

## Salary and Health Benefits Comparison 2003-04 and 2004-05

Alameda County District	2003-2004					2004-2005				
	Step 1 BA + 24/30	Step 10 BA + 60	Maximum Salary	Benefits Max paid	Total of Sal+Bene	Step 1 BA + 24/30	Step 10 BA + 60	Maximum Salary	Benefits Max paid	Total of Sal+Bene
Alameda	\$38,490	\$54,800	\$72,615	\$7,032	\$187,001	\$38,490	\$54,800	\$72,615	\$7,037	\$187,016
Albany	\$36,912	\$53,762	\$72,467	\$12,167	\$199,642	\$37,787	\$55,036	\$74,182	\$12,167	\$203,506
<b>Berkeley</b>	<b>\$40,194</b>	<b>\$56,702</b>	<b>\$70,358</b>	<b>\$9,970</b>	<b>\$197,164</b>	<b>\$40,194</b>	<b>\$56,702</b>	<b>\$70,358</b>	<b>\$10,576</b>	<b>\$198,982</b>
Castro Valley	\$39,264	\$56,034	\$71,838	\$5,552	\$183,792	\$40,442	\$57,715	\$73,993	\$5,552	\$188,806
Emery	\$37,610	\$58,605	\$64,347	\$8,842	\$187,088	in negotiations			\$10,818	
Fremont	\$48,380	\$64,389	\$85,199	included	\$197,968	\$48,864	\$65,033	\$86,051	included	\$199,948
Hayward	\$45,807	\$63,984	\$76,306	included	\$186,097	\$47,544	\$65,833	\$78,511	included	\$191,888
Livermore Valley	\$40,222	\$58,850	\$71,817	\$10,987	\$203,850	\$40,222	\$58,850	\$71,817	\$13,405	\$211,104
New Haven	\$49,680	\$66,262	\$87,528	included	\$203,470	just settled				
Newark	\$45,068	\$61,861	\$76,463	included	\$183,392	\$47,321	\$64,954	\$80,286	included	\$192,561
Oakland	\$37,390	\$51,070	\$66,680	\$8,165	\$179,636	not ratified			\$9,954	
Piedmont	\$39,803	\$60,166	\$77,720	\$8,548	\$203,334	\$40,002	\$60,487	\$78,109	\$9,514	\$207,140
Pleasanton	\$52,280	\$69,929	\$84,904	included	\$207,113	\$52,803	\$70,628	\$85,753	included	\$209,184
San Leandro	\$42,736	\$59,384	\$78,833	included	\$180,953	in mediation				
San Lorenzo	\$37,621	\$55,988	\$76,128	\$4,962	\$184,623	\$38,923	\$57,925	\$78,762	\$4,962	\$190,496
<b>Alameda County average</b>					<b>\$192,342</b>					

of 15 districts

**Included** means that a teacher pays for health benefits from the teacher's salary.

BUSD human resources department verified each salary value with a benefits or HR representative or County Office of Education.

Benefits include the maximum each district will contribute to medical benefits alone (excludes dental and vision).

Benefits data confirmed by a telephone call to each district.

Coverages may vary in coverage, co-pays for visits, etc.

Total is the sum of the three salaries plus benefits for each salary.

April 20, 2005