

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

**For the School Year 2004-05**

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 comparisons are: number of pupils (average daily membership or ADM), 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 updates this study annually.

## 2004-05 PA Public School Salary Data by Number of Pupils (ADM)

	Average Salary (# of Positions)					
	1,287 or Less	1,288- 1,983	1,984- 2,921	2,922- 4,280	4,281 or More	All District Positions
SUPERINTENDENT	\$92,969 (95)	\$100,576 (96)	\$104,831 (94)	\$121,367 (98)	\$137,352 (94)	\$111,418 (477)
ASSISTANT SUPERINTENDENT	89,914 (5)	88,581 (19)	93,110 (44)	104,143 (68)	112,894 (130)	105,216 (266)
ELEMENTARY PRINCIPAL	71,532 (101)	74,485 (150)	76,139 (211)	82,546 (340)	89,416 (919)	84,080 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	59,774 (12)	61,051 (13)	64,782 (24)	67,604 (46)	78,134 (154)	73,125 (249)
SECONDARY PRINCIPAL	74,703 (103)	78,550 (122)	80,408 (143)	88,746 (149)	94,721 (325)	86,441 (842)
ASSISTANT SECONDARY PRINCIPAL	60,885 (33)	65,024 (55)	68,226 (94)	75,513 (174)	82,908 (500)	77,795 (856)
MIDDLE SCHOOL PRINCIPAL	69,877 (11)	75,273 (47)	79,754 (70)	87,965 (68)	94,447 (173)	87,290 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	60,695 (2)	64,117 (16)	65,696 (46)	73,812 (83)	79,218 (237)	75,704 (384)
BUSINESS MANAGER	57,952 (79)	68,382 (83)	74,810 (80)	88,700 (78)	99,939 (87)	78,260 (407)
DIRECTOR OF PERSONNEL	35,574 (2)	48,228 (3)	48,530 (5)	82,255 (30)	90,819 (59)	83,682 (99)
SCHOOL PSYCHOLOGIST	58,085 (25)	56,631 (62)	56,452 (87)	60,084 (177)	66,246 (479)	62,941 (830)

### SUPERVISOR CURRICULUM & INSTRUCTION

SUPERVISOR CURRICULUM & INSTRUCTION	74,649 (13)	76,299 (22)	77,631 (23)	93,537 (42)	94,127 (70)	87,953 (170)
SUPERVISOR SPECIAL EDUCATION	67,749 (20)	67,850 (42)	74,052 (52)	78,975 (75)	85,132 (188)	79,531 (377)
DIRECTOR OF TECHNOLOGY	49,121 (7)	61,241 (7)	60,275 (7)	76,918 (28)	90,990 (33)	77,449 (82)
ELEMENTARY TEACHER	48,814 (2,683)	50,675 (4,375)	50,946 (6,061)	53,739 (8,740)	56,958 (22,633)	54,398 (44,492)
SECONDARY TEACHER	46,604 (2,647)	49,605 (4,178)	49,481 (6,079)	52,866 (8,706)	56,242 (20,529)	53,306 (42,139)

## 2004-05 PA Public School Salary Data by Aid Ratio

	Average Salary (# of Positions)					All District Positions
	.3928 or Less	.3929- .5304	.5305- .6197	.6198- .6943	.6944 or More	
SUPERINTENDENT	\$134,648 (95)	\$113,419 (97)	\$107,551 (98)	\$102,025 (92)	\$99,231 (95)	\$111,418 (477)
ASSISTANT SUPERINTENDENT	115,069 (82)	101,496 (63)	98,812 (56)	94,008 (31)	109,112 (34)	105,216 (266)
ELEMENTARY PRINCIPAL	94,398 (429)	82,007 (380)	80,479 (275)	76,024 (260)	82,612 (377)	84,080 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	73,609 (37)	71,023 (32)	64,967 (42)	66,276 (28)	78,432 (110)	73,125 (249)
SECONDARY PRINCIPAL	99,925 (167)	85,677 (180)	82,576 (147)	80,129 (161)	83,609 (187)	86,441 (842)
ASSISTANT SECONDARY PRINCIPAL	86,820 (251)	76,470 (187)	71,970 (151)	70,113 (109)	75,892 (158)	77,795 (856)
MIDDLE SCHOOL PRINCIPAL	96,611 (90)	87,367 (83)	82,831 (61)	77,754 (49)	86,059 (86)	87,290 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	82,104 (116)	73,934 (90)	70,074 (55)	65,800 (34)	76,417 (89)	75,704 (384)
BUSINESS MANAGER	99,098 (89)	79,917 (79)	75,626 (81)	69,326 (84)	64,457 (74)	78,260 (407)
DIRECTOR OF PERSONNEL	96,264 (51)	72,216 (16)	60,589 (10)	66,373 (13)	83,424 (9)	83,682 (99)
SCHOOL PSYCHOLOGIST	67,956 (275)	59,694 (169)	57,990 (122)	57,381 (102)	65,045 (162)	62,941 (830)
SUPERVISOR CURRICULUM & INSTRUCTION	98,457 (70)	85,603 (30)	85,633 (21)	75,823 (31)	74,616 (18)	87,953 (170)
SUPERVISOR SPECIAL EDUCATION	90,069 (112)	80,929 (86)	72,704 (68)	72,703 (65)	71,000 (46)	79,531 (377)
DIRECTOR OF TECHNOLOGY	89,070 (33)	71,431 (16)	71,678 (13)	61,857 (12)	74,318 (8)	77,449 (82)
ELEMENTARY TEACHER	60,717 (11,319)	54,429 (9,180)	51,648 (7,520)	50,150 (6,422)	52,024 (10,051)	54,398 (44,492)
SECONDARY TEACHER	59,359 (11,709)	53,405 (9,153)	49,997 (7,524)	48,678 (6,039)	50,849 (7,714)	53,306 (42,139)

