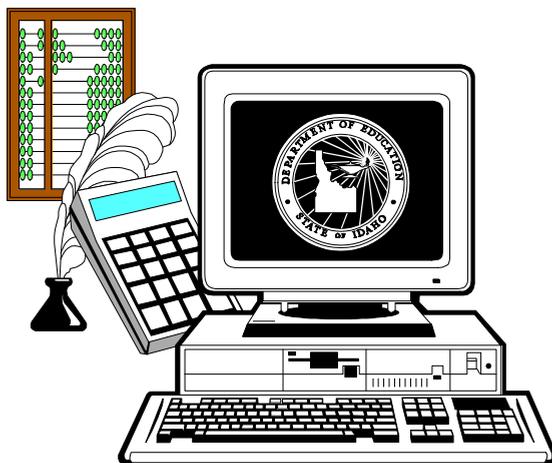


ANNUAL STATISTICAL REPORT 1997-98



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
1997-1998

Prepared by:
STATE OF IDAHO
DEPARTMENT OF EDUCATION
PUBLIC SCHOOL FINANCE

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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 1997. Salary information for both certified and noncertified staff was supplied for the 1997-98 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 first Friday in November. 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

Superintendent
Assistant Superintendent
Director
Supervisor/Coordinator

2. School Administration

Elementary Principal
Secondary Principal
Assistant Principal
Head Teacher

3. Student Services

Education Media Generalist
Counselor
Psychological Examiner
School Psychologist
Speech/Language Pathologist
Audiologist
School Social Worker
School Nurse
Occupational/Physical Therapist

4. Instructional Services

Elementary Teacher
Secondary Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS
1997-1998

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 November 7th 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, resource room, and head teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS (FTE) (e)	STUDENT/ TEACHER RATIO (f)
DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE	26,913	1,416.40	19.00
2	002	MERIDIAN	20,788	1,031.55	20.15
3	025	POCATELLO	13,127	671.74	19.54
4	091	IDAHO FALLS	10,933	556.24	19.66
5	131	NAMPA	9,573	467.49	20.48
6	271	COEUR D' ALENE	8,742	444.77	19.66
7	093	BONNEVILLE	7,708	400.37	19.25
8	411	TWIN FALLS	7,167	371.52	19.29
9	082	BONNER COUNTY	5,999	314.62	19.07
10	151	CASSIA COUNTY	5,270	286.70	18.38
11	340	LEWISTON	5,172	296.54	17.44
12	132	CALDWELL	5,092	266.20	19.13
13	331	MINIDOKA COUNTY	5,035	267.28	18.84
TOTAL (13 DISTRICTS)			131,519	6,791.42	19.37
DISTRICTS WITH 2,500 - 4,999 STUDENTS					
14	193	MOUNTAIN HOME	4,492	250.47	17.93
15	055	BLACKFOOT	4,449	238.07	18.69
16	321	MADISON	4,247	219.65	19.34
17	273	POST FALLS	4,149	206.28	20.11
18	251	JEFFERSON COUNTY	4,085	197.31	20.70
19	272	LAKELAND	3,822	189.56	20.16
20	139	VALLIVUE	3,236	180.81	17.90
21	261	JEROME	3,134	159.80	19.61
22	221	EMMETT	2,998	155.39	19.29
23	061	BLAINE COUNTY	2,863	193.73	14.78
24	215	FREMONT COUNTY	2,676	141.31	18.94
25	281	MOSCOW	2,617	161.57	16.20
26	003	KUNA	2,608	127.54	20.45
TOTAL (13 DISTRICTS)			45,376	2,421.49	18.74
DISTRICTS WITH 1000 - 2499 STUDENTS					
27	052	SNAKE RIVER	2,364	120.85	19.56
28	201	PRESTON	2,348	109.17	21.51
29	060	SHELLEY	2,215	110.95	19.96
30	134	MIDDLETON	2,083	104.64	19.91
31	241	GRANGEVILLE	2,010	123.66	16.25
32	371	PAYETTE	1,949	105.72	18.44
33	033	BEAR LAKE COUNTY	1,743	96.10	18.14
34	381	AMERICAN FALLS	1,742	99.80	17.45
35	101	BOUNDARY COUNTY	1,689	93.18	18.13
36	171	OROFINO	1,660	101.49	16.36
37	431	WEISER	1,639	88.63	18.49
38	021	MARSH VALLEY	1,614	95.34	16.93
39	391	KELLOGG	1,533	95.41	16.07
40	412	BUHL	1,472	82.13	17.92
41	322	SUGAR-SALEM	1,470	83.12	17.69
42	291	SALMON	1,359	73.52	18.48
43	373	FRUITLAND	1,354	69.15	19.58
44	231	GOODING	1,333	73.68	18.09
45	413	FILER	1,332	73.13	18.21
46	041	ST. MARIES	1,290	72.26	17.85
47	414	KIMBERLY	1,273	72.13	17.65
48	370	HOMEDALE	1,249	68.41	18.26
49	401	TETON COUNTY	1,239	65.05	19.05
50	150	SODA SPRINGS	1,189	63.15	18.83
51	421	MCCALL-DONNELLY	1,187	70.94	16.73
52	232	WENDELL	1,102	62.16	17.73
53	059	FIRTH	1,043	58.21	17.92
54	351	ONEIDA COUNTY	1,017	58.41	17.41
TOTAL (28 DISTRICTS)			43,498	2,390.39	18.20

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	058	ABERDEEN	994	56.22	17.68
56	137	PARMA	993	52.41	18.95
57	372	NEW PLYMOUTH	980	56.90	17.22
58	393	WALLACE	798	59.37	13.44
59	252	RIRIE	780	43.43	17.96
60	253	WEST JEFFERSON	745	45.92	16.22
61	262	VALLEY	705	40.02	17.62
62	363	MARSING	689	39.50	17.44
63	286	WHITEPINE	683	49.55	13.78
64	304	KAMIAH	674	40.86	16.50
65	111	BUTTE COUNTY	670	41.98	15.96
66	136	MELBA	669	42.78	15.64
67	181	CHALLIS	649	41.28	15.72
68	192	GLENNS FERRY	648	42.00	15.43
69	285	POTLATCH	631	38.31	16.47
70	202	WEST SIDE	603	35.16	17.15
71	148	GRACE	598	39.90	14.99
72	365	BRUNEAU-GRAND VIEW	578	37.81	15.29
73	133	WILDER	540	37.50	14.40
74	341	LAPWAI	530	39.62	13.38
75	044	PLUMMER-WORLEY	511	36.18	14.12
76	242	COTTONWOOD	507	31.32	16.19
TOTAL (22 DISTRICTS)			15,175	948.02	16.01

DISTRICTS WITH 1 - 499 STUDENTS

77	072	BASIN	499	36.01	13.86
78	312	SHOSHONE	455	31.89	14.27
79	233	HAGERMAN	434	28.14	15.42
80	422	CASCADE	415	28.35	14.64
81	013	COUNCIL	407	27.95	14.56
82	135	NOTUS	388	27.11	14.31
83	415	HANSEN	384	25.96	14.79
84	283	KENDRICK	379	25.23	15.02
85	417	CASTLEFORD	365	21.30	17.14
86	282	GENESEE	340	25.00	13.60
87	071	GARDEN VALLEY	327	21.65	15.10
88	274	KOOTENAI	314	20.98	14.97
89	073	HORSESHOE BEND	306	22.60	13.54
89	182	MACKAY	306	20.92	14.63
91	418	MURTAUGH	278	21.76	12.78
92	432	CAMBRIDGE	274	22.18	12.35
93	305	HIGHLAND	271	20.83	13.01
94	342	CULDESAC	238	17.05	13.96
95	302	NEZPERCE	224	18.55	12.08
96	011	MEADOWS VALLEY	222	16.59	13.38
97	314	DIETRICH	217	18.07	12.01
98	149	NORTH GEM	209	17.26	12.11
98	161	CLARK COUNTY	209	17.28	12.09
100	121	CAMAS COUNTY	199	16.68	11.93
101	316	RICHFIELD	198	17.78	11.14
102	234	BLISS	180	15.90	11.32
103	392	MULLAN	175	17.80	9.83
104	292	SOUTH LEMHI	171	15.21	11.24
105	382	ROCKLAND	169	14.94	11.31
106	433	MIDVALE	117	14.42	8.11
107	092	SWAN VALLEY	65	5.00	13.00
108	394	AVERY SCHOOL	36	3.60	10.00
109	364	PLEASANT VALLEY	28	2.00	14.00
110	383	ARBON	19	2.00	9.50
111	191	PRAIRIE	10	1.00	10.00
112	416	THREE CREEK	7	1.00	7.00
TOTAL (36 DISTRICTS)			8,835	659.99	13.39

112 DISTRICTS	STATEWIDE TOTALS	244,403	13,211.31	18.50
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CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1997-1998

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	98.99	95.07	3.92	96.04%	3.96%	0.64%
ASSISTANT SUPERINTENDENT	17.50	15.50	2.00	88.57%	11.43%	0.11%
DIRECTOR	121.35	74.33	47.02	61.25%	38.75%	0.79%
SUPERVISOR/COORDINATOR	104.27	62.66	41.61	60.09%	39.91%	0.68%
PRINCIPAL-ELEMENTARY	289.92	172.42	117.50	59.47%	40.53%	1.89%
PRINCIPAL-SECONDARY	208.36	180.13	28.23	86.45%	13.55%	1.35%
ASSISTANT PRINCIPAL	183.95	134.56	49.39	73.15%	26.85%	1.20%
TEACHER-ELEMENTARY	6,811.58	814.40	5,997.18	11.96%	88.04%	44.29%
TEACHER-SECONDARY	6,394.34	3,153.90	3,240.44	49.32%	50.68%	41.58%
HEAD TEACHER	5.39	1.75	3.64	32.47%	67.53%	0.04%
EDUCATION MEDIA GENERALIST	191.19	32.14	159.05	16.81%	83.19%	1.24%
COUNSELOR	558.67	194.52	364.15	34.82%	65.18%	3.63%
PSYCHOLOGICAL EXAMINER	8.43	4.38	4.05	51.96%	48.04%	0.05%
SCHOOL PSYCHOLOGIST	109.75	56.28	53.47	51.28%	48.72%	0.71%
SPEECH/LANGUAGE PATHOLOGIST	153.24	8.87	144.37	5.79%	94.21%	1.00%
AUDIOLOGIST	5.50	4.00	1.50	72.73%	27.27%	0.04%
SCHOOL SOCIAL WORKER	37.69	15.19	22.50	40.30%	59.70%	0.25%
SCHOOL NURSE	73.44	0.00	73.44	0.00%	100.00%	0.48%
OCCUPATIONAL/PHYSICAL THERAPIST	6.43	0.57	5.86	8.86%	91.14%	0.04%
TOTAL	15,379.99	5,020.67	10,359.32	32.64%	67.36%	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	342.11	247.56	94.55	72.36%	27.64%	2.22%
SCHOOL ADMINISTRATION	687.62	488.86	198.76	71.09%	28.91%	4.47%
STUDENT SERVICES	1,144.34	315.95	828.39	27.61%	72.39%	7.44%
INSTRUCTIONAL SERVICES	13,205.92	3,968.30	9,237.62	30.05%	69.95%	85.86%
TOTAL	15,379.99	5,020.67	10,359.32	32.64%	67.36%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

