



Pennsylvania Public School Professional
Personnel Salary Study

psba
Pennsylvania School Boards Association

Eleventh Annual ■ 2007-08

The Eleventh Annual PSBA Pennsylvania Public School Professional Personnel Salary Study for the School Year 2007-08

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. Please note that the number of positions in each table does not necessarily represent the total number of positions for that title. The tables do represent the number of positions for which valid data could be obtained.

The number of positions used in calculating average, minimum and maximum salaries includes all available 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.

2007-08 PA Public School Salary Data by Number of Pupils (ADM)

	Average Salary (# of Positions) Number of Pupils (ADM)					All District Positions
	1,320 or Less	1,321- 2,025	2,026- 2,950	2,951- 4,460	4,461 or More	
SUPERINTENDENT	\$102,628 (85)	\$109,851 (86)	\$115,992 (86)	\$134,278 (86)	\$157,654 (85)	\$124,052 (428)
ASSISTANT SUPERINTENDENT	83,200 (1)	98,963 (21)	101,692 (42)	113,628 (69)	121,994 (109)	113,926 (242)
ELEMENTARY PRINCIPAL	77,732 (99)	78,510 (140)	82,114 (195)	90,868 (299)	97,452 (824)	91,310 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	66,558 (9)	66,203 (16)	70,266 (26)	73,238 (45)	87,309 (297)	83,236 (393)
SECONDARY PRINCIPAL	79,628 (93)	81,498 (113)	87,483 (120)	97,223 (126)	103,553 (291)	93,535 (743)
ASSISTANT SECONDARY PRINCIPAL	66,898 (35)	69,307 (60)	72,902 (93)	81,153 (166)	87,439 (400)	81,866 (754)
MIDDLE SCHOOL PRINCIPAL	75,638 (13)	83,621 (47)	86,802 (72)	95,406 (65)	100,879 (157)	93,793 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	57,350 (2)	70,114 (17)	69,607 (52)	79,583 (71)	85,690 (177)	80,701 (319)
BUSINESS MANAGER	65,982 (71)	75,238 (67)	81,219 (66)	99,694 (65)	116,263 (78)	88,285 (347)
DIRECTOR OF PERSONNEL	30,845 (2)	64,105 (3)	58,035 (8)	91,679 (27)	105,541 (49)	93,990 (89)
SCHOOL PSYCHOLOGIST	55,914 (33)	59,364 (74)	60,466 (101)	64,411 (176)	69,947 (467)	66,212 (851)

SUPERVISOR CURRICULUM & INSTRUCTION	82,501 (9)	79,132 (25)	81,382 (37)	98,419 (36)	102,312 (71)	92,916 (178)
SUPERVISOR SPECIAL EDUCATION	67,904 (36)	74,956 (45)	79,594 (53)	88,647 (83)	92,235 (197)	85,903 (414)
DIRECTOR OF TECHNOLOGY	58,297 (9)	69,545 (19)	68,599 (15)	82,524 (33)	95,735 (34)	80,484 (110)
FOOD SERVICE MANAGER	33,083 (12)	45,163 (19)	50,682 (26)	56,383 (33)	48,753 (126)	48,965 (216)
ELEMENTARY TEACHER	50,684 (3,022)	52,372 (4,464)	53,297 (6,201)	57,017 (9,144)	60,565 (22,762)	57,408 (45,593)
SECONDARY TEACHER	49,096 (2,891)	52,025 (4,333)	52,680 (6,207)	56,395 (9,018)	59,702 (21,641)	56,587 (44,090)

2007-08 PA Public School Salary Data by Aid Ratio

Average Salary (# of Positions)

	Aid Ratio					
	.3961- Less	.5298 (86)	.5299- .6206 (86)	.6207- .6925 (86)	.6926 or More (85)	All District Positions
SUPERINTENDENT	\$152,432 (85)	\$127,528 (86)	\$117,465 (86)	\$110,111 (86)	\$112,927 (85)	\$124,052 (428)
ASSISTANT SUPERINTENDENT	125,555 (65)	109,424 (71)	109,306 (43)	104,177 (29)	115,256 (34)	113,926 (242)
ELEMENTARY PRINCIPAL	103,762 (369)	89,207 (362)	85,510 (229)	82,631 (215)	89,635 (382)	91,310 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	79,086 (43)	81,521 (64)	70,685 (33)	71,779 (33)	88,146 (220)	83,236 (393)
SECONDARY PRINCIPAL	107,448 (143)	93,675 (149)	89,771 (128)	86,542 (129)	90,307 (194)	93,535 (743)
ASSISTANT SECONDARY PRINCIPAL	93,945 (236)	81,031 (190)	76,607 (120)	71,985 (101)	71,930 (107)	81,866 (754)
MIDDLE SCHOOL PRINCIPAL	105,520 (85)	93,649 (84)	86,026 (59)	86,089 (56)	92,434 (70)	93,793 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	90,494 (118)	76,864 (93)	73,129 (40)	74,998 (40)	71,139 (28)	80,701 (319)
BUSINESS MANAGER	113,894 (72)	86,358 (71)	81,151 (67)	76,969 (68)	81,624 (69)	88,285 (347)
DIRECTOR OF PERSONNEL	104,969 (42)	83,459 (21)	86,936 (9)	75,708 (11)	98,099 (6)	93,990 (89)
SCHOOL PSYCHOLOGIST	71,524 (270)	63,705 (179)	59,113 (126)	58,387 (100)	70,142 (176)	66,212 (851)

