# Readme for the 2020–21 Report of Teacher Salary and Benefit Data (Form J-90)

California Department of Education

December 29, 2021

## Background:

In a continuing effort to share the results of our data collections, we are making available the entire database of J-90 data. The database is based on information submitted by school districts and county offices on the annual "Salary and Benefits Schedule for the Certificated Bargaining unit," Form J-90.

The self-extracting zipped file j902021.exe contains three files: the readme file (j902021readme.docx), the summarized report j90summary2021.pdf, and a Microsoft Access database, j902021.accdb. When executed, the files are extracted onto your PC into the default subdirectory C:\j902021. (You can change the extract directory.)

File layouts for the Access database.

## J-90 TSAL121 File

Contains information from sections I, III, IV, V, and VI of the J-90.

| **Field** | **# of Characters or Number** | **Source** | **Description of Contents for General data** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit district Code |
| CDS | C 7 | J-90 | Seven digit combined code - Note this is the code used as a key for all records in system |
| TS1\_Dname | C 34 | Master | District Name (Long name) |
| TS1\_County | C 18 | Master | County Name |
| TS1\_Type | C 1 | Master | 0=County Office of Education (COE), 1=Elementary, 2=High School, 4=Unified, 3=Common Admin District |
| TS1\_ADA | N 7 | Master | The current P-2 Average Daily Attendance (ADA) |
| TS1\_BACol | N 2 | J-90 | The column number for Bachelors (BA)+60 determination |
| TS1\_Pctchg | N 7.2 | J-90 | Percentage change in salary schedule over the last year. |
| TS1\_Ndays | N 4 | J-90 | Number of student instructional days |
| TS1\_Rdays | N 4 | J-90 | Number of service days required of returning teachers. |
| TS1\_Hstep | N 3 | J-90 | Highest entry level step for experienced teacher. |
| TS1\_Hcol | N 3 | J-90 | Column indicator for entry level experienced teacher. |
| TS1\_Minsal | N 6 | J-90 | The minimum salary offered to teaching staff |
| TS1\_Maxsal | N 6 | J-90 | The maximum salary offered to teaching staff |
| TS1\_totfte | N 10.2 | J-90 | The number of full time teachers on salary schedule. |
| TS1\_couns | C 1 | J-90 | Indicates whether counselors are paid from salary schedule. |
| TS1\_nurse | C 1 | J-90 | Indicates whether nurses are paid from salary schedule. |
| TS1\_psych | C 1 | J-90 | Indicates whether psychologists are paid from salary schedule. |
| TS1\_libra | C 1 | J-90 | Indicates whether librarians are paid from salary schedule. |
| TS1\_MBonan | N 9.2 | J-90 | Indicated bonus amount paid over salary schedule for Master’s degree |
| TS1\_Mbonft | N 9.2 | J-90 | Indicates number of Full Time Equivalents (FTE's) eligible for Master’s degree bonus |
| TS1\_Dbonam | N 9.2 | J-90 | Indicates bonus amount paid over salary schedule for Doctorate degree. |
| TS1\_Dbonft | N 9.2 | J-90 | Indicates number of FTE's eligible for Doctorate degree bonus. |
| TS1\_SEbona | N 9.2 | J-90 | Indicates bonus amount paid over salary schedule for Special Education assignment. |
| TS1\_SEbonf | N 9.2 | J-90 | Number of FTE's eligible for Special Education assignment bonus. |
| TS1\_BBonam | N 9.2 | J-90 | Indicates bonus amount paid over salary schedule for Bilingual assignments. |
| TS1\_BBonft | N 9.2 | J-90 | Number of FTE's eligible for Bilingual assignments bonus. |
| TS1\_O1bonaTS1\_O2bonaTS1\_O3bonaTS1\_O4bona | N 9.2 | J-90 | Indicates bonus amount paid over salary schedule for other Credential Instructional Assignments (up to 4 the user can add). |
| TS1\_O1bonfTS1\_O2bonfTS1\_O3bonfTS1\_O4bonf | N 9.2 | J-90 | Number of FTE's for each type of additional bonus. |
| TS1\_O1descTS1\_O2descTS1\_O3descTS1\_O4desc | C 20 | J-90 | Description of each additional bonus. |
| TS1\_PrinE | N 9.2 | J-90 | The average annual elementary principal salary. |
| TS1\_PrinM | N 9.2 | J-90 | The average annual middle school principal salary |
| TS1\_PrinH | N 9.2 | J-90 | The average annual high school principal salary |
| TS1\_Supt | N 9.2 | J-90 | The annual salary of the district superintendent |
| TS1\_DprinE | N 9.2 | J-90 | Number of obligated service days for elementary school principles |
| TS1\_DprinM | N 9.2 | J-90 | Number of obligated service days for middle school principles |
| TS1\_DprinH | N 9.2 | J-90 | Number of obligated service days for high school principles |
| TS1\_Dissup | N 9.2 | J-90 | Number of obligated service days for District Superintendent |
