Public Schools

Professional Personnel

1998-99

Pennsylvania Department of Education 1999

Public Schools

Professional Personnel
1998-99

Compiled
by

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OVERVIEW

This publication provides a compilation of statistical information relating to personnel employed by Pennsylvania's local education agencies (LEAs). It contains data on the professional personnel complement with the exception of long-term substitutes and per-diem employees. National salary data was drawn from reports provided by the American Federation of Teachers and is presented by state. Comparisons between Pennsylvania's and neighboring states' salaries, as well as salary and Consumer Price Index (CPI) increases, are provided.

Characteristics of professional personnel described throughout this publication include position, salary, level of education, years of experience, age, sex, race, employment status and reasons for termination. Employees who worked in more than one assignment were counted in the assignment where the majority of time was spent.

This data was reported at the beginning of the school year by 500 school districts, 70 area vocational-technical schools, 27 intermediate units, 31 charter schools and one consortium-operated alternative high school. Personnel from the Scotland School for Veterans Children, Scranton State School for the Deaf and youth development centers are not included because they are employed by the Commonwealth rather than an LEA. Since some salary contracts were not settled at the time of submission, 1997-98 salaries with mandated increments were reported for all or a portion of 25 LEAs, 1996-97 salaries for 11 LEAs and 1995-96 salaries for four LEAs. A list of these LEAs appears in Appendix I.

STATISTICAL HIGHLIGHTS
1998-99

	PROFESSIONAL PERSONNEL	
	Number	%
TOTAL	**134,856**	**100.0**
Full-Time	131,790	97.7
Part-Time	3,066	2.3
Male	43,971	32.6
Female	90,885	67.4
American Indian/Alaskan Native . .	44	0.1
Asian/Pacific Islander	388	0.3
Black (Non-Hispanic)	7,329	5.4
Hispanic	820	0.6
White (Non-Hispanic)	126,275	93.6
Administrative/Supervisory	6,323	4.7
Classroom Teachers	112,225	83.2
Coordinate Services	13,722	10.2
Others	2,586	1.9
Average Salary		
Administrative/Supervisory	$71,441	-
Classroom Teacher	48,457	-
Coordinate Services	51,936	-
Others	46,063	-

Note: A dash (-) indicates "not applicable."

TABLE 1

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES AND CONSUMER PRICE INDEX
1989-90 THROUGH 1998-99

	FULL-TIME CLASSROOM TEACHERS		CONSUMER PRICE INDEX	
	Average Salary	Salary Change %	CPI	CPI Change %
1989-90	$33,338	6.7	127.0	4.8
1990-91	36,057	8.2	133.9	5.4
1991-92	38,715	7.4	138.2	3.2
1992-93	41,215	6.5	142.6	3.2
1993-94	42,411	2.9	146.3	2.6
1994-95	44,510	4.9	150.4	2.8
1995-96	46,087	3.5	154.5	2.7
1996-97	47,147	2.3	158.9	2.8
1997-98	47,542	0.8	161.7	1.8
1998-99	48,457	1.9	164.6 1/	1.8

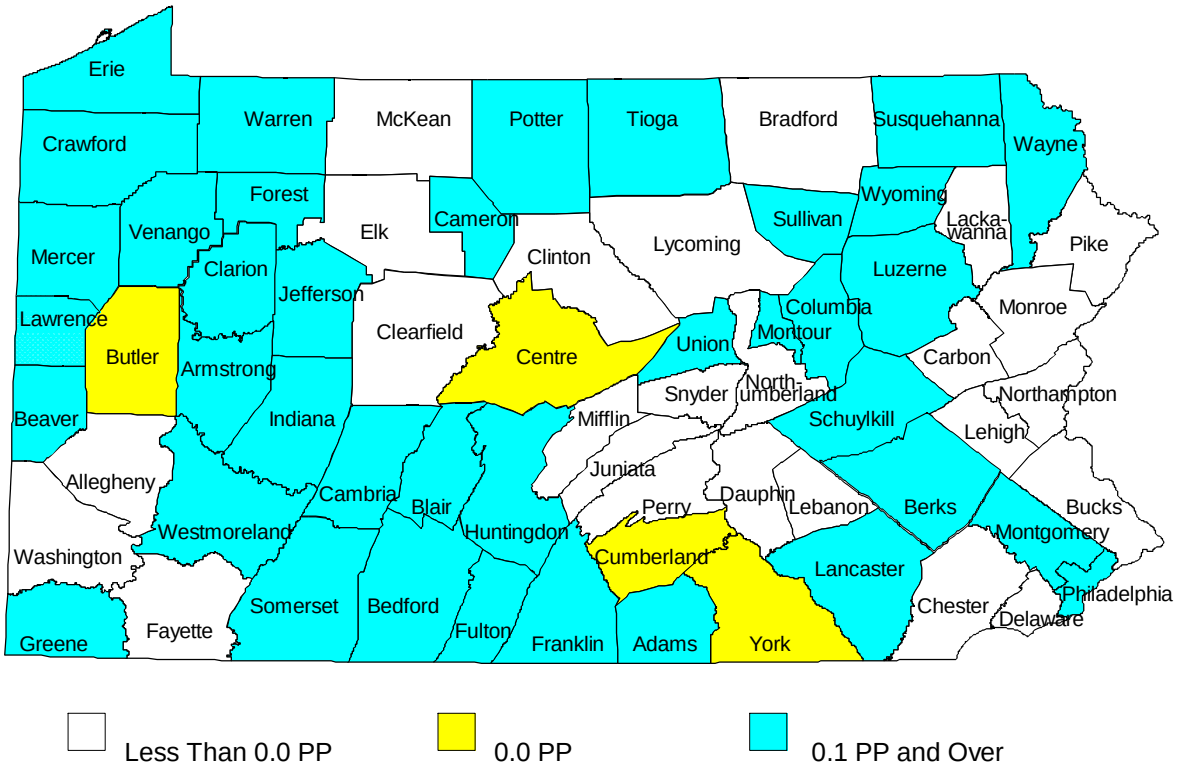
1/ Estimated data.

Note: The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.

Classroom teacher salaries surpassed inflation by a minimum of 0.3 percentage point during most of the past decade. The 1996-97 and 1997-98 years represented the only years of that period where the rise of the classroom teacher average salary did not exceed the rate of inflation. In 1998-99, classroom teachers earned an average salary of $48,457, 1.9% more than the 1997-98 average salary of $47,542 and 0.1 percentage point higher than the estimated 1.8% gain of the CPI.

FIGURE 1

COMPARISON OF THE DIFFERENCES BETWEEN INCREASES OF THE CONSUMER PRICE INDEX AND FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
1998-99

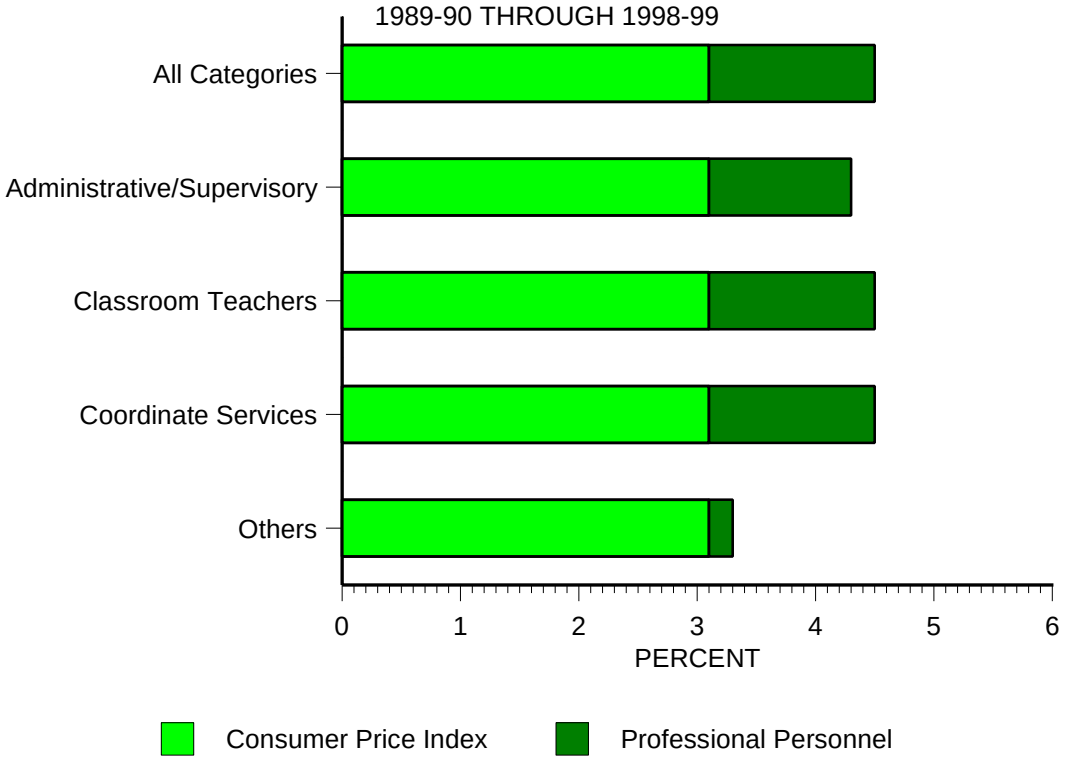


Notes: 1. The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.
2. PP indicates percentage points.

Classroom teachers in Cambria and Cameron Counties earned the highest average salary increases during 1998-99. Teacher salaries in these counties rose more than 4.0% during 1998-99, eclipsing the 1.8% estimated rise in inflation, but remained below the state average of $48,457. While classroom teacher average salary increases in four counties equaled the rise of inflation, 33 counties exceeded the CPI by less than 2.0 percentage points and five exceeded the CPI by at least 2.0 percentage points. The remaining 25 counties remained below the rise in inflation.

FIGURE 2

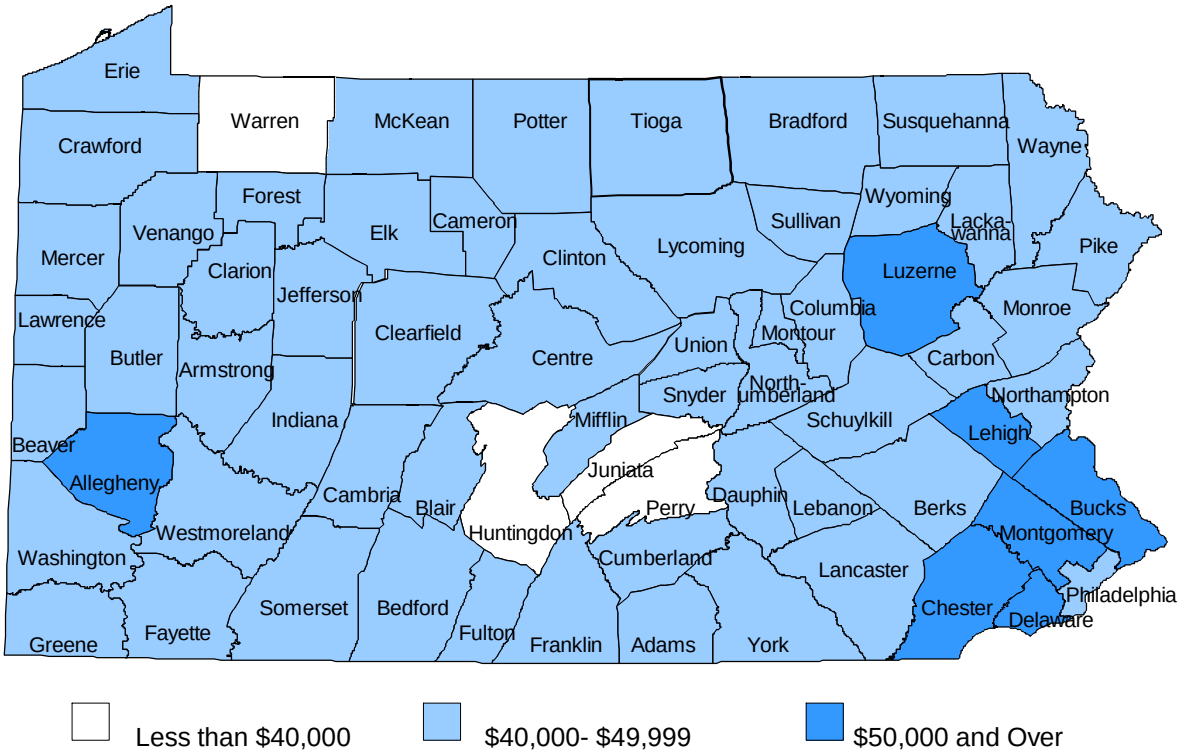
AVERAGE ANNUAL INCREASE IN FULL-TIME PROFESSIONAL PERSONNEL SALARIES AND THE CONSUMER PRICE INDEX
1989-90 THROUGH 1998-99



Average annual increases over the past 10 years for all categories of professional personnel ranged between 0.2 and 1.4 percentage points higher than the CPI. The increases were approximately 4.3% annually for administrative and supervisory personnel, 4.5% for classroom teachers, 4.5% for coordinate services, 3.3% for others and 3.1% for the CPI.

FIGURE 3

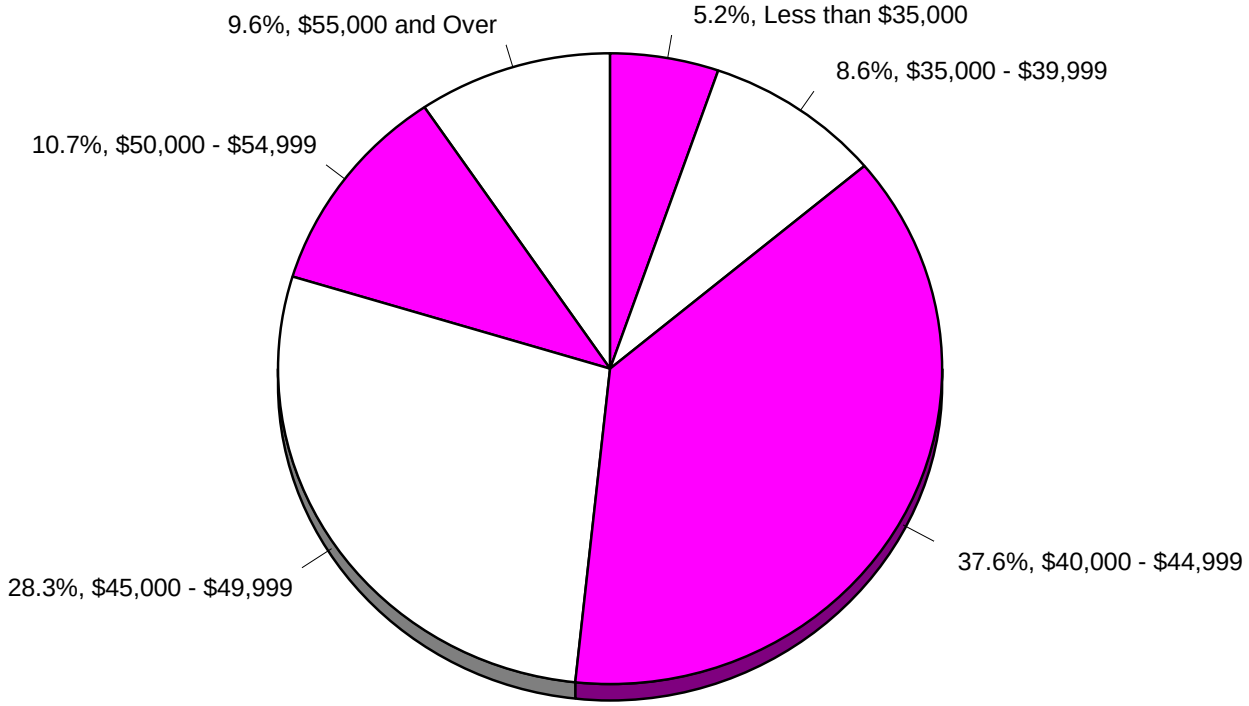
FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
1998-99



Classroom teacher average salaries by county ranged from $35,017 in Juniata County to $63,294 in Bucks County. Of the 67 counties, four had averages less than $40,000 and 56 averaged between $40,000 and $49,999. The remaining seven counties had averages greater than $49,999. Allegheny, Luzerne, Sullivan and six southeastern Pennsylvania counties--Berks, Bucks, Chester, Delaware, Lehigh and Montgomery--had salaries above the state average of $48,457.

