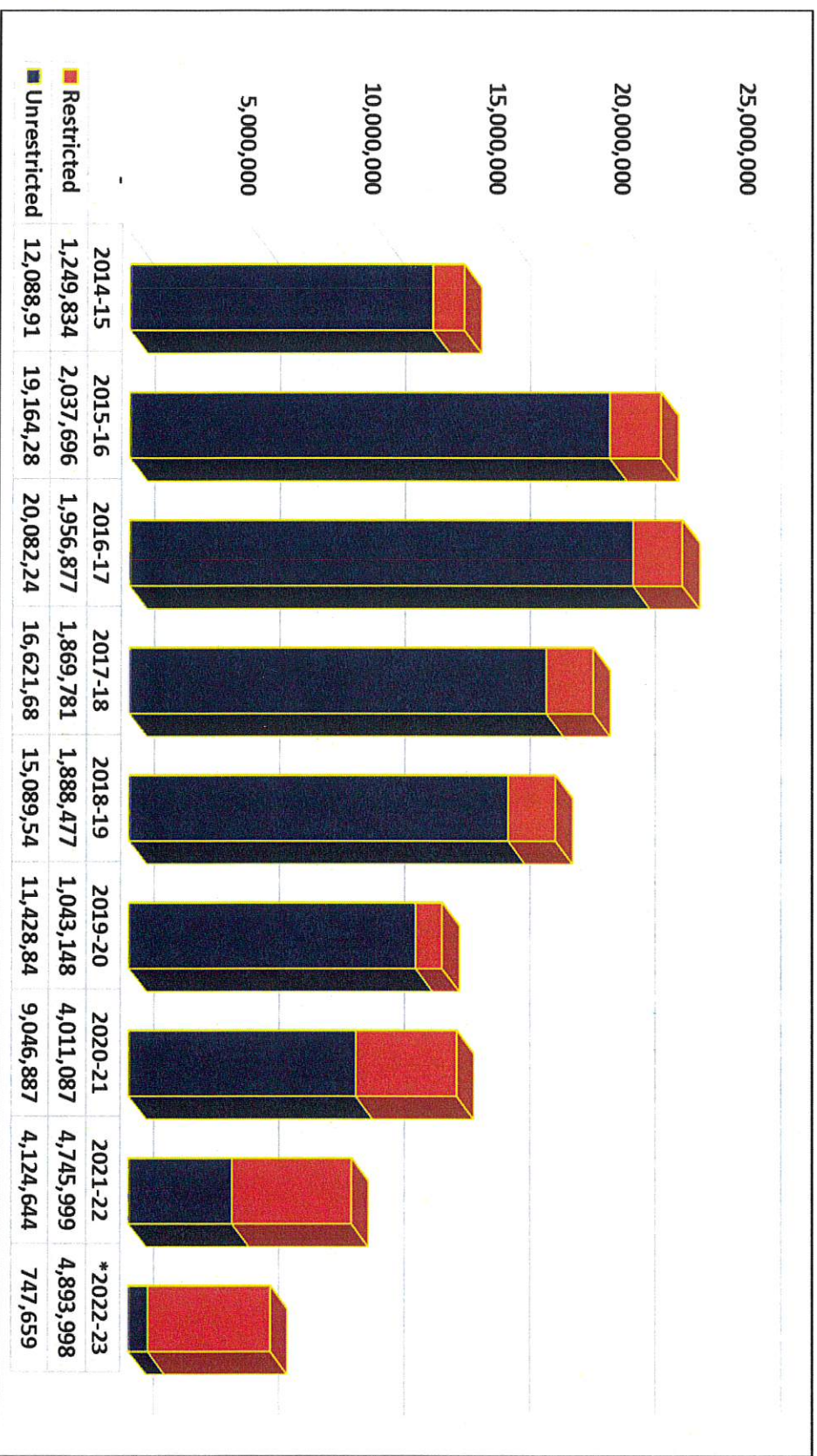
