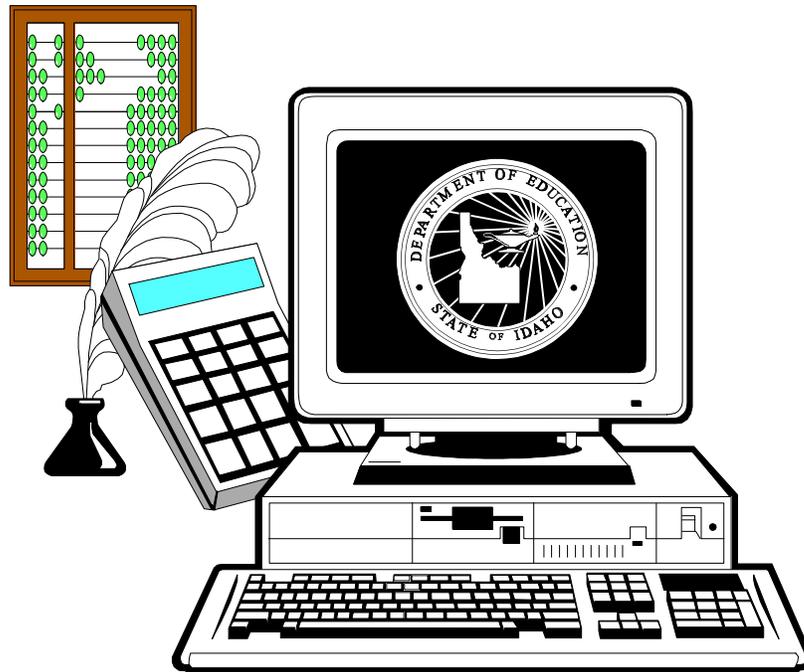


ANNUAL STATISTICAL REPORT 2001-2002



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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BOISE, IDAHO

ANNUAL
STATISTICAL REPORT
IDAHO SCHOOL DISTRICTS
2001 – 2002

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INTRODUCTION

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

SOURCE OF INFORMATION – This report is based on personnel information submitted by each school district in the fall of 2001. Salary information for both certified and non-certified staff was supplied for the 2001-2002 school year.

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

CLASSIFICATION OF PERSONNEL

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

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

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

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

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

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

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

4 ACTIVITY GROUPS

1. District Administration

Superintendent
Assistant Superintendent
Director
Supervisor/Coordinator

2. School Administration

Elementary Principal
Secondary Principal
Assistant Principal

3. Student Services

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

4. Instructional Services

Elementary Teacher
Secondary Teacher
Head Teacher

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

**SCHOOL DISTRICT MEMBERSHIP GROUPS
2001-2002**

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

The ratios are computed on the basis of the November 2nd 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	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	001	BOISE	26,778	1,508.06	17.76
2	002	MERIDIAN	25,226	1,284.94	19.63
3	025	POCATELLO	12,370	632.62	19.55
4	131	NAMPA	12,115	619.94	19.54
5	091	IDAHO FALLS	10,648	551.08	19.32
6	271	COEUR D' ALENE	9,326	494.69	18.85
7	093	BONNEVILLE	7,568	393.78	19.22
8	411	TWIN FALLS	6,869	377.18	18.21
9	132	CALDWELL	5,665	307.07	18.45
10	151	CASSIA COUNTY	5,104	286.21	17.83
11	340	LEWISTON	5,048	296.94	17.00
TOTAL (11 DISTRICTS)			126,717	6,752.51	18.77

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
12	273	POST FALLS	4,629	232.41	19.92
13	193	MOUNTAIN HOME	4,561	248.54	18.35
14	331	MINIDOKA COUNTY	4,369	250.67	17.43
15	055	BLACKFOOT	4,197	235.76	17.80
16	272	LAKELAND	4,168	216.14	19.28
17	084	LAKE PEND OREILLE	4,108	235.31	17.46
18	321	MADISON	4,016	210.35	19.09
19	251	JEFFERSON COUNTY	3,965	199.75	19.85
20	139	VALLIVUE	3,888	202.59	19.19
21	003	KUNA	3,141	157.37	19.96
22	261	JEROME	3,087	175.73	17.57
23	061	BLAINE COUNTY	3,053	217.70	14.02
24	221	EMMETT	2,980	158.43	18.81
25	281	MOSCOW	2,554	175.62	14.54
TOTAL (14 DISTRICTS)			52,716	2,916.37	18.08

DISTRICTS WITH 1,000 - 2,499 STUDENTS					
26	201	PRESTON	2,393	117.64	20.34
27	215	FREMONT COUNTY	2,363	136.22	17.35
28	134	MIDDLETON	2,285	123.21	18.55
29	052	SNAKE RIVER	2,052	108.30	18.95
30	060	SHELLEY	1,971	100.65	19.58
31	371	PAYETTE	1,923	108.48	17.73
32	381	AMERICAN FALLS	1,648	97.90	16.83
33	431	WEISER	1,640	91.27	17.97
34	101	BOUNDARY COUNTY	1,633	98.76	16.54
35	241	GRANGEVILLE	1,561	102.24	15.27
36	083	WEST BONNER COUNTY	1,515	87.52	17.31
37	373	FRUITLAND	1,502	80.08	18.76
38	033	BEAR LAKE COUNTY	1,501	86.80	17.29
39	021	MARSH VALLEY	1,471	91.41	16.09
40	171	OROFINO	1,419	92.58	15.33
41	391	KELLOGG	1,411	83.89	16.82
42	412	BUHL	1,384	83.50	16.57
43	401	TETON COUNTY	1,353	73.80	18.33
44	413	FILER	1,319	73.44	17.96
45	322	SUGAR-SALEM	1,305	73.55	17.74
46	370	HOMEDALE	1,284	75.61	16.98
47	414	KIMBERLY	1,281	70.10	18.27
48	231	GOODING	1,262	79.15	15.94
49	291	SALMON	1,134	66.73	16.99
50	041	ST. MARIES	1,132	68.62	16.50
51	150	SODA SPRINGS	1,060	58.33	18.17
52	137	PARMA	1,054	57.70	18.27
53	232	WENDELL	1,008	63.43	15.89
TOTAL (28 DISTRICTS)			42,864	2,450.91	17.49

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

DISTRICTS WITH 500 - 999 STUDENTS					
54	421	MCCALL-DONNELLY	986	59.71	16.51
55	372	NEW PLYMOUTH	950	54.87	17.31
56	351	ONEIDA COUNTY	940	56.37	16.68
57	058	ABERDEEN	934	55.08	16.96
58	059	FIRTH	922	51.21	18.00
59	363	MARSING	759	49.36	15.38
60	136	MELBA	713	43.31	16.46
61	252	RIRIE	710	41.63	17.06
62	253	WEST JEFFERSON	654	43.41	15.07
63	262	VALLEY	653	42.74	15.28
64	393	WALLACE	614	41.62	14.75
65	192	GLENNS FERRY	605	41.50	14.58
66	285	POTLATCH	585	37.14	15.75
67	304	KAMIAH	585	37.99	15.40
68	202	WEST SIDE	569	34.04	16.72
69	181	CHALLIS	558	42.35	13.18
70	148	GRACE	547	36.00	15.19
71	133	WILDER	536	41.18	13.02
72	111	BUTTE COUNTY	535	35.91	14.90
73	341	LAPWAI	535	43.72	12.24
74	044	PLUMMER-WORLEY	529	41.40	12.78
75	365	BRUNEAU-GRAND VIEW	526	35.78	14.70
TOTAL (22 DISTRICTS)			14,945	966.32	15.47

DISTRICTS WITH 1 - 499 STUDENTS					
76	312	SHOSHONE	499	33.00	15.12
77	242	COTTONWOOD	496	32.56	15.23
78	072	BASIN	459	28.65	16.02
79	415	HANSEN	389	28.94	13.44
80	233	HAGERMAN	386	27.24	14.17
81	422	CASCADE	347	27.35	12.69
82	283	KENDRICK	343	25.67	13.36
83	282	GENESEE	341	24.75	13.78
84	417	CASTLEFORD	337	23.25	14.49
85	135	NOTUS	334	24.98	13.37
86	013	COUNCIL	333	25.62	13.00
87	071	GARDEN VALLEY	320	22.88	13.99
88	073	HORSESHOE BEND	318	23.51	13.53
89	287	TROY	317	23.60	13.43
90	274	KOOTENAI	288	21.54	13.37
91	288	WHITEPINE	286	22.10	12.94
92	182	MACKAY	258	20.32	12.70
93	305	HIGHLAND	237	18.88	12.55
94	418	MURTAUGH	233	19.15	12.17
95	161	CLARK COUNTY	229	18.19	12.59
96	342	CULDESAC	213	15.70	13.57
97	302	NEZPERCE	207	18.08	11.45
98	314	DIETRICH	198	16.15	12.26
99	316	RICHFIELD	197	17.86	11.03
100	149	NORTH GEM	194	16.13	12.03
101	432	CAMBRIDGE	193	16.27	11.86
102	011	MEADOWS VALLEY	179	17.53	10.21
103	234	BLISS	174	17.46	9.97
104	121	CAMAS COUNTY	163	14.44	11.29
105	392	MULLAN	158	16.21	9.75
106	382	ROCKLAND	156	17.22	9.06
107	292	SOUTH LEMHI	129	16.16	7.98
108	433	MIDVALE	128	13.56	9.44
109	092	SWAN VALLEY	55	6.20	8.87
110	394	AVERY SCHOOL	26	4.50	5.78
111	364	PLEASANT VALLEY	19	2.00	9.50
112	416	THREE CREEK	15	1.00	15.00
113	383	ARBON	14	2.00	7.00
114	191	PRAIRIE	5	1.00	5.00
TOTAL (39 DISTRICTS)			9,173	721.65	12.71

114 DISTRICTS	STATEWIDE TOTALS	246,415	13,807.76	17.85
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CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

2001-2002

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
CLASSIFICATIONS (19)						
SUPERINTENDENT	99.57	89.07	10.50	89.45%	10.55%	0.61%
ASSISTANT SUPERINTENDENT	20.99	14.99	6.00	71.41%	28.59%	0.13%
DIRECTOR	146.14	78.07	68.07	53.42%	46.58%	0.90%
SUPERVISOR/COORDINATOR	140.52	57.33	83.19	40.80%	59.20%	0.87%
PRINCIPAL-ELEMENTARY	291.79	172.05	119.74	58.96%	41.04%	1.80%
PRINCIPAL-SECONDARY	223.85	174.66	49.19	78.03%	21.97%	1.38%
ASSISTANT PRINCIPAL	193.93	127.14	66.79	65.56%	34.44%	1.19%
TEACHER-ELEMENTARY	7,054.47	810.99	6,243.48	11.50%	88.50%	43.48%
TEACHER-SECONDARY	6,750.76	3,143.39	3,607.37	46.56%	53.44%	41.61%
HEAD TEACHER	2.53	0.00	2.53	0.00%	100.00%	0.02%
EDUCATION MEDIA GENERALIST	187.21	29.60	157.61	15.81%	84.19%	1.15%
COUNSELOR	591.70	176.55	415.15	29.84%	70.16%	3.65%
PSYCHOLOGICAL EXAMINER	6.05	2.55	3.50	42.15%	57.85%	0.04%
SCHOOL PSYCHOLOGIST	129.91	56.91	73.00	43.81%	56.19%	0.80%
SPEECH/LANGUAGE PATHOLOGIST	200.22	11.00	189.22	5.49%	94.51%	1.23%
AUDIOLOGIST	4.25	3.00	1.25	70.59%	29.41%	0.03%
SCHOOL SOCIAL WORKER	58.32	24.42	33.90	41.87%	58.13%	0.36%
SCHOOL NURSE	97.97	1.00	96.97	1.02%	98.98%	0.60%
OCCUPATIONAL/PHYSICAL THERAPIST	24.85	4.68	20.17	18.83%	81.17%	0.15%
TOTAL	16,225.03	4,977.40	11,247.63	30.68%	69.32%	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	407.22	239.46	167.76	58.80%	41.20%	2.51%
SCHOOL ADMINISTRATION	709.57	473.85	235.72	66.78%	33.22%	4.37%
STUDENT SERVICES	1,300.48	309.71	990.77	23.82%	76.18%	8.02%
INSTRUCTIONAL SERVICES	13,807.76	3,954.38	9,853.38	28.64%	71.36%	85.10%
TOTAL	16,225.03	4,977.40	11,247.63	30.68%	69.32%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS

