

# California State Preschool Program Teacher Compensation and Pay Parity Analysis

March 21, 2019

Prepared by:

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## Executive Summary

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School Services of California, Inc., was contracted by Early Edge California, the Los Angeles Chamber of Commerce, and Advancement Project to analyze K-12 certificated teacher salaries and benefits compared to the salaries and benefits of early childhood permit educators in school districts that provide center-based State Preschool programs—the California State Preschool Program (CSPP). The study further analyzed the cost associated with reaching parity between K-12 certificated teacher salaries and CSPP early childhood permit educator salaries—to determine the amount by which reimbursement rates would need to be increased in order to reach salary parity for all teachers. K-12 certificated teachers include transitional kindergarten teachers.

CSPP funding is allocated to cities, community colleges, private organizations, and school districts, with school districts receiving more than 55% of the funds allocated in 2016-17. In its current form, the CSPP was created by legislation in 2008 (Chapter 308, Statutes of 2008), and in the first year of the CSPP's existence, participating school district's experienced a slight funding shortfall of 1.02%.

Since then, the revenues for the program have grown, but so have expenditures. In 2010-11, the second year of the program, revenues increased by more than 45%, while expenditures grew by 63%. This funding shortfall required participating districts to subsidize their program with local funds. Statewide, local funds from participating districts equaled 11.74% of program expenditures.

Though increases in revenues appear to have kept pace with expenditures, funding has never exceeded or even equaled expenditures. In 2013-14, districts statewide experienced a total shortfall of \$50 million, an amount that has carried over each year since for a cumulative and aggregate impact on districts' General Funds of \$192 million between 2013-14 and 2016-17.

Eliminating the ongoing shortfall in funding for the CSPP would require an increase of approximately 8.54% to the full-day Standard Reimbursement Rate (SRR), the average of the local contribution for the three most recent years of available data. For 2018-19, the full-day SRR is set to be \$48.28. An increase of 8.54%, or \$4.12, would bring the rate to \$52.40. The part-day rate would increase \$2.55, bringing the part-day SRR to \$32.45 (see Figure 2).

Increasing CSPP teacher starting salaries to be equal to that of K-12 teachers would require educational qualifications to be similar as well; however, the starting requirements for a CSPP teacher do not include a teaching credential or bachelor's (BA) degree, as teaching in a K-12 classroom typically does.

Comparing teacher salaries at relatively similar education levels highlights the differences in compensation between the two groups. As shown in Figure 1, in all but one district, for teachers with a BA degree, the CSPP teacher minimum salary was less than the K-12 teacher minimum

salary. In one case, the difference was more than \$32,000, or nearly a 50% disparity in salary for similar educational qualifications.

The average minimum salary for a CSPP teacher with a BA degree is \$38,091. The average minimum salary for a K-12 teacher with a BA degree—the starting point for a teacher in a district—is \$51,240. CSPP teachers at the same education level as their K-12 peers made roughly 74% of what the K-12 teachers earned, a difference of about \$13,149.

**Figure 1: CSPP Teacher vs. K-12 Teacher Minimum Salary**

District	CSPP Teacher Salary with BA	K-12 Teacher Salary with BA	Difference \$	Difference %
Fremont USD <sup>1</sup>	\$33,276	\$65,398	(\$32,122)	-49.1%
Long Beach USD	\$33,586	\$57,697	(\$24,111)	-41.8%
Santa Ana USD	\$32,954	\$56,826	(\$23,872)	-42.0%
Riverside USD	\$41,953	\$58,697	(\$16,744)	-28.5%
<b>Comparative Group Average</b>	<b>\$38,091</b>	<b>\$51,240</b>	<b>(\$13,149)</b>	<b>-25.6%</b>
Los Angeles USD	\$37,684	\$50,368	(\$12,684)	-25.2%
Fontana USD	\$39,297	\$50,922	(\$11,625)	-22.8%
Oakland USD	\$34,994	\$46,411	(\$11,417)	-24.6%
San Diego USD	\$36,359	\$46,124	(\$9,765)	-21.2%
Sacramento City USD	\$36,909	\$44,562	(\$7,653)	-17.2%
Fresno USD	\$38,337	\$45,366	(\$7,029)	-15.5%
Clovis USD	\$39,540	\$40,309	(\$769)	-1.9%
San Bernardino USD	\$52,199	\$52,199	\$0	0.0%

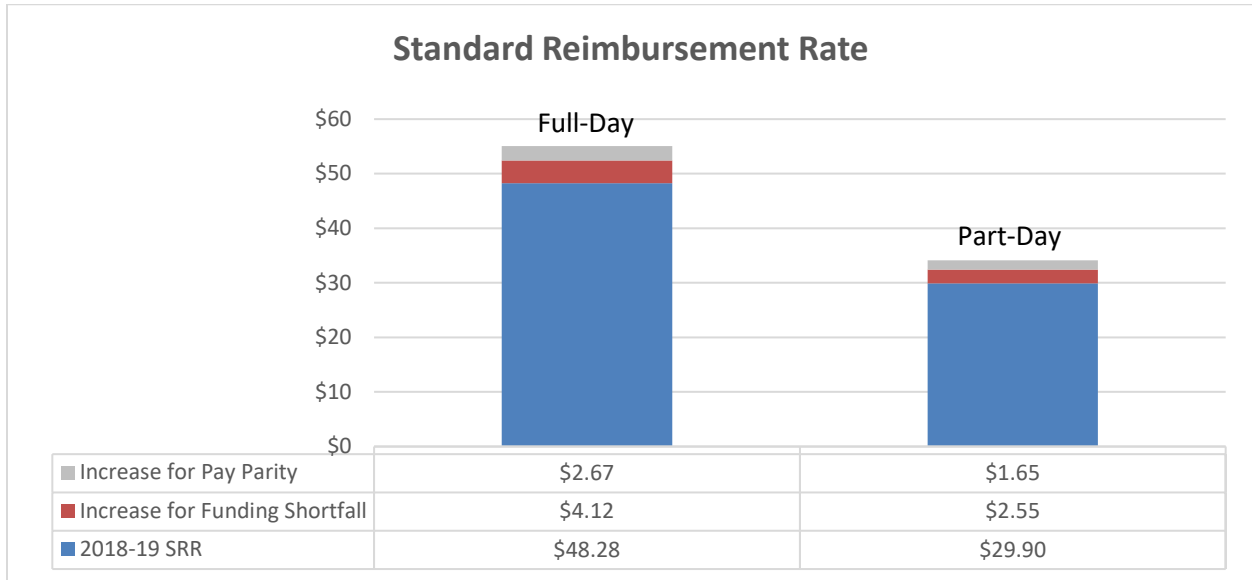
<sup>1</sup>Fremont USD does not provide a separate allocation for health and welfare benefits

Source: District salary schedules and 2016-17 J-90 reports

To close the salary gap, CSPP teacher salaries would need to increase by 26%. Increasing the current amount of CSPP teacher salary expenditures by 26% would increase the share of salary expenditures for the comparative group to 31.84% of adjusted total expenditures for the CSPP—a difference of 4.62% for the comparative group. Applying the 26% CSPP salary increase statewide, the adjusted share of total expenditures for CSPP teachers would grow 4.29%, from 22.52% to 26.80%.

The additional funding to support closing the CSPP salary gap would equate to an increase in total expenditures of 5.53% statewide. If this percentage increase is applied to the 2018-19 full-day SRR, the SRR would increase by \$2.67, about 14.07%, making the full-day SRR rate \$55.07. The part-day SRR would also increase 14.07%, an additional \$1.67, bringing the part-day SRR to \$34.10 (see Figure 2).

**Figure 2: Standard Reimbursement Rate**



One thing to note is that these rate increases do not account for any cost-of-living adjustments (COLAs) that would be expected to occur year over year. Thus, in order to maintain the benefit of an increase in the SRR to achieve compensation parity for CSPP teachers, the reimbursement rate would need to be adjusted annually for COLA.

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## Purpose, Scope, and Methodology

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### Purpose

School Services of California, Inc., (SSC) was contracted by Early Edge California, the Los Angeles Chamber of Commerce, and Advancement Project to analyze K-12 certificated teacher salaries and benefits compared to the salaries and benefits of early childhood permit educators in school districts that provide center-based State Preschool programs—the California State Preschool Program (CSPP). The study further analyzed the cost associated with reaching parity between K-12 certificated teacher salaries and CSPP early childhood permit educator salaries—to determine the amount by which reimbursement rates would need to be increased in order to reach salary parity for all teachers. K-12 certificated teachers include transitional kindergarten teachers.

### Scope and Methodology

#### Analysis of Standard Reimbursement Rate

To develop financial estimates and comparisons for the CSPP funding and expenditures, a review of detailed funding data from districts was performed using the Standardized Account Code Structure (SACS) Unaudited Actuals data from the California Department of Education (CDE) that local education agencies use to report revenues and expenditures. CSPP revenues and expenditures are identified by the Resource Code associated with that funding, Resource Code 6105 and all funds were reviewed (the bulk of CSPP funding and expenditures, though, were recorded in Fund 12, Child Development Fund). General Fund expenditures for districts are extracted from Fund 01.

To identify expenditures related to teachers and health and welfare benefits, amounts were isolated by Object Codes 1100-Certificated Teachers' Salaries, 3401-Health and Welfare Benefits, Certificated Positions, and 3901-Other Benefits, Certificated Positions.

