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**ABSTRACT**

Statistical tables present information on characteristics of professional staff members in public elementary and secondary education in California. Included are certified personnel employed full or part time, and noncertified personnel serving in supervisory positions. The professional staff characteristics listed are racial or ethnic group, gender, highest educational level, type of appointment, age, years of experience in the district, total years of educational service, and salary. (JD)

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ED238860

# Characteristics of Professional Staff in California Public Schools 1982-83

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CALIFORNIA STATE DEPARTMENT OF EDUCATION  
Bill Honig, Superintendent of Public Instruction  
Sacramento, 1983

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## INTRODUCTION

Information contained in this report was collected through the California Basic Educational Data System (CBEDS). Included are data submitted by public schools, school districts, and offices of county superintendents of schools in the fall, 1982. The report describes characteristics of professional staff members in public elementary and secondary education in California.

Professional staff members include certificated personnel employed full time or part time and noncertificated personnel serving at the level of superintendent, deputy superintendent, associate superintendent, or assistant superintendent. Professional staff in adult education programs, preschools, and child care centers are excluded from this group, as are short-term substitute teachers.

The professional staff characteristics contained in this report are racial or ethnic group, sex, highest educational level, type of appointment, age, years of experience in the district, total years of educational service, and salary.

"Highest educational level" refers to the traditional academic degrees, with 30 semester hour increments. There is no provision for showing other levels, such as "master's degree, plus 45 hours." "Years of experience in the district" excludes employment as a substitute teacher and any other noncontracted position. "Total years of educational service" includes service in a school district or office of a county superintendent of schools as well as in other states and countries but excludes time spent as a substitute, on a leave of absence, or in noneducational employment.

Information in this report is based on 213,650 records, 79 percent of which were reported by individual professional staff members and 21 percent of which were reported by school districts from central office files. Data for all of the characteristics reported were complete for 98 percent of the records.

Percents reported in the following tables may not add up to 100 because of rounding. Average salaries and full-time equivalents reported here may differ slightly from those published in other documents because of their combination with selected variables.

Tables 1 through 7 show characteristics for professional staff based on their assignments, along with a statewide summary for professional staff. In tables 1 through 6, individual staff members may have been counted in more than one assignment group. For example, a teacher whose assignment includes courses in both social science and English would be counted in the analysis for each subject area. However, "salary" statistics (Table 7) were computed on the basis of full-time equivalency. If a person taught in two assignment areas, such as social studies and English, that person's salary would be distributed

proportionally to each of the subject areas. It should be noted that the characteristics reported for teachers of students in grades seven and eight reflect only the characteristics of teachers in self-contained classrooms at those levels. Characteristics of seventh and eighth grade teachers in schools that offer departmentalized instruction were reported in the subject areas.

Table 8 displays characteristics of professional staff in school districts of various sizes. Included are personnel in offices of county superintendents of schools and in regional occupational programs. The size of a school district was determined by the number of professional staff employed. State summaries are also provided.

Table 9 shows average salaries and the number of full-time-equivalent professional staff employed in different types of school districts.

Similar analyses of staff characteristics for selected counties or districts in the state may be obtained from the Department of Education for the cost of production. Persons interested in such analyses should contact Education Data Management Systems, California State Department of Education, 721 Capitol Mall, Sacramento, California 95814.

