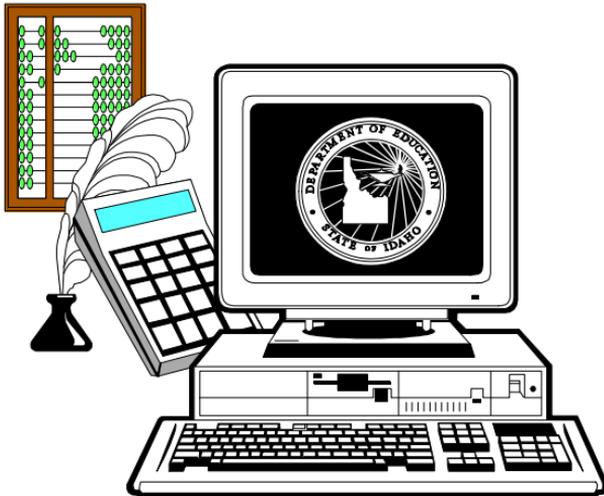


ANNUAL STATISTICAL REPORT 1998-1999



**PUBLIC SCHOOL
CERTIFIED AND NONCERTIFIED
PERSONNEL**

DR. MARILYN HOWARD
SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
1998 – 1999

Prepared by:

STATE OF IDAHO
DEPARTMENT OF EDUCATION
PUBLIC SCHOOL FINANCE

P.O. BOX 83720
BOISE, IDAHO 83720-0027
(208) 332-6841

FEBRUARY 1999

TABLE OF CONTENTS

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

MEMBERSHIP GROUPS

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

CERTIFIED STAFF

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

NONCERTIFIED STAFF

Number of Noncertified Employees & Salaries	24-29
---	-------

INTRODUCTION

PURPOSE – This statistical report is designed to provide citizens who affect public education in Idaho – elected officials, professional educators and the general public – with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION – This report is based on personnel information submitted by each school district in the fall of 1998. Salary information for both certified and noncertified staff was supplied for the 1998-99 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP – In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the first Friday of November. The five membership groups are: districts with over 5,000 students, districts with 2,500 – 4,999 students, districts with 1,000 – 2,499 students, districts with 500 – 999 students, and districts with 1 – 499 students. See Pages 2 and 3 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

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

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080-hour work year for noncertified employees.

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

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director – Administrator of a district-wide educational program
4. Supervisor/Coordinator – Educator with responsibility for teachers or courses in a specified subject or service area
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher – Certified teacher who works with students in grades K-6
9. Secondary Teacher – Certified teacher who works with students in grades 7-12
10. Head Teacher
11. Education Media Generalist – Category includes Librarians
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendent
Assistant Superintendent
Director
Supervisor/Coordinator

2. School Administration

Elementary Principal
Secondary Principal
Assistant Principal
Head Teacher

3. Student Services

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

4. Instructional Services

Elementary Teacher
Secondary Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS
1998 - 1999

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

The ratios are computed on the basis of the November 6th student membership (i.e. enrollment minus withdrawals) divided by the number of full-time equivalent (FTE) teachers (i.e. the percentage of full-time worked by each employee). The FTE count includes special education, resource room, and head teachers.

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

DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE	26,808	1,436.28	18.66
2	002	MERIDIAN	21,918	1,139.90	19.23
3	025	POCATELLO	12,884	661.60	19.47
4	091	IDAHO FALLS	10,865	555.78	19.55
5	131	NAMPA	10,187	501.52	20.31
6	271	COEUR D' ALENE	9,049	451.77	20.03
7	093	BONNEVILLE	7,688	408.70	18.81
8	411	TWIN FALLS	7,235	376.13	19.24
9	082	BONNER COUNTY	5,816	315.64	18.43
10	132	CALDWELL	5,259	271.50	19.37
11	151	CASSIA COUNTY	5,242	284.25	18.44
12	340	LEWISTON	5,147	302.36	17.02
TOTAL (12 DISTRICTS)			128,098	6,705.43	19.10

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
13	331	MINIDOKA COUNTY	4,864	259.69	18.73
14	193	MOUNTAIN HOME	4,545	255.88	17.76
15	055	BLACKFOOT	4,388	236.51	18.55
16	273	POST FALLS	4,141	212.82	19.46
17	321	MADISON	4,116	213.88	19.24
18	272	LAKELAND	4,065	199.83	20.34
19	251	JEFFERSON COUNTY	4,024	200.31	20.09
20	139	VALLIVUE	3,314	180.73	18.34
21	261	JEROME	3,042	160.66	18.93
22	221	EMMETT	2,991	161.05	18.57
23	061	BLAINE COUNTY	2,836	198.94	14.26
24	003	KUNA	2,714	133.54	20.32
25	281	MOSCOW	2,587	166.92	15.50
26	215	FREMONT COUNTY	2,529	142.17	17.79
TOTAL (14 DISTRICTS)			50,156	2,722.93	18.42

DISTRICTS WITH 1000 - 2499 STUDENTS					
27	201	PRESTON	2,363	111.19	21.25
28	052	SNAKE RIVER	2,258	119.80	18.85
29	060	SHELLEY	2,094	108.90	19.23
30	134	MIDDLETON	2,084	106.84	19.51
31	371	PAYETTE	1,987	104.35	19.04
32	241	GRANGEVILLE	1,893	116.10	16.30
33	381	AMERICAN FALLS	1,665	98.59	16.89
34	033	BEAR LAKE COUNTY	1,664	91.50	18.19
35	101	BOUNDARY COUNTY	1,661	93.30	17.80
36	432	CAMBRIDGE	1,626	90.38	17.99
37	021	MARSH VALLEY	1,620	96.10	16.86
38	171	OROFINO	1,589	99.20	16.02
39	391	KELLOGG	1,477	92.97	15.89
40	412	BUHL	1,443	81.98	17.60
41	322	SUGAR-SALEM	1,408	79.27	17.76
42	413	FILER	1,370	75.34	18.18
43	373	FRUITLAND	1,356	72.69	18.65
44	231	GOODING	1,332	76.82	17.34
45	291	SALMON	1,312	74.00	17.73
46	041	ST. MARIES	1,282	71.97	17.81
47	401	TETON COUNTY	1,280	66.54	19.24
48	370	HOMEDALE	1,273	69.07	18.43
49	414	KIMBERLY	1,226	70.21	17.46
50	150	SODA SPRINGS	1,173	62.16	18.87
51	232	WENDELL	1,090	63.99	17.03
52	422	CASCADE	1,078	69.71	15.46
53	137	PARMA	1,012	54.00	18.74
54	351	ONEIDA COUNTY	1,011	58.43	17.30
55	059	FIRTH	1,007	56.67	17.77
TOTAL (29 DISTRICTS)			43,634	2,432.07	17.94

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS (FTE) (e)	STUDENT/ TEACHER RATIO (f)
DISTRICTS WITH 500 - 999 STUDENTS					
56	372	NEW PLYMOUTH	991	56.84	17.43
57	058	ABERDEEN	972	56.44	17.22
58	393	WALLACE	781	56.57	13.81
59	252	RIRIE	756	43.27	17.47
60	253	WEST JEFFERSON	735	45.11	16.29
61	262	VALLEY	716	40.32	17.76
62	136	MELBA	684	42.20	16.21
63	363	MARSING	673	43.84	15.35
64	286	WHITEPINE	662	47.45	13.95
65	181	CHALLIS	638	40.80	15.64
66	192	GLENNS FERRY	634	40.61	15.61
67	304	KAMIAH	631	38.72	16.30
68	285	POTLATCH	619	38.06	16.26
69	111	BUTTE COUNTY	617	41.54	14.85
70	202	WEST SIDE	608	35.68	17.04
71	365	BRUNEAU-GRAND VIEW	591	36.93	16.00
72	148	GRACE	589	39.00	15.10
73	044	PLUMMER-WORLEY	542	34.95	15.51
74	341	LAPWAI	531	39.85	13.32
75	133	WILDER	516	36.33	14.20
TOTAL (20 DISTRICTS)			13,486	854.51	15.78
DISTRICTS WITH 1 - 499 STUDENTS					
76	242	COTTONWOOD	499	31.00	16.10
77	072	BASIN	481	31.44	15.30
78	312	SHOSHONE	470	31.14	15.09
79	233	HAGERMAN	412	29.43	14.00
80	431	WEISER	406	25.99	15.62
81	013	COUNCIL	405	27.89	14.52
82	418	MURTAUGH	400	22.15	18.06
83	283	KENDRICK	383	26.37	14.52
84	415	HANSEN	377	25.44	14.82
85	071	GARDEN VALLEY	354	21.36	16.57
86	135	NOTUS	351	27.25	12.88
87	282	GENESEE	325	25.30	12.85
88	073	HORSESHOE BEND	302	22.33	13.52
89	421	MCCALL-DONNELLY	289	20.58	14.04
90	182	MACKAY	285	21.95	12.98
91	274	KOOTENAI	276	20.37	13.55
92	305	HIGHLAND	275	19.83	13.87
93	433	MIDVALE	263	21.95	11.98
94	342	CULDESAC	236	17.32	13.63
95	161	CLARK COUNTY	223	17.58	12.68
96	302	NEZPERCE	223	18.55	12.02
97	011	MEADOWS VALLEY	218	16.56	13.16
98	314	DIETRICH	207	17.15	12.07
99	149	NORTH GEM	201	17.39	11.56
100	121	CAMAS COUNTY	200	17.23	11.61
101	316	RICHFIELD	198	17.56	11.28
102	392	MULLAN	190	16.89	11.25
103	382	ROCKLAND	181	15.08	12.00
104	234	BLISS	174	16.04	10.85
105	292	SOUTH LEMHI	166	15.60	10.64
106	433	MIDVALE	110	14.81	7.43
107	092	SWAN VALLEY	70	4.17	16.79
108	364	PLEASANT VALLEY	32	2.00	16.00
109	394	AVERY SCHOOL	32	4.20	7.62
110	383	ARBON	18	2.00	9.00
111	416	THREE CREEK	9	1.00	9.00
112	191	PRAIRIE	8	1.00	8.00
TOTAL (37 DISTRICTS)			9,249	683.90	13.52
112 DISTRICTS	STATEWIDE TOTALS		244,623	13,398.84	18.26

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1998 -1999

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
CLASSIFICATIONS (19)						
SUPERINTENDENT	98.78	92.28	6.50	93.42%	6.58%	0.63%
ASST. SUPERINTENDENT	19.13	16.00	3.13	83.64%	16.36%	0.12%
DIRECTOR	124.96	76.69	48.27	61.37%	38.63%	0.80%
SUPERVISOR/COORDINATOR	120.84	63.40	57.44	52.47%	47.53%	0.77%
PRINCIPAL-ELEMENTARY	292.02	173.27	118.75	59.33%	40.67%	1.86%
PRINCIPAL-SECONDARY	216.09	180.70	35.39	83.62%	16.38%	1.38%
ASSISTANT PRINCIPAL	188.23	128.00	60.23	68.00%	32.00%	1.20%
TEACHER-ELEMENTARY	6,833.42	797.95	6,035.47	11.68%	88.32%	43.63%
TEACHER-SECONDARY	6,561.94	3,188.85	3,373.09	48.60%	51.40%	41.90%
HEAD TEACHER	3.48	1.65	1.83	47.41%	52.59%	0.02%
EDUCATION MEDIA GENERALIST	191.26	28.31	162.95	14.80%	85.20%	1.22%
COUNSELOR	582.97	193.21	389.76	33.14%	66.86%	3.72%
PSYCHOLOGICAL EXAMINER	6.37	2.22	4.15	34.85%	65.15%	0.04%
SCHOOL PSYCHOLOGIST	116.99	56.22	60.77	48.06%	51.94%	0.75%
SPEECH/LANGUAGE PATHOLOGIST	166.59	9.47	157.12	5.68%	94.32%	1.06%
AUDIOLOGIST	6.80	5.40	1.40	79.41%	20.59%	0.04%
SCHOOL SOCIAL WORKER	46.41	17.00	29.41	36.63%	63.37%	0.30%
SCHOOL NURSE	76.64	0.00	76.64	0.00%	100.00%	0.49%
OCCUPATIONAL/PHYSICAL THERAPIST	8.03	1.57	6.46	19.55%	80.45%	0.05%
TOTAL	15,660.95	5,032.19	10,628.76	32.13%	67.87%	100.00%