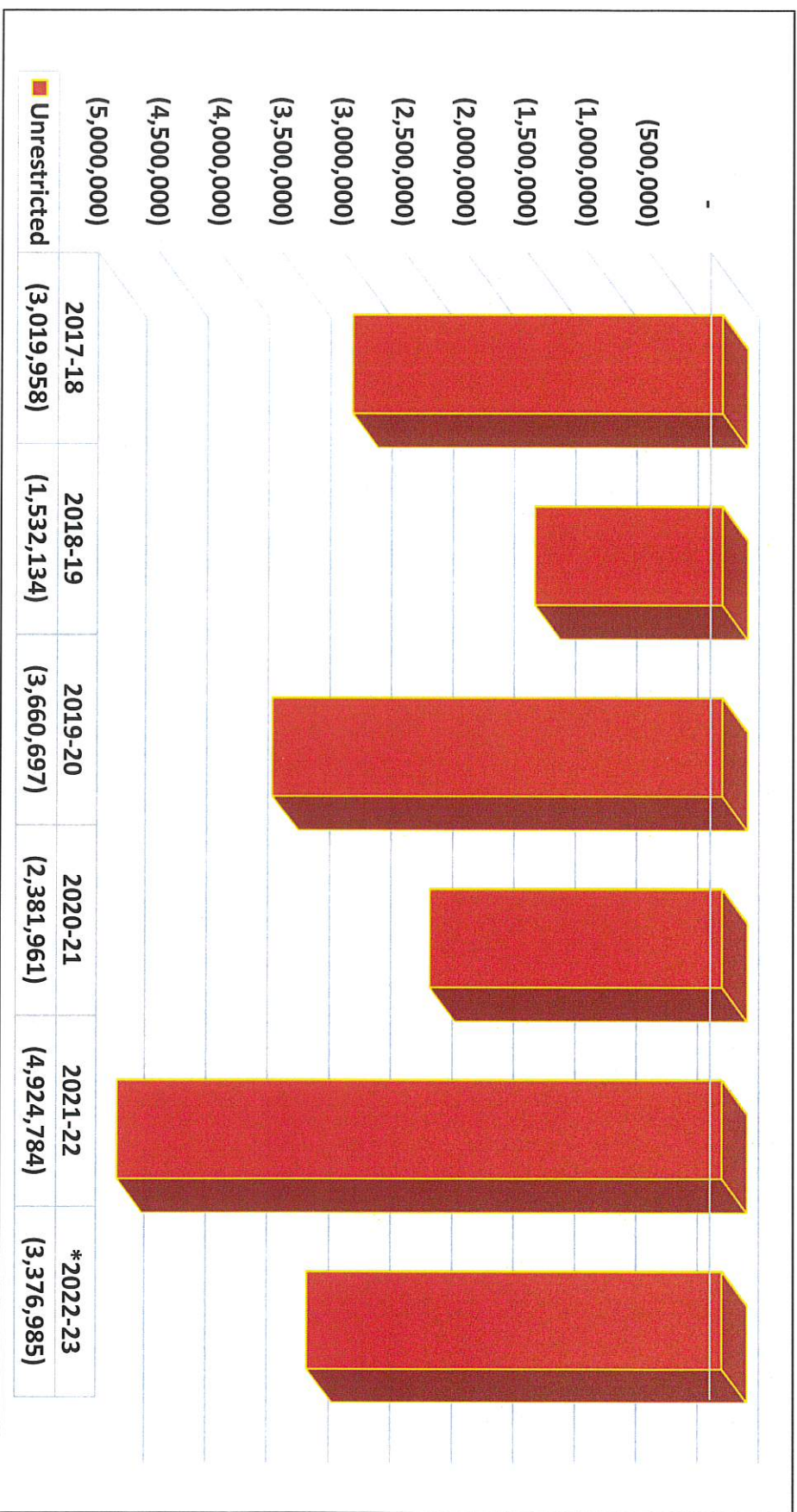


