

# **The Seventh Annual PSBA Pennsylvania Public School Professional Personnel Salary Study**

## **For the School Year 2003-04**

The following salary study is designed to assist school officials when comparing their school district's full-time professional personnel salaries to comparable school districts throughout the state. The salary data is from the Pennsylvania Department of Education, and has been sorted and compiled by the PSBA research staff. Salary tables in this study show average, minimum and maximum salaries. The categories used to create salary table comparisons are number of pupils (average daily membership), aid ratio, community type and PSBA region. The school districts were distributed into five groupings for the number of pupils and aid ratio tables.

The number of positions used in calculating average, minimum and maximum salaries includes all positions from each school district (not one average salary per position per district). This study should be used as a general reference for salary data, keeping in mind that an individual district's number of personnel per position will influence its average salary. The PSBA research staff annually updates this study.

## 2003-04 PA Public School Salary Data by Number of Pupils (ADM)

	Average Salary (# of Positions)				All District Positions
	1,305 or Less	1,306-1,986	1,987-2,972	2,973-4,219	
	Number of Pupils (ADM)				
SUPERINTENDENT	\$91,974 (97)	\$97,984 (97)	\$102,166 (95)	\$116,337 (99)	\$131,522 (98)
ASSISTANT SUPERINTENDENT	80,907 (5)	89,722 (26)	90,343 (46)	100,053 (70)	108,415 (137)
ELEMENTARY PRINCIPAL	69,687 (98)	73,272 (153)	74,396 (200)	81,065 (338)	86,844 (943)
ASSISTANT ELEMENTARY PRINCIPAL	62,532 (10)	61,532 (12)	64,387 (30)	66,268 (42)	78,069 (142)
SECONDARY PRINCIPAL	72,793 (106)	77,389 (120)	79,311 (131)	85,335 (151)	91,040 (343)
ASSISTANT SECONDARY PRINCIPAL	61,402 (31)	64,006 (59)	66,762 (99)	73,477 (168)	80,920 (479)
MIDDLE SCHOOL PRINCIPAL	70,153 (12)	73,117 (46)	79,133 (72)	85,835 (70)	92,531 (169)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	58,487 (2)	62,305 (16)	65,585 (45)	71,546 (78)	78,359 (210)
					101,231 (284)
					82,109 (1,732)
					72,731 (236)
					84,024 (851)
					75,830 (836)
					85,498 (369)
					74,362 (351)

BUSINESS MANAGER	56,777 (77)	65,999 (77)	73,542 (74)	85,324 (78)	96,595 (88)	76,273 (394)
DIRECTOR OF PERSONNEL	34,176 (2)	35,008 (2)	50,433 (3)	79,355 (27)	89,376 (52)	82,323 (86)
SCHOOL PSYCHOLOGIST	56,204 (28)	57,133 (63)	56,498 (87)	58,711 (161)	65,510 (474)	62,230 (813)
SUPERVISOR CURRICULUM & INSTRUCTION	75,608 (11)	76,360 (22)	77,095 (22)	88,385 (40)	90,960 (76)	85,708 (171)
SUPERVISOR SPECIAL EDUCATION	64,221 (18)	66,730 (38)	70,180 (48)	77,030 (71)	83,084 (193)	77,621 (368)
DIRECTOR OF TECHNOLOGY	55,587 (9)	48,559 (5)	57,760 (5)	70,642 (23)	88,327 (31)	73,901 (73)
DIRECTOR OF FOOD SERVICE	----	49,341 (2)	47,569 (3)	52,974 (3)	62,308 (5)	54,758 (13)
ELEMENTARY TEACHER	47,822 (2,767)	49,822 (4,440)	50,432 (6,155)	53,215 (9,038)	56,010 (23,168)	53,602 (45,568)
SECONDARY TEACHER	46,206 (2,579)	48,776 (4,153)	48,893 (5,817)	52,469 (8,618)	55,572 (20,074)	52,712 (41,241)

## 2003-04 PA Public School Salary Data by Aid Ratio

	Average Salary (# of Positions)							
	.4044 or Less		.4045-.5321		.5322-.7000		.7001 or More	All District Positions
SUPERINTENDENT	\$130,477 (98)	\$109,191 (95)	\$105,306 (100)	\$100,700 (97)	\$94,580 (96)	\$108,103 (486)		
ASSISTANT SUPERINTENDENT	110,872 (88)	96,878 (68)	95,314 (64)	99,780 (41)	96,268 (23)	101,231 (284)		
ELEMENTARY PRINCIPAL	91,490 (442)	79,575 (358)	78,518 (291)	81,365 (449)	72,420 (192)	82,109 (1,732)		
ASSISTANT ELEMENTARY PRINCIPAL	73,704 (28)	71,162 (27)	64,719 (41)	77,758 (109)	66,135 (31)	72,731 (236)		
SECONDARY PRINCIPAL	96,958 (174)	82,153 (178)	81,725 (158)	82,120 (221)	74,579 (120)	84,024 (851)		
ASSISTANT SECONDARY PRINCIPAL	83,606 (255)	74,644 (175)	71,211 (152)	74,727 (178)	64,292 (76)	75,830 (836)		
MIDDLE SCHOOL PRINCIPAL	94,158 (90)	83,606 (86)	81,385 (53)	85,432 (105)	74,307 (35)	85,498 (369)		
ASSISTANT MIDDLE SCHOOL PRINCIPAL	79,908 (107)	70,942 (74)	66,647 (50)	76,845 (99)	64,820 (21)	74,362 (351)		

