

Torrance Unified School District

Compensation Study—Certificated Supplement

October 26, 2022

Prepared By:

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Daily Rate Compensation Comparisons—Certificated Management

Adult Education Counselor, Annual 203 Days

No comparable data was found for an Adult Education Counselor or equivalent job classification. The District's compensation and daily rates are provided in Figure 3.

Figure 3

District	Job Classification	Work Days	AC Salary Beg. BA+45, Step 1	AC Beg Salary BA+45, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Torrance USD	Adult Education Counselor Annual 203 days	203	\$69,772	\$344	0.0%	1	\$109,755	\$541	0.0%	1	\$128,274	\$632	0.0%	1

¹Doctoral stipends included in the AC maximum salary as follows: Torrance USD-\$1,435.

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Adult Education Resource Teacher, Hourly 180 Days

No comparative data was found for an Adult Education Resource Teacher or equivalent job classification. The District's compensation and daily rates are provided in Figure 4. The District does offer pro-rated stipends for master's and doctoral degrees for eligible teachers who have obtained permanency—\$547 for master's and \$1,435 for doctoral. These stipends are not included in the compensation shown in Figure 4.

Figure 4

District	Job Classification	Work Days	Hourly Salary Step 1 (Year 1)	Hourly Salary Variance	Rank	Hourly Salary Step 10 (Year 10)	Hourly Salary Variance	Rank	Hourly Salary Step 20 (Year 20)	Hourly Salary Variance	Rank
Torrance USD	Adult Education Resource Teacher, Hourly 180 days	180	\$48.75	0.0%	1	\$55.50	0.0%	1	\$61.47	0.0%	1

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Adult Education Resource Teacher, Annual 200 Days

One comparative district provided data for Adult Education Resource Teacher or equivalent job classification.

Figure 5

District	Job Classification	Work Days	AC Salary Beg. Step 1 (Yr 1)	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid Step 10 (Yr 10)	AC Mid Salary Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary Step 20 (Yr 20)	AC Max Salary Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Torrance USD	Adult Education Resource Teacher Annual 200 days	200	\$79,983	0.0%	1	\$90,782	-\$454	0.0%	1	\$100,348	\$502	0.0%	1
Burbank USD	Adult School Resources Teacher	187 ²	\$60,041	-19.7%	2	\$73,045	\$391	-13.9%	2	\$73,045	\$391	-22.1%	2
Median			\$360			\$422				\$446			
Difference from District (\$)			-\$39			-\$32				-\$56			
Difference from District (%)			-9.9%			-7.0%				-11.1%			

¹Masters and doctoral stipends included in all three benchmark AC salaries as follows because no education requirements are listed for steps 1, 10, or 20: Torrance USD-\$547 and \$1,435 doctoral.

²Work days not confirmed—standard work days per certificated nonmanagement contract used.

Adult Education Teacher, Houly 175 Days

Four comparative districts provided data for Adult Education Teacher or equivalent job classification. The District does offer pro-rated stipends for master's and doctoral degrees for eligible teachers who have obtained permanency--\$547 for master's and \$1,435 for doctoral. These stipends are not included in the compensation shown in Figure 6.

Figure 6

District	Job Classification	Work Days	Hourly Salary Step 1 (Year 1)	Hourly Salary Variance	Rank	Hourly Salary Step 10 (Year 10)	Hourly Salary Variance	Rank	Hourly Salary Step 20 (Year 20)	Hourly Salary Variance	Rank
Culver City USD	Adult Teacher	N/A ¹	\$53.32	14.9%	1	\$73.02	38.2%	1	\$73.02	24.7%	1
Hacienda La Puente USD	Adult School Teacher	N/A ¹	\$50.75	9.3%	2	\$71.42	35.2%	2	\$71.42	22.0%	2
Torrance USD	Adult Education Teacher, Hourly 175 day	175	\$46.42	0.0%	4	\$52.84	0.0%	4	\$58.55	0.0%	3
ABC USD	Adult School Unit Member	N/A ¹	\$50.45	8.7%	3	\$53.86	1.9%	3	\$55.54	-5.1%	4
Burbank USD	Adult School Teacher (BA+30 unites or designated subject credential)	N/A ¹	\$38.49	-17.1%	5	\$46.83	-11.4%	5	\$46.83	-20.0%	5
Median			\$50.45			\$53.86			\$58.55		
Difference from District (\$)			\$4.03			\$1.02			\$0.00		
Difference from District (%)			8.7%			1.9%			0.0%		

¹Work day information was not available

Community Day School Counselor

No comparative data was found for a Community Day School Counselor or equivalent job classification. The District's compensation and daily rates are provided in Figure 7.

Figure 7

District	Job Classification	Work Days	AC Salary Beg, BA+45, Step 1	AC Beg Salary BA+45, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20 ¹	AC Max Salary Daily Rate Variance	Rank
Torrance USD	Community Day School Counselor	192	\$65,990	\$344	0.0%	1	\$103,806	0.0%	1	\$121,399	0.0%	1

¹ Doctoral stipends included in the AC maximum salary as follows: Torrance USD-\$1,435.

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Community Day School Teacher

No comparative data was found for a Community Day School Teacher or equivalent job classification. The District's compensation and daily rates are provided in Figure 8.

