

STEP	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	
	1	66118 47	64887 52	63484 56	66086 48	64701 53	74285 19	65864 49	70000 34	70268 33	73609 23	82422 4	70488 30	58993 67
	2	68367 50	67405 53	65774 57	68881 45	66725 54	77442 17	68825 48	72000 36	70268 42	76231 23	86712 2	70488 31	61500 68
	3	70690 50	69922 53	68064 57	71671 44	69400 54	80595 15	71786 43	73000 38	70268 52	78846 22	88193 3	70488 51	64113 68
	4	73094 52	72440 53	70354 59	74463 44	72072 54	83748 14	74749 42	74500 43	73382 48	81472 23	89714 5	73248 51	66838 67
	5	75579 52	74959 53	72644 59	77257 43	74745 54	86904 12	77708 41	77000 44	76501 47	84089 23	91209 7	75996 49	69679 66
	6	78149 51	77478 53	74934 59	80047 41	77422 54	90063 13	80669 37	79000 46	79615 45	86709 22	92157 9	78804 48	72640 63
	7	80806 50	79996 54	77224 60	82833 38	80095 53	93218 10	83629 35	80600 51	82733 40	89326 22	93107 11	81468 47	75728 61
	8	83552 50	82515 54	79514 60	85632 40	82766 53	96374 10	86592 37	83400 51	85846 38	91951 22	94056 16	84192 48	78946 61
	9	86394 50	85034 56	81804 61	88424 40	85443 54	99529 10	89551 37	86400 49	88962 38	94564 22	95018 20	86964 47	82301 60
	10	87775 54	87550 56	84094 61	91216 40	88113 53	102680 10	92512 37	89400 48	92077 38	97180 20	95966 23	89724 46	85799 58
	11	89181 58	90069 53	86384 61	94112 40	89619 56	105841 10	95473 35	90400 51	95195 38	99804 20	96955 27	92352 46	89445 57
	12	90608 57	92587 54	88674 62	96800 40	91126 56	108995 10	98431 32	92800 53	98310 33	102416 21	97956 37	95100 45	93247 50
	13	92058 59	95107 52	90964 61	99590 38	92633 56	108995 11	101395 29	94500 54	101424 28	105041 20	98955 40	97896 42	97210 46
	14	93529 60	95107 55	93254 61	99590 45	94136 57	110572 12	104356 26	96400 53	104540 24	105041 22	99944 42	97896 50	101341 37
	15	95026 61	97625 55	95544 60	99590 49	95648 59	110572 14	107317 20	98000 53	104540 32	109016 16	100932 45	97896 54	101341 42
	16	96547 63	100144 53	97834 58	104431 37	96717 60	112148 13	107317 26	99700 54	104540 36	109016 18	101932 44	100524 50	101341 49
	17	98091 61	100144 55	100124 56	104431 42	97787 62	112148 15	107317 30	101600 49	107656 28	112990 14	102946 46	100524 51	101341 50
	18	99661 59	100144 58	102414 52	104431 44	98856 61	113727 15	107317 35	103200 49	107656 34	112990 17	103935 46	100524 54	101341 53
	19	101256 58	102663 52	104704 47	104431 48	99925 61	113727 18	107317 40	104800 46	107656 39	112990 20	104935 44	103344 50	101341 57
	20	102876 53	102663 54	106994 44	109271 37	100999 60	115305 19	110278 33	105800 48	110770 30	116963 14	106196 46	103344 51	101341 59
	21	104521 53	102663 56	106994 47	109271 40	102066 57	115305 19	110278 35	106800 48	110770 33	116963 15	107300 45	103344 54	101341 61
	22	105566 52	102663 58	106994 48	109271 44	103137 57	116883 18	110278 37	109800 40	110770 36	116963 16	108405 45	106104 49	101341 61
	23	106622 49	105180 56	106994 48	109271 47	104206 58	116883 20	110278 41	114700 22	113886 26	120938 10	109512 44	106104 50	101341 62
	24	107688 50	105180 57	106994 51	114112 27	105275 56	118459 18	110278 45	115700 23	113886 28	120938 10	110616 43	106104 52	101341 64
	25	108765 49	105180 57	106994 51	114112 28	106342 52	118459 18	113241 34	116200 25	113886 30	120938 11	111721 41	106104 53	101341 64
	26	109853 46	107698 52	106994 54	114112 30	108374 51	120036 14	113241 37	116200 27	117002 24	124911 7	111721 43	106104 55	101341 65
	27	110951 47	107698 53	106994 55	114112 34	108374 51	120036 15	116203 28	116200 29	117002 24	124911 7	111721 44	108228 52	101341 66
	28	112061 45	107698 54	106994 56	114112 36	108374 52	121611 12	116203 29	116200 30	117002 26	124911 7	111721 46	108228 53	101341 66
	29	113181 42	107698 54	106994 56	114112 38	108374 52	121611 12	116203 29	116200 30	120117 18	124911 7	111721 46	108228 53	101341 66
	30	114313 39	107698 54	106994 56	114112 41	108374 52	121611 13	119165 23	116200 30	120117 18	124911 7	111721 47	108228 53	101341 66
	31	115456 36	107698 54	106994 56	114112 41	108374 52	121611 13	119165 23	116200 32	120117 18	124911 8	111721 47	108228 53	101341 66
	32	115456 36	107698 55	106994 57	114112 41	108374 53	121611 14	119165 23	116200 33	123231 11	124911 8	111721 47	108228 54	101341 66
	33	115456 37	107698 55	106994 57	114112 41	108374 53	121611 14	119165 23	116200 35	123231 12	124911 8	111721 47	108228 54	101341 66
	34	115456 37	107698 55	106994 57	114112 41	108374 53	121611 14	119165 24	116200 35	123231 12	124911 8	111721 47	108228 54	101341 66
	35	115456 37	107698 55	106994 57	114112 41	108374 53	121611 15	119165 26	116200 35	126349 7	124911 10	111721 48	108228 54	101341 66
36	115456 37	107698 55	106994 57	114112 41	108374 53	121611 15	119165 26	116200 35	126349 8	124911 10	111721 48	108228 54	101341 66	