## 2004-05 PA Public School Salary Data by Community Type

	Average Salary (# of Positions)			All District Positions
	Urban	Suburban	Rural	
SUPERINTENDENT	\$135,862 (24)	\$122,255 (196)	\$100,871 (257)	\$111,418 (477)
ASSISTANT SUPERINTENDENT	115,493 (41)	108,616 (138)	94,980 (87)	105,216 (266)
ELEMENTARY PRINCIPAL	87,677 (422)	88,174 (761)	75,468 (538)	84,080 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	80,416 (116)	69,645 (74)	63,156 (59)	73,125 (249)
SECONDARY PRINCIPAL	92,791 (139)	92,172 (338)	78,716 (365)	86,441 (842)
ASSISTANT SECONDARY PRINCIPAL	82,015 (202)	81,136 (406)	68,888 (248)	77,795 (856)
MIDDLE SCHOOL PRINCIPAL	92,902 (88)	91,037 (158)	78,464 (123)	87,290 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	78,869 (124)	77,102 (187)	66,749 (73)	75,704 (384)
BUSINESS MANAGER	94,050 (19)	89,432 (173)	67,875 (215)	78,260 (407)
DIRECTOR OF PERSONNEL	85,627 (14)	91,715 (65)	56,212 (20)	83,682 (99)
SCHOOL PSYCHOLOGIST	66,680 (187)	65,177 (425)	55,375 (218)	62,941 (830)

SUPERVISOR CURRICULUM & INSTRUCTION	81,939 (12)	95,940 (90)	78,442 (68)	87,953 (170)
SUPERVISOR SPECIAL EDUCATION	81,965 (62)	85,400 (177)	70,911 (138)	79,531 (377)
DIRECTOR OF TECHNOLOGY	97,652 (6)	82,341 (53)	60,906 (23)	77,449 (82)
ELEMENTARY TEACHER	54,122 (9,970)	57,657 (19,658)	50,272 (14,864)	54,398 (44,492)
SECONDARY TEACHER	54,381 (7,544)	56,154 (20,092)	48,800 (14,503)	53,306 (42,139)

## 2004-05 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	\$103,504 (32)	\$101,491 (51)	\$102,503 (40)	\$94,055 (25)	\$94,866 (43)
ASSISTANT SUPERINTENDENT	98,763 (10)	94,515 (23)	92,929 (17)	81,375 (3)	92,071 (13)
ELEMENTARY PRINCIPAL	75,357 (101)	77,490 (97)	78,198 (114)	76,749 (45)	72,955 (71)
ASSISTANT ELEMENTARY PRINCIPAL	68,149 (13)	68,871 (14)	66,601 (7)	59,460 (6)	66,979 (6)
SECONDARY PRINCIPAL	78,164 (61)	81,000 (76)	81,605 (59)	76,366 (35)	74,862 (55)
ASSISTANT SECONDARY PRINCIPAL	69,983 (52)	71,561 (41)	73,881 (43)	65,471 (22)	68,302 (34)
MIDDLE SCHOOL PRINCIPAL	77,959 (13)	76,042 (21)	79,123 (28)	82,180 (8)	76,089 (20)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	68,235 (17)	67,454 (12)	69,777 (18)	67,450 (4)	59,448 (8)
BUSINESS MANAGER	69,426 (29)	69,204 (37)	70,228 (35)	61,293 (22)	61,638 (35)
DIRECTOR OF PERSONNEL	90,359 (1)	66,600 (2)	79,219 (4)	69,076 (3)	47,296 (3)
SCHOOL PSYCHOLOGIST	55,253 (45)	57,569 (41)	60,948 (19)	52,591 (20)	57,155 (21)

