

ANNUAL STATISTICAL REPORT 1996-1997



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
1996-1997

Prepared by:
STATE OF IDAHO
DEPARTMENT OF EDUCATION
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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1996. Salary information for both certified and noncertified staff was supplied for the 1996-97 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the last Friday in September. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees who were reported as performing more than one activity have been counted according to their FTE in each activity.

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080 hour work year for noncertified employees.

Employees who have been reported in both certified and noncertified activities have been counted by their FTE as a certified employee and as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program
4. Supervisor/Coordinator -- Educator with responsibility for teachers or courses in a specified subject or service area
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher -- Certified teacher who works with students in grades K-6
9. Secondary Teacher -- Certified teacher who works with students in grades 7-12
10. Head Teacher
11. Education Media Generalist -- Category includes Librarians
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendents
Assistant Superintendents
Directors
Supervisors/Coordinators

2. School Administration

Elementary Principals
Secondary Principals
Assistant Principals
Head Teachers

3. Student Services

Media Generalists
Counselors
Psychological Examiners
School Psychologists
Speech/Language Pathologist
Audiologists
School Social Workers
School Nurses
Occupational/Physical Therapists

4. Instructional Services

Elementary Teachers
Secondary Teachers

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS

1996-1997

The following table shows the five (5) membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers (FTE) and the student/teacher ratio is shown.

The ratios are computed on the basis of the September 27th student membership (i.e. enrollment minus withdrawals) divided by the number of full-time equivalent (FTE) teachers (i.e. the percentage of full-time worked by each employee). The FTE count includes special education and resource room teachers.

RANK	DISTRICT NUMBER	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS *	STUDENT/TEACHER RATIO
(a)	(b)	(c)	(d)	(e)	(f)

DISTRICTS WITH OVER 5000 STUDENTS

1	001	BOISE	26,898	1,443.55	18.63
2	002	MERIDIAN	19,624	967.76	20.28
3	025	POCATELLO	13,529	674.79	20.05
4	091	IDAHO FALLS	11,125	561.25	19.82
5	131	NAMPA	9,144	454.77	20.11
6	271	COEUR D' ALENE	8,653	440.93	19.62
7	093	BONNEVILLE	7,783	404.67	19.23
8	411	TWIN FALLS	7,242	361.98	20.01
9	082	BONNER COUNTY	6,171	314.52	19.62
10	151	CASSIA COUNTY	5,404	283.88	19.04
11	331	MINIDOKA COUNTY	5,214	272.85	19.11
12	340	LEWISTON	5,151	298.22	17.27
13	132	CALDWELL	5,122	258.15	19.84
TOTAL (13 DISTRICTS)			131,060	6,737.32	19.45

DISTRICTS WITH 2,500 - 4,999 STUDENTS

14	055	BLACKFOOT	4,573	234.10	19.53
15	193	MOUNTAIN HOME	4,390	246.18	17.83
16	321	MADISON	4,323	214.73	20.13
17	273	POST FALLS	4,125	199.39	20.69
18	251	JEFFERSON COUNTY	4,051	193.50	20.94
19	272	LAKELAND	3,667	182.50	20.09
20	139	VALLIVUE	3,229	167.69	19.26
21	261	JEROME	3,161	155.47	20.33
22	221	EMMETT	2,980	151.46	19.68
23	061	BLAINE COUNTY	2,823	185.55	15.21
24	281	MOSCOW	2,728	163.74	16.66
25	215	FREMONT COUNTY	2,649	141.06	18.78
26	003	KUNA	2,564	124.28	20.63
TOTAL (13 DISTRICTS)			45,263	2,359.65	19.18

DISTRICTS WITH 1000 - 2499 STUDENTS

27	052	SNAKE RIVER	2,425	120.40	20.14
28	201	PRESTON	2,335	110.30	21.17
29	060	SHELLEY	2,293	112.65	20.36
30	241	GRANGEVILLE	2,088	122.47	17.05
31	134	MIDDLETON	2,013	103.48	19.45
32	371	PAYETTE	2,003	101.92	19.65
33	033	BEAR LAKE COUNTY	1,853	97.34	19.04
34	101	BOUNDARY COUNTY	1,784	92.33	19.32
35	381	AMERICAN FALLS	1,764	98.57	17.90
36	171	OROFINO	1,752	100.54	17.43
37	021	MARSH VALLEY	1,679	96.00	17.49
38	431	WEISER	1,652	89.63	18.43
39	391	KELLOGG	1,611	96.02	16.78
40	412	BUHL	1,551	80.34	19.31
41	322	SUGAR-SALEM	1,514	80.74	18.75
42	291	SALMON	1,371	72.70	18.86
43	041	ST. MARIES	1,328	73.30	18.12
44	373	FRUITLAND	1,316	69.41	18.96
45	413	FILER	1,303	69.70	18.69
46	231	GOODING	1,290	71.29	18.10
47	150	SODA SPRINGS	1,269	65.70	19.32
48	414	KIMBERLY	1,264	70.48	17.93
49	370	HOMEDALE	1,261	69.20	18.22
50	401	TETON COUNTY	1,243	64.68	19.22
51	421	MC CALL-DONNELLY	1,216	70.66	17.21
52	232	WENDELL	1,103	59.31	18.60
53	059	FIRTH	1,062	59.03	17.99
54	351	ONEIDA COUNTY	1,017	57.01	17.84
TOTAL (28 DISTRICTS)			44,360	2,375.20	18.68

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT/ TEACHER RATIO (f)
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DISTRICTS WITH 500 - 999 STUDENTS

55	137	PARMA	989	52.93	18.69
56	058	ABERDEEN	978	57.05	17.14
57	372	NEW PLYMOUTH	977	54.45	17.94
58	393	WALLACE	812	59.59	13.63
59	252	RIRIE	780	45.34	17.20
60	253	WEST JEFFERSON	773	46.41	16.66
61	262	VALLEY	725	39.65	18.28
62	192	GLENNS FERRY	722	41.84	17.26
63	363	MARSING	704	40.59	17.34
64	181	CHALLIS	700	43.00	16.28
65	286	WHITEPINE	685	49.05	13.97
66	304	KAMIAH	685	40.28	17.01
67	136	MELBA	677	42.78	15.83
68	285	POTLATCH	658	38.53	17.08
69	111	BUTTE COUNTY	656	41.05	15.98
70	365	BRUNEAU-GRAND VIEW	624	37.30	16.73
71	148	GRACE	622	40.27	15.45
72	202	WEST SIDE	613	37.42	16.38
73	044	PLUMMER-WORLEY	554	42.17	13.14
74	242	COTTONWOOD	549	32.64	16.82
75	341	LAPWAI	542	41.14	13.17
76	133	WILDER	526	35.50	14.82
77	072	BASIN	518	30.88	16.77
TOTAL (23 DISTRICTS)			16,069	989.86	16.23

DISTRICTS WITH 1 - 499 STUDENTS

78	312	SHOSHONE	452	29.62	15.26
79	422	CASCADE	437	27.80	15.72
80	233	HAGERMAN	414	25.69	16.12
81	013	COUNCIL	412	28.57	14.42
82	283	KENDRICK	409	25.09	16.30
83	135	NOTUS	394	25.69	15.34
84	415	HANSEN	389	25.19	15.44
85	417	CASTLEFORD	347	21.19	16.38
86	282	GENESEE	327	24.39	13.41
87	071	GARDEN VALLEY	312	21.32	14.63
88	274	KOOTENAI	312	21.18	14.73
89	418	MURTAUGH	309	21.27	14.53
90	073	HORSESHOE BEND	300	23.00	13.04
91	432	CAMBRIDGE	299	22.02	13.58
92	305	HIGHLAND	298	21.63	13.78
93	182	MACKAY	287	21.55	13.32
94	161	CLARK COUNTY	251	17.30	14.51
95	342	CULDESAC	248	16.71	14.84
96	011	MEADOWS VALLEY	236	17.66	13.36
97	302	NEZPERCE	225	17.00	13.24
98	149	NORTH GEM	217	16.98	12.78
99	314	DIETRICH	214	17.59	12.17
100	121	CAMAS COUNTY	207	16.79	12.33
101	316	RICHFIELD	204	17.92	11.38
102	234	BLISS	189	17.23	10.97
103	392	MULLAN	183	19.42	9.42
104	292	SOUTH LEMHI	165	14.25	11.58
105	382	ROCKLAND	162	16.08	10.07
106	433	MIDVALE	132	14.55	9.07
107	092	SWAN VALLEY	71	4.22	16.82
108	394	AVERY SCHOOL	32	3.60	8.89
109	364	PLEASANT VALLEY	31	2.00	15.50
110	383	ARBON	16	2.00	8.00
111	191	PRAIRIE	10	1.00	10.00
112	416	THREE CREEK	9	1.00	9.00
TOTAL (35 DISTRICTS)			8,500	618.50	13.74

112 DISTRICTS	STATEWIDE TOTALS	245,252	13,080.53	18.75
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* "Number of Teachers" in this report includes Head Teachers.

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1996-1997

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
CLASSIFICATIONS (19)						
SUPERINTENDENT	97.80	95.30	2.50	97.44%	2.56%	0.64%
ASSISTANT SUPERINTENDENT	16.59	14.59	2.00	87.94%	12.06%	0.11%
DIRECTOR	117.01	71.87	45.14	61.42%	38.58%	0.77%
SUPERVISOR/COORDINATOR	100.48	57.10	43.38	56.83%	43.17%	0.66%
PRINCIPAL-ELEMENTARY	289.19	176.48	112.71	61.03%	38.97%	1.90%
PRINCIPAL-SECONDARY	211.29	184.80	26.49	87.46%	12.54%	1.39%
ASSISTANT PRINCIPAL	171.74	125.84	45.90	73.27%	26.73%	1.13%
TEACHER-ELEMENTARY	6,702.29	814.60	5,887.69	12.15%	87.85%	44.02%
TEACHER-SECONDARY	6,374.60	3,141.29	3,233.31	49.28%	50.72%	41.86%
HEAD TEACHER	3.64	1.33	2.31	36.54%	63.46%	0.02%
EDUCATION MEDIA GENERALIST	189.41	32.58	156.83	17.20%	82.80%	1.24%
COUNSELOR	558.48	199.17	359.31	35.66%	64.34%	3.67%
PSYCHOLOGICAL EXAMINER	7.99	3.49	4.50	43.68%	56.32%	0.05%
SCHOOL PSYCHOLOGIST	116.08	58.16	57.92	50.10%	49.90%	0.76%
SPEECH/LANGUAGE PATHOLOGIST	150.82	9.41	141.41	6.24%	93.76%	0.99%
AUDILOGIST	7.21	4.31	2.90	59.78%	40.22%	0.05%
SCHOOL SOCIAL WORKER	36.50	11.00	25.50	30.14%	69.86%	0.24%
SCHOOL NURSE	66.97	0.00	66.97	0.00%	100.00%	0.44%
OCCUPATIONAL/PHYSICAL THERAPIST	9.15	0.97	8.18	10.60%	89.40%	0.06%
TOTAL	15,227.24	5,002.29	10,224.95	32.85%	67.15%	100.00%

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
GROUPS (4)						
DISTRICT ADMINISTRATION	331.88	238.86	93.02	71.97%	28.03%	2.18%
SCHOOL ADMINISTRATION	675.86	488.45	187.41	72.27%	27.73%	4.44%
STUDENT SERVICES	1,142.61	319.09	823.52	27.93%	72.07%	7.50%
INSTRUCTIONAL SERVICES	13,076.89	3,955.89	9,121.00	30.25%	69.75%	85.88%
TOTAL	15,227.24	5,002.29	10,224.95	32.85%	67.15%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS

1996-1997

ACTIVITY	STATEWIDE TOTALS (112 DISTRICTS)		DISTRICTS WITH 5,000+ STUDENTS (13 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (13 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	97.80	0.64%	13.00	0.09%	13.00	0.09%
ASSISTANT SUPERINTENDENT	16.59	0.11%	7.09	0.05%	9.50	0.06%
DIRECTOR	117.01	0.77%	53.53	0.35%	26.23	0.17%
SUPERVISOR/COORDINATOR	100.48	0.66%	76.45	0.50%	4.75	0.03%
PRINCIPAL-ELEMENTARY	289.19	1.90%	147.50	0.97%	52.99	0.35%
PRINCIPAL-SECONDARY	211.29	1.39%	73.08	0.48%	32.33	0.21%
ASSISTANT PRINCIPAL	171.74	1.13%	117.65	0.77%	35.11	0.23%
TEACHER-ELEMENTARY	6,702.29	44.02%	3,544.87	23.28%	1,232.66	8.10%
TEACHER-SECONDARY	6,374.60	41.86%	3,192.45	20.97%	1,126.48	7.40%
HEAD TEACHER	3.64	0.02%	0.00	0.00%	0.51	0.00%
EDUCATION MEDIA GENERALIST	189.41	1.24%	72.89	0.48%	30.02	0.20%
COUNSELOR	558.48	3.67%	299.46	1.97%	97.61	0.64%
PSYCHOLOGICAL EXAMINER	7.99	0.05%	2.00	0.01%	3.00	0.02%
SCHOOL PSYCHOLOGIST	116.08	0.76%	68.66	0.45%	19.80	0.13%
SPEECH/LANGUAGE PATHOLOGIST	150.82	0.99%	85.73	0.56%	27.38	0.18%
AUDIOLOGIST	7.21	0.05%	6.81	0.04%	0.30	0.00%
SCHOOL SOCIAL WORKER	36.50	0.24%	26.00	0.17%	9.00	0.06%
SCHOOL NURSE	66.97	0.44%	51.04	0.34%	6.18	0.04%
OCCUPATIONAL/PHYSICAL THERAPIST	9.15	0.06%	7.16	0.05%	0.85	0.01%
GROUPS (4)						
DISTRICT ADMINISTRATION	331.88	2.18%	150.07	0.99%	53.48	0.35%
SCHOOL ADMINISTRATION	675.86	4.44%	338.23	2.22%	120.94	0.79%
STUDENT SERVICES	1,142.61	7.50%	619.75	4.07%	194.14	1.27%
INSTRUCTIONAL SERVICES	13,076.89	85.88%	6,737.32	44.25%	2,359.14	15.49%
TOTAL	15,227.24	100.00%	7,845.37	51.52%	2,727.70	17.91%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (23 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (35 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	27.80	0.18%	22.49	0.15%	21.51	0.14%
ASSISTANT SUPERINTENDENT	0.00	0.00%	0.00	0.00%	0.00	0.00%
DIRECTOR	25.08	0.16%	9.96	0.07%	2.21	0.01%
SUPERVISOR/COORDINATOR	11.44	0.08%	3.75	0.02%	4.09	0.03%
PRINCIPAL-ELEMENTARY	49.02	0.32%	26.64	0.17%	13.04	0.09%
PRINCIPAL-SECONDARY	57.80	0.38%	29.40	0.19%	18.68	0.12%
ASSISTANT PRINCIPAL	17.46	0.11%	0.90	0.01%	0.62	0.00%
TEACHER-ELEMENTARY	1,163.11	7.64%	472.96	3.11%	288.69	1.90%
TEACHER-SECONDARY	1,211.59	7.96%	515.08	3.38%	329.00	2.16%
HEAD TEACHER	0.50	0.00%	1.82	0.01%	0.81	0.01%
EDUCATION MEDIA GENERALIST	48.09	0.32%	22.54	0.15%	15.87	0.10%
COUNSELOR	93.15	0.61%	41.28	0.27%	26.98	0.18%
PSYCHOLOGICAL EXAMINER	2.00	0.01%	0.00	0.00%	0.99	0.01%
SCHOOL PSYCHOLOGIST	17.09	0.11%	7.15	0.05%	3.38	0.02%
SPEECH/LANGUAGE PATHOLOGIST	22.93	0.15%	9.51	0.06%	5.27	0.03%
AUDIOLOGIST	0.10	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	1.50	0.01%	0.00	0.00%	0.00	0.00%
SCHOOL NURSE	7.01	0.05%	2.28	0.01%	0.46	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00%	1.14	0.01%	0.00	0.00%
GROUPS (4)						
DISTRICT ADMINISTRATION	64.32	0.42%	36.20	0.24%	27.81	0.18%
SCHOOL ADMINISTRATION	124.78	0.82%	58.76	0.39%	33.15	0.22%
STUDENT SERVICES	191.87	1.26%	83.90	0.55%	52.95	0.35%
INSTRUCTIONAL SERVICES	2,374.70	15.60%	988.04	6.49%	617.69	4.06%
TOTAL	2,755.67	18.10%	1,166.90	7.66%	731.60	4.80%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the individual activity "FTE" by 15,227.24; the statewide total FTE.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY *** 1996-1997

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	107	97.80	\$6,525,892	\$66,727
ASSISTANT SUPERINTENDENT	18	16.59	1,169,667	70,504
DIRECTOR	194	117.01	6,077,089	51,936
SUPERVISOR/COORDINATOR	148	100.48	4,970,253	49,465
PRINCIPAL-ELEMENTARY	309	289.19	15,272,722	52,812
PRINCIPAL-SECONDARY	227	211.29	11,500,830	54,431
ASSISTANT PRINCIPAL	191	171.74	8,660,373	50,427
TEACHER-ELEMENTARY	7,240	6,702.29	212,939,964	31,771
TEACHER-SECONDARY	7,125	6,374.60	203,145,987	31,868
HEAD TEACHER	11	3.64	134,132	36,849
EDUCATION MEDIA GENERALIST	219	189.41	6,628,352	34,995
COUNSELOR	606	558.48	20,448,096	36,614
PSYCHOLOGICAL EXAMINER	12	7.99	283,322	35,460
SCHOOL PSYCHOLOGIST	146	116.08	4,575,546	39,417
SPEECH/LANGUAGE PATHOLOGIST	189	150.82	5,286,271	35,050
AUDIOLOGIST	10	7.21	262,120	36,355
SCHOOL SOCIAL WORKER	37	36.50	1,340,706	36,732
SCHOOL NURSE	74	66.97	2,063,347	30,810
OCCUPATIONAL/PHYSICAL THERAPIST	11	9.15	314,473	34,369
TOTAL	16,874	15,227.24	\$511,599,142	\$33,598

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
GROUPS (4)				
DISTRICT ADMINISTRATION	467	331.88	\$18,742,901	\$56,475
SCHOOL ADMINISTRATION	738	675.86	35,568,057	52,626
STUDENT SERVICES	1,304	1,142.61	41,202,233	36,060
INSTRUCTIONAL SERVICES	14,365	13,076.89	416,085,951	31,818
TOTAL	16,874	15,227.24	\$511,599,142	\$33,598