TABLE 1

## Racial or Ethnic Group and Sex of Professional Staff, by Assignment

Assignments	Percent of staff belonging to this racial or ethnic group <sup>a</sup>						Percent of staff by sex	
	American Indian or Alaskan native	Asian or Pacific Islander	Filipino	Hispanic	Black (not of Hispanic origin)	White (not of Hispanic origin)	Male	Female
<b>TEACHING</b>								
<b>Self-contained classrooms:</b>								
Kindergarten	0.8	4.9	0.8	8.5	9.4	79.9	3.4	96.6
Grade 1	0.6	9.4	1.1	9.7	7.3	79.3	3.4	96.6
Grade 2	0.9	9.2	1.1	8.3	7.7	77.1	9.8	94.2
Grade 3	8.8	4.7	1.2	7.1	8.1	78.3	11.8	88.2
Grade 4	0.9	4.0	0.9	6.7	7.9	79.6	22.4	77.6
Grade 5	1.0	3.2	0.9	9.3	7.9	82.1	31.8	68.2
Grade 6	1.0	3.0	0.9	9.3	9.6	80.6	39.9	60.9
Grade 7	1.3	2.8	0.7	7.1	3.7	83.4	47.9	92.9
Grade 8	0.6	2.2	0.3	6.9	2.9	87.9	94.4	49.6
Other <sup>b</sup>	1.0	3.3	0.8	7.4	6.4	81.9	21.4	78.6
<b>Subject areas:</b>								
English	1.0	2.9	0.7	6.2	6.9	83.3	39.1	64.9
Foreign Language	0.7	1.3	0.6	29.2	1.8	70.2	41.4	98.6
Humanities	2.6	2.2	0.9	4.8	6.1	83.9	48.3	91.7
Mathematics	1.3	4.0	0.7	9.0	6.9	82.9	66.0	34.0
Computer Education	1.2	2.2	0.3	1.8	1.8	92.1	71.6	28.4
Physical Education	1.1	2.9	0.9	9.7	4.9	89.2	62.3	37.7
Health Education	1.2	3.9	0.8	6.0	11.1	77.0	98.8	43.2
Safety Education	6.9	2.4	0.1	4.9	3.2	88.4	89.7	10.3
Science	1.3	3.9	0.9	3.8	9.2	89.8	72.9	27.1
Social Science	1.3	2.4	0.6	6.3	9.8	83.6	69.2	34.8
Art	1.4	3.8	0.4	4.7	3.7	89.9	91.7	48.3
Drama/Theater	1.4	1.0	0.1	2.4	9.8	84.4	48.3	91.7
Music	0.9	2.0	0.4	3.9	6.8	86.4	68.2	39.8
Special Education	0.9	2.9	0.9	2.9	4.8	88.0	22.0	78.0
Vocational Education	1.3	2.7	0.4	4.7	6.1	84.9	99.7	40.3
Other teaching assignment	0.9	4.0	0.7	7.9	10.0	76.9	32.2	67.8
All teachers	1.0	3.4	0.7	8.2	6.9	82.9	39.9	64.1
<b>NONTEACHING</b>								
<b>County-district level:</b>								
Superintendent	1.9	0.8	0.0	2.7	1.9	93.9	94.2	9.8
General administration <sup>aa</sup>	0.9	2.7	0.3	9.7	7.1	83.7	67.1	32.9
Program/subject area administrator	1.1	2.9	0.3	9.3	9.9	81.3	92.9	47.9
Student support services	0.8	2.7	0.4	7.3	6.8	82.1	34.0	66.0
<b>School level:</b>								
Principal	0.9	1.4	0.3	6.8	7.1	83.9	74.8	29.2
Associate or assistant principal	0.8	2.4	0.3	8.1	11.0	77.4	64.9	39.1
Program administration	0.8	3.4	0.4	9.1	7.4	78.8	47.2	92.8
Student support services	1.0	3.3	0.9	7.0	8.4	79.8	37.0	63.0
Other nonteaching assignment	1.1	3.1	0.3	7.9	4.7	83.3	92.1	47.9
All administrators	0.8	2.2	0.3	7.7	8.1	88.9	67.0	33.0
All student support services	8.9	3.8	8.4	6.8	7.3	82.1	31.3	68.7
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>1.0</b>	<b>3.3</b>	<b>0.6</b>	<b>6.3</b>	<b>6.7</b>	<b>82.1</b>	<b>38.8</b>	<b>62.0</b>

<sup>a</sup> Includes combination of grade levels and continuation education classes.

<sup>aa</sup> Includes deputy, associate, and assistant superintendents.