Salary schedule data was collected from the districts in the comparative group for both CSPP teacher positions and K-12 teacher positions and analyzed to identify the minimum salaries and education qualifications for the two populations. Maximum salaries and education qualifications were reviewed in a similar manner.

Salary schedules by design are neutral to teacher demographics, such as gender, age, and ethnicity. As such, comparative analysis of teacher salaries across those demographic categories was not pursued given the data used for this report.

## Compensation Study

This section of the study examines average K-12 certificated compensation, including salary and health and welfare benefits, and average CSPP teacher compensation, including salary and health and welfare benefits. A comparative group of school districts providing center-based State Preschool programs was identified in consultation with Early Edge California including Clovis Unified School District (USD), Fontana USD, Fremont USD, Fresno USD, Long Beach USD, Los Angeles USD, Oakland USD, Riverside USD, Sacramento City USD, San Bernardino USD, San Diego City USD, and Santa Ana USD.

The primary source for compensation data including salary and benefits was salary schedules and benefits contributions to K-12 and CSPP teachers by school districts. Some comparative school districts did not respond to requests for data and, in those cases, data on salaries and benefits was used from the state-certified 2016-17 Salary and Benefits Report (SABRE<sup>1</sup>). Salary schedules for K-12 and CSPP teachers were selected with the most similar work year for the comparison. It should be noted that a teacher salary schedule assumes a full-time assignment; it is up to an employer to determine if a teacher works less than a full-time assignment and pay would be prorated accordingly.

Due to the differences in educational requirements for compensation between CSPP teachers and K-12 teachers, a compensation comparison across standard salary schedule positions (beginning, middle, and maximum) was not possible. As a result, for K-12 teachers and CSPP teachers we separately calculated the salary, benefits, and other compensation that is offered in order to arrange a ranking of the compensation offered by each comparative district for the identified benchmarks. For K-12 teachers, four benchmarks were selected for the analysis at multiple points on the salary schedule to reflect the additional educational requirements and time spent moving across the salary schedule (step and column movement):

- Beginning step requiring a credential
- BA+30, Step 1
- BA+60, Step 10
- Maximum Scheduled Salary.

For CSPP teachers, two benchmarks, beginning salary and maximum salary, were used.

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<sup>1</sup>The data for the SABRE is drawn from the salary and benefit schedules as reported by California school districts in the 2016-17 Salary and Benefit Schedule for the Certificated Bargaining Unit, Form J-90. The material is prepared by SSC from computer data certified by the CDE.



We provide an analysis of salary, school district contribution to health and welfare benefits, and total compensation. In order to calculate the total compensation for the K-12 and CSPP teachers, the following methodology was used:

- The salary is the benchmark step on the salary schedule
- The total compensation = the sum of the benchmark step on the salary schedule + the district's maximum health and welfare benefits (HWB) contribution per year derived from the 2016-17 SABRE + applicable stipends (additional compensation detail is provided in Appendix C)
- Average K-12 teacher total compensation for the comparative group and the statewide unified school districts derived from the 2016-17 SABRE was used as a data point to compare compensation levels within the comparative group for both K-12 and CSPP teachers
- A total compensation variance was calculated as the percentage difference between the average K-12 and CSPP teacher total compensation and average K-12 teacher total compensation for the comparative group and the statewide unified school districts

### Minimum and Maximum Salary Requirements

When school districts establish salaries for CSPP teachers and K-12 teachers, it is important to understand the primary funding source as this has a significant effect on teacher pay. Though K-12 teachers and CSPP teachers may be represented by the local teachers' association, negotiating salary schedules for each teacher group is driven by available resources. K-12 teachers are funded through the Local Control Funding Formula (LCFF) while CSPP teacher salaries are funded primarily by state CSPP funding. Differences in teacher salaries are significantly influenced by these funding sources and the qualifications required to be a K-12 teacher versus a CSPP teacher. Minimum starting qualifications for CSPP teachers, while varied, show some consistency among the comparative group. In compliance with state law, all districts required at least a child development or early childhood education permit. Two of the districts require at least 60 units of education in addition to the required permit.

By comparison, the minimum starting requirement for K-12 educators in the comparative group is a bachelor's degree, with a completed teacher credential.

Salary and total compensation analysis of K-12 and CSPP teachers is provided in Appendices A through C.

**Figure 1: Minimum Qualifications and Salaries for CSPP and K-12 Teachers**

District	CSPP Starting Salary Column	CSPP Starting Salary	K-12 Starting Salary Column	K-12 Starting Salary
Clovis USD	Up to 89 Units	\$34,395	BA to 29, non-credential	\$40,309
Fontana USD	Permit Only	\$32,169	BA	\$44,562
Fremont USD	Straight Line	\$33,276	BA	\$65,398
Fresno USD	Less Than 60 Units	\$29,489	BA+30	\$45,366
Long Beach USD	60-89 Upper Division Units	\$29,593	BA or Less	\$57,697
Los Angeles USD	Minimum 60 Units	\$33,674	BA	\$50,368
Oakland USD	60 to 74 Units	\$25,284	BA	\$46,411
Riverside USD	Emergency or Provision Child Care Permit	\$41,130	BA to 44	\$58,567
Sacramento City USD	0 to 59 Units	\$32,485	BA	\$44,562
San Bernardino USD	Less Than 75 Units	\$27,288	BA	\$52,199
San Diego USD	Child Development Permit	\$33,763	BA	\$46,124
Santa Ana USD	Associate Teacher	\$29,891	BA	\$56,826

Source: District salary schedules and 2016-17 J-90 reports

The maximum salary requirements for CSPP teachers also showed similar consistency, with most of the districts in the comparative group requiring a bachelor's degree to achieve the maximum CSPP salary in a district. Only Oakland USD requires a degree beyond a bachelor's, though several of the districts in the comparative group required additional units beyond a bachelor's degree.

**Figure 2: Maximum Qualifications and Salaries for CSPP and K-12 Teachers**

District	CSPP Maximum Salary Column	CSPP Maximum Salary	K-12 Maximum Salary Column	K-12 Maximum Salary
Clovis USD	BA, Credential	\$44,692	BA+75+MA	\$86,691
Fontana USD	BA	\$48,304	BA+60+MA; or BA+70	\$102,495
Fremont USD	Straight Line	\$33,276	BA+75	\$114,623
Fresno USD	BA, Credential	\$53,682	BA+84	\$84,744
Long Beach USD	BA+28	\$57,437	BA+75+MA; or MA+45	\$108,434
Los Angeles USD	BA	\$56,228	BA+98	\$87,085
Oakland USD	PHD	\$70,007	BA+90	\$83,437
Riverside USD	BA	\$52,492	BA+75+MA; or MA+30	\$113,222
Sacramento City USD	BA+30 Or BA, Credential	\$63,979	BA+90+MA; or BA+103	\$93,765
San Bernardino USD	BA	\$58,738	BA+60+MA; or MA+30	\$100,015
San Diego USD	BA+15, CD Supervision permit	\$55,306	BA+90; or MA+84	\$95,262
Santa Ana USD	Master Teacher/Site Supervisor/Prog Director, BA	\$42,619	MA or PHD	\$110,107

Source: District salary schedules and 2016-17 J-90 reports

While it is clear that there is a significant difference between CSPP total compensation at the starting and maximum columns on the salary schedule, it must also be noted that the education requirements are significantly different.

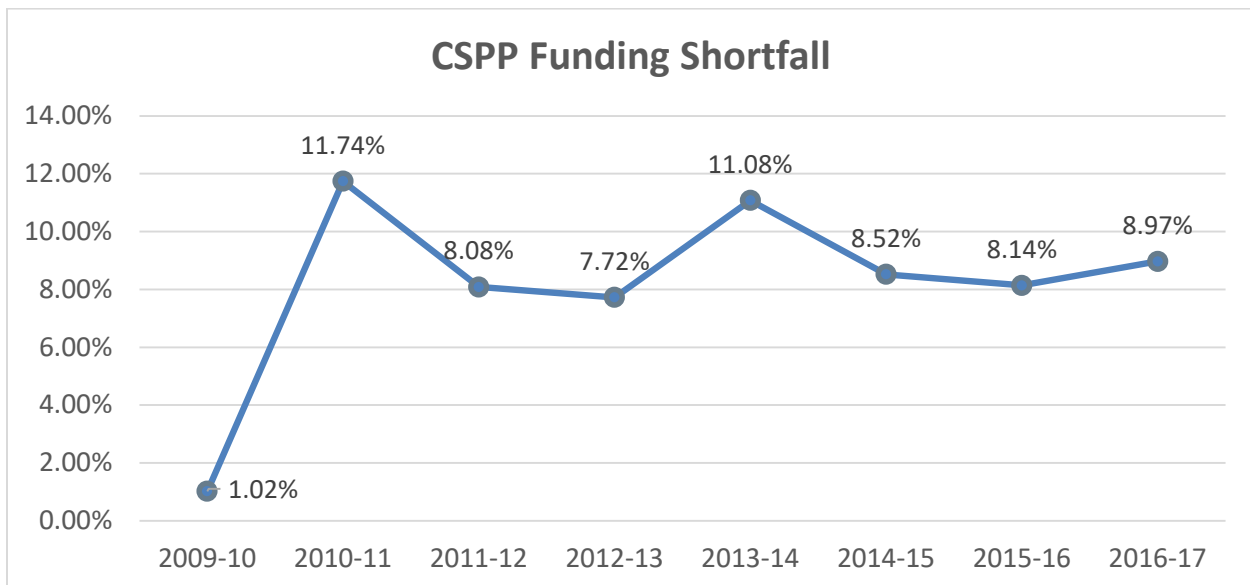
## Analysis of CSPP Funding Rates

### Funding for State Preschool Historically Insufficient

The CSPP was created through Assembly Bill 2759 (Chapter 308/2008). The CSPP is the result of the consolidation of funding for State Preschool, Prekindergarten and Family Literacy, and General Child Care center-based programs serving eligible three- and four-year-old. The program provides both part-day and full-day services with a core class curriculum for the children served. The program also provides meals and snacks to children, parent education, referrals to health and social services for families, and staff development opportunities to employees. The program is administered through local educational agencies, colleges, community-action agencies, and private nonprofit agencies. CSPP funding is allocated to the agencies that administer the programs, with

