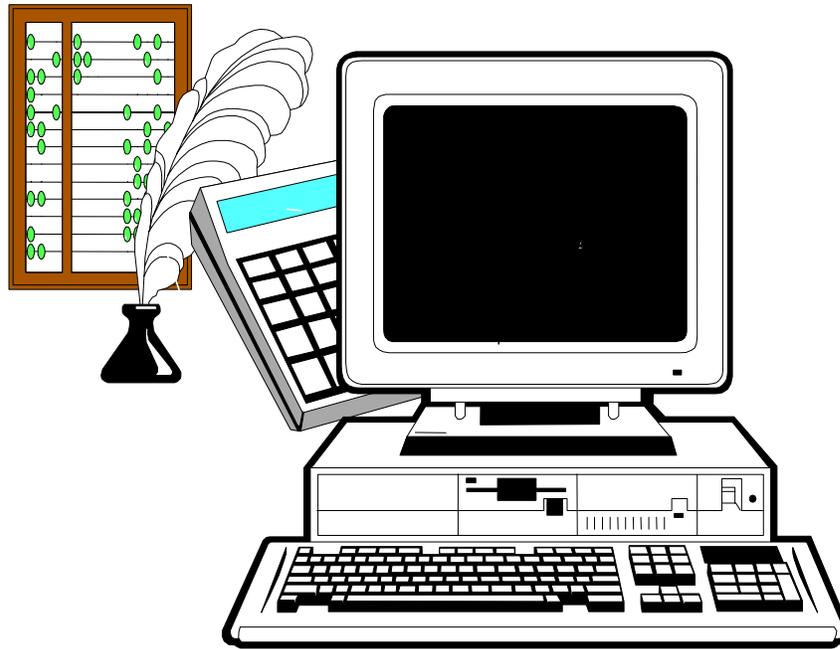


ANNUAL STATISTICAL REPORT 2004-2005



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

MARILYN HOWARD, Ed.D
SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO

ANNUAL

STATISTICAL REPORT

**IDAHO PUBLIC
DISTRICT AND CHARTER SCHOOLS**

2004 – 2005

Prepared by:

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

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INTRODUCTION

PURPOSE

This statistical report is designed to provide citizens who impact public education, including 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 and charter school in the fall of 2004. Salary information for both certified and non-certified staff was supplied for the 2004-2005 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP

In many places in this publication, statistics are reported for school district groups according to size of student membership. 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 school districts within each group. Charter Schools are reported as a separate group (see page 4 for detailed listing).

CLASSIFICATION OF PERSONNEL

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

Non-Certified employees reported in more than one activity have been allocated by their FTE in each job classification. Non-Certified employees FTE calculations are based on a 2,080-hour work year.

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

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 18 classifications. These classifications and, in some cases, definitions of the classifications, are listed below:

1. Superintendent/Charter Administrator
2. Assistant Superintendent/Charter Administrator
3. Director – Administrator of a district-wide or charter-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 thru grade 6
9. Secondary Teacher – Certified teacher who works with students in grades 7-12
10. Education Media Generalist – Category includes Librarians
11. Counselor
12. Psychological Examiner
13. School Psychologist
14. Speech/Language Pathologist
15. Audiologist
16. School Social Worker
17. School Nurse
18. Occupational/Physical Therapist

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

ACTIVITY GROUPS

1. District Administration

Superintendent/Charter Administrator
Assistant Superintendent/Charter Administrator
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

**MEMBERSHIP
GROUPS**

MEMBERSHIP GROUPS

2004-2005

The following table shows the five (5) membership groups with districts listed by membership size. Charter schools are listed as a separate group. 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 1st 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 teachers.

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

DISTRICTS WITH 5,000 OR MORE STUDENTS					
1	002	MERIDIAN JOINT DISTRICT	28,029	1,385.62	20.23
2	001	BOISE INDEPENDENT DISTRICT	25,681	1,481.59	17.33
3	131	NAMPA SCHOOL DISTRICT	13,150	697.60	18.85
4	025	POCATELLO DISTRICT	11,799	604.66	19.51
5	091	IDAHO FALLS DISTRICT	10,248	533.16	19.22
6	271	COEUR D'ALENE DISTRICT	9,718	504.38	19.27
7	093	BONNEVILLE JOINT DISTRICT	8,034	410.09	19.59
8	411	TWIN FALLS DISTRICT	7,020	396.68	17.70
9	132	CALDWELL DISTRICT	5,971	331.11	18.03
10	273	POST FALLS DISTRICT	5,062	255.41	19.82
11	340	LEWISTON INDEPENDENT DISTRICT	5,044	282.61	17.85
TOTAL (11 DISTRICTS)			129,756	6,882.91	18.85

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
12	151	CASSIA COUNTY JOINT DISTRICT	4,947	283.74	17.43
13	139	VALLIVUE SCHOOL DISTRICT	4,828	253.30	19.06
14	272	LAKELAND DISTRICT	4,332	230.85	18.77
15	321	MADISON DISTRICT	4,263	217.58	19.59
16	055	BLACKFOOT DISTRICT	4,186	229.96	18.20
17	331	MINIDOKA COUNTY JOINT DISTRICT	4,123	240.81	17.12
18	193	MOUNTAIN HOME DISTRICT	4,095	233.60	17.53
19	251	JEFFERSON COUNTY JT DISTRICT	3,987	206.81	19.28
20	084	LAKE PEND OREILLE DISTRICT	3,957	239.63	16.50
21	003	KUNA JOINT DISTRICT	3,867	191.16	20.23
22	261	JEROME JOINT DISTRICT	3,287	174.43	18.84
23	061	BLAINE COUNTY DISTRICT	3,188	233.41	13.66
24	221	EMMETT INDEPENDENT DIST	3,042	164.43	18.50
25	134	MIDDLETON DISTRICT	2,623	133.70	19.62
TOTAL (14 DISTRICTS)			54,725	3,033.41	18.04

DISTRICTS WITH 1,000 - 2,499 STUDENTS					
26	201	PRESTON JOINT DISTRICT	2,451	120.54	20.33
27	281	MOSCOW DISTRICT	2,435	152.66	15.95
28	215	FREMONT COUNTY JOINT DISTRICT	2,395	135.39	17.69
29	060	SHELLEY JOINT DISTRICT	2,084	102.01	20.43
30	052	SNAKE RIVER DISTRICT	1,882	99.70	18.88
31	371	PAYETTE JOINT DISTRICT	1,795	99.40	18.06
32	431	WEISER DISTRICT	1,649	90.06	18.31
33	381	AMERICAN FALLS JOINT DISTRICT	1,617	93.93	17.21
34	373	FRUITLAND DISTRICT	1,587	85.58	18.54
35	101	BOUNDARY COUNTY DISTRICT	1,573	96.49	16.30
36	083	WEST BONNER COUNTY DISTRICT	1,548	90.40	17.12
37	391	KELLOGG JOINT DISTRICT	1,421	87.61	16.22
38	401	TETON COUNTY DISTRICT	1,420	77.80	18.25
39	241	GRANGEVILLE JOINT DISTRICT	1,389	95.27	14.58
40	171	OROFINO JOINT DISTRICT	1,377	83.71	16.45
41	021	MARSH VALLEY JOINT DISTRICT	1,351	84.68	15.95
42	322	SUGAR-SALEM JOINT DISTRICT	1,336	72.33	18.47
43	414	KIMBERLY DISTRICT	1,327	72.87	18.21
44	413	FILER DISTRICT	1,325	77.60	17.07
45	231	GOODING JOINT DISTRICT	1,321	76.10	17.36
46	370	HOMEDALE JOINT DISTRICT	1,313	78.74	16.68
47	412	BUHL JOINT DISTRICT	1,306	78.92	16.55
48	033	BEAR LAKE COUNTY DISTRICT	1,305	78.80	16.56
49	232	WENDELL DISTRICT	1,104	67.49	16.36
50	041	ST MARIES JOINT DISTRICT	1,102	66.55	16.56
51	291	SALMON DISTRICT	1,060	62.11	17.07
52	137	PARMA DISTRICT	1,016	59.68	17.02
53	421	MC CALL-DONNELLY DISTRICT	1,012	61.23	16.53
TOTAL (28 DISTRICTS)			42,501	2,447.65	17.36

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

DISTRICTS WITH 500 - 999 STUDENTS					
54	150	SODA SPRINGS JOINT DISTRICT	966	51.06	18.92
55	372	NEW PLYMOUTH DISTRICT	919	55.72	16.49
56	351	ONEIDA COUNTY DISTRICT	902	53.57	16.84
57	058	ABERDEEN DISTRICT	844	56.00	15.07
58	059	FIRTH DISTRICT	830	51.02	16.27
59	363	MARSING JOINT DISTRICT	791	49.69	15.92
60	252	RIRIE JOINT DISTRICT	689	42.80	16.10
61	253	WEST JEFFERSON DISTRICT	688	42.09	16.35
62	136	MELBA JOINT DISTRICT	673	41.55	16.20
63	262	VALLEY DISTRICT	670	41.44	16.17
64	202	WEST SIDE JOINT DISTRICT	580	34.75	16.69
65	285	POTLATCH DISTRICT	556	35.50	15.66
66	393	WALLACE DISTRICT	555	41.45	13.39
67	192	GLENNS FERRY JOINT DISTRICT	541	39.80	13.59
68	304	KAMIAH JOINT DISTRICT	538	33.77	15.93
69	341	LAPWAI DISTRICT	533	41.18	12.94
70	111	BUTTE COUNTY JOINT DISTRICT	521	34.05	15.30
71	044	PLUMMER-WORLEY JOINT DISTRICT	514	38.93	13.20
72	148	GRACE JOINT DISTRICT	510	34.44	14.81
73	312	SHOSHONE JOINT DISTRICT	502	32.94	15.24
TOTAL (20 DISTRICTS)			13,322	851.75	15.64

DISTRICTS WITH 1 - 499 STUDENTS					
74	365	BRUNEAU-GRAND VIEW JOINT DIST	468	30.83	15.18
75	072	BASIN SCHOOL DISTRICT	467	29.83	15.66
76	133	WILDER DISTRICT	465	34.17	13.61
77	181	CHALLIS JOINT DISTRICT	461	36.49	12.63
78	242	COTTONWOOD JOINT DISTRICT	437	30.38	14.38
79	233	HAGERMAN JOINT DISTRICT	408	29.76	13.71
80	415	HANSEN DISTRICT	383	31.04	12.34
81	422	CASCADE DISTRICT	359	27.05	13.27
82	283	KENDRICK JOINT DISTRICT	328	23.10	14.20
83	417	CASTLEFORD DISTRICT	325	24.00	13.54
84	287	TROY SCHOOL DISTRICT	321	24.51	13.10
85	073	HORSESHOE BEND SCHOOL DISTRICT	314	22.99	13.66
86	282	GENESEE JOINT DISTRICT	314	24.64	12.74
87	013	COUNCIL DISTRICT	304	23.30	13.05
88	135	NOTUS DISTRICT	300	24.46	12.26
89	274	KOOTENAI DISTRICT	282	20.92	13.48
90	071	GARDEN VALLEY DISTRICT	281	24.87	11.30
91	288	WHITEPINE JT SCHOOL DISTRICT	254	21.00	12.10
92	161	CLARK COUNTY DISTRICT	239	17.78	13.44
93	418	MURTAUGH JOINT DISTRICT	236	17.69	13.34
94	182	MACKAY JOINT DISTRICT	228	19.23	11.86
95	305	HIGHLAND JOINT DISTRICT	224	18.07	12.40
96	316	RICHFIELD DISTRICT	212	17.72	11.96
97	149	NORTH GEM DISTRICT	200	17.79	11.24
98	342	CULDESAC JOINT DISTRICT	199	14.76	13.48
99	011	MEADOWS VALLEY DISTRICT	193	16.98	11.37
100	234	BLISS JOINT DISTRICT	187	15.52	12.05
101	121	CAMAS COUNTY DISTRICT	174	15.20	11.45
102	302	NEZPERCE JOINT DISTRICT	170	16.72	10.17
103	432	CAMBRIDGE JOINT DISTRICT	170	16.23	10.47
104	314	DIETRICH DISTRICT	166	16.28	10.20
105	382	ROCKLAND DISTRICT	144	16.36	8.80
106	433	MIDVALE DISTRICT	142	14.54	9.77
107	392	MULLAN DISTRICT	139	15.50	8.97
108	292	SOUTH LEMHI DISTRICT	111	15.00	7.40
109	092	SWAN VALLEY ELEMENTARY DIST	59	5.38	10.97
110	364	PLEASANT VALLEY ELEM DIST	26	1.00	26.00
111	394	AVERY SCHOOL DISTRICT	19	3.30	5.76
112	383	ARBON ELEMENTARY DISTRICT	7	2.00	3.50
113	416	THREE CREEK JT ELEM DISTRICT	6	1.00	6.00
114	191	PRAIRIE ELEMENTARY DISTRICT	3	1.00	3.00
TOTAL (41 DISTRICTS)			9,725	778.39	12.49