SUPERVISOR CURRICULUM & INSTRUCTION	78,915 (12)	81,175 (9)	75,756 (10)	81,360 (5)	80,498 (8)
SUPERVISOR SPECIAL EDUCATION	73,894 (28)	72,456 (21)	72,148 (10)	75,745 (14)	68,273 (20)
DIRECTOR OF TECHNOLOGY	63,396 (2)	48,559 (6)	61,855 (2)	66,837 (5)	70,171 (1)
ELEMENTARY TEACHER	47,719 (2,250)	52,232 (2,881)	52,248 (2,848)	49,433 (1,235)	48,694 (3,067)
SECONDARY TEACHER	46,449 (2,149)	51,062 (2,848)	50,398 (2,740)	48,220 (1,250)	48,027 (3,054)

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

## 2004-05 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	\$107,172 (39)	\$98,393 (29)	\$114,435 (55)	\$118,114 (46)	\$225,000 (1)
ASSISTANT SUPERINTENDENT	105,384 (20)	95,433 (11)	101,434 (40)	101,074 (36)	129,916 (9)
ELEMENTARY PRINCIPAL	75,351 (116)	77,638 (75)	82,195 (187)	77,486 (192)	91,303 (182)
ASSISTANT ELEMENTARY PRINCIPAL	61,771 (9)	68,018 (16)	65,730 (26)	63,057 (23)	83,531 (79)
SECONDARY PRINCIPAL	77,558 (70)	80,468 (40)	88,052 (76)	83,352 (83)	98,169 (60)
ASSISTANT SECONDARY PRINCIPAL	65,459 (54)	69,851 (41)	74,331 (108)	72,124 (76)	86,399 (77)
MIDDLE SCHOOL PRINCIPAL	75,786 (30)	77,403 (10)	86,622 (50)	83,698 (37)	95,048 (45)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	61,220 (23)	66,625 (9)	71,051 (61)	69,174 (41)	81,856 (56)
BUSINESS MANAGER	68,264 (32)	72,887 (26)	80,934 (49)	82,505 (39)	190,000 (1)
DIRECTOR OF PERSONNEL	70,981 (5)	51,331 (4)	78,950 (9)	54,627 (8)	140,063 (1)
SCHOOL PSYCHOLOGIST	53,455 (60)	63,774 (24)	56,983 (109)	57,470 (70)	73,646 (91)
SUPERVISOR CURRICULUM & INSTRUCTION	81,820 (14)	78,804 (8)	86,520 (18)	84,657 (9)	—
SUPERVISOR SPECIAL EDUCATION	71,852 (36)	73,471 (20)	78,195 (49)	73,140 (39)	—
DIRECTOR OF TECHNOLOGY	69,264 (5)	76,410 (1)	68,649 (10)	70,414 (9)	140,798 (1)
ELEMENTARY TEACHER	48,694 (3,067)	53,816 (2,318)	51,137 (5,538)	51,090 (4,343)	55,013 (4,461)
SECONDARY TEACHER	48,027 (3,054)	50,902 (2,120)	50,885 (5,280)	50,641 (4,243)	56,339 (2,861)

\*PSBA Region Areas by county: Region 6= Columbia, Cumberland, Dauphin, Montour, Northumberland, Perry, Snyder, Union and York; 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