BUSINESS MANAGER	97,212 (89)	76,554 (72)	73,964 (81)	68,697 (82)	60,907 (70)	76,273 (394)
DIRECTOR OF PERSONNEL	91,856 (49)	70,348 (11)	68,152 (8)	68,341 (11)	72,582 (7)	82,323 (86)
SCHOOL PSYCHOLOGIST	66,081 (275)	58,503 (153)	57,513 (127)	65,695 (197)	52,841 (61)	62,230 (813)
SUPERVISOR CURRICULUM & INSTRUCTION	95,126 (74)	80,305 (26)	82,929 (22)	77,769 (30)	72,176 (19)	85,708 (171)
SUPERVISOR SPECIAL EDUCATION	87,411 (120)	76,507 (83)	72,822 (64)	70,916 (61)	68,469 (40)	77,621 (368)
DIRECTOR OF TECHNOLOGY	87,359 (29)	63,528 (12)	69,029 (14)	68,356 (12)	52,057 (6)	73,901 (73)
DIRECTOR OF FOOD SERVICE	63,089 (6)	46,110 (4)	64,500 (1)	46,197 (1)	38,182 (1)	54,758 (13)
ELEMENTARY TEACHER	59,434 (11,798)	53,469 (8,990)	51,320 (7,982)	51,666 (11,439)	48,518 (5,359)	53,602 (45,568)
SECONDARY TEACHER	58,255 (11,589)	52,515 (8,572)	49,603 (7,637)	51,275 (8,986)	46,898 (4,457)	52,712 (41,241)

## 2003-04 PA Public School Salary Data by Community Type

	Average Salary (# of Positions)			All District Positions
	Urban	Suburban	Rural	
SUPERINTENDENT	\$127,504 (25)	\$118,340 (202)	\$98,246 (259)	\$108,103 (486)
ASSISTANT SUPERINTENDENT	112,422 (39)	104,055 (155)	91,519 (90)	101,231 (284)
ELEMENTARY PRINCIPAL	85,899 (442)	85,684 (757)	73,889 (533)	82,109 (1,732)
ASSISTANT ELEMENTARY PRINCIPAL	79,760 (115)	69,051 (65)	62,567 (56)	72,731 (236)
SECONDARY PRINCIPAL	89,993 (133)	89,630 (343)	76,780 (375)	84,024 (851)
ASSISTANT SECONDARY PRINCIPAL	80,270 (188)	79,148 (401)	67,065 (247)	75,830 (836)
MIDDLE SCHOOL PRINCIPAL	91,674 (95)	88,471 (157)	76,496 (117)	85,498 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	79,774 (109)	75,005 (167)	65,064 (75)	74,362 (351)

BUSINESS MANAGER	91,004 (18)	86,898 (174)	65,808 (202)	76,273 (394)
DIRECTOR OF PERSONNEL	76,790 (14)	88,776 (61)	53,585 (11)	82,323 (86)
SCHOOL PSYCHOLOGIST	67,614 (186)	64,079 (414)	53,988 (213)	62,230 (813)
SUPERVISOR CURRICULUM & INSTRUCTION	80,256 (16)	93,312 (89)	76,775 (66)	85,708 (171)
SUPERVISOR SPECIAL EDUCATION	79,341 (66)	83,526 (172)	68,937 (130)	77,621 (368)
DIRECTOR OF TECHNOLOGY	91,290 (6)	78,967 (47)	56,779 (20)	73,901 (73)
DIRECTOR OF FOOD SERVICE	46,197 (1)	59,278 (8)	47,858 (4)	54,758 (13)
ELEMENTARY TEACHER	53,553 (10,213)	56,706 (20,165)	49,515 (15,190)	53,602 (45,568)
SECONDARY TEACHER	54,443 (7,470)	55,405 (19,498)	48,126 (14,273)	52,712 (41,241)

# 2003-04 PA Public School Salary Data by \*PSBA Region

Average Salary (# of Positions)

PSBA Region

	Region 1	Region 2	Region 3	Region 4	Region 5
SUPERINTENDENT	\$101,408 (34)	\$99,444 (51)	\$99,487 (40)	\$91,753 (26)	\$91,708 (42)
ASSISTANT SUPERINTENDENT	95,050 (10)	91,985 (23)	90,554 (20)	85,027 (7)	89,569 (11)
ELEMENTARY PRINCIPAL	73,579 (104)	74,953 (100)	76,149 (114)	74,213 (44)	71,628 (65)
ASSISTANT ELEMENTARY PRINCIPAL	70,035 (12)	66,138 (10)	68,332 (8)	62,755 (6)	63,253 (7)
SECONDARY PRINCIPAL	76,767 (57)	78,434 (76)	79,946 (59)	74,641 (37)	74,468 (57)
ASSISTANT SECONDARY PRINCIPAL	67,928 (48)	69,942 (42)	72,236 (45)	64,574 (20)	67,900 (35)
MIDDLE SCHOOL PRINCIPAL	76,813 (17)	72,420 (23)	77,239 (28)	79,792 (9)	72,006 (16)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	71,223 (14)	64,539 (10)	67,210 (17)	64,551 (5)	61,076 (5)

