



Certificated Salary Analysis

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Presentation to the Board
May 27 & 29, 2021



Human Resources and Staffing

- Review of salary increases
- Compensation and benefits and impact on the budget
- Review of provided health benefits and other compensation
- Comparison of other salary schedules
- Review of our salary schedule



Certificated Salary Increases

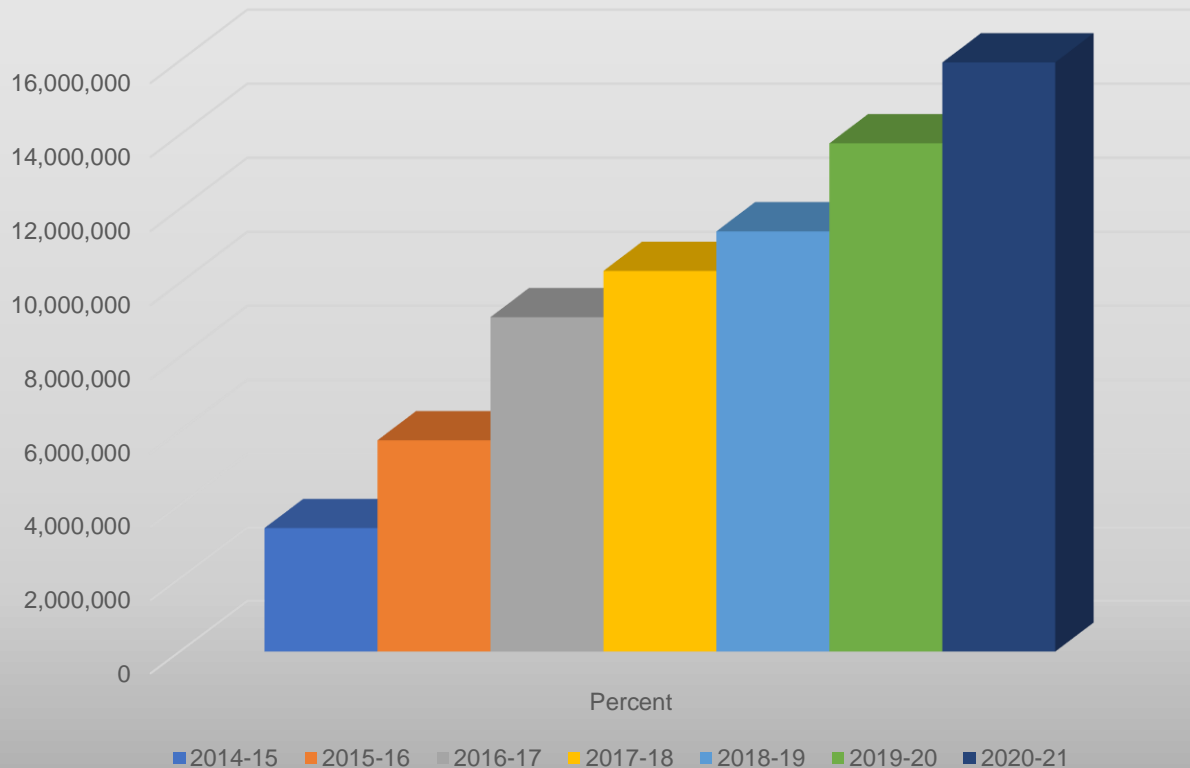
- 2014-2015 – 5.00% salary increase
- 2015-2016 – 5.00% salary increase
- 2016-2017 – 7.00% salary increase
- 2017-2018 – 2.00% salary increase
- 2018-2019 – 3.25% salary increase
- 2019-2020 – 2.25% salary increase
- 2020-2021 – 3.00% salary increase



Amount of Salary Increase

- Between 2014-15 to 2020-21 (7 years), salaries of certificated employees increased by \$13.1 million
- With medical and other employee compensation, this amount goes up to \$16 million

