

The Tenth Annual PSBA Pennsylvania Public School Professional Personnel Salary Study

For the School Year 2006-07

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 tables 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 update this study.

2006-07 PA Public School Salary Data by Number of Pupils (ADM)

Average Salary (# of Positions)
Number of Pupils (ADM)

	1,260 or Less	1,261-1,960	1,961-2,900	2,901-4,414	4,415 or More	All Districts Positions
SUPERINTENDENT	\$98,941 (94)	\$106,421 (95)	\$111,160 (94)	\$129,721 (94)	\$147,214 (94)	\$118,665 (471)
ASSISTANT SUPERINTENDENT	101,927 (2)	96,276 (22)	100,894 (42)	109,746 (74)	119,352 (131)	111,867 (271)
ELEMENTARY PRINCIPAL	75,751 (99)	77,071 (144)	80,499 (212)	87,579 (340)	94,048 (897)	88,535 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	62,100 (12)	62,994 (17)	67,129 (29)	73,500 (46)	81,557 (188)	76,974 (292)
SECONDARY PRINCIPAL	78,727 (98)	80,996 (112)	85,553 (128)	95,188 (134)	99,970 (323)	91,551 (795)
ASSISTANT SECONDARY PRINCIPAL	64,439 (35)	67,145 (61)	71,858 (103)	78,747 (194)	86,623 (492)	80,958 (885)
MIDDLE SCHOOL PRINCIPAL	72,342 (11)	78,474 (55)	84,509 (74)	93,461 (78)	98,102 (182)	91,275 (400)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	71,150 (1)	66,431 (11)	67,777 (50)	78,691 (74)	82,567 (239)	79,326 (375)
BUSINESS MANAGER	62,190 (80)	70,687 (84)	80,430 (81)	95,541 (86)	109,092 (96)	84,583 (427)
DIRECTOR OF PERSONNEL	30,766 (1)	58,436 (4)	56,443 (6)	84,000 (32)	101,162 (56)	90,467 (99)
SCHOOL PSYCHOLOGIST	59,827 (25)	58,785 (71)	59,485 (102)	62,989 (183)	68,815 (527)	65,561 (908)

SUPERVISOR CURRICULUM & INSTRUCTION	77,715 (7)	79,205 (31)	78,955 (34)	96,705 (41)	101,017 (81)	91,913 (194)
SUPERVISOR SPECIAL EDUCATION	68,385 (32)	71,005 (46)	77,100 (72)	83,227 (87)	89,397 (207)	82,774 (444)
DIRECTOR OF TECHNOLOGY	53,066 (8)	64,900 (11)	71,792 (11)	82,742 (30)	91,437 (42)	80,890 (102)
FOOD SERVICE MANAGER	33,624 (16)	41,327 (23)	50,103 (29)	53,371 (34)	45,063 (126)	45,764 (228)
ELEMENTARY TEACHER	49,985 (2,812)	51,910 (4,613)	52,129 (6,429)	55,984 (9,620)	58,909 (23,810)	56,178 (47,284)
SECONDARY TEACHER	47,897 (2,851)	50,769 (4,635)	51,313 (6,839)	55,190 (10,116)	57,964 (23,936)	55,161 (48,377)

2006-07 PA Public School Salary Data by Aid Ratio

Average Salary (# of Positions)

Aid Ratio

	.4051 or Less	.4052-.5347	.5348-.6240	.6241-.6924	.6925 or More	All District Positions
SUPERINTENDENT	\$144,750 (94)	\$119,316 (94)	\$114,321 (94)	\$107,521 (94)	\$107,538 (95)	\$118,665 (471)
ASSISTANT SUPERINTENDENT	120,903 (83)	107,096 (65)	105,389 (51)	100,886 (32)	117,911 (40)	111,867 (271)
ELEMENTARY PRINCIPAL	99,774 (426)	86,366 (357)	83,704 (257)	80,491 (240)	86,493 (412)	88,535 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	77,969 (45)	72,995 (42)	68,761 (34)	68,726 (36)	82,149 (135)	76,974 (292)
SECONDARY PRINCIPAL	105,805 (156)	91,513 (142)	87,761 (137)	83,975 (151)	88,895 (209)	91,551 (795)
ASSISTANT SECONDARY PRINCIPAL	91,001 (254)	79,059 (197)	75,179 (146)	72,914 (116)	78,634 (172)	80,958 (885)
MIDDLE SCHOOL PRINCIPAL	101,114 (110)	91,136 (81)	86,555 (67)	81,476 (55)	88,795 (87)	91,275 (400)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	85,431 (120)	76,908 (102)	73,380 (50)	72,452 (36)	80,205 (67)	79,326 (375)
BUSINESS MANAGER	103,483 (101)	86,360 (74)	77,436 (85)	74,108 (80)	77,746 (87)	84,583 (427)
DIRECTOR OF PERSONNEL	99,778 (53)	83,197 (15)	72,833 (12)	73,040 (11)	92,821 (8)	90,467 (99)
SCHOOL PSYCHOLOGIST	70,528 (292)	62,703 (178)	59,442 (138)	58,467 (110)	69,156 (190)	65,561 (908)