114 DISTRICTS	250,029	13,994.11	17.87
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18 CHARTER SCHOOLS (see page 4 for detailed listing)	5,975	228.77	26.12
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STATEWIDE (114 DISTRICTS AND 18 CHARTER SCHOOLS)	256,004	14,222.88	18.00
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RANK (a)	DISTRICT/ LEA NUMBER (b)	CHARTER NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS (FTE) (e)	STUDENT/ TEACHER RATIO (f)
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IDAHO PUBLIC CHARTER SCHOOLS					
1	452	IDAHO VIRTUAL ACADEMY CHARTER	1,738	40.50	42.91
2	271	COEUR D'ALENE CHARTER ACADEMY	378	22.34	16.92
3	001	HIDDEN SPRINGS CHARTER	395	17.21	22.95
4	131	LIBERTY CHARTER	388	16.05	24.17
5	002	MERIDIAN CHARTER HIGH	193	15.30	12.61
6	093	WHITE PINE CHARTER	258	12.50	20.64
7	002	NORTH STAR CHARTER	263	12.00	21.92
8	002	MERIDIAN MEDICAL ARTS CHARTER	170	11.50	14.78
9	001	ANSER CHARTER	192	11.16	17.20
10	453	RICHARD McKENNA CHARTER HIGH	248	10.56	23.48
11	025	POCATELLO COMMUNITY CHARTER	180	10.07	17.87
12	451	VICTORY CHARTER	236	9.64	24.48
13	139	THOMAS JEFFERSON CHARTER	234	9.14	25.60
14	084	SANDPOINT CHARTER	141	8.00	17.63
15	281	MOSCOW CHARTER	129	7.98	16.17
16	288	IDAHO DISTANCE EDUCATION ACADEMY	619	5.80	106.72
17	052	IDAHO LEADERSHIP ACADEMY	136	4.75	28.63
18	055	BLACKFOOT COMMUNITY LEARNING	77	4.27	18.03
TOTAL (18 CHARTER SCHOOLS)			5,975	228.77	26.12

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

2004-2005

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 (18)						
SUPERINTENDENT/ADMINISTRATORS	96.82	84.18	12.64	86.94%	13.06%	0.58%
ASST SUPERINTENDENT/ADMINISTRATORS	17.20	11.20	6.00	65.12%	34.88%	0.10%
DIRECTOR	147.12	78.71	68.41	53.50%	46.50%	0.89%
SUPERVISOR/COORDINATOR	108.98	46.58	62.40	42.74%	57.26%	0.66%
PRINCIPAL-ELEMENTARY	294.00	151.64	142.36	51.58%	48.42%	1.77%
PRINCIPAL-SECONDARY	231.46	179.38	52.08	77.50%	22.50%	1.40%
ASSISTANT PRINCIPAL	190.43	128.43	62.00	67.44%	32.56%	1.15%
TEACHER-ELEMENTARY	7,331.64	857.76	6,473.88	11.70%	88.30%	44.20%
TEACHER-SECONDARY	6,891.24	3,110.46	3,780.78	45.14%	54.86%	41.55%
EDUCATION MEDIA GENERALIST	170.26	25.57	144.69	15.02%	84.98%	1.03%
COUNSELOR	588.40	169.33	419.07	28.78%	71.22%	3.55%
PSYCHOLOGICAL EXAMINER	1.90	0.65	1.25	34.21%	65.79%	0.01%
SCHOOL PSYCHOLOGIST	140.24	54.36	85.88	38.76%	61.24%	0.85%
SPEECH/LANGUAGE PATHOLOGIST	197.53	8.80	188.73	4.46%	95.54%	1.19%
AUDIOLOGIST	4.40	2.50	1.90	56.82%	43.18%	0.03%
SCHOOL SOCIAL WORKER	51.93	17.00	34.93	32.74%	67.26%	0.31%
SCHOOL NURSE	96.24	0.00	96.24	0.00%	100.00%	0.58%
OCCUPATIONAL/PHYSICAL THERAPIST	26.93	5.00	21.93	18.57%	81.43%	0.16%
TOTAL	16,586.72	4,931.55	11,655.17	29.73%	70.27%	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)
ACTIVITY GROUPS (4)						
DISTRICT/CHARTER ADMINISTRATION	370.12	220.67	149.45	59.62%	40.38%	2.23%
SCHOOL ADMINISTRATION	715.89	459.45	256.44	64.18%	35.82%	4.32%
STUDENT SERVICES	1,277.83	283.21	994.62	22.16%	77.84%	7.70%
INSTRUCTIONAL SERVICES	14,222.88	3,968.22	10,254.66	27.90%	72.10%	85.75%
TOTAL	16,586.72	4,931.55	11,655.17	29.73%	70.27%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

18 CLASSIFICATIONS IN FIVE DISTRICT MEMBERSHIP GROUPS AND ONE CHARTER SCHOOL GROUP

2004-2005

ACTIVITY	STATEWIDE TOTALS (114 DISTRICTS, 18 CHARTERS)		DISTRICTS WITH 5,000 OR MORE STUDENTS (11 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (14 DISTRICTS)		DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
CLASSIFICATIONS (18)								
SUPERINTENDENT/ADMINISTRATOR	96.82	0.58%	11.00	0.14%	14.00	0.40%	27.29	0.95%
ASST SUPERINTENDENT/ADMINISTRATOR	17.20	0.10%	9.00	0.11%	8.00	0.23%	-	-
DIRECTOR	147.12	0.89%	59.93	0.74%	36.69	1.05%	34.62	1.21%
SUPERVISOR/COORDINATOR	108.98	0.66%	72.63	0.90%	14.44	0.41%	14.54	0.51%
PRINCIPAL-ELEMENTARY	294.00	1.77%	137.00	1.70%	61.42	1.75%	52.31	1.83%
PRINCIPAL-SECONDARY	231.46	1.40%	70.42	0.87%	44.27	1.26%	58.89	2.06%
ASSISTANT PRINCIPAL	190.43	1.15%	127.18	1.58%	44.48	1.27%	15.15	0.53%
TEACHER-ELEMENTARY	7,331.64	44.20%	3,628.61	44.97%	1,596.46	45.61%	1,215.15	42.49%
TEACHER-SECONDARY	6,891.24	41.55%	3,254.30	40.33%	1,436.95	41.05%	1,232.50	43.10%
EDUCATION MEDIA GENERALIST	170.26	1.03%	62.91	0.78%	35.66	1.02%	42.03	1.47%
COUNSELOR	588.40	3.55%	316.16	3.92%	109.42	3.13%	98.12	3.43%
PSYCHOLOGICAL EXAMINER	1.90	0.01%	1.00	0.01%	-	-	0.60	0.02%
SCHOOL PSYCHOLOGIST	140.24	0.85%	79.83	0.99%	32.23	0.92%	19.65	0.69%
SPEECH/LANGUAGE PATHOLOGIST	197.53	1.19%	112.59	1.40%	35.76	1.02%	31.88	1.11%
AUDIOLOGIST	4.40	0.03%	3.90	0.05%	0.50	0.01%	-	-
SCHOOL SOCIAL WORKER	51.93	0.31%	32.33	0.40%	11.00	0.31%	7.46	0.26%
SCHOOL NURSE	96.24	0.58%	74.46	0.92%	10.50	0.30%	8.28	0.29%
OCCUPATIONAL/PHYSICAL THERAPIST	26.93	0.16%	15.65	0.19%	8.94	0.26%	1.29	0.05%
ACTIVITY GROUPS (4)								
DISTRICT/CHARTER ADMINISTRATION	370.12	2.23%	152.56	1.89%	73.13	2.09%	76.45	2.67%
SCHOOL ADMINISTRATION	715.89	4.32%	334.60	4.15%	150.17	4.29%	126.35	4.42%
STUDENT SERVICES	1,277.83	7.70%	698.83	8.66%	244.01	6.97%	209.31	7.32%
INSTRUCTIONAL SERVICES	14,222.88	85.75%	6,882.91	85.30%	3,033.41	86.65%	2,447.65	85.59%
TOTAL	16,586.72	100.00%	8,068.90	100.00%	3,500.72	100.00%	2,859.76	100.00%

ACTIVITY	DISTRICTS WITH 500-999 STUDENTS (20 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (41 DISTRICTS)		CHARTERS (18 CHARTERS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
CLASSIFICATIONS (18)						
SUPERINTENDENT/ADMINISTRATOR	16.92	1.69%	25.47	2.81%	2.14	0.85%
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	-	0.20	0.08%
DIRECTOR	9.22	0.92%	4.70	0.52%	1.96	0.77%
SUPERVISOR/COORDINATOR	2.22	0.22%	3.62	0.40%	1.53	0.60%
PRINCIPAL-ELEMENTARY	20.58	2.06%	16.88	1.86%	5.81	2.30%
PRINCIPAL-SECONDARY	27.92	2.80%	23.23	2.57%	6.73	2.66%
ASSISTANT PRINCIPAL	1.96	0.20%	0.66	0.07%	1.00	0.40%
TEACHER-ELEMENTARY	412.23	41.28%	354.59	39.15%	124.60	49.23%
TEACHER-SECONDARY	439.52	44.01%	423.80	46.80%	104.17	41.16%
EDUCATION MEDIA GENERALIST	16.36	1.64%	13.05	1.44%	0.25	0.10%
COUNSELOR	33.55	3.36%	26.93	2.97%	4.22	1.67%
PSYCHOLOGICAL EXAMINER	0.25	0.03%	0.05	0.01%	-	-
SCHOOL PSYCHOLOGIST	4.34	0.43%	4.19	0.46%	-	-
SPEECH/LANGUAGE PATHOLOGIST	10.77	1.08%	6.13	0.68%	0.40	0.16%
AUDIOLOGIST	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	1.00	0.10%	0.14	0.02%	-	-
SCHOOL NURSE	1.83	0.18%	1.17	0.13%	-	-
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	1.00	0.11%	0.05	0.02%
ACTIVITY GROUPS (4)						
DISTRICT/CHARTER ADMINISTRATION	28.36	2.61%	33.79	3.73%	5.83	2.30%
SCHOOL ADMINISTRATION	50.46	5.08%	40.77	4.50%	13.54	5.36%
STUDENT SERVICES	68.10	50.83%	52.66	5.82%	4.92	1.94%
INSTRUCTIONAL SERVICES	851.75	41.48%	778.39	85.95%	228.77	90.40%
TOTAL	998.67	100.00%	905.61	100.00%	253.06	100.00%

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2004-2005

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (18)				
SUPERINTENDENT/ADMINISTRATORS	115	96.82	\$ 8,119,715	\$ 83,864
ASST SUPERINTENDENT/ADMINISTRATORS	18	17.20	1,620,586	94,220
DIRECTOR	221	147.12	9,768,693	66,399
SUPERVISOR/COORDINATOR	150	108.98	6,893,499	63,255
PRINCIPAL-ELEMENTARY	331	294.00	19,744,659	67,159
PRINCIPAL-SECONDARY	262	231.46	16,054,222	69,361
ASSISTANT PRINCIPAL	207	190.43	12,168,519	63,900
TEACHER-ELEMENTARY	8,137	7,331.64	300,475,710	40,983
TEACHER-SECONDARY	7,564	6,891.24	280,732,982	40,738
EDUCATION MEDIA GENERALIST	201	170.26	7,816,218	45,908
COUNSELOR	645	588.40	27,304,211	46,404
PSYCHOLOGICAL EXAMINER	4	1.90	98,583	51,886
SCHOOL PSYCHOLOGIST	162	140.24	7,195,625	51,309
SPEECH/LANGUAGE PATHOLOGIST	230	197.53	9,070,133	45,918
AUDIOLOGIST	6	4.40	215,880	49,064
SCHOOL SOCIAL WORKER	55	51.93	2,381,555	45,861
SCHOOL NURSE	107	96.24	3,906,068	40,587
OCCUPATIONAL/PHYSICAL THERAPIST	33	26.93	1,258,140	46,719
TOTAL	18,448	16,586.72	\$ 714,824,998	\$ 43,096

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
ACTIVITY GROUPS (4)				
DISTRICT/CHARTER ADMINISTRATION	506	370.12	\$ 26,402,493	\$ 71,335
SCHOOL ADMINISTRATION	791	715.89	47,967,400	67,004
STUDENT SERVICES	1,460	1,277.83	59,246,413	46,365
INSTRUCTIONAL SERVICES	15,685	14,222.88	581,208,692	40,864
TOTAL	18,442	16,586.72	\$ 714,824,998	\$ 43,096

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2004-2005

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 (18)									
SUPERINTENDENT/ADMINISTRATOR	\$ 8,182,282	84.18	12.64	\$ 83,864	\$83,719	\$84,829	\$84,510	\$84,398	\$ 85,259
ASST SUPERINTENDENT/ADMINISTRATOR	1,624,674	11.20	6.00	94,220	90,896	100,425	94,458	91,233	100,478
DIRECTOR	9,978,109	78.71	68.41	66,399	66,865	65,865	67,823	68,994	66,476
SUPERVISOR/COORDINATOR	7,023,728	46.58	62.40	63,255	67,080	60,399	64,450	68,685	61,289
PRINCIPAL-ELEMENTARY	19,972,014	151.64	142.36	67,159	66,861	67,475	67,932	67,727	68,151
PRINCIPAL-SECONDARY	16,257,746	179.38	52.08	69,361	69,234	69,799	70,240	70,218	70,316
ASSISTANT PRINCIPAL	12,281,493	128.43	62.00	63,900	64,377	62,912	64,493	65,133	63,169
TEACHER-ELEMENTARY	303,963,423	857.76	6,473.88	40,983	40,880	40,997	41,459	42,078	41,377
TEACHER-SECONDARY	294,129,074	3,110.46	3,780.78	40,738	41,112	40,429	42,682	43,991	41,604
EDUCATION MEDIA GENERALIST	7,968,857	25.57	144.69	45,908	46,701	45,767	46,804	48,825	46,447
COUNSELOR	27,931,308	169.33	419.07	46,404	47,259	46,059	47,470	48,978	46,861
PSYCHOLOGICAL EXAMINER	98,583	0.65	1.25	51,886	50,489	52,612	51,886	50,489	52,612
SCHOOL PSYCHOLOGIST	7,317,037	54.36	85.88	51,309	52,430	50,600	52,175	53,634	51,252
SPEECH/LANGUAGE PATHOLOGIST	9,171,019	8.80	188.73	45,918	48,827	45,782	46,428	50,929	46,219
AUDIOLOGIST	216,880	2.50	1.90	49,064	55,400	40,726	49,291	55,800	40,726
SCHOOL SOCIAL WORKER	2,406,233	17.00	34.93	45,861	49,381	44,148	46,336	50,427	44,345
SCHOOL NURSE	3,926,526	-	96.24	40,587	0	40,587	40,799	0	40,799
OCCUPATIONAL/PHYSICAL THERAPIST	1,265,692	5.00	21.93	46,719	45,533	46,990	46,999	45,770	47,280
TOTALS	\$ 733,714,678	4,931.55	11,655.17						
ACTIVITY GROUPS (4)									
DISTRICT/CHARTER ADMINISTRATION	\$ 26,808,793	283.14	334.21	\$ 71,335	\$58,109	\$29,770	\$72,433	\$59,180	\$ 30,079
SCHOOL ADMINISTRATION	48,511,253	455.20	247.15	67,004	67,720	69,356	67,764	68,609	69,919
STUDENT SERVICES	60,302,135	281.81	991.10	46,365	48,667	45,941	47,191	50,261	46,552
INSTRUCTIONAL SERVICES	598,092,497	3,911.40	10,082.71	40,864	41,659	41,483	42,051	44,211	42,168
TOTALS	\$ 733,714,678	4,931.55	11,655.17						

