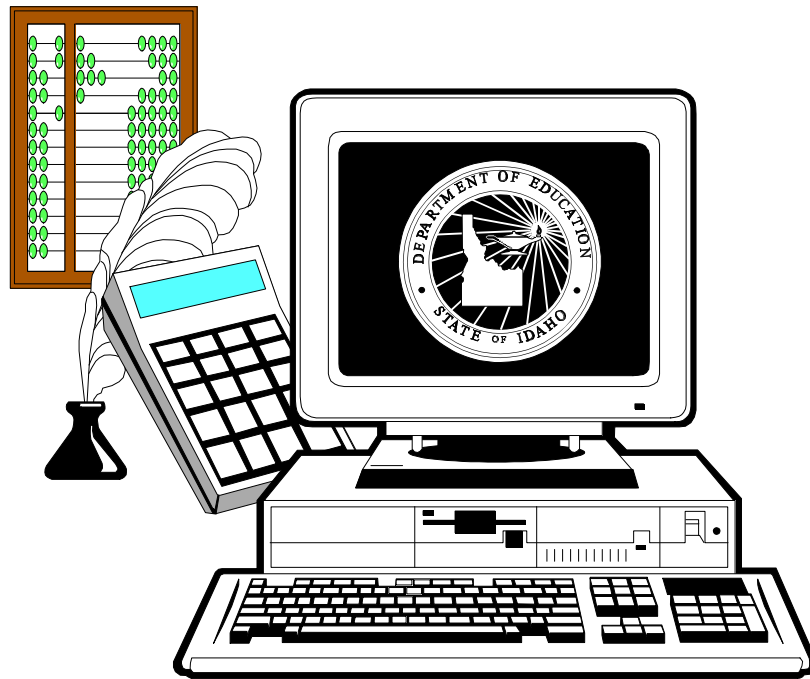


ANNUAL STATISTICAL REPORT 2003-2004



PUBLIC SCHOOL CERTIFIED AND NON-CERTIFIED PERSONNEL

MARILYN HOWARD, Ed.D
SUPERINTENDENT OF PUBLIC INSTRUCTION
State of Idaho

ANNUAL
STATISTICAL REPORT
IDAHO SCHOOL DISTRICTS
2003 – 2004

Prepared by:

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

TABLE OF CONTENTS

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

MEMBERSHIP GROUPS

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

CERTIFIED STAFF

Number of Certified Employees.....	6-7
Salaries	8-14
Estimated Average Salary Expenditure Per Student.....	15
Experience Levels	16
Age Levels	17
Education Levels	18
Sources of Education	19
Ethnic and Gender Categories.....	20
Turnover	21
Charts	22

NON-CERTIFIED STAFF

Number of Non-Certified Employees & Salaries	24-29
--	-------

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 in the fall of 2003. Salary information for both certified and non-certified staff was supplied for the 2003-2004 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.

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
2. Assistant Superintendent
3. Director – Administrator of a district-wide educational program
4. Supervisor/Coordinator – Educator with responsibility for teachers or courses in a specified subject or service area
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher – Certified teacher who works with students in grades K-6
9. Secondary Teacher – Certified teacher who works with students in grades 7-12
10. 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
Assistant Superintendent
Director
Supervisor/Coordinator

2. School Administration

Elementary Principal
Secondary Principal
Assistant Principal

3. Student Services

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

4. Instructional Services

Elementary Teacher
Secondary Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

**SCHOOL DISTRICT MEMBERSHIP GROUPS
2003-2004**

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

The ratios are computed on the basis of the November 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. Charter School data has been combined with the district data.

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	26,987	1,361.03	19.83
2	001	BOISE INDEPENDENT DISTRICT	26,211	1,466.38	17.87
3	131	NAMPA SCHOOL DISTRICT	13,437	706.48	19.02
4	025	POCATELLO DISTRICT	12,111	617.05	19.63
5	091	IDAHO FALLS DISTRICT	10,385	538.39	19.29
6	271	COEUR D ALENE DISTRICT	9,781	515.54	18.97
7	093	BONNEVILLE JOINT DISTRICT	7,997	399.46	20.02
8	411	TWIN FALLS DISTRICT	7,052	390.26	18.07
9	132	CALDWELL DISTRICT	5,926	336.38	17.62
10	340	LEWISTON INDEPENDENT DISTRICT	5,010	284.41	17.62
11	151	CASSIA COUNTY JOINT DISTRICT	5,002	283.26	17.66
TOTAL (11 DISTRICTS)			129,899	6,898.64	18.83

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
12	273	POST FALLS DISTRICT	4,944	244.81	20.20
13	139	VALLIVUE SCHOOL DISTRICT	4,691	237.15	19.78
14	193	MOUNTAIN HOME DISTRICT	4,454	240.33	18.53
15	331	MINIDOKA COUNTY JOINT DISTRICT	4,247	238.38	17.82
16	272	LAKELAND DISTRICT	4,189	224.91	18.63
17	055	BLACKFOOT DISTRICT	4,163	225.57	18.46
18	321	MADISON DISTRICT	4,131	216.44	19.09
19	084	LAKE PEND OREILLE DISTRICT	4,076	244.81	16.65
20	251	JEFFERSON COUNTY JT DISTRICT	3,956	205.50	19.25
21	003	KUNA JOINT DISTRICT	3,612	179.28	20.15
22	061	BLAINE COUNTY DISTRICT	3,155	224.00	14.08
23	261	JEROME JOINT DISTRICT	3,069	175.33	17.50
24	221	EMMETT INDEPENDENT DIST	2,996	157.82	18.98
25	281	MOSCOW DISTRICT	2,551	163.79	15.57
TOTAL (14 DISTRICTS)			54,234	2,978.12	18.21

DISTRICTS WITH 1,000 - 2,499 STUDENTS					
26	134	MIDDLETON DISTRICT	2,451	127.86	19.17
27	201	PRESTON JOINT DISTRICT	2,445	121.88	20.06
28	111	BUTTE COUNTY JOINT DISTRICT	2,409	76.78	31.38
29	215	FREMONT COUNTY JOINT DISTRICT	2,390	135.52	17.64
30	060	SHELLEY JOINT DISTRICT	2,048	97.47	21.01
31	052	SNAKE RIVER DISTRICT	2,042	103.39	19.75
32	371	PAYETTE JOINT DISTRICT	1,851	99.69	18.57
33	431	WEISER DISTRICT	1,620	90.01	18.00
34	381	AMERICAN FALLS JOINT DISTRICT	1,619	92.17	17.57
35	083	WEST BONNER COUNTY DISTRICT	1,580	85.79	18.42
36	101	BOUNDARY COUNTY DISTRICT	1,569	95.63	16.41
37	373	FRUITLAND DISTRICT	1,558	84.22	18.50
38	241	GRANGEVILLE JOINT DISTRICT	1,460	98.72	14.79
39	391	KELLOGG JOINT DISTRICT	1,421	87.55	16.23
40	171	OROFINO JOINT DISTRICT	1,390	87.69	15.85
41	401	TETON COUNTY DISTRICT	1,372	75.80	18.10
42	021	MARSH VALLEY JOINT DISTRICT	1,363	86.16	15.82
43	033	BEAR LAKE COUNTY DISTRICT	1,357	80.30	16.90
44	370	HOMEDALE JOINT DISTRICT	1,323	74.96	17.65
45	413	FILER DISTRICT	1,316	75.67	17.39
46	412	BUHL JOINT DISTRICT	1,312	81.78	16.04
47	231	GOODING JOINT DISTRICT	1,307	72.57	18.01
48	322	SUGAR-SALEM JOINT DISTRICT	1,296	71.83	18.04
49	414	KIMBERLY DISTRICT	1,279	72.10	17.74
50	041	ST MARIES JOINT DISTRICT	1,112	66.55	16.71
51	232	WENDELL DISTRICT	1,101	65.69	16.76
52	291	SALMON DISTRICT	1,077	64.17	16.78
53	137	PARMA DISTRICT	1,025	61.23	16.74
54	150	SODA SPRINGS JOINT DISTRICT	1,000	54.33	18.41
TOTAL (29 DISTRICTS)			45,093	2,487.51	18.13

*District 193's Student/Teacher Ratio without the Idaho Virtual High School is 18.34

**District 111's Student/Teacher Ratio without the Idaho Virtual Academy is 15.99

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

DISTRICTS WITH 500 - 999 STUDENTS					
55	372	NEW PLYMOUTH DISTRICT	961	56.24	17.09
56	421	MC CALL-DONNELLY DISTRICT	949	60.82	15.60
57	059	FIRTH DISTRICT	893	51.45	17.36
58	351	ONEIDA COUNTY DISTRICT	880	54.65	16.10
59	058	ABERDEEN DISTRICT	859	57.99	14.81
60	363	MARSING JOINT DISTRICT	749	50.28	14.90
61	136	MELBA JOINT DISTRICT	702	42.42	16.55
62	253	WEST JEFFERSON DISTRICT	690	41.33	16.69
63	252	RIRIE JOINT DISTRICT	670	42.96	15.60
64	262	VALLEY DISTRICT	632	41.45	15.25
65	393	WALLACE DISTRICT	602	45.35	13.27
66	192	GLENNS FERRY JOINT DISTRICT	584	40.86	14.29
67	285	POTLATCH DISTRICT	567	36.29	15.62
68	202	WEST SIDE JOINT DISTRICT	561	34.66	16.19
69	341	LAPWAI DISTRICT	560	40.83	13.72
70	044	PLUMMER-WORLEY JOINT DISTRICT	530	40.51	13.08
71	148	GRACE JOINT DISTRICT	515	34.54	14.91
72	304	KAMIAH JOINT DISTRICT	510	35.01	14.57
73	181	CHALLIS JOINT DISTRICT	509	36.41	13.98
TOTAL (19 DISTRICTS)			12,923	844.05	15.31

DISTRICTS WITH 1 - 499 STUDENTS					
74	072	BASIN SCHOOL DISTRICT	492	30.07	16.36
75	312	SHOSHONE JOINT DISTRICT	487	32.71	14.89
76	133	WILDER DISTRICT	483	40.18	12.02
77	365	BRUNEAU-GRAND VIEW JOINT DIST	479	33.25	14.41
78	242	COTTONWOOD JOINT DISTRICT	440	31.32	14.05
79	233	HAGERMAN JOINT DISTRICT	410	31.45	13.04
80	415	HANSEN DISTRICT	373	30.64	12.17
81	422	CASCADE DISTRICT	360	26.96	13.35
82	283	KENDRICK JOINT DISTRICT	340	22.92	14.83
83	417	CASTLEFORD DISTRICT	338	24.25	13.94
84	282	GENESEE JOINT DISTRICT	327	23.79	13.75
85	287	TROY SCHOOL DISTRICT	327	23.51	13.91
86	013	COUNCIL DISTRICT	312	24.94	12.51
87	073	HORSESHOE BEND SCHOOL DISTRICT	308	24.84	12.40
88	135	NOTUS DISTRICT	307	25.85	11.88
89	071	GARDEN VALLEY DISTRICT	290	22.63	12.81
90	274	KOOTENAI DISTRICT	288	21.01	13.71
91	288	WHITEPINE JT SCHOOL DISTRICT	272	23.66	11.50
92	305	HIGHLAND JOINT DISTRICT	228	19.21	11.87
93	161	CLARK COUNTY DISTRICT	223	18.72	11.91
94	418	MURTAUGH JOINT DISTRICT	222	17.62	12.60
95	182	MACKAY JOINT DISTRICT	221	20.31	10.88
96	316	RICHFIELD DISTRICT	211	17.66	11.95
97	011	MEADOWS VALLEY DISTRICT	207	17.61	11.75
98	342	CULDESAC JOINT DISTRICT	199	16.48	12.08
99	149	NORTH GEM DISTRICT	196	17.47	11.22
100	234	BLISS JOINT DISTRICT	194	16.60	11.69
101	314	DIETRICH DISTRICT	185	16.43	11.26
102	302	NEZPERCE JOINT DISTRICT	182	17.58	10.35
103	432	CAMBRIDGE JOINT DISTRICT	167	16.51	10.12
104	121	CAMAS COUNTY DISTRICT	163	15.25	10.69
105	382	ROCKLAND DISTRICT	143	14.89	9.60
106	392	MULLAN DISTRICT	131	15.67	8.36
107	433	MIDVALE DISTRICT	127	13.54	9.38
108	292	SOUTH LEMHI DISTRICT	125	16.00	7.81
109	092	SWAN VALLEY ELEMENTARY DIST	60	5.29	11.34
110	364	PLEASANT VALLEY ELEM DIST	24	0.89	26.97
111	394	AVERY SCHOOL DISTRICT	24	3.30	7.27
112	416	THREE CREEK JT ELEM DISTRICT	10	0.89	11.24
113	383	ARBON ELEMENTARY DISTRICT	8	1.78	4.49
114	191	PRAIRIE ELEMENTARY DISTRICT	5	0.89	5.62
TOTAL (41 DISTRICTS)			9,888	794.57	12.44