SUPERVISOR CURRICULUM & INSTRUCTION	107,206	89,525	89,774	84,259	75,558	92,916
	(62)	(28)	(31)	(34)	(23)	(178)
SUPERVISOR SPECIAL EDUCATION	98,473	86,096	79,444	77,625	76,060	85,903
	(126)	(94)	(59)	(69)	(66)	(414)
DIRECTOR OF TECHNOLOGY	94,428	75,987	77,466	65,743	73,062	80,484
	(38)	(22)	(18)	(19)	(13)	(110)
FOOD SERVICE MANAGER	71,683	56,725	47,687	44,650	41,686	48,965
	(31)	(27)	(28)	(23)	(107)	(216)
ELEMENTARY TEACHER	64,942	56,628	53,995	52,080	55,307	57,408
	(11,669)	(10,240)	(7,203)	(6,422)	(10,059)	(45,593)
SECONDARY TEACHER	63,731	56,118	53,267	51,068	54,012	56,587
	(11,831)	(10,291)	(7,310)	(6,002)	(8,656)	(44,090)

2007-08 PA Public School Salary Data by Community Type

	Average Salary (# of Positions)			All District Positions
	Urban	Suburban	Rural	
SUPERINTENDENT	\$156,913 (23)	\$135,451 (199)	\$109,372 (206)	\$124,052 (428)
ASSISTANT SUPERINTENDENT	122,509 (38)	116,508 (133)	104,496 (71)	113,926 (242)
ELEMENTARY PRINCIPAL	94,642 (398)	95,683 (740)	80,420 (419)	91,310 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	90,006 (243)	74,435 (95)	68,525 (55)	83,236 (393)
SECONDARY PRINCIPAL	99,867 (141)	99,668 (307)	84,127 (295)	93,535 (743)
ASSISTANT SECONDARY PRINCIPAL	79,357 (124)	86,621 (445)	72,110 (185)	81,866 (754)
MIDDLE SCHOOL PRINCIPAL	100,368 (69)	97,646 (169)	84,268 (116)	93,793 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	81,973 (57)	84,347 (196)	68,775 (66)	80,701 (319)
BUSINESS MANAGER	118,923 (22)	99,752 (163)	72,586 (162)	88,285 (347)
DIRECTOR OF PERSONNEL	101,190 (8)	101,722 (64)	61,494 (17)	93,990 (89)
SCHOOL PSYCHOLOGIST	71,078 (183)	67,940 (464)	57,917 (204)	66,212 (851)

SUPERVISOR CURRICULUM & INSTRUCTION	89,032 (18)	99,817 (102)	81,987 (58)	92,916 (178)
SUPERVISOR SPECIAL EDUCATION	85,423 (62)	92,507 (217)	75,509 (135)	85,903 (414)
DIRECTOR OF TECHNOLOGY	94,433 (8)	86,148 (67)	66,454 (35)	80,484 (110)
FOOD SERVICE MANAGER	41,854 (98)	61,819 (66)	46,050 (52)	48,965 (216)
ELEMENTARY TEACHER	57,888 (9,387)	60,382 (22,909)	51,946 (13,297)	57,408 (45,593)
SECONDARY TEACHER	57,206 (7,841)	59,369 (23,065)	51,353 (13,184)	56,587 (44,090)

2007-08 PA Public School Salary Data by *PSBA Region

Average Salary (# of Positions)

	Region 1	Region 2	Region 3	Region 4	Region 5
SUPERINTENDENT	\$111,968 (33)	\$111,921 (41)	\$113,203 (36)	\$106,307 (21)	\$103,152 (36)
ASSISTANT SUPERINTENDENT	101,886 (10)	101,198 (21)	101,630 (14)	98,107 (3)	101,748 (9)
ELEMENTARY PRINCIPAL	80,090 (88)	82,433 (85)	84,194 (88)	83,275 (37)	76,879 (59)
ASSISTANT ELEMENTARY PRINCIPAL	67,999 (10)	72,905 (15)	70,053 (11)	70,928 (5)	71,908 (5)
SECONDARY PRINCIPAL	84,065 (57)	85,633 (69)	88,793 (46)	83,878 (29)	79,643 (51)
ASSISTANT SECONDARY PRINCIPAL	71,833 (42)	74,014 (37)	78,199 (45)	76,184 (16)	72,334 (21)
MIDDLE SCHOOL PRINCIPAL	81,202 (20)	82,775 (19)	85,024 (21)	86,908 (9)	81,894 (17)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	65,533 (16)	70,937 (5)	74,804 (9)	69,831 (5)	70,976 (9)
BUSINESS MANAGER	73,467 (27)	74,134 (31)	76,198 (26)	72,188 (16)	66,493 (30)
DIRECTOR OF PERSONNEL	96,776 (3)	102,907 (1)	70,445 (4)	63,711 (4)	52,354 (3)
SCHOOL PSYCHOLOGIST	60,800 (41)	60,496 (41)	63,773 (16)	56,553 (17)	58,588 (29)

