

**SELECTED CERTIFICATED SALARIES AND RELATED STATISTICS
2018-19**

*A Compilation of Selected Salary Statistics from
"2018-19 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, 2018-19

In May 2019, every California school district and county office of education was given the opportunity to complete an optional form entitled, "2018-19 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 828 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. 803 agencies, or 96.98 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 83.05 percent of school districts and county offices of education, representing 98.55 percent of the state's non-charter ADA.

The actual 2018-19 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 Salary & Benefits for Certificated Personnel <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 - 2018-19 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. |
| LEA | The name of the school district or county office of education. |
| Total Salary Schedule FTE | 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 Sched. 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 Heading | Description of the schedule salary column where the lowest salary is offered. The descriptions are coded as follows: |

| Salary Code | Description | Salary Code | Description |
|--------------------|--|-------------|--------------------------------|
| <BA | Less than Bachelor's Degree | CTE | Career Technical Ed |
| BA | Bachelor's Degree | DSC | Designated Subjects Credential |
| BA NC | Bachelor's Degree Non-Credential | EC | Emergency Credential |
| BA+number of units | Bachelor's Degree with specified units | I | Intern |
| BA<number of units | Bachelor's Degree with up to # of units | EC/I | Emergency Credential or Intern |
| BA+CR | Bachelor's Degree + Credential | NC | Non-Credential |
| BA+EC | Bachelor's Degree + Emergency Credential | PC | Pre-Credential |
| <BA+C | Less than Bachelor's + Credential | PM | Permit |
| <BA N | Less than Bachelor's Non-Credential | PV | Provisional |
| BA+PM | Bachelor's Degree + Permit | RC | Restricted Cred |
| BA+I | Bachelor's Degree + Intern | STP | Short Term Permit |
| BASE | Base Salary | SLS | Straight Line Schedule |
| CRED | Credentialed | | |

Table I - 2018-19 Certificated Teacher Salary Profile by County and by District (continued)

| Headings | Description |
|-------------------------------------|--|
| 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. |

| Headings | | | Description |
|-------------------------------------|---------------|---------------|---|
| Highest Offered. | Sched. | Salary | 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 BA+60 Step 10 | | | 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 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. If the district does not have a step 10, step 9 is used. If an LEA has more than one instance of a BA+60, the straight BA+60 is used rather than BA+60+MA. |
| 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. |
| 2018-19 P-2 ADA | | | Average daily attendance (ADA) for 2018-19 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 2017-18 | | | The percentage change for the 2018-19 Salary Schedule over the 2017-18 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 FTE and 2018-19 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 - 2018-19 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 |
|--------------------------------------|--|
| LEA Type | 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 Sched. 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 Sched. 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.

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

- (1) The Lowest Scheduled Salary Offered by LEAs in 2018-19
 (2) The Highest Scheduled Salary Offered by LEAs in 2018-19
 (3) The Highest BA Plus 60 at Step 10 Salary Offered by LEAs in 2018-19
 (4) Did Not Submit Current Year J-90
 (5) Single District County - Salary Schedule Same as District