## 2004-05 PA Public School Salary Data by PSBA Region\*

	Average Salary (# of Positions)					All District Positions
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$144,534 (30)	\$99,722 (20)	\$201,563 (1)	\$120,814 (39)	\$149,946 (26)	\$111,418 (477)
ASSISTANT SUPERINTENDENT	121,483 (31)	94,228 (2)	110,350 (5)	103,428 (27)	130,720 (19)	105,216 (266)
ELEMENTARY PRINCIPAL	101,415 (185)	76,115 (37)	94,195 (58)	82,025 (132)	98,673 (129)	84,080 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	86,142 (10)	60,800 (5)	88,549 (7)	66,006 (16)	74,113 (12)	73,125 (249)
SECONDARY PRINCIPAL	109,789 (68)	81,877 (35)	97,874 (11)	87,096 (66)	105,323 (47)	86,441 (842)
ASSISTANT SECONDARY PRINCIPAL	95,533 (122)	63,216 (11)	87,498 (35)	72,982 (69)	85,501 (71)	77,795 (856)
MIDDLE SCHOOL PRINCIPAL	106,271 (35)	75,516 (4)	96,624 (20)	84,745 (26)	104,321 (22)	87,290 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	90,421 (43)	68,578 (3)	87,864 (22)	66,123 (22)	85,695 (45)	75,704 (384)
BUSINESS MANAGER	112,225 (29)	74,491 (17)	—	80,952 (35)	119,387 (21)	78,260 (407)
DIRECTOR OF PERSONNEL	97,783 (26)	71,821 (2)	—	82,780 (9)	96,184 (22)	83,682 (99)
SCHOOL PSYCHOLOGIST	74,550 (127)	56,588 (21)	66,378 (19)	64,811 (59)	63,168 (104)	62,941 (830)
SUPERVISOR CURRICULUM & INSTRUCTION	102,223 (28)	78,615 (9)	80,247 (1)	87,195 (20)	104,052 (19)	87,953 (170)
SUPERVISOR SPECIAL EDUCATION	95,898 (60)	67,183 (12)	86,559 (18)	83,496 (22)	91,076 (28)	79,531 (377)
DIRECTOR OF TECHNOLOGY	90,683 (18)	60,095 (3)	—	78,397 (6)	95,226 (13)	77,449 (82)
ELEMENTARY TEACHER	68,920 (4,657)	52,426 (973)	61,311 (1,053)	56,936 (3,377)	58,659 (3,393)	54,398 (44,492)
SECONDARY TEACHER	66,688 (4,567)	50,808 (1,001)	61,083 (963)	54,731 (3,581)	57,622 (3,548)	53,306 (42,139)

\* 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

2004-05 PA Public School Salary Data by Number of Pupils (ADM)

	Minimum Salary		Maximum Salary		Number of Pupils (ADM)		All District Positions
	1,287 or Less	1,288-1,983	1,984-2,921	2,922-4,280	4,281 or More		
SUPERINTENDENT	\$67,500 127,000 (95)	\$76,723 149,576 (96)	\$78,675 142,755 (94)	\$88,250 191,279 (98)	\$94,521 235,431 (94)	\$67,500 235,431 (477)	
ASSISTANT SUPERINTENDENT	74,520 114,675 (5)	73,000 105,000 (19)	78,000 127,048 (44)	80,000 144,368 (68)	85,329 154,746 (130)	73,000 154,746 (266)	
ELEMENTARY PRINCIPAL	37,525 96,312 (101)	55,000 119,925 (150)	50,440 109,535 (211)	49,192 134,476 (340)	42,369 123,081 (919)	37,525 134,476 (1,721)	
ASSISTANT ELEMENTARY PRINCIPAL	47,677 75,759 (12)	50,000 78,826 (13)	48,000 80,726 (24)	37,862 85,445 (46)	50,597 109,960 (154)	37,862 109,960 (249)	
SECONDARY PRINCIPAL	55,500 108,150 (103)	52,700 123,762 (122)	60,000 118,532 (143)	58,260 130,000 (149)	61,226 130,802 (325)	52,700 130,802 (842)	
ASSISTANT SECONDARY PRINCIPAL	41,530 83,996 (33)	53,500 84,005 (55)	42,352 99,851 (94)	55,000 110,607 (174)	39,539 142,520 (500)	39,539 142,520 (856)	
MIDDLE SCHOOL PRINCIPAL	55,000 78,967 (11)	55,000 104,857 (47)	53,500 112,986 (70)	62,500 120,019 (68)	61,226 127,595 (173)	53,500 127,595 (369)	
ASSISTANT MIDDLE SCHOOL PRINCIPAL	58,000 63,391 (2)	50,833 85,581 (16)	42,156 107,472 (46)	53,000 112,011 (83)	36,847 120,372 (237)	36,847 120,372 (384)	
BUSINESS MANAGER	32,000 86,345 (79)	34,100 105,204 (83)	45,500 110,000 (80)	45,021 156,255 (78)	54,705 190,000 (87)	32,000 190,000 (407)	
DIRECTOR OF PERSONNEL	29,000 42,148 (2)	37,186 70,000 (3)	37,856 65,399 (5)	33,000 120,405 (30)	36,388 140,063 (59)	29,000 140,063 (99)	
SCHOOL PSYCHOLOGIST	37,899 77,600 (25)	36,725 98,990 (62)	34,370 85,115 (87)	30,112 101,236 (177)	33,000 100,945 (479)	30,112 101,236 (830)	
SUPERVISOR CURRICULUM & INSTRUCTION	59,000 89,000 (13)	60,000 107,257 (22)	50,260 103,594 (23)	73,679 119,078 (42)	49,150 122,194 (70)	49,150 122,194 (170)	
SUPERVISOR SPECIAL EDUCATION	48,720 90,000 (20)	48,875 93,074 (42)	44,900 112,722 (52)	47,000 109,047 (75)	50,219 121,858 (188)	44,900 121,858 (377)	
DIRECTOR OF TECHNOLOGY	31,170 70,171 (7)	35,000 101,813 (7)	53,864 70,000 (7)	54,877 107,705 (28)	62,428 140,798 (33)	31,170 140,798 (82)	
ELEMENTARY TEACHER	18,500 83,210 (2,683)	22,350 89,523 (4,375)	21,950 87,205 (6,061)	18,500 93,150 (8,740)	19,943 101,894 (22,633)	18,500 101,894 (44,492)	
SECONDARY TEACHER	18,500 83,210 (2,647)	20,500 97,372 (4,178)	21,200 87,969 (6,079)	18,500 93,150 (8,706)	22,032 99,326 (20,529)	18,500 99,326 (42,139)	