TABLE 2

## Highest Educational Level of Professional Staff, by Assignment

Assignments	Percent of staff having achieved this educational level					
	Doc- tor- ate	Master's degree plus 30 or more semester hours	Mag- ter's degree	Bach- elor's degree plus 30 or more semester hours	Bach- elor's degree	Less than bach- elor's degree
<b>TEACHING</b>						
Self-contained classrooms:						
Kindergarten	0.2	14.7	8.2	64.4	10.6	1.9
Grade 1	0.3	13.8	8.0	64.2	11.9	1.9
Grade 2	0.3	14.6	7.7	64.8	10.6	2.0
Grade 3	0.2	16.3	8.8	63.7	8.9	1.8
Grade 4	0.3	17.3	8.8	61.9	9.8	1.9
Grade 5	0.4	20.4	9.1	60.0	8.3	1.8
Grade 6	0.6	21.9	9.6	57.9	8.5	1.5
Grade 7	0.4	20.0	8.0	64.3	7.3	0.0
Grade 8	1.1	17.8	10.4	64.8	5.7	0.3
Others*	0.7	17.2	13.7	54.8	12.9	0.9
Subject areas:						
English	1.3	28.8	14.4	48.3	6.6	0.8
Foreign Language	2.4	31.9	14.0	45.2	5.6	0.9
Humanities	1.7	34.0	14.5	45.5	3.8	0.4
Mathematics	1.2	30.7	13.5	47.1	6.5	1.0
Computer Education	0.9	34.7	12.6	47.7	3.0	1.2
Physical Education	0.4	25.0	12.7	53.4	6.5	1.9
Health Education	0.8	29.2	11.1	44.7	8.8	3.5
Safety Education*	0.6	37.6	12.2	45.6	2.8	1.3
Science	1.9	33.0	13.8	45.9	5.0	0.8
Social Science*	1.7	32.1	13.2	46.9	4.9	1.2
Art	0.4	25.5	11.9	55.0	6.0	1.2
Drama/Theater	1.3	24.2	13.2	51.5	9.0	0.8
Music	1.2	23.4	13.9	50.1	10.3	1.1
Special Education	0.7	28.9	20.0	44.0	5.6	0.9
Vocational Education	0.6	23.9	12.2	44.0	6.9	12.5
Other teaching assignment	1.3	34.0	14.7	40.7	7.1	2.3
All teachers	0.8	24.1	12.5	52.2	7.9	2.5
<b>NONTEACHING</b>						
County/district level:						
Superintendent	47.3	39.1	10.6	7.1	0.4	0.0
General administrator**	22.6	51.8	14.7	8.5	4.1	1.3
Program/subject area administrator	9.8	42.2	20.4	20.4	1.7	0.4
Student support services	5.1	47.4	19.9	20.4	4.3	2.9
School level:						
Principal	9.2	62.9	19.4	8.1	0.2	0.3
Associate or assistant principal	4.0	63.4	16.9	14.5	0.7	0.5
Program administration	3.1	45.2	18.7	29.5	2.2	1.4
Student support services	2.2	45.9	18.1	27.0	4.8	1.9
Other nonteaching assignment	3.2	33.6	13.4	42.1	4.5	3.3
All administrators	12.2	50.2	17.8	10.3	0.8	0.7
All student support services	3.3	45.7	21.0	23.4	4.5	2.0
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>1.9</b>	<b>28.3</b>	<b>13.5</b>	<b>46.8</b>	<b>7.2</b>	<b>2.4</b>

\* Includes combination of grade levels and continuation education classes.  
 \*\* Includes deputy, associate, and assistant superintendents.