| TS1\_Pctsup | N 6.2 | J-90 | Percentage for the Superintendent if it is less than full time |
| TS1\_Effdat | Date | J-90 | The effective date of the contract |
| TS1\_Note | C 80 | J-90 | The name of the agency or trust through which the district purchases the health plans |
| TS1\_Conf | C 1 | Entered | After the district returns the confirmation for to School Services of California (SSC), this field contains a “Y” |
| TS1\_Maxcaf | N 8.2 | J-90 | The maximum annual employer contributions to cafeteria plan |
| TS1\_Maxsin | N 8.2 | J-90 | The maximum annual employer contributions to single plan per employee. |
| TS1\_Maxtwo | N 8.2 | J-90 | The maximum annual employer contributions to a two party plan per employee. |
| TS1\_Maxthree | N 8.2 | J-90 | The maximum annual employer contributions to a three party plan per employee |
| TS1\_Maxfam | N 8.2 | J-90 | The maximum annual employer contributions to a family plan per employee. |
| TS1\_CAPTYPE | C 2 | J-90 | Is the cap hard or soft or Not Applicable (NA) |
| Printed | C 1 | J-90 | This indicates whether the confirmation reports were printed |
| Lastcol | N 2 | J-90 | Indicates the last column on salary schedule |
| Note2\_1 | C 60 | J-90 | Minimum salary exception explanation |
| Note2\_2 | C 60 | J-90 | Minimum salary exception explanation |
| Note 3\_1 | C 60 | J-90 | Maximum salary exception explanation |
| Note 3\_2 | C 60 | J-90 | Maximum salary exception explanation |
| Note 4\_1 | C 60 | J-90 | Benefits FTE exception explanation |
| Note 4\_2 | C 60 | J-90 | Benefits FTE exception explanation |
| Other\_plan | N 1 | J-90 | Is other benefit plan, a replacement or addition to the other health plans; 1=addition, 2=replacement |
| Ben\_life | C 1 | J-90 | Does district cover retirees for life? (Y/N) |
| Ben\_stop | N 3 | J-90 | If not for life, when do benefits stop? Age or years |
| Maxbonpct | N 6.2 | J-90 | Maximum bonus percentage |
| H\_plan | N 2 | J-90 | Number of Health plans |
| D\_plan | N 2 | J-90 | Number of dental plans |
| V\_plan | N 2 | J-90 | Number of vision plans |
| L\_plan | N 2 | J-90 | Number of life plans |
| O\_plan | N 2 | J-90 | Number of other plans |
| Axbonusa | N 6 | J-90 | Across the board bonus amount |
| Axbonusp | N 5.2 | J-90 | Across the board bonus percentage |
| Retroact | C 1 | J-90 | Can salary schedule retroactive? (Y/N) |
| Include | C 1 | J-90 | Are the benefit dollars included in the salary schedule? (Y/N) |
| TS1\_cbonam | N 9.2 | J-90 | For Cross-cultural Language Academic Development (CLAD) bonus amount |
| TS1\_cbontt | N 9.2 | J-90 | For CLAD bonus FTEs |
| TS1\_bcbona | N 9.2 | J-90 | For Bilingual Cross-cultural Language Academic Development (BCLAD) bonus amount |
| TS1\_bcbonf | N 9.2 | J-90 | For BCLAD bonus FTEs |
| TS1\_nbonam | N 9.2 | J-90 | For National Teacher Certification bonus amount |
| TS1\_nbonft | N 9.2 | J-90 | For National Teacher Certification bonus FTEs |
| Estep | N 2 | J-90 | Highest entry step for an emergency or intern credential teacher |
| Ecol | N 2 | J-90 | Highest entry column for an emergency or intern credential teacher |
| SSAmt | N 7.2 | J-90 | Summer school pay rate per session |
| Note 5\_1 | C 60 | J-90 | Summer school pay rate explanation |
| ColHead | C 5 | J-90 | Beginning salary column heading description |
| EFTE | N 9.2 | J-90 | Number of FTEs with emergency or intern credential |
| SSHr | N 7.2 | J-90 | Summer school pay rate per hour |
| SSDAY | N 9.2 | J-90 | Summer school daily rate |
| CHARTER | C 1 | J-90 | Salary schedule include charter school teachers? (Y/N) |
| CHTFTE | N 6 | J-90 | Number of charter school FTES included in the J-90 |
| R\_OTHER | N 1 | J-90 | Is other benefit plan, a replacement or addition to the other health plans in retired employees over 65; 1=addition, 2=replacement |
| UR\_OTHER | N 1 | J-90 | Is other benefit plan, a replacement or addition to the other health plans in retired employees under 66; 1=addition, 2=replacement |
| RETIRE | N 1 | J-90 | Is benefit plan provided for retired employees over 65 |
| URETIRE | N 1 | J-90 | Is benefit plan provided for retired employees under 65 |
| BONUSAPP | C 1 | J-90 | Do bonuses increase automatically as across-the-board increases are applied to the salary schedule? (Y/N) |
| LIABILITY | N 13 | J-90 | Unfunded liability amount reported in actuarial study |
| STUDYDATE | C 10 | J-90 | Latest actuarial study date |
| BA30COL | N 3 | Entered | BA+30 Salary column number in the schedule |
| Tsal\_ts | Date/Time | J-90 | The time and date the J-90 was submitted |

