

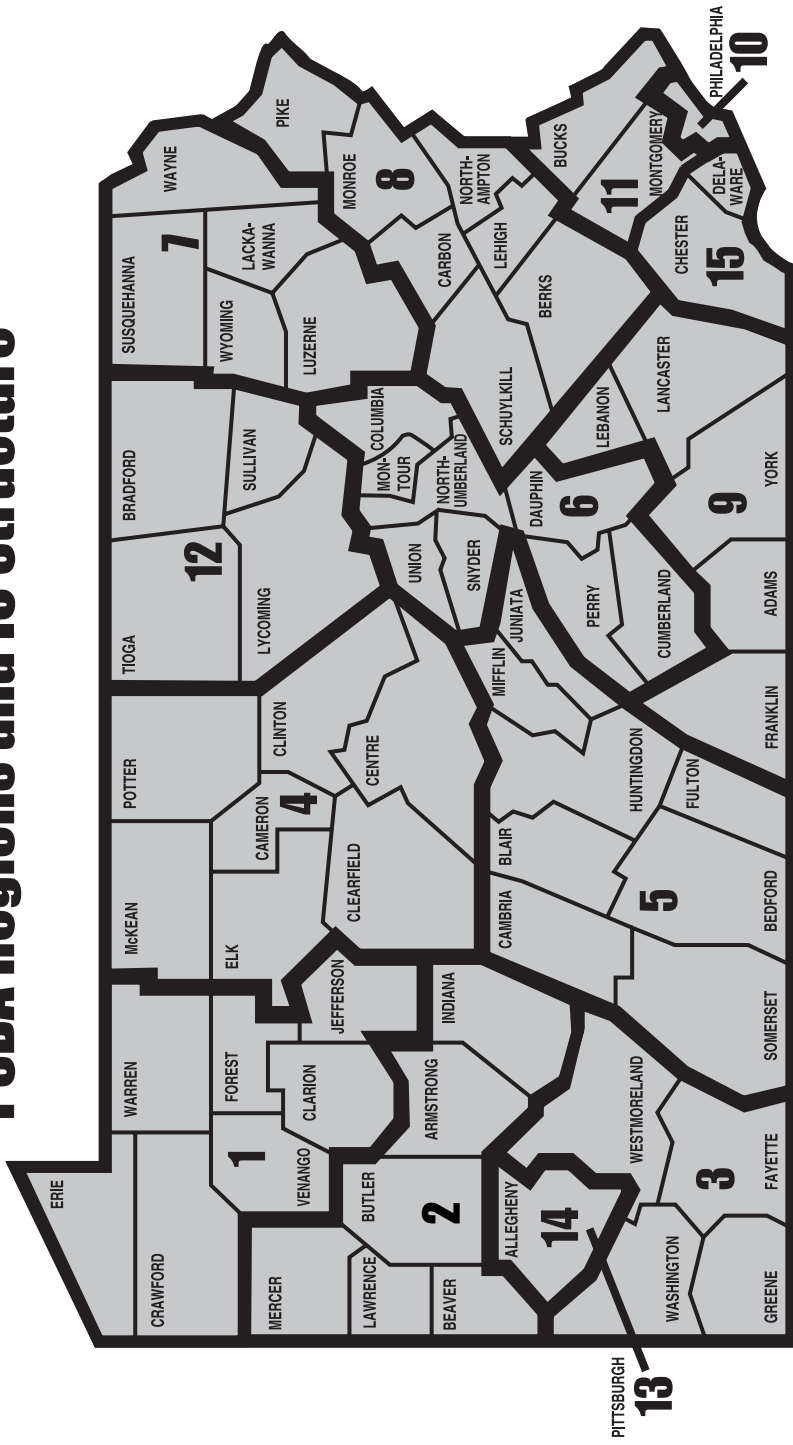


Pennsylvania Public School Professional Personnel Salary Study

psba
Pennsylvania School Boards Association

Fourteenth Annual ■ 2010-11

PSBA Regions and IU Structure



The Fourteenth Annual PSBA Pennsylvania Public School Professional Personnel Salary Study for the School Year 2010-11

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.

2010-11 PA Public School Salary Data by Number of Pupils (ADM)

POSITION	Average Salary (# of Positions) Number of Pupils (ADM)					All District Positions \$132,305 (470)
	1,262 or Less \$106,390 (95)	1,263- 1,950 \$117,082 (93)	1,951- 2,900 \$125,752 (94)	2,901- 4,374 \$146,542 (95)	4,375 or More \$166,078 (93)	
SUPERINTENDENT						
ASSISTANT SUPERINTENDENT	87,466 (3)	103,507 (23)	108,317 (39)	120,757 (71)	130,219 (114)	121,145 (250)
ELEMENTARY PRINCIPAL	79,825 (120)	85,255 (147)	86,875 (214)	96,373 (360)	107,481 (829)	98,502 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	68,099 (15)	69,993 (20)	73,307 (35)	74,796 (55)	94,716 (243)	87,274 (368)
SECONDARY PRINCIPAL	82,007 (101)	89,296 (109)	94,041 (126)	105,164 (139)	117,328 (296)	102,739 (771)
ASSISTANT SECONDARY PRINCIPAL	69,253 (40)	72,062 (68)	77,850 (104)	85,829 (212)	98,083 (531)	90,099 (955)
MIDDLE SCHOOL PRINCIPAL	81,071 (19)	86,374 (51)	92,532 (74)	105,095 (70)	117,132 (237)	106,230 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	-----	72,665 (14)	73,989 (40)	88,411 (78)	95,457 (199)	90,238 (331)