TABLE 3

## Type of Appointment of Professional Staff, by Assignment

Assignments	Percent of staff with this type of appointment					
	Tenured	Probationary	Long-term substitute or temporary employee	Other	Full-time	Part-time
<b>TEACHING</b>						
Self-contained classrooms:						
Kindergarten	82.1	12.3	4.0	1.6	97.9	2.1
Grade 1	78.2	14.9	4.9	2.4	98.0	2.0
Grade 2	81.5	12.6	3.7	2.2	97.4	2.6
Grade 3	83.3	11.7	3.1	1.8	97.4	2.6
Grade 4	82.3	12.6	3.3	1.7	98.0	2.0
Grade 5	83.8	11.1	3.9	1.6	98.8	1.2
Grade 6	82.3	12.3	4.0	1.4	99.0	1.0
Grade 7	68.9	26.0	4.3	1.1	97.9	2.1
Grade 8	66.8	27.4	4.7	1.1	98.1	1.9
Other*	74.0	17.0	6.9	2.4	98.9	3.9
Subject areas:						
English	79.9	11.6	9.2	3.0	93.2	4.8
Foreign Language	83.9	9.3	4.8	1.9	91.2	6.8
Humanities	87.7	6.6	3.9	2.2	95.8	4.2
Mathematics	81.9	9.9	4.9	4.1	96.9	3.9
Computer Education	86.6	8.6	3.4	1.3	91.0	9.0
Physical Education	84.9	10.2	3.4	1.9	97.0	3.0
Health Education	78.2	11.3	1.7	8.9	98.3	1.7
Safety Education	90.6	6.6	1.2	1.9	97.8	2.4
Science	82.9	10.4	3.9	2.8	98.9	3.1
Social Science	85.8	8.6	3.2	2.4	96.9	3.1
Art	89.8	8.9	3.1	2.2	94.6	9.4
Drama/Theater	79.9	28.7	5.4	2.4	93.9	4.9
Music	72.9	19.2	6.1	2.2	88.1	11.9
Special Education	64.8	24.9	6.9	3.7	93.4	4.6
Vocational Education	72.3	8.2	4.1	19.9	80.0	20.0
Other teaching assignment	77.7	10.4	9.0	7.0	91.8	8.2
All teachers	79.2	12.6	4.3	3.9	94.7	9.3
<b>NONTEACHING</b>						
County/district level:						
Superintendent	36.0	8.9	0.2	99.0	94.2	9.8
General administrator	63.1	7.8	0.4	28.7	94.7	9.3
Program/subject area administrator	69.2	8.9	1.8	20.4	93.7	6.3
Student support services	73.8	14.6	2.9	8.7	87.6	12.4
School level:						
Principal	74.9	6.6	0.1	18.4	98.9	1.1
Associate or assistant principal	78.9	9.8	0.4	19.4	98.8	1.2
Program administration	79.8	7.9	2.2	18.2	93.9	6.1
Student support services	82.3	9.4	2.7	9.8	93.9	6.9
Other nonteaching assignment	81.4	9.7	3.3	9.7	93.1	6.9
All administrators	78.1	6.9	8.6	22.4	96.8	3.2
All student support services	76.9	13.3	3.1	6.7	89.9	10.1
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>78.1</b>	<b>12.2</b>	<b>4.1</b>	<b>5.6</b>	<b>94.4</b>	<b>9.6</b>

\*Includes combination of grade levels and continuation education classes.  
 \*\*Includes deputy, associate, and assistant superintendents.