SUPERVISOR CURRICULUM & INSTRUCTION	103,169 (73)	90,968 (30)	88,534 (34)	81,894 (40)	75,580 (17)	91,913 (194)
SUPERVISOR SPECIAL EDUCATION	94,310 (132)	84,219 (92)	77,089 (82)	72,797 (76)	75,821 (62)	82,774 (444)
DIRECTOR OF TECHNOLOGY	93,689 (36)	74,545 (20)	78,907 (19)	65,950 (15)	74,881 (12)	80,890 (102)
FOOD SERVICE MANAGER	65,081 (30)	51,573 (25)	48,158 (29)	42,714 (21)	39,827 (123)	45,764 (228)
ELEMENTARY TEACHER	63,294 (12,304)	55,658 (9,359)	52,989 (7,702)	51,593 (6,988)	53,793 (10,931)	56,178 (47,284)
SECONDARY TEACHER	62,046 (13,666)	54,822 (10,013)	51,741 (8,096)	50,113 (6,981)	52,274 (9,621)	55,161 (48,377)

2006-07 PA Public School Salary Data by Community Type

Average Salary (# of Positions)
Community Type

	Urban	Suburban	Rural	All District Positions
SUPERINTENDENT	\$145,985 (26)	\$129,814 (214)	\$105,262 (231)	\$118,665 (471)
ASSISTANT SUPERINTENDENT	122,947 (46)	113,138 (156)	101,606 (69)	111,867 (271)
ELEMENTARY PRINCIPAL	91,190 (429)	92,501 (811)	78,898 (452)	88,535 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	84,535 (139)	72,297 (89)	67,059 (64)	76,974 (292)
SECONDARY PRINCIPAL	97,617 (160)	97,412 (327)	82,177 (308)	91,551 (795)
ASSISTANT SECONDARY PRINCIPAL	84,321 (203)	83,807 (472)	71,306 (210)	80,958 (885)
MIDDLE SCHOOL PRINCIPAL	96,248 (83)	94,824 (197)	82,010 (120)	91,275 (400)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	83,387 (101)	80,903 (204)	68,874 (70)	79,326 (375)
BUSINESS MANAGER	112,419 (26)	95,805 (197)	70,199 (204)	84,583 (427)
DIRECTOR OF PERSONNEL	89,562 (13)	98,846 (67)	61,538 (19)	90,467 (99)
SCHOOL PSYCHOLOGIST	69,826 (216)	67,126 (487)	57,350 (205)	65,561 (908)

SUPERVISOR CURRICULUM & INSTRUCTION	88,959	98,390	80,861	91,913
	(18)	(114)	(62)	(194)
SUPERVISOR SPECIAL EDUCATION	83,584	88,821	72,798	82,774
	(69)	(230)	(145)	(444)
DIRECTOR OF TECHNOLOGY	94,027	86,596	66,316	80,890
	(9)	(61)	(32)	(102)
FOOD SERVICE MANAGER	40,506	57,096	44,341	45,764
	(105)	(57)	(66)	(228)
ELEMENTARY TEACHER	56,254	59,122	51,198	56,178
	(10,431)	(23,063)	(13,790)	(47,284)
SECONDARY TEACHER	55,385	57,976	50,027	55,161
	(9,127)	(25,092)	(14,158)	(48,377)