BUSINESS MANAGER	72,686 (88)	83,725 (76)	92,133 (79)	109,549 (86)	121,746 (97)	96,875 (426)
DIRECTOR OF PERSONNEL	35,350 (1)	83,635 (4)	71,829 (12)	98,609 (35)	111,889 (58)	101,570 (110)
SCHOOL PSYCHOLOGIST	58,332 (39)	65,773 (91)	63,742 (122)	68,231 (208)	75,734 (591)	71,349 (1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	86,694 (22)	85,164 (30)	90,440 (40)	105,507 (52)	112,944 (90)	101,415 (234)
SUPERVISOR SPECIAL EDUCATION	75,281 (38)	78,672 (51)	85,246 (67)	94,581 (100)	100,715 (222)	92,890 (478)
DIRECTOR OF TECHNOLOGY	67,837 (15)	75,500 (23)	78,264 (24)	91,182 (48)	105,852 (55)	89,885 (165)
FOOD SERVICE MANAGER	37,074 (30)	49,056 (29)	54,547 (38)	58,650 (56)	57,949 (106)	54,188 (259)
ELEMENTARY TEACHER	52,692 (3,280)	55,750 (4,646)	56,626 (6,674)	61,987 (10,128)	65,391 (25,388)	61,811 (50,116)
SECONDARY TEACHER	52,099 (3,055)	56,160 (4,431)	56,812 (6,492)	61,591 (9,848)	65,082 (23,258)	61,530 (47,084)

2010-11 PA Public School Salary Data by Aid Ratio

POSITION	Average Salary (# of Positions)					All District Positions
	.4162 or Less	.4163-.5380	.5381-.6250	.6251-.6980	.6981 or More	
SUPERINTENDENT	\$164,333 (94)	\$135,486 (94)	\$125,670 (94)	\$118,742 (94)	\$117,291 (94)	\$132,305 (470)
ASSISTANT SUPERINTENDENT	133,371 (83)	120,390 (64)	114,028 (50)	106,539 (27)	112,827 (26)	121,145 (250)
ELEMENTARY PRINCIPAL	110,249 (436)	93,925 (371)	91,849 (268)	86,934 (223)	101,026 (372)	98,502 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	88,214 (41)	84,915 (60)	70,791 (60)	75,219 (48)	97,781 (159)	87,274 (368)
SECONDARY PRINCIPAL	118,182 (149)	100,644 (148)	97,734 (128)	90,118 (133)	104,283 (213)	102,739 (771)
ASSISTANT SECONDARY PRINCIPAL	99,940 (275)	84,333 (204)	82,839 (139)	76,223 (112)	94,690 (225)	90,099 (955)
MIDDLE SCHOOL PRINCIPAL	112,942 (104)	98,669 (76)	95,643 (70)	87,614 (54)	117,270 (147)	106,230 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	95,992 (128)	82,100 (72)	81,377 (46)	76,683 (23)	99,411 (62)	90,238 (331)

BUSINESS MANAGER	121,165 (89)	98,801 (85)	90,191 (82)	83,255 (83)	89,437 (87)	96,875 (426)
DIRECTOR OF PERSONNEL	114,659 (56)	85,848 (24)	85,917 (12)	76,107 (9)	108,392 (9)	101,570 (110)
SCHOOL PSYCHOLOGIST	76,501 (339)	68,745 (203)	63,260 (152)	63,611 (112)	74,932 (245)	71,349 (1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	116,220 (86)	97,223 (48)	97,781 (32)	89,919 (39)	83,917 (29)	101,415 (234)
SUPERVISOR SPECIAL EDUCATION	106,237 (152)	90,138 (107)	88,362 (79)	83,195 (80)	82,872 (60)	92,890 (478)
DIRECTOR OF TECHNOLOGY	106,428 (62)	86,238 (30)	78,799 (27)	75,464 (24)	77,573 (22)	89,885 (165)
FOOD SERVICE MANAGER	74,509 (46)	54,409 (44)	52,161 (40)	49,057 (34)	46,936 (95)	54,188 (259)
ELEMENTARY TEACHER	70,206 (12,852)	61,338 (10,049)	58,071 (7,851)	55,285 (6,751)	59,455 (12,613)	61,811 (50,116)
SECONDARY TEACHER	69,388 (13,110)	61,534 (9,827)	57,910 (7,816)	55,491 (6,389)	57,890 (9,942)	61,530 (47,084)