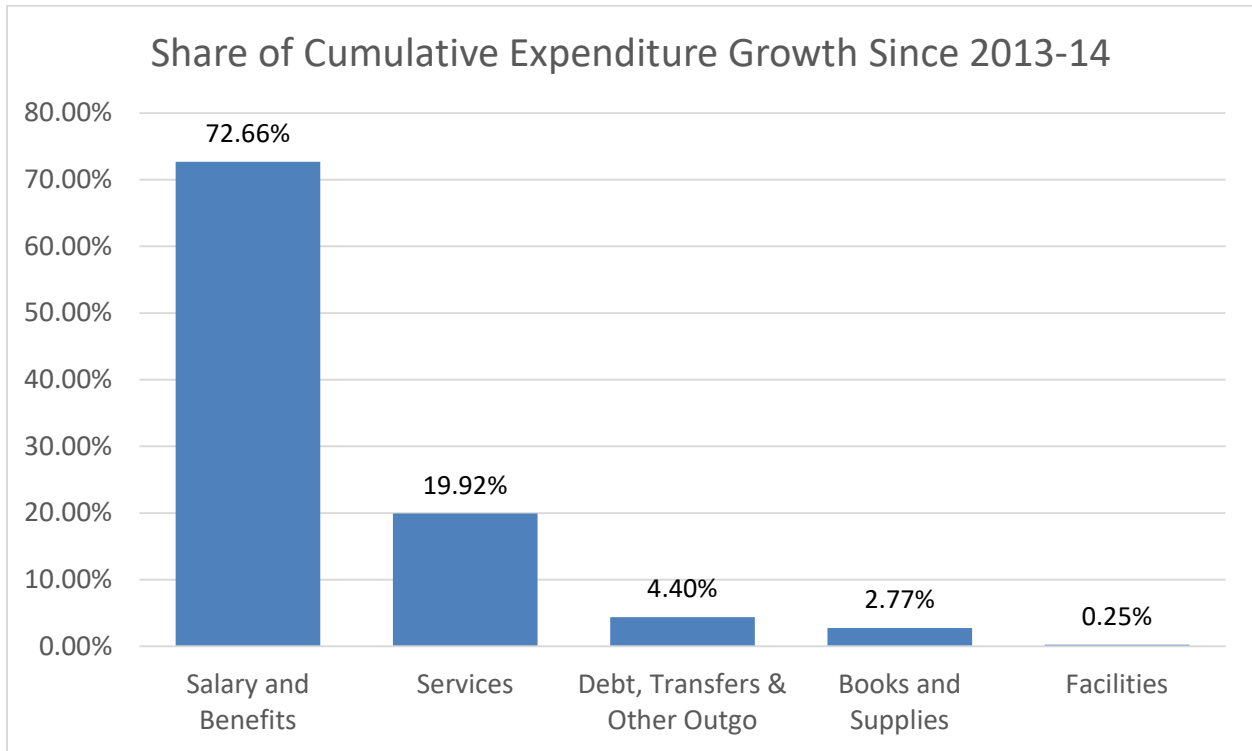
school districts receiving more than 55% of the funds allocated in 2016-17. In the first year of the CSPP’s existence, participating school district’s experienced a slight funding shortfall of 1.02%. Since then, the revenues for the program have grown, but so have expenditures. In 2010-11, the second year of the program, revenues increased by more than 45%, while expenditures grew by 63%. This funding shortfall required participating districts to subsidize their program with local funds. Statewide, local funds from participating districts equaled 11.74% of program expenditures (see Figure 1 below).

**Figure 3: CSPP Funding Shortfall**



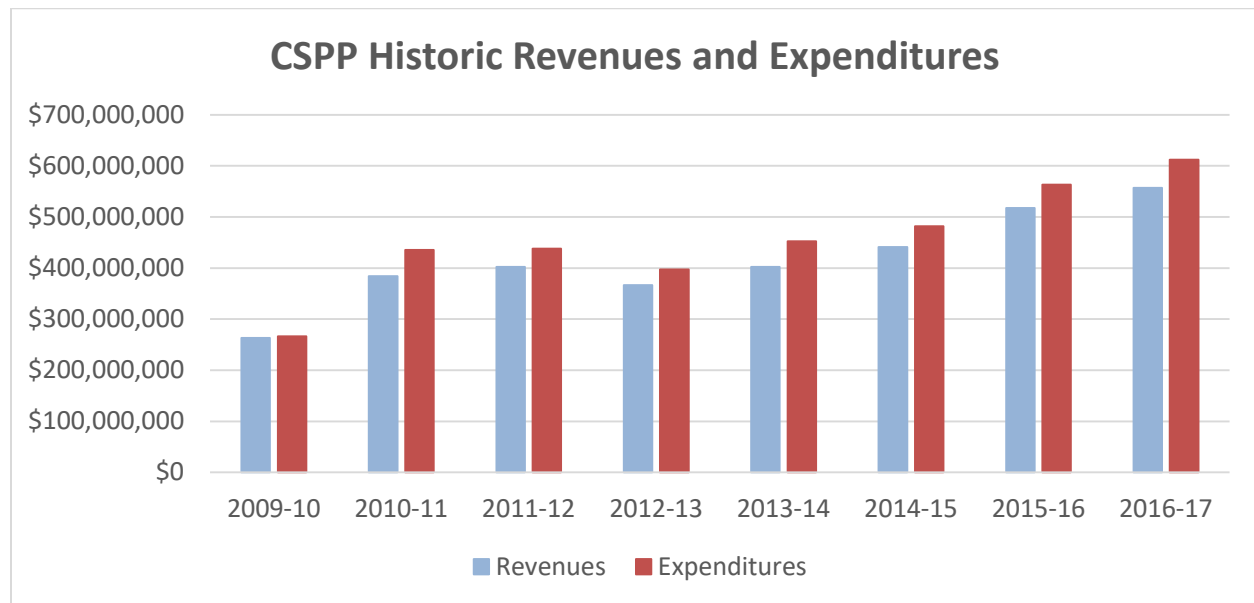
Since 2013-14, expenditures have grown by almost \$160 million. Of this growth, \$116 million, roughly 73%, has been in salary and benefit expenditures. Figure 4 provides the breakout of the expenditure growth in five major categories. During the same period, revenues increased by \$155 million.

Figure 4: Share of Cumulative Expenditure Growth Since 2013-14



Though increases in revenues appear to have kept pace with expenditures, funding has never exceeded or even equaled expenditures. In 2013-14, districts statewide experienced a total shortfall of \$50 million, an amount that has carried over each year since for a cumulative and aggregate impact on districts' General Funds of \$192 million between 2013-14 and 2016-17.

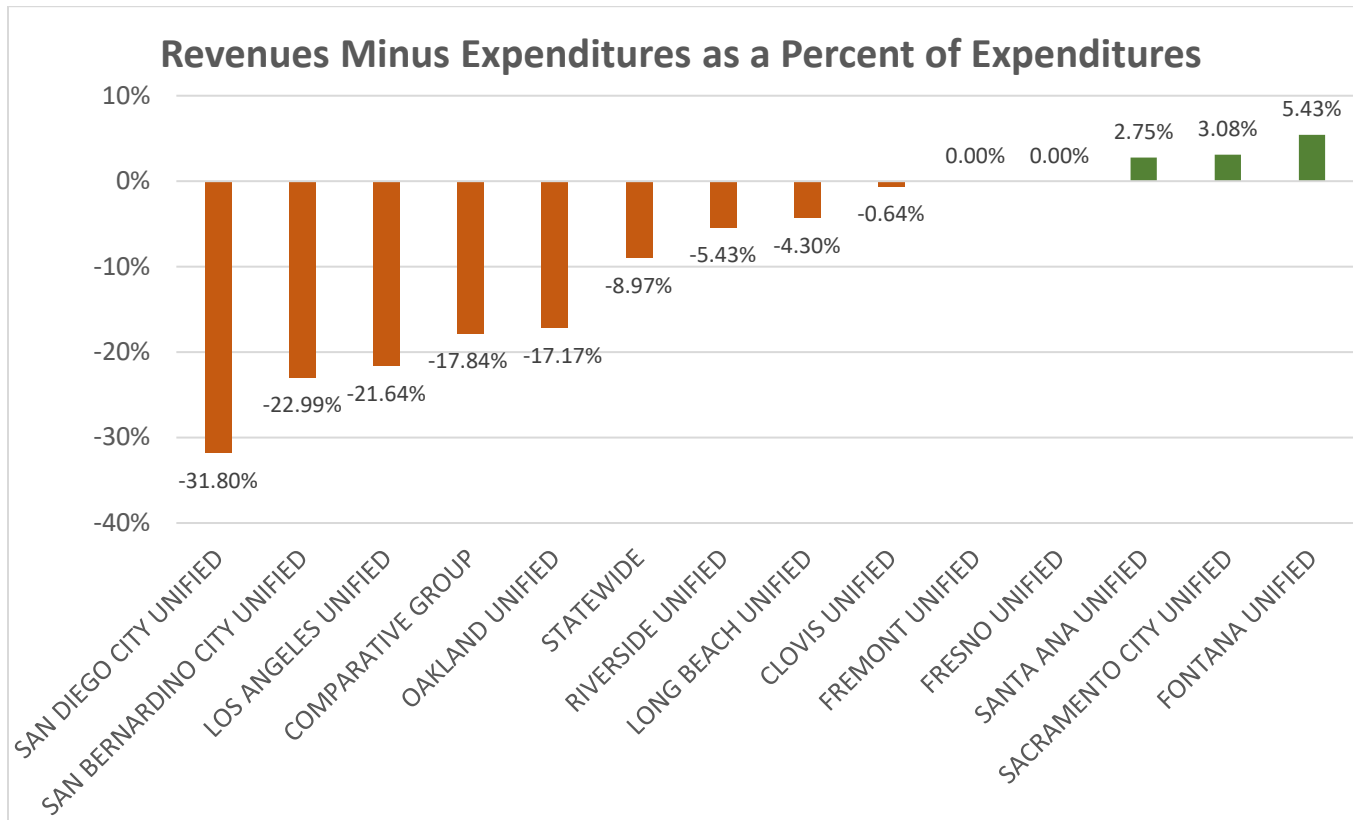
Figure 5: CSPP Historic Revenues and Expenditures