114 DISTRICTS	STATEWIDE	252,037	14,002.89	18.00
----------------------	------------------	----------------	------------------	--------------

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

2003-2004

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	96.59	84.34	12.25	87.32%	12.68%	0.59%
ASSISTANT SUPERINTENDENT	18.49	12.49	6.00	67.55%	32.45%	0.11%
DIRECTOR	147.35	74.13	73.22	50.31%	49.69%	0.90%
SUPERVISOR/COORDINATOR	112.65	51.60	61.05	45.81%	54.19%	0.69%
PRINCIPAL-ELEMENTARY	290.01	162.27	127.74	55.95%	44.05%	1.77%
PRINCIPAL-SECONDARY	228.80	174.60	54.20	76.31%	23.69%	1.40%
ASSISTANT PRINCIPAL	205.29	136.05	69.24	66.27%	33.73%	1.25%
TEACHER-ELEMENTARY	7,251.58	834.20	6,417.38	11.50%	88.50%	44.29%
TEACHER-SECONDARY	6,751.01	3,077.74	3,673.27	45.59%	54.41%	41.23%
EDUCATION MEDIA GENERALIST	171.00	27.69	143.31	16.19%	83.81%	1.04%
COUNSELOR	573.79	171.06	402.73	29.81%	70.19%	3.50%
PSYCHOLOGICAL EXAMINER	5.60	0.50	5.10	8.93%	91.07%	0.03%
SCHOOL PSYCHOLOGIST	138.61	57.79	80.82	41.69%	58.31%	0.85%
SPEECH/LANGUAGE PATHOLOGIST	192.29	9.05	183.24	4.71%	95.29%	1.17%
AUDIOLOGIST	7.40	2.50	4.90	33.78%	66.22%	0.05%
SCHOOL SOCIAL WORKER	55.85	19.50	36.35	34.91%	65.09%	0.34%
SCHOOL NURSE	96.74	0.00	96.74	0.00%	100.00%	0.59%
OCCUPATIONAL/PHYSICAL THERAPIST	30.84	3.79	27.05	12.29%	87.71%	0.19%
TOTAL	16,373.89	4,899.30	11,474.59	29.92%	70.08%	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 ADMINISTRATION	375.08	222.56	152.52	59.34%	40.66%	2.29%
SCHOOL ADMINISTRATION	724.10	472.92	251.18	65.31%	34.69%	4.42%
STUDENT SERVICES	1,272.12	291.88	980.24	22.94%	77.06%	7.77%
INSTRUCTIONAL SERVICES	14,002.59	3,911.94	10,090.65	27.94%	72.06%	85.52%
TOTAL	16,373.89	4,899.30	11,474.59	29.92%	70.08%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

18 CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

2003-2004

ACTIVITY	STATEWIDE TOTALS (114 DISTRICTS)		DISTRICTS WITH 5,000 OR MORE STUDENTS (11 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (14 DISTRICTS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
CLASSIFICATIONS (18)						
SUPERINTENDENT	96.59	0.59%	11.00	0.14%	14.00	0.41%
ASSISTANT SUPERINTENDENT	18.49	0.11%	9.00	0.11%	8.49	0.25%
DIRECTOR	147.35	0.90%	57.60	0.71%	37.63	1.09%
SUPERVISOR/COORDINATOR	112.65	0.69%	76.90	0.95%	14.46	0.42%
PRINCIPAL-ELEMENTARY	290.01	1.77%	136.50	1.69%	63.28	1.83%
PRINCIPAL-SECONDARY	228.80	1.40%	75.39	0.93%	42.50	1.23%
ASSISTANT PRINCIPAL	205.29	1.25%	141.51	1.75%	46.58	1.35%
TEACHER-ELEMENTARY	7,251.58	44.29%	3,659.07	45.22%	1,567.00	45.40%
TEACHER-SECONDARY	6,751.01	41.23%	3,239.27	40.03%	1,411.12	40.88%
EDUCATION MEDIA GENERALIST	171.00	1.04%	61.84	0.76%	33.02	0.96%
COUNSELOR	573.79	3.50%	303.27	3.75%	111.04	3.22%
PSYCHOLOGICAL EXAMINER	5.60	0.03%	5.00	0.06%	0.00	0.00%
SCHOOL PSYCHOLOGIST	138.61	0.85%	78.19	0.97%	28.00	0.81%
SPEECH/LANGUAGE PATHOLOGIST	192.29	1.17%	104.57	1.29%	42.10	1.22%
AUDIOLOGIST	7.40	0.05%	6.90	0.09%	0.50	0.01%
SCHOOL SOCIAL WORKER	55.85	0.34%	34.50	0.43%	11.00	0.32%
SCHOOL NURSE	96.74	0.59%	71.69	0.89%	13.00	0.38%
OCCUPATIONAL/PHYSICAL THERAPIST	30.84	0.19%	19.01	0.23%	8.19	0.24%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	375.08	2.29%	154.50	1.92%	74.58	2.17%
SCHOOL ADMINISTRATION	724.10	4.42%	353.40	4.36%	152.36	4.40%
STUDENT SERVICES	1,272.12	7.77%	684.97	8.47%	246.85	7.16%
INSTRUCTIONAL SERVICES	14,002.59	85.52%	6,898.34	85.25%	2,978.12	86.27%
TOTAL	16,373.89	100.00%	8,091.21	100.00%	3,451.91	100.00%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (29 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (19 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (41 DISTRICTS)	
	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF	FTE	% OF CERTIFIED STAFF
CLASSIFICATIONS (18)						
SUPERINTENDENT	27.49	0.95%	17.56	1.76%	26.54	2.85%
ASSISTANT SUPERINTENDENT	0.00	0.00%	0.00	0.00%	0.00	0.00%
DIRECTOR	35.65	1.23%	11.32	1.13%	5.15	0.56%
SUPERVISOR/COORDINATOR	11.40	0.39%	5.23	0.52%	4.66	0.51%
PRINCIPAL-ELEMENTARY	54.17	1.87%	18.85	1.89%	17.21	1.85%
PRINCIPAL-SECONDARY	59.61	2.05%	27.59	2.77%	23.71	2.55%
ASSISTANT PRINCIPAL	14.50	0.50%	2.22	0.22%	0.48	0.05%
TEACHER-ELEMENTARY	1,252.41	43.11%	409.05	41.02%	364.05	39.21%
TEACHER-SECONDARY	1,235.10	42.52%	435.00	43.61%	430.52	46.37%
EDUCATION MEDIA GENERALIST	46.32	1.59%	16.08	1.61%	13.74	1.48%
COUNSELOR	95.17	3.28%	36.04	3.61%	28.27	3.05%
PSYCHOLOGICAL EXAMINER	0.50	0.02%	0.00	0.00%	0.10	0.01%
SCHOOL PSYCHOLOGIST	23.88	0.82%	5.19	0.52%	3.55	0.39%
SPEECH/LANGUAGE PATHOLOGIST	30.19	1.04%	8.68	0.87%	6.75	0.73%
AUDIOLOGIST	0.00	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	7.21	0.25%	1.80	0.18%	1.34	0.14%
SCHOOL NURSE	7.81	0.27%	2.83	0.28%	1.41	0.15%
OCCUPATIONAL/PHYSICAL THERAPIST	2.64	0.09%	0.00	0.00%	1.00	0.11%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	75.54	2.60%	34.11	3.41%	36.35	3.91%
SCHOOL ADMINISTRATION	128.28	4.42%	48.66	4.88%	41.40	4.46%
STUDENT SERVICES	213.52	7.35%	70.62	7.08%	56.16	6.05%
INSTRUCTIONAL SERVICES	2,487.51	85.63%	844.05	84.63%	794.57	85.58%
TOTAL	2,904.85	100.00%	997.44	100.00%	928.48	100.00%

CERTIFIED STAFF SALARIES

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

2003-2004

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (18)				
SUPERINTENDENT	110	96.59	\$7,952,374	\$82,331
ASSISTANT SUPERINTENDENT	19	18.49	1,653,981	89,453
DIRECTOR	217	147.35	9,380,816	63,663
SUPERVISOR/COORDINATOR	150	112.65	7,083,519	62,881
PRINCIPAL-ELEMENTARY	322	290.01	19,120,865	65,932
PRINCIPAL-SECONDARY	252	228.80	15,540,677	67,923
ASSISTANT PRINCIPAL	214	205.29	12,840,244	62,547
TEACHER-ELEMENTARY	8,048	7,251.58	291,710,264	40,227
TEACHER-SECONDARY	7,387	6,751.01	269,946,854	39,986
EDUCATION MEDIA GENERALIST	211	171.00	7,799,014	45,608
COUNSELOR	629	573.79	26,019,576	45,347
PSYCHOLOGICAL EXAMINER	7	5.60	308,982	55,175
SCHOOL PSYCHOLOGIST	162	138.61	6,954,946	50,176
SPEECH/LANGUAGE PATHOLOGIST	224	192.29	8,628,348	44,872
AUDIOLOGIST	9	7.40	330,259	44,630
SCHOOL SOCIAL WORKER	61	55.85	2,488,634	44,559
SCHOOL NURSE	109	96.74	3,751,809	38,782
OCCUPATIONAL/PHYSICAL THERAPIST	38	30.84	1,398,576	45,349
TOTAL	18,169	16,373.89	\$692,909,738	\$42,318

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
ACTIVITY GROUPS (4)				
DISTRICT ADMINISTRATION	496	375.08	\$26,070,690	\$69,507
SCHOOL ADMINISTRATION	788	724.10	47,501,786	65,601
STUDENT SERVICES	1,450	1,272.12	57,680,144	45,342
INSTRUCTIONAL SERVICES	15,435	14,002.59	561,657,118	40,111
TOTAL	18,169	16,373.89	\$692,909,738	\$42,318

