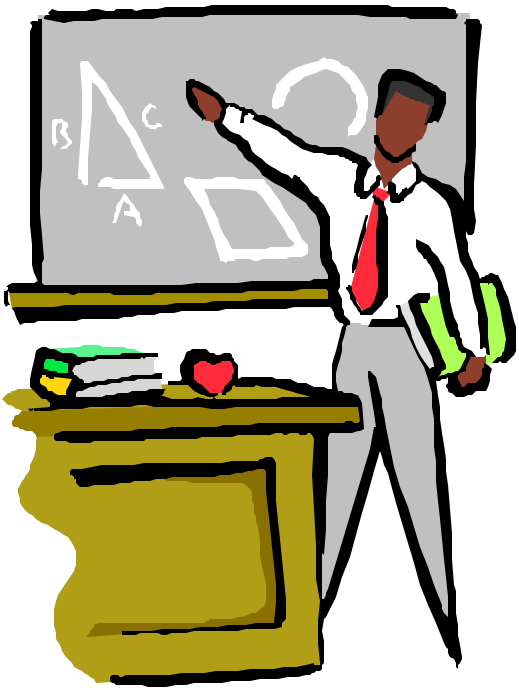
Public Schools

Professional Personnel

1999-2000



Pennsylvania Department of Education 2000

Public Schools

Professional Personnel

1999-2000

Compiled
by
Jeanne S. Hobaugh
Statistician

June 2000

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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, 47 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 the Commonwealth, rather than an LEA, employs them. Since some salary contracts were not settled at the time of submission, 1998-99 salaries with mandated increments were reported for all or a portion of 34 LEAs, 1997-98 salaries for 8 LEAs and 1996-97 salaries for one LEA. A list of these LEAs appears in Appendix I.

STATISTICAL HIGHLIGHTS
1999-00

	PROFESSIONAL PERSONNEL	
	Number	%
TOTAL	**138,426**	**100.0**
Full-Time	135,399	97.8
Part-Time	3,027	2.2
Male	43,895	31.7
Female	94,531	68.3
American Indian/Alaskan Native	65	0.1
Asian/Pacific Islander	433	0.3
Black (Non-Hispanic)	7,760	5.6
Hispanic	919	0.7
White (Non-Hispanic)	129,249	93.3
Administrative/Supervisory	6,415	4.6
Classroom Teachers	115,673	83.6
Coordinate Services	14,016	10.1
Others	2,322	1.7
Average Salary		
Administrative/Supervisory	$73,411	-
Classroom Teacher	48,321	-
Coordinate Services	52,469	-
Others	51,664	-

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

TABLE 1

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES AND CONSUMER PRICE INDEX
1990-91 THROUGH 1999-00

	FULL-TIME CLASSROOM TEACHERS		CONSUMER PRICE INDEX	
	Average Salary	Salary Change %	CPI	CPI Change %
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	164.5	1.7
1999-00	48,321	-0.3	169.2 1/	2.9

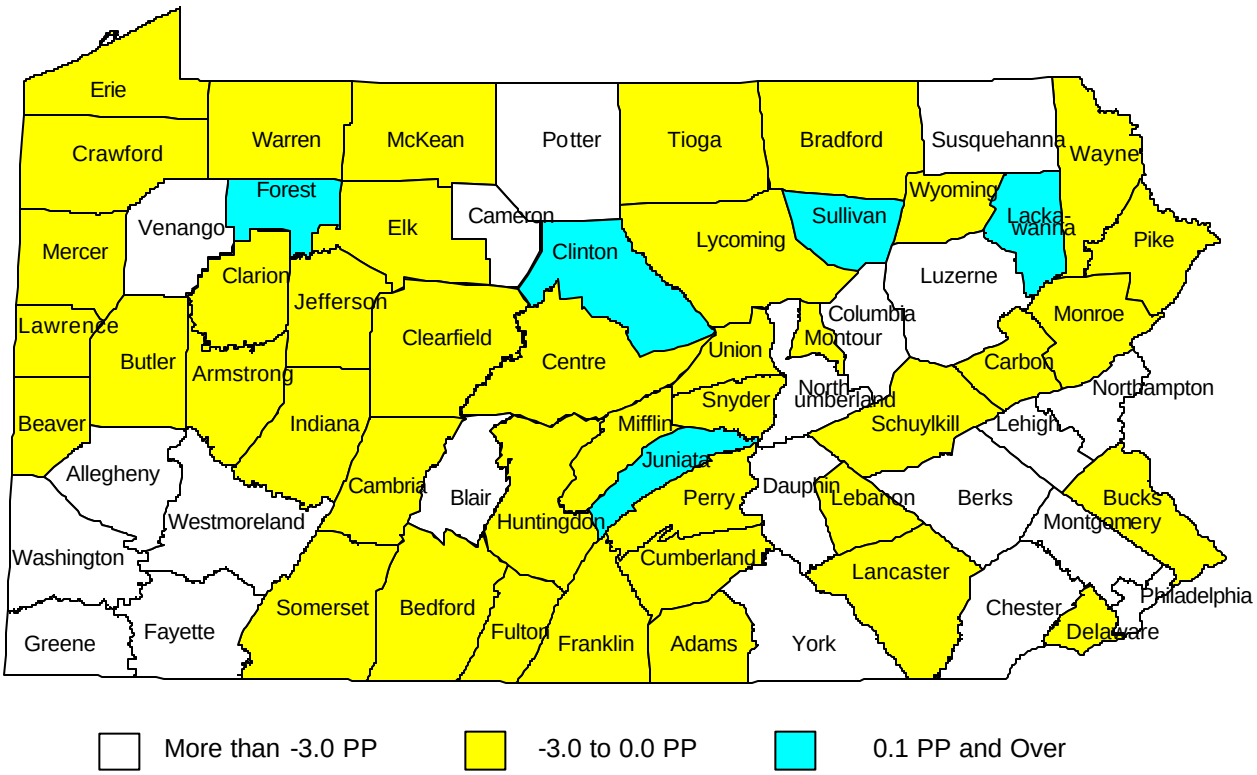
1/ Estimated data.

