

STEP	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	
	1	68520 55	68858 52	69262 50	68240 57	66390 61	80320 14	70542 42	72700 34	71673 39	76745 22	82422 8	76956 20	58993 69
	2	70849 57	71531 53	71760 51	71127 55	68467 61	83734 12	73713 39	74700 37	71673 52	79479 21	86712 6	76956 29	61500 69
	3	73258 57	74202 51	74259 50	74008 53	71211 61	87142 10	76884 38	75700 39	71673 59	82205 22	88193 8	76956 36	64113 69
	4	75749 56	76874 51	76757 52	76890 50	73953 60	90552 9	80057 35	77200 49	74850 59	84943 22	89714 10	79212 38	66838 69
	5	78325 57	79548 51	79256 52	79775 47	76696 60	93964 8	83226 32	79700 50	78031 59	87672 22	91209 13	82200 37	69679 68
	6	80988 56	82220 47	81754 50	82656 45	79443 60	97379 8	86398 30	81700 51	81207 55	90403 21	92157 17	85224 37	72640 68
	7	83742 55	84893 46	84252 52	85533 43	82185 60	100791 8	89568 30	83700 56	84388 50	93132 20	93107 21	88104 36	75728 68
	8	86589 56	87566 48	86751 55	88424 43	84926 60	104203 8	92741 30	86400 58	87563 49	95869 21	94056 25	91056 36	78946 68
	9	89533 54	90239 49	89249 56	91306 43	87673 61	107614 10	95910 28	89000 57	90741 44	98593 21	95018 31	94044 35	82301 68
	10	90966 59	92909 49	91748 56	94190 43	90413 61	111021 8	99081 26	91000 58	93919 44	101320 21	95966 34	97044 33	85799 66
	11	92421 61	95582 47	94246 55	97180 40	91958 62	114439 7	102252 27	93200 57	97099 41	104056 22	96955 42	99876 33	89445 64
	12	93900 60	98254 45	96744 55	99956 39	93504 61	117850 8	105421 24	95000 59	100276 36	106779 19	97956 50	102852 33	93247 62
	13	95403 61	100928 44	99243 53	102837 38	95051 62	117850 10	108595 22	97000 60	103452 35	109516 17	98955 55	105876 32	97210 59
	14	96930 62	100928 53	101741 50	102837 44	96593 63	119554 10	111766 17	98500 59	106631 32	109516 26	99944 56	105876 34	101341 51
	15	98481 64	103601 48	104240 47	102837 51	98144 65	119554 10	114937 17	100700 60	106631 37	113661 20	100932 58	105876 38	101341 57
	16	100056 66	106274 47	106738 45	107835 41	99241 67	121258 10	114937 20	102300 57	106631 46	113661 21	101932 58	108720 37	101341 61
	17	101656 63	106274 50	109237 42	107835 47	100339 67	121258 12	114937 21	104300 53	109809 40	117804 15	102946 56	108720 44	101341 64
	18	103283 62	106274 52	111735 38	107835 48	101436 65	122966 10	114937 27	106300 51	109809 43	117804 19	103935 58	108720 45	101341 66
	19	104936 59	108947 47	114233 35	107835 52	102533 64	122966 10	114937 30	108200 50	109809 45	117804 19	104935 60	111768 41	101341 66
	20	106614 58	108947 51	116732 30	112834 40	103635 64	124672 11	118108 23	109200 49	112985 39	121946 15	106196 60	111768 43	101341 69
	21	108320 57	108947 55	116732 32	112834 42	104730 63	124672 12	118108 25	110300 52	112985 41	121946 17	107300 60	111768 47	101341 69
	22	109403 55	108947 56	116732 35	112834 45	105829 63	128082 9	118108 27	111300 50	112985 44	121946 19	108405 58	114756 42	101341 69
	23	110497 56	111618 51	116732 36	112834 46	106926 62	128082 10	118108 28	114700 44	116164 39	126090 13	109512 58	114756 43	101341 69
	24	111602 53	111618 52	116732 38	117832 31	108023 63	124038 16	118108 29	119200 28	116164 41	126090 13	110616 60	114756 45	101341 71
	25	112718 49	111618 56	116732 41	117832 33	109118 62	124038 17	121283 25	119700 30	116164 44	126090 13	111721 54	114756 46	101341 71
	26	113845 50	114290 48	116732 43	117832 36	111203 61	128082 13	121283 26	120897 27	119342 33	130233 9	111721 57	114756 46	101341 71
	27	114984 49	114290 51	116732 44	117832 36	112315 57	128082 13	124455 19	122106 28	119342 33	130233 10	111721 58	117048 41	101341 71
	28	116134 47	114290 51	116732 44	117832 36	112315 57	129787 12	124455 21	122106 30	119342 33	130233 10	111721 58	117048 41	101341 71
	29	117295 39	114290 52	116732 45	117832 37	112315 57	129787 12	124455 21	122106 31	122519 29	130233 10	111721 58	117048 42	101341 71
	30	118468 38	114290 52	116732 46	117832 40	112315 57	131490 9	127627 15	122106 31	122519 29	130233 11	111721 58	117048 44	101341 71
	31	119653 37	114290 53	116732 46	117832 40	112315 57	131490 9	127627 15	122106 31	122519 29	130233 11	111721 58	117048 44	101341 71
	32	119653 37	114290 53	116732 47	117832 41	112315 58	131490 9	127627 15	122106 31	125696 21	130233 11	111721 59	117048 45	101341 71
	33	119653 38	114290 53	116732 47	117832 41	112315 58	131490 9	127627 15	122106 32	125696 21	130233 11	111721 59	117048 45	101341 71
	34	119653 38	114290 53	116732 47	117832 41	112315 58	131490 10	127627 17	122106 33	125696 22	130233 12	111721 59	117048 45	101341 71
	35	119653 39	114290 54	116732 48	117832 41	112315 58	131490 10	127627 18	122106 33	128876 14	130233 12	111721 59	117048 46	101341 71
36	119653 39	114290 54	116732 48	117832 41	112315 58	131490 11	127627 19	122106 33	128876 15	130233 13	111721 59	117048 46	101341 71	