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2003-2004

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	\$8,008,159	84.34	12.25	\$82,331	\$82,093	\$83,971	\$82,909	\$82,692	\$84,400
ASSISTANT SUPERINTENDENT	1,658,233	12.49	6.00	89,453	91,814	84,537	89,683	92,129	84,590
DIRECTOR	9,599,767	74.13	73.22	63,663	64,791	62,522	65,149	66,652	63,629
SUPERVISOR/COORDINATOR	7,217,992	51.60	61.05	62,881	65,437	60,721	64,074	67,211	61,424
PRINCIPAL-ELEMENTARY	19,398,505	162.27	127.74	65,932	65,738	66,178	66,889	66,751	67,064
PRINCIPAL-SECONDARY	15,826,984	174.60	54.20	67,923	67,948	67,840	69,174	69,306	68,750
ASSISTANT PRINCIPAL	12,999,388	136.05	69.24	62,547	62,771	62,107	63,322	63,736	62,509
TEACHER-ELEMENTARY	294,737,214	834.20	6,417.38	40,227	40,080	40,246	40,645	41,240	40,567
TEACHER-SECONDARY	282,250,885	3,077.74	3,673.27	39,986	40,434	39,611	41,809	43,158	40,679
EDUCATION MEDIA GENERALIST	7,940,375	27.69	143.31	45,608	46,721	45,393	46,435	48,640	46,009
COUNSELOR	26,556,378	171.06	402.73	45,347	46,331	44,929	46,282	48,033	45,539
PSYCHOLOGICAL EXAMINER	309,982	0.50	5.10	55,175	42,924	56,376	55,354	42,924	56,573
SCHOOL PSYCHOLOGIST	7,048,349	57.79	80.82	50,176	52,130	48,779	50,850	52,889	49,393
SPEECH/LANGUAGE PATHOLOGIST	8,693,150	9.05	183.24	44,872	50,783	44,580	45,209	51,812	44,882
AUDIOLOGIST	332,531	2.50	4.90	44,630	53,457	40,126	44,937	53,857	40,386
SCHOOL SOCIAL WORKER	2,507,790	19.50	36.35	44,559	46,550	43,491	44,902	47,271	43,632
SCHOOL NURSE	3,766,890	0.00	96.74	38,782	0	38,782	38,938	0	38,938
OCCUPATIONAL/PHYSICAL THERAPIST	1,402,667	3.79	27.05	45,349	44,120	45,522	45,482	44,432	45,629
TOTALS	\$710,255,239	4,899.30	11,474.59						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$26,484,151	222.56	152.52	\$69,507	\$73,014	\$64,390	\$70,609	\$74,290	\$65,239
SCHOOL ADMINISTRATION	48,224,877	472.92	251.18	65,601	65,700	65,414	66,600	66,827	66,172
STUDENT SERVICES	58,558,112	291.88	980.24	45,342	47,695	44,641	46,032	49,113	45,115
INSTRUCTIONAL SERVICES	576,988,099	3,911.94	10,090.65	40,111	40,359	40,015	41,206	42,749	40,608
TOTALS	\$710,255,239	4,899.30	11,474.59						

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)
2003-2004

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	\$1,167,624	8.00	3.00	\$105,274	\$104,814	\$106,503	\$106,148	\$105,982	\$106,589
ASSISTANT SUPERINTENDENT	861,944	7.00	2.00	95,373	95,223	95,897	95,772	95,690	96,056
DIRECTOR	4,156,909	25.95	31.65	71,588	72,056	71,203	72,169	72,855	71,606
SUPERVISOR/COORDINATOR	5,200,726	33.86	43.04	66,997	70,402	64,319	67,630	71,412	64,654
PRINCIPAL-ELEMENTARY	9,752,188	65.50	71.00	70,505	70,510	70,500	71,445	71,627	71,277
PRINCIPAL-SECONDARY	5,692,615	51.23	24.16	73,804	73,588	74,263	75,509	75,303	75,945
ASSISTANT PRINCIPAL	9,137,484	89.00	52.51	63,896	64,211	63,362	64,571	65,041	63,776
TEACHER-ELEMENTARY	153,133,188	366.11	3,292.96	41,463	41,405	41,469	41,850	42,369	41,793
TEACHER-SECONDARY	138,779,971	1,379.39	1,859.88	41,134	41,596	40,791	42,843	44,245	41,803
EDUCATION MEDIA GENERALIST	3,012,030	10.01	51.83	47,820	47,907	47,803	48,707	50,618	48,338
COUNSELOR	14,452,744	79.63	223.64	46,968	47,644	46,728	47,656	48,940	47,199
PSYCHOLOGICAL EXAMINER	284,181	0.00	5.00	56,636	0	56,636	56,836	0	56,836
SCHOOL PSYCHOLOGIST	4,125,369	29.00	49.19	52,398	54,191	51,341	52,761	54,374	51,810
SPEECH/LANGUAGE PATHOLOGIST	4,879,274	5.05	99.52	46,257	51,964	45,967	46,660	53,423	46,317
AUDIOLOGIST	312,895	2.50	4.40	45,018	53,457	40,223	45,347	53,857	40,512
SCHOOL SOCIAL WORKER	1,627,452	13.50	21.00	46,878	48,477	45,851	47,173	48,946	46,032
SCHOOL NURSE	2,909,379	0.00	71.69	40,443	0	40,443	40,583	0	40,583
OCCUPATIONAL/PHYSICAL THERAPIST	870,374	2.79	16.22	45,619	43,776	45,936	45,785	44,201	46,058
TOTALS	\$360,356,347	2,168.52	5,922.69						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$11,387,203	74.81	79.69	\$73,087	\$76,978	\$69,434	\$73,704	\$77,881	\$69,782
SCHOOL ADMINISTRATION	24,582,287	205.73	147.67	68,562	68,552	68,577	69,559	69,693	69,373
STUDENT SERVICES	32,473,698	142.48	542.49	46,882	49,254	46,260	47,409	50,317	46,645
INSTRUCTIONAL SERVICES	291,913,159	1,745.50	5,152.84	41,308	41,556	41,224	42,316	43,851	41,796
TOTALS	\$360,356,347	2,168.52	5,922.69						

CERTIFIED STAFF SALARIES

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

2003-2004

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	\$1,329,450	13.00	1.00	\$94,480	\$94,572	\$93,295	\$94,961	\$95,089	\$93,295
ASSISTANT SUPERINTENDENT	736,289	5.49	3.00	86,646	87,468	85,142	86,724	87,589	85,142
DIRECTOR	2,507,453	22.30	15.33	64,624	65,794	62,922	66,634	67,572	65,271
SUPERVISOR/COORDINATOR	907,766	7.96	6.50	59,672	60,518	58,636	62,778	64,431	60,753
PRINCIPAL-ELEMENTARY	4,059,579	37.42	25.86	63,227	63,588	62,705	64,153	64,702	63,357
PRINCIPAL-SECONDARY	3,040,168	32.50	10.00	70,216	71,698	65,399	71,533	73,343	65,651
ASSISTANT PRINCIPAL	2,859,906	32.83	13.75	60,552	61,091	59,265	61,398	62,118	59,677
TEACHER-ELEMENTARY	63,499,670	204.13	1,362.87	40,217	39,907	40,263	40,523	40,766	40,487
TEACHER-SECONDARY	59,971,533	665.91	745.21	40,810	41,492	40,200	42,499	44,002	41,157
EDUCATION MEDIA GENERALIST	1,597,177	3.65	29.37	47,616	50,549	47,252	48,370	52,693	47,833
COUNSELOR	5,188,301	39.86	71.18	45,782	47,654	44,734	46,725	49,214	45,331
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	1,353,165	10.50	17.50	47,175	49,460	45,804	48,327	50,763	46,866
SPEECH/LANGUAGE PATHOLOGIST	1,900,676	2.00	40.10	45,051	49,869	44,810	45,147	50,607	44,874
AUDIOLOGIST	19,636	0.00	0.50	39,272	0	39,272	39,272	0	39,272
SCHOOL SOCIAL WORKER	543,965	5.00	6.00	48,633	45,499	51,245	49,451	47,043	51,458
SCHOOL NURSE	467,753	0.00	13.00	35,981	0	35,981	35,981	0	35,981
OCCUPATIONAL/PHYSICAL THERAPIST	380,616	0.00	8.19	46,358	0	46,358	46,473	0	46,473
TOTALS	\$150,363,103	1,082.55	2,369.36						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$5,480,958	48.75	25.83	\$71,775	\$75,047	\$65,600	\$73,491	\$76,651	\$67,527
SCHOOL ADMINISTRATION	9,959,653	102.75	49.61	64,359	65,355	62,295	65,369	66,610	62,800
STUDENT SERVICES	11,451,289	61.01	185.84	45,678	48,034	44,904	46,390	49,556	45,350
INSTRUCTIONAL SERVICES	123,471,203	870.04	2,108.08	40,498	41,120	40,241	41,459	43,243	40,724
TOTALS	\$150,363,103	1,082.55	2,369.36						

CERTIFIED STAFF SALARIES

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

2003-2004

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	\$2,227,378	25.49	2.00	\$80,757	\$80,738	\$81,000	\$81,025	\$81,027	\$81,000
ASSISTANT SUPERINTENDENT	60,000	0.00	1.00	60,000	0	60,000	60,000	0	60,000
DIRECTOR	2,042,583	20.04	15.61	55,609	58,258	52,208	57,295	60,661	52,975
SUPERVISOR/COORDINATOR	609,437	5.92	5.48	51,303	52,960	49,514	53,459	56,187	50,513
PRINCIPAL-ELEMENTARY	3,352,377	36.67	17.50	61,413	61,874	60,447	61,886	62,375	60,862
PRINCIPAL-SECONDARY	3,891,794	51.45	8.16	64,742	64,816	64,273	65,288	65,406	64,539
ASSISTANT PRINCIPAL	840,253	12.00	2.50	57,059	58,069	52,213	57,948	59,111	52,369
TEACHER-ELEMENTARY	48,324,936	148.55	1,103.86	38,201	38,826	38,117	38,586	40,196	38,369
TEACHER-SECONDARY	49,214,912	607.25	627.85	37,926	38,304	37,560	39,847	41,141	38,595
EDUCATION MEDIA GENERALIST	2,060,003	6.37	39.95	43,899	45,231	43,687	44,473	45,468	44,315
COUNSELOR	4,194,160	27.21	67.96	42,910	43,393	42,717	44,070	46,085	43,264
PSYCHOLOGICAL EXAMINER	21,462	0.50	0.00	42,924	42,924	0	42,924	42,924	0
SCHOOL PSYCHOLOGIST	1,144,872	13.95	9.73	47,535	51,145	42,358	48,348	52,444	42,475
SPEECH/LANGUAGE PATHOLOGIST	1,269,185	1.00	29.19	41,726	51,012	41,408	42,040	51,012	41,733
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	223,602	1.00	6.21	31,013	25,791	31,854	31,013	25,791	31,854
SCHOOL NURSE	253,921	0.00	7.81	32,366	0	32,366	32,512	0	32,512
OCCUPATIONAL/PHYSICAL THERAPIST	111,880	1.00	1.64	42,379	45,078	40,733	42,379	45,078	40,733
TOTALS	\$119,842,755	958.40	1,946.45						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$4,939,398	51.45	24.09	\$64,169	\$68,785	\$54,309	\$65,388	\$70,236	\$55,033
SCHOOL ADMINISTRATION	8,084,424	100.12	28.16	62,468	62,930	60,825	63,022	63,542	61,173
STUDENT SERVICES	9,279,085	51.03	162.49	42,676	45,574	41,766	43,458	47,394	42,221
INSTRUCTIONAL SERVICES	97,539,848	755.80	1,731.71	38,064	38,406	37,915	39,212	40,956	38,451
TOTALS	\$119,842,755	958.40	1,946.45						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (19 DISTRICTS)

2003-2004

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	\$1,343,323	14.56	3.00	\$75,464	\$76,020	\$72,765	\$76,499	\$77,268	\$72,765
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	633,889	4.07	7.25	52,498	50,311	53,725	55,997	55,930	56,035
SUPERVISOR/COORDINATOR	286,031	2.50	2.73	52,870	53,385	52,399	54,690	54,738	54,647
PRINCIPAL-ELEMENTARY	1,137,174	12.35	6.50	58,142	58,999	56,515	60,328	60,345	60,294
PRINCIPAL-SECONDARY	1,728,728	19.91	7.68	61,348	61,852	60,042	62,658	63,601	60,213
ASSISTANT PRINCIPAL	134,011	2.22	0.00	55,265	55,265	0	60,365	60,365	0
TEACHER-ELEMENTARY	15,916,719	62.20	346.85	38,116	38,164	38,107	38,911	40,038	38,709
TEACHER-SECONDARY	17,186,257	208.21	226.79	37,167	38,107	36,305	39,509	41,335	37,832
EDUCATION MEDIA GENERALIST	664,271	3.58	12.50	39,662	45,796	37,905	41,310	49,036	39,098
COUNSELOR	1,578,998	13.76	22.28	41,735	44,411	40,082	43,812	47,125	41,767
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	232,903	2.69	2.50	42,721	43,762	41,601	44,875	45,399	44,312
SPEECH/LANGUAGE PATHOLOGIST	356,631	1.00	7.68	40,515	46,420	39,746	41,087	46,884	40,332
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	61,768	0.00	1.80	34,316	0	34,316	34,316	0	34,316
SCHOOL NURSE	96,396	0.00	2.83	32,683	0	32,683	34,062	0	34,062
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$41,357,099	347.05	650.39						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,263,243	21.13	12.98	\$64,378	\$68,390	\$57,847	\$66,351	\$70,493	\$59,610
SCHOOL ADMINISTRATION	2,999,913	34.48	14.18	59,829	60,406	58,425	61,650	62,226	60,250
STUDENT SERVICES	2,990,967	21.03	49.59	40,633	44,659	38,926	42,353	47,218	40,290
INSTRUCTIONAL SERVICES	33,102,976	270.41	573.64	37,627	38,120	37,395	39,219	41,037	38,362
TOTALS	\$41,357,099	347.05	650.39						