**19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS
1997-1998**

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	98.99	0.64%	13.00	0.08%	13.00	0.08%
ASSISTANT SUPERINTENDENT	17.50	0.11%	9.00	0.06%	8.50	0.06%
DIRECTOR	121.35	0.79%	54.99	0.36%	27.58	0.18%
SUPERVISOR/COORDINATOR	104.27	0.68%	71.26	0.46%	10.35	0.07%
PRINCIPAL-ELEMENTARY	289.92	1.89%	151.25	0.98%	54.03	0.35%
PRINCIPAL-SECONDARY	208.36	1.35%	73.97	0.48%	32.20	0.21%
ASSISTANT PRINCIPAL	183.95	1.20%	125.03	0.81%	35.64	0.23%
TEACHER-ELEMENTARY	6,811.58	44.29%	3,577.13	23.26%	1,270.46	8.26%
TEACHER-SECONDARY	6,394.34	41.58%	3,212.72	20.89%	1,150.69	7.48%
HEAD TEACHER	5.39	0.04%	1.57	0.01%	0.34	0.00%
EDUCATION MEDIA GENERALIST	191.19	1.24%	74.92	0.49%	32.42	0.21%
COUNSELOR	558.67	3.63%	297.08	1.93%	96.31	0.63%
PSYCHOLOGICAL EXAMINER	8.43	0.05%	2.00	0.01%	2.50	0.02%
SCHOOL PSYCHOLOGIST	109.75	0.71%	68.95	0.45%	17.37	0.11%
SPEECH/LANGUAGE PATHOLOGIST	153.24	1.00%	85.76	0.56%	30.20	0.20%
AUDIOLOGIST	5.50	0.04%	5.00	0.03%	0.30	0.00%
SCHOOL SOCIAL WORKER	37.69	0.25%	25.69	0.17%	10.00	0.07%
SCHOOL NURSE	73.44	0.48%	56.16	0.37%	7.18	0.05%
OCCUPATIONAL/PHYSICAL THERAPIST	6.43	0.04%	4.49	0.03%	0.85	0.01%
GROUPS (4)						
DISTRICT ADMINISTRATION	342.11	2.22%	148.25	0.96%	59.43	0.39%
SCHOOL ADMINISTRATION	687.62	4.47%	351.82	2.29%	122.21	0.79%
STUDENT SERVICES	1,144.34	7.44%	620.05	4.03%	197.13	1.28%
INSTRUCTIONAL SERVICES	13,205.92	85.86%	6,789.85	44.15%	2,421.15	15.74%
TOTAL	15,379.99	100.00%	7,909.97	51.43%	2,799.92	18.20%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (22 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (36 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	27.80	0.18%	21.50	0.14%	23.69	0.15%
ASSISTANT SUPERINTENDENT	0.00	0.00%	0.00	0.00%	0.00	0.00%
DIRECTOR	26.24	0.17%	9.03	0.06%	3.51	0.02%
SUPERVISOR/COORDINATOR	14.24	0.09%	5.01	0.03%	3.41	0.02%
PRINCIPAL-ELEMENTARY	47.31	0.31%	25.16	0.16%	12.17	0.08%
PRINCIPAL-SECONDARY	57.39	0.37%	26.50	0.17%	18.30	0.12%
ASSISTANT PRINCIPAL	20.05	0.13%	2.25	0.01%	0.98	0.01%
TEACHER-ELEMENTARY	1,192.12	7.75%	458.47	2.98%	313.40	2.04%
TEACHER-SECONDARY	1,196.28	7.78%	489.14	3.18%	345.51	2.25%
HEAD TEACHER	1.99	0.01%	0.41	0.00%	1.08	0.01%
EDUCATION MEDIA GENERALIST	46.92	0.31%	21.05	0.14%	15.88	0.10%
COUNSELOR	94.54	0.61%	41.88	0.27%	28.86	0.19%
PSYCHOLOGICAL EXAMINER	2.45	0.02%	1.02	0.01%	0.46	0.00%
SCHOOL PSYCHOLOGIST	15.63	0.10%	5.21	0.03%	2.59	0.02%
SPEECH/LANGUAGE PATHOLOGIST	22.43	0.15%	9.27	0.06%	5.58	0.04%
AUDIOLOGIST	0.10	0.00%	0.00	0.00%	0.10	0.00%
SCHOOL SOCIAL WORKER	2.00	0.01%	0.00	0.00%	0.00	0.00%
SCHOOL NURSE	7.21	0.05%	2.29	0.01%	0.60	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00%	1.00	0.01%	0.09	0.00%
GROUPS (4)						
DISTRICT ADMINISTRATION	68.28	0.44%	35.54	0.23%	30.61	0.20%
SCHOOL ADMINISTRATION	126.74	0.82%	54.32	0.35%	32.53	0.21%
STUDENT SERVICES	191.28	1.24%	81.72	0.53%	54.16	0.35%
INSTRUCTIONAL SERVICES	2,388.40	15.53%	947.61	6.16%	658.91	4.28%
TOTAL	2,774.70	18.04%	1,119.19	7.28%	776.21	5.05%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the individual activity "FTE" by 15,379.99; the statewide total FTE.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1997-1998

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	108	98.99	\$6,785,875	\$68,551
ASSISTANT SUPERINTENDENT	18	17.50	1,261,755	72,100
DIRECTOR	202	121.35	6,548,085	53,960
SUPERVISOR/COORDINATOR	145	104.27	5,122,601	49,128
PRINCIPAL-ELEMENTARY	311	289.92	15,779,618	54,427
PRINCIPAL-SECONDARY	227	208.36	11,692,665	56,118
ASSISTANT PRINCIPAL	199	183.95	9,522,045	51,764
TEACHER-ELEMENTARY	7,368	6,811.58	224,157,648	32,908
TEACHER-SECONDARY	7,209	6,394.34	209,414,871	32,750
HEAD TEACHER	15	5.39	207,029	38,410
EDUCATION MEDIA GENERALIST	223	191.19	6,888,586	36,030
COUNSELOR	602	558.67	21,057,396	37,692
PSYCHOLOGICAL EXAMINER	13	8.43	328,842	39,009
SCHOOL PSYCHOLOGIST	140	109.75	4,554,333	41,497
SPEECH/LANGUAGE PATHOLOGIST	188	153.24	5,675,006	37,033
AUDIOLOGIST	8	5.50	207,066	37,648
SCHOOL SOCIAL WORKER	41	37.69	1,479,382	39,251
SCHOOL NURSE	83	73.44	2,348,303	31,976
OCCUPATIONAL/PHYSICAL THERAPIST	9	6.43	275,824	42,896
TOTAL	17,109	15,379.99	\$533,306,930	\$34,675

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
GROUPS (4)				
DISTRICT ADMINISTRATION	473	342.11	\$19,718,316	\$57,637
SCHOOL ADMINISTRATION	752	687.62	37,201,357	54,102
STUDENT SERVICES	1,307	1,144.34	42,814,738	37,414
INSTRUCTIONAL SERVICES	14,577	13,205.92	433,572,519	32,832
TOTAL	17,109	15,379.99	\$533,306,930	\$34,675

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1997-1998

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	\$6,820,415	95.07	3.92	\$68,551	\$68,714	\$64,603	\$68,900	\$69,077	\$64,603
ASSISTANT SUPERINTENDENT	1,263,386	15.50	2.00	72,100	71,656	75,544	72,193	71,761	75,544
DIRECTOR	6,673,862	74.33	47.02	53,960	53,943	53,988	54,997	55,298	54,521
SUPERVISOR/COORDINATOR	5,211,259	62.66	41.61	49,128	50,840	46,551	49,979	52,030	46,889
PRINCIPAL-ELEMENTARY	16,021,350	172.42	117.50	54,427	54,505	54,314	55,261	55,501	54,910
PRINCIPAL-SECONDARY	11,992,128	180.13	28.23	56,118	55,843	57,867	57,555	57,430	58,353
ASSISTANT PRINCIPAL	9,629,484	134.56	49.39	51,764	52,519	49,709	52,348	53,139	50,195
TEACHER-ELEMENTARY	226,662,413	814.40	5,997.18	32,908	33,026	32,892	33,276	34,096	33,165
TEACHER-SECONDARY	218,900,041	3,153.90	3,240.44	32,750	33,318	32,197	34,233	35,409	33,089
HEAD TEACHER	216,452	1.75	3.64	38,410	33,021	41,001	40,158	36,925	41,713
EDUCATION MEDIA GENERALIST	7,008,102	32.14	159.05	36,030	35,931	36,050	36,655	36,912	36,603
COUNSELOR	21,502,852	194.52	364.15	37,692	38,864	37,066	38,489	40,225	37,562
PSYCHOLOGICAL EXAMINER	334,226	4.38	4.05	39,009	43,702	33,933	39,647	44,471	34,430
SCHOOL PSYCHOLOGIST	4,642,527	56.28	53.47	41,497	42,481	40,461	42,301	43,342	41,205
SPEECH/LANGUAGE PATHOLOGIST	5,765,290	8.87	144.37	37,033	44,068	36,601	37,623	46,191	37,096
AUDIOLOGIST	209,330	4.00	1.50	37,648	37,093	39,129	38,060	37,423	39,758
SCHOOL SOCIAL WORKER	1,485,135	15.19	22.50	39,251	38,432	39,804	39,404	38,505	40,011
SCHOOL NURSE	2,350,957	0.00	73.44	31,976	0	31,976	32,012	0	32,012
OCCUPATIONAL/PHYSICAL THERAPIST	278,535	0.57	5.86	42,896	64,326	40,812	43,318	64,326	41,275
TOTALS	\$546,967,744	5,020.67	10,359.32						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$19,968,922	247.56	94.55	\$57,637	\$59,939	\$51,611	\$58,370	\$60,793	\$52,025
SCHOOL ADMINISTRATION	37,859,414	488.86	198.76	54,102	54,375	53,430	55,059	55,495	53,985
STUDENT SERVICES	43,576,954	315.95	828.39	37,414	39,426	36,647	38,080	40,595	37,121
INSTRUCTIONAL SERVICES	445,562,454	3,968.30	9,237.62	32,832	33,258	32,649	33,740	35,140	33,138
TOTALS	\$546,967,744	5,020.67	10,359.32						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (13 DISTRICTS) 1997-1998

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	\$1,134,711	12.00	1.00	\$86,926	\$87,325	\$82,141	\$87,285	\$87,714	\$82,141
ASSISTANT SUPERINTENDENT	690,909	8.00	1.00	76,768	76,463	79,208	76,768	76,463	79,208
DIRECTOR	3,366,707	33.31	21.68	60,783	59,338	63,004	61,224	59,933	63,208
SUPERVISOR/COORDINATOR	3,850,987	41.95	29.31	53,474	56,134	49,668	54,041	56,924	49,915
PRINCIPAL-ELEMENTARY	8,864,237	82.75	68.50	57,923	58,221	57,564	58,607	58,863	58,297
PRINCIPAL-SECONDARY	4,629,866	59.74	14.23	60,965	60,416	63,266	62,591	62,387	63,448
ASSISTANT PRINCIPAL	6,703,130	89.97	35.06	53,162	54,137	50,663	53,612	54,575	51,140
TEACHER-ELEMENTARY	122,677,221	362.02	3,215.11	34,058	34,957	33,956	34,295	35,884	34,116
TEACHER-SECONDARY	113,273,966	1,476.38	1,736.34	33,914	34,762	33,194	35,258	36,773	33,970
HEAD TEACHER	75,406	0.32	1.25	47,815	44,456	48,675	48,029	44,456	48,944
EDUCATION MEDIA GENERALIST	2,864,118	7.86	67.06	37,689	40,933	37,309	38,229	41,838	37,806
COUNSELOR	11,875,113	91.70	205.38	39,415	41,237	38,601	39,973	42,210	38,974
PSYCHOLOGICAL EXAMINER	93,394	1.00	1.00	46,697	53,444	39,950	46,697	53,444	39,950
SCHOOL PSYCHOLOGIST	2,982,759	33.21	35.74	42,729	43,261	42,235	43,260	43,429	43,103
SPEECH/LANGUAGE PATHOLOGIST	3,295,304	5.00	80.76	37,913	47,913	37,294	38,425	49,707	37,726
AUDIOLOGIST	193,185	4.00	1.00	38,184	37,093	42,549	38,637	37,423	43,492
SCHOOL SOCIAL WORKER	1,049,032	10.19	15.50	40,688	40,006	41,137	40,834	40,114	41,308
SCHOOL NURSE	1,863,216	0.00	56.16	33,151	0	33,151	33,177	0	33,177
OCCUPATIONAL/PHYSICAL THERAPIST	204,341	0.57	3.92	45,510	64,326	42,774	45,510	64,326	42,774
TOTALS	\$289,687,602	2,319.97	5,590.00						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$9,043,314	95.26	52.99	\$60,533	\$62,890	\$56,294	\$61,000	\$63,496	\$56,515
SCHOOL ADMINISTRATION	20,272,639	232.78	119.04	56,826	57,187	56,120	57,622	58,090	56,706
STUDENT SERVICES	24,420,462	153.53	466.52	38,910	41,852	37,942	39,385	42,590	38,330
INSTRUCTIONAL SERVICES	235,951,187	1,838.40	4,951.45	33,990	34,800	33,689	34,751	36,598	34,065
TOTALS	\$289,687,602	2,319.97	5,590.00						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS) 1997-1998