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
GROUPS (4)						
DISTRICT ADMINISTRATION	363.71	248.37	115.34	68.29%	31.71%	2.32%
SCHOOL ADMINISTRATION	699.82	483.62	216.20	69.11%	30.89%	4.47%
STUDENT SERVICES	1,202.06	313.40	888.66	26.07%	73.93%	7.68%
INSTRUCTIONAL SERVICES	13,395.36	3,986.80	9,408.56	29.76%	70.24%	85.53%
TOTAL	15,660.95	5,032.19	10,628.76	32.13%	67.87%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS

1998 -1999

ACTIVITY	STATEWIDE TOTALS (112 DISTRICTS)		DISTRICTS WITH 5,000+ STUDENTS (12 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (14 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	98.78	0.63%	11.00	0.07%	14.00	0.08%
ASST. SUPERINTENDENT	19.13	0.12%	7.00	0.04%	12.00	0.21%
DIRECTOR	124.96	0.80%	51.08	0.33%	33.29	0.09%
SUPERVISOR/COORDINATOR	120.84	0.77%	75.42	0.48%	13.84	0.40%
PRINCIPAL-ELEMENTARY	292.02	1.86%	140.00	0.89%	62.20	0.24%
PRINCIPAL-SECONDARY	216.09	1.38%	68.87	0.44%	36.83	0.28%
ASSISTANT PRINCIPAL	188.23	1.20%	120.63	0.77%	44.01	9.41%
TEACHER-ELEMENTARY	6,833.42	43.63%	3,344.91	21.36%	1,473.59	9.00%
TEACHER-SECONDARY	6,561.94	41.90%	3,057.76	19.52%	1,409.53	0.00%
HEAD TEACHER	3.48	0.02%	0.40	0.00%	0.00	0.25%
EDUCATION MEDIA GENERALIST	191.26	1.22%	67.14	0.43%	39.59	0.72%
COUNSELOR	582.97	3.72%	298.58	1.91%	112.17	0.01%
PSYCHOLOGICAL EXAMINER	6.37	0.04%	3.00	0.02%	2.00	0.14%
SCHOOL PSYCHOLOGIST	116.99	0.75%	66.05	0.42%	21.54	0.23%
SPEECH/LANGUAGE PATHOLOGIST	166.59	1.06%	90.10	0.58%	35.80	0.01%
AUDIOLOGIST	6.80	0.04%	5.00	0.03%	1.30	0.09%
SCHOOL SOCIAL WORKER	46.41	0.30%	25.00	0.16%	14.25	0.06%
SCHOOL NURSE	76.64	0.49%	59.06	0.38%	8.68	0.01%
OCCUPATIONAL/PHYSICAL THERAPIST	8.03	0.05%	4.94	0.03%	2.00	0.00%
GROUPS (4)						
DISTRICT ADMINISTRATION	363.71	2.32%	144.50	0.92%	73.13	0.47%
SCHOOL ADMINISTRATION	699.82	4.47%	329.90	2.11%	143.04	0.91%
STUDENT SERVICES	1,202.06	7.68%	618.87	3.95%	237.33	1.52%
INSTRUCTIONAL SERVICES	13,395.36	85.53%	6,402.67	40.88%	2,883.12	18.41%
TOTAL	15,660.95	100.00%	7,495.94	47.86%	3,336.62	21.31%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (29 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (20 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (37 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	28.80	0.18%	19.50	0.12%	25.48	0.16%
ASST. SUPERINTENDENT	0.13	0.00%	0.00	0.00%	0.00	0.00%
DIRECTOR	31.05	0.20%	7.12	0.05%	2.42	0.02%
SUPERVISOR/COORDINATOR	20.14	0.13%	5.91	0.04%	5.53	0.04%
PRINCIPAL-ELEMENTARY	53.49	0.34%	21.35	0.14%	14.98	0.10%
PRINCIPAL-SECONDARY	61.05	0.39%	27.34	0.17%	22.00	0.14%
ASSISTANT PRINCIPAL	21.08	0.13%	1.90	0.01%	0.61	0.00%
TEACHER-ELEMENTARY	1,247.11	7.96%	430.69	2.75%	337.12	2.15%
TEACHER-SECONDARY	1,269.88	8.11%	442.38	2.82%	382.39	2.44%
HEAD TEACHER	0.58	0.00%	1.18	0.01%	1.32	0.01%
EDUCATION MEDIA GENERALIST	48.34	0.31%	20.38	0.13%	15.81	0.10%
COUNSELOR	105.78	0.68%	37.58	0.24%	28.86	0.18%
PSYCHOLOGICAL EXAMINER	0.45	0.00%	0.22	0.00%	0.70	0.00%
SCHOOL PSYCHOLOGIST	20.81	0.13%	5.29	0.03%	3.30	0.02%
SPEECH/LANGUAGE PATHOLOGIST	26.10	0.17%	8.46	0.05%	6.13	0.04%
AUDIOLOGIST	0.50	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	5.00	0.03%	1.50	0.01%	0.66	0.00%
SCHOOL NURSE	6.51	0.04%	1.79	0.01%	0.60	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00%	1.00	0.01%	0.09	0.00%
GROUPS (4)						
DISTRICT ADMINISTRATION	80.12	0.51%	32.53	0.21%	33.43	0.21%
SCHOOL ADMINISTRATION	136.20	0.87%	51.77	0.33%	38.91	0.25%
STUDENT SERVICES	213.49	1.36%	76.22	0.49%	56.15	0.36%
INSTRUCTIONAL SERVICES	2,516.99	16.07%	873.07	5.57%	719.51	4.59%
TOTAL	2,946.80	18.82%	1,033.59	6.60%	848.00	5.41%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the individual activity "FTE" by 15,660.95; the statewide total FTE.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY *** 1998-1999

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	108	98.78	\$7,011,281	\$70,979
ASSISTANT SUPERINTENDENT	20	19.13	\$1,424,169	\$74,447
DIRECTOR	207	124.96	\$7,020,055	\$56,178
SUPERVISOR/COORDINATOR	165	120.84	\$6,078,696	\$50,304
PRINCIPAL-ELEMENTARY	309	292.02	\$16,594,889	\$56,828
PRINCIPAL-SECONDARY	235	216.09	\$12,577,499	\$58,205
ASSISTANT PRINCIPAL	214	188.23	\$10,130,486	\$53,820
TEACHER-ELEMENTARY	7,475	6,833.42	\$233,473,954	\$34,166
TEACHER-SECONDARY	7,360	6,561.94	\$222,803,984	\$33,954
HEAD TEACHER	13	3.48	\$124,207	\$35,692
EDUCATION MEDIA GENERALIST	224	191.26	\$7,149,406	\$37,381
COUNSELOR	629	582.97	\$22,801,332	\$39,112
PSYCHOLOGICAL EXAMINER	8	6.37	\$282,626	\$44,368
SCHOOL PSYCHOLOGIST	147	116.99	\$5,023,897	\$42,943
SPEECH/LANGUAGE PATHOLOGIST	205	166.59	\$6,308,224	\$37,867
AUDIOLOGIST	9	6.80	\$283,051	\$41,625
SCHOOL SOCIAL WORKER	50	46.41	\$1,799,866	\$38,782
SCHOOL NURSE	86	76.64	\$2,486,455	\$32,443
OCCUPATIONAL/PHYSICAL THERAPIST	10	8.03	\$354,710	\$44,173
TOTAL	17,474	15,660.95	\$563,728,787	\$35,996

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
GROUPS (4)				
DISTRICT ADMINISTRATION	500	363.71	\$21,534,201	\$59,207
SCHOOL ADMINISTRATION	771	699.82	39,427,081	56,339
STUDENT SERVICES	1,368	1,202.06	46,489,567	38,675
INSTRUCTIONAL SERVICES	14,835	13,395.36	456,277,938	34,062
TOTAL	17,474	15,660.95	\$563,728,787	\$35,996

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1998 -1999

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$7,050,901	92.28	6.50	\$70,979	\$70,893	\$72,189	\$71,380	\$71,304	\$72,463
ASSISTANT SUPERINTENDENT	1,426,025	16.00	3.13	74,447	75,118	71,019	74,544	75,226	71,056
DIRECTOR	7,165,799	76.69	48.27	56,178	56,404	55,820	57,345	57,902	56,459
SUPERVISOR/COORDINATOR	6,167,886	63.40	57.44	50,304	51,997	48,435	51,042	53,075	48,798
PRINCIPAL-ELEMENTARY	16,854,726	173.27	118.75	56,828	56,411	57,436	57,718	57,555	57,955
PRINCIPAL-SECONDARY	12,868,671	180.70	35.39	58,205	58,001	59,247	59,552	59,521	59,714
ASSISTANT PRINCIPAL	10,246,065	128.00	60.23	53,820	54,555	52,256	54,434	55,238	52,724
TEACHER-ELEMENTARY	235,825,153	797.95	6,035.47	34,166	34,326	34,145	34,511	35,403	34,393
TEACHER-SECONDARY	232,588,743	3,188.85	3,373.09	33,954	34,490	33,448	35,445	36,646	34,310
HEAD TEACHER	132,456	1.65	1.83	35,692	33,970	37,244	38,062	37,912	38,198
EDUCATION MEDIA GENERALIST	7,269,191	28.31	162.95	37,381	37,430	37,372	38,007	38,707	37,885
COUNSELOR	23,266,400	193.21	389.76	39,112	40,400	38,474	39,910	41,773	38,987
PSYCHOLOGICAL EXAMINER	282,626	2.22	4.15	44,368	50,498	41,089	44,368	50,498	41,089
SCHOOL PSYCHOLOGIST	5,102,809	56.22	60.77	42,943	44,426	41,571	43,617	45,329	42,034
SPEECH/LANGUAGE PATHOLOGIST	6,389,033	9.47	157.12	37,867	44,226	37,483	38,352	45,920	37,896
AUDIOLOGIST	284,481	5.40	1.40	41,625	41,501	42,103	41,835	41,766	42,103
SCHOOL SOCIAL WORKER	1,804,491	17.00	29.41	38,782	39,753	38,221	38,882	39,800	38,351
SCHOOL NURSE	2,488,663	0.00	76.64	32,443	0	32,443	32,472	0	32,472
OCCUPATIONAL/PHYSICAL THERAPIST	357,423	1.57	6.46	44,173	49,883	42,785	44,511	49,883	43,205
TOTALS	\$577,571,542	5,032.19	10,628.76						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$21,810,611	248.37	115.34	\$59,207	\$61,868	\$53,477	\$59,967	\$62,765	\$53,942
SCHOOL ADMINISTRATION	40,101,918	483.62	216.20	56,339	56,437	56,119	57,303	57,609	56,619
STUDENT SERVICES	47,245,117	313.40	888.66	38,675	41,072	37,829	39,303	42,255	38,263
INSTRUCTIONAL SERVICES	468,413,896	3,986.80	9,408.56	34,062	34,457	33,895	34,968	36,397	34,363
TOTALS	\$577,571,542	5,032.19	10,628.76						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (12 DISTRICTS)
1998 -1999**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,083,898	10.00	2.00	\$89,941	\$89,960	\$89,844	\$90,325	\$90,421	\$89,844
ASSISTANT SUPERINTENDENT	644,315	7.00	1.00	80,539	82,497	66,836	80,539	82,497	66,836
DIRECTOR	3,465,266	32.34	22.14	63,069	62,519	63,871	63,606	63,286	64,074
SUPERVISOR/COORDINATOR	4,336,733	37.93	39.49	55,598	58,612	52,703	56,016	59,403	52,762
PRINCIPAL-ELEMENTARY	9,114,492	80.00	67.00	61,229	60,877	61,649	62,003	61,770	62,282
PRINCIPAL-SECONDARY	4,751,950	54.11	17.76	64,666	64,249	65,935	66,119	66,164	65,979
ASSISTANT PRINCIPAL	7,038,206	83.75	40.88	56,056	56,999	54,125	56,473	57,441	54,488
TEACHER-ELEMENTARY	124,382,774	352.46	3,146.26	35,370	36,259	35,271	35,551	37,048	35,383
TEACHER-SECONDARY	117,222,620	1,454.78	1,751.53	35,272	35,976	34,688	36,560	37,974	35,385
HEAD TEACHER	19,662	0.24	0.16	48,800	50,646	46,031	49,155	50,646	46,919
EDUCATION MEDIA GENERALIST	2,832,554	4.86	66.28	39,479	42,686	39,244	39,817	43,162	39,571
COUNSELOR	12,754,032	89.19	220.73	40,691	42,254	40,059	41,153	42,975	40,416
PSYCHOLOGICAL EXAMINER	152,336	1.00	2.00	50,779	58,632	46,852	50,779	58,632	46,852
SCHOOL PSYCHOLOGIST	3,031,072	28.36	40.10	44,061	44,918	43,455	44,275	44,943	43,803
SPEECH/LANGUAGE PATHOLOGIST	3,722,900	5.00	89.30	39,085	46,664	38,660	39,479	48,255	38,988
AUDIOLOGIST	227,937	4.00	1.00	45,467	45,371	45,852	45,587	45,521	45,852
SCHOOL SOCIAL WORKER	1,169,830	10.00	18.25	41,369	42,174	40,928	41,410	42,254	40,947
SCHOOL NURSE	1,956,282	0.00	59.06	33,095	0	33,095	33,124	0	33,124
OCCUPATIONAL/PHYSICAL THERAPIST	241,249	0.57	4.37	48,836	67,221	46,438	48,836	67,221	46,438
TOTALS	\$298,148,108	2,255.59	5,589.31						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$9,530,212	87.27	64.63	\$62,304	\$65,568	\$57,897	\$62,740	\$66,249	\$58,002
SCHOOL ADMINISTRATION	20,924,310	218.10	125.80	60,058	60,213	59,789	60,844	61,186	60,252
STUDENT SERVICES	26,088,192	142.98	501.09	40,160	43,247	39,279	40,505	43,784	39,570
INSTRUCTIONAL SERVICES	241,605,394	1,807.24	4,897.79	35,323	36,031	35,062	36,033	37,794	35,384
TOTALS	\$298,148,108	2,255.59	5,589.31						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (14 DISTRICTS) 1998 -1999

