

Salaries and Wages In Public Schools

	Average salary (2005-06)	Mean average daily rate (2005-06)	Mean number of days in work year (2005-06) ⁷	Percent change in average salary from 2004-05 to 2005-06 ⁸	Mean salaries by student enrollment (2005-06) ⁹ ...		
					25,000 students or more	10,000-24,999	
Superintendents (contract salary)	\$116,244	\$499.87	239	+1.1%	\$184,928	\$152,379	
Deputy/associate superintendents	110,220	427.95	238	+1.8	130,096	117,950	
Assistant superintendents	99,771	438.53	237	-1.6	117,180	111,146	
Directors, managers, coordinators, and supervisors ¹ for:							
Finance and business	78,154	336.63	240	-1.7	104,077	95,560	
Instructional services	83,279	366.99	235	+0.3	101,883	96,426	
Public relations/information	66,682	287.56	237	-7.0	84,556	69,050	
Staff-personnel services	80,568	354.95	240	-0.9	99,665	95,186	
Technology	66,832	307.81	237	-2.9	99,115	88,101	
Other areas ²	68,229	290.68	236	-1.1	84,780	81,418	
Subject-area supervisors	69,462	317.71	229	-0.7	78,029	71,538	
Other administrative staff ³	63,822	269.87	235	+0.1	69,245	65,724	
Principals:							
Elementary school	76,456	349.48	223	-0.2	86,589	82,089	
Junior high/middle school	80,261	362.81	228	-0.7	90,300	88,205	
Senior high school	84,515	368.16	233	-0.6	98,276	97,555	
Assistant principals:							
Elementary school	63,985	299.23	214	-2.4	67,341	67,254	
Junior high/middle school	68,540	314.52	218	0.0	71,139	72,230	
Senior high school	70,983	318.54	221	-0.4	75,669	77,535	
Teachers	46,953	254.67	187	-0.1	48,684	49,279	
Counselors	51,862	276.52	194	-1.7	54,571	55,944	
Librarians	52,505	284.32	190	+1.3	53,674	55,443	
School nurses	39,651	220.27	188	+2.4	43,420	45,000	
Other professional staff ⁴	54,071	289.87	195	+1.2	56,384	55,132	
Central office:							
Secretaries	33,077	—	—	-2.3	34,772	34,389	
Accounting/payroll clerks	34,829	—	—	-2.3	35,401	34,450	
Typists/data-entry clerks	26,156	—	—	-0.3	27,423	27,348	
School-building level:							
Secretaries	24,887	—	—	-0.2	29,583	27,603	
Library clerks	17,276	—	—	-4.8	22,100	19,924	
Teacher aides:							
Instructional ⁵	11.40/hr.	—	—	-1.0	12.50/hr.	11.89/hr.	
Noninstructional ⁵	11.47	—	—	+2.0	12.70	11.87	
Custodians (not engineers) ⁵	13.10	—	—	+1.5	12.58	13.63	
Cafeteria workers (not supervisors) ⁵	10.29	—	—	-1.4	10.88	10.89	
School bus drivers ^{5,6}	15.29	—	—	+2.8	14.46	14.26	

NOTE: A dash (—) indicates that data were not available.

¹Respondents were asked to report salary data for the one administrator with the primary responsibility for these areas.

²Includes pupil personnel, research, food services, health, transportation, federal programs, media services, and plant operations.

³Includes all central-office administrative and professional staff not specified above.

⁴Includes social workers, psychologists, professional health-care personnel other than nurses, and all instructional and other professional staff with school-building-level duties (even if not assigned to a particular building) who are not reported elsewhere.

⁵Earnings in these categories are presented as hourly wages paid.

⁶Hourly rates for school bus drivers are sometimes estimated, because some bus drivers are paid per trip rather than per hour.

