

Five-year Review of Average Annual Salaries

P SBA recently completed the annual study of professional personnel position salaries scheduled for payment during the 2020-21 school year. The study breaks the professional salaries reported to the Pennsylvania Department of Education into three main classifications: total professional staff, administrative and supervisory personnel, and bargaining unit positions. Please note that the number of positions in each figure represent the number of positions for which valid data could be obtained.

For definition purposes:

Total professional staff includes all professional personnel employed in public schools – both administrative-supervisory and bargaining unit personnel – as a total composite grouping.

Administrative-supervisory staff includes superintendents, assistant superintendents, central office administrators, principals and others normally considered part of the management team in most school districts.

Bargaining unit staff includes teachers, guidance counselors, nurses and other personnel normally covered by the terms of a contractual agreement under Act 195.

All comparisons are based on the **statewide average annual salaries** reported for each category or position.

In addition to the three main classifications studied, several **individual positions** found in public schools are reported to track the movement of salaries within management and bargaining unit areas. The individual position salaries studied include superintendent, secondary principal, elementary principal, secondary teacher and elementary teacher.

Specific salary data for 2020-21 reveal the following trends:

- An increase of \$1,070 (1.5%) in the average annual salary of the total professional staff (Figures 1 and 2).
- An increase of \$1,828 (1.7%) in the average annual salary of administrative-supervisory staff (Figures 3 and 4).
- An increase of \$1,051 (1.5%) in the average annual salary of bargaining unit personnel (Figures 5 and 6).

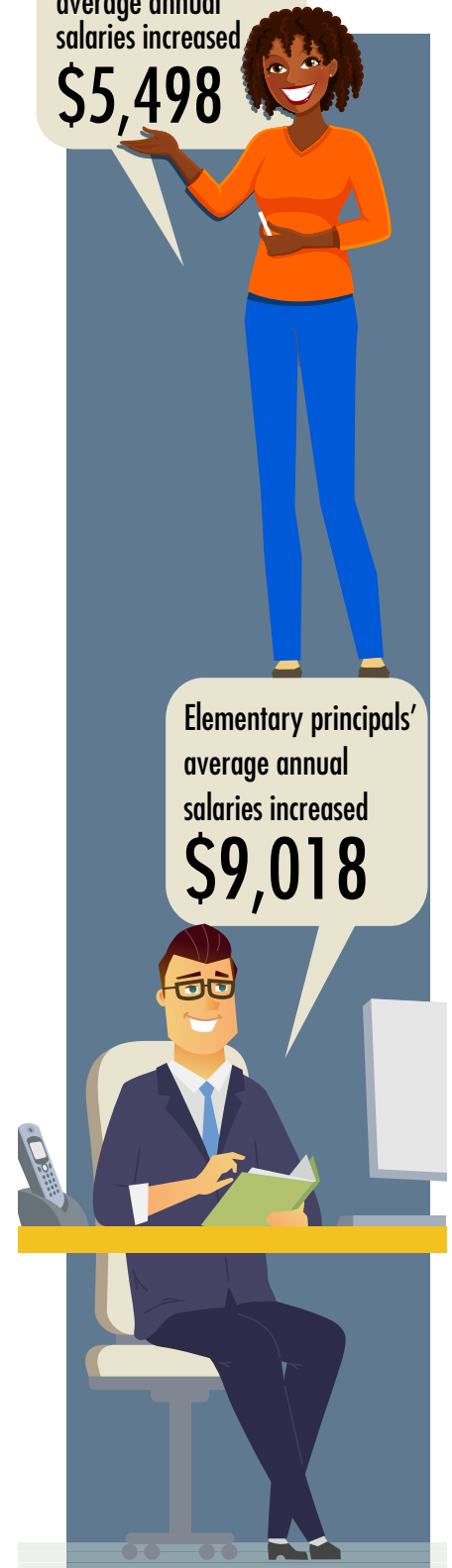
Since 2016...

- Administrative-supervisory average annual salaries increased \$7,211 (7.0%) (Figures 7 and 8).
- Bargaining unit average annual salaries increased \$5,214 (7.8%) (Figures 7 and 8).
- Superintendents' average annual salaries increased \$12,604 (8.9%) (Figure 14).
- Secondary principals' average annual salaries increased \$9,072 (8.5%) (Figure 14).
- Elementary principals' average annual salaries increased \$9,018 (8.6%) (Figure 14).
- Secondary teachers' average annual salaries increased \$5,498 (8.2%), and elementary teachers' average annual salaries increased \$5,250 (7.9%) (Figure 14).