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,125,867	14.00	0.00	\$79,914	\$79,914	\$0	\$80,419	\$80,419	\$0
ASSISTANT SUPERINTENDENT	774,229	9.00	2.00	70,226	69,378	74,044	70,384	69,571	74,044
DIRECTOR	1,771,127	19.71	12.67	53,543	54,263	52,422	54,698	55,823	52,948
SUPERVISOR/COORDINATOR	601,758	6.96	5.30	46,828	48,276	44,927	49,083	50,896	46,703
PRINCIPAL-ELEMENTARY	3,261,929	39.70	19.50	53,313	53,157	53,631	55,100	55,621	54,040
PRINCIPAL-SECONDARY	2,221,544	34.00	2.33	58,829	59,065	55,381	61,149	61,509	55,896
ASSISTANT PRINCIPAL	2,114,489	28.67	13.00	49,755	49,958	49,307	50,744	51,237	49,655
TEACHER-ELEMENTARY	48,319,744	160.74	1,233.45	34,114	33,423	34,204	34,658	34,493	34,679
TEACHER-SECONDARY	46,843,594	655.04	673.70	33,608	34,143	33,088	35,254	36,416	34,124
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	1,480,651	4.00	34.24	37,799	37,162	37,874	38,720	39,275	38,655
COUNSELOR	4,229,409	39.89	65.58	39,015	39,877	38,491	40,101	41,718	39,117
PSYCHOLOGICAL EXAMINER	75,024	1.00	1.00	37,512	44,258	30,766	37,512	44,258	30,766
SCHOOL PSYCHOLOGIST	896,422	12.15	9.47	40,424	41,964	38,447	41,463	43,013	39,473
SPEECH/LANGUAGE PATHOLOGIST	1,332,735	3.00	31.07	38,468	41,573	38,168	39,118	44,267	38,620
AUDIOLOGIST	36,197	1.00	0.30	27,205	26,275	30,307	27,844	27,105	30,307
SCHOOL SOCIAL WORKER	421,464	4.00	7.00	38,208	40,520	36,886	38,315	40,520	37,055
SCHOOL NURSE	287,792	0.00	8.68	33,154	0	33,154	33,156	0	33,156
OCCUPATIONAL/PHYSICAL THERAPIST	82,879	1.00	1.00	40,398	40,000	40,796	41,440	40,000	42,879
TOTALS	\$115,876,854	1,033.86	2,120.29						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$4,272,981	49.67	19.97	\$60,297	\$63,393	\$52,598	\$61,358	\$64,557	\$53,403
SCHOOL ADMINISTRATION	7,597,962	102.37	34.83	53,693	54,223	52,134	55,379	56,349	52,527
STUDENT SERVICES	8,842,573	66.04	158.34	38,525	40,075	37,878	39,409	41,643	38,477
INSTRUCTIONAL SERVICES	95,163,338	815.78	1,907.15	33,867	34,001	33,810	34,949	36,037	34,483
TOTALS	\$115,876,854	1,033.86	2,120.29						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS) 1998-1999

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$2,069,085	27.80	1.00	\$71,760	\$71,866	\$68,800	\$71,843	\$71,953	\$68,800
ASSISTANT SUPERINTENDENT	7,481	0.00	0.13	56,654	0	56,654	57,546	0	57,546
DIRECTOR	1,447,898	17.16	11.40	48,912	50,767	46,118	50,697	53,053	47,150
SUPERVISOR/COORDINATOR	821,511	11.39	8.33	40,873	42,196	39,066	41,659	42,958	39,883
PRINCIPAL-ELEMENTARY	2,691,008	30.50	19.99	52,909	53,492	52,020	53,298	53,893	52,389
PRINCIPAL-SECONDARY	3,392,826	49.05	11.50	55,263	55,695	53,416	56,033	56,351	54,679
ASSISTANT PRINCIPAL	968,905	15.07	4.35	48,873	50,032	44,857	49,892	50,928	46,304
TEACHER-ELEMENTARY	39,455,526	156.42	1,045.76	32,485	32,753	32,445	32,820	33,987	32,645
TEACHER-SECONDARY	42,246,838	652.05	577.26	32,711	33,388	31,945	34,366	35,651	32,915
HEAD TEACHER	19,428	0.58	0.00	27,584	27,584	0	33,497	33,497	0
EDUCATION MEDIA GENERALIST	1,715,557	10.01	36.51	36,156	36,010	36,196	36,878	38,023	36,564
COUNSELOR	3,826,864	34.67	68.47	35,912	37,826	34,942	37,104	39,968	35,653
PSYCHOLOGICAL EXAMINER	16,000	0.00	0.45	35,556	0	35,556	35,556	0	35,556
SCHOOL PSYCHOLOGIST	780,927	10.90	7.42	41,219	44,708	36,092	42,627	47,042	36,142
SPEECH/LANGUAGE PATHOLOGIST	838,408	0.40	23.23	35,018	37,968	34,967	35,481	37,968	35,438
AUDIOLOGIST	20,347	0.40	0.10	40,694	40,868	40,000	40,694	40,868	40,000
SCHOOL SOCIAL WORKER	163,759	3.00	2.00	32,752	30,659	35,892	32,752	30,659	35,892
SCHOOL NURSE	182,184	0.00	6.51	27,908	0	27,908	27,985	0	27,985
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$100,664,552	1,019.40	1,824.41						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$4,345,975	56.35	20.86	\$55,394	\$59,444	\$44,455	\$56,288	\$60,337	\$45,351
SCHOOL ADMINISTRATION	7,072,167	95.20	35.84	\$53,286	\$53,922	\$51,599	\$53,970	\$54,566	\$52,385
STUDENT SERVICES	7,544,046	59.38	144.69	36,018	38,443	35,024	36,968	40,461	35,535
INSTRUCTIONAL SERVICES	81,702,364	808.47	1,623.02	32,599	33,265	32,267	33,602	35,329	32,741
TOTALS	\$100,664,552	1,019.40	1,824.41						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (20 DISTRICTS) 1998 -1999

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,276,722	16.50	3.00	\$65,311	\$65,528	\$64,117	\$65,473	\$65,612	\$64,710
ASSISTANT SUPERINTENDENT	0	0.00	0.00	\$0	\$0	\$0	\$0	\$0	\$0
DIRECTOR	376,078	5.67	1.58	\$48,866	\$50,416	\$43,306	\$51,873	\$52,923	\$48,106
SUPERVISOR/COORDINATOR	245,970	5.84	0.46	\$37,033	\$36,650	\$41,904	\$39,043	\$38,575	\$44,987
PRINCIPAL-ELEMENTARY	1,073,326	13.85	7.50	\$49,837	\$49,748	\$49,999	\$50,273	\$50,362	\$50,108
PRINCIPAL-SECONDARY	1,413,911	23.54	2.80	\$53,021	\$53,512	\$48,892	\$53,679	\$54,249	\$48,892
ASSISTANT PRINCIPAL	96,617	0.40	1.50	\$49,535	\$48,193	\$49,893	\$50,851	\$48,193	\$51,560
TEACHER-ELEMENTARY	13,677,670	69.98	347.29	\$32,025	\$32,852	\$31,859	\$32,779	\$34,486	\$32,435
TEACHER-SECONDARY	14,758,104	228.17	207.89	\$31,814	\$32,343	\$31,233	\$33,844	\$35,016	\$32,558
HEAD TEACHER	50,062	0.69	0.49	\$39,820	\$33,213	\$49,124	\$42,425	\$36,943	\$50,145
EDUCATION MEDIA GENERALIST	674,827	4.78	14.77	\$33,481	\$37,786	\$32,087	\$34,518	\$38,497	\$33,230
COUNSELOR	1,425,184	19.45	17.13	\$37,421	\$38,952	\$35,683	\$38,961	\$41,096	\$36,536
PSYCHOLOGICAL EXAMINER	9,216	0.22	0.00	\$41,891	\$41,891	\$0	\$41,891	\$41,891	\$0
SCHOOL PSYCHOLOGIST	208,353	2.90	2.39	\$37,193	\$36,611	\$37,898	\$39,386	\$40,179	\$38,424
SPEECH/LANGUAGE PATHOLOGIST	296,782	1.00	7.46	\$34,011	\$41,600	\$32,993	\$35,081	\$41,600	\$34,207
AUDIOLOGIST	0	0.00	0.00	\$0	\$0	\$0	\$0	\$0	\$0
SCHOOL SOCIAL WORKER	39,907	0.00	1.50	\$25,073	\$0	\$25,073	\$26,605	\$0	\$26,605
SCHOOL NURSE	45,989	0.00	1.79	\$25,692	\$0	\$25,692	\$25,692	\$0	\$25,692
OCCUPATIONAL/PHYSICAL THERAPIST	31,135	0.00	1.00	\$30,505	\$0	\$30,505	\$31,135	\$0	\$31,135
TOTALS	\$35,699,853	392.99	618.55						
GROUPS(4)									
DISTRICT ADMINISTRATION	\$1,898,770	28.01	5.04	\$56,313	\$56,448	\$55,565	\$57,451	\$57,406	\$57,705
SCHOOL ADMINISTRATION	2,633,916	38.48	12.29	\$51,245	\$51,738	\$49,699	\$51,879	\$52,477	\$50,010
STUDENT SERVICES	2,731,393	28.35	46.04	\$35,371	\$38,632	\$33,362	\$36,717	\$40,588	\$34,334
INSTRUCTIONAL SERVICES	28,435,774	298.15	555.18	\$31,917	\$32,462	\$31,624	\$33,323	\$34,891	\$32,481
TOTALS	\$35,699,853	392.99	618.55						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (36 DISTRICTS) 1998 -1999