Amount of Salary Increase

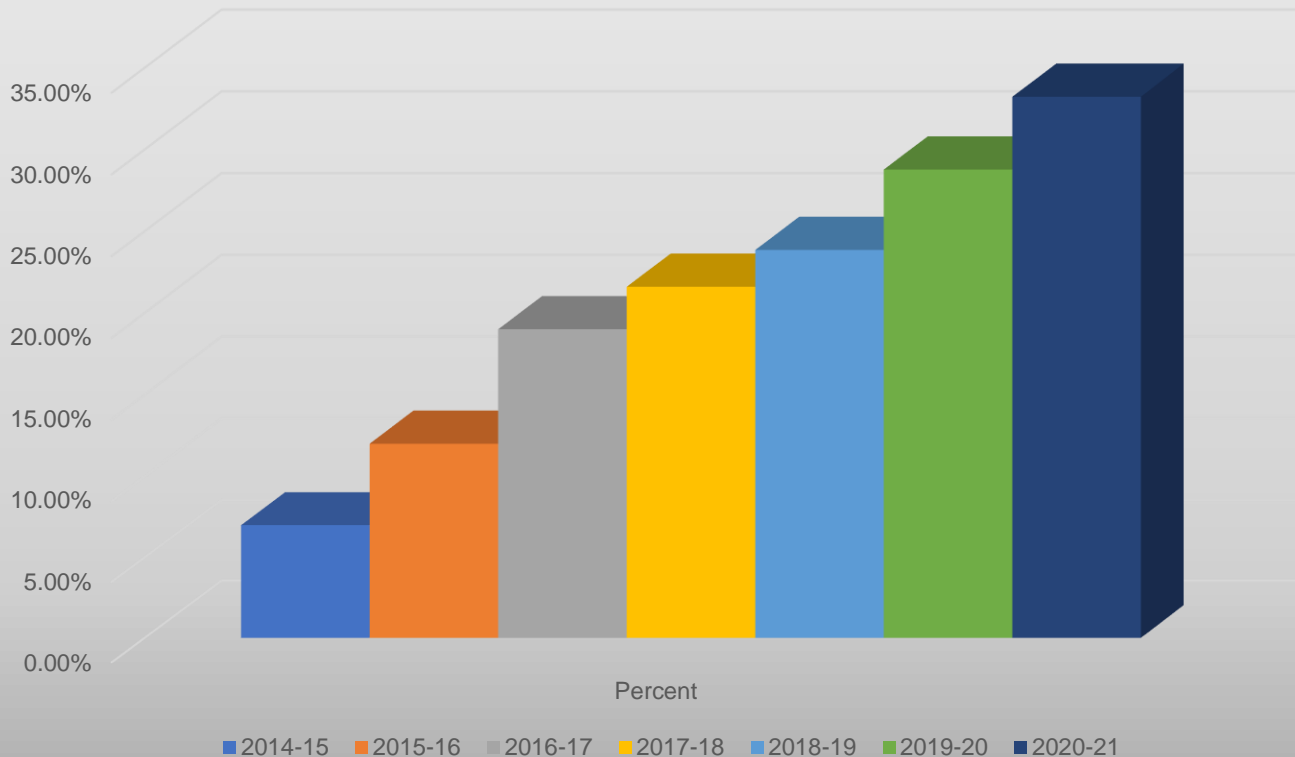




Percentage Salary Increase

- Between 2014-15 to 2020-21 (7 years), certificated salaries increased by 27.50%
- With medical and other employee compensation, this percentage goes up to 33.22%