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1996-1997

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$6,559,162	95.30	2.50	\$66,727	\$66,681	\$68,496	\$67,067	\$67,030	\$68,496
ASSISTANT SUPERINTENDENT	1,175,371	14.59	2.00	70,504	70,213	72,632	70,848	70,604	72,632
DIRECTOR	6,192,091	71.87	45.14	51,936	51,806	52,145	52,919	53,102	52,629
SUPERVISOR/COORDINATOR	5,053,428	57.10	43.38	49,465	52,002	46,126	50,293	52,957	46,786
PRINCIPAL-ELEMENTARY	15,486,722	176.48	112.71	52,812	52,758	52,897	53,552	53,490	53,649
PRINCIPAL-SECONDARY	11,753,724	184.80	26.49	54,431	54,283	55,470	55,628	55,619	55,695
ASSISTANT PRINCIPAL	8,769,271	125.84	45.90	50,427	51,028	48,781	51,061	51,707	49,291
TEACHER-ELEMENTARY	215,089,625	814.60	5,887.69	31,771	32,002	31,739	32,092	32,967	31,971
TEACHER-SECONDARY	212,185,442	3,141.29	3,233.31	31,868	32,516	31,238	33,286	34,527	32,080
HEAD TEACHER	141,115	1.33	2.31	36,849	38,342	35,990	38,768	40,165	37,964
EDUCATION MEDIA GENERALIST	6,741,448	32.58	156.83	34,995	35,064	34,980	35,592	35,964	35,515
COUNSELOR	20,976,430	199.17	359.31	36,614	38,029	35,829	37,560	39,558	36,452
PSYCHOLOGICAL EXAMINER	285,358	3.49	4.50	35,460	41,953	30,423	35,714	42,158	30,717
SCHOOL PSYCHOLOGIST	4,675,126	58.16	57.92	39,417	41,327	37,499	40,275	42,314	38,227
SPEECH/LANGUAGE PATHOLOGIST	5,352,796	9.41	141.41	35,050	41,507	34,621	35,491	43,584	34,953
AUDIOLOGIST	263,991	4.31	2.90	36,355	37,466	34,703	36,615	37,686	35,022
SCHOOL SOCIAL WORKER	1,349,419	11.00	25.50	36,732	38,359	36,030	36,970	38,811	36,176
SCHOOL NURSE	2,066,765	0.00	66.97	30,810	0	30,810	30,861	0	30,861
OCCUPATIONAL/PHYSICAL THERAPIST	317,331	0.97	8.18	34,369	23,525	35,655	34,681	23,724	35,980
TOTALS	\$524,434,615	5,002.29	10,224.95						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$18,980,052	238.86	93.02	\$56,475	\$58,912	\$50,218	\$57,190	\$59,693	\$50,761
SCHOOL ADMINISTRATION	36,150,832	488.45	187.41	52,626	52,850	52,044	53,489	53,800	52,678
STUDENT SERVICES	42,028,664	319.09	823.52	36,060	38,433	35,140	36,783	39,741	35,637
INSTRUCTIONAL SERVICES	427,275,067	3,955.89	9,121.00	31,818	32,410	31,562	32,674	34,206	32,010
TOTALS	\$524,434,615	5,002.29	10,224.95						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (13 DISTRICTS)
1996-1997**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,101,635	12.00	1.00	\$84,339	\$84,722	\$79,749	\$84,741	\$85,157	\$79,749
ASSISTANT SUPERINTENDENT	545,092	6.09	1.00	76,882	76,917	76,669	76,882	76,917	76,669
DIRECTOR	3,112,993	31.73	21.80	57,585	55,770	60,228	58,154	56,560	60,475
SUPERVISOR/COORDINATOR	4,079,711	42.23	34.22	52,738	56,480	48,120	53,364	57,180	48,656
PRINCIPAL-ELEMENTARY	8,391,008	83.00	64.50	56,235	56,494	55,900	56,888	56,898	56,876
PRINCIPAL-SECONDARY	4,460,205	61.00	12.08	59,607	59,376	60,772	61,032	61,070	60,838
ASSISTANT PRINCIPAL	6,195,353	84.93	32.72	52,142	52,920	50,122	52,659	53,423	50,678
TEACHER-ELEMENTARY	116,775,747	371.72	3,173.15	32,744	33,408	32,666	32,942	34,267	32,787
TEACHER-SECONDARY	109,191,864	1,480.79	1,711.66	32,928	33,872	32,112	34,203	35,780	32,839
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	2,734,517	7.86	65.03	36,944	39,442	36,642	37,516	40,415	37,165
COUNSELOR	11,698,719	96.31	203.15	38,211	40,151	37,291	39,066	41,547	37,890
PSYCHOLOGICAL EXAMINER	81,793	0.50	1.50	40,897	47,840	38,582	40,897	47,840	38,582
SCHOOL PSYCHOLOGIST	2,801,128	30.86	37.80	40,198	42,895	37,996	40,797	43,387	38,683
SPEECH/LANGUAGE PATHOLOGIST	3,078,092	5.83	79.90	35,610	42,187	35,130	35,904	43,357	35,361
AUDIOLOGIST	252,866	4.31	2.50	36,857	37,466	35,806	37,132	37,686	36,176
SCHOOL SOCIAL WORKER	989,457	7.00	19.00	37,829	41,111	36,619	38,056	41,641	36,735
SCHOOL NURSE	1,636,885	0.00	51.04	32,027	0	32,027	32,071	0	32,071
OCCUPATIONAL/PHYSICAL THERAPIST	244,118	0.83	6.33	34,095	22,437	35,623	34,095	22,437	35,623
TOTALS	\$277,371,183	2,326.99	5,518.38						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$8,839,431	92.05	58.02	\$58,345	\$61,269	\$53,706	\$58,902	\$61,919	\$54,116
SCHOOL ADMINISTRATION	19,046,566	228.93	109.30	55,540	55,936	54,709	56,312	56,720	55,458
STUDENT SERVICES	23,517,575	153.50	466.25	37,343	40,641	36,257	37,947	41,741	36,698
INSTRUCTIONAL SERVICES	225,967,611	1,852.51	4,884.81	32,831	33,779	32,472	33,540	35,476	32,805
TOTALS	\$277,371,183	2,326.99	5,518.38						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)
1996-1997**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$974,710	13.00	0.00	\$74,439	\$74,439	\$0	\$74,978	\$74,978	\$0
ASSISTANT SUPERINTENDENT	630,279	8.50	1.00	65,745	65,409	68,595	66,345	66,080	68,595
DIRECTOR	1,381,305	15.71	10.52	51,843	53,686	49,091	52,661	54,790	49,482
SUPERVISOR/COORDINATOR	208,644	3.92	0.83	41,297	43,228	32,178	43,925	46,336	32,539
PRINCIPAL-ELEMENTARY	2,787,662	38.00	14.99	51,034	50,672	51,952	52,607	52,546	52,762
PRINCIPAL-SECONDARY	1,837,114	27.83	4.50	54,879	55,100	53,510	56,824	57,257	54,146
ASSISTANT PRINCIPAL	1,711,857	26.61	8.50	47,837	47,919	47,578	48,757	49,130	47,589
TEACHER-ELEMENTARY	39,909,612	142.04	1,090.62	31,857	31,721	31,875	32,377	32,727	32,331
TEACHER-SECONDARY	38,177,660	571.34	555.14	32,406	32,768	32,034	33,891	34,719	33,039
HEAD TEACHER	20,991	0.51	0.00	40,245	40,245	0	41,159	41,159	0
EDUCATION MEDIA GENERALIST	1,120,095	3.02	27.00	36,669	38,391	36,476	37,312	39,728	37,041
COUNSELOR	3,685,192	36.83	60.78	36,932	37,534	36,567	37,754	38,805	37,117
PSYCHOLOGICAL EXAMINER	80,354	0.00	3.00	26,344	0	26,344	26,785	0	26,785
SCHOOL PSYCHOLOGIST	805,174	8.43	11.37	39,198	41,975	37,139	40,665	43,853	38,302
SPEECH/LANGUAGE PATHOLOGIST	994,939	2.00	25.38	35,461	39,237	35,164	36,338	45,598	35,609
AUDIOLOGIST	8,401	0.00	0.30	28,003	0	28,003	28,003	0	28,003
SCHOOL SOCIAL WORKER	315,512	4.00	5.00	34,782	33,544	35,772	35,057	33,858	36,016
SCHOOL NURSE	181,150	0.00	6.18	29,204	0	29,204	29,312	0	29,312
OCCUPATIONAL/PHYSICAL THERAPIST	38,753	0.00	0.85	43,339	0	43,339	45,592	0	45,592
TOTALS	\$94,869,404	901.74	1,825.96						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,194,938	41.13	12.35	\$58,869	\$61,671	\$49,534	\$59,741	\$62,698	\$49,891
SCHOOL ADMINISTRATION	6,357,624	92.95	27.99	51,088	51,153	50,874	52,568	52,916	51,414
STUDENT SERVICES	7,229,570	54.28	139.86	36,420	38,040	35,791	37,239	39,526	36,351
INSTRUCTIONAL SERVICES	78,087,272	713.38	1,645.76	32,119	32,560	31,928	33,100	34,323	32,570
TOTALS	\$94,869,404	901.74	1,825.96						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)
1996-1997**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,864,081	26.80	1.00	\$66,808	\$66,907	\$64,147	\$67,053	\$67,162	\$64,147
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	1,188,075	16.57	8.51	45,799	47,174	43,121	47,371	49,191	43,828
SUPERVISOR/COORDINATOR	471,877	7.76	3.68	40,201	39,423	41,841	41,248	40,117	43,632
PRINCIPAL-ELEMENTARY	2,425,589	28.44	20.58	49,144	49,911	48,085	49,482	50,304	48,345
PRINCIPAL-SECONDARY	3,078,182	53.30	4.50	52,606	52,571	53,016	53,256	53,233	53,529
ASSISTANT PRINCIPAL	793,551	13.76	3.70	44,634	45,673	40,772	45,450	46,334	42,162
TEACHER-ELEMENTARY	35,791,817	154.11	1,009.00	30,485	31,203	30,375	30,773	32,085	30,572
TEACHER-SECONDARY	38,616,658	638.69	572.90	30,337	30,980	29,621	31,873	33,149	30,450
HEAD TEACHER	21,704	0.00	0.50	43,408	0	43,408	43,408	0	43,408
EDUCATION MEDIA GENERALIST	1,631,787	11.30	36.79	33,365	32,709	33,567	33,932	33,876	33,949
COUNSELOR	3,201,515	31.27	61.88	33,187	35,196	32,171	34,369	37,349	32,864
PSYCHOLOGICAL EXAMINER	82,781	2.00	0.00	41,142	41,142	0	41,391	41,391	0
SCHOOL PSYCHOLOGIST	670,485	11.22	5.87	38,266	39,136	36,604	39,233	40,562	36,691
SPEECH/LANGUAGE PATHOLOGIST	805,242	0.40	22.53	34,688	36,125	34,662	35,117	36,125	35,100
AUDIOLOGIST	2,724	0.00	0.10	27,240	0	27,240	27,240	0	27,240
SCHOOL SOCIAL WORKER	44,450	0.00	1.50	29,418	0	29,418	29,633	0	29,633
SCHOOL NURSE	182,070	0.00	7.01	25,902	0	25,902	25,973	0	25,973
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$90,872,588	995.62	1,760.05						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,524,033	51.13	13.19	\$53,884	\$56,341	\$44,358	\$54,789	\$57,233	\$45,314
SCHOOL ADMINISTRATION	6,319,026	95.50	29.28	50,094	50,785	47,839	50,641	51,367	48,276
STUDENT SERVICES	6,621,054	56.19	135.68	33,647	35,701	32,797	34,508	37,427	33,299
INSTRUCTIONAL SERVICES	74,408,475	792.80	1,581.90	30,409	31,023	30,102	31,334	32,942	30,528
TOTALS	\$90,872,588	995.62	1,760.05						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (23 DISTRICTS)
1996-1997**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,395,394	22.49	0.00	\$62,045	\$62,045	\$0	\$62,045	\$62,045	\$0
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	429,403	6.33	3.63	41,683	44,810	36,230	43,113	46,419	37,347
SUPERVISOR/COORDINATOR	146,136	1.81	1.94	37,827	36,208	39,338	38,970	38,055	39,823
PRINCIPAL-ELEMENTARY	1,257,286	18.29	8.35	46,627	47,182	45,410	47,195	47,832	45,802
PRINCIPAL-SECONDARY	1,479,227	24.90	4.50	49,338	49,570	48,055	50,314	50,722	48,055
ASSISTANT PRINCIPAL	39,172	0.40	0.50	43,124	44,823	41,766	43,524	45,723	41,766
TEACHER-ELEMENTARY	14,199,679	83.06	389.90	29,405	29,904	29,298	30,023	31,219	29,768
TEACHER-SECONDARY	16,203,781	273.75	241.33	29,716	30,550	28,770	31,459	32,758	29,985
HEAD TEACHER	72,834	0.82	1.00	36,790	37,159	36,488	40,019	39,546	40,406
EDUCATION MEDIA GENERALIST	736,761	5.12	17.42	31,793	33,795	31,204	32,687	34,290	32,215
COUNSELOR	1,455,764	20.92	20.36	33,935	35,855	31,962	35,266	38,015	32,440
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	267,184	5.39	1.76	35,590	35,844	34,814	37,368	37,769	36,141
SPEECH/LANGUAGE PATHOLOGIST	313,394	0.91	8.60	32,232	44,330	30,951	32,954	44,330	31,750
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	54,198	0.00	2.28	23,771	0	23,771	23,771	0	23,771
OCCUPATIONAL/PHYSICAL THERAPIST	34,460	0.14	1.00	29,401	29,971	29,321	30,228	31,350	30,071
TOTALS	\$38,084,673	464.33	702.57						
GROUPS(4)									
DISTRICT ADMINISTRATION	\$1,970,933	30.63	5.57	\$53,934	\$56,957	\$37,313	\$54,446	\$57,398	\$38,209
SCHOOL ADMINISTRATION	2,848,519	44.41	14.35	47,625	48,314	45,491	48,477	49,280	45,992
STUDENT SERVICES	2,861,761	32.48	51.42	32,970	35,741	31,219	34,109	37,535	31,945
INSTRUCTIONAL SERVICES	30,403,460	356.81	631.23	29,567	30,399	29,096	30,771	32,400	29,851
TOTALS	\$38,084,673	464.33	702.57						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (35 DISTRICTS)
1996-1997**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,223,342	21.01	0.50	\$56,212	\$56,249	\$54,686	\$56,873	\$56,925	\$54,686
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	80,315	1.53	0.68	32,082	29,385	38,151	36,342	34,042	41,515
SUPERVISOR/COORDINATOR	147,060	1.38	2.71	34,363	31,350	35,897	35,956	34,290	36,804
PRINCIPAL-ELEMENTARY	625,177	8.75	4.29	47,748	47,276	48,711	47,943	47,445	48,959
PRINCIPAL-SECONDARY	898,996	17.77	0.91	47,075	47,255	43,567	48,126	48,360	43,567
ASSISTANT PRINCIPAL	29,338	0.14	0.48	45,566	38,171	47,723	47,319	45,936	47,723
TEACHER-ELEMENTARY	8,412,770	63.67	225.02	28,521	29,088	28,361	29,141	30,329	28,805
TEACHER-SECONDARY	9,995,479	176.72	152.28	28,743	28,943	28,512	30,381	31,136	29,506
HEAD TEACHER	25,586	0.00	0.81	30,796	0	30,796	31,588	0	31,588
EDUCATION MEDIA GENERALIST	518,288	5.28	10.59	32,362	32,916	32,086	32,658	33,276	32,351
COUNSELOR	935,240	13.84	13.14	33,671	34,264	33,046	34,664	35,039	34,269
PSYCHOLOGICAL EXAMINER	40,430	0.99	0.00	40,620	40,620	0	40,838	40,838	0
SCHOOL PSYCHOLOGIST	131,155	2.26	1.12	38,751	41,464	33,279	38,803	41,464	33,435
SPEECH/LANGUAGE PATHOLOGIST	161,129	0.27	5.00	30,473	42,096	29,846	30,575	42,096	29,953
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	12,462	0.00	0.46	27,091	0	27,091	27,091	0	27,091
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$23,236,767	313.61	417.99						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$1,450,717	23.92	3.89	\$51,081	\$53,094	\$38,706	\$52,165	\$54,156	\$39,926
SCHOOL ADMINISTRATION	1,579,097	26.66	6.49	46,914	47,214	45,681	47,635	48,047	45,943
STUDENT SERVICES	1,798,704	22.64	30.31	33,358	35,040	32,101	33,970	35,607	32,747
INSTRUCTIONAL SERVICES	18,408,249	240.39	377.30	28,639	28,981	28,422	29,802	30,922	29,088
TOTALS	\$23,236,767	313.61	417.99						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