2001-2002

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 CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	99.57	0.61%	11.00	0.14%	14.00	0.41%
ASSISTANT SUPERINTENDENT	20.99	0.13%	11.00	0.14%	9.49	0.28%
DIRECTOR	146.14	0.90%	56.48	0.71%	39.90	1.17%
SUPERVISOR/COORDINATOR	140.52	0.87%	88.77	1.12%	25.30	0.74%
PRINCIPAL-ELEMENTARY	291.79	1.80%	137.48	1.73%	62.65	1.84%
PRINCIPAL-SECONDARY	223.85	1.38%	72.67	0.91%	42.42	1.24%
ASSISTANT PRINCIPAL	193.93	1.19%	128.12	1.61%	42.34	1.24%
TEACHER-ELEMENTARY	7,054.47	43.48%	3,538.92	44.55%	1,503.51	44.06%
TEACHER-SECONDARY	6,750.76	41.61%	3,213.59	40.46%	1,412.86	41.40%
HEAD TEACHER	2.53	0.02%	0.00	0.00%	0.00	0.00%
EDUCATION MEDIA GENERALIST	187.21	1.15%	67.51	0.85%	37.95	1.11%
COUNSELOR	591.70	3.65%	304.69	3.84%	116.17	3.40%
PSYCHOLOGICAL EXAMINER	6.05	0.04%	4.00	0.05%	0.50	0.01%
SCHOOL PSYCHOLOGIST	129.91	0.80%	74.48	0.94%	28.66	0.84%
SPEECH/LANGUAGE PATHOLOGIST	200.22	1.23%	108.30	1.36%	44.25	1.30%
AUDIOLGIST	4.25	0.03%	3.95	0.05%	0.20	0.01%
SCHOOL SOCIAL WORKER	58.32	0.36%	34.00	0.43%	13.50	0.40%
SCHOOL NURSE	97.97	0.60%	72.77	0.92%	11.68	0.34%
OCCUPATIONAL/PHYSICAL THERAPIST	24.85	0.15%	14.94	0.19%	7.25	0.21%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	407.22	2.51%	167.25	2.11%	88.69	2.60%
SCHOOL ADMINISTRATION	709.57	4.37%	338.27	4.26%	147.41	4.32%
STUDENT SERVICES	1,300.48	8.02%	684.64	8.62%	260.16	7.62%
INSTRUCTIONAL SERVICES	13,807.76	85.10%	6,752.51	85.01%	2,916.37	85.46%
TOTAL	16,225.03	100.00%	7,942.67	100.00%	3,412.63	100.00%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (22 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (39 DISTRICTS)	
	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF	FTE	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	26.99	0.94%	20.80	1.82%	26.78	3.15%
ASSISTANT SUPERINTENDENT	0.00	0.00%	0.50	0.05%	0.00	0.00%
DIRECTOR	33.24	1.16%	11.90	1.04%	4.62	0.54%
SUPERVISOR/COORDINATOR	16.20	0.56%	6.88	0.60%	3.37	0.40%
PRINCIPAL-ELEMENTARY	54.26	1.89%	21.34	1.87%	16.06	1.89%
PRINCIPAL-SECONDARY	56.83	1.98%	30.88	2.70%	21.05	2.48%
ASSISTANT PRINCIPAL	20.53	0.71%	2.30	0.20%	0.64	0.07%
TEACHER-ELEMENTARY	1,211.70	42.11%	467.31	40.93%	333.03	39.17%
TEACHER-SECONDARY	1,238.05	43.02%	498.33	43.65%	387.93	45.63%
HEAD TEACHER	1.16	0.04%	0.68	0.07%	0.69	0.08%
EDUCATION MEDIA GENERALIST	46.02	1.60%	19.64	1.72%	16.09	1.89%
COUNSELOR	102.54	3.56%	41.10	3.60%	27.20	3.20%
PSYCHOLOGICAL EXAMINER	1.50	0.05%	0.00	0.00%	0.05	0.01%
SCHOOL PSYCHOLOGIST	20.82	0.72%	2.17	0.19%	3.78	0.44%
SPEECH/LANGUAGE PATHOLOGIST	28.64	1.00%	11.00	0.96%	8.03	0.94%
AUDIOLGIST	0.10	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	9.32	0.32%	1.50	0.13%	0.00	0.00%
SCHOOL NURSE	8.61	0.30%	4.00	0.35%	0.91	0.11%
OCCUPATIONAL/PHYSICAL THERAPIST	1.26	0.04%	1.40	0.12%	0.00	0.00%
ACTIVITY GROUPS (4)						
DISTRICT ADMINISTRATION	76.43	2.66%	40.08	3.51%	34.77	4.09%
SCHOOL ADMINISTRATION	131.62	4.57%	54.52	4.77%	37.75	4.44%
STUDENT SERVICES	218.81	7.60%	80.81	7.08%	56.06	6.59%
INSTRUCTIONAL SERVICES	2,450.91	85.17%	966.32	84.64%	721.65	84.88%
TOTAL	2,877.77	100.00%	1,141.73	100.00%	850.23	100.00%

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2001-2002

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	111	99.57	\$8,074,021	\$81,089
ASSISTANT SUPERINTENDENT	22	20.99	1,861,119	88,667
DIRECTOR	221	146.14	9,220,754	63,095
SUPERVISOR/COORDINATOR	185	140.52	8,173,005	58,163
PRINCIPAL-ELEMENTARY	315	291.79	18,882,435	64,712
PRINCIPAL-SECONDARY	248	223.85	14,911,705	66,615
ASSISTANT PRINCIPAL	206	193.93	11,928,001	61,507
TEACHER-ELEMENTARY	7,843	7,054.47	277,342,187	39,314
TEACHER-SECONDARY	7,550	6,750.76	263,460,120	39,027
HEAD TEACHER	13	2.53	106,477	42,086
EDUCATION MEDIA GENERALIST	222	187.21	8,286,328	44,262
COUNSELOR	647	591.70	26,188,015	44,259
PSYCHOLOGICAL EXAMINER	8	6.05	319,253	52,769
SCHOOL PSYCHOLOGIST	159	129.91	6,350,604	48,885
SPEECH/LANGUAGE PATHOLOGIST	240	200.22	8,608,235	42,994
AUDIOLOGIST	6	4.25	191,598	45,082
SCHOOL SOCIAL WORKER	65	58.32	2,498,722	42,845
SCHOOL NURSE	113	97.97	3,604,633	36,793
OCCUPATIONAL/PHYSICAL THERAPIST	33	24.85	1,201,331	48,343
TOTAL	18,207	16,225.03	\$671,208,543	\$41,369

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
ACTIVITY GROUPS (4)				
DISTRICT ADMINISTRATION	539	407.22	\$27,328,899	\$67,111
SCHOOL ADMINISTRATION	769	709.57	45,722,141	64,436
STUDENT SERVICES	1,493	1,300.48	57,248,719	44,021
INSTRUCTIONAL SERVICES	15,406	13,807.76	540,908,784	39,174
TOTAL	18,207	16,225.03	\$671,208,543	\$41,369

* Base salaries exclude extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

2001-2002

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	\$8,131,444	89.07	10.50	\$81,089	\$81,176	\$80,351	\$81,666	\$81,821	\$80,351
ASSISTANT SUPERINTENDENT	1,865,493	14.99	6.00	88,667	89,607	86,318	88,875	89,899	86,318
DIRECTOR	9,407,890	78.07	68.07	63,095	63,028	63,173	64,376	65,046	63,608
SUPERVISOR/COORDINATOR	8,358,262	57.33	83.19	58,163	61,408	55,926	59,481	63,563	56,668
PRINCIPAL-ELEMENTARY	19,146,544	172.05	119.74	64,712	64,394	65,169	65,618	65,451	65,857
PRINCIPAL-SECONDARY	15,216,875	174.66	49.19	66,615	66,358	67,527	67,978	67,896	68,269
ASSISTANT PRINCIPAL	12,066,219	127.14	66.79	61,507	62,641	59,348	62,219	63,410	59,953
TEACHER-ELEMENTARY	280,287,014	810.99	6,243.48	39,314	39,190	39,331	39,732	40,446	39,639
TEACHER-SECONDARY	275,911,706	3,143.39	3,607.37	39,027	39,567	38,556	40,871	42,277	39,646
HEAD TEACHER	114,161	0.00	2.53	42,086	0	42,086	45,123	0	45,123
EDUCATION MEDIA GENERALIST	8,440,354	29.60	157.61	44,262	45,974	43,941	45,085	47,884	44,559
COUNSELOR	26,762,081	176.55	415.15	44,259	45,803	43,602	45,229	47,586	44,227
PSYCHOLOGICAL EXAMINER	319,253	2.55	3.50	52,769	48,706	55,729	52,769	48,706	55,729
SCHOOL PSYCHOLOGIST	6,452,859	56.91	73.00	48,885	51,230	47,056	49,672	52,393	47,550
SPEECH/LANGUAGE PATHOLOGIST	8,721,565	11.00	189.22	42,994	50,122	42,579	43,560	51,474	43,100
AUDIOLOGIST	193,198	3.00	1.25	45,082	50,587	31,869	45,458	51,121	31,869
SCHOOL SOCIAL WORKER	2,517,227	24.42	33.90	42,845	43,255	42,550	43,162	43,875	42,649
SCHOOL NURSE	3,627,293	1.00	96.97	36,793	25,162	36,913	37,025	25,162	37,147
OCCUPATIONAL/PHYSICAL THERAPIST	1,207,776	4.68	20.17	48,343	46,414	48,791	48,603	46,848	49,010
TOTALS	\$688,747,214	4,977.40	11,247.63						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$27,763,089	239.46	167.76	\$67,111	\$71,054	\$61,482	\$68,177	\$72,486	\$62,026
SCHOOL ADMINISTRATION	46,429,638	473.85	235.72	64,436	64,648	64,012	65,433	65,805	64,687
STUDENT SERVICES	58,241,606	309.71	990.77	44,021	46,782	43,158	44,785	48,303	43,685
INSTRUCTIONAL SERVICES	556,312,881	3,954.38	9,853.38	39,174	39,490	39,048	40,290	41,901	39,643
TOTALS	\$688,747,214	4,977.40	11,247.63						

CERTIFIED STAFF SALARIES

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

2001-2002

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	\$1,126,058	8.00	3.00	\$101,544	\$101,524	\$101,597	\$102,369	\$102,659	\$101,597
ASSISTANT SUPERINTENDENT	1,023,114	8.00	3.00	92,919	93,845	90,453	93,010	93,970	90,453
DIRECTOR	4,049,583	29.48	27.00	71,177	71,258	71,089	71,699	72,051	71,315
SUPERVISOR/COORDINATOR	5,662,348	33.86	54.91	62,819	66,935	60,281	63,787	68,876	60,649
PRINCIPAL-ELEMENTARY	9,630,566	72.00	65.48	69,031	68,578	69,530	70,051	69,959	70,151
PRINCIPAL-SECONDARY	5,438,427	50.33	22.34	72,543	71,576	74,722	74,837	74,300	76,048
ASSISTANT PRINCIPAL	8,121,424	76.92	51.20	62,885	64,414	60,589	63,389	64,766	61,321
TEACHER-ELEMENTARY	143,703,939	359.56	3,179.36	40,301	40,369	40,293	40,607	41,406	40,516
TEACHER-SECONDARY	133,652,438	1,383.75	1,829.84	39,908	40,521	39,445	41,590	43,122	40,431
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	3,179,403	7.57	59.94	46,370	49,654	45,955	47,095	51,896	46,489
COUNSELOR	14,159,680	77.29	227.40	45,889	47,549	45,324	46,472	48,707	45,713
PSYCHOLOGICAL EXAMINER	232,471	1.00	3.00	58,118	62,285	56,729	58,118	62,285	56,729
SCHOOL PSYCHOLOGIST	3,869,445	30.78	43.70	51,596	53,303	50,393	51,953	53,532	50,841
SPEECH/LANGUAGE PATHOLOGIST	4,823,207	6.00	102.30	43,866	51,973	43,391	44,536	53,483	44,011
AUDIOLOGIST	178,601	3.00	0.95	44,810	50,587	26,567	45,215	51,121	26,567
SCHOOL SOCIAL WORKER	1,547,328	16.00	18.00	45,277	44,127	46,299	45,510	44,559	46,354
SCHOOL NURSE	2,806,664	1.00	71.77	38,453	25,162	38,639	38,569	25,162	38,756
OCCUPATIONAL/PHYSICAL THERAPIST	769,485	1.70	13.24	51,301	52,474	51,150	51,505	53,150	51,294
TOTALS	\$343,974,181	2,166.24	5,776.43						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$11,861,103	79.34	87.91	\$70,168	\$74,742	\$66,040	\$70,918	\$75,992	\$66,339
SCHOOL ADMINISTRATION	23,190,417	199.25	139.02	67,458	67,728	67,071	68,556	69,051	67,846
STUDENT SERVICES	31,566,284	144.34	540.30	45,600	48,759	44,756	46,106	49,675	45,153
INSTRUCTIONAL SERVICES	277,356,377	1,743.31	5,009.20	40,114	40,490	39,983	41,075	42,768	40,485
TOTALS	\$343,974,181	2,166.24	5,776.43						