2006-07 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	\$109,801 (33)	\$108,481 (47)	\$109,191 (40)	\$99,795 (24)	\$99,368 (43)
ASSISTANT SUPERINTENDENT	98,621 (11)	97,046 (25)	102,033 (15)	89,947 (2)	97,686 (11)
ELEMENTARY PRINCIPAL	77,950 (99)	80,937 (95)	82,566 (106)	80,500 (42)	76,393 (70)
ASSISTANT ELEMENTARY PRINCIPAL	66,879 (9)	69,193 (18)	66,764 (9)	66,809 (6)	69,660 (7)
SECONDARY PRINCIPAL	83,013 (61)	84,641 (75)	85,601 (52)	81,502 (33)	79,138 (51)
ASSISTANT SECONDARY PRINCIPAL	71,803 (46)	72,861 (45)	77,064 (51)	71,179 (18)	71,309 (34)
MIDDLE SCHOOL PRINCIPAL	77,439 (19)	78,588 (19)	83,446 (31)	83,005 (9)	79,403 (22)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	72,834 (16)	71,556 (7)	74,893 (18)	69,422 (5)	72,222 (9)
BUSINESS MANAGER	74,298 (28)	72,430 (39)	75,818 (32)	62,448 (24)	63,824 (36)
DIRECTOR OF PERSONNEL	95,027 (3)	72,881 (2)	81,262 (3)	88,392 (2)	51,064 (3)
SCHOOL PSYCHOLOGIST	58,687 (40)	58,788 (47)	62,013 (17)	54,739 (21)	59,381 (28)

SUPERVISOR CURRICULUM & INSTRUCTION	83,294 (14)	83,141 (7)	82,337 (9)	80,426 (6)	80,043 (9)
SUPERVISOR SPECIAL EDUCATION	78,284 (32)	74,170 (30)	75,841 (16)	79,633 (14)	71,710 (24)
DIRECTOR OF TECHNOLOGY	69,189 (3)	59,532 (11)	53,172 (2)	68,863 (3)	67,000 (1)
FOOD SERVICE MANAGER	42,346 (7)	46,190 (11)	45,197 (9)	44,766 (10)	38,286 (8)
ELEMENTARY TEACHER	48,752 (2,420)	53,376 (2,951)	52,191 (2,991)	51,016 (1,271)	48,851 (2,165)
SECONDARY TEACHER	47,759 (2,425)	52,348 (3,110)	50,860 (3,094)	50,206 (1,342)	47,619 (2,125)

*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.

2006-07 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	\$113,385 (39)	\$104,843 (28)	\$121,973 (53)	\$125,820 (45)	\$250,660 (1)
ASSISTANT SUPERINTENDENT	115,068 (18)	106,444 (8)	110,536 (44)	106,465 (41)	132,764 (12)
ELEMENTARY PRINCIPAL	79,037 (120)	80,570 (76)	86,757 (187)	82,472 (183)	95,390 (184)
ASSISTANT ELEMENTARY PRINCIPAL	67,349 (16)	71,096 (16)	67,187 (30)	67,866 (27)	88,590 (91)
SECONDARY PRINCIPAL	83,630 (65)	83,857 (41)	92,596 (73)	92,884 (63)	102,616 (65)
ASSISTANT SECONDARY PRINCIPAL	70,293 (52)	71,896 (43)	77,151 (113)	73,981 (103)	87,480 (78)
MIDDLE SCHOOL PRINCIPAL	81,481 (35)	82,121 (12)	89,426 (53)	90,836 (40)	99,712 (42)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	65,249 (29)	69,007 (12)	74,692 (62)	72,554 (42)	87,590 (36)
BUSINESS MANAGER	73,080 (34)	73,382 (29)	88,056 (49)	90,430 (39)	153,873 (9)
DIRECTOR OF PERSONNEL	76,500 (6)	57,289 (4)	86,226 (9)	63,823 (12)	160,000 (1)

SCHOOL PSYCHOLOGIST	57,033 (64)	57,157 (33)	59,907 (120)	60,124 (80)	78,115 (106)
SUPERVISOR CURRICULUM & INSTRUCTION	83,257 (19)	82,146 (10)	91,847 (16)	86,070 (15)	—
SUPERVISOR SPECIAL EDUCATION	73,965 (38)	75,723 (21)	80,017 (72)	77,657 (49)	—
DIRECTOR OF TECHNOLOGY	71,529 (8)	74,558 (3)	77,987 (11)	77,603 (13)	145,022 (1)
FOOD SERVICE MANAGER	49,799 (14)	46,010 (7)	47,439 (24)	54,669 (14)	39,686 (100)
ELEMENTARY TEACHER	49,696 (3,340)	53,345 (2,476)	53,212 (6,062)	53,567 (4,756)	58,076 (4,598)
SECONDARY TEACHER	49,615 (3,610)	51,961 (2,458)	52,626 (6,146)	53,482 (4,848)	57,524 (3,646)

*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

2006-07 PA Public School Salary Data by *PSBA Region

Average Salary (# of Positions)

