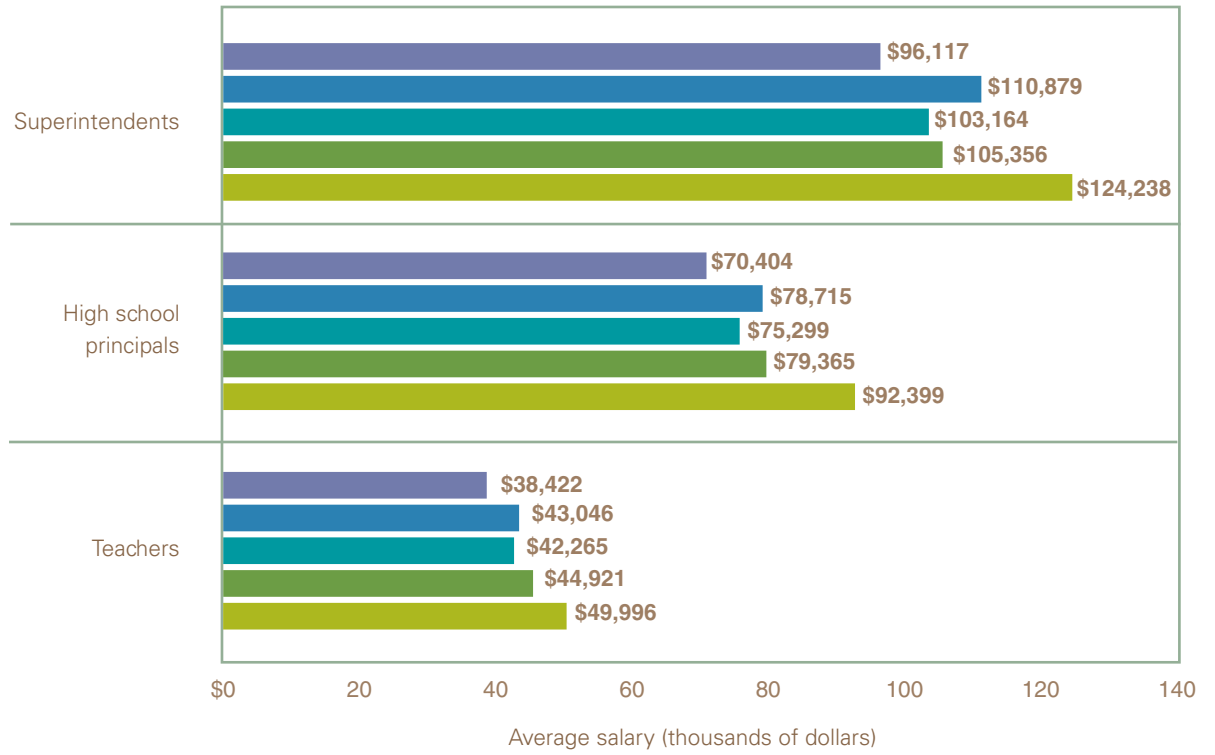
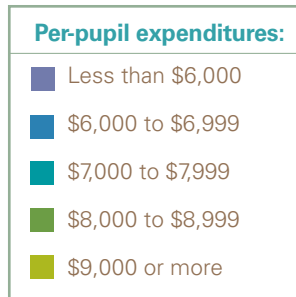


Salaries by Expenditure

Superintendents, high school principals, and teachers in the highest-spending districts make about 30 percent more than their counterparts in the lowest-spending districts.



SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2004-05

Salaries and Wages In Public Schools	Salaries paid (2004-05)			Mean average daily rate (2004-05)	Mean number of days in work year (2004-05)	Percent change in average salary from 2003-04 to 2004-05 ⁴
	Low ³	Average	High ³			
Superintendents (contract salary)	\$53,000	\$111,189	\$295,000	\$465.31	241	2.5%
Deputy/associate superintendents	51,287	104,713	193,581	440.29	239	2.1
Assistant superintendents	50,000	98,102	170,635	415.48	237	2.4
Directors, managers, coordinators, and supervisors for:						
Finance and business	25,300	76,878	195,000	320.23	240	1.7
Instructional services	33,210	80,323	175,100	342.97	235	4.8
Public relations/information	27,624	69,366	161,071	294.79	235	0.3
Staff-personnel services	25,000	78,663	179,542	329.98	240	0.7
Technology	25,147	66,559	195,700	286.13	233	0.2
Other areas	21,000	66,722	235,000	282.04	234	-0.8
Subject-area supervisors	25,747	67,640	128,904	298.60	225	2.4
Other administrative staff	25,336	61,643	228,375	271.69	228	1.4
Principals:						
Elementary school	33,349	74,062	129,830	330.40	223	1.3
Junior high/middle school	40,960	78,160	127,096	346.51	227	1.8
Senior high	37,652	82,225	139,074	355.18	231	0.9
Assistant principals:						
Elementary school	33,070	63,398	105,345	295.43	215	1.5
Junior high/middle school	32,480	66,319	109,967	305.67	218	1.9
Senior high school	34,399	68,945	129,030	313.44	220	1.3
Teachers	15,143	45,448	123,444	245.09	186	0.5
Counselors	19,222	51,046	123,444	263.03	195	0.3
Librarians	19,018	50,125	109,918	266.55	189	0.6
School nurses	11,721	37,450	91,709	200.98	187	0.8
Other professional staff	16,500	51,694	113,656	268.18	195	-0.3
Central office:						
Secretaries	9,413	32,738	90,696	132.31	243	2.7
Accounting/payroll clerks	10,200	34,491	75,720	137.68	245	1.8
Typists/data-entry clerks	7,548	25,370	78,018	143.40	229	3.5
School-building level:						
Secretaries	7,706	24,109	60,813	107.76	216	1.6
Library clerks	5,648	17,559	43,826	91.32	193	0.1
Teacher aides:						
Instructional ¹	5.15/hr.	11.14/hr.	33.35/hr.	—	—	1.2
Noninstructional ¹	5.15	10.88	27.00	—	—	1.4
Custodians (not engineers) ¹	5.15	12.48	41.40	—	—	1.1
Cafeteria workers (not supervisors) ¹	5.15	10.09	26.76	—	—	1.5
School bus drivers ^{1,2}	7.76	14.39	48.26	—	—	2.8

SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2004-05
 NOTE: A dash (—) indicates that data are not available.
¹Earnings in these categories are presented as hourly wages paid.

²Hourly rates for school bus drivers are sometimes estimated, because some bus drivers are paid per trip rather than per hour.
³These figures represent the lowest and highest salaries reported.
⁴These figures are based on unweighted salary data.