FIGURE 4

FULL-TIME CLASSROOM TEACHER AVERAGE SALARY DISTRIBUTION
BY LOCAL EDUCATION AGENCY
1998-99



At the LEA level, classroom teacher average salaries ranged from $20,514 to $78,296 during 1998-99. The statewide average of $48,457 was exceeded by 26.6% of the LEAs, while the $48,274 median salary was exceeded by 27.5%.

Classroom teachers employed by charter schools earned an average of $29,338 during 1998-99. The 30 charter schools that employed classroom teachers accounted for 4.8% of the total LEAs and 69.7% of the LEAs with average salaries less than $35,000.

TABLE 2

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1989-90 THROUGH 1998-99

	CLASSROOM TEACHERS		FIRST-YEAR CLASSROOM TEACHERS	
	Number	Average Salary	Number	Average Salary
1989-90	105,415	$33,338	2,898	$21,936
1990-91	99,131	36,057	1,655	23,897
1991-92	99,286	38,715	1,663	25,629
1992-93	99,720	41,215	1,709	27,225
1993-94	100,079	42,411	3,542	27,574
1994-95	101,738	44,510	2,013	28,575
1995-96	103,654	46,087	2,198	28,892
1996-97	105,072	47,147	2,241	29,426
1997-98	106,687	47,542	3,778	29,581
1998-99	109,691	48,457	3,152	29,793

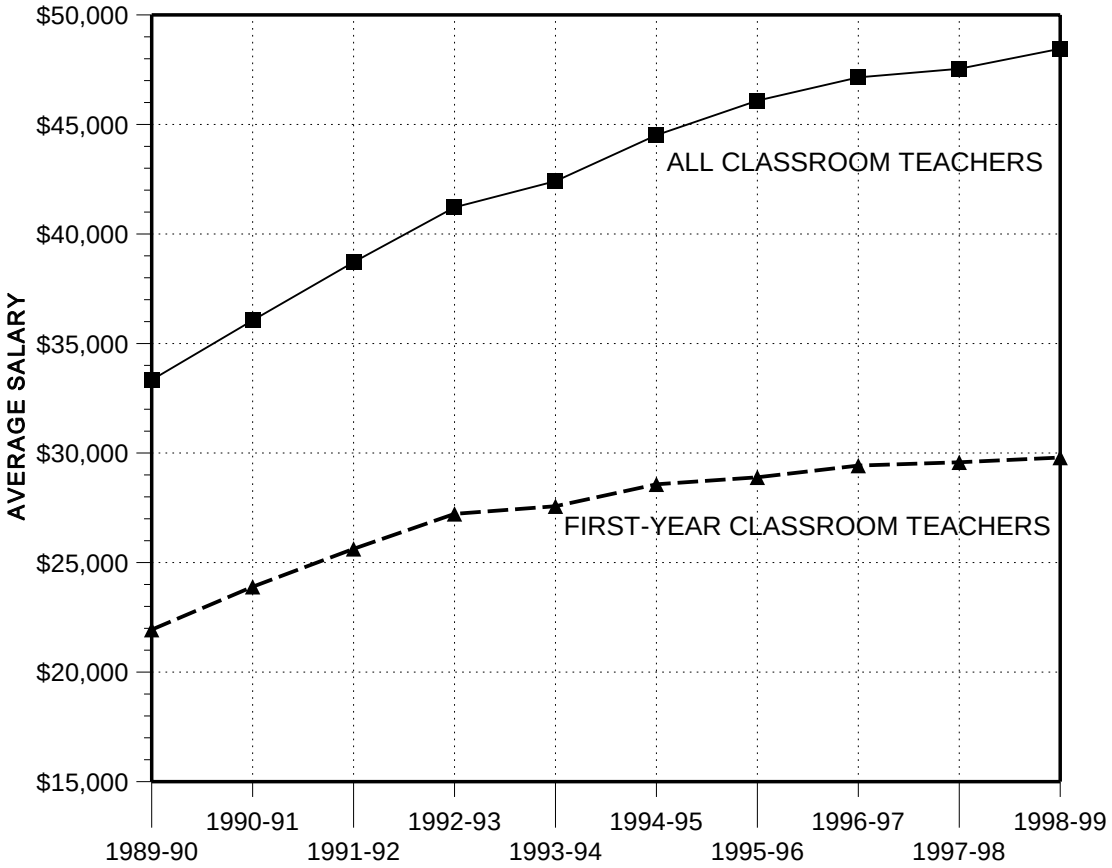
Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.

The number of full-time first-year classroom teachers hired in 1998-99 was 16.6% less than the number hired in 1997-98. Thirty-nine new full-time classroom teachers with less than a bachelor's degree and 597 holding advanced degrees were also hired in 1998-99. An additional 477 teachers began their teaching career as part-time employees.

Charter schools employed 331 full-time and 9 part-time classroom teachers during the 1998-99 school year. Of the full-time teachers, 97 were first-year teachers with bachelor's degrees.

FIGURE 5

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1989-90 THROUGH 1998-99



Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.

First-year classroom teachers with a bachelor's degree earned an average salary of $29,793 during 1998-99, 0.7% above the 1997-98 average of $29,581. Teachers with five years of experience earned an average of $37,090, while those with 10 years earned $43,941. Classroom teachers earned an average salary of $48,457 and had an average of 16.7 years of experience.

By LEA category, classroom teachers employed by the school districts earned an average salary of $48,604; intermediate units, $47,474; area vocational-technical schools, $45,989; and charter schools, $29,338 during 1998-99. First-year classroom teachers with a bachelor's degree employed by the area vocational-technical schools earned an average salary of $31,736; intermediate units, $31,306; school districts, $29,841; and charter schools, $25,908.

TABLE 3

PROFESSIONAL PERSONNEL BY HIGHEST LEVEL OF EDUCATION AND OCCUPATIONAL CATEGORY
1998-99

	TOTAL	LESS THAN BACHELOR'S DEGREE %	BACHELOR'S DEGREE %	MASTER'S DEGREE %	DOCTOR'S DEGREE %
TOTAL	**134,856**	**0.8**	**48.9**	**48.6**	**1.7**
Administrative and Supervisory	6,323	0.0	6.8	74.2	19.0
Classroom Teachers	112,225	0.7	54.3	44.4	0.6
Coordinate Services	13,722	0.6	23.8	72.9	2.7
Others	2,586	9.6	49.6	36.8	4.0

In 1994-95, bachelor's degrees were held by 47.3% of the professional personnel while master's degrees were held by 50.1%. Rising enrollments and vacancies created by terminations provided many opportunities for inexperienced classroom teachers and other professionals during each of the following four years. By 1998-99, the number of professional personnel increased by 6.4% over 1994-95. Bachelor's degrees were held by 65,938, master's degrees by 65,502 and doctor's degrees by 2,317.

Charter schools employed 426 professional personnel during 1998-99. Of these, 66.5% held bachelor's degrees, 27.9% held master's degrees and 4.0% held doctor's degrees.

Of the 4,265 first-year classroom teachers in 1998-99, bachelor's degrees were held by 83.2%, master's degrees by 15.5% and doctor's degrees by 0.2%.

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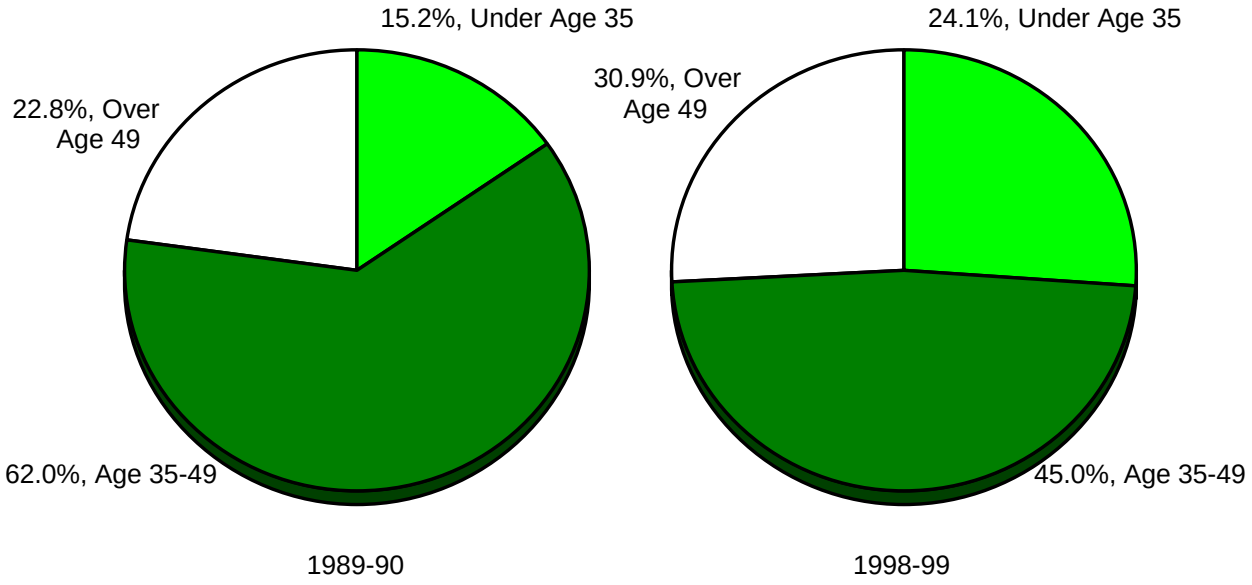
FIGURE 6

CLASSROOM TEACHERS BY AGE
1989-90 AND 1998-99



Many classroom teachers under age 35 were hired to fill new and vacant positions over the past ten years. Since 1989-90, the percent of classroom teachers under age 35 increased by 8.9 percentage points. The oldest group, over age 49, increased by 8.1 percentage points during that period. On the other hand, the age 35-49 group decreased by 17.0 percentage points.

The average age of a classroom teacher was 43.3 years during 1998-99. During the 1989-90 school year, the average age was 42.2 years.

TABLE 4

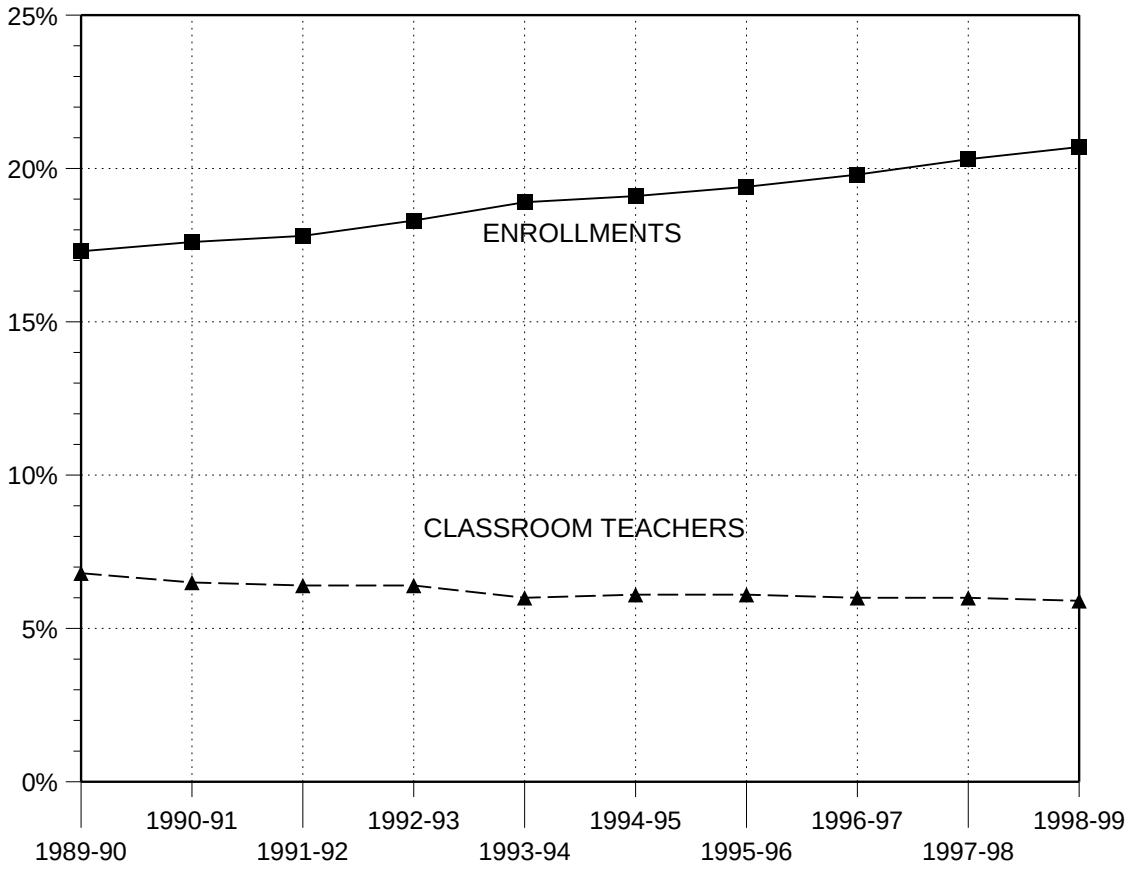
PROFESSIONAL PERSONNEL RETIREMENTS
1989-90 THROUGH 1998-99

	RETIREMENTS %	AVERAGE YEARS OF SERVICE	AVERAGE AGE
1989-90	1.7	27.9	59.2
1990-91	2.0	28.0	59.6
1991-92	2.0	29.7	59.5
1992-93	2.1	29.5	60.0
1993-94	5.8	30.8	59.9
1994-95	0.9	28.0	56.3
1995-96	1.4	29.2	57.2
1996-97	2.6	30.5	57.9
1997-98	3.9	31.0	57.2
1998-99	2.4	30.5	57.5

Retirement rates which usually fell at or below the 2.0% level soared to 5.8% in 1993-94. Many professional personnel took advantage of incentives and retired prior to the start of that school year. Over the following years, additional opportunities for early retirement became available. Many personnel who elected to continue service or who did not qualify earlier, chose to retire at this time. The retirement rate rose from 1.4% in 1995-96 to 2.6% in 1996-97 and to 3.9% in 1997-98 before dropping to 2.4% in 1998-99.