	PSBA Region					All District Positions
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$154,780 (31)	\$104,243 (19)	\$180,000 (1)	\$125,606 (41)	\$165,018 (26)	\$118,665 (471)
ASSISTANT SUPERINTENDENT	130,322 (26)	102,940 (2)	116,594 (5)	107,921 (30)	136,215 (21)	111,867 (271)
ELEMENTARY PRINCIPAL	107,004 (186)	81,215 (35)	98,012 (50)	85,124 (129)	106,245 (130)	88,535 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	91,005 (13)	68,072 (5)	90,690 (11)	68,153 (17)	78,549 (17)	76,974 (292)
SECONDARY PRINCIPAL	115,621 (67)	84,688 (34)	99,597 (12)	89,008 (63)	115,256 (40)	91,551 (795)
ASSISTANT SECONDARY PRINCIPAL	101,130 (115)	67,165 (12)	90,265 (31)	75,693 (67)	93,719 (77)	80,958 (885)
MIDDLE SCHOOL PRINCIPAL	111,820 (39)	77,372 (4)	98,805 (14)	88,519 (32)	109,664 (29)	91,275 (400)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	94,267 (44)	69,626 (4)	91,455 (18)	69,035 (21)	89,656 (52)	79,326 (375)
BUSINESS MANAGER	121,068 (30)	76,977 (18)	—	84,253 (35)	127,350 (25)	84,583 (427)
DIRECTOR OF PERSONNEL	108,897 (22)	73,105 (2)	—	83,443 (10)	109,259 (20)	90,467 (99)
SCHOOL PSYCHOLOGIST	77,013 (136)	58,520 (21)	69,811 (19)	65,993 (60)	66,799 (116)	65,561 (908)

SUPERVISOR CURRICULUM & INSTRUCTION	108,949 (30)	84,090 (10)	86,634 (1)	89,743 (22)	107,876 (26)	91,913 (194)
SUPERVISOR SPECIAL EDUCATION	102,146 (61)	72,800 (12)	86,917 (14)	85,615 (27)	99,178 (34)	82,774 (444)
DIRECTOR OF TECHNOLOGY	94,427 (17)	57,052 (2)	—	80,144 (13)	102,823 (14)	80,890 (102)
FOOD SERVICE MANAGER	72,731 (12)	42,585 (4)	—	61,904 (6)	81,315 (2)	45,764 (228)
ELEMENTARY TEACHER	71,367 (5,125)	54,532 (988)	63,974 (938)	58,614 (3,585)	61,327 (3,618)	56,178 (47,284)
SECONDARY TEACHER	69,524 (5,468)	52,282 (1,051)	62,633 (993)	55,813 (4,037)	60,156 (4,024)	55,161 (48,377)

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

ASSISTANT MIDDLE SCHOOL PRINCIPAL	71,150	50,000	44,481	48,245	48,681	44,481
	71,150	93,010	90,348	115,651	130,422	130,422
	(1)	(11)	(50)	(74)	(239)	(375)
BUSINESS MANAGER	33,500	38,200	45,000	36,258	59,506	33,500
	96,224	116,407	116,386	158,500	230,000	230,000
	(80)	(84)	(81)	(86)	(96)	(427)
DIRECTOR OF PERSONNEL	30,766	40,998	41,748	42,660	47,000	30,766
	30,766	77,745	72,866	142,500	160,000	160,000
	(1)	(4)	(6)	(32)	(56)	(99)
SCHOOL PSYCHOLOGIST	40,444	35,133	37,935	19,861	36,595	19,861
	74,790	94,513	93,668	95,305	108,000	108,000
	(25)	(71)	(102)	(183)	(527)	(908)
SUPERVISOR CURRICULUM & INSTRUCTION	71,458	49,242	58,710	64,121	56,846	49,242
	82,055	110,600	98,103	123,927	141,500	141,500
	(7)	(31)	(34)	(41)	(81)	(194)
SUPERVISOR SPECIAL EDUCATION	47,116	15,000	52,736	39,849	41,114	15,000
	95,713	101,153	121,920	118,500	129,124	129,124
	(32)	(46)	(72)	(87)	(207)	(444)
DIRECTOR OF TECHNOLOGY	35,875	42,500	57,876	49,754	62,180	35,875
	68,000	99,100	98,800	118,067	145,022	145,022
	(8)	(11)	(11)	(30)	(42)	(102)
FOOD SERVICE MANAGER	19,665	24,833	30,500	21,342	22,867	19,665
	45,998	68,365	76,373	79,058	106,313	106,313
	(16)	(23)	(29)	(34)	(126)	(228)
ELEMENTARY TEACHER	20,000	18,500	19,036	18,500	18,938	18,500
	88,200	94,513	92,000	97,946	107,995	107,995
	(2,812)	(4,613)	(6,429)	(9,620)	(23,810)	(47,284)
SECONDARY TEACHER	18,500	25,900	25,966	20,360	18,588	18,500
	88,200	105,678	92,962	97,946	111,639	111,639
	(2,851)	(4,635)	(6,839)	(10,116)	(23,936)	(48,377)