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 01 | Alameda County Office of Ed. | 26.54 | 63,861 | EC/I | 114,268 | 16 | 119,908 | 92,521 | 185 | 70.57 | 1.00 |
| 01 | Alameda Unified | 498.59 | 51,966 | BA | 77,156 | 27 | 95,138 | 72,867 | 186 | 8,979.34 | 4.50 |
| 01 | Albany City Unified | 229.39 | 49,715 | BA<60 | 76,931 | 6 | 97,599 | 72,406 | 184 | 3,549.07 | 1.25 |
| 01 | Berkeley Unified | 653.62 | 43,769 | BA+EC | 76,974 | 12 | 90,981 | 73,321 | 184 | 9,398.09 | 1.00 |
| 01 | Castro Valley Unified | 468.33 | 53,076 | EC/I | 85,951 | 27 | 110,697 | 82,061 | 185 | 8,947.67 | 3.25 |
| 01 | Dublin Unified | 576.90 | 64,858 | BA+EC | 89,164 | 6 | 111,828 | 93,770 | 185 | 11,759.40 | 4.50 |
| 01 | Emery Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 685.60 | N/A |
| 01 | Fremont Unified | 1,733.86 | 68,068 | BA | 92,747 | 6 | 118,530 | 91,195 | 187 | 34,394.68 | 2.50 |
| 01 | Hayward Unified | 1,041.90 | 65,650 | BA | 93,878 | 11 | 109,361 | 91,700 | 186 | 18,754.20 | 3.25 |
| 01 | Livermore Valley Joint Unified | 724.00 | 43,135 | BA NC | 80,447 | 17 | 99,417 | 79,455 | 186 | 13,155.50 | 2.00 |
| 01 | Mountain House Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 14.76 | N/A |
| 01 | New Haven Unified | 566.00 | 53,900 | I | 100,808 | 12 | 122,930 | 96,040 | 184 | 10,781.90 | 3.00 |
| 01 | Newark Unified | 278.90 | 61,963 | BA+30 | 88,267 | 25 | 107,487 | 85,991 | 186 | 5,559.83 | 0.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 01 | Oakland Unified | 2,102.49 | 46,570 | BA | 63,134 | 13 | 92,096 | 64,124 | 186 | 32,663.40 | 1.50 |
| 01 | Piedmont City Unified | 145.83 | 53,671 | BA | 82,005 | 10 | 96,835 | 73,303 | 185 | 2,529.44 | 3.00 |
| 01 | Pleasanton Unified | 752.54 | 62,212 | NC | 93,992 | 7 | 110,682 | 90,281 | 185 | 14,469.30 | 2.50 |
| 01 | San Leandro Unified | 465.28 | 63,460 | BA<45 | 91,590 | 11 | 115,855 | 87,625 | 186 | 8,489.56 | 3.50 |
| 01 | San Lorenzo Unified | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 9,665.67 | N/A |
| 01 | Sunol Glen Unified | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 287.60 | N/A |
| 02 | Alpine County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 02 | Alpine County Unified | 11.00 | 47,535 | BA+30 | 61,368 | 5 | 79,824 | 60,619 | 183 | 74.70 | 0.00 |
| 03 | Amador County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 03 | Amador County Unified | 169.77 | 42,230 | PC | 68,318 | 13 | 88,601 | 67,262 | 183 | 3,798.09 | 0.00 |
| 04 | Butte County Office of Ed. | 129.00 | 39,980 | EC/I | 64,875 | 18 | 80,546 | 61,021 | 183 | N/A | 5.00 |
| 04 | Bangor Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 99.10 | N/A |
| 04 | Biggs Unified | 38.00 | 42,721 | BA+30 | 57,050 | 5 | 78,564 | 55,223 | 184 | 580.86 | 0.00 |
| 04 | Chico Unified | 693.70 | 47,540 | BA<45 | 73,366 | 15 | 101,243 | 64,325 | 183 | 11,794.40 | 6.98 |
| 04 | Durham Unified | 56.94 | 43,613 | BA | 69,054 | 15 | 89,048 | 60,044 | 183 | 999.23 | 3.00 |
| 04 | Feather Falls Un Elementary | 1.00 | 33,120 | PV | 56,961 | 4 | 63,154 | 51,376 | 183 | 8.54 | 0.00 |
| 04 | Golden Feather Un Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 52.51 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 04 | Gridley Unified | 102.56 | 43,479 | BA | 77,020 | 30 | 98,545 | 68,943 | 183 | 1,981.59 | 4.00 |
| 04 | Manzanita Elementary | 15.00 | 48,455 | BA+30 | 78,071 | 30 | 95,488 | 68,021 | 182 | 306.92 | 4.21 |
| 04 | Oroville City Elementary | 124.78 | 49,988 | BA+30 | 79,975 | 6 | 95,707 | 77,608 | 185 | 2,158.19 | 2.00 |
| 04 | Oroville Union High | 113.00 | 46,192 | BA+15 | 72,761 | 9 | 90,944 | 66,719 | 184 | 2,015.72 | 0.00 |
| 04 | Palermo Union Elementary | 71.51 | 50,850 | BA+44 | 74,689 | 16 | 100,710 | 70,669 | 183 | 1,251.19 | 3.00 |
| 04 | Paradise Unified | 176.00 | 39,000 | BA+30 | 66,202 | 20 | 98,912 | 57,364 | 185 | 3,156.53 | 0.00 |
| 04 | Pioneer Union Elementary | 3.00 | 38,000 | BA+30 | 63,245 | 13 | 89,031 | 50,439 | 183 | 57.09 | 0.00 |
| 04 | Thermalito Union Elementary | 94.00 | 57,420 | BA<45 | 83,653 | 11 | 108,697 | 80,360 | 184 | 1,491.74 | 5.00 |
| 05 | Calaveras County Office of Ed. | 24.02 | 47,615 | BA+30 | 65,303 | 25 | 85,972 | 62,745 | 185 | N/A | 2.00 |
| 05 | Bret Harte Union High | 39.00 | 49,927 | BASE | 86,125 | 12 | 110,938 | 77,765 | 185 | 597.91 | 0.00 |
| 05 | Calaveras Unified | 125.31 | 44,171 | BA | 72,239 | 23 | 89,769 | 61,350 | 185 | 2,648.49 | 0.00 |
| 05 | Mark Twain Union Elementary | 40.50 | 36,106 | I | 64,201 | 30 | 90,985 | 67,716 | 183 | 735.79 | 2.00 |
| 05 | Vallecito Union Elementary | 35.00 | 36,400 | NC | 69,346 | 11 | 93,793 | 64,488 | 184 | 544.26 | 4.00 |
| 06 | Colusa County Office of Ed. | 24.78 | 43,500 | I | 70,322 | 22 | 91,809 | 68,846 | 185 | N/A | 2.00 |
| 06 | Colusa Unified | 77.21 | 50,876 | BA+15 | 71,180 | 13 | 92,760 | 68,220 | 186 | 1,421.14 | 2.00 |
| 06 | Maxwell Unified | 21.00 | 47,276 | BA | 66,426 | 15 | 84,774 | 64,853 | 183 | 328.25 | 3.00 |
| 06 | Pierce Joint Unified | 73.00 | 44,685 | BA+I | 72,311 | 10 | 92,396 | 69,055 | 187 | 1,415.20 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 06 | Williams Unified | 71.70 | 47,026 | NC | 67,443 | 6 | 101,141 | 67,047 | 184 | 1,223.56 | 0.00 |
| 07 | Contra Costa County Office of Ed. | 78.00 | 53,701 | BA | 84,448 | 12 | 106,144 | 80,960 | 184 | 78.09 | 3.00 |
| 07 | Acalanes Union High | 288.10 | 52,206 | BA+PM | 93,706 | 10 | 106,681 | 83,334 | 186 | 5,446.42 | 3.00 |
| 07 | Antioch Unified | 814.93 | 48,140 | BA | 82,914 | 13 | 100,055 | 78,756 | 184 | 15,233.70 | 3.25 |
| 07 | Brentwood Union Elementary | 439.33 | 50,741 | NC | 85,716 | 8 | 97,650 | 79,785 | 184 | 8,881.82 | 1.00 |
| 07 | Byron Union Elementary | 70.00 | 45,953 | EC/I | 82,088 | 9 | 88,359 | 77,449 | 184 | 1,418.27 | 0.00 |
| 07 | Canyon Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 66.60 | N/A |
| 07 | John Swett Unified | 84.60 | 45,742 | BA NC | 69,861 | 14 | 90,497 | 68,549 | 185 | 1,341.60 | 4.00 |
| 07 | Knightsen Elementary | 30.00 | 49,717 | BA<45 | 70,763 | 6 | 93,072 | 70,727 | 186 | 607.03 | 1.50 |
| 07 | Lafayette Elementary | 197.69 | 47,013 | BA | 76,128 | 5 | 91,752 | 72,495 | 186 | 3,467.45 | 0.00 |
| 07 | Liberty Union High | 377.86 | 51,557 | BA+I | 81,924 | 12 | 102,320 | 78,715 | 185 | 7,835.45 | 2.00 |
| 07 | Martinez Unified | 200.90 | 43,808 | NC | 75,938 | 12 | 92,057 | 71,105 | 185 | 3,946.48 | 4.00 |
| 07 | Moraga Elementary | 98.40 | 51,063 | BA | 76,267 | 6 | 93,841 | 68,750 | 186 | 1,811.68 | 1.50 |
| 07 | Mt. Diablo Unified | 1,623.18 | 53,339 | BA<45 | 79,123 | 12 | 98,346 | 73,641 | 185 | 29,376.40 | 0.00 |
| 07 | Oakley Union Elementary | 231.50 | 47,840 | BA | 77,203 | 10 | 97,474 | 76,659 | 184 | 5,024.61 | 3.00 |
| 07 | Orinda Union Elementary | 137.82 | 35,070 | BA NC | 75,845 | 11 | 92,792 | 70,461 | 184 | 2,467.76 | 1.25 |
| 07 | Pittsburg Unified | 594.10 | 50,299 | BA | 74,828 | 13 | 93,344 | 75,114 | 185 | 10,746.20 | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 07 | San Ramon Valley Unified | 1,485.13 | 51,071 | BA NC | 80,847 | 8 | 100,163 | 80,402 | 186 | 31,102.00 | 4.00 |
| 07 | Walnut Creek Elementary | 187.64 | 48,013 | BA<45 | 78,763 | 21 | 94,178 | 74,034 | 186 | 3,416.23 | 3.00 |
| 07 | West Contra Costa Unified | 1,410.81 | 48,469 | BA<30 | 74,094 | 16 | 98,800 | 76,040 | 184 | 26,403.30 | 4.55 |
| 08 | Del Norte County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 08 | Del Norte County Unified | 213.60 | 47,093 | BA+30 | 69,119 | 6 | 87,596 | 71,420 | 186 | 3,389.75 | 4.00 |
| 09 | El Dorado County Office of Ed. | 65.21 | 48,612 | BA+30 | 74,374 | 23 | 99,098 | 70,000 | 183 | N/A | 3.00 |
| 09 | Black Oak Mine Unified | 53.59 | 43,233 | BA+15 | 63,221 | 9 | 79,198 | 57,474 | 185 | 978.59 | 1.00 |
| 09 | Buckeye Union Elementary | 224.02 | 46,804 | BA+24 | 74,972 | 9 | 94,745 | 70,694 | 185 | 4,539.30 | 2.00 |
| 09 | Camino Union Elementary | 29.05 | 49,895 | BA+30 | 71,626 | 9 | 90,238 | 64,935 | 183 | 450.35 | 0.00 |
| 09 | El Dorado Union High | 252.50 | 49,869 | BA+EC | 84,627 | 8 | 103,893 | 71,610 | 182 | 6,268.77 | 2.00 |
| 09 | Gold Oak Union Elementary | 25.19 | 42,649 | BA+30 | 59,481 | 20 | 81,825 | 59,582 | 182 | 446.66 | 1.50 |
| 09 | Gold Trail Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 629.07 | N/A |
| 09 | Indian Diggings Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 17.79 | N/A |
| 09 | Lake Tahoe Unified | 227.24 | 48,425 | BA | 76,991 | 7 | 103,152 | 74,006 | 183 | 3,619.48 | 2.00 |
| 09 | Latrobe Elementary | 10.07 | 46,860 | BA | 72,479 | 9 | 90,219 | 67,250 | 185 | 139.91 | 5.00 |
| 09 | Mother Lode Union Elementary | 52.00 | 45,958 | BA<60 | 68,338 | 7 | 80,173 | 57,908 | 183 | 987.55 | 2.60 |
| 09 | Pioneer Union Elementary | 17.75 | 38,985 | BA | 56,816 | 8 | 81,611 | 58,113 | 184 | 273.88 | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 09 | Placerville Union Elementary | 63.30 | 47,055 | BA+15 | 68,973 | 10 | 87,515 | 63,185 | 184 | 1,240.48 | 4.00 |
| 09 | Pollock Pines Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 625.10 | N/A |
| 09 | Rescue Union Elementary | 190.49 | 51,041 | BA+30 | 77,846 | 10 | 95,245 | 73,054 | 183 | 3,520.77 | 1.00 |
| 09 | Silver Fork Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 9.66 | N/A |
| 10 | Fresno County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 10 | Alvina Elementary | 12.00 | 35,360 | BA+I | 45,944 | 1 | 56,380 | 42,869 | 183 | 197.11 | 0.00 |
| 10 | Big Creek Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 40.49 | N/A |
| 10 | Burrel Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 119.05 | N/A |
| 10 | Caruthers Unified | 79.00 | 46,467 | BA | 71,055 | 19 | 94,827 | 68,065 | 183 | 1,442.80 | 4.00 |
| 10 | Central Unified | 714.56 | 43,767 | I | 76,017 | 19 | 94,157 | 72,104 | 182 | 14,966.10 | 3.00 |
| 10 | Clay Joint Elementary | 12.00 | 45,600 | BA | 67,162 | 5 | 82,114 | 69,148 | 183 | 240.42 | 0.00 |
| 10 | Clovis Unified | 1,892.83 | 42,141 | BA NC | 72,296 | 25 | 90,631 | 66,716 | 188 | 41,588.24 | 3.00 |
| 10 | Coalinga/Huron Unified | 233.00 | 46,208 | EC/I | 74,481 | 11 | 92,466 | 78,206 | 186 | 4,215.43 | 2.00 |
| 10 | Firebaugh-Las Deltas Unified | 116.00 | 52,492 | BA | 70,504 | 15 | 96,959 | 71,491 | 184 | 2,149.08 | 1.75 |
| 10 | Fowler Unified | 134.00 | 51,315 | EC/I | 72,939 | 30 | 93,313 | 72,629 | 185 | 2,479.37 | 3.31 |
| 10 | Fresno Unified | 3,883.48 | 46,538 | NC | 79,907 | 10 | 108,585 | 77,253 | 185 | 66,953.10 | 3.00 |
| 10 | Golden Plains Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,551.30 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 10 | Kerman Unified | 236.91 | 47,280 | BA | 74,628 | 10 | 90,211 | 73,473 | 182 | 5,029.95 | 2.51 |
| 10 | Kings Canyon Joint Unified | 460.27 | 47,069 | NC | 73,751 | 24 | 100,131 | 68,584 | 185 | 9,441.13 | 2.00 |
| 10 | Kingsburg Joint Union Elementary | 109.24 | 43,555 | BA | 66,400 | 9 | 97,164 | 61,814 | 184 | 2,231.81 | 3.00 |
| 10 | Kingsburg Joint Union High | 56.00 | 50,363 | NC | 82,638 | 20 | 98,373 | 74,162 | 183 | 1,108.10 | 2.00 |
| 10 | Laton Joint Unified | 46.00 | 46,042 | BA+30 | 56,510 | 10 | 91,827 | 62,354 | 185 | 633.31 | 2.00 |
| 10 | Mendota Unified | 164.00 | 47,363 | BA | 71,200 | 6 | 95,410 | 74,556 | 186 | 3,296.65 | 3.25 |
| 10 | Monroe Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 156.77 | N/A |
| 10 | Orange Center Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 302.51 | N/A |
| 10 | Pacific Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 389.52 | N/A |
| 10 | Parlier Unified | 166.00 | 41,607 | BA | 69,137 | 16 | 95,403 | 67,600 | 185 | 3,271.99 | 3.00 |
| 10 | Pine Ridge Elementary | 9.00 | 43,735 | BA | 70,661 | 7 | 88,521 | 67,857 | 184 | 63.03 | 3.00 |
| 10 | Raisin City Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 277.80 | N/A |
| 10 | Riverdale Joint Unified | 83.00 | 49,359 | BA | 73,006 | 30 | 91,125 | 69,427 | 185 | 1,504.60 | 2.75 |
| 10 | Sanger Unified | 620.55 | 48,338 | BA | 71,234 | 14 | 91,898 | 70,279 | 185 | 11,922.86 | 5.00 |
| 10 | Selma Unified | 354.50 | 52,302 | BA | 81,123 | 18 | 98,164 | 74,654 | 185 | 6,107.02 | 4.00 |
| 10 | Sierra Unified | 69.03 | 43,266 | BA | 72,309 | 38 | 86,427 | 67,134 | 186 | 1,180.64 | 4.00 |
| 10 | Washington Colony Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 441.82 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 10 | Washington Unified | 143.00 | 45,275 | BA+30 | 67,030 | 30 | 85,266 | 64,990 | 184 | 2,500.89 | 0.50 |
| 10 | West Park Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 365.20 | N/A |
| 10 | Westside Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 172.44 | N/A |
| 11 | Glenn County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 11 | Capay Joint Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 198.03 | N/A |
| 11 | Hamilton Unified | 41.75 | 41,579 | BA NC | 65,707 | 8 | 88,041 | 67,475 | 184 | 687.87 | 2.50 |
| 11 | Lake Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 180.48 | N/A |
| 11 | Orland Joint Unified | 119.00 | 47,643 | BA+30 | 68,968 | 6 | 95,190 | 64,695 | 183 | 2,134.53 | 5.00 |
| 11 | Plaza Elementary | 9.06 | 42,200 | BA+30 | 59,881 | 6 | 80,838 | 58,415 | 183 | 200.39 | 0.00 |
| 11 | Princeton Joint Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 134.84 | N/A |
| 11 | Stony Creek Joint Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 58.72 | N/A |
| 11 | Willows Unified | 73.18 | 60,840 | BA<30 | 83,072 | 8 | 103,220 | 80,635 | 181 | 1,386.81 | 0.00 |
| 12 | Humboldt County Office of Ed. | 84.00 | 43,262 | BA+CR | 59,564 | 13 | 72,602 | 57,926 | 185 | N/A | 2.00 |
| 12 | Arcata Elementary | 33.06 | 40,354 | BA+30 | 60,918 | 6 | 76,522 | 63,345 | 182 | 496.69 | 1.00 |
| 12 | Big Lagoon Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 16.82 | N/A |
| 12 | Blue Lake Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 151.15 | N/A |
| 12 | Bridgeville Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 28.83 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 12 | Cuddeback Union Elementary | 10.00 | 40,585 | BA+CR | 53,857 | 5 | 70,224 | 47,232 | 183 | 143.40 | 0.00 |
| 12 | Cutten Elementary | 30.60 | 45,828 | BA+CR | 66,431 | 5 | 82,792 | 63,653 | 183 | 588.97 | 3.00 |
| 12 | Eureka City Unified | 195.24 | 41,174 | BA<45 | 61,076 | 11 | 80,874 | 57,486 | 185 | 3,398.72 | 3.00 |
| 12 | Ferndale Unified | 35.83 | 42,128 | BA+30 | 59,168 | 10 | 72,026 | 59,907 | 186 | 452.36 | 1.00 |
| 12 | Fieldbrook Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 132.04 | N/A |
| 12 | Fortuna Elementary | 71.47 | 38,057 | BA+30 | 63,174 | 10 | 75,717 | 61,285 | 184 | 1,078.11 | 1.00 |
| 12 | Fortuna Union High | 64.00 | 41,176 | BA+30 | 65,111 | 20 | 78,039 | 62,586 | 182 | 1,020.75 | 1.50 |
| 12 | Freshwater Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 288.35 | N/A |
| 12 | Garfield Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 60.71 | N/A |
| 12 | Green Point Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 16.77 | N/A |
| 12 | Hydesville Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 172.00 | N/A |
| 12 | Jacoby Creek Elementary | 22.71 | 34,909 | BA | 65,794 | 6 | 75,570 | 62,733 | 182 | 448.96 | 5.00 |
| 12 | Klamath-Trinity Joint Unified | 76.15 | 42,574 | BA+45 | 62,224 | 7 | 78,060 | 62,400 | 182 | 898.74 | 0.00 |
| 12 | Kneeland Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 13.24 | N/A |
| 12 | Loleta Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 109.14 | N/A |
| 12 | Maple Creek Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 4.56 | N/A |
| 12 | Mattole Unified | 5.91 | 40,100 | BA+30 | 49,987 | 12 | 61,800 | 57,150 | 183 | 48.44 | 8.25 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 12 | Mckinleyville Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,064.03 | N/A |
| 12 | Northern Humboldt Union High (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,427.04 | N/A |
| 12 | Orick Elementary | 2.79 | 39,270 | BA+45 | 59,391 | 26 | 78,561 | 53,235 | 182 | 18.86 | 2.00 |
| 12 | Pacific Union Elementary | 32.80 | 48,406 | BA+30 | 64,250 | 5 | 78,989 | 62,222 | 182 | 534.33 | 2.00 |
| 12 | Peninsula Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 35.53 | N/A |
| 12 | Rio Dell Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 289.82 | N/A |
| 12 | Scotia Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 169.45 | N/A |
| 12 | South Bay Union Elementary | 28.00 | 42,539 | BA+30 | 56,393 | 6 | 77,878 | 57,282 | 184 | 458.72 | 0.00 |
| 12 | Southern Humboldt Jt Unified | 46.00 | 43,240 | BA+30 | 53,656 | 8 | 71,500 | 54,500 | 184 | 691.46 | 0.00 |
| 12 | Trinidad Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 189.04 | N/A |
| 13 | Imperial County Office of Ed. | 75.00 | 47,095 | BA | 71,652 | 13 | 102,999 | 77,589 | 185 | N/A | 2.00 |
| 13 | Brawley Elementary | 189.00 | 57,877 | BA<15 | 101,712 | 8 | 135,433 | 96,945 | 187 | 3,861.07 | 6.50 |
| 13 | Brawley Union High | 84.35 | 56,904 | BA | 99,436 | 11 | 128,913 | 97,083 | 187 | 1,859.79 | 3.70 |
| 13 | Calexico Unified | 470.50 | 43,720 | BA | 80,998 | 8 | 96,309 | 75,854 | 185 | 8,893.14 | 0.00 |
| 13 | Calipatria Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,082.09 | N/A |
| 13 | Central Union High | 215.60 | 54,650 | BA | 92,739 | 9 | 125,830 | 92,178 | 187 | 3,946.99 | 4.25 |
| 13 | El Centro Elementary | 232.00 | 57,622 | BA+CR | 91,069 | 11 | 112,436 | 87,266 | 187 | 5,096.45 | 4.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 13 | Heber Elementary | 61.62 | 48,577 | BA | 80,442 | 11 | 111,520 | 80,815 | 186 | 1,203.40 | 3.50 |
| 13 | Holtville Unified | 101.00 | 53,550 | BA | 78,977 | 11 | 100,652 | 78,988 | 185 | 1,513.07 | 5.00 |
| 13 | Imperial Unified | 190.40 | 58,465 | BA | 96,226 | 11 | 116,513 | 94,021 | 185 | 4,126.61 | 3.70 |
| 13 | Magnolia Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 136.73 | N/A |
| 13 | Mccabe Union Elementary | 57.00 | 54,863 | BA+30 | 79,557 | 10 | 106,234 | 80,101 | 185 | 1,323.22 | 2.50 |
| 13 | Meadows Union Elementary | 24.00 | 48,786 | BA | 81,618 | 27 | 104,969 | 76,877 | 185 | 474.80 | 1.50 |
| 13 | Mulberry Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 74.80 | N/A |
| 13 | San Pasqual Valley Unified | 52.00 | 48,626 | EC/I | 78,969 | 9 | 92,756 | 71,705 | 183 | 647.28 | 1.00 |
| 13 | Seeley Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 358.47 | N/A |
| 13 | Westmorland Union Elementary | 22.00 | 49,428 | NC | 72,724 | 6 | 104,132 | 76,087 | 185 | 388.47 | 0.54 |
| 14 | Inyo County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 14 | Big Pine Unified | 16.17 | 41,884 | BA | 64,713 | 6 | 89,716 | 70,544 | 182 | 130.30 | 0.00 |
| 14 | Bishop Unified | 106.19 | 46,038 | BA+CR | 75,139 | 15 | 94,741 | 71,167 | 185 | 1,869.94 | 2.75 |
| 14 | Death Valley Unified | 3.50 | 41,218 | BA | 60,636 | 30 | 81,704 | 66,994 | 183 | 24.98 | 0.00 |
| 14 | Lone Pine Unified | 15.39 | 40,762 | BA NC | 74,324 | 35 | 86,972 | 71,214 | 182 | 296.51 | 2.50 |
| 14 | Owens Valley Unified | 8.00 | 45,100 | BA | 74,660 | 15 | 94,658 | 74,376 | 182 | 72.62 | 2.00 |
| 14 | Round Valley Joint Elementary | 8.57 | 37,204 | BA | 61,448 | 6 | 86,370 | 66,043 | 182 | 71.61 | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 15 | Kern County Office of Ed. | 189.73 | 48,192 | BA | 67,937 | 11 | 87,363 | 65,242 | 185 | 1,096.21 | 3.00 |
| 15 | Arvin Union Elementary | 144.00 | 49,665 | BA | 75,658 | 9 | 91,757 | 75,461 | 185 | 2,978.65 | 4.00 |
| 15 | Bakersfield City Elementary | 1,750.00 | 48,981 | BA | 73,608 | 25 | 97,588 | 73,841 | 182 | 29,381.60 | 2.00 |
| 15 | Beardsley Elementary | 100.17 | 44,864 | BA+CR | 64,553 | 11 | 86,368 | 63,434 | 182 | 1,807.56 | 0.00 |
| 15 | Belridge Elementary | 2.00 | 54,296 | SLS | 73,190 | 6 | 81,137 | 69,537 | 186 | 36.17 | 0.00 |
| 15 | Blake Elementary | 1.00 | 48,634 | SLS | 55,235 | 1 | 55,235 | 54,485 | 184 | 13.22 | 2.00 |
| 15 | Buttonwillow Union Elementary | 19.00 | 47,511 | BA+CR | 65,448 | 9 | 86,592 | 66,366 | 183 | 312.78 | 6.00 |
| 15 | Caliente Union Elementary | 3.00 | 36,151 | BA+24 | 43,236 | 7 | 51,382 | 41,159 | 184 | 44.93 | 2.00 |
| 15 | Delano Joint Union High | 207.00 | 49,797 | BA+30 | 72,292 | 15 | 105,068 | 71,467 | 183 | 4,038.46 | 3.00 |
| 15 | Delano Union Elementary | 330.00 | 51,315 | BA | 77,741 | 1 | 101,097 | 75,373 | 183 | 6,674.73 | 2.00 |
| 15 | Di Giorgio Elementary | 11.00 | 48,229 | BA+CR | 66,410 | 6 | 85,104 | 66,485 | 185 | 203.42 | 6.00 |
| 15 | Edison Elementary | 55.00 | 46,597 | BA | 64,172 | 8 | 84,267 | 66,021 | 185 | 1,015.46 | 2.00 |
| 15 | El Tejon Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 684.02 | N/A |
| 15 | Elk Hills Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 180.25 | N/A |
| 15 | Fairfax Elementary | 139.00 | 48,311 | BA | 69,963 | 8 | 99,709 | 68,480 | 185 | 2,562.12 | 3.00 |
| 15 | Fruitvale Elementary | 151.34 | 42,000 | EC/I | 72,769 | 11 | 93,345 | 73,068 | 183 | 3,060.34 | 2.50 |
| 15 | General Shafter Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 153.53 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 15 | Greenfield Union Elementary | 427.00 | 51,034 | BA<24 | 75,729 | 23 | 98,004 | 73,915 | 184 | 9,016.21 | 4.00 |
| 15 | Kern Union High | 1,879.60 | 51,287 | BA | 78,259 | 13 | 109,957 | 73,603 | 183 | 37,889.90 | 4.00 |
| 15 | Kernville Union Elementary | 49.00 | 49,468 | BA | 66,006 | 15 | 78,672 | 65,818 | 184 | 841.99 | 3.00 |
| 15 | Lakeside Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,329.82 | N/A |
| 15 | Lamont Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2,883.49 | N/A |
| 15 | Linns Valley-Poso Flat Un Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 18.26 | N/A |
| 15 | Lost Hills Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 402.69 | N/A |
| 15 | Maple Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 280.57 | N/A |
| 15 | Maricopa Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 280.62 | N/A |
| 15 | Mcfarland Unified | 154.00 | 48,726 | BA | 74,781 | 35 | 91,290 | 71,706 | 184 | 3,311.16 | 3.00 |
| 15 | Mckittrick Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 18.53 | N/A |
| 15 | Midway Elementary | 6.00 | 41,526 | BA | 70,394 | 15 | 82,223 | 68,393 | 185 | 54.50 | 0.00 |
| 15 | Mojave Unified | 138.00 | 43,499 | BA | 73,594 | 35 | 98,516 | 71,383 | 184 | 2,575.55 | 0.00 |
| 15 | Muroc Joint Unified | 92.00 | 38,582 | BA | 65,787 | 8 | 90,881 | 68,678 | 182 | 1,687.40 | 0.00 |
| 15 | Norris Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 4,058.28 | N/A |
| 15 | Panama-Buena Vista Union Elem. | 889.57 | 48,824 | BA | 76,003 | 6 | 97,147 | 74,516 | 183 | 17,845.50 | 2.00 |
| 15 | Pond Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 186.02 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|---------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 15 | Richland Union Elementary | 174.00 | 46,949 | BA+I | 74,644 | 11 | 97,373 | 75,468 | 183 | 2,781.51 | 1.00 |
| 15 | Rio Bravo-Greeley Un Elementary | 48.84 | 43,853 | BA | 67,464 | 10 | 83,094 | 65,837 | 183 | 1,034.59 | 3.00 |
| 15 | Rosedale Union Elementary | 281.00 | 46,408 | BA | 73,719 | 13 | 96,138 | 63,973 | 184 | 5,589.27 | 1.50 |
| 15 | Semitropic Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 196.88 | N/A |
| 15 | Sierra Sands Unified | 253.16 | 42,945 | EC | 68,495 | 12 | 98,284 | 70,019 | 185 | 4,861.75 | 7.50 |
| 15 | South Fork Union Elementary | 12.50 | 44,563 | BA | 57,957 | 20 | 77,295 | 63,159 | 184 | 242.53 | 2.00 |
| 15 | Southern Kern Unified | 194.00 | 44,868 | I | 70,140 | 11 | 94,596 | 75,879 | 182 | 3,342.89 | 3.50 |
| 15 | Standard Elementary | 151.00 | 49,035 | BA+CR | 71,363 | 6 | 89,933 | 71,936 | 184 | 2,874.58 | 5.00 |
| 15 | Taft City Elementary | 110.00 | 48,151 | BA | 69,273 | 19 | 91,964 | 68,775 | 185 | 2,209.59 | 3.00 |
| 15 | Taft Union High | 61.30 | 44,842 | CTE | 88,610 | 6 | 115,334 | 83,052 | 185 | 956.55 | 0.00 |
| 15 | Tehachapi Unified | 201.70 | 43,887 | BASE | 68,248 | 25 | 85,919 | 67,276 | 182 | 4,058.47 | 2.00 |
| 15 | Vineland Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 636.26 | N/A |
| 15 | Wasco Union Elementary | 187.00 | 46,476 | BA+CR | 70,053 | 13 | 88,876 | 68,607 | 182 | 3,506.43 | 1.00 |
| 15 | Wasco Union High | 85.00 | 51,722 | BA+30 | 75,513 | 12 | 95,689 | 76,791 | 183 | 1,765.66 | 3.50 |
| 16 | Kings County Office of Ed. | 53.00 | 46,921 | BA | 64,188 | 15 | 84,777 | 70,498 | 186 | N/A | 3.00 |
| 16 | Armona Union Elementary | 47.00 | 48,124 | BA+PM | 73,553 | 16 | 96,010 | 72,386 | 186 | 920.48 | 3.50 |
| 16 | Central Union Elementary | 101.00 | 52,634 | BA | 87,956 | 27 | 103,755 | 82,458 | 183 | 1,782.38 | 4.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 16 | Corcoran Joint Unified | 174.00 | 55,090 | BA+30 | 75,061 | 14 | 102,489 | 77,097 | 184 | 3,132.06 | 3.65 |
| 16 | Hanford Elementary | 277.00 | 48,938 | BA NC | 79,650 | 12 | 105,889 | 80,467 | 187 | 5,851.83 | 4.00 |
| 16 | Hanford Joint Union High | 156.00 | 50,652 | BA | 78,722 | 14 | 100,833 | 77,142 | 185 | 3,644.78 | 2.50 |
| 16 | Island Union Elementary | 19.00 | 46,307 | BA | 68,998 | 6 | 103,198 | 69,987 | 185 | 422.87 | 3.50 |
| 16 | Kings River-Hardwick Un Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 823.37 | N/A |
| 16 | Kit Carson Union Elementary | 21.50 | 58,202 | BA | 80,405 | 1 | 97,005 | 78,891 | 186 | 363.90 | 3.50 |
| 16 | Lakeside Union Elementary | 17.00 | 50,629 | BA<45 | 59,720 | 5 | 90,372 | 64,135 | 187 | 305.24 | 3.00 |
| 16 | Lemoore Union Elementary | 159.00 | 47,345 | I | 73,309 | 25 | 98,032 | 74,673 | 186 | 3,189.16 | 2.00 |
| 16 | Lemoore Union High | 115.79 | 49,043 | BA<30 | 73,180 | 21 | 100,451 | 70,188 | 183 | 2,083.52 | 2.33 |
| 16 | Pioneer Union Elementary | 70.00 | 42,515 | BA NC | 75,692 | 12 | 87,938 | 78,236 | 187 | 1,531.09 | 3.25 |
| 16 | Reef-Sunset Unified | 138.00 | 49,496 | BA+15 | 73,702 | 27 | 96,996 | 75,546 | 185 | 2,554.85 | 3.50 |
| 17 | Lake County Office of Ed. | 4.00 | 51,741 | BA+30 | 62,484 | 12 | 80,545 | 71,715 | 183 | N/A | 4.00 |
| 17 | Kelseyville Unified | 119.00 | 40,801 | BA | 61,193 | 25 | 79,304 | 61,764 | 185 | 1,598.62 | 3.50 |
| 17 | Konocti Unified | 176.00 | 47,509 | BA+30 | 61,054 | 11 | 87,891 | 68,049 | 184 | 3,254.07 | 3.00 |
| 17 | Lakeport Unified | 85.68 | 40,448 | DSC | 62,141 | 10 | 81,507 | 67,003 | 186 | 1,374.94 | 2.75 |
| 17 | Lucerne Elementary | 15.00 | 39,824 | I | 57,112 | 21 | 73,846 | 62,455 | 185 | 243.05 | 0.00 |
| 17 | Middletown Unified | 72.90 | 42,905 | BA+I | 58,871 | 13 | 71,488 | 60,869 | 184 | 1,402.58 | 4.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 17 | Upper Lake Unified | 44.00 | 43,484 | BA+I | 61,487 | 9 | 77,252 | 64,185 | 183 | 774.61 | 2.00 |
| 18 | Lassen County Office of Ed. | 19.00 | 42,855 | BA | 66,203 | 3 | 94,444 | 57,636 | 184 | N/A | 0.00 |
| 18 | Big Valley Joint Unified | 10.00 | 38,380 | BA | 55,205 | 28 | 81,635 | 52,905 | 185 | 122.89 | 0.00 |
| 18 | Fort Sage Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 125.27 | N/A |
| 18 | Janesville Union Elementary | 17.00 | 34,706 | NC | 71,864 | 10 | 88,214 | 58,320 | 184 | 354.91 | 0.00 |
| 18 | Johnstonville Elementary | 9.00 | 37,049 | BA+15 | 56,788 | 12 | 84,566 | 56,966 | 183 | 178.91 | 1.00 |
| 18 | Lassen Union High | 36.30 | 46,605 | BA<45 | 71,893 | 12 | 90,947 | 62,945 | 184 | 729.15 | 2.00 |
| 18 | Ravendale Elementary | 1.00 | 34,281 | BA NC | 52,196 | 9 | 58,747 | 50,676 | 183 | 6.41 | 0.00 |
| 18 | Richmond Elementary | 9.00 | 37,987 | I | 60,798 | 10 | 82,063 | 62,797 | 185 | 214.10 | 2.00 |
| 18 | Shaffer Union Elementary | 9.00 | 46,738 | BA+30 | 67,914 | 24 | 85,098 | 63,143 | 184 | 186.00 | 3.00 |
| 18 | Susanville Elementary | 55.36 | 41,593 | BA NC | 61,399 | 13 | 82,087 | 59,303 | 185 | 1,045.06 | 2.00 |
| 18 | Westwood Unified | 11.06 | 39,819 | BA<45 | 57,353 | 8 | 75,933 | 57,573 | 185 | 165.94 | 0.00 |
| 19 | Los Angeles Co. Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 19 | Abc Unified | 922.50 | 54,376 | BA | 84,747 | 13 | 105,754 | 77,880 | 184 | 19,783.10 | 2.00 |
| 19 | Acton-Agua Dulce Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,028.66 | N/A |
| 19 | Alhambra Unified | 844.57 | 44,687 | BA NC | 87,578 | 8 | 122,685 | 87,047 | 187 | 15,985.50 | 2.50 |
| 19 | Antelope Valley Union High | 986.20 | 43,144 | BA | 82,528 | 21 | 111,273 | 78,529 | 186 | 20,176.86 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 19 | Arcadia Unified | 419.69 | 61,404 | BA | 100,048 | 11 | 121,751 | 93,994 | 186 | 9,122.26 | 3.00 |
| 19 | Azusa Unified | 425.17 | 52,778 | BA NC | 87,388 | 25 | 100,115 | 80,518 | 187 | 7,739.34 | 2.40 |
| 19 | Baldwin Park Unified | 615.20 | 49,102 | BA | 93,976 | 12 | 108,056 | 88,831 | 184 | 12,040.80 | 0.00 |
| 19 | Bassett Unified | 149.00 | 44,474 | BA | 82,204 | 14 | 89,196 | 73,154 | 183 | 3,309.73 | 1.30 |
| 19 | Bellflower Unified | 545.00 | 50,389 | BA | 82,831 | 26 | 98,500 | 79,520 | 184 | 11,377.00 | 0.00 |
| 19 | Beverly Hills Unified | 243.98 | 57,113 | BA | 96,651 | 22 | 109,125 | 90,255 | 186 | 3,603.56 | 4.72 |
| 19 | Bonita Unified | 433.95 | 54,131 | BA | 86,504 | 11 | 102,540 | 81,346 | 185 | 9,671.38 | 2.00 |
| 19 | Burbank Unified | 712.50 | 46,831 | BA NC | 81,259 | 16 | 97,841 | 76,590 | 187 | 14,598.80 | 1.00 |
| 19 | Castaic Union Elementary | 94.90 | 40,938 | BA | 69,430 | 10 | 81,469 | 66,346 | 186 | 1,994.61 | 0.00 |
| 19 | Centinela Valley High | 311.00 | 48,246 | <BA+C | 79,316 | 28 | 101,658 | 80,043 | 182 | 5,976.55 | 2.50 |
| 19 | Charter Oak Unified | 199.00 | 44,687 | BA | 89,257 | 10 | 107,517 | 81,554 | 184 | 4,451.61 | 3.00 |
| 19 | Claremont Unified | 265.65 | 52,730 | BA | 84,319 | 10 | 107,022 | 77,821 | 182 | 6,677.10 | 2.50 |
| 19 | Compton Unified | 1,048.00 | 43,021 | BA NC | 83,364 | 11 | 96,943 | 74,118 | 184 | 19,480.80 | 0.00 |
| 19 | Covina-Valley Unified | 558.20 | 48,798 | BA | 88,603 | 9 | 105,768 | 84,868 | 184 | 11,249.30 | 3.00 |
| 19 | Culver City Unified | 346.70 | 52,143 | BA+CR | 82,358 | 11 | 101,382 | 81,873 | 184 | 6,864.87 | 0.00 |
| 19 | Downey Unified | 1,043.00 | 57,669 | BA | 97,043 | 30 | 118,049 | 90,680 | 185 | 21,179.90 | 2.75 |
| 19 | Duarte Unified | 178.80 | 52,732 | BA NC | 81,152 | 25 | 102,998 | 76,255 | 185 | 3,416.59 | 5.21 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|------------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 19 | East Whittier City Elementary | 367.40 | 49,438 | BA | 87,617 | 30 | 106,186 | 81,742 | 186 | 8,387.09 | 4.00 |
| 19 | Eastside Elementary | 168.00 | 46,516 | BA | 81,028 | 11 | 101,962 | 74,474 | 183 | 3,086.55 | 1.00 |
| 19 | El Monte City Elementary | 417.00 | 51,129 | BA NC | 91,914 | 11 | 105,830 | 84,920 | 183 | 7,914.95 | 2.75 |
| 19 | El Monte Union High | 322.00 | 53,644 | BA | 88,746 | 30 | 105,941 | 82,178 | 185 | 8,191.16 | 0.00 |
| 19 | El Rancho Unified | 397.00 | 48,725 | BA | 81,373 | 12 | 98,982 | 73,860 | 185 | 8,082.21 | 1.56 |
| 19 | El Segundo Unified | 172.30 | 45,920 | BA NC | 84,830 | 16 | 101,619 | 81,079 | 184 | 3,343.84 | 2.00 |
| 19 | Garvey Elementary | 251.00 | 50,628 | BA | 85,197 | 9 | 104,124 | 83,422 | 187 | 4,447.83 | 2.00 |
| 19 | Glendale Unified | 1,121.80 | 48,718 | BA+I | 84,524 | 12 | 103,874 | 74,790 | 186 | 24,906.50 | 0.00 |
| 19 | Glendora Unified | 364.40 | 46,720 | BA | 88,602 | 11 | 100,143 | 85,756 | 184 | 6,933.50 | 0.47 |
| 19 | Gorman Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 74.27 | N/A |
| 19 | Hacienda La Puente Unified | 898.00 | 55,551 | BA | 89,841 | 12 | 106,545 | 85,757 | 185 | 17,375.10 | 1.00 |
| 19 | Hawthorne Elementary | 433.00 | 47,299 | EC | 82,869 | 11 | 100,010 | 81,229 | 181 | 7,716.62 | 0.00 |
| 19 | Hermosa Beach City Elementary | 56.00 | 50,857 | BA | 86,462 | 10 | 96,007 | 85,354 | 182 | 1,294.93 | 0.00 |
| 19 | Hughes-Elizabeth Lakes Un Elem (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 183.74 | N/A |
| 19 | Inglewood Unified | 430.00 | 42,126 | BA NC | 73,123 | 15 | 83,125 | 71,228 | 185 | 7,473.34 | 0.00 |
| 19 | Keppel Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2,513.22 | N/A |
| 19 | La Canada Unified | 191.58 | 51,834 | BA NC | 88,346 | 25 | 105,078 | 80,170 | 186 | 4,042.63 | 2.75 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 19 | Lancaster Elementary | 653.00 | 48,709 | BA | 81,631 | 14 | 104,235 | 78,875 | 185 | 13,275.40 | 1.00 |
| 19 | Las Virgenes Unified | 560.00 | 47,828 | NC | 82,404 | 10 | 102,111 | 78,933 | 186 | 10,680.10 | 2.00 |
| 19 | Lawndale Elementary | 298.15 | 57,793 | BA | 91,826 | 19 | 106,941 | 91,117 | 185 | 5,063.13 | 2.50 |
| 19 | Lennox Elementary | 272.00 | 53,728 | BA NC | 90,892 | 11 | 102,533 | 88,028 | 183 | 5,145.36 | 0.00 |
| 19 | Little Lake City Elementary | 222.40 | 49,386 | BA | 79,301 | 26 | 99,494 | 77,254 | 187 | 4,142.36 | 3.00 |
| 19 | Long Beach Unified | 3,302.01 | 53,252 | BA NC | 94,044 | 16 | 111,709 | 79,174 | 182 | 69,413.50 | 2.00 |
| 19 | Los Angeles Unified | 23,670.00 | 46,587 | BA NC | 78,962 | 10 | 92,389 | 74,412 | 182 | 412,375.00 | 3.00 |
| 19 | Los Nietos Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,519.08 | N/A |
| 19 | Lowell Joint Elementary | 136.10 | 45,180 | BA+CR | 86,507 | 6 | 101,879 | 87,134 | 184 | 3,061.64 | 2.50 |
| 19 | Lynwood Unified | 664.00 | 50,096 | BA+15 | 82,065 | 10 | 97,478 | 83,698 | 185 | 12,823.50 | 1.50 |
| 19 | Manhattan Beach Unified | 298.62 | 54,779 | BA | 89,618 | 30 | 103,101 | 83,832 | 183 | 6,354.10 | 1.50 |
| 19 | Monrovia Unified | 264.23 | 51,660 | BA | 79,117 | 6 | 98,554 | 78,404 | 186 | 5,147.86 | 0.00 |
| 19 | Montebello Unified | 1,061.00 | 50,037 | BA | 97,044 | 14 | 113,085 | 88,252 | 185 | 23,971.30 | 6.00 |
| 19 | Mountain View Elementary | 331.00 | 52,528 | BA | 97,079 | 22 | 108,346 | 90,607 | 187 | 6,046.59 | 1.75 |
| 19 | Newhall Elementary | 319.75 | 50,078 | BA<30 | 75,918 | 10 | 94,756 | 72,503 | 184 | 6,319.90 | 2.00 |