Figure 8

District/Job Classification	Work Days	AC Salary Beg, BA+30, Step 1	AC Beg Salary BA+30, Step 1, Daily Rate	AC Beg Salary BA+30, Step 1, Daily Rate Variance	Rank	AC Mid Salary BA+45, Step 5, Daily Rate	AC Mid Salary BA+45, Step 5, Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary BA+75 with MA, Step 20 Daily Rate Variance	Rank	
Torrance USD/Community Day School Teacher	215	\$72,210	\$336	0.0%	1	\$85,096	\$396	0.0%	\$118,177	\$550	0.0%	1	\$138,780	\$645	0.0%	1

¹Doctoral stipends included in the AC maximum salary as follows: Torrance USD-\$1,435.

Counselor, High School

All of the comparative districts provided data for a Counselor, High School or equivalent job classification.

Figure 9

District	Job Classification	Work Days	AC Salary Beg. BA+45, Step 1	AC Beg Salary BA+45, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20	AC Max Salary Daily Rate	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Downey USD	Counselor-High School	191	\$70,191	\$367	6.9%	4	\$100,831	\$528	-2.4%	4	\$132,417	\$693	\$132,417	9.6%	1
Hacienda La Puente USD	Counselor	190	\$73,641	\$388	12.8%	3	\$103,007	\$542	0.3%	2	\$128,977	\$679	\$128,977	7.4%	2
Torrance USD	Counselor, High School	192	\$65,990	\$344	0.0%	6	\$103,806	\$541	0.0%	3	\$121,399	\$632	\$121,399	0.0%	3
ABC USD	Secondary School Counselor ³	193	\$104,710	\$543	57.9%	1	\$112,695	\$584	8.0%	1	\$120,692	\$625	\$120,692	-1.1%	4
Glendale USD	Counselor	201	\$61,922	\$308	-10.4%	10	\$93,549	\$465	-13.9%	9	\$125,613	\$625	\$125,613	-1.2%	5
Redondo Beach USD	Counselor	185	\$63,370	\$343	-0.3%	7	\$94,377	\$510	-5.6%	6	\$114,531	\$619	\$114,531	-2.1%	6
Palos Verdes Peninsula USD	Counselor-High School	195	\$65,737	\$337	-1.9%	8	\$91,756	\$471	-13.0%	8	\$116,837	\$599	\$116,837	-5.2%	7
Manhattan Beach USD	Counselor	193	\$62,370	\$323	-6.0%	9	\$92,888	\$481	-11.0%	7	\$115,239	\$597	\$115,239	-5.6%	8
Culver City USD	Counselor ³	202	\$97,845	\$484	40.9%	2	\$105,807	\$524	-3.1%	5	\$116,442	\$576	\$116,442	-8.8%	9
Burbank USD	High School Counselor	202	\$69,829	\$346	0.6%	5	\$88,284	\$437	-19.2%	10	\$113,800	\$563	\$113,800	-10.9%	10

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Palos Verdes Peninsula USD	Counselor-Intermediate	190	\$64,052	\$337	-1.9%	6	\$89,403	\$471	-13.0%	7	\$114,200	\$601	-5.0%	6
Manhattan Beach USD	Counselor	193	\$62,370	\$323	-6.0%	7	\$92,888	\$481	-11.0%	6	\$115,239	\$597	-5.6%	7
Culver City USD	Counselor ¹	202	\$97,845	\$484	40.9%	1	\$105,807	\$524	-3.1%	4	\$116,442	\$576	-8.9%	8
Burbank USD	Counselor	187	\$57,057	\$305	-11.2%	9	\$81,833	\$438	-19.1%	9	\$105,560	\$564	-10.8%	9
Median				\$344				\$510				\$619		
Difference from District (\$)				\$0				-\$31				-\$13		
Difference from District (%)				0.0%				-5.6%				-2.1%		

¹Doctoral stipends included in the AC maximum salaries as follows: Burbank USD-\$2,826; Culver City USD-\$2,000; Downey USD-\$2,834; Glendale USD-\$1,000; Hacienda La Puente USD-\$1,000; Manhattan Beach USD-\$1,000; Palos Verdes Peninsula USD-\$1,000; Redondo Beach USD-\$1,000; and Torrance USD-\$1,435.

²Master's degree stipend included in midpoint salary as follows: Burbank USD-\$1,413

³Management job classification

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Dean of Students

Two of the comparative districts provided data for a Dean of Students or equivalent job classification.

Figure 11

District	Job Classification	Work Days	AC Salary Beg, BA+45, Step 1	AC Beg Salary BA+45, Step 1 Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10 ²	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Cuiver City USD	High School Assistant Principal-Discipline ¹	215	\$118,462	\$551	60.3%	1	\$128,139	\$596	10.2%	1	\$140,580	\$654	3.4%	1
Torrance USD	Dean of Students³	192	\$65,990	\$344	0.0%	3	\$103,806	\$541	0.0%	3	\$121,399	\$632	0.0%	2
ABC USD	Secondary School Dean ³	193	\$104,710	\$543	57.9%	2	\$112,695	\$584	8.0%	2	\$120,692	\$625	-1.1%	3
Median				\$543			\$584				\$632			
Difference from District (\$)				\$199			\$43				\$0			
Difference from District (%)				57.9%			8.0%				0.0%			

¹Doctoral stipends included in the AC maximum salaries as follows: ABC USD-\$1,500; Cuiver City USD-\$2,000; and Torrance USD-\$1,435.

²Master's degree stipend included in midpoint salary as follows: ABC USD-\$1,000

³Management job classification

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District Social Worker/Clinician

Two of the comparative districts provided data for a District Social Worker/Clinician or equivalent job classification.