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

Classroom teachers earned an average salary of $48,321 during 1999-00, 0.3% less than the 1998-99 average of $48,457 and 3.2 percentage points below the estimated CPI increase of 2.9%. Two major factors contributed to the average salary decrease. Primarily, 5,211 classroom teachers earning an average salary of $58,501 retired after the 1998-99 school year. Secondly, 5,778 full-time first year teachers with bachelor degrees earning an average of $30,185 were hired for 1999-00.

FIGURE 1

COMPARISON OF THE DIFFERENCES BETWEEN INCREASES OF THE CONSUMER PRICE INDEX AND FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
1999-00

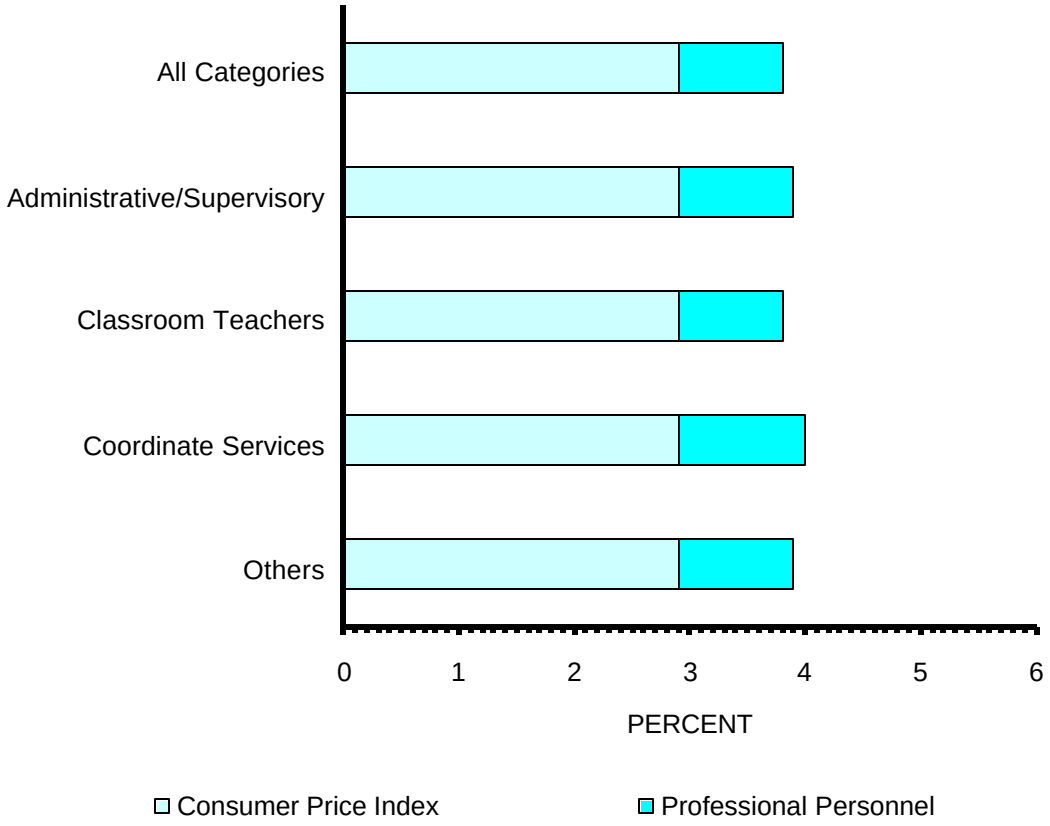


Notes: 1. The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.
2. PP indicates percentage points.