CERTIFIED STAFF SALARIES

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

2001-2002

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	\$1,284,316	14.00	0.00	\$91,393	\$91,393	\$0	\$91,737	\$91,737	\$0
ASSISTANT SUPERINTENDENT	804,129	6.49	3.00	84,379	85,394	82,183	84,734	85,914	82,183
DIRECTOR	2,544,929	22.53	17.37	62,002	61,926	62,099	63,783	64,798	62,466
SUPERVISOR/COORDINATOR	1,465,006	9.65	15.65	55,219	61,951	51,068	57,905	65,091	53,475
PRINCIPAL-ELEMENTARY	3,951,276	38.15	24.50	62,403	63,383	60,876	63,069	64,022	61,585
PRINCIPAL-SECONDARY	2,986,404	36.06	6.36	69,441	70,200	65,136	70,401	71,236	65,667
ASSISTANT PRINCIPAL	2,600,525	32.84	9.50	60,357	61,210	57,407	61,420	62,491	57,718
TEACHER-ELEMENTARY	60,056,690	183.89	1,319.62	39,410	38,838	39,489	39,944	39,959	39,942
TEACHER-SECONDARY	58,695,348	677.96	734.90	39,651	40,344	39,012	41,544	43,016	40,185
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	1,764,160	5.65	32.30	45,491	47,916	45,067	46,486	49,416	45,974
COUNSELOR	5,303,005	42.42	73.75	44,411	45,883	43,565	45,649	47,842	44,387
PSYCHOLOGICAL EXAMINER	24,866	0.00	0.50	49,732	0	49,732	49,732	0	49,732
SCHOOL PSYCHOLOGIST	1,271,752	12.06	16.60	43,262	46,204	41,125	44,374	48,040	41,710
SPEECH/LANGUAGE PATHOLOGIST	1,893,843	2.00	42.25	42,417	49,265	42,093	42,799	50,128	42,452
AUDIOLOGIST	9,643	0.00	0.20	48,215	0	48,215	48,215	0	48,215
SCHOOL SOCIAL WORKER	599,333	7.00	6.50	43,758	42,657	44,944	44,395	43,709	45,134
SCHOOL NURSE	411,223	0.00	11.68	34,707	0	34,707	35,207	0	35,207
OCCUPATIONAL/PHYSICAL THERAPIST	337,669	2.00	5.25	46,228	42,600	47,610	46,575	42,600	48,089
TOTALS	\$146,004,117	1,092.70	2,319.93						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$6,098,380	52.67	36.02	\$67,101	\$72,655	\$58,979	\$68,761	\$74,614	\$60,202
SCHOOL ADMINISTRATION	9,538,205	107.05	40.36	63,840	65,013	60,731	64,705	65,982	61,318
STUDENT SERVICES	11,615,494	71.13	189.03	43,697	45,784	42,912	44,648	47,511	43,570
INSTRUCTIONAL SERVICES	118,752,038	861.85	2,054.52	39,527	40,023	39,318	40,719	42,364	40,029
TOTALS	\$146,004,117	1,092.70	2,319.93						

CERTIFIED STAFF SALARIES

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

2001-2002

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	\$2,176,950	25.99	1.00	\$80,221	\$80,299	\$78,200	\$80,658	\$80,752	\$78,200
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	1,905,580	17.30	15.94	55,793	57,297	54,161	57,328	59,641	54,817
SUPERVISOR/COORDINATOR	766,774	7.24	8.96	46,183	50,064	43,047	47,332	52,104	43,475
PRINCIPAL-ELEMENTARY	3,311,902	36.70	17.56	60,396	60,115	60,985	61,038	60,827	61,478
PRINCIPAL-SECONDARY	3,667,111	44.50	12.33	63,864	64,414	61,879	64,528	65,217	62,041
ASSISTANT PRINCIPAL	1,173,671	15.44	5.09	55,919	57,436	51,315	57,169	59,098	51,315
TEACHER-ELEMENTARY	46,407,337	145.53	1,066.17	37,908	38,427	37,837	38,299	39,891	38,082
TEACHER-SECONDARY	49,075,913	623.42	614.63	37,630	38,151	37,103	39,640	41,056	38,203
HEAD TEACHER	48,648	0.00	1.16	38,317	0	38,317	41,938	0	41,938
EDUCATION MEDIA GENERALIST	2,013,115	7.87	38.15	43,199	44,852	42,858	43,744	45,545	43,373
COUNSELOR	4,354,206	27.33	75.21	41,166	43,978	40,144	42,463	46,666	40,936
PSYCHOLOGICAL EXAMINER	59,396	1.50	0.00	39,597	39,597	0	39,597	39,597	0
SCHOOL PSYCHOLOGIST	1,008,751	11.44	9.38	46,745	49,956	42,828	48,451	52,754	43,203
SPEECH/LANGUAGE PATHOLOGIST	1,226,536	1.80	26.84	42,421	47,341	42,091	42,826	49,609	42,371
AUDIOLOGIST	4,954	0.00	0.10	49,540	0	49,540	49,540	0	49,540
SCHOOL SOCIAL WORKER	323,686	1.42	7.90	34,516	36,376	34,182	34,730	36,980	34,326
SCHOOL NURSE	272,820	0.00	8.61	31,403	0	31,403	31,686	0	31,686
OCCUPATIONAL/PHYSICAL THERAPIST	52,295	0.98	0.28	40,805	43,688	30,714	41,504	44,587	30,714
TOTALS	\$117,849,645	968.46	1,909.31						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$4,849,304	50.53	25.90	\$62,383	\$68,091	\$51,245	\$63,448	\$69,420	\$51,796
SCHOOL ADMINISTRATION	8,152,684	96.64	34.98	61,195	61,666	59,893	61,941	62,572	60,197
STUDENT SERVICES	9,315,759	52.34	166.47	41,612	45,194	40,486	42,575	47,425	41,050
INSTRUCTIONAL SERVICES	95,531,898	768.95	1,681.96	37,768	38,203	37,569	38,978	40,836	38,129
TOTALS	\$117,849,645	968.46	1,909.31						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

2001 -2002

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	\$1,571,721	15.80	5.00	\$75,467	\$76,900	\$70,939	\$75,564	\$77,027	\$70,939
ASSISTANT SUPERINTENDENT	38,250	0.50	0.00	76,500	76,500	0	76,500	76,500	0
DIRECTOR	659,761	6.03	5.87	53,542	48,736	58,479	55,442	51,713	59,273
SUPERVISOR/COORDINATOR	327,396	5.23	1.65	46,381	46,694	45,388	47,587	48,280	45,388
PRINCIPAL-ELEMENTARY	1,283,255	14.34	7.00	58,995	59,426	58,111	60,134	60,663	59,049
PRINCIPAL-SECONDARY	1,858,017	26.58	4.30	59,497	59,508	59,432	60,169	60,288	59,432
ASSISTANT PRINCIPAL	135,688	1.80	0.50	57,908	58,667	55,176	58,995	60,056	55,176
TEACHER-ELEMENTARY	17,838,615	67.36	399.95	37,416	37,898	37,334	38,173	39,874	37,887
TEACHER-SECONDARY	19,518,839	250.82	247.51	36,960	37,964	35,943	39,169	40,968	37,345
HEAD TEACHER	36,023	0.00	0.68	49,921	0	49,921	52,975	0	52,975
EDUCATION MEDIA GENERALIST	786,025	3.82	15.82	38,697	43,862	37,450	40,022	47,178	38,294
COUNSELOR	1,818,060	18.68	22.42	41,984	43,081	41,070	44,235	46,233	42,570
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	106,954	1.33	0.84	46,930	53,129	37,115	49,288	55,221	39,893
SPEECH/LANGUAGE PATHOLOGIST	456,418	1.00	10.00	40,503	46,420	39,912	41,493	46,420	41,000
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	46,880	0.00	1.50	31,253	0	31,253	31,253	0	31,253
SCHOOL NURSE	111,881	0.00	4.00	26,479	0	26,479	27,970	0	27,970
OCCUPATIONAL/PHYSICAL THERAPIST	48,327	0.00	1.40	34,519	0	34,519	34,519	0	34,519
TOTALS	\$46,642,110	413.29	728.44						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,597,128	27.56	12.52	\$63,977	\$64,999	\$61,730	\$64,799	\$66,024	\$62,102
SCHOOL ADMINISTRATION	3,276,960	42.72	11.80	59,234	59,445	58,468	60,106	60,404	59,025
STUDENT SERVICES	3,374,545	24.83	55.98	40,021	43,874	38,311	41,759	46,867	39,493
INSTRUCTIONAL SERVICES	37,393,477	318.18	648.14	37,190	37,950	36,816	38,697	40,736	37,696
TOTALS	\$46,642,110	413.29	728.44						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (39 DISTRICTS)

2001 -2002

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	\$1,972,399	25.28	1.50	\$72,541	\$72,652	\$70,667	\$73,652	\$73,829	\$70,667
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	248,037	2.73	1.89	50,886	51,134	50,529	53,688	55,140	51,590
SUPERVISOR/COORDINATOR	136,738	1.35	2.02	39,248	36,763	40,909	40,575	40,050	40,926
PRINCIPAL-ELEMENTARY	969,545	10.86	5.20	58,931	61,232	54,125	60,370	62,532	55,856
PRINCIPAL-SECONDARY	1,266,916	17.19	3.86	58,321	58,644	56,886	60,186	60,840	57,273
ASSISTANT PRINCIPAL	34,911	0.14	0.50	53,767	49,143	55,062	54,548	52,714	55,062
TEACHER-ELEMENTARY	12,280,433	54.65	278.38	36,188	36,245	36,176	36,875	37,951	36,664
TEACHER-SECONDARY	14,969,168	207.44	180.49	36,562	36,863	36,215	38,587	39,475	37,567
HEAD TEACHER	29,490	0.00	0.69	40,700	0	40,700	42,739	0	42,739
EDUCATION MEDIA GENERALIST	697,651	4.69	11.40	42,353	41,296	42,788	43,359	44,059	43,071
COUNSELOR	1,127,130	10.83	16.37	40,450	42,323	39,211	41,439	43,232	40,252
PSYCHOLOGICAL EXAMINER	2,520	0.05	0.00	50,400	50,400	0	50,400	50,400	0
SCHOOL PSYCHOLOGIST	195,957	1.30	2.48	51,004	58,051	47,310	51,840	59,743	47,698
SPEECH/LANGUAGE PATHOLOGIST	321,561	0.20	7.83	39,863	46,710	39,688	40,045	46,710	39,875
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	24,705	0.00	0.91	27,148	0	27,148	27,148	0	27,148
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$34,277,161	336.71	513.52						
ACTIVITY GROUPS (4)									
DISTRICT ADMINISTRATION	\$2,357,174	29.36	5.41	\$66,437	\$69,001	\$52,521	\$67,793	\$70,538	\$52,898
SCHOOL ADMINISTRATION	2,271,372	28.19	9.56	58,503	59,594	55,289	60,169	61,452	56,386
STUDENT SERVICES	2,369,524	17.07	38.99	41,417	43,314	40,587	42,268	44,778	41,168
INSTRUCTIONAL SERVICES	27,279,091	262.09	459.56	36,393	36,734	36,199	37,801	39,158	37,027
TOTALS	\$34,277,161	336.71	513.52						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE 2001-2002