CERTIFIED STAFF SALARIES

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

2004-2005

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 (18)									
SUPERINTENDENT	\$ 1,187,437	8.00	3.00	\$ 107,773	\$ 107,488	\$ 108,532	\$ 107,949	\$ 107,675	\$ 108,678
ASSISTANT SUPERINTENDENT	884,696	5.00	4.00	98,179	92,748	104,967	98,300	92,902	105,047
DIRECTOR	4,473,105	28.33	31.60	74,024	74,637	73,474	74,639	75,594	73,783
SUPERVISOR/COORDINATOR	4,967,655	24.58	48.05	67,889	75,011	64,245	68,397	75,811	64,604
PRINCIPAL-ELEMENTARY	9,968,298	60.50	76.50	72,338	72,657	72,086	72,761	73,131	72,469
PRINCIPAL-SECONDARY	5,492,980	52.62	17.80	77,664	77,083	79,381	78,003	77,395	79,802
ASSISTANT PRINCIPAL	8,338,767	78.01	49.17	65,251	66,394	63,437	65,567	66,765	63,666
TEACHER-ELEMENTARY	155,354,301	386.60	3,242.01	42,377	42,444	42,369	42,814	43,402	42,744
TEACHER-SECONDARY	143,359,422	1,402.12	1,852.18	42,213	42,582	41,933	44,052	45,367	43,057
EDUCATION MEDIA GENERALIST	3,094,710	4.83	58.08	48,570	52,760	48,221	49,193	54,769	48,729
COUNSELOR	15,530,111	82.68	233.48	48,398	49,167	48,126	49,121	50,406	48,666
PSYCHOLOGICAL EXAMINER	58,265	-	1.00	58,265	-	58,265	58,265	-	58,265
SCHOOL PSYCHOLOGIST	4,377,721	26.00	53.83	54,307	55,195	53,879	54,838	55,687	54,428
SPEECH/LANGUAGE PATHOLOGIST	5,399,055	5.00	107.59	47,452	47,447	47,452	47,953	50,390	47,840
AUDIOLOGIST	196,508	2.50	1.40	50,130	55,400	40,719	50,387	55,800	40,719
SCHOOL SOCIAL WORKER	1,570,458	11.00	21.33	48,248	49,704	47,498	48,576	50,389	47,641
SCHOOL NURSE	3,138,238	-	74.46	42,007	-	42,007	42,147	-	42,147
OCCUPATIONAL/PHYSICAL THERAPIST	753,787	4.00	11.65	47,899	45,421	48,749	48,165	45,717	49,006
TOTALS	\$368,145,514	2,181.77	5,887.13						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 11,512,893	65.91	86.65	\$ 74,961	\$ 80,138	\$ 71,024	\$ 75,465	\$ 80,882	\$ 71,344
SCHOOL ADMINISTRATION	23,800,045	191.13	143.47	70,765	71,319	70,027	71,130	71,706	70,362
STUDENT SERVICES	34,118,853	136.01	562.82	48,261	50,431	47,736	48,823	51,530	48,169
INSTRUCTIONAL SERVICES	298,713,723	1,788.72	5,094.19	42,299	42,552	42,211	43,399	44,942	42,858
TOTALS	\$368,145,514	2,181.77	5,887.13						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (14 DISTRICTS)

2004-2005

ACTIVITY	TOTAL	FTE	FTE	AVERAGE BASE SALARY			AVERAGE SALARY		
	BASE SALARY	#	#	+ EXTRA PAY			+ EXTRA PAY		
	+ EXTRA PAY	MEN	WOMEN	ALL	MEN	WOMEN	ALL	MEN	WOMEN
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
CLASSIFICATIONS (18)									
SUPERINTENDENT	\$ 1,368,198	14.00	-	\$97,232	\$97,232	\$ -	\$97,728	\$97,728	\$ -
ASSISTANT SUPERINTENDENT	724,978	6.00	2.00	90,247	89,883	91,342	90,622	90,383	91,342
DIRECTOR	2,508,085	21.59	15.10	66,591	68,604	63,713	68,359	71,026	64,545
SUPERVISOR/COORDINATOR	954,501	10.20	4.24	63,225	63,731	62,009	66,101	65,742	66,966
PRINCIPAL-ELEMENTARY	4,034,721	35.42	26.00	64,534	64,507	64,571	65,691	65,952	65,335
PRINCIPAL-SECONDARY	3,152,290	32.77	11.50	70,108	71,432	66,336	71,206	72,697	66,956
ASSISTANT PRINCIPAL	2,807,815	34.30	10.18	62,078	62,363	61,114	63,125	63,587	61,570
TEACHER-ELEMENTARY	65,361,076	193.39	1,403.07	40,566	40,586	40,563	40,941	41,644	40,844
TEACHER-SECONDARY	61,341,539	676.85	760.10	40,790	41,266	40,366	42,689	44,077	41,453
EDUCATION MEDIA GENERALIST	1,730,660	6.43	29.23	47,287	46,074	47,554	48,532	48,851	48,462
COUNSELOR	5,271,049	37.36	72.06	46,941	48,348	46,212	48,173	50,098	47,174
PSYCHOLOGICAL EXAMINER	-	-	-	-	-	-	-	-	-
SCHOOL PSYCHOLOGIST	1,539,027	14.00	18.23	46,670	48,275	45,437	47,751	50,025	46,006
SPEECH/LANGUAGE PATHOLOGIST	1,652,014	1.80	33.96	45,706	52,217	45,361	46,197	53,056	45,834
AUDIOLOGIST	20,372	-	0.50	40,744	-	40,744	40,744	-	40,744
SCHOOL SOCIAL WORKER	559,348	6.00	5.00	49,594	48,789	50,560	50,850	50,497	51,273
SCHOOL NURSE	389,700	-	10.50	36,817	-	36,817	37,114	-	37,114
OCCUPATIONAL/PHYSICAL THERAPIST	407,846	-	8.94	45,243	-	45,243	45,620	-	45,620
TOTALS	\$ 153,823,219	1,090.11	2,410.61						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 5,555,762	51.79	21.34	\$74,380	\$77,848	\$65,964	\$75,971	\$79,446	\$67,537
SCHOOL ADMINISTRATION	9,994,826	102.49	47.68	65,450	66,004	64,259	66,557	67,317	64,922
STUDENT SERVICES	11,570,016	65.59	178.42	46,384	48,256	45,696	47,416	50,078	46,438
INSTRUCTIONAL SERVICES	126,702,615	870.24	2,163.17	40,672	41,115	40,494	41,769	43,536	41,058
TOTALS	\$ 153,823,219	1,090.11	2,410.61						

CERTIFIED STAFF SALARIES

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

2004-2005

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 (18)									
SUPERINTENDENT	\$ 2,277,350	24.29	3.00	\$ 83,007	\$ 82,537	\$ 86,806	\$ 83,450	\$ 83,035	\$ 86,806
ASSISTANT SUPERINTENDENT	-	-	-	-	-	-	-	-	-
DIRECTOR	2,038,706	19.55	15.07	56,969	58,899	54,466	58,888	61,617	55,348
SUPERVISOR/COORDINATOR	755,005	9.30	5.24	49,581	55,364	39,319	51,926	58,368	40,493
PRINCIPAL-ELEMENTARY	3,254,567	35.70	16.61	61,580	62,037	60,597	62,217	62,651	61,285
PRINCIPAL-SECONDARY	3,877,754	48.19	10.70	64,824	65,212	63,077	65,847	66,291	63,849
ASSISTANT PRINCIPAL	920,528	13.00	2.15	60,366	60,390	60,220	60,761	60,850	60,220
TEACHER-ELEMENTARY	48,431,112	143.91	1,071.24	39,416	39,531	39,400	39,856	41,017	39,700
TEACHER-SECONDARY	50,357,714	574.07	658.43	38,839	39,227	38,500	40,858	42,216	39,674
EDUCATION MEDIA GENERALIST	1,856,376	7.35	34.68	43,465	44,752	43,193	44,168	45,521	43,881
COUNSELOR	4,303,330	27.68	70.44	42,387	41,553	42,715	43,858	44,176	43,733
PSYCHOLOGICAL EXAMINER	26,860	0.60	-	44,767	44,767	-	44,767	44,767	-
SCHOOL PSYCHOLOGIST	963,478	9.93	9.72	47,854	50,816	44,828	49,032	51,970	46,031
SPEECH/LANGUAGE PATHOLOGIST	1,406,766	1.00	30.88	43,782	52,032	43,515	44,127	53,052	43,838
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	245,032	-	7.46	32,810	-	32,810	32,846	-	32,846
SCHOOL NURSE	297,669	-	8.28	35,635	-	35,635	35,950	-	35,950
OCCUPATIONAL/PHYSICAL THERAPIST	57,163	1.00	0.29	44,312	45,983	38,552	44,312	45,983	38,552
TOTALS	\$ 121,069,410	915.57	1,944.19						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 5,071,061	53.14	23.31	\$ 64,859	\$ 69,085	\$ 55,223	\$ 66,332	\$ 70,839	\$ 56,057
SCHOOL ADMINISTRATION	8,052,849	96.89	29.46	62,946	63,395	61,470	63,734	64,220	62,139
STUDENT SERVICES	9,156,674	47.56	161.75	42,739	44,335	42,270	43,747	46,243	43,013
INSTRUCTIONAL SERVICES	98,788,826	717.98	1,729.67	39,125	39,288	39,058	40,361	41,976	39,690
TOTALS	\$ 121,069,410	915.57	1,944.19						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (20 DISTRICTS)

2004-2005

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 (18)									
SUPERINTENDENT	\$ 1,316,385	14.42	2.50	\$ 76,142	\$ 76,551	\$ 73,780	\$ 77,801	\$ 78,498	\$ 73,780
ASSISTANT SUPERINTENDENT	-	-	-	-	-	-	-	-	-
DIRECTOR	575,768	4.95	4.27	59,262	54,483	64,802	62,448	59,481	65,886
SUPERVISOR/COORDINATOR	96,138	0.78	1.44	40,856	41,397	40,563	43,305	42,901	43,524
PRINCIPAL-ELEMENTARY	1,265,950	10.46	10.12	59,293	60,369	58,181	61,514	62,337	60,662
PRINCIPAL-SECONDARY	1,770,387	24.32	3.60	62,040	62,144	61,339	63,409	63,716	61,339
ASSISTANT PRINCIPAL	122,271	1.46	0.50	52,896	50,635	59,500	62,383	63,371	59,500
TEACHER-ELEMENTARY	16,150,600	65.01	347.22	38,145	37,761	38,217	39,179	39,626	39,095
TEACHER-SECONDARY	17,529,666	211.39	228.13	37,309	37,867	36,792	39,884	41,286	38,584
EDUCATION MEDIA GENERALIST	706,744	3.93	12.43	41,314	44,133	40,423	43,200	48,085	41,655
COUNSELOR	1,524,875	12.06	21.49	43,192	46,880	41,122	45,451	49,891	42,959
PSYCHOLOGICAL EXAMINER	7,500	-	0.25	30,000	-	30,000	30,000	-	30,000
SCHOOL PSYCHOLOGIST	223,378	2.94	1.40	47,550	52,217	37,750	51,470	57,102	39,641
SPEECH/LANGUAGE PATHOLOGIST	438,685	1.00	9.77	39,709	46,420	39,022	40,732	47,673	40,022
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	27,500	-	1.00	27,500	-	27,500	27,500	-	27,500
SCHOOL NURSE	66,316	-	1.83	33,892	-	33,892	36,238	-	36,238
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	-	-	-	-	-	-
TOTALS	\$ 41,822,163	352.72	645.95						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 1,988,291	20.15	8.21	\$ 67,892	\$ 69,769	\$ 63,284	\$ 70,109	\$ 72,448	\$ 64,368
SCHOOL ADMINISTRATION	3,158,608	36.24	14.22	60,564	61,168	59,027	62,596	63,304	60,793
STUDENT SERVICES	2,994,998	19.93	48.17	41,939	47,103	39,803	43,979	50,488	41,287
INSTRUCTIONAL SERVICES	33,680,266	276.40	575.35	37,714	37,842	37,652	39,542	40,896	38,892
TOTALS	\$ 41,822,163	352.72	645.95						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (41 DISTRICTS)