This funding shortfall has continued despite annual increases in the standard reimbursement rate (SRR). The SRR serves as the funding unit for the CSPP and is provided to participating agencies on the basis of per child day of enrollment. Recognizing that agencies provide both part-day and full-day child care programs, the CDE provides both a part-day rate as well as a full-day rate. In 2013-14, the SRR for full-day CSPP was \$34.38. Each year thereafter, the rate increased modestly and in 2016-17, the rate was increased to \$40.20. Importantly, the SRR does not account for cost variances among regions in California; therefore, some participating districts may have had to contribute a larger share of local resources to their programs than others in less costly areas of the state. While this analysis does not include a regional evaluation, it is important to note that the disparity in total compensation between CSPP and K-12 teachers may be greater in certain regions; this depends both on the level of state funding and each district’s capacity to subsidize its programs for the shortfall in state funding.



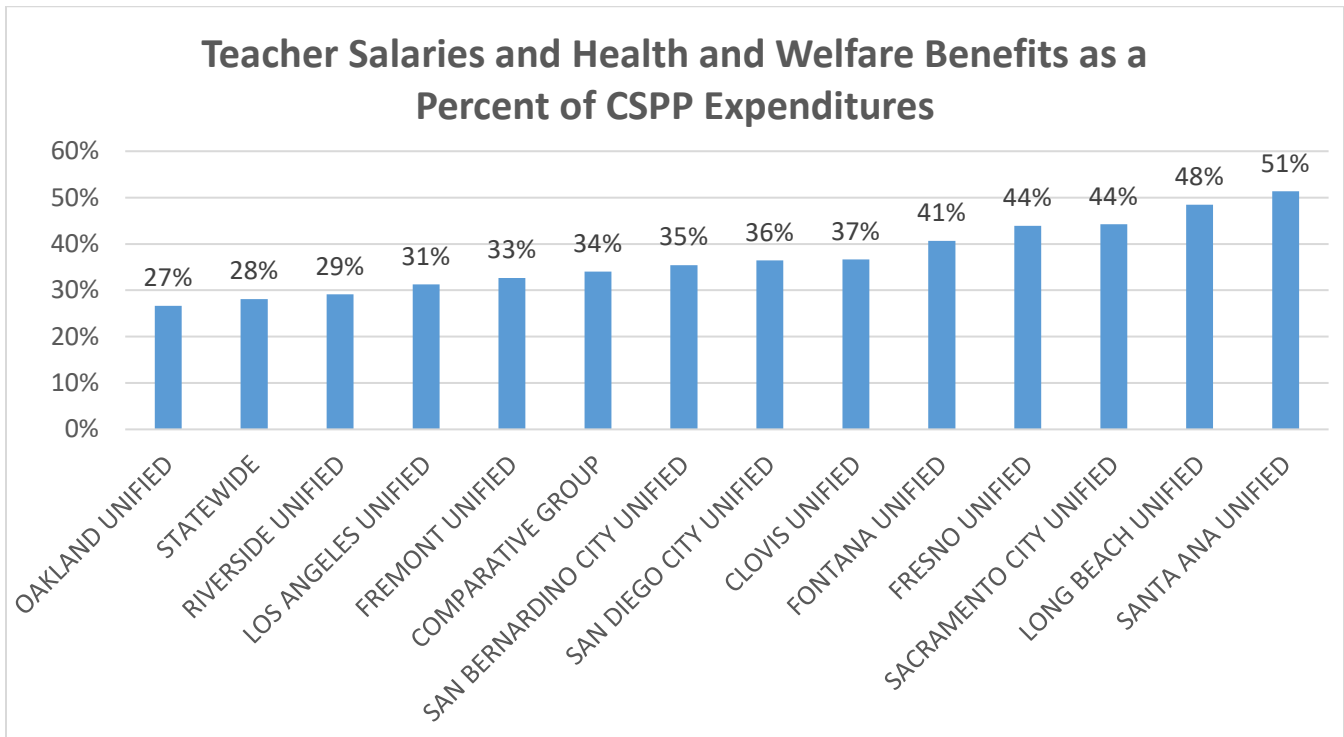
**Figure 7: Revenues Minus Expenditures (Negative Amount is Local Contribution) as a Percent of Expenditures**



Statewide, teacher salaries and HWB make up 28.13% of CSPP expenditures in 2016-17, with the same expenditures for K-12 totaling 41.31% of the districts' General Funds. For CSPP teachers in the comparative group, salary and benefit expenditures equaled 34.04%. General Fund salary and HWB expenditures for the comparative group for K-12 teachers was 40.21% for the same year.



**Figure 8: Teacher Salaries and Health and Welfare Benefits**



## Analysis of Standard Reimbursement Rate

To properly estimate the increase in the SRR, two factors need to be considered:

1. Current ongoing funding shortfall
2. The cost to increase CSPP teacher salaries to be equivalent to K-12 educators

Eliminating the ongoing shortfall in funding for the CSPP would require an increase of approximately 8.54% to the full-day SRR, the average of the local contribution for the three most recent years of available data. For 2018-19, the full-day SRR is set to be \$48.28. An increase of 8.54%, or \$4.12, would bring the rate to \$52.40. The part-day rate would increase by \$2.55, bringing the part-day SRR to \$32.45 (see Figure 10).

Without detailed full-time equivalent data, determining the cost of increasing the total compensation of CSPP teachers to be comparable to K-12 teachers is difficult. However, reasonable estimates can be determined by analyzing the comparative districts' detailed financial

data and applying a factor based on the percentage difference between the CSPP total compensation and the K-12 compensation.

Salaries for starting CSPP teachers are about 25.6% less than for the K-12 teachers within the comparative group. Similarly, the maximum total compensation for CSPP teachers was well below that of the K-12 teachers within the districts.

Increasing CSPP teacher starting salaries to be equal to that of K-12 teachers would require educational qualifications to be similar as well; however, the starting requirements for a CSPP teacher do not include a teaching credential or bachelor's degree, as teaching in a K-12 classroom typically does.

A better gauge to estimate the cost of setting CSPP teacher salaries to be equivalent to those of K-12 teachers is to review the compensation at similar educational levels.

Comparing teacher salaries at relatively similar education levels highlights the differences in compensation between the two groups. As shown in Figure 8, in all but one district, for teachers with a BA degree, the CSPP minimum teacher salary was less than the minimum K-12 teacher salary. In one case, the difference was more than \$32,000, or nearly a 50% disparity in salary for similar educational qualifications.

The average minimum salary for a CSPP teacher with a BA degree is \$38,091. The average minimum salary for a K-12 teacher with a BA degree—the starting point for a teacher in a district — is \$51,240. CSPP teachers at the same education level as their K-12 peers made roughly 74% of what the K-12 teachers earned, a difference of about \$13,149.