Note: 2020-21 School Management Salaries, a follow-up to this analysis that provides detailed information including salary range distributions for management positions, will be available later this year on the PSBA website.

Since 2016...

Secondary teachers' average annual salaries increased
\$5,498



by the numbers

INCREASE OF
\$1,070
 IN THE AVERAGE ANNUAL
 SALARY OF THE TOTAL
 PROFESSIONAL STAFF

INCREASE OF
\$1,828
 IN THE AVERAGE ANNUAL
 SALARY OF ADMINISTRATIVE-
 SUPERVISORY STAFF

INCREASE OF
\$1,051
 IN THE AVERAGE
 ANNUAL SALARY OF
 BARGAINING UNIT STAFF

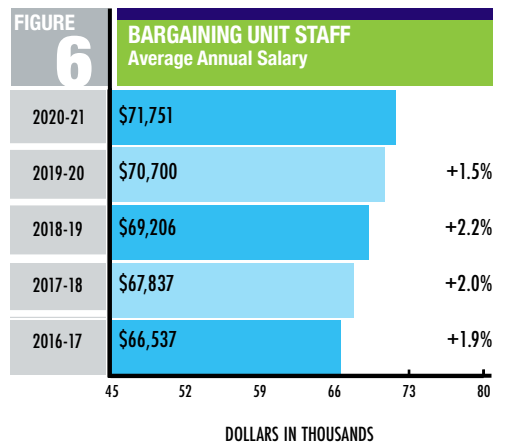
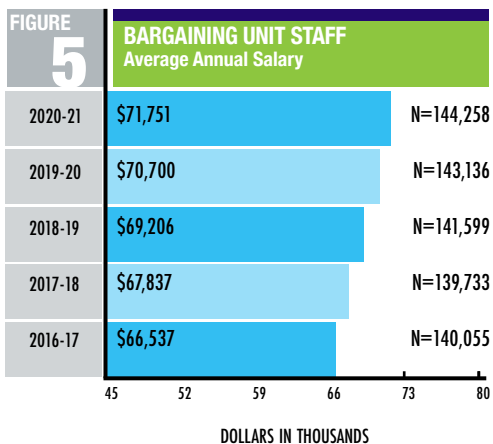
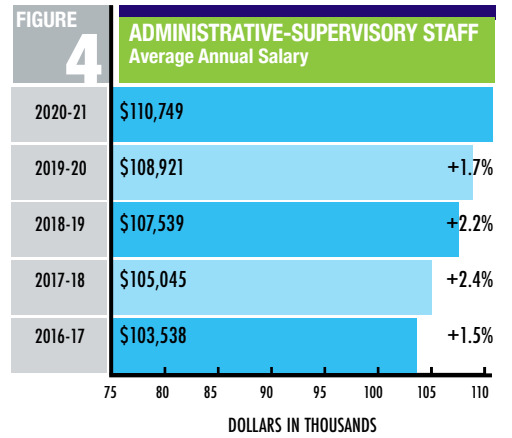
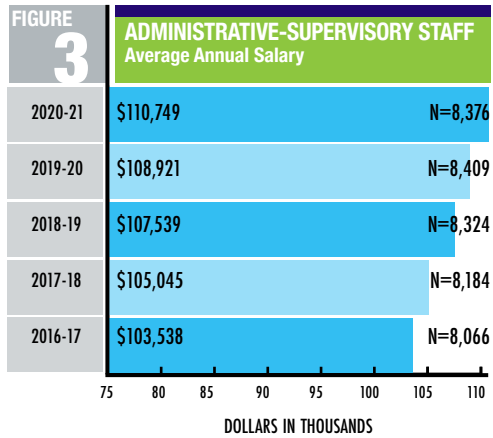
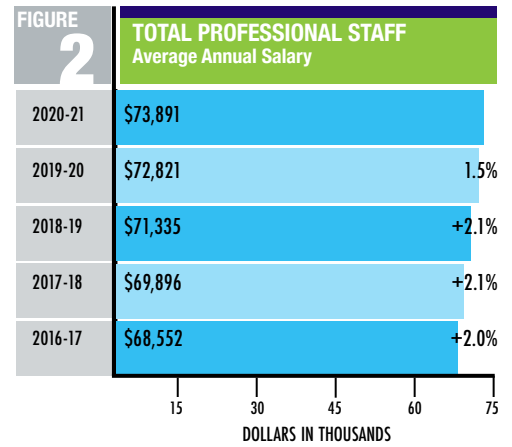
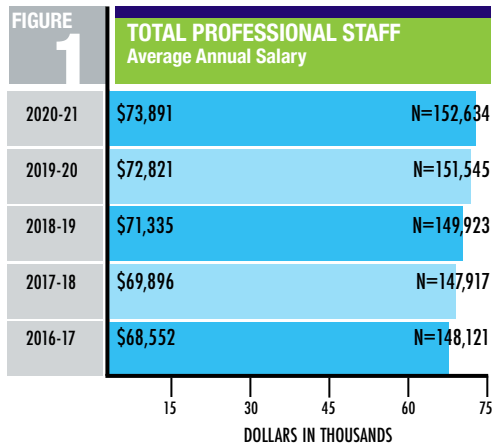


