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Controller Unveils One-Stop Access to K-12 Public Employee Compensation

SACRAMENTO – For the first time since launching publicpay.ca.gov in 2010, State Controller John Chiang today expanded the online tool to include salary, benefits and other compensation data for 578,403 [K-12 public employees and school officials](#). In 2013, they earned more than \$20.3 billion in total wages and nearly \$5 billion in total retirement and health costs.

"After the City of Bell demonstrated how the absence of transparency and accountability can breed fiscal mismanagement, we created a one-stop resource detailing compensation data for every public official and employee," Chiang said. "Californians should commend the nearly 600 school agencies that voluntarily submitted their compensation data in the objective, uniform format designed by our office to ensure reliable public review, comparative analysis, and trend spotting. Through greater transparency, we strive to empower parents and communities to more meaningfully engage in local decision-making over how their school dollars are being spent."

Today's update includes 578, or 33 percent, of California's 1,764 K-12 public school districts, charter schools and county offices of education. These 578 school agencies cover nearly 3.8 million, or 58 percent, of the approximately 6 million K-12 students enrolled in agencies throughout the state.

There were 905 agencies that declined to provide any information and are listed as "Failed to File." Another 281 filed compensation reports that were incomplete, were in a format different than the one requested by the Controller's Office, or were submitted after the reporting deadline and currently are in the review process. Those entities can be viewed [here](#). Once compliant, they will be added to the database.

While current state law requires cities, counties and special districts to annually report compensation data to the Controller, no such statutory requirement exists for K-12 agencies. However, other public agencies that are similarly under no such legal obligation -- including the judiciary and each of the state's three systems of higher education -- voluntarily submitted their employee compensation data at the Controller's request.

The Controller continues to urge K-12 agencies that have not reported in the requested format to do so in an ongoing effort to provide easy access to comprehensive public sector compensation.

"From Mulberry Elementary School in Imperial County with 23 employees, to the Los Angeles Unified School District with 91,007 employees, many of our state's education leaders have embraced this transparency effort not out of legal compulsion, but out of a sense of civic duty to the community they serve," Chiang said. "I am confident that the public's right to know will ultimately prevail."

The highest-paid of the 397 positions reported as "superintendents" received \$612,686 in total wages in 2013. The median total wage for superintendents was \$152,024. One-quarter of all superintendents made at least \$207,575, while the bottom quarter made less than \$104,609. In all of the categories, the lower-paid positions, as reported, may have been partial-year or part-time positions.

Of the 5,130 positions reported that included the term "principal," the highest paid received \$182,850 in total wages in 2013. The median total wage for principals was \$107,191. One-quarter of all principals made at least \$116,395, while the bottom quarter made less than \$92,094.

Education entities reported total wages for 207,091 "teachers," "substitute teachers" or "instructors." Of those, the highest total wage reported was \$466,750 in 2013. The median total wage was \$61,266. The highest paid 25 percent of teachers or instructors made at least \$76,963, while the lowest 25 percent made less than \$20,076.

Of the 447 positions that included the term "librarian," the highest-paid received \$130,026 in total wages in 2013, while the median total wage was \$77,088. One-quarter of the librarians made at least \$87,416, while the lowest quarter received less than \$48,491.

Of the 2,262 positions reported that appeared to be "nurses," the highest paid in 2013 received \$112,585, while the median total wage was \$52,770. Twenty-five percent of nurses made at least \$76,638, while the lowest-paid 25 percent received less than \$26,060.

The publicpay.ca.gov update also includes public employees who work for the State, its 58 counties, 482 cities, nearly 3,000 special districts, 24 California State University campuses, 68 California Community College districts, and 11 University of California institutions. The site also includes 22,311 judicial and court employees of the Superior Courts, Courts of Appeal, Supreme Court, Habeas Corpus Resource Center, Judicial Center Library, Judicial Council, and the Commission on Judicial Performance.

Since the public pay site's launch in 2010, it has registered more than 7.83 million page views online. The site now contains information on more than 1.8 million positions with \$316.3 billion in wages and \$82.5 billion in total benefits paid from 2009 through 2013.

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