SUPERVISOR CURRICULUM & INSTRUCTION	83,541 (16)	85,745 (13)	85,441 (5)	94,306 (4)	79,382 (7)
SUPERVISOR SPECIAL EDUCATION	80,629 (28)	78,952 (21)	81,199 (17)	78,534 (15)	71,861 (24)
DIRECTOR OF TECHNOLOGY	69,334 (4)	59,013 (9)	-----	77,404 (2)	60,263 (5)
FOOD SERVICE MANAGER	35,653 (3)	41,230 (13)	48,772 (9)	51,112 (7)	42,004 (9)
ELEMENTARY TEACHER	49,497 (2,463)	54,798 (2,700)	52,965 (2,659)	52,430 (1,201)	49,128 (1,975)
SECONDARY TEACHER	48,655 (2,276)	54,348 (2,836)	52,006 (2,546)	51,738 (1,254)	48,431 (1,821)

*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.

2007-08 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	\$119,369 (38)	\$109,071 (27)	\$129,489 (47)	\$128,818 (38)	\$275,000 (1)
ASSISTANT SUPERINTENDENT	107,380 (18)	105,330 (10)	115,984 (40)	109,343 (37)	136,462 (8)
ELEMENTARY PRINCIPAL	81,204 (117)	82,790 (73)	89,697 (177)	85,332 (168)	98,410 (179)
ASSISTANT ELEMENTARY PRINCIPAL	65,589 (20)	74,059 (14)	70,098 (32)	72,599 (27)	92,334 (177)
SECONDARY PRINCIPAL	84,673 (59)	85,838 (41)	96,291 (70)	92,008 (70)	104,975 (63)
ASSISTANT SECONDARY PRINCIPAL	66,465 (55)	73,012 (41)	77,741 (117)	75,707 (82)	58,018 (9)
MIDDLE SCHOOL PRINCIPAL	81,984 (33)	82,130 (15)	93,737 (48)	93,032 (39)	103,786 (31)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	67,157 (26)	64,802 (11)	77,414 (63)	74,720 (43)	-----
BUSINESS MANAGER	79,203 (27)	74,423 (20)	91,217 (38)	88,730 (33)	174,334 (6)
DIRECTOR OF PERSONNEL	76,647 (4)	57,458 (2)	93,948 (8)	72,232 (10)	116,699 (1)
SCHOOL PSYCHOLOGIST	58,802 (62)	57,666 (35)	59,802 (124)	60,431 (82)	82,721 (84)

SUPERVISOR CURRICULUM & INSTRUCTION	81,247 (16)	82,271 (10)	93,808 (17)	93,990 (12)	61,774 (3)
SUPERVISOR SPECIAL EDUCATION	75,157 (40)	78,901 (25)	85,806 (58)	82,125 (39)	55,744 (3)
DIRECTOR OF TECHNOLOGY	69,571 (8)	73,335 (5)	78,276 (14)	76,521 (17)	138,303 (1)
FOOD SERVICE MANAGER	53,059 (13)	51,175 (6)	53,904 (19)	57,016 (14)	41,229 (90)
ELEMENTARY TEACHER	50,613 (3,391)	53,969 (2,511)	53,812 (6,093)	55,024 (4,768)	62,694 (3,776)
SECONDARY TEACHER	58,830 (3,483)	53,447 (2,358)	53,583 (5,777)	55,123 (4,619)	62,339 (2,896)

*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

2007-08 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	\$164,005 (29)	\$109,052 (19)	\$195,000 (1)	\$130,481 (37)	\$175,067 (24)	\$124,052 (428)
ASSISTANT SUPERINTENDENT	131,854 (24)	98,210 (3)	115,986 (6)	109,895 (20)	140,920 (19)	113,926 (242)
ELEMENTARY PRINCIPAL	110,229 (172)	84,245 (33)	102,442 (46)	87,546 (115)	109,971 (120)	91,310 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	93,798 (13)	71,733 (5)	94,694 (28)	70,145 (16)	80,431 (15)	83,236 (393)
SECONDARY PRINCIPAL	117,804 (60)	86,869 (25)	104,933 (10)	93,068 (56)	119,111 (37)	93,535 (743)
ASSISTANT SECONDARY PRINCIPAL	103,687 (108)	75,305 (14)	95,722 (23)	78,526 (60)	96,117 (84)	81,866 (754)
MIDDLE SCHOOL PRINCIPAL	115,221 (34)	88,594 (8)	102,941 (10)	89,800 (24)	113,566 (26)	93,793 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	98,337 (50)	77,692 (6)	96,268 (8)	72,291 (22)	95,365 (46)	80,701 (319)
BUSINESS MANAGER	129,428 (28)	81,887 (17)	-----	89,631 (29)	133,654 (19)	88,285 (347)
DIRECTOR OF PERSONNEL	113,676 (20)	75,216 (2)	-----	87,880 (9)	113,958 (18)	93,990 (89)
SCHOOL PSYCHOLOGIST	75,891 (133)	58,796 (20)	68,175 (16)	68,377 (46)	68,605 (105)	66,212 (851)