## J-90 TSAL221 File

Contains the text headings entered for each of the columns in the salary schedule, Section II.

| **Field** | **# of Characters or Number** | **Source** | **Description of Contents For salary schedule column heading** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit district code |
| CDS | C 7 | J-90 | Seven digit combined code |
| TS2\_Col | N 6 | J-90 | This indicates the column number |
| TS2\_Col1TS2\_Col1ATS2\_Col2TS2\_Col3TS2\_Col3A | C 20 | J-90 | These fields contain the description for the column, up to 20 characters each. Example: BA+60+MA |
| Ts2\_id | N 6 | Calculated | Ts2 ID number that is generated when a J-90 is submitted. Each record has an ID number. |

## J-90 TSAL321 File

Contains the salary and FTEs for each column and salary in Section II.

| **Field** | **# of Characters or Number** | **Source** | **Description of Contents For salary schedule** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit county code |
| CDS | C 7 | J-90 | Seven digit county code |
| TS3\_Col | N 6 | J-90 | This indicates the column for the salary |
| TS3\_Step | N 6 | J-90 | This is used to indicate the step for this salary |
| TS3\_Salary | N 6 | J-90 | This is the number of FTEs associated with this column and step |
| TS3\_FTE | N 8.2 | J-90 | This is the number of FTEs associated with this column and step |
| Ts3\_SALCOS | N 30 | Calculated | Calculated field of salary times number of FTEs |
| Ts3\_ID | N 6 | Calculated | Ts3 ID number that is generated when a J-90 is submitted. Each record has an ID number |