BUSINESS MANAGER	66,487 (27)	65,862 (36)	70,350 (32)	60,941 (20)	59,649 (32)
DIRECTOR OF PERSONNEL	92,642 (2)	89,000 (1)	77,119 (3)	60,518 (4)	49,316 (2)
SCHOOL PSYCHOLOGIST	55,429 (45)	56,849 (40)	58,437 (19)	51,110 (22)	55,963 (25)
SUPERVISOR CURRICULUM & INSTRUCTION	79,492 (10)	78,144 (12)	74,030 (11)	78,835 (3)	80,506 (10)
SUPERVISOR SPECIAL EDUCATION	73,569 (25)	67,232 (17)	68,915 (10)	73,263 (13)	67,900 (21)
DIRECTOR OF TECHNOLOGY	61,582 (2)	48,565 (6)	63,440 (1)	64,146 (5)	68,296 (1)
DIRECTOR OF FOOD SERVICE	---	40,591 (2)	---	59,785 (2)	---
ELEMENTARY TEACHER	47,977 (2,345)	51,767 (2,932)	52,127 (2,933)	48,419 (1,252)	47,142 (2,110)
SECONDARY TEACHER	46,267 (2,084)	50,334 (2,821)	50,573 (2,706)	47,114 (1,232)	45,460 (1,932)

\*PSBA Region Areas by county: Region 1= Clarion,, Crawford, Erie, Forest, Jefferson, Venango and Warren; Region 2= Armstrong, Beaver, Butler, Indiana, Lawrence and Mercer; Region 3= Fayette, Greene, Washington and Westmoreland; Region 4= Cameron, Centre, Clearfield, Clinton, Elk, McKean and Potter; Region 5= Bedford, Blair, Cambria, Fulton, Huntingdon, Juniata, Mifflin and Somerset.

## 2003-04 PA Public School Salary Data by \*PSBA Region

Average Salary / (# of Positions)

### PSBA Region

	Region 6	Region 7	Region 8	Region 9	Region 10
SUPERINTENDENT	\$102,581 (41)	\$96,531 (30)	\$110,538 (55)	\$113,737 (46)	\$225,000 (1)
ASSISTANT SUPERINTENDENT	99,358 (23)	93,582 (10)	99,427 (40)	97,075 (39)	125,000 (9)
ELEMENTARY PRINCIPAL	73,075 (127)	76,183 (77)	80,701 (186)	75,637 (189)	90,817 (188)
ASSISTANT ELEMENTARY PRINCIPAL	61,880 (8)	65,543 (15)	65,277 (26)	63,894 (20)	82,327 (81)
SECONDARY PRINCIPAL	75,805 (76)	79,453 (42)	85,372 (81)	80,422 (82)	97,356 (52)
ASSISTANT SECONDARY PRINCIPAL	64,281 (47)	68,298 (39)	71,982 (114)	69,335 (79)	86,652 (65)
MIDDLE SCHOOL PRINCIPAL	76,027 (25)	76,004 (9)	83,975 (45)	82,439 (40)	94,370 (52)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	59,987 (25)	69,863 (9)	68,202 (47)	67,006 (39)	82,960 (62)
BUSINESS MANAGER	66,663 (34)	71,054 (26)	78,321 (49)	82,168 (37)	---

DIRECTOR OF PERSONNEL	71,303 (6)	61,689 (2)	75,856 (9)	64,551 (8)	---
SCHOOL PSYCHOLOGIST	52,714 (57)	66,443 (21)	55,540 (103)	57,403 (69)	76,376 (89)
SUPERVISOR CURRICULUM & INSTRUCTION	81,375 (13)	79,194 (9)	85,185 (20)	80,899 (9)	---
SUPERVISOR SPECIAL EDUCATION	69,638 (39)	72,257 (18)	75,073 (49)	72,703 (34)	---
DIRECTOR OF TECHNOLOGY	60,252 (4)	73,330 (1)	65,872 (8)	65,948 (8)	135,905 (1)
DIRECTOR OF FOOD SERVICE	52,157 (1)	53,545 (1)	41,735 (1)	---	---
ELEMENTARY TEACHER	48,024 (3,160)	53,883 (2,341)	50,245 (5,554)	49,995 (4,403)	54,103 (4,664)
SECONDARY TEACHER	47,336 (3,074)	50,942 (2,079)	49,922 (5,156)	50,074 (4,105)	56,852 (2,950)

\*PSBA Region Areas by county: Region 6= Columbia, Cumberland, Dauphin, Montour, Northumberland, Perry, Snyder and Union; Region 7= Lackawanna, Luzerne, Susquehanna, Wayne and Wyoming; Region 8= Berks, Carbon, Lehigh, Monroe, Northampton, Pike and Schuylkill; Region 9= Adams, Franklin, Lancaster, Lebanon and York; Region 10= Philadelphia Public Schools