SUPERVISOR CURRICULUM & INSTRUCTION	113,345 (22)	84,001 (10)	90,489 (1)	91,396 (20)	111,140 (22)	92,916 (178)
SUPERVISOR SPECIAL EDUCATION	102,503 (65)	75,772 (11)	90,927 (14)	86,819 (16)	102,143 (38)	85,903 (414)
DIRECTOR OF TECHNOLOGY	98,243 (18)	58,561 (5)	-----	79,587 (10)	105,700 (12)	80,484 (110)
FOOD SERVICE MANAGER	77,804 (14)	39,456 (5)	-----	58,391 (9)	83,358 (5)	48,965 (216)
ELEMENTARY TEACHER	72,868 (5,122)	55,667 (989)	62,896 (863)	58,789 (3,333)	62,439 (3,749)	57,408 (45,593)
SECONDARY TEACHER	70,812 (5,075)	53,568 (1,009)	62,357 (890)	56,867 (3,455)	60,980 (3,795)	56,587 (44,090)

*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

2007-08 PA Public School Salary Data by Number of Pupils (ADM)

Minimum Salary
Maximum Salary
(# of Positions)

Number of Pupils (ADM)

	1,320 or Less	1,321- 2,025	2,026- 2,950	2,951- 4,460	4,461 or More	All District Positions
SUPERINTENDENT	\$77,180 150,000 (85)	\$89,710 155,000 (86)	\$90,000 160,000 (86)	\$93,615 277,022 (86)	\$101,430 275,000 (85)	\$77,180 277,022 (428)
ASSISTANT SUPERINTENDENT	83,200 83,200 (1)	73,000 134,237 (21)	65,310 135,000 (42)	77,000 162,500 (69)	69,562 176,275 (109)	65,310 176,275 (242)
ELEMENTARY PRINCIPAL	52,834 108,543 (99)	52,550 114,217 (140)	60,500 120,000 (195)	58,500 137,350 (299)	42,033 146,221 (824)	42,033 146,221 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	49,000 84,452 (9)	52,000 78,000 (16)	36,020 85,614 (26)	57,746 98,778 (45)	44,815 118,286 (297)	36,020 118,286 (393)
SECONDARY PRINCIPAL	47,000 105,000 (93)	52,900 115,000 (113)	68,000 120,000 (120)	62,000 142,200 (126)	47,388 150,504 (291)	47,000 150,504 (743)
ASSISTANT SECONDARY PRINCIPAL	50,000 93,150 (35)	53,820 94,660 (60)	36,592 97,211 (93)	36,961 115,500 (166)	25,146 128,835 (400)	25,146 128,835 (754)
MIDDLE SCHOOL PRINCIPAL	62,000 91,291 (13)	60,286 118,675 (47)	67,222 124,031 (72)	73,960 132,000 (65)	62,700 140,257 (157)	60,286 140,257 (354)

ASSISTANT MIDDLE SCHOOL PRINCIPAL	56,700	50,000	51,419	47,340	43,370	43,370
	58,000	96,963	93,119	112,578	133,675	133,675
	(2)	(17)	(52)	(71)	(177)	(319)
BUSINESS MANAGER	24,615	34,582	42,900	51,875	63,466	24,615
	107,104	124,036	120,343	163,757	236,900	236,900
	(71)	(67)	(66)	(65)	(78)	(347)
DIRECTOR OF PERSONNEL	30,000	42,843	40,219	49,000	48,200	30,000
	31,689	92,133	80,850	139,770	157,706	157,706
	(2)	(3)	(8)	(27)	(49)	(89)
SCHOOL PSYCHOLOGIST	30,900	25,584	40,300	31,500	22,665	22,665
	80,246	97,349	98,351	108,447	111,141	111,141
	(33)	(74)	(101)	(176)	(467)	(851)
SUPERVISOR CURRICULUM & INSTRUCTION	74,208	54,242	61,616	66,239	55,323	54,242
	92,644	113,918	102,027	133,781	147,868	147,868
	(9)	(25)	(37)	(36)	(71)	(178)
SUPERVISOR SPECIAL EDUCATION	39,600	55,000	53,527	45,011	40,000	39,600
	102,000	99,593	126,797	124,130	158,218	158,218
	(36)	(45)	(53)	(83)	(197)	(414)
DIRECTOR OF TECHNOLOGY	42,848	42,500	46,678	52,102	65,180	42,500
	70,101	105,780	102,752	119,690	138,303	138,303
	(9)	(19)	(15)	(33)	(34)	(110)
FOOD SERVICE MANAGER	20,968	24,833	25,000	24,483	21,231	20,968
	47,998	74,491	79,428	81,074	108,969	108,969
	(12)	(19)	(26)	(33)	(126)	(216)
ELEMENTARY TEACHER	21,100	19,676	19,664	19,267	18,600	18,600
	91,250	97,349	93,505	107,348	110,911	110,911
	(3,022)	(4,464)	(6,201)	(9,144)	(22,762)	(45,593)
SECONDARY TEACHER	18,545	19,500	20,438	19,369	18,676	18,545
	91,250	111,601	95,463	99,944	140,778	140,778
	(2,891)	(4,333)	(6,207)	(9,018)	(21,641)	(44,090)