2010-11 PA Public School Salary Data by Community Type

POSITION	Average Salary (# of Positions)			All District Positions
	Urban	Suburban	Rural	
SUPERINTENDENT	\$161,593 (25)	\$145,862 (216)	\$116,319 (229)	\$132,305 (470)
ASSISTANT SUPERINTENDENT	123,616 (28)	125,732 (156)	109,255 (66)	121,145 (250)
ELEMENTARY PRINCIPAL	106,937 (360)	102,208 (846)	85,199 (464)	98,502 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	101,154 (164)	79,513 (125)	70,741 (79)	87,274 (368)
SECONDARY PRINCIPAL	116,541 (159)	108,569 (317)	89,036 (295)	102,739 (771)
ASSISTANT SECONDARY PRINCIPAL	99,121 (228)	92,540 (494)	76,093 (233)	90,099 (955)
MIDDLE SCHOOL PRINCIPAL	121,578 (142)	105,120 (185)	90,310 (124)	106,230 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	99,242 (72)	91,696 (200)	74,309 (59)	90,238 (331)

BUSINESS MANAGER	116,116 (35)	109,255 (192)	81,546 (199)	96,875 (426)
DIRECTOR OF PERSONNEL	112,157 (10)	108,003 (80)	70,546 (20)	101,570 (110)
SCHOOL PSYCHOLOGIST	76,949 (241)	72,652 (569)	62,672 (241)	71,349 (1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	93,500 (14)	110,030 (137)	88,529 (83)	101,415 (234)
SUPERVISOR SPECIAL EDUCATION	92,453 (61)	99,504 (263)	81,767 (154)	92,890 (478)
DIRECTOR OF TECHNOLOGY	97,433 (12)	97,627 (101)	73,106 (52)	89,885 (165)
FOOD SERVICE MANAGER	48,507 (75)	63,838 (94)	48,843 (90)	54,188 (259)
ELEMENTARY TEACHER	62,528 (11,548)	65,391 (24,412)	55,052 (14,156)	61,811 (50,116)
SECONDARY TEACHER	61,365 (8,894)	65,090 (24,437)	55,310 (13,753)	61,530 (47,084)

2010-11 PA Public School Salary Data by *PSBA Region

POSITION	Average Salary (# of Positions)				
	Region 1	Region 2	Region 3	Region 4	Region 5
SUPERINTENDENT	\$118,719 (33)	\$118,010 (49)	\$120,749 (41)	\$109,009 (23)	\$109,956 (38)
ASSISTANT SUPERINTENDENT	103,439 (12)	106,700 (18)	108,075 (17)	99,431 (4)	105,209 (10)
ELEMENTARY PRINCIPAL	84,633 (98)	88,689 (100)	90,303 (100)	88,034 (51)	82,267 (70)
ASSISTANT ELEMENTARY PRINCIPAL	68,028 (20)	75,736 (17)	70,210 (19)	71,859 (6)	71,611 (7)
SECONDARY PRINCIPAL	88,785 (55)	91,874 (71)	93,126 (51)	87,651 (28)	84,281 (51)
ASSISTANT SECONDARY PRINCIPAL	75,570 (47)	80,260 (49)	84,564 (47)	76,196 (22)	76,459 (31)
MIDDLE SCHOOL PRINCIPAL	87,220 (18)	84,121 (21)	89,958 (31)	93,019 (9)	87,307 (21)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	75,741 (17)	75,363 (3)	82,536 (13)	82,549 (5)	70,834 (8)

BUSINESS MANAGER	84,520 (30)	80,079 (38)	88,551 (32)	76,210 (21)	77,995 (35)
DIRECTOR OF PERSONNEL	94,228 (3)	-----	86,723 (5)	86,631 (3)	67,813 (4)
SCHOOL PSYCHOLOGIST	65,421 (49)	64,827 (44)	65,406 (14)	61,320 (25)	64,453 (40)
SUPERVISOR CURRICULUM & INSTRUCTION	92,386 (17)	93,087 (13)	94,114 (12)	96,290 (7)	85,070 (11)
SUPERVISOR SPECIAL EDUCATION	83,638 (32)	84,670 (21)	83,570 (22)	90,273 (13)	73,967 (29)
DIRECTOR OF TECHNOLOGY	81,510 (5)	68,609 (12)	72,613 (7)	88,719 (4)	70,459 (8)
FOOD SERVICE MANAGER	42,927 (11)	45,877 (21)	54,212 (12)	43,569 (13)	35,946 (16)
ELEMENTARY TEACHER	53,435 (2,616)	58,212 (2,952)	56,016 (3,095)	55,049 (1,282)	50,396 (2,258)
SECONDARY TEACHER	52,671 (2,326)	58,378 (2,967)	56,166 (2,950)	54,788 (1,313)	51,043 (2,008)

*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.

2010-11 PA Public School Salary Data by *PSBA Region

POSITION	Average Salary (# of Positions)				
	Region 6	Region 7	Region 8	Region 9	Region 10
SUPERINTENDENT	\$122,081 (39)	\$114,961 (31)	\$138,020 (52)	\$140,171 (47)	\$348,140 (1)
ASSISTANT SUPERINTENDENT	112,963 (13)	110,717 (11)	125,679 (38)	119,809 (44)	156,028 (2)
ELEMENTARY PRINCIPAL	85,954 (128)	87,753 (79)	95,185 (204)	91,483 (192)	128,378 (108)
ASSISTANT ELEMENTARY PRINCIPAL	72,386 (19)	81,292 (19)	72,527 (48)	79,890 (42)	118,381 (87)
SECONDARY PRINCIPAL	89,776 (54)	88,814 (41)	102,858 (79)	100,849 (66)	136,687 (70)
ASSISTANT SECONDARY PRINCIPAL	74,802 (71)	78,624 (41)	82,780 (131)	80,644 (112)	117,652 (90)
MIDDLE SCHOOL PRINCIPAL	89,455 (37)	89,614 (14)	99,889 (54)	99,145 (38)	130,801 (99)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	73,283 (25)	72,873 (10)	83,322 (50)	81,315 (41)	116,999 (34)