Average Salary (# of Positions)

PSBA Region

	Region 11	Region 12	Region 13	Region 14	Region 15	All District Positions
SUPERINTENDENT	\$136,516 (33)	\$97,935 (19)	\$198,875 (1)	\$117,466 (40)	\$144,455 (27)	\$108,103 (486)
ASSISTANT SUPERINTENDENT	117,155 (33)	85,869 (3)	104,975 (5)	97,846 (29)	122,581 (22)	101,231 (284)
ELEMENTARY PRINCIPAL	98,939 (183)	75,264 (34)	90,212 (60)	79,783 (132)	95,569 (129)	82,109 (1,732)
ASSISTANT ELEMENTARY PRINCIPAL	85,745 (9)	64,341 (5)	85,953 (7)	65,028 (11)	69,507 (11)	72,731 (236)
SECONDARY PRINCIPAL	105,861 (70)	77,850 (37)	93,472 (14)	85,342 (67)	101,294 (44)	84,024 (851)
ASSISTANT SECONDARY PRINCIPAL	91,055 (120)	60,291 (10)	85,756 (32)	73,769 (66)	82,897 (74)	75,830 (836)
MIDDLE SCHOOL PRINCIPAL	103,477 (33)	77,649 (5)	92,101 (20)	83,778 (25)	101,670 (22)	85,498 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	88,915 (40)	64,141 (4)	84,680 (17)	62,251 (21)	84,365 (36)	74,362 (351)

BUSINESS MANAGER	108,630 (30)	72,125 (14)	---	78,122 (34)	112,601 (23)	76,273 (394)
DIRECTOR OF PERSONNEL	96,666 (21)	79,143 (1)	---	81,173 (9)	91,305 (18)	82,323 (86)
SCHOOL PSYCHOLOGIST	71,209 (129)	55,858 (22)	66,772 (18)	64,316 (58)	62,132 (96)	62,230 (813)
SUPERVISOR CURRICULUM & INSTRUCTION	97,411 (30)	74,109 (7)	---	85,346 (18)	99,359 (19)	85,708 (171)
SUPERVISOR SPECIAL EDUCATION	92,789 (63)	66,122 (10)	83,463 (18)	79,626 (23)	89,550 (28)	77,621 (368)
DIRECTOR OF TECHNOLOGY	87,590 (18)	46,152 (2)	---	72,928 (7)	93,727 (9)	73,901 (73)
DIRECTOR OF FOOD SERVICE	54,745 (1)	46,197 (1)	---	67,290 (2)	64,071 (2)	54,758 (13)
ELEMENTARY TEACHER	67,149 (4,828)	51,186 (950)	61,419 (1,024)	55,967 (3,563)	57,203 (3,509)	53,602 (45,568)
SECONDARY TEACHER	64,951 (4,454)	49,573 (927)	60,798 (911)	54,340 (3,510)	57,362 (3,300)	52,712 (41,241)

Areas by county: Region 11= Bucks and Montgomery (except Philadelphia); Region 12= Bradford, Lycoming, Sullivan and Tioga; Region 13= Pittsburgh Public Schools; Region 14= Allegheny (except Pittsburgh); Region 15= Chester and Delaware

## 2003-04 PA Public School Salary Data by Number of Pupils (ADM)

	Minimum Salary		Maximum Salary		Number of Pupils (ADM)	All District Positions
	(# of Positions)	(# of Positions)	(# of Positions)	(# of Positions)		
	1,305 or Less	1,306-1,986	1,987-2,972	2,973-4,219	4,220 or More	
SUPERINTENDENT	\$71,500 131,040 (97)	\$75,615 143,823 (97)	\$84,895 138,680 (95)	\$85,000 181,245 (99)	\$91,061 225,000 (98)	\$71,500 225,000 (486)
ASSISTANT SUPERINTENDENT	72,000 95,000 (5)	72,800 115,266 (26)	78,520 127,048 (46)	79,561 138,815 (70)	83,456 146,322 (137)	72,000 146,322 (284)
ELEMENTARY PRINCIPAL	47,250 76,408 (98)	56,006 115,683 (153)	54,187 109,535 (200)	52,458 128,685 (338)	39,450 120,979 (943)	39,450 128,685 (1,732)
ASSISTANT ELEMENTARY PRINCIPAL	42,663 85,165 (10)	46,135 78,826 (12)	48,300 80,815 (30)	51,714 81,250 (42)	48,968 106,809 (142)	42,663 106,809 (236)
SECONDARY PRINCIPAL	52,327 105,000 (106)	52,000 119,700 (120)	57,904 113,973 (131)	55,931 125,000 (151)	38,286 127,083 (343)	38,286 127,083 (851)