2007-08 PA Public School Salary Data by Aid Ratio

	Minimum Salary Maximum Salary (# of Positions)				Aid Ratio	.6926 or More	All District Positions
	.3960 or Less	.5298 - .5298	.5299- .6206	.6207- .6925			
SUPERINTENDENT	\$97,000 277,022 (85)	\$82,800 196,667 (86)	\$84,048 188,540 (86)	\$89,710 193,563 (86)		\$77,180 275,000 (85)	\$77,180 277,022 (428)
ASSISTANT SUPERINTENDENT	77,000 176,275 (65)	65,310 156,550 (71)	73,000 154,904 (43)	83,200 151,942 (29)		86,165 149,433 (34)	65,310 176,275 (242)
ELEMENTARY PRINCIPAL	49,791 146,221 (369)	60,000 118,374 (362)	53,040 128,184 (229)	42,033 124,764 (215)		52,550 119,622 (220)	42,033 146,221 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	44,815 118,286 (43)	59,565 102,257 (64)	49,000 89,740 (33)	36,020 85,144 (33)		49,744 97,639 (220)	36,020 118,286 (393)
SECONDARY PRINCIPAL	57,404 150,504 (143)	52,900 125,945 (149)	60,500 136,592 (128)	47,000 132,245 (129)		47,388 129,319 (194)	47,000 150,504 (743)
ASSISTANT SECONDARY PRINCIPAL	51,830 128,835 (236)	46,299 108,296 (190)	27,036 118,840 (120)	44,159 99,672 (101)		25,146 97,850 (107)	25,146 128,835 (754)
MIDDLE SCHOOL PRINCIPAL	65,654 140,257 (85)	69,526 120,271 (84)	60,286 136,592 (59)	62,700 108,840 (56)		63,500 122,241 (70)	60,286 140,257 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	56,754 133,675 (118)	52,500 104,444 (93)	51,419 115,912 (40)	45,794 101,187 (40)		43,370 92,276 (28)	43,370 133,675 (319)

BUSINESS MANAGER	48,485	31,778	32,044	24,615	34,582	24,615
	211,138	153,942	140,310	132,924	236,900	236,900
	(72)	(71)	(67)	(68)	(69)	(347)
DIRECTOR OF PERSONNEL	42,843	43,418	53,500	30,000	80,850	30,000
	157,706	123,686	144,414	139,770	116,699	157,706
	(42)	(21)	(9)	(11)	(6)	(89)
SCHOOL PSYCHOLOGIST	22,665	31,500	29,017	25,584	34,209	22,665
	111,141	108,447	107,580	87,377	92,308	111,141
	(270)	(179)	(126)	(100)	(176)	(851)
SUPERVISOR CURRICULUM & INSTRUCTION	73,791	66,239	66,257	58,000	54,242	54,242
	147,868	112,381	135,589	117,217	93,000	147,868
	(62)	(28)	(31)	(34)	(23)	(178)
SUPERVISOR SPECIAL EDUCATION	56,371	55,775	39,600	51,500	40,000	39,600
	158,218	123,572	117,997	113,816	136,441	158,218
	(126)	(94)	(59)	(69)	(66)	(414)
DIRECTOR OF TECHNOLOGY	52,102	58,913	42,848	45,000	42,500	42,500
	136,744	93,527	113,702	111,939	138,303	138,303
	(38)	(22)	(18)	(19)	(13)	(110)
FOOD SERVICE MANAGER	31,611	31,997	21,231	24,180	20,968	20,968
	108,969	81,923	81,074	78,056	83,341	108,969
	(31)	(27)	(28)	(23)	(107)	(216)
ELEMENTARY TEACHER	20,166	19,073	18,600	19,664	19,267	18,600
	110,911	93,911	94,952	88,243	80,333	110,911
	(11,669)	(10,240)	(7,203)	(6,422)	(10,059)	(45,593)
SECONDARY TEACHER	18,676	19,073	19,425	19,500	18,545	18,545
	120,418	111,601	140,778	108,943	101,694	140,778
	(11,831)	(10,291)	(7,310)	(6,002)	(8,656)	(44,090)