Ending Fund Balance (EFB) History



Deficit Spending History (Unrestricted \$)



COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2021-22 **TOTAL COMPENSATION: SALARY PAID FOR BA+30, STEP 1** **PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS**

Table 12

| DISTRICT NAME | RANK | TOTAL COMPENSATION | SALARY AT BA+30, STEP 1 | AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION |
|-------------------------------------|-----------|--------------------|-------------------------|---|
| BERRYESSA UNION ELEMENTARY | 1 | 84,910 | 63,750 | 21,160 |
| UNION ELEMENTARY | 2 | 83,394 | 68,764 | 14,630 |
| EVERGREEN ELEMENTARY | 3 | 82,926 | 62,753 | 20,173 |
| CUPERTINO UNION ELEMENTARY | 4 | 80,392 | 66,910 | 13,482 |
| FRANKLIN-MCKINLEY ELEMENTARY | 5 | 79,566 | 65,824 | 13,742 |
| OAK GROVE ELEMENTARY | 6 | 78,491 | 58,669 | 19,822 |
| REGION 05 ELEMENTARY AVERAGE | 7 | 78,290 | 62,206 | 16,084 |
| ALUM ROCK UNION ELEMENTARY | 8 | 77,269 | 61,121 | 16,148 |
| MORELAND ELEMENTARY | 9 | 76,379 | 60,260 | 16,119 |
| MT. PLEASANT ELEMENTARY | 10 | 75,386 | 61,559 | 13,827 |
| COMPARATIVE GROUP AVERAGE | 11 | 75,024 | 59,928 | 15,096 |
| BELMONT-REDWOOD SHORES ELEMENTARY | 12 | 74,266 | 63,053 | 11,213 |
| STATEWIDE ELEMENTARY AVERAGE | 13 | 71,127 | 56,563 | 14,564 |
| PACIFICA SCHOOL DISTRICT | 14 | 71,007 | 50,824 | 20,183 |
| RAVENSWOOD CITY ELEMENTARY | 15 | 70,800 | 60,000 | 10,800 |
| JEFFERSON ELEMENTARY | 16 | 69,395 | 57,362 | 12,033 |
| SALINAS CITY ELEMENTARY | 17 | 67,733 | 50,608 | 17,125 |
| SANTA RITA UNION ELEMENTARY | 18 | 67,320 | 55,837 | 11,483 |
| ALISAL UNION ELEMENTARY | 19 | 66,368 | 52,476 | 13,892 |
| GREENFIELD UNION ELEMENTARY | 20 | 66,055 | 55,059 | 10,996 |
| OAKLEY UNION ELEMENTARY | 21 | 63,611 | 52,530 | 11,081 |

The statewide, comparative group, and regional averages shown for health and welfare benefits do not reflect "Other" benefits.

The amount indicated is the salary paid at step 1 with a requirement of bachelor's degree plus an additional 30 semester units. If the district did not have a BA+30 column on its schedule, the salary reflected is the amount paid for the next lower column on the schedule. As an example, if the salary scheduled reflected characteristics of columns "BA+24" and BA+36," this summary would reflect the salary paid at BA+24 — the next lowest salary column. Additionally, if there is no step 1, the amount shown is "N/A".

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2021-22 **TOTAL COMPENSATION: SALARY PAID FOR BA+60, STEP 10** **PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS**

Table 13

| DISTRICT NAME | RANK | TOTAL COMPENSATION | SALARY AT BA+60, STEP 10 | AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION |
|-----------------------------------|------|--------------------|--------------------------|---|
| EVERGREEN ELEMENTARY | 1 | 119,180 | 99,007 | 20,173 |
| FRANKLIN-MCKINLEY ELEMENTARY | 2 | 114,146 | 100,404 | 13,742 |
| BERRYESSA UNION ELEMENTARY | 3 | 111,684 | 90,524 | 21,160 |
| ALUM ROCK UNION ELEMENTARY | 4 | 111,303 | 95,155 | 16,148 |
| CUPERTINO UNION ELEMENTARY | 5 | 110,444 | 96,962 | 13,482 |
| OAK GROVE ELEMENTARY | 6 | 108,505 | 88,683 | 19,822 |
| REGION 06 ELEMENTARY AVERAGE | 7 | 107,859 | 91,775 | 16,084 |
| UNION ELEMENTARY | 8 | 107,720 | 93,090 | 14,630 |
| BELMONT-REDWOOD SHORES ELEMENTARY | 9 | 107,083 | 95,870 | 11,213 |
| COMPARATIVE GROUP AVERAGE | 10 | 103,836 | 88,740 | 15,096 |
| MORELAND ELEMENTARY | 11 | 100,856 | 84,737 | 16,119 |
| MT. PLEASANT ELEMENTARY | 12 | 99,009 | 85,182 | 13,827 |
| STATEWIDE ELEMENTARY AVERAGE | 13 | 98,770 | 84,206 | 14,564 |
| SALINAS CITY ELEMENTARY | 14 | 95,602 | 78,477 | 17,125 |
| ALISAL UNION ELEMENTARY | 15 | 93,857 | 79,965 | 13,892 |
| OAKLEY UNION ELEMENTARY | 16 | 92,852 | 81,771 | 11,081 |
| RAVENSWOOD CITY ELEMENTARY | 17 | 90,750 | 79,950 | 10,800 |
| JEFFERSON ELEMENTARY | 18 | 90,139 | 78,106 | 12,033 |
| SANTA RITA UNION ELEMENTARY | 19 | 89,523 | 78,040 | 11,483 |
| GREENFIELD UNION ELEMENTARY | 20 | 88,697 | 77,701 | 10,996 |
| PACIFICA SCHOOL DISTRICT | 21 | 88,443 | 68,260 | 20,183 |

The statewide, comparative group, and regional averages shown for health and welfare benefits do not reflect "Other" benefits. The amount indicated is the salary paid at step 10 with the requirement of bachelor's degree plus an additional 60 semester units. If the district did not have a BA+60 column on the schedule, the salary reflected is that amount paid for the next lower column on the schedule. As an example, if the salary schedule reflected characteristics of columns "BA+56" and "BA+64," this summary would reflect the salary paid at BA+56 – the next lowest salary column. Additionally, if there is no step 10, the amount shown is that of the next lowest step.