ASSISTANT SECONDARY PRINCIPAL	52,650	42,230	48,766	48,263	38,539	38,539
	82,755	86,895	96,011	107,125	114,969	114,969
	(31)	(59)	(99)	(168)	(479)	(836)
MIDDLE SCHOOL PRINCIPAL	52,200	56,351	59,000	63,622	67,829	52,200
	101,556	89,280	116,100	114,851	119,241	119,241
	(12)	(46)	(72)	(70)	(169)	(369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	57,475	48,000	50,000	38,869	32,182	32,182
	59,499	82,092	136,767	108,485	104,674	136,767
	(2)	(16)	(45)	(78)	(210)	(351)
BUSINESS MANAGER	26,500	31,900	42,000	52,500	52,317	26,500
	97,797	102,218	109,084	141,022	149,740	149,740
	(77)	(77)	(74)	(78)	(88)	(394)
DIRECTOR OF PERSONNEL	28,054	35,000	36,400	38,863	48,672	28,054
	40,298	35,017	63,399	113,836	122,304	122,304
	(2)	(2)	(3)	(27)	(52)	(86)
SCHOOL PSYCHOLOGIST	36,423	31,878	27,603	35,276	33,000	27,603
	80,858	95,461	82,420	96,519	99,015	99,015
	(28)	(63)	(87)	(161)	(474)	(813)
SUPERVISOR CURRICULUM & INSTRUCTION	58,812	60,000	48,160	55,000	61,000	48,160
	102,884	98,563	101,918	115,000	117,310	117,310
	(11)	(22)	(22)	(40)	(76)	(171)
SUPERVISOR SPECIAL EDUCATION	42,663	45,567	48,895	41,206	56,607	41,206
	90,775	89,280	108,387	104,853	118,366	118,366
	(18)	(38)	(48)	(71)	(193)	(368)



## 2003-04 PA Public School Salary Data by Aid Ratio

	Minimum Salary		Maximum Salary		Aid Ratio		
	.4044 or Less	.4045- .5321	.5322- .6291	.6292- .7000	.7001 or More	All District Positions	
SUPERINTENDENT	\$87,763	\$78,655	\$82,000	\$71,500	\$78,000	\$71,500	
	188,500	198,875	149,500	225,000	162,000	225,000	
	(98)	(95)	(100)	(97)	(96)	(486)	
ASSISTANT SUPERINTENDENT	76,915	78,520	78,680	72,000	74,471	72,000	
	146,322	119,320	118,565	125,000	126,261	146,322	
	(88)	(68)	(64)	(41)	(23)	(284)	
ELEMENTARY PRINCIPAL	59,733	47,250	39,450	42,369	52,458	39,450	
	128,685	103,133	108,424	115,999	103,356	128,685	
	(442)	(358)	(291)	(449)	(192)	(1,732)	
ASSISTANT ELEMENTARY PRINCIPAL	54,860	46,135	48,300	42,663	52,000	42,663	
	106,809	91,168	84,856	92,034	89,433	106,809	
	(28)	(27)	(41)	(109)	(31)	(236)	
SECONDARY PRINCIPAL	52,000	55,865	53,355	38,286	52,327	38,286	
	127,083	113,558	120,013	121,200	98,175	127,083	
	(174)	(178)	(158)	(221)	(120)	(851)	

## 2003-04 PA Public School Salary Data by Aid Ratio

	Minimum Salary		Maximum Salary		(# of Positions)		Aid Ratio	
ASSISTANT SECONDARY PRINCIPAL	48,263	43,115	40,352	38,539	42,230	38,539	38,539	38,539
	114,969	100,300	93,061	92,034	85,369	92,034	114,969	114,969
	(255)	(175)	(152)	(178)	(76)	(178)	(836)	(836)
MIDDLE SCHOOL PRINCIPAL	62,400	52,200	59,241	56,351	59,203	56,351	52,200	52,200
	119,241	106,695	107,603	101,580	91,667	101,580	119,241	119,241
	(90)	(86)	(53)	(105)	(35)	(105)	(369)	(369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	32,182	38,869	51,000	47,120	48,000	47,120	32,182	32,182
	108,485	136,767	88,288	92,034	85,543	92,034	136,767	136,767
	(107)	(74)	(50)	(99)	(21)	(99)	(351)	(351)
BUSINESS MANAGER	47,515	43,710	31,500	26,500	31,000	26,500	26,500	26,500
	149,740	115,501	121,405	103,930	112,000	103,930	149,740	149,740
	(89)	(72)	(81)	(82)	(70)	(82)	(394)	(394)
DIRECTOR OF PERSONNEL	35,017	38,863	36,400	28,054	51,500	28,054	28,054	28,054
	122,304	93,359	111,132	93,796	86,520	93,796	122,304	122,304
	(49)	(11)	(8)	(11)	(7)	(11)	(86)	(86)
SCHOOL PSYCHOLOGIST	35,600	34,377	33,910	33,000	27,603	33,000	27,603	27,603
	99,015	92,014	98,940	89,322	77,584	89,322	99,015	99,015
	(275)	(153)	(127)	(197)	(61)	(197)	(813)	(813)