TABLE 4

## Age of Professional Staff, by Assignment

Assignments	Average age, in years	Percent of staff in this age group				
		Under 25	25-34	35-44	45-54	55 and over
<b>TEACHING</b>						
<b>Self-contained classrooms:</b>						
Kindergarten	42.1	2.5	24.1	32.3	28.6	12.5
Grade 1	40.8	3.9	27.3	32.9	25.1	11.2
Grade 2	41.4	3.2	26.5	31.6	26.4	12.3
Grade 3	41.6	3.0	25.9	32.2	25.8	13.1
Grade 4	41.5	3.0	26.5	32.0	25.2	13.3
Grade 5	41.7	2.5	25.7	32.7	26.2	12.9
Grade 6	40.6	2.6	26.1	33.4	23.7	10.2
Grade 7	39.3	4.4	33.5	30.1	24.2	7.8
Grade 8	38.6	3.0	37.7	33.3	19.6	6.3
Others	40.3	3.4	29.7	33.0	24.0	9.9
<b>Subject areas:</b>						
English	41.2	1.8	27.4	35.1	24.7	11.0
Foreign Language	42.3	1.2	22.3	36.2	27.7	12.6
Humanities	42.0	0.0	23.8	39.8	23.4	13.0
Mathematics	41.9	1.8	25.7	33.8	26.6	12.9
Computer Education	41.6	0.9	26.5	41.7	23.7	9.2
Physical Education	39.1	2.1	33.4	37.4	2	5.9
Health Education	40.3	2.6	29.5	34.2	1	6.6
Safety Education	43.5	1.2	18.8	35.4	9	14.5
Science	41.1	1.8	26.6	35.4	6	10.5
Social Science	42.0	1.1	23.8	36.1	27.4	11.6
Art	41.6	1.0	25.0	36.3	27.5	10.2
Drama/Theater	39.7	2.5	31.4	34.2	24.1	5.4
Music	39.3	4.6	34.3	28.6	23.1	4.2
Special Education	38.0	2.7	42.7	29.2	18.0	7.4
Vocational Education	42.5	1.4	22.4	34.4	28.8	13.0
Other teaching assignment*	41.3	1.0	25.1	37.8	25.0	11.1
All teachers	41.1	2.3	27.6	33.5	25.3	11.3
<b>NONTEACHING</b>						
<b>County/district level:</b>						
Superintendent	49.1	0.0	1.9	21.4	55.0	21.7
General administrative	47.6	0.1	7.3	27.6	42.5	22.5
Program/subject area administrator	44.8	0.1	17.8	34.1	35.9	14.1
Student support services	43.4	0.7	22.4	31.5	28.6	16.8
<b>School level:</b>						
Principal	47.2	0.0	6.7	29.4	44.7	19.2
Associate or assistant principal	44.1	0.2	14.1	39.3	33.2	13.0
Program administration	42.3	0.2	21.2	40.8	27.8	10.8
Student support services	44.0	8.5	18.0	33.0	30.8	16.9
Other nonteaching assignment	42.3	1.9	21.6	38.4	26.2	12.8
All administrators	46.2	0.1	9.8	32.1	40.1	17.9
All student support services	43.8	8.9	23.4	31.5	28.2	16.8
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>42.6</b>	<b>1.1</b>	<b>22.7</b>	<b>34.6</b>	<b>27.2</b>	<b>14.5</b>

\* Includes combination of grade levels and continuation education classes.  
 \*\* Includes deputy, associate, and assistant superintendents.

TABLE 5

Years of Experience in District of Professional Staff, by Assignment

Assignments	Average years of experience	Percent of staff with these numbers of years of experience					
		1-3	4-9	10-10	11-15	16-20	More than 20
<b>TEACHING</b>							
Self-contained classrooms:							
Kindergarten	12.6	13.6	7.3	17.7	27.7	19.1	14.6
Grade 1	11.6	17.0	9.6	19.2	24.9	16.5	12.8
Grade 2	12.1	14.3	9.4	19.1	26.1	17.9	13.2
Grade 3	12.3	12.9	9.2	18.7	27.3	19.1	12.8
Grade 4	12.2	14.1	9.7	17.9	26.4	17.9	14.0
Grade 5	12.7	12.8	8.7	17.4	27.5	18.3	15.3
Grade 6	12.0	14.3	9.6	19.5	26.6	16.5	13.5
Grade 7	10.9	24.6	12.6	18.0	18.9	12.6	13.3
Grade 8	10.1	23.7	11.0	23.4	20.4	9.6	11.9
Others	11.1	20.2	9.1	19.1	29.9	14.9	10.8
Subject areas:							
English	11.8	19.9	8.7	20.9	29.3	17.0	12.8
Foreign Language	13.0	13.1	6.6	18.8	23.1	22.0	16.4
Humanities	13.3	9.3	6.4	19.7	30.1	18.9	17.8
Mathematics	12.9	13.9	7.2	18.6	24.1	17.8	16.4
Computer Education	12.8	10.2	6.7	19.7	29.6	20.4	13.4
Physical Education	12.4	12.8	7.6	21.8	25.9	16.4	15.9
Health Education	12.1	14.2	9.0	20.3	23.6	16.7	16.2
Safety Education	15.1	8.2	4.9	15.1	23.9	22.2	29.7
Science	12.8	13.7	7.1	18.6	25.9	18.0	17.1
Social Science	13.9	10.9	6.8	18.6	25.9	19.6	18.8
Art	13.2	11.0	6.7	18.8	28.2	18.4	16.9
Drama/Theater	11.3	10.9	10.9	20.7	23.9	16.9	11.9
Music	10.6	23.6	10.1	19.9	18.0	14.0	14.4
Special Education	7.9	38.8	17.4	22.6	17.9	7.7	4.8
Vocational Education	12.0	17.9	8.6	19.8	22.5	19.7	13.9
Other teaching assignment	12.1	13.4	9.0	20.3	24.1	17.6	13.4
All teachers	11.9	16.0	9.1	19.1	24.7	16.7	14.2
<b>NONTEACHING</b>							
County/district level:							
Superintendent	10.9	23.7	14.8	20.0	13.6	8.0	18.4
General administration**	15.3	10.2	6.4	19.7	19.7	13.6	31.7
Program subject area administrator	13.4	10.4	7.7	17.9	24.0	19.9	21.1
Student support services	11.7	17.2	11.4	20.7	20.3	13.4	16.8
School level:							
Principal	17.1	7.8	4.7	11.0	17.0	17.4	48.4
Associate or assistant principal	13.3	7.2	4.6	16.1	24.3	20.8	27.8
Program administration	13.0	9.3	7.6	22.8	24.2	16.4	16.3
Student support services	13.3	11.7	8.4	19.1	22.6	17.7	20.9
Other nonteaching assignment	13.8	14.9	6.6	17.3	29.6	18.4	17.6
All administrators	13.4	9.6	9.7	19.6	28.8	16.9	31.4
All student support services	12.8	26.0	11.2	20.6	28.9	14.9	17.2
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>12.2</b>	<b>19.6</b>	<b>9.7</b>	<b>19.1</b>	<b>24.1</b>	<b>16.9</b>	<b>19.7</b>