CERTIFIED STAFF SALARIES

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

2003-2004

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	\$1,940,384	23.29	3.25	\$72,588	\$72,603	\$72,477	\$73,112	\$72,986	\$74,015
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	258,933	1.77	3.38	48,319	52,911	45,914	50,278	56,598	46,969
SUPERVISOR/COORDINATOR	214,032	1.36	3.30	44,463	47,076	43,386	45,930	49,802	44,334
PRINCIPAL-ELEMENTARY	1,097,187	10.33	6.88	62,361	65,044	58,333	63,753	66,457	59,693
PRINCIPAL-SECONDARY	1,473,679	19.51	4.20	60,757	61,372	57,898	62,154	62,935	58,530
ASSISTANT PRINCIPAL	27,734	0.00	0.48	57,779	0	57,779	57,779	0	57,779
TEACHER-ELEMENTARY	13,862,701	53.21	310.84	37,195	37,374	37,164	38,079	39,617	37,816
TEACHER-SECONDARY	17,098,212	216.98	213.54	37,413	37,999	36,818	39,715	41,045	38,364
EDUCATION MEDIA GENERALIST	606,894	4.08	9.66	43,550	43,524	43,561	44,170	44,770	43,916
COUNSELOR	1,142,175	10.60	17.67	39,049	41,517	37,568	40,402	42,968	38,863
PSYCHOLOGICAL EXAMINER	4,339	0.00	0.10	43,390	0	43,390	43,390	0	43,390
SCHOOL PSYCHOLOGIST	192,040	1.65	1.90	53,442	54,872	52,200	54,096	56,279	52,200
SPEECH/LANGUAGE PATHOLOGIST	287,384	0.00	6.75	41,967	0	41,967	42,575	0	42,575
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	51,003	0.00	1.34	38,062	0	38,062	38,062	0	38,062
SCHOOL NURSE	39,441	0.00	1.41	27,972	0	27,972	27,972	0	27,972
OCCUPATIONAL/PHYSICAL THERAPIST	39,797	0.00	1.00	39,797	0	39,797	39,797	0	39,797
TOTALS	\$38,335,935	342.78	585.70						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,413,349	26.42	9.93	\$65,544	\$69,970	\$53,768	\$66,392	\$70,694	\$54,945
SCHOOL ADMINISTRATION	2,598,600	29.84	11.56	61,389	62,643	58,152	62,768	64,154	59,191
STUDENT SERVICES	2,363,073	16.33	39.83	41,130	43,368	40,212	42,078	44,764	40,976
INSTRUCTIONAL SERVICES	30,960,913	270.19	524.38	37,313	37,876	37,023	38,966	40,764	38,039
TOTALS	\$38,335,935	342.78	585.70						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

2003-2004

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
5,000 OR MORE	129,899	51.54%	DISTRICT ADMINISTRATION	\$11,387,203	\$88
			SCHOOL ADMINISTRATION	24,582,287	189
			STUDENT SERVICES	32,473,698	250
			INSTRUCTIONAL SERVICES	291,913,159	2,247
			TOTAL CERTIFIED	\$360,356,347	\$2,774
2,500 - 4,999	54,234	21.52%	DISTRICT ADMINISTRATION	\$5,480,958	\$101
			SCHOOL ADMINISTRATION	9,959,653	184
			STUDENT SERVICES	11,451,289	211
			INSTRUCTIONAL SERVICES	123,471,203	2,277
			TOTAL CERTIFIED	\$150,363,103	\$2,773
1,000 - 2,499	45,093	17.89%	DISTRICT ADMINISTRATION	\$4,939,398	\$110
			SCHOOL ADMINISTRATION	8,084,424	179
			STUDENT SERVICES	9,279,085	206
			INSTRUCTIONAL SERVICES	97,539,848	2,163
			TOTAL CERTIFIED	\$119,842,755	\$2,658
500 - 999	12,923	5.13%	DISTRICT ADMINISTRATION	\$2,263,243	\$175
			SCHOOL ADMINISTRATION	2,999,913	232
			STUDENT SERVICES	2,990,967	231
			INSTRUCTIONAL SERVICES	33,102,976	2,562
			TOTAL CERTIFIED	\$41,357,099	\$3,200
1 - 499	9,888	3.92%	DISTRICT ADMINISTRATION	\$2,413,349	\$244
			SCHOOL ADMINISTRATION	2,598,600	263
			STUDENT SERVICES	2,363,073	239
			INSTRUCTIONAL SERVICES	30,960,913	3,131
			TOTAL CERTIFIED	\$38,335,935	\$3,877
STATEWIDE	252,037	100.00%	DISTRICT ADMINISTRATION	\$26,484,151	\$105
			SCHOOL ADMINISTRATION	48,224,877	191
			STUDENT SERVICES	58,558,112	232
			INSTRUCTIONAL SERVICES	576,988,099	2,289
			TOTAL CERTIFIED	\$710,255,239	\$2,817

* 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 *****

2003-2004

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	0.00	0.00	0.00	9.08	10.00	43.88	33.63	96.59
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	0.00	14.00	4.49	18.49
DIRECTOR	1.25	5.89	15.37	16.11	17.23	63.02	28.48	147.35
SUPERVISOR/COORDINATOR	0.00	5.59	7.56	20.48	11.87	49.37	17.78	112.65
PRINCIPAL-ELEMENTARY	1.00	1.42	30.61	31.92	51.24	124.26	49.56	290.01
PRINCIPAL-SECONDARY	0.00	2.86	17.95	36.48	41.65	90.41	39.45	228.80
ASSISTANT PRINCIPAL	0.00	8.00	41.02	52.33	21.48	61.13	21.33	205.29
TEACHER-ELEMENTARY	566.33	1,275.85	1,212.01	1,272.89	981.21	1,564.14	379.15	7,251.58
TEACHER-SECONDARY	566.68	1,200.38	1,314.12	1,143.68	818.95	1,322.69	384.51	6,751.01
EDUCATION MEDIA GENERALIST	1.27	8.87	20.32	33.49	29.64	57.19	20.22	171.00
COUNSELOR	40.92	98.40	99.85	76.02	82.23	134.02	42.35	573.79
PSYCHOLOGICAL EXAMINER	0.00	1.00	2.50	1.10	0.00	0.00	1.00	5.60
SCHOOL PSYCHOLOGIST	8.90	23.13	24.56	23.41	17.75	32.99	7.87	138.61
SPEECH/LANGUAGE PATHOLOGIST	15.12	38.88	31.29	28.32	26.45	42.54	9.69	192.29
AUDIOLOGIST	0.00	2.00	1.50	1.40	0.00	2.50	0.00	7.40
SCHOOL SOCIAL WORKER	7.00	14.87	5.64	9.00	8.00	10.34	1.00	55.85
SCHOOL NURSE	13.23	26.50	22.20	17.01	8.80	9.00	0.00	96.74
OCCUPATIONAL/PHYSICAL THERAPIST	7.63	6.59	6.43	4.65	5.54	0.00	0.00	30.84
TOTALS	1,229.33	2,720.23	2,852.93	2,777.37	2,132.04	3,621.48	1,040.51	16,373.89
GROUPS (4)								
DISTRICT ADMINISTRATION	1.25	11.48	22.93	45.67	38.60	170.27	84.38	375.08
SCHOOL ADMINISTRATION	0.50	12.28	89.58	120.73	114.87	275.80	110.34	724.10
STUDENT SERVICES	94.07	220.24	214.29	194.40	178.41	288.58	82.13	1,272.12
INSTRUCTIONAL SERVICES	1,133.01	2,476.23	2,526.13	2,416.57	1,800.16	2,886.83	763.66	14,002.59
TOTALS	1,228.83	2,720.23	2,852.93	2,777.37	2,132.04	3,621.48	1,040.51	16,373.89
PERCENTAGES	7.51%	16.61%	17.42%	16.96%	13.02%	22.11%	6.37%	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 ***

2003-2004

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	0.00	0.00	0.00	3.00	4.58	17.08	27.94	31.09	12.90	96.59
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	7.00	7.00	3.00	0.49	18.49
DIRECTOR	1.00	4.00	10.60	8.21	14.66	25.93	43.54	30.42	8.99	147.35
SUPERVISOR/COORDINATOR	0.52	0.32	2.00	10.06	12.15	23.18	36.00	20.26	8.16	112.65
PRINCIPAL-ELEMENTARY	0.00	2.25	22.33	23.56	34.76	54.78	91.67	53.51	7.15	290.01
PRINCIPAL-SECONDARY	0.00	0.00	14.94	23.72	36.42	52.76	56.43	34.01	10.52	228.80
ASSISTANT PRINCIPAL	0.00	8.00	35.35	32.83	27.48	29.43	45.20	22.00	5.00	205.29
TEACHER-ELEMENTARY	369.19	716.95	697.24	731.30	948.73	1,193.36	1,558.08	816.27	220.46	7,251.58
TEACHER-SECONDARY	234.43	700.83	870.48	780.42	882.94	1,021.01	1,359.89	736.02	164.99	6,751.01
EDUCATION MEDIA GENERALIST	0.00	3.67	2.72	10.33	15.55	23.97	50.90	51.19	12.67	171.00
COUNSELOR	5.00	42.69	62.57	52.82	78.23	93.89	144.66	68.70	25.23	573.79
PSYCHOLOGICAL EXAMINER	0.00	0.00	1.00	0.00	0.00	1.00	2.10	1.00	0.50	5.60
SCHOOL PSYCHOLOGIST	1.00	9.20	16.60	12.01	17.01	24.25	29.32	20.45	8.77	138.61
SPEECH/LANGUAGE PATHOLOGIST	4.08	8.33	25.19	19.58	35.23	37.33	43.95	15.11	3.49	192.29
AUDIOLOGIST	0.00	1.00	1.00	1.00	0.00	0.40	2.50	1.50	0.00	7.40
SCHOOL SOCIAL WORKER	1.00	1.50	5.31	7.00	7.00	12.34	10.70	9.00	2.00	55.85
SCHOOL NURSE	0.00	1.60	6.00	11.06	17.98	26.86	19.83	9.81	3.60	96.74
OCCUPATIONAL/PHYSICAL THERAPIST	1.26	3.50	6.09	5.87	5.49	4.20	4.43	0.00	0.00	30.84
TOTALS	617.48	1,503.84	1,779.42	1,732.77	2,139.21	2,648.77	3,534.14	1,923.34	494.92	16,373.89
ACTIVITY GROUPS (4)										
DISTRICT ADMINISTRATION	1.52	4.32	12.60	21.27	32.39	73.19	114.48	84.77	30.54	375.08
SCHOOL ADMINISTRATION	0.00	10.25	72.62	80.11	98.66	136.97	193.30	109.52	22.67	724.10
STUDENT SERVICES	12.34	67.82	123.76	109.34	160.94	200.27	257.49	125.57	43.59	1,272.12
INSTRUCTIONAL SERVICES	603.62	1,421.45	1,570.44	1,522.05	1,847.22	2,238.34	2,968.87	1,603.48	398.12	14,002.59
TOTALS	617.48	1,503.84	1,779.42	1,732.77	2,139.21	2,648.77	3,534.14	1,923.34	494.92	16,373.89
PERCENTAGES	3.77%	9.19%	10.86%	10.58%	13.06%	16.18%	21.60%	11.74%	3.02%	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 ***