FIGURE 7

MINORITY CLASSROOM TEACHERS AND ENROLLMENTS
1989-90 THROUGH 1998-99



Minorities comprised an average of 6.2% of the classroom teachers and 18.9% of the public school enrollments over the past decade. The number of minority classroom teachers decreased from 7,296 in 1989-90 to 6,667 in 1998-99. Conversely, minority enrollments rose from 285,773 to 375,293.

TABLE 5

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
AND PENNSYLVANIA
1988-89 THROUGH 1997-98

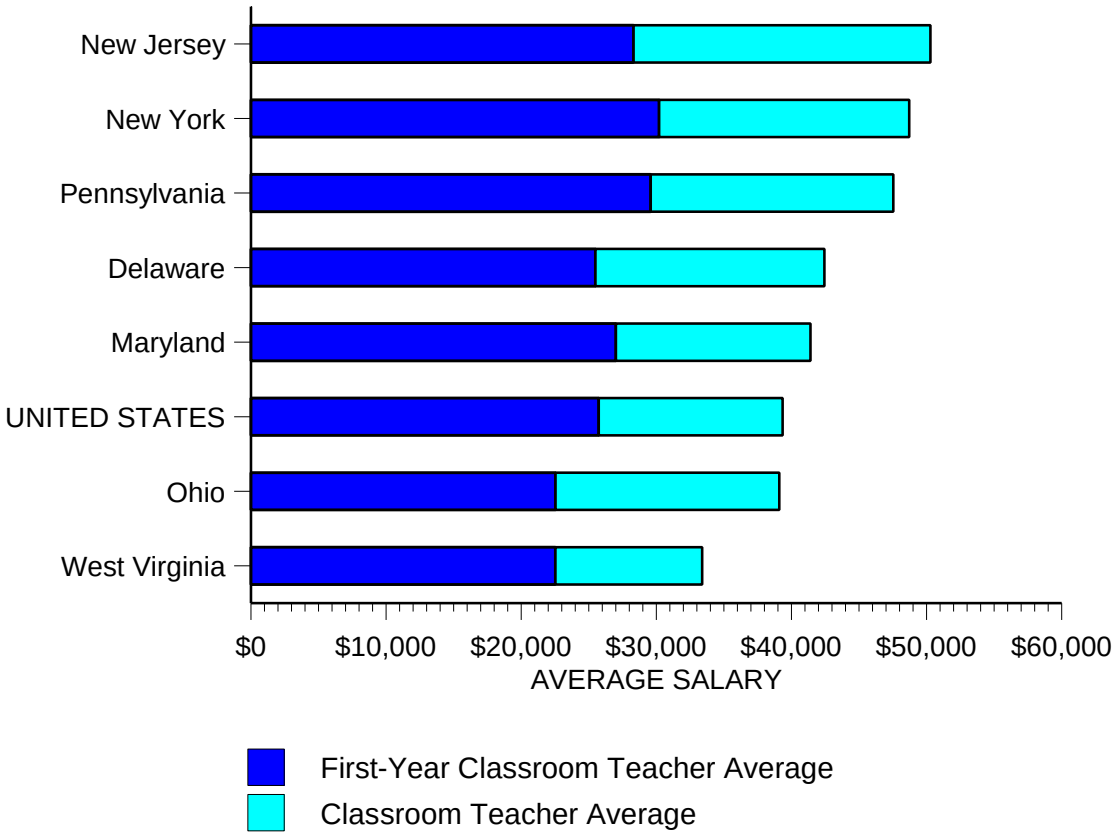
	UNITED STATES 1/	PENNSYLVANIA	PENNSYLVANIA % OF UNITED STATES
1988-89	$29,636	$31,248	105.4
1989-90	31,347	33,338	106.4
1990-91	32,960	36,057	109.4
1991-92	33,927	38,715	114.1
1992-93	35,004	41,215	117.7
1993-94	35,764	42,411	118.6
1994-95	36,766	44,510	121.1
1995-96	37,594	46,087	122.6
1996-97	38,415 2/	47,147	122.7
1997-98	39,347	47,542	120.8

1/ *Survey & Analysis of Trends, 1998,* American Federation of Teachers, Research Department, 1998.
2/ Revised data.

Pennsylvania's classroom teachers earned salaries at an average of 5.4% above the national average during 1988-89. By 1997-98, Pennsylvania's classroom teachers averaged 20.8% more pay than the national average. Despite the large gap, 1997-98 marked the only year of the past decade that the difference between the two averages was not greater than the previous year. The national average rose 2.4% during 1997-98, while Pennsylvania's rose by 0.8%. Both increases were well below the 10-year average increases of 3.5% and 5.0%, respectively.

FIGURE 8

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES,
PENNSYLVANIA AND NEIGHBORING STATES
1997-98



Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.
Source: *Survey & Analysis of Salary Trends, 199*8, American Federation of Teachers, Research Department, 1998.

Pennsylvania ranked below New Jersey and New York in classroom teacher average salaries. Comparisons for the 1997-98 school year placed New Jersey at $50,284 and New York at $48,712, each exceeding Pennsylvania. West Virginia at $33,396, Ohio at $39,099, Maryland at $41,404 and Delaware at $42,439 were below the $47,542 Pennsylvania average. Ohio and West Virginia remained below the United States average of $39,347.

In Pennsylvania, a first-year teacher with a bachelor's degree earned an average salary of $29,581 during 1997-98, 14.9% above the $25,735 national average. Beginning teachers in New York earned an average salary of $30,204; New Jersey, $28,319; Maryland, $27,010; Delaware, $25,493; Ohio, $22,535; and West Virginia, $22,529.

TABLE 6

FULL-TIME EQUIVALENT PROFESSIONAL PERSONNEL
1990-91 THROUGH 1998-99

	TOTAL	ADMINISTRATIVE/ SUPERVISORY	CLASSROOM TEACHERS	COORDINATE SERVICES	OTHERS
1990-91	123,284.4	6,669.5	100,275.1	14,393.0	1,946.8
1991-92	123,488.0	6,658.6	100,475.8	14,525.3	1,828.3
1992-93	123,688.6	6,590.8	100,911.6	14,558.6	1,627.6
1993-94	123,367.1	6,138.5	101,300.7	14,203.1	1,724.8
1994-95	125,378.2	6,300.8	102,987.5	14,384.3	1,705.6
1995-96	127,727.4	6,373.8	104,920.9	14,497.9	1,934.8
1996-97	129,122.8	6,297.6	106,432.1	14,425.8	1,967.3
1997-98	130,917.7	6,221.7	108,013.6	14,514.6	2,167.8
1998-99	133,463.3	6,313.2	111,064.6	13,511.8	2,573.7

Of the 134,856 professional personnel employed during the 1998-99 school year, 97.7% were employed full time and 2.3% were employed part time. Classroom teachers comprised 82.6% of the part-time personnel; coordinate services, 15.7%; others, 0.9%; and administrative/supervisory, 0.8%. The 3,066 part-time personnel represented the equivalent of 1,673.3 full-time personnel.
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APPENDIX A

FULL-TIME PROFESSIONAL PERSONNEL AND AVERAGE SALARIES BY OCCUPATIONAL CATEGORY
1989-90 THROUGH 1998-99

	TOTAL		ADMINISTRATIVE/ SUPERVISORY		CLASSROOM TEACHERS		COORDINATE SERVICES		OTHERS	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
1989-90	122,754	$34,437	6,454	$50,178	105,415	$33,338	10,159	$35,624	726	$35,835
1990-91	121,821	37,250	6,661	53,012	99,131	36,057	14,112	37,642	1,917	41,275
1991-92	121,991	39,962	6,650	56,323	99,286	38,715	14,251	40,565	1,804	43,535
1992-93	122,180	42,483	6,582	59,313	99,720	41,215	14,267	43,166	1,611	46,194
1993-94	121,830	43,636	6,128	61,201	100,079	42,411	13,916	44,460	1,707	45,724
1994-95	123,798	45,810	6,288	63,866	101,738	44,510	14,081	46,890	1,691	47,874
1995-96	126,116	47,419	6,356	65,991	103,654	46,087	14,189	48,736	1,917	48,082
1996-97	127,436	48,516	6,277	68,001	105,072	47,147	14,136	49,954	1,951	49,112
1997-98	129,281	48,949	6,208	69,616	106,687	47,542	14,235	50,703	2,151	47,491
1998-99	131,790	49,859	6,300	71,441	109,691	48,457	13,242	51,936	2,557	46,063

Note: With the revision of the professional personnel system effective 1990-91, several certificated assignments were re-categorized from classroom teachers to coordinate services and others. This affected approximately 4,000 personnel in certificated assignments for developmental or diagnostic/prescriptive reading, English as a second language, etc. In 1998-99, developmental reading was removed from coordinate services and re-categorized as classroom teachers. This affected approximately 1,200 personnel.

APPENDIX B

PROFESSIONAL PERSONNEL BY SEX, AVERAGE SALARY AND RACE BY POSITION
1998-99

POSITION	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RACE				
					American Indian/ Alaskan Native	Asian/ Pacific Islander	Black (Non-Hispanic)	Hispanic	White (Non-Hispanic)
TOTAL	**134,856**	**43,971**	**90,885**	**$49,859**	**44**	**388**	**7,329**	**820**	**126,275**
ADMINISTRATIVE AND SUPERVISORY	6,323	4,109	2,214	$71,441	5	9	456	39	5,814
Executive Director	27	24	3	102,242	0	0	0	0	27
Assistant Executive Director	14	12	2	90,030	0	0	0	0	14
District Superintendent	499	434	65	91,132	0	1	7	2	489
Assistant District Superintendent	235	152	83	84,177	0	0	15	0	220
Chief Administrative Officer	31	15	16	61,194	0	1	12	1	17
Elementary Principal	1,684	916	768	70,285	2	5	158	13	1,506
Assistant Elementary Principal	129	59	70	60,606	1	0	17	0	111
Secondary Principal	957	795	162	72,772	0	1	81	13	862
Assistant Secondary Principal	676	500	176	66,627	1	1	50	1	623
K-12 or Middle School Principal	291	210	81	72,411	0	0	26	1	264
Assistant K-12 or Middle School Principal	215	120	95	65,076	0	0	16	2	197
Director of Vocational-Technical Education	78	67	11	74,903	0	0	0	0	78
Assistant Director of Vocational-Technical Education	26	21	5	69,945	0	0	1	0	25
Coordinator	107	96	11	59,313	0	0	0	0	107
Supervisor	1,354	688	666	66,926	1	0	73	6	1,274
CLASSROOM TEACHERS	112,225	35,648	76,577	$48,457	31	271	5,826	539	105,558
Elementary	46,396	7,832	38,564	48,219	15	117	2,883	249	43,132
Secondary	42,271	21,859	20,412	49,021	9	103	1,348	221	40,590
Specialized, K-12 or Middle School	7,836	3,339	4,497	49,450	1	22	462	28	7,323
Special Education	13,890	2,491	11,399	46,869	6	25	1,071	39	12,749
Speech Correctionist	1,832	127	1,705	49,515	0	4	62	2	1,764
COORDINATE SERVICES	13,722	3,092	10,630	$51,936	4	42	572	109	12,995
Assistant to the Superintendent (Instruction)	37	23	14	77,677	0	0	2	0	35
Assistant to the Superintendent (Business)	17	16	1	68,898	0	0	1	0	16
Business Manager	426	307	119	62,880	0	1	4	1	420
Dental Hygienist	49	0	49	53,053	0	0	2	0	47
Director of Management Information Systems	55	40	15	59,726	0	0	3	0	52
Director of Personnel	72	43	29	76,809	0	0	7	0	65
Specially Funded Programs Coordinator	65	26	39	58,168	0	0	1	1	63
Guidance Elementary	1,408	311	1,097	50,429	0	7	88	22	1,291
Guidance, Secondary	2,455	1,053	1,402	52,809	1	6	128	15	2,305
Home and School Visitor	221	67	154	52,152	0	0	30	4	187
Librarian, Elementary	820	37	783	51,374	0	1	9	0	810
Librarian, K-12 or Middle School	1,400	174	1,226	51,429	1	4	41	2	1,352
School Food Services Manager	22	6	16	44,180	0	0	0	0	22
Occupational Therapist	59	2	57	42,111	0	2	1	0	56
Physical Therapist	30	2	28	51,408	0	0	0	0	30
School Social Worker	72	15	57	44,602	0	0	5	0	67
Psychological Examiner	5	2	3	54,340	0	0	0	0	5
Psychologist	953	363	590	55,501	1	4	28	9	911
School Nurse	1,955	14	1,941	45,911	1	6	108	7	1,833
Specialist	3,601	591	3,010	52,449	0	11	114	48	3,428
OTHERS	2,586	1,122	1,464	$46,063	4	66	475	133	1,908