2007-08 PA Public School Salary Data by Community Type

	Minimum Salary Maximum Salary (# of Positions)		Community Type		Rural	All District Positions
	Urban	Suburban	Community Type	Rural		
SUPERINTENDENT	\$101,238 275,000 (23)	\$90,000 277,022 (199)		\$77,180 196,667 (206)		\$77,180 277,022 (428)
ASSISTANT SUPERINTENDENT	86,165 149,433 (38)	69,562 176,275 (133)		65,310 156,550 (71)		65,310 176,275 (242)
ELEMENTARY PRINCIPAL	63,400 119,622 (398)	42,033 146,221 (740)		52,550 120,000 (419)		42,033 146,221 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	49,744 102,257 (243)	36,020 118,286 (95)		49,000 98,140 (55)		36,020 118,286 (393)
SECONDARY PRINCIPAL	47,388 129,319 (141)	57,404 150,504 (307)		47,000 119,740 (295)		47,000 150,504 (743)
ASSISTANT SECONDARY PRINCIPAL	25,146 103,173 (124)	36,592 128,835 (445)		36,961 102,522 (185)		25,146 128,835 (754)
MIDDLE SCHOOL PRINCIPAL	81,355 122,241 (69)	64,000 140,257 (169)		60,286 124,031 (116)		60,286 140,257 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	43,370 104,444 (57)	45,794 133,675 (196)		47,340 98,414 (66)		43,370 133,675 (319)

BUSINESS MANAGER	67,142	40,000	24,615	24,615
	236,900	211,138	126,930	236,900
	(22)	(163)	(162)	(347)
DIRECTOR OF PERSONNEL	87,026	42,843	30,000	30,000
	116,699	157,706	102,907	157,706
	(8)	(64)	(17)	(89)
SCHOOL PSYCHOLOGIST	22,665	25,584	29,017	22,665
	92,308	111,141	98,140	111,141
	(183)	(464)	(204)	(851)
SUPERVISOR CURRICULUM & INSTRUCTION	55,323	54,350	54,242	54,242
	117,217	147,868	113,918	147,868
	(18)	(102)	(58)	(178)
SUPERVISOR SPECIAL EDUCATION	40,000	55,000	39,600	39,600
	136,441	158,218	108,107	158,218
	(62)	(217)	(135)	(414)
DIRECTOR OF TECHNOLOGY	68,424	42,500	42,848	42,500
	138,303	136,744	94,000	138,303
	(8)	(67)	(35)	(110)
FOOD SERVICE MANAGER	21,231	24,483	20,968	20,968
	83,341	108,969	70,747	108,969
	(98)	(66)	(52)	(216)
ELEMENTARY TEACHER	19,073	20,073	18,600	18,600
	91,855	110,911	93,505	110,911
	(9,387)	(22,909)	(13,297)	(45,593)
SECONDARY TEACHER	19,073	18,545	19,335	18,545
	140,778	120,418	108,943	140,778
	(7,841)	(23,065)	(13,184)	(44,090)

2007-08 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	\$92,700 193,656 (33)	\$89,992 150,491 (41)	\$89,610 152,099 (36)	\$90,000 151,957 (21)	\$77,180 155,390 (36)
ASSISTANT SUPERINTENDENT	87,000 149,433 (10)	73,000 120,482 (21)	69,562 117,196 (14)	92,820 108,000 (3)	84,767 123,573 (9)
ELEMENTARY PRINCIPAL	56,407 95,506 (88)	52,550 98,260 (85)	58,500 102,991 (88)	62,032 107,994 (37)	52,834 95,646 (59)
ASSISTANT ELEMENTARY PRINCIPAL	56,407 90,223 (10)	58,000 85,144 (15)	49,000 88,966 (11)	60,949 85,000 (5)	59,450 85,077 (5)
SECONDARY PRINCIPAL	47,388 100,183 (57)	59,000 100,565 (69)	67,000 106,841 (46)	59,720 111,146 (29)	47,000 104,516 (51)
ASSISTANT SECONDARY PRINCIPAL	51,469 95,132 (42)	36,592 95,108 (37)	44,159 96,817 (45)	55,000 101,879 (16)	56,926 86,118 (21)
MIDDLE SCHOOL PRINCIPAL	62,700 95,132 (20)	65,000 96,443 (19)	73,000 102,062 (21)	77,989 92,340 (9)	66,000 95,860 (17)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	43,370 92,276 (16)	65,000 74,040 (5)	67,200 88,672 (9)	62,000 77,780 (5)	50,000 90,353 (9)

BUSINESS MANAGER	32,044	46,500	42,900	31,778	24,615
	108,766	110,050	111,231	121,992	102,264
	(27)	(31)	(26)	(16)	(30)
DIRECTOR OF PERSONNEL	85,000	102,907	49,000	30,000	31,689
	105,146	102,907	80,859	103,775	77,173
	(3)	(1)	(4)	(4)	(3)
SCHOOL PSYCHOLOGIST	36,284	31,098	38,078	40,169	31,500
	92,308	92,571	93,080	76,839	82,006
	(41)	(41)	(16)	(17)	(29)
SUPERVISOR CURRICULUM & INSTRUCTION	61,800	58,000	74,160	82,238	71,700
	101,105	100,215	110,091	115,134	87,975
	(16)	(13)	(5)	(4)	(7)
SUPERVISOR SPECIAL EDUCATION	57,000	62,200	55,775	45,000	45,011
	136,441	95,108	115,691	104,519	95,646
	(28)	(21)	(17)	(15)	(24)
DIRECTOR OF TECHNOLOGY	58,913	43,867	-----	53,731	53,690
	88,455	74,500	-----	101,077	67,800
	(4)	(9)	-----	(2)	(5)
FOOD SERVICE MANAGER	24,833	21,231	24,000	24,180	20,968
	46,476	61,199	81,923	85,622	63,977
	(3)	(13)	(9)	(7)	(9)
ELEMENTARY TEACHER	19,267	19,676	21,100	19,921	21,100
	76,566	91,000	107,348	76,839	86,118
	(2,463)	(2,700)	(2,659)	(1,201)	(1,975)
SECONDARY TEACHER	18,545	21,800	19,500	20,989	21,000
	87,271	111,601	89,184	87,467	71,010
	(2,276)	(2,836)	(2,546)	(1,254)	(1,821)

