

ANNUAL STATISTICAL REPORT 1999-2000



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

DR. MARILYN HOWARD
SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
IDAHO SCHOOL DISTRICTS
1999 – 2000

Prepared by:

STATE OF IDAHO
DEPARTMENT OF EDUCATION
PUBLIC SCHOOL FINANCE
P.O. BOX 83720
BOISE, IDAHO 83720-0027

TABLE OF CONTENTS

Introduction	ii-v
--------------------	------

MEMBERSHIP GROUPS

School District Membership Groups with Teacher FTE & Student/Teacher Ratio by District	2-3
--	-----

CERTIFIED STAFF

Number of Certified Employees.....	6-7
Salaries	8-15
Experience Levels	16
Age Levels	17
Education Levels	18
Sources of Education	19
Ethnic and Gender Categories.....	20
Turnover	21
Pie Charts	22

NONCERTIFIED STAFF

Number of Noncertified Employees & Salaries	24-29
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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 1999. Salary information for both certified and non-certified staff was supplied for the 1999-2000 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 of November. The five membership groups are: districts with 5,000 or more 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 Pages 2 and 3 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

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
Head Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS 1999-2000

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 (FTE) teachers and the student/teacher ratio is shown.

The ratios are computed on the basis of the November 5th 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)
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DISTRICTS WITH 5,000 OR MORE STUDENTS

1	001	BOISE	26,776	1,461.83	18.32
2	002	MERIDIAN	22,820	1,181.88	19.31
3	025	POCATELLO	12,634	668.97	18.89
4	091	IDAHO FALLS	10,704	557.09	19.21
5	131	NAMPA	10,702	557.36	19.20
6	271	COEUR D' ALENE	9,272	483.20	19.19
7	093	BONNEVILLE	7,656	402.70	19.01
8	411	TWIN FALLS	7,046	383.75	18.36
9	132	CALDWELL	5,471	279.88	19.55
10	151	CASSIA COUNTY	5,138	287.61	17.86
11	340	LEWISTON	5,123	302.08	16.96
TOTAL (11 DISTRICTS)			123,342	6,566.35	18.78

DISTRICTS WITH 2,500 - 4,999 STUDENTS

12	331	MINIDOKA COUNTY	4,733	259.66	18.23
13	193	MOUNTAIN HOME	4,539	261.85	17.33
14	273	POST FALLS	4,268	214.34	19.91
15	055	BLACKFOOT	4,263	235.96	18.07
16	272	LAKELAND	4,151	209.39	19.82
17	084	LAKE PEND OREILLE	4,147	232.08	17.87
18	321	MADISON	4,124	213.48	19.32
19	251	JEFFERSON COUNTY	4,022	202.16	19.90
20	139	VALLIVUE	3,504	184.15	19.03
21	261	JEROME	3,056	165.62	18.45
22	061	BLAINE COUNTY	3,024	204.62	14.78
23	221	EMMETT	2,913	160.34	18.17
24	003	KUNA	2,824	141.57	19.95
25	215	FREMONT COUNTY	2,682	147.58	18.17
26	281	MOSCOW	2,624	167.17	15.70
TOTAL (15 DISTRICTS)			54,874	2,999.97	18.29

DISTRICTS WITH 1,000 - 2,499 STUDENTS

27	201	PRESTON	2,444	116.97	20.90
28	052	SNAKE RIVER	2,209	112.60	19.60
29	060	SHELLEY	2,100	106.59	19.70
30	134	MIDDLETON	2,097	114.70	18.30
31	371	PAYETTE	1,999	105.05	19.00
32	241	GRANGEVILLE	1,743	109.74	15.90
33	101	BOUNDARY COUNTY	1,677	95.46	17.60
34	431	WEISER	1,659	91.47	18.10
35	381	AMERICAN FALLS	1,655	96.15	17.20
36	033	BEAR LAKE COUNTY	1,618	91.70	17.60
37	021	MARSH VALLEY	1,599	97.60	16.40
38	171	OROFINO	1,570	97.60	16.10
39	083	WEST BONNER COUNTY	1,547	88.16	17.50
40	391	KELLOGG	1,476	89.97	16.40
41	412	BUHL	1,419	81.15	17.50
42	373	FRUITLAND	1,409	73.82	19.10
43	413	FILER	1,361	78.02	17.40
44	231	GOODING	1,341	77.35	17.30
45	322	SUGAR-SALEM	1,335	77.94	17.10
46	401	TETON COUNTY	1,280	69.00	18.60
47	291	SALMON	1,275	73.60	17.30
48	041	ST. MARIES	1,252	72.37	17.30
49	370	HOMEDALE	1,246	71.71	17.40
50	414	KIMBERLY	1,200	69.31	17.30
51	150	SODA SPRINGS	1,120	59.84	18.70
52	232	WENDELL	1,076	64.91	16.60
53	421	MCCALL-DONNELLY	1,029	65.14	15.80
54	137	PARMA	1,024	56.30	18.20
55	351	ONEIDA COUNTY	1,006	59.65	16.90
TOTAL (29 DISTRICTS)			43,766	2,463.87	17.76

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

56	372	NEW PLYMOUTH	971	56.94	17.05
57	059	FIRTH	964	54.90	17.56
58	058	ABERDEEN	955	57.58	16.59
59	252	RIRIE	743	42.01	17.69
60	393	WALLACE	726	51.30	14.15
61	363	MARSING	723	47.00	15.38
62	253	WEST JEFFERSON	713	44.25	16.11
63	262	VALLEY	681	40.96	16.63
64	136	MELBA	676	42.42	15.94
65	286	WHITEPINE	638	48.71	13.10
66	192	GLENNS FERRY	626	41.91	14.94
67	111	BUTTE COUNTY	622	38.05	16.35
68	304	KAMIAH	613	38.05	16.11
69	181	CHALLIS	605	42.04	14.39
70	285	POTLATCH	598	39.32	15.21
71	365	BRUNEAU-GRAND VIEW	577	35.56	16.23
72	202	WEST SIDE	573	37.67	15.21
73	148	GRACE	569	38.36	14.83
74	044	PLUMMER-WORLEY	563	40.35	13.95
75	341	LAPWAI	557	42.44	13.12
76	133	WILDER	514	38.50	13.35
TOTAL (21 DISTRICTS)			14,207	918.32	15.47

DISTRICTS WITH 1 - 499 STUDENTS

77	242	COTTONWOOD	495	31.96	15.49
78	072	BASIN	470	33.02	14.23
79	312	SHOSHONE	452	32.14	14.06
80	415	HANSEN	417	25.78	16.18
81	422	CASCADE	410	28.54	14.37
82	233	HAGERMAN	399	26.85	14.86
83	417	CASTLEFORD	383	23.25	16.47
84	013	COUNCIL	373	28.46	13.11
85	283	KENDRICK	365	25.37	14.39
86	135	NOTUS	343	26.15	13.12
87	282	GENESEE	331	24.75	13.37
88	071	GARDEN VALLEY	324	23.30	13.91
89	073	HORSESHOE BEND	304	22.33	13.61
90	274	KOOTENAI	292	21.56	13.54
91	182	MACKAY	284	20.68	13.73
92	418	MURTAUGH	277	21.05	13.16
93	305	HIGHLAND	265	19.45	13.62
94	432	CAMBRIDGE	245	21.47	11.41
95	161	CLARK COUNTY	240	18.68	12.85
96	342	CULDESAC	228	18.43	12.37
97	302	NEZPERCE	220	18.83	11.68
98	011	MEADOWS VALLEY	199	16.79	11.85
99	314	DIETRICH	198	17.86	11.09
100	149	NORTH GEM	194	17.23	11.26
101	121	CAMAS COUNTY	190	15.99	11.88
102	316	RICHFIELD	190	16.92	11.23
103	392	MULLAN	181	17.47	10.36
104	234	BLISS	173	15.98	10.83
105	382	ROCKLAND	168	15.83	10.61
106	292	SOUTH LEMHI	153	16.10	9.50
107	433	MIDVALE	118	14.67	8.04
108	092	SWAN VALLEY	62	5.42	11.44
109	394	AVERY SCHOOL	32	3.30	9.70
110	364	PLEASANT VALLEY	29	2.00	14.50
111	383	ARBON	19	2.00	9.50
112	416	THREE CREEK	9	1.00	9.00
113	191	PRAIRIE	5	1.00	5.00
TOTAL (37 DISTRICTS)			9,037	691.61	13.07

113 DISTRICTS	STATEWIDE TOTALS	245,226	13,640.12	17.98
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CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1999-2000

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	99.69	92.19	7.50	92.48%	7.52%	0.62%
ASST. SUPERINTENDENT	18.60	14.00	4.60	75.27%	24.73%	0.12%
DIRECTOR	142.52	79.78	62.74	55.98%	44.02%	0.89%
SUPERVISOR/COORDINATOR	119.04	61.08	57.96	51.31%	48.69%	0.75%
PRINCIPAL-ELEMENTARY	291.90	172.22	119.68	59.00%	41.00%	1.83%
PRINCIPAL-SECONDARY	224.73	184.45	40.28	82.08%	17.92%	1.41%
ASSISTANT PRINCIPAL	197.53	130.67	66.86	66.15%	33.85%	1.24%
TEACHER-ELEMENTARY	6,955.13	800.08	6,155.05	11.50%	88.50%	43.57%
TEACHER-SECONDARY	6,682.29	3,195.98	3,486.31	47.83%	52.17%	41.86%
HEAD TEACHER	2.70	0.50	2.20	18.52%	81.48%	0.02%
EDUCATION MEDIA GENERALIST	193.84	29.56	164.28	15.25%	84.75%	1.21%
COUNSELOR	577.96	187.24	390.72	32.40%	67.60%	3.62%
PSYCHOLOGICAL EXAMINER	7.26	2.08	5.18	28.65%	71.35%	0.05%
SCHOOL PSYCHOLOGIST	112.97	53.24	59.73	47.13%	52.87%	0.71%
SPEECH/LANGUAGE PATHOLOGIST	182.01	10.68	171.33	5.87%	94.13%	1.14%
AUDIOLOGIST	4.40	3.00	1.40	68.18%	31.82%	0.03%
SCHOOL SOCIAL WORKER	58.40	16.30	42.10	27.91%	72.09%	0.37%
SCHOOL NURSE	78.45	0.50	77.95	0.64%	99.36%	0.49%
OCCUPATIONAL/PHYSICAL THERAPIST	13.21	3.09	10.12	23.39%	76.61%	0.08%
TOTAL	15,962.63	5,036.64	10,925.99	31.55%	68.45%	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	379.85	247.05	132.80	65.04%	34.96%	2.38%
SCHOOL ADMINISTRATION	714.16	487.34	226.82	68.24%	31.76%	4.47%
STUDENT SERVICES	1,228.50	305.69	922.81	24.88%	75.12%	7.70%
INSTRUCTIONAL SERVICES	13,640.12	3,996.56	9,643.56	29.30%	70.70%	85.45%
TOTAL	15,962.63	5,036.64	10,925.99	31.55%	68.45%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