FIGURE 7 DOLLAR GROWTH IN AVERAGE ANNUAL SALARIES 2016-17 To 2020-21

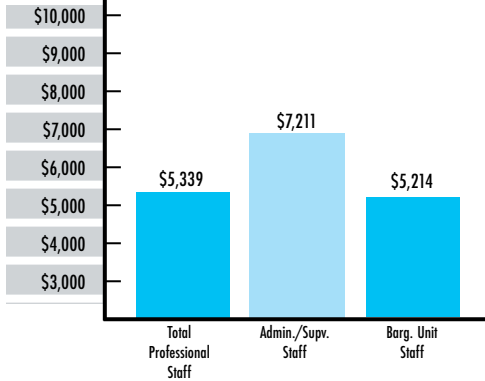
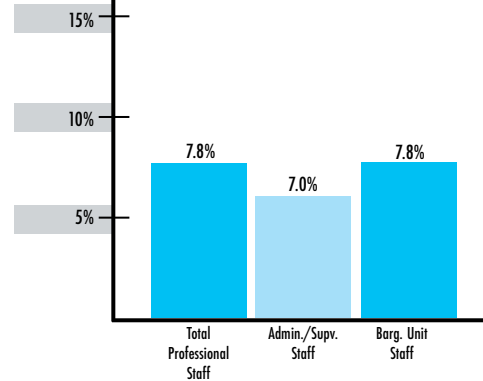


FIGURE 8 PERCENTAGE GROWTH IN AVERAGE ANNUAL SALARIES 2016-17 To 2020-21



Since 2016...

ADMINISTRATIVE-SUPERVISORY AVERAGE ANNUAL SALARIES INCREASED

7.0%

BARGAINING UNIT AVERAGE ANNUAL SALARIES INCREASED

7.8%

FIGURE 9 SUPERINTENDENTS Average Annual Salary

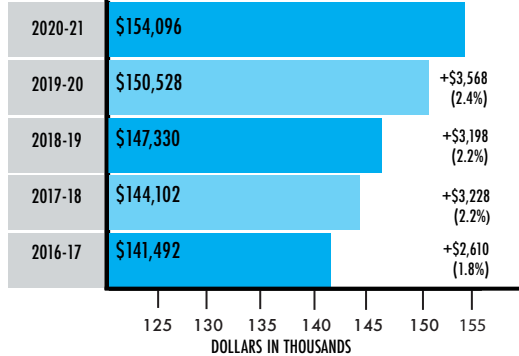
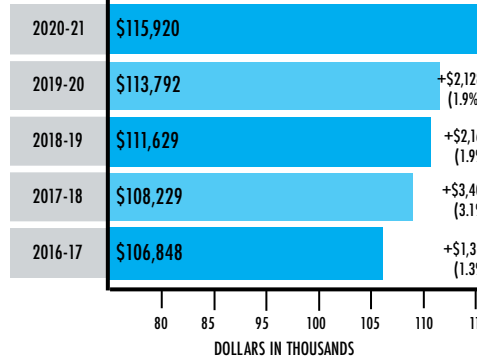