Figure 12

District	Job Classification	Work Days	AC Salary Beg. MA, Step 1	AC Beg Salary MA, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid MA+20, Step 10 ¹	AC Mid Salary MA+20, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary MA+40, Step 20	AC Max Salary Daily Rate	AC Max Salary Daily Rate Variance	Rank
Torrance USD	District Social Worker/Clinician	192	\$76,906	\$401	0.0%	3	\$104,112	\$542	0.0%	1	\$122,003	\$635	0.0%	1
Culver City USD	Social Worker (SELPA) ²	198	\$95,906	\$484	20.9%	1	\$103,709	\$524	-3.4%	2	\$114,176	\$577	-9.3%	2
ABC USD	District Social Worker ³	223	\$107,352	\$481	20.2%	2	\$115,552	\$518	-4.4%	3	\$123,768	\$555	-12.7%	3
Median				\$481				\$524				\$577		
Difference from District (\$)				\$81				-\$18				-\$59		
Difference from District (%)				20.2%				-3.4%				-9.3%		

¹ Doctoral stipends included in the AC maximum salaries as follows: ABC USD-\$1,500; Culver City USD-\$2,000; and Torrance USD-\$1,435.

² Master's degree stipend included in midpoint salary as follows: ABC USD-\$1,000

³ Management job classification

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High School Athletic Director

No comparative data was found for a High School Athletic Director or equivalent job classification. As shown in Figure 25, all of the comparative districts provide a stipend for Athletic Director assignments indicating that the function is an extra duty assignment rather than the full-time position found in the District. The District's compensation and daily rates are provided in Figure 13.

Figure 13

District/Job Classification	Work Days	AC Salary Beg, BA+30, Step 1	AC Beg Salary BA+30, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Mid Salary BA+45, Step 5	AC Mid Salary BA+45, Step 5, Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Torrance USD/High School Athletic Director	195	\$62,146	\$319	0.0%	1	\$73,236	\$376	0.0%	1	\$101,710	\$522	38.9%	1	\$119,643	\$614	17.6%	1

¹Doctoral stipends included in the AC maximum salary as follows: Torrance USD-\$1,435.

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High School Librarian

All the comparative districts provided data for a High School Librarian, or equivalent job classification. None of the comparative districts had a specific librarian job classification assigned to the High School. All comparable job classification titles are “Librarian”.

Figure 14

District	Work Days	AC Salary Beg. BA+30, Step 1	AC Beg Salary BA+30, Step 1, Daily Rate	AC Beg Salary BA+30, Step 1, Daily Rate Variance	Rank	AC Mid Salary BA+45, Step 5, Daily Rate	AC Mid Salary BA+45, Step 5, Daily Rate Variance	Rank	AC Mid Salary BA+60 with MA, Step 10, Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20, Daily Rate	AC Max Salary BA+75 with MA, Step 20, Daily Rate Variance	Rank
Downey USD	185	\$65,599	\$355	11.3%	2	\$79,160	13.9%	2	\$96,485	38.9%	3	\$127,853	32.5%	1
Hacienda La Puente USD	185	\$68,256	\$369	15.8%	1	\$81,435	17.2%	1	\$100,296	44.4%	1	\$125,609	30.2%	2
ABC USD	184	\$60,277	\$328	2.8%	4	\$69,185	0.1%	5	\$84,227	21.9%	8	\$115,372	20.2%	3
Redondo Beach USD	185	\$63,231	\$342	7.2%	3	\$75,698	8.9%	3	\$94,377	35.8%	4	\$114,531	18.7%	4
Culver City USD	184	\$57,523	\$313	-1.9%	8	\$68,649	-0.7%	7	\$88,545	28.1%	6	\$113,647	18.4%	5
Torrance USD	192	\$61,190	\$319	0.0%	6	\$72,109	0.0%	6	\$100,146	38.9%	2	\$117,824	17.7%	6
Palos Verdes Peninsula USD	190	\$62,196	\$327	2.7%	5	\$70,076	-1.8%	8	\$89,403	25.3%	7	\$114,200	15.2%	7
Manhattan Beach USD	188	\$59,128	\$315	-1.3%	7	\$72,573	2.8%	4	\$90,482	28.1%	5	\$112,280	14.5%	8
Glendale USD	186	\$53,507	\$288	-9.7%	10	\$58,722	-15.9%	10	\$70,725	1.2%	10	\$107,433	10.7%	9

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Palos Verdes Peninsula USD	190	\$62,196	\$327	9.5%	5	\$70,076	\$369	4.7%	7	\$89,403	\$471	-3.8%	7	\$114,200	\$601	4.3%	6
Glendale USD	186	\$52,404	\$282	-5.8%	10	\$64,120	\$345	-2.2%	10	\$82,747	\$445	-9.1%	9	\$111,277	\$598	3.8%	7
Manhattan Beach USD	183	\$57,555	\$315	5.2%	6	\$70,643	\$386	9.6%	4	\$88,076	\$481	-1.6%	5	\$109,320	\$597	3.7%	8
Torrance USD	192	\$57,398	\$299	0.0%	9	\$67,644	\$352	0.0%	8	\$93,941	\$489	0.0%	4	\$110,613	\$576	0.0%	9
Burbank USD	187	\$56,502	\$302	1.1%	8	\$64,644	\$346	-1.9%	9	\$81,833	\$438	-10.6%	10	\$105,560	\$564	-2.0%	10
Median			\$321				\$375				\$481				\$609		
Difference from District (\$)			\$22				\$22				-\$8				\$33		
Difference from District (%)			7.4%				6.3%				-1.6%				5.8%		

¹Doctoral stipends included in the AC maximum salaries as follows: ABC USD-\$1,500; Burbank USD-\$2,826; Culver City USD-\$2,000; Downey USD-\$2,834; Glendale USD-\$1,000; Hacienda La Puente USD-\$1,000; Manhattan Beach USD-\$1,000; Palos Verdes Peninsula USD-\$1,000; Redondo Beach USD-\$1,000; and Torrance USD-\$1,435.