**19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS
1999-2000**

ACTIVITY	STATEWIDE TOTALS (113 DISTRICTS)		DISTRICTS WITH 5,000 OR MORE STUDENTS (11 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (15 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	99.69	0.62%	11.00	0.14%	15.00	0.43%
ASST. SUPERINTENDENT	18.60	0.12%	8.00	0.10%	10.00	0.29%
DIRECTOR	142.52	0.89%	53.81	0.70%	40.03	1.15%
SUPERVISOR/COORDINATOR	119.04	0.75%	82.14	1.07%	14.91	0.43%
PRINCIPAL-ELEMENTARY	291.90	1.83%	140.50	1.83%	62.90	1.80%
PRINCIPAL-SECONDARY	224.73	1.41%	72.55	0.94%	42.44	1.22%
ASSISTANT PRINCIPAL	197.53	1.24%	124.70	1.62%	49.76	1.43%
TEACHER-ELEMENTARY	6,955.13	43.57%	3,446.13	44.83%	1,539.97	44.12%
TEACHER-SECONDARY	6,682.29	41.86%	3,120.22	40.59%	1,460.00	41.83%
HEAD TEACHER	2.70	0.02%	0.00	0.00%	0.00	0.00%
EDUCATION MEDIA GENERALIST	193.84	1.21%	68.35	0.89%	41.07	1.18%
COUNSELOR	577.96	3.62%	294.63	3.83%	117.38	3.36%
PSYCHOLOGICAL EXAMINER	7.26	0.05%	4.00	0.05%	0.89	0.03%
SCHOOL PSYCHOLOGIST	112.97	0.71%	64.88	0.84%	26.61	0.76%
SPEECH/LANGUAGE PATHOLOGIST	182.01	1.14%	96.40	1.25%	39.26	1.12%
AUDIOLGOLGIST	4.40	0.03%	4.00	0.05%	0.30	0.01%
SCHOOL SOCIAL WORKER	58.40	0.37%	29.40	0.38%	16.50	0.47%
SCHOOL NURSE	78.45	0.49%	57.30	0.75%	10.66	0.31%
OCCUPATIONAL/PHYSICAL THERAPIST	13.21	0.08%	8.60	0.11%	3.00	0.09%
GROUPS (4)						
DISTRICT ADMINISTRATION	379.85	2.38%	154.95	2.02%	79.94	2.29%
SCHOOL ADMINISTRATION	714.16	4.47%	337.75	4.39%	155.1	4.44%
STUDENT SERVICES	1,228.50	7.70%	627.56	8.16%	255.67	7.32%
INSTRUCTIONAL SERVICES	13,640.12	85.45%	6,566.35	85.43%	2999.97	85.94%
TOTAL	15,962.63	100.00%	7,686.61	100.00%	3,490.68	100.00%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (29 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (21 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (37 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	28.80	1.00%	20.00	1.84%	24.89	3.07%
ASST. SUPERINTENDENT	0.60	0.02%	0.00	0.00%	0.00	0.00%
DIRECTOR	33.51	1.16%	10.55	0.97%	4.62	0.57%
SUPERVISOR/COORDINATOR	13.15	0.46%	6.44	0.59%	2.40	0.30%
PRINCIPAL-ELEMENTARY	51.83	1.79%	22.87	2.11%	13.80	1.70%
PRINCIPAL-SECONDARY	61.64	2.13%	27.82	2.56%	20.28	2.50%
ASSISTANT PRINCIPAL	19.57	0.68%	2.33	0.21%	1.17	0.14%
TEACHER-ELEMENTARY	1,194.40	41.35%	449.51	41.40%	325.12	40.08%
TEACHER-SECONDARY	1,267.87	43.90%	468.23	43.12%	365.97	45.11%
HEAD TEACHER	1.60	0.06%	0.58	0.05%	0.52	0.06%
EDUCATION MEDIA GENERALIST	48.70	1.69%	20.18	1.86%	15.54	1.92%
COUNSELOR	103.30	3.58%	39.16	3.61%	23.49	2.90%
PSYCHOLOGICAL EXAMINER	0.90	0.03%	0.19	0.02%	1.28	0.16%
SCHOOL PSYCHOLOGIST	16.06	0.56%	2.60	0.24%	2.82	0.35%
SPEECH/LANGUAGE PATHOLOGIST	29.06	1.01%	10.32	0.95%	6.97	0.86%
AUDIOLGOLGIST	0.10	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	9.50	0.33%	1.30	0.12%	1.70	0.21%
SCHOOL NURSE	7.18	0.25%	2.71	0.25%	0.60	0.07%
OCCUPATIONAL/PHYSICAL THERAPIST	0.52	0.02%	1.00	0.09%	0.09	0.01%
GROUPS (4)						
DISTRICT ADMINISTRATION	76.06	2.63%	36.99	3.41%	31.91	3.93%
SCHOOL ADMINISTRATION	134.64	4.66%	53.60	4.94%	35.77	4.41%
STUDENT SERVICES	215.32	7.45%	77.46	7.13%	52.49	6.47%
INSTRUCTIONAL SERVICES	2,462.27	85.25%	917.74	84.52%	691.09	85.19%
TOTAL	2,888.29	100.00%	1,085.79	100.00%	811.26	100.00%

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY *** 1999-2000

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	110	99.69	\$7,323,292	\$73,461
ASSISTANT SUPERINTENDENT	19	18.60	1,450,460	77,982
DIRECTOR	220	142.52	7,986,664	56,039
SUPERVISOR/COORDINATOR	152	119.04	6,430,379	54,019
PRINCIPAL-ELEMENTARY	313	291.90	17,157,230	58,778
PRINCIPAL-SECONDARY	249	224.73	13,601,633	60,524
ASSISTANT PRINCIPAL	220	197.53	10,952,301	55,446
TEACHER-ELEMENTARY	7,697	6,955.13	245,055,703	35,234
TEACHER-SECONDARY	7,449	6,682.29	234,468,113	35,088
HEAD TEACHER	9	2.70	90,556	33,539
EDUCATION MEDIA GENERALIST	224	193.84	7,605,777	39,237
COUNSELOR	624	577.96	23,270,278	40,263
PSYCHOLOGICAL EXAMINER	11	7.26	320,780	44,185
SCHOOL PSYCHOLOGIST	137	112.97	5,065,926	44,843
SPEECH/LANGUAGE PATHOLOGIST	217	182.01	7,101,313	39,016
AUDIOLOGIST	6	4.40	198,036	45,008
SCHOOL SOCIAL WORKER	64	58.40	2,223,853	38,080
SCHOOL NURSE	90	78.45	2,657,081	33,870
OCCUPATIONAL/PHYSICAL THERAPIST	18	13.21	563,360	42,646
TOTAL	17,829	15,962.63	\$593,522,735	\$37,182

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
GROUPS (4)				
DISTRICT ADMINISTRATION	501	379.85	\$23,190,795	\$61,053
SCHOOL ADMINISTRATION	791	714.16	41,801,720	58,533
STUDENT SERVICES	1,391	1,228.50	49,006,404	39,891
INSTRUCTIONAL SERVICES	15,146	13,640.12	479,523,816	35,155
TOTAL	17,829	15,962.63	\$593,522,735	\$37,182

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1999-2000

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	\$7,364,892	92.19	7.50	\$73,461	\$73,486	\$73,147	\$73,878	\$73,922	\$73,335
ASSISTANT SUPERINTENDENT	1,453,856	14.00	4.60	77,982	79,550	73,209	78,164	79,792	73,209
DIRECTOR	8,184,878	79.78	62.74	56,039	56,922	54,916	57,430	58,821	55,661
SUPERVISOR/COORDINATOR	6,546,992	61.08	57.96	54,019	56,657	51,238	54,998	58,342	51,475
PRINCIPAL-ELEMENTARY	17,437,294	172.22	119.68	58,778	58,458	59,238	59,737	59,622	59,903
PRINCIPAL-SECONDARY	13,903,233	184.45	40.28	60,524	60,342	61,361	61,866	61,842	61,978
ASSISTANT PRINCIPAL	11,116,898	130.67	66.86	55,446	55,851	54,655	56,280	56,763	55,334
TEACHER-ELEMENTARY	247,494,559	800.08	6,155.05	35,234	35,275	35,228	35,584	36,313	35,490
TEACHER-SECONDARY	245,173,747	3,195.98	3,486.31	35,088	35,635	34,586	36,690	37,961	35,525
HEAD TEACHER	94,273	0.50	2.20	33,539	42,922	31,407	34,916	46,342	32,319
EDUCATION MEDIA GENERALIST	7,716,492	29.56	164.28	39,237	38,644	39,344	39,809	39,706	39,827
COUNSELOR	23,780,434	187.24	390.72	40,263	41,374	39,730	41,145	42,879	40,315
PSYCHOLOGICAL EXAMINER	320,780	2.08	5.18	44,185	47,884	42,699	44,185	47,884	42,699
SCHOOL PSYCHOLOGIST	5,148,873	53.24	59.73	44,843	45,954	43,853	45,577	47,096	44,224
SPEECH/LANGUAGE PATHOLOGIST	7,179,688	10.68	171.33	39,016	45,625	38,604	39,447	47,123	38,968
AUDIOLOGIST	198,636	3.00	1.40	45,008	45,523	43,904	45,145	45,723	43,904
SCHOOL SOCIAL WORKER	2,234,766	16.30	42.10	38,080	42,134	36,510	38,267	42,183	36,750
SCHOOL NURSE	2,665,631	0.50	77.95	33,870	25,200	33,925	33,979	25,200	34,035
OCCUPATIONAL/PHYSICAL THERAPIST	565,511	3.09	10.12	42,646	42,094	42,815	42,809	42,094	43,028
TOTALS	\$608,581,433	5,036.64	10,925.99						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$23,550,618	247.05	132.80	\$61,053	\$64,320	\$54,974	\$62,000	\$65,526	\$55,440
SCHOOL ADMINISTRATION	42,457,425	487.34	226.82	58,406	58,472	58,264	59,451	59,696	58,925
STUDENT SERVICES	49,810,811	305.69	922.81	39,891	42,163	39,139	40,546	43,443	39,586
INSTRUCTIONAL SERVICES	492,762,579	3,996.56	9,643.56	35,162	35,564	34,995	36,126	37,632	35,502
TOTALS	\$608,581,433	5,036.64	10,925.99						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS) 1999-2000

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	\$1,009,289	9.00	2.00	\$91,754	\$91,536	\$92,734	\$91,754	\$91,536	\$92,734
ASSISTANT SUPERINTENDENT	670,585	7.00	1.00	83,823	85,941	69,000	83,823	85,941	69,000
DIRECTOR	3,453,696	28.62	25.19	63,490	64,286	62,586	64,183	65,370	62,834
SUPERVISOR/COORDINATOR	4,886,575	37.49	44.65	58,758	63,174	55,051	59,491	64,591	55,208
PRINCIPAL-ELEMENTARY	8,974,471	75.00	65.50	62,984	62,690	63,320	63,875	63,693	64,084
PRINCIPAL-SECONDARY	4,996,867	53.30	19.25	67,147	66,715	68,341	68,875	68,743	69,240
ASSISTANT PRINCIPAL	7,245,706	75.50	49.20	57,653	59,146	55,361	58,105	59,411	56,100
TEACHER-ELEMENTARY	126,274,656	345.95	3,100.18	36,454	37,372	36,352	36,642	38,212	36,467
TEACHER-SECONDARY	117,853,546	1,381.38	1,738.84	36,373	37,046	35,838	37,771	39,184	36,648
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	2,849,651	5.00	63.35	41,355	43,850	41,158	41,692	44,339	41,483
COUNSELOR	12,640,200	80.33	214.30	42,361	43,726	41,849	42,902	44,689	42,232
PSYCHOLOGICAL EXAMINER	198,004	1.00	3.00	49,501	57,475	46,843	49,501	57,475	46,843
SCHOOL PSYCHOLOGIST	3,085,717	28.31	36.57	47,355	47,784	47,022	47,560	47,810	47,367
SPEECH/LANGUAGE PATHOLOGIST	3,947,783	5.00	91.40	40,476	48,250	40,050	40,952	49,878	40,464
AUDIOLOGIST	184,753	3.00	1.00	46,038	45,523	47,583	46,188	45,723	47,583
SCHOOL SOCIAL WORKER	1,265,977	10.00	19.40	43,021	44,028	42,502	43,060	44,108	42,521
SCHOOL NURSE	2,019,799	0.00	57.30	35,233	0	35,233	35,250	0	35,250
OCCUPATIONAL/PHYSICAL THERAPIST	403,175	0.57	8.03	46,881	70,246	45,222	46,881	70,246	45,222
TOTALS	\$301,960,450	2,146.45	5,540.16						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$10,020,145	82.11	72.84	\$64,038	\$68,611	\$58,883	\$64,667	\$69,636	\$59,065
SCHOOL ADMINISTRATION	21,217,044	203.80	133.95	61,910	62,430	61,119	62,819	63,427	61,893
STUDENT SERVICES	26,595,059	133.21	494.35	41,989	45,043	41,166	42,379	45,719	41,478
INSTRUCTIONAL SERVICES	244,128,202	1,727.33	4,839.02	36,416	37,111	36,167	37,179	38,990	36,532
TOTALS	\$301,960,450	2,146.45	5,540.16						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (15 DISTRICTS)
1999-2000**