SUPERVISOR CURRICULUM & INSTRUCTION	70,000	55,000	62,447	48,160	58,812	48,160
	117,310	101,918	106,609	94,036	83,442	117,310
	(74)	(26)	(22)	(30)	(19)	(171)
SUPERVISOR SPECIAL EDUCATION	56,607	47,164	41,206	42,663	56,150	41,206
	118,366	101,314	106,609	109,000	88,322	118,366
	(120)	(83)	(64)	(61)	(40)	(368)
DIRECTOR OF TECHNOLOGY	58,436	48,350	51,646	31,793	30,000	30,000
	119,456	82,482	98,133	135,905	78,750	135,905
	(29)	(12)	(14)	(12)	(6)	(73)
DIRECTOR OF FOOD SERVICE	53,545	41,735	64,500	46,197	38,182	38,182
	74,080	52,157	64,500	46,197	38,182	74,080
	(6)	(4)	(1)	(1)	(1)	(13)
ELEMENTARY TEACHER	18,976	18,500	19,097	20,250	18,500	18,500
	98,974	88,320	86,880	78,976	72,900	98,974
	(11,798)	(8,990)	(7,982)	(11,439)	(5,359)	(45,568)
SECONDARY TEACHER	19,636	19,788	20,581	18,500	18,500	18,500
	99,016	86,803	88,880	92,133	82,162	99,016
	(11,589)	(8,572)	(7,637)	(8,986)	(4,457)	(41,241)

## 2003-04 PA Public School Salary Data by Community Type

	Minimum Salary		Maximum Salary		All District Positions
	Urban	Suburban	Rural	(# of Positions)	
SUPERINTENDENT	\$85,000 225,000	\$85,000 188,500	\$71,500 149,500	\$71,500 225,000	
ASSISTANT SUPERINTENDENT	89,232 126,261	76,915 146,322	72,000 119,696	72,000 146,322	
ELEMENTARY PRINCIPAL	42,369 115,999	39,450 128,685	47,250 101,354	39,450 128,685	
ASSISTANT ELEMENTARY PRINCIPAL	55,000 92,034	48,968 106,809	42,663 80,815	42,663 106,809	
SECONDARY PRINCIPAL	38,286 121,200	52,000 127,083	52,327 104,629	38,286 127,083	
	(25) (39)	(202) (155)	(259) (90)	(486) (284)	
	(115)	(65)	(56)	(236)	
	(133)	(343)	(375)	(851)	

ASSISTANT SECONDARY PRINCIPAL	38,539	42,230	40,352	38,539
	92,034	114,969	92,460	114,969
	(188)	(401)	(247)	(836)
MIDDLE SCHOOL PRINCIPAL	65,000	59,991	52,200	52,200
	101,580	119,241	94,500	119,241
	(95)	(157)	(117)	(369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	47,120	32,182	48,000	32,182
	92,034	108,485	136,767	136,767
	(109)	(167)	(75)	(351)
BUSINESS MANAGER	65,000	43,497	26,500	26,500
	119,840	149,740	118,607	149,740
	(18)	(174)	(202)	(394)
DIRECTOR OF PERSONNEL	51,500	35,017	28,054	28,054
	93,796	122,304	89,000	122,304
	(14)	(61)	(11)	(86)
SCHOOL PSYCHOLOGIST	33,910	27,603	31,878	27,603
	80,255	99,015	90,058	99,015
	(186)	(414)	(213)	(813)
SUPERVISOR CURRICULUM & INSTRUCTION	61,000	65,000	48,160	48,160
	94,036	117,310	101,918	117,310
	(16)	(89)	(66)	(171)
SUPERVISOR SPECIAL EDUCATION	56,891	52,000	41,206	41,206
	109,000	118,366	95,680	118,366
	(66)	(172)	(130)	(368)

## 2003-04 PA Public School Salary Data by Community Type

	Minimum Salary	Maximum Salary (# of Positions)	Community Type	Minimum Salary	Maximum Salary (# of Positions)	Community Type
DIRECTOR OF TECHNOLOGY	63,860	135,905		44,687	30,000	30,000
	(6)	(6)		119,456	77,927	135,905
DIRECTOR OF FOOD SERVICE	46,197	46,197		(47)	(20)	(73)
	(1)	(1)		41,735	38,182	38,182
ELEMENTARY TEACHER	24,067	88,320		74,080	53,545	74,080
	(10,213)	(10,213)		(8)	(4)	(13)
SECONDARY TEACHER	24,320	99,016		18,500	18,500	18,500
	(7,470)	(7,470)		98,974	82,419	98,974
				(20,165)	(15,190)	(45,568)
				18,500	18,500	18,500
				96,460	92,133	99,016
				(19,498)	(14,273)	(41,241)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region 1	Region 2	Region 3	Region 4	Region 5
SUPERINTENDENT	\$85,040 150,381 (34)	\$82,432 132,108 (51)	\$78,000 131,583 (40)	\$71,500 122,548 (26)	\$74,000 136,997 (42)
ASSISTANT SUPERINTENDENT	83,787 110,000 (10)	75,827 105,659 (23)	72,000 104,320 (20)	74,471 97,248 (7)	76,915 105,856 (11)
ELEMENTARY PRINCIPAL	57,500 88,144 (104)	59,147 86,753 (100)	52,458 95,316 (114)	52,622 108,152 (44)	52,000 84,325 (65)
ASSISTANT ELEMENTARY PRINCIPAL	54,224 79,831 (12)	46,135 75,759 (10)	59,000 78,072 (8)	53,027 75,215 (6)	42,663 75,900 (7)
SECONDARY PRINCIPAL	62,309 91,210 (57)	57,458 95,267 (76)	64,300 96,793 (59)	54,500 104,599 (37)	57,356 97,035 (57)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region 1	Region 2	Region 3	Region 4	Region 5
ASSISTANT SECONDARY PRINCIPAL	38,539 80,980 (48)	52,000 85,122 (42)	48,263 92,154 (45)	55,000 75,000 (20)	46,000 82,732 (35)
MIDDLE SCHOOL PRINCIPAL	59,000 88,850 (17)	56,351 84,240 (23)	52,200 96,258 (28)	64,000 94,746 (9)	59,203 85,793 (16)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	58,000 79,436 (14)	51,261 76,512 (10)	51,698 86,579 (17)	59,972 67,587 (5)	48,000 70,607 (5)
BUSINESS MANAGER	41,453 95,474 (27)	39,937 96,546 (36)	43,982 97,971 (32)	30,000 102,134 (20)	26,500 95,969 (32)
DIRECTOR OF PERSONNEL	86,641 98,644 (2)	89,000 89,000 (1)	63,000 93,359 (3)	40,298 87,162 (4)	28,054 70,578 (2)
SCHOOL PSYCHOLOGIST	33,000 79,831 (45)	33,910 83,070 (40)	37,100 86,579 (19)	31,878 70,565 (22)	41,690 76,877 (25)