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2021-22

TOTAL COMPENSATION: MAXIMUM SCHEDULED SALARY

PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS

Table 14

| DISTRICT NAME | RANK | TOTAL COMPENSATION | MAXIMUM SCHEDULED SALARY | AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION |
|-------------------------------------|-----------|--------------------|--------------------------|---|
| BERRYESSA UNION ELEMENTARY | 1 | 143,579 | 122,419 | 21,160 |
| CUPERTINO UNION ELEMENTARY | 2 | 138,565 | 125,083 | 13,482 |
| GREENFIELD UNION ELEMENTARY | 3 | 137,032 | 126,036 | 10,996 |
| UNION ELEMENTARY | 4 | 134,504 | 119,874 | 14,630 |
| EVERGREEN ELEMENTARY | 5 | 134,372 | 114,199 | 20,173 |
| MT. PLEASANT ELEMENTARY | 6 | 133,044 | 119,217 | 13,827 |
| REGION 05 ELEMENTARY AVERAGE | 7 | 132,346 | 116,261 | 16,084 |
| ALUM ROCK UNION ELEMENTARY | 8 | 130,410 | 114,262 | 16,148 |
| BELMONT-REDWOOD SHORES ELEMENTARY | 9 | 130,266 | 119,053 | 11,213 |
| FRANKLIN-MCKINLEY ELEMENTARY | 10 | 129,777 | 116,035 | 13,742 |
| MORELAND ELEMENTARY | 11 | 128,649 | 112,530 | 16,119 |
| OAK GROVE ELEMENTARY | 12 | 128,623 | 108,801 | 19,822 |
| COMPARATIVE GROUP AVERAGE | 13 | 127,879 | 112,783 | 15,096 |
| ALISAL UNION ELEMENTARY | 14 | 125,325 | 111,433 | 13,892 |
| STATEWIDE ELEMENTARY AVERAGE | 15 | 124,766 | 110,191 | 14,564 |
| JEFFERSON ELEMENTARY | 16 | 118,378 | 106,345 | 12,033 |
| RAVENSWOOD CITY ELEMENTARY | 17 | 117,900 | 107,100 | 10,800 |
| SALINAS CITY ELEMENTARY | 18 | 116,694 | 99,569 | 17,125 |
| OAKLEY UNION ELEMENTARY | 19 | 115,052 | 103,971 | 11,081 |
| SANTA RITA UNION ELEMENTARY | 20 | 110,874 | 99,391 | 11,483 |
| PACIFICA SCHOOL DISTRICT | 21 | 110,726 | 90,543 | 20,183 |

The statewide, comparative group, and regional averages shown for health and welfare benefits do not reflect "Other" benefits.

The maximum scheduled salary is the highest salary offered on the certificated salary schedule.

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2021-22 **TOTAL COMPENSATION: COMPUTED AVERAGE SALARY** **PLUS AVERAGE DISTRICT CONTRIBUTION FOR HEALTH AND WELFARE BENEFITS**