About This Project

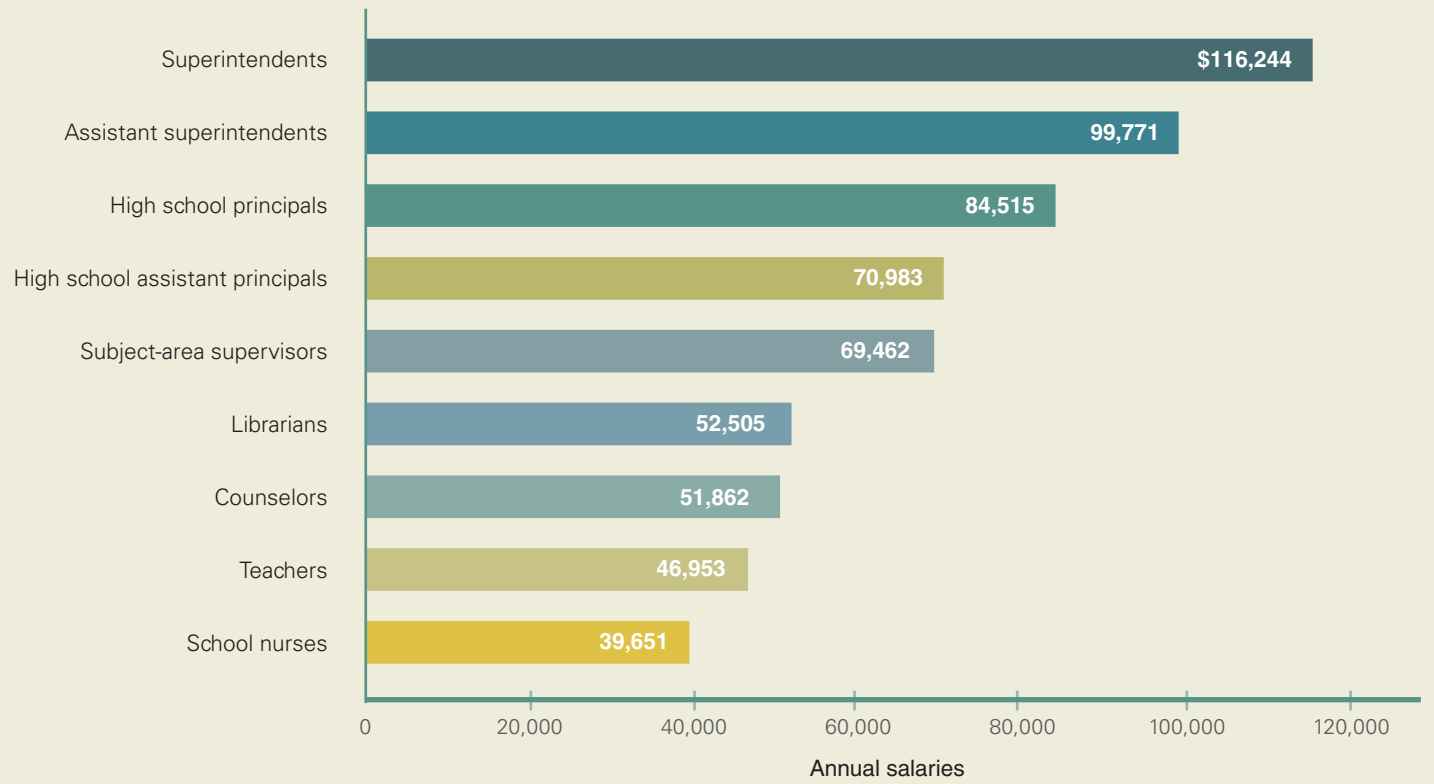
The data in this story and the accompanying table and chart are excerpted from or based on the publication "Salaries and Wages Paid Professional and Support Personnel in Public Schools, 2005-06," an annual study conducted by Educational Research Service, an Alexandria, Va.-based nonprofit organization that conducts research on K-12 education. This is the third year that *Education Week* and ERS have worked as partners to publish findings from the annual salary report.

The research service was founded in 1973 by seven national school management associations: the American Association of School 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.

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 from the 2005-06 school year, collected in the fall of 2005 from 622 public school systems. Districts with fewer than 300 students were not surveyed. The data were statistically weighted by district enrollment group and state in order to generate nationally representative estimates of salaries for all public school districts enrolling 300 or more students.

Additional information about ERS and its reports can be found online at: www.ers.org.