1996-1997

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
1 - 499	8,500	3.47%	DISTRICT ADMINISTRATION	\$1,450,717	\$171
			SCHOOL ADMINISTRATION	1,579,097	186
			STUDENT SERVICES	1,798,704	212
			INSTRUCTIONAL SERVICES	18,408,249	2,166
			TOTAL CERTIFIED	\$23,236,767	\$2,735
500 - 999	16,069	6.55%	DISTRICT ADMINISTRATION	\$1,970,933	\$123
			SCHOOL ADMINISTRATION	2,848,519	177
			STUDENT SERVICES	2,861,761	178
			INSTRUCTIONAL SERVICES	30,403,460	1,892
			TOTAL CERTIFIED	\$38,084,673	\$2,370
1,000 - 2,499	44,360	18.08%	DISTRICT ADMINISTRATION	\$3,524,033	\$79
			SCHOOL ADMINISTRATION	6,319,026	142
			STUDENT SERVICES	6,621,054	149
			INSTRUCTIONAL SERVICES	74,408,475	1,677
			TOTAL CERTIFIED	\$90,872,588	\$2,047
2,500 - 4,999	45,263	18.46%	DISTRICT ADMINISTRATION	\$3,194,938	\$71
			SCHOOL ADMINISTRATION	6,357,624	140
			STUDENT SERVICES	7,229,570	160
			INSTRUCTIONAL SERVICES	78,087,272	1,725
			TOTAL CERTIFIED	\$94,869,404	\$2,096
5,000+	131,060	53.44%	DISTRICT ADMINISTRATION	\$8,839,431	\$67
			SCHOOL ADMINISTRATION	19,046,566	145
			STUDENT SERVICES	23,517,575	179
			INSTRUCTIONAL SERVICES	225,967,611	1,724
			TOTAL CERTIFIED	\$277,371,183	\$2,115
Statewide	245,252	100.00%	DISTRICT ADMINISTRATION	\$18,980,052	\$77
			SCHOOL ADMINISTRATION	36,150,832	147
			STUDENT SERVICES	42,028,664	171
			INSTRUCTIONAL SERVICES	427,275,067	1,742
			TOTAL CERTIFIED	\$524,434,615	\$2,137

* Based on total salary in each activity group divided by the student membership.

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS

***** STATEWIDE SUMMARY *****

1996-1997

ACTIVITY	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	1.00	3.00	16.23	45.75	31.82	97.80
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	13.59	2.00	16.59
DIRECTOR	1.14	4.04	6.15	16.23	24.36	51.54	13.55	117.01
SUPERVISOR/COORDINATOR	2.42	3.70	13.04	13.88	20.24	40.16	7.04	100.48
PRINCIPAL-ELEMENTARY	0.00	4.00	17.00	38.50	68.84	132.66	28.19	289.19
PRINCIPAL-SECONDARY	0.00	0.28	18.26	22.44	39.50	105.83	24.98	211.29
ASSISTANT PRINCIPAL	0.00	9.06	21.03	29.19	30.89	69.89	11.68	171.74
TEACHER-ELEMENTARY	593.49	1,157.93	1,432.60	1,044.61	1,060.86	1,235.86	176.94	6,702.29
TEACHER-SECONDARY	702.65	1,175.34	1,162.80	892.88	835.61	1,373.70	231.62	6,374.60
HEAD TEACHER	0.17	0.00	0.17	0.66	1.37	1.27	0.00	3.64
EDUCATION MEDIA GENERALIST	5.89	15.12	36.64	32.81	30.18	56.44	12.33	189.41
COUNSELOR	58.45	59.47	86.81	92.42	87.53	141.10	32.70	558.48
PSYCHOLOGICAL EXAMINER	2.00	1.84	1.00	2.19	0.13	0.33	0.50	7.99
SCHOOL PSYCHOLOGIST	12.33	15.90	21.47	18.41	18.46	22.79	6.72	116.08
SPEECH/LANGUAGE PATHOLOGIST	24.53	15.18	30.85	30.87	23.76	23.14	2.49	150.82
AUDIOLOGIST	1.31	2.00	0.40	1.00	0.00	2.00	0.50	7.21
SCHOOL SOCIAL WORKER	5.00	10.00	5.00	8.50	5.00	3.00	0.00	36.50
SCHOOL NURSE	8.84	13.68	20.45	14.80	5.40	3.80	0.00	66.97
OCCUPATIONAL/PHYSICAL THERAPIST	3.83	0.00	3.94	1.38	0.00	0.00	0.00	9.15
TOTALS	1,422.05	2,487.54	2,878.61	2,263.77	2,269.36	3,322.85	583.06	15,227.24
GROUPS (4)								
DISTRICT ADMINISTRATION	3.56	7.74	20.19	33.11	61.83	151.04	54.41	331.88
SCHOOL ADMINISTRATION	0.17	13.34	56.46	90.79	140.60	309.65	64.85	675.86
STUDENT SERVICES	122.18	133.19	206.56	202.38	170.46	252.60	55.24	1,142.61
INSTRUCTIONAL SERVICES	1,296.14	2,333.27	2,595.40	1,937.49	1,896.47	2,609.56	408.56	13,076.89
TOTALS	1,422.05	2,487.54	2,878.61	2,263.77	2,269.36	3,322.85	583.06	15,227.24

NOTE: Experience shown in the table includes total experience in education for in-state, out-of-state, public, and non-public school service combined.

AGE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS

***** STATEWIDE SUMMARY *****

1996-1997

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	0.00	0.00	0.00	2.74	9.00	25.99	28.25	24.71	7.11	97.80
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	7.50	5.00	2.09	1.00	16.59
DIRECTOR	0.14	0.95	3.50	8.46	22.81	28.11	30.30	18.34	4.40	117.01
SUPERVISOR/COORDINATOR	0.00	1.50	3.81	7.35	20.30	34.21	15.33	15.72	2.26	100.48
PRINCIPAL-ELEMENTARY	0.00	1.00	11.00	22.96	56.38	81.59	71.45	37.81	7.00	289.19
PRINCIPAL-SECONDARY	0.00	1.28	7.66	17.67	40.80	57.43	51.43	32.53	2.49	211.29
ASSISTANT PRINCIPAL	0.00	5.06	13.50	22.06	30.57	46.20	34.53	15.14	3.68	171.74
TEACHER-ELEMENTARY	318.71	678.28	626.32	929.23	1,368.18	1,399.77	855.54	399.79	126.47	6,702.29
TEACHER-SECONDARY	283.88	730.60	705.82	804.42	1,092.16	1,378.20	878.98	392.47	107.95	6,374.60
HEAD TEACHER	0.00	0.00	0.17	1.17	0.77	0.11	0.92	0.00	0.50	3.64
EDUCATION MEDIA GENERALIST	0.00	1.37	10.75	9.52	30.40	58.33	42.69	27.02	9.33	189.41
COUNSELOR	6.80	40.94	36.44	60.15	122.71	137.83	86.40	45.21	20.00	558.48
PSYCHOLOGICAL EXAMINER	0.00	1.34	0.00	0.00	1.13	4.00	0.33	0.50	0.69	7.99
SCHOOL PSYCHOLOGIST	2.00	8.59	6.40	17.15	15.33	29.79	20.45	12.50	3.87	116.08
SPEECH/LANGUAGE PATHOLOGIST	8.13	12.61	15.17	23.74	39.47	34.30	11.60	3.83	1.97	150.82
AUDIOLOGIST	0.00	0.00	1.00	1.00	1.31	3.40	0.00	0.00	0.50	7.21
SCHOOL SOCIAL WORKER	0.00	2.00	3.00	9.50	10.00	9.00	2.00	1.00	0.00	36.50
SCHOOL NURSE	0.00	0.00	4.28	16.12	12.50	16.81	11.26	6.00	0.00	66.97
OCCUPATIONAL/PHYSICAL THERAPIST	0.83	0.00	0.00	5.32	2.00	1.00	0.00	0.00	0.00	9.15
TOTALS	620.49	1,485.52	1,448.82	1,958.56	2,876.82	3,353.57	2,146.46	1,034.66	299.22	15,227.24
GROUPS (4)										
DISTRICT ADMINISTRATION	0.14	2.45	7.31	18.55	53.11	95.81	78.88	60.86	14.77	331.88
SCHOOL ADMINISTRATION	0.00	7.34	32.33	63.86	128.52	185.33	158.33	85.48	13.67	675.86
STUDENT SERVICES	17.76	66.85	77.04	142.50	234.85	294.46	174.73	96.06	36.36	1,142.61
INSTRUCTIONAL SERVICES	602.59	1,408.88	1,332.14	1,733.65	2,460.34	2,777.97	1,734.52	792.26	234.42	13,076.89
TOTALS	620.49	1,485.52	1,448.82	1,958.56	2,876.82	3,353.57	2,146.46	1,034.66	299.22	15,227.24

NOTE: The median age group for all certified employees is 41-45 years.