2004-2005

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 (18)									
SUPERINTENDENT	\$ 1,901,566	21.97	3.50	\$74,128	\$74,383	\$72,529	\$74,659	\$74,771	\$73,957
ASSISTANT SUPERINTENDENT	-	-	-	-	-	-	-	-	-
DIRECTOR	250,415	2.58	2.12	50,750	50,514	51,036	53,280	54,529	51,759
SUPERVISOR/COORDINATOR	191,069	1.72	1.90	49,390	48,586	50,118	52,781	51,769	53,698
PRINCIPAL-ELEMENTARY	1,042,764	9.06	7.82	60,777	63,144	58,034	61,775	64,121	59,057
PRINCIPAL-SECONDARY	1,465,353	18.73	4.50	61,789	62,100	60,494	63,080	63,621	60,829
ASSISTANT PRINCIPAL	36,012	0.66	-	53,806	53,806	-	54,564	54,564	-
TEACHER-ELEMENTARY	13,823,202	50.23	304.36	38,101	37,843	38,144	38,984	40,075	38,803
TEACHER-SECONDARY	17,232,094	207.83	215.97	38,315	39,133	37,529	40,661	42,336	39,049
EDUCATION MEDIA GENERALIST	574,667	3.03	10.02	43,372	46,433	42,446	44,036	48,269	42,756
COUNSELOR	1,107,038	8.15	18.78	39,485	40,901	38,871	41,108	42,639	40,444
PSYCHOLOGICAL EXAMINER	5,958	0.05	-	119,160	119,160	-	119,160	119,160	-
SCHOOL PSYCHOLOGIST	213,433	1.49	2.70	49,979	54,420	47,528	50,939	55,978	48,158
SPEECH/LANGUAGE PATHOLOGIST	262,979	-	6.13	42,108	-	42,108	42,900	-	42,900
AUDIOLOGIST	-	-	-	-	-	-	-	-	-
SCHOOL SOCIAL WORKER	3,895	-	0.14	27,821	-	27,821	27,821	-	27,821
SCHOOL NURSE	34,603	-	1.17	29,575	-	29,575	29,575	-	29,575
OCCUPATIONAL/PHYSICAL THERAPIST	42,456	-	1.00	42,456	-	42,456	42,456	-	42,456
TOTALS	\$ 38,187,504	325.50	580.11						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$ 2,343,050	26.27	7.52	\$68,226	\$70,350	\$60,807	\$69,342	\$71,277	\$62,580
SCHOOL ADMINISTRATION	2,544,129	28.45	12.32	61,240	62,240	58,932	62,402	63,570	59,704
STUDENT SERVICES	2,245,029	12.72	39.94	41,469	44,110	40,628	42,633	45,843	41,610
INSTRUCTIONAL SERVICES	31,055,296	258.06	520.33	38,218	38,882	37,889	39,897	41,896	38,905
TOTALS	\$ 38,187,504	325.50	580.11						

CERTIFIED STAFF SALARIES

CHARTER SCHOOLS (18 CHARTERS)

2004-2005

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 (18)									
ADMINISTRATOR	\$ 131,346	1.50	0.64	\$61,377	\$55,621	\$74,867	\$61,377	\$55,621	\$74,867
ASSISTANT ADMINISTRATOR	15,000	0.20	0.00	75,000	75,000	0	75,000	75,000	0
DIRECTOR	132,030	1.71	0.25	67,362	67,708	65,000	67,362	67,708	65,000
SUPERVISOR/COORDINATOR	59,360	0.00	1.53	38,797	0	38,797	38,797	0	38,797
PRINCIPAL-ELEMENTARY	405,714	0.50	5.31	69,400	80,000	68,402	69,830	80,000	68,873
PRINCIPAL-SECONDARY	498,982	2.75	3.98	73,771	74,600	73,199	74,143	74,600	73,827
ASSISTANT PRINCIPAL	56,100	1.00	0.00	55,000	55,000	0	56,100	56,100	0
TEACHER-ELEMENTARY	4,843,132	18.62	105.98	38,630	40,977	38,218	38,869	41,286	38,445
TEACHER-SECONDARY	4,308,639	38.20	65.97	40,712	41,455	40,282	41,362	42,633	40,625
EDUCATION MEDIA GENERALIST	5,700	0.00	0.25	22,800	0	22,800	22,800	0	22,800
COUNSELOR	194,905	1.40	2.82	46,186	58,651	39,998	46,186	58,651	39,998
SPEECH/LANGUAGE PATHOLOGIST	11,520	0.00	0.40	28,800	0	28,800	28,800	0	28,800
OCCUPATIONAL/PHYSICAL THERAPIST	4,440	0.00	0.05	88,800	0	88,800	88,800	0	88,800
TOTALS	\$10,666,868	65.88	187.18						
ACTIVITY GROUPS (4)									
CHARTER ADMINISTRATION	\$ 337,736	3.41	2.42	\$57,931	\$62,818	\$51,043	\$57,931	\$62,818	\$51,043
SCHOOL ADMINISTRATION	960,796	4.25	9.29	70,509	70,623	70,457	70,960	70,882	70,995
STUDENT SERVICES	216,565	1.40	3.52	44,017	58,651	38,197	44,017	58,651	38,197
INSTRUCTIONAL SERVICES	9,151,771	56.82	171.95	39,578	41,298	39,010	40,004	42,191	39,282
TOTALS	\$10,666,868	65.88	187.18						

**ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT
ACTIVITY GROUPS BY MEMBERSHIP SIZE**

2004-2005

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
DISTRICTS WITH 5,000 OR MORE	129,756	50.69%	DISTRICT ADMINISTRATION	\$ 11,512,893	\$ 89
			SCHOOL ADMINISTRATION	23,800,045	183
			STUDENT SERVICES	34,118,853	263
			INSTRUCTIONAL SERVICES	298,713,723	2,302
			TOTAL CERTIFIED	\$ 368,145,514	\$ 2,837
DISTRICTS WITH 2,500 - 4,999	54,725	21.38%	DISTRICT ADMINISTRATION	\$ 5,555,762	\$ 102
			SCHOOL ADMINISTRATION	9,994,826	183
			STUDENT SERVICES	11,570,016	211
			INSTRUCTIONAL SERVICES	126,702,615	2,315
			TOTAL CERTIFIED	\$ 153,823,219	\$ 2,811
DISTRICTS WITH 1,000 - 2,499	42,501	16.60%	DISTRICT ADMINISTRATION	\$5,071,061	\$119
			SCHOOL ADMINISTRATION	8,052,849	189
			STUDENT SERVICES	9,156,674	215
			INSTRUCTIONAL SERVICES	98,788,826	2,324
			TOTAL CERTIFIED	\$ 121,069,410	\$ 2,849
DISTRICTS WITH 500 - 999	13,322	5.20%	DISTRICT ADMINISTRATION	\$ 1,988,291	\$ 149
			SCHOOL ADMINISTRATION	3,158,608	237
			STUDENT SERVICES	2,994,998	225
			INSTRUCTIONAL SERVICES	33,680,266	2,528
			TOTAL CERTIFIED	\$ 41,822,163	\$ 3,139
DISTRICTS WITH 1 - 499	9,725	3.80%	DISTRICT ADMINISTRATION	\$ 2,343,050	\$ 241
			SCHOOL ADMINISTRATION	2,544,129	262
			STUDENT SERVICES	2,245,029	231
			INSTRUCTIONAL SERVICES	31,055,296	3,193
			TOTAL CERTIFIED	\$ 38,187,504	\$ 3,927
CHARTER SCHOOLS	5,975	2.33%	CHARTER ADMINISTRATION	\$ 337,736	\$ 57
			SCHOOL ADMINISTRATION	960,796	161
			STUDENT SERVICES	216,565	36
			INSTRUCTIONAL SERVICES	9,151,771	1,532
			TOTAL CERTIFIED	\$ 10,666,868	\$ 1,785
STATEWIDE	256,004	100.00%	DISTRICT/CHARTER ADMIN	\$ 26,808,793	\$ 105
			SCHOOL ADMINISTRATION	48,511,253	189
			STUDENT SERVICES	60,302,135	236
			INSTRUCTIONAL SERVICES	598,092,497	2,336
				\$ 733,714,678	\$ 2,866

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

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS (Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2004-2005

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 (18)								
SUPERINTENDENT/ADMINISTRATOR	1.50	1.00	1.25	6.26	11.00	38.40	37.41	96.82
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	-	1.00	13.00	3.20	17.20
DIRECTOR	1.96	2.43	17.62	15.61	16.65	58.63	34.22	147.12
SUPERVISOR/COORDINATOR	1.58	6.65	12.80	13.16	10.86	46.04	17.89	108.98
PRINCIPAL-ELEMENTARY	1.00	3.18	26.79	55.89	41.12	115.27	50.75	294.00
PRINCIPAL-SECONDARY	5.50	4.77	21.06	42.02	36.26	83.89	37.96	231.46
ASSISTANT PRINCIPAL	1.00	5.00	45.93	44.29	23.86	48.72	21.63	190.43
TEACHER-ELEMENTARY	679.09	1,209.13	1,256.17	1,223.99	1,014.64	1,533.63	414.99	7,331.64
TEACHER-SECONDARY	668.80	1,159.72	1,365.89	1,163.79	860.11	1,270.03	402.90	6,891.24
EDUCATION MEDIA GENERALIST	0.97	10.14	21.68	35.32	29.36	49.80	22.99	170.26
COUNSELOR	45.93	93.90	107.75	72.49	82.03	144.80	41.50	588.40
PSYCHOLOGICAL EXAMINER	-	0.25	-	-	-	1.60	0.05	1.90
SCHOOL PSYCHOLOGIST	7.90	23.97	26.10	23.84	16.24	29.52	12.67	140.24
SPEECH/LANGUAGE PATHOLOGIST	18.73	30.97	31.56	36.63	21.42	45.93	12.29	197.53
AUDIOLOGIST	-	1.00	0.50	1.40	-	1.00	0.50	4.40
SCHOOL SOCIAL WORKER	2.00	13.74	9.14	10.00	7.00	8.72	1.33	51.93
SCHOOL NURSE	4.31	27.22	25.00	18.10	12.61	9.00	-	96.24
OCCUPATIONAL/PHYSICAL THERAPIST	4.44	8.01	6.38	3.65	3.45	1.00	-	26.93
TOTALS	1,444.71	2,601.08	2,975.62	2,766.44	2,187.61	3,498.98	1,112.28	16,586.72
ACTIVITY GROUPS (4)								
DISTRICT/CHARTER ADMINISTRATION	5.04	10.08	31.67	35.03	39.51	156.07	92.72	370.12
SCHOOL ADMINISTRATION	7.50	12.95	93.78	142.20	101.24	247.88	110.34	715.89
STUDENT SERVICES	84.28	209.20	228.11	201.43	172.11	291.37	91.33	1,277.83
INSTRUCTIONAL SERVICES	1,347.89	2,368.85	2,622.06	2,387.78	1,874.75	2,803.66	817.89	14,222.88
TOTALS	1,444.71	2,601.08	2,975.62	2,766.44	2,187.61	3,498.98	1,112.28	16,586.72
PERCENTAGES	8.71%	15.68%	17.94%	16.67%	13.19%	21.10%	6.71%	100.00%

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

AGE LEVELS OF CERTIFIED STAFF
FOR ALL ACTIVITY CLASSIFICATION GROUPS
(Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2004-2005

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 (18)										
SUPERINTENDENT/ADMINISTRATOR	-	-	1.00	4.00	5.51	13.30	26.83	30.88	15.30	96.82
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	-	-	6.00	7.00	4.00	0.20	17.20
DIRECTOR	0.13	2.88	11.18	7.50	13.11	25.20	45.36	31.54	10.22	147.12
SUPERVISOR/COORDINATOR	0.51	0.64	8.04	12.36	6.28	21.57	36.11	18.17	5.30	108.98
PRINCIPAL-ELEMENTARY	-	3.46	25.43	28.42	34.50	52.26	86.20	53.24	10.49	294.00
PRINCIPAL-SECONDARY	0.42	-	20.58	24.30	40.33	45.71	59.85	30.44	9.83	231.46
ASSISTANT PRINCIPAL	-	5.00	38.60	30.67	23.66	22.20	45.22	22.08	3.00	190.43
TEACHER-ELEMENTARY	388.37	711.75	731.22	788.98	899.29	1,164.78	1,486.81	895.64	264.80	7,331.64
TEACHER-SECONDARY	258.13	697.70	908.15	806.39	875.58	1,015.55	1,299.55	811.59	218.60	6,891.24
EDUCATION MEDIA GENERALIST	0.44	3.93	4.72	6.28	12.98	24.27	54.45	50.04	13.15	170.26
COUNSELOR	4.00	37.95	66.81	62.41	71.34	86.77	143.53	87.08	28.51	588.40
PSYCHOLOGICAL EXAMINER	-	-	0.25	-	-	-	-	1.60	0.05	1.90
SCHOOL PSYCHOLOGIST	-	9.82	17.80	15.54	10.10	26.25	26.10	23.47	11.16	140.24
SPEECH/LANGUAGE PATHOLOGIST	3.40	8.80	21.26	18.80	35.40	36.69	47.98	21.80	3.40	197.53
AUDIOLOGIST	-	1.00	-	-	-	-	1.90	1.50	-	4.40
SCHOOL SOCIAL WORKER	2.00	-	5.88	10.00	7.50	7.72	10.83	7.00	1.00	51.93
SCHOOL NURSE	-	1.00	7.20	6.99	15.50	26.81	19.60	15.54	3.60	96.24
OCCUPATIONAL/PHYSICAL THERAPIST	-	1.00	7.62	3.74	5.60	5.54	2.43	1.00	-	26.93
TOTALS	657.40	1,484.93	1,875.74	1,826.38	2,056.68	2,580.62	3,399.75	2,106.61	598.61	16,586.72
ACTIVITY GROUPS (4)										
DISTRICT/CHARTER ADMINISTRATION	0.64	3.52	20.22	23.86	24.90	66.07	115.30	84.59	31.02	370.12
SCHOOL ADMINISTRATION	0.42	8.46	84.61	83.39	98.49	120.17	191.27	105.76	23.32	715.89
STUDENT SERVICES	9.84	63.50	131.54	123.76	158.42	214.05	306.82	209.03	60.87	1,277.83
INSTRUCTIONAL SERVICES	646.50	1,409.45	1,639.37	1,595.37	1,774.87	2,180.33	2,786.36	1,707.23	483.40	14,222.88
TOTALS	657.40	1,484.93	1,875.74	1,826.38	2,056.68	2,580.62	3,399.75	2,106.61	598.61	16,586.72
PERCENTAGES	3.97%	8.96%	11.31%	11.01%	12.40%	15.56%	20.51%	12.71%	3.57%	100.00%

NOTE: The median age group for all certified employees is 46-50 years.