Average Salaries, 2005-06



SOURCE: Educational Research Service, "Salaries and Wages Paid Professional and Support Personnel in Public Schools 2005-06"

Mean salaries by student enrollment (2005-06)⁹ continued

Mean salaries by community type (2005-06)¹⁰

	2,500-9,999	300-2,499	Large urban	Medium urban	Suburban	Small town	Rural	Mixed types
	\$133,053	\$103,388	\$172,387	\$149,168	\$148,698	\$108,137	\$91,618	\$123,107
	113,574	82,127	126,846	119,920	137,705	90,258	—	107,173
	103,569	87,333	110,913	108,839	116,333	87,515	86,457	98,284
	87,498	68,622	99,386	94,339	101,348	74,600	54,239	77,694
	88,849	74,054	99,429	92,978	96,933	75,908	65,322	86,745
	63,594	62,189	76,935	69,208	76,192	53,121	—	64,757
	79,086	69,799	101,272	92,991	94,412	69,585	61,769	76,114
	75,396	55,428	96,037	88,366	84,250	60,351	46,986	71,952
	78,279	57,651	80,473	80,076	81,067	63,905	50,931	69,171
	74,276	59,323	75,977	76,969	78,271	61,098	61,540	68,301
	69,977	56,550	66,985	66,035	76,402	60,970	54,653	54,993
	82,868	72,884	83,930	82,243	92,420	73,887	68,582	75,132
	87,237	74,130	89,673	88,219	98,042	75,606	68,984	77,814
	95,575	77,533	96,288	100,101	103,429	81,879	71,679	87,894
	67,897	59,688	66,846	68,145	72,849	61,971	54,854	61,250
	72,095	63,580	71,077	72,853	79,415	65,713	54,030	64,596
	77,549	64,776	73,507	75,975	84,282	67,145	64,689	71,096
	51,061	44,842	48,640	49,782	54,678	45,810	42,533	46,780
	56,885	49,169	52,812	55,507	60,711	50,186	48,118	52,702
	57,102	50,064	52,451	58,170	64,416	49,683	46,573	53,611
	42,649	37,578	41,819	44,886	48,109	38,367	33,128	38,723
	57,574	50,872	56,669	56,334	63,731	52,212	45,253	51,933
	35,452	31,824	37,552	35,451	38,780	31,536	30,587	32,803
	36,998	33,747	37,288	37,303	38,533	34,214	31,556	35,493
	29,099	24,238	27,379	29,529	29,780	25,393	21,729	28,090
	27,676	23,269	29,156	27,003	30,301	23,438	21,794	26,193
	18,648	16,071	20,592	19,721	21,317	15,392	15,683	18,935
	11.95/hr.	11.09/hr.	13.15/hr.	12.21/hr.	13.03/hr.	11.07/hr.	10.58/hr.	11.35/hr.
	12.46	10.90	12.53	11.46	12.76	11.27	10.17	12.21
	14.16	12.63	13.53	14.18	16.38	12.51	11.68	13.01
	11.05	9.90	11.56	10.98	11.54	10.03	9.80	10.41
	14.77	15.60	15.20	14.89	16.51	14.50	16.03	15.33

edweek.org

For more detailed information from the ERS report on salaries and wages, go to www.edweek.org/salary/. This online resource features a map showing the salaries of educational personnel by region; charts comparing salaries by districts' per-pupil expenditure, enrollment, and community type; and charts showing superintendents' salaries by their race, gender, and years of experience.