Max HND	119653 40	114290 54	116732 48	117832 42	112315 58	131490 11	127627 19	122106 34	128876 16	130233 14	111721 59	117048 46	101341 71
---------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

Max Initial	80988 63	82220 59	96744 24	82656 58	87673 48	111021 3	89568 37	89000 41	81207 62	93132 30	88193 46	105876 9	85799 52
-------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

Previous	2019-20	2018-19	2019-20	2019-20	2019-20	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20	2016-17	2019-20	2018-19
Latest	2020-21	2020-21	2019-20	2020-21	2019-20	2019-20	2020-21	2020-21	2020-21	2019-20	2020-21	2016-17	2020-21	2018-19
Min HND	1.60%	6.12%		0.00%		3.26%	7.10%	0.00%		0.00%			9.18%	
16th HND	1.60%	6.12%		0.00%		3.26%	7.10%	0.00%		0.00%			8.15%	
Max HND	3.82%	6.12%		0.00%		3.26%	7.10%	2.01%		0.00%			8.15%	

	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain
--	---------------	-----------------	---------	-------------	----------	----------	--------------------	---------	--------	-------	---------	--------------	-----------------

	Desert	El Camino	Feather River	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach
1	77774 17	76119 26	69261 51	73442 33	72332 35	74965 30	75181 29	66722 60	70828 41	88477 2	64120 63	60672 68	79972 15
2	81079 16	78911 25	72104 49	76680 32	74954 36	77813 27	77136 28	69702 59	72952 41	90689 3	66433 63	63571 67	82643 14
3	84525 16	81709 24	74869 49	79918 28	77582 34	80724 26	79142 29	72680 58	75142 47	92956 3	68746 63	66615 67	85320 14
4	88117 14	84516 24	77638 45	83156 27	80192 34	83777 25	81199 30	75660 58	77398 47	95280 5	71059 63	69810 66	87994 15
5	91862 11	87301 23	80483 43	86394 26	82823 35	86958 25	83310 31	78638 55	79719 48	97662 5	73372 63	73164 65	90666 15
6	95767 10	90097 24	83255 42	89632 26	85447 35	90262 23	85476 34	81617 53	82112 48	100103 5	75684 65	76686 62	93340 13
7	99837 10	92894 23	86015 42	92870 24	88064 37	93700 19	87699 38	84596 48	84576 49	102606 6	77997 65	80384 61	96014 14
8	104080 10	95688 22	88863 42	96108 20	90694 37	97265 18	89979 38	87576 47	87114 51	105171 6	80311 67	84262 61	98689 15
9	108503 7	98493 22	91644 42	99346 20	93312 37	100979 17	92319 39	90556 45	89727 51	107800 9	82624 67	88343 59	101363 16
10	113115 4	101282 22	94413 41	102583 18	95929 36	104846 15	94719 39	93535 45	92420 52	110495 10	84937 68	92584 51	105336 13
11	117922 4	104077 21	97254 38	105821 16	98550 34	104846 19	97181 39	96513 45	95193 51	113258 10	87250 68	92584 60	107687 14
12	122933 3	104077 31	100014 38	109059 14	101176 34	104846 27	99708 40	99493 41	98049 46	116089 10	89563 68	92584 63	108224 17
13	122933 4	105525 33	101378 41	112297 14	103795 34	107858 23	102301 40	102471 39	100990 43	118991 9	91875 70	92584 68	108761 20
14	122933 4	105525 36	102587 46	115297 12	106420 33	107858 29	104960 39	105451 37	104021 40	121966 5	94188 69	92584 71	109297 27
15	122933 8	105525 41	103454 50	115297 15	109041 29	107858 32	105522 42	108429 30	107142 36	125015 4	96501 68	94806 71	109834 28
16	122933 9	105525 50	103454 52	115297 17	111663 25	110963 31	106087 48	111408 28	110357 34	125015 6	98814 68	94806 72	111445 27
17	122933 9	108287 45	103454 55	115297 18	114289 23	110963 33	106654 49	114387 22	113668 25	125015 6	101127 65	94806 72	112520 27
18	122933 11	108287 46	103454 60	119047 17	116906 22	110963 40	107225 50	117367 20	117079 21	125015 9	103440 61	97081 72	113196 33