FIGURE 10 SECONDARY PRINCIPALS Average Annual Salary



SUPERINTENDENTS' AVERAGE ANNUAL SALARIES INCREASED

8.9%

FIGURE 11 ELEMENTARY PRINCIPALS Average Annual Salary

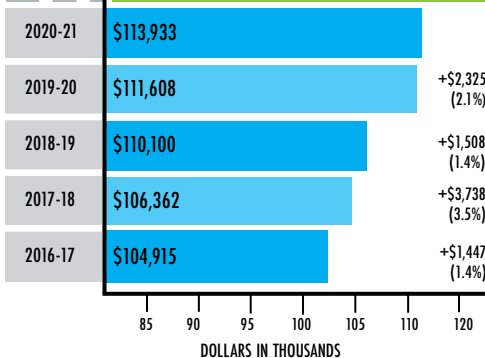
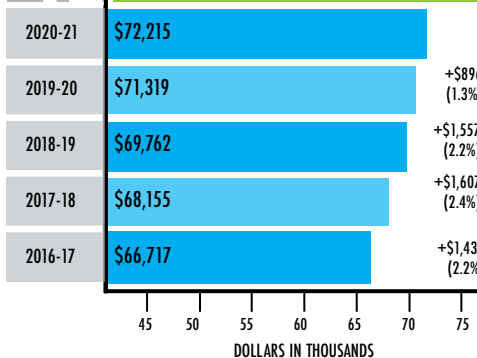


FIGURE 12 SECONDARY TEACHERS Average Annual Salary



by the numbers

Since 2016...

SECONDARY PRINCIPALS' AVERAGE ANNUAL SALARIES INCREASED

8.5%

ELEMENTARY PRINCIPALS' AVERAGE ANNUAL SALARIES INCREASED

8.6%

SECONDARY TEACHERS' AVERAGE ANNUAL SALARIES INCREASED

8.2%

ELEMENTARY TEACHERS' AVERAGE ANNUAL SALARIES INCREASED

7.9%

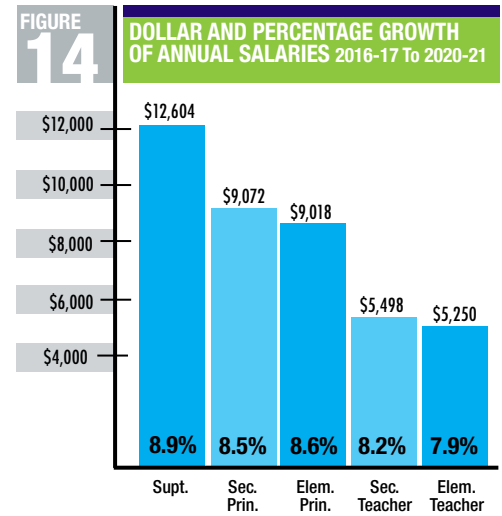
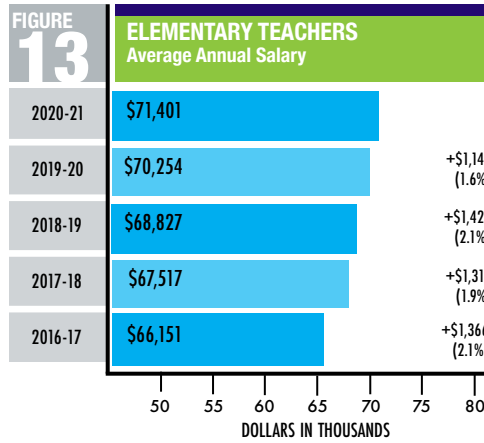


FIGURE 15 COMPARATIVE RELATIONSHIP OF SELECTED POSITION Average Annual Salary

POSITION	2018-19	2019-20	2020-21
Superintendent	\$147,330 (100%)	\$150,528 (100%)	\$154,096 (100%)
Secondary Principal	\$111,629 (75.8%)	\$113,792 (75.6%)	\$115,920 (75.2%)
Elementary Principal	\$110,100 (74.7%)	\$111,608 (74.1%)	\$113,933 (73.9%)
Secondary Teacher	\$69,762 (47.4%)	\$71,319 (47.4%)	\$72,215 (46.9%)
Elementary Teacher	\$68,827 (46.7%)	\$70,254 (46.7%)	\$71,401 (46.3%)