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	126,717	51.42%	DISTRICT ADMINISTRATION	\$11,861,103	\$94
			SCHOOL ADMINISTRATION	23,190,417	183
			STUDENT SERVICES	31,566,284	249
			INSTRUCTIONAL SERVICES	277,356,377	2,189
			TOTAL CERTIFIED	\$343,974,181	\$2,715
2,500 - 4,999	52,716	21.39%	DISTRICT ADMINISTRATION	\$6,098,380	\$116
			SCHOOL ADMINISTRATION	9,538,205	181
			STUDENT SERVICES	11,615,494	220
			INSTRUCTIONAL SERVICES	118,752,038	2,253
			TOTAL CERTIFIED	\$146,004,117	\$2,770
1,000 - 2,499	42,864	17.40%	DISTRICT ADMINISTRATION	\$4,849,304	\$113
			SCHOOL ADMINISTRATION	8,152,684	190
			STUDENT SERVICES	9,315,759	217
			INSTRUCTIONAL SERVICES	95,531,898	2,229
			TOTAL CERTIFIED	\$117,849,645	\$2,749
500 - 999	14,945	6.07%	DISTRICT ADMINISTRATION	\$2,597,128	\$174
			SCHOOL ADMINISTRATION	3,276,960	219
			STUDENT SERVICES	3,374,545	226
			INSTRUCTIONAL SERVICES	37,393,477	2,503
			TOTAL CERTIFIED	\$46,642,110	\$3,122
1 - 499	9,173	3.72%	DISTRICT ADMINISTRATION	\$2,357,174	\$257
			SCHOOL ADMINISTRATION	2,271,372	248
			STUDENT SERVICES	2,369,524	258
			INSTRUCTIONAL SERVICES	27,279,091	2,975
			TOTAL CERTIFIED	\$34,277,161	\$3,738
STATEWIDE	246,415	100.00%	DISTRICT ADMINISTRATION	\$27,763,089	\$113
			SCHOOL ADMINISTRATION	46,429,638	188
			STUDENT SERVICES	58,241,606	236
			INSTRUCTIONAL SERVICES	556,312,881	2,258
			TOTAL CERTIFIED	\$688,747,214	\$2,795

* Based on total salary 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 ***

2001-2002

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	0.48	8.50	5.00	48.27	37.32	99.57
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	4.00	10.00	6.99	20.99
DIRECTOR	3.00	3.83	13.49	14.96	19.05	63.30	28.51	146.14
SUPERVISOR/COORDINATOR	3.66	8.80	16.68	20.99	17.74	62.82	9.83	140.52
PRINCIPAL-ELEMENTARY	0.67	3.30	23.10	42.36	49.95	137.33	35.08	291.79
PRINCIPAL-SECONDARY	0.66	4.39	17.48	31.37	43.30	94.92	31.73	223.85
ASSISTANT PRINCIPAL	0.00	2.75	46.04	34.15	29.00	66.82	15.17	193.93
TEACHER-ELEMENTARY	625.86	1,222.14	1,179.90	1,250.78	927.07	1,560.08	288.64	7,054.47
TEACHER-SECONDARY	649.34	1,265.04	1,230.87	1,036.11	792.74	1,402.52	374.14	6,750.76
HEAD TEACHER	0.00	0.00	0.44	0.11	0.62	0.93	0.43	2.53
EDUCATION MEDIA GENERALIST	4.21	12.10	19.61	40.82	31.61	61.31	17.55	187.21
COUNSELOR	57.24	95.57	86.25	88.57	88.44	138.68	36.95	591.70
PSYCHOLOGICAL EXAMINER	0.00	1.55	2.00	0.00	0.00	2.50	0.00	6.05
SCHOOL PSYCHOLOGIST	13.27	22.84	20.59	15.43	19.69	26.43	11.66	129.91
SPEECH/LANGUAGE PATHOLOGIST	21.33	40.89	31.71	34.74	26.15	37.91	7.49	200.22
AUDIOLOGIST	0.95	0.00	1.30	0.00	0.00	2.00	0.00	4.25
SCHOOL SOCIAL WORKER	13.00	8.20	9.95	9.50	6.42	10.25	1.00	58.32
SCHOOL NURSE	24.57	20.48	18.64	14.71	12.30	7.27	0.00	97.97
OCCUPATIONAL/PHYSICAL THERAPIST	6.43	6.10	4.75	2.53	5.04	0.00	0.00	24.85
TOTALS	1,424.19	2,717.98	2,723.28	2,645.63	2,078.12	3,733.34	902.49	16,225.03
GROUPS (4)								
DISTRICT ADMINISTRATION	6.66	12.63	30.65	44.45	45.79	184.39	82.65	407.22
SCHOOL ADMINISTRATION	1.33	10.44	87.06	107.99	122.87	300.00	82.41	712.10
STUDENT SERVICES	141.00	207.73	194.80	206.30	189.65	286.35	74.65	1,300.48
INSTRUCTIONAL SERVICES	1,275.20	2,487.18	2,410.77	2,286.89	1,719.81	2,962.60	662.78	13,805.23
TOTALS	1,424.19	2,717.98	2,723.28	2,645.63	2,078.12	3,733.34	902.49	16,225.03
PERCENTAGES	8.78%	16.75%	16.78%	16.31%	12.81%	23.01%	5.56%	100.00%

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

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

*** STATEWIDE SUMMARY ***

2001-2002

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	0.00	0.00	0.00	2.00	5.56	14.48	38.11	24.32	15.10	99.57
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	4.00	5.00	8.00	3.00	0.99	20.99
DIRECTOR	0.00	5.48	8.10	7.14	14.90	31.56	41.94	25.68	11.34	146.14
SUPERVISOR/COORDINATOR	0.00	5.88	6.51	11.09	16.57	35.39	46.55	14.65	3.88	140.52
PRINCIPAL-ELEMENTARY	0.00	0.67	18.70	23.41	40.62	75.81	86.68	39.92	5.98	291.79
PRINCIPAL-SECONDARY	0.00	3.72	12.77	19.62	28.09	63.35	59.16	26.30	10.84	223.85
ASSISTANT PRINCIPAL	0.00	3.75	32.70	27.06	26.50	34.03	43.31	20.39	6.19	193.93
TEACHER-ELEMENTARY	370.09	707.84	656.17	725.19	1,043.02	1,370.54	1,341.28	664.18	176.16	7,054.47
TEACHER-SECONDARY	261.03	787.26	792.02	760.60	888.34	1,167.66	1,348.11	605.60	140.14	6,750.76
HEAD TEACHER	0.00	0.00	0.00	0.58	0.23	0.22	0.45	0.95	0.10	2.53
EDUCATION MEDIA GENERALIST	0.00	2.74	2.49	10.12	17.48	41.44	62.91	37.09	12.94	187.21
COUNSELOR	6.00	46.63	57.18	54.25	84.32	132.40	130.09	67.13	13.70	591.70
PSYCHOLOGICAL EXAMINER	0.00	1.00	0.00	0.00	1.05	0.00	2.00	2.00	0.00	6.05
SCHOOL PSYCHOLOGIST	1.00	10.69	15.60	9.36	18.99	19.59	33.28	13.79	7.61	129.91
SPEECH/LANGUAGE PATHOLOGIST	2.63	17.79	23.10	26.90	36.49	48.06	36.76	6.00	2.49	200.22
AUDIOLOGIST	0.00	0.95	0.00	0.00	0.00	0.00	3.30	0.00	0.00	4.25
SCHOOL SOCIAL WORKER	0.00	3.00	6.65	11.50	8.83	11.50	12.34	3.50	1.00	58.32
SCHOOL NURSE	1.00	2.00	4.27	13.31	23.75	23.44	20.72	6.00	3.48	97.97
OCCUPATIONAL/PHYSICAL THERAPIST	0.16	2.70	3.19	5.80	4.48	3.41	4.11	0.00	1.00	24.85
TOTALS	641.91	1,602.10	1,639.45	1,707.93	2,263.22	3,077.88	3,319.10	1,560.50	412.94	16,225.03
ACTIVITY GROUPS (4)										
DISTRICT ADMINISTRATION	0.00	11.36	14.61	20.23	41.03	86.43	134.60	67.65	31.31	407.22
SCHOOL ADMINISTRATION	0.00	8.14	64.17	70.09	95.21	173.19	189.15	86.61	23.01	709.57
STUDENT SERVICES	10.79	87.50	112.48	131.24	195.39	279.84	305.51	135.51	42.22	1,300.48
INSTRUCTIONAL SERVICES	631.12	1,495.10	1,448.19	1,486.37	1,931.59	2,538.42	2,689.84	1,270.73	316.40	13,807.76
TOTALS	641.91	1,602.10	1,639.45	1,707.93	2,263.22	3,077.88	3,319.10	1,560.50	412.94	16,225.03
PERCENTAGES	3.95%	9.87%	10.10%	10.53%	13.95%	18.97%	20.46%	9.62%	2.55%	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 ***

2001-2002

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	OS * (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	0.00	0.00	28.33	44.74	26.50	99.57
ASST. SUPERINTENDENT	0.00	0.00	0.00	1.00	4.00	9.99	6.00	20.99
DIRECTOR	0.00	0.00	0.00	44.44	66.90	18.48	16.32	146.14
SUPERVISOR/COORDINATOR	0.00	3.85	0.63	55.49	57.53	14.02	9.00	140.52
PRINCIPAL-ELEMENTARY	0.00	0.00	0.00	50.22	183.61	50.96	7.00	291.79
PRINCIPAL-SECONDARY	0.00	0.00	0.00	36.68	141.58	36.78	8.81	223.85
ASSISTANT PRINCIPAL	0.00	0.00	0.00	38.94	128.99	22.00	4.00	193.93
TEACHER-ELEMENTARY	0.56	0.84	6.60	5,872.05	1,136.50	27.35	10.57	7,054.47
TEACHER-SECONDARY	6.13	43.40	13.47	5,276.31	1,352.38	23.09	35.98	6,750.76
HEAD TEACHER	0.00	0.00	0.00	2.31	0.12	0.00	0.10	2.53
EDUCATION MEDIA GENERALIST	0.13	0.00	0.00	127.43	56.65	1.00	2.00	187.21
COUNSELOR	0.00	1.00	0.00	172.61	387.64	22.52	7.93	591.70
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	1.00	2.05	2.00	1.00	6.05
SCHOOL PSYCHOLOGIST	0.00	0.00	0.00	6.78	53.91	55.64	13.58	129.91
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	1.00	46.90	148.82	0.50	3.00	200.22
AUDIOLOGIST	0.00	0.00	0.00	0.30	3.95	0.00	0.00	4.25
SCHOOL SOCIAL WORKER	0.00	0.00	2.80	16.17	39.35	0.00	0.00	58.32
SCHOOL NURSE	0.00	0.43	16.03	65.45	16.06	0.00	0.00	97.97
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	1.00	2.08	20.15	1.62	0.00	0.00	24.85
TOTALS	6.82	50.52	42.61	11,834.23	3,809.99	329.07	151.79	16,225.03
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	0.00	3.85	0.63	100.93	156.76	87.23	57.82	407.22
SCHOOL ADMINISTRATION	0.00	0.00	0.00	125.84	454.18	109.74	19.81	709.57
STUDENT SERVICES	0.13	2.43	21.91	456.79	710.05	81.66	27.51	1,300.48
INSTRUCTIONAL SERVICES	6.69	44.24	20.07	11,150.67	2,489.00	50.44	46.65	13,807.76
TOTALS	6.82	50.52	42.61	11,834.23	3,809.99	329.07	151.79	16,225.03
PERCENTAGES	0.04%	0.31%	0.26%	72.94%	23.48%	2.03%	0.94%	100.00%

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

* Occupational Specialist Certificate is treated as a BA and credits earned after initial certification are credited toward the education factor.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