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	\$1,275,232	15.00	0.00	\$84,217	\$84,217	\$0	\$85,015	\$85,015	\$0
ASSISTANT SUPERINTENDENT	747,271	7.00	3.00	74,388	73,159	77,254	74,727	73,644	77,254
DIRECTOR	2,273,519	22.78	17.25	55,642	55,353	56,023	56,795	56,824	56,758
SUPERVISOR/COORDINATOR	752,006	8.74	6.17	48,480	54,115	40,497	50,436	56,881	41,308
PRINCIPAL-ELEMENTARY	3,638,320	40.70	22.20	56,278	56,310	56,219	57,843	58,446	56,737
PRINCIPAL-SECONDARY	2,680,451	36.90	5.54	61,517	62,183	57,082	63,159	64,006	57,515
ASSISTANT PRINCIPAL	2,680,122	38.06	11.70	52,336	51,649	54,569	53,861	53,539	54,909
TEACHER-ELEMENTARY	55,092,798	177.67	1,362.30	35,203	34,129	35,343	35,775	35,213	35,849
TEACHER-SECONDARY	53,851,895	725.65	734.35	35,162	35,703	34,627	36,885	38,073	35,711
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	1,733,195	5.00	36.07	41,099	39,945	41,259	42,201	42,150	42,208
COUNSELOR	4,761,644	46.80	70.58	39,490	40,229	39,000	40,566	41,885	39,692
PSYCHOLOGICAL EXAMINER	25,927	0.89	0.00	29,131	29,131	0	29,131	29,131	0
SCHOOL PSYCHOLOGIST	1,102,721	10.48	16.13	40,143	44,667	37,203	41,440	47,081	37,775
SPEECH/LANGUAGE PATHOLOGIST	1,539,704	3.48	35.78	38,728	42,690	38,342	39,218	44,947	38,661
AUDIOLOGIST	9,643	0.00	0.30	32,143	0	32,143	32,143	0	32,143
SCHOOL SOCIAL WORKER	598,625	4.50	12.00	35,717	40,910	33,770	36,280	40,910	34,544
SCHOOL NURSE	353,739	0.00	10.66	33,029	0	33,029	33,184	0	33,184
OCCUPATIONAL/PHYSICAL THERAPIST	114,216	2.00	1.00	37,389	34,727	42,713	38,072	34,727	44,763
TOTALS	\$133,231,028	1,145.65	2,345.03						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$5,048,028	53.52	26.42	\$62,013	\$65,569	\$54,808	\$63,148	\$66,934	\$55,477
SCHOOL ADMINISTRATION	8,998,893	115.66	39.44	56,447	56,650	55,851	58,020	58,605	56,304
STUDENT SERVICES	10,239,414	73.15	182.52	39,117	40,719	38,475	40,049	42,382	39,114
INSTRUCTIONAL SERVICES	108,944,693	903.32	2,096.65	35,183	35,394	35,092	36,315	37,510	35,800
TOTALS	\$133,231,028	1,145.65	2,345.03						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (29 DISTRICTS)
1999-2000**

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	\$2,129,441	27.80	1.00	\$73,822	\$73,929	\$70,864	\$73,939	\$74,050	\$70,864
ASSISTANT SUPERINTENDENT	36,000	0.00	0.60	60,000	0	60,000	60,000	0	60,000
DIRECTOR	1,707,405	19.07	14.44	49,411	52,179	45,756	50,952	54,474	46,301
SUPERVISOR/COORDINATOR	556,167	9.03	4.12	41,125	42,596	37,902	42,294	44,226	38,059
PRINCIPAL-ELEMENTARY	2,857,103	31.76	20.07	54,698	55,200	53,905	55,125	55,547	54,455
PRINCIPAL-SECONDARY	3,566,840	49.64	12.00	57,230	58,035	53,900	57,866	58,720	54,332
ASSISTANT PRINCIPAL	1,016,044	15.58	3.99	50,528	51,239	47,750	51,918	52,838	48,328
TEACHER-ELEMENTARY	40,559,895	149.81	1,044.59	33,656	33,985	33,609	33,958	35,086	33,797
TEACHER-SECONDARY	44,865,586	643.23	624.64	33,670	34,369	32,950	35,387	36,801	33,930
HEAD TEACHER	52,644	0.50	1.10	31,583	42,922	26,429	32,903	46,342	26,794
EDUCATION MEDIA GENERALIST	1,835,475	9.22	39.48	37,279	36,686	37,417	37,689	37,773	37,670
COUNSELOR	4,009,851	32.63	70.67	37,536	39,751	36,514	38,818	42,130	37,288
PSYCHOLOGICAL EXAMINER	30,553	0.00	0.90	33,948	0	33,948	33,948	0	33,948
SCHOOL PSYCHOLOGIST	701,404	11.80	4.26	42,413	42,109	43,253	43,674	43,826	43,253
SPEECH/LANGUAGE PATHOLOGIST	1,057,419	0.80	28.26	36,225	42,093	36,059	36,387	42,093	36,226
AUDIOLOGIST	4,240	0.00	0.10	42,400	0	42,400	42,400	0	42,400
SCHOOL SOCIAL WORKER	283,410	1.50	8.00	29,833	32,939	29,250	29,833	32,939	29,250
SCHOOL NURSE	207,455	0.00	7.18	28,594	0	28,594	28,893	0	28,893
OCCUPATIONAL/PHYSICAL THERAPIST	20,579	0.52	0.00	39,575	39,575	0	39,575	39,575	0
TOTALS	\$105,497,511	1,002.89	1,885.40						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$4,429,013	55.90	20.16	\$57,305	\$61,447	\$45,820	\$58,231	\$62,554	\$46,243
SCHOOL ADMINISTRATION	7,439,987	96.98	36.06	55,258	56,015	53,222	55,923	56,736	53,736
STUDENT SERVICES	8,150,386	56.47	158.85	37,019	39,594	36,103	37,852	41,505	36,554
INSTRUCTIONAL SERVICES	85,478,125	793.54	1,670.33	33,662	34,302	33,358	34,693	36,483	33,842
TOTALS	\$105,497,511	1,002.89	1,885.40						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (21 DISTRICTS)
1999 -2000**

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	\$1,355,850	15.50	4.50	\$67,651	\$68,435	\$64,949	\$67,793	\$68,527	\$65,262
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	546,898	7.74	2.81	47,575	49,002	43,643	51,839	53,871	46,242
SUPERVISOR/COORDINATOR	254,371	4.60	1.84	38,347	40,494	32,981	39,499	42,106	32,981
PRINCIPAL-ELEMENTARY	1,226,489	14.37	8.50	52,577	53,074	51,736	53,629	54,268	52,548
PRINCIPAL-SECONDARY	1,565,586	24.83	2.99	55,007	55,066	54,514	56,276	56,488	54,514
ASSISTANT PRINCIPAL	118,980	1.00	1.33	49,991	45,500	53,368	51,064	45,500	55,248
TEACHER-ELEMENTARY	15,111,526	67.38	382.13	32,857	33,491	32,746	33,618	34,917	33,389
TEACHER-SECONDARY	16,290,258	245.69	222.54	32,677	33,407	31,871	34,791	36,334	33,087
HEAD TEACHER	23,921	0.00	0.58	38,603	0	38,603	41,243	0	41,243
EDUCATION MEDIA GENERALIST	727,312	5.03	15.15	35,282	40,261	33,629	36,041	41,497	34,230
COUNSELOR	1,481,000	20.05	19.11	36,343	37,694	34,926	37,819	39,689	35,857
PSYCHOLOGICAL EXAMINER	16,197	0.19	0.00	85,247	85,247	0	85,247	85,247	0
SCHOOL PSYCHOLOGIST	121,482	1.22	1.38	42,449	47,543	37,946	46,724	56,473	38,105
SPEECH/LANGUAGE PATHOLOGIST	381,823	1.00	9.32	36,322	42,848	35,622	36,998	42,848	36,371
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	41,121	0.30	1.00	31,632	43,340	28,119	31,632	43,340	28,119
SCHOOL NURSE	70,288	0.50	2.21	24,544	25,200	24,396	25,937	25,200	26,103
OCCUPATIONAL/PHYSICAL THERAPIST	25,381	0.00	1.00	25,280	0	25,280	25,381	0	25,381
TOTALS	\$39,358,483	409.40	676.39						
GROUPS(4)									
DISTRICT ADMINISTRATION	\$2,157,119	27.84	9.15	\$56,823	\$58,416	\$51,977	\$58,316	\$60,087	\$52,930
SCHOOL ADMINISTRATION	2,911,055	40.20	12.82	53,738	54,116	52,553	54,905	55,421	53,287
STUDENT SERVICES	2,864,604	28.29	49.17	35,754	38,916	33,935	36,982	40,934	34,708
INSTRUCTIONAL SERVICES	31,425,705	313.07	605.25	32,769	33,425	32,430	34,221	36,029	33,285
TOTALS	\$39,358,483	409.40	676.39						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (37 DISTRICTS)
1999 -2000**

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	\$1,595,080	24.89	0.00	\$63,144	\$63,144	\$0	\$64,085	\$64,085	\$0
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	203,360	1.57	3.05	40,093	42,110	39,054	44,017	45,614	43,195
SUPERVISOR/COORDINATOR	97,873	1.22	1.18	38,904	39,648	38,135	40,780	42,462	39,042
PRINCIPAL-ELEMENTARY	740,911	10.39	3.41	52,948	53,725	50,579	53,689	54,708	50,585
PRINCIPAL-SECONDARY	1,093,489	19.78	0.50	52,336	52,143	60,000	53,920	53,766	60,000
ASSISTANT PRINCIPAL	56,046	0.53	0.64	45,700	43,358	47,639	47,903	47,677	48,089
TEACHER-ELEMENTARY	10,455,684	59.27	265.85	31,526	31,762	31,473	32,159	33,211	31,925
TEACHER-SECONDARY	12,312,462	200.03	165.94	31,835	32,456	31,086	33,643	34,840	32,201
HEAD TEACHER	17,708	0.00	0.52	33,910	0	33,910	34,054	0	34,054
EDUCATION MEDIA GENERALIST	570,859	5.31	10.23	36,278	34,386	37,260	36,735	34,704	37,789
COUNSELOR	887,739	7.43	16.06	36,338	40,225	34,540	37,792	41,472	36,090
PSYCHOLOGICAL EXAMINER	50,099	0.00	1.28	39,140	0	39,140	39,140	0	39,140
SCHOOL PSYCHOLOGIST	137,549	1.43	1.39	47,455	49,503	45,349	48,776	52,053	45,405
SPEECH/LANGUAGE PATHOLOGIST	252,959	0.40	6.57	36,078	52,358	35,087	36,293	52,358	35,314
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	45,633	0.00	1.70	26,575	0	26,575	26,843	0	26,843
SCHOOL NURSE	14,350	0.00	0.60	23,917	0	23,917	23,917	0	23,917
OCCUPATIONAL/PHYSICAL THERAPIST	2,160	0.00	0.09	24,000	0	24,000	24,000	0	24,000
TOTALS	\$28,533,961	332.25	479.01						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$1,896,313	27.68	4.23	\$57,984	\$60,915	\$38,798	\$59,427	\$62,084	\$42,037
SCHOOL ADMINISTRATION	1,890,446	30.70	4.55	52,355	52,527	51,201	53,630	53,980	51,269
STUDENT SERVICES	1,961,348	14.57	37.92	36,472	39,341	35,370	37,366	40,343	36,222
INSTRUCTIONAL SERVICES	22,785,854	259.30	432.31	31,691	32,297	31,327	32,946	34,468	32,034
TOTALS	\$28,533,961	332.25	479.01						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