2003-2004

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	0.00	0.00	0.00	0.00	20.80	47.18	28.61	96.59
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	3.00	11.49	4.00	18.49
DIRECTOR	0.00	0.00	0.00	46.51	64.99	20.79	15.06	147.35
SUPERVISOR/COORDINATOR	0.00	1.72	0.00	37.97	55.08	12.72	5.16	112.65
PRINCIPAL-ELEMENTARY	0.00	0.00	0.00	55.24	176.59	50.68	7.50	290.01
PRINCIPAL-SECONDARY	0.00	0.52	0.00	37.48	151.31	29.24	10.25	228.80
ASSISTANT PRINCIPAL	0.00	0.00	0.00	45.80	133.98	22.51	3.00	205.29
TEACHER-ELEMENTARY	2.36	3.94	3.42	5,970.19	1,233.79	29.27	8.61	7,251.58
TEACHER-SECONDARY	5.99	54.94	10.97	5,216.94	1,399.62	25.12	37.43	6,751.01
EDUCATION MEDIA GENERALIST	0.00	0.00	0.00	114.61	52.41	1.87	2.11	171.00
COUNSELOR	0.00	0.00	0.00	155.90	384.66	28.28	4.95	573.79
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	0.00	2.50	2.10	1.00	5.60
SCHOOL PSYCHOLOGIST	0.00	0.00	0.00	9.00	54.82	61.50	13.29	138.61
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	0.00	37.67	150.87	0.00	3.75	192.29
AUDIOLOGIST	0.00	0.00	0.00	1.50	5.90	0.00	0.00	7.40
SCHOOL SOCIAL WORKER	0.00	0.00	1.00	16.14	38.71	0.00	0.00	55.85
SCHOOL NURSE	0.00	1.89	8.48	69.97	16.40	0.00	0.00	96.74
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	2.76	3.50	20.58	4.00	0.00	0.00	30.84
TOTALS	8.35	65.77	27.37	11,835.50	3,949.43	342.75	144.72	16,373.89
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	1.72	0.00	84.48	143.87	92.18	52.83	375.08
SCHOOL ADMINISTRATION	0.00	0.52	0.00	138.52	461.88	102.43	20.75	724.10
STUDENT SERVICES	0.00	4.65	12.98	310.76	657.86	91.88	22.99	1,272.12
INSTRUCTIONAL SERVICES	8.35	58.88	14.39	11,301.74	2,685.82	56.26	48.15	14,002.59
TOTALS	8.35	65.77	27.37	11,835.50	3,949.43	342.75	144.72	16,373.89
PERCENTAGES	0.05%	0.40%	0.17%	72.29%	24.12%	2.09%	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 as if 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 ***

2003-2004

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	4.4	13.9	3.1	35.3	1.0	39.0	96.6	59.73%
ASSISTANT SUPERINTENDENT	0.0	3.0	1.0	8.0	0.0	6.5	18.5	64.86%
DIRECTOR	16.8	19.3	10.1	35.4	4.1	61.5	147.2	58.22%
SUPERVISOR/COORDINATOR	22.8	17.5	7.7	24.7	4.8	35.3	112.7	68.77%
PRINCIPAL-ELEMENTARY	17.5	60.6	19.4	76.7	21.4	94.4	290.0	67.45%
PRINCIPAL-SECONDARY	12.0	51.9	19.3	64.1	12.0	69.6	228.9	69.59%
ASSISTANT PRINCIPAL	17.0	37.3	13.0	62.0	12.0	64.0	205.3	68.83%
TEACHER-ELEMENTARY	1,428.7	1,220.7	165.1	901.6	631.1	2,904.3	7,251.5	59.95%
TEACHER-SECONDARY	1,077.0	1,173.3	127.5	1,133.3	402.2	2,837.7	6,751.0	58.05%
EDUCATION MEDIA GENERALIST	25.3	37.5	3.1	18.5	7.4	79.2	171.0	53.68%
COUNSELOR	50.8	97.1	83.2	86.8	53.9	202.1	573.9	64.78%
PSYCHOLOGICAL EXAMINER	0.0	1.0	0.0	2.1	0.0	2.5	5.6	55.36%
SCHOOL PSYCHOLOGIST	1.0	33.9	4.0	40.2	2.8	56.7	138.6	59.09%
SPEECH/LANGUAGE PATHOLOGIST	5.0	77.4	0.0	1.4	4.5	104.0	192.3	45.92%
AUDIOLOGIST	2.0	3.0	0.0	0.0	0.0	2.4	7.4	67.57%
SCHOOL SOCIAL WORKER	4.2	6.5	0.0	1.3	3.1	40.7	55.8	27.06%
SCHOOL NURSE	20.6	11.1	1.0	6.7	5.3	52.0	96.7	46.23%
OCCUPATIONAL/PHYSICAL THERAPIST	0.0	0.0	0.0	1.0	4.8	25.1	30.9	18.77%
TOTALS	2,705.1	2,865.0	457.5	2,499.1	1,170.4	6,677.0	16,373.9	59.56%
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	44.0	53.7	21.9	103.4	9.9	142.3	375.1	62.09%
SCHOOL ADMINISTRATION	46.5	149.8	51.7	202.8	45.4	228.0	724.1	68.53%
STUDENT SERVICES	108.9	267.5	91.3	158.0	81.8	564.7	1,272.2	55.61%
INSTRUCTIONAL SERVICES	2,505.7	2,394.0	292.6	2,034.9	1,033.3	5,742.0	14,002.5	58.99%
TOTALS	2,705.1	2,865.0	457.5	2,499.1	1,170.4	6,677.0	16,373.9	59.22%
PERCENTAGES	16.52%	17.50%	2.80%	15.26%	7.15%	40.77%	100.00%	

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

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

2003-2004

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	95	13	0	0	0	0	1	0	0	1	96	14
ASSISTANT SUPERINTENDENT	13	6	0	0	0	0	0	0	0	0	13	6
DIRECTOR	120	89	0	0	4	2	0	1	0	1	124	93
SUPERVISOR/COORDINATOR	72	76	0	0	1	1	0	0	0	0	73	77
PRINCIPAL-ELEMENTARY	176	139	0	0	3	3	0	0	1	0	180	142
PRINCIPAL-SECONDARY	186	63	0	0	0	0	1	1	1	0	188	64
ASSISTANT PRINCIPAL	130	72	3	0	6	1	2	0	0	0	141	73
TEACHER-ELEMENTARY	1,040	6,826	0	5	15	93	5	44	3	17	1,063	6,985
TEACHER-SECONDARY	3,221	4,044	5	4	33	35	16	14	7	8	3,282	4,105
EDUCATION MEDIA GENERALIST	35	173	0	0	0	1	0	2	0	0	35	176
COUNSELOR	179	441	0	0	3	1	1	2	2	0	185	444
PSYCHOLOGICAL EXAMINER	1	6	0	0	0	0	0	0	0	0	1	6
SCHOOL PSYCHOLOGIST	67	90	0	1	2	2	0	0	0	0	69	93
SPEECH/LANGUAGE PATHOLOGIST	10	210	0	0	0	1	0	3	0	0	10	214
AUDIOLOGIST	3	5	0	0	0	1	0	0	0	0	3	6
SCHOOL SOCIAL WORKER	19	40	0	0	1	0	0	0	0	1	20	41
SCHOOL NURSE	0	107	0	0	0	1	0	0	0	1	0	109
OCCUPATIONAL/PHYSICAL THERAPIST	4	33	0	0	0	0	0	1	0	0	4	34
TOTALS	5,371	12,433	8	10	68	142	26	68	14	29	5,487	12,682
ACTIVITY GROUPS (4)												
DISTRICT ADMINISTRATION	300	184	0	0	5	3	1	1	0	2	306	190
SCHOOL ADMINISTRATION	492	274	3	0	9	4	3	1	2	0	509	279
STUDENT SERVICES	318	1,105	0	1	6	7	1	8	2	2	327	1,123
INSTRUCTIONAL SERVICES	4,261	10,870	5	9	48	128	21	58	10	25	4,345	11,090
TOTALS	5,371	12,433	8	10	68	142	26	68	14	29	5,487	12,682
PERCENTAGES	29.57%	68.43%	0.04%	0.06%	0.37%	0.78%	0.14%	0.37%	0.08%	0.16%	30.20%	69.80%

CERTIFIED STAFF TURNOVER
BY SCHOOL DISTRICT MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)
2003-2004

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 OR MORE	852	49.3%	229	26.9%	623	73.1%
2,500-4,999	317	18.4%	93	29.3%	224	70.7%
1,000-2,499	314	18.2%	121	38.5%	193	61.5%
500-999	120	6.9%	56	46.7%	64	53.3%
1-499	124	7.2%	54	43.5%	70	56.5%

TOTALS	1,727	100.0%	553	32.0%	1,174	68.0%
---------------	--------------	---------------	------------	--------------	--------------	--------------

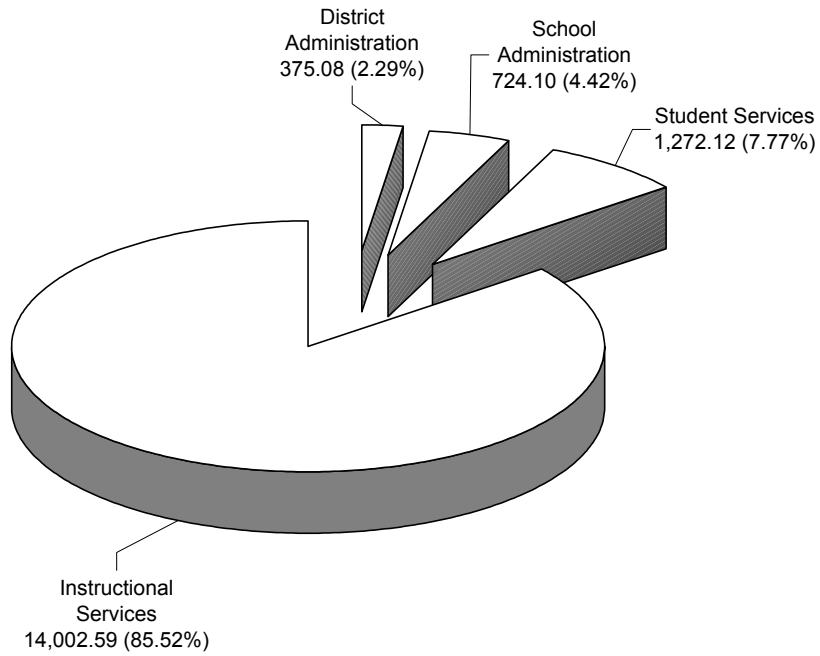
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	88	5.1%	30	1.7%	112	6.5%	9	.5%	26	1.5%	94	5.4%	5	.3%
2,500-4,999	52	3.0%	32	1.9%	17	1.0%	6	.3%	18	1.0%	29	1.7%	2	.1%
1,000-2,499	71	4.1%	42	2.4%	34	2.0%	5	.3%	11	.6%	42	2.4%	1	.1%
500-999	37	2.1%	13	.8%	6	.3%	0	.0%	1	.1%	19	1.1%	3	.2%
1-499	38	2.2%	23	1.3%	4	.2%	4	.2%	4	.2%	17	1.0%	0	.0%

STATEWIDE	286	16.5%	140	8.1%	173	10.0%	24	1.3%	60	3.4%	201	11.6%	11	.7%
------------------	------------	--------------	------------	-------------	------------	--------------	-----------	-------------	-----------	-------------	------------	--------------	-----------	------------