About This Project

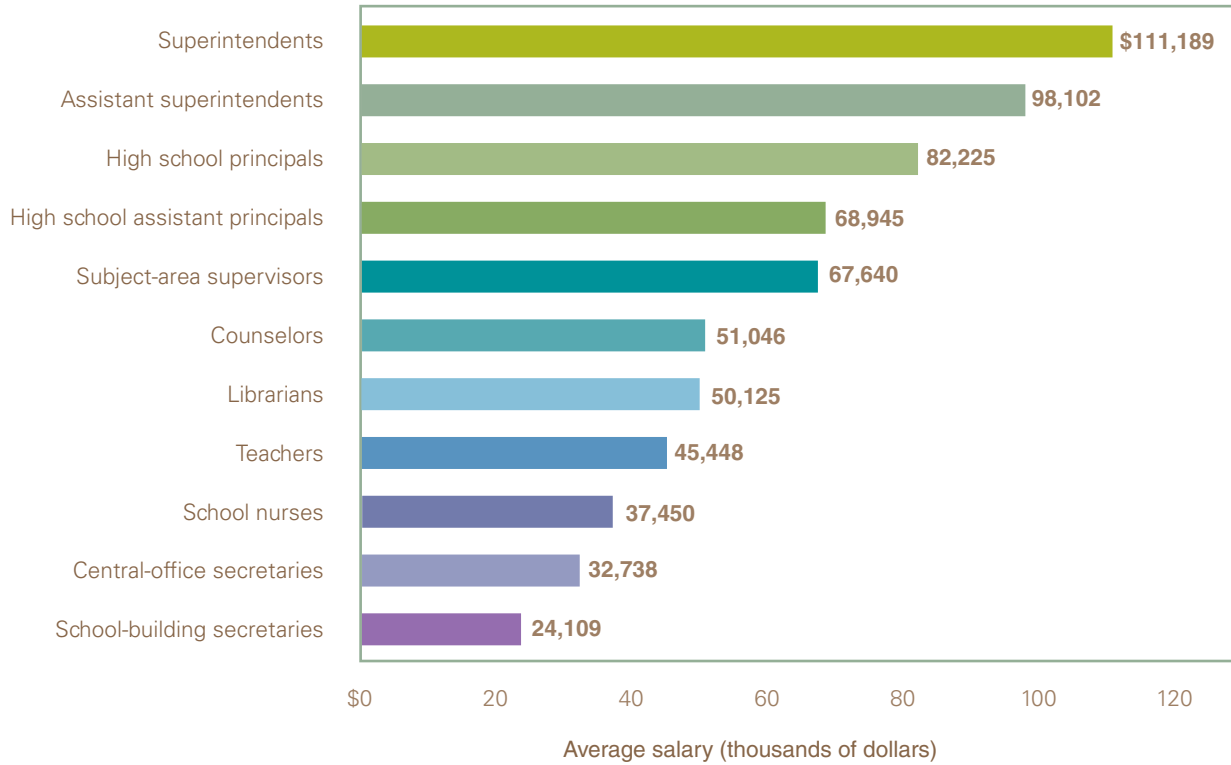
The data in this story and its table and charts are based on the study "Salaries and Wages Paid Professional and Support Personnel in Public Schools, 2004-05," which reported the results of a survey conducted annually by Educational Research Service, an Arlington, Va.-based nonprofit organization that conducts research on K-12 education.

ERS uses a sample of school systems from across the nation, divided into four groups by size of enrollment. This year's survey provides data for the 2004-05 school year, collected in the fall of 2004 from 542 public school systems. Districts with fewer than 300 students were not surveyed. Data were weighted to represent a national sample for the first time this year. *Education Week* and ERS will continue to work as partners to publish and promote an annual salary report and other national data on public schools.

The research service was founded in 1973 by seven national school management associations: the American Association of Schools Administrators, the American Association of School Personnel Administrators, the Association of School Business Officials International, the Council of Chief State School Officers, the National Association of Secondary School Principals, and the National School Public Relations Association.

More information can be found online at: www.ers.org.