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	\$1,008,531	13.00	0.00	\$77,036	\$77,036	\$0	\$77,579	\$77,579	\$0
ASSISTANT SUPERINTENDENT	572,477	7.50	1.00	67,158	66,529	71,880	67,350	66,746	71,880
DIRECTOR	1,490,850	16.93	10.65	53,045	53,933	51,632	54,055	55,378	51,952
SUPERVISOR/COORDINATOR	438,730	6.71	3.64	39,954	40,246	39,416	42,389	43,779	39,828
PRINCIPAL-ELEMENTARY	2,928,608	37.83	16.20	52,298	52,127	52,696	54,203	54,521	53,462
PRINCIPAL-SECONDARY	1,904,979	26.50	5.70	56,584	57,273	53,382	59,161	60,285	53,933
ASSISTANT PRINCIPAL	1,798,756	26.14	9.50	49,611	50,181	48,043	50,470	51,302	48,180
TEACHER-ELEMENTARY	42,601,671	152.71	1,117.75	32,980	32,294	33,074	33,532	33,319	33,562
TEACHER-SECONDARY	40,110,946	591.10	559.59	33,308	33,682	32,912	34,858	35,710	33,958
HEAD TEACHER	12,129	0.34	0.00	35,674	35,674	0	35,674	35,674	0
EDUCATION MEDIA GENERALIST	1,260,941	2.86	29.56	38,100	37,400	38,168	38,894	38,796	38,903
COUNSELOR	3,779,697	37.23	59.08	38,480	39,147	38,059	39,245	40,224	38,629
PSYCHOLOGICAL EXAMINER	66,837	0.25	2.25	26,231	21,808	26,722	26,735	21,808	27,282
SCHOOL PSYCHOLOGIST	737,367	8.59	8.78	41,411	44,421	38,466	42,451	45,683	39,288
SPEECH/LANGUAGE PATHOLOGIST	1,165,825	2.00	28.20	37,841	39,452	37,727	38,603	44,383	38,194
AUDIOLOGIST	9,092	0.00	0.30	30,307	0	30,307	30,307	0	30,307
SCHOOL SOCIAL WORKER	368,395	5.00	5.00	36,723	35,224	38,222	36,840	35,224	38,455
SCHOOL NURSE	224,237	0.00	7.18	31,136	0	31,136	31,231	0	31,231
OCCUPATIONAL/PHYSICAL THERAPIST	41,533	0.00	0.85	46,372	0	46,372	48,862	0	48,862
TOTALS	\$100,521,601	934.69	1,865.23						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,510,588	44.14	15.29	\$58,031	\$60,797	\$50,048	\$59,071	\$62,085	\$50,369
SCHOOL ADMINISTRATION	6,644,472	90.81	31.40	52,597	53,007	51,412	54,369	55,206	51,949
STUDENT SERVICES	7,653,924	55.93	141.20	38,088	39,451	37,548	38,827	40,609	38,121
INSTRUCTIONAL SERVICES	82,712,617	743.81	1,677.34	33,136	33,397	33,020	34,163	35,219	33,694
TOTALS	\$100,521,601	934.69	1,865.23						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS) 1996-1998

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	\$1,922,626	26.80	1.00	\$69,055	\$69,166	\$66,071	\$69,159	\$69,274	\$66,071
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	1,255,584	15.87	10.37	46,067	47,318	44,152	47,850	49,653	45,090
SUPERVISOR/COORDINATOR	603,013	10.35	3.89	41,365	42,184	39,185	42,346	43,264	39,904
PRINCIPAL-ELEMENTARY	2,413,086	27.25	20.06	50,611	51,144	49,886	51,006	51,612	50,182
PRINCIPAL-SECONDARY	3,143,775	50.09	7.30	53,993	54,263	52,143	54,779	55,004	53,236
ASSISTANT PRINCIPAL	969,932	16.88	3.17	47,511	47,884	45,529	48,376	48,558	47,405
TEACHER-ELEMENTARY	37,738,730	156.73	1,035.39	31,292	31,743	31,224	31,657	32,908	31,467
TEACHER-SECONDARY	39,234,609	638.30	557.98	31,199	31,751	30,567	32,797	33,949	31,480
HEAD TEACHER	69,349	0.49	1.50	32,942	24,422	35,725	34,849	30,986	36,111
EDUCATION MEDIA GENERALIST	1,645,642	11.38	35.54	34,440	33,079	34,876	35,073	34,491	35,260
COUNSELOR	3,318,904	32.66	61.88	33,856	34,707	33,407	35,106	37,079	34,064
PSYCHOLOGICAL EXAMINER	103,326	2.45	0.00	40,798	40,798	0	42,174	42,174	0
SCHOOL PSYCHOLOGIST	632,090	9.42	6.21	39,117	40,655	36,783	40,441	42,852	36,783
SPEECH/LANGUAGE PATHOLOGIST	807,882	0.80	21.63	35,443	36,125	35,418	36,018	36,125	36,014
AUDIOLOGIST	2,928	0.00	0.10	29,280	0	29,280	29,280	0	29,280
SCHOOL SOCIAL WORKER	67,708	0.00	2.00	33,433	0	33,433	33,854	0	33,854
SCHOOL NURSE	192,311	0.00	7.21	26,603	0	26,603	26,673	0	26,673
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$94,121,495	999.47	1,775.23						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,781,223	53.02	15.26	\$54,446	\$57,359	\$44,322	\$55,378	\$58,324	\$45,143
SCHOOL ADMINISTRATION	6,596,142	94.71	32.03	51,375	52,074	49,306	52,045	52,755	49,944
STUDENT SERVICES	6,770,791	56.71	134.57	34,424	35,652	33,907	35,397	37,725	34,416
INSTRUCTIONAL SERVICES	76,973,339	795.03	1,593.37	31,246	31,749	30,994	32,228	33,744	31,472
TOTALS	\$94,121,495	999.47	1,775.23						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS) 1997-1998

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	\$1,368,022	20.50	1.00	\$63,629	\$63,904	\$58,000	\$63,629	\$63,904	\$58,000
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	413,595	5.95	3.08	43,544	45,259	40,231	45,802	47,763	42,015
SUPERVISOR/COORDINATOR	203,031	2.09	2.92	39,416	37,114	41,063	40,525	38,718	41,819
PRINCIPAL-ELEMENTARY	1,221,511	16.56	8.60	48,063	49,082	46,100	48,550	49,768	46,203
PRINCIPAL-SECONDARY	1,377,478	25.50	1.00	51,011	51,113	48,400	51,980	52,121	48,400
ASSISTANT PRINCIPAL	113,762	1.09	1.16	49,853	52,655	47,221	50,561	54,116	47,221
TEACHER-ELEMENTARY	14,336,514	80.58	377.89	30,634	31,037	30,548	31,270	32,230	31,066
TEACHER-SECONDARY	15,733,704	261.38	227.76	30,263	31,094	29,311	32,166	33,526	30,606
HEAD TEACHER	18,164	0.16	0.25	38,063	34,188	40,544	44,302	42,263	45,608
EDUCATION MEDIA GENERALIST	701,064	4.70	16.35	32,466	36,673	31,257	33,305	37,308	32,154
COUNSELOR	1,532,312	21.58	20.30	34,996	36,705	33,179	36,588	39,022	34,001
PSYCHOLOGICAL EXAMINER	47,324	0.22	0.80	45,657	41,891	46,693	46,396	41,891	47,635
SCHOOL PSYCHOLOGIST	184,794	3.46	1.75	33,416	36,497	27,323	35,469	39,186	28,119
SPEECH/LANGUAGE PATHOLOGIST	320,544	1.00	8.27	33,603	39,520	32,888	34,579	39,520	33,981
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	56,695	0.00	2.29	24,758	0	24,758	24,758	0	24,758
OCCUPATIONAL/PHYSICAL THERAPIST	30,501	0.00	1.00	29,907	0	29,907	30,501	0	30,501
TOTALS	\$37,659,015	444.77	674.42						
GROUPS(4)									
DISTRICT ADMINISTRATION	\$1,984,648	28.54	7.00	\$55,112	\$58,055	\$43,116	\$55,843	\$58,694	\$44,217
SCHOOL ADMINISTRATION	2,730,915	43.31	11.01	49,500	50,313	46,301	50,275	51,235	46,497
STUDENT SERVICES	2,873,234	30.96	50.76	33,869	36,805	32,079	35,159	38,816	32,929
INSTRUCTIONAL SERVICES	30,070,218	341.96	605.65	30,443	31,080	30,083	31,733	33,220	30,893
TOTALS	\$37,659,015	444.77	674.42						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (36 DISTRICTS) 1997-1998

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	\$1,386,525	22.77	0.92	\$57,688	\$57,953	\$51,120	\$58,528	\$58,827	\$51,120
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	147,126	2.27	1.24	40,075	43,929	33,022	41,916	45,892	34,638
SUPERVISOR/COORDINATOR	115,498	1.56	1.85	32,840	29,864	35,349	33,870	31,897	35,534
PRINCIPAL-ELEMENTARY	593,908	8.03	4.14	48,430	50,006	45,374	48,801	50,489	45,526
PRINCIPAL-SECONDARY	936,030	18.30	0.00	49,763	49,763	0	51,149	51,149	0
ASSISTANT PRINCIPAL	43,904	0.48	0.50	43,101	39,265	46,784	44,800	42,733	46,784
TEACHER-ELEMENTARY	9,308,277	62.36	251.04	28,973	29,398	28,867	29,701	31,017	29,374
TEACHER-SECONDARY	10,546,816	186.74	158.77	28,960	29,220	28,654	30,525	31,307	29,606
HEAD TEACHER	41,404	0.44	0.64	35,805	31,807	38,553	38,337	37,086	39,197
EDUCATION MEDIA GENERALIST	536,337	5.34	10.54	33,397	33,207	33,494	33,774	33,465	33,931
COUNSELOR	996,826	11.35	17.51	33,810	34,829	33,149	34,540	35,534	33,896
PSYCHOLOGICAL EXAMINER	23,345	0.46	0.00	50,750	50,750	0	50,750	50,750	0
SCHOOL PSYCHOLOGIST	105,517	1.60	0.99	39,909	39,593	40,420	40,740	40,852	40,560
SPEECH/LANGUAGE PATHOLOGIST	175,735	0.07	5.51	31,232	57,143	30,903	31,494	57,143	31,168
AUDIOLOGIST	4,125	0.00	0.10	41,250	0	41,250	41,250	0	41,250
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	14,498	0.00	0.60	24,163	0	24,163	24,163	0	24,163
OCCUPATIONAL/PHYSICAL THERAPIST	2,160	0.00	0.09	24,000	0	24,000	24,000	0	24,000
TOTALS	\$24,978,031	321.77	454.44						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$1,649,149	26.60	4.01	\$52,900	\$55,109	\$38,247	\$53,876	\$56,144	\$38,833
SCHOOL ADMINISTRATION	1,615,246	27.25	5.28	48,600	49,360	44,681	49,654	50,579	44,878
STUDENT SERVICES	1,858,543	18.82	35.34	33,750	35,246	32,953	34,316	35,851	33,498
INSTRUCTIONAL SERVICES	19,855,093	249.10	409.81	28,966	29,265	28,785	30,133	31,234	29,464
TOTALS	\$24,978,031	321.77	454.44						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