Classroom teachers in Juniata and Clinton Counties earned the highest average salary increases during 1999-00. Teacher salaries in these counties rose more than 5.0% during 1999-00, surpassing the 2.9% estimated rise in inflation, but remaining below the state average of $48,321. Classroom teacher average salary increases in five counties exceeded the CPI during 1999-00 while 62 failed to meet the rise in inflation. Of these 62 counties, 41 did not meet the CPI increase by 0.1 to 3.0 percentage points and 21 by more than 3.0 percentage points.

FIGURE 2

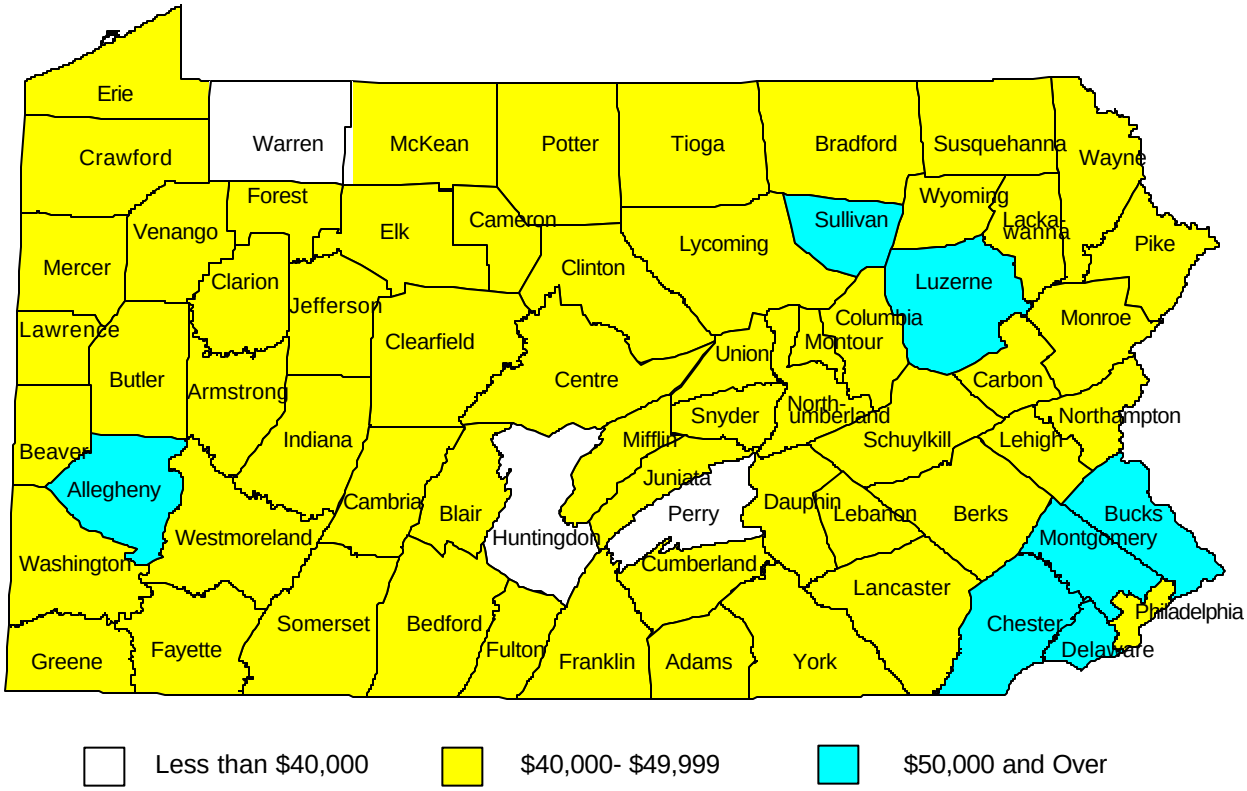
AVERAGE ANNUAL INCREASE IN FULL-TIME PROFESSIONAL PERSONNEL SALARIES
AND THE CONSUMER PRICE INDEX
1990-91 THROUGH 1999-00



Average annual salary increases over the past 10 years for all categories of professional personnel ranged between 0.9 and 1.1 percentage points higher than the CPI's 2.9%. The increases were approximately 3.9% annually for administrative and supervisory personnel, 3.8% for classroom teachers, 4.0% for coordinate services, 3.9% for others and 3.8% for all categories.