2006-07 PA Public School Salary Data by Aid Ratio

Minimum Salary
Maximum Salary
(# of Positions)
Aid Ratio

	.4051 or Less	.4052-.5347	.5348-.6240	.6241-.6924	.6925 or More	All District Positions
SUPERINTENDENT	\$91,000 221,500 (94)	\$80,000 180,000 (94)	\$81,000 176,000 (94)	\$78,500 177,031 (94)	\$85,935 250,660 (95)	\$78,500 250,660 (471)
ASSISTANT SUPERINTENDENT	92,000 165,813 (83)	82,000 132,200 (65)	70,000 140,015 (51)	76,671 131,113 (32)	81,719 193,034 (40)	70,000 193,034 (271)
ELEMENTARY PRINCIPAL	63,369 152,379 (426)	51,000 113,182 (357)	42,640 119,780 (257)	54,500 117,394 (240)	42,842 115,999 (412)	42,640 152,379 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	43,953 116,544 (45)	53,750 93,795 (42)	51,000 85,025 (34)	55,000 84,680 (36)	43,586 94,795 (135)	43,586 116,544 (292)
SECONDARY PRINCIPAL	67,329 142,500 (156)	51,700 122,366 (142)	54,278 127,637 (137)	62,000 124,519 (151)	57,700 125,553 (209)	51,700 142,500 (795)
ASSISTANT SECONDARY PRINCIPAL	52,000 126,448 (254)	49,113 102,302 (197)	34,250 114,545 (146)	47,000 96,596 (116)	45,575 94,795 (172)	34,250 126,448 (885)
MIDDLE SCHOOL PRINCIPAL	65,654 136,872 (110)	66,851 117,646 (81)	58,000 125,814 (67)	59,593 102,228 (55)	58,000 115,245 (87)	58,000 136,872 (400)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	48,153 130,422 (120)	49,680 111,723 (50)	48,245 90,348 (36)	44,481 94,795 (67)	44,481 130,422 (375)
BUSINESS MANAGER	36,256 168,000 (101)	36,129 134,397 (85)	33,500 127,200 (80)	37,053 230,000 (87)	33,500 230,000 (427)
DIRECTOR OF PERSONNEL	40,998 142,500 (53)	41,748 134,027 (12)	30,766 99,910 (11)	56,382 160,000 (8)	30,766 160,000 (99)
SCHOOL PSYCHOLOGIST	37,470 108,000 (292)	36,595 105,180 (138)	37,935 87,740 (110)	35,133 89,186 (190)	19,861 108,000 (908)
SUPERVISOR CURRICULUM & INSTRUCTION	70,400 141,500 (73)	64,121 125,295 (34)	56,846 112,980 (40)	49,242 115,663 (17)	49,242 141,500 (194)
SUPERVISOR SPECIAL EDUCATION	39,849 129,124 (132)	41,144 119,057 (82)	15,000 109,702 (76)	50,000 128,961 (62)	15,000 129,124 (444)
DIRECTOR OF TECHNOLOGY	49,754 131,409 (36)	49,223 109,893 (19)	42,500 106,103 (15)	35,875 145,022 (12)	35,875 145,022 (102)
FOOD SERVICE MANAGER	29,992 106,313 (30)	30,000 79,058 (29)	21,342 67,620 (21)	19,665 70,179 (123)	19,665 106,313 (228)
ELEMENTARY TEACHER	19,813 107,995 (12,304)	18,938 91,552 (7,702)	18,500 85,882 (6,988)	19,036 78,584 (10,931)	18,500 107,995 (47,284)
SECONDARY TEACHER	23,336 111,639 (13,666)	18,588 105,678 (8,096)	18,500 89,450 (6,981)	19,500 85,765 (9,621)	18,500 111,639 (48,377)