Percentage Salary Increase

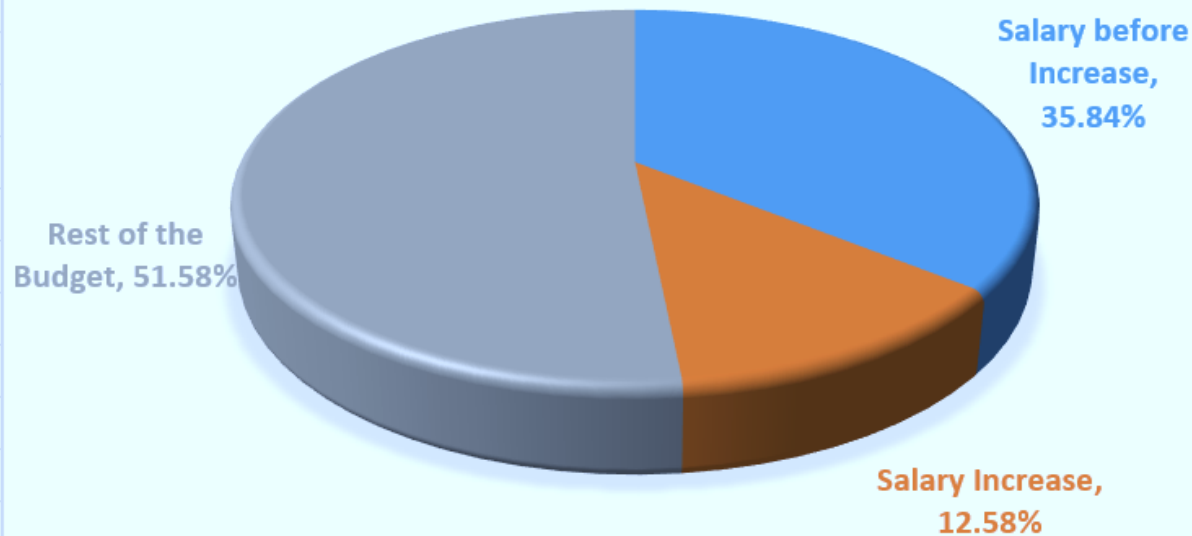




Salaries to Total Budget

- Prior to the salary increase, certificated salaries was 36% of the overall SSFUSD budget
- With the salary increase, it is now 48% of the overall District budget

**PERCENTAGE OF CERTIFICATED SALARIES
TO TOTAL BUDGET**





SSFUSD Out-of-Pocket Cost

- The average salary of teachers in SSFUSD in 2019-20 is \$80,387
- With the District's contribution to retirement and health benefits, the total comes to \$106,794 per an average teacher

Average Teacher Salary			\$80,387
District Contributions:			
	State Teachers Retirement System	16.15%	\$12,983
	Other Require Burdens	3.14%	\$2,524
	Employee Health Benefits		\$10,900
Total SSFUSD Out-of-Pocket			\$106,794



Starting Salary Comparison - 2019-20

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SAN MATEO UNION HIGH	\$70,031.00
SEQUOIA UNION HIGH	\$69,248.00
WOODSIDE ELEMENTARY	\$64,995.00
MENLO PARK ELEMENTARY	\$64,770.00
HILLSBOROUGH ELEMEMENTARY	\$64,691.00
PORTOLA VALLEY	\$64,108.00
LAS LOMITAS ELEMENTARY	\$62,805.00
BELMONT-REDWOOD SHORES	\$60,309.00
SM-FC ELEMENTARY	\$58,028.00
JEFFERSON ELEMENTARY	\$57,362.00
SOUTH SAN FRANCISCO UNIFIED	\$56,352.00
LA HONDA-PESCADERO UNIFIED	\$55,945.00
BRISBANE ELEMENTARY	\$54,731.00
BAYSHORE ELEMENTARY	\$54,417.00
SAN CARLOS ELEMENTARY	\$54,252.00
MILLBRAE ELEMENTARY	\$53,956.00
REDWOOD CITY ELEMENTARY	\$53,140.00
CABRILLO UNIFIED - 2020-21	\$53,045.00
BURLINGAME ELEMENTARY	\$52,105.00
JEFFERSON UNION HIGH	\$52,028.00
RAVENSWOOD CITY	\$51,823.00
PACIFICA - 2020-21	\$49,344.00
SM COUNTY OFFICE of EDUCATION	\$48,896.00
SAN BRUNO PARK	\$44,293.00