EDUCATION LEVELS OF CERTIFIED STAFF

BY ACTIVITY AND GROUP CLASSIFICATION (Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2004-2005

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	OS * (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL (h)
CLASSIFICATIONS (18)								
SUPERINTENDENT/ADMINISTRATOR	-	-	-	0.75	20.08	45.74	30.25	96.82
ASST SUPERINTENDENT/ADMINISTRATOR	-	-	-	-	2.20	11.00	4.00	17.20
DIRECTOR	0.25	-	-	41.12	70.43	23.99	11.33	147.12
SUPERVISOR/COORDINATOR	-	1.08	-	36.19	55.60	10.61	5.50	108.98
PRINCIPAL-ELEMENTARY	0.50	-	-	51.10	186.71	48.01	7.68	294.00
PRINCIPAL-SECONDARY	2.50	-	1.00	34.43	152.79	31.36	9.38	231.46
ASSISTANT PRINCIPAL	1.00	-	-	41.90	125.85	17.18	4.50	190.43
TEACHER-ELEMENTARY	23.12	4.67	1.43	6,006.20	1,257.71	25.89	12.62	7,331.64
TEACHER-SECONDARY	42.74	59.00	9.81	5,280.64	1,437.75	26.83	34.47	6,891.24
EDUCATION MEDIA GENERALIST	0.25	-	-	114.04	53.39	0.87	1.71	170.26
COUNSELOR	0.52	-	-	145.44	411.22	27.44	3.78	588.40
PSYCHOLOGICAL EXAMINER	-	-	-	-	0.85	1.05	-	1.90
SCHOOL PSYCHOLOGIST	-	-	-	8.52	54.51	59.29	17.92	140.24
SPEECH/LANGUAGE PATHOLOGIST	0.07	-	-	30.09	163.57	1.00	2.80	197.53
AUDIOLOGIST	-	-	-	0.50	3.90	-	-	4.40
SCHOOL SOCIAL WORKER	-	-	0.99	14.97	35.97	-	-	51.93
SCHOOL NURSE	-	2.67	8.77	66.80	18.00	-	-	96.24
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	1.60	22.33	3.00	-	-	26.93
TOTALS	70.95	67.42	23.60	11,895.02	4,053.53	330.26	145.94	16,586.72
ACTIVITY GROUPS (4)								
DISTRICT/CHARTER ADMINISTRATION	0.25	1.08	-	78.06	148.31	91.34	51.08	370.12
SCHOOL ADMINISTRATION	4.00	-	1.00	127.43	465.35	96.55	21.56	715.89
STUDENT SERVICES	0.84	2.67	11.36	402.69	744.41	89.65	26.21	1,277.83
INSTRUCTIONAL SERVICES	65.86	63.67	11.24	11,286.84	2,695.46	52.72	47.09	14,222.88
TOTALS	70.95	67.42	23.60	11,895.02	4,053.53	330.26	145.94	16,586.72
PERCENTAGES	0.43%	0.41%	0.14%	71.71%	24.44%	1.99%	0.88%	100.00%

NOTE: Personnel holding less than a bachelor's degree are occupational specialists or those individuals with approved waivers

* For state funding purposes, instructional staff holding only the occupational specialist certificate are treated the same a bachelor's degree, allowing advancement on the experience and education multiplier table.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION (Numbers Based on FTE Employee Count)

*** STATEWIDE SUMMARY ***

2004-2005

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 (18)								
SUPERINTENDENT/ADMINISTRATOR	3.2	15.3	2.6	34.7	0.8	40.2	96.8	58.47%
ASST SUPERINTENDENT/ADMINISTRATOR	-	2.0	1.0	7.0	-	7.2	17.2	58.14%
DIRECTOR	14.9	23.9	10.3	37.8	3.1	57.1	147.1	61.18%
SUPERVISOR/COORDINATOR	22.3	17.2	5.8	26.4	7.2	30.1	109.0	72.39%
PRINCIPAL-ELEMENTARY	16.1	64.6	20.9	83.3	21.2	87.9	294.0	70.10%
PRINCIPAL-SECONDARY	10.1	48.1	16.9	66.6	11.8	78.0	231.5	66.31%
ASSISTANT PRINCIPAL	12.0	41.6	13.3	56.0	13.0	54.5	190.4	71.38%
TEACHER-ELEMENTARY	1,433.0	1,224.5	148.7	910.3	649.2	2,966.0	7,331.7	59.55%
TEACHER-SECONDARY	1,127.6	1,202.1	118.8	1,137.4	447.4	2,857.9	6,891.2	58.53%
EDUCATION MEDIA GENERALIST	26.9	35.2	2.0	20.7	6.4	79.1	170.3	53.55%
COUNSELOR	59.1	87.4	78.7	90.7	63.1	209.4	588.4	64.41%
PSYCHOLOGICAL EXAMINER	-	-	-	1.1	-	0.8	1.9	57.89%
SCHOOL PSYCHOLOGIST	1.0	30.5	4.0	43.0	-	61.8	140.3	55.95%
SPEECH/LANGUAGE PATHOLOGIST	4.4	85.8	-	2.1	5.0	100.2	197.5	49.27%
AUDIOLOGIST	-	3.0	-	-	-	1.4	4.4	68.18%
SCHOOL SOCIAL WORKER	6.0	4.3	-	1.7	2.1	37.8	51.9	27.17%
SCHOOL NURSE	19.7	9.7	1.0	6.7	6.4	52.7	96.2	45.22%
OCCUPATIONAL/PHYSICAL THERAPIST	-	-	-	2.0	1.5	23.4	26.9	13.01%
TOTALS	2,756.3	2,895.2	424.0	2,527.5	1,238.2	6,745.5	16,586.7	59.33%
ACTIVITY GROUPS (4)								
DISTRICT/CHARTER ADMINISTRATION	40.4	58.4	19.7	105.9	11.1	134.6	370.1	63.63%
SCHOOL ADMINISTRATION	38.2	154.3	51.1	205.9	46.0	220.4	715.9	69.21%
STUDENT SERVICES	117.1	255.9	85.7	168.0	84.5	566.6	1,277.8	55.66%
INSTRUCTIONAL SERVICES	2,560.6	2,426.6	267.5	2,047.7	1,096.6	5,823.9	14,222.9	59.05%
TOTALS	2,756.3	2,895.2	424.0	2,527.5	1,238.2	6,745.5	16,586.7	59.33%
PERCENTAGES	16.62%	17.45%	2.56%	15.24%	7.46%	40.67%	100.00%	

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

STATEWIDE SUMMARY

2004-2005

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 (18)												
SUPERINTENDENT/ADMINISTRATOR	97	16	-	-	-	-	1	-	-	1	98	17
ASST SUPERINTENDENT/ADMINISTRATOR	12	6	-	-	-	-	-	-	-	-	12	6
DIRECTOR	127	87	-	-	4	2	-	1	-	-	131	90
SUPERVISOR/COORDINATOR	69	78	-	-	1	1	-	1	-	-	70	80
PRINCIPAL-ELEMENTARY	169	156	-	-	2	3	-	1	-	-	171	160
PRINCIPAL-SECONDARY	192	67	-	-	-	-	2	-	1	-	195	67
ASSISTANT PRINCIPAL	131	68	3	-	4	-	1	-	-	-	139	68
TEACHER-ELEMENTARY	1,066	6,891	-	3	19	95	4	41	3	15	1,092	7,045
TEACHER-SECONDARY	3,267	4,167	5	3	29	44	17	17	8	7	3,326	4,238
EDUCATION MEDIA GENERALIST	33	164	-	-	-	1	-	3	-	-	33	168
COUNSELOR	177	456	-	-	3	3	1	2	2	1	183	462
PSYCHOLOGICAL EXAMINER	2	2	-	-	-	-	-	-	-	-	2	2
SCHOOL PSYCHOLOGIST	63	93	-	1	2	3	-	-	-	-	65	97
SPEECH/LANGUAGE PATHOLOGIST	9	217	-	-	-	1	-	3	-	-	9	221
AUDIOLOGIST	3	3	-	-	-	-	-	-	-	-	3	3
SCHOOL SOCIAL WORKER	16	37	-	-	1	-	-	-	-	1	17	38
SCHOOL NURSE	-	105	-	-	-	1	-	-	-	1	-	107
OCCUPATIONAL/PHYSICAL THERAPIST	5	27	-	-	-	-	-	1	-	-	5	28
TOTALS	5,438	12,640	8	7	65	154	26	70	14	26	5,551	12,897
ACTIVITY GROUPS (4)												
DISTRICT/CHARTER ADMINISTRATION	305	187	-	-	5	3	1	2	-	1	311	193
SCHOOL ADMINISTRATION	492	291	3	-	6	3	3	1	1	-	505	295
STUDENT SERVICES	308	1,104	-	1	6	9	1	9	2	3	317	1,126
INSTRUCTIONAL SERVICES	4,333	11,058	5	6	48	139	21	58	11	22	4,418	11,283
TOTALS	5,438	12,640	8	7	65	154	26	70	14	26	5,551	12,897
PERCENTAGES	29.48%	68.52%	0.04%	0.04%	0.35%	0.83%	0.14%	0.38%	0.08%	0.14%	30.09%	69.91%

CERTIFIED STAFF TURNOVER

**BY MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)**

DISTRICT AND CHARTER SCHOOLS COMBINED

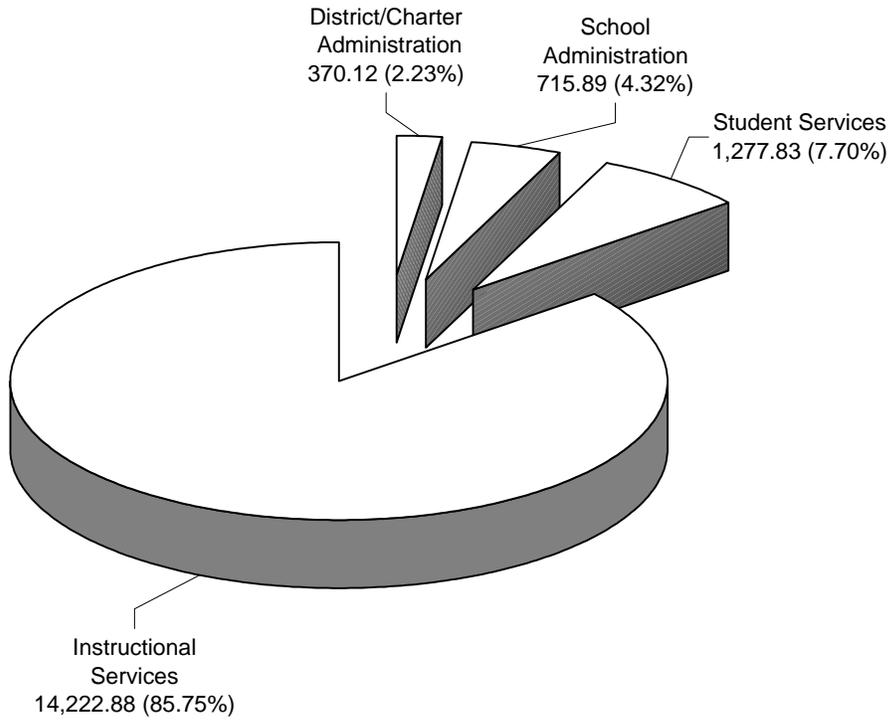
2004-2005

DISTRICT/ CHARTER 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	1,010	51.6%	220	21.8%	790	78.2%
2,500-4,999	348	17.8%	117	33.6%	231	66.4%
1,000-2,499	311	15.9%	112	36.0%	199	64.0%
500-999	146	7.5%	55	37.7%	91	62.3%
1-499	142	7.2%	52	36.6%	90	63.4%
CHARTER	30	7.2%	7	23.3%	23	76.7%
TOTALS	1,987	100.0%	563	28.3%	1,424	71.7%

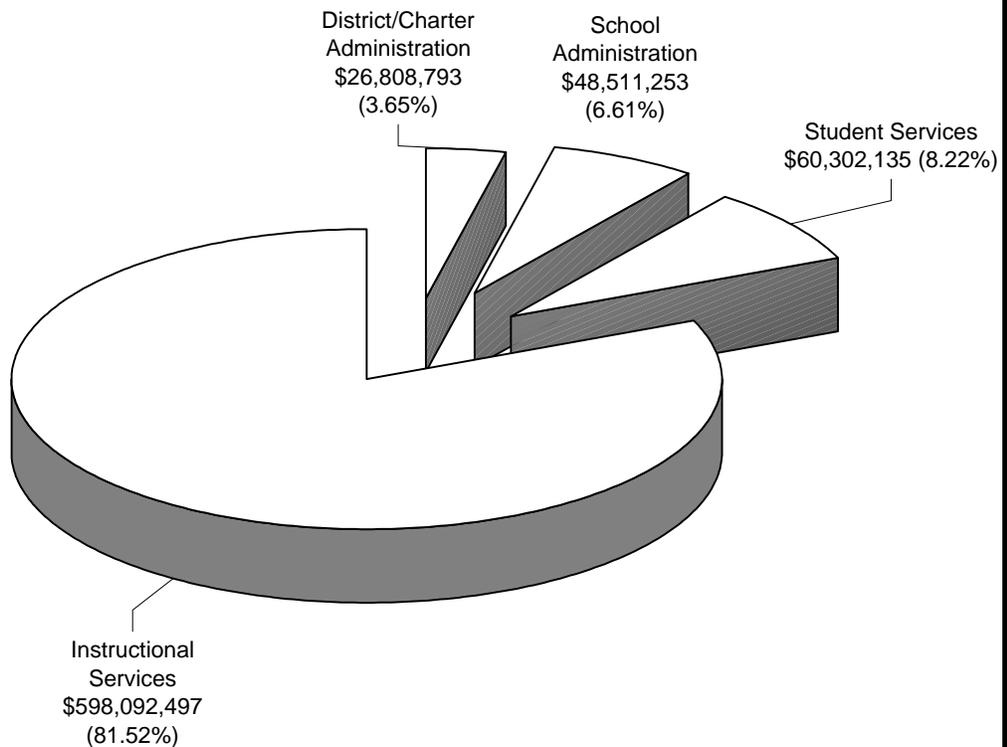
DISTRICT/ CHARTER SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF- STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	128	6.5%	30	1.5%	142	7.3%	5	.2%	38	1.9%	113	5.8%	8	.3%
2,500-4,999	69	3.5%	42	2.1%	26	1.3%	2	.1%	15	.8%	41	2.1%	3	.2%
1,000-2,499	67	3.4%	25	1.3%	19	1.0%	10	.5%	9	.4%	47	2.4%	3	.2%
500-999	45	2.3%	15	.8%	9	.4%	3	.2%	3	.2%	22	1.1%	2	.1%
1-499	41	2.1%	21	1.1%	8	.4%	4	.2%	4	.2%	17	.9%	0	.0%
CHARTER	7	23.3%	3	10.0%	2	6.7%	0	.0%	1	3.3%	1	3.3%	0	.0%
STATEWIDE	357	18.0%	136	6.8%	206	10.4%	24	1.2%	70	3.5%	241	12.1%	16	.8%