19	122933 11	108287 48	103454 62	119047 17	116906 24	114160 36	107798 53	117367 21	117079 23	125015 9	105754 57	97081 72	114245 33
20	122933 13	108287 54	103454 65	119047 21	116906 27	114160 37	108375 53	117367 24	117079 26	125015 10	108066 56	97081 72	117095 25
21	122933 13	111051 51	103454 65	119047 23	116906 29	114160 39	108955 54	117367 26	117079 28	125015 11	108066 59	99411 72	117095 27
22	122933 15	111051 52	103454 65	123297 14	122212 16	117452 29	109538 54	117367 30	117079 32	125015 12	108066 61	99411 72	117095 31
23	122933 17	111051 54	103454 66	123297 16	122212 18	117452 30	110124 57	117367 31	117079 33	125015 14	108066 61	99411 72	117095 32
24	122933 19	111051 56	103454 67	123297 18	122212 21	117452 32	110713 59	117367 33	117079 35	125015 14	108066 62	99411 72	117095 34
25	122933 22	113811 48	103454 67	123297 20	122212 24	120844 26	111305 58	117367 34	117079 37	125015 14	108066 63	99411 72	117095 36
26	122933 23	113811 51	103454 67	127797 14	122212 25	120844 28	111305 60	117367 37	117079 40	125015 17	108066 63	99411 72	117095 39
27	122933 25	116574 45	103454 68	127797 14	122212 27	120844 29	111305 61	117367 37	117079 40	125015 17	108066 63	99411 72	117095 39
28	122933 27	116574 45	103454 68	127797 14	122212 29	124338 23	111305 61	117367 37	117079 40	125015 18	108066 63	99411 72	117095 39
29	122933 27	116574 46	103454 68	127797 14	122212 30	124338 23	111305 61	117367 38	117079 41	125015 19	108066 64	99411 72	117095 40
30	122933 27	116574 47	103454 69	127797 14	122212 30	124338 23	111305 61	117367 41	117079 43	125015 20	108066 64	99411 72	117095 42
31	122933 27	116574 47	103454 69	127797 14	122212 30	124338 24	111305 61	117367 41	117079 43	125015 21	108066 64	99411 72	117095 42
32	122933 28	116574 48	103454 69	127797 14	122212 30	124338 25	111305 62	117367 42	117079 44	125015 22	108066 64	99411 72	117095 43
33	122933 28	116574 48	103454 69	127797 14	122212 31	124338 25	111305 62	117367 42	117079 44	125015 22	108066 64	99411 72	117095 43
34	122933 29	116574 48	103454 69	127797 16	122212 32	124338 26	111305 62	117367 42	117079 44	125015 23	108066 64	99411 72	117095 43
35	122933 29	116574 49	103454 69	127797 17	122212 32	124338 26	111305 62	117367 43	117079 45	125015 23	108066 64	99411 72	117095 44
36	122933 29	116574 49	103454 69	127797 18	122212 32	124338 26	111305 62	117367 43	117079 45	125015 23	108066 64	99411 72	117095 44

Max HND	122933 30	116574 49	103454 69	127797 18	122212 33	124338 27	111305 62	117367 43	117079 45	125015 23	108066 64	99411 72	117095 44
---------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	----------	-----------

Max Initial	84525 54	98493 20	88863 42	99346 17	85447 53	97265 23	87699 47	81617 61	82112 60	88477 45	89563 38	69810 69	98689 19
-------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

Previous	2019-20	2018-19	2019-20	2019-20	2018-19	2019-20	2019-20	2019-20	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20
Latest	2020-21	2018-19	2020-21	2019-20	2019-20	2019-20	2019-20	2019-20	2020-21	2020-21	2019-20	2020-21	2019-20	2020-21
Min HND	0.00%		0.00%		2.75%				7.10%	2.00%		1.50%	2.76%	
16th HND	0.00%		0.00%		2.75%				7.10%	2.00%		1.50%	2.76%	
Max HND	0.00%		0.00%		2.75%				7.10%	2.00%		1.50%	3.76%	
	Desert	El Camino	Feather River	Foothill-	Gavilan	Glendale	Grossmont-	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	