²Master's degree stipend included in midpoint salary as follows: Burbank USD-\$1,413 and Downey USD-\$463

Program Specialist

Six of the comparative districts provided data for a Program Specialist or equivalent job classification.

Figure 16

District	Job Classification	Work Days	AC Salary Beg, MA, Step 1	AC Beg Salary MA, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid, MA+20, Step 10	AC Mid Salary MA+20, Step 10, Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary MA+40, Step 20, Daily Rate	AC Max Salary Daily Rate Variance	Rank
Hacienda La Puente USD	Program Specialist	192	\$97,908	\$484	18.9%	3	\$129,246	\$673	23.5%	1	\$136,091	11.6%	1
Palos Verdes Peninsula USD	Program Specialist-Special Education	200	\$82,968	\$415	1.9%	5	\$110,119	\$551	1.0%	4	\$128,080	0.8%	2
Torrance USD	Program Specialist	212	\$86,302	\$407	0.0%	6	\$115,564	\$545	0.0%	5	\$134,651	0.0%	3
Redondo Beach USD	Program Specialist ²	200	\$105,348	\$527	29.4%	2	\$115,188	\$576	5.7%	3	\$126,748	-0.2%	4
Downey USD	Program Specialist ²	195	\$108,022	\$554	36.1%	1	\$112,447	\$577	5.8%	2	\$119,961	-3.1%	5
Burbank USD	Program Specialist I ²	200	\$83,384	\$417	2.4%	4	\$96,524	\$483	-11.5%	6	\$120,147	-5.4%	6
Manhattan Beach USD	Program Specialist	183	\$59,139	\$323	-20.6%	7	\$88,076	\$481	-11.7%	7	\$109,320	-5.9%	7
Median				\$417				\$551			\$634		
Difference from District (\$)				\$10				\$5			-\$1		
Difference from District (%)				2.4%				1.0%			-0.2%		

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¹Doctoral stipends included in the AC maximum salaries as follows: Burbank USD-\$2,826; Downey USD-\$2,834; Hacienda La Puente USD-\$1,000; Manhattan Beach USD-\$1,000; Palos Verdes Peninsula USD-\$1,000; Redondo Beach USD-\$1,000; and Torrance USD-\$1,435.

²Management job classification

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Resource Teacher

All the comparative districts provided data for a Resource Teacher or equivalent job classification. All but two of the comparative job classifications are titled “Resource Teacher”. Palos Verdes Peninsula USD has a “Resource Specialist”, and Redondo Beach USD has a “Resource Specialist Teacher”.

Figure 17

District/Job Classification	Work Days	AC Beg Salary BA+30, Step 1, Daily Rate	AC Beg Salary BA+30, Step 1, Daily Rate Variance	AC Beg Salary BA+45, Step 5, Daily Rate	AC Mid Salary BA+45, Step 5, Daily Rate	AC Mid Salary BA+60, Step 10, Daily Rate	AC Mid Salary BA+60, Step 10, Daily Rate Variance	Rank	AC Mid Salary BA+60, Step 10, Daily Rate	AC Mid Salary BA+75, with MA, Step 20, Daily Rate	AC Mid Salary BA+75, with MA, Step 20, Daily Rate Variance	Rank	AC Max Salary BA+75, with MA, Step 20, Daily Rate	AC Max Salary BA+75, with MA, Step 20, Daily Rate Variance	Rank
Downey USD	185	\$65,599	11.3%	\$79,160	\$428	\$96,485	13.9%	2	\$96,485	\$127,853	0.0%	3	\$691	12.6%	1
Hacienda La Puente USD	185	\$68,256	15.8%	\$81,435	\$440	\$100,296	17.2%	1	\$100,296	\$125,609	3.9%	1	\$679	10.6%	2
ABC USD	184	\$60,277	2.8%	\$69,185	\$376	\$84,227	0.1%	5	\$84,227	\$115,372	-12.2%	8	\$627	2.1%	3
Redondo Beach USD	185	\$63,231	7.2%	\$75,698	\$409	\$94,377	8.9%	3	\$94,377	\$114,531	-2.2%	4	\$619	0.8%	4
Culver City USD	184	\$57,523	-1.9%	\$68,649	\$373	\$88,545	-0.7%	7	\$88,545	\$113,647	-7.7%	6	\$618	0.6%	5
Torrance USD	185	\$58,959	0.0%	\$69,483	\$376	\$96,497	0.0%	6	\$96,497	\$113,582	0.0%	2	\$614	0.0%	6
Palos Verdes Peninsula USD	185	\$60,558	2.7%	\$68,233	\$369	\$87,050	-1.8%	8	\$87,050	\$111,563	-9.8%	7	\$603	-1.8%	7
Manhattan Beach USD	183	\$57,555	-1.3%	\$70,643	\$386	\$88,076	2.8%	4	\$88,076	\$109,320	-7.7%	5	\$597	-2.7%	8
Glendale USD	186	\$53,507	-9.7%	\$58,729	\$316	\$70,725	-15.9%	10	\$70,725	\$107,430	-27.1%	10	\$578	-5.9%	9