<b>Max HND</b>	115456 38	107698 55	106994 57	114112 42	108374 53	121611 16	119165 27	116200 36	126349 10	124911 12	111721 48	108228 54	101341 66
----------------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

<b>Max Initial</b>	86394 40	77478 59	88674 34	80047 56	85443 44	96374 13	83629 52	86400 39	79615 57	89326 29	88193 35	97896 10	85799 42
--------------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

Previous	2017-18	2017-18	2016-17	2017-18	2017-18	2017-18	2017-18	2016-17	2016-17	2017-18	2016-17	2017-18	2017-18
Latest	2018-19	2018-19	2018-19	2018-19	2018-19	2017-18	2018-19	2018-19	2018-19	2018-19	2016-17	2018-19	2018-19
Min HND	3.60%	0.00%	0.00%	5.00%	2.40%	0.00%	0.00%	10.94%	8.15%	3.71%	2.00%	3.50%	3.50%
16th HND	3.60%	0.00%	0.00%	5.00%	2.40%	0.00%	0.00%	2.33%	8.15%	3.71%	2.00%	3.50%	3.50%
Max HND	3.60%	0.00%	0.00%	5.00%	2.40%	0.00%	0.00%	5.39%	8.15%	3.71%	4.04%	3.50%	3.50%
	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain

STEP	Desert		El Camino		Feather River		Foothill-De Anza		Gavilan		Glendale		Grossmont-Cuyamaca		Hartnell		Imperial		Kern		Lake Tahoe		Lassen		Long Beach		
	1	75318	15	76119	12	66253	45	69285	39	70396	31	73137	25	70865	29	62299	60	62433	59	84457	1	62239	61	58757	68	76410	11
	2	78520	13	78911	12	68973	44	72340	31	72948	28	75915	25	72707	30	65081	59	64306	61	86568	4	64484	60	61564	67	78963	11
	3	81857	10	81709	11	71617	45	75394	29	75505	28	78756	23	74598	33	67862	58	66236	62	88732	2	66729	60	64511	66	81520	12
	4	85335	10	84516	12	74266	45	78449	27	78046	30	81734	22	76537	34	70644	57	68224	62	90950	3	68974	60	67606	63	84075	13
	5	88962	10	87301	11	76988	45	81504	26	80607	30	84837	20	78527	36	73425	55	70271	63	93224	3	71219	60	70854	62	86628	13
	6	92743	8	90097	12	79639	44	84558	26	83160	30	88061	19	80569	38	76207	55	72380	65	95555	4	73464	61	74265	60	89183	15
	7	96685	7	92894	13	82279	44	87613	25	85707	31	91414	17	82664	43	78988	56	74552	66	97944	5	75709	63	77846	59	91738	16
	8	100794	4	95688	11	85004	42	90668	24	88266	31	94893	14	84813	44	81770	56	76789	66	100392	7	77955	63	81602	57	94294	15
	9	105078	2	98493	13	87664	41	93722	23	90814	31	98516	12	87018	46	84552	57	79093	66	102902	8	80200	64	85554	53	96848	15
	10	109543	2	101282	14	90312	43	96777	21	93362	31	102289	11	89281	49	87334	57	81466	67	105475	6	82445	64	89661	47	100645	15
	11	114199	2	104077	13	93030	42	99831	19	95912	32	102289	15	91602	49	90115	52	83910	67	108112	5	84690	66	89661	55	102891	14
	12	119053	2	104077	15	95670	43	102886	18	98469	31	102289	22	92884	52	92897	51	86428	67	110814	6	86935	66	89661	59	103404	17
	13	119053	2	105525	18	96975	47	105941	17	101017	32	105227	19	93381	55	95678	51	89021	67	113585	5	89180	66	89661	63	103917	22
	14	119053	2	105525	20	98131	49	108941	16	103572	31	105227	21	93881	59	98460	48	91692	64	116424	3	91425	65	89661	70	104430	25
	15	119053	3	105525	25	98961	52	108941	17	106123	24	105227	28	94383	64	101241	43	94443	63	119335	2	93670	66	91813	69	104943	30
	16	119053	6	105525	32	98961	56	108941	20	108674	21	108257	22	94888	66	104023	40	97277	59	119335	4	95915	64	91813	69	106482	28
	17	119053	6	108287	25	98961	58	108941	23	111230	17	108257	26	95396	67	106804	32	100196	54	119335	4	98160	60	91813	71	107509	29
	18	119053	7	108287	28	98961	60	112691	18	113777	14	108257	29	95906	65	109587	24	103202	48	119335	5	100405	56	94016	71	108155	30
	19	119053	8	108287	33	98961	62	112691	21	116327	12	111375	26	96419	66	109587	29	103202	51	119335	7	102651	53	94016	71	109157	30
	20	119053	8	108287	39	98961	64	112691	23	116327	16	111375	28	96935	68	109587	36	103202	52	119335	7	104896	49	94016	71	110802	29
	21	119053	10	111051	30	98961	65	112691	22	116327	17	111375	29	97454	69	109587	38	103202	55	119335	9	104896	52	96273	72	110802	32
	22	119053	10	111051	32	98961	65	116941	17	118941	11	114588	21	97975	68	109587	42	103202	56	119335	9	104896	55	96273	72	110802	35
	23	119053	13	111051	36	98961	66	116941	19	118941	14	114588	23	98499	67	109587	43	103202	59	119335	12	104896	57	96273	72	110802	40
	24	119053	14	111051	38	98961	70	116941	22	118941	15	114588	24	99026	69	109587	47	103202	59	119335	13	104896	58	96273	73	110802	42
	25	119053	15	113811	31	98961	70	116941	23	118941	16	117896	20	99556	69	109587	46	103202	60	119335	14	104896	58	96273	73	110802	45
	26	119053	19	113811	33	98961	70	121441	12	118941	20	117896	22	99556	69	109587	47	103202	62	119335	18	104896	58	96273	73	110802	45
	27	119053	19	116574	26	98961	70	121441	12	118941	20	117896	22	99556	69	109587	49	103202	62	119335	18	104896	58	96273	73	110802	48
	28	119053	22	116574	27	98961	70	121441	14	118941	23	121305	15	99556	69	109587	50	103202	62	119335	21	104896	58	96273	73	110802	49
	29	119053	23	116574	27	98961	70	121441	14	118941	24	121305	16	99556	69	109587	50	103202	62	119335	22	104896	59	96273	73	110802	49
	30	119053	24	116574	28	98961	70	121441	15	118941	25	121305	16	99556	69	109587	50	103202	62	119335	22	104896	59	96273	73	110802	49
	31	119053	24	116574	30	98961	70	121441	15	118941	25	121305	16	99556	69	109587	50	103202	62	119335	22	104896	59	96273	73	110802	49
	32	119053	24	116574	31	98961	70	121441	16	118941	25	121305	17	99556	69	109587	51	103202	62	119335	22	104896	59	96273	73	110802	49
33	119053	24	116574	33	98961	70	121441	16	118941	25	121305	17	99556	69	109587	51	103202	62	119335	22	104896	59	96273	73	110802	49	
34	119053	25	116574	33	98961	70	121441	17	118941	26	121305	18	99556	69	109587	51	103202	62	119335	23	104896	59	96273	73	110802	49	
35	119053	27	116574	33	98961	70	121441	19	118941	28	121305	20	99556	69	109587	51	103202	62	119335	25	104896	59	96273	73	110802	50	
36	119053	27	116574	33	98961	70	121441	19	118941	28	121305	20	99556	69	109587	51	103202	62	119335	25	104896	59	96273	73	110802	50	