	Los Angeles	Los Rios	Marin	Mendocino-Lake	Merced	Mira Costa	Monterey	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde
1	71880 38	57993 70	74324 31	69933 46	62507 65	86968 3	64277 62	82856 6	81417 11	53174 72	76940 21	76581 23	67316 59
2	74470 38	60312 70	76716 31	72682 44	65015 65	91085 2	66685 62	85626 8	83859 11	56311 72	76940 30	79460 22	69336 60
3	77150 35	62725 70	79108 30	75431 42	67511 65	95201 2	69107 62	88491 6	86375 12	59494 72	76940 37	82339 21	71417 60
4	79930 37	65234 70	81500 29	78177 42	70020 65	99317 2	71518 62	91459 8	88966 13	62707 72	80003 36	85218 21	73559 61
5	82800 36	67843 70	83892 30	80927 41	72530 66	103434 2	73936 62	93119 9	91635 12	65937 72	83059 34	88097 20	75765 61
6	85790 33	70557 70	86284 31	83673 41	75137 66	107553 1	76344 63	96806 9	94384 12	69168 72	86119 32	90976 20	78038 61
7	88870 32	73379 70	88676 33	86420 41	77747 66	111662 1	78773 64	100467 9	97216 12	72383 72	89177 31	93855 18	80379 62
8	92070 32	76314 69	91068 35	89169 41	80381 66	115785 1	81187 64	104201 9	100132 12	75570 72	92235 31	96734 19	82790 62
9	95390 29	79367 69	93460 36	91916 41	83008 66	119899 1	83607 64	107945 8	103136 13	78705 71	95289 30	99613 19	85274 63
10	98820 28	82541 69	95852 37	94663 40	85637 67	124015 1	86021 65	111609 7	106230 12	81774 71	98350 30	102492 20	87832 63
11	102380 26	85843 69	98244 35	97412 37	88284 67	128136 1	88299 66	115319 6	109417 12	84760 72	101408 30	105371 18	89765 63
12	106070 21	89277 69	100636 35	100160 37	90926 66	132249 1	90853 67	119005 6	112700 11	87642 72	104465 28	108250 16	91740 64
13	109880 16	92848 67	103028 36	102908 37	93594 65	136365 1	93263 66	122715 5	116081 11	90402 72	107522 27	111129 15	93758 63
14	109880 24	96562 64	105420 38	105657 35	96266 65	140480 1	95679 68	115221 13	119563 9	93023 70	107522 31	114008 15	95821 67
15	109880 27	100424 61	107812 34	108402 31	96266 69	144591 1	98102 66	115221 16	123150 7	95488 70	107522 35	116887 12	97929 67
16	112510 22	100424 63	110204 35	111151 30	97229 70	145406 1	100518 62	115221 19	126845 4	97780 69	110583 32	119766 11	100083 65
17	112510 28	100424 66	112596 26	111151 32	98947 69	146223 1	102927 58	115221 20	126845 5	97780 70	110583 36	122645 11	102286 62
18	112510 34	100424 67	114988 26	111151 39	98947 69	147040 1	102927 63	119335 14	126845 7	97780 70	113641 30	125524 8	104535 57
19	115190 29	100424 67	117380 20	111151 43	98947 69	147856 1	102927 63	119335 15	126845 8	97780 70	113641 38	128403 7	106834 56
20	115190 35	104441 63	119772 16	111151 45	101814 67	148674 1	102927 66	119335 19	126845 9	97780 70	116695 31	131282 4	109187 50
21	115190 37	104441 64	122164 14	112651 43	101814 67	149490 1	102927 66	119335 22	126845 9	100044 71	116695 33	134161 3	111588 49
22	117940 28	104441 64	124556 13	112651 46	101814 67	150304 2	102927 66	119335 26	126845 11	100044 71	119756 23	134161 4	111588 49
23	117940 29	104441 65	126948 11	112651 47	104763 64	151122 1	102927 67	119335 27	126845 12	100044 71	119756 23	134161 4	111588 52
24	117940 30	104441 65	129340 10	112651 48	104763 64	151939 1	102927 69	119335 27	126845 11	103628 66	119756 24	134161 5	111588 54
25	120760 28	106530 64	129340 10	112651 50	104763 65	152755 2	102927 70	119335 31	126845 12	103628 66	122815 23	136844 4	111588 57
26	120760 30	106530 65	129340 11	114151 49	107800 64	153571 1	102927 70	123449 20	126845 16	103628 66	122815 24	136844 4	111588 59
27	120760 31	106530 65	131732 8	114151 52	107800 64	154388 1	102927 70	123449 22	126845 16	103628 67	122815 26	136844 5	111588 60
28	123640 24	106530 65	131732 8	114151 52	107800 64	155205 1	102927 70	123449 25	126845 17	103628 67	122815 28	136844 5	111588 60
29	123640 24	106530 65	131732 8	114151 53	110930 62	156023 1	102927 70	123449 25	126845 17	103628 67	122815 28	136844 5	111588 60
30	123640 24	106530 65	134124 7	114151 53	110930 62	156838 1	102927 70	123449 25	126845 18	103628 68	122815 28	136844 5	111588 60
31	123640 25	106530 65	134124 7	114151 54	110930 62	156838 1	102927 70	127563 16	126845 19	103628 68	122815 28	136844 5	111588 60
32	123640 26	106530 65	134124 7	114151 55	114164 54	156838 1	102927 70	127563 16	126845 20	103628 68	122815 29	136844 5	111588 61
33	123640 26	106530 65	134124 7	114151 55	114164 54	156838 1	102927 70	127563 16	126845 20	103628 68	122815 29	136844 5	111588 61
34	123640 27	106530 65	134124 8	114151 55	114164 54	156838 1	102927 70	127563 18	126845 21	103628 68	122815 30	136844 6	111588 61
35	123640 27	106530 65	134124 8	114151 55	117589 42	156838 1	102927 70	127563 19	126845 22	103628 68	122815 30	136844 6	111588 61
36	123640 27	106530 65	134124 8	114151 55	117589 42	156838 2	102927 70	131677 10	126845 22	103628 68	122815 30	136844 6	111588 61