Annual Salaries



SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2004-05

Mean salaries by student enrollment (2004-05)				Mean salaries by community type (2004-05) ⁵					
25,000 or more	10,000-24,999	2,500-9,999	300-2,499	Large urban	Medium urban	Suburban	Small town	Rural	Mixed types
\$177,196	\$148,015	\$127,721	\$98,888	\$171,407	\$146,812	\$140,636	\$106,160	\$87,995	\$102,872
126,394	119,026	100,951	85,086	127,858	110,234	117,293	88,773	71,050	94,928
111,092	110,220	101,615	85,044	114,541	107,694	111,307	87,247	73,964	88,304
101,278	92,446	87,818	67,752	100,487	98,642	97,114	71,813	50,092	73,075
101,684	94,085	87,340	68,325	101,770	94,427	89,893	73,209	68,222	76,488
81,822	67,668	67,179	69,880	84,048	85,512	73,183	54,667	84,737	67,293
98,754	89,096	85,399	48,156	101,487	92,182	93,382	68,828	45,863	74,344
99,801	84,249	76,003	54,144	102,310	87,495	79,822	58,372	49,623	64,987
82,206	79,840	72,476	58,313	83,891	77,898	78,321	63,125	51,981	57,941
74,222	69,484	71,023	60,145	75,888	74,807	74,175	62,686	53,280	61,803
66,705	70,694	68,411	49,460	71,562	76,129	73,286	54,627	49,531	48,674
82,283	82,614	80,363	70,507	85,958	83,059	88,651	74,807	63,638	66,887
85,593	86,498	84,584	72,552	90,133	85,756	93,542	72,619	67,836	69,737
93,749	96,034	93,185	76,153	96,998	100,905	100,350	80,711	69,844	75,947
64,587	63,855	67,664	58,750	67,465	72,239	70,133	58,848	56,786	64,015
68,609	69,656	69,574	60,033	71,117	70,937	74,797	62,171	51,506	60,680
72,868	75,580	74,626	63,270	79,200	72,246	80,745	65,566	58,624	63,672
46,527	48,158	48,828	43,756	49,852	49,115	54,211	45,363	39,816	42,002
54,010	56,677	54,504	48,861	57,264	53,714	59,422	51,244	45,196	48,821
51,303	53,695	53,224	48,447	56,766	51,216	61,109	48,216	44,976	47,843
44,684	45,422	40,037	35,027	49,232	39,202	46,559	36,030	28,452	35,989
55,480	57,102	53,706	48,300	57,804	53,930	57,690	50,567	40,994	48,577
33,413	34,112	33,529	32,231	35,547	33,195	38,112	31,510	30,990	30,624
31,997	33,821	34,548	34,602	34,627	34,494	39,253	33,904	32,943	31,690
26,463	27,617	27,596	23,577	28,141	30,116	29,040	22,494	25,187	21,631
28,909	27,188	26,211	22,785	30,302	27,044	29,293	23,439	21,351	20,944
20,606	19,711	18,316	16,674	23,454	19,753	21,803	16,778	14,216	16,515
12.01/hr.	12.13/hr.	11.69/hr.	10.81/hr.	12.69/hr.	11.99/hr.	12.96/hr.	11.08/hr.	9.92/hr.	10.61/hr.
11.89	11.89	11.06	10.65	12.76	9.62	12.65	10.94	9.83	9.88
12.15	13.54	13.12	12.15	13.59	12.84	16.08	12.01	11.34	10.78
10.36	10.85	10.47	9.87	10.97	10.54	11.77	9.89	9.48	9.72
13.72	14.24	14.27	14.46	14.99	13.69	15.49	14.94	13.63	12.92

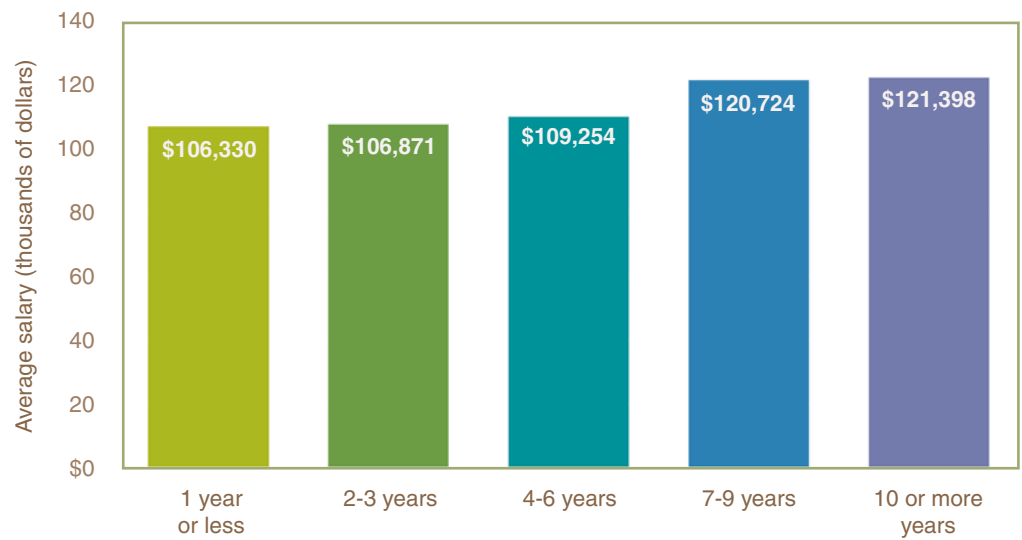
⁵ Community types were self-reported by districts and are defined as follows: large urban—large metropolitan area with a population greater than 400,000; medium urban—midsize metropolitan area with a population of fewer than 400,000; suburban—residential area or community outlying a city; small town—population center not within a metropolitan area;

rural—farming or agricultural area with a population of fewer than 2,500 people; mixed types—diverse area containing two or more community types, which may include county districts.