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,495,329	23.98	0.50	\$60,170	\$60,240	\$56,786	\$61,084	\$61,173	\$56,786
ASSISTANT SUPERINTENDENT	0	0.00	0.00	\$0	\$0	\$0	\$0	\$0	\$0
DIRECTOR	105,430	1.81	0.48	\$43,300	\$42,647	\$45,765	\$46,039	\$45,922	\$46,483
SUPERVISOR/COORDINATOR	161,914	1.28	3.86	\$31,294	\$33,443	\$30,582	\$31,501	\$33,575	\$30,813
PRINCIPAL-ELEMENTARY	713,971	9.22	4.76	\$50,261	\$51,333	\$48,183	\$51,071	\$52,222	\$48,840
PRINCIPAL-SECONDARY	1,088,440	20.00	1.00	\$50,000	\$50,223	\$45,545	\$51,830	\$52,145	\$45,545
ASSISTANT PRINCIPAL	27,848	0.11	0.50	\$45,379	\$35,236	\$47,610	\$45,652	\$36,755	\$47,610
TEACHER-ELEMENTARY	9,989,439	58.35	262.71	\$30,354	\$31,124	\$30,183	\$31,114	\$32,868	\$30,724
TEACHER-SECONDARY	11,517,587	198.81	162.71	\$30,345	\$30,835	\$29,745	\$31,859	\$32,815	\$30,691
HEAD TEACHER	43,304	0.14	1.18	\$31,591	\$35,571	\$31,119	\$32,806	\$39,143	\$32,054
EDUCATION MEDIA GENERALIST	565,602	4.66	11.15	\$35,350	\$34,865	\$35,553	\$35,775	\$35,261	\$35,990
COUNSELOR	1,030,911	10.01	17.85	\$35,993	\$37,684	\$35,045	\$37,003	\$38,854	\$35,965
PSYCHOLOGICAL EXAMINER	30,050	0.00	0.70	\$42,929	\$0	\$42,929	\$42,929	\$0	\$42,929
SCHOOL PSYCHOLOGIST	186,035	1.91	1.39	\$55,046	\$63,021	\$44,088	\$56,374	\$63,831	\$46,128
SPEECH/LANGUAGE PATHOLOGIST	198,208	0.07	6.06	\$32,096	\$57,143	\$31,806	\$32,334	\$57,143	\$32,048
AUDIOLOGIST	0	0.00	0.00	\$0	\$0	\$0	\$0	\$0	\$0
SCHOOL SOCIAL WORKER	9,531	0.00	0.66	\$14,441	\$0	\$14,441	\$14,441	\$0	\$14,441
SCHOOL NURSE	16,416	0.00	0.60	\$27,360	\$0	\$27,360	\$27,360	\$0	\$27,360
OCCUPATIONAL/PHYSICAL THERAPIST	2,160	0.00	0.09	\$24,000	\$0	\$24,000	\$24,000	\$0	\$24,000
TOTALS	\$27,182,175	330.35	476.20						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$1,762,673	27.07	4.84	\$54,308	\$57,797	\$34,794	\$55,239	\$58,849	\$35,050
SCHOOL ADMINISTRATION	1,873,563	29.47	7.44	\$49,364	\$50,445	\$45,084	\$50,760	\$52,050	\$45,652
STUDENT SERVICES	2,038,913	16.65	38.50	\$36,232	\$39,883	\$34,653	\$36,970	\$40,791	\$35,318
INSTRUCTIONAL SERVICES	21,507,026	257.16	425.42	\$30,349	\$30,901	\$30,016	\$31,508	\$32,827	\$30,711
TOTALS	\$27,182,175	330.35	476.20						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

1998 -1999

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
1 - 499	9,249	3.78%	DISTRICT ADMINISTRATION	\$1,762,673	\$191
			SCHOOL ADMINISTRATION	1,873,563	203
			STUDENT SERVICES	2,038,913	220
			INSTRUCTIONAL SERVICES	21,507,026	2,325
			TOTAL CERTIFIED	\$27,182,175	\$2,939
500 - 999	13,486	5.51%	DISTRICT ADMINISTRATION	\$1,898,770	\$141
			SCHOOL ADMINISTRATION	2,633,916	195
			STUDENT SERVICES	2,731,393	203
			INSTRUCTIONAL SERVICES	28,435,774	2,109
			TOTAL CERTIFIED	\$35,699,853	\$2,648
1,000 - 2,499	43,634	17.84%	DISTRICT ADMINISTRATION	\$4,345,975	\$100
			SCHOOL ADMINISTRATION	7,072,167	162
			STUDENT SERVICES	7,544,046	173
			INSTRUCTIONAL SERVICES	81,702,364	1,872
			TOTAL CERTIFIED	\$100,664,552	\$2,307
2,500 - 4,999	50,156	20.50%	DISTRICT ADMINISTRATION	\$4,272,981	\$85
			SCHOOL ADMINISTRATION	7,597,962	151
			STUDENT SERVICES	8,842,573	176
			INSTRUCTIONAL SERVICES	95,163,338	1,897
			TOTAL CERTIFIED	\$115,876,854	\$2,309
5,000+	128,098	52.37%	DISTRICT ADMINISTRATION	\$9,530,212	\$74
			SCHOOL ADMINISTRATION	20,924,310	163
			STUDENT SERVICES	26,088,192	204
			INSTRUCTIONAL SERVICES	241,605,394	1,886
			TOTAL CERTIFIED	\$298,148,108	\$2,327
Statewide	244,623	100.00%	DISTRICT ADMINISTRATION	\$21,810,611	\$89
			SCHOOL ADMINISTRATION	40,101,918	164
			STUDENT SERVICES	47,245,117	193
			INSTRUCTIONAL SERVICES	468,413,896	1,915
			TOTAL CERTIFIED	\$577,571,542	\$2,361

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

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

1998 - 1999

ACTIVITY	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	4.00	2.56	12.56	46.77	32.89	98.78
ASST. SUPERINTENDENT	0.00	0.00	1.00	0.00	3.00	14.13	1.00	19.13
DIRECTOR	0.00	2.87	8.03	9.25	22.63	61.33	20.85	124.96
SUPERVISOR/COORDINATOR	4.42	8.33	13.24	11.84	22.19	51.66	9.16	120.84
PRINCIPAL-ELEMENTARY	1.00	1.00	20.06	42.70	57.69	136.72	32.85	292.02
PRINCIPAL-SECONDARY	0.00	1.73	14.20	31.56	38.02	102.25	28.33	216.09
ASSISTANT PRINCIPAL	1.00	8.00	30.76	22.66	39.47	70.84	15.50	188.23
TEACHER-ELEMENTARY	606.27	1,144.28	1,397.18	1,049.16	993.72	1,443.84	198.97	6,833.42
TEACHER-SECONDARY	694.85	1,225.72	1,258.08	930.94	743.83	1,436.17	272.35	6,561.94
HEAD TEACHER	0.00	0.11	1.39	0.11	0.85	0.86	0.16	3.48
EDUCATION MEDIA GENERALIST	8.68	16.25	33.97	31.91	30.65	58.17	11.63	191.26
COUNSELOR	53.49	92.08	82.56	93.29	77.49	145.84	38.22	582.97
PSYCHOLOGICAL EXAMINER	0.00	2.00	0.70	0.00	1.45	0.00	2.22	6.37
SCHOOL PSYCHOLOGIST	10.88	16.40	23.63	16.32	14.15	27.91	7.70	116.99
SPEECH/LANGUAGE PATHOLOGIST	20.68	26.80	30.65	33.65	20.82	29.50	4.49	166.59
AUDIOLOGIST	0.00	1.00	1.40	0.00	1.00	2.40	1.00	6.80
SCHOOL SOCIAL WORKER	11.66	7.50	8.50	8.50	6.00	4.25	0.00	46.41
SCHOOL NURSE	12.90	15.59	21.05	14.10	6.40	6.60	0.00	76.64
OCCUPATIONAL/PHYSICAL THERAPIST	4.37	0.57	2.00	1.00	0.00	0.09	0.00	8.03
TOTALS	1,430.20	2,570.23	2,952.40	2,299.55	2,091.92	3,639.33	677.32	15,660.95
GROUPS (4)								
DISTRICT ADMINISTRATION	4.42	11.20	26.27	23.65	60.38	173.89	63.90	363.71
SCHOOL ADMINISTRATION	2.00	10.84	66.41	97.03	136.03	310.67	76.84	699.82
STUDENT SERVICES	122.66	178.19	204.46	198.77	157.96	274.76	65.26	1,202.06
INSTRUCTIONAL SERVICES	1,301.12	2,370.00	2,655.26	1,980.10	1,737.55	2,880.01	471.32	13,395.36
TOTALS	1,430.20	2,570.23	2,952.40	2,299.55	2,091.92	3,639.33	677.32	15,660.95
PERCENTAGES	9.13%	16.41%	18.85%	14.68%	13.36%	23.24%	4.33%	100.00%

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

**AGE LEVELS OF CERTIFIED STAFF
FOR ALL ACTIVITY CLASSIFICATION GROUPS**

***** STATEWIDE SUMMARY ***
1998 - 1999**

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	0.00	0.00	0.00	2.00	9.72	19.34	34.03	25.03	8.66	98.78
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	2.00	2.00	7.13	5.00	3.00	0.00	19.13
DIRECTOR	0.00	1.30	4.46	4.10	21.14	31.60	39.03	17.19	6.14	124.96
SUPERVISOR/COORDINATOR	0.50	2.11	8.29	10.53	15.89	30.04	34.57	15.65	3.26	120.84
PRINCIPAL-ELEMENTARY	1.00	1.56	10.00	28.20	40.99	87.43	71.72	40.98	10.14	292.02
PRINCIPAL-SECONDARY	0.00	1.06	4.88	22.01	43.17	54.00	56.06	27.35	7.56	216.09
ASSISTANT PRINCIPAL	0.00	11.50	16.06	20.99	25.95	49.66	47.41	14.66	2.00	188.23
TEACHER-ELEMENTARY	305.31	701.27	630.21	830.14	1,133.30	1,565.94	1,044.43	472.50	150.32	6,833.42
TEACHER-SECONDARY	258.91	826.12	716.05	794.72	937.69	1,379.82	1,084.34	468.99	95.30	6,561.94
HEAD TEACHER	0.00	0.00	0.56	0.11	0.58	0.49	0.51	0.74	0.49	3.48
EDUCATION MEDIA GENERALIST	3.00	1.28	7.90	10.54	23.79	52.16	61.91	20.40	10.28	191.26
COUNSELOR	8.70	42.54	37.99	60.78	95.59	155.18	105.46	56.70	20.03	582.97
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	1.00	0.70	2.00	1.22	1.00	0.45	6.37
SCHOOL PSYCHOLOGIST	2.60	10.62	6.20	9.11	16.07	32.11	21.18	15.20	3.90	116.99
SPEECH/LANGUAGE PATHOLOGIST	9.90	13.33	15.50	32.97	29.95	39.63	15.65	8.10	1.56	166.59
AUDIOLOGIST	0.00	0.00	0.00	1.00	1.00	2.40	1.40	0.00	1.00	6.80
SCHOOL SOCIAL WORKER	0.00	3.16	4.00	3.00	14.50	11.75	7.00	3.00	0.00	46.41
SCHOOL NURSE	1.00	1.40	4.60	13.75	19.48	15.40	13.01	7.00	1.00	76.64
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	1.57	1.00	1.62	2.00	1.84	0.00	0.00	0.00	8.03
TOTALS	590.92	1,618.82	1,467.70	1,848.57	2,433.51	3,537.92	2,643.93	1,197.49	322.09	15,660.95
GROUPS (4)										
DISTRICT ADMINISTRATION	0.50	3.41	12.75	18.63	48.75	88.11	112.63	60.87	18.06	363.71
SCHOOL ADMINISTRATION	1.00	14.12	31.50	71.31	110.69	191.58	175.70	83.73	20.19	699.82
STUDENT SERVICES	25.20	73.90	77.19	133.77	203.08	312.47	226.83	111.40	38.22	1,202.06
INSTRUCTIONAL SERVICES	564.22	1,527.39	1,346.26	1,624.86	2,070.99	2,945.76	2,128.77	941.49	245.62	13,395.36
TOTALS	590.92	1,618.82	1,467.70	1,848.57	2,433.51	3,537.92	2,643.93	1,197.49	322.09	15,660.95
PERCENTAGES	3.77%	10.34%	9.37%	11.80%	15.54%	22.59%	16.88%	7.65%	2.06%	100.00%

NOTE: The median age group for all certified employees is 41-45 years.