EDUCATION LEVELS OF CERTIFIED STAFF

BY ACTIVITY AND GROUP CLASSIFICATION

*** STATEWIDE SUMMARY ***

1996-1997

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	2.00	32.66	39.66	23.48	0.00	97.80
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	3.09	9.00	4.50	0.00	16.59
DIRECTOR	0.00	0.00	33.79	50.20	18.75	14.27	0.00	117.01
SUPERVISOR/COORDINATOR	0.00	0.00	31.52	55.29	4.00	9.67	0.00	100.48
PRINCIPAL-ELEMENTARY	0.00	0.00	43.38	189.38	39.42	17.01	0.00	289.19
PRINCIPAL-SECONDARY	0.00	0.00	22.50	145.32	31.61	11.86	0.00	211.29
ASSISTANT PRINCIPAL	0.00	0.00	38.78	118.78	13.18	1.00	0.00	171.74
TEACHER-ELEMENTARY	0.00	1.01	5,621.01	1,060.43	11.63	8.21	0.00	6,702.29
TEACHER-SECONDARY	13.58	1.01	4,966.73	1,313.75	20.39	23.75	35.39	6,374.60
HEAD TEACHER	0.00	0.00	3.64	0.00	0.00	0.00	0.00	3.64
EDUCATION MEDIA GENERALIST	0.00	0.00	137.77	49.14	1.50	1.00	0.00	189.41
COUNSELOR	0.00	0.00	170.63	370.56	8.76	8.53	0.00	558.48
PSYCHOLOGICAL EXAMINER	0.00	0.00	1.00	3.47	2.83	0.69	0.00	7.99
SCHOOL PSYCHOLOGIST	0.00	0.00	13.34	57.97	28.17	16.60	0.00	116.08
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	38.44	109.38	1.00	2.00	0.00	150.82
AUDIOLOGIST	0.00	0.00	1.40	5.31	0.00	0.50	0.00	7.21
SCHOOL SOCIAL WORKER	0.00	0.00	7.50	29.00	0.00	0.00	0.00	36.50
SCHOOL NURSE	0.00	5.67	42.20	10.90	0.00	0.00	8.20	66.97
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	8.32	0.00	0.00	0.00	0.83	9.15
TOTALS	13.58	7.69	11,183.95	3,604.63	229.90	143.07	44.42	15,227.24
GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	0.00	67.31	141.24	71.41	51.92	0.00	331.88
SCHOOL ADMINISTRATION	0.00	0.00	108.30	453.48	84.21	29.87	0.00	675.86
STUDENT SERVICES	0.00	5.67	420.60	635.73	42.26	29.32	9.03	1,142.61
INSTRUCTIONAL SERVICES	13.58	2.02	10,587.74	2,374.18	32.02	31.96	35.39	13,076.89
TOTALS	13.58	7.69	11,183.95	3,604.63	229.90	143.07	44.42	15,227.24
PERCENTAGES	0.09%	0.05%	73.45%	23.67%	1.51%	0.94%	0.29%	100.00%

NOTE: Most of the personnel holding less than a bachelor's or other degrees are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School Certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION

***** STATEWIDE SUMMARY *****

1996-1997

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	ALBERTSON COLLEGE (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
CLASSIFICATIONS (19)								
SUPERINTENDENT	2.0	13.8	1.7	26.4	3.0	50.9	97.8	47.96%
ASSISTANT SUPERINTENDENT	0.0	2.0	0.1	9.0	0.0	5.5	16.6	66.87%
DIRECTOR	13.8	16.6	7.7	25.6	3.3	50.0	117.0	57.26%
SUPERVISOR/COORDINATOR	12.0	23.2	6.7	14.5	4.1	40.0	100.5	60.20%
PRINCIPAL-ELEMENTARY	27.5	57.1	30.2	65.5	8.0	100.9	289.2	65.12%
PRINCIPAL-SECONDARY	6.5	44.0	28.9	57.8	4.0	70.1	211.3	66.82%
ASSISTANT PRINCIPAL	6.3	28.3	32.3	31.6	8.6	64.6	171.7	62.34%
TEACHER-ELEMENTARY	1,203.8	1,087.2	191.3	809.5	551.6	2,858.9	6,702.3	57.34%
TEACHER-SECONDARY	891.3	1,051.2	164.3	1,015.7	349.2	2,902.9	6,374.6	54.46%
HEAD TEACHER	1.1	0.0	0.0	0.0	0.0	2.5	3.6	30.56%
EDUCATION MEDIA GENERALIST	16.9	39.8	5.7	27.4	9.1	90.5	189.4	52.22%
COUNSELOR	21.9	84.1	122.2	77.5	25.3	227.5	558.5	59.27%
PSYCHOLOGICAL EXAMINER	0.0	5.6	0.0	0.0	0.3	2.1	8.0	74.68%
SCHOOL PSYCHOLOGIST	1.0	26.4	5.0	24.5	1.5	57.7	116.1	50.30%
SPEECH/LANGUAGE PATHOLOGIST	3.0	56.1	1.0	0.0	3.5	87.2	150.8	42.21%
AUDIOLOGIST	0.0	3.4	0.0	0.0	0.0	3.8	7.2	47.22%
SCHOOL SOCIAL WORKER	2.0	0.0	0.0	0.5	0.0	34.0	36.5	6.85%
SCHOOL NURSE	10.2	8.0	3.0	4.8	1.9	39.1	67.0	41.64%
OCCUPATIONAL/PHYSICAL THERAPIST	1.0	0.0	0.0	0.0	0.0	8.1	9.1	10.87%
TOTALS	2,220.3	2,546.8	600.1	2,190.3	973.4	6,696.3	15,227.2	56.02%
GROUPS (4)								
DISTRICT ADMINISTRATION	27.8	55.6	16.2	75.5	10.4	146.4	331.9	55.89%
SCHOOL ADMINISTRATION	41.4	129.4	91.4	154.9	20.6	238.1	675.8	64.76%
STUDENT SERVICES	56.0	223.4	136.9	134.7	41.6	550.0	1,142.6	51.87%
INSTRUCTIONAL SERVICES	2,095.1	2,138.4	355.6	1,825.2	900.8	5,761.8	13,076.9	55.94%
TOTALS	2,220.3	2,546.8	600.1	2,190.3	973.4	6,696.3	15,227.2	56.02%
PERCENTAGES	14.58%	16.73%	3.94%	14.38%	6.39%	43.98%	100.00%	

**ETHNIC CATEGORIES OF CERTIFIED STAFF
(Numbers Based on Actual Employee Count)**

*****STATEWIDE SUMMARY***
1996-1997**

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	104	3	0	0	0	0	0	0	0	0
ASSISTANT SUPERINTENDENT	16	2	0	0	0	0	0	0	0	0
DIRECTOR	129	63	0	0	1	1	0	0	0	0
SUPERVISOR/COORDINATOR	82	63	0	0	1	1	1	0	0	0
PRINCIPAL-ELEMENTARY	186	117	0	0	2	3	0	0	1	0
PRINCIPAL-SECONDARY	195	30	0	0	0	0	1	0	1	0
ASSISTANT PRINCIPAL	132	51	1	0	3	0	1	1	0	2
TEACHER-ELEMENTARY	925	6,174	1	5	10	63	6	44	2	10
TEACHER-SECONDARY	3,333	3,679	3	4	26	33	17	17	6	7
HEAD TEACHER	4	7	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	39	177	0	0	0	1	0	2	0	0
COUNSELOR	212	386	1	0	1	2	0	3	1	0
PSYCHOLOGICAL EXAMINER	7	5	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	76	69	0	0	0	0	0	1	0	0
SPEECH/LANGUAGE PATHOLOGIST	14	172	0	0	0	1	0	2	0	0
AUDIOLOGIST	5	5	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	10	26	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	72	0	0	0	2	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	2	8	0	0	0	0	0	1	0	0
TOTALS	5,471	11,109	6	9	45	107	26	71	11	19
GROUPS (4)										
DISTRICT ADMINISTRATION	331	131	0	0	2	2	1	0	0	0
SCHOOL ADMINISTRATION	517	205	1	0	5	3	2	1	2	2
STUDENT SERVICES	365	920	1	0	2	6	0	9	1	0
INSTRUCTIONAL SERVICES	4,258	9,853	4	9	36	96	23	61	8	17
TOTALS	5,471	11,109	6	9	45	107	26	71	11	19

CERTIFIED STAFF TURNOVER

BY SCHOOL DISTRICT MEMBERSHIP SIZE (Numbers Based on Actual Employee Count) 1996-1997

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 +	566	44.5%	158	27.9%	408	72.1%
2,500-4,999	202	15.9%	67	33.2%	135	66.8%
1,000-2,499	250	19.7%	92	36.8%	158	63.2%
500-999	146	11.5%	66	45.2%	80	54.8%
1-499	107	8.4%	51	47.7%	56	52.3%

TOTALS	1,271	100.0%	434	34.1%	837	65.9%
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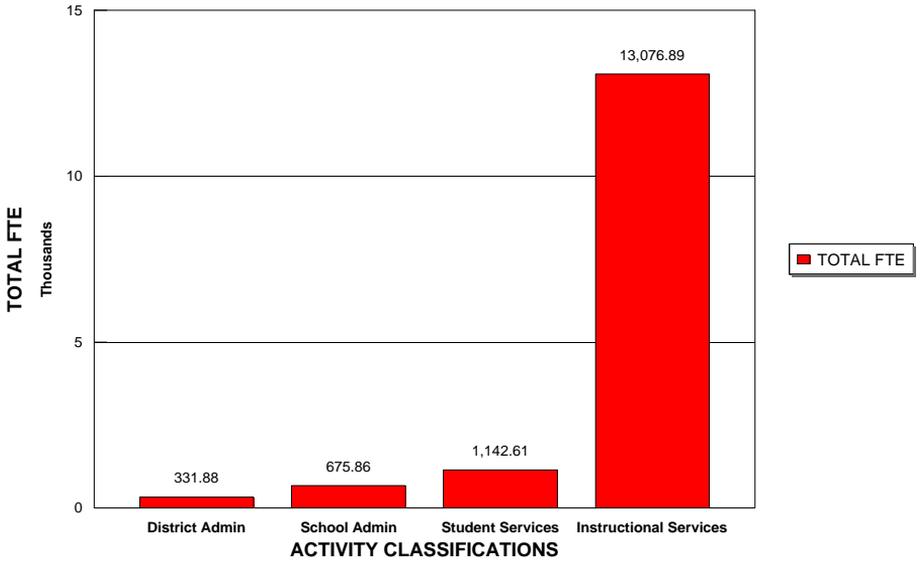
DISTRICTS SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	65	11.5%	49	8.7%	50	8.8%	10	1.8%	35	6.2%	128	22.6%	4	0.7%
2,500-4,999	26	12.9%	26	12.9%	13	6.4%	1	0.5%	8	4.0%	40	19.8%	1	0.5%
1,000-2,499	45	18.0%	44	17.6%	16	6.4%	7	2.8%	8	3.2%	58	23.2%	4	1.6%
500-999	48	32.9%	24	16.4%	11	7.5%	1	0.7%	2	1.4%	23	15.8%	1	0.7%
1-499	35	32.7%	15	14.0%	12	11.2%	1	0.9%	2	1.9%	16	15.0%	2	1.9%

STATEWIDE	219	17.2%	158	12.4%	102	8.0%	20	1.6%	55	4.3%	265	20.8%	12	0.9%
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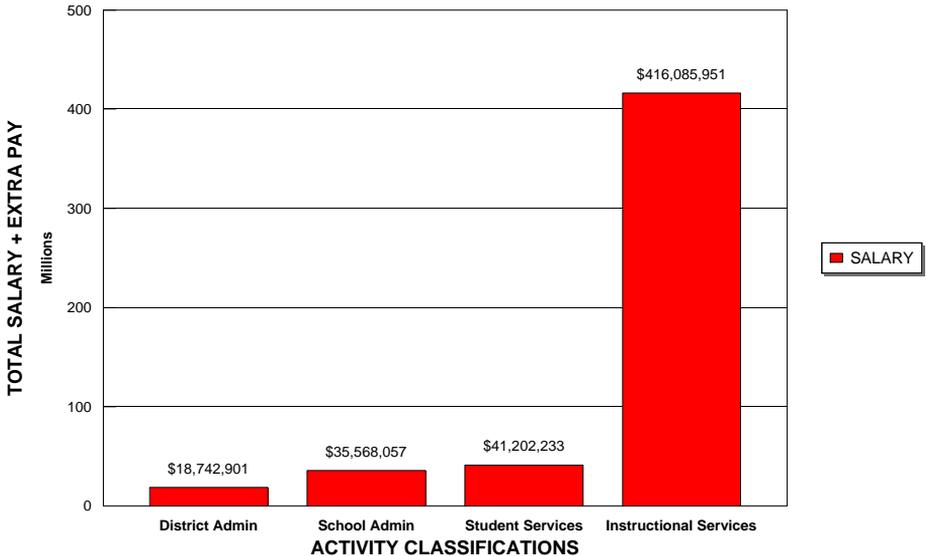
DISTRICTS WITH	REDUCTION IN FORCE		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		PARENTAL/FAMILY OBLIGATION		MILITARY SERVICE		TOTALS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	1	0.2%	137	24.2%	21	3.7%	56	9.9%	9	1.6%	1	0.2%	566	100.0%
2,500-4,999	0	0.0%	59	29.2%	3	1.5%	25	12.4%	0	0.0%	0	0.0%	202	100.0%
1,000-2,499	3	1.2%	41	16.4%	1	0.4%	21	8.4%	2	0.8%	0	0.0%	250	100.0%
500-999	4	2.7%	23	15.8%	2	1.4%	6	4.1%	1	0.7%	0	0.0%	146	100.0%
1-499	5	4.7%	14	13.1%	4	3.7%	1	0.9%	0	0.0%	0	0.0%	107	100.0%