## 2004-05 PA Public School Salary Data by Aid Ratio

	Minimum Salary		Maximum Salary		All District Positions
	.3928 or Less	.5305-.6197	.6198-.6943	.6944 or More	
	(# of Positions)	(# of Positions)	(# of Positions)	(# of Positions)	
Number of Pupils (ADM)					
SUPERINTENDENT	\$91,059 205,000 (95)	\$76,450 149,500 (98)	\$74,500 165,722 (92)	\$67,500 235,431 (95)	\$67,500 235,431 (477)
ASSISTANT SUPERINTENDENT	83,300 152,175 (82)	76,500 130,320 (56)	73,000 119,662 (31)	73,900 154,746 (34)	73,000 154,746 (266)
ELEMENTARY PRINCIPAL	60,000 134,476 (429)	48,400 113,123 (275)	42,369 104,800 (260)	37,525 115,999 (377)	37,525 134,476 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	54,500 109,960 (37)	37,862 80,221 (42)	47,677 83,256 (28)	48,000 92,034 (110)	37,862 109,960 (249)
SECONDARY PRINCIPAL	60,000 130,802 (167)	55,500 120,544 (147)	56,397 110,153 (161)	59,534 121,200 (187)	52,700 130,802 (842)
ASSISTANT SECONDARY PRINCIPAL	48,000 142,520 (251)	40,675 97,750 (151)	39,539 85,470 (109)	41,530 92,034 (158)	39,539 142,520 (856)
MIDDLE SCHOOL PRINCIPAL	61,226 127,595 (90)	53,500 115,378 (61)	62,000 91,300 (49)	55,000 101,580 (86)	53,500 127,595 (369)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	42,156 120,372 (116)	53,300 92,737 (55)	36,847 84,529 (34)	58,000 92,034 (89)	36,847 120,372 (384)
BUSINESS MANAGER	49,378 156,255 (89)	35,500 129,480 (81)	32,000 107,568 (84)	34,000 190,000 (74)	32,000 190,000 (407)
DIRECTOR OF PERSONNEL	37,186 128,000 (51)	33,000 96,302 (10)	29,000 97,097 (13)	53,665 140,063 (9)	29,000 140,063 (99)
SCHOOL PSYCHOLOGIST	35,000 101,236 (275)	35,195 100,380 (122)	33,000 85,115 (102)	36,416 78,843 (162)	30,112 101,236 (830)
SUPERVISOR CURRICULUM & INSTRUCTION	49,150 122,194 (70)	65,647 114,746 (21)	50,260 96,856 (31)	60,180 85,467 (18)	49,150 122,194 (170)
SUPERVISOR SPECIAL EDUCATION	59,700 121,858 (112)	44,900 105,000 (68)	52,080 114,777 (65)	48,875 91,590 (46)	44,900 121,858 (377)
DIRECTOR OF TECHNOLOGY	60,733 120,798 (33)	52,524 99,836 (13)	35,000 90,590 (12)	31,170 140,798 (8)	31,170 140,798 (82)
ELEMENTARY TEACHER	19,943 101,894 (11,319)	22,000 89,052 (7,520)	18,500 81,346 (6,422)	18,500 75,855 (10,051)	18,500 101,894 (44,492)
SECONDARY TEACHER	22,032 99,326 (11,709)	18,765 91,052 (7,524)	18,500 97,372 (6,039)	18,500 85,543 (7,714)	18,500 99,326 (42,139)