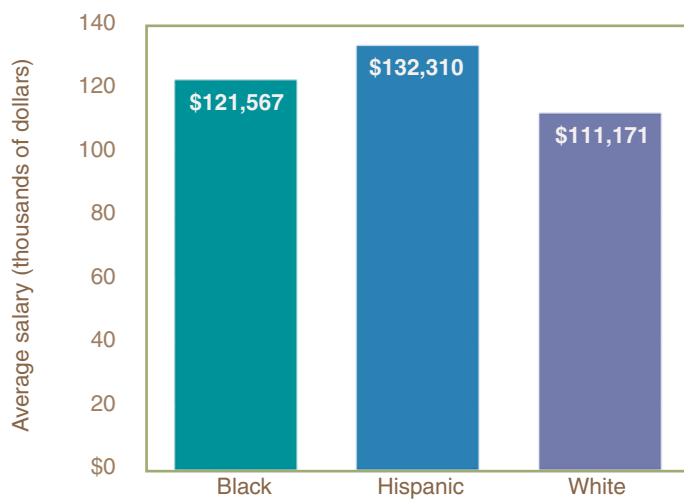
Superintendents' Salaries

On average, superintendents who have been in their positions for more than seven years earn almost \$15,000 more than their peers who are brand-new to the job. In addition, male superintendents are typically paid \$2,778 per year more than female superintendents. Minority superintendents, especially minority women, also earn higher pay than their white counterparts.

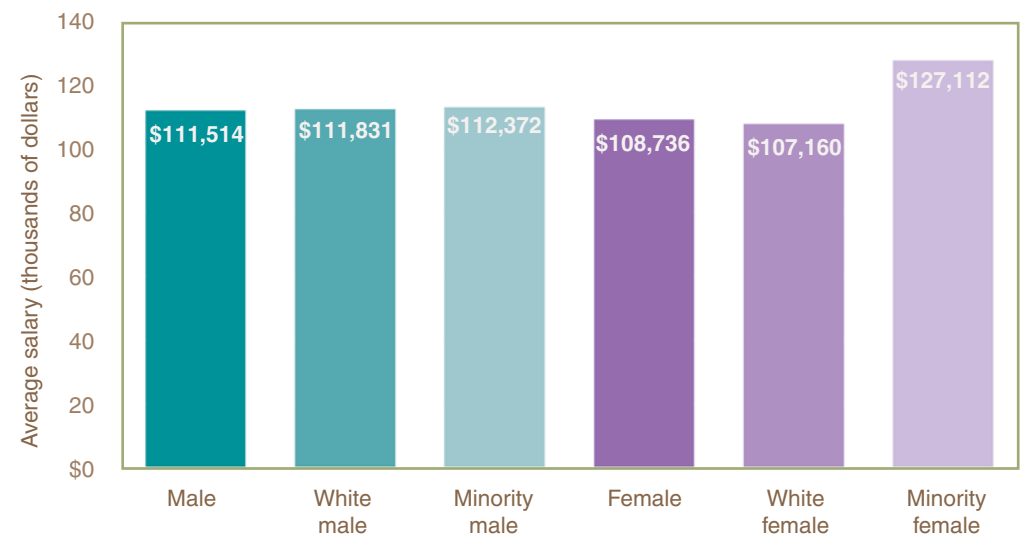
Salaries by Years in Current Position



Salaries by Race



Salaries by Gender and Race



A Regional Outlook

Superintendents, high school principals, and teachers in the Midwest, New England, and Far West are paid significantly more than their counterparts in the Rocky Mountains, Plains, or Southwest regions. Superintendents in the Midwest are paid 44 percent more than those in the Plains, high school principals in the Midwest are paid 44 percent more than those in the Southwest, and teachers in the Midwest are paid 45 percent more than their peers in the Plains.