SUPERVISOR CURRICULUM & INSTRUCTION	60,180	70,467	48,160	75,701	64,294
	98,467 (10)	85,403 (12)	92,140 (11)	81,765 (3)	94,036 (10)
SUPERVISOR SPECIAL EDUCATION	47,164	52,000	49,980	58,277	42,663
	109,000 (25)	85,122 (17)	87,987 (10)	82,403 (13)	86,000 (21)
DIRECTOR OF TECHNOLOGY	48,350	31,793	63,440	30,000	68,296
	74,815 (2)	62,765 (6)	63,440 (1)	85,124 (5)	68,296 (1)
DIRECTOR OF FOOD SERVICE	----	38,182	----	47,550	----
	----	43,000 (2)	----	72,021 (2)	----
ELEMENTARY TEACHER	27,000	26,184	19,097	25,100	18,500
	67,605 (2,345)	72,913 (2,932)	79,198 (2,933)	67,608 (1,252)	64,799 (2,110)
SECONDARY TEACHER	28,000	22,000	18,500	24,700	18,500
	67,680 (2,084)	69,806 (2,821)	79,198 (2,706)	80,163 (1,232)	68,095 (1,932)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region 6	Region 7	Region 8	Region 9	Region 10
SUPERINTENDENT	\$82,000 162,000 (41)	\$80,000 119,735 (30)	\$78,390 144,900 (55)	\$78,655 158,345 (46)	\$225,000 225,000 (1)
ASSISTANT SUPERINTENDENT	76,900 125,000 (23)	83,264 100,349 (10)	81,760 119,696 (40)	72,800 126,261 (39)	125,000 125,000 (9)
ELEMENTARY PRINCIPAL	54,187 90,408 (127)	59,105 93,869 (77)	53,000 101,284 (186)	42,369 104,800 (189)	68,842 115,999 (188)
ASSISTANT ELEMENTARY PRINCIPAL	52,000 72,100 (8)	48,300 84,856 (15)	54,802 80,815 (26)	51,714 89,433 (20)	73,443 92,034 (81)
SECONDARY PRINCIPAL	53,355 97,850 (76)	62,000 92,930 (42)	57,904 105,974 (81)	38,286 113,025 (82)	84,900 121,200 (52)
ASSISTANT SECONDARY PRINCIPAL	42,230 80,939 (47)	50,000 84,856 (39)	44,090 95,039 (114)	43,115 97,289 (79)	73,443 92,034 (65)