EDUCATION LEVELS OF CERTIFIED STAFF

BY ACTIVITY AND GROUP CLASSIFICATION

*** STATEWIDE SUMMARY ***

1998 - 1999

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	0.00	32.83	41.25	24.70	0.00	98.78
ASST. SUPERINTENDENT	0.00	0.00	0.00	2.00	10.00	7.13	0.00	19.13
DIRECTOR	0.00	0.00	36.66	53.23	19.50	15.57	0.00	124.96
SUPERVISOR/COORDINATOR	0.00	0.00	45.57	62.84	2.72	8.21	1.50	120.84
PRINCIPAL-ELEMENTARY	0.00	0.00	46.50	191.07	38.38	15.07	1.00	292.02
PRINCIPAL-SECONDARY	0.00	0.00	29.83	139.70	35.56	11.00	0.00	216.09
ASSISTANT PRINCIPAL	0.00	0.00	40.49	128.88	16.86	2.00	0.00	188.23
TEACHER-ELEMENTARY	0.48	0.00	5,722.83	1,086.52	15.30	8.14	0.15	6,833.42
TEACHER-SECONDARY	20.15	2.02	5,112.61	1,355.52	24.86	28.56	18.22	6,561.94
HEAD TEACHER	0.00	0.00	3.08	0.40	0.00	0.00	0.00	3.48
EDUCATION MEDIA GENERALIST	0.00	0.00	138.31	49.20	1.75	2.00	0.00	191.26
COUNSELOR	0.00	0.00	165.12	386.66	16.61	13.58	1.00	582.97
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	2.67	2.70	1.00	0.00	6.37
SCHOOL PSYCHOLOGIST	0.00	0.00	12.60	56.63	32.57	15.19	0.00	116.99
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	34.73	128.66	1.00	2.20	0.00	166.59
AUDIOLOGIST	0.00	0.00	1.40	3.40	1.00	1.00	0.00	6.80
SCHOOL SOCIAL WORKER	0.00	0.00	9.66	36.75	0.00	0.00	0.00	46.41
SCHOOL NURSE	0.20	4.41	57.03	10.00	0.00	0.00	5.00	76.64
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	7.41	0.62	0.00	0.00	0.00	8.03
TOTALS	20.83	6.43	11,463.83	3,727.58	260.06	155.35	26.87	15,660.95
GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	0.00	82.23	150.90	73.47	55.61	1.50	363.71
SCHOOL ADMINISTRATION	0.00	0.00	119.90	460.05	90.80	28.07	1.00	699.82
STUDENT SERVICES	0.20	4.41	426.26	674.59	55.63	34.97	6.00	1,202.06
INSTRUCTIONAL SERVICES	20.63	2.02	10,835.44	2,442.04	40.16	36.70	18.37	13,395.36
TOTALS	20.83	6.43	11,463.83	3,727.58	260.06	155.35	26.87	15,660.95
PERCENTAGES	0.14%	0.04%	73.20%	23.80%	1.66%	0.99%	0.17%	100.00%

NOTE: Most of the personnel holding less than a bachelor's or other degrees are school nurses, vocational education instructors or employees having one of the following types of certificates: Life, Pre-Professional, Provisional State Elementary, or High School Certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION

***** STATEWIDE SUMMARY *****
1998 - 1999

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	UNIV. OF IDAHO (c)	ALBERTSON COLLEGE (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
CLASSIFICATIONS (19)								
SUPERINTENDENT	3.0	12.4	26.8	2.3	3.8	50.4	98.7	48.94%
ASSISTANT SUPERINTENDENT	0.0	3.0	8.1	0.0	0.0	8.0	19.1	58.12%
DIRECTOR	12.0	17.7	30.2	8.1	4.1	52.9	125.0	57.68%
SUPERVISOR/COORDINATOR	23.7	24.1	15.3	4.0	14.2	39.6	120.9	67.25%
PRINCIPAL-ELEMENTARY	26.0	57.3	62.8	26.2	20.5	99.1	291.9	66.05%
PRINCIPAL-SECONDARY	11.2	41.1	56.7	26.0	7.5	73.6	216.1	65.94%
ASSISTANT PRINCIPAL	19.6	35.4	36.1	23.1	10.5	63.5	188.2	66.26%
TEACHER-ELEMENTARY	1,280.0	1,114.9	825.1	169.7	695.6	2,748.2	6,833.5	59.78%
TEACHER-SECONDARY	1,024.5	1,109.2	1,056.1	158.3	430.1	2,783.8	6,562.0	57.58%
HEAD TEACHER	0.2	0.8	0.6	0.0	0.0	1.9	3.5	45.71%
EDUCATION MEDIA GENERALIST	22.6	44.3	24.8	4.9	10.2	84.5	191.3	55.83%
COUNSELOR	41.6	90.9	96.6	99.3	41.9	212.5	582.8	63.54%
PSYCHOLOGICAL EXAMINER	0.0	2.7	0.7	0.0	0.0	3.0	6.4	53.13%
SCHOOL PSYCHOLOGIST	3.0	31.3	24.1	5.5	1.5	51.6	117.0	55.90%
SPEECH/LANGUAGE PATHOLOGIST	8.5	64.6	1.2	0.0	11.0	81.2	166.5	51.23%
AUDIOLOGIST	0.0	3.8	0.0	0.0	0.0	3.0	6.8	55.88%
SCHOOL SOCIAL WORKER	3.0	2.0	2.3	1.0	3.2	35.0	46.5	24.73%
SCHOOL NURSE	18.2	7.8	4.1	0.5	9.6	36.5	76.7	52.41%
OCCUPATIONAL/PHYSICAL THERAPIST	0.0	0.0	0.0	0.0	2.7	5.4	8.1	33.33%
TOTALS	2,497.1	2,663.3	2,271.6	528.9	1,266.4	6,433.7	15,661.0	58.92%
GROUPS (4)								
DISTRICT ADMINISTRATION	38.7	57.2	80.4	14.4	22.1	150.9	363.7	58.51%
SCHOOL ADMINISTRATION	57.0	134.6	156.2	75.3	38.5	238.1	699.7	65.97%
STUDENT SERVICES	96.9	247.4	153.8	111.2	80.1	512.7	1,202.1	57.35%
INSTRUCTIONAL SERVICES	2,304.5	2,224.1	1,881.2	328.0	1,125.7	5,532.0	13,395.5	58.70%
TOTALS	2,497.1	2,663.3	2,271.6	528.9	1,266.4	6,433.7	15,661.0	58.92%
PERCENTAGES	15.94%	17.01%	14.50%	3.38%	8.09%	41.08%	100.00%	

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

*****STATEWIDE SUMMARY***
1998 - 1999**

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	101	6	0	0	0	0	0	0	0	1
ASSISTANT SUPERINTENDENT	16	4	0	0	0	0	0	0	0	0
DIRECTOR	133	69	0	0	3	0	1	0	0	1
SUPERVISOR/COORDINATOR	88	76	0	0	0	0	0	0	1	0
PRINCIPAL-ELEMENTARY	183	120	0	0	1	4	0	0	1	0
PRINCIPAL-SECONDARY	194	38	0	0	0	0	1	1	1	0
ASSISTANT PRINCIPAL	135	71	1	0	3	0	2	0	1	1
TEACHER-ELEMENTARY	939	6,376	1	5	12	72	9	45	3	13
TEACHER-SECONDARY	3,389	3,841	6	4	27	43	17	15	9	9
HEAD TEACHER	5	8	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	36	185	0	0	0	1	0	2	0	0
COUNSELOR	205	417	0	1	1	2	0	2	1	0
PSYCHOLOGICAL EXAMINER	3	5	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	72	73	0	0	1	0	0	1	0	0
SPEECH/LANGUAGE PATHOLOGIST	11	191	0	0	0	1	0	2	0	0
AUDIOLOGIST	6	3	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	16	33	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	85	0	0	0	1	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	2	7	0	0	0	0	0	1	0	0
TOTALS	5,534	11,608	8	10	49	124	30	69	17	25
GROUPS (4)										
DISTRICT ADMINISTRATION	338	155	0	0	3	0	1	0	1	2
SCHOOL ADMINISTRATION	517	237	1	0	4	4	3	1	3	1
STUDENT SERVICES	351	999	0	1	3	5	0	8	1	0
INSTRUCTIONAL SERVICES	4,328	10,217	7	9	39	115	26	60	12	22
TOTALS	5,534	11,608	8	10	49	124	30	69	17	25
PERCENTAGES	31.67%	66.43%	0.05%	0.06%	0.28%	0.71%	0.17%	0.39%	0.10%	0.14%

CERTIFIED STAFF TURNOVER

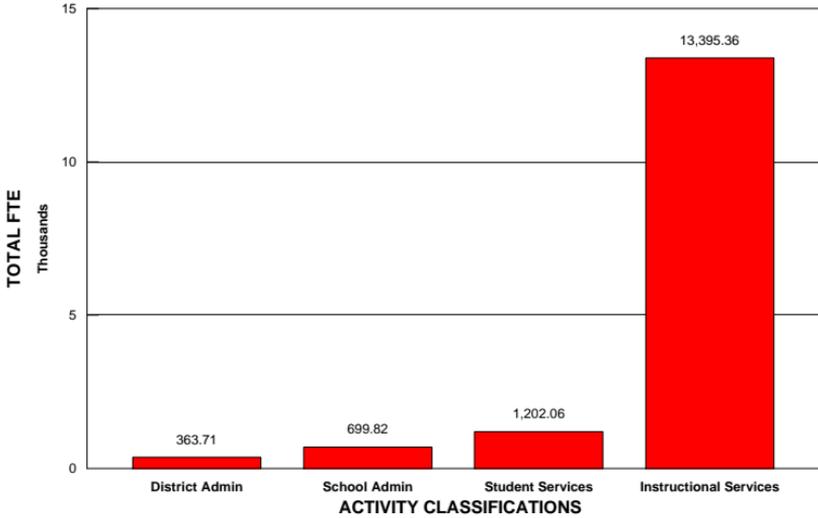
BY SCHOOL DISTRICT MEMBERSHIP SIZE (Numbers Based on Actual Employee Count) 1998-1999

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 +	694	45.7%	197	28.4%	497	71.6%
2,500-4,999	279	18.4%	93	33.3%	186	66.7%
1,000-2,499	292	19.2%	101	34.6%	191	65.4%
500-999	124	8.1%	53	42.7%	71	57.3%
1-499	130	8.6%	49	37.7%	81	62.3%
TOTALS	1,519	100.0%	493	32.5%	1,026	67.5%

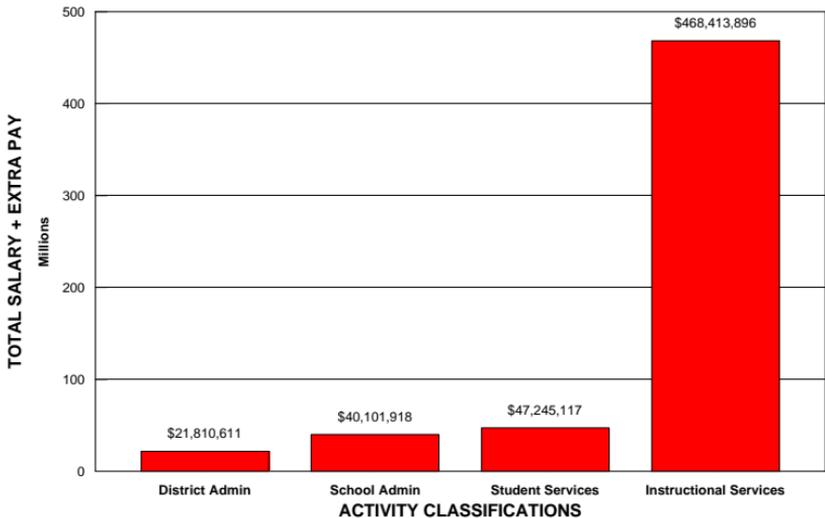
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	82	5.4%	43	2.8%	85	5.6%	9	0.6%	44	2.9%	67	4.4%	9	0.6%
2,500-4,999	63	4.1%	37	2.4%	28	1.8%	6	0.4%	14	0.9%	36	2.4%	3	0.2%
1,000-2,499	58	3.8%	59	3.9%	35	2.3%	5	0.3%	7	0.5%	31	2.0%	5	0.3%
500-999	45	3.0%	23	1.5%	13	0.9%	3	0.2%	4	0.3%	11	0.7%	0	0.0%
1-499	50	3.3%	18	1.2%	15	1.0%	3	0.2%	1	0.1%	1	0.1%	2	0.1%
STATEWIDE	298	19.6%	180	11.8%	176	11.6%	26	1.7%	70	4.6%	146	9.6%	19	1.3%

DISTRICT SIZE	REDUCTION IN FORCE		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		PARENTAL/FAMILY OBLIGATION		MILITARY SERVICE		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	0	0.0%	164	10.8%	20	1.3%	72	4.7%	15	1.0%	1	0.1%	83	5.5%
2,500-4,999	2	0.1%	40	2.6%	7	0.5%	21	1.4%	0	0.0%	0	0.0%	22	1.4%
1,000-2,499	8	0.5%	36	2.4%	1	0.1%	24	1.6%	0	0.0%	0	0.0%	23	1.5%
500-999	0	0.0%	17	1.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	6	0.4%
1-499	4	0.3%	23	1.5%	5	0.3%	5	0.3%	0	0.0%	0	0.0%	3	0.2%
STATEWIDE	14	0.9%	280	18.4%	33	2.2%	124	8.2%	15	1.0%	1	0.1%	137	9.0%