Table 15

| DISTRICT NAME | RANK | TOTAL COMPENSATION | COMPUTED AVERAGE SALARY | AVERAGE HEALTH AND WELFARE BENEFIT CONTRIBUTION |
|--------------------------------------|------|--------------------|----------------------------|---|
| EVERGREEN ELEMENTARY | 1 | 121,647 | 101,474 | 20,173 |
| BERRYESSA UNION ELEMENTARY | 2 | 120,684 | 99,524 | 21,160 |
| FRANKLIN-MCKINLEY ELEMENTARY | 3 | 112,915 | 99,173 | 13,742 |
| OAK GROVE ELEMENTARY | 4 | 111,276 | 91,454 | 19,822 |
| CUPERTINO UNION ELEMENTARY | 5 | 111,005 | 97,523 | 13,482 |
| UNION ELEMENTARY | 6 | 110,982 | 96,352 | 14,630 |
| ALUM ROCK UNION ELEMENTARY | 7 | 110,528 | 94,380 | 16,148 |
| REGION 05 ELEMENTARY AVERAGE | 8 | 109,558 | 93,474 | 16,084 |
| BELMONT-REDWOOD SHORES ELEMENTARY | 9 | 107,356 | 96,143 | 11,213 |
| MORELAND ELEMENTARY | 10 | 106,998 | 90,879 | 16,119 |
| COMPARATIVE GROUP AVERAGE | 11 | 105,013 | 89,917 | 15,096 |
| STATEWIDE ELEMENTARY AVERAGE | 12 | 102,373 | 87,809 | 14,564 |
| MT. PLEASANT ELEMENTARY | 13 | 101,712 | 87,885 | 13,827 |
| ALISAL UNION ELEMENTARY | 14 | 95,879 | 81,987 | 13,892 |
| JEFFERSON ELEMENTARY | 15 | 95,650 | 83,617 | 12,033 |
| SALINAS CITY ELEMENTARY | 16 | 94,789 | 77,664 | 17,125 |
| OAKLEY UNION ELEMENTARY | 17 | 93,800 | 82,719 | 11,081 |
| RAVENSWOOD CITY ELEMENTARY | 18 | 93,273 | 82,473 | 10,800 |
| PACIFICA SCHOOL DISTRICT | 19 | 90,707 | 70,524 | 20,183 |
| GREENFIELD UNION ELEMENTARY | 20 | 86,880 | 75,884 | 10,996 |
| SANTA RITA UNION ELEMENTARY | 21 | 84,851 | 73,368 | 11,483 |

The statewide, comparative group, and regional averages shown for health and welfare benefits do not reflect "Other" benefits.

The average scheduled salary is determined by dividing the total salary schedule cost by the total FTE. The average indicated represents scheduled salaries only.

COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2021-22

TWENTY FIVE-YEAR EARNINGS CALCULATION

RANKED BY TWENTY FIVE-YEAR TOTAL

Table 23

| DISTRICT NAME | RANK | TWENTY FIVE-YEAR TOTAL EARNINGS | MA STIPEND |
|--------------------------------------|------|------------------------------------|-----------------|
| FRANKLIN-MCKINLEY ELEMENTARY | 1 | 2,565,099 | 1,500.00 |
| EVERGREEN ELEMENTARY | 2 | 2,471,577 | 1,000.00 |
| BERRYESSA UNION ELEMENTARY | 3 | 2,465,808 | 1,975.00 |
| BELMONT-REDWOOD SHORES ELEMENTARY | 4 | 2,425,279 | 1,300.00 |
| CUPERTINO UNION ELEMENTARY | 5 | 2,424,625 | 1,906.00 |
| UNION ELEMENTARY | 6 | 2,420,795 | 1,800.00 |
| ALUM ROCK UNION ELEMENTARY | 7 | 2,382,633 | 1,000.00 |
| MT. PLEASANT ELEMENTARY | 8 | 2,301,192 | 2,000.00 |
| OAK GROVE ELEMENTARY | 9 | 2,288,113 | 3,201.00 |
| MORELAND ELEMENTARY | 10 | 2,285,691 | 3,013.00 |
| GREENFIELD UNION ELEMENTARY | 11 | 2,189,735 | 1,000.00 |
| RAVENSWOOD CITY ELEMENTARY | 12 | 2,168,442 | 1,002.00 |
| OAKLEY UNION ELEMENTARY | 13 | 2,149,956 | 1,500.00 |
| ALISAL UNION ELEMENTARY | 14 | 2,126,063 | 0.00 |
| SANTA RITA UNION ELEMENTARY | 15 | 2,086,532 | 1,500.00 |
| JEFFERSON ELEMENTARY | 16 | 2,062,330 | 0.00 |
| SALINAS CITY ELEMENTARY | 17 | 2,010,277 | 0.00 |
| PACIFICA SCHOOL DISTRICT | 18 | 1,768,278 | 100.00 |

Calculations assume a teacher starts at step 1 with a BA+30, and moves through the schedule one step per year. An MA is assumed to be earned at BA+45. If an MA is recognized by a continuing bonus, the bonus is added each year the teacher has a BA+45 or more. If there is not a BA+30 column, the next lowest column is used. Column adjustments are calculated assuming an employee completes four qualifying units annually.

There are a number of variables associated with this calculation and the final calculation should be reconfirmed. Unfortunately, not all schedules meet the traditional schedule standards used in this calculation.