BUSINESS MANAGER	90,504 (38)	82,513 (22)	95,483 (42)	98,576 (43)	124,159 (17)
DIRECTOR OF PERSONNEL	83,277 (5)	70,416 (3)	89,488 (11)	76,170 (16)	185,400 (1)
SCHOOL PSYCHOLOGIST	61,041 (71)	60,120 (40)	65,394 (165)	66,734 (100)	87,871 (119)
SUPERVISOR CURRICULUM & INSTRUCTION	89,529 (20)	88,065 (11)	93,433 (23)	95,494 (15)	-----
SUPERVISOR SPECIAL EDUCATION	82,276 (43)	83,738 (30)	90,643 (69)	87,923 (51)	-----
DIRECTOR OF TECHNOLOGY	73,437 (11)	74,731 (9)	87,685 (17)	82,388 (25)	142,452 (1)
FOOD SERVICE MANAGER	57,365 (16)	50,026 (11)	59,297 (23)	61,717 (26)	48,442 (67)
ELEMENTARY TEACHER	54,038 (3,480)	56,626 (2,616)	60,206 (6,496)	60,778 (5,011)	65,350 (5,428)
SECONDARY TEACHER	54,726 (3,471)	57,430 (2,479)	59,868 (6,142)	61,537 (4,814)	64,297 (3,595)

*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

2010-11 PA Public School Salary Data by *PSBA Region

POSITION	Average Salary (# of Positions)					All District Positions
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$181,855 (31)	\$118,763 (19)	\$200,000 (1)	\$137,753 (38)	\$188,144 (27)	\$132,305 (470)
ASSISTANT SUPERINTENDENT	144,837 (29)	109,580 (3)	128,648 (3)	112,455 (25)	145,955 (21)	121,145 (250)
ELEMENTARY PRINCIPAL	120,109 (187)	89,226 (35)	107,858 (44)	92,856 (137)	118,426 (137)	98,502 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	101,088 (16)	77,644 (5)	100,288 (16)	69,924 (27)	82,427 (20)	87,274 (368)
SECONDARY PRINCIPAL	130,593 (62)	92,600 (28)	108,113 (18)	100,168 (57)	127,988 (40)	102,739 (771)
ASSISTANT SECONDARY PRINCIPAL	111,828 (127)	73,078 (13)	98,576 (18)	81,180 (67)	103,074 (89)	90,099 (955)
MIDDLE SCHOOL PRINCIPAL	123,836 (36)	96,704 (9)	112,254 (9)	94,469 (28)	127,950 (27)	106,230 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	104,955 (44)	76,413 (4)	100,174 (4)	81,930 (24)	101,494 (49)	90,238 (331)

BUSINESS MANAGER	139,141 (30)	88,026 (18)	-----	98,808 (35)	147,800 (25)	96,875 (426)
DIRECTOR OF PERSONNEL	122,328 (25)	88,856 (2)	-----	88,010 (12)	130,856 (20)	101,570 (110)
SCHOOL PSYCHOLOGIST	81,285 (162)	64,581 (19)	78,847 (14)	70,616 (64)	73,804 (125)	71,349 (1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	118,382 (43)	88,483 (12)	-----	100,069 (24)	127,562 (26)	101,415 (234)
SUPERVISOR SPECIAL EDUCATION	114,536 (78)	80,767 (9)	100,990 (12)	93,108 (24)	108,755 (45)	92,890 (478)
DIRECTOR OF TECHNOLOGY	115,106 (27)	59,128 (4)	-----	85,969 (14)	116,768 (21)	89,885 (165)
FOOD SERVICE MANAGER	83,115 (17)	43,497 (6)	-----	61,095 (11)	86,535 (9)	54,188 (259)
ELEMENTARY TEACHER	77,883 (5,373)	59,350 (1,018)	71,045 (840)	63,365 (3,696)	68,026 (3,955)	61,811 (50,116)
SECONDARY TEACHER	76,642 (5,418)	58,471 (1,007)	69,144 (810)	61,486 (3,838)	67,838 (3,946)	61,530 (47,084)

*PSEA 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

2010-11 PA Public School Salary Data by Number of Pupils (ADM)