1999-2000

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
5,000 OR MORE	123,342	50.30%	DISTRICT ADMINISTRATION	\$10,020,145	\$81
			SCHOOL ADMINISTRATION	21,217,044	172
			STUDENT SERVICES	26,595,059	216
			INSTRUCTIONAL SERVICES	244,128,202	1,979
			TOTAL CERTIFIED	\$301,960,450	\$2,448
2,500 - 4,999	54,874	22.38%	DISTRICT ADMINISTRATION	\$5,048,028	\$92
			SCHOOL ADMINISTRATION	8,998,893	164
			STUDENT SERVICES	10,239,414	187
			INSTRUCTIONAL SERVICES	108,944,693	1,985
			TOTAL CERTIFIED	\$133,231,028	\$2,428
1,000 - 2,499	43,766	17.85%	DISTRICT ADMINISTRATION	\$4,429,013	\$101
			SCHOOL ADMINISTRATION	7,492,631	171
			STUDENT SERVICES	8,150,386	186
			INSTRUCTIONAL SERVICES	85,425,481	1,952
			TOTAL CERTIFIED	\$105,497,511	\$2,410
500 - 999	14,207	5.79%	DISTRICT ADMINISTRATION	\$2,157,119	\$152
			SCHOOL ADMINISTRATION	2,934,976	207
			STUDENT SERVICES	2,864,604	202
			INSTRUCTIONAL SERVICES	31,401,784	2,210
			TOTAL CERTIFIED	\$39,358,483	\$2,771
1 - 499	9,037	3.68%	DISTRICT ADMINISTRATION	\$1,896,313	\$210
			SCHOOL ADMINISTRATION	1,908,154	211
			STUDENT SERVICES	1,961,348	217
			INSTRUCTIONAL SERVICES	22,768,146	2,519
			TOTAL CERTIFIED	\$28,533,961	\$3,157
STATEWIDE	245,226	100.00%	DISTRICT ADMINISTRATION	\$23,550,618	\$96
			SCHOOL ADMINISTRATION	42,551,698	174
			STUDENT SERVICES	49,810,811	203
			INSTRUCTIONAL SERVICES	492,668,306	2,009
			TOTAL CERTIFIED	\$608,581,433	\$2,482

* 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 *****

1999-2000

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	0.58	3.00	3.50	6.91	50.77	34.93	99.69
ASST. SUPERINTENDENT	0.00	0.00	1.00	0.00	4.00	10.60	3.00	18.60
DIRECTOR	3.14	4.97	10.56	11.82	20.05	66.83	25.15	142.52
SUPERVISOR/COORDINATOR	2.42	9.15	11.72	11.57	27.15	44.28	12.75	119.04
PRINCIPAL-ELEMENTARY	0.00	1.00	20.62	41.19	52.50	145.26	31.33	291.90
PRINCIPAL-SECONDARY	1.00	1.98	15.80	28.67	42.76	103.62	30.90	224.73
ASSISTANT PRINCIPAL	0.00	6.75	38.00	24.27	32.45	78.56	17.50	197.53
TEACHER-ELEMENTARY	773.29	1,064.23	1,353.17	1,105.45	936.28	1,496.09	226.62	6,955.13
TEACHER-SECONDARY	714.65	1,223.65	1,290.58	974.95	715.12	1,441.58	321.76	6,682.29
HEAD TEACHER	0.00	0.90	0.44	0.42	0.11	0.83	0.00	2.70
EDUCATION MEDIA GENERALIST	6.51	19.04	32.60	32.21	29.40	61.22	12.86	193.84
COUNSELOR	61.47	100.36	73.02	89.99	74.38	140.24	38.50	577.96
PSYCHOLOGICAL EXAMINER	0.33	0.89	2.90	0.70	1.19	1.25	0.00	7.26
SCHOOL PSYCHOLOGIST	9.92	13.00	24.40	13.01	15.81	26.16	10.67	112.97
SPEECH/LANGUAGE PATHOLOGIST	28.33	30.60	27.46	31.50	23.08	36.22	4.82	182.01
AUDIOLOGIST	0.00	0.00	1.40	0.00	1.00	2.00	0.00	4.40
SCHOOL SOCIAL WORKER	16.00	10.70	9.60	10.10	7.00	5.00	0.00	58.40
SCHOOL NURSE	12.56	17.61	16.87	18.91	6.90	5.60	0.00	78.45
OCCUPATIONAL/PHYSICAL THERAPIST	7.53	0.57	2.80	1.52	0.70	0.09	0.00	13.21
TOTALS	1,637.15	2,505.98	2,935.94	2,399.78	1,996.79	3,716.20	770.79	15,962.63
GROUPS (4)								
DISTRICT ADMINISTRATION	5.56	14.70	26.28	26.89	58.11	172.48	75.83	379.85
SCHOOL ADMINISTRATION	1.00	9.73	74.42	94.13	127.71	327.44	79.73	714.16
STUDENT SERVICES	142.65	192.77	191.05	197.94	159.46	277.78	66.85	1,228.50
INSTRUCTIONAL SERVICES	1,487.94	2,288.78	2,644.19	2,080.82	1,651.51	2,938.50	548.38	13,640.12
TOTALS	1,637.15	2,505.98	2,935.94	2,399.78	1,996.79	3,716.20	770.79	15,962.63
PERCENTAGES	10.26%	15.70%	18.39%	15.03%	12.51%	23.28%	4.83%	100.00%

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 *****

1999-2000

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	2.00	5.72	19.08	29.46	34.49	8.94	99.69
ASSISTANT SUPERINTENDENT	0.00	0.00	1.00	1.00	4.00	6.00	5.60	1.00	0.00	18.60
DIRECTOR	0.00	4.16	5.46	7.08	11.17	43.73	38.73	25.22	6.97	142.52
SUPERVISOR/COORDINATOR	0.00	1.68	6.44	8.94	16.25	34.33	32.96	13.46	4.98	119.04
PRINCIPAL-ELEMENTARY	0.00	3.00	10.62	29.10	41.67	81.08	76.50	38.63	11.30	291.90
PRINCIPAL-SECONDARY	0.00	3.06	6.03	17.70	38.44	66.83	50.28	31.86	10.53	224.73
ASSISTANT PRINCIPAL	0.00	12.20	18.05	22.39	26.08	49.68	49.50	15.63	4.00	197.53
TEACHER-ELEMENTARY	349.77	699.90	655.78	782.58	1,124.01	1,490.21	1,152.96	550.84	149.08	6,955.13
TEACHER-SECONDARY	253.97	867.75	712.15	770.53	911.54	1,312.15	1,196.34	537.06	120.80	6,682.29
HEAD TEACHER	0.77	0.00	0.57	0.00	0.14	0.22	1.00	0.00	0.00	2.70
EDUCATION MEDIA GENERALIST	1.00	5.01	5.00	10.35	22.32	49.24	67.20	20.72	13.00	193.84
COUNSELOR	5.86	47.42	48.72	56.74	77.12	154.26	120.32	51.50	16.02	577.96
PSYCHOLOGICAL EXAMINER	0.00	0.89	1.00	0.00	1.83	1.10	2.19	0.25	0.00	7.26
SCHOOL PSYCHOLOGIST	1.00	8.67	8.70	5.45	14.00	28.42	26.12	15.61	5.00	112.97
SPEECH/LANGUAGE PATHOLOGIST	9.60	20.60	12.40	27.97	32.66	44.13	25.09	8.00	1.56	182.01
AUDIOLOGIST	0.00	0.00	0.00	1.00	0.00	1.40	2.00	0.00	0.00	4.40
SCHOOL SOCIAL WORKER	3.00	4.70	4.00	4.80	13.50	15.60	8.80	3.00	1.00	58.40
SCHOOL NURSE	0.00	1.40	5.60	13.36	21.98	12.90	15.41	6.80	1.00	78.45
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	4.07	2.00	0.62	4.02	2.50	0.00	0.00	0.00	13.21
TOTALS	624.97	1,684.51	1,503.52	1,761.61	2,366.45	3,412.86	2,900.46	1,354.07	354.18	15,962.63
GROUPS (4)										
DISTRICT ADMINISTRATION	0.00	5.84	12.90	19.02	37.14	103.14	106.75	74.17	20.89	379.85
SCHOOL ADMINISTRATION	0.00	18.26	34.70	69.19	106.19	197.59	176.28	86.12	25.83	714.16
STUDENT SERVICES	20.46	92.76	87.42	120.29	187.43	309.55	267.13	105.88	37.58	1,228.50
INSTRUCTIONAL SERVICES	604.51	1,567.65	1,368.50	1,553.11	2,035.69	2,802.58	2,350.30	1,087.90	269.88	13,640.12
TOTALS	624.97	1,684.51	1,503.52	1,761.61	2,366.45	3,412.86	2,900.46	1,354.07	354.18	15,962.63
PERCENTAGES	3.92%	10.55%	9.42%	11.04%	14.82%	21.38%	18.17%	8.48%	2.22%	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 ***

1999-2000

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	0.00	29.07	44.35	26.27	0.00	99.69
ASST. SUPERINTENDENT	0.00	0.00	0.00	3.00	10.00	5.60	0.00	18.60
DIRECTOR	0.00	0.00	46.36	57.13	19.89	19.14	0.00	142.52
SUPERVISOR/COORDINATOR	1.42	0.00	46.52	57.79	4.11	9.00	0.20	119.04
PRINCIPAL-ELEMENTARY	0.00	0.00	49.36	190.12	45.72	6.70	0.00	291.90
PRINCIPAL-SECONDARY	0.00	0.00	32.65	145.29	38.34	8.45	0.00	224.73
ASSISTANT PRINCIPAL	0.00	0.00	39.91	135.73	15.39	6.50	0.00	197.53
TEACHER-ELEMENTARY	2.60	0.00	5,843.59	1,082.02	14.80	9.33	2.79	6,955.13
TEACHER-SECONDARY	8.89	3.15	5,197.66	1,387.17	22.35	30.46	32.61	6,682.29
HEAD TEACHER	0.00	0.00	2.70	0.00	0.00	0.00	0.00	2.70
EDUCATION MEDIA GENERALIST	0.00	0.00	137.43	52.83	1.58	2.00	0.00	193.84
COUNSELOR	0.00	0.00	158.38	390.80	18.31	9.47	1.00	577.96
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.50	2.47	3.10	1.19	0.00	7.26
SCHOOL PSYCHOLOGIST	0.00	0.00	7.25	55.54	35.52	14.66	0.00	112.97
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	35.30	143.38	1.33	2.00	0.00	182.01
AUDIOLOGIST	0.00	0.00	0.40	3.00	1.00	0.00	0.00	4.40
SCHOOL SOCIAL WORKER	0.00	0.00	12.30	45.10	0.00	0.00	1.00	58.40
SCHOOL NURSE	0.20	4.87	57.62	10.00	0.00	0.00	5.76	78.45
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	10.59	1.62	0.00	0.00	1.00	13.21
TOTALS	13.11	8.02	11,678.52	3,792.06	275.79	150.77	44.36	15,962.63
GROUPS (4)								
DISTRICT ADMINISTRATION	1.42	0.00	92.88	146.99	78.35	60.01	0.20	379.85
SCHOOL ADMINISTRATION	0.00	0.00	121.92	471.14	99.45	21.65	0.00	714.16
STUDENT SERVICES	0.20	4.87	419.77	704.74	60.84	29.32	8.76	1,228.50
INSTRUCTIONAL SERVICES	11.49	3.15	11,043.95	2,469.19	37.15	39.79	35.40	13,640.12
TOTALS	13.11	8.02	11,678.52	3,792.06	275.79	150.77	44.36	15,962.63
PERCENTAGES	0.08%	0.05%	73.16%	23.76%	1.73%	0.94%	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 *****