STATEWIDE	13	1.0%	274	21.6%	31	2.4%	109	8.6%	12	0.9%	1	0.1%	1,271	100.0%
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CERTIFIED STAFF FTEs 1996 - 1997



CERTIFIED STAFF SALARIES 1996 - 1997



NONCERTIFIED

STAFF

TABLES

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

*** STATEWIDE SUMMARY ***
1996-1997

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	22	31	53	20.28	26.74	47.02
CLERK - BOARD OF TRUSTEES	7	66	73	2.89	46.13	49.02
OFFICE CLERICAL - DISTRICT	14	374	388	11.02	306.50	317.52
OFFICE CLERICAL - BUILDING	4	957	961	3.22	679.88	683.10
PERSONNEL SERVICES	3	33	36	2.44	28.37	30.81
PUBLIC INFORMATION	4	7	11	3.02	5.11	8.13
CUSTODIAN SUPERVISOR	72	7	79	67.47	7.00	74.47
JANITOR, CUSTODIAN	947	590	1,537	832.21	432.71	1,264.92
FOOD SERVICE - SUPERVISOR	4	83	87	2.52	60.00	62.52
FOOD SERVICE - MANAGER	0	309	309	0.00	181.77	181.77
FOOD SERVICE - COOK	8	1,043	1,051	5.31	486.44	491.75
FOOD SERVICE - OTHER	36	534	570	16.99	196.59	213.58
MAINTENANCE SUPERVISOR	93	1	94	84.26	0.75	85.01
MAINTENANCE WORKER	378	43	421	309.57	18.65	328.22
INSTRUCTIONAL ASSISTANT - REGULAR ED	116	2,320	2,436	57.34	1,135.12	1,192.46
INSTRUCTIONAL ASSISTANT - SPECIAL ED	89	1,667	1,756	51.20	908.53	959.73
RELATED SERVICES ASSISTANT - SPECIAL ED	2	35	37	1.22	18.16	19.38
INTERPRETER - HEARING IMPAIRED	6	50	56	2.94	27.53	30.47
LIBRARY ASSISTANT	3	396	399	1.78	221.31	223.09
TRANSPORTATION SUPERVISOR	64	7	71	52.52	4.57	57.09
TRANSPORTATION DISPATCHER/SECRETARY	1	31	32	0.17	22.38	22.55
TRANSPORTATION - SCHOOL BUS MECHANIC	89	5	94	78.45	2.66	81.11
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	7	4	11	3.93	2.94	6.87
VEHICLE OPERATOR	489	935	1,424	191.57	383.43	575.00
TRANSPORTATION - SCHOOL BUS ATTENDANT	9	94	103	3.14	43.54	46.68
ATTENDANCE OFFICER	2	14	16	0.86	9.12	9.98
SPECIAL PROJECT PERSONNEL	60	92	152	20.62	32.74	53.36
OTHER NON-CERTIFIED	311	642	953	83.73	144.77	228.50
DATA PROCESSING SERVICES	22	21	43	18.88	17.41	36.29
TOTALS	2,862	10,391	13,253	1,929.55	5,450.85	7,380.40

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$24.94	\$16.11	\$19.78	\$47,887	\$28,747	\$36,692	\$1,944,659
CLERK - BOARD OF TRUSTEES	16.50	13.48	13.77	12,749	18,930	18,337	1,338,596
OFFICE CLERICAL - DISTRICT	15.57	10.52	10.70	25,624	18,216	18,484	7,171,695
OFFICE CLERICAL - BUILDING	8.66	9.40	9.40	14,544	13,975	13,978	13,432,473
PERSONNEL SERVICES	25.52	13.46	14.47	47,038	24,891	26,737	962,524
PUBLIC INFORMATION	17.92	14.35	15.65	31,168	24,419	26,873	295,604
CUSTODIAN SUPERVISOR	11.06	10.56	11.01	21,106	21,968	21,182	1,673,379
JANITOR, CUSTODIAN	8.87	8.31	8.65	16,163	12,530	14,769	22,699,535
FOOD SERVICE - SUPERVISOR	14.24	11.85	11.96	20,346	18,327	18,420	1,602,517
FOOD SERVICE - MANAGER	0.00	9.21	9.21	0	11,382	11,382	3,517,065
FOOD SERVICE - COOK	7.54	7.20	7.20	11,170	7,142	7,173	7,538,641
FOOD SERVICE - OTHER	8.41	7.27	7.34	8,688	5,832	6,013	3,427,256
MAINTENANCE SUPERVISOR	15.35	11.97	15.32	28,587	18,673	28,482	2,677,279
MAINTENANCE WORKER	10.90	7.25	10.53	19,008	7,209	17,803	7,494,919
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.47	7.50	7.49	7,575	7,506	7,509	18,292,883
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.51	7.55	7.55	9,053	8,520	8,547	15,009,020
RELATED SERVICES ASSISTANT - SPECIAL ED	8.07	8.91	8.87	10,169	9,703	9,728	359,936
INTERPRETER - HEARING IMPAIRED	10.82	10.46	10.50	10,962	11,603	11,534	645,924
LIBRARY ASSISTANT	8.20	8.06	8.06	10,304	9,484	9,491	3,786,719
TRANSPORTATION SUPERVISOR	15.04	15.77	15.11	26,449	24,115	26,219	1,861,564
TRANSPORTATION DISPATCHER/SECRETARY	12.24	9.61	9.69	4,406	15,134	14,799	473,554
TRANSPORTATION - SCHOOL BUS MECHANIC	12.11	9.89	12.00	22,117	10,991	21,525	2,023,352
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	12.27	10.75	11.72	15,051	17,104	15,797	173,770
VEHICLE OPERATOR	10.27	10.27	10.27	8,003	8,474	8,312	11,836,891
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.15	7.23	7.22	5,408	7,013	6,873	707,885
ATTENDANCE OFFICER	10.94	8.66	8.95	10,421	11,871	11,690	187,033
SPECIAL PROJECT PERSONNEL	13.14	11.12	11.92	10,152	9,261	9,613	1,461,171
OTHER NON-CERTIFIED	9.97	8.82	9.19	6,807	4,353	5,154	4,911,464
DATA PROCESSING SERVICES	12.86	14.61	13.72	24,089	25,932	24,989	1,074,524
AVERAGES	\$10.23	\$8.40	\$8.79	\$14,602	\$9,315	\$10,457	\$138,581,832 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
1996-1997**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	9	2	11	8.88	2.00	10.88
CLERK - BOARD OF TRUSTEES	0	7	7	0.00	4.69	4.69
OFFICE CLERICAL - DISTRICT	7	204	211	6.45	174.15	180.60
OFFICE CLERICAL - BUILDING	2	475	477	1.58	343.76	345.34
PERSONNEL SERVICES	3	25	28	2.44	22.10	24.54
PUBLIC INFORMATION	3	5	8	2.94	4.02	6.96
CUSTODIAN SUPERVISOR	28	2	30	27.56	2.00	29.56
JANITOR, CUSTODIAN	539	196	735	504.98	175.80	680.78
FOOD SERVICE - SUPERVISOR	1	14	15	0.88	12.55	13.43
FOOD SERVICE - MANAGER	0	172	172	0.00	101.18	101.18
FOOD SERVICE - COOK	4	432	436	3.01	205.62	208.63
FOOD SERVICE - OTHER	16	343	359	10.93	143.80	154.73
MAINTENANCE SUPERVISOR	19	0	19	18.96	0.00	18.96
MAINTENANCE WORKER	200	8	208	193.92	6.48	200.40
INSTRUCTIONAL ASSISTANT - REGULAR ED	62	1,035	1,097	33.69	519.80	553.49
INSTRUCTIONAL ASSISTANT - SPECIAL ED	67	902	969	39.81	504.92	544.73
RELATED SERVICES ASSISTANT - SPECIAL ED	1	13	14	0.61	7.18	7.79
INTERPRETER - HEARING IMPAIRED	4	32	36	2.17	17.44	19.61
LIBRARY ASSISTANT	2	202	204	1.05	119.62	120.67
TRANSPORTATION SUPERVISOR	10	2	12	9.73	1.81	11.54
TRANSPORTATION DISPATCHER/SECRETARY	0	13	13	0.00	11.62	11.62
TRANSPORTATION - SCHOOL BUS MECHANIC	34	5	39	33.48	2.66	36.14
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	4	4	8	3.31	2.94	6.25
VEHICLE OPERATOR	190	366	556	96.59	183.09	279.68
TRANSPORTATION - SCHOOL BUS ATTENDANT	5	54	59	2.23	30.91	33.14
ATTENDANCE OFFICER	1	5	6	0.09	3.56	3.65
SPECIAL PROJECT PERSONNEL	23	27	50	10.79	12.26	23.05
OTHER NON-CERTIFIED	133	393	526	60.10	96.52	156.62
DATA PROCESSING SERVICES	14	14	28	12.43	12.83	25.26
TOTALS	1,381	4,952	6,333	1,088.61	2,725.31	3,813.92

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$25.82	\$32.93	\$27.11	\$52,909	\$68,495	\$55,743	\$613,173
CLERK - BOARD OF TRUSTEES	0.00	14.70	14.70	0	21,019	21,019	147,132
OFFICE CLERICAL - DISTRICT	14.66	10.77	10.90	27,653	19,254	19,532	4,121,288
OFFICE CLERICAL - BUILDING	8.04	9.75	9.75	13,171	14,686	14,680	7,002,389
PERSONNEL SERVICES	25.52	13.74	15.00	47,038	25,852	28,122	787,407
PUBLIC INFORMATION	20.22	17.21	18.34	40,970	30,309	34,307	274,456
CUSTODIAN SUPERVISOR	11.47	10.83	11.43	23,528	22,527	23,462	703,848
JANITOR, CUSTODIAN	8.92	8.70	8.86	17,605	16,378	17,278	12,698,985
FOOD SERVICE - SUPERVISOR	21.48	16.60	16.92	39,523	30,998	31,566	473,495
FOOD SERVICE - MANAGER	0.00	9.52	9.52	0	11,782	11,782	2,026,434
FOOD SERVICE - COOK	7.51	7.42	7.43	12,377	7,432	7,477	3,259,971
FOOD SERVICE - OTHER	8.59	7.77	7.81	12,925	6,991	7,256	2,604,864
MAINTENANCE SUPERVISOR	19.50	0.00	19.50	40,479	0	40,479	769,096
MAINTENANCE WORKER	11.82	9.47	11.73	23,952	15,962	23,644	4,918,046
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.50	7.59	7.58	8,343	7,915	7,939	8,709,130
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.65	7.78	7.77	9,504	9,018	9,052	8,771,290
RELATED SERVICES ASSISTANT - SPECIAL ED	9.78	10.44	10.39	12,323	12,077	12,094	169,320
INTERPRETER - HEARING IMPAIRED	11.62	11.01	11.08	13,139	12,518	12,587	453,140
LIBRARY ASSISTANT	7.33	8.36	8.35	7,894	10,358	10,334	2,108,181
TRANSPORTATION SUPERVISOR	18.33	26.22	19.65	37,032	47,735	38,816	465,789
TRANSPORTATION DISPATCHER/SECRETARY	0.00	10.19	10.19	0	19,029	19,029	247,379
TRANSPORTATION - SCHOOL BUS MECHANIC	12.06	9.89	11.78	24,771	10,991	23,005	897,177
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	12.10	10.75	11.43	21,389	17,104	19,246	153,970
VEHICLE OPERATOR	9.48	9.59	9.55	9,981	10,035	10,017	5,569,208
TRANSPORTATION - SCHOOL BUS ATTENDANT	6.42	7.44	7.35	6,341	8,844	8,632	509,272
ATTENDANCE OFFICER	10.00	9.47	9.56	1,850	14,038	12,007	72,042
SPECIAL PROJECT PERSONNEL	14.26	14.96	14.64	13,749	15,459	14,673	733,641
OTHER NON-CERTIFIED	10.00	8.51	8.88	11,887	4,887	6,657	3,501,641
DATA PROCESSING SERVICES	13.09	15.76	14.42	25,430	30,010	27,720	776,167
AVERAGES	\$10.08	\$8.53	\$8.86	\$17,146	\$10,068	\$11,612	\$73,537,931

