

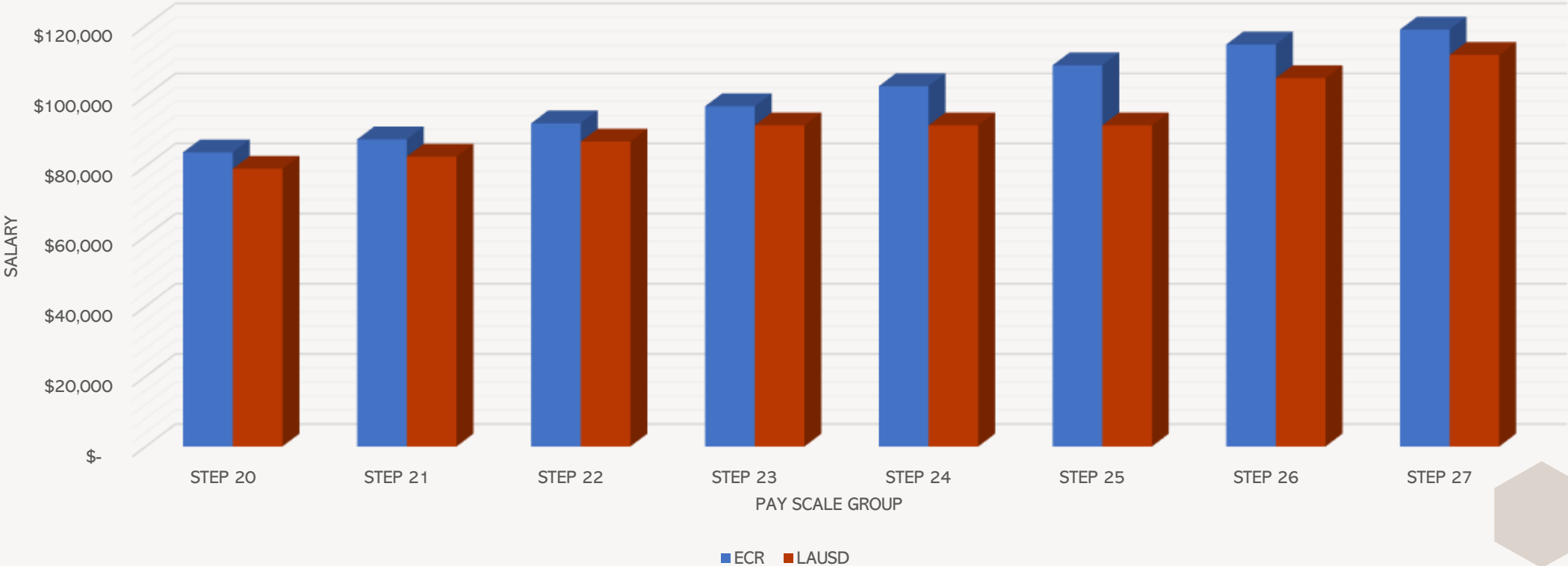


ECR Salary Comparisons



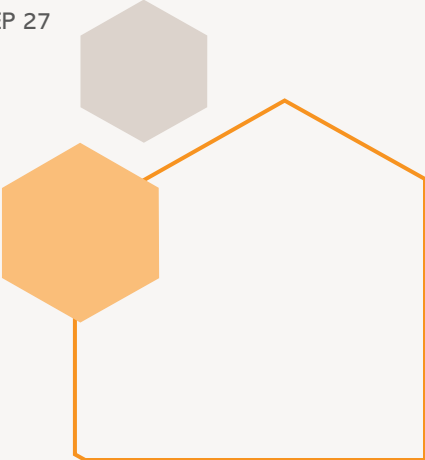
ECR vs. LAUSD, 2024-2025 Certificated Salaries