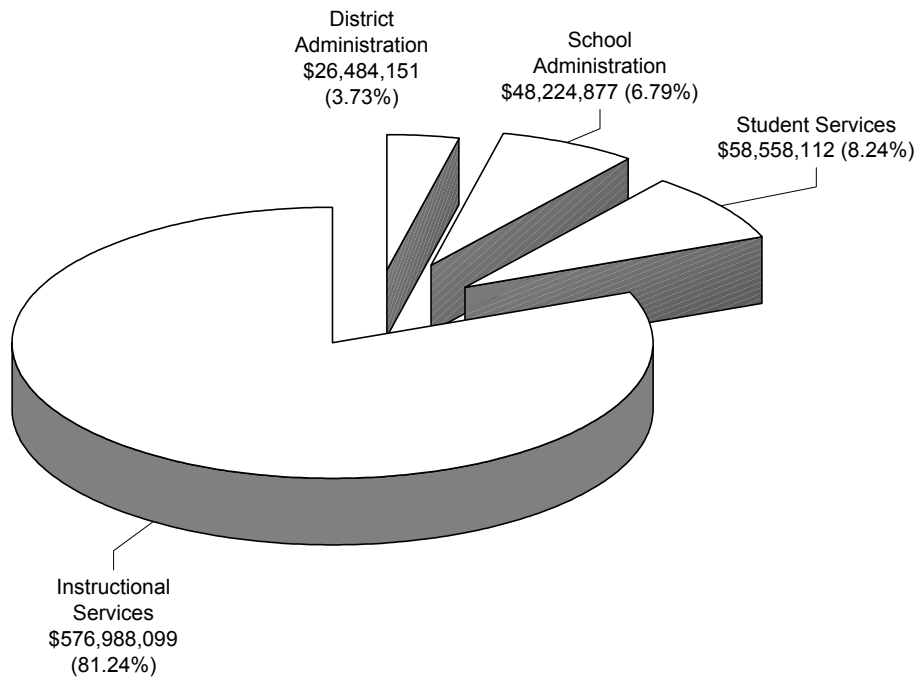
DISTRICT SIZE	STAFF REDUCTION		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		FAMILY LEAVE		CONTRACTED SERVICES		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	12	.7%	158	8.9%	88	5.1%	88	5.1%	13	.8%	0	.0%	129	7.5%
2,500-4,999	16	.9%	74	4.1%	9	.5%	21	1.3%	7	.4%	0	.0%	34	2.0%
1,000-2,499	8	.5%	33	1.7%	16	.9%	11	.6%	1	.1%	1	.1%	38	2.2%
500-999	2	.1%	21	1.0%	4	.2%	0	.0%	0	.0%	0	.0%	14	.8%
1-499	8	.5%	9	.3%	2	.1%	2	.1%	0	.0%	0	.0%	13	.8%

STATEWIDE	46	2.7%	295	16.0%	119	6.8%	122	7.1%	21	1.3%	1	.1%	228	13.3%
------------------	-----------	-------------	------------	--------------	------------	-------------	------------	-------------	-----------	-------------	----------	------------	------------	--------------

CERTIFIED STAFF FTE 2003-2004



CERTIFIED STAFF SALARIES 2003-2004



NON-CERTIFIED

STAFF

TABLES

**ACTUAL AND FTE TOTALS OF NON-CERTIFIED PERSONNEL
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

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

2003-2004

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	31	72	103	27.94	61.34	89.28
Clerk - Board Of Trustees	4	51	55	1.23	32.93	34.16
Office Clerical - District	17	426	443	13.93	356.38	370.31
Office Clerical - Building	8	1,131	1,139	5.28	804.21	809.49
Personnel Services	2	37	39	1.90	33.72	35.62
Custodian Supervisor	85	23	108	75.61	20.39	96.00
Janitor, Custodian	970	634	1,604	880.96	499.63	1,380.59
Child Nutrition - Supervisor	3	90	93	2.56	67.48	70.04
Child Nutrition - Manager	3	328	331	1.84	199.28	201.12
Child Nutrition - Cook	23	1,317	1,340	7.35	582.32	589.67
Child Nutrition - Other	51	350	401	23.27	129.05	152.32
Maintenance Worker	444	54	498	394.38	42.64	437.02
Instructional Assistant - Regular Ed	90	1,518	1,608	45.69	678.80	724.49
Instructional Assistant - Special Ed	157	2,695	2,852	90.12	1,465.31	1,555.43
Related Services, Special Ed	10	123	133	4.80	66.74	71.54
Library Assistant	3	483	486	1.16	281.74	282.90
Instructional Assistant - Title I	22	576	598	9.54	278.39	287.93
Instructional Assistant - LEP	18	112	130	9.27	52.90	62.17
Pupil Transportation Supervisor	62	12	74	49.85	8.08	57.93
Pupil Transportation Dispatcher/Secretary	4	47	51	2.72	30.73	33.45
Pupil Transportation - School Bus Mechanic	88	4	92	76.76	2.47	79.23
Pupil Transportation - School Bus Assistant	4	23	27	1.36	7.69	9.05
Pupil Transportation - School Bus Driver	521	921	1,442	212.05	404.34	616.39
Pupil Transportation - School Bus Monitor	13	102	115	7.13	51.51	58.64
Pupil Transportation - School Bus Driver Trainer	8	10	18	3.65	3.64	7.29
Safe Environment Personnel	76	318	394	35.65	105.05	140.70
Athletic/Physical Education Assistant	397	330	727	35.68	31.41	67.09
Other Special Project Personnel	46	423	469	17.91	124.92	142.83
Data Processing Services	18	14	32	16.08	10.83	26.91
Computer Technology Technician	114	94	208	99.30	66.61	165.91
TOTALS	3,292	12,318	15,610	2,154.97	6,500.53	8,655.50

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$30.46	\$20.67	\$23.62	\$57,615	\$36,744	\$43,026	\$4,431,648
Clerk - Board Of Trustees	18.17	16.69	16.79	9,016	21,654	20,735	1,140,405
Office Clerical - District	16.98	13.89	14.01	28,023	24,219	24,365	10,793,704
Office Clerical - Building	11.57	11.78	11.78	17,848	17,448	17,451	19,876,747
Personnel Services	24.40	17.69	18.03	49,121	33,634	34,429	1,342,716
Custodian Supervisor	14.57	12.75	14.18	26,410	24,155	25,930	2,800,418
Janitor, Custodian	11.18	10.07	10.74	21,306	16,480	19,398	31,114,746
Child Nutrition - Supervisor	19.86	15.82	15.95	30,632	25,337	25,508	2,372,249
Child Nutrition - Manager	12.15	10.86	10.87	15,947	13,722	13,742	4,548,673
Child Nutrition - Cook	7.25	9.01	8.98	4,884	8,457	8,396	11,250,330
Child Nutrition - Other	9.73	8.56	8.71	9,813	6,807	7,189	2,882,827
Maintenance Worker	15.53	11.17	15.19	28,994	15,411	28,095	13,120,616
Instructional Assistant - Regular Ed	10.35	9.36	9.41	11,014	8,687	8,817	14,178,080
Instructional Assistant - Special Ed	9.63	9.75	9.74	11,468	11,021	11,046	31,502,861
Related Services, Special Ed	18.67	10.65	11.26	16,671	12,362	12,686	1,687,252
Library Assistant	8.58	10.20	10.19	7,420	12,460	12,429	6,040,392
Instructional Assistant - Title I	9.51	9.71	9.70	8,213	9,871	9,810	5,866,339
Instructional Assistant - LEP	9.89	10.07	10.05	10,208	10,101	10,116	1,315,098
Pupil Transportation Supervisor	19.36	19.80	19.43	32,636	31,211	32,405	2,397,975
Pupil Transportation Dispatcher/Secretary	13.60	12.78	12.84	20,610	17,640	17,873	911,509
Pupil Transportation - School Bus Mechanic	15.44	13.23	15.35	27,800	17,262	27,342	2,515,483
Pupil Transportation - School Bus Assistant	9.99	12.22	11.89	6,927	6,197	6,306	170,250
Pupil Transportation - School Bus Driver	12.95	13.03	13.00	10,276	11,325	10,946	15,784,161
Pupil Transportation - School Bus Monitor	8.25	8.96	8.88	9,308	9,257	9,263	1,065,249
Pupil Transportation - School Bus Driver Trainer	13.38	9.97	11.48	13,278	7,748	10,205	183,698
Safe Environment Personnel	11.80	11.63	11.53	11,574	10,667	11,105	3,205,412
Athletic/Physical Education Assistant	13.29	12.63	12.99	2,211	2,185	2,199	1,598,866
Other Special Project Personnel	19.07	12.84	13.76	27,166	11,028	12,996	3,780,505
Data Processing Services	21.86	16.36	19.45	41,665	29,485	36,336	1,162,764
Computer Technology Technician	19.21	15.25	17.42	33,968	23,491	29,234	6,080,592
AVERAGES / TOTALS	\$13.02	\$10.58	\$11.09	\$17,925	\$11,862	\$13,140	\$205,121,565

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 2,080, 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)**

2003-2004

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	12	13	25	11.72	11.30	23.02
Clerk - Board Of Trustees	0	6	6	0.00	4.70	4.70
Office Clerical - District	13	224	237	11.59	194.86	206.45
Office Clerical - Building	3	515	518	2.74	373.33	376.07
Personnel Services	2	22	24	1.90	20.65	22.55
Custodian Supervisor	28	6	34	27.78	6.00	33.78
Janitor, Custodian	555	195	750	538.95	180.46	719.41
Child Nutrition - Supervisor	1	20	21	1.00	16.43	17.43
Child Nutrition - Manager	1	159	160	0.61	99.73	100.34
Child Nutrition - Cook	19	700	719	5.73	303.32	309.05
Child Nutrition - Other	21	132	153	12.70	51.19	63.89
Maintenance Worker	182	37	219	175.04	34.44	209.48
Instructional Assistant - Regular Ed	41	582	623	22.51	259.83	282.34
Instructional Assistant - Special Ed	98	1,358	1,456	58.07	772.85	830.92
Related Services, Special Ed	5	49	54	2.94	27.62	30.56
Library Assistant	1	228	229	0.77	143.44	144.21
Instructional Assistant - Title I	7	164	171	3.74	80.09	83.83
Instructional Assistant - LEP	11	54	65	5.98	29.91	35.89
Pupil Transportation Supervisor	6	4	10	5.69	3.73	9.42
Pupil Transportation Dispatcher/Secretary	3	13	16	1.72	11.77	13.49
Pupil Transportation - School Bus Mechanic	26	0	26	24.86	0.00	24.86
Pupil Transportation - School Bus Assistant	1	4	5	0.62	2.03	2.65
Pupil Transportation - School Bus Driver	180	287	467	94.65	155.84	250.49
Pupil Transportation - School Bus Monitor	10	58	68	5.83	35.48	41.31
Pupil Transportation - School Bus Driver Trainer	1	0	1	0.88	0.00	0.88
Safe Environment Personnel	50	247	297	22.74	87.71	110.45
Athletic/Physical Education Assistant	109	91	200	8.13	7.05	15.18
Other Special Project Personnel	22	317	339	11.27	89.92	101.19
Data Processing Services	12	8	20	11.29	7.57	18.86
Computer Technology Technician	59	53	112	54.32	41.66	95.98
TOTALS	1,479	5,546	7,025	1,125.77	3,052.91	4,178.68