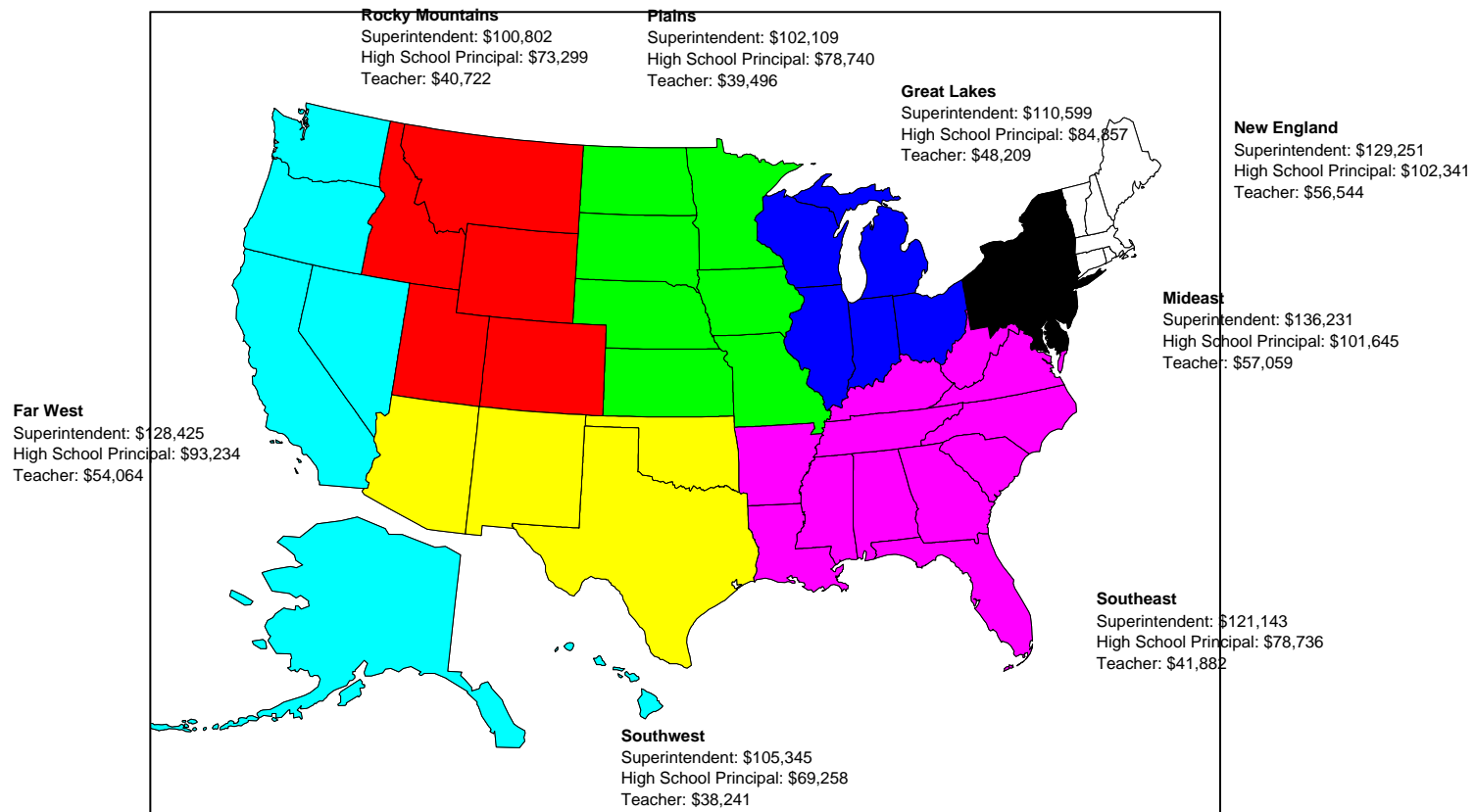
⁷Participants were asked to report the number of days on duty per year, excluding holidays and vacation leave.

⁸Data from 2004-05 were adjusted for inflation by the EPE Research Center using the Consumer Price Index in order to calculate percentage change.

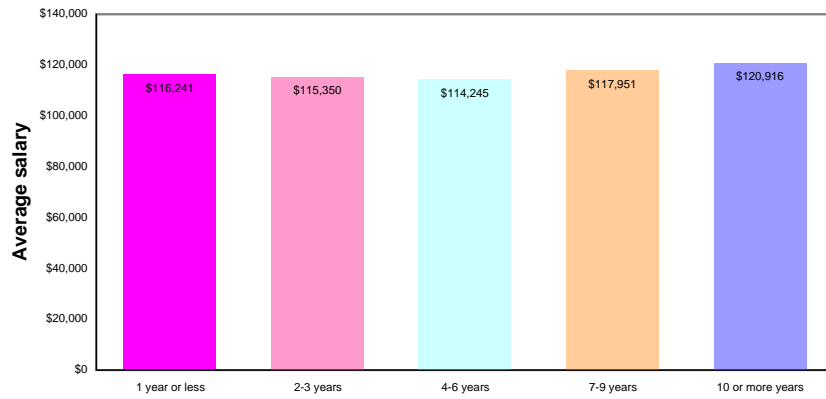
⁹Enrollment is defined as all pupils in grades K-12. Respondents were asked to count half-day kindergartners as 1/2 pupils.