**Figure 9: CSPP Teacher vs. K-12 Teacher Minimum Salary**

District	CSPP Teacher Salary with BA	K-12 Teacher Salary with BA	Difference \$	Difference %
Fremont USD <sup>1</sup>	\$33,276	\$65,398	(\$32,122)	-49.1%
Long Beach USD	\$33,586	\$57,697	(\$24,111)	-41.8%
Santa Ana USD	\$32,954	\$56,826	(\$23,872)	-42.0%
Riverside USD	\$41,953	\$58,697	(\$16,744)	-28.5%
<b>Comparative Group Average</b>	<b>\$38,091</b>	<b>\$51,240</b>	<b>(\$13,149)</b>	<b>-25.6%</b>
Los Angeles USD	\$37,684	\$50,368	(\$12,684)	-25.2%
Fontana USD	\$39,297	\$50,922	(\$11,625)	-22.8%
Oakland USD	\$34,994	\$46,411	(\$11,417)	-24.6%
San Diego USD	\$36,359	\$46,124	(\$9,765)	-21.2%
Sacramento City USD	\$36,909	\$44,562	(\$7,653)	-17.2%
Fresno USD	\$38,337	\$45,366	(\$7,029)	-15.5%
Clovis USD	\$39,540	\$40,309	(\$769)	-1.9%
San Bernardino USD	\$52,199	\$52,199	\$0	0.0%

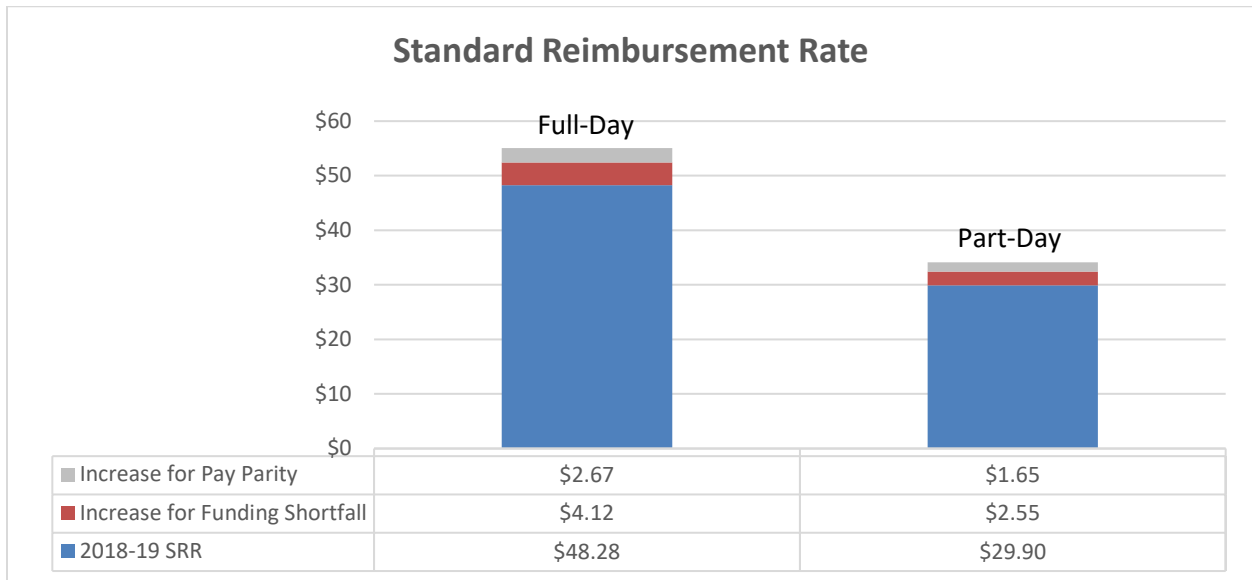
<sup>1</sup>Fremont USD does not provide a separate allocation for health and welfare benefits

Using 74% as the benchmark for the current salary difference between CSPP teachers and K-12 teachers (100% - 25.6% [comparative group average difference of CSPP and K-12 teacher salaries] = 74.4%), a calculation can be made as to an increase in the SRR that would be necessary to achieve parity in compensation between the two groups of teachers.

To close the salary gap, CSPP teacher salaries would need to increase by 26%. Increasing the current amount of CSPP teacher salary expenditures by 26% would increase the share of salary expenditures for the comparative group to 31.84% of adjusted total expenditures for the CSPP—a difference of 4.62% for the comparative group. Applying the 26% CSPP salary increase statewide, the adjusted share of total expenditures for CSPP teachers would grow 4.29%, from 22.52% to 28.37%.

The additional funding to support closing the CSPP teacher salary gap would equate to an increase in total expenditures of 5.53% statewide. If this percentage increase is applied to the 2018-19 full-day SRR, the SRR would increase by \$2.67, about 14.07%, making the full-day SRR \$55.07 (this assumes that the additional 8.54% is included to close the gap between funding and expenditures). This would equate to a 14.07% increase over the 2018-19 SRR. The part-day SSR would also increase 14.07%, an additional \$1.65, bringing the part-day SSR to \$34.10.

**Figure 10: Standard Reimbursement Rate**



One thing to note is that these rate increases do not account for any costs of living adjustments (COLA) that would be expected to occur year over year. Thus, in order to maintain the benefit of an increase in the SSR to achieve compensation parity for CSPP teachers, the reimbursement rate would need to be adjusted annually for COLA.

## Appendix A: Salary Comparisons—K-12 and CSPP Teachers

### K-12 Teachers—Starting Salary

The beginning salary for a teacher with a BA and credential is provided in Figure 11. The average of unified school districts in California was derived from the 2016-17 SABRE, the latest statewide data available, and is used as a metric to measure comparability. There is a significant range of salaries at this level, with Fremont USD offering the highest starting salary at \$65,398 to Clovis USD offering the lowest starting salary at \$40,309, a difference of \$25,089, or 38%. It should be noted that Fremont USD does not provide a separate allocation for fringe benefits, thus the salary for the district is essentially its total compensation. When measured against the statewide unified school district average, Fremont USD offers a salary 37.6% higher, while Clovis USD offers a salary 15.2% lower. The average starting salary in the comparative group is \$51,240.

**Figure 11: K-12 Teachers—Starting Salary, 2016-17**

District	Work Days	BA Salary	Salary Variance	Salary Rank
Fremont USD	182	\$65,398	37.6%	1
Riverside USD	181	\$58,697	23.5%	2
Long Beach USD	182	\$57,697	21.4%	3
Santa Ana USD	184	\$56,826	19.6%	4
San Bernardino USD	187	\$52,199	9.8%	5
<b>Comparative Group Average</b>	<b>184</b>	<b>\$51,240</b>	—	—
Fontana USD	184	\$50,922	7.1%	6
Los Angeles USD	182	\$50,368	6.0%	7
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$47,532</b>	<b>0.0%</b>	—
Oakland USD	186	\$46,411	-2.4%	8
San Diego City USD	181	\$46,124	-3.0%	9
Fresno USD	183	\$45,366	-4.6%	10
Sacramento City USD	223	\$44,562	-6.2%	11
Clovis USD	188	\$40,309	-15.2%	12

Source: 2016-17 State certified-data, J-90 report

## K-12 Teachers—BA+30, Step 1

The salary for a teacher with a BA and 30 units at Step 1 of the salary schedule is provided in Figure 12. The average of unified school districts in California was derived from the 2016-17 SABRE and is another metric to measure comparability. There is a significant range of salaries at this level, with Fremont USD offering the highest salary at \$65,398 to Sacramento City USD offering the lowest salary at \$44,562, a difference of \$20,836, or 32%. When measured against the statewide unified school district average, Fremont USD offers a salary 28.1% higher, while Sacramento City USD offers a salary 12.7% lower. The average BA+30, Step 1, salary in the comparative group is \$51,891.

**Figure 12: K-12 Teachers—BA+30, Step 1 Salary, 2016-17**

District	Work Days	BA+30, Step 1 Salary	Salary Variance	Salary Rank
Fremont USD	182	\$65,398	28.1%	1
Riverside USD	181	\$58,697	15.0%	2
Long Beach USD	182	\$57,698	13.0%	3
Santa Ana USD	184	\$56,826	11.3%	4
San Bernardino USD	187	\$54,593	6.9%	5
<b>Comparative Group Average</b>	<b>184</b>	<b>\$51,891</b>	—	—
Fontana USD	184	\$51,073	0.0%	6
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$51,058</b>	<b>0.0%</b>	—
Los Angeles USD	182	\$50,965	-0.2%	7
Oakland USD	186	\$46,786	-8.4%	8
San Diego City USD	181	\$46,124	-9.7%	9
Fresno USD	183	\$45,366	-11.1%	10
Clovis USD	188	\$44,604	-12.6%	11
Sacramento City USD	181	\$44,562	-12.7%	12

Source: 2016-17 State certified-data, J-90 report

### K-12 Teachers—BA+60, Step 10

The salary for a teacher with a BA and 60 units at Step 10 of the salary schedule, traditionally considered the midpoint of a teacher’s career, is provided in Figure 13. The average of unified school districts in California was derived from the 2016-17 SABRE and is used as a metric to measure comparability. The range of salaries widens at this level, with Fremont USD offering the highest salary at \$87,958 to Sacramento City USD offering the lowest salary at \$57,133, a difference of \$30,825, or 35%. When measured against the statewide unified school district average, Fremont USD offers a salary 17.7% higher, while Sacramento City USD offers a salary 23.5% lower. The average BA+60, Step 10, salary in the comparative group is \$74,001.