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	187	\$56,502	\$302	-5.2%	9	\$64,644	\$346	-8.0%	9	\$80,420	\$430	-17.6%	9	\$105,560	\$564	-8.1%	10	
Burbank USD																		
Median			\$323			\$376					\$481				\$616			
Difference from District (\$)			\$4			\$0					-\$40				\$2			
Difference from District (%)			1.4%			0.1%					-7.7%				0.3%			

¹Doctoral stipends included in the AC maximum salaries as follows: ABC USD-\$1,500; Burbank USD-\$2,826; Culver City USD-\$2,000; Downey USD-\$2,834; Glendale USD-\$1,000; Hacienda La Puente USD-\$1,000; Manhattan Beach USD-\$1,000; Palos Verdes Peninsula USD-\$1,000; Redondo Beach USD-\$1,000; and Torrance USD-\$1,435.

²Master's degree stipend included in midpoint salary as follows: Downey USD-\$463

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School Nurse Specialist

No comparative data was found for a School Nurse Specialist or equivalent job classification. The District's compensation and daily rates are provided in Figure 18.

Figure 18

District/Job Classification	Work Days	AC Salary Beg. BA+30, Step 1	AC Beg Salary BA+30, Step 1, Daily Rate	AC Mid Salary BA+45, Step 5	AC Mid Salary BA+45, Step 5, Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20	AC Max Salary BA+75 with MA, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Torrance USD	192	\$61,190	\$319	\$72,109	\$376	0.0%	1	\$100,146	\$522	38.9%	1	\$117,824	\$614	17.7%	1

¹Doctoral stipends included in the AC maximum salary as follows: Torrance USD-\$1,435.

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School Psychologist - Behavioral Health Specialist

Two of the comparative districts provided data for a School Psychologist - Behavioral Health Specialist equivalent job classification.

Figure 19

District	Job Classification	Work Days	AC Salary Beg, MA, Step 1	AC Beg Salary MA, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid MA+20, Step 10	AC Mid Salary MA+20, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary MA+40, Step 20	AC Max Salary Daily Rate	AC Max Salary MA+40, Step 20 Daily Rate Variance	Rank
Torrance USD	School Psychologist - Behavioral Health Specialist	212	\$86,302	\$407	0.0%	3	\$115,564	\$545	0.0%	1	\$134,651	\$635	0.0%	1
Burbank USD	Psychologist II ²	215	\$91,234	\$424	4.2%	2	\$105,613	\$491	-9.9%	3	\$131,196	\$610	-3.9%	2
Culver City USD	Board Certified Behavior Analyst ²	195	\$97,592	\$500	22.9%	1	\$105,537	\$541	-0.7%	2	\$116,141	\$596	-6.2%	3
Median				\$424				\$541				\$610		
Difference from District (\$)				\$17				-\$4				-\$25		
Difference from District (%)				4.2%				-0.7%				-3.9%		

¹Doctoral stipends included in the AC maximum salaries as follows: Burbank USD-\$2,826; Culver City USD-\$2,000; and Torrance USD-\$1,435.

²Management job classification

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School Psychologist

All of the comparative districts provided data for a School Psychologist or equivalent job classification.

Figure 20

District	Job Classification	Work Days	AC Salary Beg, MA, Step 1 ^a	AC Beg Salary MA, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid MA+20, Step 10 ^b	AC Mid Salary MA+20, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary MA+40, Step 20 ^c	AC Max Salary MA+40, Step 20 Daily Rate	AC Max Salary Daily Rate Variance	Rank
Hacienda La Puente USD	Psychologist	192	\$92,910	\$484	20.8%	4	\$129,248	\$673	24.1%	1	\$136,093	\$709	11.5%	1
Torrance USD	School Psychologist	192	\$76,906	\$401	0.0%	7	\$104,112	\$542	0.0%	4	\$122,003	\$635	0.0%	2
Redondo Beach USD	Psychologist	185	\$80,492	\$435	8.6%	5	\$104,548	\$565	4.2%	3	\$116,938	\$632	-0.5%	3
ABC USD	Psychologist ^a	193	\$105,710	\$548	36.7%	1	\$112,695	\$584	7.7%	2	\$120,692	\$625	-1.6%	4
Palos Verdes Peninsula USD	Psychologist	190	\$71,696	\$377	-5.8%	8	\$97,886	\$515	-5.0%	7	\$115,441	\$608	-4.4%	5
Burbank USD	Psychologist ^a	200	\$83,384	\$417	4.1%	6	\$96,524	\$483	-11.0%	9	\$120,147	\$601	-5.5%	6
Glendale USD	Psychologist ^a	205	\$103,810	\$506	26.4%	2	\$110,488	\$539	-0.6%	6	\$122,551	\$598	-5.9%	7
Manhattan Beach USD	Psychologist	191	\$61,724	\$323	-19.3%	10	\$91,926	\$481	-11.2%	10	\$114,055	\$597	-6.0%	8
Culver City USD	Psychologist ^a	195	\$97,592	\$500	24.9%	3	\$105,537	\$541	-0.2%	5	\$116,141	\$596	-6.3%	9
Downey USD	Psychologist	192	\$68,544	\$357	-10.9%	9	\$95,414	\$497	-8.4%	8	\$100,111	\$521	-17.9%	10

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Speech Language Pathologist

All of the comparative districts provided data for a Speech Language Pathologist or equivalent job classification.