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
1996-1997**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	8	1	9	7.96	1.00	8.96
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.94	4.94
OFFICE CLERICAL - DISTRICT	3	64	67	1.96	55.84	57.80
OFFICE CLERICAL - BUILDING	0	174	174	0.00	125.10	125.10
PERSONNEL SERVICES	0	5	5	0.00	4.64	4.64
PUBLIC INFORMATION	0	1	1	0.00	1.00	1.00
CUSTODIAN SUPERVISOR	7	1	8	7.00	1.00	8.00
JANITOR, CUSTODIAN	178	117	295	143.36	81.62	224.98
FOOD SERVICE - SUPERVISOR	0	9	9	0.00	6.76	6.76
FOOD SERVICE - MANAGER	0	42	42	0.00	25.32	25.32
FOOD SERVICE - COOK	3	241	244	1.61	101.63	103.24
FOOD SERVICE - OTHER	8	91	99	3.97	28.32	32.29
MAINTENANCE SUPERVISOR	13	0	13	13.00	0.00	13.00
MAINTENANCE WORKER	68	11	79	53.29	6.25	59.54
INSTRUCTIONAL ASSISTANT - REGULAR ED	23	469	492	10.10	219.05	229.15
INSTRUCTIONAL ASSISTANT - SPECIAL ED	10	280	290	5.65	152.75	158.40
RELATED SERVICES ASSISTANT - SPECIAL ED	0	8	8	0.00	4.17	4.17
INTERPRETER - HEARING IMPAIRED	2	9	11	0.77	4.77	5.54
LIBRARY ASSISTANT	0	72	72	0.00	36.85	36.85
TRANSPORTATION SUPERVISOR	8	1	9	8.00	0.94	8.94
TRANSPORTATION DISPATCHER/SECRETARY	0	8	8	0.00	6.23	6.23
TRANSPORTATION - SCHOOL BUS MECHANIC	19	0	19	17.29	0.00	17.29
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	67	184	251	24.86	73.66	98.52
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	16	17	0.17	7.06	7.23
ATTENDANCE OFFICER	0	2	2	0.00	1.60	1.60
SPECIAL PROJECT PERSONNEL	10	24	34	2.35	8.64	10.99
OTHER NON-CERTIFIED	21	26	47	5.84	9.55	15.39
DATA PROCESSING SERVICES	5	3	8	4.38	2.16	6.54
TOTALS	454	1,864	2,318	311.56	970.85	1,282.41

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$26.61	\$17.44	\$25.59	\$55,073	\$36,275	\$52,984	\$476,855
CLERK - BOARD OF TRUSTEES	0.00	12.48	12.48	0	25,604	25,604	128,018
OFFICE CLERICAL - DISTRICT	17.03	10.41	10.71	27,525	19,284	19,653	1,316,740
OFFICE CLERICAL - BUILDING	0.00	9.18	9.18	0	13,965	13,965	2,429,874
PERSONNEL SERVICES	0.00	14.77	14.77	0	28,846	28,846	144,231
PUBLIC INFORMATION	0.00	8.84	8.84	0	18,387	18,387	18,387
CUSTODIAN SUPERVISOR	10.01	14.98	10.64	20,830	31,158	22,121	176,967
JANITOR, CUSTODIAN	8.23	7.94	8.12	13,743	11,586	12,887	3,801,761
FOOD SERVICE - SUPERVISOR	0.00	12.27	12.27	0	19,905	19,905	179,143
FOOD SERVICE - MANAGER	0.00	9.28	9.28	0	11,729	11,729	492,621
FOOD SERVICE - COOK	7.54	7.06	7.06	9,598	6,467	6,505	1,587,257
FOOD SERVICE - OTHER	8.21	6.00	6.18	9,006	4,096	4,493	444,816
MAINTENANCE SUPERVISOR	15.21	0.00	15.21	31,627	0	31,627	411,153
MAINTENANCE WORKER	10.29	7.36	9.88	16,906	9,313	15,849	1,252,040
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.82	7.55	7.51	6,511	7,087	7,060	3,473,419
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.57	7.39	7.40	9,052	8,302	8,328	2,415,175
RELATED SERVICES ASSISTANT - SPECIAL ED	0.00	8.23	8.23	0	8,968	8,968	71,742
INTERPRETER - HEARING IMPAIRED	9.23	9.00	9.04	6,609	9,221	8,746	96,208
LIBRARY ASSISTANT	0.00	8.06	8.06	0	8,821	8,821	635,102
TRANSPORTATION SUPERVISOR	16.14	13.72	15.87	33,576	26,754	32,818	295,365
TRANSPORTATION DISPATCHER/SECRETARY	0.00	10.08	10.08	0	16,787	16,787	134,295
TRANSPORTATION - SCHOOL BUS MECHANIC	12.55	0.00	12.55	24,318	0	24,318	462,039
TRANSPORTATION - SCHOOL BUS DRIVER TRAINEE	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.97	10.11	10.07	7,375	8,420	8,141	2,043,379
TRANSPORTATION - SCHOOL BUS ATTENDANT	6.21	6.81	6.77	2,236	6,372	6,128	104,184
ATTENDANCE OFFICER	0.00	9.86	9.86	0	16,393	16,393	32,785
SPECIAL PROJECT PERSONNEL	12.85	10.17	10.96	6,713	7,929	7,572	257,431
OTHER NON-CERTIFIED	11.21	12.84	12.11	7,527	8,240	7,921	372,290
DATA PROCESSING SERVICES	12.25	12.69	12.42	24,132	21,993	23,330	186,637
AVERAGES	\$9.92	\$8.17	\$8.51	\$14,544	\$9,033	\$10,112	\$23,439,914

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
1996-1997**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	3	13	16	2.44	11.86	14.30
CLERK - BOARD OF TRUSTEES	2	16	18	0.34	11.83	12.17
OFFICE CLERICAL - DISTRICT	4	53	57	2.61	40.61	43.22
OFFICE CLERICAL - BUILDING	1	191	192	0.85	130.87	131.72
PERSONNEL SERVICES	0	1	1	0.00	0.61	0.61
PUBLIC INFORMATION	1	0	1	0.08	0.00	0.08
CUSTODIAN SUPERVISOR	23	2	25	21.89	2.00	23.89
JANITOR, CUSTODIAN	149	143	292	116.74	95.00	211.74
FOOD SERVICE - SUPERVISOR	2	25	27	0.89	18.73	19.62
FOOD SERVICE - MANAGER	0	69	69	0.00	39.76	39.76
FOOD SERVICE - COOK	1	227	228	0.69	109.70	110.39
FOOD SERVICE - OTHER	8	49	57	1.43	10.40	11.83
MAINTENANCE SUPERVISOR	28	0	28	26.35	0.00	26.35
MAINTENANCE WORKER	65	16	81	35.25	2.53	37.78
INSTRUCTIONAL ASSISTANT - REGULAR ED	17	473	490	7.46	231.48	238.94
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	311	317	2.56	167.05	169.61
RELATED SERVICES ASSISTANT - SPECIAL ED	0	7	7	0.00	3.76	3.76
INTERPRETER - HEARING IMPAIRED	0	7	7	0.00	4.11	4.11
LIBRARY ASSISTANT	0	66	66	0.00	36.77	36.77
TRANSPORTATION SUPERVISOR	17	1	18	15.29	0.88	16.17
TRANSPORTATION DISPATCHER/SECRETARY	1	6	7	0.17	3.30	3.47
TRANSPORTATION - SCHOOL BUS MECHANIC	23	0	23	19.83	0.00	19.83
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	1	0	1	0.10	0.00	0.10
VEHICLE OPERATOR	139	202	341	42.36	67.48	109.84
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	11	11	0.00	2.37	2.37
ATTENDANCE OFFICER	1	5	6	0.77	2.96	3.73
SPECIAL PROJECT PERSONNEL	13	19	32	3.72	6.51	10.23
OTHER NON-CERTIFIED	85	116	201	10.59	18.34	28.93
DATA PROCESSING SERVICES	1	1	2	1.00	0.40	1.40
TOTALS	591	2,030	2,621	313.41	1,019.31	1,332.72

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$24.38	\$15.75	\$17.37	\$35,194	\$29,734	\$30,758	\$492,124
CLERK - BOARD OF TRUSTEES	17.23	14.02	14.37	6,697	22,217	20,493	368,868
OFFICE CLERICAL - DISTRICT	16.07	10.47	10.86	20,648	17,253	17,491	997,006
OFFICE CLERICAL - BUILDING	11.62	9.18	9.19	20,451	13,108	13,146	2,524,000
PERSONNEL SERVICES	0.00	6.72	6.72	0	8,467	8,467	8,467
PUBLIC INFORMATION	11.00	0.00	11.00	1,760	0	1,760	1,760
CUSTODIAN SUPERVISOR	10.81	9.95	10.74	20,240	20,696	20,276	506,909
JANITOR, CUSTODIAN	9.35	8.66	9.01	14,574	10,732	12,692	3,706,147
FOOD SERVICE - SUPERVISOR	13.04	11.58	11.69	13,614	18,079	17,748	479,209
FOOD SERVICE - MANAGER	0.00	8.69	8.69	0	10,442	10,442	720,489
FOOD SERVICE - COOK	7.68	7.04	7.04	11,059	7,236	7,253	1,653,647
FOOD SERVICE - OTHER	8.89	6.60	6.92	3,229	2,942	2,983	170,011
MAINTENANCE SUPERVISOR	15.25	0.00	15.25	28,374	0	28,374	794,481
MAINTENANCE WORKER	9.36	6.42	8.78	10,746	2,067	9,031	731,536
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.96	7.21	7.23	6,639	7,364	7,339	3,596,136
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.21	7.29	7.29	6,261	8,094	8,059	2,554,783
RELATED SERVICES ASSISTANT - SPECIAL ED	0.00	8.27	8.27	0	8,914	8,914	62,396
INTERPRETER - HEARING IMPAIRED	0.00	8.72	8.72	0	10,512	10,512	73,584
LIBRARY ASSISTANT	0.00	7.69	7.69	0	8,932	8,932	589,528
TRANSPORTATION SUPERVISOR	14.96	12.79	14.84	27,914	23,534	27,670	498,065
TRANSPORTATION DISPATCHER/SECRETARY	12.24	9.92	10.25	4,406	11,921	10,847	75,931
TRANSPORTATION - SCHOOL BUS MECHANIC	12.22	0.00	12.22	21,056	0	21,056	484,299
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	7.50	0.00	7.50	1,620	0	1,620	1,620
VEHICLE OPERATOR	11.30	11.16	11.22	6,675	7,096	6,924	2,361,247
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	6.90	6.90	0	3,152	3,152	34,673
ATTENDANCE OFFICER	11.87	7.51	8.24	18,992	9,136	10,779	64,671
SPECIAL PROJECT PERSONNEL	13.85	9.54	11.29	9,587	7,389	8,282	265,016
OTHER NON-CERTIFIED	10.30	9.09	9.60	2,851	2,691	2,759	554,470
DATA PROCESSING SERVICES	13.69	16.60	15.15	28,475	13,944	21,210	42,419
AVERAGES	\$10.76	\$8.33	\$8.88	\$11,634	\$8,639	\$9,314	\$24,413,492