1997-1998

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	8,835	3.61%	DISTRICT ADMINISTRATION	\$1,649,149	\$187
			SCHOOL ADMINISTRATION	1,615,246	183
			STUDENT SERVICES	1,858,543	210
			INSTRUCTIONAL SERVICES	19,855,093	2,247
			TOTAL CERTIFIED	\$24,978,031	\$2,827
500 - 999	15,175	6.21%	DISTRICT ADMINISTRATION	\$1,984,648	\$131
			SCHOOL ADMINISTRATION	2,730,915	180
			STUDENT SERVICES	2,873,234	189
			INSTRUCTIONAL SERVICES	30,070,218	1,982
			TOTAL CERTIFIED	\$37,659,015	\$2,482
1,000 - 2,499	43,498	17.80%	DISTRICT ADMINISTRATION	\$3,781,223	\$87
			SCHOOL ADMINISTRATION	6,596,142	152
			STUDENT SERVICES	6,770,791	156
			INSTRUCTIONAL SERVICES	76,973,339	1,770
			TOTAL CERTIFIED	\$94,121,495	\$2,165
2,500 - 4,999	45,376	18.57%	DISTRICT ADMINISTRATION	\$3,510,588	\$77
			SCHOOL ADMINISTRATION	6,644,472	146
			STUDENT SERVICES	7,653,924	169
			INSTRUCTIONAL SERVICES	82,712,617	1,823
			TOTAL CERTIFIED	\$100,521,601	\$2,215
5,000+	131,519	53.81%	DISTRICT ADMINISTRATION	\$9,043,314	\$69
			SCHOOL ADMINISTRATION	20,272,639	154
			STUDENT SERVICES	24,420,462	186
			INSTRUCTIONAL SERVICES	235,951,187	1,794
			TOTAL CERTIFIED	\$289,687,602	\$2,203
Statewide	244,403	100.00%	DISTRICT ADMINISTRATION	\$19,968,922	\$82
			SCHOOL ADMINISTRATION	37,859,414	155
			STUDENT SERVICES	43,576,954	178
			INSTRUCTIONAL SERVICES	445,562,454	1,823
			TOTAL CERTIFIED	\$546,967,744	\$2,238

* 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 ***
1997-1998**

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	1.00	2.44	3.98	13.72	51.32	26.53	98.99
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	3.00	13.50	1.00	17.50
DIRECTOR	2.65	3.12	1.99	10.81	24.16	58.98	19.64	121.35
SUPERVISOR/COORDINATOR	5.00	6.63	11.40	13.77	14.09	47.60	5.78	104.27
PRINCIPAL-ELEMENTARY	0.00	1.00	26.39	39.38	60.47	126.67	36.01	289.92
PRINCIPAL-SECONDARY	0.00	0.44	10.89	25.66	34.25	107.93	29.19	208.36
ASSISTANT PRINCIPAL	2.00	7.50	24.65	23.36	42.62	66.99	16.83	183.95
TEACHER-ELEMENTARY	551.71	1,129.28	1,444.77	1,064.40	1,054.45	1,384.98	181.99	6,811.58
TEACHER-SECONDARY	702.17	1,153.00	1,213.71	882.89	794.19	1,396.63	251.75	6,394.34
HEAD TEACHER	0.00	0.65	1.23	1.14	1.14	0.91	0.32	5.39
EDUCATION MEDIA GENERALIST	5.18	15.00	35.96	28.56	30.52	61.95	14.02	191.19
COUNSELOR	52.26	72.20	76.93	99.76	80.53	138.02	38.97	558.67
PSYCHOLOGICAL EXAMINER	0.50	2.00	0.00	3.80	1.13	0.55	0.45	8.43
SCHOOL PSYCHOLOGIST	7.12	16.23	22.65	17.31	12.16	24.97	9.31	109.75
SPEECH/LANGUAGE PATHOLOGIST	17.60	23.90	23.70	34.41	24.24	25.90	3.49	153.24
AUDIOLOGIST	1.00	0.00	1.40	1.00	0.10	2.00	0.00	5.50
SCHOOL SOCIAL WORKER	3.19	7.50	8.50	7.50	6.00	5.00	0.00	37.69
SCHOOL NURSE	10.99	11.90	24.45	13.10	8.40	4.60	0.00	73.44
OCCUPATIONAL/PHYSICAL THERAPIST	2.57	0.62	1.80	1.35	0.00	0.09	0.00	6.43
TOTALS	1,363.94	2,451.97	2,932.86	2,272.18	2,205.17	3,518.59	635.28	15,379.99
GROUPS (4)								
DISTRICT ADMINISTRATION	7.65	10.75	15.83	28.56	54.97	171.40	52.95	342.11
SCHOOL ADMINISTRATION	2.00	9.59	63.16	89.54	138.48	302.50	82.35	687.62
STUDENT SERVICES	100.41	149.35	195.39	206.79	163.08	263.08	66.24	1,144.34
INSTRUCTIONAL SERVICES	1,253.88	2,282.28	2,658.48	1,947.29	1,848.64	2,781.61	433.74	13,205.92
TOTALS	1,363.94	2,451.97	2,932.86	2,272.18	2,205.17	3,518.59	635.28	15,379.99
PERCENTAGES	8.87%	15.94%	19.07%	14.77%	14.34%	22.88%	4.13%	100.00%

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 ***
1997-1998**

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	0.44	10.72	27.14	30.82	26.88	2.99	98.99
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	3.00	6.50	6.00	2.00	0.00	17.50
DIRECTOR	0.00	3.46	2.54	8.90	15.90	31.78	32.04	24.73	2.00	121.35
SUPERVISOR/COORDINATOR	1.13	1.20	5.16	8.10	15.36	38.33	21.34	8.99	4.66	104.27
PRINCIPAL-ELEMENTARY	1.00	0.00	10.33	23.86	56.73	86.64	59.69	41.09	10.58	289.92
PRINCIPAL-SECONDARY	0.00	0.69	5.85	21.03	31.45	61.85	49.46	34.70	3.33	208.36
ASSISTANT PRINCIPAL	0.00	7.00	16.54	19.46	26.42	54.25	42.79	13.00	4.49	183.95
TEACHER-ELEMENTARY	279.24	695.64	621.77	892.68	1,248.54	1,560.78	936.91	438.39	137.63	6,811.58
TEACHER-SECONDARY	272.21	755.93	709.27	768.62	1,003.37	1,430.26	927.56	431.31	95.81	6,394.34
HEAD TEACHER	0.00	0.16	0.14	2.09	0.99	0.80	0.39	0.50	0.32	5.39
EDUCATION MEDIA GENERALIST	0.67	1.99	8.73	9.86	24.32	52.48	56.25	22.92	13.97	191.19
COUNSELOR	5.00	41.49	41.15	55.54	106.08	148.82	91.18	47.91	21.50	558.67
PSYCHOLOGICAL EXAMINER	0.25	1.25	0.00	1.00	0.13	2.80	1.55	0.00	1.45	8.43
SCHOOL PSYCHOLOGIST	0.40	6.93	6.30	11.30	16.84	31.82	18.95	12.70	4.51	109.75
SPEECH/LANGUAGE PATHOLOGIST	8.50	10.60	15.75	27.54	36.59	36.20	11.50	5.00	1.56	153.24
AUDIOLOGIST	0.00	0.00	1.00	0.00	1.00	3.50	0.00	0.00	0.00	5.50
SCHOOL SOCIAL WORKER	0.00	2.00	2.00	8.00	9.19	10.00	3.50	3.00	0.00	37.69
SCHOOL NURSE	0.00	0.40	6.50	11.65	16.48	14.81	13.00	10.60	0.00	73.44
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.57	0.00	3.77	1.09	1.00	0.00	0.00	0.00	6.43
TOTALS	568.40	1,529.31	1,453.03	1,873.84	2,624.20	3,599.76	2,302.93	1,123.72	304.80	15,379.99
GROUPS (4)										
DISTRICT ADMINISTRATION	1.13	4.66	7.70	17.44	44.98	103.75	90.20	62.60	9.65	342.11
SCHOOL ADMINISTRATION	1.00	7.85	32.86	66.44	115.59	203.54	152.33	89.29	18.72	687.62
STUDENT SERVICES	14.82	65.23	81.43	128.66	211.72	301.43	195.93	102.13	42.99	1,144.34
INSTRUCTIONAL SERVICES	551.45	1,451.57	1,331.04	1,661.30	2,251.91	2,991.04	1,864.47	869.70	233.44	13,205.92
TOTALS	568.40	1,529.31	1,453.03	1,873.84	2,624.20	3,599.76	2,302.93	1,123.72	304.80	15,379.99
PERCENTAGES	3.70%	9.94%	9.45%	12.18%	17.06%	23.41%	14.97%	7.31%	1.98%	100.00%

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 ***

1997-1998

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	1.00	33.04	39.67	25.28	0.00	98.99
ASST. SUPERINTENDENT	0.00	0.00	0.00	2.00	11.00	4.50	0.00	17.50
DIRECTOR	0.00	0.00	33.17	52.95	20.02	15.21	0.00	121.35
SUPERVISOR/COORDINATOR	0.00	0.00	39.85	53.21	3.00	8.07	0.14	104.27
PRINCIPAL-ELEMENTARY	0.00	0.00	48.20	185.65	41.30	14.77	0.00	289.92
PRINCIPAL-SECONDARY	0.00	0.00	26.78	137.75	32.69	11.14	0.00	208.36
ASSISTANT PRINCIPAL	0.00	0.00	35.83	130.62	13.90	3.60	0.00	183.95
TEACHER-ELEMENTARY	1.16	0.40	5,677.26	1,112.58	12.53	7.65	0.00	6,811.58
TEACHER-SECONDARY	10.24	0.42	4,965.20	1,335.51	23.65	25.92	33.40	6,394.34
HEAD TEACHER	0.00	0.00	4.91	0.48	0.00	0.00	0.00	5.39
EDUCATION MEDIA GENERALIST	0.00	0.00	139.19	48.14	1.86	2.00	0.00	191.19
COUNSELOR	0.00	0.00	167.52	367.33	12.71	10.78	0.33	558.67
PSYCHOLOGICAL EXAMINER	0.00	0.00	1.00	2.30	4.13	1.00	0.00	8.43
SCHOOL PSYCHOLOGIST	0.00	0.00	9.70	53.65	30.64	15.76	0.00	109.75
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	29.70	120.68	0.86	2.00	0.00	153.24
AUDIOLOGIST	0.00	0.00	0.40	5.10	0.00	0.00	0.00	5.50
SCHOOL SOCIAL WORKER	0.00	0.00	6.00	31.69	0.00	0.00	0.00	37.69
SCHOOL NURSE	0.00	4.01	49.73	10.50	0.00	0.00	9.20	73.44
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	5.86	0.00	0.00	0.00	0.57	6.43
TOTALS	11.40	4.83	11,241.30	3,683.18	247.96	147.68	43.64	15,379.99
GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	0.00	74.02	141.20	73.69	53.06	0.14	342.11
SCHOOL ADMINISTRATION	0.00	0.00	115.72	454.50	87.89	29.51	0.00	687.62
STUDENT SERVICES	0.00	4.01	409.10	639.39	50.20	31.54	10.10	1,144.34
INSTRUCTIONAL SERVICES	11.40	0.82	10,642.46	2,448.09	36.18	33.57	33.40	13,205.92
TOTALS	11.40	4.83	11,241.30	3,683.18	247.96	147.68	43.64	15,379.99
PERCENTAGES	0.07%	0.03%	73.09%	23.95%	1.61%	0.96%	0.28%	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 High School Certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION

*** STATEWIDE SUMMARY ***

1997-1998

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	UNIV. OF IDAHO (c)	ALBERTSON COLLEGE (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
CLASSIFICATIONS (19)								
SUPERINTENDENT	3.0	13.1	27.6	1.4	3.0	50.9	99.0	48.59%
ASSISTANT SUPERINTENDENT	0.0	4.0	8.0	0.0	0.0	5.5	17.5	68.57%
DIRECTOR	11.3	18.1	28.3	8.6	3.7	51.3	121.3	57.71%
SUPERVISOR/COORDINATOR	15.5	21.7	13.3	4.2	6.7	42.9	104.3	58.87%
PRINCIPAL-ELEMENTARY	23.5	57.0	65.9	26.8	13.0	103.7	289.9	64.23%
PRINCIPAL-SECONDARY	7.9	45.2	56.1	25.5	4.5	69.2	208.4	66.79%
ASSISTANT PRINCIPAL	6.0	28.0	27.0	30.6	16.5	75.9	184.0	58.75%
TEACHER-ELEMENTARY	1,159.7	1,097.9	800.4	179.9	582.9	2,990.4	6,811.2	56.09%
TEACHER-SECONDARY	874.1	1,061.8	1,001.2	155.3	367.9	2,934.1	6,394.4	54.11%
HEAD TEACHER	0.5	1.5	1.5	0.0	0.2	1.7	5.4	68.52%
EDUCATION MEDIA GENERALIST	16.9	44.4	25.5	5.7	10.5	88.2	191.2	53.87%
COUNSELOR	25.4	87.9	85.3	105.5	29.0	225.6	558.7	59.62%
PSYCHOLOGICAL EXAMINER	0.0	3.9	0.0	0.0	0.0	4.6	8.5	45.88%
SCHOOL PSYCHOLOGIST	0.0	27.2	20.5	5.5	1.8	54.7	109.7	50.14%
SPEECH/LANGUAGE PATHOLOGIST	3.4	55.8	0.0	0.0	4.0	90.1	153.3	41.23%
AUDIOLOGIST	0.0	2.4	0.0	0.0	0.0	3.1	5.5	43.64%
SCHOOL SOCIAL WORKER	1.0	0.5	1.0	0.0	0.0	35.2	37.7	6.63%
SCHOOL NURSE	13.5	8.6	3.6	2.5	4.2	41.1	73.5	44.08%
OCCUPATIONAL/PHYSICAL THERAPIST	0.0	0.0	0.0	0.0	0.7	5.8	6.5	10.77%
TOTALS	2,161.7	2,579.0	2,165.2	551.5	1,048.6	6,874.0	15,380.0	55.31%
GROUPS (4)								
DISTRICT ADMINISTRATION	29.8	56.9	77.2	14.2	13.4	150.6	342.1	55.98%
SCHOOL ADMINISTRATION	37.9	131.7	150.5	82.9	34.2	250.5	687.7	63.57%
STUDENT SERVICES	60.2	230.7	135.9	119.2	50.2	548.4	1,144.6	52.09%
INSTRUCTIONAL SERVICES	2,033.8	2,159.7	1,801.6	335.2	950.8	5,924.5	13,205.6	55.14%
TOTALS	2,161.7	2,579.0	2,165.2	551.5	1,048.6	6,874.0	15,380.0	55.31%
PERCENTAGES	14.06%	16.77%	14.08%	3.59%	6.82%	44.69%	100.00%	

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

*****STATEWIDE SUMMARY***
1997-1998**

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	103	5	0	0	0	0	0	0	0	0
ASSISTANT SUPERINTENDENT	16	2	0	0	0	0	0	0	0	0
DIRECTOR	132	67	0	0	1	1	1	0	0	0
SUPERVISOR/COORDINATOR	84	58	0	0	1	1	1	0	0	0
PRINCIPAL-ELEMENTARY	183	121	0	0	2	4	0	0	1	0
PRINCIPAL-SECONDARY	193	30	0	0	0	0	2	1	1	0
ASSISTANT PRINCIPAL	137	54	1	0	3	0	3	0	0	1
TEACHER-ELEMENTARY	921	6,299	1	4	11	68	7	45	2	10
TEACHER-SECONDARY	3,347	3,739	5	4	29	36	19	19	6	5
HEAD TEACHER	7	8	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	38	182	0	0	0	1	0	2	0	0
COUNSELOR	202	393	1	0	1	2	0	2	1	0
PSYCHOLOGICAL EXAMINER	8	5	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	72	66	0	0	1	0	0	1	0	0
SPEECH/LANGUAGE PATHOLOGIST	11	174	0	0	0	1	0	2	0	0
AUDIOLOGIST	4	4	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	15	25	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	82	0	0	0	1	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	1	7	0	0	0	0	0	1	0	0
TOTALS	5,474	11,321	8	8	50	115	33	73	11	16
GROUPS (4)										
DISTRICT ADMINISTRATION	335	132	0	0	2	2	2	0	0	0
SCHOOL ADMINISTRATION	520	213	1	0	5	4	5	1	2	1
STUDENT SERVICES	351	938	1	0	3	5	0	8	1	0
INSTRUCTIONAL SERVICES	4,268	10,038	6	8	40	104	26	64	8	15
TOTALS	5,474	11,321	8	8	50	115	33	73	11	16
PERCENTAGES	31.99%	66.17%	0.05%	0.05%	0.29%	0.67%	0.19%	0.43%	0.06%	0.09%

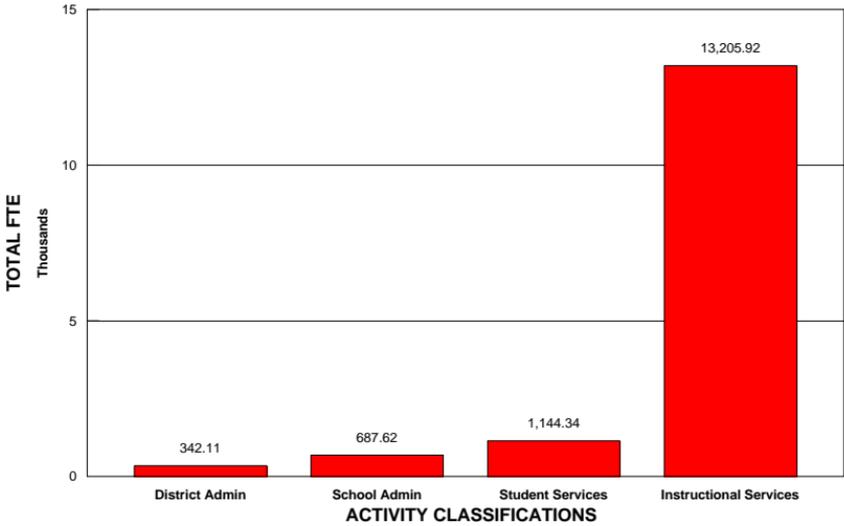
CERTIFIED STAFF TURNOVER
BY SCHOOL DISTRICT MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)
1997-1998

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 +	656	48.1%	196	29.9%	460	70.1%
2,500-4,999	195	14.3%	59	30.3%	136	69.7%
1,000-2,499	260	19.1%	91	35.0%	169	65.0%
500-999	140	10.3%	65	46.4%	75	53.6%
1-499	113	8.3%	54	47.8%	59	52.2%
TOTALS	1,364	100.0%	465	34.1%	899	65.9%

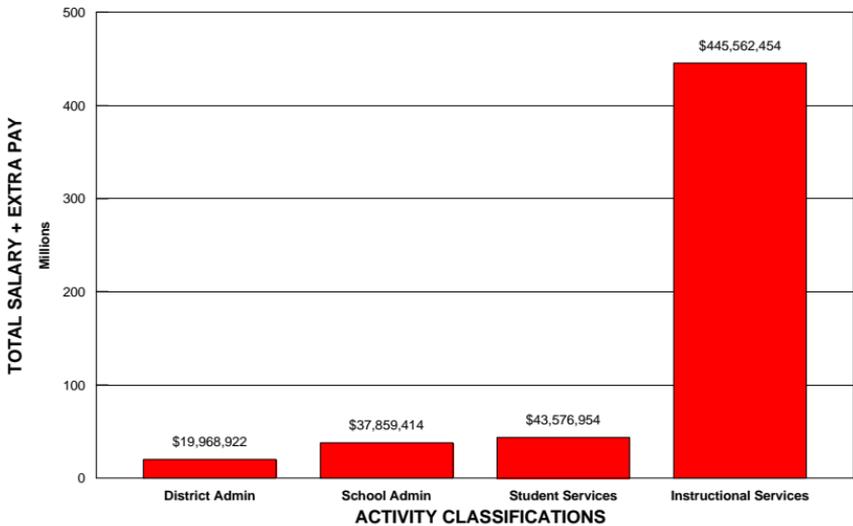
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	81	12.3%	71	10.8%	32	4.9%	7	1.1%	34	5.2%	54	8.2%	6	0.9%
2,500-4,999	49	25.1%	18	9.2%	14	7.2%	3	1.5%	7	3.6%	20	10.3%	3	1.5%
1,000-2,499	59	22.7%	53	20.4%	22	8.5%	2	0.8%	4	1.5%	30	11.5%	3	1.2%
500-999	42	30.0%	27	19.3%	12	8.6%	2	1.4%	8	5.7%	6	4.3%	0	0.0%
1-499	28	24.8%	17	15.0%	19	16.8%	1	0.9%	2	1.8%	11	9.7%	1	0.9%
STATEWIDE	259	19.0%	186	13.6%	99	7.3%	15	1.1%	55	4.0%	121	8.9%	13	1.0%

DISTRICT SIZE	REDUCTION IN FORCE		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		PARENTAL/FAMILY OBLIGATION		MILITARY SERVICE		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	13	2.0%	170	25.9%	19	2.9%	79	12.0%	18	2.7%	0	0.0%	72	11.0%
2,500-4,999	1	0.5%	37	19.0%	4	2.1%	15	7.7%	0	0.0%	0	0.0%	24	12.3%
1,000-2,499	2	0.8%	38	14.6%	4	1.5%	22	8.5%	1	0.4%	0	0.0%	20	7.7%
500-999	10	7.1%	21	15.0%	3	2.1%	2	1.4%	0	0.0%	0	0.0%	7	5.0%
1-499	2	1.8%	19	16.8%	4	3.5%	2	1.8%	1	0.9%	0	0.0%	6	5.3%
STATEWIDE	28	2.1%	285	20.9%	34	2.5%	120	8.8%	20	1.5%	0	0.0%	129	9.5%

CERTIFIED STAFF FTEs 1997 - 1998



CERTIFIED STAFF SALARIES 1997 - 1998



NONCERTIFIED

STAFF

TABLES

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

***** STATEWIDE SUMMARY ***
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	20	34	54	18.33	30.38	48.71
CLERK - BOARD OF TRUSTEES	6	64	70	2.77	44.26	47.03
OFFICE CLERICAL - DISTRICT	12	379	391	10.15	320.26	330.41
OFFICE CLERICAL - BUILDING	3	1,009	1,012	2.52	720.64	723.16
PERSONNEL SERVICES	2	30	32	1.48	26.70	28.18
PUBLIC INFORMATION	4	8	12	2.99	5.47	8.46
CUSTODIAN SUPERVISOR	76	10	86	70.25	10.20	80.45
JANITOR, CUSTODIAN	960	625	1,585	861.40	463.66	1,325.06
FOOD SERVICE - SUPERVISOR	4	82	86	2.53	59.90	62.43
FOOD SERVICE - MANAGER	1	304	305	0.31	182.53	182.84
FOOD SERVICE - COOK	8	1,078	1,086	5.43	513.48	518.91
FOOD SERVICE - OTHER	40	577	617	20.42	217.88	238.30
MAINTENANCE SUPERVISOR	96	2	98	88.71	1.67	90.38
MAINTENANCE WORKER	381	47	428	321.49	20.44	341.93
INSTRUCTIONAL ASSISTANT - REGULAR ED	162	2,328	2,490	67.40	1,133.70	1,201.10
INSTRUCTIONAL ASSISTANT - SPECIAL ED	80	1,809	1,889	46.48	989.18	1,035.66
RELATED SERVICES ASSISTANT, SPECIAL ED	3	44	47	1.95	24.05	26.00
INTERPRETER - HEARING IMPAIRED	4	47	51	1.79	26.02	27.81
LIBRARY ASSISTANT	3	412	415	2.00	228.62	230.62
TRANSPORTATION SUPERVISOR	62	7	69	50.34	4.99	55.33
TRANSPORTATION DISPATCHER/SECRETARY	2	39	41	2.00	27.19	29.19
TRANSPORTATION - SCHOOL BUS MECHANIC	90	5	95	80.06	2.62	82.68
TRANSPORTATION - SCHOOL BUS ASSISTANT	3	17	20	1.71	6.31	8.02
TRANSPORTATION - SCHOOL BUS DRIVERS	507	936	1,443	200.03	388.01	588.04
TRANSPORTATION - SCHOOL BUS MONITORS	8	99	107	3.61	46.91	50.52
ATTENDANCE OFFICER	2	18	20	0.86	10.80	11.66
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	45	29	74	5.15	2.90	8.05
SPECIAL PROJECT PERSONNEL	41	83	124	11.18	28.09	39.27
OTHER NON-CERTIFIED, SPECIFY	273	594	867	67.90	147.82	215.72
DATA PROCESSING SERVICES	13	16	29	11.39	14.41	25.80
COMPUTER TECHNOLOGY TECHNICIAN	35	43	78	27.67	27.82	55.49
TOTALS	2,946	10,775	13,721	1,990.30	5,726.91	7,717.21

