El Rancho	10,562
28	Bonita	9,622
29	Arcadia	9,619
30	West Covina	8,763
31	Redondo Beach	7,949
32	Glendora	6,961
33	Claremont	6,817
34	Culver City	6,416
35	Manhattan Beach	6,303
36	Charter Oak	6,077
37	Monrovia	5,762
38	Temple City	5,389
39	San Gabriel	5,315
40	Beverly Hills	4,967
41	Bassett	4,787
42	South Pasadena	4,157
43	Duarte	4,076
44	La Canada	3,924
45	El Segundo	3,158
46	San Marino	3,143
47	Acton-Agua Dulce	1,690

6 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 16: Size by Revenue Limit ADA- Rank Order 2008-09

2009-10 L.A. County District Salary Survey

Base Revenue Limit Per ADA: Rank Order for 2009-10[8]

Elementary & High School Districts

Ranking	Elementary School Districts[G]	Base Revenue Limit Per ADA
1	Wilsona	$6,599.56
2	Hermosa Beach	6,347.84
3	Hughes-Elizabeth Lakes	6,271.86
4	Wiseburn	6,268.84
5	Palmdale	6,166.85
6	Valle Lindo	6,140.19
7	Keppel	6,137.81
8	Eastside	6,130.76
9	Whittier City	6,116.82
10	Castaic	6,111.48
11	Los Nietos	6,109.65
12	Westside	6,108.88
13	East Whittier	6,108.83
14	Mountain View	6,105.75
15	Hawthorne	6,105.30
16	El Monte	6,104.99
17	Lawndale	6,104.93
18	South Whittier	6,102.58
19	Lancaster	6,102.25
20	Little Lake City	6,101.53
21	Lennox	6,101.29
22	Sulphur Springs	6,098.59
23	Garvey	6,095.80
24	Rosemead	6,093.50
25	Lowell Joint	6,093.00
26	Newhall	6,088.08
27	Saugus	6,083.65

Ranking	High School Districts	Base Revenue Limit Per ADA
1	El Monte	$7,432.80
2	Whittier	7,416.63
3	Antelope Valley	7,375.87
4	Centinela Valley	7,345.97
5	William S. Hart	7,319.04

8 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 17: Base Revenue Limit Per ADA- Rank Order 2009-10

G Excludes Gorman due to size and financial structure

2009-10 L.A. County District Salary Survey

Base Revenue Limit Per ADA: Rank Order for 2009-10[8]

Unified School Districts

Ranking	Unified School District	Base Revenue Limit Per ADA
1	Beverly Hills	$7,031.49
2	Alhambra	7,005.19
3	Redondo Beach	6,738.31
4	El Segundo	6,705.44
5	Manhattan Beach	6,672.43
6	Culver City	6,485.73
7	Santa Monica	6,469.84
8	San Gabriel	6,413.68
9	Compton	6,403.26
10	San Marino	6,402.02
11	Montebello	6,393.15
12	Covina Valley	6,391.18
13	Pasadena	6,389.31
14	Bassett	6,387.99
15	Los Angeles	6,386.56
16	Bellflower	6,385.83
17	Norwalk-La Mirada	6,385.83
18	La Canada	6,385.35
19	El Rancho	6,385.29
20	Burbank	6,385.15
21	Monrovia	6,384.85
22	Baldwin Park	6,383.22
23	West Covina	6,382.82
24	Lynwood	6,381.94
25	Duarte	6,381.31
26	Hacienda-La Puente	6,381.04
27	Azusa	6,379.44
28	Downey	6,379.13
29	Las Virgenes	6,378.69
30	Bonita	6,378.11
31	Torrance	6,377.33
32	Inglewood	6,375.96
33	Charter Oak	6,375.87
34	Pomona	6,375.30
35	Paramount	6,374.49
36	South Pasadena	6,374.32
37	Glendora	6,369.78
38	Palos Verdes	6,368.95
39	Glendale	6,367.86
40	Claremont	6,367.61
41	Long Beach	6,367.08
42	Arcadia	6,364.35
43	ABC	6,363.62
44	Temple City	6,362.72
45	Walnut Valley	6,358.43
46	Rowland	6,357.57
47	Acton-Agua Dulce	6,357.50

8 Source: 2008-09 L.A. County School Districts Annual Financial Report:
*Table 17: Base Revenue Limit Per ADA- Rank Order 2009-10

ELEMENTARY, HIGH SCHOOL AND UNIFIED DISTRICTS
LOS ANGELES COUNTY