| 19 | Norwalk-La Mirada Unified | 822.00 | 54,842 | BA | 92,057 | 12 | 111,551 | 85,033 | 183 | 16,719.90 | 4.00 |
| 19 | Palmdale Elementary | 809.00 | 50,652 | BA | 82,826 | 25 | 113,227 | 80,869 | 186 | 18,188.00 | 2.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 19 | Palos Verdes Peninsula Unified | 491.70 | 56,194 | BA | 86,996 | 12 | 105,255 | 82,873 | 185 | 10,845.20 | 3.00 |
| 19 | Paramount Unified | 761.25 | 55,659 | BA+CR | 89,306 | 10 | 106,857 | 84,073 | 184 | 14,172.70 | 3.00 |
| 19 | Pasadena Unified | 840.50 | 43,901 | BA NC | 72,871 | 7 | 90,585 | 67,859 | 186 | 15,427.00 | 0.00 |
| 19 | Pomona Unified | 1,214.40 | 46,287 | EC | 81,620 | 7 | 102,380 | 77,237 | 188 | 22,283.02 | 0.00 |
| 19 | Redondo Beach Unified | 474.80 | 57,460 | BA | 87,394 | 11 | 103,173 | 85,767 | 185 | 9,661.35 | 3.00 |
| 19 | Rosemead Elementary | 124.60 | 49,841 | BA NC | 93,230 | 5 | 109,017 | 91,223 | 189 | 2,362.97 | 3.00 |
| 19 | Rowland Unified | 649.65 | 50,371 | BA | 87,873 | 20 | 106,213 | 82,701 | 185 | 12,740.80 | 0.00 |
| 19 | San Gabriel Unified | 250.00 | 43,308 | BA | 80,428 | 13 | 94,421 | 76,426 | 186 | 4,817.80 | 2.50 |
| 19 | San Marino Unified | 162.30 | 52,583 | BA+CR | 85,167 | 11 | 104,475 | 75,301 | 185 | 2,899.87 | 1.00 |
| 19 | Santa Monica-Malibu Unified | 604.44 | 49,859 | BA | 83,374 | 12 | 100,278 | 74,444 | 184 | 10,092.50 | 0.00 |
| 19 | Saugus Union Elementary | 444.50 | 45,476 | BA | 82,592 | 6 | 96,997 | 82,385 | 186 | 9,467.94 | 2.00 |
| 19 | South Pasadena Unified | 214.40 | 45,679 | BA | 86,729 | 13 | 114,419 | 82,232 | 185 | 4,637.04 | 2.00 |
| 19 | South Whittier Elementary | 131.00 | 48,550 | BA<15 | 84,220 | 6 | 98,624 | 76,457 | 186 | 2,606.56 | 2.00 |
| 19 | Sulphur Springs Un Elementary | 240.90 | 44,026 | BA<30 | 76,145 | 9 | 90,195 | 68,487 | 186 | 5,112.47 | 1.50 |
| 19 | Temple City Unified | 253.00 | 45,703 | BA NC | 87,228 | 6 | 102,873 | 83,937 | 185 | 5,512.36 | 4.50 |
| 19 | Torrance Unified | 1,029.26 | 48,716 | BA | 80,717 | 8 | 96,861 | 83,344 | 185 | 22,496.50 | 1.00 |
| 19 | Valle Lindo Elementary | 51.00 | 58,834 | BA | 103,682 | 11 | 116,268 | 97,058 | 185 | 1,048.92 | 4.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 19 | Walnut Valley Unified | 614.00 | 48,080 | I | 83,974 | 12 | 108,310 | 77,670 | 184 | 13,578.50 | 3.00 |
| 19 | West Covina Unified | 440.00 | 50,152 | BA | 80,671 | 8 | 105,469 | 81,182 | 188 | 8,217.14 | 2.00 |
| 19 | Westside Union Elementary | 422.00 | 45,435 | BA | 78,979 | 6 | 107,038 | 82,693 | 184 | 9,203.29 | 2.00 |
| 19 | Whittier City Elementary | 232.60 | 42,148 | BA | 81,174 | 24 | 99,611 | 78,184 | 183 | 5,815.52 | 2.00 |
| 19 | Whittier Union High | 508.05 | 52,304 | BA+I | 97,882 | 28 | 116,455 | 89,419 | 183 | 10,851.90 | 2.50 |
| 19 | William S. Hart Union High | 942.80 | 47,874 | BA<30 | 80,182 | 12 | 101,625 | 74,411 | 185 | 21,475.80 | 1.00 |
| 19 | Wilsona Elementary | 64.00 | 42,297 | NC | 77,696 | 25 | 96,875 | 75,949 | 184 | 1,172.94 | 1.00 |
| 19 | Wiseburn Unified | 121.10 | 52,387 | BA | 86,889 | 8 | 103,913 | 86,295 | 185 | 2,445.53 | 2.50 |
| 20 | Madera County Office of Ed. | 108.90 | 43,067 | BA | 67,183 | 17 | 81,348 | 66,982 | 184 | 315.51 | 3.00 |
| 20 | Alview-Dairyland Un Elementary | 18.00 | 44,149 | NC | 64,291 | 7 | 82,513 | 60,982 | 184 | 387.96 | 3.00 |
| 20 | Bass Lake Elementary | 44.00 | 41,842 | BA | 64,019 | 11 | 75,972 | 59,495 | 184 | 845.64 | 3.00 |
| 20 | Chawanakee Joint Unified | 68.00 | 39,269 | I | 55,441 | 10 | 70,632 | 60,963 | 183 | 693.00 | 0.00 |
| 20 | Chowchilla Elementary | 108.00 | 49,202 | BA | 77,192 | 20 | 96,714 | 74,678 | 184 | 2,160.29 | 3.00 |
| 20 | Chowchilla Union High | 53.00 | 46,407 | BA | 67,836 | 25 | 93,310 | 65,354 | 183 | 1,042.00 | 3.50 |
| 20 | Golden Valley Unified | 97.67 | 41,443 | BA+EC | 65,410 | 20 | 79,223 | 62,587 | 183 | 1,920.00 | 3.00 |
| 20 | Madera Unified | 1,046.94 | 45,956 | BA+CR | 75,518 | 14 | 93,867 | 73,239 | 183 | 18,987.10 | 2.00 |
| 20 | Raymond-Knowles Un Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 78.06 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 20 | Yosemite Unified | 74.28 | 44,431 | BA | 67,763 | 11 | 82,828 | 61,041 | 183 | 1,463.99 | 2.50 |
| 21 | Marin County Office of Ed. | 55.44 | 50,051 | BA | 92,782 | 6 | 104,106 | 94,596 | 187 | N/A | 3.00 |
| 21 | Bolinas-Stinson Un Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 81.66 | N/A |
| 21 | Dixie Elementary | 107.70 | 56,365 | BA+30 | 84,685 | 10 | 109,133 | 79,422 | 186 | 1,907.84 | 3.00 |
| 21 | Kentfield Elementary | 81.83 | 55,367 | BA | 87,266 | 13 | 99,299 | 85,366 | 187 | 1,175.06 | 3.00 |
| 21 | Laguna Joint Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 13.77 | N/A |
| 21 | Lagunitas Elementary | 12.00 | 53,163 | BA+30 | 79,957 | 7 | 103,657 | 79,053 | 186 | 220.40 | 1.50 |
| 21 | Larkspur-Corte Madera Elem. | 90.20 | 54,982 | BA | 89,157 | 13 | 101,006 | 82,341 | 187 | 1,489.20 | 1.00 |
| 21 | Lincoln Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 3.73 | N/A |
| 21 | Mill Valley Elementary | 179.74 | 57,587 | BA | 91,128 | 15 | 107,924 | 87,562 | 186 | 2,841.46 | 2.00 |
| 21 | Nicasio Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 37.84 | N/A |
| 21 | Novato Unified | 382.50 | 48,488 | BA | 79,435 | 13 | 106,268 | 76,491 | 186 | 7,123.72 | 2.06 |
| 21 | Reed Union Elementary | 85.28 | 55,593 | BA | 90,107 | 16 | 106,747 | 86,759 | 188 | 1,325.40 | 0.00 |
| 21 | Ross Elementary | 33.31 | 59,490 | BA | 87,215 | 12 | 108,284 | 91,036 | 191 | 379.95 | 3.00 |
| 21 | Ross Valley Elementary | 116.18 | 54,449 | BA+30 | 74,843 | 13 | 99,322 | 78,950 | 188 | 1,999.90 | 2.30 |
| 21 | San Rafael City Elementary | 172.90 | 48,831 | BA | 85,468 | 9 | 105,605 | 82,403 | 187 | 4,438.65 | 4.00 |
| 21 | San Rafael City High | 109.80 | 57,059 | BA | 100,514 | 9 | 115,299 | 94,283 | 185 | 2,475.48 | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 21 | Sausalito-Marin City Elementary | 10.00 | 54,345 | BA+30 | 85,458 | 21 | 103,299 | 85,105 | 186 | 108.54 | 2.00 |
| 21 | Shoreline Unified | 47.33 | 54,790 | BA+30 | 87,808 | 20 | 104,946 | 78,800 | 187 | 378.25 | 3.00 |
| 21 | Tamalpais Union High | 306.10 | 61,222 | BA | 102,469 | 8 | 116,803 | 95,488 | 185 | 4,804.38 | 1.50 |
| 22 | Mariposa County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 22 | Mariposa County Unified | 100.37 | 44,767 | BA+30 | 62,676 | 8 | 78,334 | 62,411 | 185 | 1,602.95 | 1.50 |
| 23 | Mendocino County Office of Ed. | 19.02 | 44,541 | BA+CR | 69,626 | 14 | 85,973 | 64,142 | 185 | N/A | 1.50 |
| 23 | Anderson Valley Unified | 29.64 | 43,261 | BA+30 | 55,948 | 25 | 74,669 | 53,213 | 185 | 446.29 | 0.00 |
| 23 | Fort Bragg Unified | 107.59 | 44,350 | BA<30 | 57,388 | 10 | 81,705 | 56,435 | 185 | 1,680.19 | 2.00 |
| 23 | Laytonville Unified | 26.81 | 45,850 | BA<30 | 57,167 | 10 | 84,642 | 56,086 | 185 | 334.36 | 0.86 |
| 23 | Leggett Valley Unified | 12.00 | 43,938 | BA+30 | 54,304 | 9 | 73,466 | 55,359 | 184 | 116.62 | 3.00 |
| 23 | Manchester Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 35.53 | N/A |
| 23 | Mendocino Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 419.50 | N/A |
| 23 | Point Arena School Districts | 28.96 | 40,359 | BA | 57,730 | 11 | 81,181 | 57,993 | 184 | 343.45 | 2.70 |
| 23 | Potter Valley Community Unified | 17.50 | 36,582 | BA+EC | 52,437 | 25 | 73,543 | 54,335 | 185 | 246.66 | 0.00 |
| 23 | Round Valley Unified | 31.08 | 48,374 | BA+30 | 58,578 | 25 | 84,091 | 59,570 | 185 | 377.79 | 4.00 |
| 23 | Ukiah Unified | 340.93 | 46,492 | BA<45 | 67,505 | 8 | 90,147 | 65,806 | 188 | 5,588.48 | 3.75 |
| 23 | Willits Unified | 95.66 | 41,889 | BA+30 | 58,289 | 8 | 83,753 | 59,793 | 185 | 1,400.43 | 3.12 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 24 | Merced County Office of Ed. | 147.94 | 50,000 | BA | 71,430 | 18 | 90,178 | 71,929 | 184 | 158.06 | 0.00 |
| 24 | Atwater Elementary | 236.56 | 46,566 | I | 78,647 | 8 | 96,875 | 79,759 | 183 | 4,901.84 | 2.00 |
| 24 | Ballico-Cressey Elementary | 25.00 | 41,780 | BA+CR | 57,363 | 27 | 84,020 | 59,045 | 185 | 365.15 | 2.00 |
| 24 | Delhi Unified | 127.00 | 54,836 | BA+30 | 85,336 | 10 | 104,485 | 74,682 | 181 | 2,459.84 | 3.00 |
| 24 | Dos Palos-Oro Loma Jt Unified | 117.60 | 48,000 | >PC | 76,099 | 10 | 104,790 | 74,000 | 185 | 2,297.32 | 4.49 |
| 24 | El Nido Elementary | 9.00 | 49,617 | BA+15 | 67,847 | 25 | 79,644 | 68,104 | 184 | 171.35 | 4.00 |
| 24 | Gustine Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,737.52 | N/A |
| 24 | Hilmar Unified | 124.33 | 52,521 | BA | 77,734 | 6 | 95,564 | 71,732 | 184 | 2,242.33 | 2.00 |
| 24 | Le Grand Union Elementary | 19.00 | 49,611 | BA+30 | 71,902 | 5 | 85,316 | 71,022 | 184 | 358.05 | 2.50 |
| 24 | Le Grand Union High | 24.00 | 47,121 | BA | 67,893 | 4 | 87,890 | 69,159 | 185 | 471.60 | 3.50 |
| 24 | Livingston Union Elementary | 118.50 | 54,624 | BA<30 | 83,522 | 6 | 101,246 | 75,895 | 184 | 2,381.82 | 2.00 |
| 24 | Los Banos Unified | 488.00 | 52,571 | EC/I | 84,937 | 10 | 110,847 | 82,286 | 185 | 10,454.60 | 3.26 |
| 24 | Mcswain Union Elementary | 50.17 | 49,094 | BA<30 | 72,883 | 7 | 96,482 | 72,148 | 183 | 845.19 | 3.00 |
| 24 | Merced City Elementary | 501.00 | 53,716 | BA+CR | 92,744 | 6 | 108,143 | 89,839 | 184 | 10,552.30 | 4.00 |
| 24 | Merced River Union Elementary | 10.00 | 45,338 | BA+30 | 56,568 | 5 | 82,779 | 64,218 | 184 | 171.33 | 4.00 |
| 24 | Merced Union High | 581.70 | 53,725 | BA | 79,619 | 13 | 102,059 | 79,771 | 184 | 9,995.95 | 3.50 |
| 24 | Plainsburg Union Elementary | 5.00 | 35,377 | BA+15 | 49,256 | 18 | 69,105 | 53,182 | 183 | 105.46 | 5.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 24 | Planada Elementary | 43.00 | 50,458 | BA | 76,139 | 20 | 92,238 | 76,061 | 185 | 786.33 | 3.25 |
| 24 | Snelling-Merced Falls Un Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 72.58 | N/A |
| 24 | Weaver Union Elementary | 154.00 | 60,611 | BA+15 | 88,496 | 6 | 103,810 | 81,164 | 183 | 2,752.10 | 0.00 |
| 24 | Winton Elementary | 95.00 | 49,756 | BA NC | 79,240 | 6 | 102,447 | 73,062 | 184 | 1,916.20 | 4.00 |
| 25 | Modoc County Office of Ed. | 10.50 | 38,012 | BA NC | 55,205 | 30 | 82,574 | 61,147 | 186 | N/A | 0.00 |
| 25 | Modoc Joint Unified | 48.50 | 41,417 | BA+30 | 57,806 | 5 | 82,879 | 55,508 | 183 | 801.10 | 2.50 |
| 25 | Surprise Valley Joint Unified | 7.86 | 35,700 | BA+30 | 47,689 | 5 | 57,700 | 48,763 | 184 | 108.37 | 0.00 |
| 25 | Tulelake Basin Joint Unified | 25.72 | 51,446 | I | 74,614 | 25 | 90,420 | 74,220 | 185 | 360.44 | 0.00 |
| 26 | Mono County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 26 | Eastern Sierra Unified | 37.00 | 44,883 | BA | 70,181 | 25 | 90,058 | 66,847 | 183 | 385.13 | 2.00 |
| 26 | Mammoth Unified | 66.29 | 46,590 | BA | 75,293 | 15 | 93,256 | 71,685 | 182 | 1,152.12 | 2.00 |
| 27 | Monterey County Office of Ed. | 115.75 | 46,600 | BA | 77,759 | 15 | 96,143 | 73,055 | 184 | 283.24 | 1.50 |
| 27 | Alisal Union Elementary | 394.00 | 45,473 | BA | 74,617 | 16 | 103,036 | 73,939 | 188 | 8,250.52 | 3.00 |
| 27 | Big Sur Unified | 5.60 | 37,653 | BA+CR | 46,630 | 11 | 59,871 | 45,019 | 153 | 15.00 | 0.00 |
| 27 | Bradley Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 71.40 | N/A |
| 27 | Carmel Unified | 175.40 | 63,030 | BA<30 | 111,761 | 11 | 129,449 | 98,612 | 186 | 2,358.94 | 2.00 |
| 27 | Chualar Union Elementary | 16.00 | 40,727 | BA | 56,619 | 5 | 81,758 | 65,241 | 185 | 293.49 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 27 | Gonzales Unified | 114.69 | 44,543 | BA NC | 77,698 | 16 | 105,729 | 73,925 | 185 | 2,261.93 | 1.00 |
| 27 | Graves Elementary | 2.00 | 36,380 | BA NC | 62,529 | 5 | 68,213 | 65,940 | 183 | 41.08 | 3.00 |
| 27 | Greenfield Union Elementary | 164.00 | 49,944 | BA NC | 72,299 | 30 | 121,187 | 74,712 | 186 | 3,401.35 | 11.91 |
| 27 | King City Union Elementary | 158.00 | 40,920 | BA | 69,235 | 10 | 96,697 | 68,715 | 180 | 2,557.01 | 2.00 |
| 27 | Lagunita Elementary | 5.00 | 44,342 | BA+30 | 52,879 | 5 | 76,472 | 55,955 | 185 | 97.11 | 3.00 |
| 27 | Mission Union Elementary | 8.00 | 47,586 | BA+30 | 62,869 | 1 | 75,448 | 61,543 | 183 | 124.81 | 3.00 |
| 27 | Monterey Peninsula Unified | 510.00 | 46,924 | I | 67,488 | 26 | 101,802 | 68,732 | 185 | 9,486.69 | 4.00 |
| 27 | North Monterey County Unified | 176.00 | 48,095 | BA | 77,557 | 20 | 100,868 | 73,196 | 185 | 4,325.24 | 4.25 |
| 27 | Pacific Grove Unified | 135.90 | 58,131 | BA | 101,545 | 9 | 123,821 | 96,331 | 185 | 1,908.87 | 4.00 |
| 27 | Salinas City Elementary | 459.62 | 47,479 | BA | 73,054 | 16 | 94,774 | 74,697 | 184 | 8,291.07 | 3.63 |
| 27 | Salinas Union High | 829.00 | 46,325 | BA | 79,950 | 16 | 108,733 | 80,141 | 184 | 14,927.50 | 0.00 |
| 27 | San Antonio Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 114.74 | N/A |
| 27 | San Ardo Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 103.58 | N/A |
| 27 | San Lucas Union Elementary | 4.00 | 38,426 | BA+30 | 44,733 | 6 | 74,094 | 50,911 | 183 | 72.11 | 0.00 |
| 27 | Santa Rita Union Elementary | 148.00 | 42,591 | BA | 72,168 | 7 | 92,301 | 73,923 | 186 | 3,461.63 | 0.00 |
| 27 | Soledad Unified | 248.00 | 48,994 | BA NC | 71,993 | 16 | 105,529 | 72,669 | 186 | 4,634.33 | 2.00 |
| 27 | South Monterey Jt Union High | 112.00 | 42,261 | <BA+C | 83,907 | 5 | 118,574 | 82,014 | 185 | 2,259.99 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 27 | Spreckels Union Elementary | 47.00 | 44,226 | BA<30 | 66,059 | 10 | 90,298 | 63,049 | 188 | 940.66 | 2.50 |
| 27 | Washington Union Elementary | 42.00 | 47,269 | BA | 67,321 | 6 | 85,974 | 65,163 | 184 | 860.89 | 3.00 |
| 28 | Napa County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 28 | Calistoga Joint Unified | 54.50 | 67,815 | NC | 106,954 | 24 | 126,187 | 102,399 | 187 | 831.47 | 3.00 |
| 28 | Howell Mountain Elementary | 5.55 | 54,251 | BA | 76,383 | 21 | 99,981 | 78,288 | 183 | 76.53 | 6.00 |
| 28 | Napa Valley Unified | 862.53 | 55,268 | BA NC | 81,717 | 10 | 100,833 | 77,482 | 183 | 16,722.32 | 3.11 |
| 28 | Pope Valley Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 52.82 | N/A |
| 28 | St. Helena Unified | 93.80 | 72,346 | CRED | 127,866 | 11 | 149,370 | 104,355 | 186 | 1,202.36 | 3.75 |
| 29 | Nevada County Office of Ed. | 19.00 | 50,124 | SLS | 62,638 | 9 | 89,728 | 68,094 | 187 | N/A | 2.75 |
| 29 | Chicago Park Elementary | 10.22 | 44,307 | EC | 58,633 | 12 | 77,010 | 58,413 | 186 | 172.83 | 2.00 |
| 29 | Clear Creek Elementary | 8.70 | 50,164 | BA+30 | 64,531 | 6 | 81,673 | 64,013 | 186 | 152.36 | 0.00 |
| 29 | Grass Valley Elementary | 78.25 | 50,523 | SLS | 71,949 | 6 | 86,512 | 68,923 | 187 | 1,206.71 | 2.50 |
| 29 | Nevada City Elementary | 44.27 | 48,511 | SLS | 68,110 | 6 | 84,010 | 66,307 | 186 | 630.47 | 4.00 |
| 29 | Nevada Joint Union High | 152.41 | 48,411 | BA | 74,169 | 6 | 92,839 | 71,800 | 185 | 2,411.07 | 4.00 |
| 29 | Penn Valley Union Elementary | 27.30 | 49,076 | BA+30 | 65,388 | 6 | 84,970 | 63,299 | 187 | 510.31 | 2.80 |
| 29 | Pleasant Ridge Un Elementary | 54.71 | 44,541 | I | 76,299 | 5 | 90,232 | 71,312 | 186 | 1,109.51 | 2.50 |
| 29 | Twin Ridges Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 90.03 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 29 | Union Hill Elementary | 36.30 | 45,588 | I | 72,170 | 6 | 86,982 | 66,789 | 186 | 675.82 | 2.50 |
| 30 | Orange County Office of Ed. | 248.72 | 44,255 | BA+CR | 97,518 | 6 | 114,712 | 87,171 | 182 | N/A | 3.50 |
| 30 | Anaheim Elementary | 869.99 | 55,650 | BA | 90,925 | 25 | 109,521 | 91,456 | 184 | 15,949.50 | 1.80 |
| 30 | Anaheim Union High | 1,276.30 | 52,748 | BA | 97,259 | 7 | 113,485 | 95,987 | 185 | 28,786.70 | 1.75 |
| 30 | Brea-Olinda Unified | 250.07 | 45,062 | NC | 83,616 | 11 | 107,739 | 83,869 | 185 | 5,796.24 | 2.50 |
| 30 | Buena Park Elementary | 243.00 | 49,638 | BA NC | 92,155 | 9 | 108,764 | 87,203 | 185 | 4,323.75 | 2.00 |
| 30 | Capistrano Unified | 2,015.80 | 53,444 | BA<45 | 88,025 | 11 | 107,049 | 80,303 | 185 | 45,248.30 | 1.00 |
| 30 | Centralia Elementary | 192.46 | 47,594 | EC/I | 95,166 | 12 | 112,266 | 89,835 | 186 | 4,096.87 | 2.00 |
| 30 | Cypress Elementary | 189.00 | 50,036 | BA+CR | 87,898 | 5 | 109,447 | 81,380 | 186 | 3,803.27 | 1.50 |
| 30 | Fountain Valley Elementary | 276.50 | 47,338 | BA | 88,670 | 7 | 109,599 | 88,835 | 185 | 6,148.40 | 3.00 |
| 30 | Fullerton Elementary | 557.40 | 52,483 | BA NC | 91,359 | 11 | 113,025 | 89,286 | 185 | 12,649.00 | 1.00 |
| 30 | Fullerton Joint Union High | 552.60 | 54,031 | BA NC | 98,049 | 9 | 116,247 | 89,284 | 185 | 13,076.60 | 0.65 |
| 30 | Garden Grove Unified | 1,902.49 | 58,667 | BA+CR | 100,324 | 25 | 114,603 | 94,957 | 185 | 40,848.20 | 2.00 |
| 30 | Huntington Beach City Elem. | 289.98 | 48,680 | BA | 93,404 | 8 | 111,832 | 91,680 | 185 | 6,420.84 | 0.50 |
| 30 | Huntington Beach Union High | 679.33 | 56,165 | BA | 95,427 | 8 | 119,208 | 95,659 | 183 | 15,264.80 | 1.00 |
| 30 | Irvine Unified | 1,583.95 | 49,234 | EC | 84,323 | 13 | 113,662 | 87,931 | 186 | 34,266.40 | 2.95 |
| 30 | La Habra City Elementary | 231.54 | 49,960 | BA+EC | 93,160 | 7 | 111,222 | 84,214 | 186 | 4,425.93 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 30 | Laguna Beach Unified | 151.24 | 58,031 | BA | 106,910 | 5 | 135,823 | 103,931 | 187 | 2,741.70 | 2.00 |
| 30 | Los Alamitos Unified | 414.79 | 52,702 | NC/I | 103,720 | 6 | 125,961 | 98,742 | 186 | 9,472.34 | 2.00 |
| 30 | Magnolia Elementary | 302.59 | 49,494 | BA+CR | 93,858 | 12 | 112,358 | 89,914 | 186 | 5,636.35 | 3.00 |
| 30 | Newport-Mesa Unified | 1,004.42 | 52,573 | EC/I | 96,260 | 28 | 126,029 | 90,348 | 188 | 19,660.70 | 2.50 |
| 30 | Ocean View Elementary | 376.72 | 43,329 | BA | 91,766 | 6 | 107,278 | 85,673 | 184 | 7,736.08 | 1.74 |
| 30 | Orange Unified | 1,059.00 | 53,446 | BA+30 | 86,774 | 11 | 109,082 | 83,885 | 185 | 24,258.20 | 2.50 |
| 30 | Placentia-Yorba Linda Unified | 1,123.12 | 44,630 | BA | 85,428 | 6 | 108,802 | 82,740 | 185 | 24,245.70 | 2.00 |
| 30 | Saddleback Valley Unified | 1,189.63 | 30,000 | I | 89,371 | 25 | 111,226 | 82,239 | 184 | 25,548.70 | 7.10 |
| 30 | Santa Ana Unified | 2,348.41 | 57,963 | BA | 94,411 | 16 | 112,309 | 88,515 | 187 | 45,021.90 | 0.00 |
| 30 | Savanna Elementary | 113.50 | 50,935 | BA+CR | 89,292 | 6 | 112,523 | 91,778 | 186 | 2,116.64 | 2.00 |
| 30 | Tustin Unified | 985.86 | 52,152 | BA | 87,448 | 12 | 111,981 | 84,130 | 185 | 22,948.70 | 1.00 |
| 30 | Westminster Elementary | 456.81 | 43,872 | BA NC | 92,836 | 30 | 111,385 | 87,444 | 185 | 8,874.74 | 0.00 |
| 31 | Placer County Office of Ed. | 58.81 | 43,694 | BA NC | 79,312 | 10 | 101,485 | 74,736 | 186 | N/A | 3.00 |
| 31 | Ackerman Elementary | 29.40 | 47,771 | BA | 65,667 | 6 | 83,939 | 63,921 | 182 | 579.11 | 2.50 |
| 31 | Alta-Dutch Flat Un Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 95.54 | N/A |
| 31 | Auburn Union Elementary | 102.82 | 36,060 | RC | 70,801 | 10 | 87,690 | 67,996 | 185 | 1,792.04 | 4.00 |
| 31 | Colfax Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 348.86 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 31 | Dry Creek Joint Elementary | 334.72 | 41,913 | BA | 82,550 | 11 | 97,856 | 73,145 | 185 | 6,462.76 | 1.00 |
| 31 | Eureka Union Elementary | 168.40 | 45,470 | BA+CR | 79,781 | 10 | 93,057 | 72,801 | 184 | 3,237.31 | 2.52 |
| 31 | Foresthill Union Elementary | 21.00 | 49,013 | BA | 63,637 | 15 | 77,967 | 64,462 | 186 | 377.97 | 3.00 |
| 31 | Loomis Union Elementary | 114.53 | 45,602 | NC | 74,004 | 13 | 95,421 | 68,528 | 186 | 2,404.71 | 3.00 |
| 31 | Newcastle Elementary | 23.70 | 43,059 | BA NC | 69,985 | 8 | 87,557 | 61,101 | 183 | 444.22 | 0.00 |
| 31 | Placer Hills Elementary | 39.00 | 38,185 | NC | 67,479 | 9 | 85,643 | 60,032 | 186 | 719.28 | 6.00 |
| 31 | Placer Union High | 176.34 | 45,608 | PM | 80,760 | 29 | 97,294 | 70,717 | 184 | 3,767.53 | 4.00 |
| 31 | Rocklin Unified | 571.50 | 42,146 | EC/I | 81,298 | 13 | 100,780 | 74,457 | 186 | 11,602.50 | 5.00 |
| 31 | Roseville City Elementary | 568.64 | 44,330 | EC | 85,382 | 6 | 100,728 | 86,516 | 189 | 10,924.40 | 2.75 |
| 31 | Roseville Joint Union High | 444.01 | 52,010 | BA | 89,424 | 27 | 104,652 | 79,902 | 186 | 9,849.60 | 2.79 |
| 31 | Tahoe-Truckee Unified | 280.62 | 54,761 | PM | 85,371 | 9 | 112,230 | 78,848 | 187 | 3,695.30 | 5.73 |
| 31 | Western Placer Unified | 337.70 | 38,082 | BA | 79,810 | 24 | 94,063 | 71,358 | 184 | 6,779.14 | 0.50 |
| 32 | Plumas County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 32 | Plumas Unified | 120.00 | 37,881 | BA | 57,358 | 10 | 84,693 | 59,748 | 184 | 1,710.23 | 2.00 |
| 33 | Riverside County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 33 | Alvord Unified | 766.00 | 53,662 | BA NC | 97,548 | 15 | 116,826 | 87,101 | 185 | 17,578.50 | 4.00 |
| 33 | Banning Unified | 256.00 | 51,240 | BA | 74,527 | 4 | 102,425 | 79,879 | 189 | 4,254.95 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|--------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 33 | Beaumont Unified | 456.60 | 51,252 | BA+CR | 79,525 | 16 | 105,995 | 77,682 | 185 | 9,935.20 | 1.00 |
| 33 | Coachella Valley Unified | 842.00 | 53,870 | BA | 94,540 | 11 | 111,614 | 86,849 | 184 | 16,915.50 | 0.00 |
| 33 | Corona-Norco Unified | 2,485.05 | 63,707 | BA<45 | 101,255 | 11 | 119,103 | 96,782 | 185 | 51,118.50 | 2.66 |
| 33 | Desert Center Unified | 2.00 | 49,472 | BA | 83,976 | 22 | 100,016 | 77,466 | 185 | 27.85 | 4.00 |
| 33 | Desert Sands Unified | 1,278.30 | 52,598 | BA | 89,892 | 11 | 104,503 | 85,197 | 184 | 27,079.22 | 0.00 |
| 33 | Hemet Unified | 1,042.90 | 48,359 | BA | 85,496 | 13 | 107,951 | 80,060 | 186 | 20,785.94 | 3.00 |
| 33 | Jurupa Unified | 973.15 | 55,225 | BA<45 | 91,907 | 13 | 109,647 | 81,740 | 184 | 18,416.70 | 2.50 |
| 33 | Lake Elsinore Unified | 1,001.62 | 45,284 | I | 90,411 | 8 | 109,349 | 83,082 | 184 | 20,115.60 | 3.00 |
| 33 | Menifee Union Elementary | 458.50 | 43,561 | EC | 83,069 | 1 | 100,045 | 76,940 | 184 | 9,965.41 | 1.50 |
| 33 | Moreno Valley Unified | 1,532.20 | 54,738 | BA | 87,184 | 11 | 109,483 | 84,074 | 184 | 30,710.19 | 3.50 |
| 33 | Murrieta Valley Unified | 932.27 | 47,792 | BA | 88,700 | 8 | 111,153 | 79,140 | 185 | 22,112.40 | 1.50 |
| 33 | Nuview Union Elementary | 94.00 | 55,451 | BA+15 | 89,265 | 14 | 112,357 | 83,785 | 184 | 2,084.08 | 5.00 |
| 33 | Palm Springs Unified | 1,172.00 | 53,858 | BA | 88,407 | 13 | 109,235 | 78,666 | 184 | 21,257.39 | 0.75 |
| 33 | Palo Verde Unified | 134.00 | 52,538 | BA | 78,008 | 16 | 106,104 | 82,268 | 185 | 2,803.14 | 3.00 |
| 33 | Perris Elementary | 279.00 | 49,189 | BA | 88,062 | 11 | 114,027 | 88,290 | 185 | 5,524.53 | 2.50 |
| 33 | Perris Union High | 386.00 | 56,518 | BA | 95,428 | 26 | 112,472 | 90,337 | 186 | 9,136.34 | 2.00 |
| 33 | Riverside Unified | 1,855.00 | 59,521 | BA<45 | 95,171 | 14 | 114,812 | 87,788 | 185 | 38,766.70 | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 33 | Romoland Elementary | 179.00 | 51,707 | BA | 86,635 | 11 | 106,018 | 84,356 | 184 | 3,936.23 | 2.00 |
| 33 | San Jacinto Unified | 481.60 | 50,927 | BA | 79,783 | 13 | 107,056 | 79,345 | 186 | 9,640.75 | 0.00 |
| 33 | Temecula Valley Unified | 1,244.20 | 48,414 | BA NC | 88,890 | 13 | 105,644 | 80,717 | 184 | 26,666.70 | 2.00 |
| 33 | Val Verde Unified | 890.00 | 54,647 | BA+15 | 88,491 | 12 | 117,411 | 88,606 | 186 | 19,364.90 | 5.00 |
| 34 | Sacramento County Office of Ed. | 125.25 | 53,292 | BA+CR | 82,990 | 12 | 93,443 | 76,808 | 185 | N/A | 4.00 |
| 34 | Arcohe Union Elementary | 25.00 | 43,028 | BA | 69,077 | 8 | 81,708 | 69,136 | 185 | 434.45 | 4.00 |
| 34 | Center Joint Unified | 218.90 | 44,563 | BA | 76,842 | 12 | 96,638 | 68,571 | 184 | 4,011.73 | 0.00 |
| 34 | Elk Grove Unified | 3,201.55 | 47,193 | BA | 81,565 | 16 | 98,138 | 67,621 | 184 | 60,414.80 | 0.41 |
| 34 | Elverta Joint Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 204.03 | N/A |
| 34 | Folsom-Cordova Unified | 976.18 | 40,490 | EC/I | 77,434 | 10 | 94,844 | 69,339 | 184 | 19,686.37 | 0.50 |
| 34 | Galt Joint Union Elementary | 182.60 | 44,112 | BA | 78,761 | 12 | 94,926 | 70,624 | 186 | 3,431.19 | 1.50 |
| 34 | Galt Joint Union High | 112.49 | 40,399 | BA+EC | 81,559 | 11 | 101,713 | 76,730 | 183 | 2,079.33 | 3.00 |
| 34 | Natomas Unified | 542.85 | 37,893 | PM | 68,588 | 28 | 95,882 | 66,186 | 183 | 9,711.29 | 3.00 |
| 34 | River Delta Joint Unified | 111.15 | 45,601 | BA | 58,079 | 25 | 81,218 | 61,431 | 183 | 1,849.56 | 0.00 |
| 34 | Robla Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 1,951.24 | N/A |
| 34 | Sacramento City Unified | 2,315.05 | 46,815 | BA NC | 75,296 | 26 | 100,975 | 61,526 | 181 | 40,153.27 | 2.50 |
| 34 | San Juan Unified | 2,071.15 | 46,561 | BA<30 | 78,090 | 11 | 94,014 | 79,708 | 186 | 37,693.80 | 1.80 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 34 | Twin Rivers Unified | 1,304.78 | 48,168 | BA | 78,115 | 11 | 99,739 | 72,364 | 186 | 24,234.11 | 2.00 |
| 35 | San Benito County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 35 | Aromas/San Juan Unified | 54.50 | 45,930 | BA | 71,039 | 13 | 96,301 | 67,766 | 184 | 987.53 | 0.00 |
| 35 | Bitterwater-Tully Jt Union Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 34.83 | N/A |
| 35 | Cienega Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 27.64 | N/A |
| 35 | Hollister Elementary | 274.75 | 50,896 | BA | 76,492 | 31 | 101,696 | 72,916 | 188 | 5,312.42 | 2.50 |
| 35 | Jefferson Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 6.71 | N/A |
| 35 | North County Joint Union Elem. | 34.60 | 54,179 | BA | 74,575 | 30 | 92,073 | 70,760 | 186 | 689.80 | 1.00 |
| 35 | Panoche Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 3.96 | N/A |
| 35 | San Benito High | 129.70 | 55,194 | BA | 80,955 | 11 | 105,167 | 80,181 | 186 | 2,973.34 | 2.00 |
| 35 | Southside Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 194.20 | N/A |
| 35 | Tres Pinos Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 104.60 | N/A |
| 35 | Willow Grove Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 12.28 | N/A |
| 36 | San Bernardino Co. Office of Ed. | 274.00 | 49,354 | BA | 92,837 | 22 | 105,412 | 88,730 | 182 | N/A | 3.54 |
| 36 | Adelanto Elementary | 391.00 | 51,431 | BA | 82,719 | 13 | 110,404 | 77,067 | 182 | 7,712.64 | 0.00 |
| 36 | Alta Loma Elementary | 249.10 | 47,735 | BA | 84,476 | 6 | 106,348 | 79,707 | 185 | 5,806.51 | 4.00 |
| 36 | Apple Valley Unified | 616.00 | 53,299 | BA | 83,395 | 11 | 113,873 | 78,459 | 184 | 12,417.00 | 6.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 36 | Baker Valley Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 129.66 | N/A |
| 36 | Barstow Unified | 270.00 | 49,130 | BA | 77,485 | 8 | 106,789 | 75,457 | 185 | 5,883.76 | 5.00 |
| 36 | Bear Valley Unified | 105.00 | 47,668 | BA+15 | 81,529 | 11 | 96,578 | 75,897 | 185 | 2,284.77 | 3.00 |
| 36 | Central Elementary | 219.00 | 41,661 | BA | 76,015 | 13 | 93,851 | 73,629 | 185 | 4,311.93 | 2.00 |
| 36 | Chaffey Union High | 995.80 | 50,856 | BA | 102,311 | 9 | 120,530 | 92,559 | 182 | 22,672.80 | 3.00 |
| 36 | Chino Unified | 1,283.00 | 49,180 | BA | 86,352 | 27 | 102,978 | 81,724 | 183 | 26,581.70 | 2.00 |
| 36 | Colton Joint Unified | 1,059.00 | 50,105 | NC | 82,937 | 9 | 102,621 | 79,490 | 185 | 20,936.30 | 3.00 |
| 36 | Cucamonga Elementary | 136.00 | 49,358 | BA | 82,302 | 8 | 98,394 | 77,952 | 182 | 2,304.88 | 1.00 |
| 36 | Etiwanda Elementary | 671.79 | 51,583 | BA | 85,751 | 6 | 109,844 | 80,277 | 185 | 13,630.40 | 2.25 |
| 36 | Fontana Unified | 1,772.00 | 48,932 | BA | 88,170 | 10 | 105,055 | 78,912 | 186 | 34,877.70 | 2.50 |
| 36 | Helendale Elementary | 50.22 | 39,500 | I | 77,016 | 20 | 103,061 | 71,644 | 186 | 1,000.90 | 6.00 |
| 36 | Hesperia Unified | 1,002.00 | 54,591 | EC | 85,362 | 11 | 109,184 | 86,512 | 184 | 20,688.60 | 4.00 |
| 36 | Lucerne Valley Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 695.06 | N/A |
| 36 | Morongo Unified | 424.00 | 50,277 | BA | 77,850 | 7 | 105,940 | 78,673 | 184 | 8,029.64 | 1.00 |
| 36 | Mountain View Elementary | 102.50 | 51,021 | BA+15 | 89,721 | 8 | 101,250 | 85,362 | 184 | 2,432.71 | 1.25 |
| 36 | Mt. Baldy Joint Elementary | 5.00 | 36,502 | BA | 56,948 | 21 | 79,159 | 62,896 | 185 | 89.90 | 0.00 |
| 36 | Needles Unified | 50.00 | 42,800 | BA | 76,725 | 7 | 92,905 | 77,040 | 184 | 916.04 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 36 | Ontario-Montclair Elementary | 1,090.57 | 48,369 | BA | 91,106 | 9 | 103,764 | 86,028 | 184 | 19,844.20 | 3.50 |
| 36 | Oro Grande Elementary | 4.00 | 40,000 | I | 68,259 | 20 | 89,927 | 59,332 | 185 | 91.13 | 2.00 |
| 36 | Redlands Unified | 1,126.80 | 46,120 | BA | 84,929 | 11 | 102,814 | 81,554 | 185 | 19,925.90 | 0.00 |
| 36 | Rialto Unified | 1,182.60 | 50,575 | <BA | 86,338 | 15 | 104,541 | 80,963 | 184 | 24,031.50 | 2.00 |
| 36 | Rim of the World Unified | 145.30 | 45,185 | BA+15 | 72,709 | 10 | 96,968 | 72,618 | 184 | 3,025.73 | 1.75 |
| 36 | San Bernardino City Unified | 2,616.00 | 53,417 | BA NC | 86,401 | 16 | 107,530 | 82,780 | 184 | 46,099.20 | 0.00 |
| 36 | Silver Valley Unified | 125.00 | 47,528 | BA | 69,446 | 7 | 100,891 | 72,413 | 184 | 2,038.14 | 2.00 |
| 36 | Snowline Joint Unified | 369.00 | 47,005 | BA | 80,705 | 11 | 98,145 | 82,095 | 186 | 7,032.04 | 2.50 |
| 36 | Trona Joint Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 260.31 | N/A |
| 36 | Upland Unified | 552.40 | 49,525 | BA<30 | 82,293 | 13 | 101,720 | 78,494 | 184 | 10,250.60 | 2.00 |
| 36 | Victor Elementary | 552.95 | 53,746 | BA+I | 84,936 | 6 | 114,924 | 80,535 | 186 | 11,848.71 | 0.00 |
| 36 | Victor Valley Union High | 423.92 | 53,527 | BA | 90,624 | 7 | 119,668 | 89,284 | 183 | 9,817.64 | 2.50 |
| 36 | Yucaipa-Calimesa Joint Unified | 440.31 | 49,363 | BA | 86,565 | 28 | 105,909 | 82,958 | 185 | 8,509.42 | 2.75 |
| 37 | San Diego County Office of Ed. | 230.00 | 50,244 | BA | 94,856 | 8 | 118,967 | 86,930 | 190 | N/A | 3.00 |
| 37 | Alpine Union Elementary | 80.40 | 43,379 | BA<30 | 77,094 | 15 | 96,132 | 66,706 | 185 | 1,550.25 | 2.50 |
| 37 | Bonsall Unified | 137.80 | 48,796 | BA | 69,598 | 30 | 95,753 | 69,152 | 182 | 2,406.10 | 0.00 |
| 37 | Borrego Springs Unified | 29.00 | 45,471 | BA | 65,678 | 10 | 91,022 | 71,714 | 186 | 372.32 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 37 | Cajon Valley Union Elementary | 872.00 | 42,001 | BA | 79,794 | 11 | 106,509 | 78,241 | 186 | 15,902.50 | 0.00 |
| 37 | Cardiff Elementary | 45.30 | 52,844 | BA<45 | 87,917 | 6 | 109,323 | 79,857 | 185 | 665.39 | 3.00 |
| 37 | Carlsbad Unified | 502.73 | 48,896 | BA+30 | 85,233 | 11 | 111,092 | 81,901 | 185 | 10,936.50 | 3.75 |
| 37 | Chula Vista Elementary | 1,374.00 | 51,655 | BA | 81,733 | 6 | 103,806 | 77,932 | 185 | 22,336.10 | 3.00 |
| 37 | Coronado Unified | 170.60 | 45,423 | BA | 77,735 | 9 | 101,747 | 76,258 | 185 | 2,942.11 | 5.00 |
| 37 | Dehesa Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 129.38 | N/A |
| 37 | Del Mar Union Elementary | 268.90 | 55,012 | BA | 90,187 | 40 | 106,487 | 85,971 | 185 | 4,140.74 | 1.25 |
| 37 | Encinitas Union Elementary | 274.20 | 46,911 | BA<45 | 84,529 | 3 | 114,671 | 77,316 | 185 | 5,048.77 | 3.00 |
| 37 | Escondido Union Elementary | 933.75 | 42,714 | I | 80,013 | 11 | 101,983 | 76,674 | 187 | 14,604.10 | 3.37 |
| 37 | Escondido Union High | 364.90 | 49,889 | BA | 81,232 | 11 | 107,076 | 75,780 | 186 | 6,946.95 | 3.54 |
| 37 | Fallbrook Union Elementary | 257.60 | 50,607 | BA<24 | 81,360 | 10 | 105,444 | 79,101 | 183 | 4,845.98 | 3.00 |
| 37 | Fallbrook Union High | 101.20 | 42,178 | BA | 78,547 | 32 | 101,607 | 79,997 | 183 | 2,005.88 | 0.00 |
| 37 | Grossmont Union High | 763.16 | 48,100 | BA | 84,316 | 25 | 100,671 | 75,591 | 185 | 15,551.80 | 0.50 |
| 37 | Jamul-Dulzura Un Elementary | 27.00 | 40,356 | BA | 66,520 | 12 | 85,573 | 60,099 | 185 | 550.38 | 0.50 |
| 37 | Julian Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 267.98 | N/A |
| 37 | Julian Union High | 10.00 | 42,649 | BA+30 | 67,102 | 25 | 89,467 | 68,212 | 180 | 99.94 | 0.00 |
| 37 | La Mesa-Spring Valley Elem. | 584.10 | 56,887 | BA | 87,249 | 25 | 105,914 | 73,172 | 184 | 11,479.00 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 37 | Lakeside Union Elementary | 270.07 | 49,706 | BA | 76,958 | 11 | 110,824 | 73,960 | 184 | 4,867.02 | 1.80 |
| 37 | Lemon Grove Elementary | 183.90 | 56,201 | BA+CR | 83,181 | 12 | 106,717 | 77,752 | 185 | 3,394.98 | 2.35 |
| 37 | Mountain Empire Unified | 112.00 | 44,443 | BA | 61,040 | 20 | 87,687 | 56,749 | 183 | 1,624.94 | 0.00 |
| 37 | National Elementary | 291.00 | 48,585 | BA+15 | 80,038 | 26 | 104,338 | 72,254 | 185 | 4,977.19 | 1.00 |
| 37 | Oceanside City Unified | 820.90 | 45,238 | BA | 82,434 | 11 | 100,948 | 76,583 | 185 | 16,710.30 | 2.00 |
| 37 | Poway Unified | 1,562.16 | 48,222 | BA+15 | 79,856 | 10 | 104,465 | 76,281 | 188 | 35,227.30 | 2.50 |
| 37 | Ramona City Unified | 274.18 | 44,210 | BA | 75,391 | 30 | 99,964 | 75,794 | 185 | 5,171.70 | 2.60 |
| 37 | Rancho Santa Fe Elementary | 63.60 | 52,948 | BA+30 | 83,476 | 5 | 108,589 | 82,563 | 184 | 566.73 | 2.00 |
| 37 | San Diego City Unified | 5,505.69 | 47,051 | BA | 83,542 | 17 | 97,176 | 71,495 | 184 | 98,024.00 | 2.01 |
| 37 | San Dieguito Union High | 565.05 | 62,374 | BA | 104,405 | 3 | 127,690 | 104,305 | 186 | 12,601.20 | 1.00 |
| 37 | San Marcos Unified | 1,076.27 | 40,853 | BA | 80,122 | 11 | 103,282 | 81,703 | 184 | 20,111.90 | 3.00 |
| 37 | San Pasqual Union Elementary | 31.30 | 49,880 | BA<30 | 75,138 | 10 | 99,497 | 68,720 | 185 | 568.89 | 3.00 |
| 37 | San Ysidro Elementary | 232.00 | 51,894 | BA+CR | 86,430 | 25 | 102,632 | 77,689 | 186 | 4,351.32 | 2.00 |
| 37 | Santee Elementary | 335.73 | 42,440 | BA | 78,552 | 11 | 103,554 | 74,482 | 185 | 6,592.25 | 1.00 |
| 37 | Solana Beach Elementary | 200.69 | 53,070 | BA<30 | 90,710 | 5 | 114,921 | 81,810 | 185 | 2,778.75 | 4.00 |