## 2004-05 PA Public School Salary Data by Community Type

	Minimum Salary	Maximum Salary	(# of Positions)	Community Type	All District Positions
	Urban	Suburban	Rural		
SUPERINTENDENT	\$93,600 235,431 (24)	\$76,723 205,000 (196)	\$67,500 160,000 (257)		\$67,500 235,431 (477)
ASSISTANT SUPERINTENDENT	80,000 154,746 (41)	73,900 152,175 (138)	73,000 124,500 (87)		73,000 154,746 (266)
ELEMENTARY PRINCIPAL	42,369 115,999 (422)	48,400 134,476 (761)	37,525 105,906 (538)		37,525 134,476 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	50,597 96,563 (116)	37,862 109,960 (74)	47,677 85,445 (59)		37,862 109,960 (249)
SECONDARY PRINCIPAL	66,672 121,200 (139)	55,500 130,802 (338)	52,700 110,000 (365)		52,700 130,802 (842)
ASSISTANT SECONDARY PRINCIPAL	39,539 96,332 (202)	42,352 142,520 (406)	40,675 96,066 (248)		39,539 142,520 (856)
MIDDLE SCHOOL PRINCIPAL	67,275 102,463 (88)	55,000 127,595 (158)	53,500 105,728 (123)		53,500 127,595 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	38,370 95,153 (124)	42,156 120,372 (187)	36,847 94,021 (73)		36,847 120,372 (384)
BUSINESS MANAGER	60,000 190,000 (19)	45,021 156,255 (173)	32,000 129,480 (215)		32,000 190,000 (407)
DIRECTOR OF PERSONNEL	53,655 140,063 (14)	36,388 128,000 (65)	29,000 94,500 (20)		29,000 140,063 (99)
SCHOOL PSYCHOLOGIST	35,195 83,256 (187)	30,112 101,236 (425)	33,000 93,570 (218)		30,112 101,236 (830)
SUPERVISOR CURRICULUM & INSTRUCTION	64,715 96,856 (12)	49,150 122,194 (90)	50,260 105,115 (68)		49,150 122,194 (170)
SUPERVISOR SPECIAL EDUCATION	57,800 114,777 (62)	50,219 121,858 (177)	44,900 105,000 (138)		44,900 121,858 (377)
DIRECTOR OF TECHNOLOGY	75,654 140,798 (6)	48,438 120,798 (53)	31,170 81,564 (23)		31,170 140,798 (82)
ELEMENTARY TEACHER	20,395 88,608 (9,970)	18,965 101,894 (19,658)	18,500 84,628 (14,864)		18,500 101,894 (44,492)
SECONDARY TEACHER	25,000 87,822 (7,544)	18,765 99,326 (20,092)	18,500 97,372 (14,503)		18,500 99,326 (42,139)

Minimum Salary  
Maximum Salary  
(# of Positions)