1999-2000

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	13.4	29.8	2.7	3.6	47.2	99.7	52.66%
ASSISTANT SUPERINTENDENT	0.0	2.0	7.6	1.0	0.0	8.0	18.6	56.99%
DIRECTOR	12.0	19.3	33.9	10.5	5.9	61.1	142.7	57.18%
SUPERVISOR/COORDINATOR	15.0	24.1	19.0	4.7	18.3	38.0	119.1	68.09%
PRINCIPAL-ELEMENTARY	25.3	59.9	64.5	25.1	24.5	92.7	292.0	68.25%
PRINCIPAL-SECONDARY	15.4	43.1	54.2	25.1	10.9	76.0	224.7	66.18%
ASSISTANT PRINCIPAL	21.7	37.1	36.1	19.3	12.0	71.4	197.6	63.87%
TEACHER-ELEMENTARY	1,374.4	1,132.9	824.6	156.2	737.6	2,729.5	6,955.2	60.76%
TEACHER-SECONDARY	1,084.3	1,140.2	1,058.8	151.2	479.6	2,768.2	6,682.3	58.57%
HEAD TEACHER	0.5	0.0	0.3	0.0	0.0	1.9	2.7	29.63%
EDUCATION MEDIA GENERALIST	21.1	46.1	24.3	3.0	13.6	85.7	193.8	55.78%
COUNSELOR	47.7	92.6	98.3	89.8	51.8	197.7	577.9	65.79%
PSYCHOLOGICAL EXAMINER	0.0	1.9	1.1	0.0	1.0	3.3	7.3	54.79%
SCHOOL PSYCHOLOGIST	1.5	30.1	23.5	7.5	3.0	47.4	113.0	58.05%
SPEECH/LANGUAGE PATHOLOGIST	12.1	71.5	1.0	1.0	11.6	84.9	182.1	53.38%
AUDIOLOGIST	0.0	3.4	0.0	0.0	0.0	1.0	4.4	77.27%
SCHOOL SOCIAL WORKER	4.0	5.3	3.0	0.0	6.0	40.1	58.4	31.34%
SCHOOL NURSE	20.5	6.6	5.1	0.0	9.1	37.2	78.5	52.61%
OCCUPATIONAL/PHYSICAL THERAPIST	0.0	0.0	0.0	0.0	3.7	9.6	13.3	27.82%
TOTALS	2,658.5	2,729.5	2,285.1	497.1	1,392.2	6,400.9	15,963.3	59.90%
GROUPS (4)								
DISTRICT ADMINISTRATION	30.0	58.8	90.3	18.9	27.8	154.3	380.1	59.41%
SCHOOL ADMINISTRATION	62.4	140.1	154.8	69.5	47.4	240.1	714.3	66.25%
STUDENT SERVICES	106.9	257.5	156.3	101.3	99.8	506.9	1,228.7	58.75%
INSTRUCTIONAL SERVICES	2,459.2	2,273.1	1,883.7	307.4	1,217.2	5,499.6	13,640.2	59.69%
TOTALS	2,658.5	2,729.5	2,285.1	497.1	1,392.2	6,400.9	15,963.3	59.90%
PERCENTAGES	16.65%	17.10%	14.31%	3.11%	8.72%	40.10%	100.00%	

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

*****STATEWIDE SUMMARY***
1999-2000**

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		TOTAL	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)	MEN (k)	WOMEN (l)
CLASSIFICATIONS (19)												
SUPERINTENDENT	102	7	0	0	0	0	0	0	0	1	102	8
ASSISTANT SUPERINTENDENT	14	5	0	0	0	0	0	0	0	0	14	5
DIRECTOR	130	87	0	0	3	0	0	0	0	0	133	87
SUPERVISOR/COORDINATOR	76	73	0	0	1	0	1	0	1	0	78	73
PRINCIPAL-ELEMENTARY	184	124	0	0	1	3	0	0	1	0	186	127
PRINCIPAL-SECONDARY	200	46	0	0	0	0	1	1	1	0	201	47
ASSISTANT PRINCIPAL	136	75	1	0	4	1	1	0	1	1	143	77
TEACHER-ELEMENTARY	978	6,555	1	5	11	75	11	41	3	17	1,002	6,693
TEACHER-SECONDARY	3,373	3,946	7	4	31	37	19	18	7	7	3,441	4,012
HEAD TEACHER	1	8	0	0	0	0	0	0	0	0	20	8
EDUCATION MEDIA GENERALIST	37	184	0	0	0	1	0	2	0	0	37	187
COUNSELOR	192	425	0	0	3	1	0	1	2	0	195	427
PSYCHOLOGICAL EXAMINER	3	8	0	0	0	0	0	0	0	0	3	8
SCHOOL PSYCHOLOGIST	66	68	0	1	1	1	0	0	0	0	67	70
SPEECH/LANGUAGE PATHOLOGIST	14	200	0	0	0	1	0	2	0	0	14	203
AUDIOLOGIST	3	3	0	0	0	0	0	0	0	0	3	3
SCHOOL SOCIAL WORKER	17	46	0	0	1	0	0	0	0	0	18	46
SCHOOL NURSE	1	88	0	0	0	1	0	0	0	0	1	89
OCCUPATIONAL/PHYSICAL THERAPIST	5	12	0	0	0	0	0	1	0	0	5	13
TOTALS	5,532	11,960	9	10	56	121	33	66	16	26	5,663	12,183
GROUPS (4)												
DISTRICT ADMINISTRATION	322	172	0	0	4	0	1	0	1	1	327	173
SCHOOL ADMINISTRATION	520	245	1	0	5	4	2	1	3	1	529	251
STUDENT SERVICES	338	1,034	0	1	5	5	0	6	2	0	345	1,046
INSTRUCTIONAL SERVICES	4,352	10,509	8	9	42	112	30	59	10	24	4,432	10,713
TOTALS	5,532	11,960	9	10	56	121	33	66	16	26	5,633	12,183
PERCENTAGES	31.03%	67.08%	0.05%	0.06%	0.31%	0.68%	0.19%	0.37%	0.09%	0.15%	31.62%	68.38%

CERTIFIED STAFF TURNOVER

BY SCHOOL DISTRICT MEMBERSHIP SIZE (Numbers Based on Actual Employee Count) 1999-2000

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 OR MORE	674	43.4%	173	25.7%	501	74.3%
2,500-4,999	320	20.6%	98	30.6%	222	69.4%
1,000-2,499	302	19.4%	101	33.4%	201	66.6%
500-999	151	9.7%	67	44.4%	84	55.6%
1-499	106	6.8%	41	38.7%	65	61.3%
TOTALS	1,553	100.0%	480	30.9%	1,073	69.1%

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 OR MORE	66	4.2%	39	2.5%	99	6.4%	5	0.3%	32	2.1%	118	7.6%	7	0.5%
2,500-4,999	76	4.9%	52	3.3%	21	1.4%	1	0.1%	8	0.5%	59	3.8%	3	0.2%
1,000-2,499	90	5.8%	47	3.0%	16	1.0%	0	0.0%	17	1.1%	23	1.5%	4	0.3%
500-999	54	3.5%	20	1.3%	6	0.4%	6	0.4%	1	0.1%	26	1.7%	0	0.0%
1-499	33	2.1%	19	1.2%	9	0.6%	4	0.3%	1	0.1%	12	0.8%	0	0.0%

STATEWIDE	319	20.5%	177	11.4%	151	9.7%	16	1.0%	59	3.8%	238	15.3%	14	0.9%
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DISTRICT SIZE	REDUCTION IN FORCE		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		PARENTAL/FAMILY OBLIGATION		MILITARY SERVICE		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	0	0.0%	171	11.0%	14	0.9%	85	5.5%	8	0.5%	1	0.1%	29	1.9%
2,500-4,999	6	0.4%	54	3.5%	19	1.2%	15	1.0%	1	0.1%	0	0.0%	5	0.3%
1,000-2,499	13	0.8%	24	1.5%	21	1.4%	28	1.8%	1	0.1%	0	0.0%	18	1.2%
500-999	7	0.5%	24	1.5%	1	0.1%	3	0.2%	1	0.1%	0	0.0%	2	0.1%
1-499	5	0.3%	10	0.6%	10	0.6%	0	0.0%	0	0.0%	0	0.0%	3	0.2%

STATEWIDE	31	2.0%	283	18.2%	65	4.2%	131	8.4%	11	0.7%	1	0.1%	57	3.7%
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NONCERTIFIED

STAFF

TABLES

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

***** STATEWIDE SUMMARY ***
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	23	44	67	21.00	39.74	60.74
CLERK - BOARD OF TRUSTEES	7	59	66	2.65	41.38	44.03
OFFICE CLERICAL - DISTRICT	30	419	449	25.04	358.06	383.10
OFFICE CLERICAL - BUILDING	8	1,084	1,092	5.58	759.60	765.18
PERSONNEL SERVICES	5	24	29	3.39	21.69	25.08
PUBLIC INFORMATION	5	7	12	4.82	4.79	9.61
CUSTODIAN SUPERVISOR	90	19	109	81.45	17.69	99.14
JANITOR, CUSTODIAN	945	648	1,593	840.28	483.99	1,324.27
FOOD SERVICE - SUPERVISOR	3	80	83	1.73	60.65	62.38
FOOD SERVICE - MANAGER	1	306	307	0.69	183.66	184.35
FOOD SERVICE - COOK	3	961	964	1.90	464.08	465.98
FOOD SERVICE - OTHER	35	664	699	20.06	248.39	268.45
MAINTENANCE SUPERVISOR	98	3	101	89.32	2.92	92.24
MAINTENANCE WORKER	396	43	439	336.21	19.11	355.32
INSTRUCTIONAL ASSISTANT - REGULAR ED	123	2,438	2,561	59.56	1,190.31	1,249.87
INSTRUCTIONAL ASSISTANT - SPECIAL ED	95	2,174	2,269	51.70	1,195.85	1,247.55
RELATED SERVICES ASSISTANT, SPECIAL ED	5	73	78	3.43	38.41	41.84
INTERPRETER - HEARING IMPAIRED	6	51	57	3.49	29.01	32.50
LIBRARY ASSISTANT	0	425	425	0.00	244.65	244.65
TRANSPORTATION SUPERVISOR	67	11	78	53.65	7.45	61.10
TRANSPORTATION DISPATCHER/SECRETARY	3	43	46	1.79	28.91	30.70
TRANSPORTATION - SCHOOL BUS MECHANIC	92	2	94	80.33	1.16	81.49
TRANSPORTATION-SCHOOL BUS ASSISTANT	2	9	11	0.15	3.81	3.96
TRANSPORTATION - SCHOOL BUS DRIVERS	512	982	1,494	208.77	427.36	636.13
TRANSPORTATION - SCHOOL BUS MONITORS	9	104	113	4.67	47.84	52.51
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	4	6	1.49	1.79	3.28
ATTENDANCE OFFICER	13	22	35	6.10	14.33	20.43
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	252	234	486	23.69	24.28	47.97
SPECIAL PROJECT PERSONNEL	63	167	230	15.41	48.83	64.24
OTHER NON-CERTIFIED, SPECIFY	52	341	393	21.76	108.61	130.37
DATA PROCESSING SERVICES	22	24	46	18.57	21.37	39.94
COMPUTER TECHNOLOGY TECHNICIAN	64	65	129	55.73	42.70	98.43
TOTALS	3,031	11,530	14,561	2,044.41	6,182.42	8,226.83