¹⁰Community types are defined as follows: Large urban—large metropolitan area with a population greater than 400,000; Medium urban—mid-sized metropolitan area with a population less 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 less than 2,500 people; Mixed types—diverse area containing two or more community types, which may include county districts.

SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

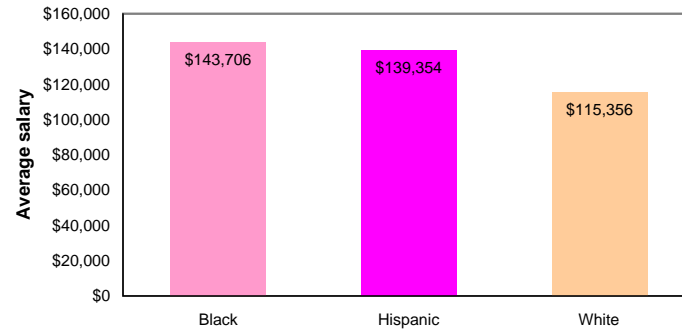


Salaries by Years in Current Position



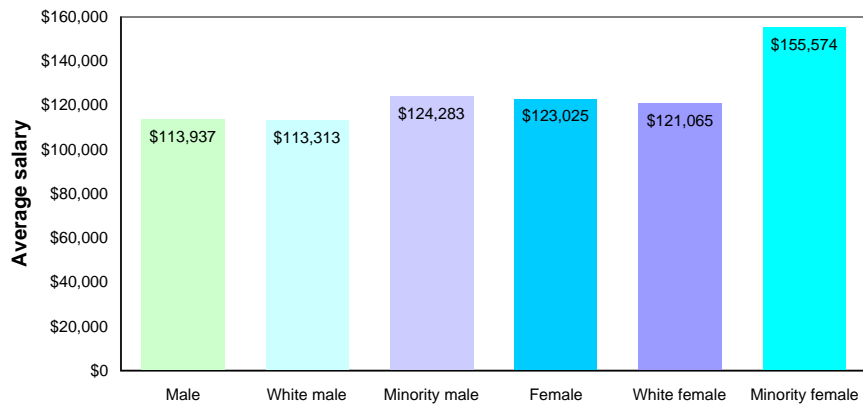
SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

Salaries by Race



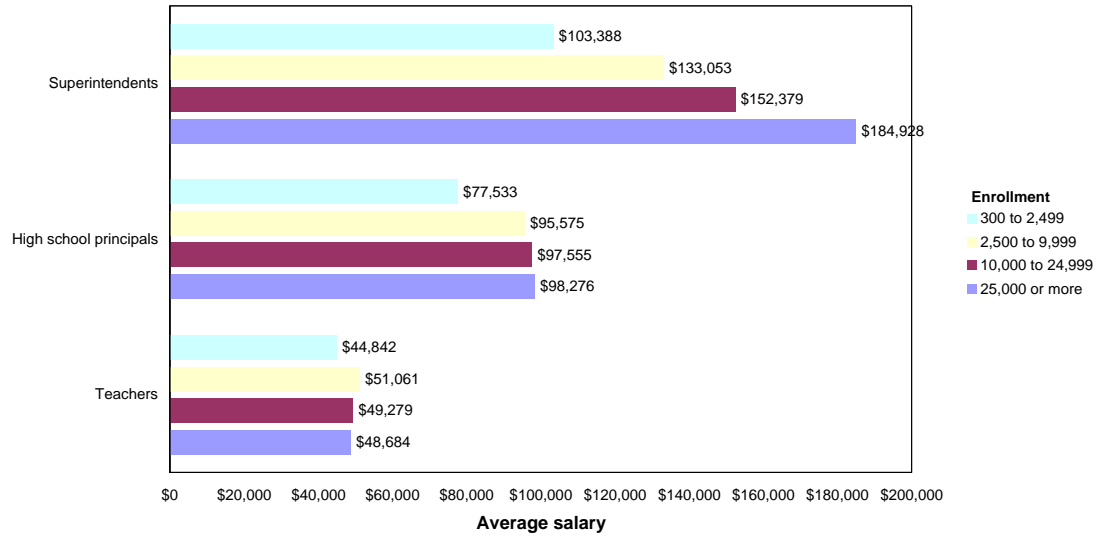
SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