**PSBA Region**

	<b>Region 1</b>	<b>Region 2</b>	<b>Region 3</b>	<b>Region 4</b>	<b>Region 5</b>
SUPERINTENDENT	\$78,675 165,722 (32)	\$80,000 132,548 (51)	\$81,120 131,583 (40)	\$74,500 134,458 (25)	\$75,500 141,107 (43)
ASSISTANT SUPERINTENDENT	87,138 119,662 (10)	73,900 109,463 (23)	74,520 107,866 (17)	78,000 85,000 (3)	80,000 109,032 (13)
ELEMENTARY PRINCIPAL	59,500 90,848 (101)	62,000 89,356 (97)	49,192 97,963 (114)	55,000 97,218 (45)	53,235 88,855 (71)
ASSISTANT ELEMENTARY PRINCIPAL	54,000 83,256 (13)	56,000 77,644 (14)	37,862 80,221 (7)	48,000 67,418 (6)	47,677 78,194 (6)
SECONDARY PRINCIPAL	64,000 93,914 (61)	61,000 95,385 (76)	58,000 99,718 (59)	56,397 99,286 (35)	59,534 94,910 (55)
ASSISTANT SECONDARY PRINCIPAL	39,539 90,200 (52)	57,764 87,675 (41)	58,100 90,438 (43)	41,530 91,008 (22)	53,000 84,909 (34)
MIDDLE SCHOOL PRINCIPAL	62,000 88,587 (13)	64,000 86,650 (21)	55,000 98,673 (28)	69,000 98,062 (8)	62,929 88,310 (20)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	38,370 84,529 (17)	57,953 79,113 (12)	58,000 89,609 (18)	62,311 70,343 (4)	36,847 72,901 (8)
BUSINESS MANAGER	36,720 98,100 (29)	46,000 99,506 (37)	35,000 102,440 (35)	32,447 109,501 (22)	32,000 98,848 (35)
DIRECTOR OF PERSONNEL	90,359 90,359 (1)	41,200 92,000 (2)	65,564 90,859 (4)	42,148 93,149 (3)	29,000 70,890 (3)
SCHOOL PSYCHOLOGIST	33,000 83,256 (45)	35,195 84,648 (41)	30,112 89,579 (19)	37,899 72,330 (20)	40,000 74,468 (21)
SUPERVISOR CURRICULUM & INSTRUCTION	60,180 99,830 (12)	73,206 85,467 (9)	50,260 96,981 (10)	76,296 84,627 (5)	66,588 96,856 (8)
SUPERVISOR SPECIAL EDUCATION	48,720 114,777 (28)	55,268 91,244 (21)	52,080 93,587 (10)	60,604 93,366 (14)	48,875 86,854 (20)
DIRECTOR OF TECHNOLOGY	49,921 76,872 (2)	35,000 62,428 (6)	61,211 62,500 (2)	31,171 90,290 (5)	70,171 70,171 (1)
ELEMENTARY TEACHER	28,693 69,730 (2,250)	24,000 74,124 (2,881)	21,950 81,198 (2,848)	26,700 69,440 (1,235)	18,500 74,602 (3,067)
SECONDARY TEACHER	27,000 72,576 (2,149)	20,000 71,333 (2,848)	18,765 81,198 (2,740)	25,000 81,502 (1,250)	18,500 74,689 (3,054)

# 2004-05 PA Public School Salary Data by PSBA Region

	Minimum Salary Maximum Salary (# of Positions)				
	<b>PSBA Region</b>				
	Region <b>6</b>	Region <b>7</b>	Region <b>8</b>	Region <b>9</b>	
	Region <b>10</b>				
SUPERINTENDENT	\$82,000 235,431 (39)	\$76,723 125,496 (29)	\$67,500 160,000 (55)	\$83,281 170,000 (46)	\$225,000 225,000 (1)
ASSISTANT SUPERINTENDENT	76,500 154,746 (20)	85,329 106,000 (11)	73,000 120,057 (40)	76,440 126,261 (36)	129,750 130,000 (9)
ELEMENTARY PRINCIPAL	59,410 96,385 (116)	60,000 97,624 (75)	37,525 105,234 (187)	42,369 104,800 (192)	68,842 115,999 (182)
ASSISTANT ELEMENTARY PRINCIPAL	53,600 74,768 (9)	50,600 85,445 (16)	51,977 83,090 (26)	48,000 90,055 (23)	73,443 92,034 (79)
SECONDARY PRINCIPAL	52,700 101,470 (70)	56,010 95,945 (40)	60,000 110,153 (76)	57,988 119,162 (83)	86,084 121,200 (60)
ASSISTANT SECONDARY PRINCIPAL	48,000 81,730 (54)	45,157 88,445 (41)	40,675 97,739 (108)	48,194 100,208 (76)	73,443 92,034 (77)
MIDDLE SCHOOL PRINCIPAL	56,000 95,297 (30)	65,620 95,258 (10)	58,000 105,728 (50)	53,500 101,797 (37)	85,857 101,580 (45)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	53,585 72,653 (23)	42,156 81,535 (9)	58,111 94,021 (61)	54,340 99,024 (41)	73,443 92,034 (56)
BUSINESS MANAGER	42,849 92,442 (32)	45,500 100,836 (26)	34,100 123,233 (49)	45,021 117,372 (39)	190,000 190,000 (1)
DIRECTOR OF PERSONNEL	53,665 92,610 (5)	33,000 66,575 (4)	37,500 106,942 (9)	37,186 107,307 (8)	140,063 140,063 (1)
SCHOOL PSYCHOLOGIST	35,000 83,593 (60)	39,438 89,637 (24)	38,853 93,570 (109)	39,298 88,889 (70)	45,991 78,426 (91)
SUPERVISOR CURRICULUM & INSTRUCTION	50,000 103,594 (14)	59,000 98,936 (8)	60,000 105,115 (18)	65,647 102,506 (9)	— — —
SUPERVISOR SPECIAL EDUCATION	47,629 93,161 (36)	58,000 98,936 (20)	44,900 107,744 (49)	47,000 114,026 (39)	— — —
DIRECTOR OF TECHNOLOGY	54,696 104,000 (5)	76,410 76,410 (1)	52,524 86,822 (10)	54,877 90,309 (9)	140,798 140,798 (1)
ELEMENTARY TEACHER	18,500 74,602 (3,067)	25,854 77,350 (2,318)	18,965 80,039 (5,538)	25,210 78,788 (4,343)	35,855 74,691 (4,461)
SECONDARY TEACHER	18,500 74,689 (3,054)	25,854 81,277 (2,120)	24,000 97,372 (5,280)	29,609 85,543 (4,243)	35,963 83,267 (2,861)