2007-08 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	\$84,048 235,431 (38)	\$90,000 147,000 (27)	\$85,000 196,667 (47)	\$87,290 170,000 (38)	\$275,000 275,000 (1)
ASSISTANT SUPERINTENDENT	65,310 137,683 (18)	90,500 124,000 (10)	96,750 156,550 (40)	86,165 136,700 (37)	133,900 137,917 (8)
ELEMENTARY PRINCIPAL	49,791 109,465 (117)	42,033 109,814 (73)	61,000 124,764 (177)	53,040 112,356 (168)	73,371 119,622 (179)
ASSISTANT ELEMENTARY PRINCIPAL	44,815 80,124 (20)	52,000 98,140 (14)	60,000 83,861 (32)	57,746 98,100 (27)	49,744 97,639 (177)
SECONDARY PRINCIPAL	52,900 109,803 (59)	65,000 105,640 (41)	65,000 132,245 (70)	62,000 125,945 (70)	68,000 129,319 (63)
ASSISTANT SECONDARY PRINCIPAL	25,146 92,880 (55)	27,036 91,356 (41)	45,898 108,296 (117)	50,664 106,764 (82)	36,562 89,000 (9)
MIDDLE SCHOOL PRINCIPAL	60,286 101,826 (33)	70,000 105,869 (15)	62,000 116,590 (48)	75,000 112,014 (39)	88,220 122,241 (31)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	47,340 80,258	45,794 82,321	60,000 109,172	61,409 98,767	----- -----

BUSINESS MANAGER	(26)	(11)	(63)	(43)	133,673
	45,459	34,582	52,483	51,875	236,900
	110,514	102,321	130,223	120,698	(6)
DIRECTOR OF PERSONNEL	(27)	(20)	(38)	(33)	116,699
	54,060	53,500	50,599	42,843	116,699
	89,200	61,415	123,800	115,220	116,699
SCHOOL PSYCHOLOGIST	(4)	(2)	(8)	(10)	(1)
	30,900	34,209	29,017	25,584	68,896
	90,370	98,140	106,372	86,670	85,698
SUPERVISOR CURRICULUM & INSTRUCTION	(62)	(35)	(124)	(82)	(84)
	54,242	54,350	62,500	66,257	55,323
	105,662	102,321	119,495	117,217	65,000
SUPERVISOR SPECIAL EDUCATION	(16)	(10)	(17)	(12)	(3)
	39,600	55,000	51,500	59,620	40,000
	101,516	102,321	123,572	115,852	77,233
DIRECTOR OF TECHNOLOGY	(40)	(25)	(58)	(39)	(3)
	52,102	60,674	42,848	46,678	138,303
	83,918	87,646	103,286	110,900	138,303
FOOD SERVICE MANAGER	(8)	(5)	(14)	(17)	(1)
	32,014	28,345	31,611	43,823	23,553
	70,747	64,472	83,341	77,959	53,191
ELEMENTARY TEACHER	(13)	(6)	(19)	(14)	(90)
	21,376	19,849	18,600	20,805	20,010
	78,746	84,853	86,400	83,062	79,240
SECONDARY TEACHER	(3,391)	(2,511)	(6,093)	(4,768)	(3,776)
	20,249	20,438	19,073	19,335	19,196
	81,462	140,778	108,943	85,543	101,694
	(3,483)	(2,358)	(5,777)	(4,619)	(2,896)