<b>Max HND</b>	119053	28	116574	34	98961	70	121441	19	118941	29	121305	20	99556	69	109587	51	103202	62	119335	26	104896	59	96273	73	110802	50
----------------	--------	----	--------	----	-------	----	--------	----	--------	----	--------	----	-------	----	--------	----	--------	----	--------	----	--------	----	-------	----	--------	----

<b>Max Initial</b>	109543	3	90097	27	85004	47	93722	21	83160	53	84837	48	78527	58	76207	60	72380	66	97944	9	86935	37	67606	69	94294	20
--------------------	--------	---	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	---	-------	----	-------	----	-------	----

Previous	2017-18		2017-18		2017-18		2016-17		2017-18		2017-18		2015-16		2017-18		2017-18		2017-18		2016-17		2017-18		2017-18			
Latest	2018-19		2018-19		2018-19		2016-17		2018-19		2018-19		2015-16		2018-19		2017-18		2018-19		2018-19		2018-19		2018-19		2018-19	
Min HND	3.28%		2.71%		3.53%		2.00%		2.00%		2.50%		1.50%		1.50%		3.59%		0.00%		5.79%		1.50%		1.50%		1.50%	
16th HND	4.20%		2.71%		3.53%		2.00%		2.00%		2.50%		1.50%		1.50%		3.59%		0.00%		5.79%		1.50%		1.50%		1.50%	
Max HND	4.20%		2.71%		3.53%		2.00%		2.00%		2.50%		1.50%		1.50%		3.59%		0.00%		5.79%		1.50%		1.50%		1.50%	
	Desert		El Camino		Feather River		Foothill-		Gavilan		Glendale		Grossmont-		Hartnell		Imperial		Kern		Lake Tahoe		Lassen		Long Beach			