Max HND	123640 28	106530 65	134124 8	114151 55	124750 25	156838 2	102927 70	131677 10	126845 22	103628 68	122815 31	136844 6	111588 61
---------	-----------	-----------	----------	-----------	-----------	----------	-----------	-----------	-----------	-----------	-----------	----------	-----------

Max Initial	92070 33	76314 65	105420 10	86420 51	75137 67	124015 2	76344 64	107945 7	91635 34	69168 70	98350 21	99613 16	82790 57
-------------	----------	----------	-----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

	2019-20	2019-20	2018-19	2019-20	2019-20	2019-20	2019-20	2018-19	2019-20	2019-20	2019-20	2017-18	2018-19	2019-20
Previous Latest	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2019-20	2019-20	2019-20	2020-21	2020-21	2020-21	2020-21
Min HND	0.00%	0.00%	3.33%	2.00%	0.00%	2.25%	8.14%	0.00%	5.50%	3.29%	1.30%			
16th HND	0.00%	0.00%	2.22%	2.00%	0.00%	2.25%	0.00%	0.00%	5.50%	3.29%	1.30%			
Max HND	0.00%	0.00%	1.82%	1.95%	0.00%	2.25%	1.84%	0.00%	5.50%	3.29%	1.30%			
	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	76481	25	80519	12	70313	43	80434	13	57608	71	69345	49	85475	4	78999	16	71517	40	76580	24	68788	53	83949	5	67881	58
	2	79610	20	80519	18	72804	42	83339	13	59912	71	72517	46	88773	4	81764	15	73484	40	79250	23	72115	48	87153	5	70568	58
	3	82742	19	80519	27	75281	46	86257	13	62309	71	75670	40	92059	4	84626	15	75505	41	81920	23	75387	44	90357	5	73272	56
	4	85869	19	80519	33	77843	43	89173	12	64801	71	78840	39	95345	4	87588	16	77581	46	84590	23	78500	40	93559	6	75983	55
	5	88998	19	80519	42	80339	44	92094	10	67393	71	82014	38	98628	4	90653	16	79715	49	87260	24	81826	39	96769	6	78685	54
	6	92126	19	80519	59	82832	44	95006	11	70089	71	85181	38	101922	3	92920	15	81907	49	89930	25	85043	39	99959	6	81392	54
	7	95255	16	83656	57	85359	45	97914	11	72893	71	88356	34	105210	3	95243	17	84159	53	92600	26	88262	35	103177	5	84092	54
	8	98382	16	86793	54	87886	46	100828	11	75808	70	91509	33	108503	3	97624	17	86474	57	95270	24	91484	34	106381	5	86794	53
	9	101514	15	89930	50	90412	47	103743	11	78841	70	94679	34	111789	3	100064	18	88852	58	97940	23	94701	33	108510	6	89505	55
	10	104643	16	93068	46	92941	48	106657	11	81994	70	97853	32	115070	3	102566	19	91295	57	100610	23	97918	31	110913	9	92214	54
	11	107772	13	96205	46	95467	49	109573	11	85274	70	101009	32	118365	3	104104	20	93806	56	103280	23	101138	31	113367	9	94909	52
	12	110899	13	99342	42	98004	48	112491	12	88685	71	104175	30	121649	4	105666	23	96386	57	105950	22	104406	29	118512	7	97681	52
	13	114027	13	99342	52	100542	47	115403	12	92232	69	107351	28	124930	3	107251	29	99036	54	108620	21	107677	26	121295	6	97681	58
	14	114811	14	99342	58	103078	42	118316	11	95922	66	110519	21	124930	3	108860	28	101760	49	111290	19	110949	20	121295	7	97681	61
	15	115593	14	102479	54	105615	39	118316	11	99759	63	110519	25	126495	3	110493	26	104558	45	113960	19	116497	13	121295	9	102411	55
	16	116374	16	102479	54	108152	38	118316	12	101754	60	110519	33	128058	3	112150	23	107433	43	116630	13	116497	14	124147	8	102411	55
	17	117158	16	102479	59	110689	35	122682	10	103789	54	110519	37	128058	4	113832	24	110388	38	116630	17	119270	13	124147	8	102411	60
	18	117941	18	105616	55	113227	32	122682	12	105865	54	113694	29	128058	5	115540	24	113424	31	119300	15	119270	16	127064	6	107378	49
	19	118727	18	105616	58	115764	27	122682	12	107982	51	113694	37	131180	4	117273	22	116543	25	119300	16	122044	14	130050	5	107378	54
	20	119509	17	105616	62	115764	34	127059	8	110142	47	113694	38	131180	5	119032	22	116543	32	119300	20	122044	14	130050	6	107378	57
	21	120290	19	108753	56	115764	36	127059	8	112344	46	116868	31	131180	6	120817	18	116543	34	121970	16	122044	15	130050	7	112594	44
	22	121074	21	108753	57	115764	39	127059	10	112344	48	116868	34	134305	3	120817	22	116543	36	121970	18	122044	17	130050	7	112594	47
	23	121856	21	108753	60	115764	40	131432	7	112344	49	116868	35	134305	3	120817	22	116543	37	121970	20	122044	19	130050	9	112594	48
	24	122639	20	111891	51	115764	42	131432	8	112344	50	116868	37	134305	4	120817	23	116543	39	124640	15	122044	22	130050	9	112594	49
	25	123423	18	111891	53	115764	45	131432	8	112344	52	116868	39	134305	5	120817	27	116543	42	124640	16	124818	15	130050	9	112594	51
	26	123917	19	111891	56	115764	45	131432	8	112344	55	120041	31	134305	6	120817	29	116543	44	127310	15	124818	18	130050	10	112594	54
	27	124409	20	115027	48	115764	47	131432	9	112344	56	120041	32	134305	6	120817	30	116543	46	127310	15	124818	18	130050	11	112594	55
	28	124903	19	115027	49	115764	48	131432	9	112344	56	120041	32	134305	6	120817	31	116543	46	127310	16	124818	20	130050	11	112594	55
	29	125398	18	115027	50	115764	49	131432	9	112344	56	120041	33	134305	6	120817	32	116543	47	127310	16	124818	20	130050	11	112594	55
	30	125892	19	118165	39	115764	50	131432	10	112344	56	120041	34	134305	6	120817	33	116543	48	127310	17	124818	21	130050	12	112594	55
	31	126386	20	118165	39	115764	50	131432	10	112344	56	120041	34	134305	6	120817	33	116543	48	127310	18	124818	22	130050	12	112594	55
	32	126876	19	118165	40	115764	50	131432	10	112344	57	120041	34	134305	6	120817	33	116543	49	127310	18	124818	23	130050	12	112594	56
	33	127371	18	121301	34	115764	50	131432	10	112344	57	120041	36	134305	6	120817	35	116543	49	127310	19	124818	23	130050	12	112594	56
	34	127867	15	121301	34	115764	50	131432	11	112344	57	120041	36	134305	7	120817	35	116543	49	127310	20	124818	24	130050	13	112594	56
	35	128361	16	121301	35	115764	51	131432	11	112344	57	120041	37	134305	7	120817	36	116543	50	127310	21	124818	24	130050	13	112594	56
36	128855	16	121301	35	115764	51	131432	12	112344	57	120041	37	134305	7	120817	36	116543	50	127310	21	124818	24	130050	14	112594	56	

