



# SABRE

## Salary And Benefits Report

### 2024-25 Analysis of Teacher Salaries and Benefits

For many years, School Services of California Inc. (SSC) has had the opportunity to capture and analyze the Form J-90 Teacher Salary and Benefits Schedule from school districts in California. From this large accumulation of data, we are able to compile a comprehensive analysis of the salaries and benefits of certificated nonmanagement employees and how they compare to selected districts, regions, and the entire state.

The SABRE provides up to 38 side-by-side comparisons of your school district with up to 20 other districts per report on certificated salaries, health and welfare benefits, and working days. These comparative districts are entirely user selected and may be geographical, of like type and size, of similar funding levels, or a combination of all of these. The report consists of five valuable types of displays. Each report includes:

- ◆ Ten graphical displays and 27 comparison tables with side-by-side analysis
- ◆ All district teacher salary schedules, health and benefit schedules, and other selected data important for compensation evaluation in an easy-to-read common format

The entire report is an essential resource for school district administrators, especially for those at the negotiating table or in the human resources or fiscal departments.

#### **TYPES OF COMPARISONS INCLUDE:**

##### **SALARIES**

Each district's salary at the minimum, maximum, average, BA+30 at Step 1, and BA+60 at Step 10 are compared and ranked against the region, statewide averages, comparable district averages, and each of the comparable districts. Each comparative analysis also provides detailed statistics that can help give seniority, step, and educational accomplishment information. Readers, as a consequence, are able to get a comprehensive cross-comparison and analysis of district compensation to that of other selected districts.

##### **BENEFITS**

Each district's health, dental, life, vision, and other insurance benefits are displayed and compared. What makes the SABRE analysis unique is that it shows not only the maximum benefits, but also the district average based on actual placements. When the average district contribution cost is added to salary, a true total compensation picture is drawn.

##### **OTHER COMPARISONS**

The SABRE also includes comprehensive analyses of how your district compares in per diem amounts, number of instructional and teacher service days, percentage of salary adjustments, and total compensation.

##### **PRICE (Effective through June 30, 2026):**

The SABRE costs \$375 for client districts and includes two runs of 20 selected districts in each report emailed in PDF format to your district with a custom cover. If you would like the reports delivered to your district as a hardbound copy, the cost is \$480 for client districts. Clients will also receive a discount of \$75 on the price of our Comparative Analysis of District Income and Expenditures (CADIE) report if it is ordered any time during the year.

##### **TO ORDER:**

Complete the order form and mail or email it to SSC.

## 2024-25 SABRE and 2023-24 CADIE Order Form

It is easy to order a SABRE and CADIE. We will be happy to help you select an appropriate comparison group, or you can specify which districts you wish to be compared to, or even the criteria you would like SSC to use in choosing the comparison districts.

Contact name: \_\_\_\_\_ District name: \_\_\_\_\_

Address: (No P.O. boxes, please) \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone no. w/extension: \_\_\_\_\_ Email: \_\_\_\_\_

Purchase Order no.: \_\_\_\_\_ Check enclosed: (amount) \$ \_\_\_\_\_

Credit card no.: (Visa or MasterCard only) \_\_\_\_\_ Exp: \_\_\_\_\_ / \_\_\_\_\_

Name on credit card: \_\_\_\_\_ Signature: \_\_\_\_\_

**Pricing effective through June 30, 2026. Please check one:**

- SABRE Price (Electronic Version): \$375 client rate\*** includes two reports (20 districts in each)
- CADIE Price: (Electronic Version): \$525 client rate\*** includes two reports (20 districts in each)
- Both Reports (Electronic Version): \$825 client rate\*** includes two reports (20 districts in each)
- Bound hardcopy version of reports: \$105 per pair**

\*If you are not a client district, please contact our office at the number below for pricing

<b>Additional Reports: SABRE: \$100 (Electronic); CADIE: \$175 (Electronic)</b> <b>SABRE: \$205 (Hardcopy); CADIE: \$280 (Hardcopy)</b>	<b>Copies of Report (Hardcopy): \$105 per pair</b>
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- Use the same districts we've used in the past
- Call me to set up an appropriate list of comparison districts
- Use the following criteria to select the appropriate list of comparison districts:

Type of district: \_\_\_\_\_

ADA range from: \_\_\_\_\_ to \_\_\_\_\_

Geographical location: \_\_\_\_\_

- Use the following lists of comparative districts:

**Report 1**

District

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_
- 7) \_\_\_\_\_
- 8) \_\_\_\_\_
- 9) \_\_\_\_\_
- 10) \_\_\_\_\_
- 11) \_\_\_\_\_
- 12) \_\_\_\_\_
- 13) \_\_\_\_\_
- 14) \_\_\_\_\_
- 15) \_\_\_\_\_
- 16) \_\_\_\_\_
- 17) \_\_\_\_\_
- 18) \_\_\_\_\_
- 19) \_\_\_\_\_
- 20) \_\_\_\_\_

**Report 2**

District

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_
- 7) \_\_\_\_\_
- 8) \_\_\_\_\_
- 9) \_\_\_\_\_
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- 18) \_\_\_\_\_
- 19) \_\_\_\_\_
- 20) \_\_\_\_\_



*An Employee-Owned Company*

**Email or mail the completed form to:**

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