2006-07 PA Public School Salary Data by Community Type

	Minimum Salary Maximum Salary (# of Positions)		Community Type		All District Positions
	Urban	Suburban	Rural		
SUPERINTENDENT	\$101,238 250,660 (26)	\$90,000 221,500 (214)	\$78,500 183,595 (231)		\$78,500 250,660 (471)
ASSISTANT SUPERINTENDENT	98,123 193,034 (46)	70,000 165,813 (156)	76,671 126,000 (69)		70,000 193,034 (271)
ELEMENTARY PRINCIPAL	42,842 115,999 (429)	42,640 152,379 (811)	49,975 118,709 (452)		42,640 152,379 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	43,586 94,795 (139)	43,953 116,544 (89)	51,000 93,795 (64)		43,586 116,544 (292)
SECONDARY PRINCIPAL	73,359 125,553 (160)	63,000 142,500 (327)	51,700 116,000 (308)		51,700 142,500 (795)
ASSISTANT SECONDARY PRINCIPAL	48,095 99,814 (203)	34,250 126,448 (472)	45,575 102,302 (210)		34,250 126,448 (885)
MIDDLE SCHOOL PRINCIPAL	63,000 115,245 (83)	58,000 136,872 (197)	59,593 120,181 (120)		58,000 136,872 (400)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	58,298	44,481	48,245	44,481
	96,978	130,422	85,820	130,422
	(101)	(204)	(70)	(375)
BUSINESS MANAGER	62,292	47,073	33,500	33,500
	230,000	168,000	122,048	230,000
	(26)	(197)	(204)	(427)
DIRECTOR OF PERSONNEL	56,382	40,998	30,766	30,766
	160,000	142,500	99,910	160,000
	(13)	(67)	(19)	(99)
SCHOOL PSYCHOLOGIST	36,595	37,470	19,861	19,861
	89,186	108,000	94,795	108,000
	(216)	(487)	(205)	(908)
SUPERVISOR CURRICULUM & INSTRUCTION	56,846	58,710	49,242	49,242
	115,663	141,500	110,600	141,500
	(18)	(114)	(62)	(194)
SUPERVISOR SPECIAL EDUCATION	50,000	39,849	15,000	15,000
	128,961	129,124	104,958	129,124
	(69)	(230)	(145)	(444)
DIRECTOR OF TECHNOLOGY	66,658	49,754	35,875	35,875
	145,022	131,409	92,584	145,022
	(9)	(61)	(32)	(102)
FOOD SERVICE MANAGER	22,867	21,342	19,665	19,665
	70,179	106,313	76,457	106,313
	(105)	(57)	(66)	(228)
ELEMENTARY TEACHER	22,891	18,500	18,500	18,500
	90,790	107,995	90,782	107,995
	(10,431)	(23,063)	(13,790)	(47,284)
SECONDARY TEACHER	26,445	18,588	18,500	18,500
	94,132	111,639	105,678	111,639
	(9,127)	(25,092)	(14,158)	(48,377)

2006-07 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	\$89,000 193,656 (33)	\$87,278 140,750 (47)	\$87,000 147,632 (40)	\$82,500 144,035 (24)	\$78,500 150,135 (43)
ASSISTANT SUPERINTENDENT	81,719 138,324 (11)	70,000 117,486 (25)	80,000 113,773 (15)	88,400 91,494 (2)	76,671 117,689 (11)
ELEMENTARY PRINCIPAL	42,842 96,795 (99)	50,353 94,798 (95)	55,000 102,991 (106)	59,522 104,645 (42)	60,000 92,412 (70)
ASSISTANT ELEMENTARY PRINCIPAL	43,586 89,186 (9)	51,564 82,644 (18)	50,760 85,025 (9)	60,000 71,800 (6)	53,750 82,783 (7)
SECONDARY PRINCIPAL	61,433 99,633 (61)	67,777 99,636 (75)	67,275 104,236 (52)	57,700 106,871 (33)	64,425 100,982 (51)
ASSISTANT SECONDARY PRINCIPAL	48,095 92,178 (46)	58,500 92,653 (45)	57,063 96,596 (51)	45,575 97,961 (18)	47,000 90,341 (34)
MIDDLE SCHOOL PRINCIPAL	59,593 94,800 (19)	58,000 93,543 (19)	61,000 103,425 (31)	72,105 89,130 (9)	61,500 93,343 (22)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	44,481 89,156 (16)	62,200 78,328 (7)	60,138 102,991 (18)	60,030 75,288 (5)	50,000 85,820 (9)