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	\$29.39	\$19.34	\$22.79	\$55,270	\$34,880	\$41,879	\$2,805,913
CLERK - BOARD OF TRUSTEES	19.53	14.38	14.93	12,325	20,815	19,914	1,314,332
OFFICE CLERICAL - DISTRICT	16.22	11.77	12.07	27,929	21,167	21,619	9,706,734
OFFICE CLERICAL - BUILDING	11.31	10.25	10.26	18,487	15,070	15,095	16,483,240
PERSONNEL SERVICES	20.76	14.55	15.62	33,734	27,963	28,958	839,770
PUBLIC INFORMATION	24.07	15.35	18.99	42,411	24,425	31,919	383,033
CUSTODIAN SUPERVISOR	12.97	11.31	12.68	23,604	22,561	23,422	2,552,979
JANITOR, CUSTODIAN	9.72	8.93	9.40	18,066	13,864	16,357	26,056,184
FOOD SERVICE - SUPERVISOR	16.03	13.60	13.69	21,861	21,878	21,877	1,815,800
FOOD SERVICE - MANAGER	9.07	10.28	10.28	13,061	12,947	12,948	3,974,933
FOOD SERVICE - COOK	9.54	8.09	8.09	14,401	8,217	8,236	7,939,423
FOOD SERVICE - OTHER	9.42	7.88	7.96	11,476	6,337	6,594	4,609,236
MAINTENANCE SUPERVISOR	16.32	17.55	16.35	30,988	35,055	31,109	3,142,028
MAINTENANCE WORKER	12.18	8.70	11.84	21,955	9,061	20,692	9,083,961
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.42	8.41	8.41	8,366	8,408	8,406	21,528,468
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.77	8.48	8.49	9,781	9,664	9,669	21,937,852
RELATED SERVICES ASSISTANT, SPECIAL ED	14.85	9.88	10.20	22,322	10,822	11,559	901,587
INTERPRETER - HEARING IMPAIRED	12.49	12.20	12.23	15,086	13,905	14,029	799,673
LIBRARY ASSISTANT	0.00	9.07	9.07	0	10,972	10,972	4,662,952
TRANSPORTATION SUPERVISOR	16.82	18.02	16.99	28,620	26,932	28,382	2,213,785
TRANSPORTATION DISPATCHER/SECRETARY	11.18	10.52	10.56	13,765	15,430	15,321	704,786
TRANSPORTATION - SCHOOL BUS MECHANIC	13.26	11.16	13.22	24,120	13,453	23,893	2,245,972
TRANSPORTATION-SCHOOL BUS ASSISTANT	6.92	8.15	7.92	1,084	7,040	5,957	65,529
TRANSPORTATION - SCHOOL BUS DRIVERS	11.37	11.32	11.34	9,290	9,917	9,702	14,494,660
TRANSPORTATION - SCHOOL BUS MONITORS	8.16	7.78	7.81	8,578	7,554	7,635	862,797
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	11.65	10.42	10.83	18,177	9,537	12,417	74,503
ATTENDANCE OFFICER	15.24	10.66	12.36	14,623	14,883	14,787	517,529
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	11.18	10.00	10.61	1,956	2,028	1,991	967,638
SPECIAL PROJECT PERSONNEL	13.88	11.74	12.33	7,834	7,446	7,553	1,737,076
OTHER NON-CERTIFIED, SPECIFY	11.03	11.13	11.12	10,894	8,197	8,553	3,361,520
DATA PROCESSING SERVICES	17.05	17.77	17.42	30,916	33,765	32,402	1,490,509
COMPUTER TECHNOLOGY TECHNICIAN	17.32	11.25	14.26	28,776	15,851	22,263	2,871,969
AVERAGES / TOTAL	\$11.57	\$9.38	\$9.84	\$16,381	\$10,624	\$11,822	\$172,146,371

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 5,000 OR MORE STUDENTS
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	10	3	13	9.67	2.92	12.59
CLERK - BOARD OF TRUSTEES	1	3	4	0.07	2.90	2.97
OFFICE CLERICAL - DISTRICT	21	229	250	20.30	199.19	219.49
OFFICE CLERICAL - BUILDING	7	498	505	4.81	349.39	354.20
PERSONNEL SERVICES	3	15	18	2.80	13.72	16.52
PUBLIC INFORMATION	3	5	8	2.82	4.06	6.88
CUSTODIAN SUPERVISOR	35	2	37	33.86	2.00	35.86
JANITOR, CUSTODIAN	523	194	717	492.25	178.64	670.89
FOOD SERVICE - SUPERVISOR	1	12	13	0.88	10.57	11.45
FOOD SERVICE - MANAGER	0	137	137	0.00	84.00	84.00
FOOD SERVICE - COOK	0	367	367	0.00	183.90	183.90
FOOD SERVICE - OTHER	18	387	405	13.54	168.96	182.50
MAINTENANCE SUPERVISOR	19	3	22	18.86	2.92	21.78
MAINTENANCE WORKER	213	14	227	204.17	10.82	214.99
INSTRUCTIONAL ASSISTANT - REGULAR ED	62	1,084	1,146	34.67	545.40	580.07
INSTRUCTIONAL ASSISTANT - SPECIAL ED	57	1,090	1,147	33.18	621.62	654.80
RELATED SERVICES ASSISTANT, SPECIAL ED	3	33	36	1.96	18.94	20.90
INTERPRETER - HEARING IMPAIRED	6	31	37	3.49	18.03	21.52
LIBRARY ASSISTANT	0	194	194	0.00	117.74	117.74
TRANSPORTATION SUPERVISOR	6	4	10	5.88	3.75	9.63
TRANSPORTATION DISPATCHER/SECRETARY	1	14	15	0.65	11.19	11.84
TRANSPORTATION - SCHOOL BUS MECHANIC	25	0	25	24.95	0.00	24.95
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	3	3	0.00	1.76	1.76
TRANSPORTATION - SCHOOL BUS DRIVERS	173	327	500	96.03	182.22	278.25
TRANSPORTATION - SCHOOL BUS MONITORS	7	55	62	4.23	30.91	35.14
ATTENDANCE/RESOURCE OFFICER	8	8	16	2.48	5.78	8.26
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	35	54	89	5.06	6.95	12.01
SPECIAL PROJECT PERSONNEL	20	75	95	7.37	21.90	29.27
OTHER NON-CERTIFIED, SPECIFY	29	255	284	15.65	77.40	93.05
DATA PROCESSING SERVICES	14	19	33	11.61	17.81	29.42
COMPUTER TECHNOLOGY TECHNICIAN	26	37	63	24.30	26.46	50.76
TOTALS	1,326	5,152	6,478	1,075.54	2,921.85	3,997.39

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	\$30.20	\$34.98	\$31.30	\$60,905.00	\$71,052.00	\$63,247.00	\$822,208.00
CLERK - BOARD OF TRUSTEES	28.79	19.03	21.47	3,907.00	37,985.00	29,466.00	117,862.00
OFFICE CLERICAL - DISTRICT	14.73	11.85	12.09	29,560.00	21,717.00	22,376.00	5,594,017.00
OFFICE CLERICAL - BUILDING	11.84	10.50	10.52	19,386.00	15,576.00	15,629.00	7,892,551.00
PERSONNEL SERVICES	25.75	14.12	16.06	51,091.00	27,415.00	31,361.00	564,500.00
PUBLIC INFORMATION	24.79	17.14	20.01	48,166.00	30,890.00	37,369.00	298,950.00
CUSTODIAN SUPERVISOR	13.05	11.57	12.97	26,380.00	24,066.00	26,255.00	971,429.00
JANITOR, CUSTODIAN	9.93	9.56	9.83	19,572.00	18,229.00	19,209.00	13,772,530.00
FOOD SERVICE - SUPERVISOR	24.10	19.47	19.83	44,344.00	35,641.00	36,310.00	472,035.00
FOOD SERVICE - MANAGER	0.00	10.97	10.97	0.00	14,056.00	14,056.00	1,925,669.00
FOOD SERVICE - COOK	0.00	8.37	8.37	0.00	8,774.00	8,774.00	3,219,894.00
FOOD SERVICE - OTHER	9.48	8.17	8.23	15,423.00	7,695.00	8,039.00	3,255,666.00
MAINTENANCE SUPERVISOR	19.36	17.55	19.11	39,788.00	35,055.00	39,143.00	861,141.00
MAINTENANCE WORKER	13.12	11.36	13.01	26,275.00	18,437.00	25,792.00	5,854,761.00
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.49	8.60	8.59	9,745.00	8,944.00	8,987.00	10,299,430.00
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9.17	8.73	8.75	10,673.00	10,324.00	10,342.00	11,861,721.00
RELATED SERVICES ASSISTANT, SPECIAL ED	12.64	11.17	11.29	17,744.00	13,114.00	13,500.00	486,000.00
INTERPRETER - HEARING IMPAIRED	12.49	12.17	12.22	15,086.00	14,690.00	14,754.00	545,896.00
LIBRARY ASSISTANT	0.00	9.35	9.35	0.00	11,992.00	11,992.00	2,326,367.00
TRANSPORTATION SUPERVISOR	19.77	24.72	21.75	40,390.00	46,992.00	43,031.00	430,308.00
TRANSPORTATION DISPATCHER/SECRETARY	12.34	11.92	11.94	16,659.00	19,573.00	19,379.00	290,685.00
TRANSPORTATION - SCHOOL BUS MECHANIC	14.24	0.00	14.24	28,516.00	0.00	28,516.00	712,908.00
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	9.66	9.66	0.00	11,885.00	11,885.00	3,655.00
TRANSPORTATION - SCHOOL BUS DRIVERS	10.45	10.63	10.57	12,036.00	12,325.00	12,225.00	6,112,583.00
TRANSPORTATION - SCHOOL BUS MONITORS	7.76	8.05	8.01	9,714.00	9,438.00	9,469.00	587,104.00
ATTENDANCE/RESOURCE OFFICER	13.82	12.11	12.96	7,874.00	17,989.00	12,932.00	206,906.00
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	10.12	8.72	9.27	2,939.00	2,484.00	2,663.00	237,000.00
SPECIAL PROJECT PERSONNEL	13.61	11.50	11.94	14,032.00	7,366.00	8,770.00	833,108.00
OTHER NON-CERTIFIED, SPECIFY	12.21	11.33	11.42	14,831.00	8,027.00	8,722.00	2,476,916.00
DATA PROCESSING SERVICES	16.26	18.71	17.67	29,957.00	36,563.00	33,761.00	1,114,097.00
COMPUTER TECHNOLOGY TECHNICIAN	15.96	11.21	13.17	31,579.00	17,204.00	23,136.00	1,457,586.00
AVERAGES / TOTAL	\$11.41	\$9.54	\$9.92	\$19,681	\$11,557	\$13,220	\$85,637,483