**Figure 13: K-12 Teachers—BA+60, Step 10 Salary, 2016-17**

District	Work Days	BA+60, Step 10 Salary	Salary Variance	Salary Rank
Fremont USD	182	\$87,958	17.7%	1
Riverside USD	181	\$86,573	15.9%	2
Santa Ana USD	184	\$85,019	13.8%	3
San Bernardino USD	187	\$78,499	5.1%	4
Fontana USD	184	\$76,987	3.1%	5
Long Beach USD	182	\$76,854	2.9%	6
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$74,702</b>	<b>0.0%</b>	<b>—</b>
<b>Comparative Group Average</b>	<b>184</b>	<b>\$74,001</b>	<b>—</b>	<b>—</b>
Fresno USD	183	\$71,046	-4.9%	7
Los Angeles USD	182	\$70,141	-6.1%	8
San Diego City USD	181	\$70,086	-6.2%	9
Oakland USD	186	\$63,904	-14.5%	10
Clovis USD	188	\$63,816	-14.6%	11
Sacramento City USD	181	\$57,133	-23.5%	12

Source: 2016-17 State certified-data, J-90 report

## K-12 Teachers—Maximum Salary

The maximum scheduled salary for a teacher is provided in Figure 14. The educational requirements for this salary level are also provided—many of the comparative districts require a master’s degree (MA) in addition to additional educational units for this salary schedule placement. The average of unified school districts in California was derived from the 2016-17 SABRE and is used as a benchmark metric to measure comparability. The range of salaries is also wide at this level, with Fremont USD offering the highest salary at \$114,623 to Oakland USD offering the lowest salary at \$83,437, a difference of \$31,186, or 27%. When measured against the statewide unified school district average, Fremont USD offers a salary 18.2% higher, while Oakland USD offers a salary 14.0% lower. The average maximum salary in the comparative group is \$98,605.

**Figure 14: K-12 Teachers—Maximum Salary, 2016-17**

District	Work Days	Maximum Salary	Salary Variance	Salary Rank	Educational Requirement
Fremont USD	182	\$114,623	18.2%	1	BA+75
Riverside USD	181	\$113,222	16.7%	2	BA+75+MA; or MA+30
Santa Ana USD	184	\$110,107	13.5%	3	MA or PhD
Long Beach USD	182	\$108,434	11.8%	4	BA+75+MA; or MA+45
San Bernardino USD	187	\$103,393	6.6%	5	BA+60+MA; or MA+30
Fontana USD	184	\$102,495	5.7%	5	BA+60+MA; or BA+70
<b>Comparative Group Average</b>	<b>184</b>	<b>\$98,605</b>	<b>—</b>	<b>—</b>	<b>Varies</b>
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$97,007</b>	<b>0.0%</b>	<b>—</b>	<b>Varies</b>
San Diego City USD	181	\$95,262	-1.8%	7	BA+90; or MA+84
Sacramento City USD	223	\$93,765	-3.3%	8	BA+90+MA; or BA+103
Los Angeles USD	182	\$87,085	-10.2%	9	BA+98
Clovis USD	188	\$86,691	-10.6%	10	BA+75+MA
Fresno USD	183	\$84,744	-12.6%	11	BA+84
Oakland USD	186	\$83,437	-14.0%	12	BA+90

Source: 2016-17 State certified-data, J-90 report



## CSPP Teachers—Starting Salary

It should be emphasized that comparing the salary for CSPP teachers to the salary for K-12 teachers in the comparative group and statewide is challenging as the educational requirements are significantly different, as referenced in Figures 7 and 8. However, for the purposes of this study, we are providing this analysis in an effort to show the disparities not only in funding levels, but of the educational requirements and associated compensation for CSPP teachers.

The beginning salary for a CSPP teacher is provided in Figure 15. The average for K-12 teachers of unified school districts in California was derived from the 2016-17 SABRE and is used as a metric to measure comparability. The range of salaries shows Riverside USD offering the highest starting salary at \$41,160 to Oakland USD offering the lowest starting salary at \$25,284, a difference of \$15,876, or 39%. When measured against the statewide unified school district average of K-12 teachers (\$47,532), all of the comparative districts' CSPP salaries are below this metric—from Riverside USD at 13.4% lower to Oakland USD at 46.8% lower. The comparative group average starting salary for K-12 teachers (\$51,240) is also provided in Figure 13 as another compensation benchmark to measure the CSPP compensation levels. The CSPP average salary of \$31,872 is \$19,368, or 38%, less than the comparative group average for the starting salary for K-12 teachers.

Figure 15: CSPP Teachers—Starting Salary, 2016-17

District	Work Days	Starting Salary	Salary Variance	Salary Rank
<b>Comparative Group Average (K-12 Teachers)</b>	<b>184</b>	<b>\$51,240</b>	—	—
<b>Statewide Unified Average (K-12 Teachers)</b>	<b>185</b>	<b>\$47,532</b>	<b>0.0%</b>	—
Riverside USD	181	\$41,160	-13.4%	1
Clovis USD	188	\$34,395	-27.6%	2
San Diego City USD	181	\$33,763	-29.0%	3
Los Angeles USD	182	\$33,674	-29.2%	4
Fremont USD	182	\$33,276	-30.0%	5
Sacramento City USD	181	\$32,485	-31.7%	6
Fontana USD	184	\$32,169	-32.3%	7
<b>Comparative Group Average (CSPP Teachers)</b>	<b>187</b>	<b>\$31,872</b>	—	—
Santa Ana USD	184	\$29,891	-37.1%	8
Long Beach USD	182	\$29,593	-37.7%	9
Fresno USD	183	\$29,489	-38.0%	10
San Bernardino USD	187	\$27,288	-42.6%	11
Oakland USD	186	\$25,284	-46.8%	12

Source: 2016-17 State certified-data, J-90 report

## CSPP Teachers—Maximum Salary

The maximum scheduled salary for a CSPP teacher is provided in Figure 16. The range of salaries widens at this level, with Oakland USD offering the highest salary at \$70,007 and Fremont USD offering the lowest salary at \$33,276, a difference of \$36,731, or 52%. When measured against the statewide unified average for K-12 teachers of \$97,007, all of the comparative districts' salaries are significantly lower—Fremont USD offers the highest CSPP salary in the group, but it is 27.8% lower than the statewide unified average. The comparative group average starting salary for K-12 teachers (\$98,323) is also provided in Figure 14 as another benchmark to measure the CSPP compensation levels. The CSPP average salary of \$53,086 is \$45,237, or 46%, less than the comparative group average for the maximum salary for K-12 teachers

**Figure 16: CSPP Teachers—Maximum Salary, 2016-17**

District	Work Days	Maximum Salary	Salary Variance	Salary Rank
<b>Comparative Group Average (K-12 Teachers)</b>	<b>184</b>	<b>\$98,323</b>	—	—
<b>Statewide Unified Average (K-12 Teachers)</b>	<b>185</b>	<b>\$97,007</b>	<b>0.0%</b>	—
Oakland USD	186	\$70,007	-27.8%	1
Sacramento City USD	181	\$63,979	-34.0%	2
San Bernardino USD	187	\$58,738	-39.4%	3
Long Beach USD	182	\$57,437	-40.8%	4
Los Angeles USD	182	\$56,228	-42.0%	5
San Diego City USD	181	\$55,306	-43.0%	6
Fresno USD	183	\$53,682	-44.7%	7
<b>Comparative Group Average (CSPP Teachers)</b>	<b>187</b>	<b>\$53,086</b>	—	—
Riverside USD	181	\$52,492	-45.9%	8
Fontana USD	184	\$48,304	-50.2%	9
Clovis USD	188	\$44,962	-53.7%	10
Santa Ana USD	184	\$42,619	-56.1%	11
Fremont USD	182	\$33,276	-65.7%	12

Source: 2016-17 State certified-data, J-90 report

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## Appendix B: Total Compensation—K-12 and CSPP Teachers

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For further analysis of compensation provided to K-12 teachers and CSPP teachers, total compensation at the salary benchmarks is analyzed. The comparative districts' contributions to HWB vary significantly and influence the maximum amount received for total compensation. All of the comparative districts offer the same HWB options to K-12 as they do for CSPP teachers.

### K-12 Teachers, Starting Salary—Total Compensation

Long Beach USD reports the highest total compensation at \$85,168 and Clovis USD offers the lowest total compensation of \$56,594, a difference of \$28,574, or 34%. When measured against the average total compensation for unified school districts in California, the comparative district group average of \$70,968 is \$4,346, or 6.5%, higher.

Figure 17: K-12 Teachers—Starting Total Compensation, 2016-17

District	Work Days	Starting Per Diem	Starting Salary	HWB*	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
Long Beach USD	182	\$317	\$57,697	\$27,471	\$0	\$85,168	27.8%	1
Santa Ana USD	184	\$309	\$56,826	\$25,294	\$0	\$82,120	23.3%	2
Sacramento City USD	181	\$246	\$44,562	\$32,694	\$3,000	\$80,256	20.5%	3
San Diego City USD	181	\$255	\$46,124	\$33,089	\$0	\$79,213	18.9%	4
Riverside USD	181	\$324	\$58,697	\$12,941	\$750	\$72,388	8.7%	5
<b>Comparative Group Average</b>	<b>183</b>	<b>\$280</b>	<b>\$51,240</b>	<b>\$19,728</b>	—	<b>\$70,968</b>	—	—
Los Angeles USD	182	\$277	\$50,368	\$18,162	\$1,752	\$70,282	5.5%	6
San Bernardino USD	187	\$279	\$52,199	\$17,221	\$0	\$69,420	4.2%	7
Fontana USD	184	\$277	\$50,922	\$17,495	\$0	\$68,417	2.7%	8
Oakland USD	186	\$250	\$46,411	\$21,451	\$0	\$67,862	1.9%	9
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$257</b>	<b>\$47,532</b>	<b>\$19,090</b>	—	<b>\$66,622</b>	<b>0.0%</b>	—
Fremont USD	182	\$360	\$65,398	\$0	\$0	\$65,398	-1.8%	10
Fresno USD	183	\$248	\$45,366	\$16,645	\$1,300	\$63,311	-5.0%	11
Clovis USD	188	\$214	\$40,309	\$14,269	\$2,016	\$56,594	-15.1%	12

Note: Fremont USD does not provide a separate allocation for fringe benefits.