MIDDLE SCHOOL PRINCIPAL	59,241	62,120	57,000	62,400	80,453
	92,238 (25)	90,851 (9)	99,462 (45)	103,717 (40)	101,580 (52)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	47,499	51,000	47,120	52,000	73,443
	72,653 (25)	82,596 (9)	84,292 (47)	99,024 (39)	92,034 (62)
BUSINESS MANAGER	42,849	42,000	31,500	51,826	---
	100,579 (34)	98,264 (26)	118,607 (49)	113,130 (37)	---
DIRECTOR OF PERSONNEL	51,500	59,979	35,000	35,017	---
	87,146 (6)	63,399 (2)	101,850 (9)	115,817 (8)	---
SCHOOL PSYCHOLOGIST	27,603	43,100	36,000	37,705	48,619
	80,325 (57)	86,397 (21)	90,058 (103)	85,883 (69)	78,426 (89)
SUPERVISOR CURRICULUM & INSTRUCTION	65,720	62,447	61,000	55,000	---
	99,750 (13)	98,264 (9)	101,918 (20)	98,563 (9)	---
SUPERVISOR SPECIAL EDUCATION	41,206	45,567	55,000	57,331	---
	89,180 (39)	98,264 (18)	101,314 (49)	108,885 (34)	---
DIRECTOR OF TECHNOLOGY	55,877	73,330	51,646	52,691	135,905
	63,860 (4)	73,330 (1)	81,171 (8)	85,892 (8)	135,905 (1)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region <b>6</b>	Region <b>7</b>	Region <b>8</b>	Region <b>9</b>	Region <b>10</b>
DIRECTOR OF FOOD SERVICE	52,157 52,157 (1)	53,545 53,545 (1)	41,735 41,735 (1)	---	---
ELEMENTARY TEACHER	25,067 73,770 (3,160)	25,760 75,350 (2,341)	18,500 78,724 (5,554)	22,436 76,528 (4,403)	24,067 74,691 (4,664)
SECONDARY TEACHER	18,500 74,689 (3,074)	24,320 82,162 (2,079)	20,000 92,133 (5,156)	20,205 81,547 (4,105)	35,855 83,268 (2,950)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region 11	Region 12	Region 13	Region 14	Region 15	All District Positions
SUPERINTENDENT	\$107,500 188,500 (33)	\$87,763 112,000 (19)	\$198,875 198,875 (1)	\$90,177 153,910 (40)	\$108,000 181,245 (27)	\$71,500 225,000 (486)
ASSISTANT SUPERINTENDENT	100,287 131,750 (33)	80,400 89,232 (3)	99,739 119,320 (5)	83,500 125,449 (29)	95,472 146,322 (22)	72,000 146,322 (284)
ELEMENTARY PRINCIPAL	65,792 120,979 (183)	63,000 86,025 (34)	85,972 97,540 (60)	53,000 105,753 (132)	39,450 128,685 (129)	39,450 128,685 (1,732)
ASSISTANT ELEMENTARY PRINCIPAL	78,826 106,809 (9)	56,500 75,903 (5)	82,744 91,168 (7)	53,990 81,364 (11)	58,430 81,250 (11)	42,663 106,809 (236)
SECONDARY PRINCIPAL	80,363 127,083 (70)	52,327 90,340 (37)	84,268 98,788 (14)	55,931 118,835 (67)	73,482 125,000 (44)	38,286 127,083 (851)

## 2003-04 PA Public School Salary Data by PSBA Region

Minimum Salary  
Maximum Salary  
(# of Positions)

### PSBA Region

	Region 11	Region 12	Region 13	Region 14	Region 15	All District Positions
ASSISTANT SECONDARY PRINCIPAL	57,065 114,969 (120)	52,510 71,795 (10)	76,200 91,492 (32)	52,000 102,654 (66)	51,604 107,125 (74)	38,539 114,969 (836)
MIDDLE SCHOOL PRINCIPAL	83,200 119,241 (33)	74,461 83,115 (5)	88,768 96,424 (20)	71,750 96,957 (25)	79,500 117,972 (22)	52,200 119,241 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	32,182 104,674 (40)	56,294 70,063 (4)	82,744 89,356 (17)	38,869 82,092 (21)	65,535 136,767 (36)	32,182 136,767 (351)
BUSINESS MANAGER	87,152 149,740 (30)	52,000 90,027 (14)	---	51,749 112,002 (34)	72,516 141,022 (23)	26,500 149,740 (394)
DIRECTOR OF PERSONNEL	51,500 122,304 (21)	79,143 79,143 (1)	---	48,672 110,064 (9)	45,180 121,349 (18)	28,054 122,304 (86)

SCHOOL PSYCHOLOGIST	39,465	38,650	45,500	35,276	36,377	27,603
	99,015	89,322	77,600	96,322	98,940	99,015
	(129)	(22)	(18)	(58)	(96)	(813)
SUPERVISOR CURRICULUM & INSTRUCTION	73,600	55,412	---	65,000	70,075	48,160
	117,310	79,541	---	102,128	115,525	117,310
	(30)	(7)	---	(18)	(19)	(171)
SUPERVISOR SPECIAL EDUCATION	67,793	51,075	78,120	57,800	73,080	41,206
	118,366	79,541	99,023	99,086	106,609	118,366
	(63)	(10)	(18)	(23)	(28)	(368)
DIRECTOR OF TECHNOLOGY	57,389	42,804	---	58,436	76,248	30,000
	119,456	49,500	---	85,838	118,434	135,905
	(18)	(2)	---	(7)	(9)	(73)
DIRECTOR OF FOOD SERVICE	54,745	46,197	---	60,500	63,643	38,182
	54,745	46,197	---	74,080	64,500	74,080
	(1)	(1)	---	(2)	(2)	(13)
ELEMENTARY TEACHER	31,860	32,056	35,500	18,500	18,976	18,500
	98,974	66,775	88,320	85,870	90,875	98,974
	(4,828)	(950)	(1,024)	(3,563)	(3,509)	(45,568)
SECONDARY TEACHER	23,108	19,102	35,100	19,788	19,636	18,500
	99,016	70,064	78,400	89,010	90,875	99,016
	(4,454)	(927)	(911)	(3,510)	(3,300)	(41,241)

## Notes