CERTIFIED STAFF FTEs 1998 -1999



CERTIFIED STAFF SALARIES 1998 - 1999



NONCERTIFIED

STAFF

TABLES

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

***** STATEWIDE SUMMARY ***
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	21	38	59	19.35	34.54	53.89
CLERK - BOARD OF TRUSTEES	5	62	67	1.82	43.72	45.54
OFFICE CLERICAL - DISTRICT	13	405	418	9.74	345.69	355.43
OFFICE CLERICAL - BUILDING	5	1,036	1,041	3.56	735.45	739.01
PERSONNEL SERVICES	5	27	32	3.47	24.43	27.90
PUBLIC INFORMATION	4	10	14	2.99	6.10	9.09
CUSTODIAN SUPERVISOR	83	14	97	74.66	12.27	86.93
JANITOR, CUSTODIAN	936	621	1,557	826.81	465.06	1,291.87
FOOD SERVICE - SUPERVISOR	4	79	83	2.53	57.79	60.32
FOOD SERVICE - MANAGER	1	366	367	1.00	214.28	215.28
FOOD SERVICE - COOK	5	975	980	2.75	465.31	468.06
FOOD SERVICE - OTHER	41	623	664	19.56	229.71	249.27
MAINTENANCE SUPERVISOR	97	2	99	87.69	1.92	89.61
MAINTENANCE WORKER	413	72	485	362.12	43.58	405.70
INSTRUCTIONAL ASSISTANT - REGULAR ED	127	2,349	2,476	59.47	1,157.60	1,217.07
INSTRUCTIONAL ASSISTANT - SPECIAL ED	98	1,989	2,087	57.22	1,091.50	1,148.72
RELATED SERVICES ASSISTANT, SPECIAL ED	5	56	61	3.43	30.37	33.80
INTERPRETER - HEARING IMPAIRED	3	49	52	1.62	27.35	28.97
LIBRARY ASSISTANT	0	409	409	0.00	230.69	230.69
TRANSPORTATION SUPERVISOR	64	10	74	50.70	6.56	57.26
TRANSPORTATION DISPATCHER/SECRETARY	2	37	39	1.13	26.20	27.33
TRANSPORTATION - SCHOOL BUS MECHANIC	90	3	93	77.16	1.68	78.84
TRANSPORTATION-SCHOOL BUS ASSISTANT	2	11	13	1.40	5.12	6.52
TRANSPORTATION - SCHOOL BUS DRIVERS	515	947	1,462	207.62	410.90	618.52
TRANSPORTATION - SCHOOL BUS MONITORS	10	94	104	5.18	44.38	49.56
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	2	4	1.18	1.83	3.01
ATTENDANCE OFFICER	2	18	20	0.86	11.54	12.40
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	97	97	194	19.43	30.66	50.09
SPECIAL PROJECT PERSONNEL	43	102	145	11.21	32.06	43.27
OTHER NON-CERTIFIED, SPECIFY	293	710	1,003	71.13	176.81	247.94
DATA PROCESSING SERVICES	19	21	40	17.35	19.50	36.85
COMPUTER TECHNOLOGY TECHNICIAN	49	49	98	39.77	29.70	69.47
TOTALS	3,054	11,283	14,337	2,043.91	6,014.30	8,058.21

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$29.20	\$18.47	\$22.29	\$53,137	\$33,599	\$40,553	\$2,392,636
CLERK - BOARD OF TRUSTEES	16.29	13.71	13.90	12,041	20,121	19,518	1,307,692
OFFICE CLERICAL - DISTRICT	16.32	11.21	11.37	25,234	19,995	20,158	8,426,133
OFFICE CLERICAL - BUILDING	9.25	9.89	9.89	14,229	14,613	14,611	15,210,215
PERSONNEL SERVICES	21.01	15.81	16.63	33,842	30,112	30,695	982,238
PUBLIC INFORMATION	19.88	12.75	14.79	34,692	19,564	23,886	334,408
CUSTODIAN SUPERVISOR	12.29	10.62	12.05	22,092	19,940	21,781	2,112,784
JANITOR, CUSTODIAN	9.41	8.63	9.10	17,318	13,494	15,793	24,589,914
FOOD SERVICE - SUPERVISOR	15.73	12.88	13.02	22,414	20,127	20,237	1,679,663
FOOD SERVICE - MANAGER	11.69	9.65	9.65	24,315	11,861	11,894	4,365,259
FOOD SERVICE - COOK	7.97	7.69	7.69	10,203	7,767	7,780	7,624,049
FOOD SERVICE - OTHER	8.78	7.64	7.71	9,212	6,097	6,289	4,176,003
MAINTENANCE SUPERVISOR	15.64	18.53	15.70	29,569	36,481	29,709	2,941,199
MAINTENANCE WORKER	11.64	8.12	11.12	21,438	10,949	19,881	9,642,194
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.20	8.04	8.04	7,700	8,101	8,081	20,007,870
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.01	8.09	8.08	9,873	9,178	9,211	19,222,569
RELATED SERVICES ASSISTANT, SPECIAL ED	13.02	9.99	10.24	19,244	11,440	12,080	736,874
INTERPRETER - HEARING IMPAIRED	12.52	12.02	12.04	13,846	13,331	13,361	694,772
LIBRARY ASSISTANT	0.00	8.72	8.72	0	10,369	10,369	4,241,096
TRANSPORTATION SUPERVISOR	15.98	17.54	16.19	27,034	25,546	26,833	1,985,667
TRANSPORTATION DISPATCHER/SECRETARY	13.97	10.02	10.22	17,365	15,255	15,363	599,155
TRANSPORTATION - SCHOOL BUS MECHANIC	12.89	9.91	12.80	23,054	11,457	22,679	2,109,191
TRANSPORTATION-SCHOOL BUS ASSISTANT	11.95	9.48	9.86	17,416	10,016	11,154	145,003
TRANSPORTATION - SCHOOL BUS DRIVERS	10.86	10.89	10.88	8,748	9,533	9,256	13,532,740
TRANSPORTATION - SCHOOL BUS MONITORS	7.96	7.63	7.66	8,409	7,552	7,635	793,998
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	11.04	11.16	11.10	14,187	21,571	17,879	71,515
ATTENDANCE OFFICER	11.36	8.90	9.14	11,093	11,990	11,900	238,003
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.48	8.64	9.06	2,787	4,331	3,559	690,515
SPECIAL PROJECT PERSONNEL	12.94	12.11	12.36	7,296	7,954	7,759	1,125,069
OTHER NON-CERTIFIED, SPECIFY	11.23	9.95	10.33	6,855	5,563	5,940	5,957,849
DATA PROCESSING SERVICES	16.60	17.44	17.04	31,942	33,929	32,985	1,319,405
COMPUTER TECHNOLOGY TECHNICIAN	14.84	10.29	12.57	24,651	13,299	18,975	1,859,547
AVERAGES / TOTAL	\$10.95	\$8.99	\$9.41	\$15,454	\$10,096	\$11,238	\$161,115,225 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

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

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	9	3	12	8.90	2.92	11.82
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.22	4.22
OFFICE CLERICAL - DISTRICT	6	233	239	5.06	201.64	206.70
OFFICE CLERICAL - BUILDING	3	496	499	1.94	357.38	359.32
PERSONNEL SERVICES	4	19	23	3.30	17.83	21.13
PUBLIC INFORMATION	3	5	8	2.91	4.02	6.93
CUSTODIAN SUPERVISOR	31	3	34	30.67	2.02	32.69
JANITOR, CUSTODIAN	513	205	718	484.65	182.20	666.85
FOOD SERVICE - SUPERVISOR	1	12	13	0.88	10.53	11.41
FOOD SERVICE - MANAGER	1	216	217	1.00	124.89	125.89
FOOD SERVICE - COOK	0	346	346	0.00	174.21	174.21
FOOD SERVICE - OTHER	17	372	389	11.66	156.81	168.47
MAINTENANCE SUPERVISOR	19	2	21	18.03	1.92	19.95
MAINTENANCE WORKER	240	35	275	235.54	31.56	267.10
INSTRUCTIONAL ASSISTANT - REGULAR ED	65	1,028	1,093	35.90	512.41	548.31
INSTRUCTIONAL ASSISTANT - SPECIAL ED	69	1,053	1,122	42.08	584.35	626.43
RELATED SERVICES ASSISTANT, SPECIAL ED	2	25	27	1.35	15.10	16.45
INTERPRETER - HEARING IMPAIRED	3	34	37	1.62	18.90	20.52
LIBRARY ASSISTANT	0	197	197	0.00	119.44	119.44
TRANSPORTATION SUPERVISOR	4	4	8	3.88	3.80	7.68
TRANSPORTATION DISPATCHER/SECRETARY	0	13	13	0.00	10.26	10.26
TRANSPORTATION - SCHOOL BUS MECHANIC	30	2	32	28.87	1.18	30.05
TRANSPORTATION-SCHOOL BUS ASSISTANT	2	7	9	1.40	4.63	6.03
TRANSPORTATION - SCHOOL BUS DRIVERS	189	343	532	103.90	185.18	289.08
TRANSPORTATION - SCHOOL BUS MONITORS	7	51	58	3.94	29.03	32.97
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	1	1	2	0.75	1.00	1.75
ATTENDANCE OFFICER	1	6	7	0.09	4.42	4.51
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	23	49	72	13.27	26.44	39.71
SPECIAL PROJECT PERSONNEL	21	32	53	5.46	8.39	13.85
OTHER NON-CERTIFIED, SPECIFY	127	451	578	48.24	123.54	171.78
DATA PROCESSING SERVICES	14	18	32	13.33	16.92	30.25
COMPUTER TECHNOLOGY TECHNICIAN	20	32	52	17.93	18.98	36.91
TOTALS	1,425	5,298	6,723	1,126.55	2,956.12	4,082.67

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$33.32	\$33.27	\$33.31	\$61,028	\$67,639	\$62,681	\$752,173
CLERK - BOARD OF TRUSTEES	0.00	15.89	15.89	0	30,219	30,219	151,093
OFFICE CLERICAL - DISTRICT	10.73	11.17	11.16	19,800	20,165	20,155	4,817,148
OFFICE CLERICAL - BUILDING	8.70	10.25	10.24	12,273	15,306	15,288	7,628,774
PERSONNEL SERVICES	22.51	16.33	17.41	40,953	31,903	33,477	769,969
PUBLIC INFORMATION	22.84	18.18	19.92	45,669	32,052	37,159	297,268
CUSTODIAN SUPERVISOR	12.29	10.64	12.14	25,283	15,796	24,446	831,154
JANITOR, CUSTODIAN	9.56	9.07	9.42	19,049	17,017	18,469	13,260,594
FOOD SERVICE - SUPERVISOR	23.17	19.11	19.42	42,633	34,933	35,526	461,834
FOOD SERVICE - MANAGER	11.69	9.79	9.80	24,315	11,915	11,972	2,597,947
FOOD SERVICE - COOK	0.00	7.99	7.99	0	8,352	8,352	2,889,783
FOOD SERVICE - OTHER	9.35	7.99	8.05	13,772	7,319	7,601	2,956,744
MAINTENANCE SUPERVISOR	19.10	18.53	19.04	38,335	36,481	38,158	801,322
MAINTENANCE WORKER	12.41	9.15	12.00	25,063	16,917	24,027	6,607,301
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.12	8.24	8.24	8,983	8,434	8,467	9,254,424
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.20	8.39	8.38	10,448	9,622	9,673	10,853,399
RELATED SERVICES ASSISTANT, SPECIAL ED	13.63	11.29	11.46	19,790	14,269	14,678	396,309
INTERPRETER - HEARING IMPAIRED	12.52	12.14	12.17	13,846	13,735	13,744	508,514
LIBRARY ASSISTANT	0.00	9.09	9.09	0	11,606	11,606	2,286,296
TRANSPORTATION SUPERVISOR	20.20	24.16	22.18	40,956	46,652	43,804	350,431
TRANSPORTATION DISPATCHER/SECRETARY	0.00	11.49	11.49	0	18,952	18,952	246,375
TRANSPORTATION - SCHOOL BUS MECHANIC	12.89	10.26	12.73	25,949	12,402	25,103	803,285
TRANSPORTATION-SCHOOL BUS ASSISTANT	11.95	10.44	10.78	17,416	14,585	15,214	136,926
TRANSPORTATION - SCHOOL BUS DRIVERS	9.96	10.24	10.14	11,362	11,502	11,452	6,092,467
TRANSPORTATION - SCHOOL BUS MONITORS	7.29	7.92	7.84	8,483	9,357	9,251	536,570
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	12.96	13.20	13.08	20,218	27,456	23,837	47,674
ATTENDANCE OFFICER	10.00	10.18	10.15	1,850	15,554	13,597	95,176
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	7.53	7.50	7.51	6,929	6,822	6,856	493,651
SPECIAL PROJECT PERSONNEL	15.69	15.26	15.43	8,861	8,572	8,686	460,374
OTHER NON-CERTIFIED, SPECIFY	11.35	9.75	10.10	11,263	6,215	7,324	4,233,153
DATA PROCESSING SERVICES	16.68	17.59	17.19	33,681	34,525	34,156	1,092,986
COMPUTER TECHNOLOGY TECHNICIAN	13.89	9.93	11.45	26,500	12,386	17,814	926,353
AVERAGES / TOTAL	\$10.83	\$9.17	\$9.53	\$18,228	\$10,884	\$12,441	\$83,637,467