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
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	8	4	12	7.96	3.50	11.46
CLERK - BOARD OF TRUSTEES	1	6	7	1.00	5.94	6.94
OFFICE CLERICAL - DISTRICT	4	80	84	2.20	77.90	77.10
OFFICE CLERICAL - BUILDING	0	245	245	0.00	177.04	177.04
PERSONNEL SERVICES	1	7	8	0.17	6.63	6.80
PUBLIC INFORMATION	2	2	4	2.00	0.73	2.73
CUSTODIAN SUPERVISOR	12	4	16	12.00	3.26	15.26
JANITOR, CUSTODIAN	208	157	365	177.03	113.04	290.07
FOOD SERVICE - SUPERVISOR	0	11	11	0.00	9.62	9.62
FOOD SERVICE - MANAGER	0	79	79	0.00	47.74	47.74
FOOD SERVICE - COOK	2	239	241	1.17	110.94	112.11
FOOD SERVICE - OTHER	8	147	155	4.81	48.88	53.69
MAINTENANCE SUPERVISOR	18	0	18	17.38	0.00	17.38
MAINTENANCE WORKER	73	4	77	62.61	2.01	64.62
INSTRUCTIONAL ASSISTANT - REGULAR ED	23	549	572	9.69	253.85	263.54
INSTRUCTIONAL ASSISTANT - SPECIAL ED	22	455	477	10.70	246.62	257.32
RELATED SERVICES ASSISTANT, SPECIAL ED	1	10	11	0.62	5.63	6.25
INTERPRETER - HEARING IMPAIRED	0	8	8	0.00	4.22	4.22
LIBRARY ASSISTANT	0	92	92	0.00	51.00	51.00
TRANSPORTATION SUPERVISOR	9	2	11	8.38	1.94	10.32
TRANSPORTATION DISPATCHER/SECRETARY	1	14	15	0.26	11.47	11.73
TRANSPORTATION - SCHOOL BUS MECHANIC	27	1	28	25.29	0.16	25.45
TRANSPORTATION - SCHOOL BUS ASSISTANT	0	3	3	0.00	1.85	1.85
TRANSPORTATION - SCHOOL BUS DRIVERS	97	257	354	35.43	108.64	144.07
TRANSPORTATION - SCHOOL BUS MONITORS	1	22	23	0.27	10.85	10.35
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	4	6	1.49	1.79	3.28
ATTENDANCE/RESOURCE OFFICER	3	4	7	2.14	3.32	5.46
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	55	37	92	4.65	3.33	7.98
SPECIAL PROJECT PERSONNEL	26	28	54	3.54	7.66	11.20
OTHER NON-CERTIFIED, SPECIFY	7	25	32	2.35	13.66	16.01
DATA PROCESSING SERVICES	5	2	7	4.63	1.75	6.38
COMPUTER TECHNOLOGY TECHNICIAN	17	13	30	16.64	7.97	24.61
TOTALS	633	2,511	3,144	414.41	1,339.17	1,753.58

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	\$30.83	\$22.39	\$28.02	\$63,786	\$40,471	\$56,014	\$672,172
CLERK - BOARD OF TRUSTEES	10.90	14.41	13.91	22,672	29,610	28,619	200,334
OFFICE CLERICAL - DISTRICT	17.04	12.13	12.36	26,609	23,647	23,788	1,998,159
OFFICE CLERICAL - BUILDING	0.00	10.31	10.31	0	15,476	15,476	3,791,708
PERSONNEL SERVICES	15.00	16.59	16.39	5,400	32,875	29,441	235,524
PUBLIC INFORMATION	22.99	10.89	16.94	33,779	8,263	21,021	84,083
CUSTODIAN SUPERVISOR	11.83	11.75	11.81	24,610	22,193	24,006	384,090
JANITOR, CUSTODIAN	9.34	8.68	9.06	16,294	12,974	14,866	5,426,194
FOOD SERVICE - SUPERVISOR	0.00	16.58	16.58	0	30,054	30,054	330,599
FOOD SERVICE - MANAGER	0.00	9.86	9.86	0	12,601	12,601	995,488
FOOD SERVICE - COOK	10.22	8.06	8.08	15,393	8,007	8,068	1,944,415
FOOD SERVICE - OTHER	8.82	7.45	7.52	11,478	5,221	5,544	859,248
MAINTENANCE SUPERVISOR	17.09	0.00	17.09	34,470	0	34,470	620,453
MAINTENANCE WORKER	11.71	10.84	11.67	21,186	9,824	20,595	1,585,844
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.44	8.25	8.21	6,746	7,963	7,914	4,526,755
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.10	8.38	8.36	8,572	9,395	9,357	4,463,315
RELATED SERVICES ASSISTANT, SPECIAL ED	12.00	9.48	9.71	15,540	11,244	11,634	127,975
INTERPRETER - HEARING IMPAIRED	0.00	12.32	12.32	0	12,325	12,325	98,598
LIBRARY ASSISTANT	0.00	9.14	9.14	0	10,640	10,640	978,588
TRANSPORTATION SUPERVISOR	18.38	17.13	18.15	36,379	34,589	36,053	396,556
TRANSPORTATION DISPATCHER/SECRETARY	11.07	10.81	10.83	5,978	18,492	17,658	264,867
TRANSPORTATION - SCHOOL BUS MECHANIC	13.42	11.17	13.34	26,590	3,714	25,773	121,643
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	6.39	6.39	0	8,108	8,108	24,324
TRANSPORTATION - SCHOOL BUS DRIVERS	11.05	10.99	10.99	8,209	9,755	9,332	3,303,470
TRANSPORTATION - SCHOOL BUS MONITORS	11.10	7.81	7.95	6,327	7,590	7,535	173,301
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	11.65	10.42	10.83	18,177	9,537	12,417	74,503
ATTENDANCE/RESOURCE OFFICER	18.06	12.82	15.06	25,332	22,597	23,769	166,384
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.54	10.15	9.78	1,400	1,778	1,552	142,775
SPECIAL PROJECT PERSONNEL	14.32	13.50	13.90	3,793	7,180	5,549	299,667
OTHER NON-CERTIFIED, SPECIFY	10.82	15.42	14.42	8,546	16,853	15,036	481,151
DATA PROCESSING SERVICES	18.09	18.89	18.32	34,945	35,293	35,044	245,309
COMPUTER TECHNOLOGY TECHNICIAN	17.93	11.25	15.04	31,986	13,844	24,124	723,733
AVERAGES / TOTAL	\$11.27	\$9.27	\$9.67	\$15,744	\$10,504	\$11,559	\$36,341,525

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
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	3	14	17	2.44	13.49	15.93
CLERK - BOARD OF TRUSTEES	3	15	18	1.22	10.61	11.83
OFFICE CLERICAL - DISTRICT	4	58	62	2.15	44.56	46.71
OFFICE CLERICAL - BUILDING	1	217	218	0.77	148.06	148.83
PERSONNEL SERVICES	0	1	1	0.00	0.67	0.67
CUSTODIAN SUPERVISOR	26	9	35	23.27	9.00	32.27
JANITOR, CUSTODIAN	144	157	301	116.40	98.26	214.66
FOOD SERVICE - SUPERVISOR	1	26	27	0.10	19.78	19.88
FOOD SERVICE - MANAGER	1	68	69	0.69	39.51	40.20
FOOD SERVICE - COOK	1	209	210	0.73	98.93	99.96
FOOD SERVICE - OTHER	6	80	86	1.22	18.61	19.83
MAINTENANCE SUPERVISOR	22	0	22	20.06	0.00	20.06
MAINTENANCE WORKER	74	19	93	44.48	3.67	48.15
INSTRUCTIONAL ASSISTANT - REGULAR ED	20	485	505	9.50	241.21	250.71
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	409	415	3.29	217.39	220.68
RELATED SERVICES ASSISTANT, SPECIAL ED	1	17	18	0.85	7.53	8.38
INTERPRETER - HEARING IMPAIRED	0	7	7	0.00	3.82	3.82
LIBRARY ASSISTANT	0	80	80	0.00	44.45	44.45
TRANSPORTATION SUPERVISOR	20	1	21	17.78	1.00	18.78
TRANSPORTATION DISPATCHER/SECRETARY	1	9	10	0.88	4.62	5.50
TRANSPORTATION - SCHOOL BUS MECHANIC	24	1	25	19.64	1.00	20.64
TRANSPORTATION - SCHOOL BUS ASSISTANT	2	3	5	0.15	0.20	0.35
TRANSPORTATION - SCHOOL BUS DRIVERS	136	207	343	47.96	77.92	125.88
TRANSPORTATION - SCHOOL BUS MONITORS	1	14	15	0.17	4.16	4.33
ATTENDANCE/RESOURCE OFFICER	2	5	7	1.48	2.65	4.13
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	78	69	147	7.05	6.49	13.54
SPECIAL PROJECT PERSONNEL	6	42	48	2.11	12.84	14.95
OTHER NON-CERTIFIED, SPECIFY	11	30	41	2.90	7.46	10.36
DATA PROCESSING SERVICES	1	1	2	1.00	0.27	1.27
COMPUTER TECHNOLOGY TECHNICIAN	8	10	18	6.51	5.96	12.47
TOTALS	603	2,263	2,866	334.80	1,143.42	1,478.22

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	\$26.79	\$18.52	\$19.98	\$38,175	\$37,064	\$37,260	\$633,426
CLERK - BOARD OF TRUSTEES	18.06	15.44	15.88	14,979	22,150	20,955	377,187
OFFICE CLERICAL - DISTRICT	19.67	11.87	12.38	21,428	19,540	19,662	1,219,046
OFFICE CLERICAL - BUILDING	7.62	9.94	9.93	12,192	14,267	14,258	3,108,141
PERSONNEL SERVICES	0.00	8.67	8.67	0	12,138	12,138	12,138
CUSTODIAN SUPERVISOR	12.84	12.12	12.66	22,405	25,210	23,126	809,422
JANITOR, CUSTODIAN	9.73	9.02	9.36	16,559	11,404	13,870	4,174,955
FOOD SERVICE - SUPERVISOR	12.00	12.82	12.79	2,520	20,140	19,487	526,148
FOOD SERVICE - MANAGER	9.07	9.60	9.59	13,061	11,649	11,669	805,173
FOOD SERVICE - COOK	8.17	7.86	7.86	12,418	7,721	7,744	1,628,201
FOOD SERVICE - OTHER	10.45	7.46	7.66	4,238	3,495	3,547	305,056
MAINTENANCE SUPERVISOR	16.14	0.00	16.14	30,142	0	30,142	663,115
MAINTENANCE WORKER	10.54	6.81	9.78	13,756	2,738	11,505	1,069,952
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.95	8.19	8.18	8,344	8,326	8,327	4,205,176
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.81	8.17	8.16	8,846	9,025	9,023	3,744,469
RELATED SERVICES ASSISTANT, SPECIAL ED	24.34	8.58	9.45	42,838	7,686	9,639	173,506
INTERPRETER - HEARING IMPAIRED	0.00	10.80	10.80	0	11,924	11,924	83,465
LIBRARY ASSISTANT	0.00	8.80	8.80	0	10,083	10,083	806,623
TRANSPORTATION SUPERVISOR	17.69	7.96	17.22	31,821	16,557	31,094	652,982
TRANSPORTATION DISPATCHER/SECRETARY	10.14	9.66	9.71	18,658	11,137	11,889	118,891
TRANSPORTATION - SCHOOL BUS MECHANIC	12.69	11.15	12.63	21,935	23,192	21,985	549,632
TRANSPORTATION - SCHOOL BUS ASSISTANT	6.92	8.40	7.81	1,084	1,127	1,110	5,550
TRANSPORTATION - SCHOOL BUS DRIVERS	12.04	12.23	12.16	8,461	8,821	8,678	2,976,503
TRANSPORTATION - SCHOOL BUS MONITORS	8.00	7.08	7.14	2,880	4,399	4,298	64,471
ATTENDANCE/RESOURCE OFFICER	16.73	8.26	10.68	25,554	9,105	13,805	96,632
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	13.34	10.95	12.22	2,216	1,937	2,085	306,506
SPECIAL PROJECT PERSONNEL	21.16	11.12	12.37	11,759	8,619	9,012	432,567
OTHER NON-CERTIFIED, SPECIFY	9.10	8.44	8.61	5,872	5,003	5,236	214,668
DATA PROCESSING SERVICES	17.79	7.77	12.78	37,003	4,429	20,716	41,432
COMPUTER TECHNOLOGY TECHNICIAN	13.92	11.11	12.36	24,889	14,312	19,013	342,233
AVERAGES / TOTAL	\$11.89	\$9.22	\$9.78	\$13,523	\$9,718	\$10,518	\$30,145,266