Salaries by Gender and Race



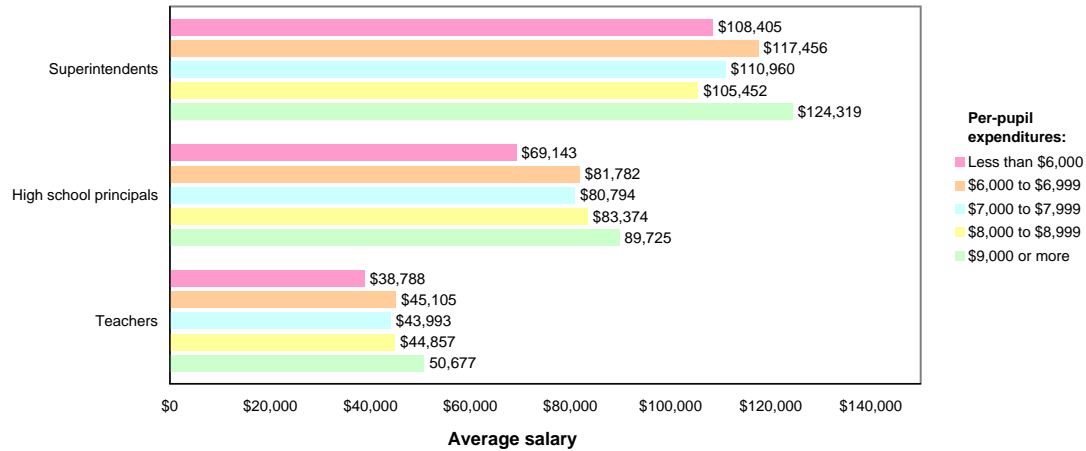
SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

Salaries by Enrollment



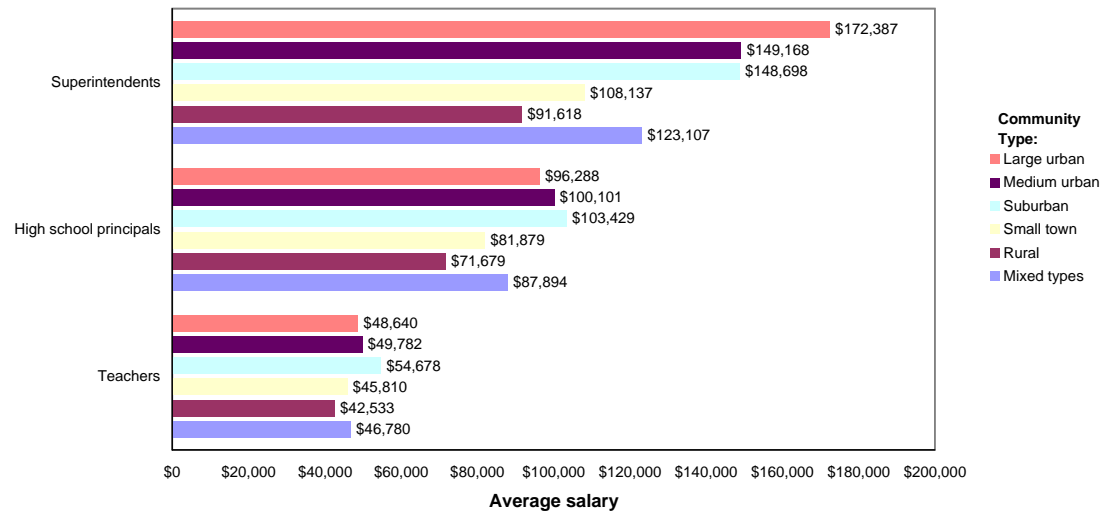
SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

Salaries by Expenditure



SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06

Salaries by Community Type



SOURCE: Educational Research Service, National Survey of Salaries and Wages in Public Schools, 2005-06