

# Salary And Benefits Report - SABRE

## Table of Contents

### PART I - GRAPHIC DISPLAY

Introduction and district key .....	I-1
Analysis of salary schedule step placement and education accomplishments.....	Graph 1
Comparative analysis of salary distribution dollar range and % of FTE at those ranges .....	Graph 2
Total compensation: BA+30 at step 1 and average health & welfare benefits .....	Graph 3
Total compensation: BA+60 salary at step 10 and average health & welfare benefits .....	Graph 4
Total compensation: Maximum scheduled salary and average health & welfare benefits.....	Graph 5
Total compensation: Calculated average salary and average health & welfare benefits.....	Graph 6
Average district contribution to health, dental, vision, and life.....	Graph 7
Maximum district contribution to health, dental, vision, and life .....	Graph 8
Ten-year historical salaries at selected points .....	Graph 9
Total earnings for 25 years of service .....	Graph 10

### PART II - DISTRICT RANKING

Introduction and county region information .....	II-1
District ADA, total salary cost, total salary FTE, ADA/FTE ratio, and unduplicated pupil percentages.....	Table 1
Service days, number of emergency/intern credential FTEs, effective date, percentage of salary schedule change.....	Table 2
Lowest scheduled salary (annual & per diem), service days, degree requirements, highest step/column for new hire.....	Table 3
BA+30 salary at step 1 (annual & per diem), service days, degree requirements .....	Table 4
BA+60 salary at step 10 (annual & per diem), percent of FTEs receiving higher salaries, degree requirements.....	Table 5
Maximum scheduled salary (annual & per diem), step requirements, degree requirements .....	Table 6
Computed average salary (annual & per diem), percent FTE at or above step 10.....	Table 7
Average and maximum district contributions for health & welfare for active and retired teachers .....	Table 8
Maximum district contributions for health benefits for all tiers.....	Table 9
Maximum district contributions for health, dental, vision, life, and other.....	Table 10
Total compensation: Lowest scheduled salary plus average district contribution for H & W benefits.....	Table 11
Total compensation: BA+30, step 1 salary plus average district contribution for H & W benefits .....	Table 12
Total compensation: BA+60, step 10 salary plus average district contribution for H & W benefits .....	Table 13
Total compensation: Maximum scheduled salary plus average district contribution for H & W benefits.....	Table 14
Total compensation: Computed average salary plus average district contribution for H & W benefits.....	Table 15
District vs. statewide, regional, and comparative district averages for all major points above.....	Table 16
Post-employment health & welfare benefits under 65 years of age .....	Table 17
Post-employment health & welfare benefits over 65 years of age.....	Table 18
Comparative analysis of district P-2 ADA for the last six years with the percentage of change .....	Table 19
Percentage of FTEs at various salary ranges - ranked by average salary .....	Table 20
10-Year total earnings calculation.....	Table 21

20-Year total earnings calculation..... Table 22  
 25-Year total earnings calculation..... Table 23  
 Analysis of ADA/FTE ratio for the last three years..... Table 24  
 Twenty-year analysis of average compensation and % change for district, regional, and statewide ..... Table 25  
 Analysis of summer school teacher pay rate ..... Table 26  
 Ten-year comparison of salaries, benefits, percentage change, FTEs, and ADA for each district in the report..... Table 27

**PART III - SALARY SCHEDULES**

Introduction ..... III-1  
 Certificated teacher salary schedules with placement for client and comparison districts..... Following

**PART IV - BENEFIT SCHEDULES**

Introduction .....IV-1  
 Certificated bargaining unit benefit schedules for client and comparison districts..... Following

**PART V - OTHER CERTIFICATED SALARY INFORMATION**

Introduction .....V-1  
 Each district's information for the following:  
 Effective adopted date of current salary schedule  
 Percentage change over prior-year schedule  
 Number of instructional days and total duty days for returning teachers  
 Are health & welfare benefits included in salary schedule? (Y/N)  
 Highest entry level step and column for experienced teachers  
 Highest entry level step and column for an emergency credential teacher  
 Certificated bargaining unit salary enhancements for Master's, Doctorate, Special Ed, etc.  
 Are counselors, nurses, psychologists, and librarians included in the salary schedule? (Y/N)  
 One-time or "off the schedule" across the board bonus amounts  
 Is there any contingency language that could retroactively increase/decrease salary schedule? (Y/N)  
 Salary schedule includes charter school FTE (Y/N)  
 Average elementary school principal salary and number of service days  
 Average middle school principal salary and number of service days  
 Average high school principal salary and number of service days  
 Superintendent's base salary and number of service days  
 Actuarial study for post-employment benefits – latest study date and unfunded liability amount reported

**USER'S GUIDE**