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
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	2	13	15	0.93	10.63	11.56
CLERK - BOARD OF TRUSTEES	1	14	15	0.25	6.59	6.84
OFFICE CLERICAL - DISTRICT	1	25	26	0.39	19.25	19.64
OFFICE CLERICAL - BUILDING	0	77	77	0.00	54.00	54.00
CUSTODIAN SUPERVISOR	7	0	7	4.40	0.00	4.40
JANITOR, CUSTODIAN	42	77	119	34.00	53.42	87.42
FOOD SERVICE - SUPERVISOR	1	16	17	0.75	10.78	11.53
FOOD SERVICE - MANAGER	0	8	8	0.00	3.91	3.91
FOOD SERVICE - COOK	0	99	99	0.00	47.08	47.08
FOOD SERVICE - OTHER	2	25	27	0.07	5.77	5.84
MAINTENANCE SUPERVISOR	19	0	19	16.65	0.00	16.65
MAINTENANCE WORKER	27	2	29	19.82	1.38	21.20
INSTRUCTIONAL ASSISTANT - REGULAR ED	14	208	222	4.50	98.25	102.75
INSTRUCTIONAL ASSISTANT - SPECIAL ED	4	138	142	2.22	70.05	72.27
RELATED SERVICES ASSISTANT, SPECIAL ED	0	8	8	0.00	5.12	5.12
INTERPRETER - HEARING IMPAIRED	0	3	3	0.00	1.83	1.83
LIBRARY ASSISTANT	0	34	34	0.00	18.75	18.75
TRANSPORTATION SUPERVISOR	17	0	17	15.17	0.00	15.17
TRANSPORTATION DISPATCHER/SECRETARY	0	4	4	0.00	1.45	1.45
TRANSPORTATION - SCHOOL BUS MECHANIC	8	0	8	6.79	0.00	6.79
TRANSPORTATION - SCHOOL BUS DRIVERS	45	127	172	13.88	40.60	54.48
TRANSPORTATION - SCHOOL BUS MONITORS	0	11	11	0.00	2.22	2.22
ATTENDANCE/RESOURCE OFFICER	0	4	4	0.00	2.20	2.20
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	33	37	70	3.07	4.20	7.27
SPECIAL PROJECT PERSONNEL	2	9	11	1.24	4.36	5.60
OTHER NON-CERTIFIED, SPECIFY	1	15	16	0.61	5.25	5.86
DATA PROCESSING SERVICES	1	2	3	1.00	1.54	2.54
COMPUTER TECHNOLOGY TECHNICIAN	4	1	5	3.12	0.58	3.70
TOTALS	231	957	1,188	128.86	469.21	598.07

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	\$23.48	\$18.76	\$19.39	\$18,669	\$26,737	\$25,661	\$384,916
CLERK - BOARD OF TRUSTEES	16.53	14.99	15.09	8,596	15,339	14,889	223,335
OFFICE CLERICAL - DISTRICT	30.43	11.58	12.30	24,970	17,757	18,034	468,886
OFFICE CLERICAL - BUILDING	0	10.08	10.08	0	14,383	14,383	1,107,476
CUSTODIAN SUPERVISOR	14.03	0.00	14.03	18,643	0	18,643	130,500
JANITOR, CUSTODIAN	9.07	8.31	8.58	15,210	12,030	13,152	1,565,079
FOOD SERVICE - SUPERVISOR	12.00	11.54	11.57	18,720	16,016	16,175	274,982
FOOD SERVICE - MANAGER	0.00	9.54	9.54	0	9,663	9,663	77,300
FOOD SERVICE - COOK	0.00	7.78	7.78	0	7,717	7,717	763,964
FOOD SERVICE - OTHER	9.85	8.39	8.50	712	3,615	3,400	91,808
MAINTENANCE SUPERVISOR	15.46	0.00	15.46	27,958	0	27,958	531,203
MAINTENANCE WORKER	11.16	7.50	10.91	15,930	11,736	15,641	453,585
INSTRUCTIONAL ASSISTANT - REGULAR ED	10.27	8.46	8.58	5,964	7,491	7,395	1,641,678
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9.77	8.07	8.12	9,699	8,219	8,261	1,173,064
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.38	8.38	0	11,504	11,504	92,029
INTERPRETER - HEARING IMPAIRED	0.00	11.79	11.79	0	14,856	14,856	44,567
LIBRARY ASSISTANT	0.00	8.44	8.44	0	9,782	9,782	332,582
TRANSPORTATION SUPERVISOR	16.35	0.00	16.35	30,312	0	30,312	515,302
TRANSPORTATION DISPATCHER/SECRETARY	0.00	8.63	8.63	0	7,005	7,005	28,018
TRANSPORTATION - SCHOOL BUS MECHANIC	11.62	0.00	11.62	21,273	0	21,273	170,183
TRANSPORTATION - SCHOOL BUS DRIVERS	12.52	11.79	11.98	7,557	7,371	7,419	1,276,141
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	7.33	7.33	0	2,880	2,880	31,676
ATTENDANCE/RESOURCE OFFICER	0.00	9.10	9.10	0	10,162	10,162	40,647
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.81	9.38	9.59	1,764	1,948	1,861	130,299
SPECIAL PROJECT PERSONNEL	9.83	13.14	12.54	12,724	10,138	10,608	116,888
OTHER NON-CERTIFIED, SPECIFY	5.97	8.66	8.49	7,522	6,301	6,377	102,031
DATA PROCESSING SERVICES	15.86	12.73	13.77	32,989	20,328	24,548	73,644
COMPUTER TECHNOLOGY TECHNICIAN	16.74	17.64	16.92	27,209	21,225	26,012	130,061
AVERAGES / TOTAL	\$11.90	\$9.37	\$9.86	\$13,864	\$9,163	\$10,077	\$11,971,644

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 - 499 STUDENTS
1999 - 2000**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	0	10	10	0.00	9.20	9.20
CLERK - BOARD OF TRUSTEES	1	21	22	0.11	15.34	15.45
OFFICE CLERICAL - DISTRICT	0	27	27	0.00	20.16	20.16
OFFICE CLERICAL - BUILDING	0	47	47	0.00	31.11	31.11
PERSONNEL SERVICES	1	1	2	0.42	0.67	1.09
CUSTODIAN SUPERVISOR	10	4	14	7.92	3.43	11.35
JANITOR, CUSTODIAN	28	63	91	20.60	40.63	61.23
FOOD SERVICE - SUPERVISOR	0	15	15	0.00	9.90	9.90
FOOD SERVICE - MANAGER	0	14	14	0.00	8.50	8.50
FOOD SERVICE - COOK	0	47	47	0.00	23.93	23.93
FOOD SERVICE - OTHER	1	25	26	0.42	6.17	6.59
MAINTENANCE SUPERVISOR	20	0	20	16.37	0.00	16.37
MAINTENANCE WORKER	9	4	13	5.13	1.23	6.36
INSTRUCTIONAL ASSISTANT - REGULAR ED	4	112	116	1.20	51.60	52.80
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	82	88	2.31	40.17	42.48
RELATED SERVICES ASSISTANT, SPECIAL ED	0	5	5	0.00	1.19	1.19
INTERPRETER - HEARING IMPAIRED	0	2	2	0.00	1.11	1.11
LIBRARY ASSISTANT	0	25	25	0.00	12.71	12.71
TRANSPORTATION SUPERVISOR	15	4	19	6.44	0.76	7.20
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.18	0.18
TRANSPORTATION - SCHOOL BUS MECHANIC	8	0	8	3.66	0.00	3.66
TRANSPORTATION - SCHOOL BUS DRIVERS	61	64	125	15.47	17.98	33.45
TRANSPORTATION - SCHOOL BUS MONITORS	0	2	2	0.00	0.47	0.47
ATTENDANCE/RESOURCE OFFICER	0	1	1	0.00	0.38	0.38
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	51	37	88	3.86	3.31	7.17
SPECIAL PROJECT PERSONNEL	9	13	22	1.15	2.07	3.22
OTHER NON-CERTIFIED, SPECIFY	4	16	20	0.25	4.84	5.09
DATA PROCESSING SERVICES	1	0	1	0.33	0.00	0.33
COMPUTER TECHNOLOGY TECHNICIAN	9	4	13	5.16	1.73	6.89
TOTALS	238	647	885	90.80	308.77	399.57

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/DISTRICT CLERK	\$0.00	\$15.33	\$15.33	\$0	\$29,319	\$29,319	\$293,191
CLERK - BOARD OF TRUSTEES	26.33	12.54	13.17	6,161	18,545	17,982	395,614
OFFICE CLERICAL - DISTRICT	0.00	9.98	9.98	0	15,801	15,801	426,626
OFFICE CLERICAL - BUILDING	0.00	8.96	8.96	0	12,412	12,412	583,364
PERSONNEL SERVICES	11.57	12.58	12.08	9,996	17,612	13,804	27,608
CUSTODIAN SUPERVISOR	13.67	8.91	12.31	19,268	16,215	18,396	257,538
JANITOR, CUSTODIAN	9.49	8.12	8.54	15,124	11,015	12,279	1,117,426
FOOD SERVICE - SUPERVISOR	0.00	10.27	10.27	0	14,136	14,136	212,036
FOOD SERVICE - MANAGER	0.00	9.69	9.69	0	12,236	12,236	171,303
FOOD SERVICE - COOK	0.00	7.65	7.65	0	8,190	8,190	384,949
FOOD SERVICE - OTHER	6.15	6.92	6.89	5,381	3,683	3,748	97,458
MAINTENANCE SUPERVISOR	13.73	0.00	13.73	23,306	0	23,306	466,116
MAINTENANCE WORKER	10.15	6.83	9.13	11,454	4,182	9,217	119,819
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.01	8.21	8.24	4,808	7,466	7,374	855,429
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.71	8.05	8.03	6,721	7,987	7,901	695,283
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	9.01	9.01	0	4,415	4,415	22,077
INTERPRETER - HEARING IMPAIRED	0.00	17.64	17.64	0	13,574	13,574	27,147
LIBRARY ASSISTANT	0.00	8.34	8.34	0	8,741	8,741	218,522
TRANSPORTATION SUPERVISOR	14.10	14.30	14.14	13,070	5,638	11,506	218,607
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.28	6.28	0	1,163	1,163	2,325
TRANSPORTATION - SCHOOL BUS MECHANIC	13.03	0.00	13.03	11,451	0	11,451	91,606
TRANSPORTATION - SCHOOL BUS DRIVERS	12.48	12.01	12.24	6,344	6,859	6,608	825,963
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	7.79	7.79	0	3,123	3,123	6,245
ATTENDANCE/RESOURCE OFFICER	0.00	8.70	8.70	0	6,960	6,960	6,960
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	11.27	10.56	10.97	1,608	1,866	1,717	151,058
SPECIAL PROJECT PERSONNEL	9.26	10.43	9.95	2,033	2,827	2,502	55,046
OTHER NON-CERTIFIED, SPECIFY	9.34	8.60	8.74	1,115	5,144	4,338	86,754
DATA PROCESSING SERVICES	23.35	0.00	23.35	16,027	0	16,027	16,027
COMPUTER TECHNOLOGY TECHNICIAN	23.38	10.40	19.38	18,769	12,359	16,797	218,356
AVERAGES / TOTAL	\$12.19	\$9.20	\$10.00	\$9,373	\$8,995	\$9,097	\$8,050,453

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.

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Inquiries regarding compliance with this nondiscriminatory policy may be directed to Marilyn Howard, Ed.D, State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 332-6800, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.