DISTRICT/ CHARTER SIZE	STAFF REDUCTION		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		FAMILY LEAVE		MILITARY		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	17	.9%	186	9.5%	92	4.7%	110	5.6%	8	.4%	5	.2%	127	6.5%
2,500-4,999	2	.1%	72	3.7%	7	.4%	16	.8%	3	.2%	3	.2%	47	2.4%
1,000-2,499	17	.9%	42	2.1%	12	.6%	14	.7%	0	.0%	1	.1%	45	2.3%
500-999	5	.2%	26	1.3%	2	.1%	1	.1%	0	.0%	0	.0%	13	.7%
1-499	9	.5%	16	.8%	4	.2%	2	.1%	0	.0%	2	.1%	14	.7%
CHARTER	1	3.3%	14	46.8%	1	3.3%	0	.0%	0	.0%	0	.0%	0	.0%
STATEWIDE	51	2.6%	356	17.9%	118	5.9%	143	7.2%	11	.6%	11	.6%	246	12.4%

CERTIFIED STAFF FTE 2004-2005



CERTIFIED STAFF SALARIES 2004-2005



NON-CERTIFIED

STAFF

TABLES

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

*** STATEWIDE SUMMARY ***
DISTRICT AND CHARTER SCHOOLS COMBINED

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	34	70	104	30.05	59.68	89.73
Clerk - Board Of Trustees	4	54	58	1.25	33.85	35.10
Office Support Personnel - District/Charter	27	433	460	21.20	355.14	376.34
Office Support Personnel - Building Personnel Services	13	1,129	1,142	6.97	794.80	801.77
Custodial Personnel	-	31	31	-	28.48	28.48
Building/Maintenance Personnel	1,044	713	1,757	943.87	571.07	1,514.94
Child Nutrition - Supervisor	435	32	467	382.46	16.16	398.62
Child Nutrition - Manager	4	87	91	3.54	65.31	68.85
Child Nutrition - Food Preparation	4	380	384	2.51	227.70	230.21
Child Nutrition - Other	29	1,276	1,305	8.85	564.79	573.64
Instructional Assistant - Regular Ed	49	369	418	22.06	143.03	165.09
Instructional Assistant - Special Ed	85	1,381	1,466	40.72	617.72	658.44
Related Services, Special Ed	185	2,826	3,011	106.22	1,557.67	1,663.89
Library Assistant	20	187	207	11.97	101.64	113.61
Instructional Assistant - Title I	5	480	485	1.79	278.48	280.27
Instructional Assistant - LEP	22	623	645	9.84	303.39	313.23
Instructional Assistant - Technology	19	138	157	9.68	67.98	77.66
Pupil Transportation - Supervisor	5	31	36	3.08	13.24	16.32
Pupil Transportation - Dispatcher/Secretary	60	16	76	48.33	11.97	60.30
Pupil Transportation - School Bus Mechanic	4	49	53	2.64	32.12	34.76
Pupil Transportation - School Bus Assistant	84	3	87	72.16	1.47	73.63
Pupil Transportation - School Bus Driver	8	34	42	1.93	11.05	12.98
Pupil Transportation - School Bus Driver Trainer	553	881	1,434	227.05	391.63	618.68
Safe Environment Personnel	16	102	118	9.58	51.39	60.97
Athletic/Physical Education Assistant	11	8	19	4.42	2.75	7.17
Other Special Project Personnel	107	721	828	42.89	192.77	235.66
IT (Technology)/Data Analysis Personnel	407	310	717	36.68	30.21	66.89
Computer Technology Technician	11	97	108	4.62	42.69	47.31
	20	15	35	17.44	11.12	28.56
	132	100	232	112.18	72.16	184.34
TOTALS	3,397	12,576	15,973	2,185.98	6,651.46	8,837.44

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/Clerk	\$29.61	\$ 21.49	\$ 24.14	\$ 55,192	\$ 38,309	\$ 43,829	\$ 4,558,173
Clerk - Board Of Trustees	18.50	17.14	17.23	9,840	21,623	20,811	1,207,025
Office Support Personnel - District/Charter	18.44	14.05	14.31	31,399	24,258	24,677	11,351,599
Office Support Personnel - Building Personnel Services	11.85	11.94	11.94	14,979	17,587	17,557	20,050,250
Custodial Personnel	-	18.77	18.77	-	35,817	35,817	1,110,317
Building/Maintenance Personnel	11.76	10.29	11.16	22,283	17,291	20,262	35,466,898
Child Nutrition - Supervisor	15.44	11.34	15.16	28,414	12,736	27,340	12,767,701
Child Nutrition - Manager	20.50	15.79	15.99	39,040	25,190	25,799	2,347,666
Child Nutrition - Food Preparation	11.75	10.59	10.61	15,751	13,397	13,421	5,153,710
Child Nutrition - Other	7.52	9.25	9.21	4,826	8,698	8,612	11,238,975
Instructional Assistant - Regular Ed	9.73	8.83	8.93	9,670	7,471	7,729	3,230,785
Instructional Assistant - Special Ed	10.81	9.77	9.83	10,493	8,992	9,079	13,310,428
Related Services, Special Ed	9.72	9.86	9.85	11,674	11,295	11,318	34,078,461
Library Assistant	15.65	12.88	13.14	20,073	14,775	15,286	3,164,295
Instructional Assistant - Title I	8.80	10.24	10.22	6,686	12,509	12,449	6,037,850
Instructional Assistant - LEP	9.23	9.78	9.76	8,529	10,001	9,951	6,418,301
Instructional Assistant - Technology	10.21	10.47	10.44	10,362	10,860	10,800	1,695,536
Pupil Transportation - Supervisor	10.20	10.81	10.72	13,603	9,141	9,761	351,401
Pupil Transportation - Dispatcher/Secretary	19.15	19.50	19.22	32,683	32,500	32,644	2,480,954
Pupil Transportation - School Bus Mechanic	13.25	12.55	12.60	19,044	17,500	17,617	933,696
Pupil Transportation - School Bus Assistant	15.69	13.00	15.60	27,873	13,269	27,369	2,381,127
Pupil Transportation - School Bus Driver	10.25	9.18	9.38	5,034	6,146	5,934	249,229
Pupil Transportation - School Bus Driver Trainer	13.13	13.28	13.22	10,484	11,740	11,256	16,140,611
Safe Environment Personnel	8.38	9.22	9.10	10,343	9,470	9,588	1,131,438
Athletic/Physical Education Assistant	13.18	10.63	12.11	11,760	7,679	10,041	190,786
Other Special Project Personnel	10.92	9.80	9.94	9,959	5,678	6,231	5,159,408
IT (Technology)/Data Analysis Personnel	13.15	13.13	13.14	2,240	2,378	2,300	1,648,847
Computer Technology Technician	16.93	13.49	13.85	15,869	14,218	14,389	1,528,421
	21.50	17.53	19.80	40,403	29,506	35,733	1,250,642
	18.72	15.88	17.50	33,506	24,501	29,625	6,872,896
AVERAGES / TOTALS	\$ 13.19	\$ 10.78	\$ 11.60	\$ 18,015	\$ 12,111	\$ 13,367	\$213,507,426

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	12	7	19	11.56	6.65	18.21
Clerk - Board Of Trustees	-	6	6	-	4.64	4.64
Office Support Personnel - District	21	226	247	18.13	195.43	213.56
Office Support Personnel - Building	4	502	506	2.49	358.54	361.03
Personnel Services	-	14	14	-	13.86	13.86
Custodial Personnel	561	235	796	540.00	218.73	758.73
Building/Maintenance Personnel	172	7	179	165.63	5.07	170.70
Child Nutrition - Supervisor	2	14	16	2.00	12.65	14.65
Child Nutrition - Manager	2	211	213	1.20	126.61	127.81
Child Nutrition - Food Preparation	24	645	669	6.80	276.97	283.77
Child Nutrition - Other	23	157	180	12.43	69.38	81.81
Instructional Assistant - Regular Ed	34	597	631	16.70	259.73	276.43
Instructional Assistant - Special Ed	123	1,402	1,525	72.55	807.95	880.50
Related Services, Special Ed	10	83	93	6.13	46.11	52.24
Library Assistant	2	219	221	1.08	136.43	137.51
Instructional Assistant - Title I	5	172	177	2.43	83.13	85.56
Instructional Assistant - LEP	9	52	61	4.84	28.45	33.29
Instructional Assistant - Technology	-	9	9	-	3.44	3.44
Pupil Transportation - Supervisor	5	5	10	4.92	4.59	9.51
Pupil Transportation - Dispatcher/Secretary	4	15	19	2.64	14.10	16.74
Pupil Transportation - School Bus Mechanic	24	-	24	22.46	-	22.46
Pupil Transportation - School Bus Assistant	1	8	9	0.33	2.89	3.22
Pupil Transportation - School Bus Driver	189	267	456	101.22	150.95	252.17
Pupil Transportation - School Bus Monitor	14	60	74	8.72	36.20	44.92
Pupil Transportation - School Bus Driver Trainer	3	1	4	1.58	0.42	2.00
Safe Environment Personnel	75	488	563	32.11	153.83	185.94
Athletic/Physical Education Assistant	111	83	194	8.61	7.02	15.63
Other Special Project Personnel	4	70	74	2.42	31.39	33.81
IT (Technology)/Data Analysis Personnel	12	8	20	11.00	6.86	17.86
Computer Technology Technician	63	57	120	58.50	45.38	103.88
TOTALS	1,509	5,620	7,129	1,118.48	3,107.40	4,225.88

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/Clerk	\$ 36.42	\$ 36.29	\$ 36.37	\$ 73,218	\$ 71,623	\$ 72,631	\$ 1,379,980
Clerk - Board Of Trustees	-	20.83	20.83	-	34,233	34,233	205,396
Office Support Personnel - District/Charter	18.52	14.14	14.51	34,426	25,596	26,347	6,507,704
Office Support Personnel - Building	14.00	12.22	12.23	22,034	18,332	18,361	9,290,843
Personnel Services	-	19.50	19.50	-	40,174	40,174	562,440
Custodial Personnel	12.13	10.53	11.66	24,580	20,680	23,428	18,649,062
Building/Maintenance Personnel	16.35	11.57	16.17	32,796	18,503	32,237	5,770,468
Child Nutrition - Supervisor	26.00	23.00	23.38	54,080	43,197	44,558	712,920
Child Nutrition - Manager	11.00	10.15	10.16	13,703	12,968	12,975	2,763,599
Child Nutrition - Food Preparation	7.67	9.71	9.64	4,641	8,841	8,691	5,814,020
Child Nutrition - Other	9.35	9.10	9.13	10,866	8,897	9,149	1,646,730
Instructional Assistant - Regular Ed	9.97	9.20	9.24	9,411	8,198	8,264	5,214,380
Instructional Assistant - Special Ed	10.07	10.26	10.24	12,337	12,237	12,245	18,673,830
Related Services, Special Ed	15.40	14.57	14.66	20,205	16,983	17,329	1,611,597
Library Assistant	8.50	10.49	10.48	10,254	13,701	13,670	3,021,057
Instructional Assistant - Title I	8.60	10.18	10.14	8,733	10,391	10,344	1,830,950
Instructional Assistant - LEP	10.44	11.58	11.41	11,691	13,369	13,121	800,399
Instructional Assistant - Technology	-	10.44	10.44	-	8,567	8,567	77,100
Pupil Transportation - Supervisor	24.60	30.00	27.30	50,400	56,384	53,392	533,920
Pupil Transportation - Dispatcher/Secretary	13.25	13.87	13.74	19,044	26,975	25,305	480,795
Pupil Transportation - School Bus Mechanic	15.67	-	15.67	30,978	-	30,978	743,475
Pupil Transportation - School Bus Assistant	11.00	9.88	10.00	7,480	7,270	7,293	65,636
Pupil Transportation - School Bus Driver	11.86	12.67	12.33	13,195	14,944	14,219	6,483,907
Pupil Transportation - School Bus Monitor	8.43	9.18	9.04	10,756	11,438	11,309	836,861
Pupil Transportation - School Bus Driver Trainer	14.00	10.00	13.00	16,960	8,750	14,908	59,630
Safe Environment Personnel	10.71	9.95	10.06	9,975	6,580	7,033	3,959,367
Athletic/Physical Education Assistant	14.87	13.87	14.44	2,141	2,434	2,266	439,626
Other Special Project Personnel	23.00	13.04	13.58	29,593	14,007	14,849	1,098,853
IT (Technology)/Data Analysis Personnel	22.25	21.25	21.85	43,049	37,458	40,812	816,244
Computer Technology Technician	19.52	16.81	18.23	37,449	29,043	33,456	4,014,729
AVERAGES / TOTALS	\$ 13.17	\$ 10.85	\$ 11.34	\$ 20,928	\$ 12,898	\$ 14,597	\$104,065,518