STEP	Los Angeles		Los Rios		Marin		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde		
	1	69610	36	55762	71	71932	28	65610	51	60103	65	83182	2	61787	62	76622	10	76005	13	52131	72	72929	26	74142	20	60927	64
	2	72120	35	57993	71	74324	27	68188	51	62514	65	87121	1	64102	62	79303	8	78285	14	55207	72	72929	29	76929	21	62755	64
	3	74720	32	60312	71	76716	27	70767	48	64914	64	91057	1	66430	61	82079	9	80634	14	58327	72	72929	39	79716	19	64638	65
	4	77410	32	62725	71	79108	26	73344	50	67327	64	94995	1	68748	61	84952	11	83053	16	61477	72	75832	38	82503	18	66577	68
	5	80190	31	65234	71	81500	27	75923	50	69740	65	98932	1	71072	61	86561	14	85544	17	64644	72	78729	33	85290	18	68574	68
	6	83080	31	67843	71	83892	27	78500	49	72247	66	102871	1	73386	62	90130	11	88111	17	67812	72	81629	33	88077	18	70631	68
	7	86070	30	70557	72	86284	29	81077	49	74757	65	106802	1	75722	62	93677	9	90754	19	70964	71	84528	33	90864	18	72750	70
	8	89170	29	73379	72	88676	30	83656	49	77289	65	110745	1	78042	62	97292	9	93477	19	74088	71	87427	35	93651	18	74933	70
	9	92380	27	76314	72	91068	30	86234	51	79815	65	114681	1	80368	63	100919	9	96281	17	77162	71	90321	35	96438	16	77181	70
	10	95700	25	79367	72	93460	30	88810	52	82343	65	118617	1	82689	63	104466	8	99170	17	80171	70	93223	33	99225	16	79496	71
	11	99150	22	82541	71	95852	34	91390	50	84888	64	122558	1	84878	65	108059	6	102145	16	83098	69	96121	30	102012	17	81245	72
	12	102720	19	85843	70	98244	34	93967	49	87429	64	126493	1	87334	65	111628	5	105209	13	85924	69	99019	26	104799	14	83033	72
	13	106420	16	89277	65	100636	34	96546	48	89994	62	130429	1	89650	64	115221	4	108365	12	88629	68	101917	27	107586	13	84859	73
	14	106420	17	92848	62	103028	33	99125	46	92563	63	134366	1	89650	71	115221	7	111616	9	91199	67	101917	36	110373	13	86726	73
	15	106420	23	96562	57	105420	27	101700	41	92563	68	138297	1	89650	72	115221	8	114965	9	93616	67	101917	40	113160	10	88634	73
	16	108960	19	96562	62	107812	23	104279	38	93489	68	139077	1	89650	73	115221	10	118414	7	95863	65	104818	34	115947	8	90584	72
	17	108960	22	96562	64	110204	18	104279	43	95141	68	139858	1	89650	73	115221	10	118414	8	95863	65	104818	40	118734	7	92577	70
	18	108960	26	96562	64	112596	19	104279	45	95141	68	140640	1	91972	73	118741	8	118414	9	95863	66	107717	33	121521	4	94613	70
	19	111560	25	96562	65	114988	14	104279	49	95141	69	141420	1	91972	73	118741	9	118414	10	95863	67	107717	38	124308	3	96695	63
	20	111560	27	100424	62	117380	12	104279	50	97898	67	142202	1	91972	73	118741	9	118414	10	95863	70	110611	31	127095	3	98823	65
	21	111560	28	100424	64	119772	8	105779	49	97898	68	142983	1	94302	73	118741	12	118414	13	98063	67	110611	34	129882	3	100996	62
	22	114220	23	100424	64	114988	20	105779	50	97898	69	143762	1	94302	73	118741	12	118414	13	98063	67	113513	25	129882	3	100996	62
	23	114220	25	100424	65	117380	18	105779	51	100734	64	144545	1	94302	73	118741	15	118414	16	98063	69	113513	27	129882	3	100996	63
	24	114220	26	100424	67	119772	11	105779	53	100734	66	145326	1	96624	72	118741	17	118414	19	101577	63	113513	29	129882	3	100996	65
	25	116950	22	100424	67	119772	12	105779	54	100734	66	146107	1	96624	72	118741	17	118414	19	101577	63	116412	24	132480	3	100996	65
	26	116950	25	100424	67	119772	17	107279	53	103654	59	146887	1	96624	72	122261	10	118414	21	101577	64	116412	26	132480	3	100996	66
	27	116950	25	100424	68	119772	17	107279	54	103654	59	147668	1	98940	71	122261	10	118414	21	101577	65	116412	27	132480	3	100996	67
	28	119740	20	100424	68	119772	19	107279	55	103654	59	148450	1	98940	71	122261	10	118414	24	101577	65	116412	28	132480	3	100996	67
	29	119740	21	100424	68	119772	20	107279	55	106663	57	149232	1	98940	71	122261	10	118414	25	101577	65	116412	28	132480	3	100996	67
	30	119740	21	100424	68	119772	20	107279	55	106663	57	150012	1	98940	71	122261	10	118414	26	101577	65	116412	29	132480	4	100996	67
	31	119740	21	100424	68	119772	20	107279	55	106663	57	150012	1	98940	71	125781	6	118414	27	101577	65	116412	31	132480	4	100996	67
	32	119740	21	100424	68	119772	20	107279	56	109773	50	150012	1	98940	71	125781	6	118414	28	101577	65	116412	32	132480	4	100996	67
	33	119740	21	100424	68	119772	20	107279	56	109773	50	150012	1	98940	71	125781	6	118414	28	101577	65	116412	34	132480	4	100996	67
	34	119740	22	100424	68	119772	21	107279	56	109773	50	150012	1	98940	71	125781	6	118414	28	101577	65	116412	34	132480	4	100996	67
	35	119740	24	100424	68	119772	23	107279	56	113066	45	150012	1	98940	71	125781	8	118414	29	101577	65	116412	34	132480	5	100996	67
36	119740	24	100424	68	119772	23	107279	56	113066	45	150012	1	98940	71	129301	6	118414	29	101577	65	116412	34	132480	5	100996	67	

<b>Max HND</b>	119740	25	100424	68	119772	24	107279	56	119952	22	150012	1	98940	71	129301	6	118414	30	101577	65	116412	35	132480	5	100996	67
----------------	--------	----	--------	----	--------	----	--------	----	--------	----	--------	---	-------	----	--------	---	--------	----	--------	----	--------	----	--------	---	--------	----