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
1996-1997**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	2	8	10	1.00	6.86	7.86
CLERK - BOARD OF TRUSTEES	4	15	19	2.45	7.98	10.43
OFFICE CLERICAL - DISTRICT	0	30	30	0.00	20.06	20.06
OFFICE CLERICAL - BUILDING	1	82	83	0.79	57.32	58.11
PERSONNEL SERVICES	0	0	0	0.00	0.00	0.00
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	7	0	7	5.21	0.00	5.21
JANITOR, CUSTODIAN	46	87	133	40.15	52.71	92.86
FOOD SERVICE - SUPERVISOR	1	19	20	0.75	12.35	13.10
FOOD SERVICE - MANAGER	0	14	14	0.00	8.18	8.18
FOOD SERVICE - COOK	0	105	105	0.00	49.98	49.98
FOOD SERVICE - OTHER	2	28	30	0.07	7.90	7.97
MAINTENANCE SUPERVISOR	19	0	19	15.14	0.00	15.14
MAINTENANCE WORKER	33	4	37	21.44	2.61	24.05
INSTRUCTIONAL ASSISTANT - REGULAR ED	8	234	242	4.39	116.41	120.80
INSTRUCTIONAL ASSISTANT - SPECIAL ED	3	111	114	1.38	54.17	55.55
RELATED SERVICES ASSISTANT - SPECIAL ED	1	6	7	0.61	2.77	3.38
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.61	0.61
LIBRARY ASSISTANT	1	33	34	0.73	17.37	18.10
TRANSPORTATION SUPERVISOR	17	1	18	15.00	0.50	15.50
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.89	0.89
TRANSPORTATION - SCHOOL BUS MECHANIC	7	0	7	5.27	0.00	5.27
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	2	0	2	0.52	0.00	0.52
VEHICLE OPERATOR	50	130	180	16.44	44.41	60.85
TRANSPORTATION - SCHOOL BUS ATTENDANT	2	12	14	0.31	3.02	3.33
ATTENDANCE OFFICER	0	1	1	0.00	0.62	0.62
SPECIAL PROJECT PERSONNEL	8	15	23	2.69	4.37	7.06
OTHER NON-CERTIFIED	38	57	95	4.08	10.48	14.56
DATA PROCESSING SERVICES	1	1	2	0.81	0.77	1.58
TOTALS	253	996	1,249	139.23	482.34	621.57

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$15.18	\$13.63	\$13.94	\$15,584	\$23,597	\$21,995	\$219,946
CLERK - BOARD OF TRUSTEES	14.73	14.32	14.41	17,810	15,705	16,148	306,821
OFFICE CLERICAL - DISTRICT	0.00	9.67	9.67	0	13,998	13,998	419,945
OFFICE CLERICAL - BUILDING	6.94	9.04	9.01	11,382	13,237	13,215	1,096,830
PERSONNEL SERVICES	0.00	0.00	0.00	0	0	0	0
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	11.70	0.00	11.70	18,352	0	18,352	128,466
JANITOR, CUSTODIAN	8.27	7.72	7.91	14,918	9,956	11,672	1,552,389
FOOD SERVICE - SUPERVISOR	9.38	10.45	10.40	14,633	14,240	14,260	285,190
FOOD SERVICE - MANAGER	0.00	8.75	8.75	0	10,856	10,856	151,981
FOOD SERVICE - COOK	0.00	6.98	6.98	0	7,081	7,081	743,533
FOOD SERVICE - OTHER	8.89	6.86	7.00	635	4,097	3,866	115,989
MAINTENANCE SUPERVISOR	13.59	0.00	13.59	22,076	0	22,076	419,443
MAINTENANCE WORKER	9.84	6.64	9.50	12,939	9,184	12,533	463,716
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.77	7.77	7.73	7,993	7,328	7,350	1,778,797
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.20	6.91	6.90	6,097	6,991	6,968	794,342
RELATED SERVICES ASSISTANT - SPECIAL ED	6.36	7.33	7.19	8,014	7,247	7,357	51,496
INTERPRETER - HEARING IMPAIRED	0.00	8.07	8.07	0	10,168	10,168	10,168
LIBRARY ASSISTANT	9.95	7.63	7.70	15,124	8,516	8,711	296,158
TRANSPORTATION SUPERVISOR	14.61	12.00	14.46	26,806	12,480	26,010	468,174
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.71	6.71	0	5,962	5,962	11,923
TRANSPORTATION - SCHOOL BUS MECHANIC	9.69	0.00	9.69	16,547	0	16,547	115,831
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	15.00	0.00	15.00	9,090	0	9,090	18,180
VEHICLE OPERATOR	10.76	10.92	10.88	7,102	7,295	7,242	1,303,531
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.67	6.88	7.00	2,530	3,436	3,306	46,290
ATTENDANCE OFFICER	0.00	8.45	8.45	0	10,951	10,951	10,951
SPECIAL PROJECT PERSONNEL	8.86	8.68	8.75	8,336	5,627	6,569	151,087
OTHER NON-CERTIFIED	10.06	8.70	9.24	2,127	3,395	2,888	274,321
DATA PROCESSING SERVICES	10.00	13.95	11.98	16,800	22,264	19,532	39,064
AVERAGES	\$10.36	\$8.40	\$8.80	\$11,899	\$8,297	\$9,027	\$11,274,562

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
1996-1997**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	0	7	7	0.00	5.02	5.02
CLERK - BOARD OF TRUSTEES	1	23	24	0.10	16.69	16.79
OFFICE CLERICAL - DISTRICT	0	23	23	0.00	15.84	15.84
OFFICE CLERICAL - BUILDING	0	35	35	0.00	22.83	22.83
PERSONNEL SERVICES	0	2	2	0.00	1.02	1.02
PUBLIC INFORMATION	0	1	1	0.00	0.09	0.09
CUSTODIAN SUPERVISOR	7	2	9	5.81	2.00	7.81
JANITOR, CUSTODIAN	35	47	82	26.98	27.58	54.56
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	9.61	9.61
FOOD SERVICE - MANAGER	0	12	12	0.00	7.33	7.33
FOOD SERVICE - COOK	0	38	38	0.00	19.51	19.51
FOOD SERVICE - OTHER	2	23	25	0.59	6.17	6.76
MAINTENANCE SUPERVISOR	14	1	15	10.81	0.75	11.56
MAINTENANCE WORKER	12	4	16	5.67	0.78	6.45
INSTRUCTIONAL ASSISTANT - REGULAR ED	6	109	115	1.70	48.38	50.08
INSTRUCTIONAL ASSISTANT - SPECIAL ED	3	63	66	1.80	29.64	31.44
RELATED SERVICES ASSISTANT - SPECIAL ED	0	1	1	0.00	0.28	0.28
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.60	0.60
LIBRARY ASSISTANT	0	23	23	0.00	10.70	10.70
TRANSPORTATION SUPERVISOR	12	2	14	4.50	0.44	4.94
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.34	0.34
TRANSPORTATION - SCHOOL BUS MECHANIC	6	0	6	2.58	0.00	2.58
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	43	53	96	11.32	14.79	26.11
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	1	2	0.43	0.18	0.61
ATTENDANCE OFFICER	0	1	1	0.00	0.38	0.38
SPECIAL PROJECT PERSONNEL	6	7	13	1.07	0.96	2.03
OTHER NON-CERTIFIED	34	50	84	3.12	9.88	13.00
DATA PROCESSING SERVICES	1	2	3	0.26	1.25	1.51
TOTALS	183	549	732	76.74	253.04	329.78

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER	\$0.00	\$14.63	\$14.63	\$0	\$20,366	\$20,366	\$142,561
CLERK - BOARD OF TRUSTEES	22.17	12.41	12.81	4,611	16,659	16,157	387,757
OFFICE CLERICAL - DISTRICT	0.00	9.77	9.77	0	13,770	13,770	316,716
OFFICE CLERICAL - BUILDING	0.00	7.85	7.85	0	10,839	10,839	379,380
PERSONNEL SERVICES	0.00	10.11	10.11	0	11,210	11,210	22,419
PUBLIC INFORMATION	0.00	5.56	5.56	0	1,001	1,001	1,001
CUSTODIAN SUPERVISOR	10.62	8.70	10.19	17,288	18,086	17,465	157,189
JANITOR, CUSTODIAN	9.98	7.62	8.63	14,683	9,072	11,467	940,253
FOOD SERVICE - SUPERVISOR	0.00	9.53	9.53	0	11,593	11,593	185,480
FOOD SERVICE - MANAGER	0.00	8.18	8.18	0	10,462	10,462	125,540
FOOD SERVICE - COOK	0.00	7.15	7.15	0	7,743	7,743	294,233
FOOD SERVICE - OTHER	5.33	6.64	6.53	3,411	3,685	3,663	91,576
MAINTENANCE SUPERVISOR	12.48	11.97	12.45	18,888	18,673	18,874	283,106
MAINTENANCE WORKER	10.19	6.48	9.26	9,962	2,509	8,099	129,581
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.18	7.07	7.18	5,811	6,427	6,395	735,401
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.06	7.46	7.39	7,527	7,156	7,173	473,430
RELATED SERVICES ASSISTANT - SPECIAL ED	0.00	8.65	8.65	0	4,982	4,982	4,982
INTERPRETER - HEARING IMPAIRED	0.00	20.60	20.60	0	12,824	12,824	12,824
LIBRARY ASSISTANT	0.00	7.06	7.06	0	6,859	6,859	157,750
TRANSPORTATION SUPERVISOR	12.26	9.73	11.90	10,301	5,282	9,584	134,171
TRANSPORTATION DISPATCHER/SECRETARY	0.00	5.96	5.96	0	2,013	2,013	4,026
TRANSPORTATION - SCHOOL BUS MECHANIC	13.49	0.00	13.49	10,668	0	10,668	64,006
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.28	10.56	10.44	5,588	6,024	5,828	559,526
TRANSPORTATION - SCHOOL BUS ATTENDANT	10.74	10.00	10.37	9,666	3,800	6,733	13,466
ATTENDANCE OFFICER	0.00	8.23	8.23	0	6,584	6,584	6,584
SPECIAL PROJECT PERSONNEL	13.52	9.04	11.11	5,741	2,793	4,154	53,996
OTHER NON-CERTIFIED	8.12	8.69	8.46	1,609	3,081	2,485	208,742
DATA PROCESSING SERVICES	14.81	8.83	10.82	7,997	11,120	10,079	30,237
AVERAGES	\$10.27	\$8.30	\$8.80	\$8,866	\$7,821	\$8,082	\$5,915,933

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