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (14 DISTRICTS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	8	3	11	7.60	2.96	10.56
Clerk - Board Of Trustees	1	6	7	0.98	5.44	6.42
Office Support Personnel - District	3	81	84	0.82	69.39	70.21
Office Support Personnel - Building	5	249	254	2.79	180.77	183.56
Personnel Services	-	10	10	-	9.45	9.45
Custodial Personnel	222	160	382	195.74	132.42	328.16
Building/Maintenance Personnel	87	5	92	83.79	4.38	88.17
Child Nutrition - Supervisor	-	11	11	-	9.78	9.78
Child Nutrition - Manager	1	76	77	0.50	45.81	46.31
Child Nutrition - Food Preparation	1	251	252	0.16	114.66	114.82
Child Nutrition - Other	18	97	115	7.64	37.77	45.41
Instructional Assistant - Regular Ed	23	272	295	12.84	136.81	149.65
Instructional Assistant - Special Ed	23	573	596	12.86	311.58	324.44
Related Services, Special Ed	6	54	60	3.66	29.69	33.35
Library Assistant	2	113	115	0.34	62.76	63.10
Instructional Assistant - Title I	8	174	182	3.31	81.59	84.90
Instructional Assistant - LEP	5	45	50	2.30	23.41	25.71
Instructional Assistant - Technology	2	12	14	1.14	5.44	6.58
Pupil Transportation - Supervisor	7	3	10	7.00	2.85	9.85
Pupil Transportation - Dispatcher/Secretary	-	12	12	-	9.07	9.07
Pupil Transportation - School Bus Mechanic	20	1	21	20.00	0.18	20.18
Pupil Transportation - School Bus Assistant	2	14	16	0.22	6.13	6.35
Pupil Transportation - School Bus Driver	108	223	331	43.75	99.89	143.64
Pupil Transportation - School Bus Monitor	1	18	19	0.59	9.09	9.68
Pupil Transportation - School Bus Driver Trainer	2	5	7	1.58	1.81	3.39
Safe Environment Personnel	16	141	157	4.70	18.65	23.35
Athletic/Physical Education Assistant	73	54	127	6.71	4.43	11.14
Other Special Project Personnel	2	3	5	1.66	1.24	2.90
IT (Technology)/Data Analysis Personnel	3	2	5	2.32	1.82	4.14
Computer Technology Technician	28	14	42	25.31	10.09	35.40
TOTALS	677	2,682	3,359	450.31	1,429.36	1,879.67

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/Clerk	\$ 35.75	\$ 24.33	\$ 32.64	\$ 70,870	\$ 49,920	\$ 65,156	\$ 716,720
Clerk - Board Of Trustees	14.00	16.83	16.43	28,560	31,933	31,451	220,160
Office Support Personnel - District	10.00	14.79	14.62	5,560	26,650	25,897	2,175,354
Office Support Personnel - Building	10.20	12.11	12.07	12,163	18,360	18,238	4,632,439
Personnel Services	-	19.80	19.80	-	39,045	39,045	390,450
Custodial Personnel	11.17	10.76	10.99	20,459	18,221	19,522	7,457,312
Building/Maintenance Personnel	14.76	13.00	14.66	29,712	24,736	29,441	2,708,600
Child Nutrition - Supervisor	-	18.55	18.55	-	34,262	34,262	376,884
Child Nutrition - Manager	10.00	11.53	11.51	10,400	14,497	14,444	1,112,208
Child Nutrition - Food Preparation	7.00	8.85	8.85	2,268	8,660	8,635	2,175,996
Child Nutrition - Other	10.00	8.87	9.04	10,013	7,513	7,905	909,033
Instructional Assistant - Regular Ed	11.30	11.05	11.07	13,165	11,593	11,716	3,456,174
Instructional Assistant - Special Ed	9.74	9.88	9.88	11,589	11,200	11,215	6,684,340
Related Services, Special Ed	19.00	12.04	12.73	24,595	13,855	14,929	895,735
Library Assistant	9.50	10.58	10.56	3,420	12,519	12,361	1,421,505
Instructional Assistant - Title I	9.25	9.54	9.53	7,703	9,440	9,363	1,704,138
Instructional Assistant - LEP	9.00	9.76	9.68	8,633	10,837	10,617	530,830
Instructional Assistant - Technology	9.50	11.83	11.50	11,232	9,667	9,890	138,465
Pupil Transportation - Supervisor	20.86	17.67	19.90	43,383	34,720	40,784	407,840
Pupil Transportation - Dispatcher/Secretary	-	12.25	12.25	-	18,963	18,963	227,552
Pupil Transportation - School Bus Mechanic	15.70	13.00	15.57	32,656	4,810	31,330	657,930
Pupil Transportation - School Bus Assistant	9.00	9.00	9.00	2,020	8,239	7,462	119,384
Pupil Transportation - School Bus Driver	13.10	13.30	13.24	9,979	11,873	11,255	3,725,443
Pupil Transportation - School Bus Monitor	9.00	9.17	9.16	11,025	9,775	9,841	186,973
Pupil Transportation - School Bus Driver Trainer	13.00	11.00	11.57	21,160	8,330	11,996	83,970
Safe Environment Personnel	10.94	9.09	9.28	8,549	2,837	3,419	536,836
Athletic/Physical Education Assistant	12.49	14.65	13.41	2,466	2,184	2,346	297,954
Other Special Project Personnel	11.00	10.67	10.80	20,032	11,240	14,757	73,784
IT (Technology)/Data Analysis Personnel	21.00	23.50	22.00	38,293	45,220	41,064	205,320
Computer Technology Technician	18.54	16.00	17.69	35,271	22,489	31,010	1,302,419
AVERAGES / TOTALS	\$ 12.87	\$ 10.88	\$ 11.28	\$ 18,309	\$ 12,355	\$ 13,555	\$ 45,531,748

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	5	21	26	4.30	19.20	23.50
Clerk - Board Of Trustees	-	9	9	-	4.08	4.08
Office Support Personnel - District	2	74	76	1.50	54.16	55.66
Office Support Personnel - Building	2	226	228	0.87	156.85	157.72
Personnel Services	-	4	4	-	3.27	3.27
Custodial Personnel	163	183	346	132.45	133.02	265.47
Building/Maintenance Personnel	103	8	111	77.92	3.27	81.19
Child Nutrition - Supervisor	1	25	26	0.77	18.89	19.66
Child Nutrition - Manager	1	72	73	0.81	42.55	43.36
Child Nutrition - Food Preparation	4	216	220	1.89	97.36	99.25
Child Nutrition - Other	7	76	83	1.85	25.36	27.21
Instructional Assistant - Regular Ed	12	288	300	5.35	129.23	134.58
Instructional Assistant - Special Ed	25	519	544	13.60	274.39	287.99
Related Services, Special Ed	3	26	29	1.45	13.12	14.57
Library Assistant	-	86	86	-	46.15	46.15
Instructional Assistant - Title I	5	175	180	2.24	92.46	94.70
Instructional Assistant - LEP	3	21	24	1.50	8.27	9.77
Instructional Assistant - Technology	3	7	10	1.94	3.61	5.55
Pupil Transportation - Supervisor	16	3	19	14.67	2.55	17.22
Pupil Transportation - Dispatcher/Secretary	-	11	11	-	6.00	6.00
Pupil Transportation - School Bus Mechanic	24	1	25	20.87	1.00	21.87
Pupil Transportation - School Bus Assistant	3	7	10	1.17	1.69	2.86
Pupil Transportation - School Bus Driver	148	200	348	51.08	80.12	131.20
Pupil Transportation - School Bus Monitor	1	8	9	0.27	3.27	3.54
Pupil Transportation - School Bus Driver Trainer	3	1	4	0.47	0.18	0.65
Safe Environment Personnel	12	51	63	4.76	9.66	14.42
Athletic/Physical Education Assistant	121	92	213	12.11	10.83	22.94
Other Special Project Personnel	3	12	15	0.46	6.26	6.72
IT (Technology)/Data Analysis Personnel	2	-	2	1.77	-	1.77
Computer Technology Technician	27	14	41	20.27	8.63	28.90
TOTALS	699	2,436	3,135	376.34	1,255.43	1,631.77

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/Clerk	\$ 23.60	\$ 22.00	\$ 22.31	\$ 35,994	\$ 42,036	\$ 40,874	\$ 1,062,714
Clerk - Board Of Trustees	-	18.67	18.67	-	14,568	14,568	131,114
Office Support Personnel - District	28.50	13.31	13.71	36,920	20,960	21,380	1,624,856
Office Support Personnel - Building	14.50	11.62	11.65	14,860	16,828	16,810	3,832,769
Personnel Services	-	13.75	13.75	-	23,657	23,657	94,627
Custodial Personnel	11.13	9.81	10.43	18,867	14,618	16,619	5,750,302
Building/Maintenance Personnel	14.44	12.00	14.26	23,756	10,810	22,823	2,533,342
Child Nutrition - Supervisor	15.00	14.36	14.38	24,000	22,576	22,631	588,394
Child Nutrition - Manager	15.00	10.76	10.82	25,200	13,322	13,485	984,402
Child Nutrition - Food Preparation	6.75	8.60	8.56	6,578	8,282	8,251	1,815,141
Child Nutrition - Other	10.57	7.99	8.20	5,912	5,851	5,856	486,057
Instructional Assistant - Regular Ed	9.75	9.24	9.26	9,321	8,590	8,620	2,585,877
Instructional Assistant - Special Ed	8.40	9.17	9.13	9,533	10,092	10,066	5,476,018
Related Services, Special Ed	12.33	11.77	11.83	13,224	12,774	12,821	371,795
Library Assistant	-	9.57	9.57	-	10,906	10,906	937,933
Instructional Assistant - Title I	9.60	9.89	9.88	9,036	10,986	10,932	1,967,804
Instructional Assistant - LEP	9.67	9.48	9.50	10,050	7,799	8,080	193,931
Instructional Assistant - Technology	10.67	9.71	10.00	15,184	10,568	11,953	119,528
Pupil Transportation - Supervisor	20.06	15.00	19.26	37,348	26,867	35,693	678,172
Pupil Transportation - Dispatcher/Secretary	-	12.09	12.09	-	14,199	14,199	156,190
Pupil Transportation - School Bus Mechanic	16.00	13.00	15.88	28,246	27,040	28,198	704,944
Pupil Transportation - School Bus Assistant	10.00	9.00	9.30	7,964	4,138	5,286	52,857
Pupil Transportation - School Bus Driver	13.30	13.01	13.13	9,188	10,472	9,926	3,454,270
Pupil Transportation - School Bus Monitor	7.00	8.00	7.89	3,885	6,717	6,402	57,622
Pupil Transportation - School Bus Driver Trainer	9.33	9.00	9.25	3,488	3,330	3,449	13,794
Safe Environment Personnel	11.92	9.76	10.17	12,148	4,139	5,664	356,854
Athletic/Physical Education Assistant	13.17	14.10	13.57	2,462	2,778	2,599	553,484
Other Special Project Personnel	13.67	16.75	16.13	4,601	18,552	15,762	236,424
IT (Technology)/Data Analysis Personnel	24.50	-	24.50	45,680	-	45,680	91,360
Computer Technology Technician	15.67	12.00	14.41	27,876	16,040	23,834	977,197
AVERAGES / TOTALS	\$ 13.01	\$ 10.44	\$ 11.01	\$ 14,890	\$ 11,281	\$ 12,086	\$ 37,889,772

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (20 DISTRICTS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	4	12	16	3.19	9.46	12.65
Clerk - Board Of Trustees	2	13	15	0.14	5.73	5.87
Office Support Personnel - District	1	25	26	0.75	17.89	18.64
Office Support Personnel - Building	2	71	73	0.82	47.98	48.80
Personnel Services	-	3	3	-	1.90	1.90
Custodial Personnel	47	70	117	35.76	45.09	80.85
Building/Maintenance Personnel	37	2	39	28.86	1.24	30.10
Child Nutrition - Supervisor	1	13	14	0.77	8.25	9.02
Child Nutrition - Manager	-	7	7	-	4.35	4.35
Child Nutrition - Food Preparation	-	102	102	-	47.08	47.08
Child Nutrition - Other	-	19	19	-	4.57	4.57
Instructional Assistant - Regular Ed	4	111	115	1.27	45.50	46.77
Instructional Assistant - Special Ed	12	184	196	5.96	90.16	96.12
Related Services, Special Ed	1	10	11	0.73	5.02	5.75
Library Assistant	-	28	28	-	16.67	16.67
Instructional Assistant - Title I	4	51	55	1.86	23.18	25.04
Instructional Assistant - LEP	2	17	19	1.04	7.13	8.17
Instructional Assistant - Technology	-	2	2	-	0.44	0.44
Pupil Transportation - Supervisor	16	-	16	13.06	-	13.06
Pupil Transportation - Dispatcher/Secretary	-	4	4	-	1.53	1.53
Pupil Transportation - School Bus Mechanic	9	-	9	7.21	-	7.21
Pupil Transportation - School Bus Assistant	1	2	3	0.09	0.20	0.29
Pupil Transportation - School Bus Driver	47	117	164	13.90	37.29	51.19
Pupil Transportation - School Bus Monitor	-	8	8	-	1.79	1.79
Pupil Transportation - School Bus Driver Trainer	1	-	1	0.20	-	0.20
Safe Environment Personnel	2	19	21	0.87	7.43	8.30
Athletic/Physical Education Assistant	46	45	91	4.20	4.18	8.38
Other Special Project Personnel	1	5	6	0.02	1.77	1.79
IT (Technology)/Data Analysis Personnel	1	2	3	1.00	1.27	2.27
Computer Technology Technician	5	7	12	3.84	4.10	7.94
TOTALS	246	949	1,195	125.54	441.20	566.74