ECR vs. LAUSD, 24-25



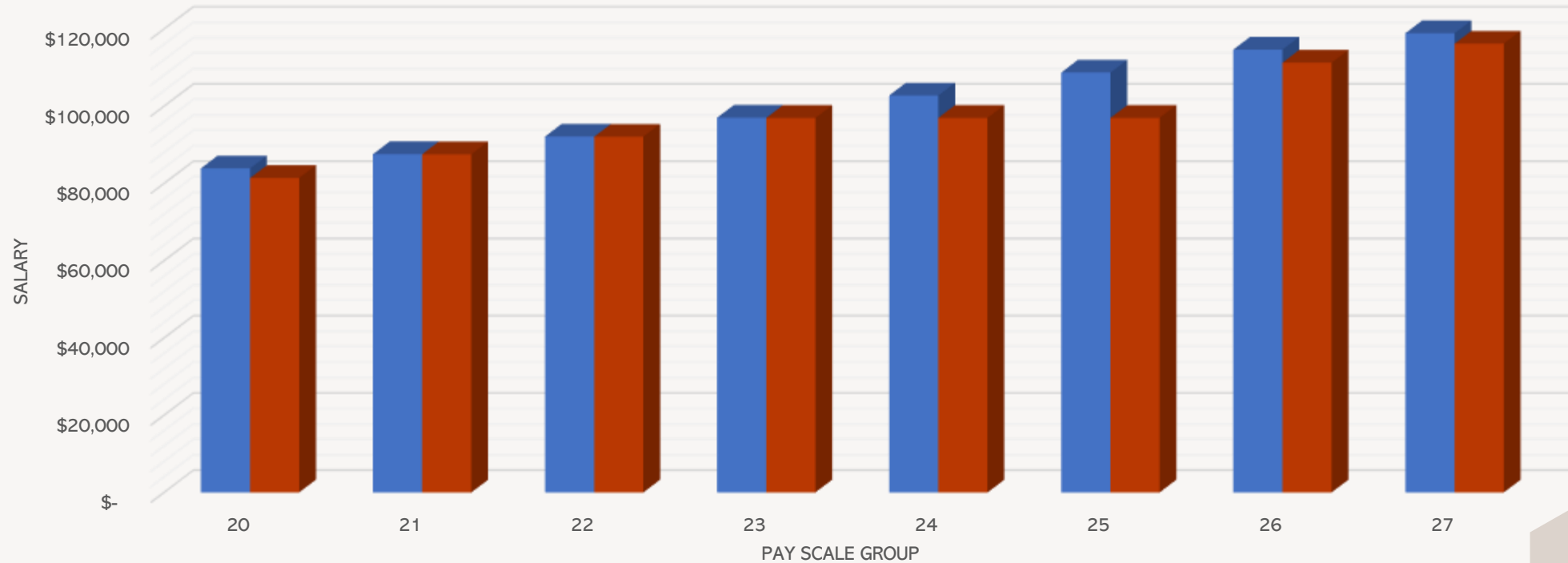
	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
ECR	\$ 83,905	\$ 87,593	\$ 92,144	\$ 97,026	\$ 102,770	\$ 108,725	\$ 114,680	\$ 118,910
LAUSD	\$ 79,193	\$ 82,674	\$ 86,970	\$ 91,578	\$ 91,578	\$ 91,578	\$ 105,057	\$ 111,675

Increase Comparisons from 24/25: ECR – 8% for Jul-Dec 2024/ 7% for Jan-June 2025, LAUSD – 3% for Jul-Dec 2024/ 4% for Jan-June 2025



ECR vs. BCCHS, 2024-25 Certificated Salaries

ECR vs. BCCHS, 24-25



Non Comparables with Birmingham:

- No Lifetime Benefits- Birmingham
- LCFF Funding > ECRCHS by 36% 2023-2024 (per CDE)
- 5 More Work Days (187 vs. 182) for BCCHS +2.7%

	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
ECR	\$ 83,905	\$ 87,593	\$ 92,144	\$ 97,026	\$ 102,770	\$ 108,725	\$ 114,680	\$ 118,910
BCCHS	\$ 81,418	\$ 87,546	\$ 92,096	\$ 96,975	\$ 96,975	\$ 96,975	\$ 111,285	\$ 116,200

Increase Comparisons: ECR – 8% for Jul-Dec 2024 /7% for Jan-June 2025, BCCHS – 5% 24-25, 3% 25-26