POSITION	Minimum Salary		Maximum Salary		All District Positions
	1,262 or Less	1,951-2,900	2,901-4,374	4,375 or More	
	(# of Positions)	(# of Positions)	(# of Positions)	(# of Positions)	(# of Positions)
SUPERINTENDENT	\$42,831 162,131 (95)	\$100,000 194,630 (94)	\$90,345 212,703 (95)	\$108,150 348,140 (93)	\$42,831 348,140 (470)
ASSISTANT SUPERINTENDENT	59,943 102,348 (3)	77,473 149,954 (39)	33,120 177,310 (71)	54,600 187,360 (114)	33,120 187,360 (250)
ELEMENTARY PRINCIPAL	31,000 113,423 (120)	44,655 129,350 (214)	43,586 144,395 (360)	47,378 153,591 (829)	31,000 153,591 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	46,800 83,377 (15)	42,637 112,203 (35)	43,200 123,912 (55)	37,621 163,799 (243)	37,621 163,799 (368)
SECONDARY PRINCIPAL	26,500 130,436 (101)	64,771 133,560 (126)	63,654 144,113 (139)	42,748 161,397 (296)	26,500 161,397 (771)
ASSISTANT SECONDARY PRINCIPAL	55,000 82,000 (40)	55,792 126,123 (104)	45,862 127,171 (212)	37,932 144,053 (531)	37,932 144,053 (955)
MIDDLE SCHOOL PRINCIPAL	63,000 100,000 (19)	70,831 133,752 (74)	76,220 150,649 (70)	50,256 149,940 (237)	50,256 150,649 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	----- ----- (14)	53,122 107,244 (40)	58,000 127,205 (78)	44,520 130,385 (199)	44,520 130,385 (331)

BUSINESS MANAGER	36,080	39,972	56,421	56,000	57,353	36,080
	115,691	137,874	148,000	179,535	201,600	201,600
	(88)	(76)	(79)	(86)	(97)	(426)
DIRECTOR OF PERSONNEL	35,350	59,466	47,000	51,458	34,500	34,500
	35,350	102,108	104,895	159,639	185,400	185,400
	(1)	(4)	(12)	(35)	(58)	(110)
SCHOOL PSYCHOLOGIST	34,880	38,331	33,000	38,196	22,581	22,581
	88,699	117,396	117,600	118,942	116,493	118,942
	(39)	(91)	(122)	(208)	(591)	(1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	54,220	60,000	71,859	72,500	41,424	41,424
	111,743	104,262	123,947	141,779	174,323	174,323
	(22)	(30)	(40)	(52)	(90)	(234)
SUPERVISOR SPECIAL EDUCATION	34,800	47,213	63,840	48,145	55,050	34,800
	125,899	102,452	143,440	138,375	181,013	181,013
	(38)	(51)	(67)	(100)	(222)	(478)
DIRECTOR OF TECHNOLOGY	44,000	52,500	50,811	47,338	54,166	44,000
	116,825	116,925	120,187	145,740	150,647	150,647
	(15)	(23)	(24)	(48)	(55)	(165)
FOOD SERVICE MANAGER	23,292	27,645	35,700	21,672	25,066	21,672
	53,045	83,605	86,689	98,566	119,874	119,874
	(30)	(29)	(38)	(56)	(106)	(259)
ELEMENTARY TEACHER	22,000	20,095	20,825	19,450	18,979	18,979
	99,725	104,318	132,967	109,159	113,264	132,967
	(3,280)	(4,646)	(6,674)	(10,128)	(25,388)	(50,116)
SECONDARY TEACHER	22,000	18,500	19,191	19,000	19,157	18,500
	99,725	104,318	111,447	116,749	163,800	163,800
	(3,055)	(4,431)	(6,492)	(9,848)	(23,258)	(47,084)

2010-11 PA Public School Salary Data by Aid Ratio

POSITION	Minimum Salary		Maximum Salary		All District Positions
	.4162 or Less	.5381-.6250	.4163-.5380	.6251-.6980	
	(# of Positions)	(# of Positions)	(# of Positions)	(# of Positions)	
SUPERINTENDENT	\$94,842 263,058 (94)	\$85,000 201,220 (94)	\$42,831 200,000 (94)	\$85,000 179,026 (94)	\$68,462 348,140 (94)
ASSISTANT SUPERINTENDENT	85,000 187,360 (83)	33,120 163,292 (50)	81,385 163,868 (64)	59,194 152,870 (27)	88,978 170,000 (26)
ELEMENTARY PRINCIPAL	52,019 153,591 (436)	31,000 139,255 (268)	43,586 128,189 (371)	44,655 114,804 (223)	47,378 145,524 (372)
ASSISTANT ELEMENTARY PRINCIPAL	60,158 123,912 (41)	42,637 101,530 (60)	57,200 163,799 (60)	56,639 103,597 (48)	37,621 129,311 (159)
SECONDARY PRINCIPAL	58,700 161,397 (149)	66,950 154,059 (128)	51,486 144,529 (148)	42,748 125,000 (133)	26,500 150,000 (213)
ASSISTANT SECONDARY PRINCIPAL	40,729 144,053 (275)	56,500 133,679 (139)	43,096 115,869 (204)	37,932 102,255 (112)	45,862 129,311 (225)
MIDDLE SCHOOL PRINCIPAL	53,562 150,649 (104)	73,202 140,490 (70)	75,190 123,540 (76)	50,256 114,104 (54)	54,300 145,524 (147)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	63,875 127,205 (128)	44,520 130,385 (46)	58,000 117,469 (72)	52,000 111,095 (23)	60,810 129,311 (62)