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

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

2001-2002

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	4.0	10.4	30.9	4.0	3.5	46.8	99.6	53.01%
ASSISTANT SUPERINTENDENT	0.0	1.0	9.0	1.0	1.0	9.0	21.0	57.14%
DIRECTOR	18.8	16.9	30.7	11.4	7.3	61.0	146.1	58.29%
SUPERVISOR/COORDINATOR	23.4	19.3	32.1	3.1	21.2	41.4	140.5	70.58%
PRINCIPAL-ELEMENTARY	13.9	59.4	74.5	19.0	34.3	90.7	291.8	68.92%
PRINCIPAL-SECONDARY	12.4	48.8	52.8	20.8	13.3	75.7	223.8	66.18%
ASSISTANT PRINCIPAL	17.8	32.5	49.2	14.5	22.6	57.4	194.0	70.41%
TEACHER-ELEMENTARY	1,308.9	1,161.0	845.4	151.9	888.3	2,698.9	7,054.4	61.74%
TEACHER-SECONDARY	1,079.0	1,155.6	1,096.0	129.9	563.1	2,727.2	6,750.8	59.60%
HEAD TEACHER	0.1	0.3	0.5	0.0	0.9	0.7	2.5	69.23%
EDUCATION MEDIA GENERALIST	20.2	42.7	22.2	1.5	13.0	87.6	187.2	53.21%
COUNSELOR	58.7	94.6	97.4	70.4	68.1	202.5	591.7	65.79%
PSYCHOLOGICAL EXAMINER	0.0	0.0	1.6	0.0	2.0	2.4	6.0	59.02%
SCHOOL PSYCHOLOGIST	3.5	34.4	29.7	6.0	4.8	51.5	129.9	60.35%
SPEECH/LANGUAGE PATHOLOGIST	12.2	65.9	1.3	0.0	19.7	101.1	200.2	49.48%
AUDIOLOGIST	0.0	4.3	0.0	0.0	0.0	0.0	4.3	100.00%
SCHOOL SOCIAL WORKER	6.5	6.8	1.3	0.0	7.3	36.4	58.3	37.56%
SCHOOL NURSE	18.7	10.9	5.0	0.0	19.2	44.2	98.0	54.90%
OCCUPATIONAL/PHYSICAL THERAPIST	0.0	0.0	0.2	1.0	5.2	18.5	24.9	25.70%
TOTALS	2,598.1	2,764.8	2,379.8	434.5	1,694.8	6,353.0	16,225.0	60.84%
ACTIVITY GROUPS (4)								
DISTRICT ADMINISTRATION	46.2	47.6	102.7	19.5	33.0	158.2	407.2	61.18%
SCHOOL ADMINISTRATION	44.1	140.7	176.5	54.3	70.2	223.8	709.6	68.46%
STUDENT SERVICES	119.8	259.6	158.7	78.9	139.3	544.2	1,300.5	58.15%
INSTRUCTIONAL SERVICES	2,388.0	2,316.9	1,941.9	281.8	1,452.3	5,426.8	13,807.7	60.70%
TOTALS	2,598.1	2,764.8	2,379.8	434.5	1,694.8	6,353.0	16,225.0	60.84%
PERCENTAGES	16.01%	17.04%	14.67%	2.68%	10.44%	39.16%	100.00%	

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

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

2001-2002

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		TOTAL	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)	MEN (k)	WOMEN (l)
CLASSIFICATIONS (19)												
SUPERINTENDENT	99	10	0	0	0	0	1	0	0	1	100	11
ASSISTANT SUPERINTENDENT	16	6	0	0	0	0	0	0	0	0	16	6
DIRECTOR	126	86	1	0	3	4	0	0	0	1	130	91
SUPERVISOR/COORDINATOR	77	106	0	0	1	1	0	0	0	0	78	107
PRINCIPAL-ELEMENTARY	182	125	0	0	3	4	0	0	1	0	186	129
PRINCIPAL-SECONDARY	185	56	0	0	3	0	1	1	1	1	190	58
ASSISTANT PRINCIPAL	128	70	2	0	3	0	2	1	0	0	135	71
TEACHER-ELEMENTARY	1,006	6,662	0	4	11	84	9	47	3	17	1,029	6,814
TEACHER-SECONDARY	3,328	4,094	6	3	30	37	21	15	6	10	3,391	4,159
HEAD TEACHER	0	13	0	0	0	0	0	0	0	0	0	13
EDUCATION MEDIA GENERALIST	35	183	0	0	0	1	1	2	0	0	36	186
COUNSELOR	184	454	1	0	3	2	1	0	2	0	191	456
PSYCHOLOGICAL EXAMINER	4	4	0	0	0	0	0	0	0	0	4	4
SCHOOL PSYCHOLOGIST	71	84	0	1	1	2	0	0	0	0	72	87
SPEECH/LANGUAGE PATHOLOGIST	13	224	0	0	0	1	0	2	0	0	13	227
AUDIOLOGIST	3	3	0	0	0	0	0	0	0	0	3	3
SCHOOL SOCIAL WORKER	23	36	0	0	1	1	0	0	1	3	25	40
SCHOOL NURSE	1	111	0	0	0	1	0	0	0	0	1	112
OCCUPATIONAL/PHYSICAL THERAPIST	7	25	0	0	0	0	0	1	0	0	7	26
TOTALS	5,488	12,352	10	8	59	138	36	69	14	33	5,607	12,600
ACTIVITY GROUPS (4)												
DISTRICT ADMINISTRATION	318	208	1	0	4	5	1	0	0	2	324	215
SCHOOL ADMINISTRATION	495	251	2	0	9	4	3	2	2	1	511	258
STUDENT SERVICES	341	1,124	1	1	5	8	2	5	3	3	352	1,141
INSTRUCTIONAL SERVICES	4,334	10,769	6	7	41	121	30	62	9	27	4,420	10,986
TOTALS	5,488	12,352	10	8	59	138	36	69	14	33	5,607	12,600
PERCENTAGES	30.14%	67.84%	0.06%	0.04%	0.32%	0.76%	0.20%	0.38%	0.08%	0.18%	30.80%	69.20%

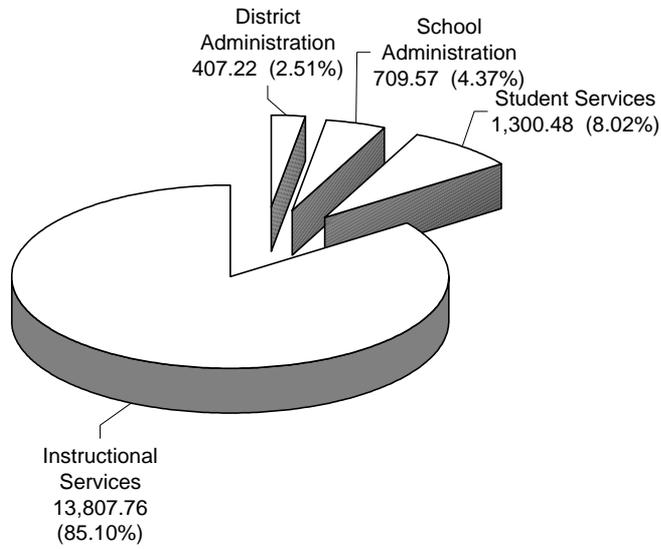
CERTIFIED STAFF TURNOVER
BY SCHOOL DISTRICT MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)
2001-2002

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	809	46.1%	212	26.2%	597	73.8%
2,500-4,999	327	18.6%	87	26.6%	240	73.4%
1,000-2,499	330	18.8%	127	38.5%	203	61.5%
500-999	151	8.6%	62	41.1%	89	58.9%
1-499	139	7.9%	56	40.3%	83	59.7%
TOTALS	1,756	100.0%	544	31.0%	1,212	69.0%

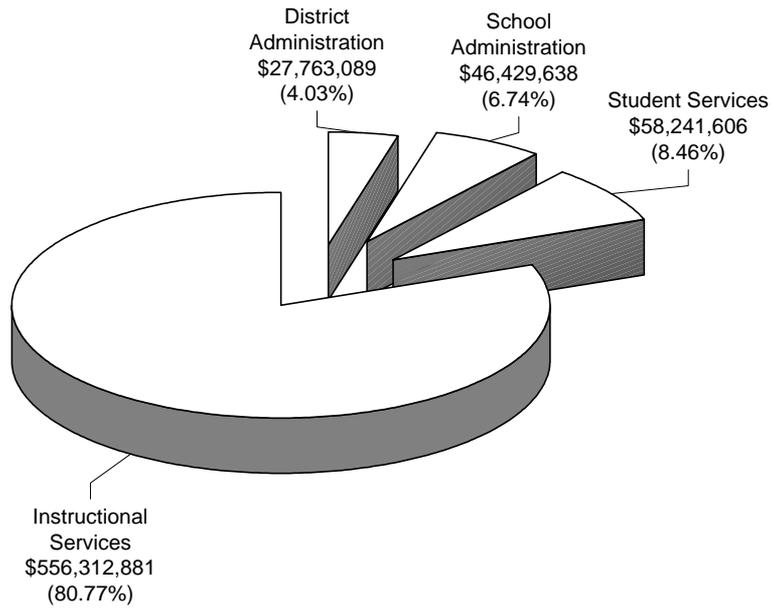
DISTRICT SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF-STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	91	5.2%	63	3.6%	83	4.7%	6	0.3%	26	1.5%	63	3.6%	4	0.2%
2,500-4,999	80	4.6%	43	2.4%	13	0.7%	5	0.3%	7	0.4%	37	2.1%	5	0.3%
1,000-2,499	81	4.6%	48	2.7%	38	2.2%	9	0.5%	9	0.5%	36	2.0%	2	0.1%
500-999	48	2.7%	15	0.9%	10	0.6%	1	0.1%	5	0.3%	18	1.0%	2	0.1%
1-499	46	2.6%	20	1.1%	20	1.1%	4	0.2%	1	0.1%	15	0.9%	0	0.0%
STATEWIDE	346	19.7%	189	10.7%	164	9.3%	25	1.4%	48	2.8%	169	9.6%	13	0.7%

DISTRICT SIZE	STAFF REDUCTION		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		FAMILY LEAVE		CONTRACTED SERVICES		EARLY RETIREMENT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 OR MORE	19	1.1%	198	11.3%	49	2.8%	103	5.9%	3	0.2%	1	nil	100	5.7%
2,500-4,999	2	0.1%	69	3.9%	5	0.3%	26	1.5%	0	0.0%	3	0.2%	32	1.8%
1,000-2,499	6	0.3%	38	2.2%	10	0.6%	19	1.1%	0	0.0%	3	0.2%	31	1.8%
500-999	5	0.3%	20	1.1%	6	0.3%	3	0.2%	0	0.0%	0	0.0%	18	1.0%
1-499	1	0.1%	12	0.7%	6	0.3%	2	0.1%	2	0.1%	2	0.1%	8	0.5%
STATEWIDE	33	1.9%	337	19.2%	76	4.3%	153	8.8%	5	0.3%	9	0.5%	189	10.8%