\*Health and welfare benefits (HWB)

Source: 2016-17 State certified-data, J-90 report

### K-12 Teachers, BA+30, Step 1—Total Compensation

Long Beach USD reports the highest total compensation for teachers attaining a BA and 30 units, at Step 1 on the salary schedule at \$85,168. Clovis USD offers the lowest total compensation at \$60,889, a difference of \$24,279, or 29%. When measured against the average total compensation for unified school districts in California, the comparative district group average of \$71,619 is \$1,471, or 2.1%, higher.

**Figure 18: K-12 Teachers—BA+30, Step 1, Total Compensation, 2016-17**

District	Work Days	BA+30, Step 1 Per Diem	BA+30, Step 1	HWB	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
Long Beach USD	182	\$317	\$57,697	\$27,471	\$0	\$85,168	21.4%	1
Santa Ana USD	184	\$309	\$56,826	\$25,294	\$0	\$82,120	17.1%	2
Sacramento City USD	181	\$246	\$44,562	\$32,694	\$3,000	\$80,256	14.4%	3
San Diego City USD	181	\$255	\$46,124	\$33,089	\$0	\$79,213	12.9%	4
Riverside USD	181	\$324	\$58,697	\$12,941	\$750	\$72,388	3.2%	5
San Bernardino USD	187	\$292	\$54,593	\$17,221	\$0	\$71,814	2.4%	6
<b>Comparative Group Average</b>	<b>183</b>	<b>\$284</b>	<b>\$51,891</b>	<b>\$19,728</b>	—	<b>\$71,619</b>	—	—
Los Angeles USD	182	\$280	\$50,965	\$18,162	\$1,752	\$70,879	1.0%	7
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$276</b>	<b>\$51,058</b>	<b>\$19,090</b>	—	<b>\$70,148</b>	<b>0.0%</b>	—
Fontana USD	184	\$278	\$51,073	\$17,495	\$0	\$68,568	-2.3%	8
Oakland USD	186	\$252	\$46,786	\$21,451	\$0	\$68,237	-2.7%	9
Fremont USD	182	\$359	\$65,398	\$0	\$0	\$65,398	-6.8%	10
Fresno USD	183	\$248	\$45,366	\$16,645	\$1,300	\$63,311	-9.7%	11
Clovis USD	188	\$237	\$44,604	\$14,269	\$2,016	\$60,889	-13.2%	12

Note: Fremont USD does not provide a separate allocation for fringe benefits.

Source: 2016-17 State certified-data, J-90 report

## K-12 Teachers, BA+60, Step 10—Total Compensation

The following total compensation figure ranks total compensation for teachers attaining a BA and 60 units, at Step 10 on the salary schedule—this benchmark is typically considered the midpoint of a teacher’s career. Santa Ana USD reports the highest total compensation at \$110,313. Clovis USD offers the lowest total compensation at \$80,101, for a comparative difference of \$30,212, or 27%. When measured against the average total compensation for unified school districts in California, the comparative district group average of \$93,729 is \$63, or 0.1%, lower.

**Figure 19: K-12 Teachers—BA+60, Step 10, Total Compensation, 2016-17**

District	Work Days	BA+60, Step 10 Per Diem	BA+60, Step 10	HWB	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
Santa Ana USD	184	\$462	\$85,019	\$25,294	\$0	\$110,313	17.6%	1
Long Beach USD	182	\$422	\$76,854	\$27,471	\$0	\$104,325	11.2%	2
San Diego City USD	181	\$387	\$70,086	\$33,089	\$0	\$103,175	10.0%	3
Riverside USD	181	\$478	\$86,573	\$12,941	\$750	\$100,264	6.9%	4
San Bernardino USD	187	\$420	\$78,499	\$17,221	\$0	\$95,720	2.1%	5
Fontana USD	184	\$418	\$76,987	\$17,495	\$0	\$94,482	0.7%	6
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$404</b>	<b>\$74,702</b>	<b>\$19,090</b>	<b>—</b>	<b>\$93,792</b>	<b>0.0%</b>	<b>—</b>
<b>Comparative Group Average</b>	<b>183</b>	<b>\$404</b>	<b>\$74,001</b>	<b>\$19,728</b>	<b>—</b>	<b>\$93,729</b>	<b>—</b>	<b>—</b>
Sacramento City USD	181	\$316	\$57,133	\$32,694	\$3,000	\$92,827	-1.0%	7
Los Angeles USD	182	\$385	\$70,141	\$18,162	\$1,752	\$90,055	-4.0%	8
Fresno USD	183	\$388	\$71,046	\$16,645	\$1,300	\$88,991	-5.1%	9
Fremont USD	182	\$483	\$87,958	\$0	\$0	\$87,958	-6.2%	10
Oakland USD	186	\$344	\$63,904	\$21,451	\$0	\$85,355	-9.0%	11
Clovis USD	188	\$340	\$63,816	\$14,269	\$2,016	\$80,101	-14.6%	12

Note: Fremont USD does not provide a separate allocation for fringe benefits.

Source: 2016-17 State certified-data, J-90 report

## K-12 Teachers, Maximum Salary—Total Compensation

Long Beach USD reports the highest total compensation at the maximum step on the salary schedule at \$135,905. Fresno USD offers the lowest total compensation at \$102,889, a difference of \$33,016, or 24%. When measured against the average total compensation for unified school districts in California, the comparative district group average of \$118,333, is \$2,236, or 1.9%, higher.

**Figure 20: K-12 Teachers—Maximum Total Compensation, 2016-17**

District	Work Days	Maximum Per Diem	Maximum Salary	HWB	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
Long Beach USD	182	\$596	\$108,434	\$27,471	\$0	\$135,905	17.1%	1
Santa Ana USD	184	\$598	\$110,107	\$25,294	\$0	\$135,401	16.6%	2
Sacramento City USD	181	\$518	\$93,765	\$32,694	\$3,000	\$129,459	11.5%	3
San Diego City USD	181	\$526	\$95,262	\$33,089	\$0	\$128,351	10.6%	4
Riverside USD	181	\$626	\$113,222	\$12,941	\$750	\$126,913	9.3%	5
San Bernardino USD	187	\$535	\$103,393	\$17,221	\$0	\$120,614	3.9%	6
Fontana USD	184	\$557	\$102,495	\$17,495	\$0	\$119,990	3.4%	7
<b>Comparative Group Average</b>	<b>183</b>	<b>\$537</b>	<b>\$98,605</b>	<b>\$19,728</b>	<b>—</b>	<b>\$118,333</b>	<b>—</b>	<b>—</b>
<b>Statewide Unified Average</b>	<b>185</b>	<b>\$524</b>	<b>\$97,007</b>	<b>\$19,090</b>	<b>—</b>	<b>\$116,097</b>	<b>0.0%</b>	<b>—</b>
Fremont USD	182	\$630	\$114,623	\$0	\$0	\$114,623	-1.3%	8
Los Angeles USD	182	\$478	\$87,085	\$18,162	\$1,752	\$106,999	-7.8%	9
Oakland USD	186	\$449	\$83,437	\$21,451	\$0	\$104,888	-9.7%	10
Clovis USD	188	\$461	\$86,691	\$14,269	\$2,016	\$102,976	-11.3%	11
Fresno USD	183	\$463	\$84,744	\$16,645	\$1,500	\$102,889	-11.4%	12

Note: Fremont USD does not provide a separate allocation for fringe benefits.

Source: 2016-17 State certified-data, J-90 report



## CSPP Teachers, Starting Salary—Total Compensation

It should be emphasized that comparing the salary and total compensation for CSPP teachers to the salary and total compensation for K-12 teachers in the comparative group and statewide is challenging as the educational requirements are significantly different, as referenced in Figures 7 and 8. However, for the purposes of this study, we are providing this analysis in an effort to show the disparities not only in funding levels, but of the educational requirements and associated compensation for CSPP teachers.

CSPP teacher compensation assumes the incumbent is working in a full-time position and is receiving the full district HWB contribution.

Sacramento City USD reports the highest total compensation at \$68,179, with Fremont USD offering the lowest total compensation of \$33,276, for a comparative difference of \$34,903, or 51%. Fremont USD does not provide a separate allocation to HWB. When measured against the K-12 teacher average total compensation for unified school districts in California, the CSPP teacher comparative district group average of \$51,875 is \$14,747, or 22% lower. The comparative group average for the K-12 teacher starting salary is higher at \$70,968, which is \$19,093, or 27%, higher than the comparative group average for CSPP teachers.