BUSINESS MANAGER	39,146	40,500	41,600	36,129	33,500
	105,088	105,466	112,000	117,300	88,080
	(28)	(39)	(32)	(24)	(36)
DIRECTOR OF PERSONNEL	86,005	45,851	72,627	77,000	30,766
	102,282	99,910	90,300	99,784	75,425
	(3)	(2)	(3)	(2)	(3)
SCHOOL PSYCHOLOGIST	37,935	36,595	41,800	40,444	42,000
	89,186	89,956	89,120	76,361	79,232
	(40)	(47)	(17)	(21)	(28)
SUPERVISOR CURRICULUM & INSTRUCTION	65,766	66,500	64,500	62,400	68,550
	97,216	90,064	105,104	90,312	103,052
	(14)	(7)	(9)	(6)	(9)
SUPERVISOR SPECIAL EDUCATION	51,787	39,849	47,000	60,000	47,116
	128,961	97,109	100,337	100,499	92,412
	(32)	(30)	(16)	(14)	(24)
DIRECTOR OF TECHNOLOGY	54,087	42,500	41,000	35,875	67,000
	85,879	71,659	65,344	97,189	67,000
	(3)	(11)	(2)	(3)	(1)
FOOD SERVICE MANAGER	24,833	25,181	21,342	23,362	19,665
	69,394	67,620	62,980	82,329	58,272
	(7)	(11)	(9)	(10)	(8)
ELEMENTARY TEACHER	29,500	20,468	18,500	26,500	20,000
	76,260	75,718	85,898	76,361	81,183
	(2,420)	(2,951)	(2,991)	(1,271)	(2,165)
SECONDARY TEACHER	25,866	20,341	18,588	26,500	18,500
	87,907	74,450	86,684	84,761	73,803
	(2,425)	(3,110)	(3,094)	(1,342)	(2,125)

2006-07 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	\$81,600 235,431 (39)	\$86,000 140,000 (28)	\$87,153 183,595 (53)	\$86,000 170,000 (45)	\$250,660 250,660 (1)
ASSISTANT SUPERINTENDENT	91,875 193,034 (18)	96,000 119,000 (8)	90,000 130,830 (44)	84,500 134,100 (41)	130,000 133,900 (12)
ELEMENTARY PRINCIPAL	60,000 104,751 (120)	54,002 105,592 (76)	49,975 117,394 (187)	42,640 109,357 (183)	82,441 115,999 (184)
ASSISTANT ELEMENTARY PRINCIPAL	45,920 78,553 (16)	51,000 93,795 (16)	55,000 91,941 (30)	43,953 96,467 (27)	75,646 94,795 (91)
SECONDARY PRINCIPAL	51,700 108,150 (65)	65,000 104,000 (41)	62,000 124,519 (73)	68,000 119,403 (63)	87,447 125,553 (65)
ASSISTANT SECONDARY PRINCIPAL	52,000 92,019 (52)	52,000 97,295 (43)	55,000 102,232 (113)	37,392 106,310 (103)	75,646 94,795 (78)
MIDDLE SCHOOL PRINCIPAL	62,500 103,579 (35)	70,000 102,289 (12)	62,430 111,569 (53)	70,192 107,778 (40)	82,867 115,245 (42)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	48,245	48,153	55,000	48,681	75,646
	77,171	82,368	102,281	92,133	94,795
	(29)	(12)	(62)	(42)	(36)
BUSINESS MANAGER	44,135	36,258	38,200	49,451	103,000
	101,511	109,179	120,441	116,307	230,000
	(34)	(29)	(49)	(39)	(9)
DIRECTOR OF PERSONNEL	45,000	45,000	48,770	40,998	160,000
	102,599	72,817	117,904	106,488	160,000
	(6)	(4)	(9)	(12)	(1)
SCHOOL PSYCHOLOGIST	35,133	40,900	37,714	19,861	50,078
	87,831	94,795	101,791	85,850	80,779
	(64)	(33)	(120)	(80)	(106)
SUPERVISOR CURRICULUM & INSTRUCTION	49,242	62,000	59,500	56,846	—
	107,987	99,924	115,663	112,980	—
	(19)	(10)	(16)	(15)	—
SUPERVISOR SPECIAL EDUCATION	50,000	57,824	15,000	47,520	—
	98,808	99,924	119,106	122,738	—
	(38)	(21)	(72)	(49)	—
DIRECTOR OF TECHNOLOGY	49,223	62,800	60,489	49,754	145,022
	109,265	83,746	95,000	97,200	145,022
	(8)	(3)	(11)	(13)	(1)
FOOD SERVICE MANAGER	30,000	25,810	29,992	41,625	22,867
	67,701	61,472	70,179	76,457	51,642
	(14)	(7)	(24)	(14)	(100)
ELEMENTARY TEACHER	18,500	23,342	27,000	20,680	37,042
	74,976	82,079	85,100	79,395	78,584
	(3,340)	(2,476)	(6,062)	(4,756)	(4,598)
SECONDARY TEACHER	24,000	26,720	25,300	23,336	26,445
	80,118	82,909	105,678	89,269	85,765
	(3,610)	(2,458)	(6,146)	(4,848)	(3,646)