ECR vs. Palisades, 2024-25 Certificated Salaries

ECR vs. Palisades, 24-25

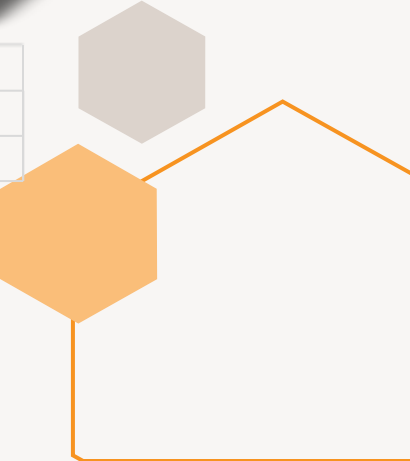
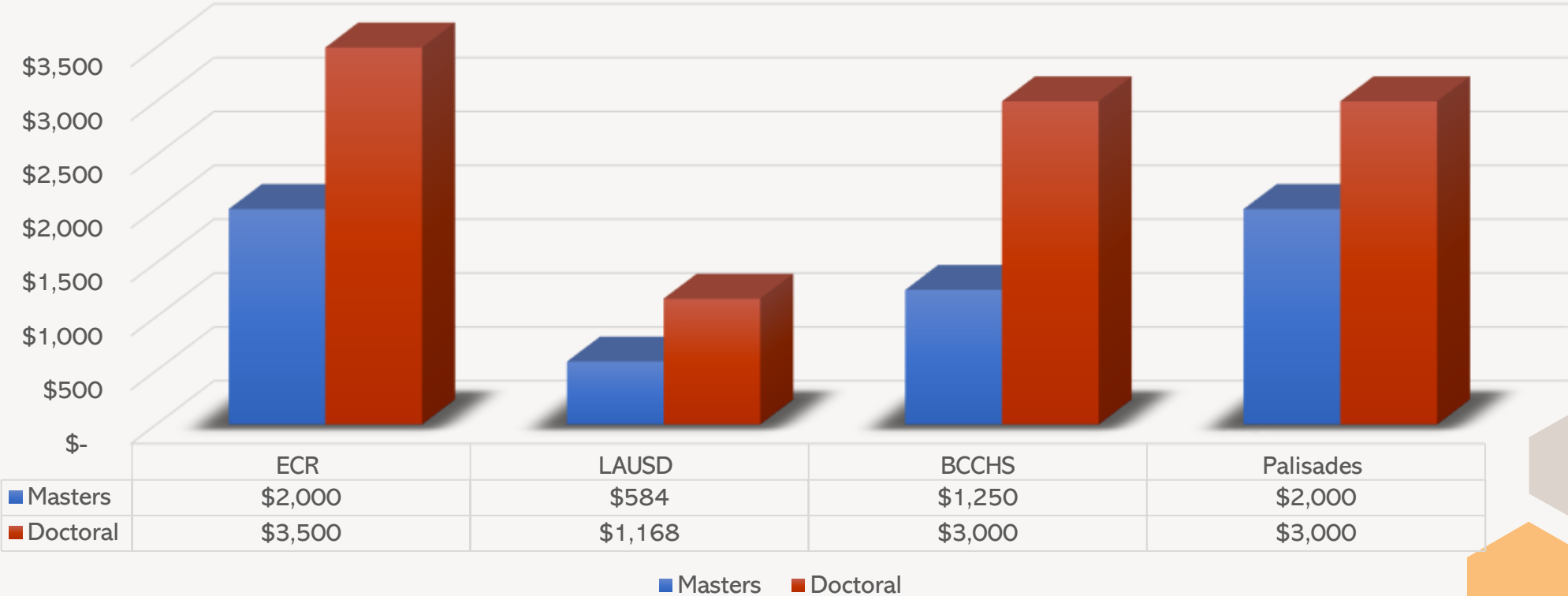


	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27
ECR	\$ 83,905	\$ 87,593	\$ 92,144	\$ 97,026	\$ 102,770	\$ 108,725	\$ 114,680	\$ 118,910
Palisades	\$ 79,835	\$ 82,494	\$ 86,772	\$ 91,374	\$ 91,374	\$ 91,374	\$ 104,823	\$ 111,417

**Increase Comparisons: ECR – 8% for Jul-Dec 2024/7% for Jan-June 2025,
Palisades – 0.5% for 2024-2025**

Advanced Degree Stipend Comparison

Advanced Degree Stipend Comparison



ECRA Average Certificated Salary, Before & After Proposed Increase

Before and After 15% increase