Max HND	130830	13	121301	36	115764	51	131432	12	112344	57	120041	38	134305	7	120817	37	116543	50	127310	21	124818	24	130050	15	112594	56
----------------	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----	--------	---	--------	----	--------	----	--------	----	--------	----	--------	----	--------	----

Max Initial	110899	4	99342	18	82832	56	109573	5	67393	71	91509	35	101922	11	97624	22	75505	66	100610	13	101138	12	99959	15	73272	68
--------------------	--------	---	-------	----	-------	----	--------	---	-------	----	-------	----	--------	----	-------	----	-------	----	--------	----	--------	----	-------	----	-------	----

	2019-20	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2017-18	2018-19	2019-20
Previous	2019-20	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2017-18	2018-19	2019-20
Latest	2020-21	2019-20	2019-20	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2019-20	2019-20	2020-21	2020-21	2020-21	2019-20	2019-20
Min HND	0.00%	3.00%	3.26%	4.00%	0.00%	1.00%	2.00%					4.84%	6.61%	5.06%		
16th HND	0.00%	3.00%	3.26%	4.00%	0.00%	1.00%	2.00%					3.13%	9.21%	7.53%		
Max HND	0.00%	3.00%	3.26%	4.00%	0.00%	1.00%	2.00%					2.86%	9.03%	7.53%		
	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	San Joaquin Delta	San Jose-	San Luis Obispo			