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/DISTRICT CLERK	\$25.41	\$17.81	\$20.62	\$48,362	\$31,827	\$37,951	\$2,049,363
CLERK - BOARD OF TRUSTEES	16.23	13.32	13.57	15,134	19,004	18,672	1,307,043
OFFICE CLERICAL - DISTRICT	15.76	10.90	11.05	27,130	19,323	19,563	7,649,116
OFFICE CLERICAL - BUILDING	10.36	9.61	9.61	18,158	14,359	14,371	14,543,202
PERSONNEL SERVICES	26.59	14.33	15.10	47,121	27,128	28,377	908,072
PUBLIC INFORMATION	18.53	13.90	15.44	32,058	22,822	25,901	310,807
CUSTODIAN SUPERVISOR	11.38	12.93	11.56	20,866	21,563	20,947	1,801,467
JANITOR, CUSTODIAN	9.10	8.40	8.82	16,865	12,884	15,295	24,243,296
FOOD SERVICE - SUPERVISOR	14.79	12.24	12.36	21,392	19,047	19,156	1,647,428
FOOD SERVICE - MANAGER	6.50	9.52	9.51	4,160	11,983	11,958	3,647,076
FOOD SERVICE - COOK	8.21	7.39	7.39	12,326	7,471	7,507	8,152,779
FOOD SERVICE - OTHER	8.56	7.40	7.47	9,900	6,156	6,365	3,927,481
MAINTENANCE SUPERVISOR	15.61	18.47	15.67	29,737	33,192	29,807	2,921,097
MAINTENANCE WORKER	11.38	7.49	10.96	20,415	7,379	18,984	8,125,066
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.60	7.81	7.80	6,892	7,797	7,738	19,266,989
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.62	7.77	7.77	9,347	8,835	8,857	16,730,320
RELATED SERVICES ASSISTANT, SPECIAL ED	11.82	9.88	10.01	16,498	11,169	11,509	540,922
INTERPRETER - HEARING IMPAIRED	11.31	10.91	10.94	10,537	12,339	12,198	622,082
LIBRARY ASSISTANT	8.59	8.32	8.32	11,977	9,739	9,755	4,048,196
TRANSPORTATION SUPERVISOR	15.15	16.60	15.30	26,341	28,150	26,524	1,830,182
TRANSPORTATION DISPATCHER/SECRETARY	14.43	9.52	9.76	30,014	14,478	15,236	624,677
TRANSPORTATION - SCHOOL BUS MECHANIC	12.51	10.21	12.39	23,062	11,158	22,436	2,131,390
TRANSPORTATION - SCHOOL BUS ASSISTANT	12.74	8.30	8.97	17,909	7,788	8,966	179,328
TRANSPORTATION - SCHOOL BUS DRIVERS	10.38	10.50	10.46	8,206	8,779	8,578	12,377,973
TRANSPORTATION - SCHOOL BUS MONITORS	7.99	7.37	7.42	7,424	7,273	7,284	779,407
ATTENDANCE OFFICER	11.12	8.67	8.92	10,709	10,884	10,867	217,335
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	8.61	8.79	8.68	1,787	1,466	1,661	122,905
SPECIAL PROJECT PERSONNEL	13.60	11.70	12.33	8,852	8,869	8,863	1,099,055
OTHER NON-CERTIFIED, SPECIFY	10.24	9.13	9.48	6,330	5,018	5,431	4,709,105
DATA PROCESSING SERVICES	15.89	16.77	16.37	30,255	31,684	31,043	900,260
COMPUTER TECHNOLOGY TECHNICIAN	14.19	9.46	11.58	22,965	12,903	17,418	1,358,610
AVERAGES / TOTAL	\$10.43	\$8.64	\$9.02	\$14,955	\$9,718	\$10,843	\$148,772,029 **

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 2080, the number of working hours in a year.

** 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
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	8	3	11	7.88	2.92	10.80
CLERK - BOARD OF TRUSTEES	0	6	6	0.00	5.08	5.08
OFFICE CLERICAL - DISTRICT	6	214	220	5.82	186.86	192.68
OFFICE CLERICAL - BUILDING	2	508	510	1.67	371.11	372.78
PERSONNEL SERVICES	2	22	24	1.48	20.03	21.51
PUBLIC INFORMATION	3	5	8	2.91	4.02	6.93
CUSTODIAN SUPERVISOR	29	3	32	28.52	3.00	31.52
JANITOR, CUSTODIAN	554	219	773	533.06	199.82	732.88
FOOD SERVICE - SUPERVISOR	1	13	14	0.88	11.45	12.33
FOOD SERVICE - MANAGER	0	163	163	0.00	99.04	99.04
FOOD SERVICE - COOK	4	482	486	2.96	237.07	240.03
FOOD SERVICE - OTHER	20	377	397	13.61	163.55	177.16
MAINTENANCE SUPERVISOR	21	1	22	20.79	0.92	21.71
MAINTENANCE WORKER	210	7	217	203.94	6.50	210.44
INSTRUCTIONAL ASSISTANT - REGULAR ED	110	1,072	1,182	47.92	532.42	580.34
INSTRUCTIONAL ASSISTANT - SPECIAL ED	53	946	999	31.97	531.44	563.41
RELATED SERVICES ASSISTANT, SPECIAL ED	2	21	23	1.34	12.63	13.97
INTERPRETER - HEARING IMPAIRED	4	31	35	1.79	17.28	19.07
LIBRARY ASSISTANT	1	206	207	0.71	122.19	122.90
TRANSPORTATION SUPERVISOR	6	3	9	5.88	2.96	8.84
TRANSPORTATION DISPATCHER/SECRETARY	1	16	17	1.00	13.63	14.63
TRANSPORTATION - SCHOOL BUS MECHANIC	35	5	40	34.20	2.62	36.82
TRANSPORTATION - SCHOOL BUS ASSISTANT	2	7	9	1.61	4.70	6.31
TRANSPORTATION - SCHOOL BUS DRIVERS	197	373	570	99.54	187.10	286.64
TRANSPORTATION - SCHOOL BUS MONITORS	4	61	65	2.23	34.68	36.91
ATTENDANCE OFFICER	1	6	7	0.09	4.36	4.45
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	17	15	32	2.63	1.81	4.44
SPECIAL PROJECT PERSONNEL	20	24	44	6.62	8.53	15.15
OTHER NON-CERTIFIED, SPECIFY	123	367	490	48.46	102.23	150.69
DATA PROCESSING SERVICES	9	13	22	7.98	11.83	19.81
COMPUTER TECHNOLOGY TECHNICIAN	15	33	48	13.32	20.21	33.53
TOTALS	1,460	5,222	6,682	1,130.81	2,921.99	4,052.80

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN	WOMEN	COMBINED	MEN	WOMEN	COMBINED	
	(g)	(h)	(i)	(j)	(k)	(l)	
BUSINESS MANAGER/DISTRICT CLERK	\$25.85	\$31.86	\$27.49	\$52,851	\$64,799	\$56,109	\$617,204
CLERK - BOARD OF TRUSTEES	0.00	14.77	14.77	0	26,228	26,228	157,369
OFFICE CLERICAL - DISTRICT	12.59	10.92	10.96	25,695	19,988	20,143	4,431,565
OFFICE CLERICAL - BUILDING	9.21	9.95	9.94	16,106	15,114	15,118	7,710,117
PERSONNEL SERVICES	26.59	14.80	15.78	47,121	28,411	29,970	719,290
PUBLIC INFORMATION	21.03	17.74	18.97	42,158	31,280	35,359	282,874
CUSTODIAN SUPERVISOR	11.16	9.43	11.00	22,842	19,621	22,540	721,292
JANITOR, CUSTODIAN	9.13	8.70	9.01	18,397	16,683	17,911	13,845,527
FOOD SERVICE - SUPERVISOR	22.14	17.52	17.85	40,738	32,090	32,708	457,912
FOOD SERVICE - MANAGER	0.00	9.88	9.88	0	12,578	12,578	2,050,240
FOOD SERVICE - COOK	8.41	7.53	7.54	13,473	7,790	7,836	3,808,502
FOOD SERVICE - OTHER	8.63	7.79	7.83	12,689	7,404	7,670	3,045,125
MAINTENANCE SUPERVISOR	18.94	24.37	19.19	38,921	46,790	39,279	864,132
MAINTENANCE WORKER	12.37	10.10	12.29	25,053	19,564	24,876	5,398,101
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.28	8.04	7.97	7,080	8,220	8,114	9,590,997
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.76	8.04	8.02	9,775	9,395	9,415	9,405,531
RELATED SERVICES ASSISTANT, SPECIAL ED	14.25	11.48	11.72	20,363	14,005	14,558	334,835
INTERPRETER - HEARING IMPAIRED	11.31	11.46	11.44	10,537	13,320	13,002	455,063
LIBRARY ASSISTANT	7.48	8.63	8.62	11,085	10,803	10,804	2,236,442
TRANSPORTATION SUPERVISOR	18.32	22.95	19.86	37,447	47,187	40,694	366,242
TRANSPORTATION DISPATCHER/SECRETARY	14.28	10.77	10.97	29,702	19,129	19,751	335,765
TRANSPORTATION - SCHOOL BUS MECHANIC	12.43	10.21	12.16	25,407	11,158	23,626	945,049
TRANSPORTATION - SCHOOL BUS ASSISTANT	14.61	10.24	11.21	25,891	14,838	17,294	155,650
TRANSPORTATION - SCHOOL BUS DRIVERS	9.48	9.75	9.66	9,942	10,207	10,116	5,765,965
TRANSPORTATION - SCHOOL BUS MONITORS	7.36	7.52	7.51	8,400	8,849	8,821	573,394
ATTENDANCE OFFICER	10.00	9.61	9.66	1,850	14,507	12,699	88,890
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	6.15	8.10	7.07	1,912	1,579	1,756	56,199
SPECIAL PROJECT PERSONNEL	16.67	14.65	15.57	12,622	12,435	12,520	550,863
OTHER NON-CERTIFIED, SPECIFY	10.52	8.97	9.36	10,602	5,701	6,931	3,396,404
DATA PROCESSING SERVICES	16.29	17.02	16.72	31,885	32,362	32,167	707,674
COMPUTER TECHNOLOGY TECHNICIAN	13.17	9.10	10.37	24,914	11,784	15,887	762,564
AVERAGES / TOTAL	\$10.20	\$8.78	\$9.08	\$17,083	\$10,512	\$11,948	\$79,836,777

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 2080, the number of working hours in a year.