\* Includes combination of grade levels and continuation education classes.  
 \*\* Includes deputy, associate, and assistant superintendents.



TABLE 6

## Years of Educational Service of Professional Staff, by Assignment

Assignments	Average number of years	Percent of staff with these total numbers of years of service				
		1-5	6-10	11-15	16-20	Over 20
<b>TEACHING</b>						
<b>Self-contained classrooms:</b>						
Kindergarten	13.5	12.0	17.2	21.8	21.0	27.0
Grade 1	14.5	16.5	19.3	21.5	18.2	24.5
Grade 2	14.9	14.3	19.2	22.3	19.6	24.6
Grade 3	15.1	13.4	18.5	22.5	21.2	24.6
Grade 4	15.1	14.3	18.7	22.2	19.2	25.6
Grade 5	15.4	12.9	17.2	23.2	19.5	27.2
Grade 6	14.7	13.7	20.2	23.5	18.7	23.9
Grade 7	13.5	19.0	25.3	17.0	16.3	22.4
Grade 8	13.1	18.1	25.8	25.0	9.9	21.2
Others	13.6	18.4	20.5	23.1	17.5	20.5
<b>Subject areas:</b>						
English	14.7	12.5	20.9	24.1	19.0	23.5
Foreign Language	15.8	10.5	18.0	21.5	21.8	28.2
Humanities	16.1	8.5	15.3	26.0	20.0	30.2
Mathematics	15.9	11.4	18.4	21.7	18.1	30.4
Computer Education	15.5	8.5	17.2	27.9	21.8	24.6
Physical Education	14.8	12.2	21.6	23.9	17.9	24.4
Health Education	14.6	13.4	20.1	23.6	17.6	25.3
Safety Education	18.2	6.4	13.3	19.1	21.2	40.0
Science	15.5	11.6	19.0	23.3	17.9	28.2
Social Science	16.0	9.6	17.8	23.1	19.9	29.6
Art	15.5	10.3	18.6	24.6	19.4	27.1
Drama/Theater	13.8	15.2	22.0	24.2	15.4	20.2
Music	14.2	20.0	20.6	18.9	14.0	26.5
Special Education	11.0	25.5	30.4	20.9	11.4	11.8
Vocational Education	14.8	14.9	19.6	21.7	17.5	26.3
Other teaching assignment	15.1	10.8	19.7	25.0	20.3	24.2
All teachers	14.8	14.3	20.0	22.5	18.3	24.9
<b>NONTEACHING</b>						
<b>County/district level:</b>						
Superintendent	25.2	0.4	2.1	6.9	11.7	78.9
General administrators	22.4	1.6	6.0	14.7	17.5	68.2
Program/subject area administrator	18.6	3.6	13.2	23.9	18.7	40.6
Student support services	15.4	13.7	21.2	19.6	16.6	28.9
<b>School level:</b>						
Principal	22.8	0.4	4.2	14.5	17.9	63.0
Associate or assistant principal	19.4	1.3	10.7	23.3	22.2	42.5
Program administration	17.1	4.9	16.4	24.7	21.8	32.4
Student support services	16.7	9.1	17.0	21.4	19.7	32.8
Other nonteaching assignment	16.1	9.9	16.2	24.1	19.7	30.1
All administrators	21.4	1.3	7.2	17.8	18.9	54.8
All student support services	15.4	13.2	20.5	20.4	17.2	28.7
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>15.3</b>	<b>13.3</b>	<b>19.1</b>	<b>22.0</b>	<b>18.2</b>	<b>27.5</b>