APPENDIX C

PROFESSIONAL PERSONNEL BY EMPLOYMENT STATUS AND SEX, LEVEL OF EDUCATION AND YEARS OF SERVICE BY POSITION
1998-99

POSITION	TOTAL	EMPLOYMENT STATUS					AVERAGE LEVEL OF EDUCATION	AVERAGE TOTAL YEARS OF SERVICE	AVERAGE UNIT YEARS OF SERVICE
		Full-Time		Part-Time		FTE of Part-Time			
		Male	Female	Male	Female				
TOTAL	**134,856**	**43,570**	**88,220**	**401**	**2,665**	**1,673.3**	**4.5**	**17.0**	**15.0**
ADMINISTRATIVE AND SUPERVISORY	6,323	4,098	2,202	11	12	13.2	5.1	24.7	16.0
Executive Director	27	24	3	0	0	0.0	5.7	32.7	19.1
Assistant Executive Director	14	12	2	0	0	0.0	5.5	27.8	19.1
District Superintendent	499	429	65	5	0	2.5	5.6	29.9	13.2
Assistant District Superintendent	235	152	83	0	0	0.0	5.6	26.9	14.4
Chief Administrative Officer	31	14	16	1	0	0.1	5.1	18.1	1.2
Elementary Principal	1,684	916	767	0	1	0.8	5.1	25.0	17.5
Assistant Elementary Principal	129	59	69	0	1	0.5	4.9	20.4	14.0
Secondary Principal	957	791	162	4	0	3.2	5.1	24.5	15.9
Assistant Secondary Principal	676	499	176	1	0	0.7	5.0	21.7	13.5
K-12 or Middle School Principal	291	210	81	0	0	0.0	5.1	24.8	16.5
Assistant K-12 or Middle School Principal	215	120	94	0	1	0.5	4.9	20.2	11.8
Director of Vocational-Technical Education	78	67	11	0	0	0.0	5.1	24.3	13.3
Assistant Director of Vocational-Technical Education	26	21	5	0	0	0.0	5.2	25.3	17.6
Coordinator	107	96	10	0	1	0.5	4.6	25.1	20.6
Supervisor	1,354	688	658	0	8	4.4	5.1	24.7	17.5
CLASSROOM TEACHERS	112,225	35,285	74,406	363	2,171	1,373.6	4.4	16.7	15.0
Elementary	46,396	7,795	37,820	37	744	415.7	4.4	16.8	15.5
Secondary	42,271	21,599	19,654	260	758	548.7	4.4	17.4	15.8
Specialized, K-12 or Middle School	7,836	3,285	4,221	54	276	184.0	4.5	17.0	15.4
Special Education	13,890	2,480	11,161	11	238	135.7	4.5	14.1	11.1
Speech Correctionist	1,832	126	1,550	1	155	89.5	4.7	16.0	12.1
COORDINATE SERVICES	13,722	3,070	10,172	22	458	269.8	4.8	17.3	14.7
Assistant to the Superintendent (Instruction)	37	23	14	0	0	0.0	5.5	27.5	16.6
Assistant to the Superintendent (Business)	17	16	1	0	0	0.0	4.8	20.6	15.3
Business Manager	426	306	119	1	0	0.5	4.1	14.9	11.1
Dental Hygienist	49	0	24	0	25	10.9	4.4	19.0	17.1
Director of Management Information Systems	55	40	15	0	0	0.0	4.2	14.0	10.2
Director of Personnel	72	43	29	0	0	0.0	4.9	19.8	13.5
Specially Funded Programs Coordinator	65	26	39	0	0	0.0	5.0	19.9	15.7
Guidance Elementary	1,408	311	1,043	0	54	30.0	5.0	16.5	13.8
Guidance, Secondary	2,455	1,050	1,384	3	18	12.4	5.0	19.1	16.4
Home and School Visitor	221	67	148	0	6	4.0	4.7	15.9	14.3
Librarian, Elementary	820	37	759	0	24	13.4	4.7	18.5	16.1
Librarian, K-12 or Middle School	1,400	174	1,200	0	26	14.6	4.7	19.1	16.9
School Food Services Manager	22	6	16	0	0	0.0	4.0	14.7	10.4
Occupational Therapist	59	2	54	0	3	1.4	4.3	6.4	5.2
Physical Therapist	30	2	23	0	5	3.2	4.2	14.0	10.6
School Social Worker	72	15	52	0	5	3.0	4.8	11.4	9.6
Psychological Examiner	5	2	2	0	1	0.5	5.6	14.6	8.4
Psychologist	953	351	531	12	59	43.4	5.1	15.6	11.7
School Nurse	1,955	14	1,849	0	92	51.2	4.4	11.9	11.0
Specialist	3,601	585	2,870	6	140	81.3	4.8	19.4	16.5
OTHERS	2,586	1,117	1,440	5	24	16.7	4.3	11.5	9.9

Note: See Level of Education in Appendix G for explanation of average level of education.

APPENDIX D

PROFESSIONAL PERSONNEL TERMINATIONS BY POSITION
1998-99

POSITION	TOTAL	RESIGNED		FURLOUGHED/ LAID OFF	STATE/ LOCAL DISCIPLINARY ACTION	CERTIFICATE REVOKED/ SUSPENDED	RETIRED	DEATH/ ILLNESS	OTHER
		Left Education	Remained in Education						
TOTAL	**7,578**	**795**	**2,257**	**53**	**26**	**22**	**3,423**	**146**	**856**
ADMINISTRATIVE AND SUPERVISORY	602	18	267	0	1	0	281	10	25
Executive Director	4	0	1	0	0	0	3	0	0
Assistant Executive Director	1	0	0	0	0	0	1	0	0
District Superintendent	57	2	22	0	0	0	28	0	5
Assistant District Superintendent	21	1	11	0	0	0	8	1	0
Chief Administrative Officer	0	0	0	0	0	0	0	0	0
Elementary Principal	133	4	49	0	0	0	71	2	7
Assistant Elementary Principal	12	0	7	0	1	0	4	0	0
Secondary Principal	97	4	38	0	0	0	53	0	2
Assistant Secondary Principal	73	2	41	0	0	0	25	2	3
K-12 or Middle School Principal	26	1	18	0	0	0	7	0	0
Assistant K-12 or Middle School Principal	24	1	18	0	0	0	4	0	1
Director of Vocational-Technical Education	7	0	3	0	0	0	4	0	0
Assistant Director of Vocational-Technical Education	3	0	2	0	0	0	1	0	0
Coordinator	10	1	0	0	0	0	8	0	1
Supervisor	134	2	57	0	0	0	64	5	6
CLASSROOM TEACHERS	5,827	666	1,667	41	19	21	2,676	111	626
Elementary	1,957	225	406	3	4	13	1,018	38	250
Secondary	2,606	298	726	26	10	7	1,309	49	181
Specialized, K-12 or Middle School	403	45	110	4	2	0	180	5	57
Special Education	775	86	381	8	3	1	156	17	123
Speech Correctionist	86	12	44	0	0	0	13	2	15
COORDINATE SERVICES	829	89	251	9	1	1	401	23	54
Assistant to the Superintendent (Instruction)	7	0	5	0	0	0	2	0	0
Assistant to the Superintendent (Business)	3	0	1	0	0	0	2	0	0
Business Manager	46	10	22	0	0	0	8	2	4
Dental Hygienist	2	0	0	0	0	0	1	0	1
Director of Management Information Systems	9	3	2	0	0	0	2	0	2
Director of Personnel	9	1	2	0	0	0	5	0	1
Specially Funded Programs Coordinator	4	0	1	1	0	0	2	0	0
Guidance Elementary	71	6	28	0	1	0	28	1	7
Guidance, Secondary	163	15	48	2	0	0	89	2	7
Home and School Visitor	4	2	0	0	0	0	2	0	0
Librarian, Elementary	41	6	13	0	0	0	21	1	0
Librarian, K-12 or Middle School	76	8	17	1	0	1	40	5	4
School Food Services Manager	1	0	1	0	0	0	0	0	0
Occupational Therapist	8	0	6	0	0	0	0	0	2
Physical Therapist	2	0	0	1	0	0	0	0	1
School Social Worker	6	1	2	2	0	0	0	1	0
Psychological Examiner	1	0	0	0	0	0	1	0	0
Psychologist	74	6	35	0	0	0	22	2	9
School Nurse	124	11	24	1	0	0	80	3	5
Specialist	178	20	44	1	0	0	96	6	11
OTHERS	320	22	72	3	5	0	65	2	151

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
	Allegheny IU 3	425	92	333	$52,710	83	20.0	58	4.6	54
	Appalachia IU 8	146	26	120	41,098	513	15.0	468	4.4	214
	Arin IU 28	79	9	70	48,253	174	16.0	388	4.6	54
	Beaver Valley IU 27	47	8	39	51,915	92	24.2	2	4.3	379
	Berks County IU 14	80	12	68	42,848	434	13.1	554	4.4	214
	BLaST IU 17	48	3	45	40,870	521	10.6	586	4.5	111
	Bucks County IU 22	248	34	214	56,655	47	15.3	446	4.7	17
	Capital Area IU 15	206	26	180	44,532	335	14.4	505	4.7	17
	Carbon-Lehigh IU 21	117	23	94	43,803	383	14.4	505	4.5	111
	Central IU 10	66	13	53	45,544	279	15.6	422	4.3	379
	Central Susquehanna IU 16	99	25	74	39,969	542	12.9	559	4.7	17
	Chester County IU 24	200	35	165	53,382	76	12.4	564	4.5	111
	Colonial IU 20	180	35	145	39,113	559	11.9	574	4.3	379
	Delaware County IU 25	180	18	162	54,758	63	17.3	255	4.4	214
	Intermediate Unit 1	226	53	173	49,588	138	21.5	19	4.5	111
	Lancaster-Lebanon IU 13	264	40	224	44,991	306	11.8	575	4.5	111
	Lincoln IU 12	334	55	279	40,745	525	13.2	549	4.6	54
	Luzerne IU 18	86	24	62	56,037	51	20.8	34	4.5	111
	Midwestern IU 4	203	35	168	46,083	258	15.2	452	4.4	214
	Montgomery County IU 23	177	26	151	56,019	52	16.9	295	4.8	3
	Northeastern Educational IU 19	135	29	106	48,153	176	19.0	113	4.4	214
	Northwest Tri-County IU 5	175	27	148	44,891	311	17.1	278	4.7	17
	Riverview IU 6	83	13	70	46,693	233	16.5	348	4.4	214
	Schuylkill IU 29	199	39	160	43,288	407	14.6	498	4.6	54
	Seneca Highlands IU 9	115	17	98	44,864	314	19.1	101	4.3	379
	Tuscarora IU 11	36	10	26	37,286	579	9.6	597	4.3	379
	Westmoreland IU 7	258	62	196	47,533	196	19.1	101	4.6	54
	TOTAL	4,412	789	3,623	$47,474		16.0		4.6	
ADAMS										
	Bermudian Springs SD	123	37	86	$40,625	528	14.0	521	4.5	111
	Conewago Valley SD	166	55	111	44,113	363	17.2	268	4.5	111
	Fairfield Area SD	73	24	49	39,671	552	13.6	534	4.5	111
	Gettysburg Area SD	224	70	154	43,612	392	17.7	219	4.5	111
	Littlestown Area SD	121	37	84	41,131	510	16.7	326	4.4	214
	Upper Adams SD	103	23	80	42,192	469	15.8	403	4.5	111
	TOTAL	810	246	564	$42,354		16.3		4.5	
ALLEGHENY										
	A W Beattie AVTS	32	19	13	$47,968	183	14.1	519	3.7	594
	Allegheny Valley SD	82	24	58	50,134	125	17.0	285	4.3	379
	Avonworth SD	73	24	49	43,886	378	12.3	566	4.4	214
	Baldwin-Whitehall SD	278	114	164	55,166	60	18.9	121	4.6	54
	Bethel Park SD	326	121	205	52,318	87	16.9	295	4.7	17
	Brentwood Borough SD	83	28	55	48,869	160	17.1	278	4.4	214
	Carlynton SD	105	39	66	54,487	67	19.0	113	4.4	214
	Chartiers Valley SD	213	71	142	48,385	169	15.1	459	4.6	54
	Clairton City SD	76	19	57	46,801	229	16.5	348	4.4	214
	Cornell SD	48	15	33	49,188	151	19.1	101	4.4	214
	Deer Lakes SD	130	47	83	51,207	105	19.7	73	4.4	214
	Duquesne City SD	65	18	47	48,286	172	16.8	308	4.4	214
	East Allegheny SD	120	46	74	46,556	237	17.8	208	4.3	379
	Elizabeth Forward SD	159	46	113	50,465	117	20.9	31	4.4	214
	Forbes Road East AVTS	31	17	14	44,236	352	14.7	491	3.8	585
	Fox Chapel Area SD	332	110	222	55,998	53	15.7	415	4.7	17

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
ALLEGHENY										
	Gateway SD	303	112	191	61,445	15	19.2	96	4.7	17
	Hampton Township SD	191	59	132	54,730	64	17.5	238	4.5	111
	Highlands SD	193	65	128	51,030	107	19.3	87	4.5	111
	Keystone Oaks SD	186	64	122	54,534	66	19.8	66	4.5	111
	Manchester Academic CS	12	5	7	33,550	601	4.9	610	4.2	513
	McKeesport Area SD	289	79	210	47,285	206	16.9	295	4.3	379
	McKeesport AVTS	15	7	8	45,267	293	9.7	596	3.5	611
	Montour SD	191	83	108	57,268	38	18.6	139	4.5	111
	Moon Area SD	229	63	166	57,087	41	19.6	78	4.6	54
	Mt Lebanon SD	371	120	251	56,300	48	17.3	255	4.6	54
	North Allegheny SD	525	176	349	60,054	18	18.1	184	4.6	54
	North Hills SD	319	109	210	58,960	26	18.9	121	4.7	17
	Northgate SD	102	31	71	48,341	171	16.3	366	4.6	54
	Northside Urban Pathways CS	8	3	5	36,750	587	6.1	603	4.3	379
	Parkway West AVTS	31	19	12	45,533	281	11.5	578	4.0	571
	Penn Hills SD	402	119	283	42,259	464	15.4	438	4.4	214
	Pine-Richland SD	209	61	148	46,924	220	13.2	549	4.4	214
	Pittsburgh SD	2,731	891	1,840	57,669	35	18.8	127	4.5	111
	Plum Borough SD	249	97	152	50,785	111	17.9	202	4.4	214
	Quaker Valley SD	122	42	80	56,956	43	16.1	378	4.8	3
	Riverview SD	91	34	57	49,691	134	18.2	175	4.6	54
	Shaler Area SD	372	136	236	53,524	73	20.3	50	4.5	111
	South Allegheny SD	112	37	75	42,331	458	15.1	459	4.4	214
	South Fayette Township SD	97	34	63	51,230	103	16.5	348	4.5	111
	South Park SD	118	38	80	50,401	119	20.3	50	4.7	17
	Steel Center AVTS	27	16	11	45,088	302	13.2	549	4.1	556
	Steel Valley SD	129	47	82	49,976	129	18.7	134	4.4	214
	Sto-Rox SD	107	48	59	54,175	69	21.7	16	4.6	54
	Upper Saint Clair SD	253	77	176	59,546	20	19.1	101	4.7	17
	Urban League of Pittsburgh CS	4	1	3	35,225	594	3.0	621	4.0	571
	West Allegheny SD	192	55	137	50,491	115	16.9	295	4.4	214
	West Jefferson Hills SD	156	52	104	56,807	45	20.3	050	4.5	111
	West Mifflin Area SD	167	65	102	53,148	78	16.8	308	4.3	379
	Wilkinsburg Borough SD 2/	133	41	92	41,847	482	15.0	468	4.4	214
	Woodland Hills SD 2/	351	128	223	49,293	149	16.7	326	4.4	214
	TOTAL	11,140	3,772	7,368	$53,795		17.9		4.5	
ARMSTRONG										
	Apollo-Ridge SD	96	37	59	$44,271	351	18.0	194	4.3	379
	Armstrong SD	451	154	297	49,376	143	20.4	45	4.3	379
	Freeport Area SD	120	48	72	48,140	177	18.3	168	4.4	214
	Leechburg Area SD	63	21	42	48,687	164	19.9	63	4.4	214
	Lenape AVTS	31	19	12	47,500	197	16.2	373	4.2	513
	TOTAL	761	279	482	$48,401		19.5		4.3	
BEAVER										
	Aliquippa SD	112	32	80	$43,793	384	16.1	378	4.3	379
	Ambridge Area SD	213	66	147	48,111	178	19.5	79	4.3	379
	Beaver Area SD	117	40	77	45,777	268	17.3	255	4.4	214
	Beaver Co AVTS	21	17	4	47,228	207	16.6	334	4.0	571
	Big Beaver Falls Area SD	135	52	83	44,741	320	17.3	255	4.4	214
	Blackhawk SD	167	65	102	50,909	109	19.1	101	4.4	214
	Center Area SD	115	35	80	50,598	114	21.8	13	4.5	111
	Freedom Area SD	110	41	69	44,844	316	18.5	148	4.4	214