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$34.19	\$28.45	\$31.20	\$69,515	\$52,181	\$60,502	\$1,512,539
Clerk - Board Of Trustees	0.00	22.69	22.69	0	36,773	36,773	220,640
Office Clerical - District	15.32	13.95	14.03	28,312	25,447	25,604	6,068,252
Office Clerical - Building	16.45	12.17	12.20	31,876	18,542	18,619	9,644,715
Personnel Services	24.40	17.63	18.19	49,121	34,712	35,913	861,901
Custodian Supervisor	15.12	14.33	14.98	31,117	29,796	30,884	1,050,049
Janitor, Custodian	11.74	10.63	11.45	23,872	20,553	23,009	17,256,672
Child Nutrition - Supervisor	26.16	21.93	22.13	54,413	38,424	39,185	822,885
Child Nutrition - Manager	11.98	10.91	10.92	15,095	14,244	14,249	2,279,868
Child Nutrition - Cook	7.44	9.38	9.33	4,782	8,580	8,479	6,096,706
Child Nutrition - Other	10.29	8.99	9.17	13,366	7,672	8,454	1,293,394
Maintenance Worker	17.64	12.44	17.24	35,833	25,188	34,966	6,328,743
Instructional Assistant - Regular Ed	9.35	9.16	9.17	10,205	8,489	8,602	5,358,781
Instructional Assistant - Special Ed	9.91	10.14	10.13	12,287	12,007	12,026	17,510,158
Related Services, Special Ed	20.78	12.38	13.16	21,173	14,788	15,380	830,500
Library Assistant	9.94	10.61	10.61	15,904	13,932	13,941	3,192,480
Instructional Assistant - Title I	9.23	10.43	10.38	10,346	10,804	10,785	1,844,284
Instructional Assistant - LEP	10.30	11.09	10.96	11,608	12,866	12,653	822,477
Pupil Transportation Supervisor	24.58	30.14	26.81	48,020	57,154	51,673	516,733
Pupil Transportation Dispatcher/Secretary	13.27	13.91	13.79	17,364	26,157	24,508	392,132
Pupil Transportation - School Bus Mechanic	15.30	0.00	15.30	30,887	0	30,887	803,070
Pupil Transportation - School Bus Assistant	10.22	10.73	10.63	13,235	11,337	11,716	58,582
Pupil Transportation - School Bus Driver	11.71	12.29	12.07	12,852	14,002	13,559	6,331,854
Pupil Transportation - School Bus Monitor	8.18	8.94	8.83	9,718	11,258	11,032	750,174
Pupil Transportation - School Bus Driver Trainer	17.71	0.00	17.71	32,586	0	32,586	32,586
Safe Environment Personnel	11.55	12.20	11.57	11,229	13,830	12,313	2,408,712
Athletic/Physical Education Assistant	16.08	14.98	15.58	2,250	2,120	2,191	438,180
Other Special Project Personnel	19.31	12.76	14.38	28,406	13,245	16,161	2,727,780
Data Processing Services	22.65	18.90	21.15	44,890	37,360	41,878	837,556
Computer Technology Technician	19.37	16.33	17.93	36,864	27,843	32,595	3,650,626
AVERAGES / TOTALS	\$13.10	\$10.74	\$11.24	\$21,056	\$12,766	\$14,511	\$101,943,029

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of 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 2,080, 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)
2003-2004

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	9	5	14	8.78	3.71	12.49
Clerk - Board Of Trustees	1	7	8	0.98	6.44	7.42
Office Clerical - District	0	86	86	0.00	74.16	74.16
Office Clerical - Building	3	252	255	1.79	180.99	182.78
Personnel Services	0	11	11	0.00	10.53	10.53
Custodian Supervisor	13	4	17	13.00	4.00	17.00
Janitor, Custodian	185	142	327	159.64	119.36	279.00
Child Nutrition - Supervisor	0	10	10	0.00	9.15	9.15
Child Nutrition - Manager	1	79	80	0.50	47.32	47.82
Child Nutrition - Cook	0	225	225	0.00	97.47	97.47
Child Nutrition - Other	17	117	134	6.98	46.51	53.49
Maintenance Worker	93	2	95	88.56	2.00	90.56
Instructional Assistant - Regular Ed	27	412	439	13.86	184.39	198.25
Instructional Assistant - Special Ed	22	546	568	13.10	287.03	300.13
Related Services, Special Ed	3	40	43	1.27	22.10	23.37
Library Assistant	1	114	115	0.17	61.52	61.69
Instructional Assistant - Title I	5	133	138	2.06	59.42	61.48
Instructional Assistant - LEP	0	22	22	0.00	9.39	9.39
Pupil Transportation Supervisor	8	2	10	8.00	2.00	10.00
Pupil Transportation Dispatcher/Secretary	1	14	15	1.00	11.21	12.21
Pupil Transportation - School Bus Mechanic	22	1	23	21.60	0.18	21.78
Pupil Transportation - School Bus Assistant	0	8	8	0.00	3.10	3.10
Pupil Transportation - School Bus Driver	101	224	325	40.17	100.44	140.61
Pupil Transportation - School Bus Monitor	2	20	22	1.03	9.81	10.84
Pupil Transportation - School Bus Driver Trainer	2	4	6	1.58	1.57	3.15
Safe Environment Personnel	13	10	23	7.70	3.92	11.62
Athletic/Physical Education Assistant	71	52	123	6.23	5.01	11.24
Other Special Project Personnel	6	53	59	1.27	11.59	12.86
Data Processing Services	3	2	5	2.06	1.82	3.88
Computer Technology Technician	23	12	35	21.54	7.91	29.45
TOTALS	632	2,609	3,241	422.87	1,384.05	1,806.92

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$36.22	\$24.74	\$32.12	\$73,595	\$36,431	\$60,322	\$844,514
Clerk - Board Of Trustees	12.75	17.40	16.82	26,010	32,119	31,356	250,846
Office Clerical - District	0.00	14.66	14.66	0	25,634	25,634	2,204,526
Office Clerical - Building	8.94	11.73	11.70	11,150	17,539	17,464	4,453,205
Personnel Services	0.00	19.11	19.11	0	38,093	38,093	419,025
Custodian Supervisor	12.69	13.14	12.79	26,394	27,321	26,612	452,400
Janitor, Custodian	10.45	10.44	10.45	18,796	17,813	18,369	6,006,737
Child Nutrition - Supervisor	0.00	18.57	18.57	0	35,316	35,316	353,160
Child Nutrition - Manager	9.30	10.94	10.92	9,672	13,771	13,720	1,097,571
Child Nutrition - Cook	0.00	8.75	8.75	0	8,207	8,207	1,846,481
Child Nutrition - Other	9.41	8.45	8.57	8,834	7,179	7,389	990,162
Maintenance Worker	15.38	11.53	15.23	30,934	23,972	30,657	2,684,896
Instructional Assistant - Regular Ed	10.39	9.77	9.81	11,614	9,251	9,396	4,124,795
Instructional Assistant - Special Ed	9.51	9.73	9.72	11,939	10,702	10,750	6,106,199
Related Services, Special Ed	20.26	10.04	10.75	15,595	11,769	12,036	517,543
Library Assistant	9.25	10.41	10.40	3,330	11,730	11,657	1,340,600
Instructional Assistant - Title I	8.72	9.54	9.51	7,491	9,068	9,011	1,243,519
Instructional Assistant - LEP	0.00	9.22	9.22	0	8,209	8,209	180,590
Pupil Transportation Supervisor	21.47	19.22	21.02	44,650	39,978	43,715	437,154
Pupil Transportation Dispatcher/Secretary	14.59	12.58	12.71	30,347	20,789	21,426	321,387
Pupil Transportation - School Bus Mechanic	15.37	12.50	15.24	31,426	4,625	30,261	696,006
Pupil Transportation - School Bus Assistant	0.00	7.61	7.61	0	6,232	6,232	49,852
Pupil Transportation - School Bus Driver	12.99	13.34	13.23	9,760	11,640	11,056	3,593,155
Pupil Transportation - School Bus Monitor	9.45	9.07	9.10	10,094	9,361	9,428	207,414
Pupil Transportation - School Bus Driver Trainer	13.02	11.11	11.75	21,167	9,083	13,111	78,667
Safe Environment Personnel	15.76	11.66	12.48	18,353	11,347	12,924	366,241
Athletic/Physical Education Assistant	12.83	13.51	13.12	2,258	2,490	2,356	289,824
Other Special Project Personnel	12.69	21.36	15.99	10,924	9,093	9,295	314,660
Data Processing Services	20.78	22.63	21.52	33,174	43,534	37,318	186,591
Computer Technology Technician	17.95	17.16	17.68	35,080	21,107	30,289	1,060,120
AVERAGES / TOTALS	\$12.81	\$10.64	\$11.06	\$18,153	\$11,976	\$13,180	\$42,717,840

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 2,080, 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 (29 DISTRICTS)
2003-2004**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	4	21	25	3.07	19.08	22.15
Clerk - Board Of Trustees	1	10	11	0.13	5.47	5.60
Office Clerical - District	4	66	70	2.34	50.59	52.93
Office Clerical - Building	0	227	227	0.00	158.92	158.92
Personnel Services	0	2	2	0.00	1.39	1.39
Custodian Supervisor	22	12	34	19.17	9.66	28.83
Janitor, Custodian	156	171	327	123.87	117.41	241.28
Child Nutrition - Supervisor	1	25	26	0.77	18.69	19.46
Child Nutrition - Manager	1	68	69	0.73	39.01	39.74
Child Nutrition - Cook	4	230	234	1.62	105.80	107.42
Child Nutrition - Other	12	68	80	3.46	21.59	25.05
Maintenance Worker	94	4	98	72.46	2.38	74.84
Instructional Assistant - Regular Ed	13	303	316	6.38	140.94	147.32
Instructional Assistant - Special Ed	23	490	513	12.69	259.72	272.41
Related Services, Special Ed	2	20	22	0.59	11.44	12.03
Library Assistant	1	81	82	0.22	44.92	45.14
Instructional Assistant - Title I	5	182	187	2.19	93.87	96.06
Instructional Assistant - LEP	2	23	25	1.03	8.22	9.25
Pupil Transportation Supervisor	17	2	19	15.16	1.33	16.49
Pupil Transportation Dispatcher/Secretary	0	11	11	0.00	5.47	5.47
Pupil Transportation - School Bus Mechanic	24	2	26	21.48	2.00	23.48
Pupil Transportation - School Bus Assistant	1	7	8	0.49	2.39	2.88
Pupil Transportation - School Bus Driver	135	231	366	47.85	90.47	138.32
Pupil Transportation - School Bus Monitor	1	11	12	0.27	3.93	4.20
Pupil Transportation - School Bus Driver Trainer	2	3	5	0.44	0.81	1.25
Safe Environment Personnel	8	18	26	3.20	5.01	8.21
Athletic/Physical Education Assistant	115	96	211	11.88	10.75	22.63
Other Special Project Personnel	14	34	48	4.04	14.90	18.94
Data Processing Services	2	0	2	1.77	0.00	1.77
Computer Technology Technician	20	18	38	16.06	11.70	27.76
TOTALS	684	2,436	3,120	373.36	1,257.86	1,631.22

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$23.63	\$19.79	\$20.40	\$31,260	\$37,365	\$36,388	\$909,704
Clerk - Board Of Trustees	12.06	18.48	17.89	3,136	18,400	17,012	187,132
Office Clerical - District	22.40	12.97	13.51	27,083	21,342	21,670	1,516,891
Office Clerical - Building	0.00	11.09	11.09	0	16,160	16,160	3,668,381
Personnel Services	0.00	12.45	12.45	0	18,030	18,030	36,060
Custodian Supervisor	14.86	11.79	13.77	25,291	20,603	23,636	803,626
Janitor, Custodian	10.27	9.43	9.83	17,035	13,251	15,056	4,923,286
Child Nutrition - Supervisor	12.50	14.11	14.05	20,000	21,773	21,705	564,336
Child Nutrition - Manager	15.18	10.28	10.35	23,074	12,278	12,434	857,960
Child Nutrition - Cook	6.38	8.34	8.31	5,371	8,211	8,162	1,909,907
Child Nutrition - Other	9.38	8.29	8.46	5,629	5,505	5,523	441,876
Maintenance Worker	15.02	13.68	15.05	24,726	16,598	24,559	2,295,635
Instructional Assistant - Regular Ed	14.48	9.06	9.28	15,827	8,737	9,029	2,853,077
Instructional Assistant - Special Ed	8.20	9.01	8.98	9,425	9,830	9,812	5,033,340
Related Services, Special Ed	11.00	9.18	9.34	7,030	11,358	10,964	241,217
Library Assistant	6.54	9.28	9.24	3,025	10,894	10,798	885,451
Instructional Assistant - Title I	11.04	9.54	9.58	8,112	10,368	10,307	1,927,482
Instructional Assistant - LEP	9.81	9.01	9.07	10,422	6,646	6,948	173,695
Pupil Transportation Supervisor	20.39	13.60	19.68	35,998	18,613	34,168	649,188
Pupil Transportation Dispatcher/Secretary	0.00	11.54	11.54	0	12,630	12,630	138,928
Pupil Transportation - School Bus Mechanic	15.93	13.52	15.75	28,784	28,111	28,733	747,046
Pupil Transportation - School Bus Assistant	9.09	8.46	8.54	9,199	5,764	6,194	49,549
Pupil Transportation - School Bus Driver	13.39	13.11	13.21	9,348	9,983	9,749	3,568,001
Pupil Transportation - School Bus Monitor	6.55	7.85	7.74	3,635	5,982	5,786	69,433
Pupil Transportation - School Bus Driver Trainer	11.25	9.15	9.99	5,130	5,160	5,148	25,739
Safe Environment Personnel	10.78	9.25	9.44	9,820	7,027	7,913	202,493
Athletic/Physical Education Assistant	12.49	12.68	12.58	2,356	2,414	2,382	502,707
Other Special Project Personnel	10.76	13.33	13.03	4,529	12,454	11,505	491,592
Data Processing Services	19.98	0.00	19.98	36,578	0	36,578	73,155
Computer Technology Technician	18.47	12.33	15.56	29,829	17,682	24,075	914,859
AVERAGES / TOTALS	\$12.84	\$10.19	\$10.77	\$14,622	\$10,944	\$11,751	\$36,661,746