STEP	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange	Southwestern	State Center	
	1	75540 28	69713 48	72228 36	81497 10	75711 27	61127 67	50189 73	61199 66	62635 64	77774 18	93085 1	70231 44	72066 37
	2	79056 24	71927 50	75312 34	83992 10	78114 26	63897 66	52699 73	63099 68	65140 64	80275 19	95823 1	72758 43	75051 35
	3	82512 20	74142 52	78420 32	86488 11	80796 25	66665 66	55334 73	65053 68	67746 64	82777 18	98561 1	75284 45	78030 33
	4	86016 18	76356 54	81516 28	96871 3	83479 26	69435 67	58101 73	67071 68	70456 64	85279 20	101299 1	77810 44	81008 31
	5	89496 18	78570 56	84600 28	99370 3	86288 27	72203 67	61006 73	69149 69	73274 64	87780 21	104037 1	80335 45	83988 29
	6	92988 14	80784 57	87696 28	101863 4	88844 27	74973 67	64056 73	71292 69	76205 64	90282 22	106774 2	82863 43	86942 29
	7	96492 13	82998 59	90804 28	104358 4	91147 27	77741 67	67259 73	73504 69	79253 63	92783 25	109512 2	85389 44	89955 29
	8	99984 13	87932 44	93900 28	106854 4	93956 27	80510 65	70622 73	75783 71	82423 63	95285 23	112250 2	87917 45	92935 29
	9	103476 12	90325 48	96996 25	109350 4	96638 26	83280 65	74153 73	78132 72	85720 62	97786 24	114988 2	90442 46	95920 27
	10	103476 17	92852 50	100116 25	111845 6	98788 29	86048 64	80975 72	80554 73	89149 62	100288 24	117725 2	92969 47	98897 27
	11	106944 15	95406 50	103176 24	114341 8	101470 29	88817 65	85024 71	83050 73	92715 59	102789 25	120463 2	95496 48	101873 28
	12	106944 18	97981 49	106284 20	116837 9	104028 32	91586 65	89275 70	85626 73	96424 56	105291 25	123201 2	98023 47	104864 26
	13	106944 30	100558 45	109392 19	119333 8	106709 31	91586 71	93738 64	88279 73	100281 48	107793 25	125939 2	100551 46	107838 24
	14	111480 18	102496 47	112476 16	121826 6	109795 25	91586 72	98425 60	91016 73	100281 54	110294 23	128677 2	103075 43	107838 30
	15	111480 23	103462 49	114444 18	124320 6	112074 22	94333 72	102362 56	93837 73	100281 62	112796 21	131414 2	105603 40	107838 33
	16	111480 26	105613 49	116424 15	126818 5	112074 24	94333 73	102362 56	96652 71	100281 64	115297 18	134152 2	108129 39	107838 40
	17	111480 31	105613 51	118380 14	129315 3	112074 30	94333 73	102362 61	96652 71	100281 68	115297 19	136890 2	108129 46	110822 34
	18	116160 23	105613 56	120348 13	131812 3	114239 28	97162 71	102362 64	96652 73	100281 68	115297 25	139628 2	108129 47	110822 41
	19	116160 26	108253 49	122316 13	131812 3	114239 34	97162 71	102362 65	96652 73	100281 68	115297 28	142365 2	111735 42	110822 44
	20	116160 33	108253 55	124284 12	131812 3	114239 36	97162 71	106460 59	96652 73	101781 68	119358 18	145103 2	111735 44	110822 46
	21	116160 35	108253 58	126252 10	131812 5	114239 38	100078 70	106460 62	96652 73	101781 68	119358 21	147841 2	111735 48	113800 40
	22	116160 38	108253 60	128220 8	131812 6	116404 37	100078 70	106460 62	96652 73	101781 68	119358 25	150579 1	115405 40	113800 43
	23	119688 25	110892 55	130188 8	131812 6	116404 38	100078 70	106460 63	96652 73	101781 68	119358 26	150579 2	115405 41	113800 45
	24	119688 26	110892 57	132156 6	131812 7	116404 40	103081 68	110719 58	96652 73	101781 70	123419 17	150579 2	115405 43	113800 46
	25	123288 21	110892 60	134124 6	131812 7	116404 43	103081 69	110719 61	96652 73	103281 68	123419 19	153317 1	119133 32	116782 40
	26	123288 22	113533 52	136080 5	131812 7	118733 35	103081 69	110719 62	96652 73	103281 68	123419 21	153317 2	119133 34	116782 42
	27	123288 24	113533 53	138060 4	131812 7	118733 35	106173 66	110719 62	96652 73	103281 69	123419 23	153317 2	119133 34	116782 43
	28	123288 26	113533 53	138060 4	131812 7	118733 35	106173 66	110719 62	96652 73	103281 69	127480 15	153317 2	119133 34	116782 43
	29	123288 26	116173 48	138060 4	131812 7	118733 36	106173 66	110719 63	96652 73	103281 69	127480 15	153317 2	119133 35	116782 44
	30	123288 26	116173 49	138060 4	131812 8	121878 32	106173 66	110719 63	96652 73	104781 67	127480 16	153317 2	119133 37	119757 36
	31	123288 26	116173 49	138060 4	131812 8	121878 32	106173 66	110719 63	96652 73	104781 67	127480 17	153317 2	119133 38	119757 36
	32	123288 27	118813 39	138060 4	131812 8	121878 32	106173 66	110719 63	96652 73	104781 67	127480 17	153317 2	119133 38	119757 36
	33	123288 27	118813 40	138060 4	131812 8	121878 33	106173 66	110719 63	96652 73	104781 67	127480 17	153317 3	119133 39	119757 37
	34	123288 28	118813 40	138060 5	131812 9	140160 4	106173 66	110719 63	96652 73	104781 67	127480 19	153317 3	119133 39	119757 37
	35	123288 28	121454 34	138060 5	131812 9	140160 4	106173 66	110719 63	96652 73	104781 67	127480 20	153317 3	119133 40	119757 38
36	123288 28	121454 34	138060 5	131812 9	140160 4	106173 66	110719 63	96652 73	104781 67	127480 20	153317 3	119133 40	119757 38	

Max HND	123288 29	121454 35	138060 5	131812 9	140160 4	106173 66	110719 63	96652 73	104781 67	127480 20	153317 3	119133 41	119757 39
---------	-----------	-----------	----------	----------	----------	-----------	-----------	----------	-----------	-----------	----------	-----------	-----------