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

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

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	7	3	10	6.96	2.58	9.54
CLERK - BOARD OF TRUSTEES	0	6	6	0.00	5.92	5.92
OFFICE CLERICAL - DISTRICT	2	71	73	1.77	65.04	66.81
OFFICE CLERICAL - BUILDING	0	209	209	0.00	152.10	152.10
PERSONNEL SERVICES	1	6	7	0.17	5.32	5.49
PUBLIC INFORMATION	0	3	3	0.00	1.71	1.71
CUSTODIAN SUPERVISOR	10	1	11	10.00	1.00	11.00
JANITOR, CUSTODIAN	201	142	343	166.14	104.01	270.15
FOOD SERVICE - SUPERVISOR	0	9	9	0.00	7.26	7.26
FOOD SERVICE - MANAGER	0	54	54	0.00	33.65	33.65
FOOD SERVICE - COOK	2	265	267	1.17	116.59	117.76
FOOD SERVICE - OTHER	14	133	147	5.90	44.66	50.56
MAINTENANCE SUPERVISOR	16	0	16	15.38	0.00	15.38
MAINTENANCE WORKER	71	10	81	63.12	4.99	68.11
INSTRUCTIONAL ASSISTANT - REGULAR ED	25	518	543	9.41	253.67	263.08
INSTRUCTIONAL ASSISTANT - SPECIAL ED	13	357	370	7.55	201.66	209.21
RELATED SERVICES ASSISTANT, SPECIAL ED	1	11	12	0.62	6.04	6.66
INTERPRETER - HEARING IMPAIRED	0	5	5	0.00	2.70	2.70
LIBRARY ASSISTANT	0	81	81	0.00	43.42	43.42
TRANSPORTATION SUPERVISOR	9	1	10	9.00	0.94	9.94
TRANSPORTATION DISPATCHER/SECRETARY	1	13	14	0.13	10.44	10.57
TRANSPORTATION - SCHOOL BUS MECHANIC	23	0	23	20.87	0.00	20.87
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	2	2	0.00	0.32	0.32
TRANSPORTATION - SCHOOL BUS DRIVERS	90	219	309	32.87	94.73	127.60
TRANSPORTATION - SCHOOL BUS MONITORS	1	21	22	0.51	10.24	10.75
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	1	1	2	0.43	0.83	1.26
ATTENDANCE OFFICER	0	2	2	0.00	1.60	1.60
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	39	25	64	2.92	1.97	4.89
SPECIAL PROJECT PERSONNEL	6	18	24	1.66	8.26	9.92
OTHER NON-CERTIFIED, SPECIFY	38	56	94	8.65	18.48	27.13
DATA PROCESSING SERVICES	3	2	5	2.52	1.81	4.33
COMPUTER TECHNOLOGY TECHNICIAN	12	4	16	10.75	2.90	13.65
TOTALS	586	2,248	2,834	378.50	1,204.84	1,583.34

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$29.08	\$19.80	\$26.29	\$60,117	\$37,510	\$53,335	\$533,350
CLERK - BOARD OF TRUSTEES	0.00	12.66	12.66	0	25,935	25,935	155,612
OFFICE CLERICAL - DISTRICT	25.33	11.44	11.82	46,586	21,906	22,582	1,648,514
OFFICE CLERICAL - BUILDING	0.00	9.71	9.71	0	14,769	14,769	3,086,771
PERSONNEL SERVICES	15.00	16.17	16.00	5,400	30,081	26,555	185,887
PUBLIC INFORMATION	0.00	8.01	8.01	0	10,106	10,106	30,319
CUSTODIAN SUPERVISOR	11.36	15.88	11.77	23,633	33,030	24,487	269,359
JANITOR, CUSTODIAN	8.86	8.42	8.68	14,941	12,791	14,051	4,819,481
FOOD SERVICE - SUPERVISOR	0.00	15.07	15.07	0	25,596	25,596	230,362
FOOD SERVICE - MANAGER	0.00	9.92	9.92	0	12,961	12,961	699,902
FOOD SERVICE - COOK	9.13	7.63	7.64	13,211	7,271	7,315	1,953,205
FOOD SERVICE - OTHER	7.68	7.22	7.26	7,601	5,004	5,251	771,953
MAINTENANCE SUPERVISOR	15.32	0.00	15.32	30,640	0	30,640	490,247
MAINTENANCE WORKER	11.23	8.02	10.83	20,689	9,240	19,275	1,561,299
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.29	7.71	7.69	5,875	7,939	7,844	4,259,511
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.18	7.81	7.82	10,195	9,155	9,192	3,401,031
RELATED SERVICES ASSISTANT, SPECIAL ED	12.00	9.34	9.56	15,540	10,618	11,028	132,340
INTERPRETER - HEARING IMPAIRED	0.00	11.71	11.71	0	11,835	11,835	59,177
LIBRARY ASSISTANT	0.00	8.62	8.62	0	9,746	9,746	789,446
TRANSPORTATION SUPERVISOR	17.13	15.23	16.94	35,626	29,699	35,033	350,332
TRANSPORTATION DISPATCHER/SECRETARY	12.92	9.59	9.82	3,488	16,156	15,251	213,518
TRANSPORTATION - SCHOOL BUS MECHANIC	13.37	0.00	13.37	25,283	0	25,283	581,518
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	8.05	8.05	0	2,681	2,681	5,362
TRANSPORTATION - SCHOOL BUS DRIVERS	10.41	10.69	10.61	7,826	9,610	9,090	2,808,808
TRANSPORTATION - SCHOOL BUS MONITORS	8.48	7.52	7.56	8,958	7,624	7,685	169,066
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	9.12	9.12	9.12	8,155	15,686	11,921	23,841
ATTENDANCE OFFICER	0.00	9.46	9.46	0	15,701	15,701	31,401
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	10.44	9.61	10.12	1,330	1,590	1,432	91,626
SPECIAL PROJECT PERSONNEL	10.85	12.55	12.13	5,946	10,545	9,395	225,487
OTHER NON-CERTIFIED, SPECIFY	10.28	11.17	10.81	6,372	8,753	7,790	732,285
DATA PROCESSING SERVICES	16.90	17.11	16.98	28,963	33,175	30,648	153,239
COMPUTER TECHNOLOGY TECHNICIAN	14.02	10.23	13.07	27,369	16,557	24,666	394,657
AVERAGES / TOTAL	\$10.48	\$8.69	\$9.06	\$14,536	\$9,938	\$10,889	\$30,858,906

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

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

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	3	13	16	2.44	12.20	14.64
CLERK - BOARD OF TRUSTEES	2	15	17	0.34	10.67	11.01
OFFICE CLERICAL - DISTRICT	4	56	60	2.41	44.34	46.75
OFFICE CLERICAL - BUILDING	2	208	210	1.62	142.37	143.99
PERSONNEL SERVICES	0	1	1	0.00	0.61	0.61
PUBLIC INFORMATION	1	0	1	0.08	0.00	0.08
CUSTODIAN SUPERVISOR	25	6	31	22.42	6.00	28.42
JANITOR, CUSTODIAN	152	145	297	122.88	91.15	214.03
FOOD SERVICE - SUPERVISOR	2	27	29	0.90	19.61	20.51
FOOD SERVICE - MANAGER	0	72	72	0.00	41.02	41.02
FOOD SERVICE - COOK	3	225	228	1.58	107.11	108.69
FOOD SERVICE - OTHER	7	67	74	1.51	14.18	15.69
MAINTENANCE SUPERVISOR	26	0	26	24.24	0.00	24.24
MAINTENANCE WORKER	66	19	85	40.18	3.38	43.56
INSTRUCTIONAL ASSISTANT - REGULAR ED	22	501	523	8.62	250.91	259.53
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	380	386	2.81	205.11	207.92
RELATED SERVICES ASSISTANT, SPECIAL ED	1	10	11	0.81	4.37	5.18
INTERPRETER - HEARING IMPAIRED	0	5	5	0.00	2.83	2.83
LIBRARY ASSISTANT	0	75	75	0.00	39.86	39.86
TRANSPORTATION SUPERVISOR	20	1	21	17.99	1.00	18.99
TRANSPORTATION DISPATCHER/SECRETARY	1	8	9	1.00	4.48	5.48
TRANSPORTATION - SCHOOL BUS MECHANIC	22	0	22	18.30	0.00	18.30
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	2	2	0.00	0.17	0.17
TRANSPORTATION - SCHOOL BUS DRIVERS	135	203	338	43.12	73.84	116.96
TRANSPORTATION - SCHOOL BUS MONITORS	0	9	9	0.00	2.53	2.53
ATTENDANCE OFFICER	1	6	7	0.77	3.55	4.32
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	16	13	29	1.62	1.14	2.76
SPECIAL PROJECT PERSONNEL	4	30	34	2.21	9.52	11.73
OTHER NON-CERTIFIED, SPECIFY	68	109	177	8.72	18.00	26.72
DATA PROCESSING SERVICES	1	0	1	1.00	0.00	1.00
COMPUTER TECHNOLOGY TECHNICIAN	8	5	13	5.48	3.94	9.42
TOTALS	598	2,211	2,809	333.05	1,113.89	1,446.94

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$25.87	\$17.83	\$19.34	\$36,898	\$34,768	\$35,167	\$562,675
CLERK - BOARD OF TRUSTEES	18.21	15.33	15.67	7,085	22,460	20,651	351,072
OFFICE CLERICAL - DISTRICT	18.29	11.91	12.33	22,777	19,678	19,884	1,193,065
OFFICE CLERICAL - BUILDING	10.08	9.59	9.60	17,163	13,797	13,829	2,904,122
PERSONNEL SERVICES	0.00	7.76	7.76	0	9,778	9,778	9,778
PUBLIC INFORMATION	11.00	0.00	11.00	1,760	0	1,760	1,760
CUSTODIAN SUPERVISOR	12.05	11.22	11.89	20,874	23,330	21,349	661,830
JANITOR, CUSTODIAN	9.67	8.72	9.20	15,924	11,006	13,523	4,016,297
FOOD SERVICE - SUPERVISOR	14.22	11.70	11.88	14,682	17,751	17,539	508,637
FOOD SERVICE - MANAGER	0.00	9.17	9.17	0	10,882	10,882	783,493
FOOD SERVICE - COOK	7.20	7.52	7.52	8,197	7,595	7,603	1,733,485
FOOD SERVICE - OTHER	9.82	7.03	7.30	4,364	3,043	3,168	234,437
MAINTENANCE SUPERVISOR	15.70	0.00	15.70	30,039	0	30,039	781,020
MAINTENANCE WORKER	9.77	6.71	9.09	13,155	2,434	10,758	914,439
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.73	7.88	7.96	7,202	8,112	8,074	4,222,747
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.48	7.79	7.78	7,397	8,662	8,642	3,335,810
RELATED SERVICES ASSISTANT, SPECIAL ED	18.75	9.32	10.18	31,500	8,775	10,841	119,252
INTERPRETER - HEARING IMPAIRED	0.00	9.65	9.65	0	11,324	11,324	56,619
LIBRARY ASSISTANT	0.00	8.38	8.38	0	9,305	9,305	697,862
TRANSPORTATION SUPERVISOR	17.21	7.73	16.76	31,290	16,078	30,565	641,868
TRANSPORTATION DISPATCHER/SECRETARY	15.02	9.48	10.09	31,242	11,688	13,861	124,747
TRANSPORTATION - SCHOOL BUS MECHANIC	12.52	0.00	12.52	21,939	0	21,939	482,661
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	7.52	7.52	0	1,358	1,358	2,715
TRANSPORTATION - SCHOOL BUS DRIVERS	11.64	11.84	11.76	7,417	8,318	7,958	2,689,753
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	6.91	6.91	0	4,095	4,095	36,853
ATTENDANCE OFFICER	12.71	7.79	8.49	20,336	9,540	11,082	77,574
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	10.11	10.30	10.20	1,827	1,716	1,777	51,531
SPECIAL PROJECT PERSONNEL	14.86	9.60	10.21	15,451	7,612	8,534	290,168
OTHER NON-CERTIFIED, SPECIFY	11.83	10.07	10.75	3,046	3,250	3,171	561,344
DATA PROCESSING SERVICES	15.38	0.00	15.38	31,990	0	31,990	31,990
COMPUTER TECHNOLOGY TECHNICIAN	15.09	11.35	13.65	22,262	18,615	20,859	271,167
AVERAGES / TOTAL	\$11.40	\$8.86	\$9.40	\$13,097	\$9,280	\$10,093	\$28,350,771 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