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
BEAVER										
	Hopewell Area SD	199	56	143	46,665	235	18.4	160	4.4	214
	Midland Borough SD	23	5	18	42,272	462	13.6	534	4.4	214
	Monaca SD	54	21	33	44,672	324	18.8	127	4.4	214
	New Brighton Area SD	120	44	76	42,229	466	15.7	415	4.3	379
	Riverside Beaver County SD	120	42	78	45,145	298	19.0	113	4.4	214
	Rochester Area SD	75	27	48	43,498	400	17.3	255	4.4	214
	South Side Area SD	96	31	65	48,567	165	16.9	295	4.3	379
	Western Beaver County SD	64	23	41	41,913	479	16.0	388	4.4	214
	TOTAL	1,741	597	1,144	$46,261		18.1		4.4	
BEDFORD										
	Bedford Area SD	146	51	95	$42,349	456	17.7	219	4.4	214
	Bedford Co Technical Center	7	5	2	41,533	494	13.9	523	3.6	605
	Chestnut Ridge SD	104	38	66	43,647	390	18.8	127	4.2	513
	Everett Area SD	89	32	57	45,401	286	18.6	139	4.4	214
	Northern Bedford County SD	72	26	46	42,456	451	20.7	36	4.4	214
	Tussey Mountain SD	85	39	46	41,919	478	20.3	50	4.4	214
	TOTAL	503	191	312	$43,097		18.9		4.4	
BERKS										
	Antietam SD	72	20	52	$46,802	228	16.5	348	4.3	379
	Berks CTC	60	39	21	51,596	96	14.6	498	3.7	594
	Boyertown Area SD	381	103	278	49,713	132	16.7	326	4.6	54
	Brandywine Heights Area SD	125	30	95	51,418	99	17.4	248	4.6	54
	Conrad Weiser Area SD 3/	171	51	120	49,350	146	14.9	475	4.3	379
	Daniel Boone Area SD	162	46	116	42,293	461	14.9	475	4.2	513
	Exeter Township SD	208	65	143	49,645	136	16.2	373	4.3	379
	Fleetwood Area SD	145	34	111	43,478	401	11.6	577	4.4	214
	Governor Mifflin SD	249	68	181	49,336	147	15.8	403	4.5	111
	Hamburg Area SD	150	55	95	54,485	68	17.3	255	4.4	214
	Kutztown Area SD	119	41	78	51,526	98	17.8	208	4.7	17
	Muhlenberg SD	176	55	121	51,885	93	17.7	219	4.4	214
	Oley Valley SD	133	45	88	43,065	419	14.3	510	4.4	214
	Reading SD	786	201	585	44,819	319	15.3	446	4.2	513
	Reading-Muhlenberg AVTS	31	21	10	45,459	283	11.5	578	3.2	627
	Schuylkill Valley SD	114	45	69	57,248	39	18.5	148	4.8	3
	Tulpehocken Area SD	105	30	75	49,272	150	18.0	194	4.3	379
	Twin Valley SD	187	53	134	52,222	88	16.6	334	4.5	111
	Wilson SD	262	98	164	50,867	110	15.0	468	4.4	214
	Wyomissing Area SD	112	33	79	53,470	74	15.4	438	4.6	54
	TOTAL	3,748	1,133	2,615	$48,688		15.8		4.4	
BLAIR										
	Altoona Area SD	485	168	317	$46,680	234	18.7	134	4.3	379
	Bellwood-Antis SD	88	30	58	43,539	397	18.0	194	4.3	379
	Claysburg-Kimmel SD	60	29	31	38,095	573	16.4	360	4.2	513
	Greater Altoona CTC	37	25	12	41,125	512	14.8	480	3.5	611
	Hollidaysburg Area SD	236	78	158	44,473	336	19.1	101	4.4	214
	Spring Cove SD	123	42	81	42,691	441	18.7	134	4.3	379
	Tyrone Area SD	116	43	73	38,864	563	16.8	308	4.2	513
	Williamsburg Community SD	44	14	30	36,818	585	16.1	378	4.3	379
	TOTAL	1,189	429	760	$43,904		18.2		4.3	
BRADFORD										
	Athens Area SD	175	68	107	$45,295	292	16.6	334	4.4	214
	Canton Area SD 2/	78	30	48	43,566	395	17.2	268	4.3	379

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
BRADFORD										
	Northeast Bradford SD	68	24	44	47,596	193	18.2	175	4.3	379
	Northern Tier Career Center	10	7	3	41,242	505	13.6	534	3.2	627
	Sayre Area SD 3/	86	27	59	41,593	490	16.2	373	4.5	111
	Towanda Area SD 3/	111	43	68	43,129	414	17.1	278	4.5	111
	Troy Area SD 4/	120	44	76	43,749	386	18.4	160	4.4	214
	Wyalusing Area SD	99	41	58	46,427	243	19.1	101	4.2	513
	TOTAL	747	284	463	$44,425		17.4		4.4	
BUCKS										
	Bensalem Township SD	402	147	255	$64,950	5	22.4	7	4.7	17
	Bristol Borough SD 2/	84	28	56	52,829	81	16.5	348	4.6	54
	Bristol Township SD	463	139	324	57,943	31	16.8	308	4.2	513
	Bucks Co AVTS	42	31	11	57,364	37	14.6	498	3.7	594
	Centennial SD	366	115	251	59,059	25	18.1	184	4.8	3
	Central Bucks SD	893	260	633	57,632	36	13.6	534	4.6	54
	Council Rock SD	650	194	456	78,296	1	17.8	208	4.5	111
	Middle Bucks Institute of Tech	28	19	9	61,986	13	10.0	594	4.2	513
	Morrisville Borough SD	66	20	46	61,485	14	18.4	160	4.4	214
	Mosaica Academy CS	23	3	20	28,304	619	3.3	619	4.3	379
	Neshaminy SD	621	184	437	64,272	7	16.1	378	4.4	214
	New Hope-Solebury SD	74	21	53	58,642	28	13.8	527	4.7	17
	Palisades SD	129	35	94	62,522	12	18.3	168	4.7	17
	Pennridge SD	367	84	283	59,605	19	16.1	378	4.6	54
	Pennsbury SD	684	213	471	63,807	9	17.8	208	4.4	214
	Quakertown Community SD	249	88	161	69,290	2	16.6	334	4.6	54
	Upper Bucks Co AVTS	27	21	6	59,507	22	13.7	529	3.7	594
	TOTAL	5,168	1,602	3,566	$63,294		16.8		4.5	
BUTLER										
	Butler Area SD	505	161	344	$47,580	194	16.9	295	4.3	379
	Butler Co AVTS	20	14	6	44,411	341	13.4	545	3.5	611
	Karns City Area SD	114	39	75	40,981	517	13.9	523	4.4	214
	Mars Area SD	151	51	100	43,134	412	13.6	534	4.5	111
	Moniteau SD	90	32	58	46,269	249	19.8	66	4.5	111
	Seneca Valley SD	441	128	313	46,965	216	14.7	491	4.4	214
	Slippery Rock Area SD	152	44	108	44,578	328	15.8	403	4.5	111
	South Butler County SD	163	64	99	46,619	236	16.6	334	4.4	214
	TOTAL	1,636	533	1,103	$46,049		15.8		4.4	
CAMBRIA										
	Admiral Peary AVTS	18	13	5	$44,375	343	14.8	480	3.6	605
	Blacklick Valley SD	52	24	28	45,364	287	20.5	44	4.3	379
	Cambria Heights SD	114	47	67	45,138	299	21.9	11	4.3	379
	Central Cambria SD	119	42	77	45,831	264	19.3	87	4.3	379
	Conemaugh Valley SD	76	29	47	37,927	576	18.6	139	4.1	556
	Ferndale Area SD	57	23	34	40,673	527	17.1	278	4.3	379
	Forest Hills SD	138	50	88	44,176	355	19.1	101	4.4	214
	Greater Johnstown AVTS	47	27	20	44,119	362	15.9	396	4.2	513
	Greater Johnstown SD	238	80	158	44,962	307	20.1	55	4.3	379
	Northern Cambria SD	84	36	48	44,352	344	18.5	148	4.4	214
	Penn Cambria SD	127	42	85	43,216	409	16.5	348	4.4	214
	Portage Area SD	71	24	47	43,171	411	18.2	175	4.5	111
	Richland SD	93	42	51	46,875	222	19.8	66	4.2	513
	Westmont Hilltop SD	100	32	68	45,780	267	15.9	396	4.3	379
	TOTAL	1,334	511	823	$44,264		18.8		4.3	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
CAMERON										
	Cameron County SD	65	31	34	$44,847	315	21.6	18	4.4	214
	TOTAL	65	31	34	$44,847	315	21.6		4.4	
CARBON										
	Carbon Co AVTS	33	19	14	$42,897	431	14.3	510	4.4	214
	Jim Thorpe Area SD	93	36	57	44,010	370	15.5	428	4.4	214
	Lehighton Area SD	163	67	96	47,095	210	19.3	87	4.5	111
	Palmerton Area SD	105	39	66	48,049	181	17.6	229	4.4	214
	Panther Valley SD	90	34	56	40,270	539	18.3	168	4.4	214
	Weatherly Area SD 4/	46	17	29	39,823	547	18.6	139	4.4	214
	TOTAL	530	212	318	$44,680		17.8		4.4	
CENTRE										
	Bald Eagle Area SD	134	47	87	$40,847	522	18.6	139	4.3	379
	Bellefonte Area SD	183	68	115	44,540	333	17.9	202	4.3	379
	Central PA Inst for Sci & Tech	14	9	5	33,217	604	7.1	602	3.8	585
	Centre Learning Community CS	2	1	1	45,000	305	12.5	563	5.0	1
	Nittany Valley Charter School	4	0	4	23,750	626	5.5	606	4.3	379
	Penns Valley Area SD	108	33	75	45,569	277	14.7	491	4.3	379
	State College Area SD	503	143	360	45,558	278	16.0	388	4.4	214
	TOTAL	948	301	647	$44,364		16.4		4.3	
CHESTER										
	Avon Grove SD	240	58	182	$46,498	238	13.2	549	4.3	379
	Center for Arts and Technology	59	35	24	56,190	49	13.8	527	4.2	513
	Chester Co Family Academy CS	3	0	3	28,333	618	9.3	599	4.0	571
	Coatesville Area SD	479	129	350	46,379	245	15.8	403	4.4	214
	Downingtown Area SD	633	156	477	48,504	166	14.7	491	4.4	214
	Great Valley SD	216	62	154	57,784	33	16.3	366	4.5	111
	Kennett Consolidated SD	200	49	151	50,131	126	14.2	516	4.5	111
	Octorara Area SD	167	49	118	49,065	155	15.0	468	4.4	214
	Owen J Roberts SD	248	70	178	51,208	104	13.7	529	4.5	111
	Oxford Area SD	176	46	130	43,071	418	14.9	475	4.3	379
	Phoenixville Area SD	207	57	150	50,675	113	14.4	505	4.4	214
	Tredyffrin-Easttown SD	321	102	219	61,238	16	17.4	248	4.8	3
	Unionville-Chadds Ford SD	229	67	162	55,347	58	13.7	529	4.7	17
	West Chester Area SD	687	219	468	56,099	50	16.8	308	4.6	54
	TOTAL	3,865	1,099	2,766	$51,660		15.3		4.5	
CLARION										
	Allegheny-Clarion Valley SD	71	15	56	$40,284	538	14.8	480	4.3	379
	Clarion Area SD	63	20	43	44,891	311	18.0	194	4.6	54
	Clarion Co Career Center	13	8	5	42,952	426	13.5	541	3.5	611
	Clarion-Limestone Area SD	72	25	47	39,890	543	15.8	403	4.3	379
	Keystone SD	87	33	54	40,345	533	16.0	388	4.5	111
	North Clarion County SD	50	15	35	40,879	520	17.5	238	4.5	111
	Redbank Valley SD	95	36	59	40,226	540	17.0	285	4.4	214
	Union SD	59	23	36	40,428	532	15.4	438	4.3	379
	TOTAL	510	175	335	$40,932		16.3		4.4	
CLEARFIELD										
	Clearfield Area SD	198	70	128	$42,582	446	19.4	84	4.2	513
	Clearfield Co AVTS	18	11	7	39,241	555	12.0	571	3.4	620
	Curwensville Area SD	81	33	48	43,530	398	19.8	66	4.5	111
	DuBois Area SD 2/	279	96	183	45,007	303	19.7	73	4.4	214
	Glendale SD	64	27	37	38,414	566	18.1	184	4.3	379