<b>Max Initial</b>	89170	31	73379	65	103028	5	81077	54	72247	67	118617	2	73386	64	100919	7	85544	43	67812	68	93223	23	96438	12	74933	62
--------------------	-------	----	-------	----	--------	---	-------	----	-------	----	--------	---	-------	----	--------	---	-------	----	-------	----	-------	----	-------	----	-------	----

Previous	2017-18		2018-19		2015-16		2017-18		2016-17		2017-18		2017-18		2016-17		2017-18		2017-18		2017-18		2017-18		2016-17	
Latest	2018-19		2018-19		2015-16		2017-18		2018-19		2017-18		2018-19		2018-19		2017-18		2018-19		2017-18		2018-19		2016-17	
Min HND	2.70%		-6.13%						4.00%		2.25%		2.71%		1.00%		0.00%		0.00%		2.72%		2.71%			
16th HND	2.71%		-6.13%						4.00%		2.25%		2.71%		1.00%		0.00%		0.00%		2.72%		2.71%			
Max HND	2.71%		-6.13%						13.64%		2.25%		-0.37%		1.00%		5.96%				2.72%					
	Los Angeles		Los Rios		Marin		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde	

STEP	Palomar		Pasadena		Peralta		Rancho Santiago		Redwoods		Rio Hondo		Riverside		San Bernardino		San Diego		San Francisco		San Joaquin Delta		San Jose-Evergreen		San Luis Obispo		
	1	74066	22	78174	8	68093	41	74368	18	57608	69	65853	50	79562	7	66515	44	70301	32	69210	40	64526	54	79903	6	57276	70
	2	77096	18	78174	15	70506	40	77054	19	59912	69	68865	46	82631	7	68842	47	72235	34	71880	39	67647	52	82953	6	59905	70
	3	80130	17	78174	25	72906	40	79751	18	62309	70	71860	42	85691	7	71253	46	74221	35	74550	34	70716	49	86003	6	62493	69
	4	83158	15	78174	28	75386	39	82448	19	64801	70	74870	41	88749	8	73747	46	76262	37	77220	33	73637	47	89051	7	65084	69
	5	86188	15	78174	38	77804	40	85148	19	67393	70	77884	39	91805	6	76328	48	78359	37	79890	32	76756	46	92106	5	67691	69
	6	89218	14	78174	50	80218	40	87840	20	70089	70	80892	34	94872	6	78999	47	80514	39	82560	32	79774	42	95142	5	70305	69
	7	92248	14	81220	48	82665	42	90529	20	72893	69	83907	34	97932	6	81763	46	82728	41	85230	32	82794	39	98205	4	72910	68
	8	95276	13	84265	47	85112	41	93224	21	75808	67	86901	36	100997	3	84625	45	85003	43	87900	34	85815	39	101255	2	75520	69
	9	98309	14	87311	45	87560	43	95919	19	78841	67	89912	36	104056	3	87588	42	87341	44	90570	32	88833	39	103281	5	78124	69
	10	101339	13	90357	42	90007	44	98613	19	81994	66	92925	34	107110	3	90654	41	89743	45	93240	32	91851	39	105569	5	80729	68
	11	104369	12	93402	41	92454	45	101309	18	85274	63	95923	31	110176	3	92920	43	92211	47	95910	33	94872	39	107904	7	83343	68
	12	107397	11	96448	41	94910	46	104007	16	88685	61	98930	27	113234	3	95242	44	94746	47	98580	30	97938	39	112801	4	85955	68
	13	110427	9	96448	50	97368	44	106699	15	92232	58	101945	26	116287	3	97624	43	97352	45	101250	30	101006	33	112801	7	88554	69
	14	111186	11	96448	52	99824	44	109393	14	95922	54	104954	23	116287	4	100063	40	100029	41	103920	29	104075	27	115451	6	91227	66
	15	111943	12	99494	50	102281	38	109393	15	99759	48	104954	29	117745	5	102566	37	102780	36	106590	22	106677	21	115451	7	91227	70
	16	112700	12	99494	55	104738	35	109393	16	101754	47	104954	33	119199	5	104104	39	105606	31	109260	17	106677	27	115451	9	91227	70
	17	113459	11	99494	57	107195	31	113429	12	103789	45	104954	39	119199	5	105665	35	108511	24	109260	21	109279	20	118165	9	95787	66
	18	114218	13	102540	51	109652	23	113429	16	105865	39	107969	31	119199	6	107251	36	111495	22	111930	21	109279	25	118165	10	95787	67
	19	114978	15	102540	55	112109	22	113429	19	107982	36	107969	37	122106	5	108860	32	114561	16	111930	23	111881	24	120941	6	95787	68
	20	115736	18	102540	56	112109	24	117476	11	110142	34	107969	42	122106	5	110492	32	114561	20	111930	25	111881	26	120941	6	100577	61
	21	116492	16	105585	50	112109	25	117476	14	112344	23	110983	31	122106	5	112151	24	114561	20	111930	26	111881	27	120941	7	100577	63
	22	117251	15	105585	51	112109	28	117476	14	112344	27	110983	33	125015	4	113832	24	114561	22	111930	29	111881	30	120941	8	100577	63
	23	118009	17	105585	53	112109	30	121519	7	112344	29	110983	37	125015	4	115540	21	114561	24	111930	31	111881	33	120941	9	105606	52
	24	118767	16	108632	49	112109	33	121519	8	112344	32	110983	39	125015	5	117273	21	114561	25	111930	34	111881	36	120941	9	105606	54
	25	119526	13	108632	50	112109	38	121519	9	112344	37	110983	43	125015	6	117273	21	114561	26	111930	39	114482	27	120941	10	105606	55
	26	120005	15	108632	50	112109	41	121519	11	112344	40	113996	32	125015	6	117273	23	114561	28	119940	16	114482	29	120941	13	105606	56
	27	120482	14	111677	46	112109	43	121519	11	112344	42	113996	36	125015	6	117273	23	114561	31	119940	16	114482	32	120941	13	105606	56
	28	120960	16	111677	48	112109	44	121519	13	112344	43	113996	38	125015	6	117273	25	114561	33	119940	18	114482	34	120941	17	105606	57
	29	121439	15	111677	48	112109	45	121519	13	112344	44	113996	40	125015	6	117273	26	114561	35	119940	19	114482	36	120941	17	105606	58
	30	121917	12	114723	36	112109	46	121519	14	112344	45	113996	43	125015	6	117273	27	114561	37	119940	19	114482	38	120941	17	105606	58
	31	122396	11	114723	38	112109	46	121519	14	112344	45	113996	43	125015	7	117273	28	114561	39	119940	19	114482	40	120941	17	105606	58
	32	122871	12	114723	38	112109	46	121519	15	112344	45	113996	43	125015	7	117273	29	114561	39	119940	19	114482	40	120941	18	105606	58
	33	123349	10	117768	30	112109	46	121519	15	112344	45	113996	43	125015	7	117273	31	114561	39	119940	19	114482	40	120941	18	105606	58
	34	123830	10	117768	30	112109	46	121519	15	112344	45	113996	43	125015	7	117273	31	114561	39	119940	20	114482	40	120941	19	105606	58
	35	124308	11	117768	31	112109	47	121519	16	112344	46	113996	43	125015	9	117273	32	114561	39	119940	22	114482	40	120941	21	105606	58
36	124787	11	117768	31	112109	47	121519	16	112344	46	113996	43	125015	9	117273	32	114561	39	119940	22	114482	40	120941	21	105606	58	