| 37 | South Bay Union Elementary | 381.00 | 45,107 | BA | 86,738 | 6 | 104,075 | 77,349 | 185 | 6,819.61 | 4.00 |
| 37 | Spencer Valley Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 38.79 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 37 | Sweetwater Union High | 1,780.77 | 46,858 | BA NC | 86,862 | 26 | 105,160 | 80,330 | 185 | 37,057.50 | 0.00 |
| 37 | Vallecitos Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 191.83 | N/A |
| 37 | Valley Center-Pauma Unified | 191.75 | 44,508 | BA NC | 82,955 | 8 | 99,917 | 83,675 | 184 | 3,740.02 | 1.20 |
| 37 | Vista Unified | 1,099.80 | 49,905 | BA | 83,188 | 11 | 104,599 | 79,321 | 186 | 19,765.00 | 3.25 |
| 37 | Warner Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 180.35 | N/A |
| 38 | San Francisco Co. Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 38 | San Francisco Unified | 3,660.06 | 48,909 | BA+I | 75,872 | 11 | 100,094 | 80,047 | 184 | 49,902.20 | 4.00 |
| 39 | San Joaquin County Office of Ed. | 261.50 | 47,787 | BA+15 | 64,728 | 28 | 92,883 | 70,866 | 183 | 1,872.96 | 2.00 |
| 39 | Banta Elementary | 18.00 | 49,525 | BA<45 | 71,229 | 9 | 89,501 | 69,219 | 183 | 315.09 | 2.50 |
| 39 | Escalon Unified | 138.26 | 44,785 | BA | 73,832 | 28 | 98,374 | 68,783 | 184 | 2,890.93 | 1.00 |
| 39 | Jefferson Elementary | 113.90 | 43,638 | BA | 72,470 | 30 | 90,047 | 70,027 | 183 | 2,267.46 | 0.00 |
| 39 | Lammersville Joint Unified | 260.00 | 50,152 | NC | 69,595 | 13 | 102,888 | 73,921 | 184 | 5,173.05 | 4.00 |
| 39 | Lincoln Unified | 490.11 | 52,253 | BA | 75,543 | 12 | 101,553 | 74,204 | 185 | 8,465.36 | 7.00 |
| 39 | Linden Unified | 111.49 | 45,873 | NC | 71,593 | 13 | 89,670 | 70,734 | 186 | 2,226.34 | 3.00 |
| 39 | Lodi Unified | 1,487.22 | 43,999 | EC/I | 75,702 | 25 | 97,861 | 69,903 | 185 | 27,466.82 | 3.70 |
| 39 | Manteca Unified | 1,209.51 | 53,387 | BA+15 | 80,457 | 28 | 102,202 | 76,231 | 186 | 22,432.62 | 0.00 |
| 39 | New Hope Elementary | 14.00 | 40,226 | BA+I | 60,975 | 25 | 81,201 | 59,238 | 184 | 190.96 | 2.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 39 | New Jerusalem Elementary | 10.04 | 43,743 | BA+30 | 63,979 | 30 | 77,945 | 63,678 | 184 | 254.42 | 0.00 |
| 39 | Oak View Union Elementary | 19.33 | 41,184 | I | 74,901 | 33 | 89,285 | 66,278 | 187 | 363.45 | 3.00 |
| 39 | Ripon Unified | 155.10 | 47,461 | BA+12 | 72,732 | 20 | 92,520 | 68,568 | 184 | 3,162.93 | 2.00 |
| 39 | Stockton City Unified | 1,822.75 | 50,704 | NC | 76,001 | 17 | 97,175 | 77,138 | 187 | 35,262.24 | 2.00 |
| 39 | Tracy Joint Unified | 665.40 | 50,570 | EC/I | 80,013 | 15 | 98,000 | 74,538 | 183 | 13,980.10 | 3.44 |
| 40 | San Luis Obispo Co. Office of Ed. | 33.12 | 45,026 | EC | 73,961 | 20 | 89,011 | 66,223 | 186 | N/A | 1.00 |
| 40 | Atascadero Unified | 245.25 | 46,406 | BA<45 | 67,286 | 14 | 87,343 | 64,381 | 185 | 4,509.34 | 3.25 |
| 40 | Cayucos Elementary | 16.47 | 46,666 | BA | 68,697 | 10 | 96,931 | 72,126 | 188 | 170.15 | 1.00 |
| 40 | Coast Unified | 41.00 | 42,718 | I | 75,481 | 9 | 93,609 | 74,073 | 184 | 535.64 | 1.00 |
| 40 | Lucia Mar Unified | 569.41 | 47,739 | BA | 69,127 | 11 | 92,716 | 68,376 | 184 | 9,879.68 | 1.00 |
| 40 | Paso Robles Joint Unified | 340.40 | 47,627 | BA | 74,121 | 8 | 90,556 | 69,926 | 188 | 6,471.68 | 1.50 |
| 40 | Pleasant Valley Jt Union Elem. | 6.00 | 38,137 | BA | 60,912 | 8 | 89,544 | 60,262 | 185 | 48.64 | 0.00 |
| 40 | San Luis Coastal Unified | 393.26 | 47,450 | BA | 76,948 | 11 | 99,703 | 70,874 | 186 | 7,269.76 | 1.00 |
| 40 | San Miguel Jt Union Elementary | 39.58 | 43,037 | BA | 65,974 | 5 | 85,978 | 68,065 | 184 | 590.13 | 2.00 |
| 40 | Shandon Joint Unified | 22.00 | 45,501 | BA | 59,886 | 9 | 79,098 | 63,529 | 184 | 284.37 | 2.00 |
| 40 | Templeton Unified | 121.90 | 38,676 | BA NC | 70,279 | 12 | 89,903 | 67,298 | 185 | 2,310.60 | 1.79 |
| 41 | San Mateo County Office of Ed. | 83.00 | 45,649 | BA | 91,609 | 12 | 109,069 | 86,872 | 183 | N/A | 0.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 41 | Bayshore Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 360.77 | N/A |
| 41 | Belmont-Redwood Shores Elem. | 211.55 | 58,838 | BA+30 | 86,816 | 16 | 111,095 | 83,734 | 185 | 4,171.33 | 3.00 |
| 41 | Brisbane Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 445.49 | N/A |
| 41 | Burlingame Elementary | 176.63 | 51,083 | NC | 81,920 | 12 | 102,373 | 85,094 | 185 | 3,389.99 | 3.00 |
| 41 | Cabrillo Unified | 152.00 | 50,000 | BA<60 | 73,886 | 12 | 100,000 | 72,455 | 185 | 3,020.81 | 0.18 |
| 41 | Hillsborough City Elementary | 108.66 | 62,457 | BA | 109,977 | 7 | 137,667 | 104,654 | 186 | 1,294.76 | 2.97 |
| 41 | Jefferson Elementary | 297.19 | 55,191 | BA<60 | 78,215 | 9 | 101,477 | 75,381 | 186 | 5,744.40 | 1.00 |
| 41 | Jefferson Union High | 225.30 | 49,550 | BA+30 | 70,369 | 12 | 87,355 | 68,718 | 182 | 4,067.61 | 3.20 |
| 41 | La Honda-Pescadero Unified | 24.60 | 54,053 | BA | 73,203 | 10 | 96,737 | 75,264 | 187 | 299.54 | 4.00 |
| 41 | Las Lomas Elementary | 93.95 | 60,976 | BA+30 | 108,265 | 21 | 122,684 | 95,854 | 185 | 1,121.40 | 3.00 |
| 41 | Menlo Park City Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2,650.23 | N/A |
| 41 | Millbrae Elementary | 115.70 | 52,384 | BA+30 | 82,192 | 11 | 102,173 | 79,314 | 184 | 2,300.88 | 2.00 |
| 41 | Pacifica School District | 130.46 | 42,977 | PC | 69,032 | 11 | 87,906 | 66,272 | 184 | 2,987.11 | 2.00 |
| 41 | Portola Valley Elementary | 46.14 | 61,608 | BA<45 | 106,876 | 12 | 132,969 | 81,055 | 186 | 504.04 | 0.00 |
| 41 | Ravenswood City Elementary | 138.43 | 49,121 | I | 72,029 | 6 | 91,770 | 72,225 | 188 | 2,248.34 | 2.00 |
| 41 | Redwood City Elementary | 357.62 | 51,343 | BA NC | 81,144 | 11 | 99,923 | 78,552 | 187 | 7,185.40 | 3.50 |
| 41 | San Bruno Park Elementary | 126.50 | 43,425 | BA | 71,509 | 7 | 87,448 | 75,704 | 185 | 2,358.57 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 41 | San Carlos Elementary | 163.80 | 54,252 | BA+30 | 85,861 | 14 | 103,031 | 80,192 | 186 | 778.37 | 3.00 |
| 41 | San Mateo Union High | 506.00 | 67,054 | BA | 110,144 | 6 | 127,400 | 108,166 | 187 | 8,498.21 | 4.38 |
| 41 | San Mateo-Foster City Elem. | 565.84 | 56,613 | BA<45 | 85,329 | 12 | 106,467 | 83,721 | 186 | 11,269.10 | 3.64 |
| 41 | Sequoia Union High | 574.20 | 67,068 | BA | 105,215 | 12 | 124,148 | 102,192 | 187 | 8,204.59 | 3.50 |
| 41 | South San Francisco Unified | 455.74 | 55,112 | BA+CR | 78,059 | 12 | 102,669 | 81,034 | 185 | 8,132.95 | 3.25 |
| 41 | Woodside Elementary | 42.00 | 63,720 | BA<45 | 109,001 | 10 | 130,206 | 90,857 | 186 | 354.39 | 2.50 |
| 42 | Santa Barbara Co. Office of Ed. | 81.33 | 47,504 | BA+CR | 84,359 | 25 | 104,710 | 77,477 | 184 | N/A | 3.00 |
| 42 | Ballard Elementary | 7.50 | 56,925 | BA+CR | 101,960 | 6 | 112,140 | 96,426 | 184 | 127.91 | 2.00 |
| 42 | Blochman Union Elementary | 11.00 | 41,627 | BA | 58,553 | 5 | 81,942 | 64,691 | 183 | 201.61 | 2.00 |
| 42 | Buellton Union Elementary | 46.40 | 41,189 | BA+CR | 67,907 | 5 | 90,567 | 78,945 | 183 | 619.82 | 1.00 |
| 42 | Carpinteria Unified | 129.20 | 45,474 | BA+30 | 72,275 | 14 | 85,215 | 72,299 | 183 | 2,075.00 | 0.50 |
| 42 | Cold Spring Elementary | 13.80 | 52,143 | BA+30 | 93,988 | 8 | 108,111 | 84,229 | 186 | 161.69 | 2.50 |
| 42 | College Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 156.79 | N/A |
| 42 | Cuyama Joint Unified | 15.40 | 33,078 | NC | 63,848 | 5 | 81,212 | 69,380 | 184 | 186.72 | 2.00 |
| 42 | Goleta Union Elementary | 200.08 | 53,305 | BA<45 | 92,447 | 7 | 109,271 | 92,995 | 185 | 3,434.37 | 4.00 |
| 42 | Guadalupe Union Elementary | 68.00 | 47,753 | BA | 83,598 | 11 | 103,464 | 77,144 | 184 | 1,225.43 | 1.00 |
| 42 | Hope Elementary | 44.00 | 45,324 | BA | 89,451 | 5 | 100,147 | 79,503 | 184 | 918.99 | 1.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 42 | Lompoc Unified | 449.14 | 51,288 | BA<15 | 76,881 | 16 | 96,099 | 76,437 | 185 | 9,040.07 | 1.00 |
| 42 | Los Olivos Elementary | 10.50 | 43,469 | BA+12 | 75,348 | 5 | 90,281 | 72,448 | 183 | 147.35 | 2.00 |
| 42 | Montecito Union Elementary | 34.75 | 53,353 | BA | 115,740 | 7 | 135,000 | 100,304 | 185 | 377.15 | 1.50 |
| 42 | Orcutt Union Elementary | 242.26 | 44,855 | BA | 75,773 | 20 | 97,555 | 71,372 | 185 | 4,944.77 | 0.00 |
| 42 | Santa Barbara Unified | 674.90 | 50,492 | BA<45 | 76,685 | 8 | 92,123 | 79,881 | 185 | 12,652.40 | 2.00 |
| 42 | Santa Maria Joint Union High | 401.40 | 48,320 | BA | 88,901 | 6 | 104,941 | 87,649 | 185 | 7,715.88 | 2.00 |
| 42 | Santa Maria-Bonita Elementary | 857.95 | 47,429 | NC | 84,340 | 6 | 107,197 | 85,893 | 186 | 16,350.80 | 1.50 |
| 42 | Santa Ynez Valley Union High | 40.40 | 49,390 | BA | 83,759 | 6 | 96,677 | 76,069 | 181 | 875.52 | 2.00 |
| 42 | Solvang Elementary | 28.00 | 45,605 | BA+30 | 63,704 | 10 | 89,532 | 66,328 | 185 | 573.11 | 2.00 |
| 42 | Vista Del Mar Un Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 33.37 | N/A |
| 43 | Santa Clara County Office of Ed. | 169.80 | 60,228 | BA | 95,977 | 20 | 115,686 | 93,643 | 185 | N/A | 3.00 |
| 43 | Alum Rock Union Elementary | 524.10 | 57,473 | BA | 88,855 | 11 | 106,470 | 89,476 | 185 | 8,838.92 | 0.00 |
| 43 | Berryessa Union Elementary | 326.60 | 59,225 | BA+30 | 87,702 | 11 | 112,013 | 84,098 | 185 | 6,766.09 | 2.50 |
| 43 | Cambrian Elementary | 173.40 | 60,888 | BA+30 | 85,638 | 15 | 106,700 | 85,339 | 185 | 3,353.87 | 3.00 |
| 43 | Campbell Union Elementary | 394.65 | 60,990 | I | 89,155 | 11 | 107,543 | 91,304 | 185 | 6,986.55 | 3.00 |
| 43 | Campbell Union High | 391.00 | 58,250 | BA<30 | 86,460 | 14 | 109,724 | 86,894 | 182 | 7,849.72 | 3.00 |
| 43 | Cupertino Union Elementary | 809.34 | 61,648 | EC/I | 90,146 | 15 | 116,900 | 90,619 | 187 | 16,956.40 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 43 | East Side Union High | 1,149.40 | 58,291 | BA<30 | 94,375 | 9 | 118,115 | 95,712 | 182 | 21,433.60 | 5.25 |
| 43 | Evergreen Elementary | 498.90 | 56,850 | BA | 96,244 | 6 | 106,391 | 91,993 | 184 | 10,501.30 | 1.50 |
| 43 | Franklin-Mckinley Elementary | 376.00 | 53,424 | BA | 92,055 | 12 | 107,213 | 92,354 | 184 | 6,643.87 | 2.50 |
| 43 | Fremont Union High | 486.30 | 72,744 | BA | 107,229 | 28 | 123,612 | 103,734 | 185 | 10,631.00 | 3.92 |
| 43 | Gilroy Unified | 516.20 | 53,849 | BA+CR | 80,655 | 19 | 100,775 | 79,326 | 186 | 10,505.40 | 6.12 |
| 43 | Lakeside Joint Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 66.87 | N/A |
| 43 | Loma Prieta Joint Elementary | 29.70 | 50,245 | NC | 72,411 | 6 | 94,186 | 69,297 | 185 | 476.05 | 0.00 |
| 43 | Los Altos Elementary | 252.38 | 57,000 | BA+45 | 86,976 | 15 | 105,105 | 84,044 | 186 | 4,114.58 | 0.00 |
| 43 | Los Gatos Union Elementary | 147.84 | 62,662 | NC | 105,197 | 11 | 120,032 | 95,357 | 184 | 2,929.09 | 4.25 |
| 43 | Los Gatos-Saratoga Jt Union High | 186.80 | 67,755 | BA | 112,103 | 13 | 134,375 | 103,780 | 187 | 3,385.88 | 2.00 |
| 43 | Luther Burbank Elementary | 24.00 | 53,442 | BA NC | 91,744 | 10 | 107,541 | 87,172 | 183 | 496.73 | 2.00 |
| 43 | Milpitas Unified | 468.20 | 60,002 | BA | 89,916 | 11 | 119,498 | 94,435 | 186 | 9,928.00 | 3.00 |
| 43 | Moreland Elementary | 228.00 | 57,920 | BA+30 | 84,595 | 30 | 108,160 | 81,446 | 185 | 4,540.44 | 3.00 |
| 43 | Morgan Hill Unified | 382.25 | 49,318 | I | 81,305 | 15 | 105,569 | 83,434 | 185 | 7,854.76 | 2.50 |
| 43 | Mountain View-Los Altos Un High | 258.96 | 84,476 | BA | 136,478 | 13 | 159,627 | 134,422 | 186 | 4,213.72 | 2.00 |
| 43 | Mountain View-Whisman Elem. | 288.53 | 63,980 | BA+30 | 88,471 | 19 | 114,705 | 93,562 | 187 | 4,939.67 | 5.00 |
| 43 | Mt. Pleasant Elementary | 120.00 | 58,308 | BA+30 | 78,236 | 16 | 112,922 | 80,684 | 185 | 2,141.71 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 43 | Oak Grove Elementary | 485.60 | 52,915 | BA | 85,351 | 18 | 101,605 | 82,818 | 186 | 9,515.73 | 0.00 |
| 43 | Orchard Elementary | 44.40 | 52,453 | BA+30 | 86,217 | 12 | 106,225 | 89,480 | 185 | 851.46 | 3.00 |
| 43 | Palo Alto Unified | 845.77 | 66,395 | BA | 113,022 | 12 | 133,972 | 105,693 | 187 | 10,955.60 | 2.00 |
| 43 | San Jose Unified | 1,599.51 | 54,958 | BA+30 | 76,442 | 15 | 97,032 | 79,132 | 186 | 28,273.30 | 0.00 |
| 43 | Santa Clara Unified | 884.64 | 73,103 | BA+30 | 111,914 | 12 | 131,013 | 110,509 | 188 | 14,641.70 | 3.00 |
| 43 | Saratoga Union Elementary | 113.47 | 62,132 | NC | 103,758 | 12 | 120,417 | 94,981 | 186 | 1,720.13 | 2.82 |
| 43 | Sunnyvale Elementary | 376.00 | 63,506 | BA<45 | 91,857 | 30 | 119,289 | 91,998 | 187 | 6,404.22 | 4.00 |
| 43 | Union Elementary | 276.64 | 62,987 | NC/EC | 87,144 | 28 | 109,801 | 85,268 | 185 | 5,732.68 | 2.50 |
| 44 | Santa Cruz County Office of Ed. | 68.38 | 43,374 | BA+I | 73,561 | 25 | 90,577 | 67,716 | 185 | N/A | 3.00 |
| 44 | Bonny Doon Elementary | 7.70 | 44,115 | BA | 66,690 | 30 | 95,612 | 66,331 | 185 | 152.46 | 3.00 |
| 44 | Happy Valley Elementary | 6.60 | 39,099 | BA | 65,880 | 16 | 85,835 | 64,807 | 184 | 105.10 | 5.00 |
| 44 | Live Oak Elementary | 93.10 | 44,761 | I | 70,653 | 9 | 85,411 | 63,610 | 186 | 1,611.33 | 0.00 |
| 44 | Mountain Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 138.29 | N/A |
| 44 | Pacific Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 109.15 | N/A |
| 44 | Pajaro Valley Joint Unified | 1,066.50 | 46,666 | BA+CR | 66,666 | 13 | 90,640 | 64,722 | 186 | 19,104.03 | 4.00 |
| 44 | San Lorenzo Valley Unified | 123.90 | 39,369 | BA | 71,804 | 13 | 92,844 | 67,449 | 187 | 2,484.30 | 4.00 |
| 44 | Santa Cruz City Schools | 343.70 | 52,834 | BA+CR | 77,764 | 12 | 99,007 | 74,349 | 186 | 6,097.56 | 1.75 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 44 | Scotts Valley Unified | 112.10 | 41,176 | NC | 63,668 | 12 | 80,031 | 60,869 | 186 | 2,327.75 | 1.00 |
| 44 | Soquel Elementary | 100.70 | 36,708 | BA NC | 66,481 | 15 | 84,061 | 62,771 | 185 | 1,796.73 | 0.00 |
| 45 | Shasta County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 45 | Anderson Union High | 90.80 | 38,885 | I | 69,973 | 21 | 91,698 | 67,618 | 183 | 1,445.88 | 1.00 |
| 45 | Bella Vista Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 345.81 | N/A |
| 45 | Black Butte Union Elementary | 12.50 | 40,086 | BA | 67,532 | 10 | 77,607 | 57,154 | 186 | 199.02 | 4.00 |
| 45 | Cascade Union Elementary | 56.00 | 44,359 | BA+30 | 66,157 | 11 | 83,764 | 60,808 | 184 | 1,005.06 | 2.00 |
| 45 | Castle Rock Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 62.62 | N/A |
| 45 | Columbia Elementary | 41.73 | 42,450 | BA+I | 67,279 | 10 | 81,592 | 60,350 | 186 | 731.40 | 2.71 |
| 45 | Cottonwood Union Elementary | 46.00 | 43,912 | BA+30 | 65,714 | 12 | 81,570 | 63,217 | 184 | 888.28 | 0.00 |
| 45 | Enterprise Elementary | 197.00 | 47,126 | BA+30 | 74,937 | 11 | 96,760 | 74,309 | 185 | 3,599.56 | 4.75 |
| 45 | Fall River Joint Unified | 74.00 | 45,745 | BA+30 | 63,568 | 12 | 85,521 | 63,135 | 183 | 1,111.28 | 3.29 |
| 45 | French Gulch-Whiskeytown Elem (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 21.11 | N/A |
| 45 | Gateway Unified | 130.62 | 37,659 | NC/I | 66,373 | 27 | 88,262 | 64,035 | 184 | 2,119.06 | 0.00 |
| 45 | Grant Elementary | 32.45 | 45,000 | BA | 73,079 | 10 | 85,850 | 65,317 | 185 | 615.94 | 3.03 |
| 45 | Happy Valley Union Elementary | 28.00 | 33,175 | I | 63,083 | 22 | 77,629 | 59,656 | 185 | 479.05 | 2.50 |
| 45 | Igo, Ono, Platina Un Elementary | 2.00 | 44,707 | BA+CR | 56,998 | 11 | 67,445 | 55,007 | 183 | 40.44 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 45 | Indian Springs Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 13.30 | N/A |
| 45 | Junction Elementary | 14.00 | 33,384 | BA+30 | 61,690 | 10 | 79,919 | 59,974 | 185 | 293.38 | 4.00 |
| 45 | Millville Elementary | 12.56 | 42,374 | BA+CR | 59,869 | 5 | 78,757 | 59,495 | 185 | 253.43 | 3.00 |
| 45 | Mountain Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 69.73 | N/A |
| 45 | North Cow Creek Elementary | 12.50 | 44,220 | BA+30 | 66,118 | 5 | 83,695 | 66,168 | 186 | 246.72 | 4.30 |
| 45 | Oak Run Elementary | 4.00 | 38,872 | BA | 42,132 | 3 | 75,302 | 52,754 | 184 | 61.49 | 2.00 |
| 45 | Pacheco Union Elementary | 37.13 | 45,672 | BA+30 | 61,401 | 30 | 87,105 | 60,810 | 184 | 628.01 | 3.50 |
| 45 | Redding Elementary | 148.40 | 48,715 | BA+CR | 68,293 | 16 | 89,508 | 69,659 | 185 | 2,787.04 | 3.00 |
| 45 | Shasta Union Elementary | 7.80 | 41,363 | BA+CR | 56,063 | 9 | 67,773 | 57,734 | 184 | 112.12 | 4.00 |
| 45 | Shasta Union High | 208.60 | 46,724 | BA | 76,402 | 7 | 93,658 | 72,057 | 184 | 4,126.99 | 3.00 |
| 45 | Whitmore Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 38.42 | N/A |
| 46 | Sierra County Office of Ed. (5) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 46 | Sierra-Plumas Joint Unified | 27.75 | 37,704 | BA | 61,814 | 16 | 85,434 | 57,550 | 182 | 380.57 | 2.00 |
| 47 | Siskiyou County Office of Ed. | 26.26 | 39,813 | BA | 64,329 | 25 | 77,517 | 61,341 | 185 | N/A | 2.00 |
| 47 | Big Springs Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 170.07 | N/A |
| 47 | Bogus Elementary | 1.00 | 39,447 | BA+30 | 40,756 | 5 | 62,971 | 52,393 | 185 | 16.75 | 0.00 |
| 47 | Butte Valley Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 275.64 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 47 | Butteville Union Elementary | 10.00 | 41,000 | BA+30 | 55,800 | 10 | 70,000 | 54,000 | 186 | 187.10 | 0.00 |
| 47 | Delphic Elementary | 3.00 | 50,823 | BA+30 | 50,823 | 1 | 69,072 | 50,823 | 183 | 58.09 | 0.00 |
| 47 | Dunsmuir Elementary | 4.00 | 41,006 | BA+30 | 56,472 | 6 | 66,511 | 55,086 | 182 | 84.99 | 1.50 |
| 47 | Dunsmuir Joint Union High | 8.00 | 36,428 | BA+30 | 49,723 | 6 | 69,266 | 52,672 | 184 | 55.24 | 0.00 |
| 47 | Forks Of Salmon Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 8.03 | N/A |
| 47 | Gazelle Union Elementary | 2.00 | 40,567 | BA+30 | 45,768 | 15 | 49,441 | 46,750 | 182 | 32.49 | 2.50 |
| 47 | Grenada Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 217.83 | N/A |
| 47 | Happy Camp Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 102.43 | N/A |
| 47 | Hornbrook Elementary | 4.00 | 41,500 | BA+I | 49,815 | 5 | 59,245 | 54,189 | 184 | 46.49 | 3.00 |
| 47 | Junction Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 26.23 | N/A |
| 47 | Klamath River Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 10.49 | N/A |
| 47 | Little Shasta Elementary | 2.00 | 40,908 | BA+30 | 45,620 | 10 | 61,965 | 54,210 | 185 | 20.40 | 8.50 |
| 47 | Mccloud Union Elementary | 3.00 | 37,485 | BA+30 | 56,825 | 7 | 60,978 | 51,139 | 182 | 55.44 | 5.00 |
| 47 | Montague Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 161.88 | N/A |
| 47 | Mt. Shasta Union Elementary | 31.00 | 48,252 | BA+30 | 67,312 | 7 | 78,569 | 68,509 | 184 | 527.07 | 3.50 |
| 47 | Scott Valley Unified | 38.72 | 31,553 | EC/I | 56,250 | 30 | 72,108 | 57,318 | 185 | 633.63 | 3.00 |
| 47 | Seiad Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 12.53 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|------------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 47 | Siskiyou Union High | 37.85 | 47,001 | BA+30 | 61,620 | 28 | 80,453 | 60,086 | 186 | 518.87 | 0.00 |
| 47 | Weed Union Elementary | 18.00 | 45,168 | BA+30 | 55,374 | 9 | 72,573 | 62,423 | 186 | 242.67 | 3.00 |
| 47 | Willow Creek Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 27.89 | N/A |
| 47 | Yreka Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 933.92 | N/A |
| 47 | Yreka Union High | 34.60 | 55,100 | BA+30 | 79,891 | 15 | 95,280 | 73,714 | 182 | 584.47 | 2.75 |
| 48 | Solano County Office of Ed. | 64.31 | 43,938 | <BA | 73,866 | 14 | 84,358 | 73,351 | 184 | N/A | 2.50 |
| 48 | Benicia Unified | 234.81 | 45,647 | BA NC | 78,947 | 11 | 93,968 | 73,810 | 184 | 4,456.70 | 2.50 |
| 48 | Dixon Unified | 173.90 | 42,974 | EC/I | 67,529 | 13 | 86,402 | 64,867 | 186 | 3,037.22 | 0.00 |
| 48 | Fairfield-Suisun Unified | 1,050.73 | 46,049 | BA NC | 70,587 | 24 | 91,205 | 73,026 | 184 | 20,395.00 | 1.57 |
| 48 | Travis Unified | 268.71 | 41,826 | BA NC | 75,320 | 12 | 86,384 | 77,928 | 183 | 5,281.81 | 4.03 |
| 48 | Vacaville Unified | 623.44 | 41,815 | BA NC | 67,687 | 12 | 92,478 | 67,786 | 184 | 12,149.45 | 0.00 |
| 48 | Vallejo City Unified | 485.10 | 47,745 | BA NC | 71,263 | 18 | 86,038 | 67,760 | 187 | 11,347.55 | 2.00 |
| 49 | Sonoma County Office of Ed. | 88.02 | 48,537 | BA<30 | 75,263 | 11 | 89,636 | 71,706 | 183 | N/A | 2.00 |
| 49 | Alexander Valley Un Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 55.76 | N/A |
| 49 | Bellevue Union Elementary | 78.40 | 46,671 | BA | 73,094 | 21 | 90,661 | 66,207 | 185 | 1,536.95 | 0.00 |
| 49 | Bennett Valley Un Elementary | 54.86 | 48,862 | BA+30 | 68,432 | 6 | 90,878 | 64,900 | 186 | 960.66 | 2.50 |
| 49 | Cinnabar Elementary | 16.50 | 46,107 | BA+30 | 64,015 | 6 | 84,367 | 61,297 | 186 | 249.45 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 49 | Cloverdale Unified | 79.80 | 46,914 | BA+30 | 66,325 | 10 | 84,626 | 67,947 | 189 | 1,323.38 | 0.00 |
| 49 | Cotati-Rohnert Park Unified | 300.11 | 42,021 | BA NC | 63,905 | 11 | 84,260 | 64,482 | 185 | 5,464.63 | 2.00 |
| 49 | Dunham Elementary | 14.00 | 44,737 | BA+30 | 68,660 | 20 | 78,665 | 60,165 | 186 | 163.71 | 2.00 |
| 49 | Forestville Union Elementary | 16.00 | 48,581 | BA<30 | 60,971 | 5 | 81,864 | 62,658 | 183 | 214.11 | 0.00 |
| 49 | Fort Ross Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 17.05 | N/A |
| 49 | Geyserville Unified | 20.15 | 46,069 | BA+30 | 60,871 | 10 | 77,922 | 63,421 | 186 | 123.75 | 0.00 |
| 49 | Gravenstein Union Elementary | 47.52 | 54,050 | BA+30 | 73,494 | 30 | 95,250 | 70,865 | 183 | 720.55 | 5.00 |
| 49 | Guerneville Elementary | 14.60 | 48,463 | BA | 64,950 | 10 | 88,624 | 66,998 | 188 | 254.67 | 8.00 |
| 49 | Harmony Union Elementary | 15.50 | 49,364 | BA+30 | 72,202 | 7 | 88,985 | 69,846 | 185 | 234.53 | 0.00 |
| 49 | Healdsburg Unified | 84.20 | 48,584 | BA+30 | 70,503 | 21 | 88,734 | 65,002 | 188 | 1,365.31 | 3.00 |
| 49 | Horicon Elementary | 5.20 | 42,374 | BA | 61,639 | 8 | 85,461 | 64,479 | 186 | 61.06 | 2.71 |
| 49 | Kashia Elementary | 1.00 | 39,037 | BA+30 | 54,472 | 10 | 54,472 | 48,564 | 184 | 9.57 | 0.00 |
| 49 | Kenwood Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 53.23 | N/A |
| 49 | Liberty Elementary | 10.60 | 51,032 | BA+30 | 77,395 | 6 | 89,963 | 69,079 | 190 | 212.97 | 3.26 |
| 49 | Mark West Union Elementary | 74.80 | 50,381 | BA+30 | 78,488 | 6 | 94,067 | 73,152 | 184 | 1,381.64 | 5.00 |
| 49 | Monte Rio Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 53.21 | N/A |
| 49 | Montgomery Elementary | 3.00 | 49,020 | BA+40 | 66,129 | 6 | 78,522 | 58,394 | 184 | 29.54 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 49 | Oak Grove Union Elementary | 45.44 | 50,096 | CRED | 72,313 | 11 | 102,320 | 65,730 | 185 | 78.12 | 5.00 |
| 49 | Old Adobe Union Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 315.38 | N/A |
| 49 | Petaluma City Schools | 372.90 | 44,479 | BA | 72,581 | 11 | 86,277 | 69,847 | 186 | 6,208.18 | 2.75 |
| 49 | Piner-Olivet Union Elementary | 60.00 | 53,233 | BA+30 | 80,098 | 11 | 101,825 | 73,091 | 183 | 1,204.90 | 3.79 |
| 49 | Rincon Valley Union Elementary | 208.90 | 50,009 | BA+30 | 69,193 | 11 | 87,016 | 68,513 | 186 | 3,166.44 | 2.00 |
| 49 | Roseland Elementary | 143.93 | 50,187 | BA<45 | 68,429 | 10 | 88,232 | 70,917 | 186 | 2,787.76 | 1.50 |
| 49 | Santa Rosa City Schools | 793.30 | 55,978 | BA+30 | 74,869 | 10 | 91,585 | 72,151 | 185 | 14,391.89 | 1.50 |
| 49 | Sebastopol Union Elementary | 26.40 | 43,262 | BA | 68,670 | 7 | 85,693 | 69,528 | 187 | 440.31 | 5.00 |
| 49 | Sonoma Valley Unified | 197.60 | 40,712 | BA+15 | 66,284 | 9 | 79,852 | 63,869 | 187 | 3,821.63 | 0.00 |
| 49 | Twin Hills Union Elementary | 65.80 | 43,883 | BA+CR | 62,529 | 6 | 80,723 | 61,938 | 183 | 1,145.23 | 0.00 |
| 49 | Two Rock Union Elementary | 9.80 | 43,898 | BA<30 | 57,580 | 26 | 74,279 | 57,660 | 186 | 146.46 | 0.00 |
| 49 | Waugh Elementary | 42.80 | 47,886 | BA+30 | 77,969 | 10 | 88,275 | 69,921 | 187 | 824.98 | 1.00 |
| 49 | West Side Union Elementary | 9.00 | 45,291 | BA+30 | 65,369 | 6 | 81,691 | 60,816 | 186 | 170.85 | 0.00 |
| 49 | West Sonoma County Union High | 101.33 | 43,455 | NC | 67,081 | 9 | 83,498 | 65,804 | 185 | 1,721.38 | 0.00 |
| 49 | Wilmar Union Elementary | 12.30 | 49,414 | BA+30 | 67,385 | 25 | 86,969 | 67,099 | 186 | 236.88 | 3.00 |
| 49 | Windsor Unified | 275.64 | 44,693 | BA<45 | 65,678 | 10 | 78,693 | 62,872 | 186 | 4,803.90 | 3.50 |
| 49 | Wright Elementary | 83.60 | 47,486 | BA+30 | 71,841 | 11 | 87,906 | 69,526 | 186 | 1,410.45 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 50 | Stanislaus County Office of Ed | 162.46 | 43,288 | <BA | 79,529 | 12 | 104,905 | 74,993 | 182 | 828.10 | 1.50 |
| 50 | Ceres Unified | 670.28 | 54,950 | BA+24 | 82,555 | 14 | 109,654 | 81,650 | 187 | 13,148.20 | 6.20 |
| 50 | Chatom Union Elementary | 27.73 | 49,728 | BA+36 | 75,978 | 14 | 96,265 | 69,505 | 183 | 573.86 | 0.00 |
| 50 | Denair Unified | 73.77 | 41,177 | BA<36 | 59,611 | 30 | 81,140 | 58,707 | 180 | 1,216.56 | 1.00 |
| 50 | Empire Union Elementary | 142.75 | 49,731 | BA+12 | 79,499 | 7 | 101,569 | 79,031 | 185 | 2,845.57 | 3.00 |
| 50 | Gratton Elementary | 9.00 | 49,175 | BA+CR | 65,965 | 5 | 87,277 | 62,346 | 185 | 10.83 | 5.00 |
| 50 | Hart-Ransom Union Elementary | 54.90 | 53,053 | BA | 84,474 | 11 | 106,283 | 80,246 | 185 | 1,144.29 | 2.50 |
| 50 | Hickman Elementary | 47.20 | 51,532 | BA+30 | 83,803 | 8 | 97,621 | 71,168 | 185 | 1,023.60 | 3.85 |
| 50 | Hughson Unified | 95.87 | 46,142 | EC/I | 81,070 | 14 | 99,016 | 70,535 | 184 | 1,969.64 | 0.00 |
| 50 | Keyes Union Elementary | 42.00 | 49,827 | I | 78,795 | 30 | 98,838 | 76,252 | 183 | 739.21 | 2.00 |
| 50 | Knights Ferry Elementary | 7.00 | 42,062 | BA+CR | 48,985 | 15 | 88,086 | 55,528 | 183 | 143.76 | 8.00 |
| 50 | Modesto City Schools | 1,379.05 | 61,523 | BA+12 | 93,066 | 12 | 114,050 | 87,635 | 185 | 28,158.83 | 3.00 |
| 50 | Newman-Crows Landing Unified | 145.00 | 51,605 | BA | 73,122 | 14 | 97,518 | 78,215 | 183 | 3,065.29 | 2.00 |
| 50 | Oakdale Unified | 242.44 | 47,522 | BA | 79,071 | 14 | 98,425 | 76,353 | 182 | 5,113.98 | 4.17 |
| 50 | Paradise Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 81.84 | N/A |
| 50 | Patterson Joint Unified | 314.00 | 52,859 | BA | 75,464 | 14 | 106,060 | 75,791 | 185 | 5,732.88 | 2.50 |
| 50 | Riverbank Unified | 133.20 | 50,529 | NC | 75,761 | 1 | 95,866 | 75,406 | 184 | 2,287.77 | 3.71 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|--------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 50 | Roberts Ferry Union Elementary | 9.00 | 44,168 | BA+30 | 67,843 | 24 | 87,120 | 62,333 | 183 | 152.86 | 0.00 |
| 50 | Salida Union Elementary | 94.50 | 52,506 | BA+12 | 86,885 | 15 | 101,857 | 79,938 | 185 | 2,311.78 | 3.25 |
| 50 | Shiloh Elementary | 9.00 | 49,954 | BA+15 | 63,687 | 12 | 85,116 | 67,203 | 184 | 164.54 | 4.00 |
| 50 | Stanislaus Union Elementary | 170.00 | 54,123 | BA | 81,276 | 21 | 98,509 | 82,715 | 185 | 3,479.33 | 0.50 |
| 50 | Sylvan Union Elementary | 431.50 | 49,068 | EC/I | 78,093 | 40 | 104,150 | 78,092 | 184 | 7,925.89 | 3.71 |
| 50 | Turlock Unified | 694.01 | 56,527 | BA<45 | 85,120 | 31 | 107,141 | 79,648 | 183 | 13,476.68 | 3.70 |
| 50 | Valley Home Joint Elementary | 8.20 | 44,075 | CRED | 53,920 | 10 | 82,661 | 60,619 | 183 | 158.79 | 4.00 |
| 50 | Waterford Unified | 84.00 | 52,543 | BA+24 | 79,693 | 28 | 99,218 | 77,376 | 187 | 1,730.46 | 3.00 |
| 51 | Sutter County Office of Ed. | 58.50 | 39,435 | EC/I | 67,594 | 30 | 93,543 | 67,082 | 185 | N/A | 0.00 |
| 51 | Brittan Elementary | 21.00 | 41,729 | BA | 67,577 | 6 | 86,708 | 62,746 | 183 | 435.53 | 0.00 |
| 51 | Browns Elementary | 10.00 | 33,203 | BA | 46,995 | 10 | 61,123 | 52,706 | 183 | 132.62 | 5.00 |
| 51 | East Nicolaus Joint Union High | 15.00 | 44,925 | NC | 65,049 | 10 | 82,328 | 65,751 | 183 | 287.82 | 0.00 |
| 51 | Franklin Elementary | 22.00 | 48,099 | BA | 80,439 | 32 | 94,138 | 72,621 | 184 | 466.26 | 2.00 |
| 51 | Live Oak Unified | 99.00 | 47,618 | BA+CR | 73,026 | 12 | 100,259 | 67,412 | 186 | 1,765.31 | 3.00 |
| 51 | Marcum-Illinois Un Elementary | 10.00 | 42,578 | BA+30 | 49,875 | 7 | 69,813 | 53,273 | 184 | 165.32 | 6.00 |
| 51 | Meridian Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 43.84 | N/A |
| 51 | Nuestro Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 162.81 | N/A |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 51 | Pleasant Grove Jt Union Elem. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 171.94 | N/A |
| 51 | Sutter Union High | 33.00 | 47,313 | BA | 68,123 | 8 | 87,180 | 67,119 | 185 | 729.40 | 0.00 |
| 51 | Winship-Robbins Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 112.94 | N/A |
| 51 | Yuba City Unified | 620.96 | 45,828 | EC | 75,835 | 13 | 99,329 | 72,481 | 186 | 11,691.40 | 1.50 |
| 52 | Tehama County Office of Ed. | 23.00 | 45,420 | BA | 68,272 | 7 | 91,261 | 72,720 | 183 | 177.79 | 2.00 |
| 52 | Antelope Elementary | 37.95 | 39,150 | I | 70,913 | 9 | 83,417 | 59,816 | 183 | 736.46 | 1.80 |
| 52 | Corning Union Elementary | 104.00 | 47,189 | BA | 68,014 | 11 | 91,365 | 61,447 | 183 | 1,969.45 | 0.00 |
| 52 | Corning Union High (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 961.48 | N/A |
| 52 | Elkins Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 12.51 | N/A |
| 52 | Evergreen Union Elementary | 55.13 | 49,711 | NC | 72,125 | 4 | 91,964 | 73,402 | 183 | 1,038.68 | 3.00 |
| 52 | Flournoy Union Elementary | 1.00 | 41,693 | BA+30 | 53,905 | 5 | 67,993 | 53,116 | 185 | 34.17 | 0.00 |
| 52 | Gerber Union Elementary | 21.00 | 48,506 | BA+30 | 70,531 | 10 | 88,107 | 65,373 | 184 | 364.51 | 1.00 |
| 52 | Kirkwood Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 96.18 | N/A |
| 52 | Lassen View Union Elementary | 16.43 | 46,589 | BA<45 | 72,625 | 10 | 88,303 | 62,455 | 185 | 331.29 | 4.00 |
| 52 | Los Molinos Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 530.03 | N/A |
| 52 | Red Bluff Union Elementary | 109.43 | 47,794 | BA<45 | 67,642 | 6 | 89,050 | 62,836 | 185 | 1,949.41 | 4.00 |
| 52 | Red Bluff Union High | 90.30 | 43,413 | I | 75,643 | 10 | 91,461 | 70,604 | 185 | 1,543.77 | 2.50 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 52 | Reeds Creek Elementary | 7.80 | 42,421 | BA+30 | 55,176 | 6 | 73,673 | 59,592 | 183 | 167.32 | 3.00 |
| 52 | Richfield Elementary | 12.30 | 44,541 | BA+30 | 64,999 | 11 | 83,649 | 58,906 | 182 | 247.44 | 2.50 |
| 53 | Trinity County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 53 | Burnt Ranch Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 80.79 | N/A |
| 53 | Coffee Creek Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 8.53 | N/A |
| 53 | Douglas City Elementary | 11.35 | 39,877 | I | 56,029 | 6 | 69,023 | 60,985 | 185 | 168.73 | 2.00 |
| 53 | Junction City Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 62.24 | N/A |
| 53 | Lewiston Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 58.61 | N/A |
| 53 | Mountain Valley Unified | 15.86 | 43,460 | BA+30 | 63,631 | 10 | 84,165 | 60,880 | 184 | 243.00 | 2.50 |
| 53 | Southern Trinity Joint Unified | 10.50 | 34,507 | BA | 59,137 | 6 | 72,954 | 60,762 | 185 | 85.15 | 0.00 |
| 53 | Trinity Alps Unified (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 686.70 | N/A |
| 53 | Trinity Center Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 13.44 | N/A |
| 54 | Tulare County Office of Ed. | 236.85 | 45,563 | BA | 91,658 | 11 | 110,179 | 96,012 | 185 | 439.76 | 4.00 |
| 54 | Allensworth Elementary | 5.00 | 35,894 | BA | 44,189 | 1 | 65,978 | 52,579 | 183 | 71.89 | 2.00 |
| 54 | Alpaugh Unified | 17.00 | 48,948 | BA<30 | 59,898 | 9 | 84,873 | 64,635 | 185 | 301.96 | 2.00 |
| 54 | Alta Vista Elementary | 28.00 | 48,156 | BA | 72,900 | 25 | 98,134 | 74,125 | 184 | 549.58 | 3.50 |
| 54 | Buena Vista Elementary | 10.00 | 45,523 | BA+EC | 66,638 | 3 | 76,455 | 64,320 | 184 | 203.04 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 54 | Burton Elementary | 219.29 | 55,924 | BA+30 | 74,946 | 25 | 107,162 | 81,864 | 186 | 4,781.79 | 3.00 |
| 54 | Columbine Elementary | 9.00 | 49,235 | BA | 79,772 | 10 | 88,683 | 76,723 | 183 | 196.17 | 2.00 |
| 54 | Cutler-Orosi Joint Unified | 212.00 | 50,581 | BA<30 | 75,065 | 15 | 96,705 | 73,958 | 185 | 3,948.00 | 3.00 |
| 54 | Dinuba Unified | 312.42 | 50,405 | NC | 79,857 | 18 | 98,064 | 73,335 | 185 | 6,320.65 | 2.00 |
| 54 | Ducor Union Elementary | 11.00 | 45,678 | BA+30 | 52,168 | 3 | 79,928 | 63,171 | 183 | 156.34 | 2.00 |
| 54 | Earlimart Elementary | 80.00 | 53,518 | BA+CR | 73,305 | 16 | 96,257 | 73,114 | 183 | 1,626.23 | 0.00 |
| 54 | Exeter Unified | 127.63 | 52,260 | BA<30 | 74,322 | 20 | 93,895 | 73,962 | 187 | 2,626.48 | 5.00 |
| 54 | Farmersville Unified | 131.57 | 51,434 | BA | 75,113 | 11 | 93,256 | 74,228 | 185 | 2,416.40 | 2.00 |
| 54 | Hope Elementary | 11.00 | 48,425 | BA+30 | 57,114 | 15 | 89,385 | 68,011 | 187 | 232.77 | 3.00 |
| 54 | Hot Springs Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 18.11 | N/A |
| 54 | Kings River Union Elementary | 23.00 | 41,663 | BA | 73,400 | 8 | 92,056 | 69,463 | 185 | 422.18 | 3.00 |
| 54 | Liberty Elementary | 26.00 | 48,793 | BA+30 | 62,251 | 5 | 92,475 | 66,438 | 184 | 640.81 | 4.00 |
| 54 | Lindsay Unified | 198.00 | 52,904 | PC | 79,644 | 36 | 105,897 | 75,397 | 188 | 3,891.21 | 3.00 |
| 54 | Monson-Sultana Jt Union Elem. | 21.00 | 48,215 | BA+I | 68,367 | 5 | 93,382 | 66,438 | 185 | 440.60 | 2.50 |
| 54 | Oak Valley Union Elementary | 28.00 | 49,187 | BA | 70,774 | 6 | 90,571 | 71,705 | 185 | 535.76 | 1.00 |
| 54 | Outside Creek Elementary | 4.00 | 42,000 | BA | 53,346 | 10 | 76,200 | 58,300 | 185 | 100.38 | 4.50 |
| 54 | Palo Verde Union Elementary | 26.00 | 49,600 | BA | 75,751 | 1 | 91,490 | 73,520 | 185 | 574.39 | 3.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