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
CLEARFIELD										
	Harmony Area SD	40	10	30	38,123	572	15.4	438	4.1	556
	Moshannon Valley SD	73	38	35	43,998	372	21.7	16	4.2	513
	Philipsburg-Osceola Area SD	155	58	97	42,763	438	19.1	101	4.3	379
	West Branch Area SD	77	31	46	41,542	493	19.9	63	4.2	513
	TOTAL	985	374	611	$42,921		19.3		4.3	
CLINTON										
	Keystone Central AVTS 2/	24	16	8	$42,166	471	12.7	562	4.1	556
	Keystone Central SD 2/	371	123	248	44,548	331	16.9	295	4.2	513
	TOTAL	395	139	256	$44,403		16.6		4.2	
COLUMBIA										
	Benton Area SD	60	22	38	$38,026	574	15.1	459	4.4	214
	Berwick Area SD	222	64	158	43,989	373	16.4	360	4.3	379
	Bloomsburg Area SD	123	53	70	44,381	342	18.5	148	4.7	17
	Central Columbia SD	132	48	84	47,536	195	18.3	168	4.4	214
	Columbia-Montour AVTS	44	28	16	43,939	376	16.3	366	4.0	571
	Millville Area SD	64	23	41	38,289	570	17.9	202	4.5	111
	Southern Columbia Area SD	84	31	53	40,302	537	16.6	334	4.4	214
	TOTAL	729	269	460	$43,330		17.1		4.4	
CRAWFORD										
	Conneaut SD	197	71	126	$40,947	518	18.4	160	4.5	111
	Crawford Central SD	302	90	212	41,266	503	18.0	194	4.5	111
	Crawford Co AVTS	25	19	6	42,330	459	14.3	510	3.6	605
	Penncrest SD	261	97	164	41,640	488	17.5	238	4.4	214
	TOTAL	785	277	508	$41,342		17.8		4.4	
CUMBERLAND										
	Big Spring SD	215	63	152	$37,578	578	14.7	491	4.5	111
	Camp Hill SD	79	23	56	46,194	254	16.8	308	4.4	214
	Carlisle Area SD	347	107	240	41,165	509	17.4	248	4.5	111
	Cumberland Valley SD	460	142	318	45,200	296	17.8	208	4.5	111
	Cumberland-Perry AVTS	34	21	13	42,777	436	13.4	545	3.6	605
	East Pennsboro Area SD	180	54	126	44,415	340	16.7	326	4.3	379
	Mechanicsburg Area SD	232	82	150	44,161	358	16.3	366	4.4	214
	Shippensburg Area SD	170	59	111	44,837	317	16.6	334	4.6	54
	South Middleton SD	144	42	102	41,831	483	15.2	452	4.6	54
	TOTAL	1,861	593	1,268	$43,079		16.7		4.5	
DAUPHIN										
	Central Dauphin SD	702	201	501	$44,050	367	16.5	348	4.4	214
	Dauphin Co AVTS	65	36	29	42,758	439	14.5	503	4.0	571
	Derry Township SD	188	63	125	47,398	201	15.9	396	4.7	17
	Halifax Area SD	94	30	64	41,131	510	16.8	308	4.5	111
	Harrisburg City SD	576	171	405	46,252	251	17.9	202	4.3	379
	Lower Dauphin SD	250	67	183	44,302	346	15.5	428	4.3	379
	Middletown Area SD	176	60	116	46,097	256	18.1	184	4.7	17
	Millersburg Area SD	74	21	53	40,757	523	15.3	446	4.2	513
	Steelton-Highspire SD	88	34	54	40,466	531	15.2	452	4.3	379
	Susquehanna Township SD	175	59	116	44,560	330	15.1	459	4.4	214
	Sylvan Heights Science CS	4	2	2	26,875	623	5.8	605	3.8	585
	Upper Dauphin Area SD	101	40	61	41,572	491	17.0	285	4.6	54
	TOTAL	2,493	784	1,709	$44,514		16.6		4.4	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
DELAWARE										
	Archway CS of Chester	8	0	8	$30,000	612	3.5	618	4.1	556
	Chester Charter School	17	2	15	30,294	610	1.4	627	4.1	556
	Chester-Upland SD	438	103	335	43,559	396	14.8	480	4.3	379
	Chichester SD	235	74	161	52,370	86	15.8	403	4.3	379
	Creative Educ Concepts CS	8	3	5	29,625	614	5.0	608	4.3	379
	Delaware Co AVTS	38	22	16	49,633	137	10.6	586	3.8	585
	Garnet Valley SD	190	59	131	50,710	112	12.8	561	4.4	214
	Haverford Township SD	310	84	226	54,852	62	16.3	366	4.6	54
	Interboro SD	231	72	159	60,277	17	16.0	388	4.7	17
	Marple Newtown SD	251	64	187	55,782	55	15.5	428	4.8	3
	Penn-Delco SD 3/	182	58	124	48,360	170	16.8	308	4.6	54
	Radnor Township SD	244	72	172	63,528	10	18.2	175	4.7	17
	Ridley SD	368	97	271	52,923	80	14.0	521	4.7	17
	Rose Tree Media SD 2/	275	78	197	51,207	105	14.7	491	4.5	111
	Southeast Delco SD 4/	226	56	170	53,875	70	16.8	308	4.4	214
	Springfield SD	213	67	146	49,409	142	13.2	549	4.5	111
	Upper Darby SD	654	193	461	51,258	102	14.3	510	4.5	111
	Village CS of Chester-Upland	18	3	15	29,000	616	3.0	621	4.1	556
	Wallingford-Swarthmore SD	232	75	157	56,923	44	13.3	547	4.8	3
	William Penn SD	321	91	230	50,282	123	16.4	360	4.6	54
	TOTAL	4,459	1,273	3,186	$52,142		15.0		4.5	
ELK										
	Johnsonburg Area SD 2/	53	22	31	$45,595	274	17.2	268	4.3	379
	Ridgway Area SD	73	30	43	42,517	449	16.8	308	4.4	214
	Saint Marys Area SD	152	59	93	45,194	297	20.4	45	4.2	513
	TOTAL	278	111	167	$44,559		18.8		4.3	
ERIE										
	Corry Area SD	167	61	106	$41,594	489	17.6	229	4.4	214
	Erie City SD	774	242	532	44,347	345	15.9	396	4.4	214
	Erie Co AVTS	22	15	7	38,327	569	10.7	585	3.7	594
	Fairview SD	102	38	64	45,587	275	17.6	229	4.4	214
	Fort LeBoeuf SD	119	42	77	44,107	364	18.0	194	4.5	111
	Gecac Community CS	11	2	9	22,636	627	2.4	624	4.3	379
	General McLane SD	169	56	113	43,266	408	16.8	308	4.6	54
	Girard SD	113	34	79	45,609	273	17.7	219	4.5	111
	Harbor Creek SD	149	51	98	44,055	366	17.3	255	4.5	111
	Iroquois SD	74	22	52	43,604	393	19.1	101	4.6	54
	Millcreek Township SD	420	119	301	46,941	219	18.4	160	4.6	54
	North East SD	114	33	81	43,015	422	16.5	348	4.4	214
	Northwestern SD	102	30	72	40,488	530	17.1	278	4.5	111
	Union City Area SD	86	35	51	40,338	534	16.8	308	4.3	379
	Wattsburg Area SD	86	22	64	43,028	421	18.1	184	4.4	214
	TOTAL	2,508	802	1,706	$44,042		17.0		4.5	
FAYETTE										
	Albert Gallatin Area SD	218	76	142	$45,498	282	20.6	40	4.4	214
	Brownsville Area SD	123	43	80	42,701	440	18.5	148	4.5	111
	Connellsville Area SD	338	95	243	44,176	355	19.2	96	4.3	379
	Fayette Co AVTS	25	16	9	33,295	602	10.1	593	3.8	585
	Frazier SD	78	28	50	44,276	350	20.7	36	4.4	214
	Laurel Highlands SD	211	79	132	49,374	144	21.5	19	4.4	214
	North Fayette Co AVTS	12	9	3	41,911	480	17.2	268	3.5	611

APPENDIX E

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1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
FAYETTE										
	Uniontown Area SD	202	74	128	47,462	200	20.9	31	4.3	379
	TOTAL	1,207	420	787	$45,491		19.9		4.3	
FOREST										
	Forest Area SD	53	22	31	$44,165	357	20.4	45	4.4	214
	TOTAL	53	22	31	$44,165		20.4		4.4	
FRANKLIN										
	Chambersburg Area SD	466	140	326	$43,328	404	16.7	326	4.6	54
	Fannett-Metal SD	38	7	31	34,335	599	12.9	559	4.5	111
	Franklin Co CTC 2/	33	29	4	48,470	167	16.8	308	4.2	513
	Greencastle-Antrim SD	140	47	93	45,815	266	17.7	219	4.5	111
	Tuscarora SD	166	58	108	44,465	337	21.3	23	4.6	54
	Waynesboro Area SD	242	79	163	41,855	481	16.8	308	4.5	111
	TOTAL	1,085	360	725	$43,338		17.4		4.6	
FULTON										
	Central Fulton SD	73	26	47	$44,137	360	19.1	101	4.5	111
	Forbes Road SD	38	11	27	36,613	588	17.7	219	4.5	111
	Fulton Co AVTS	5	4	1	27,388	621	3.8	616	3.4	620
	Southern Fulton SD	52	17	35	39,682	551	16.9	295	4.4	214
	TOTAL	168	58	110	$40,608		17.6		4.4	
GREENE										
	Carmichaels Area SD	76	27	49	$45,303	291	18.9	121	4.4	214
	Central Greene SD	150	55	95	47,710	190	19.4	84	4.3	379
	Greene Co AVTS	17	11	6	35,800	591	11.2	581	3.9	580
	Jefferson-Morgan SD	68	21	47	41,233	506	16.1	378	4.3	379
	Southeastern Greene SD	51	18	33	44,125	361	21.3	23	4.4	214
	West Greene SD	85	36	49	45,168	299	17.3	255	4.3	379
	TOTAL	447	168	279	$44,945		18.3		4.3	
HUNTINGDON										
	Huntingdon Area SD	176	60	116	$39,744	548	19.3	87	4.3	379
	Huntingdon Co CTC	16	11	5	38,124	571	13.9	523	3.5	611
	Juniata Valley SD	62	23	39	40,154	541	17.5	238	4.3	379
	Mount Union Area SD	120	45	75	39,288	556	18.0	194	4.3	379
	Southern Huntingdon County SD	86	33	53	37,172	582	17.8	208	4.3	379
	TOTAL	460	172	288	$39,140		18.2		4.3	
INDIANA										
	Blairsville-Saltsburg SD	140	59	81	$46,348	246	18.7	134	4.5	111
	Homer-Center SD 3/	70	22	48	42,967	425	20.3	50	4.4	214
	Indiana Area SD	228	69	159	49,081	154	17.7	219	4.6	54
	Indiana Co Technology Center	19	12	7	45,651	271	13.1	554	3.8	585
	Marion Center Area SD	121	35	86	44,869	313	17.3	255	4.5	111
	Penns Manor Area SD	70	30	40	45,263	294	17.8	208	4.4	214
	Purchase Line SD	97	33	64	43,862	379	18.8	127	4.5	111
	United SD	99	41	58	45,121	301	20.1	55	4.5	111
	TOTAL	844	301	543	$46,063		18.4		4.5	
JEFFERSON										
	Brockway Area SD	77	26	51	$42,169	470	16.5	348	4.5	111
	Brookville Area SD 3/	127	44	83	40,338	534	17.3	255	4.6	54
	Jefferson Co-DuBois AVTS	30	23	7	46,208	253	15.9	396	3.9	580
	Punxsutawney Area SD	201	81	120	47,350	204	20.9	31	4.4	214
	TOTAL	435	174	261	$44,302		18.7		4.5	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
JUNIATA										
	Juniata County SD 3/	186	67	119	$35,017	596	15.2	452	4.3	379
	TOTAL	186	67	119	$35,017		15.2		4.3	
LACKAWANNA										
	Abington Heights SD 4/	221	76	145	$41,984	476	20.0	58	4.7	17
	Carbondale Area SD	87	29	58	45,214	295	19.2	96	4.6	54
	CTC of Lackawanna County 2/	32	23	9	36,420	589	12.1	570	3.5	611
	Dunmore SD	88	40	48	49,371	145	19.0	113	4.5	111
	Lakeland SD	87	30	57	45,310	289	21.9	11	4.3	379
	Mid Valley SD	100	32	68	41,642	487	18.6	139	4.3	379
	North Pocono SD	185	56	129	46,457	242	16.7	326	4.7	17
	Northeast Charter School	3	2	1	25,000	625	7.3	600	4.7	17
	Old Forge SD 2/	58	26	32	46,256	250	21.5	19	4.2	513
	Riverside SD 2/	87	36	51	46,837	227	24.1	3	4.4	214
	Scranton SD	587	163	424	52,596	84	20.8	34	4.5	111
	Valley View SD	140	51	89	44,284	347	20.0	58	4.5	111
	TOTAL	1,675	564	1,111	$47,382		19.9		4.5	
LANCASTER										
	Cocalico SD	183	71	112	$45,878	263	14.8	480	4.4	214
	Columbia Borough SD	86	25	61	44,574	329	15.6	422	4.6	54
	Conestoga Valley SD	228	76	152	51,377	100	17.6	229	4.4	214
	Donegal SD	150	48	102	44,437	339	15.1	459	4.5	111
	Eastern Lancaster County SD	213	68	145	44,733	321	13.7	529	4.3	379
	Elizabethtown Area SD	214	49	165	43,772	385	14.2	516	4.3	379
	Ephrata Area SD	247	81	166	46,279	248	15.3	446	4.2	513
	Hempfield SD	405	117	288	48,107	180	14.2	516	4.4	214
	La Academia: The Partnership CS	5	1	4	36,100	590	2.4	624	4.0	571
	Lampeter-Strasburg SD	179	61	118	46,843	226	13.5	541	4.4	214
	Lancaster Co CTC	68	49	19	46,744	230	12.3	566	3.9	580
	Lancaster SD	661	203	458	47,051	212	13.3	547	4.5	111
	Manheim Central SD	187	57	130	47,372	202	15.4	438	4.4	214
	Manheim Township SD	313	100	213	47,031	214	15.9	396	4.5	111
	Penn Manor SD	307	79	228	46,867	223	14.5	503	4.3	379
	Pequea Valley SD	131	36	95	45,644	272	18.1	184	4.3	379
	Solanco SD	204	71	133	44,893	310	15.1	459	4.4	214
	Warwick SD	268	77	191	48,110	179	17.0	285	4.5	111
	TOTAL	4,049	1,269	2,780	$46,722		14.9		4.4	
LAWRENCE										
	Ellwood City Area SD	129	49	80	$47,489	199	17.4	248	4.3	379
	Laurel SD	85	31	54	42,942	428	14.6	498	4.4	214
	Lawrence Co AVTS 2/	33	19	14	45,777	268	18.2	175	4.2	513
	Mohawk Area SD	120	39	81	46,743	231	18.2	175	4.5	111
	Neshannock Township SD	75	31	44	47,677	191	17.1	278	4.3	379
	New Castle Area SD	236	82	154	50,200	124	20.1	55	4.4	214
	Shenango Area SD	83	27	56	47,360	203	17.0	285	4.5	111
	Union Area SD	53	15	38	43,064	420	15.5	428	4.3	379
	Wilmington Area SD	101	28	73	43,634	391	18.6	139	4.6	54
	TOTAL	915	321	594	$46,964		17.9		4.4	
LEBANON										
	Annville-Cleona SD	105	32	73	$42,269	463	15.9	396	4.3	379
	Cornwall-Lebanon SD	284	80	204	46,043	259	15.2	452	4.3	379
	Eastern Lebanon County SD	141	47	94	49,996	128	18.1	184	4.3	379
	Lebanon Co AVTS	31	20	11	42,547	448	13.1	554	3.7	594