## 2004-05 PA Public School Salary Data by PSBA Region

	Minimum Salary					All District Positions
	Maximum Salary					
	(# of Positions)					
	PSBA Region					
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$107,500 193,500 (30)	\$90,000 124,800 (20)	\$201,563 201,563 (1)	\$92,882 161,220 (39)	\$100,210 205,000 (26)	\$67,500 235,431 (477)
ASSISTANT SUPERINTENDENT	100,000 140,492 (31)	84,872 103,584 (2)	104,951 127,200 (5)	83,300 131,721 (27)	104,061 152,175 (19)	73,000 154,746 (266)
ELEMENTARY PRINCIPAL	68,095 123,081 (185)	55,000 87,270 (37)	88,837 102,463 (58)	60,000 105,856 (132)	48,400 134,476 (129)	37,525 134,476 (1,721)
ASSISTANT ELEMENTARY PRINCIPAL	63,686 109,960 (10)	50,000 75,903 (5)	85,018 96,563 (7)	53,000 83,799 (16)	65,000 85,000 (12)	37,862 109,960 (249)
SECONDARY PRINCIPAL	83,859 130,802 (68)	65,975 91,555 (35)	92,520 104,325 (11)	60,831 123,589 (66)	73,000 130,000 (47)	52,700 130,802 (842)
ASSISTANT SECONDARY PRINCIPAL	68,635 142,520 (122)	54,949 74,042 (11)	43,918 96,332 (35)	54,600 97,943 (69)	67,275 110,607 (71)	39,539 142,520 (856)
MIDDLE SCHOOL PRINCIPAL	85,714 127,595 (35)	65,000 81,143 (4)	92,053 102,463 (20)	60,000 100,835 (26)	80,307 122,691 (22)	53,500 127,595 (369)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	71,240 120,372 (43)	64,706 72,227 (3)	85,018 95,153 (22)	51,500 85,581 (22)	67,275 112,011 (45)	36,847 120,372 (384)
BUSINESS MANAGER	78,000 141,576 (29)	54,717 101,222 (17)	— — —	54,080 116,482 (35)	78,359 156,255 (21)	32,000 190,000 (407)
DIRECTOR OF PERSONNEL	36,388 128,000 (26)	47,546 96,096 (2)	— — —	55,013 112,086 (9)	46,919 123,739 (22)	29,000 140,063 (99)
SCHOOL PSYCHOLOGIST	44,650 100,945 (127)	41,700 82,701 (21)	44,900 78,900 (19)	37,474 93,775 (59)	37,468 101,236 (104)	30,112 101,236 (830)
SUPERVISOR CURRICULUM & INSTRUCTION	72,192 122,194 (28)	57,157 86,877 (9)	80,247 80,247 (1)	49,150 106,213 (20)	87,445 122,146 (19)	49,150 122,194 (170)
SUPERVISOR SPECIAL EDUCATION	74,000 121,858 (60)	56,796 82,723 (12)	79,720 105,151 (18)	57,800 105,152 (22)	55,500 110,606 (28)	44,900 121,858 (377)
DIRECTOR OF TECHNOLOGY	59,571 118,241 (18)	53,000 73,489 (3)	— — —	60,733 94,872 (6)	66,500 120,798 (13)	31,170 140,798 (82)
ELEMENTARY TEACHER	20,395 101,894 (4,657)	22,500 67,795 (973)	31,000 78,100 (1,053)	23,245 87,504 (3,377)	33,900 93,150 (3,393)	18,500 101,894 (44,492)
SECONDARY TEACHER	32,885 99,326 (4,567)	23,125 73,867 (1,001)	28,570 84,159 (963)	20,613 90,600 (3,581)	23,049 94,281 (3,548)	18,500 99,326 (42,139)