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|----|-------------------------------|---------------------------------|--|---|------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|--------------------|------------------------------------|
| 54 | Pixley Union Elementary | 56.00 | 54,561 | BA+30 | 71,888 | 25 | 95,994 | 75,990 | 190 | 973.56 | 2.83 |
| 54 | Pleasant View Elementary | 23.53 | 52,582 | BA | 75,938 | 25 | 96,091 | 75,819 | 190 | 454.58 | 3.00 |
| 54 | Porterville Unified | 687.02 | 53,841 | EC/I | 83,039 | 25 | 105,019 | 81,323 | 186 | 13,522.45 | 2.75 |
| 54 | Richgrove Elementary | 34.00 | 46,846 | BA+30 | 79,595 | 19 | 89,006 | 69,519 | 185 | 579.98 | 0.00 |
| 54 | Rockford Elementary | 17.60 | 48,500 | BA | 70,679 | 5 | 88,181 | 73,479 | 184 | 330.22 | 2.00 |
| 54 | Saucelito Elementary | 5.00 | 40,835 | BA+CR | 64,071 | 1 | 80,523 | 61,975 | 182 | 77.99 | 5.00 |
| 54 | Sequoia Union Elementary | 16.00 | 47,030 | BA+30 | 64,672 | 10 | 84,974 | 62,674 | 185 | 324.40 | 3.00 |
| 54 | Springville Union Elementary | 16.00 | 48,428 | EC/I | 70,081 | 25 | 90,387 | 68,559 | 182 | 302.68 | 4.00 |
| 54 | Stone Corral Elementary | 5.00 | 37,493 | BA+15 | 52,273 | 1 | 73,775 | 48,007 | 183 | 129.40 | 0.00 |
| 54 | Strathmore Union Elementary | 35.00 | 54,905 | BA | 82,353 | 8 | 101,696 | 76,576 | 185 | 743.63 | 5.50 |
| 54 | Sundale Union Elementary | 36.40 | 53,119 | BA+12 | 78,315 | 5 | 90,053 | 73,641 | 185 | 800.99 | 1.00 |
| 54 | Sunnyside Union Elementary | 18.40 | 50,012 | EC/I | 66,655 | 25 | 93,452 | 71,481 | 188 | 352.65 | 3.00 |
| 54 | Terra Bella Union Elementary | 46.50 | 54,110 | BA+30 | 81,966 | 7 | 111,122 | 78,520 | 184 | 855.80 | 4.00 |
| 54 | Three Rivers Union Elementary | 7.35 | 36,694 | BA+15 | 47,139 | 10 | 70,537 | 46,538 | 184 | 125.63 | 1.70 |
| 54 | Tipton Elementary | 27.00 | 53,340 | BA<24 | 79,925 | 10 | 93,041 | 72,396 | 185 | 525.03 | 4.50 |
| 54 | Traver Joint Elementary | 11.00 | 50,837 | BA+30 | 69,941 | 1 | 85,729 | 67,464 | 183 | 222.95 | 3.00 |
| 54 | Tulare City Elementary | 499.08 | 53,850 | BA | 84,026 | 12 | 100,910 | 83,715 | 185 | 9,257.02 | 3.25 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|-----------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 54 | Tulare Joint Union High | 247.78 | 56,288 | DSC | 85,392 | 17 | 104,930 | 78,637 | 185 | 5,401.93 | 3.00 |
| 54 | Visalia Unified | 1,174.73 | 51,826 | BA+I | 75,989 | 15 | 101,107 | 74,897 | 185 | 27,727.07 | 3.70 |
| 54 | Waukena Jt Union Elementary | 10.00 | 52,568 | BA+30 | 59,670 | 6 | 79,676 | 65,362 | 185 | 199.96 | 5.00 |
| 54 | Woodlake Unified | 103.93 | 47,956 | BA<30 | 73,252 | 11 | 92,461 | 76,180 | 185 | 2,023.29 | 0.00 |
| 54 | Woodville Elementary | 21.00 | 56,081 | BA+30 | 79,071 | 8 | 95,072 | 75,630 | 183 | 407.14 | 2.00 |
| 55 | Tuolumne County Office of Ed. (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 55 | Belleview Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 138.68 | N/A |
| 55 | Big Oak Flat-Groveland Unified | 22.65 | 48,145 | BA+30 | 64,430 | 9 | 79,933 | 59,438 | 182 | 277.64 | 3.00 |
| 55 | Columbia Union Elementary | 26.00 | 44,695 | SLS | 62,006 | 7 | 76,119 | 57,946 | 183 | 460.04 | 2.00 |
| 55 | Curtis Creek Elementary | 22.50 | 40,756 | BA | 64,483 | 10 | 86,336 | 57,378 | 182 | 441.39 | 0.00 |
| 55 | Jamestown Elementary | 23.00 | 41,615 | I | 63,311 | 8 | 81,374 | 60,508 | 184 | 356.37 | 2.50 |
| 55 | Sonora Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 713.90 | N/A |
| 55 | Sonora Union High | 46.40 | 41,135 | <BA+C | 74,569 | 9 | 88,869 | 70,851 | 183 | 969.05 | 2.25 |
| 55 | Soulsbyville Elementary | 30.00 | 43,955 | BA | 62,992 | 8 | 82,260 | 63,047 | 184 | 518.29 | 2.00 |
| 55 | Summerville Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 383.29 | N/A |
| 55 | Summerville Union High (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 355.34 | N/A |
| 55 | Twain Harte-Long Barn Un Elem. | 14.80 | 58,343 | BA<30 | 85,327 | 7 | 105,199 | 75,186 | 182 | 243.74 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 56 | Ventura County Office of Ed. | 140.62 | 48,902 | BA | 74,136 | 14 | 94,260 | 75,106 | 182 | N/A | 0.00 |
| 56 | Briggs Elementary | 31.20 | 48,624 | BA | 68,190 | 5 | 96,201 | 73,047 | 186 | 510.39 | 2.00 |
| 56 | Conejo Valley Unified | 909.00 | 48,087 | NC | 84,606 | 10 | 99,064 | 78,237 | 185 | 17,740.90 | 2.00 |
| 56 | Fillmore Unified | 191.08 | 43,662 | I | 72,705 | 40 | 98,074 | 73,696 | 185 | 3,613.17 | 0.00 |
| 56 | Hueneme Elementary | 403.00 | 51,901 | BA+CR | 93,196 | 8 | 111,966 | 85,319 | 184 | 7,951.44 | 1.25 |
| 56 | Mesa Union Elementary | 30.40 | 46,096 | BA | 71,464 | 6 | 88,340 | 74,568 | 186 | 590.62 | 0.00 |
| 56 | Moorpark Unified | 277.00 | 38,195 | BA+I | 72,354 | 7 | 91,793 | 69,768 | 185 | 5,903.67 | 3.00 |
| 56 | Mupu Elementary | 8.62 | 45,197 | BA | 74,500 | 6 | 89,065 | 78,200 | 184 | 157.63 | 0.00 |
| 56 | Oak Park Unified | 201.30 | 51,149 | BA | 88,959 | 13 | 111,727 | 80,889 | 185 | 4,429.93 | 3.00 |
| 56 | Ocean View Elementary (4) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 2,439.69 | N/A |
| 56 | Ojai Unified | 109.48 | 43,643 | BA+CR | 67,056 | 6 | 82,332 | 66,803 | 184 | 2,273.39 | 2.71 |
| 56 | Oxnard Elementary | 800.00 | 48,873 | BA | 81,201 | 11 | 103,934 | 80,975 | 183 | 15,602.80 | 1.25 |
| 56 | Oxnard Union High | 725.15 | 54,323 | BA+PC | 91,581 | 5 | 105,601 | 97,512 | 184 | 15,565.90 | 1.00 |
| 56 | Pleasant Valley School District | 295.90 | 50,599 | BA | 78,817 | 7 | 101,815 | 80,054 | 184 | 6,009.30 | 1.90 |
| 56 | Rio Elementary | 240.40 | 47,007 | BA+PM | 81,239 | 7 | 102,592 | 78,115 | 185 | 5,032.48 | 2.50 |
| 56 | Santa Clara Elementary | 2.00 | 53,448 | BA+30 | 57,987 | 6 | 95,555 | 76,072 | 186 | 57.65 | 4.00 |
| 56 | Santa Paula Unified | 298.00 | 51,650 | BA+15 | 79,608 | 11 | 96,092 | 76,482 | 184 | 5,028.42 | 2.00 |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT

| Co | LEA | Total Salary Schedule FTE | Lowest Scheduled Salary Offered | Lowest Salary Schedule Heading | Average Salary Paid | Highest Entry Level Step | Highest Scheduled Salary Offered | Salary at BA+60 Step 10 Offered | No. of Service Days Req'd | 2018-19 P-2 ADA | % Salary Chg Over 2017-18 |
|----|---------------------------|---------------------------|---------------------------------|--------------------------------|---------------------|--------------------------|----------------------------------|---------------------------------|---------------------------|-----------------|---------------------------|
| 56 | Simi Valley Unified | 746.80 | 46,896 | BA | 80,731 | 10 | 95,383 | 73,819 | 185 | 15,771.80 | 2.75 |
| 56 | Somis Union Elementary | 14.10 | 46,600 | BA+30 | 73,476 | 8 | 86,731 | 73,124 | 182 | 230.33 | 2.25 |
| 56 | Ventura Unified | 799.85 | 47,778 | BA | 77,464 | 6 | 95,296 | 68,801 | 185 | 15,688.40 | 2.00 |
| 57 | Yolo County Office of Ed. | 35.40 | 44,724 | BA NC | 63,004 | 15 | 88,259 | 65,672 | 182 | N/A | 2.41 |
| 57 | Davis Joint Unified | 452.73 | 40,169 | BA | 70,675 | 21 | 89,268 | 63,987 | 184 | 8,229.70 | 0.00 |
| 57 | Esparto Unified | 48.48 | 50,726 | BA<45 | 72,172 | 10 | 99,919 | 69,517 | 182 | 873.45 | 3.00 |
| 57 | Washington Unified | 404.27 | 42,308 | BA<30 | 72,656 | 13 | 96,282 | 71,482 | 184 | 7,278.07 | 2.40 |
| 57 | Winters Joint Unified | 82.17 | 46,426 | BA+I | 72,321 | 11 | 90,734 | 64,414 | 183 | 1,471.34 | 4.00 |
| 57 | Woodland Joint Unified | 609.85 | 45,236 | BA | 68,811 | 25 | 91,792 | 64,833 | 184 | 9,443.18 | 0.00 |
| 58 | Yuba County Office of Ed. | 63.50 | 47,331 | BA | 60,126 | 25 | 85,248 | 66,092 | 181 | 243.10 | 5.00 |
| 58 | Camptonville Elementary | 3.00 | 46,367 | BA+30 | 53,816 | 3 | 80,548 | 59,935 | 182 | 44.54 | 2.00 |
| 58 | Marysville Joint Unified | 446.50 | 51,395 | <BA N | 76,268 | 38 | 104,250 | 72,739 | 183 | 9,481.20 | 0.00 |
| 58 | Plumas Elementary | 73.40 | 46,166 | BA+CR | 63,423 | 28 | 92,858 | 67,952 | 184 | 1,282.40 | 2.00 |
| 58 | Wheatland Elementary | 66.00 | 43,988 | BA | 81,182 | 6 | 94,012 | 79,710 | 181 | 1,239.97 | 0.00 |
| 58 | Wheatland High | 35.30 | 41,794 | I | 71,480 | 10 | 90,995 | 68,646 | 181 | 749.91 | 0.00 |
| | Overall Totals | 276,595.56 | 30,000 (1) | | | | 159,627 (2) | 134,422 (3) | | 5,295,974.73 | |
| | Total Statewide Averages | | 48,180 | | 82,746 | | 96,049 | 73,588 | 184.59 | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