** 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 2,500 - 4,999 STUDENTS
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	7	2	9	6.96	2.00	8.96
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.94	4.94
OFFICE CLERICAL - DISTRICT	2	63	65	1.77	56.39	58.16
OFFICE CLERICAL - BUILDING	0	179	179	0.00	130.85	130.85
PERSONNEL SERVICES	0	6	6	0.00	5.39	5.39
PUBLIC INFORMATION	0	2	2	0.00	1.36	1.36
CUSTODIAN SUPERVISOR	10	1	11	10.00	1.00	11.00
JANITOR, CUSTODIAN	169	127	296	139.87	88.61	228.48
FOOD SERVICE - SUPERVISOR	0	10	10	0.00	7.87	7.87
FOOD SERVICE - MANAGER	0	44	44	0.00	26.96	26.96
FOOD SERVICE - COOK	2	234	236	1.17	101.80	102.97
FOOD SERVICE - OTHER	9	91	100	4.30	28.91	33.21
MAINTENANCE SUPERVISOR	14	0	14	13.38	0.00	13.38
MAINTENANCE WORKER	68	10	78	57.16	5.01	62.17
INSTRUCTIONAL ASSISTANT - REGULAR ED	24	468	492	7.84	222.28	230.12
INSTRUCTIONAL ASSISTANT - SPECIAL ED	14	315	329	7.64	173.70	181.34
RELATED SERVICES ASSISTANT, SPECIAL ED	0	7	7	0.00	3.64	3.64
INTERPRETER - HEARING IMPAIRED	0	5	5	0.00	2.92	2.92
LIBRARY ASSISTANT	1	75	76	0.56	38.37	38.93
TRANSPORTATION SUPERVISOR	8	1	9	8.00	0.94	8.94
TRANSPORTATION DISPATCHER/SECRETARY	0	12	12	0.00	8.66	8.66
TRANSPORTATION - SCHOOL BUS MECHANIC	19	0	19	17.49	0.00	17.49
TRANSPORTATION - SCHOOL BUS ASSISTANT	0	3	3	0.00	0.44	0.44
TRANSPORTATION - SCHOOL BUS DRIVERS	78	183	261	29.82	76.19	106.01
TRANSPORTATION - SCHOOL BUS MONITORS	2	17	19	0.73	7.71	8.44
ATTENDANCE OFFICER	0	2	2	0.00	1.60	1.60
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	0	1	1	0.00	0.10	0.10
SPECIAL PROJECT PERSONNEL	5	17	22	0.99	8.13	9.12
OTHER NON-CERTIFIED, SPECIFY	26	33	59	5.22	13.03	18.25
DATA PROCESSING SERVICES	2	2	4	2.00	1.81	3.81
COMPUTER TECHNOLOGY TECHNICIAN	6	2	8	5.50	1.34	6.84
TOTALS	466	1,917	2,383	320.40	1,021.95	1,342.35

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/DISTRICT CLERK	\$27.86	\$22.43	\$26.65	\$57,586	\$46,655	\$55,157	\$496,409
CLERK - BOARD OF TRUSTEES	0.00	12.95	12.95	0	26,567	26,567	132,837
OFFICE CLERICAL - DISTRICT	23.76	10.94	11.33	43,769	20,637	21,348	1,387,641
OFFICE CLERICAL - BUILDING	0.00	9.49	9.49	0	14,605	14,605	2,614,336
PERSONNEL SERVICES	0.00	14.37	14.37	0	27,389	27,389	164,334
PUBLIC INFORMATION	0.00	8.47	8.47	0	12,586	12,586	25,172
CUSTODIAN SUPERVISOR	10.86	15.43	11.27	22,581	32,094	23,445	257,900
JANITOR, CUSTODIAN	8.42	7.97	8.22	14,490	11,720	13,302	3,937,247
FOOD SERVICE - SUPERVISOR	0.00	13.23	13.23	0	22,277	22,277	222,768
FOOD SERVICE - MANAGER	0.00	9.63	9.63	0	12,409	12,409	545,999
FOOD SERVICE - COOK	8.65	7.44	7.45	12,375	6,988	7,034	1,660,021
FOOD SERVICE - OTHER	8.02	6.45	6.59	8,697	4,402	4,788	478,841
MAINTENANCE SUPERVISOR	15.79	0.00	15.79	31,447	0	31,447	440,264
MAINTENANCE WORKER	10.40	8.31	10.13	18,522	8,696	17,263	1,346,475
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.38	7.59	7.63	5,600	7,537	7,442	3,661,665
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.76	7.53	7.54	9,138	8,665	8,685	2,857,334
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	9.07	9.07	0	9,869	9,869	69,082
INTERPRETER - HEARING IMPAIRED	0.00	8.76	8.76	0	10,641	10,641	53,205
LIBRARY ASSISTANT	8.25	8.28	8.28	9,570	8,963	8,971	681,775
TRANSPORTATION SUPERVISOR	16.58	14.43	16.34	34,494	28,139	33,788	304,092
TRANSPORTATION DISPATCHER/SECRETARY	0.00	9.21	9.21	0	14,114	14,114	169,366
TRANSPORTATION - SCHOOL BUS MECHANIC	12.85	0.00	12.85	25,244	0	25,244	479,645
TRANSPORTATION - SCHOOL BUS ASSISTANT	0.00	7.35	7.35	0	2,254	2,254	6,761
TRANSPORTATION - SCHOOL BUS DRIVERS	10.16	10.68	10.52	7,969	9,193	8,827	2,303,835
TRANSPORTATION - SCHOOL BUS MONITORS	7.36	7.18	7.20	5,898	6,706	6,621	125,791
ATTENDANCE OFFICER	0.00	9.31	9.31	0	15,440	15,440	30,880
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	0.00	5.16	5.16	0	1,032	1,032	1,032
SPECIAL PROJECT PERSONNEL	12.31	12.54	12.49	3,961	11,166	9,529	209,632
OTHER NON-CERTIFIED, SPECIFY	11.47	12.95	12.30	5,791	10,294	8,310	490,277
DATA PROCESSING SERVICES	15.33	16.32	15.82	31,876	31,646	31,761	127,043
COMPUTER TECHNOLOGY TECHNICIAN	14.06	7.49	12.42	27,278	10,392	23,056	184,450
AVERAGES / TOTAL	\$10.23	\$8.44	\$8.79	\$15,079	\$9,619	\$10,687	\$25,466,109 **

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 2080, the number of working hours in a year.

** 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 1,000 - 2,499 STUDENTS
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	3	13	16	2.44	12.35	14.79
CLERK - BOARD OF TRUSTEES	2	14	16	0.34	9.67	10.01
OFFICE CLERICAL - DISTRICT	4	54	58	2.56	42.11	44.67
OFFICE CLERICAL - BUILDING	1	199	200	0.85	134.74	135.59
PERSONNEL SERVICES	0	1	1	0.00	0.61	0.61
PUBLIC INFORMATION	1	0	1	0.08	0.00	0.08
CUSTODIAN SUPERVISOR	22	4	26	20.89	4.20	25.09
JANITOR, CUSTODIAN	157	149	306	124.44	93.65	218.09
FOOD SERVICE - SUPERVISOR	2	25	27	0.90	18.82	19.72
FOOD SERVICE - MANAGER	0	69	69	0.00	39.84	39.84
FOOD SERVICE - COOK	2	223	225	1.30	107.56	108.86
FOOD SERVICE - OTHER	7	54	61	1.66	11.29	12.95
MAINTENANCE SUPERVISOR	28	0	28	26.25	0.00	26.25
MAINTENANCE WORKER	61	19	80	34.63	3.51	38.14
INSTRUCTIONAL ASSISTANT - REGULAR ED	18	465	483	7.81	227.76	235.57
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	367	373	2.96	196.27	199.23
RELATED SERVICES ASSISTANT, SPECIAL ED	0	8	8	0.00	4.07	4.07
INTERPRETER - HEARING IMPAIRED	0	8	8	0.00	4.03	4.03
LIBRARY ASSISTANT	0	69	69	0.00	38.40	38.40
TRANSPORTATION SUPERVISOR	18	0	18	16.34	0.00	16.34
TRANSPORTATION DISPATCHER/SECRETARY	1	7	8	1.00	3.62	4.62
TRANSPORTATION - SCHOOL BUS MECHANIC	22	0	22	19.44	0.00	19.44
TRANSPORTATION - SCHOOL BUS ASSISTANT	1	4	5	0.10	0.77	0.87
TRANSPORTATION - SCHOOL BUS DRIVERS	134	198	332	41.37	67.10	108.47
TRANSPORTATION - SCHOOL BUS MONITORS	0	11	11	0.00	2.08	2.08
ATTENDANCE OFFICER	1	5	6	0.77	3.02	3.79
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9	4	13	0.82	0.26	1.08
SPECIAL PROJECT PERSONNEL	3	21	24	1.55	7.32	8.87
OTHER NON-CERTIFIED, SPECIFY	71	99	170	9.66	15.24	24.90
DATA PROCESSING SERVICES	1	0	1	0.91	0.00	0.91
COMPUTER TECHNOLOGY TECHNICIAN	7	3	10	5.23	2.60	7.83
TOTALS	582	2,093	2,675	324.30	1,050.89	1,375.19

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/DISTRICT CLERK	\$25.19	\$16.90	\$18.45	\$35,951	\$33,248	\$33,755	\$540,084
CLERK - BOARD OF TRUSTEES	17.33	14.80	15.12	6,723	21,052	19,261	308,179
OFFICE CLERICAL - DISTRICT	16.52	11.26	11.63	20,963	18,598	18,761	1,088,118
OFFICE CLERICAL - BUILDING	12.65	9.28	9.30	22,264	13,287	13,332	2,666,427
PERSONNEL SERVICES	0.00	6.97	6.97	0	8,782	8,782	8,782
PUBLIC INFORMATION	11.00	0.00	11.00	1,760	0	1,760	1,760
CUSTODIAN SUPERVISOR	11.67	16.96	12.49	20,373	21,934	20,613	535,933
JANITOR, CUSTODIAN	9.61	8.53	9.09	15,052	10,386	12,780	3,910,685
FOOD SERVICE - SUPERVISOR	13.11	11.59	11.70	13,999	18,161	17,853	482,029
FOOD SERVICE - MANAGER	0.00	8.89	8.89	0	10,717	10,717	739,495
FOOD SERVICE - COOK	7.37	7.22	7.22	9,984	7,418	7,441	1,674,139
FOOD SERVICE - OTHER	9.44	6.66	6.98	4,482	2,842	3,030	184,843
MAINTENANCE SUPERVISOR	15.77	0.00	15.77	29,155	0	29,155	816,341
MAINTENANCE WORKER	9.81	6.61	9.05	11,701	2,480	9,511	760,899
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.25	7.50	7.53	7,666	7,625	7,627	3,683,702
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.56	7.46	7.46	8,026	8,255	8,251	3,077,619
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.13	8.13	0	8,250	8,250	65,999
INTERPRETER - HEARING IMPAIRED	0.00	9.28	9.28	0	9,711	9,711	77,689
LIBRARY ASSISTANT	0.00	8.02	8.02	0	9,307	9,307	642,159
TRANSPORTATION SUPERVISOR	15.32	0.00	15.32	28,800	0	28,800	518,406
TRANSPORTATION DISPATCHER/SECRETARY	14.58	9.08	9.77	30,326	10,382	12,875	103,001
TRANSPORTATION - SCHOOL BUS MECHANIC	12.26	0.00	12.26	21,938	0	21,938	482,630
TRANSPORTATION - SCHOOL BUS ASSISTANT	9.00	5.94	6.55	1,944	2,206	2,154	10,768
TRANSPORTATION - SCHOOL BUS DRIVERS	11.32	11.29	11.30	6,905	7,337	7,163	2,378,026
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	6.83	6.83	0	2,750	2,750	30,250
ATTENDANCE OFFICER	12.23	7.80	8.54	19,568	9,668	11,318	67,909
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	12.39	11.73	12.18	2,059	1,392	1,853	24,095
SPECIAL PROJECT PERSONNEL	12.81	9.48	9.90	13,550	7,846	8,559	205,414
OTHER NON-CERTIFIED, SPECIFY	9.81	8.86	9.26	2,695	2,667	2,679	455,392
DATA PROCESSING SERVICES	14.32	0.00	14.32	26,993	0	26,993	26,993
COMPUTER TECHNOLOGY TECHNICIAN	17.78	10.72	15.66	26,148	19,102	24,034	240,342
AVERAGES / TOTAL	\$10.98	\$8.47	\$9.02	\$12,500	\$8,855	\$9,648	\$25,808,108 **

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 2080, the number of working hours in a year.