BUSINESS MANAGER	56,243	48,210	36,080	39,972	42,400	36,080
	194,706	188,010	162,694	132,357	201,600	201,600
	(89)	(85)	(82)	(83)	(87)	(426)
DIRECTOR OF PERSONNEL	55,184	49,832	34,500	35,350	74,042	34,500
	171,205	129,461	148,595	111,395	185,400	185,400
	(56)	(24)	(12)	(9)	(9)	(110)
SCHOOL PSYCHOLOGIST	22,581	28,870	38,196	40,884	33,000	22,581
	117,600	118,942	112,980	94,095	109,856	118,942
	(339)	(203)	(152)	(112)	(245)	(1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	76,000	72,500	64,896	54,220	41,424	41,424
	174,323	119,768	150,520	110,587	120,800	174,323
	(86)	(48)	(32)	(39)	(29)	(234)
SUPERVISOR SPECIAL EDUCATION	54,176	48,145	34,800	55,050	47,213	34,800
	181,013	133,656	142,122	120,399	118,730	181,013
	(152)	(107)	(79)	(80)	(60)	(478)
DIRECTOR OF TECHNOLOGY	61,760	56,905	47,338	54,166	44,000	44,000
	150,647	124,439	127,900	128,000	142,452	150,647
	(62)	(30)	(27)	(24)	(22)	(165)
FOOD SERVICE MANAGER	31,530	21,672	25,066	28,480	23,292	21,672
	119,874	90,127	102,823	89,630	70,860	119,874
	(46)	(44)	(40)	(34)	(95)	(259)
ELEMENTARY TEACHER	19,577	20,095	22,000	18,979	21,050	18,979
	113,264	97,887	105,998	132,967	98,665	132,967
	(12,852)	(10,049)	(7,851)	(6,751)	(12,613)	(50,116)
SECONDARY TEACHER	19,000	19,798	19,287	19,157	18,500	18,500
	122,774	163,800	111,528	111,447	97,505	163,800
	(13,110)	(9,827)	(7,816)	(6,389)	(9,942)	(47,084)

2010-11 PA Public School Salary Data by Community Type

POSITION	Minimum Salary		All District Positions
	Urban	Suburban	
	Maximum Salary (# of Positions)		Rural
	Community Type		
SUPERINTENDENT	\$117,000 348,140 (25)	\$42,831 263,058 (216)	\$68,462 194,630 (229)
ASSISTANT SUPERINTENDENT	92,000 170,000 (28)	33,120 187,360 (156)	59,194 145,204 (66)
ELEMENTARY PRINCIPAL	47,378 145,524 (360)	43,586 153,591 (846)	31,000 129,350 (464)
ASSISTANT ELEMENTARY PRINCIPAL	37,621 129,311 (164)	43,200 163,799 (125)	42,637 93,735 (79)
SECONDARY PRINCIPAL	42,748 150,000 (159)	53,820 161,397 (317)	26,500 127,834 (295)
ASSISTANT SECONDARY PRINCIPAL	45,862 129,311 (228)	40,729 144,053 (494)	37,932 105,660 (233)
MIDDLE SCHOOL PRINCIPAL	70,831 145,524 (142)	53,562 150,649 (185)	50,256 133,752 (124)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	60,810 129,311 (72)	44,520 130,385 (200)	52,000 98,620 (59)
			44,520 130,385 (331)

BUSINESS MANAGER	75,000	48,210	36,080	36,080
	201,600	194,706	148,000	201,600
	(35)	(192)	(199)	(426)
DIRECTOR OF PERSONNEL	85,212	34,500	35,350	34,500
	185,400	171,205	103,000	185,400
	(10)	(80)	(20)	(110)
SCHOOL PSYCHOLOGIST	36,070	22,581	34,880	22,581
	109,856	118,942	99,533	118,942
	(241)	(569)	(241)	(1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	41,424	63,254	54,220	41,424
	120,800	174,323	119,768	174,323
	(14)	(137)	(83)	(234)
SUPERVISOR SPECIAL EDUCATION	55,050	48,145	34,800	34,800
	133,656	181,013	122,871	181,013
	(61)	(263)	(154)	(478)
DIRECTOR OF TECHNOLOGY	65,000	47,338	44,000	44,000
	142,452	150,647	104,784	150,647
	(12)	(101)	(52)	(165)
FOOD SERVICE MANAGER	25,066	21,672	23,292	21,672
	67,669	119,874	84,362	119,874
	(75)	(94)	(90)	(259)
ELEMENTARY TEACHER	18,979	19,450	20,095	18,979
	97,426	132,967	98,500	132,967
	(11,548)	(24,412)	(14,156)	(50,116)
SECONDARY TEACHER	19,157	18,500	19,191	18,500
	163,800	122,774	104,956	163,800
	(8,894)	(24,437)	(13,753)	(47,084)

2010-11 PA Public School Salary Data by PSBA Region

Minimum Salary
Maximum Salary
(# of Positions)