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CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
LEBANON										
	Lebanon SD	222	80	142	45,578	276	16.6	334	4.4	214
	Northern Lebanon SD	155	54	101	46,480	240	18.5	148	4.4	214
	Palmyra Area SD	162	50	112	41,697	485	16.1	378	4.3	379
	TOTAL	1,100	363	737	$45,418		16.5		4.3	
LEHIGH										
	Allentown City SD	805	257	548	$51,283	101	17.2	268	4.4	214
	Catasauqua Area SD	108	47	61	49,134	152	16.9	295	4.7	17
	East Penn SD	376	117	259	50,121	127	16.0	388	4.5	111
	Lehigh Co AVTS	78	56	22	53,332	77	17.4	248	3.8	585
	Northern Lehigh SD 2/	118	39	79	47,973	182	17.6	229	4.3	379
	Northwestern Lehigh SD	141	41	100	48,784	162	16.4	360	4.4	214
	Parkland SD	435	136	299	49,697	133	16.8	308	4.5	111
	Salisbury Township SD	117	32	85	51,947	90	15.4	438	4.3	379
	Southern Lehigh SD	148	55	93	48,446	168	15.0	468	4.6	54
	Whitehall-Coplay SD	202	76	126	48,243	175	17.3	225	4.4	214
	TOTAL	2,528	856	1,672	$50,149		16.7		4.4	
LUZERNE										
	Crestwood SD	140	46	94	$53,529	72	19.2	96	4.5	111
	Dallas SD	146	48	98	48,745	163	19.5	79	4.3	379
	Greater Nanticoke Area SD 2/	108	44	64	57,823	32	25.4	1	4.8	3
	Hanover Area SD	122	45	77	55,237	59	22.6	6	4.5	111
	Hazleton Area Career Center	38	23	15	47,045	213	16.6	334	4.2	513
	Hazleton Area SD	456	163	293	50,309	122	19.7	73	4.4	214
	Lake-Lehman SD 3/	121	41	80	46,886	221	18.2	175	4.3	379
	Northwest Area SD	92	40	52	55,828	54	21.8	13	4.7	17
	Pittston Area SD	173	73	100	52,561	85	23.5	4	4.5	111
	West Side AVTS	36	25	11	47,125	209	19.3	87	4.3	379
	Wilkes-Barre Area SD	453	177	276	54,615	65	20.4	45	4.4	214
	Wilkes-Barre AVTS	35	29	6	51,940	91	18.2	175	3.7	594
	Wyoming Area SD 2/	132	48	84	48,900	159	21.8	13	4.8	3
	Wyoming Valley West SD	308	106	202	53,397	75	22.1	9	4.4	214
	TOTAL	2,360	908	1,452	$52,296		20.8		4.4	
LYCOMING										
	East Lycoming SD	124	39	85	$44,227	353	15.7	415	4.4	214
	Jersey Shore Area SD	184	60	124	47,876	184	17.8	208	4.2	513
	Loyalsock Township SD	97	32	65	49,772	130	16.9	295	4.4	214
	Lycoming Co Career Consortium	5	3	2	32,452	607	4.6	612	3.4	620
	Montgomery Area SD	69	20	49	42,426	452	14.9	475	4.3	379
	Montoursville Area SD	139	56	83	46,721	232	17.5	238	4.3	379
	Muncy SD	76	27	49	45,451	284	15.1	459	4.2	513
	South Williamsport Area SD	92	30	62	41,751	484	13.0	558	4.2	513
	Williamsport Area SD 3/	411	149	262	50,342	121	17.9	202	4.3	379
	TOTAL	1,197	416	781	$47,373		16.7		4.3	
MCKEAN										
	Bradford Area SD	187	64	123	$46,088	257	19.2	96	4.4	214
	Kane Area SD	89	32	57	43,112	416	18.3	168	4.3	379
	Otto-Eldred SD	53	19	34	41,340	499	19.0	113	4.5	111
	Port Allegany SD	67	29	38	42,900	430	16.2	373	4.2	513
	Seneca Highlands AVTS	9	5	4	42,229	466	15.6	422	3.6	605
	Smethport Area SD	66	29	37	44,536	334	19.3	87	4.3	379
	TOTAL	471	178	293	$44,260		18.5		4.3	

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
MERCER										
	Commodore Perry SD	49	14	35	$44,614	326	19.4	84	4.6	54
	Farrell Area SD	80	27	53	44,071	365	16.5	348	4.4	214
	Greenville Area SD	107	44	63	42,771	437	17.8	208	4.6	54
	Grove City Area SD	175	69	106	44,158	359	15.7	415	4.5	111
	Hermitage SD	143	47	96	45,824	265	16.6	334	4.3	379
	Jamestown Area SD	42	12	30	42,211	468	15.6	422	4.4	214
	Keystone Education Center CS	19	13	6	27,684	620	3.6	617	4.1	556
	Lakeview SD	85	31	54	43,849	381	17.7	219	4.4	214
	Mercer Area SD	96	31	65	43,131	413	18.1	184	4.4	214
	Mercer Co AVTS 2/	18	10	8	43,520	399	17.0	285	4.1	556
	Reynolds SD	101	34	67	41,473	496	15.8	403	4.5	111
	Sharon City SD	155	50	105	42,948	427	16.1	378	4.3	379
	Sharpsville Area SD	74	21	53	43,950	375	16.6	334	4.5	111
	West Middlesex Area SD	68	26	42	45,924	261	20.4	45	4.4	214
	TOTAL	1,212	429	783	$43,504		16.7		4.4	
MIFFLIN										
	Juniata-Mifflin Co AVTS 2/	16	11	5	$32,916	606	10.5	589	3.5	611
	Mifflin County SD	406	134	272	41,096	514	17.8	208	4.3	379
	TOTAL	422	145	277	$40,781		17.5		4.3	
MONROE										
	East Stroudsburg Area SD	410	113	297	$39,466	553	10.6	586	4.3	379
	Monroe Co AVTS	31	20	11	42,548	447	10.3	592	3.7	594
	Pleasant Valley SD	317	102	215	38,892	562	11.5	578	4.5	111
	Pocono Mountain SD	564	177	387	40,736	526	11.0	584	4.3	379
	Stroudsburg Area SD	269	72	197	44,282	349	13.6	534	4.4	214
	TOTAL	1,591	484	1,107	$40,667		11.4		4.4	
MONTGOMERY										
	Abington SD	436	156	280	$59,242	24	16.5	348	4.7	17
	Cheltenham Township SD	328	114	214	64,254	8	15.2	452	4.7	17
	Colonial SD	318	102	216	58,694	27	15.4	438	4.7	17
	Center for Tech Studies/Mont Co	19	13	6	59,290	23	13.6	534	3.6	605
	Eastern Center for Arts & Tech	18	12	6	66,725	3	15.8	403	4.1	556
	Hatboro-Horsham SD	314	96	218	59,542	21	15.0	468	4.5	111
	Jenkintown SD	49	15	34	58,521	30	14.8	480	4.7	17
	Lower Merion SD	464	142	322	64,336	6	16.7	326	4.6	54
	Lower Moreland Township SD	106	31	75	65,635	4	19.8	66	4.8	3
	Methacton SD	302	89	213	50,994	108	15.7	415	4.4	214
	Norristown Area SD	451	134	317	51,607	95	16.9	295	4.6	54
	North Montco Tech Career Ctr	38	27	11	53,589	71	10.4	590	3.7	594
	North Penn SD	765	200	565	58,566	29	15.5	428	4.7	17
	Perkiomen Valley SD	215	59	156	52,102	89	14.1	519	4.4	214
	Pottsgrove SD	200	65	135	55,408	57	17.4	248	4.5	111
	Pottstown SD	209	62	147	49,767	131	14.4	505	4.4	214
	Souderton Area SD	370	104	266	55,450	56	15.8	403	4.6	54
	Spring-Ford Area SD	312	72	240	43,723	387	12.0	571	4.5	111
	Springfield Township SD	142	37	105	54,880	61	15.5	428	4.8	3
	Upper Dublin SD	257	68	189	57,205	40	16.3	366	4.6	54
	Upper Merion Area SD	230	62	168	62,526	11	17.3	255	4.6	54
	Upper Moreland Township SD	186	67	119	57,727	34	17.3	255	4.7	17
	Upper Perkiomen SD	190	61	129	56,704	46	15.7	415	4.6	54
	Western Ctr for Tech Studies	26	19	7	49,664	135	12.2	568	4.1	556

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MONTGOMERY										
	Wissahickon SD	297	89	208	57,076	42	16.1	378	4.5	111
	TOTAL	6,242	1,896	4,346	$56,892		15.7		4.6	
MONTOUR										
	Danville Area SD	176	60	116	$43,301	405	16.0	388	4.5	111
	TOTAL	176	60	116	$43,301		16.0		4.5	
NORTHAMPTON										
	Bangor Area SD	193	64	129	$42,986	423	15.6	422	4.4	214
	Bethlehem Area SD	878	265	613	46,996	215	14.8	480	4.6	54
	Bethlehem AVTS	45	27	18	47,815	186	12.4	564	3.5	611
	Career Institute of Technology	29	18	11	43,443	402	11.8	575	4.0	571
	Easton Area SD	460	138	322	43,395	403	16.8	308	4.3	379
	Nazareth Area SD	222	83	139	48,814	161	16.8	308	4.4	214
	Northampton Area SD	324	104	220	49,419	141	18.0	194	4.4	214
	Pen Argyl Area SD	106	32	74	44,821	318	16.6	334	4.7	17
	Saucon Valley SD	136	40	96	45,884	262	15.3	446	4.5	111
	Wilson Area SD	124	38	86	41,247	504	15.5	428	4.3	379
	TOTAL	2,517	809	1,708	$46,050		15.9		4.4	
NORTHUMBERLAND										
	Line Mountain SD	96	28	68	$39,390	554	17.5	238	4.5	111
	Milton Area SD 2/	176	63	113	42,001	475	17.5	238	4.2	513
	Mount Carmel Area SD	102	40	62	39,851	546	19.9	63	4.4	214
	Northumberland Co AVTS	14	11	3	36,821	584	15.1	459	3.4	620
	Shamokin Area SD	142	63	79	41,288	501	21.1	28	4.3	379
	Shikellamy SD	210	73	137	49,454	140	19.8	66	4.5	111
	Warrior Run SD 2/	129	46	83	42,247	465	17.6	229	4.3	379
	TOTAL	869	324	545	$43,102		18.9		4.4	
PERRY										
	Greenwood SD	55	18	37	$39,001	560	17.2	268	4.6	54
	Newport SD	93	29	64	39,708	550	15.8	403	4.3	379
	Susquenita SD	138	46	92	42,026	473	18.4	160	4.6	54
	West Perry SD	203	74	129	38,351	568	14.7	491	4.4	214
	TOTAL	489	167	322	$39,731		16.2		4.5	
PHILADELPHIA										
	Center for Economics & Law CS	8	6	2	$29,815	613	1.1	628	4.8	3
	Eugenio Maria De Hostos CS	6	1	5	26,083	624	3.2	620	4.2	513
	Family Charter School	7	2	5	37,229	581	5.0	608	4.4	214
	Imhotep Institute CS	6	3	3	36,800	586	9.5	598	4.8	3
	Multi-Cultural Academy CS	5	3	2	29,078	615	2.4	624	4.2	513
	Phila Community Academy CS	10	3	7	35,275	593	4.7	611	4.4	214
	Phila Harambee Inst CS	14	5	9	33,195	605	7.2	601	4.3	379
	Philadelphia City SD	10,707	2,739	7,968	47,801	187	14.8	480	4.5	111
	The Alliance Charter School	9	1	8	31,056	609	4.0	615	4.2	513
	The Laboratory Charter School	22	3	19	26,950	622	5.2	607	4.3	379
	The Preparatory Charter School	5	4	1	28,750	617	10.4	590	4.8	3
	West Oak Lane Charter School	26	4	22	33,962	600	5.9	604	4.2	513
	World Communications CS	22	9	13	31,491	608	4.5	613	4.2	513
	Youth Build Phila CS	8	7	1	33,250	603	4.4	614	4.9	2
	TOTAL	10,855	2,790	8,065	$47,595		14.7		4.5	
PIKE										
	Delaware Valley SD	283	94	189	$43,664	389	11.2	581	4.6	54
	TOTAL	283	94	189	$43,664		11.2		4.6	