2007-08 PA Public School Salary Data by PSBA Region

	Minimum Salary Maximum Salary (# of Positions)					All District Positions
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$97,349 228,000 (29)	\$96,820 140,400 (19)	\$195,000 195,000 (1)	\$109,140 169,975 (37)	\$117,068 277,022 (24)	\$77,180 277,022 (428)
ASSISTANT SUPERINTENDENT	71,391 167,493 (24)	93,430 100,751 (3)	108,792 120,527 (6)	100,000 137,094 (20)	110,671 176,275 (19)	65,310 176,275 (242)
ELEMENTARY PRINCIPAL	61,847 133,411 (172)	65,000 96,006 (33)	95,569 111,635 (46)	61,800 115,578 (115)	77,644 146,221 (120)	42,033 146,221 (1,557)
ASSISTANT ELEMENTARY PRINCIPAL	75,000 118,286 (13)	66,574 75,927 (5)	90,462 102,257 (28)	36,020 91,211 (16)	60,320 98,778 (15)	36,020 118,286 (393)
SECONDARY PRINCIPAL	81,000 146,605 (60)	74,454 104,355 (25)	99,695 113,013 (10)	69,292 115,537 (56)	64,590 150,504 (37)	47,000 150,504 (743)
ASSISTANT SECONDARY PRINCIPAL	74,988 128,835 (108)	60,000 95,821 (14)	91,611 103,173 (23)	51,000 103,365 (60)	73,216 118,840 (84)	25,146 128,835 (754)
MIDDLE SCHOOL PRINCIPAL	90,186 140,257 (34)	73,000 99,825 (8)	98,664 108,035 (10)	64,000 105,453 (24)	93,600 136,592 (26)	60,286 140,257 (354)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	80,136 133,675 (50)	64,923 89,112 (6)	91,026 104,444 (8)	52,500 96,963 (22)	70,685 115,912 (46)	43,370 133,675 (319)

BUSINESS MANAGER	93,000	63,000	-----	62,550	73,000	24,615
	211,138	107,368	-----	129,010	175,080	236,900
	(28)	(17)	-----	(29)	(19)	(347)
DIRECTOR OF PERSONNEL	70,000	58,762	-----	57,338	72,000	30,000
	157,706	91,670	-----	120,409	144,414	157,706
	(20)	(2)	-----	(9)	(18)	(89)
SCHOOL PSYCHOLOGIST	22,665	42,000	47,900	39,570	41,167	22,665
	110,198	87,377	80,600	97,159	111,141	111,141
	(133)	(20)	(16)	(46)	(105)	(851)
SUPERVISOR CURRICULUM & INSTRUCTION	74,520	71,722	90,489	66,239	76,276	54,242
	137,383	92,754	90,489	119,932	147,868	147,868
	(22)	(10)	(1)	(20)	(22)	(178)
SUPERVISOR SPECIAL EDUCATION	56,371	65,580	86,101	58,155	69,888	39,600
	132,583	85,408	99,887	111,766	158,218	158,218
	(65)	(11)	(14)	(16)	(38)	(414)
DIRECTOR OF TECHNOLOGY	71,123	56,775	-----	42,500	70,304	42,500
	125,400	62,799	-----	108,312	136,744	138,303
	(18)	(5)	-----	(10)	(12)	(110)
FOOD SERVICE MANAGER	65,753	31,005	-----	25,000	70,304	20,968
	108,969	47,971	-----	81,074	97,872	108,969
	(14)	(5)	-----	(9)	(5)	(216)
ELEMENTARY TEACHER	20,166	23,199	31,000	20,243	20,363	18,600
	110,911	73,549	91,302	95,627	99,944	110,911
	(5,122)	(989)	(863)	(3,333)	(3,749)	(45,593)
SECONDARY TEACHER	19,369	25,478	19,700	19,425	18,676	18,545
	120,418	73,549	90,462	95,627	99,944	140,778
	(5,075)	(1,009)	(890)	(3,455)	(3,795)	(44,090)

BUSINESS MANAGER	93,000	63,000	-----	62,550	73,000	24,615
	211,138	107,368	-----	129,010	175,080	236,900
	(28)	(17)	-----	(29)	(19)	(347)
DIRECTOR OF PERSONNEL	70,000	58,762	-----	57,338	72,000	30,000
	157,706	91,670	-----	120,409	144,414	157,706
	(20)	(2)	-----	(9)	(18)	(89)
SCHOOL PSYCHOLOGIST	22,665	42,000	47,900	39,570	41,167	22,665
	110,198	87,377	80,600	97,159	111,141	111,141
	(133)	(20)	(16)	(46)	(105)	(851)
SUPERVISOR CURRICULUM & INSTRUCTION	74,520	71,722	90,489	66,239	76,276	54,242
	137,383	92,754	90,489	119,932	147,868	147,868
	(22)	(10)	(1)	(20)	(22)	(178)
SUPERVISOR SPECIAL EDUCATION	56,371	65,580	86,101	58,155	69,888	39,600
	132,583	85,408	99,887	111,766	158,218	158,218
	(65)	(11)	(14)	(16)	(38)	(414)
DIRECTOR OF TECHNOLOGY	71,123	56,775	-----	42,500	70,304	42,500
	125,400	62,799	-----	108,312	136,744	138,303
	(18)	(5)	-----	(10)	(12)	(110)
FOOD SERVICE MANAGER	65,753	31,005	-----	25,000	70,304	20,968
	108,969	47,971	-----	81,074	97,872	108,969
	(14)	(5)	-----	(9)	(5)	(216)
ELEMENTARY TEACHER	20,166	23,199	31,000	20,243	20,363	18,600
	110,911	73,549	91,302	95,627	99,944	110,911
	(5,122)	(989)	(863)	(3,333)	(3,749)	(45,593)
SECONDARY TEACHER	19,369	25,478	19,700	19,425	18,676	18,545
	120,418	73,549	90,462	95,627	99,944	140,778
	(5,075)	(1,009)	(890)	(3,455)	(3,795)	(44,090)