CERTIFIED STAFF FTE 2001 - 2002



CERTIFIED STAFF SALARIES 2001 - 2002



NONCERTIFIED

STAFF

TABLES

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

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

2001 - 2002

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	29	57	86	26.38	47.64	74.02
CLERK - BOARD OF TRUSTEES	6	56	62	1.49	37.37	38.86
OFFICE CLERICAL - DISTRICT	21	433	454	17.40	356.61	374.01
OFFICE CLERICAL - BUILDING	7	1,092	1,099	5.18	766.94	772.12
PERSONNEL SERVICES	2	33	35	0.99	30.52	31.51
PUBLIC INFORMATION	3	7	10	2.82	4.11	6.93
CUSTODIAN SUPERVISOR	105	25	130	97.72	22.34	120.06
JANITOR, CUSTODIAN	926	648	1,574	819.08	503.23	1,322.31
FOOD SERVICE - SUPERVISOR	4	79	83	2.57	59.93	62.50
FOOD SERVICE - MANAGER	1	344	345	0.71	206.07	206.78
FOOD SERVICE - COOK	6	984	990	1.88	462.36	464.24
FOOD SERVICE - OTHER	49	569	618	25.46	215.50	240.96
MAINTENANCE SUPERVISOR	97	2	99	88.58	0.88	89.46
MAINTENANCE WORKER	408	44	452	367.22	19.80	387.02
INSTRUCTIONAL ASSISTANT - REGULAR ED	98	2,371	2,469	49.38	1,126.34	1,175.72
INSTRUCTIONAL ASSISTANT - SPECIAL ED	137	2,505	2,642	78.22	1,366.57	1,444.79
RELATED SERVICES ASSISTANT, SPECIAL ED	3	83	86	2.09	43.99	46.08
INTERPRETER - HEARING IMPAIRED	6	64	70	3.80	37.29	41.09
LIBRARY ASSISTANT	2	459	461	1.42	272.09	273.51
TRANSPORTATION SUPERVISOR	67	10	77	51.55	6.71	58.26
TRANSPORTATION DISPATCHER/SECRETARY	6	53	59	3.08	36.39	39.47
TRANSPORTATION - SCHOOL BUS MECHANIC	89	2	91	78.28	1.18	79.46
TRANSPORTATION-SCHOOL BUS ASSISTANT	3	15	18	1.41	6.74	8.15
TRANSPORTATION - SCHOOL BUS DRIVERS	533	957	1,490	212.19	415.03	627.22
TRANSPORTATION - SCHOOL BUS MONITORS	11	108	119	5.59	51.91	57.50
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	3	4	7	2.46	2.43	4.89
SAFE ENVIRONMENT PERSONNEL	62	262	324	28.29	94.19	122.48
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	364	343	707	32.39	33.00	65.39
SPECIAL PROJECT PERSONNEL	5	10	15	2.33	7.22	9.55
OTHER NON-CERTIFIED, SPECIFY	1	2	3	0.85	0.48	1.33
DATA PROCESSING SERVICES	18	27	45	16.57	23.63	40.20
COMPUTER TECHNOLOGY TECHNICIAN	92	85	177	78.82	56.89	135.71
TOTALS	3,164	11,733	14,897	2,106.20	6,315.38	8,421.58

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	COMBINED (i)	MEN (j)	WOMEN (k)	COMBINED (l)	
BUSINESS MANAGER/DISTRICT CLERK	\$30.46	\$19.31	\$23.07	\$57,887	\$33,928	\$42,007	\$3,612,583
CLERK - BOARD OF TRUSTEES	18.78	16.77	16.96	8,337	22,979	21,562	1,336,824
OFFICE CLERICAL - DISTRICT	15.54	13.24	13.34	28,086	22,964	23,201	10,533,304
OFFICE CLERICAL - BUILDING	11.79	11.55	11.55	19,585	16,834	16,851	18,519,282
PERSONNEL SERVICES	22.17	16.40	16.73	28,857	31,975	31,796	1,112,875
PUBLIC INFORMATION	27.20	17.92	20.71	52,817	25,567	33,742	337,418
CUSTODIAN SUPERVISOR	14.04	12.23	13.69	26,953	23,667	26,321	3,421,734
JANITOR, CUSTODIAN	10.41	9.79	10.16	19,378	16,041	18,004	28,338,846
FOOD SERVICE - SUPERVISOR	16.15	15.23	15.27	23,978	24,681	24,647	2,045,730
FOOD SERVICE - MANAGER	10.65	11.21	11.21	15,762	13,982	13,987	4,825,598
FOOD SERVICE - COOK	7.55	8.70	8.70	4,893	8,663	8,641	8,554,194
FOOD SERVICE - OTHER	9.50	8.92	8.96	10,738	7,324	7,595	4,693,603
MAINTENANCE SUPERVISOR	18.55	11.68	18.41	35,392	10,356	34,886	3,453,739
MAINTENANCE WORKER	13.61	7.91	13.05	25,988	8,899	24,324	10,994,514
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.77	9.43	9.44	10,170	9,092	9,134	22,552,790
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9.16	9.39	9.38	11,078	10,594	10,619	28,054,573
RELATED SERVICES ASSISTANT, SPECIAL ED	14.32	11.65	11.74	22,114	12,746	13,073	1,124,250
INTERPRETER - HEARING IMPAIRED	16.59	13.37	13.65	22,050	15,991	16,510	1,155,705
LIBRARY ASSISTANT	9.27	9.94	9.93	13,721	12,419	12,425	5,727,982
TRANSPORTATION SUPERVISOR	18.91	19.97	19.05	30,662	31,786	30,808	2,372,241
TRANSPORTATION DISPATCHER/SECRETARY	13.01	12.14	12.23	16,037	17,648	17,484	1,031,537
TRANSPORTATION - SCHOOL BUS MECHANIC	14.88	13.29	14.85	27,341	16,946	27,113	2,467,258
TRANSPORTATION-SCHOOL BUS ASSISTANT	12.63	8.86	9.49	8,940	8,262	8,375	150,756
TRANSPORTATION - SCHOOL BUS DRIVERS	12.56	12.53	12.54	9,873	10,940	10,559	15,732,406
TRANSPORTATION - SCHOOL BUS MONITORS	8.27	8.68	8.64	8,818	8,803	8,804	1,047,687
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	14.21	11.39	12.60	24,296	14,623	18,769	131,380
SAFE ENVIRONMENT PERSONNEL	11.56	9.51	9.90	12,089	7,754	8,584	2,781,106
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	13.72	12.37	13.07	2,312	2,221	2,268	1,603,469
SPECIAL PROJECT PERSONNEL	17.60	17.45	17.50	20,411	24,910	23,410	351,156
OTHER NON-CERTIFIED, SPECIFY	34.36	16.02	22.13	30,237	9,071	16,126	48,379
DATA PROCESSING SERVICES	22.65	19.62	20.83	43,383	36,344	39,159	1,762,172
COMPUTER TECHNOLOGY TECHNICIAN	17.41	12.75	15.17	31,270	18,430	25,104	4,443,376
AVERAGES / TOTAL	\$12.75	\$10.36	\$10.87	\$17,798	\$11,762	\$13,044	\$194,318,467

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 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)
2001 - 2002**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	11	5	16	10.72	4.32	15.04
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.51	4.51
OFFICE CLERICAL - DISTRICT	16	221	237	14.60	190.64	205.24
OFFICE CLERICAL - BUILDING	5	461	466	3.77	326.18	329.95
PERSONNEL SERVICES	1	21	22	0.90	19.30	20.20
PUBLIC INFORMATION	3	4	7	2.82	3.21	6.03
CUSTODIAN SUPERVISOR	53	8	61	52.13	7.66	59.79
JANITOR, CUSTODIAN	495	216	711	464.17	198.25	662.42
FOOD SERVICE - SUPERVISOR	1	14	15	0.88	12.39	13.27
FOOD SERVICE - MANAGER	0	176	176	0.00	105.27	105.27
FOOD SERVICE - COOK	5	386	391	1.71	186.86	188.57
FOOD SERVICE - OTHER	26	305	331	18.22	130.35	148.57
MAINTENANCE SUPERVISOR	23	0	23	22.56	0.00	22.56
MAINTENANCE WORKER	216	8	224	212.80	7.98	220.78
INSTRUCTIONAL ASSISTANT - REGULAR ED	48	938	986	26.14	438.49	464.63
INSTRUCTIONAL ASSISTANT - SPECIAL ED	84	1,272	1,356	51.62	726.20	777.82
RELATED SERVICES ASSISTANT, SPECIAL ED	1	33	34	1.00	20.14	21.14
INTERPRETER - HEARING IMPAIRED	5	44	49	3.21	25.55	28.76
LIBRARY ASSISTANT	1	212	213	0.77	133.15	133.92
TRANSPORTATION SUPERVISOR	5	4	9	4.88	3.75	8.63
TRANSPORTATION DISPATCHER/SECRETARY	5	16	21	2.74	13.94	16.68
TRANSPORTATION - SCHOOL BUS MECHANIC	26	0	26	25.40	0.00	25.40
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	6	6	0.00	2.57	2.57
TRANSPORTATION - SCHOOL BUS DRIVERS	179	321	500	94.39	169.92	264.31
TRANSPORTATION - SCHOOL BUS MONITORS	9	63	72	4.74	35.69	40.43
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	1	1	2	0.88	1.00	1.88
SAFE ENVIRONMENT PERSONNEL	36	200	236	16.85	73.96	90.81
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	74	63	137	5.80	5.16	10.96
SPECIAL PROJECT PERSONNEL	1	6	7	0.90	4.46	5.36
OTHER NON-CERTIFIED, SPECIFY	0	1	1	0.00	0.16	0.16
DATA PROCESSING SERVICES	15	23	38	14.07	20.98	35.05
COMPUTER TECHNOLOGY TECHNICIAN	42	52	94	36.19	36.19	72.38
TOTALS	1,387	5,085	6,472	1,094.86	2,908.23	4,003.09

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	\$33.57	\$28.96	\$32.13	\$67,925	\$52,801	\$63,199	\$1,011,182
CLERK - BOARD OF TRUSTEES	0.00	23.39	23.39	0	41,605	41,605	208,027
OFFICE CLERICAL - DISTRICT	16.33	13.41	13.61	31,604	24,417	24,902	5,901,745
OFFICE CLERICAL - BUILDING	13.08	12.00	12.02	22,369	17,826	17,874	8,329,492
PERSONNEL SERVICES	29.34	15.66	16.28	55,013	30,289	31,413	691,078
PUBLIC INFORMATION	27.20	21.09	23.71	52,817	37,413	44,014	308,101
CUSTODIAN SUPERVISOR	14.41	13.78	14.33	29,525	27,712	29,287	1,786,531
JANITOR, CUSTODIAN	10.61	9.93	10.40	21,000	19,134	20,433	14,527,795
FOOD SERVICE - SUPERVISOR	25.52	21.24	21.53	46,957	39,081	39,606	594,090
FOOD SERVICE - MANAGER	0.00	11.41	11.41	0	14,228	14,228	2,504,090
FOOD SERVICE - COOK	7.55	8.99	8.97	5,328	9,132	9,083	3,551,600
FOOD SERVICE - OTHER	9.99	9.51	9.54	14,558	8,909	9,352	3,095,636
MAINTENANCE SUPERVISOR	22.14	0.00	22.14	44,969	0	44,969	1,034,298
MAINTENANCE WORKER	14.81	12.19	14.72	30,408	25,289	30,225	6,770,395
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.15	9.40	9.38	10,620	9,179	9,249	9,119,335
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9.44	9.71	9.69	12,125	11,489	11,529	15,632,701
RELATED SERVICES ASSISTANT, SPECIAL ED	18.00	12.77	12.92	37,440	16,296	16,918	575,204
INTERPRETER - HEARING IMPAIRED	16.36	13.82	14.08	22,111	16,753	17,300	847,687
LIBRARY ASSISTANT	9.70	10.38	10.38	15,520	13,701	13,710	2,920,176
TRANSPORTATION SUPERVISOR	22.49	27.77	24.83	45,670	52,845	48,859	439,730
TRANSPORTATION DISPATCHER/SECRETARY	13.30	12.92	13.01	17,619	23,401	22,024	462,507
TRANSPORTATION - SCHOOL BUS MECHANIC	15.91	0.00	15.91	31,865	0	31,865	828,486
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	10.06	10.06	0	9,056	9,056	54,336
TRANSPORTATION - SCHOOL BUS DRIVERS	11.40	11.89	11.71	12,469	13,133	12,895	6,447,534
TRANSPORTATION - SCHOOL BUS MONITORS	8.54	8.86	8.82	9,372	10,455	10,319	742,986
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	16.98	11.65	14.32	31,243	24,232	27,738	55,475
SAFE ENVIRONMENT PERSONNEL	10.99	9.30	9.55	11,930	7,822	8,449	1,993,857
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	14.62	13.67	14.19	2,218	2,180	2,201	301,481
SPECIAL PROJECT PERSONNEL	21.20	16.73	17.37	39,750	26,300	28,221	197,550
OTHER NON-CERTIFIED, SPECIFY	0.00	9.28	9.28	0	3,007	3,007	3,007
DATA PROCESSING SERVICES	23.17	19.94	21.22	45,023	38,345	40,981	1,557,283
COMPUTER TECHNOLOGY TECHNICIAN	16.32	12.87	14.41	30,928	18,856	24,250	2,279,485
AVERAGES / TOTAL	\$12.58	\$10.48	\$10.93	\$21,185	\$12,859	\$14,644	\$94,772,880