01 Alameda

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 26.54 | 3,032,686 | 114,268 | 119,908 | 91,885 | 63,861 |
| Unified | 14 | 10,237.63 | 854,705,867 | 83,487 | 122,930 | 83,033 | 43,135 |
| TOTALS | 15 | 10,264.17 | 857,738,552 | | | | |

02 Alpine

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 1 | 11.00 | 675,052 | 61,368 | 79,824 | 63,680 | 47,535 |
| TOTALS | 1 | 11.00 | 675,052 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

03 Amador

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 1 | 169.77 | 11,598,400 | 68,318 | 88,601 | 65,416 | 42,230 |
| TOTALS | 1 | 169.77 | 11,598,400 | | | | |

04 Butte

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 129.00 | 8,368,910 | 64,875 | 80,546 | 60,263 | 39,980 |
| Elementary | 6 | 309.29 | 24,601,375 | 79,541 | 108,697 | 70,909 | 33,120 |
| High | 1 | 113.00 | 8,221,957 | 72,761 | 90,944 | 68,568 | 46,192 |
| Unified | 5 | 1,067.20 | 76,544,556 | 71,725 | 101,243 | 70,122 | 39,000 |
| TOTALS | 13 | 1,618.49 | 117,736,797 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

05 Calaveras

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 24.02 | 1,568,581 | 65,303 | 85,972 | 66,794 | 47,615 |
| Elementary | 2 | 75.50 | 5,027,286 | 66,587 | 93,793 | 64,950 | 36,106 |
| High | 1 | 39.00 | 3,358,868 | 86,125 | 110,938 | 80,433 | 49,927 |
| Unified | 1 | 125.31 | 9,052,218 | 72,239 | 89,769 | 66,970 | 44,171 |
| TOTALS | 5 | 263.83 | 19,006,953 | | | | |

06 Colusa

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 24.78 | 1,742,569 | 70,322 | 91,809 | 67,655 | 43,500 |
| Unified | 4 | 242.91 | 17,005,095 | 70,006 | 101,141 | 72,913 | 44,685 |
| TOTALS | 5 | 267.69 | 18,747,664 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

07 Contra Costa

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 78.00 | 6,586,952 | 84,448 | 106,144 | 79,923 | 53,701 |
| Elementary | 8 | 1,392.38 | 111,185,492 | 79,853 | 97,650 | 66,360 | 35,070 |
| High | 2 | 665.96 | 57,952,355 | 87,021 | 106,681 | 79,119 | 51,557 |
| Unified | 7 | 6,213.65 | 486,222,626 | 78,251 | 100,163 | 71,986 | 43,808 |
| TOTALS | 18 | 8,349.99 | 661,947,426 | | | | |

08 Del Norte

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 1 | 213.60 | 14,763,765 | 69,119 | 87,596 | 67,345 | 47,093 |
| TOTALS | 1 | 213.60 | 14,763,765 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

09 El Dorado

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 65.21 | 4,849,948 | 74,374 | 99,098 | 73,855 | 48,612 |
| Elementary | 8 | 611.87 | 44,861,076 | 73,318 | 95,245 | 67,115 | 38,985 |
| High | 1 | 252.50 | 21,368,425 | 84,627 | 103,893 | 76,881 | 49,869 |
| Unified | 2 | 280.83 | 20,883,551 | 74,364 | 103,152 | 73,193 | 43,233 |
| TOTALS | 12 | 1,210.41 | 91,963,000 | | | | |

10 Fresno

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 4 | 142.24 | 9,246,763 | 65,008 | 97,164 | 66,262 | 35,360 |
| High | 1 | 56.00 | 4,627,717 | 82,638 | 98,373 | 74,368 | 50,363 |
| Unified | 17 | 9,396.13 | 713,377,482 | 75,922 | 108,585 | 75,096 | 41,607 |
| TOTALS | 22 | 9,594.37 | 727,251,963 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