\* Includes combination of grade levels and continuation education classes.  
 \*\* Includes deputy, associate, and assistant superintendents.

TABLE 7

## Number and Average Salary of Professional Staff, by Assignment

Assignments	Number of positions**	Number of full-time-equivalent positions	Average salary
<b>TEACHING</b>			
<b>Self-contained classroom:</b>			
Kindergarten	10,065	9,801	\$22,447
Grade 1	9,417	9,109	22,770
Grade 2	8,454	8,130	23,175
Grade 3	8,491	8,185	23,386
Grade 4	8,171	7,872	23,377
Grade 5	8,036	7,772	23,764
Grade 6	7,986	7,672	23,512
Grade 7	467	393	22,420
Grade 8	367	304	22,341
Other***	14,135	13,238	23,053
<b>Subject areas:</b>			
English	25,880	18,388	24,176
Foreign Language	4,538	3,043	25,411
Humanities	238	87	26,178
Mathematics	16,446	10,745	24,872
Computer Education	677	259	25,297
Physical Education	13,327	8,609	24,642
Health Education	1,184	541	24,057
Safety Education	1,419	714	26,458
Science	8,752	6,062	25,074
Social Science	16,586	10,453	25,427
Art	4,156	2,664	25,848
Drama/Theater	1,319	481	23,708
Music	3,980	2,933	23,198
Special Education	17,179	16,071	22,835
Vocational Education	17,822	12,748	24,697
Other teaching assignment	8,284	5,777	24,182
All teachers	182,105	172,793	23,614
<b>NONTEACHING</b>			
<b>County-district level:</b>			
Superintendent	672	618	46,410
General administration***	3,000	2,650	38,798
Program/subject area administrator	2,725	2,041	33,273
Student support services	5,527	4,807	26,798
<b>School level:</b>			
Principal	5,587	5,316	37,033
Associate or assistant principal	4,317	3,658	33,122
Program administration	1,622	997	29,300
Student Support Services	9,342	7,467	26,787
Other nonteaching assignment	1,068	566	26,485
All administrators	16,353	16,429	35,866
All student support services	15,192	14,648	25,821
<b>SUMMARY OF PROFESSIONAL STAFF</b>	<b>213,650</b>	<b>203,862</b>	<b>\$24,788</b>

\* Professional staff may have been counted in more than one assignment group.  
 \*\* Includes combination of grade levels and continuation education classes.  
 \*\*\* Includes deputy, associate, and assistant superintendents.