Highest Salary Comparison - 2019-20

HILLSBOROUGH ELEM.	\$142,773.00
SAN MATEO UNION HIGH	\$133,058.00
WOODSIDE ELEMENTARY	\$132,810.00
PORTOLA VALLEY	\$131,392.00
MENLO PARK ELEMENTARY	\$128,454.00
SEQUOIA UNION HIGH	\$128,183.00
LAS LOMITAS ELEMENTARY	\$126,364.00
SM COUNTY OFFICE of EDUCATION	\$116,836.00
BELMONT-REDWOOD SHORES	\$113,872.00
SM-FC ELEMENTARY	\$109,128.00
BAYSHORE ELEMENTARY	\$106,258.00
CABRILLO UNIFIED - 2020-21	\$106,090.00
MILLBRAE ELEMENTARY	\$105,240.00
SOUTH SAN FRANCISCO UNIFIED	\$104,979.00
JEFFERSON ELEMENTARY	\$104,455.00
BURLINGAME ELEMENTARY	\$104,260.00
REDWOOD CITY ELEMENTARY	\$103,420.00
SAN CARLOS ELEMENTARY	\$103,031.00
LA HONDA-PESCADERO UNIFIED	\$100,603.00
RAVENSWOOD CITY	\$96,818.00
JEFFERSON UN HIGH	\$91,702.00
BRISBANE ELEMENTARY	\$91,688.00
PACIFICA - 2020-21	\$87,906.00
SAN BRUNO PARK	\$81,347.00

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2020-2021 Salary Schedule

Step (Yrs Experience)	C BA + Credential*	D BA + Credential + 15	DM BA + Credential + 15 with MA/DR or BA + Credential with MA/DR	E BA + Credential + 30	EM BA + Credential + 30 with MA/DR or BA + Credential with MA/DR +15	F BA + Credential + 45	FM BA + Credential + 45 with MA/DR or BA + Credential with MA/DR + 30
1*	\$ 58,043	\$ 59,123	\$ 60,205	\$ 61,406	\$ 62,487	\$ 63,690	\$ 64,771
2	\$ 59,424	\$ 60,803	\$ 61,888	\$ 62,186	\$ 63,268	\$ 64,427	\$ 65,505
3	\$ 60,926	\$ 62,466	\$ 63,546	\$ 64,041	\$ 65,122	\$ 65,656	\$ 66,738
4	\$ 62,576	\$ 64,268	\$ 65,349	\$ 65,995	\$ 67,075	\$ 67,759	\$ 68,836
5	\$ 64,531	\$ 66,519	\$ 67,600	\$ 68,547	\$ 69,626	\$ 70,650	\$ 71,729
6	\$ 66,519	\$ 68,511	\$ 69,591	\$ 70,536	\$ 71,615	\$ 72,714	\$ 73,794
7	\$ 68,697	\$ 70,874	\$ 71,956	\$ 73,052	\$ 74,133	\$ 75,456	\$ 76,537
8	\$ 70,951	\$ 73,202	\$ 74,285	\$ 75,529	\$ 76,611	\$ 78,533	\$ 79,617
9	\$ 73,427	\$ 75,907	\$ 76,985	\$ 78,533	\$ 79,617	\$ 81,687	\$ 82,770
10	\$ 75,927	\$ 78,479	\$ 79,560	\$ 81,107	\$ 82,189	\$ 84,262	\$ 85,343
11	\$ 78,429	\$ 81,206	\$ 82,289	\$ 83,984	\$ 85,067	\$ 87,139	\$ 88,218
12	\$ 81,729	\$ 84,535	\$ 85,627	\$ 87,872	\$ 88,964	\$ 91,209	\$ 92,300
17	\$ 88,931	\$ 91,739	\$ 92,830	\$ 95,075	\$ 96,166	\$ 98,410	\$ 99,503
22	\$ 97,767	\$ 100,516	\$ 101,586	\$ 103,789	\$ 104,859	\$ 107,058	\$ 108,128
27	\$ 97,767	\$ 100,516	\$ 101,586	\$ 103,789	\$ 104,859	\$ 107,058	\$ 108,128