Max Initial	89496 39	95406 26	100116 14	131812 1	88844 43	88817 44	58101 73	64056 72	89149 40	95285 27	106774 8	82863 55	86942 50
-------------	----------	----------	-----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

	2018-19	2018-19	2019-20	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2018-19	2019-20	
Previous	2018-19	2018-19	2019-20	2018-19	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2019-20	2018-19	2019-20	
Latest	2018-19	2018-19	2019-20	2020-21	2020-21	2020-21	2019-20	2020-21	2020-21	2020-21	2020-21	2019-20	2020-21	
Min HND				4.04%	0.00%	0.00%		0.00%	0.00%	0.00%	0.61%	6.33%	4.26%	0.75%
16th HND				4.04%	0.00%	0.00%		0.00%	0.00%	0.00%	0.17%	5.35%	4.26%	0.75%
Max HND				4.04%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	3.20%	4.26%	0.75%
	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange	Southwestern	State Center	

	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba	
1	68523	54	69958	45	74130	32	77761	19	82560	7	69734	47	68407	56
2	71155	54	72427	47	76369	33	80779	17	85451	9	72569	45	70852	56
3	73791	54	74898	48	78612	31	83797	17	88440	7	75407	43	73298	55
4	76426	53	77367	48	80852	32	86815	17	91536	7	78244	41	75744	57
5	79063	53	79838	46	83095	33	89832	17	94742	7	81082	40	78189	58
6	81698	52	82307	46	85337	36	92850	16	98055	7	83915	40	80635	58
7	84331	51	84778	47	87580	39	95868	15	101490	7	86752	40	83081	58
8	86972	52	87247	50	89822	39	98885	14	105042	7	89589	40	85527	59
9	89604	53	89718	52	92068	40	101903	14	108718	5	92426	38	87972	60
10	92240	53	92187	55	94306	42	104921	14	112521	5	95263	38	90418	60
11	94874	53	94658	54	96548	44	105750	17	116462	5	98100	36	92864	58
12	97509	53	97128	54	98799	44	108647	15	120534	5	98983	43	95310	58
13	100143	49	99597	51	101035	42	109492	18	120534	7	99866	50	97755	57
14	102779	45	102068	48	103272	41	110338	22	120534	8	101336	52	100201	55
15	105413	44	104537	46	105511	43	111183	24	124754	5	102519	53	102647	52
16	109208	36	107008	44	107746	42	111183	29	124754	7	103401	53	105092	51
17	109208	43	109477	41	109994	39	112295	29	124754	7	104857	52	107538	48
18	109208	44	111948	37	112244	36	112295	35	129122	4	106051	53	109984	42
19	109208	46	114417	32	114492	31	112295	40	129122	6	106935	55	112430	39
20	109208	48	116888	28	116740	29	112295	42	129122	7	108382	52	112430	41
21	111105	50	116888	30	118989	24	119700	20	133640	4	109587	53	112430	45
22	111105	51	116888	33	121236	20	119700	24	133640	5	110470	53	114875	41
23	111105	53	116888	34	123661	15	119700	24	133640	5	111907	50	114875	42
24	111105	55	116888	36	126134	12	119700	25	138318	3	113122	47	114875	44
25	111105	59	116888	38	128657	11	119700	29	138318	3	114555	47	117321	35
26	113003	53	116888	41	128657	12	119700	32	138318	3	114555	47	117321	38
27	113003	54	116888	42	128657	12	124394	21	143157	3	114555	50	117321	38
28	113003	54	116888	42	128657	13	124394	22	143157	3	114555	50	117321	38
29	113003	54	116888	43	128657	13	124394	22	143157	3	114555	51	119767	34
30	113003	54	116888	45	128657	13	124394	22	148169	3	114555	51	119767	35
31	114900	51	116888	45	128657	13	124394	23	148169	3	114555	52	119767	35
32	114900	51	116888	46	128657	13	124394	24	148169	3	114555	52	119767	35
33	114900	51	116888	46	128657	13	124394	24	153356	2	114555	52	122213	30
34	114900	51	116888	46	128657	14	124394	25	153356	2	114555	52	122213	31
35	114900	52	116888	47	128657	15	124394	25	153356	2	114555	53	122213	31
36	114900	52	116888	47	128657	17	124394	25	158722	1	114555	53	122213	31

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.

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

Max HND	114900	52	116888	47	128657	17	124394	26	158722	1	114555	53	122213	32
----------------	--------	----	--------	----	--------	----	--------	----	--------	---	--------	----	--------	----

Max Initial	92240	32	87247	49	94306	29	95868	25	108718	6	95263	28	90418	36
--------------------	-------	----	-------	----	-------	----	-------	----	--------	---	-------	----	-------	----

	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20
Previous Latest	2020-21	2019-20	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	2019-20
Min HND	8.12%		0.00%	0.00%	0.00%	5.00%	0.39%	3.26%						
16th HND	8.75%		0.00%	0.00%	0.00%	5.00%	0.39%	3.26%						
Max HND	9.63%		1.13%	0.00%	0.00%	5.00%	0.39%	3.26%						
	Ventura	Victor Valley	West Hills	West Kern	West Valley	Yosemite	Yuba							