TABLE 8

## Characteristics of Professional Staff, by Size of Staff in School Districts

Staff characteristics	Percent and average (in years) of staff with identified characteristics in districts with professional staffs of this size					
	25 or fewer	26 to 100	101 to 325	326 to 1,000	More than 1,000	State totals
<b>Racial or ethnic group:</b>						
American Indian or Alaskan, Native	1.0%	1.0%	0.9%	0.8%	1.1%	1.0%
Asian or Pacific Islander	1.5	1.3	2.2	2.6	5.3	3.3
Filipino	0.4	0.5	0.5	0.5	0.9	0.6
Hispanic	3.1	4.7	5.9	6.1	7.6	6.3
Black, not of Hispanic origin	1.2	1.7	2.3	3.9	13.8	6.7
White, not of Hispanic origin	92.9	90.8	88.4	86.1	71.3	82.1
<b>Sex:</b>						
Male	37.5	42.3	38.7	40.1	34.3	38.0
Female	62.5	57.7	61.3	59.9	65.7	62.0
<b>Highest educational level:</b>						
Doctorate	3.0	1.8	2.0	1.9	1.7	1.9
Master's degree plus 30 or more semester hours	17.3	18.6	26.1	31.0	30.4	28.3
Master's degree	14.4	12.1	13.2	14.5	12.9	13.5
Bachelor's degree plus 30 or more semester hours	56.1	56.1	52.1	45.4	41.9	46.8
Bachelor's degree	7.3	7.2	5.6	5.8	9.4	7.2
Less than bachelor's degree	1.9	4.2	1.0	1.3	3.6	2.4
<b>Type of appointment:</b>						
Tenured	47.5	65.6	77.9	81.0	81.4	78.1
Probationary	37.2	19.9	12.9	10.2	9.5	12.2
Long-term substitute or temporary	2.7	4.4	4.7	4.9	2.9	4.1
Other	12.6	10.1	4.5	3.8	6.2	5.6
Full-time	90.2	86.8	93.3	94.1	97.6	94.4
Part-time	9.8	13.2	6.7	5.9	2.4	5.6
<b>Age:</b>						
Average (in years)	40.3	41.3	42.3	42.2	43.7	42.6
Under 25 years	1.4%	1.4%	1.1%	1.0%	1.0%	1.1%
25 - 34 years	31.7	27.5	23.8	23.4	19.3	22.7
35 - 44 years	34.5	34.9	34.5	36.0	33.1	34.6
45 - 54 years	22.0	24.2	26.7	26.3	29.6	27.2
55 years and over	10.4	12.1	13.8	13.3	17.1	14.5
<b>Years in district:</b>						
Average (in years)	8.1	9.7	11.7	12.2	13.5	12.2
1 - 3 years	30.4%	25.4%	18.9%	14.4%	12.1%	15.6%
4 - 5 years	15.3	12.8	10.0	8.3	7.6	9.0
6 - 10 years	23.2	21.3	19.8	20.8	16.1	19.1
11 - 15 years	17.5	19.6	23.6	25.3	25.0	24.1
16 - 20 years	8.3	11.7	16.1	16.8	18.5	18.5
Over 20 years	5.1	9.2	13.6	14.5	20.7	15.7
<b>Total years of educational services:</b>						
Average (in years)	12.6	13.6	15.2	15.3	16.1	15.3
1 - 5 years	21.2%	19.1%	13.5%	12.0%	12.1%	13.3%
6 - 10 years	26.3	23.1	20.0	20.1	15.7	19.1
11 - 15 years	20.7	20.9	21.7	22.2	21.3	22.0
16 - 20 years	13.7	15.0	17.8	18.1	19.8	18.2
Over 20 years	18.1	21.9	27.0	26.9	31.0	27.9
Average salary	\$22,329	\$22,147	\$24,384	\$25,153	\$24,465	\$24,700
Total number of positions	6,971	19,253	41,460	72,190	73,776	213,650
Number of districts	443	349	222	131	26	1,171

NOTE: Professional staff in offices of county superintendents of schools and regional occupational programs are included.

TABLE 9

## Average Salary and Number of Professional Staff, by Type of District

Type of professional staff	Number of full-time-equivalent positions and average salaries, by type of district									
	Elementary		Unified		High school		Other*		State totals <sup>1</sup>	
	Number of full-time-equivalent positions	Average salary	Number of full-time-equivalent positions	Average salary	Number of full-time-equivalent positions	Average salary	Number of full-time-equivalent positions	Average salary	Number of full-time-equivalent positions	Average salary
Administrators	3,166	\$35,132	10,368	\$34,837	1,569	\$37,125	1,306	\$36,628	16,429	\$35,666
Teachers	35,272	25,303	113,342	23,961	18,099	25,766	6,080	20,724	172,793	23,614
Student support services personnel	1,872	24,249	9,490	25,973	1,836	28,261	1,442	25,723	14,640	25,821
Summary of professional staff	40,310	\$24,263	133,200	\$24,572	21,524	\$26,792	8,828	\$23,563	201,862	\$24,700

\* Professional staff in offices of county superintendents of schools and regional occupational programs.

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