2006-07 PA Public School Salary Data by PSBA Region

	Minimum Salary Maximum Salary (# of Positions)					All District Positions
	PSBA Region					
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$116,438 221,500 (31)	\$92,500 135,000 (19)	\$180,000 180,000 (1)	\$99,000 162,975 (41)	\$115,825 220,505 (26)	\$78,500 250,660 (471)
ASSISTANT SUPERINTENDENT	110,000 151,343 (26)	93,150 112,729 (2)	110,060 132,200 (5)	92,000 132,458 (30)	110,236 165,813 (21)	70,000 193,034 (271)
ELEMENTARY PRINCIPAL	74,782 132,704 (186)	67,969 92,759 (35)	91,212 106,150 (50)	60,000 115,000 (129)	67,000 152,379 (130)	42,640 152,379 (1,692)
ASSISTANT ELEMENTARY PRINCIPAL	78,390 116,544 (13)	57,409 74,087 (5)	87,744 93,514 (11)	44,000 90,098 (17)	67,000 93,628 (17)	43,586 116,544 (292)
SECONDARY PRINCIPAL	95,000 138,573 (67)	68,983 101,810 (34)	83,575 107,491 (12)	63,000 113,659 (63)	86,235 142,500 (40)	51,700 142,500 (795)
ASSISTANT SECONDARY PRINCIPAL	75,000 126,448 (115)	58,262 79,736 (12)	50,200 99,814 (31)	34,250 101,306 (67)	58,000 115,000 (77)	34,250 126,448 (885)
MIDDLE SCHOOL PRINCIPAL	86,302 136,872 (39)	69,031 83,268 (4)	92,532 108,620 (14)	58,000 109,064 (32)	85,000 135,997 (29)	58,000 136,872 (400)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	63,318 130,422 (44)	57,618 82,885 (4)	87,744 96,978 (18)	52,625 93,010 (21)	58,298 115,651 (52)	44,481 130,422 (375)

BUSINESS MANAGER	82,951	60,000	—	59,506	72,400	33,500
	154,808	104,748	—	125,980	168,000	230,000
	(30)	(18)	—	(35)	(25)	(427)
DIRECTOR OF PERSONNEL	66,500	56,775	—	55,000	67,471	30,766
	141,210	89,434	—	116,306	142,500	160,000
	(22)	(2)	—	(10)	(20)	(99)
SCHOOL PSYCHOLOGIST	42,101	42,263	41,200	37,470	40,243	19,861
	108,000	85,246	81,300	96,846	107,915	108,000
	(136)	(21)	(19)	(60)	(116)	(908)
SUPERVISOR CURRICULUM & INSTRUCTION	70,400	67,969	86,634	60,426	76,500	49,242
	136,313	90,492	86,634	115,988	141,500	141,500
	(30)	(10)	(1)	(22)	(26)	(194)
SUPERVISOR SPECIAL EDUCATION	65,635	63,516	81,490	50,000	76,248	15,000
	129,124	90,492	95,934	116,031	120,827	129,124
	(61)	(12)	(14)	(27)	(34)	(444)
DIRECTOR OF TECHNOLOGY	65,053	56,228	-----	63,900	62,000	35,875
	114,772	57,876	-----	103,062	131,409	145,022
	(17)	(2)	-----	(13)	(14)	(102)
FOOD SERVICE MANAGER	55,880	29,416	-----	51,798	67,600	19,665
	106,313	53,525	-----	79,058	95,029	106,313
	(12)	(4)	-----	(6)	(2)	(228)
ELEMENTARY TEACHER	19,813	19,036	31,000	19,150	18,938	18,500
	107,995	71,636	81,200	92,431	97,946	107,995
	(5,125)	(988)	(938)	(3,585)	(3,618)	(47,284)
SECONDARY TEACHER	36,000	25,966	35,500	21,650	18,938	18,500
	111,639	71,303	87,744	92,145	99,309	111,639
	(5,468)	(1,051)	(993)	(4,037)	(4,024)	(48,377)