** 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 500 - 999 STUDENTS
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	2	9	11	1.05	7.73	8.78
CLERK - BOARD OF TRUSTEES	4	16	20	2.43	8.30	10.73
OFFICE CLERICAL - DISTRICT	0	24	24	0.00	18.02	18.02
OFFICE CLERICAL - BUILDING	0	81	81	0.00	57.02	57.02
PERSONNEL SERVICES	0	0	0	0.00	0.00	0.00
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	6	0	6	3.86	0.00	3.86
JANITOR, CUSTODIAN	46	80	126	37.87	50.95	88.82
FOOD SERVICE - SUPERVISOR	1	18	19	0.75	11.81	12.56
FOOD SERVICE - MANAGER	1	16	17	0.31	9.08	9.39
FOOD SERVICE - COOK	0	97	97	0.00	45.56	45.56
FOOD SERVICE - OTHER	2	32	34	0.07	8.60	8.67
MAINTENANCE SUPERVISOR	19	0	19	17.05	0.00	17.05
MAINTENANCE WORKER	28	6	34	18.38	3.60	21.98
INSTRUCTIONAL ASSISTANT - REGULAR ED	5	216	221	2.56	103.94	106.50
INSTRUCTIONAL ASSISTANT - SPECIAL ED	2	122	124	1.35	56.96	58.31
RELATED SERVICES ASSISTANT, SPECIAL ED	1	6	7	0.61	3.13	3.74
INTERPRETER - HEARING IMPAIRED	0	2	2	0.00	1.20	1.20
LIBRARY ASSISTANT	1	39	40	0.73	19.33	20.06
TRANSPORTATION SUPERVISOR	17	1	18	14.75	0.59	15.34
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.94	0.94
TRANSPORTATION - SCHOOL BUS MECHANIC	8	0	8	6.22	0.00	6.22
TRANSPORTATION - SCHOOL BUS ASSISTANT	0	2	2	0.00	0.31	0.31
TRANSPORTATION - SCHOOL BUS DRIVERS	51	123	174	16.55	40.93	57.48
TRANSPORTATION - SCHOOL BUS MONITORS	1	10	11	0.22	2.44	2.66
ATTENDANCE OFFICER	0	4	4	0.00	1.44	1.44
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	12	7	19	1.08	0.63	1.71
SPECIAL PROJECT PERSONNEL	2	11	13	1.06	3.51	4.57
OTHER NON-CERTIFIED, SPECIFY	26	51	77	2.66	8.93	11.59
DATA PROCESSING SERVICES	0	1	1	0.00	0.77	0.77
COMPUTER TECHNOLOGY TECHNICIAN	2	2	4	1.16	1.46	2.62
TOTALS	237	978	1,215	130.72	467.18	597.90

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/DISTRICT CLERK	\$15.40	\$17.13	\$16.82	\$16,738	\$24,002	\$22,681	\$249,495
CLERK - BOARD OF TRUSTEES	15.68	14.32	14.59	19,339	15,842	16,541	330,823
OFFICE CLERICAL - DISTRICT	0.00	10.52	10.52	0	16,542	16,542	397,019
OFFICE CLERICAL - BUILDING	0.00	9.32	9.32	0	13,451	13,451	1,089,560
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	12.27	0.00	12.27	16,228	0	16,228	97,368
JANITOR, CUSTODIAN	8.46	8.26	8.33	14,533	10,847	12,193	1,536,268
FOOD SERVICE - SUPERVISOR	10.79	11.04	11.03	16,832	15,045	15,139	287,635
FOOD SERVICE - MANAGER	6.50	8.73	8.59	4,160	10,418	10,050	170,850
FOOD SERVICE - COOK	0.00	7.08	7.08	0	7,084	7,084	687,116
FOOD SERVICE - OTHER	9.06	7.05	7.17	648	3,906	3,715	126,302
MAINTENANCE SUPERVISOR	13.97	0.00	13.97	25,839	0	25,839	490,939
MAINTENANCE WORKER	10.38	6.66	9.72	13,999	8,704	13,065	444,198
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.89	7.94	7.91	7,280	7,199	7,201	1,591,315
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.32	7.39	7.39	10,284	7,010	7,063	875,804
RELATED SERVICES ASSISTANT, SPECIAL ED	6.96	7.91	7.78	8,770	8,575	8,602	60,217
INTERPRETER - HEARING IMPAIRED	0.00	9.16	9.16	0	11,362	11,362	22,724
LIBRARY ASSISTANT	10.05	7.85	7.91	15,276	8,026	8,207	328,285
TRANSPORTATION SUPERVISOR	15.12	12.75	14.99	27,261	15,683	26,617	479,112
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.46	6.46	0	6,185	6,185	12,370
TRANSPORTATION - SCHOOL BUS MECHANIC	11.64	0.00	11.64	19,283	0	19,283	154,261
TRANSPORTATION - SCHOOL BUS ASSISTANT	0.00	6.84	6.84	0	2,125	2,125	4,249
TRANSPORTATION - SCHOOL BUS DRIVERS	11.40	10.94	11.07	7,427	7,253	7,304	1,270,881
TRANSPORTATION - SCHOOL BUS MONITORS	8.73	7.37	7.49	4,038	3,597	3,637	40,009
ATTENDANCE OFFICER	0.00	8.11	8.11	0	5,724	5,724	22,896
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.38	8.68	9.12	1,531	1,421	1,491	28,321
SPECIAL PROJECT PERSONNEL	10.37	9.43	9.58	16,512	6,381	7,939	103,212
OTHER NON-CERTIFIED, SPECIFY	11.44	8.75	9.66	1,979	3,016	2,666	205,292
DATA PROCESSING SERVICES	0.00	14.38	14.38	0	22,950	22,950	22,950
COMPUTER TECHNOLOGY TECHNICIAN	10.86	13.10	11.98	12,634	18,804	15,719	62,874
AVERAGES / TOTAL	\$11.00	\$8.66	\$9.12	\$12,623	\$8,385	\$9,212	\$11,192,345 **

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 2080, the number of working hours in a year.

** 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 1 - 499 STUDENTS
1997 - 1998**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	0	7	7	0.00	5.38	5.38
CLERK - BOARD OF TRUSTEES	0	23	23	0.00	16.27	16.27
OFFICE CLERICAL - DISTRICT	0	24	24	0.00	16.88	16.88
OFFICE CLERICAL - BUILDING	0	42	42	0.00	26.92	26.92
PERSONNEL SERVICES	0	1	1	0.00	0.67	0.67
PUBLIC INFORMATION	0	1	1	0.00	0.09	0.09
CUSTODIAN SUPERVISOR	9	2	11	6.98	2.00	8.98
JANITOR, CUSTODIAN	34	50	84	26.16	30.63	56.79
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	9.95	9.95
FOOD SERVICE - MANAGER	0	12	12	0.00	7.61	7.61
FOOD SERVICE - COOK	0	42	42	0.00	21.49	21.49
FOOD SERVICE - OTHER	2	23	25	0.78	5.53	6.31
MAINTENANCE SUPERVISOR	14	1	15	11.24	0.75	11.99
MAINTENANCE WORKER	14	5	19	7.38	1.82	9.20
INSTRUCTIONAL ASSISTANT - REGULAR ED	5	107	112	1.27	47.30	48.57
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5	59	64	2.56	30.81	33.37
RELATED SERVICES ASSISTANT, SPECIAL ED	0	2	2	0.00	0.58	0.58
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.59	0.59
LIBRARY ASSISTANT	0	23	23	0.00	10.33	10.33
TRANSPORTATION SUPERVISOR	13	2	15	5.37	0.50	5.87
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.34	0.34
TRANSPORTATION - SCHOOL BUS MECHANIC	6	0	6	2.71	0.00	2.71
TRANSPORTATION - SCHOOL BUS ASSISTANT	0	1	1	0.00	0.09	0.09
TRANSPORTATION - SCHOOL BUS DRIVERS	47	59	106	12.75	16.69	29.44
TRANSPORTATION - SCHOOL BUS MONITORS	1	0	1	0.43	0.00	0.43
ATTENDANCE OFFICER	0	1	1	0.00	0.38	0.38
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	7	2	9	0.62	0.10	0.72
SPECIAL PROJECT PERSONNEL	11	10	21	0.96	0.60	1.56
OTHER NON-CERTIFIED, SPECIFY	27	44	71	1.90	8.39	10.29
DATA PROCESSING SERVICES	1	0	1	0.50	0.00	0.50
COMPUTER TECHNOLOGY TECHNICIAN	5	3	8	2.46	2.21	4.67
TOTALS	201	565	766	84.07	264.90	348.97

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/DISTRICT CLERK	\$0.00	\$13.03	\$13.03	\$0	\$20,882	\$20,882	\$146,171
CLERK - BOARD OF TRUSTEES	0.00	11.42	11.42	0	16,428	16,428	377,835
OFFICE CLERICAL - DISTRICT	0.00	10.27	10.27	0	14,366	14,366	344,773
OFFICE CLERICAL - BUILDING	0.00	8.17	8.17	0	11,018	11,018	462,762
PERSONNEL SERVICES	0.00	11.19	11.19	0	15,666	15,666	15,666
PUBLIC INFORMATION	0.00	5.56	5.56	0	1,001	1,001	1,001
CUSTODIAN SUPERVISOR	11.34	8.88	10.89	16,893	18,471	17,179	188,974
JANITOR, CUSTODIAN	10.34	7.99	8.94	15,242	9,907	12,066	1,013,569
FOOD SERVICE - SUPERVISOR	0.00	9.68	9.68	0	12,318	12,318	197,084
FOOD SERVICE - MANAGER	0.00	8.82	8.82	0	11,708	11,708	140,492
FOOD SERVICE - COOK	0.00	7.05	7.05	0	7,691	7,691	323,001
FOOD SERVICE - OTHER	6.73	6.87	6.86	5,437	3,543	3,695	92,370
MAINTENANCE SUPERVISOR	12.34	12.56	12.36	20,702	19,594	20,628	309,421
MAINTENANCE WORKER	10.31	6.57	9.32	10,844	4,716	9,231	175,393
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.17	7.63	7.70	5,792	6,639	6,601	739,310
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.92	7.60	7.47	6,608	8,152	8,032	514,032
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.94	8.94	0	5,395	5,395	10,789
INTERPRETER - HEARING IMPAIRED	0.00	21.27	21.27	0	13,401	13,401	13,401
LIBRARY ASSISTANT	0.00	7.43	7.43	0	6,936	6,936	159,535
TRANSPORTATION SUPERVISOR	12.63	10.09	12.29	11,589	5,834	10,822	162,330
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.10	6.10	0	2,088	2,088	4,175
TRANSPORTATION - SCHOOL BUS MECHANIC	13.89	0.00	13.89	11,634	0	11,634	69,805
TRANSPORTATION - SCHOOL BUS ASSISTANT	0.00	10.00	10.00	0	1,900	1,900	1,900
TRANSPORTATION - SCHOOL BUS DRIVERS	10.76	11.18	11.07	5,882	6,488	6,219	659,266
TRANSPORTATION - SCHOOL BUS MONITORS	11.07	0.00	11.07	9,963	0	9,963	9,963
ATTENDANCE OFFICER	0.00	8.45	8.45	0	6,760	6,760	6,760
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	8.37	10.34	8.81	1,569	1,138	1,473	13,258
SPECIAL PROJECT PERSONNEL	9.40	10.36	9.86	1,548	1,290	1,425	29,934
OTHER NON-CERTIFIED, SPECIFY	7.79	8.61	8.30	1,139	2,977	2,278	161,740
DATA PROCESSING SERVICES	15.00	0.00	15.00	15,600	0	15,600	15,600
COMPUTER TECHNOLOGY TECHNICIAN	13.68	11.13	12.72	11,620	16,760	13,548	108,380
AVERAGES / TOTAL	\$10.35	\$8.60	\$9.06	\$9,075	\$8,221	\$8,445	\$6,468,690 **

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 2080, the number of working hours in a year.

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

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