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 2,080, 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 (19 DISTRICTS)
2003-2004**

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	4	13	17	3.19	10.43	13.62
Clerk - Board Of Trustees	1	11	12	0.01	4.15	4.16
Office Clerical - District	0	23	23	0.00	18.39	18.39
Office Clerical - Building	2	71	73	0.75	49.20	49.95
Personnel Services	0	2	2	0.00	1.15	1.15
Custodian Supervisor	7	0	7	5.40	0.00	5.40
Janitor, Custodian	41	66	107	30.40	41.85	72.25
Child Nutrition - Supervisor	1	13	14	0.79	8.66	9.45
Child Nutrition - Manager	0	9	9	0.00	5.39	5.39
Child Nutrition - Cook	0	102	102	0.00	46.54	46.54
Child Nutrition - Other	0	11	11	0.00	3.38	3.38
Maintenance Worker	44	7	51	34.80	2.72	37.52
Instructional Assistant - Regular Ed	4	126	130	1.04	53.56	54.60
Instructional Assistant - Special Ed	9	185	194	4.15	87.48	91.63
Related Services, Special Ed	0	2	2	0.00	0.71	0.71
Library Assistant	0	27	27	0.00	15.11	15.11
Instructional Assistant - Title I	4	47	51	1.42	21.07	22.49
Instructional Assistant - LEP	5	8	13	2.26	3.82	6.08
Pupil Transportation Supervisor	16	0	16	12.83	0.00	12.83
Pupil Transportation Dispatcher/Secretary	0	3	3	0.00	1.40	1.40
Pupil Transportation - School Bus Mechanic	9	0	9	6.80	0.00	6.80
Pupil Transportation - School Bus Assistant	1	1	2	0.08	0.04	0.12
Pupil Transportation - School Bus Driver	46	103	149	13.56	33.26	46.82
Pupil Transportation - School Bus Monitor	0	8	8	0.00	1.84	1.84
Pupil Transportation - School Bus Driver Trainer	0	0	0	0.00	0.00	0.00
Safe Environment Personnel	3	32	35	0.91	5.81	6.72
Athletic/Physical Education Assistant	49	47	96	4.37	4.72	9.09
Other Special Project Personnel	1	13	14	0.09	5.40	5.49
Data Processing Services	0	2	2	0.00	1.27	1.27
Computer Technology Technician	5	6	11	3.19	1.99	5.18
TOTALS	252	938	1,190	126.04	429.34	555.38

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$20.40	\$18.84	\$19.21	\$31,050	\$31,801	\$31,624	\$537,605
Clerk - Board Of Trustees	20.00	16.89	17.15	400	12,399	11,399	136,790
Office Clerical - District	0.00	14.70	14.70	0	23,185	23,185	533,261
Office Clerical - Building	8.19	12.12	12.01	6,850	16,592	16,325	1,191,759
Personnel Services	0.00	15.82	15.82	0	12,865	12,865	25,730
Custodian Supervisor	15.74	0.00	15.74	25,683	0	25,683	179,779
Janitor, Custodian	11.33	9.93	10.46	16,965	12,798	14,395	1,540,212
Child Nutrition - Supervisor	20.92	14.37	14.84	17,484	19,612	19,460	272,445
Child Nutrition - Manager	0.00	11.77	11.77	0	15,196	15,196	136,763
Child Nutrition - Cook	0.00	8.64	8.64	0	8,438	8,438	860,654
Child Nutrition - Other	0.00	8.36	8.36	0	5,219	5,219	57,404
Maintenance Worker	14.26	8.56	13.97	23,614	6,446	22,278	1,082,526
Instructional Assistant - Regular Ed	7.25	9.93	9.84	3,644	8,267	8,125	1,056,272
Instructional Assistant - Special Ed	10.99	9.24	9.32	8,466	8,985	8,961	1,738,430
Related Services, Special Ed	0.00	8.89	8.89	0	7,342	7,342	14,684
Library Assistant	0.00	9.74	9.74	0	11,564	11,564	312,236
Instructional Assistant - Title I	9.41	9.09	9.12	7,011	8,267	8,168	416,579
Instructional Assistant - LEP	9.04	9.05	9.05	7,044	8,906	8,190	106,471
Pupil Transportation Supervisor	17.83	0.00	17.83	29,635	0	29,635	474,161
Pupil Transportation Dispatcher/Secretary	0.00	10.29	10.29	0	10,300	10,300	30,901
Pupil Transportation - School Bus Mechanic	13.98	0.00	13.98	22,560	0	22,560	203,044
Pupil Transportation - School Bus Assistant	11.14	5.30	8.22	1,950	424	1,187	2,374
Pupil Transportation - School Bus Driver	15.77	13.90	14.48	8,327	8,294	8,304	1,237,288
Pupil Transportation - School Bus Monitor	0.00	10.51	10.51	0	3,911	3,911	31,285
Pupil Transportation - School Bus Driver Trainer	0.00	0.00	0.00	0	0	0	0
Safe Environment Personnel	9.71	9.10	9.10	6,837	7,169	7,343	144,531
Athletic/Physical Education Assistant	11.12	9.79	10.47	1,852	1,910	1,880	180,512
Other Special Project Personnel	6.51	11.91	11.70	1,172	10,431	10,067	153,772
Data Processing Services	0.00	9.18	9.18	0	12,089	12,089	24,178
Computer Technology Technician	23.49	10.86	16.60	27,417	8,630	17,170	188,865
AVERAGES / TOTALS	\$13.48	\$10.61	\$11.22	\$14,001	\$9,960	\$10,816	\$12,870,511

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 2,080, 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)**

2003-2004

ACTIVITY	EMPLOYEES			FTE		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
Business Manager/District Clerk	2	20	22	1.18	16.82	18.00
Clerk - Board Of Trustees	1	17	18	0.11	12.17	12.28
Office Clerical - District	0	27	27	0.00	18.38	18.38
Office Clerical - Building	0	66	66	0.00	41.77	41.77
Personnel Services	0	0	0	0.00	0.00	0.00
Custodian Supervisor	15	1	16	10.26	0.73	10.99
Janitor, Custodian	33	60	93	28.10	40.55	68.65
Child Nutrition - Supervisor	0	22	22	0.00	14.55	14.55
Child Nutrition - Manager	0	13	13	0.00	7.83	7.83
Child Nutrition - Cook	0	60	60	0.00	29.19	29.19
Child Nutrition - Other	1	22	23	0.13	6.38	6.51
Maintenance Worker	31	4	35	23.52	1.10	24.62
Instructional Assistant - Regular Ed	5	95	100	1.90	40.08	41.98
Instructional Assistant - Special Ed	5	116	121	2.11	58.23	60.34
Related Services, Special Ed	0	12	12	0.00	4.87	4.87
Library Assistant	0	33	33	0.00	16.75	16.75
Instructional Assistant - Title I	1	50	51	0.13	23.94	24.07
Instructional Assistant - LEP	0	5	5	0.00	1.56	1.56
Pupil Transportation Supervisor	15	4	19	8.17	1.02	9.19
Pupil Transportation Dispatcher/Secretary	0	6	6	0.00	0.88	0.88
Pupil Transportation - School Bus Mechanic	7	1	8	2.02	0.29	2.31
Pupil Transportation - School Bus Assistant	1	3	4	0.17	0.13	0.30
Pupil Transportation - School Bus Driver	59	76	135	15.82	24.33	40.15
Pupil Transportation - School Bus Monitor	0	5	5	0.00	0.45	0.45
Pupil Transportation - School Bus Driver Trainer	3	3	6	0.75	1.26	2.01
Safe Environment Personnel	2	11	13	1.10	2.60	3.70
Athletic/Physical Education Assistant	53	44	97	5.07	3.88	8.95
Other Special Project Personnel	3	6	9	1.24	3.11	4.35
Data Processing Services	1	2	3	0.96	0.17	1.13
Computer Technology Technician	7	5	12	4.19	3.35	7.54
TOTALS	245	789	1,034	106.93	376.37	483.30

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
Business Manager/District Clerk	\$15.87	\$16.71	\$16.64	\$20,140	\$29,350	\$28,513	\$627,286
Clerk - Board Of Trustees	27.85	13.09	13.91	6,517	19,911	19,167	344,997
Office Clerical - District	0.00	12.51	12.51	0	17,436	17,436	470,774
Office Clerical - Building	0.00	10.86	10.86	0	13,920	13,920	918,687
Personnel Services	0.00	0.00	0.00	0	0	0	0
Custodian Supervisor	14.20	13.44	14.15	19,620	20,268	19,660	314,564
Janitor, Custodian	9.91	9.30	9.52	17,806	13,337	14,923	1,387,839
Child Nutrition - Supervisor	0.00	11.80	11.80	0	16,337	16,337	359,423
Child Nutrition - Manager	0.00	12.16	12.16	0	13,578	13,578	176,511
Child Nutrition - Cook	0.00	8.89	8.89	0	8,943	8,943	536,582
Child Nutrition - Other	7.50	7.53	7.53	2,025	4,453	4,347	99,991
Maintenance Worker	12.26	9.05	11.82	18,170	4,633	16,339	728,816
Instructional Assistant - Regular Ed	10.04	8.99	9.04	7,779	7,855	7,852	785,155
Instructional Assistant - Special Ed	8.95	9.15	9.14	8,141	9,259	9,213	1,114,734
Related Services, Special Ed	0.00	8.43	8.43	0	6,942	6,942	83,308
Library Assistant	0.00	9.21	9.21	0	9,383	9,383	309,625
Instructional Assistant - Title I	8.18	8.95	8.93	2,209	8,645	8,519	434,475
Instructional Assistant - LEP	0.00	9.36	9.36	0	6,373	6,373	31,865
Pupil Transportation Supervisor	16.60	12.85	15.81	19,467	7,183	16,881	320,739
Pupil Transportation Dispatcher/Secretary	0.00	14.29	14.29	0	4,694	4,694	28,161
Pupil Transportation - School Bus Mechanic	16.40	13.40	16.02	8,302	8,201	8,290	66,317
Pupil Transportation - School Bus Assistant	9.50	37.55	30.54	3,325	2,189	2,473	9,893
Pupil Transportation - School Bus Driver	13.43	13.52	13.48	6,940	8,479	7,806	1,053,863
Pupil Transportation - School Bus Monitor	0.00	8.66	8.66	0	1,389	1,389	6,943
Pupil Transportation - School Bus Driver Trainer	13.59	9.26	11.42	7,014	8,554	7,784	46,706
Safe Environment Personnel	10.31	12.75	12.74	13,917	3,455	4,164	83,435
Athletic/Physical Education Assistant	11.91	9.64	10.88	2,088	1,750	1,934	187,643
Other Special Project Personnel	12.73	11.56	12.43	8,766	10,064	9,812	92,701
Data Processing Services	19.31	7.16	11.21	38,620	1,332	13,761	41,284
Computer Technology Technician	21.03	14.92	18.49	22,417	21,840	22,177	266,122
AVERAGES / TOTALS	\$13.14	\$10.41	\$11.06	\$11,689	\$10,221	\$10,569	\$10,928,439

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 2,080, 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.