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

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (14 DISTRICTS)
2001 - 2002**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	9	6	15	8.90	5.14	14.04
CLERK - BOARD OF TRUSTEES	1	6	7	0.98	5.44	6.42
OFFICE CLERICAL - DISTRICT	1	88	89	0.09	77.53	77.62
OFFICE CLERICAL - BUILDING	2	260	262	1.41	186.86	188.27
PERSONNEL SERVICES	0	11	11	0.00	10.53	10.53
PUBLIC INFORMATION	0	2	2	0.00	0.86	0.86
CUSTODIAN SUPERVISOR	13	4	17	12.63	4.00	16.63
JANITOR, CUSTODIAN	201	150	351	167.01	112.92	279.93
FOOD SERVICE - SUPERVISOR	0	10	10	0.00	8.78	8.78
FOOD SERVICE - MANAGER	0	74	74	0.00	45.21	45.21
FOOD SERVICE - COOK	1	231	232	0.17	104.68	104.85
FOOD SERVICE - OTHER	16	141	157	6.39	51.30	57.69
MAINTENANCE SUPERVISOR	15	0	15	15.00	0.00	15.00
MAINTENANCE WORKER	81	3	84	77.51	3.00	80.51
INSTRUCTIONAL ASSISTANT - REGULAR ED	21	568	589	11.41	260.62	272.03
INSTRUCTIONAL ASSISTANT - SPECIAL ED	33	527	560	15.60	272.11	287.71
RELATED SERVICES ASSISTANT, SPECIAL ED	1	20	21	0.57	9.84	10.41
INTERPRETER - HEARING IMPAIRED	0	11	11	0.00	6.26	6.26
LIBRARY ASSISTANT	0	104	104	0.00	59.24	59.24
TRANSPORTATION SUPERVISOR	8	2	10	8.00	2.00	10.00
TRANSPORTATION DISPATCHER/SECRETARY	1	16	17	0.34	13.71	14.05
TRANSPORTATION - SCHOOL BUS MECHANIC	20	1	21	19.60	0.18	19.78
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	6	6	0.00	2.98	2.98
TRANSPORTATION - SCHOOL BUS DRIVERS	101	223	324	40.66	98.87	139.53
TRANSPORTATION - SCHOOL BUS MONITORS	1	22	23	0.58	10.43	11.01
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	3	5	1.58	1.43	3.01
SAFE ENVIRONMENT PERSONNEL	12	12	24	6.30	5.13	11.43
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	71	55	126	6.44	5.79	12.23
SPECIAL PROJECT PERSONNEL	1	1	2	0.69	0.77	1.46
OTHER NON-CERTIFIED, SPECIFY	1	0	1	0.85	0.00	0.85
DATA PROCESSING SERVICES	2	2	4	2.00	1.75	3.75
COMPUTER TECHNOLOGY TECHNICIAN	21	12	33	20.60	8.05	28.65
TOTALS	636	2,571	3,207	425.31	1,375.41	1,800.72

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	\$34.57	\$19.98	\$28.73	\$71,118	\$36,809	\$57,394	\$860,916
CLERK - BOARD OF TRUSTEES	12.35	17.41	16.68	25,194	31,485	30,586	214,103
OFFICE CLERICAL - DISTRICT	9.00	14.01	13.95	1,696	25,043	24,781	2,205,474
OFFICE CLERICAL - BUILDING	8.58	11.59	11.56	12,627	17,109	17,074	4,473,479
PERSONNEL SERVICES	0.00	18.44	18.44	0	36,833	36,833	405,163
PUBLIC INFORMATION	0.00	15.01	15.01	0	14,159	14,159	28,317
CUSTODIAN SUPERVISOR	12.57	12.53	12.56	25,617	26,068	25,723	437,287
JANITOR, CUSTODIAN	10.22	9.74	10.02	17,466	15,479	16,617	5,832,444
FOOD SERVICE - SUPERVISOR	0.00	19.72	19.72	0	35,695	35,695	356,953
FOOD SERVICE - MANAGER	0.00	11.30	11.30	0	14,507	14,507	1,073,507
FOOD SERVICE - COOK	7.54	8.86	8.85	2,714	8,564	8,539	1,981,090
FOOD SERVICE - OTHER	7.96	8.20	8.17	7,859	6,278	6,439	1,010,953
MAINTENANCE SUPERVISOR	19.73	0.00	19.73	41,045	0	41,045	615,680
MAINTENANCE WORKER	12.92	8.66	12.77	25,736	18,013	25,460	2,138,622
INSTRUCTIONAL ASSISTANT - REGULAR ED	10.63	9.64	9.67	11,901	9,939	9,045	5,327,471
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.66	9.29	9.25	9,014	9,943	9,889	5,537,669
RELATED SERVICES ASSISTANT, SPECIAL ED	17.69	13.52	13.71	21,051	12,732	13,128	275,682
INTERPRETER - HEARING IMPAIRED	0.00	13.79	13.79	0	15,019	15,019	165,213
LIBRARY ASSISTANT	0.00	10.17	10.17	0	12,226	12,226	1,271,501
TRANSPORTATION SUPERVISOR	21.02	19.22	20.66	43,727	39,978	42,977	429,770
TRANSPORTATION DISPATCHER/SECRETARY	11.57	12.16	12.12	8,122	21,504	20,717	352,184
TRANSPORTATION - SCHOOL BUS MECHANIC	15.15	12.50	15.02	30,917	4,625	29,665	622,969
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	7.81	7.81	0	8,052	8,052	48,311
TRANSPORTATION - SCHOOL BUS DRIVERS	11.74	12.12	12.01	9,842	11,258	10,816	3,504,528
TRANSPORTATION - SCHOOL BUS MONITORS	7.50	8.88	8.82	9,019	8,957	8,960	206,070
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	12.82	11.30	11.91	20,823	11,420	15,181	75,905
SAFE ENVIRONMENT PERSONNEL	14.60	10.65	12.63	15,203	10,992	13,098	314,344
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	14.91	13.26	14.19	2,857	2,606	2,748	346,196
SPECIAL PROJECT PERSONNEL	28.39	21.03	24.71	40,882	33,648	37,265	74,530
OTHER NON-CERTIFIED, SPECIFY	34.36	0.00	34.36	30,237	0	30,237	30,237
DATA PROCESSING SERVICES	20.69	21.47	21.08	43,025	40,217	41,621	166,482
COMPUTER TECHNOLOGY TECHNICIAN	19.25	11.89	16.57	37,064	18,003	30,133	994,385
AVERAGES / TOTAL	\$12.60	\$10.35	\$10.80	\$17,728	\$11,709	\$12,902	\$41,377,435

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

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)
2001 - 2002

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	5	15	20	4.33	13.93	18.26
CLERK - BOARD OF TRUSTEES	3	14	17	0.36	8.48	8.84
OFFICE CLERICAL - DISTRICT	4	68	72	2.71	50.79	53.50
OFFICE CLERICAL - BUILDING	0	224	224	0.00	156.77	156.77
PERSONNEL SERVICES	1	0	1	0.09	0.00	0.09
CUSTODIAN SUPERVISOR	22	10	32	19.88	8.33	28.21
JANITOR, CUSTODIAN	152	143	295	126.77	102.88	229.65
FOOD SERVICE - SUPERVISOR	3	23	26	1.69	17.87	19.56
FOOD SERVICE - MANAGER	1	73	74	0.71	42.30	43.01
FOOD SERVICE - COOK	0	210	210	0.00	96.49	96.49
FOOD SERVICE - OTHER	5	81	86	0.78	22.61	23.39
MAINTENANCE SUPERVISOR	24	0	24	22.08	0.00	22.08
MAINTENANCE WORKER	70	28	98	48.87	6.77	55.64
INSTRUCTIONAL ASSISTANT - REGULAR ED	16	524	540	8.07	268.26	276.33
INSTRUCTIONAL ASSISTANT - SPECIAL ED	11	440	451	6.39	229.83	236.22
RELATED SERVICES ASSISTANT, SPECIAL ED	0	11	11	0.00	5.93	5.93
INTERPRETER - HEARING IMPAIRED	1	5	6	0.59	3.03	3.62
LIBRARY ASSISTANT	0	77	77	0.00	44.39	44.39
TRANSPORTATION SUPERVISOR	20	0	20	16.83	0.00	16.83
TRANSPORTATION DISPATCHER/SECRETARY	0	12	12	0.00	6.22	6.22
TRANSPORTATION - SCHOOL BUS MECHANIC	26	1	27	22.57	1.00	23.57
TRANSPORTATION-SCHOOL BUS ASSISTANT	1	3	4	0.49	1.19	1.68
TRANSPORTATION - SCHOOL BUS DRIVERS	130	224	354	44.89	85.90	130.79
TRANSPORTATION - SCHOOL BUS MONITORS	1	15	16	0.27	4.29	4.56
SAFE ENVIRONMENT PERSONNEL	10	23	33	2.55	7.06	9.61
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	117	117	234	10.68	12.18	22.86
SPECIAL PROJECT PERSONNEL	2	2	4	0.65	1.56	2.21
OTHER NON-CERTIFIED, SPECIFY	0	1	1	0.00	0.32	0.32
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
COMPUTER TECHNOLOGY TECHNICIAN	18	13	31	15.58	7.22	22.80
TOTALS	643	2,357	3,000	357.83	1,205.60	1,563.43

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	\$25.01	\$20.45	\$21.59	\$39,729	\$39,348	\$39,443	\$788,861
CLERK - BOARD OF TRUSTEES	17.94	17.71	17.75	5,674	21,994	19,114	324,943
OFFICE CLERICAL - DISTRICT	14.02	12.59	12.67	20,609	20,322	20,338	1,464,340
OFFICE CLERICAL - BUILDING	0.00	10.93	10.93	0	15,780	15,780	3,534,792
PERSONNEL SERVICES	15.00	0.00	15.00	2,700	0	2,700	2,700
CUSTODIAN SUPERVISOR	13.92	11.53	13.17	25,042	21,480	23,929	765,737
JANITOR, CUSTODIAN	10.16	9.33	9.76	18,042	13,988	16,077	4,742,726
FOOD SERVICE - SUPERVISOR	13.02	14.05	13.93	16,318	22,656	21,925	570,040
FOOD SERVICE - MANAGER	10.65	10.58	10.58	15,762	12,774	12,814	948,251
FOOD SERVICE - COOK	0.00	8.18	8.18	0	8,035	8,035	1,687,355
FOOD SERVICE - OTHER	11.30	8.18	8.36	4,064	4,633	4,600	395,623
MAINTENANCE SUPERVISOR	18.05	0.00	18.05	34,373	0	34,373	824,941
MAINTENANCE WORKER	11.49	6.63	10.10	18,017	3,645	13,910	1,363,226
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.85	9.23	9.25	9,932	9,539	9,550	5,157,119
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.79	8.72	8.72	10,411	9,433	9,457	4,264,956
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	10.15	10.15	0	11,185	11,185	123,030
INTERPRETER - HEARING IMPAIRED	17.75	10.98	12.11	21,744	13,836	15,154	90,923
LIBRARY ASSISTANT	0.00	9.15	9.15	0	11,110	11,110	855,483
TRANSPORTATION SUPERVISOR	20.17	0.00	20.17	33,958	0	33,958	679,161
TRANSPORTATION DISPATCHER/SECRETARY	0.00	10.82	10.82	0	12,710	12,710	152,520
TRANSPORTATION - SCHOOL BUS MECHANIC	14.48	14.07	14.47	26,392	29,266	26,499	715,466
TRANSPORTATION-SCHOOL BUS ASSISTANT	9.00	8.56	8.67	9,108	7,096	7,599	30,397
TRANSPORTATION - SCHOOL BUS DRIVERS	13.17	13.27	13.23	8,981	9,878	9,548	3,380,050
TRANSPORTATION - SCHOOL BUS MONITORS	6.55	7.91	7.83	3,635	4,721	4,653	74,444
SAFE ENVIRONMENT PERSONNEL	8.78	9.34	9.17	7,173	6,951	7,018	231,597
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	13.73	13.35	13.54	2,251	2,417	2,334	546,157
SPECIAL PROJECT PERSONNEL	15.95	19.92	17.93	10,126	22,846	16,486	65,943
OTHER NON-CERTIFIED, SPECIFY	0.00	22.76	22.76	0	15,135	15,135	15,135
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
COMPUTER TECHNOLOGY TECHNICIAN	17.43	12.39	15.32	31,356	15,948	24,895	771,732
AVERAGES / TOTAL	\$12.85	\$10.09	\$10.68	\$14,815	\$10,624	\$11,523	\$34,567,648