11 Glenn

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 1 | 9.06 | 542,521 | 59,881 | 80,838 | 61,519 | 42,200 |
| Unified | 3 | 233.93 | 17,029,728 | 72,798 | 103,220 | 72,400 | 41,579 |
| TOTALS | 4 | 242.99 | 17,572,249 | | | | |

12 Humboldt

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 84.00 | 5,003,370 | 59,564 | 72,602 | 57,932 | 43,262 |
| Elementary | 8 | 231.43 | 14,446,588 | 62,423 | 82,792 | 58,851 | 34,909 |
| High | 1 | 64.00 | 4,167,074 | 65,111 | 78,039 | 59,608 | 41,176 |
| Unified | 5 | 359.13 | 21,546,466 | 59,996 | 80,874 | 60,487 | 40,100 |
| TOTALS | 15 | 738.56 | 45,163,498 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

13 Imperial

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 75.00 | 5,373,889 | 71,652 | 102,999 | 75,047 | 47,095 |
| Elementary | 6 | 585.62 | 53,402,092 | 91,189 | 135,433 | 92,005 | 48,577 |
| High | 2 | 299.95 | 28,381,966 | 94,622 | 128,913 | 91,782 | 54,650 |
| Unified | 4 | 813.90 | 68,514,150 | 84,180 | 116,513 | 80,117 | 43,720 |
| TOTALS | 13 | 1,774.47 | 155,672,097 | | | | |

14 Inyo

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Elementary | 1 | 8.57 | 526,608 | 61,448 | 86,370 | 61,787 | 37,204 |
| Unified | 5 | 149.25 | 10,978,739 | 73,559 | 94,741 | 67,752 | 40,762 |
| TOTALS | 6 | 157.82 | 11,505,348 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

15 Kern

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 189.73 | 12,889,604 | 67,937 | 87,363 | 67,778 | 48,192 |
| Elementary | 23 | 5,041.42 | 371,223,301 | 73,635 | 101,097 | 68,624 | 36,151 |
| High | 4 | 2,232.90 | 173,910,134 | 77,885 | 115,334 | 80,088 | 44,842 |
| Unified | 6 | 1,032.86 | 72,437,783 | 70,133 | 98,516 | 68,549 | 38,582 |
| TOTALS | 34 | 8,496.91 | 630,460,822 | | | | |

16 Kings

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 53.00 | 3,401,952 | 64,188 | 84,777 | 65,849 | 46,921 |
| Elementary | 8 | 711.50 | 55,412,967 | 77,882 | 105,889 | 74,202 | 42,515 |
| High | 2 | 271.79 | 20,754,166 | 76,361 | 100,833 | 74,938 | 49,043 |
| Unified | 2 | 312.00 | 23,231,576 | 74,460 | 102,489 | 75,993 | 49,496 |
| TOTALS | 13 | 1,348.29 | 102,800,661 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

17 Lake

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 4.00 | 249,937 | 62,484 | 80,545 | 66,143 | 51,741 |
| Elementary | 1 | 15.00 | 856,674 | 57,112 | 73,846 | 56,835 | 39,824 |
| Unified | 5 | 497.58 | 30,348,844 | 60,993 | 87,891 | 64,170 | 40,448 |
| TOTALS | 7 | 516.58 | 31,455,455 | | | | |

18 Lassen

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 19.00 | 1,257,848 | 66,203 | 94,444 | 68,650 | 42,855 |
| Elementary | 6 | 100.36 | 6,342,460 | 63,197 | 88,214 | 61,248 | 34,281 |
| High | 1 | 36.30 | 2,609,720 | 71,893 | 90,947 | 68,776 | 46,605 |
| Unified | 2 | 21.06 | 1,186,370 | 56,333 | 81,635 | 60,008 | 38,380 |
| TOTALS | 10 | 176.72 | 11,396,398 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

19 Los Angeles

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 23 | 6,539.30 | 551,233,959 | 84,296 | 116,268 | 78,603 | 40,938 |
| High | 5 | 3,070.05 | 259,956,745 | 84,675 | 116,455 | 79,800 | 43,144 |
| Unified | 47 | 51,288.65 | 4,271,688,930 | 83,287 | 122,685 | 82,406 | 42,126 |
| TOTALS | 75 | 60,898.00 | 5,082,879,633 | | | | |

20 Madera

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 108.90 | 7,316,177 | 67,183 | 81,348 | 62,208 | 43,067 |
| Elementary | 3 | 170.00 | 12,310,796 | 72,416 | 96,714 | 69,278 | 41,842 |
| High | 1 | 53.00 | 3,595,333 | 67,836 | 93,310 | 69,859 | 46,407 |
| Unified | 4 | 1,286.89 | 94,254,339 | 73,242 | 93,867 | 66,568 | 39,269 |
| TOTALS | 9 | 1,618.79 | 117,476,645 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

21 Marin

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 55.44 | 5,143,830 | 92,782 | 104,106 | 77,079 | 50,051 |
| Elementary | 10 | 889.14 | 76,559,140 | 86,105 | 109,133 | 78,982 | 48,831 |
| High | 2 | 415.90 | 42,402,165 | 101,953 | 116,803 | 86,931 | 57,059 |
| Unified | 2 | 429.83 | 34,539,781 | 80,357 | 106,268 | 77,378 | 48,488 |
| TOTALS | 15 | 1,790.31 | 158,644,916 | | | | |

22 Mariposa

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 1 | 100.37 | 6,290,757 | 62,676 | 78,334 | 61,551 | 44,767 |
| TOTALS | 1 | 100.37 | 6,290,757 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

23 Mendocino

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 19.02 | 1,324,289 | 69,626 | 85,973 | 65,257 | 44,541 |
| Unified | 8 | 661.21 | 41,345,557 | 62,530 | 90,147 | 63,365 | 36,582 |
| Common Admin. | 1 | 28.96 | 1,671,869 | 57,730 | 81,181 | 60,770 | 40,359 |
| TOTALS | 10 | 709.19 | 44,341,715 | | | | |

24 Merced

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 147.94 | 10,567,350 | 71,430 | 90,178 | 70,089 | 50,000 |
| Elementary | 12 | 1,266.23 | 107,276,038 | 84,721 | 108,143 | 71,760 | 35,377 |
| High | 2 | 605.70 | 47,943,880 | 79,154 | 102,059 | 74,590 | 47,121 |
| Unified | 4 | 856.93 | 70,900,863 | 82,738 | 110,847 | 79,424 | 48,000 |
| TOTALS | 19 | 2,876.80 | 236,688,131 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

25 Modoc

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 10.50 | 579,653 | 55,205 | 82,574 | 60,293 | 38,012 |
| Unified | 3 | 82.08 | 5,097,528 | 62,104 | 90,420 | 63,060 | 35,700 |
| TOTALS | 4 | 92.58 | 5,677,181 | | | | |

26 Mono

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 2 | 103.29 | 7,587,844 | 73,462 | 93,256 | 69,070 | 44,883 |
| TOTALS | 2 | 103.29 | 7,587,844 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

27 Monterey

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 115.75 | 9,000,616 | 77,759 | 96,143 | 71,372 | 46,600 |
| Elementary | 12 | 1,447.62 | 104,362,778 | 72,093 | 121,187 | 78,784 | 36,380 |
| High | 2 | 941.00 | 75,676,482 | 80,421 | 118,574 | 80,418 | 42,261 |
| Unified | 7 | 1,365.59 | 108,498,443 | 79,452 | 129,449 | 83,551 | 37,653 |
| TOTALS | 22 | 3,869.96 | 297,538,320 | | | | |

28 Napa

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Elementary | 1 | 5.55 | 423,924 | 76,383 | 99,981 | 77,116 | 54,251 |
| Unified | 3 | 1,010.83 | 88,306,179 | 87,360 | 149,370 | 102,319 | 55,268 |
| TOTALS | 4 | 1,016.38 | 88,730,104 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

29 Nevada

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 19.00 | 1,190,115 | 62,638 | 89,728 | 69,926 | 50,124 |
| Elementary | 7 | 259.75 | 18,385,044 | 70,780 | 90,232 | 67,270 | 44,307 |
| High | 1 | 152.41 | 11,304,093 | 74,169 | 92,839 | 70,625 | 48,411 |
| TOTALS | 9 | 431.16 | 30,879,252 | | | | |

30 Orange

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 248.72 | 24,254,625 | 97,518 | 114,712 | 79,484 | 44,255 |
| Elementary | 12 | 4,099.49 | 376,036,043 | 91,728 | 113,025 | 78,177 | 43,329 |
| High | 3 | 2,508.23 | 243,140,098 | 96,937 | 119,208 | 85,978 | 52,748 |
| Unified | 12 | 14,028.78 | 1,280,743,128 | 91,294 | 135,823 | 82,912 | 30,000 |
| TOTALS | 28 | 20,885.22 | 1,924,173,893 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

31 Placer

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 58.81 | 4,664,363 | 79,312 | 101,485 | 72,590 | 43,694 |
| Elementary | 9 | 1,402.21 | 112,930,789 | 80,538 | 100,728 | 68,394 | 36,060 |
| High | 2 | 620.35 | 53,946,107 | 86,961 | 104,652 | 75,130 | 45,608 |
| Unified | 3 | 1,189.82 | 97,370,529 | 81,836 | 112,230 | 75,156 | 38,082 |
| TOTALS | 15 | 3,271.19 | 268,911,787 | | | | |

32 Plumas

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Unified | 1 | 120.00 | 6,882,915 | 57,358 | 84,693 | 61,287 | 37,881 |
| TOTALS | 1 | 120.00 | 6,882,915 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

33 Riverside

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 4 | 1,010.50 | 86,555,121 | 85,656 | 114,027 | 78,794 | 43,561 |
| High | 1 | 386.00 | 36,835,165 | 95,428 | 112,472 | 84,495 | 56,518 |
| Unified | 18 | 17,344.89 | 1,580,237,024 | 91,107 | 119,103 | 82,194 | 45,284 |
| TOTALS | 23 | 18,741.39 | 1,703,627,309 | | | | |

34 Sacramento

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 125.25 | 10,394,508 | 82,990 | 93,443 | 73,368 | 53,292 |
| Elementary | 2 | 207.60 | 16,108,647 | 77,595 | 94,926 | 68,977 | 43,028 |
| High | 1 | 112.49 | 9,174,519 | 81,559 | 101,713 | 71,056 | 40,399 |
| Unified | 8 | 10,741.61 | 835,207,732 | 77,754 | 100,975 | 69,434 | 37,893 |
| TOTALS | 12 | 11,186.95 | 870,885,406 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

35 San Benito

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 2 | 309.35 | 23,596,461 | 76,278 | 101,696 | 76,296 | 50,896 |
| High | 1 | 129.70 | 10,499,894 | 80,955 | 105,167 | 80,181 | 55,194 |
| Unified | 1 | 54.50 | 3,871,623 | 71,039 | 96,301 | 71,116 | 45,930 |
| TOTALS | 4 | 493.55 | 37,967,978 | | | | |

36 San Bernardino

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 274.00 | 25,437,471 | 92,837 | 105,412 | 77,383 | 49,354 |
| Elementary | 11 | 3,472.13 | 298,777,526 | 86,050 | 114,924 | 75,713 | 36,502 |
| High | 2 | 1,419.72 | 140,298,472 | 98,821 | 120,530 | 85,693 | 50,856 |
| Unified | 17 | 13,138.41 | 1,114,512,833 | 84,829 | 113,873 | 78,337 | 42,800 |
| TOTALS | 31 | 18,304.26 | 1,579,026,302 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

37 San Diego

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 230.00 | 21,816,806 | 94,856 | 118,967 | 84,606 | 50,244 |
| Elementary | 19 | 6,706.54 | 552,628,640 | 82,401 | 114,921 | 77,639 | 40,356 |
| High | 6 | 3,585.08 | 316,283,785 | 88,222 | 127,690 | 84,934 | 42,178 |
| Unified | 12 | 11,482.88 | 941,116,254 | 81,958 | 111,092 | 75,973 | 40,853 |
| TOTALS | 38 | 22,004.50 | 1,831,845,485 | | | | |

38 San Francisco

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Unified | 1 | 3,660.06 | 277,695,212 | 75,872 | 100,094 | 74,502 | 48,909 |
| TOTALS | 1 | 3,660.06 | 277,695,212 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

39 San Joaquin

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 261.50 | 16,926,400 | 64,728 | 92,883 | 70,335 | 47,787 |
| Elementary | 5 | 175.27 | 12,480,246 | 71,206 | 90,047 | 65,137 | 40,226 |
| Unified | 9 | 6,339.84 | 486,260,944 | 76,699 | 102,888 | 73,444 | 43,999 |
| TOTALS | 15 | 6,776.61 | 515,667,591 | | | | |

40 San Luis Obispo

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 33.12 | 2,449,584 | 73,961 | 89,011 | 67,019 | 45,026 |
| Elementary | 3 | 62.05 | 4,108,145 | 66,207 | 96,931 | 67,534 | 38,137 |
| Unified | 7 | 1,733.22 | 124,334,247 | 71,736 | 99,703 | 69,190 | 38,676 |
| TOTALS | 11 | 1,828.39 | 130,891,975 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

41 San Mateo

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 83.00 | 7,603,580 | 91,609 | 109,069 | 77,359 | 45,649 |
| Elementary | 14 | 2,574.47 | 216,609,044 | 84,137 | 137,667 | 90,322 | 42,977 |
| High | 3 | 1,305.50 | 132,001,291 | 101,112 | 127,400 | 88,475 | 49,550 |
| Unified | 3 | 632.34 | 48,606,041 | 76,867 | 102,669 | 76,335 | 50,000 |
| TOTALS | 21 | 4,595.31 | 404,819,957 | | | | |

42 Santa Barbara

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 81.33 | 6,860,926 | 84,359 | 104,710 | 76,107 | 47,504 |
| Elementary | 12 | 1,564.24 | 131,287,358 | 83,930 | 135,000 | 88,095 | 41,189 |
| High | 2 | 441.80 | 39,068,667 | 88,431 | 104,941 | 76,631 | 48,320 |
| Unified | 4 | 1,268.64 | 96,606,181 | 76,149 | 96,099 | 64,589 | 33,078 |
| TOTALS | 19 | 3,356.01 | 273,823,132 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

43 Santa Clara

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 169.80 | 16,296,842 | 95,977 | 115,686 | 87,957 | 60,228 |
| Elementary | 19 | 5,489.55 | 492,586,764 | 89,732 | 120,417 | 85,331 | 50,245 |
| High | 5 | 2,472.46 | 250,709,722 | 101,401 | 159,627 | 108,939 | 58,250 |
| Unified | 6 | 4,696.57 | 431,675,716 | 91,913 | 133,972 | 91,645 | 49,318 |
| TOTALS | 31 | 12,828.38 | 1,191,269,044 | | | | |

44 Santa Cruz

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 68.38 | 5,030,116 | 73,561 | 90,577 | 66,976 | 43,374 |
| Elementary | 4 | 208.10 | 14,220,739 | 68,336 | 95,612 | 66,160 | 36,708 |
| Unified | 3 | 1,302.50 | 87,132,464 | 66,896 | 92,844 | 66,107 | 39,369 |
| Common Admin. | 1 | 343.70 | 26,727,491 | 77,764 | 99,007 | 75,921 | 52,834 |
| TOTALS | 9 | 1,922.68 | 133,110,810 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

45 Shasta

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Elementary | 15 | 652.07 | 44,855,950 | 68,790 | 96,760 | 64,968 | 33,175 |
| High | 2 | 299.40 | 22,291,036 | 74,452 | 93,658 | 66,272 | 38,885 |
| Unified | 2 | 204.62 | 13,373,697 | 65,359 | 88,262 | 62,961 | 37,659 |
| TOTALS | 19 | 1,156.09 | 80,520,682 | | | | |

46 Sierra

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| Unified | 1 | 27.75 | 1,715,334 | 61,814 | 85,434 | 61,569 | 37,704 |
| TOTALS | 1 | 27.75 | 1,715,334 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

47 Siskiyou

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 26.26 | 1,689,267 | 64,329 | 77,517 | 58,665 | 39,813 |
| Elementary | 10 | 78.00 | 4,613,029 | 59,141 | 78,569 | 58,027 | 37,485 |
| High | 3 | 80.45 | 5,494,321 | 68,295 | 95,280 | 65,854 | 36,428 |
| Unified | 1 | 38.72 | 2,178,007 | 56,250 | 72,108 | 51,831 | 31,553 |
| TOTALS | 15 | 223.43 | 13,974,625 | | | | |

48 Solano

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 64.31 | 4,750,312 | 73,866 | 84,358 | 64,148 | 43,938 |
| Unified | 6 | 2,836.69 | 201,456,530 | 71,018 | 93,968 | 67,892 | 41,815 |
| TOTALS | 7 | 2,901.00 | 206,206,843 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

49 Sonoma

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 88.02 | 6,624,665 | 75,263 | 89,636 | 69,087 | 48,537 |
| Elementary | 24 | 1,059.95 | 74,949,033 | 70,710 | 102,320 | 70,679 | 39,037 |
| High | 1 | 101.33 | 6,797,281 | 67,081 | 83,498 | 63,477 | 43,455 |
| Unified | 6 | 957.50 | 62,835,432 | 65,624 | 88,734 | 64,723 | 40,712 |
| Common Admin. | 2 | 1,166.20 | 86,459,431 | 74,138 | 91,585 | 68,032 | 44,479 |
| TOTALS | 34 | 3,373.00 | 237,665,843 | | | | |

50 Stanislaus

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 162.46 | 12,920,246 | 79,529 | 104,905 | 74,097 | 43,288 |
| Elementary | 13 | 1,052.78 | 83,645,033 | 79,452 | 106,283 | 74,173 | 42,062 |
| Unified | 9 | 2,452.57 | 196,832,095 | 80,255 | 109,654 | 75,416 | 41,177 |
| Common Admin. | 1 | 1,379.05 | 128,342,127 | 93,066 | 114,050 | 87,787 | 61,523 |
| TOTALS | 24 | 5,046.86 | 421,739,501 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

51 Sutter

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 58.50 | 3,954,247 | 67,594 | 93,543 | 66,489 | 39,435 |
| Elementary | 4 | 63.00 | 4,157,489 | 65,992 | 94,138 | 63,671 | 33,203 |
| High | 2 | 48.00 | 3,223,784 | 67,162 | 87,180 | 66,053 | 44,925 |
| Unified | 2 | 719.96 | 54,319,787 | 75,448 | 100,259 | 73,044 | 45,828 |
| TOTALS | 9 | 889.46 | 65,655,308 | | | | |

52 Tehama

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 23.00 | 1,570,246 | 68,272 | 91,261 | 68,341 | 45,420 |
| Elementary | 9 | 365.04 | 25,101,038 | 68,762 | 91,964 | 65,557 | 39,150 |
| High | 1 | 90.30 | 6,830,565 | 75,643 | 91,461 | 67,437 | 43,413 |
| TOTALS | 11 | 478.34 | 33,501,849 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

53 Trinity

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 1 | 11.35 | 635,932 | 56,029 | 69,023 | 54,450 | 39,877 |
| Unified | 2 | 26.36 | 1,630,130 | 61,841 | 84,165 | 59,336 | 34,507 |
| TOTALS | 3 | 37.71 | 2,266,062 | | | | |

54 Tulare

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 236.85 | 21,709,198 | 91,658 | 110,179 | 77,871 | 45,563 |
| Elementary | 32 | 1,386.15 | 106,792,822 | 77,043 | 111,122 | 73,508 | 35,894 |
| High | 1 | 247.78 | 21,158,312 | 85,392 | 104,930 | 80,609 | 56,288 |
| Unified | 9 | 2,964.30 | 230,948,347 | 77,910 | 105,897 | 76,927 | 47,956 |
| TOTALS | 43 | 4,835.08 | 380,608,680 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

55 Tuolumne

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| Elementary | 5 | 116.30 | 7,671,770 | 65,965 | 105,199 | 72,978 | 40,756 |
| High | 1 | 46.40 | 3,460,000 | 74,569 | 88,869 | 65,002 | 41,135 |
| Unified | 1 | 22.65 | 1,459,329 | 64,430 | 79,933 | 64,039 | 48,145 |
| TOTALS | 7 | 185.35 | 12,591,098 | | | | |

56 Ventura

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 1 | 140.62 | 10,424,993 | 74,136 | 94,260 | 71,581 | 48,902 |
| Elementary | 9 | 1,825.62 | 151,464,743 | 82,966 | 111,966 | 78,582 | 45,197 |
| High | 1 | 725.15 | 66,409,967 | 91,581 | 105,601 | 79,962 | 54,323 |
| Unified | 8 | 3,532.51 | 282,062,908 | 79,848 | 111,727 | 74,961 | 38,195 |
| TOTALS | 19 | 6,223.90 | 510,362,611 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

57 Yolo

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 35.40 | 2,230,348 | 63,004 | 88,259 | 66,492 | 44,724 |
| Unified | 5 | 1,597.50 | 112,775,751 | 70,595 | 99,919 | 70,044 | 40,169 |
| TOTALS | 6 | 1,632.90 | 115,006,099 | | | | |

58 Yuba

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|-----------------|-----------------------|----------------------------------|------------------------------------|----------------------------|---|--------------------------------|---------------------------------------|
| County Office | 1 | 63.50 | 3,818,030 | 60,126 | 85,248 | 66,290 | 47,331 |
| Elementary | 3 | 142.40 | 10,174,738 | 71,452 | 94,012 | 69,000 | 43,988 |
| High | 1 | 35.30 | 2,523,228 | 71,480 | 90,995 | 66,395 | 41,794 |
| Unified | 1 | 446.50 | 34,053,810 | 76,268 | 104,250 | 77,823 | 51,395 |
| TOTALS | 6 | 687.70 | 50,569,806 | | | | |

2018-19 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY, BY DISTRICT, BY TYPE

GRAND TOTALS

| LEA Type | Number of LEAs | Total Salary Schedule FTE | Total Salary Schedule Costs | Average Salary Paid | Highest Scheduled Salary Offered | Mid Point Salary Amount | Lowest Salary Schedule Offered |
|---------------------------------|----------------|---------------------------|-----------------------------|---------------------|----------------------------------|-------------------------|--------------------------------|
| County Office | 40 | 3,781.66 | 300,875,049 | 79,562 | 119,908 | 78,960 | 38,012 |
| Elementary | 391 | 53,845.99 | 4,420,213,983 | 82,090 | 137,667 | 85,394 | 33,120 |
| High | 68 | 23,924.90 | 2,136,377,294 | 89,295 | 159,627 | 98,028 | 36,428 |
| Unified | 324 | 192,125.10 | 15,786,506,492 | 82,168 | 149,370 | 89,685 | 30,000 |
| Common Admin. | 5 | 2,917.91 | 243,200,919 | 83,348 | 114,050 | 77,205 | 40,359 |
| OVERALL TOTALS | 828 | 276,595.56 | 22,887,173,736 | | | | |
| TOTAL STATEWIDE AVERAGES | | | | 82,746 | 96,049 | 72,115 | 48,180 |