Figure 21

District	Job Classification	Work Days	AC Salary Beg. MA, Step 1 ² Daily Rate	AC Beg Salary MA, Step 1, Daily Rate	AC Beg Salary Daily Rate Variance	Rank	AC Salary Mid BA+60 with MA, Step 10 ² Daily Rate	AC Mid Salary BA+60 with MA, Step 10 Daily Rate	AC Mid Salary Daily Rate Variance	Rank	AC Max Salary BA+75 with MA, Step 20 ³ Daily Rate	AC Max Salary Daily Rate Variance	Rank
Hacienda La Puente USD	Speech/Language Pathologist	192	\$92,910	\$484	40.8%	1	\$129,248	\$673	24.5%	1	\$136,093	12.1%	1
Downey USD	Speech Language Pathologist	185	\$66,062	\$357	3.9%	4	\$96,485	\$522	-3.5%	4	\$691	9.3%	2
ABC USD	Speech Language Specialist	184	\$66,785	\$363	5.6%	3	\$89,227	\$485	-10.3%	6	\$654	3.5%	3
Palos Verdes Peninsula USD	Speech Therapist	185	\$69,807	\$377	9.8%	2	\$101,685	\$550	1.7%	2	\$644	1.9%	4
Torrance USD	Speech Language Pathologist	192	\$65,998	\$344	0.0%	5	\$103,800	\$541	0.0%	3	\$632	0.0%	5
Redondo Beach USD	Speech Pathologist	185	\$63,370	\$343	-0.3%	6	\$94,377	\$510	-5.6%	5	\$619	-2.1%	6
Culver City USD	Speech Therapist/Pathologist	184	\$59,811	\$325	-5.4%	7	\$88,545	\$481	-11.0%	8	\$618	-2.3%	7
Glendale USD	Speech Language Specialist	186	\$58,108	\$312	-9.1%	10	\$82,787	\$445	-17.7%	9	\$598	-5.4%	8
Manhattan Beach USD	Speech Language Pathologist	191	\$61,724	\$323	-6.0%	9	\$91,926	\$481	-11.0%	7	\$597	-5.6%	9
Burbank USD	Speech Language Pathologist	187	\$60,522	\$324	-5.8%	8	\$81,833	\$438	-19.1%	10	\$564	-10.7%	10

Substitute Teacher Daily Rate

Eight of the comparative districts provided data for Substitute Daily Rates and Long-Term Substitute Daily Rates.

Figure 23

District	Substitute Daily Rate	Daily Rate Variance %	Rank	Long Term Substitute Daily Rate	Daily Rate Variance %	Rank
Burbank USD	\$200	14.3%	1	\$293	46.5%	1
Glendale USD	\$200	14.3%	1	\$240	20.0%	2
Culver City USD	\$184	5.1%	5	\$235	17.7%	3
Downey USD	\$200	14.3%	1	\$230	15.0%	4
Torrance USD	\$175	0.0%	6	\$200	0.0%	5
ABC USD	\$175	0.0%	6	\$200	0.0%	5
Manhattan Beach USD	\$175	0.0%	6	\$200	0.0%	5
Palos Verdes Peninsula USD	\$175	0.0%	6	\$200	0.0%	5
Hacienda La Puente USD	\$200	14.3%	1	N/A ¹	-	-
Median	\$184			\$200		
Difference from District (\$)	\$9			\$0		
Difference from District (%)	5.1%			0.0%		

¹Long Term Substitute Rate not available

Extra Duty and Auxiliary Pay Analysis

Current extra duty and auxiliary payment schedules were analyzed to compare the District’s level of compensation for 24 coaching assignments and 30 auxiliary assignments to those found in the comparable districts. Figure 24 provides the effective year for the payment schedule and Figure 25 provides the comparative analysis. If no stipend amount is present, it indicates that the payment schedules found on the comparative district’s website did not provide data for that assignment or payment. The median payment is calculated as well as the difference between the median payment and the District’s payment. All figures are shown as the annual payment amount.

Figure 24

District	Payment Schedule	Year
ABC USD	Extra Pay for Extra Service Schedule	2022-23
Burbank USD	Extra Compensation for Co/Extra-Curricular Activities (Exhibit G), Coaching Services Salary Schedule (Exhibit C), and Miscellaneous Salary Rates (Exhibit F)	2021-22
Culver City USD	Compensation for Coaching and Special Assignments, Schedule H	2022-23
Downey USD	Salary Schedule Rates from Contract, Administrative Regulation 4141	2021-22
Glendale USD	Special Salary Schedule, Teachers – Appendix F and Schedule of Rates for Extra-Curricular Assignments, Appendix E	2020-21
Hacienda La Puente USD	Certificated Extra Pay Schedule and Non-Contract Schedule, Appendix A	2019-20
Manhattan Beach USD	Extra Duty Stipends, Appendix D	2021-22
Palos Verdes Peninsula USD	Appendix B, Salary-Extra Pay Assignments	2020-21
Redondo Beach USD	Certificated Stipend Table	2022-23
Torrance USD	Extra Duty and Auxiliary Pay Schedule	2022-23