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POTTER										
	Austin Area SD	21	11	10	$38,514	565	17.0	285	4.1	556
	Coudersport Area SD	56	24	32	45,326	288	17.7	219	4.3	379
	Galeton Area SD	31	12	19	42,369	454	14.3	510	4.3	379
	Northern Potter SD	54	18	36	44,195	354	16.8	308	4.5	111
	Oswayo Valley SD	40	14	26	37,849	577	14.4	505	4.4	214
	TOTAL	202	79	123	$42,440		16.2		4.3	
SCHUYLKILL										
	Blue Mountain SD	164	60	104	$44,933	308	17.1	278	4.3	379
	Mahanoy Area SD	82	29	53	41,042	516	19.3	87	4.3	379
	Minersville Area SD	66	17	49	38,392	567	17.6	229	4.3	379
	North Schuylkill SD	113	51	62	44,612	327	21.2	25	4.3	379
	Pine Grove Area SD	105	33	72	43,707	388	19.5	79	4.3	379
	Pottsville Area SD	158	73	85	47,087	211	22.0	10	4.3	379
	Saint Clair Area SD	26	10	16	40,937	519	21.0	29	4.2	513
	Schuylkill Co AVTS	35	23	12	42,935	429	13.9	523	4.1	556
	Schuylkill Haven Area SD	75	27	48	42,677	442	19.8	66	4.4	214
	Shenandoah Valley SD	61	26	35	35,224	595	17.8	208	4.4	214
	Tamaqua Area SD	124	46	78	44,713	323	21.2	25	4.3	379
	Tri-Valley SD	64	22	42	41,508	495	18.7	134	4.3	379
	Williams Valley SD	76	32	44	37,949	575	17.5	238	4.1	556
	TOTAL	1,149	449	700	$42,938		19.3		4.3	
SNYDER										
	Midd-West SD	181	62	119	$41,425	497	17.5	238	4.4	214
	Selinsgrove Area SD 2/	181	64	117	46,464	241	17.4	248	4.4	214
	TOTAL	362	126	236	$43,930		17.4		4.4	
SOMERSET										
	Berlin Brothersvalley SD	68	28	40	$44,283	348	19.3	87	4.3	379
	Conemaugh Township Area SD	71	24	47	43,109	417	18.9	121	4.2	513
	Meyersdale Area SD	76	30	46	41,270	502	19.3	87	4.4	214
	North Star SD	97	31	66	39,719	549	17.2	268	4.4	214
	Rockwood Area SD	65	21	44	42,003	474	21.2	25	4.5	111
	Salisbury-Elk Lick SD	35	14	21	35,515	592	18.5	148	4.2	513
	Shade-Central City SD	40	20	20	46,210	252	23.3	5	4.3	379
	Shanksville-Stonycreek SD 3/	34	14	20	34,888	597	18.9	121	4.3	379
	Somerset Area SD	172	53	119	49,062	156	18.8	127	4.4	214
	Somerset Co Technology Center 3/	22	16	6	37,130	583	13.5	541	3.3	626
	Turkeyfoot Valley Area SD 2/	32	15	17	30,253	611	15.0	468	4.3	379
	Windber Area SD	84	36	48	43,118	415	17.2	268	4.4	214
	TOTAL	796	302	494	$42,574		18.6		4.3	
SULLIVAN										
	Sullivan County SD	68	28	40	$48,926	158	18.5	148	4.1	556
	TOTAL	68	28	40	$48,926		18.5		4.1	
SUSQUEHANNA										
	Blue Ridge SD	82	28	54	$42,605	445	19.7	73	4.2	513
	Elk Lake SD	100	32	68	43,955	374	16.5	348	4.5	111
	Forest City Regional SD	59	17	42	38,927	561	14.9	475	4.3	379
	Montrose Area SD	126	47	79	45,435	285	18.6	139	4.3	379
	Mountain View SD	88	28	60	41,933	477	15.6	422	4.3	379
	Susquehanna Community SD	75	28	47	44,633	325	17.5	238	4.7	17
	Susquehanna County CTC	14	8	6	46,488	239	16.7	326	4.2	513
	TOTAL	544	188	356	$43,385		17.3		4.4	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
TIOGA										
	Northern Tioga SD	182	60	122	$38,795	564	15.5	428	4.2	513
	Southern Tioga SD	160	54	106	41,215	507	17.6	229	4.3	379
	Wellsboro Area SD	123	42	81	42,778	435	15.7	415	4.5	111
	TOTAL	465	156	309	$40,680		16.3		4.3	
UNION										
	Lewisburg Area SD	128	38	90	$42,088	472	16.2	373	4.5	111
	Mifflinburg Area SD	149	60	89	41,181	508	16.3	366	4.5	111
	SUN Area CTC	25	17	8	44,000	371	11.2	581	3.4	620
	TOTAL	302	115	187	$41,807		15.9		4.4	
VENANGO										
	Cranberry Area SD	101	31	70	$41,556	492	16.9	295	4.4	214
	Franklin Area SD	165	45	120	42,879	432	19.0	113	4.4	214
	Oil City Area SD	162	65	97	44,455	338	18.5	148	4.4	214
	Titusville Area SD	159	54	105	42,379	453	16.1	378	4.4	214
	Valley Grove SD	67	19	48	42,346	457	18.9	121	4.4	214
	Venango Co AVTS	22	16	6	39,853	545	13.5	541	3.8	585
	TOTAL	676	230	446	$42,796		17.7		4.4	
WARREN										
	Warren Co AVTS	11	9	2	$40,749	524	17.9	202	3.7	594
	Warren County SD	418	124	294	39,227	557	17.0	285	4.4	214
	TOTAL	429	133	296	$39,267		17.0		4.3	
WASHINGTON										
	Avella Area SD	52	21	31	$45,305	290	21.4	22	4.4	214
	Bentworth SD	74	27	47	45,007	303	18.8	127	4.6	54
	Bethlehem-Center SD	100	27	73	39,198	558	14.8	480	4.5	111
	Burgettstown Area SD	94	28	66	42,353	455	18.3	168	4.4	214
	California Area SD	64	24	40	43,594	394	20.0	58	4.3	379
	Canon-McMillan SD 2/	258	93	165	49,023	157	19.7	73	4.4	214
	Charleroi SD	101	29	72	40,535	529	18.5	148	4.4	214
	Chartiers-Houston SD	72	23	49	41,679	486	18.1	184	4.3	379
	Fort Cherry SD	89	31	58	41,383	498	17.0	285	4.3	379
	McGuffey SD	169	51	118	45,980	260	18.5	148	4.4	214
	Mon Valley CTC	14	11	3	37,286	579	12.2	568	3.4	620
	Peters Township SD	189	58	131	50,369	120	15.8	403	4.6	54
	Ringgold SD	220	69	151	48,275	173	22.3	8	4.5	111
	Trinity Area SD	234	71	163	50,471	116	20.0	58	4.3	379
	Washington Co Alternative School	4	1	3	34,568	598	10.0	594	4.3	379
	Washington SD	143	47	96	47,346	205	19.1	101	4.4	214
	Western Area CTC	18	11	7	41,323	500	13.7	529	3.7	594
	TOTAL	1,895	622	1,273	$46,260		18.8		4.4	
WAYNE										
	Wallenpaupack Area SD	239	70	169	$44,727	322	14.3	510	4.7	17
	Wayne Highlands SD	205	61	144	47,758	188	18.4	160	4.3	379
	Western Wayne SD	152	47	105	46,301	247	16.6	334	4.3	379
	TOTAL	596	178	418	$46,173		16.3		4.4	
WESTMORELAND										
	Belle Vernon Area SD	154	50	104	$43,814	382	18.6	139	4.4	214
	Burrell SD	136	49	87	42,672	443	18.1	184	4.3	379
	Central Westmoreland CTC	39	25	14	46,135	255	17.6	229	3.8	585
	Derry Area SD	168	51	117	44,049	368	19.0	113	4.6	54
	Eastern Westmoreland Co AVTS	18	14	4	44,541	332	15.8	403	3.9	580
	Franklin Regional SD	223	77	146	52,925	79	18.2	175	4.5	111

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1998-99

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 628 1/	AVERAGE TOTAL YEARS	RANK OF 628 1/	AVERAGE EDUC-ATION	RANK OF 628 1/
WESTMORELAND										
	Greater Latrobe SD	226	72	154	47,717	189	20.6	40	4.3	379
	Greensburg Salem SD	194	54	140	47,496	198	20.7	36	4.5	111
	Hempfield Area SD	401	133	268	52,736	82	18.8	127	4.6	54
	Jeannette City SD	84	29	55	42,328	460	17.2	268	4.2	513
	Kiski Area SD	231	83	148	49,096	153	18.3	168	4.4	214
	Ligonier Valley SD	133	44	89	45,541	280	19.5	79	4.7	17
	Monessen City SD	72	25	47	41,052	515	16.9	295	4.4	214
	Mount Pleasant Area SD	137	47	90	46,964	217	20.7	36	4.4	214
	New Kensington-Arnold SD	164	53	111	44,928	309	19.0	113	4.3	379
	Northern Westmoreland Co AVTS	13	9	4	47,658	192	15.4	438	4.2	513
	Norwin SD	266	101	165	51,622	94	19.5	79	4.4	214
	Penn-Trafford SD	238	93	145	46,384	244	17.7	219	4.4	214
	Ridgeview Academy CS	43	14	29	20,514	628	3.0	621	4.0	571
	Southmoreland SD	136	59	77	47,166	208	20.6	40	4.4	214
	Yough SD	153	62	91	46,845	225	21.0	29	4.5	111
	TOTAL	3,229	1,144	2,085	$47,396		18.9		4.4	
WYOMING										
	Lackawanna Trail SD	87	28	59	$43,859	380	15.5	428	4.2	513
	Tunkhannock Area SD	218	78	140	49,525	139	20.6	40	4.6	54
	TOTAL	305	106	199	$47,884		19.2		4.5	
YORK										
	Central York SD	220	69	151	$43,173	410	15.1	459	4.4	214
	Dallastown Area SD	295	105	190	51,536	97	17.2	268	4.3	379
	Dover Area SD	220	65	155	42,874	433	15.3	446	4.3	379
	Eastern York SD	173	54	119	40,315	536	14.8	480	4.3	379
	Hanover Public SD	111	38	73	49,311	148	18.4	160	4.7	17
	Northeastern York SD	174	47	127	42,983	424	16.0	388	4.5	111
	Northern York County SD	177	67	110	42,488	450	18.5	148	4.4	214
	Red Lion Area SD	283	69	214	43,299	406	14.8	480	4.6	54
	South Eastern SD 2/	170	50	120	43,915	377	14.6	498	4.4	214
	South Western SD	231	73	158	46,949	218	16.4	360	4.5	111
	Southern York County SD	196	61	135	46,864	224	16.4	360	4.3	379
	Spring Grove Area SD	221	73	148	44,044	369	16.6	334	4.4	214
	West Shore SD	480	143	337	45,675	270	15.2	452	4.4	214
	West York Area SD	168	46	122	39,888	544	12.0	571	4.3	379
	York City SD	404	106	298	47,858	185	13.1	554	4.5	111
	York Co AVTS	80	48	32	42,659	444	15.5	428	3.9	580
	York Suburban SD	168	57	111	50,452	118	17.0	285	4.4	214
	TOTAL	3,771	1,171	2,600	$45,330		15.5		4.4	
	STATE TOTAL	112,225	35,648	76,577	$48,457		16.7		4.4	

1/ Excludes Susq-Cyber Charter School which had no classroom teachers.
2/ Based all or in part on 1997-98 salaries.
3/ Based all or in part on 1996-97 salaries.
4/ Based all or in part on 1995-96 salaries.

Note: See Level of Education in Appendix G for explanation of average education.

APPENDIX F

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
1997-98

STATE OR OTHER AREA	AVERAGE SALARY	STATE OR OTHER AREA	AVERAGE SALARY
1. Connecticut	$51,727	26. Vermont	$36,299
2. New Jersey	50,284	27. Tennessee	34,584
3. New York	48,712	28. Florida	34,473
4. Michigan 1/	48,361	29. Kentucky	34,453
5. Alaska	48,275	30. Maine	34,349
6. Pennsylvania	**47,542**	31. Iowa	34,084
7. District of Columbia 1/	44,746	32. Arizona 1/	34,071
8. California	44,585	33. Missouri 1/	34,001
9. Rhode Island 1/	44,506	34. Kansas 1/	33,800
10. Massachusetts 1/	44,285	35. South Carolina	33,608
11. Illinois	43,707	36. Texas	33,537
12. Delaware	42,439	37. West Virginia	33,396
13. Oregon	42,301	38. North Carolina	33,123
14. Maryland	41,404	39. Utah 1/	32,981
15. Nevada	40,572	40. Idaho	32,834
16. Indiana	39,752	41. Alabama	32,799
		42. Nebraska	32,668
United States	**39,347**	43. Arkansas 1/	32,119
		44. Wyoming	32,022
17. Minnesota 1/	39,104	45. Oklahoma	30,940
18. Ohio	39,099		
19. Washington 1/	38,755	46. Montana	30,617
20. Wisconsin	38,179	47. New Mexico 1/	30,309
21. Georgia	37,412	48. Louisiana	30,090
		49. Mississippi	28,691
22. Colorado	37,240	50. North Dakota	28,231
23. Virginia	37,024		
24. New Hampshire	36,663	51. South Dakota	27,839
25. Hawaii 1/	36,598		

1/ Estimated or preliminary figures.

Source: *Survey & Analysis of Salary Trends, 1998*, American Federation of Teachers, Research Department, 1998.

APPENDIX G

GLOSSARY

ADMINISTRATIVE/SUPERVISORY - Personnel who direct and manage or assist with directing and managing the operation of a local education agency or particular school.

CHARTER SCHOOL - A public school financed by the same per pupil funds that traditional public schools receive. Unlike traditional schools, however, they are held accountable for achieving educational results. In return, they receive waivers that exempt them from many of the restrictions and bureaucratic rules that shape traditional public schools.

CLASSROOM TEACHERS - Personnel who provide instruction to public school students in kindergarten through grade 12 or ungraded classes.

CONSORTIUM-OPERATED ALTERNATIVE HIGH SCHOOL - A school formed as a result of a special program jointure which enrolls high-risk students or students who previously dropped out. A special program jointure is an entity established by the boards of school directors in two or more school districts, with approval of the Pennsylvania Department of Education, under Sections 1701-1709 of the Public School Code of 1949, as amended.

CONSUMER PRICE INDEX (CPI) - A measure of the average change of prices over time in a fixed market basket of goods and services which covers all urban consumers (CPI-U) consisting of approximately 80% of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

COORDINATE SERVICES - Personnel who provide guidance, information, counseling and assistance to students, parents and other staff members or who perform specially designed services not provided by regular or special education instruction.

FULL-TIME EQUIVALENT (FTE) - Conversion of part-time positions into full-time as reported by the local education agency.

LEVEL OF EDUCATION - Codes used for the level of education on the Elementary/Secondary Professional Personnel form are not synonymous with years. Averages used for the level of education are the averages of the codes. These codes are: 1, less than high school graduate; 2, high school graduate; 3, less than bachelor's degree; 4, bachelor's degree; 5, master's degree; and 6, doctor's degree.

OTHER PROFESSIONAL PERSONNEL - Employees in positions of a professional nature but who are not identified in Section 1101 of the *Public School Code of 1949* and do not require certification.

PROFESSIONAL PERSONNEL - Those persons as defined in the *Public School Code of 1949*, Section 1101 as "professional employees," as well as "other professional personnel."

RACIAL/ETHNIC CATEGORIES - Categories used to describe groups to which individuals belong, identify with or belong in the eyes of the community. These categories do not denote scientific definitions of anthropological origins. However, no person may be counted in more than one racial/ethnic category.

AMERICAN INDIAN/ALASKAN NATIVE - A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

ASIAN/PACIFIC ISLANDER - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or Pacific Islands. This

includes people from China, Japan, Korea, the Philippine Islands, Samoa, India and Vietnam.

BLACK (NON-HISPANIC) - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

HISPANIC - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

WHITE (NON-HISPANIC) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East (except those of Hispanic origin).

TOTAL YEARS - The total years of service in education. Includes service in public, private and nonpublic schools both in and outside Pennsylvania.

UNIT YEARS - The number of years of continuous service with the local education agency.

APPENDIX H

SOURCES

1. Elementary/Secondary Professional Personnel (PDE-5018)

2. *Consumer Price Indexes*, U.S. Department of Labor, Bureau of Labor Statistics, 1999.

3. *Public, Private and Nonpublic Schools: Enrollments, 1998-99,* Pennsylvania Department of Education, 1999.

4. *Survey & Analysis of Salary Trends, 1998,* American Federation of Teachers, Research Department, 1998.

APPENDIX I

LOCAL EDUCATION AGENCIES UNABLE TO REPORT 1998-99 SALARIES

Because salary contracts had not been settled at the time the reports were submitted, 1997-98 salaries or salaries with mandated increments (except where noted) were reported for all or a portion of employees in the local education agencies listed below.

Abington Heights SD 2/
Bristol Borough SD
Brookville Area SD 1/
Canon-McMillan SD
Canton Area SD
Conrad Weiser Area SD 1/
DuBois Area SD
Greater Nanticoke Area SD
Homer-Center SD 1/
Johnsonburg Area SD
Juniata County SD 1/
Keystone Central SD
Lake-Lehman SD 1/
Milton Area SD
Northern Lehigh SD
Old Forge SD
Penn-Delco SD 1/
Riverside SD
Rose Tree Media SD
Sayre Area SD 1/
Selinsgrove Area SD
Shanksville Stonycreek SD 1/
South Eastern SD
Southeast Delco SD 2/
Towanda Area SD 1/
Troy Area SD 2/
Turkeyfoot Valley SD
Warrior Run SD
Weatherly Area SD 2/
Wilkinsburg Borough SD
Williamsport Area SD 1/
Woodland Hills SD
Wyoming Area SD

CTC of Lackawanna County
Franklin Co CTC
Juniata-Mifflin Co AVTS
Keystone Central AVTS
Lawrence Co AVTS
Mercer Co AVTS
Somerset Co Technology Center 1/

1/ Based on 1996-97 salaries.
2/ Based on 1995-96 salaries.