PSBA Region

POSITION	PSBA Region				
	Region 1	Region 2	Region 3	Region 4	Region 5
SUPERINTENDENT	\$97,000 169,500 (33)	\$68,462 171,575 (49)	\$90,000 182,099 (41)	\$92,500 145,600 (23)	\$85,000 179,026 (38)
ASSISTANT SUPERINTENDENT	77,473 135,000 (12)	59,194 130,698 (18)	90,000 123,428 (17)	59,943 133,728 (4)	90,000 125,840 (10)
ELEMENTARY PRINCIPAL	44,655 105,378 (98)	65,242 115,000 (100)	55,000 114,165 (100)	62,295 118,559 (51)	58,000 107,072 (70)
ASSISTANT ELEMENTARY PRINCIPAL	58,376 80,459 (20)	57,160 93,464 (17)	42,637 101,530 (19)	62,295 83,377 (6)	62,500 78,732 (7)
SECONDARY PRINCIPAL	52,281 106,111 (55)	62,400 113,640 (71)	37,986 123,321 (51)	26,500 123,034 (28)	58,700 108,103 (51)
ASSISTANT SECONDARY PRINCIPAL	56,500 101,539 (47)	49,019 103,474 (49)	55,000 114,165 (47)	61,555 95,399 (22)	37,932 96,253 (31)
MIDDLE SCHOOL PRINCIPAL	71,124 101,814 (18)	50,256 98,560 (21)	63,000 118,933 (31)	75,944 101,373 (9)	74,241 103,410 (21)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	62,400 95,500 (17)	73,105 76,700 (3)	73,100 99,014 (13)	67,000 100,742 (5)	52,000 95,048 (8)

BUSINESS MANAGER	36,080	46,896	63,378	42,400	44,850
	120,590	148,000	122,151	117,925	123,554
	(30)	(38)	(32)	(21)	(35)
DIRECTOR OF PERSONNEL	71,000	-----	74,042	52,100	35,350
	106,233	-----	95,000	111,736	87,390
	(3)	(5)	(3)	(4)	(4)
SCHOOL PSYCHOLOGIST	43,840	34,880	42,370	37,984	39,000
	100,866	105,079	84,400	84,599	91,801
	(49)	(44)	(14)	(25)	(40)
SUPERVISOR CURRICULUM & INSTRUCTION	71,859	74,000	77,800	82,621	54,220
	110,587	100,844	128,933	126,397	100,212
	(17)	(13)	(12)	(7)	(11)
SUPERVISOR SPECIAL EDUCATION	60,000	63,840	52,436	67,000	34,800
	106,164	108,110	123,633	114,744	107,826
	(32)	(21)	(22)	(13)	(29)
DIRECTOR OF TECHNOLOGY	60,000	52,676	44,000	60,816	56,243
	123,600	84,031	95,000	110,964	83,366
	(5)	(12)	(7)	(4)	(8)
FOOD SERVICE MANAGER	27,645	25,066	25,266	23,292	21,672
	77,943	80,243	74,101	93,998	70,860
	(11)	(21)	(12)	(13)	(16)
ELEMENTARY TEACHER	21,759	20,825	22,025	25,784	22,000
	79,401	82,117	95,288	82,752	74,361
	(2,616)	(2,952)	(3,095)	(1,282)	(2,258)
SECONDARY TEACHER	22,046	24,204	19,191	24,503	18,500
	94,934	82,312	96,193	93,905	74,573
	(2,326)	(2,967)	(2,950)	(1,313)	(2,008)

2010-11 PA Public School Salary Data by PSBA Region

POSITION	Minimum Salary Maximum Salary (# of Positions)			
	Region 6	Region 7	Region 8	Region 9
			Region 10	
SUPERINTENDENT	\$93,000 156,825 (39)	\$42,831 170,893 (31)	\$75,000 201,220 (52)	\$93,000 178,774 (47)
ASSISTANT SUPERINTENDENT	89,610 131,765 (13)	87,780 130,874 (11)	81,385 163,868 (38)	98,200 149,896 (44)
ELEMENTARY PRINCIPAL	62,725 108,542 (128)	65,000 119,401 (79)	31,000 129,748 (204)	55,821 124,179 (192)
ASSISTANT ELEMENTARY PRINCIPAL	54,359 87,307 (19)	56,639 103,597 (19)	37,621 93,735 (48)	58,794 163,799 (42)
SECONDARY PRINCIPAL	51,486 122,049 (54)	42,748 115,120 (41)	72,050 144,111 (79)	60,000 144,529 (66)
ASSISTANT SECONDARY PRINCIPAL	40,729 98,612 (71)	58,067 98,785 (41)	43,096 111,726 (131)	53,298 113,067 (112)
MIDDLE SCHOOL PRINCIPAL	53,562 117,036 (37)	75,190 108,620 (14)	69,851 130,725 (54)	78,225 124,391 (38)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	58,000 83,760 (25)	55,000 98,620 (10)	66,885 117,531 (50)	60,810 117,469 (41)
				\$348,140 348,140 (1) 142,055 170,000 (2) 65,734 145,524 (108) 93,411 129,311 (87) 90,671 150,000 (70) 93,411 129,311 (90) 105,916 145,524 (99) 80,953 129,311 (34)