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Figure 25

	Torrance USD	ABC USD	Burbank USD	Culver City USD	Downey USD	Glendale USD	Hacienda La Puente USD	Manhattan Beach USD	Palms Verdes Peninsula USD	Redondo Beach USD	Median	Difference from District \$	Difference from District %
Extra Duty Pay													
Varsity Football	\$4,800	\$4,193	\$4,395	\$4,813	\$5,811	\$4,838	\$3,990	\$3,969	\$4,988	\$5,431	\$4,807	\$7	0.1%
Athletic Trainer (Football)	\$4,800	-	-	\$13,649	-	-	\$2,538	-	-	-	\$4,800	\$0	0.0%
Asst Varsity Football	\$3,516	\$2,540	\$3,958	\$3,414	\$3,487	\$3,874	\$2,538	\$2,606	-	\$3,983	\$3,487	-\$29	-0.8%
Soph Football	\$3,124	-	\$3,958	-	\$4,236	\$3,874	-	-	-	-	\$3,916	\$792	25.4%
Soph Asst Football	\$2,967	-	-	-	-	\$3,874	-	-	-	-	\$3,421	\$454	15.3%
Frosh Football	\$3,124	\$2,286	\$3,958	-	\$3,487	\$3,548	-	-	-	-	\$3,487	\$363	11.6%
Frosh Asst Football	\$2,967	\$2,032	-	-	-	\$3,548	-	-	-	-	\$2,967	\$0	0.0%
Varsity Pep Squad*	\$4,118	\$2,761	-	-	\$3,678	\$4,843	\$2,660	\$3,320	\$4,988	-	\$3,678	-\$440	-10.7%
Varsity Baseball	\$4,119	\$3,176	\$3,958	\$4,726	\$4,903	\$4,838	\$3,446	\$3,969	\$4,988	\$4,707	\$4,413	\$294	7.1%
Athletic Trainer (Baseball)	\$4,119	-	-	\$13,649	-	-	\$2,538	-	-	-	\$4,119	\$0	0.0%
Varsity Basketball	\$4,119	\$3,430	\$3,958	\$4,726	\$5,016	\$4,838	\$3,627	\$3,969	\$4,988	\$4,707	\$4,413	\$294	7.1%
Varsity Softball	\$4,119	\$3,176	\$3,958	\$4,726	\$4,903	\$4,838	\$3,446	-	\$4,988	\$4,707	\$4,707	\$588	14.3%

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Athletic Trainer (Basketball)	\$4,119	-	-	\$13,649	-	\$2,538	-	-	-	\$4,119	\$0	0.0%	
Varsity Soccer	\$4,119	\$2,922	\$3,958	\$4,726	\$4,535	\$4,838	\$2,660	\$3,969	\$4,988	\$4,327	\$208	5.0%	
Varsity Swimming Coach	\$4,119	\$2,761	\$3,958	\$4,726	\$3,435	\$4,838	\$3,446	\$3,969	\$4,988	\$4,044	-\$75	-1.8%	
Varsity Track	\$4,119	\$2,959	\$3,958	\$4,726	\$4,610	\$4,838	\$3,446	\$3,969	\$4,988	\$4,365	\$246	6.0%	
Varsity Volleyball	\$4,119	\$2,959	\$3,958	\$4,726	\$4,139	\$4,838	\$2,660	\$3,969	\$4,988	\$4,129	\$10	0.2%	
Varsity Water Polo	\$4,119	\$2,563	\$3,958	\$4,726	\$3,591	\$4,838	\$3,446	\$3,969	\$4,988	\$4,044	-\$75	-1.8%	
Varsity Wrestling	\$4,119	\$2,959	-	-	\$3,591	\$4,838	\$3,446	\$3,969	\$4,988	\$4,044	-\$75	-1.8%	
Varsity Tennis	\$3,791	\$2,540	\$3,958	\$4,726	\$3,714	\$4,838	\$2,660	\$3,969	\$4,988	\$3,964	\$173	4.6%	
Varsity Golf	\$3,694	\$2,540	\$3,958	\$4,726	\$3,435	\$3,874	\$2,660	\$3,969	\$4,988	\$3,916	\$222	6.0%	
Varsity Gymnastics	\$3,694	-	-	-	-	-	-	-	-	N/A	N/A	N/A	
Varsity Cross Country	\$3,694	\$2,540	\$3,958	\$4,726	\$3,482	\$4,838	\$2,660	\$3,969	\$4,988	\$3,964	\$270	7.3%	
Varsity Surfing	\$2,813	-	-	-	-	-	-	\$3,969	\$4,988	\$3,969	\$1,156	41.1%	
Auxiliary Pay													
Middle School Newspaper	\$1,635	-	\$1,860	-	-	\$2,582	-	-	-	\$1,449	\$1,748	\$113	6.9%
Middle School Annual Yearbook	\$1,635	-	\$1,860	-	\$1,650	\$2,582	-	-	-	\$1,449	\$1,650	\$15	0.9%
Middle School Band	\$1,603	\$1,484	\$2,456	-	\$1,650	\$2,420	\$1,814	\$1,946	-	\$5,070	\$1,880	\$277	17.3%