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/Clerk	\$ 21.25	\$ 18.17	\$ 18.94	\$ 32,410	\$ 31,195	\$ 31,499	\$ 503,978
Clerk - Board Of Trustees	16.00	16.85	16.73	1,760	14,030	12,394	185,912
Office Support Personnel - District	22.00	13.84	14.15	34,320	20,146	20,691	537,964
Office Support Personnel - Building	9.00	11.03	10.97	8,028	15,651	15,443	1,127,312
Personnel Services	-	18.67	18.67	-	20,933	20,933	62,800
Custodial Personnel	12.15	10.13	10.94	18,750	13,292	15,485	1,811,700
Building/Maintenance Personnel	15.54	8.00	15.15	24,201	11,070	23,528	917,582
Child Nutrition - Supervisor	15.00	14.46	14.50	24,000	18,836	19,205	268,870
Child Nutrition - Manager	-	11.14	11.14	-	14,469	14,469	101,282
Child Nutrition - Food Preparation	-	8.84	8.84	-	8,796	8,796	897,154
Child Nutrition - Other	-	10.53	10.53	-	4,803	4,803	91,253
Instructional Assistant - Regular Ed	9.00	9.73	9.70	5,770	7,887	7,813	898,516
Instructional Assistant - Special Ed	8.92	9.21	9.19	9,281	9,310	9,308	1,824,404
Related Services, Special Ed	8.00	9.40	9.27	12,160	9,950	10,151	111,658
Library Assistant	-	9.57	9.57	-	12,030	12,030	336,844
Instructional Assistant - Title I	9.50	9.35	9.36	9,291	8,765	8,804	484,203
Instructional Assistant - LEP	13.00	10.41	10.68	9,176	8,082	8,197	155,745
Instructional Assistant - Technology	-	10.00	10.00	-	4,590	4,590	9,180
Pupil Transportation - Supervisor	17.81	-	17.81	30,323	-	30,323	485,164
Pupil Transportation - Dispatcher/Secretary	-	10.25	10.25	-	8,333	8,333	33,333
Pupil Transportation - School Bus Mechanic	14.89	-	14.89	24,815	-	24,815	223,336
Pupil Transportation - School Bus Assistant	12.00	7.00	8.67	2,220	1,763	1,915	5,745
Pupil Transportation - School Bus Driver	15.87	14.85	15.15	8,283	8,363	8,340	1,367,784
Pupil Transportation - School Bus Monitor	-	10.75	10.75	-	4,162	4,162	33,296
Pupil Transportation - School Bus Driver Trainer	22.00	-	22.00	9,240	-	9,240	9,240
Safe Environment Personnel	11.00	11.47	11.43	10,500	10,748	10,724	225,204
Athletic/Physical Education Assistant	10.98	10.33	10.66	1,818	1,888	1,852	168,554
Other Special Project Personnel	18.00	13.40	14.17	648	11,110	9,366	56,198
IT (Technology)/Data Analysis Personnel	16.00	9.50	11.67	33,280	12,360	19,333	58,000
Computer Technology Technician	20.00	14.86	17.00	31,500	20,986	25,367	304,404
AVERAGES / TOTALS	\$ 13.79	\$ 10.83	\$ 11.44	\$ 14,600	\$ 10,226	\$ 11,127	\$ 13,296,615

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (41 DISTRICTS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	4	22	26	2.40	18.16	20.56
Clerk - Board Of Trustees	1	18	19	0.13	12.20	12.33
Office Support Personnel - District	-	25	25	-	16.42	16.42
Office Support Personnel - Building	-	68	68	-	42.49	42.49
Personnel Services	-	-	-	-	-	-
Custodial Personnel	46	59	105	37.37	40.13	77.50
Building/Maintenance Personnel	36	10	46	26.26	2.20	28.46
Child Nutrition - Supervisor	-	23	23	-	15.12	15.12
Child Nutrition - Manager	-	13	13	-	7.92	7.92
Child Nutrition - Food Preparation	-	60	60	-	28.10	28.10
Child Nutrition - Other	1	20	21	0.14	5.95	6.09
Instructional Assistant - Regular Ed	5	83	88	2.14	33.64	35.78
Instructional Assistant - Special Ed	2	142	144	1.25	71.16	72.41
Related Services, Special Ed	-	14	14	-	7.70	7.70
Library Assistant	1	33	34	0.37	16.23	16.60
Instructional Assistant - Title I	-	51	51	-	23.03	23.03
Instructional Assistant - LEP	-	3	3	-	0.72	0.72
Instructional Assistant - Technology	-	1	1	-	0.31	0.31
Pupil Transportation - Supervisor	16	5	21	8.68	1.98	10.66
Pupil Transportation - Dispatcher/Secretary	-	7	7	-	1.42	1.42
Pupil Transportation - School Bus Mechanic	7	1	8	1.62	0.29	1.91
Pupil Transportation - School Bus Assistant	1	3	4	0.12	0.14	0.26
Pupil Transportation - School Bus Driver	60	72	132	16.49	22.42	38.91
Pupil Transportation - School Bus Monitor	-	7	7	-	0.90	0.90
Pupil Transportation - School Bus Driver Trainer	2	1	3	0.59	0.34	0.93
Safe Environment Personnel	2	22	24	0.45	3.20	3.65
Athletic/Physical Education Assistant	56	33	89	5.05	3.41	8.46
Other Special Project Personnel	-	4	4	-	1.46	1.46
IT (Technology)/Data Analysis Personnel	1	2	3	0.94	0.17	1.11
Computer Technology Technician	8	5	13	4.06	2.98	7.04
TOTALS	249	807	1,056	108.06	380.19	488.25

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/Clerk	\$14.50	\$17.41	\$16.96	\$18,460	\$29,396	\$27,714	\$720,552
Clerk - Board Of Trustees	28.00	14.67	15.37	7,280	20,725	20,017	380,332
Office Support Personnel - District	-	13.32	13.32	-	18,277	18,277	456,921
Office Support Personnel - Building	-	11.51	11.51	-	14,345	14,345	975,480
Personnel Services	-	-	-	-	-	-	-
Custodial Personnel	11.80	9.78	10.67	18,791	14,308	16,272	1,708,560
Building/Maintenance Personnel	15.44	10.50	14.37	21,999	4,573	18,211	837,709
Child Nutrition - Supervisor	-	12.39	12.39	-	16,548	16,548	380,603
Child Nutrition - Manager	-	11.15	11.15	-	14,088	14,088	183,146
Child Nutrition - Food Preparation	-	8.95	8.95	-	8,750	8,750	525,000
Child Nutrition - Other	8.00	8.05	8.05	2,304	4,770	4,653	97,712
Instructional Assistant - Regular Ed	10.60	10.05	10.08	9,797	7,988	8,091	711,982
Instructional Assistant - Special Ed	10.00	9.30	9.31	12,985	9,471	9,519	1,370,792
Related Services, Special Ed	-	10.64	10.64	-	12,394	12,394	173,510
Library Assistant	8.00	9.76	9.71	6,080	9,391	9,293	315,975
Instructional Assistant - Title I	-	9.31	9.31	-	8,455	8,455	431,206
Instructional Assistant - LEP	-	9.33	9.33	-	4,877	4,877	14,631
Instructional Assistant - Technology	-	11.00	11.00	-	7,128	7,128	7,128
Pupil Transportation - Supervisor	17.13	12.80	16.10	20,158	10,665	17,898	375,858
Pupil Transportation - Dispatcher/Secretary	-	12.29	12.29	-	5,118	5,118	35,826
Pupil Transportation - School Bus Mechanic	15.71	13.00	15.38	6,212	7,956	6,430	51,442
Pupil Transportation - School Bus Assistant	11.00	10.00	10.25	2,640	989	1,402	5,607
Pupil Transportation - School Bus Driver	14.70	13.75	14.18	7,733	8,511	8,158	1,076,807
Pupil Transportation - School Bus Monitor	-	9.14	9.14	-	1,977	1,977	13,836
Pupil Transportation - School Bus Driver Trainer	13.50	11.00	12.67	8,226	7,700	8,051	24,152
Safe Environment Personnel	12.50	9.50	9.75	6,960	3,056	3,381	81,147
Athletic/Physical Education Assistant	12.36	9.67	11.36	2,011	2,028	2,017	179,529
Other Special Project Personnel	-	11.00	11.00	-	8,339	8,339	33,356
IT (Technology)/Data Analysis Personnel	20.00	7.50	11.67	39,200	1,404	14,003	42,008
Computer Technology Technician	20.00	14.80	18.00	18,668	16,480	17,826	231,740
AVERAGES / TOTALS	\$ 13.96	\$ 10.70	\$ 11.46	\$ 11,988	\$ 10,480	\$ 10,836	\$ 11,442,547

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 non-certified 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.

**ACTUAL AND FTE TOTAL OF NON-CERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
CHARTER SCHOOLS (18 CHARTERS)**

2004-2005

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/Clerk	1	5	6	1.00	3.25	4.25
Clerk - Board Of Trustees	-	2	2	-	1.76	1.76
Office Support Personnel - Charter	-	2	2	-	1.85	1.85
Office Support Personnel - Building	-	13	13	-	8.17	8.17
Personnel Services	-	-	-	-	-	-
Custodial Personnel	5	6	11	2.55	1.68	4.23
Building/Maintenance Personnel	-	-	-	-	-	-
Child Nutrition - Supervisor	-	1	1	-	0.62	0.62
Child Nutrition - Manager	-	1	1	-	0.46	0.46
Child Nutrition - Food Preparation	-	2	2	-	0.62	0.62
Child Nutrition - Other	-	-	-	-	-	-
Instructional Assistant - Regular Ed	7	31	38	2.42	12.81	15.23
Instructional Assistant - Special Ed	-	6	6	-	2.43	2.43
Related Services, Special Ed	-	-	-	-	-	-
Library Assistant	-	1	1	-	0.24	0.24
Instructional Assistant - Title I	-	-	-	-	-	-
Instructional Assistant - LEP	-	-	-	-	-	-
Instructional Assistant - Technology	-	-	-	-	-	-
Pupil Transportation - Supervisor	-	-	-	-	-	-
Pupil Transportation - Dispatcher/Secretary	-	-	-	-	-	-
Pupil Transportation - School Bus Mechanic	-	-	-	-	-	-
Pupil Transportation - School Bus Assistant	-	-	-	-	-	-
Pupil Transportation - School Bus Driver	1	2	3	0.61	0.96	1.57
Pupil Transportation - School Bus Monitor	-	1	1	-	0.14	0.14
Pupil Transportation - School Bus Driver Trainer	-	-	-	-	-	-
Safe Environment Personnel	-	-	-	-	-	-
Athletic/Physical Education Assistant	-	3	3	-	0.34	0.34
Other Special Project Personnel	1	3	4	0.06	0.57	0.63
IT (Technology)/Data Analysis Personnel	1	1	2	0.41	1.00	1.41
Computer Technology Technician	1	3	4	0.20	0.98	1.18
TOTALS	17	83	100	7.25	37.88	45.13

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/Clerk	\$ 22.84	\$ 22.83	\$ 22.83	\$ 47,507	\$ 25,344	\$ 29,038	\$ 174,229
Clerk - Board Of Trustees	-	24.27	24.27	-	42,056	42,056	84,111
Office Support Personnel - Charter	-	12.50	12.50	-	24,400	24,400	48,800
Office Support Personnel - Building	-	10.95	10.95	-	14,724	14,724	191,407
Personnel Services	-	-	-	-	-	-	-
Custodial Personnel	9.38	8.50	8.89	7,635	4,750	6,032	89,962
Building/Maintenance Personnel	-	-	-	-	-	-	-
Child Nutrition - Supervisor	-	15.44	15.44	-	19,995	19,995	19,995
Child Nutrition - Manager	-	9.55	9.55	-	9,073	9,073	9,073
Child Nutrition - Food Preparation	-	9.00	9.00	-	5,832	5,832	11,664
Child Nutrition - Other	-	-	-	-	-	-	-
Instructional Assistant - Regular Ed	16.26	13.67	14.15	12,174	11,557	11,671	443,499
Instructional Assistant - Special Ed	-	9.42	9.42	-	8,180	8,180	49,077
Related Services, Special Ed	-	-	-	-	-	-	-
Library Assistant	-	9.00	9.00	-	4,536	4,536	4,536
Instructional Assistant - Title I	-	-	-	-	-	-	-
Instructional Assistant - LEP	-	-	-	-	-	-	-
Instructional Assistant - Technology	-	-	-	-	-	-	-
Pupil Transportation - Supervisor	-	-	-	-	-	-	-
Pupil Transportation - Dispatcher/Secretary	-	-	-	-	-	-	-
Pupil Transportation - School Bus Mechanic	-	-	-	-	-	-	-
Pupil Transportation - School Bus Assistant	-	-	-	-	-	-	-
Pupil Transportation - School Bus Driver	10.00	10.00	10.00	12,600	9,900	10,800	32,400
Pupil Transportation - School Bus Monitor	-	10.00	10.00	-	2,850	2,850	2,850
Pupil Transportation - School Bus Driver Trainer	-	-	-	-	-	-	-
Safe Environment Personnel	-	-	-	-	-	-	-
Athletic/Physical Education Assistant	-	15.73	15.73	-	3,233	3,233	9,700
Other Special Project Personnel	13.23	25.00	19.12	1,667	25,000	13,334	29,806
IT (Technology)/Data Analysis Personnel	15.00	12.00	13.50	12,750	24,960	18,855	37,710
Computer Technology Technician	39.66	19.87	24.82	16,499	8,636	10,602	42,407
AVERAGES / TOTALS	\$ 15.65	\$ 13.69	\$ 14.02	\$ 13,876	\$ 12,594	\$ 12,812	\$ 1,281,226

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 non-certified 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.

Federal law prohibits discrimination on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, or marital or family status in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and the Americans with Disabilities Act of 1990). It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 332-6800, or to the Director, Office of Civil Rights, Seattle Office, U.S. Department of Education, 915 Second Avenue, Seattle WA 98174-1099, (206) 220-7880; FAX (206) 220-7887.