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

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	2	10	12	1.05	8.64	9.69
CLERK - BOARD OF TRUSTEES	2	14	16	1.23	6.72	7.95
OFFICE CLERICAL - DISTRICT	1	23	24	0.50	17.56	18.06
OFFICE CLERICAL - BUILDING	0	78	78	0.00	54.76	54.76
CUSTODIAN SUPERVISOR	6	0	6	3.86	0.00	3.86
JANITOR, CUSTODIAN	43	72	115	33.88	51.54	85.42
FOOD SERVICE - SUPERVISOR	1	15	16	0.75	9.85	10.60
FOOD SERVICE - MANAGER	0	10	10	0.00	6.08	6.08
FOOD SERVICE - COOK	0	91	91	0.00	42.81	42.81
FOOD SERVICE - OTHER	2	31	33	0.07	9.49	9.56
MAINTENANCE SUPERVISOR	17	0	17	15.05	0.00	15.05
MAINTENANCE WORKER	27	4	31	17.43	2.86	20.29
INSTRUCTIONAL ASSISTANT - REGULAR ED	11	186	197	4.07	86.97	91.04
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5	130	135	2.20	63.34	65.54
RELATED SERVICES ASSISTANT, SPECIAL ED	1	5	6	0.65	3.76	4.41
INTERPRETER - HEARING IMPAIRED	0	3	3	0.00	1.81	1.81
LIBRARY ASSISTANT	0	33	33	0.00	17.41	17.41
TRANSPORTATION SUPERVISOR	16	0	16	12.99	0.00	12.99
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.94	0.94
TRANSPORTATION - SCHOOL BUS MECHANIC	7	1	8	5.57	0.50	6.07
TRANSPORTATION - SCHOOL BUS DRIVERS	44	117	161	13.49	38.78	52.27
TRANSPORTATION - SCHOOL BUS MONITORS	1	10	11	0.30	2.14	2.44
ATTENDANCE OFFICER	0	3	3	0.00	1.59	1.59
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	6	3	9	0.54	0.25	0.79
SPECIAL PROJECT PERSONNEL	2	11	13	0.70	4.81	5.51
OTHER NON-CERTIFIED, SPECIFY	20	39	59	2.24	7.38	9.62
DATA PROCESSING SERVICES	0	1	1	0.00	0.77	0.77
COMPUTER TECHNOLOGY TECHNICIAN	2	2	4	1.46	1.22	2.68
TOTALS	216	894	1,110	118.03	441.98	560.01

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	\$16.10	\$17.96	\$17.65	\$17,558	\$26,019	\$24,609	\$295,309
CLERK - BOARD OF TRUSTEES	15.47	14.35	14.49	19,361	14,974	15,522	248,357
OFFICE CLERICAL - DISTRICT	24.00	10.32	10.89	24,960	16,843	17,181	412,338
OFFICE CLERICAL - BUILDING	0.00	9.55	9.55	0	13,580	13,580	1,059,249
CUSTODIAN SUPERVISOR	13.40	0.00	13.40	18,359	0	18,359	110,156
JANITOR, CUSTODIAN	8.81	8.13	8.38	14,515	12,112	13,010	1,496,190
FOOD SERVICE - SUPERVISOR	11.32	11.85	11.81	17,659	16,138	16,233	259,729
FOOD SERVICE - MANAGER	0.00	9.19	9.19	0	11,810	11,810	118,098
FOOD SERVICE - COOK	0.00	7.29	7.29	0	7,320	7,320	666,104
FOOD SERVICE - OTHER	9.34	7.03	7.17	677	4,486	4,255	140,426
MAINTENANCE SUPERVISOR	14.81	0.00	14.81	27,059	0	27,059	460,010
MAINTENANCE WORKER	10.93	7.57	10.50	14,490	11,728	14,134	438,148
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.32	8.22	8.17	5,806	7,141	7,066	1,392,079
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.92	7.48	7.45	6,362	7,513	7,471	1,008,522
RELATED SERVICES ASSISTANT, SPECIAL ED	7.11	7.43	7.38	9,599	11,762	11,401	68,408
INTERPRETER - HEARING IMPAIRED	0.00	11.54	11.54	0	14,405	14,405	43,214
LIBRARY ASSISTANT	0.00	7.89	7.89	0	8,707	8,707	287,321
TRANSPORTATION SUPERVISOR	15.44	0.00	15.44	26,271	0	26,271	420,341
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.06	7.06	0	6,714	6,714	13,427
TRANSPORTATION - SCHOOL BUS MECHANIC	12.37	9.20	11.98	20,736	9,568	19,340	154,721
TRANSPORTATION - SCHOOL BUS DRIVERS	11.59	11.00	11.16	7,039	7,219	7,170	1,154,396
TRANSPORTATION - SCHOOL BUS MONITORS	8.71	7.09	7.24	5,487	2,983	3,211	35,320
ATTENDANCE OFFICER	0.00	8.26	8.26	0	8,964	8,964	26,892
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.00	5.42	7.81	1,341	949	1,210	10,891
SPECIAL PROJECT PERSONNEL	7.18	11.84	11.12	6,427	9,087	8,677	112,806
OTHER NON-CERTIFIED, SPECIFY	9.98	9.17	9.45	2,822	3,565	3,313	195,459
DATA PROCESSING SERVICES	0.00	15.48	15.48	0	24,706	24,706	24,706
COMPUTER TECHNOLOGY TECHNICIAN	15.28	14.19	14.73	23,867	17,775	20,821	83,283
AVERAGES / TOTAL	\$11.09	\$8.86	\$9.29	\$13,030	\$8,861	\$9,672	\$10,735,900 *

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

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

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
1998 - 1999**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	0	9	9	0.00	8.20	8.20
CLERK - BOARD OF TRUSTEES	1	22	23	0.25	16.19	16.44
OFFICE CLERICAL - DISTRICT	0	22	22	0.00	17.11	17.11
OFFICE CLERICAL - BUILDING	0	45	45	0.00	28.84	28.84
PERSONNEL SERVICES	0	1	1	0.00	0.67	0.67
PUBLIC INFORMATION	0	2	2	0.00	0.37	0.37
CUSTODIAN SUPERVISOR	11	4	15	7.71	3.25	10.96
JANITOR, CUSTODIAN	27	57	84	19.26	36.16	55.42
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	10.54	10.54
FOOD SERVICE - MANAGER	0	14	14	0.00	8.64	8.64
FOOD SERVICE - COOK	0	48	48	0.00	24.59	24.59
FOOD SERVICE - OTHER	1	20	21	0.42	4.57	4.99
MAINTENANCE SUPERVISOR	19	0	19	14.99	0.00	14.99
MAINTENANCE WORKER	9	4	13	5.85	0.79	6.64
INSTRUCTIONAL ASSISTANT - REGULAR ED	4	116	120	1.47	53.64	55.11
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5	69	74	2.58	37.04	39.62
RELATED SERVICES ASSISTANT, SPECIAL ED	0	5	5	0.00	1.10	1.10
INTERPRETER - HEARING IMPAIRED	0	2	2	0.00	1.11	1.11
LIBRARY ASSISTANT	0	23	23	0.00	10.56	10.56
TRANSPORTATION SUPERVISOR	15	4	19	6.84	0.82	7.66
TRANSPORTATION DISPATCHER/SECRETARY	0	1	1	0.00	0.08	0.08
TRANSPORTATION - SCHOOL BUS MECHANIC	8	0	8	3.55	0.00	3.55
TRANSPORTATION - SCHOOL BUS DRIVERS	57	65	122	14.24	18.37	32.61
TRANSPORTATION - SCHOOL BUS MONITORS	1	3	4	0.43	0.44	0.87
ATTENDANCE OFFICER	0	1	1	0.00	0.38	0.38
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	13	7	20	1.08	0.86	1.94
SPECIAL PROJECT PERSONNEL	10	11	21	1.18	1.08	2.26
OTHER NON-CERTIFIED, SPECIFY	40	55	95	3.28	9.41	12.69
DATA PROCESSING SERVICES	1	0	1	0.50	0.00	0.50
COMPUTER TECHNOLOGY TECHNICIAN	7	6	13	4.15	2.66	6.81
TOTALS	229	632	861	87.78	297.47	385.25

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$0.00	\$14.60	\$14.60	\$0	\$27,681	\$27,681	\$249,129
CLERK - BOARD OF TRUSTEES	14.07	11.98	12.07	7,316	17,920	17,459	401,558
OFFICE CLERICAL - DISTRICT	0.00	10.06	10.06	0	16,139	16,139	355,068
OFFICE CLERICAL - BUILDING	0.00	8.77	8.77	0	11,807	11,807	531,299
PERSONNEL SERVICES	0.00	11.86	11.86	0	16,604	16,604	16,604
PUBLIC INFORMATION	0.00	6.28	6.28	0	2,531	2,531	5,061
CUSTODIAN SUPERVISOR	13.12	8.39	11.86	16,502	14,692	16,019	240,285
JANITOR, CUSTODIAN	10.11	7.95	8.64	14,448	10,654	11,873	997,352
FOOD SERVICE - SUPERVISOR	0.00	9.94	9.94	0	13,694	13,694	219,101
FOOD SERVICE - MANAGER	0.00	9.16	9.16	0	11,844	11,844	165,819
FOOD SERVICE - COOK	0.00	7.36	7.36	0	7,947	7,947	381,472
FOOD SERVICE - OTHER	6.02	6.86	6.82	5,268	3,359	3,450	72,443
MAINTENANCE SUPERVISOR	13.10	0.00	13.10	21,505	0	21,505	408,600
MAINTENANCE WORKER	10.20	6.65	9.11	12,258	2,671	9,308	121,007
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.27	8.01	8.05	6,193	7,365	7,326	879,109
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.73	7.74	7.67	7,570	8,492	8,430	623,807
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.87	8.87	0	4,113	4,113	20,565
INTERPRETER - HEARING IMPAIRED	0.00	17.27	17.27	0	13,624	13,624	27,248
LIBRARY ASSISTANT	0.00	8.17	8.17	0	7,834	7,834	180,171
TRANSPORTATION SUPERVISOR	13.10	13.96	13.28	13,308	5,770	11,721	222,695
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.80	6.80	0	1,088	1,088	1,088
TRANSPORTATION - SCHOOL BUS MECHANIC	13.02	0.00	13.02	10,876	0	10,876	87,006
TRANSPORTATION - SCHOOL BUS DRIVERS	12.14	11.79	11.95	6,009	6,843	6,453	787,316
TRANSPORTATION - SCHOOL BUS MONITORS	11.40	7.49	8.47	10,260	1,976	4,047	16,189
ATTENDANCE OFFICER	0.00	8.70	8.70	0	6,960	6,960	6,960
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	9.51	11.44	10.18	1,681	2,994	2,141	42,816
SPECIAL PROJECT PERSONNEL	8.78	9.39	9.10	1,730	1,721	1,725	36,234
OTHER NON-CERTIFIED, SPECIFY	11.36	10.73	11.00	1,810	2,967	2,480	235,608
DATA PROCESSING SERVICES	15.85	0.00	15.85	16,484	0	16,484	16,484
COMPUTER TECHNOLOGY TECHNICIAN	18.56	10.09	14.65	17,660	10,078	14,161	184,087
AVERAGES / TOTAL	\$11.64	\$9.10	\$9.77	\$8,982	\$8,664	\$8,748	\$7,532,181 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap 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 Marilyn Howard, Ed.D, State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 332-6800, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.