## J-90 TSAL421 File

Contains the benefit information in Section VII.

| **Field** | **# of Characters or Number** | **Sources** | **Description of Contents****For active FTEs health and welfare benefits** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit district code |
| CDS | C 7 | J-90 | Seven digit combined code |
| TS4\_Ben | C 1 | J-90 | A one character code indicating type of benefit. H for health, D for dental, V for vision, L for life, O for other |
| TS4\_Desc | C 30 | J-90 | The name of the plan |
| TS4\_Step | N 6 | Calculated | The health benefit plans ID. The first is always 1, the second and subsequent like plans are number consequently. This is calculated by the input program |
| TS4\_Column | N 6 | Calculated | A column 1 is always Single, 2 is two party plan, 3 is family plan, 4 is composite rate, 5 is three-party plan |
| TS4\_Annual | N 8.2 | J-90 | The annual cost of plan for active employees |
| TS4\_Contr | N 8.2 | J-90 | The amount the district contributes to the cost of the plan |
| TS4\_FTE | N 8.2 | J-90 | The number of active employees participating in the plan |
| TS4\_ID | N 6 | Calculated | Ts4\_ID number that is generated when a J-90 is submitted. Each record has an ID number |

## J-90 TSAL521 File

Contains the benefit information in Section VIII for retirees over 65.

| **Field** | **# of Characters or Number** | **Source** | **Description of Contents For retirees over 66 years** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit district code |
| CDS | C 7 | J-90 | Seven digit combined code |
| TS5\_Ben | C 1 | J-90 | A one character code indicating type of benefit. H for health, D for dental, V for vision, L for life, O for other |
| TS5\_Desc | C 30 | J-90 | The name of the plan |
| TS5\_Step | N 6 | Calculated | The health benefit plans ID. The first is always 1, the second and subsequent like plans are number consequently. This is calculated by the input program |
| TS5\_Column | N 6 | Calculated | A column 1 is always Single, 2 is two party plan, 3 is family plan, 4 is composite rate, 5 is three-party plan |
| TS5-Annual | N 8.2 | J-90 | The annual cost of plan |
| TS5\_Contr | N 8.2 | J-90 | The amount the district contributes to the cost of the plan |
| TS5\_FTE | N 8.2 | J-90 | The number of retired teachers (age 66 or over) participating in the plan |
| TS5\_ID | N 6 | Calculated | Ts5\_ID number that is generated when a J-90 is submitted. Each record has an ID number |

## J-90 TSAL621 File

Contains the benefit information in Section VIII for retirees 65 and under.

| **Field** | **# of Characters or Number** | **Source** | **Description of Contents for retirees under 65 years** |
| --- | --- | --- | --- |
| County | C 2 | J-90 | Two digit county code |
| District | C 5 | J-90 | Five digit county code |
| CDS | C 7 | J-90 | Seven digit combined code |
| TS6\_Ben | C 1 | J-90 | A one character code indicating the type of benefit. H for health, D for dental, V for vision, L for life, O for other |
| TS6\_Desc | C 30 | J-90 | The name of the plan |
| TS6\_Step | N 6 | Calculated | The health benefit plans ID. The first is always 1, the second and subsequent like plans are number consequently. This is calculated by the input program |
| TS6\_Column | N 6 | Calculated | A column 1 is always Single, 2 is two party plan, 3 is family plan, 4 is composite rate, 5 is three-party plan |
| TS6\_Annual | N 8.2 | J-90 | The annual cost of plan |
| TS6\_Contr | N 8.2 | J-90 | The amount the district contributes to the cost of the plan |
| TS6\_FTE | N 8.2 | J-90 | The number of retired teachers (age 65 or under) participating in the plan |
| TS6\_ID | N 6 | Calculated | Ts6\_ID number that is generated when a J-90 is submitted. Each record has an ID number |

Questions may be directed to the Office of Financial Accountability and Information Services at:

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