

SABRE

Salary And Benefits REport

Pittsburg Unified School District Geographic Comparison

2016-17 Salary Year



Salary and Benefit REport (SABRE)

2016-17 Salary Year

School Services of California, Inc. (SSC) is pleased to provide the enclosed comparative analysis of certificated salaries and benefits for the most recent year available - 2016-17. The Salaries and Benefits REport (SABRE) compares a pre-selected group of districts as compared to PITTSBURG UNIFIED School District.

All information in this report is drawn from official documents that have been completed by individual school districts. Each district has completed a report entitled "2016-17 Salary and Benefits Schedule for the Certificated Bargaining Unit (J-90)," reflecting salary and benefit schedules for each district. SSC, using that data, has developed the enclosed comparison. Districts that are used for comparison purposes were pre-selected by PITTSBURG UNIFIED School District.

The following report is divided into six primary parts:

- Part I: Graphic display of salary and benefit statistics
- Part II: Comparative ranking of salaries, benefits, and total compensation statistics
- Part III: Specific salary schedules for participating districts
- Part IV: Specific benefit schedules for participating districts
- Part V: Other data reported by participating districts
- USER's Guide: A User's Guide describing the data elements and how they are applied

SSC is pleased with the response that was received to the J-90 salary and benefit surveys - districts representing 99% of the state's average daily attendance responded. Additionally, SSC requested each participating district that had returned a J-90 to provide confirmation or corrections of the data contained within the source database. Those districts that confirmed the accuracy of the salary and benefit data are indicated on each district's salary schedule in Part III.

After reviewing the enclosed documents, including the User's Guide, SSC will be pleased to provide information on the data elements and the analysis that has been used to develop the enclosed material.

Thank you for the confidence that you have shown in our office and please call (916) 446-7517 if you have any questions or comments regarding the enclosed.

Warmest regards,

SHEILA G. VICKERS
Vice President

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SALARY AND BENEFITS REPORT

for

PITTSBURG UNIFIED SCHOOL DISTRICT

Certificated Salaries and Benefits

2016-17

PART II
DISTRICT RANKINGS

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COMPARATIVE ANALYSIS OF CERTIFICATED SALARIES AND BENEFITS, 2016-17
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
BYRON UNION ELEMENTARY	1	69,272	50,102	19,170
ACALANES UNION HIGH	2	68,326	50,641	17,685
PITTSBURG UNIFIED	3	68,044	51,534	16,510
MORAGA ELEMENTARY	4	67,783	50,557	17,226
LAFAYETTE ELEMENTARY	5	67,032	49,000	18,032
ORINDA UNION ELEMENTARY	6	66,427	49,627	16,800
JOHN SWETT UNIFIED	7	64,863	46,455	18,408
REGION 04 UNIFIED AVERAGE	8	64,559	53,851	10,708
STATEWIDE UNIFIED AVERAGE	9	64,469	51,058	13,411
LIBERTY UNION HIGH	10	63,997	49,797	14,200
MARTINEZ UNIFIED	11	63,928	46,281	17,647
SAN RAMON VALLEY UNIFIED	12	63,802	49,431	14,371
MT. DIABLO UNIFIED	13	63,284	51,785	11,499
BRENTWOOD UNION ELEMENTARY	14	62,994	54,207	8,787
COMPARATIVE GROUP AVERAGE	15	62,689	49,706	12,983
ANTIOCH UNIFIED	16	62,267	49,723	12,544
WEST CONTRA COSTA UNIFIED	17	59,787	47,485	12,302
WALNUT CREEK ELEMENTARY	18	55,125	48,459	6,666
OAKLEY UNION ELEMENTARY	19	54,568	46,647	7,921

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, 2016-17
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
BYRON UNION ELEMENTARY	1	96,619	77,449	19,170
ACALANES UNION HIGH	2	94,695	77,010	17,685
LIBERTY UNION HIGH	3	90,228	76,028	14,200
PITTSBURG UNIFIED	4	90,151	73,641	16,510
SAN RAMON VALLEY UNIFIED	5	89,429	75,058	14,371
LAFAYETTE ELEMENTARY	6	88,752	70,720	18,032
STATEWIDE UNIFIED AVERAGE	7	88,113	74,702	13,411
BRENTWOOD UNION ELEMENTARY	8	87,782	78,995	8,787
ANTIOCH UNIFIED	9	86,404	73,860	12,544
ORINDA UNION ELEMENTARY	10	86,039	69,239	16,800
MARTINEZ UNIFIED	11	86,017	68,370	17,647
REGION 04 UNIFIED AVERAGE	12	85,326	74,618	10,708
MORAGA ELEMENTARY	13	85,295	68,069	17,226
COMPARATIVE GROUP AVERAGE	14	85,246	72,263	12,983
MT. DIABLO UNIFIED	15	82,996	71,497	11,499
JOHN SWETT UNIFIED	16	81,916	63,508	18,408
OAKLEY UNION ELEMENTARY	17	80,532	72,611	7,921
WEST CONTRA COSTA UNIFIED	18	79,371	67,069	12,302
WALNUT CREEK ELEMENTARY	19	78,580	71,914	6,666

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, 2016-17
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
ACALANES UNION HIGH	1	116,270	98,585	17,685
STATEWIDE UNIFIED AVERAGE	2	110,418	97,007	13,411
LIBERTY UNION HIGH	3	110,148	95,948	14,200
PITTSBURG UNIFIED	4	108,024	91,514	16,510
ORINDA UNION ELEMENTARY	5	107,983	91,183	16,800
SAN RAMON VALLEY UNIFIED	6	107,877	93,506	14,371
LAFAYETTE ELEMENTARY	7	107,538	89,506	18,032
BYRON UNION ELEMENTARY	8	107,529	88,359	19,170
MT. DIABLO UNIFIED	9	106,981	95,482	11,499
ANTIOCH UNIFIED	10	106,379	93,835	12,544
REGION 04 UNIFIED AVERAGE	11	106,206	95,498	10,708
MARTINEZ UNIFIED	12	106,165	88,518	17,647
COMPARATIVE GROUP AVERAGE	13	106,160	93,177	12,983
BRENTWOOD UNION ELEMENTARY	14	105,470	96,683	8,787
MORAGA ELEMENTARY	15	104,556	87,330	17,226
WEST CONTRA COSTA UNIFIED	16	102,302	90,000	12,302
JOHN SWETT UNIFIED	17	102,251	83,843	18,408
OAKLEY UNION ELEMENTARY	18	100,248	92,327	7,921
WALNUT CREEK ELEMENTARY	19	98,525	91,859	6,666

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.