<b>Max HND</b>	126700	9	117768	32	112109	47	121519	17	112344	46	113996	44	125015	11	117273	33	114561	40	119940	23	114482	41	120941	21	105606	58
----------------	--------	---	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----

<b>Max Initial</b>	107397	4	96448	11	80218	55	101309	6	67393	70	86901	38	94872	17	84625	49	74221	63	93240	22	94872	17	89051	33	62493	71
--------------------	--------	---	-------	----	-------	----	--------	---	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----	-------	----

Previous	2016-17		2016-17		2017-18		2016-17		2017-18		2017-18		2017-18		2017-18		2016-17		2017-18		2017-18		2016-17		2015-16	
Latest	2018-19		2018-19		2018-19		2018-19		2018-19		2018-19		2018-19		2018-19		2018-19		2018-19		2017-18		2018-19		2018-19	
Min HND	4.31%	4.76%	4.76%	-1.14%	7.72%	6.12%	2.71%	4.76%	5.38%	8.41%	6.00%	4.03%														
16th HND	4.31%	4.76%	4.76%	-1.14%	7.72%	6.12%	2.71%	4.76%	9.51%	1.50%	5.17%	6.00%	4.03%													
Max HND	4.31%	4.76%	4.76%	-1.14%	7.72%	6.12%	2.71%	4.76%	7.90%	1.51%	12.56%	6.00%	4.03%													
	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	San Joaquin Delta	San Jose-	San Luis Obispo													