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High School Student Activities Director	\$4,800	\$4,040	-	\$3,447	\$8,174	\$3,608	-	\$5,383	\$9,976	\$5,794	\$5,092	\$292	6.1%
High School Athletic Director	\$4,800	\$4,040	\$7,884	\$4,726	\$8,174	\$7,748	\$4,232	\$5,383	\$9,976	\$10,862	\$6,566	\$1,766	36.8%
High School Instrumental Music	\$4,800	\$3,177	\$5,100	\$4,183	\$4,994	\$4,840	\$4,232	\$4,007	\$4,988	\$5,070	\$4,820	\$20	0.4%
High School: Forensics	\$3,268	-	\$3,860	-	-	-	-	-	\$4,988	-	\$3,860	\$592	18.1%
High School: Drama Production	\$3,268	\$2,345	\$4,276	\$4,183	\$3,303	\$3,608	\$2,538	\$4,007	\$4,988	\$4,706	\$3,808	\$540	16.5%
High School: School Newspaper	\$3,268	\$2,345	\$3,860	-	\$3,721	\$7,748	\$2,538	\$3,320	\$4,988	\$4,344	\$3,721	\$453	13.9%
High School: Annual Yearbook	\$3,268	-	\$3,860	\$3,194	\$4,233	-	\$2,538	\$320	\$4,988	\$4,344	\$3,564	\$296	9.1%
High School: Vocal Music	\$3,268	-	\$5,100	\$4,183	\$3,289	\$4,354	\$3,023	\$4,007	\$4,988	\$2,172	\$4,007	\$739	22.6%
High School: Drill Team	\$3,268	\$2,761	\$3,860	-	\$3,678	\$4,298	-	\$3,320	\$4,988	\$4,706	\$3,769	\$501	15.3%
High School: Modern Dance	\$3,268	-	\$3,860	\$2,561	\$3,579	\$3,608	\$1,149	-	\$4,988	-	\$3,579	\$311	9.5%
High School: Math Team	\$3,268	-	-	-	-	-	-	-	\$4,988	-	\$4,128	\$860	26.3%
High School: Academic Decathlon	\$3,268	\$2,140	\$4,280	-	-	\$3,608	\$2,660	\$2,633	\$4,988	\$2,896	\$3,082	-\$186	-5.7%
High School: Gate Coordinator	\$3,268	-	-	-	-	\$3,608	-	-	-	-	\$3,438	\$170	5.2%
High School Lead Teachers in English-As-A-Second Language (ESL)	\$2,359	-	-	-	-	-	-	-	-	-	N/A	N/A	N/A
High School Lead Teachers in	\$2,359	-	-	-	-	-	-	-	-	-	N/A	N/A	N/A

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Appendix A—Salary Schedule Assignment, Effective Year, and Number of Steps

District	Employee Group	Salary Schedule Effective Year	Maximum Steps/Years
ABC Unified School District (USD)	Certificated Management (Counselor, District Social Worker, Secondary School Dean, Psychologist)	2022-23	5 steps/5 years
	Certificated Nonmanagement (Resource Teacher, Librarian, Nurse, Speech Language Specialist)	2021-22	30 steps/30 years
	Adult School Teacher	2021-22	9 steps/20 years
	Certificated Management (Program Specialist, Psychologist II, Psychologist I)	2021-22	8 steps/8 years
	Certificated Nonmanagement (Resource Teacher, Counselor, Librarian, Nurse, Speech Language Pathologist)	2021-22	18 steps/24 years
Burbank USD	Adult School Teacher	2021-22	6 steps/6 years
	Certificated Management (Assistant Principal-Discipline, Counselor, Social Worker SELPA, Psychologist)	2022-23	5 steps/5 years
Culver City USD	Certificated Nonmanagement (Resource Teacher, Librarian, Nurse, Speech Therapist/Pathologist)	2022-23	25 steps/25 years
	Adult School Teacher	2022-23	4 Steps/6 years
Downey USD	Certificated Management (Program Specialist)	2021-22	5 steps/5 years
	Certificated Nonmanagement (Resource Teacher, Counselor, Librarian, Nurse, Psychologist, Speech Language Pathologist)	2021-22	14 steps/30 years
	Counselor	2019-20	14 steps/30 years
Glendale USD	Certificated Management (Psychologist)	2022-23	7 steps/7 years
	Certificated Nonmanagement (Resource Teacher, Counselor, Librarian, Nurse, Speech Language Specialist)	2019-20	28 steps/28 years
Hacienda La Puente USD	Certificated Nonmanagement (Resource Teacher, Counselor, Librarian, Nurse, Program Specialist, Psychologist, Speech Language Pathologist)	2022-23	26 steps/26 years
	Adult School Teacher	2022-23	8 steps/8 years
	Program Specialist and Psychologist	2022-23	9 steps/9 years
Manhattan Beach USD	Certificated Nonmanagement (Resource Teacher, Counselor, Psychologist, Librarian, Nurse, and Speech Language Pathologist, Program Specialist, Psychologist)	2021-22	18 steps/30 years

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Palos Verdes Peninsula USD	Certificated Nonmanagement (Resource Teacher, District Nurse, High School Counselor, Intermediate School Counselor, Librarian, Program Specialist-Special Education, Psychologist, and Speech Therapist)	2021-22	30 steps/30 years
	Certificated Management (Program Specialist)	2021-22	7 steps/7 years
Redondo Beach USD	Certificated Nonmanagement (Resource Teacher, Counselor, Librarian, Nurse, Speech Pathologist and Psychologist)	2021-22	30 steps/30 years
	<i>Certificated Nonmanagement, High School Athletic Director, Nurse, Student Activities Director</i>	<i>2022-23</i>	<i>12 steps/20 years</i>
Torrance USD	<i>Counselor K-8 and High School, Dean of Students, District Social Worker/Clinician, Program Specialist, School Psychologist and Behavioral Specialist, School Psychologist, and Speech Language Pathologist</i>	<i>2022-23</i>	<i>8 steps/20 years</i>