BUSINESS MANAGER	63,654	39,972	46,063	56,000	75,000
	127,308	123,430	145,051	131,895	201,600
	(38)	(22)	(42)	(43)	(17)
DIRECTOR OF PERSONNEL	57,307	59,000	47,000	49,832	185,400
	107,360	85,212	119,000	129,461	185,400
	(5)	(3)	(11)	(16)	(1)
SCHOOL PSYCHOLOGIST	22,581	36,070	28,870	33,754	56,910
	99,204	95,660	114,516	103,591	109,856
	(71)	(40)	(165)	(100)	(119)
SUPERVISOR CURRICULUM & INSTRUCTION	60,047	63,254	41,424	74,072	-----
	118,712	106,988	122,198	119,768	-----
	(20)	(11)	(23)	(15)	-----
SUPERVISOR SPECIAL EDUCATION	47,213	64,108	62,100	48,145	-----
	116,959	109,047	133,656	120,000	-----
	(43)	(30)	(69)	(51)	-----
DIRECTOR OF TECHNOLOGY	56,954	47,338	51,912	50,811	142,452
	94,142	99,633	117,290	105,006	142,452
	(11)	(9)	(17)	(25)	(1)
FOOD SERVICE MANAGER	27,587	35,555	40,679	35,700	25,987
	81,121	73,219	81,709	90,127	58,687
	(16)	(11)	(23)	(26)	(67)
ELEMENTARY TEACHER	19,450	18,979	25,257	21,274	32,263
	82,510	82,891	92,319	96,304	87,428
	(3,480)	(2,616)	(6,496)	(5,011)	(5,428)
SECONDARY TEACHER	19,820	19,157	19,000	21,382	32,867
	84,784	91,901	103,837	104,956	93,500
	(3,471)	(2,479)	(6,142)	(4,814)	(3,595)

2010-11 PA Public School Salary Data by PSBA Region

POSITION	Minimum Salary Maximum Salary (# of Positions)					All District Positions
	PSBA Region					
	Region 11	Region 12	Region 13	Region 14	Region 15	
SUPERINTENDENT	\$137,500 263,058 (31)	\$97,000 156,416 (19)	\$200,000 200,000 (1)	\$108,000 189,875 (38)	\$126,800 236,670 (27)	\$42,831 348,140 (470)
ASSISTANT SUPERINTENDENT	91,489 187,360 (29)	96,410 119,000 (3)	124,178 133,749 (3)	33,120 133,430 (25)	54,600 178,846 (21)	33,120 187,360 (250)
ELEMENTARY PRINCIPAL	52,019 148,229 (187)	71,373 106,187 (35)	81,300 122,780 (44)	43,586 120,278 (137)	87,360 153,591 (137)	31,000 153,591 (1,670)
ASSISTANT ELEMENTARY PRINCIPAL	82,500 123,912 (16)	65,048 88,290 (5)	82,200 106,205 (16)	43,200 97,046 (27)	62,345 99,878 (20)	37,621 163,799 (368)
SECONDARY PRINCIPAL	102,000 161,397 (62)	77,855 110,676 (28)	97,371 121,954 (18)	66,950 124,705 (57)	92,078 154,059 (40)	26,500 161,397 (771)
ASSISTANT SECONDARY PRINCIPAL	67,727 144,053 (127)	64,733 82,757 (13)	81,300 110,101 (18)	45,862 112,988 (67)	57,460 133,679 (89)	37,932 144,053 (955)
MIDDLE SCHOOL PRINCIPAL	79,478 149,940 (36)	80,348 107,501 (9)	104,688 117,084 (9)	54,300 116,633 (28)	99,900 150,649 (27)	50,256 150,649 (451)
ASSISTANT MIDDLE SCHOOL PRINCIPAL	63,875 126,237 (44)	61,418 91,489 (4)	96,924 103,501 (4)	62,100 107,244 (24)	44,520 130,385 (49)	44,520 130,385 (331)

BUSINESS MANAGER	110,323	70,000	-----	65,000	80,757	36,080
	168,100	103,998	-----	141,397	194,706	201,600
	(30)	(18)		(35)	(25)	(426)
DIRECTOR OF PERSONNEL	76,491	71,993	-----	34,500	85,995	34,500
	171,205	105,719	-----	113,099	170,570	185,400
	(25)	(2)		(12)	(20)	(110)
SCHOOL PSYCHOLOGIST	39,119	43,126	50,270	39,500	38,196	22,581
	118,942	94,095	88,600	117,396	112,980	118,942
	(162)	(19)	(14)	(64)	(125)	(1,051)
SUPERVISOR CURRICULUM & INSTRUCTION	81,808	72,140	-----	76,000	93,595	41,424
	152,106	99,886	-----	133,355	174,323	174,323
	(43)	(12)		(24)	(26)	(234)
SUPERVISOR SPECIAL EDUCATION	57,075	55,050	86,923	62,566	61,272	34,800
	146,527	96,390	115,460	131,794	181,013	181,013
	(78)	(9)	(12)	(24)	(45)	(478)
DIRECTOR OF TECHNOLOGY	72,562	46,350	-----	52,500	78,512	44,000
	148,734	68,559	-----	116,925	150,647	150,647
	(27)	(4)		(14)	(21)	(165)
FOOD SERVICE MANAGER	58,000	34,726	-----	39,900	47,272	21,672
	119,874	53,058	-----	89,630	107,840	119,874
	(17)	(6)		(11)	(9)	(259)
ELEMENTARY TEACHER	19,577	20,717	22,450	21,050	24,426	18,979
	113,264	78,480	94,433	132,967	106,591	132,967
	(5,373)	(1,018)	(840)	(3,696)	(3,955)	(50,116)
SECONDARY TEACHER	21,337	26,156	20,400	19,275	19,287	18,500
	122,774	78,480	163,800	111,447	111,528	163,800
	(5,418)	(1,007)	(810)	(3,838)	(3,946)	(47,084)