Figure 21: CSPP Teachers—Starting Total Compensation, 2016-17

District	Work Days	Starting Per Diem	Starting Salary	HWB	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
<b>Comparative Group Average (K-12 Teachers)</b>	<b>183</b>	<b>\$277</b>	<b>\$51,240</b>	<b>\$19,728</b>	—	<b>\$70,968</b>	—	—
Sacramento City USD	223	\$146	\$32,485	\$32,694	\$3,000	\$68,179	2.3%	1
San Diego City USD	181	\$187	\$33,763	\$33,089	\$0	\$66,852	0.3%	2
<b>Statewide Unified Average (K-12 Teachers)</b>	<b>185</b>	<b>\$257</b>	<b>\$47,532</b>	<b>\$19,090</b>	—	<b>\$66,622</b>	<b>0.0%</b>	—
Long Beach USD	182	\$163	\$29,593	\$27,471	\$0	\$57,064	-14.3%	5
Santa Ana USD	184	\$162	\$29,891	\$25,294	\$0	\$55,185	-17.2%	6
Riverside USD	181	\$227	\$41,160	\$12,941	\$0	\$54,101	-18.8%	7
<b>Comparative Group Average (CSPP Teachers)</b>	<b>187</b>	<b>\$171</b>	<b>\$31,872</b>	<b>\$19,728</b>	—	<b>\$51,875</b>	—	—
Los Angeles USD	182	\$185	\$33,674	\$18,162	\$0	\$51,836	-22.2%	8
Fontana USD	184	\$175	\$32,169	\$17,495	\$0	\$49,664	-25.5%	9
Clovis USD	188	\$183	\$34,395	\$14,269	\$0	\$48,664	-27.0%	10
Oakland USD	186	\$136	\$25,284	\$21,451	\$0	\$46,735	-29.9%	11
Fresno USD	183	\$161	\$29,489	\$16,645	\$300	\$46,434	-30.3%	12
San Bernardino USD	187	\$146	\$27,288	\$17,221	\$0	\$44,509	-33.2%	13
Fremont USD	182	\$183	\$33,276	\$0	\$0	\$33,276	-50.1%	14

Note: Fremont USD does not provide a separate allocation for fringe benefits.

Source: 2016-17 State certified-data, J-90 report

## CSPP Teacher, Maximum Salary—Total Compensation

CSPP teacher compensation assumes the incumbent is working in a full-time position and is receiving the full district contribution for health and welfare benefits.

Sacramento City USD reports the highest total compensation at \$99,673, with Fremont USD offering the lowest total compensation of \$33,276, for a comparative difference of \$66,397, or 67%. Fremont USD does not provide a separate allocation to HWB. When measured against the K-12 teacher average total compensation for unified school districts in California, the CSPP teacher comparative district group average of \$73,089 is \$39,621, or 35% lower. The comparative group average for the K-12 teacher starting salary is higher at \$112,710, which is \$39,621, or 35%, higher than the comparative group average for CSPP teachers.

Figure 22: CSPP Teachers—Maximum Total Compensation, 2016-17

District	Work Days	Maximum Per Diem	Maximum Salary	HWB	Additional Compensation	Total Compensation	Total Compensation Variance	Rank
<b>Statewide Unified Average (K-12 Teachers)</b>	<b>185</b>	<b>\$524</b>	<b>\$97,007</b>	<b>\$19,090</b>	—	<b>\$116,097</b>	<b>0.0%</b>	—
<b>Comparative Group Average (K-12 Teachers)</b>	<b>185</b>	<b>\$503</b>	<b>\$92,982</b>	<b>\$19,728</b>	—	<b>\$112,710</b>	<b>-2.9%</b>	—
Sacramento City USD	223	\$287	\$63,979	\$32,694	\$3,000	\$99,673	-14.1%	1
Oakland USD	186	\$376	\$70,007	\$21,451	\$0	\$91,458	-21.2%	2
San Diego City USD	181	\$306	\$55,306	\$33,089	\$0	\$88,395	-23.9%	3
Long Beach USD	182	\$316	\$57,437	\$27,471	\$0	\$84,908	-26.9%	4
San Bernardino USD	187	\$314	\$58,738	\$17,221	\$0	\$75,959	-34.6%	5
<b>Comparative Group Average (CSPP Teachers)</b>	<b>187</b>	<b>\$284</b>	<b>\$53,086</b>	<b>\$19,728</b>	—	<b>\$73,089</b>	<b>-35.0%</b>	—
Los Angeles USD	182	\$309	\$56,228	\$18,162	\$0	\$74,390	-35.9%	6
Fresno USD	183	\$293	\$53,682	\$16,645	\$300	\$70,627	-39.2%	7
Santa Ana USD	184	\$232	\$42,619	\$25,294	\$0	\$67,913	-41.5%	8
Fontana USD	184	\$263	\$48,304	\$17,495	\$0	\$65,799	-43.3%	9
Riverside USD	181	\$290	\$52,492	\$12,941	\$0	\$65,433	-43.6%	10
Clovis USD	188	\$239	\$44,962	\$14,269	\$0	\$59,231	-49.0%	11
Fremont USD	182	\$183	\$33,276	\$0	\$0	\$33,276	-71.3%	12

Note: Fremont USD does not provide a separate allocation for fringe benefits.

Source: 2016-17 State certified-data, J-90 report

## Appendix C: Additional Compensation

### K-12 Teacher Additional Compensation

Many school districts provide additional compensation to teachers who complete various educational degrees or certifications. The additional compensation provided in Figure 23 is paid on an annual basis as long as the teacher holds that degree or certification. If no additional compensation is reported for a school district, it did not report any additional compensation in the 2016-17 J-90 report, on the salary schedule, or in the collective bargaining agreement.

**Figure 23: K-12 Teachers—Education-Related Additional Compensation**

District	Master's Degree	Doctorate	Other	Total
Clovis USD	-	\$2,016	-	\$2,016
Fontana USD	-	-	-	-
Fremont USD	3%	3%		6.1% <sup>2</sup>
Fresno USD	\$100	\$200	\$1,000 <sup>1</sup> ;\$200 <sup>2</sup>	\$1,500
Long Beach USD	-	-	-	-
Los Angeles USD	\$584	\$1,168	-	\$1,752
Oakland USD	-	-	-	-
Riverside USD	-	\$750	-	\$750
Sacramento City USD	-	\$3,000	-	\$3,000
San Bernardino USD	-	-	-	-
San Diego City USD	-	-	-	-
Santa Ana USD	-	-	-	-

<sup>1</sup>National Board Certification Stipend

<sup>2</sup>Stipend for completion of Bachelor's Degree plus 90 units

<sup>3</sup>Fremont USD provides a 6.1% stipend (calculated as a percentage of annual salary) for completion of both Master's Degree and Doctorate

Source: 2016-17 State certified-data, J-90 report; salary schedules; and collective bargaining agreements

Furthermore, some of the comparative districts offer additional compensation to teachers for holding a Bilingual, Crosscultural, Language and Academic Development (BCLAD)<sup>2</sup> authorization or for working in a bilingual assignment. A bilingual assignment is a local school district determination made based upon the teaching assignment and educational program provided in a classroom. The additional compensation provided in Figure 24 is paid on an annual basis as long as the teacher holds that certification or assignment. If no additional compensation is reported for a school district, it did not report any additional compensation in the 2016-17 J-90 report, on the salary schedule, or in the collective bargaining agreement.

It is important to note that based upon the source data, we are unable to determine if the BCLAD and bilingual assignment authorization additional compensation is also offered to CSPP teachers—this practice varies from district-to-district and is not identified in the source data for the compensation elements.

**Figure 24: Teachers—BCLAD or Bilingual Assignment Additional Compensation**

District	BCLAD	Bilingual Assignment
Clovis USD	-	-
Fontana USD	-	-
Fremont USD	-	\$1,392*
Fresno USD	-	-
Long Beach USD	-	Up to \$1,000*
Los Angeles USD	Up to \$540	\$3,396*
Oakland USD	\$1,500	-
Riverside USD	-	3%* of base salary
Sacramento City USD	-	-
San Bernardino USD	-	Five per diem days (~2.72%)*
San Diego City USD	-	-
Santa Ana USD	-	\$1,248*

\*Requires appropriate bilingual credential or certificate

Source: 2016-17 J-90 report and collective bargaining agreements salary schedules; and collective bargaining agreements

<sup>2</sup>An authorization to provide specialized instruction to individuals for whom English is a second language. Specifically it authorizes instruction for 1) English Language Development (ELD) in preschool, K-12, and adults (restrictions apply to holders of Children's Center Permits, Child Development Permits, and Designated Subjects Teaching Credentials), 2) Specially Designed Academic Instruction Delivered in English (SDAIE) in the subjects and grade levels authorized by the prerequisite credential or permit, and 3) instruction for primary language development and content instruction delivered in the primary language in the subjects and grade levels authorized by the prerequisite credential or permit. The BCLAD authorization can be listed on a Single Subject or Multiple Subject Teaching Credential as an emphasis if a college or university program was completed or, if the applicant met BCLAD requirements separate from the teacher preparation program, a BCLAD Certificate may be obtained.

Source: "Data Term Gallery," California Commission on Teacher Credentialing, [www.cta.ca.gov/](http://www.cta.ca.gov/)

## CSPP Teacher Additional Compensation

**Figure 25: CSPP Teachers— Education-Related Additional Compensation**

District	Bachelor's Degree	Master's Degree	Doctorate	Other	Total
Clovis USD	-	-	-	-	-
Fontana USD	-	-	-	-	-
Fremont USD	-	-	-	-	-
Fresno USD	\$200 <sup>1</sup>	\$100	-	-	\$300
Long Beach USD	-	-	-	-	-
Los Angeles USD	-	-	-	-	-
Oakland USD	-	-	-	-	-
Riverside USD	2% <sup>2</sup>	-	\$750	-	2%
Sacramento City USD	-	-	\$3,000	-	\$3,000
San Bernardino USD	-	-	-	-	-
San Diego City USD	-	-	-	-	-
Santa Ana USD	-	-	-	-	-

<sup>1</sup>\$200 stipend for BA+90

<sup>2</sup>2% stipend calculated on base salary for teacher