

Labor Comparison
Sampling of California School Districts as of 2/10/2015

Unified School District	Base Salary Increase (On Schedule) 2014-2015 ¹	Active Employee Health Benefit Premiums Paid by District (Type of Coverage) ⁶	Retiree Lifetime Health Benefits Paid by District (Type of Coverage)	Minimum Salary for Teachers 2013-2014 ²	Max Salary for Teachers 2013-2014 ³	Adult Education Programs	Early Education Programs	2013 API District Growth Score (Growth from 2012) ⁵
LAUSD	Pending UTLA Negotiations (5% Proposed Offer)	Fully Paid (Employee + Dependents)	Fully Paid (Employee + Dependents)	\$ 45,637.00	\$ 78,182.00	Yes	Yes	750 (+4)
Beverly Hills	5.16%	Partially Paid (Employee + Dependents)	Partially Paid Employee ONLY Benefits end at Age 65	\$ 47,114.00	\$ 90,020.00	Yes	No	890 (-2)
Burbank	1.00%	Partially Paid (Employee Only)	Partially Paid Benefits End at 65 yrs	\$ 46,811.00	\$ 88,985.00	Yes	Yes	847 (0)
Downey	4.75%	Partially Paid (Employee + Dependents)	Partially Paid Benefits End at 65 yrs	\$ 49,844.00	\$ 97,691.00	Yes	Yes	809 (+5)
El Monte City Elem	3.18%	Partially Paid (Employee + Dependents)	None (Employee Pays Full Premium Amount)	\$ 48,646.00	\$ 90,453.00	No	Yes	793 (-1)
Glendale	0.00%	Partially Paid (Employee + Dependents)	Benefits End at 65 yrs	\$ 46,868.00	\$ 86,620.00	Yes	Yes	861 (-1)
Long Beach	5.00%	Fully Paid (Employee Only)	Partially Paid (Employee + Dependents) Benefits End at 67 yrs	\$ 51,306.00	\$ 93,925.00	Yes	Yes	783 (-1)
Oakland ⁴	3% Proposed Offer	Partially Paid (Employee + Dependents)	None (Employee Pays Full Premium Amount)	\$ 40,277.00	\$ 72,386.00	Yes	Yes	721 (-7)
Pasadena	1.5% Proposed Offer	Partially Paid (Employee + Dependents)	Partially Paid Benefits End at 65 yrs	\$ 46,618.00	\$ 85,450.00	Yes	Yes	751 (-11)
Pomona	2.58%	Partially Paid (Employee + Dependents)	Partially Paid Benefits End at 65 yrs	\$ 44,876.00	\$ 86,108.00	Yes	Yes	728 (-3)
Redondo Beach	4.25%	Partially Paid (Employee + Dependents)	None (Employee Pays Full Premium Amount)	\$ 48,236.00	\$ 85,256.00	No	Yes	887 (-5)

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San Diego ⁴	5.00%	Fully Paid (Employee + Dependents)	None (Employee Pays Full Premium Amount)	\$ 39,983.00	\$ 82,578.00	Yes	Yes	809 (+1)
San Francisco ⁴	4% 14-15 3% 15-16 5% 16-17	Partially Paid (Employee + Dependents)	Partially Paid (Employee + Dependents)	\$ 39,990.00	\$ 82,428.00	No	Yes	806 (-1)
Santa Ana ⁴	2.00%	Partially Paid (Employee + Dependents)	Partially Paid (Employee + Dependents) Benefits End at 65 yrs	\$ 50,606.00	\$ 98,055.00	Yes	Yes	743 (-12)
Torrance	0.00%	Partially Paid (Employee + Dependents)	Partially Paid (Employee ONLY)	\$ 45,995.00	\$ 87,486.00	Yes	Yes	860 (-9)

1. Salary Increase 2014-2015 Source for LA County Schools: Collective Bargaining Agreement Update for 2014-2015, Los Angeles County Office of Education 12/11/14

2. Minimum Salary for Teachers 2013-2014 Source: 2013-2014 L.A. County District Salary Survey, Report as of June 30, 2014

3. Maximum Salary for Teachers 2013-2014 Source: 2013-2014 L.A. County District Salary Survey, Report as of June 30, 2014

4. Negotiated Salary Increase for Schools Outside of LA County for 2013-2014 Source: 2013-2014 J-90 Survey, California Department of Education

5. 2013 API District Growth Score, API District Reports, California Department of Education

6. Partially Paid Active Health Benefit Premiums Paid by District are set at a maximum amount. Employee subject to pay premiums above the District's cap amount.