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

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)
2001 - 2002**

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	3	14	17	2.25	11.01	13.26
CLERK - BOARD OF TRUSTEES	1	13	14	0.04	6.22	6.26
OFFICE CLERICAL - DISTRICT	0	28	28	0.00	21.27	21.27
OFFICE CLERICAL - BUILDING	0	91	91	0.00	59.59	59.59
PERSONNEL SERVICES	0	1	1	0.00	0.69	0.69
CUSTODIAN SUPERVISOR	7	0	7	4.85	0.00	4.85
JANITOR, CUSTODIAN	46	83	129	35.47	54.20	89.67
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	10.48	10.48
FOOD SERVICE - MANAGER	0	6	6	0.00	4.02	4.02
FOOD SERVICE - COOK	0	104	104	0.00	49.32	49.32
FOOD SERVICE - OTHER	0	24	24	0.00	5.56	5.56
MAINTENANCE SUPERVISOR	16	0	16	14.52	0.00	14.52
MAINTENANCE WORKER	31	2	33	22.84	0.71	23.55
INSTRUCTIONAL ASSISTANT - REGULAR ED	9	216	225	3.43	103.28	106.71
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6	171	177	2.75	90.36	93.11
RELATED SERVICES ASSISTANT, SPECIAL ED	1	8	9	0.52	4.38	4.90
INTERPRETER - HEARING IMPAIRED	0	2	2	0.00	1.23	1.23
LIBRARY ASSISTANT	0	37	37	0.00	19.58	19.58
TRANSPORTATION SUPERVISOR	18	0	18	13.99	0.00	13.99
TRANSPORTATION DISPATCHER/SECRETARY	0	4	4	0.00	1.65	1.65
TRANSPORTATION - SCHOOL BUS MECHANIC	9	0	9	7.70	0.00	7.70
TRANSPORTATION-SCHOOL BUS ASSISTANT	2	0	2	0.92	0.00	0.92
TRANSPORTATION - SCHOOL BUS DRIVERS	57	118	175	15.52	37.22	52.74
TRANSPORTATION - SCHOOL BUS MONITORS	0	5	5	0.00	1.45	1.45
SAFE ENVIRONMENT PERSONNEL	3	18	21	1.59	5.81	7.40
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	46	53	99	4.81	4.60	9.41
SPECIAL PROJECT PERSONNEL	1	1	2	0.09	0.43	0.52
DATA PROCESSING SERVICES	0	2	2	0.00	0.90	0.90
COMPUTER TECHNOLOGY TECHNICIAN	5	3	8	2.71	2.04	4.75
TOTALS	261	1,020	1,281	134.00	496.00	630.00

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	\$21.00	\$18.06	\$18.58	\$29,120	\$29,563	\$29,485	\$501,237
CLERK - BOARD OF TRUSTEES	20.00	17.28	17.48	1,600	17,259	16,140	225,966
OFFICE CLERICAL - DISTRICT	0.00	12.81	12.81	0	20,271	20,271	567,580
OFFICE CLERICAL - BUILDING	0.00	11.35	11.35	0	15,336	15,336	1,395,611
PERSONNEL SERVICES	0.00	9.71	9.71	0	13,934	13,934	13,934
CUSTODIAN SUPERVISOR	15.58	0.00	15.58	22,814	0	22,814	159,700
JANITOR, CUSTODIAN	10.64	9.78	10.09	16,882	12,842	14,282	1,842,439
FOOD SERVICE - SUPERVISOR	0.00	12.87	12.87	0	17,375	17,375	277,995
FOOD SERVICE - MANAGER	0.00	11.93	11.93	0	16,615	16,615	99,688
FOOD SERVICE - COOK	0.00	8.57	8.57	0	8,609	8,609	895,323
FOOD SERVICE - OTHER	0.00	8.96	8.96	0	4,127	4,127	99,057
MAINTENANCE SUPERVISOR	16.64	0.00	16.64	31,037	0	31,037	496,596
MAINTENANCE WORKER	12.99	7.85	12.68	18,840	5,792	18,049	595,608
INSTRUCTIONAL ASSISTANT - REGULAR ED	10.88	9.44	9.50	7,917	8,604	8,577	1,929,758
INSTRUCTIONAL ASSISTANT - SPECIAL ED	8.69	9.26	9.24	8,519	9,893	9,846	1,742,732
RELATED SERVICES ASSISTANT, SPECIAL ED	7.27	9.46	9.21	7,852	10,099	9,849	88,643
INTERPRETER - HEARING IMPAIRED	0.00	9.76	9.76	0	12,428	12,428	24,855
LIBRARY ASSISTANT	0.00	9.18	9.18	0	10,363	10,363	383,423
TRANSPORTATION SUPERVISOR	17.74	0.00	17.74	28,983	0	28,983	521,692
TRANSPORTATION DISPATCHER/SECRETARY	0.00	11.51	11.51	0	9,467	9,467	37,868
TRANSPORTATION - SCHOOL BUS MECHANIC	13.99	0.00	13.99	24,957	0	24,957	224,617
TRANSPORTATION-SCHOOL BUS ASSISTANT	14.45	0.00	14.45	8,856	0	8,856	17,712
TRANSPORTATION - SCHOOL BUS DRIVERS	15.47	13.41	14.08	7,551	8,081	7,908	1,383,924
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	7.45	7.45	0	4,620	4,620	23,099
SAFE ENVIRONMENT PERSONNEL	15.07	10.12	10.83	13,244	7,057	7,941	166,754
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	12.59	9.95	11.18	2,407	1,775	2,069	204,785
SPECIAL PROJECT PERSONNEL	6.51	13.29	9.90	1,172	11,961	6,567	13,133
DATA PROCESSING SERVICES	0.00	14.13	14.13	0	9,454	9,454	18,907
COMPUTER TECHNOLOGY TECHNICIAN	17.43	13.57	15.98	19,233	19,826	19,456	155,646
AVERAGES / TOTAL	\$13.72	\$10.40	\$11.08	\$14,093	\$10,225	\$11,013	\$14,108,282

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

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

ACTUAL AND FTE TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (39 DISTRICTS)
2001 - 2002

ACTIVITY	EMPLOYEES			FTE *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER/DISTRICT CLERK	1	17	18	0.18	13.24	13.42
CLERK - BOARD OF TRUSTEES	1	18	19	0.11	12.72	12.83
OFFICE CLERICAL - DISTRICT	0	28	28	0.00	16.38	16.38
OFFICE CLERICAL - BUILDING	0	56	56	0.00	37.54	37.54
PUBLIC INFORMATION	0	1	1	0.00	0.04	0.04
CUSTODIAN SUPERVISOR	10	3	13	8.23	2.35	10.58
JANITOR, CUSTODIAN	32	56	88	25.66	34.98	60.64
FOOD SERVICE - SUPERVISOR	0	16	16	0.00	10.41	10.41
FOOD SERVICE - MANAGER	0	15	15	0.00	9.27	9.27
FOOD SERVICE - COOK	0	53	53	0.00	25.01	25.01
FOOD SERVICE - OTHER	2	18	20	0.07	5.68	5.75
MAINTENANCE SUPERVISOR	19	2	21	14.42	0.88	15.30
MAINTENANCE WORKER	10	3	13	5.20	1.34	6.54
INSTRUCTIONAL ASSISTANT - REGULAR ED	4	125	129	0.33	55.69	56.02
INSTRUCTIONAL ASSISTANT - SPECIAL ED	3	95	98	1.86	48.07	49.93
RELATED SERVICES ASSISTANT, SPECIAL ED	0	11	11	0.00	3.70	3.70
INTERPRETER - HEARING IMPAIRED	0	2	2	0.00	1.22	1.22
LIBRARY ASSISTANT	1	29	30	0.65	15.73	16.38
TRANSPORTATION SUPERVISOR	16	4	20	7.85	0.96	8.81
TRANSPORTATION DISPATCHER/SECRETARY	0	5	5	0.00	0.87	0.87
TRANSPORTATION - SCHOOL BUS MECHANIC	8	0	8	3.01	0.00	3.01
TRANSPORTATION-SCHOOL BUS ASSISTANT	0	0	0	0.00	0.00	0.00
TRANSPORTATION - SCHOOL BUS DRIVERS	66	71	137	16.73	23.12	39.85
TRANSPORTATION - SCHOOL BUS MONITORS	0	3	3	0.00	0.05	0.05
SAFE ENVIRONMENT PERSONNEL	1	9	10	1.00	2.23	3.23
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	56	55	111	4.66	5.27	9.93
OTHER NON-CERTIFIED, SPECIFY	0	0	0	0.00	0.00	0.00
DATA PROCESSING SERVICES	1	0	1	0.50	0.00	0.50
COMPUTER TECHNOLOGY TECHNICIAN	6	5	11	3.74	3.39	7.13
TOTALS	237	700	937	94.20	330.14	424.34

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	\$15.00	\$16.25	\$16.18	\$5,460	\$26,172	\$25,022	\$450,387
CLERK - BOARD OF TRUSTEES	26.53	13.61	14.29	6,208	19,865	19,147	363,785
OFFICE CLERICAL - DISTRICT	0.00	11.46	11.46	0	14,077	14,077	394,165
OFFICE CLERICAL - BUILDING	0.00	10.44	10.44	0	14,034	14,034	785,908
PUBLIC INFORMATION	0.00	11.11	11.11	0	1,000	1,000	1,000
CUSTODIAN SUPERVISOR	13.19	10.06	12.47	22,157	16,969	20,960	272,479
JANITOR, CUSTODIAN	9.39	10.57	10.14	16,249	15,598	15,835	1,393,442
FOOD SERVICE - SUPERVISOR	0.00	11.21	11.21	0	15,416	15,416	246,652
FOOD SERVICE - MANAGER	0.00	11.17	11.17	0	13,337	13,337	200,062
FOOD SERVICE - COOK	0.00	8.23	8.23	0	8,280	8,280	438,826
FOOD SERVICE - OTHER	11.06	7.83	8.16	797	5,041	4,617	92,334
MAINTENANCE SUPERVISOR	15.52	11.68	15.15	24,290	10,356	22,963	482,224
MAINTENANCE WORKER	9.91	7.81	9.43	10,511	7,185	9,743	126,663
INSTRUCTIONAL ASSISTANT - REGULAR ED	9.91	9.59	9.60	1,712	8,098	7,900	1,019,107
INSTRUCTIONAL ASSISTANT - SPECIAL ED	9.35	8.95	8.96	12,026	8,847	8,944	876,515
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	7.97	7.97	0	5,608	5,608	61,691
INTERPRETER - HEARING IMPAIRED	0.00	10.73	10.73	0	13,514	13,514	27,027
LIBRARY ASSISTANT	8.83	8.89	8.88	11,921	9,844	9,913	297,399
TRANSPORTATION SUPERVISOR	16.47	12.55	15.69	17,210	6,631	15,094	301,888
TRANSPORTATION DISPATCHER/SECRETARY	0.00	13.26	13.26	0	5,292	5,292	26,458
TRANSPORTATION - SCHOOL BUS MECHANIC	13.20	0.00	13.20	9,465	0	9,465	75,720
TRANSPORTATION-SCHOOL BUS ASSISTANT	0.00	0.00	0.00	0	0	0	0
TRANSPORTATION - SCHOOL BUS DRIVERS	13.21	12.92	13.06	6,648	8,136	7,419	1,016,370
TRANSPORTATION - SCHOOL BUS MONITORS	0.00	9.21	9.21	0	363	363	1,088
SAFE ENVIRONMENT PERSONNEL	12.57	11.85	11.92	26,146	5,379	7,455	74,554
ATHLETIC/PHYSICAL EDUCATION ASSISTANT	11.92	10.24	11.09	1,796	1,896	1,845	204,850
OTHER NON-CERTIFIED, SPECIFY	0.00	0.00	0.00	0	0	0	0
DATA PROCESSING SERVICES	18.75	0.00	18.75	19,500	0	19,500	19,500
COMPUTER TECHNOLOGY TECHNICIAN	18.56	13.98	16.47	23,156	20,639	22,012	242,128
AVERAGES / TOTAL	\$12.73	\$10.35	\$10.96	\$10,343	\$10,059	\$10,130	\$9,492,222

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

* Full-Time Equivalency (FTE) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

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