	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange	Southwestern	State Center
1	75540 14	67092 43	69713 35	76799 9	72799 27	59060 66	48259 73	61199 63	62635 58	74614 17	83100 3	64130 55	69447 38
2	79056 10	71927 37	71927 37	79150 9	75110 26	61737 66	50672 73	63099 63	65140 58	77002 20	85618 5	66438 55	72322 32
3	82512 8	74142 36	74142 36	81502 13	77688 26	64411 67	53206 73	65053 63	67746 59	79390 20	88136 5	68744 55	75193 30
4	86016 9	76356 35	76356 35	91285 2	80268 25	67087 65	55866 73	67071 66	70456 58	81777 21	90654 4	71052 55	78063 29
5	89496 9	78570 34	78570 34	93640 2	82969 25	69761 64	58659 73	69149 67	73274 57	84165 22	93172 4	73357 56	80935 28
6	92988 7	80784 35	80784 35	95990 2	85427 24	72438 64	61592 73	71292 67	76205 56	86552 23	95691 3	75665 57	83782 28
7	96492 8	82998 36	82998 36	98341 2	87641 24	75112 64	64672 73	73504 67	79253 55	88940 23	98209 3	77972 58	86684 27
8	99984 8	87932 32	87932 32	100693 6	90342 25	77788 64	67905 73	75783 68	82423 55	91328 23	100727 5	80281 59	89556 27
9	103476 4	90325 33	90325 33	103045 7	92921 25	80464 62	71301 73	78132 68	85720 52	93715 24	103245 6	82586 59	92433 26
10	103476 9	92852 35	92852 35	105396 7	94989 27	83138 62	74866 73	80554 69	89149 51	96103 22	105763 4	84894 60	95302 26
11	106944 9	95406 36	95406 36	107748 8	97567 26	85814 62	78609 73	83050 70	92715 44	98491 23	108281 4	87201 60	98170 24
12	106944 12	97981 35	97981 35	110100 8	100027 25	88489 63	82539 73	85626 71	96424 42	100878 24	110800 7	89508 60	101051 23
13	106944 14	100558 35	100558 35	112452 8	102605 25	88489 70	86666 72	88279 71	100281 37	103266 23	113318 6	91817 60	103917 21
14	111480 10	102496 34	102496 34	114803 8	105572 19	88489 72	91000 69	91016 68	100281 39	105653 18	115836 5	94121 58	103917 30
15	111480 13	103462 34	103462 34	117153 6	107763 19	91143 71	94640 62	93837 65	100281 47	108041 18	118354 4	96430 58	103917 33
16	111480 14	105613 29	105613 29	119507 3	107763 24	91143 71	94640 67	96652 61	100281 52	110429 15	120872 2	98736 57	103917 41
17	111480 16	105613 36	105613 36	121860 3	107763 27	91143 72	94640 69	96652 63	100281 53	105295 38	123390 2	98736 59	106793 33
18	116160 12	105613 41	105613 41	124213 3	107763 32	93877 72	94640 69	96652 63	100281 57	105295 43	125908 2	98736 62	106793 37
19	116160 13	108253 34	108253 34	124213 4	109845 28	93877 72	94640 70	96652 64	100281 60	105295 43	128427 2	102030 56	106793 41
20	116160 17	108253 40	108253 40	124213 4	109845 35	93877 72	98425 66	96652 69	101781 58	114275 21	130945 2	102030 57	106793 45
21	116160 18	108253 43	108253 43	124213 4	109845 36	96694 70	98425 66	96652 71	101781 60	105295 51	133463 2	102030 58	109663 37
22	116160 19	108253 47	110892 34	124213 5	109845 39	96694 70	98425 66	96652 71	101781 60	105295 54	135981 2	105381 53	109663 41
23	119688 11	110892 38	110892 38	124213 5	111926 32	96694 70	98425 68	96652 71	101781 61	105295 55	138499 2	105381 54	109663 42
24	119688 12	110892 40	110892 40	124213 7	111926 35	99595 68	102362 60	96652 71	101781 62	118120 20	138499 2	105381 55	109663 46
25	123288 8	110892 44	113533 33	124213 7	111926 40	99595 68	102362 61	96652 71	103281 59	105295 56	138499 2	108784 48	112537 36
26	123288 9	113533 35	113533 35	124213 8	111926 42	99595 68	102362 63	96652 71	103281 61	105295 57	141017 2	108784 49	112537 39
27	123288 9	113533 38	113533 38	124213 8	114166 33	102583 63	102362 64	96652 72	103281 61	105295 57	141017 2	108784 50	112537 41
28	123288 9	113533 40	116173 31	124213 8	114166 35	102583 63	102362 64	96652 72	103281 61	121966 11	141017 2	108784 51	112537 42
29	123288 9	116173 31	116173 31	124213 8	114166 37	102583 63	102362 64	96652 72	103281 61	121966 11	141017 2	108784 51	112537 43
30	123288 9	116173 31	116173 31	124213 8	114166 40	102583 63	102362 64	96652 72	104781 60	121966 11	141017 2	108784 51	115404 35
31	123288 10	116173 33	118813 26	124213 9	117190 29	102583 63	102362 64	96652 72	104781 61	121966 12	141017 2	108784 51	115404 37
32	123288 10	118813 26	118813 26	124213 9	117190 30	102583 63	102362 64	96652 72	104781 61	121966 13	141017 2	108784 52	115404 37
33	123288 11	118813 26	118813 26	124213 9	117190 32	102583 63	102362 64	96652 72	104781 61	121966 13	141017 2	108784 52	115404 38
34	123288 11	118813 27	121454 16	124213 9	117190 32	102583 63	102362 64	96652 72	104781 61	121966 13	141017 2	108784 52	115404 38
35	123288 13	121454 17	121454 17	124213 12	134769 4	102583 63	102362 64	96652 72	104781 61	121966 14	141017 2	108784 52	115404 38
36	123288 13	121454 17	121454 17	124213 12	134769 4	102583 63	102362 64	96652 72	104781 61	121966 14	141017 3	108784 52	115404 38

<b>Max HND</b>	123288 14	121454 18	128244 7	124213 13	134769 4	102583 63	102362 64	96652 72	104781 61	121966 15	141017 3	108784 52	115404 39
----------------	-----------	-----------	----------	-----------	----------	-----------	-----------	----------	-----------	-----------	----------	-----------	-----------

<b>Max Initial</b>	89496 28	95406 15	92988 24	124213 1	85427 45	85814 41	55866 73	61592 72	89149 32	91328 25	95691 14	75665 61	83782 51
--------------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

Previous	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2014-15	2017-18	2017-18	2017-18	2017-18	2017-18	2015-16
<b>Latest</b>	2018-19	2018-19	2017-18	2018-19	2018-19	2018-19	2017-18	2016-17	2018-19	2018-19	2018-19	2017-18	2017-18	2018-19
<b>Min HND</b>	4.02%	0.00%		13.96%	3.07%	0.00%		3.10%	8.07%	2.21%				3.00%
<b>16th HND</b>	4.02%	7.00%		8.54%	4.16%	0.00%		3.00%	12.49%	4.88%				3.00%
<b>Max HND</b>	4.02%	7.00%		0.00%	4.62%	0.00%		0.00%	8.19%	2.53%				3.00%
	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-	Sierra	Siskiyou	Solano	Sonoma	South Orange	South-western	State Center	

	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba	
1	63376	57	67749	42	74130	21	73319	24	74885	16	69460	37	66247	46
2	65810	56	70141	43	76369	22	76164	24	77507	16	72284	33	68615	49
3	68249	56	72533	41	78612	24	79011	21	80218	16	75111	31	70984	47
4	70686	56	74925	40	80852	24	81855	20	83026	17	77937	31	73352	49
5	73124	58	77317	42	83095	24	84700	21	85933	16	80764	29	75721	51
6	75561	58	79709	43	85337	25	87547	21	88939	16	83586	29	78089	52
7	77997	57	82101	45	87580	26	90391	21	92054	15	86412	28	80458	52
8	80440	58	84493	46	89822	26	93236	20	95276	12	89237	28	82827	52
9	82874	58	86885	48	92068	28	96082	18	98610	11	92063	29	85195	55
10	85311	59	89277	50	94306	29	98927	18	102060	12	94889	28	87564	55
11	87748	59	91669	48	96548	29	99709	21	105634	11	97715	25	89932	54
12	90185	58	94062	48	98799	28	102441	20	109328	9	98595	29	92301	55
13	92621	57	96453	49	101035	31	103237	24	109328	10	99474	39	94669	53
14	95059	56	98846	47	103272	32	104035	28	109328	15	100938	38	97038	51
15	97496	56	101237	44	105511	26	104832	31	113155	11	102117	39	99406	51
16	100421	51	103629	42	107746	25	101532	48	113155	11	102995	43	101775	46
17	100421	52	106021	34	109994	19	102547	48	113155	13	104446	41	104143	44
18	100421	55	108413	27	112244	20	102547	50	117117	11	105635	40	106512	38
19	100421	59	110805	27	114492	17	102547	54	117117	11	106515	42	108881	31
20	100421	63	113197	22	116740	15	102547	55	117117	13	107957	43	108881	38
21	101883	59	113197	21	118989	11	109310	39	121215	6	109157	41	108881	42
22	101883	59	113197	26	121236	6	109310	43	121215	7	110037	38	111250	31
23	101883	60	113197	28	122276	6	109310	46	121215	8	111468	34	111250	35
24	101883	61	113197	30	124722	6	109310	48	125458	4	112678	31	111250	37
25	101883	62	113197	35	127216	4	109310	47	125458	5	114106	29	113619	32
26	103346	60	113197	38	127216	4	109310	48	125458	5	114106	31	113619	34
27	103346	60	113197	40	127216	5	115869	30	129848	4	114106	35	113619	37
28	103346	60	113197	41	127216	5	115869	32	129848	4	114106	37	113619	39
29	103346	60	113197	41	127216	5	115869	34	129848	4	114106	39	115988	33
30	103346	61	113197	44	127216	5	115869	34	134393	3	114106	42	115988	33
31	104808	60	113197	44	127216	5	115869	35	134393	3	114106	42	115988	34
32	104808	60	113197	44	127216	5	115869	35	134393	3	114106	42	115988	34
33	104808	60	113197	44	127216	5	115869	36	139098	3	114106	42	118357	29
34	104808	60	113197	44	127216	5	115869	36	139098	3	114106	42	118357	29
35	104808	60	113197	44	127216	6	115869	36	139098	3	114106	42	118357	30
36	104808	60	113197	44	127216	7	115869	36	143966	2	114106	42	118357	30

Max HND	104808	60	113197	45	127216	8	115869	37	143966	2	114106	43	118357	31
---------	--------	----	--------	----	--------	---	--------	----	--------	---	--------	----	--------	----

Max Initial	85311	46	84493	50	94306	19	90391	26	98610	8	94889	16	87564	36
-------------	-------	----	-------	----	-------	----	-------	----	-------	---	-------	----	-------	----

	2016-17	2017-18	2017-18	2017-18	2017-18	2015-16	2017-18
Latest	2018-19	2018-19	2018-19	2018-19	2018-19	2018-19	2018-19
Min HND	0.00%	3.00%	2.71%	3.25%	5.00%	10.37%	3.74%
16th HND	0.00%	3.00%	2.71%	0.00%	5.00%	11.32%	3.74%
Max HND	0.00%	3.00%	1.56%	0.00%	5.00%	10.04%	5.86%
	Ventura	Victor Valley	West Hills	West Kern	West Valley	Yosemite	Yuba

**HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY**

Salary by step (with statewide rank) in highest salary class not requiring a PhD or equivalent degree from the district's most current 10-month contract salary schedule.

**MAX HND SALARY**

Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.

**MAX INIT HND SALARY**

Maximum salary (with statewide rank) for initial salary placement of new hires in HND class from the district's current 10-month contract salary schedule.

**PREVIOUS SCHEDULE**

Academic year of salary schedule published by the district used in previous *AFA Salary Study*.

**LATEST SCHEDULE**

Academic year of latest salary schedule published by the district.

**% INCREASE**

Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous *AFA Salary Study*. For some districts, this increase reflects more than one negotiated increase or a schedule restructuring.

The *AFA Salary Study* is compiled each year by the All Faculty Association of Santa Rosa Junior College, as defined in Contract Article 26.02-C-1. The study is used by AFA in annual negotiations of regular faculty salaries and hourly faculty rates. AFA also makes this study available as a service to faculty associations and human resources departments statewide.

Send comments and corrections to [wruud@santarosa.edu](mailto:wruud@santarosa.edu).

AFA website: <http://www.afa-srjc.org/>