FIGURE 3

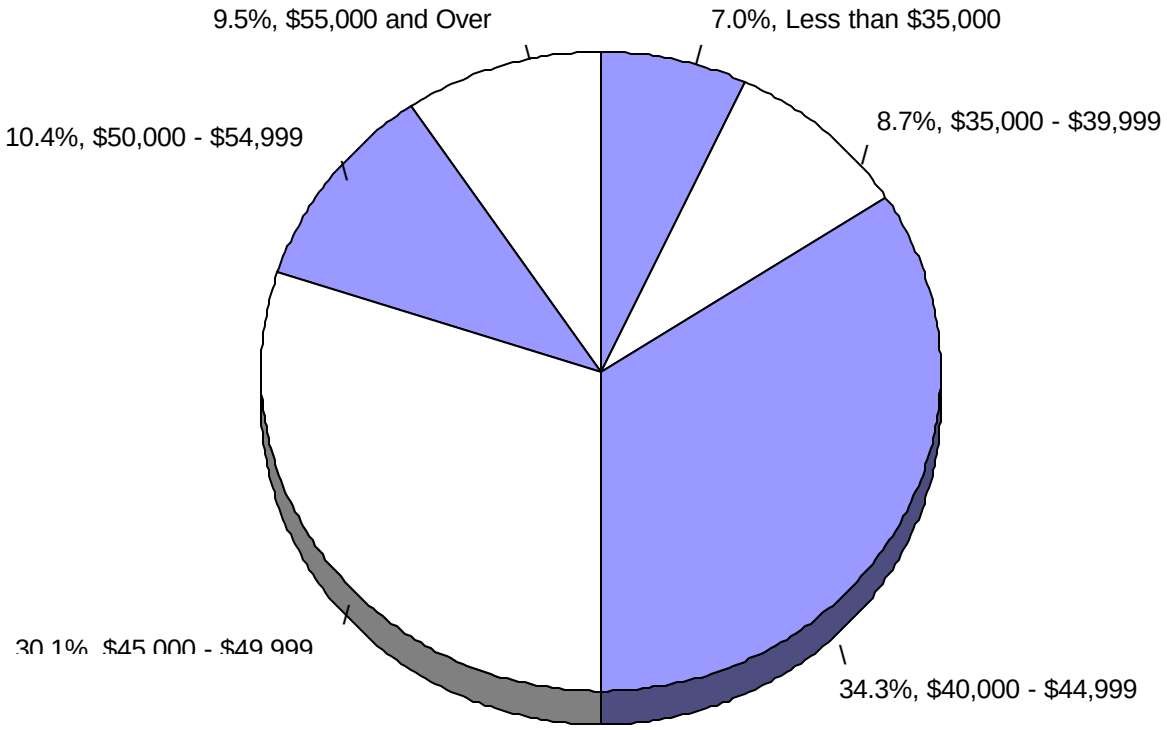
FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
1999-00



Classroom teacher average salaries by county ranged from $37,244 in Juniata County to $63,517 in Bucks County. Of the 67 counties, three had averages less than $40,000 and 57 averaged between $40,000 and $49,999. The remaining seven counties had averages greater than $49,999. Allegheny, Armstrong, Lackawanna, Luzerne, Sullivan and six southeastern Pennsylvania counties--Berks, Bucks, Chester, Delaware, Lehigh and Montgomery--had salaries above the state average of $48,321.

FIGURE 4

FULL-TIME CLASSROOM TEACHER AVERAGE SALARY DISTRIBUTION
BY LOCAL EDUCATION AGENCY
1999-00



At the LEA level, classroom teacher average salaries ranged from $20,000 to $76,560 during 1999-00. The statewide individual teacher average of $48,321 was exceeded by the average for 27.0% of the LEAs, while the $47,606 median salary was exceeded by 30.3%.

Classroom teachers employed by charter schools earned an average of $31,588 during 1999-00. The 46 charter schools that employed classroom teachers accounted for 7.1% of the total LEAs and 77.8% of the LEAs with average salaries less than $35,000.

TABLE 2

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1990-91 THROUGH 1999-00

	CLASSROOM TEACHERS		FIRST-YEAR CLASSROOM TEACHERS	
	Number	Average Salary	Number	Average Salary
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
1999-00	113,195	48,321	5,778	30,185

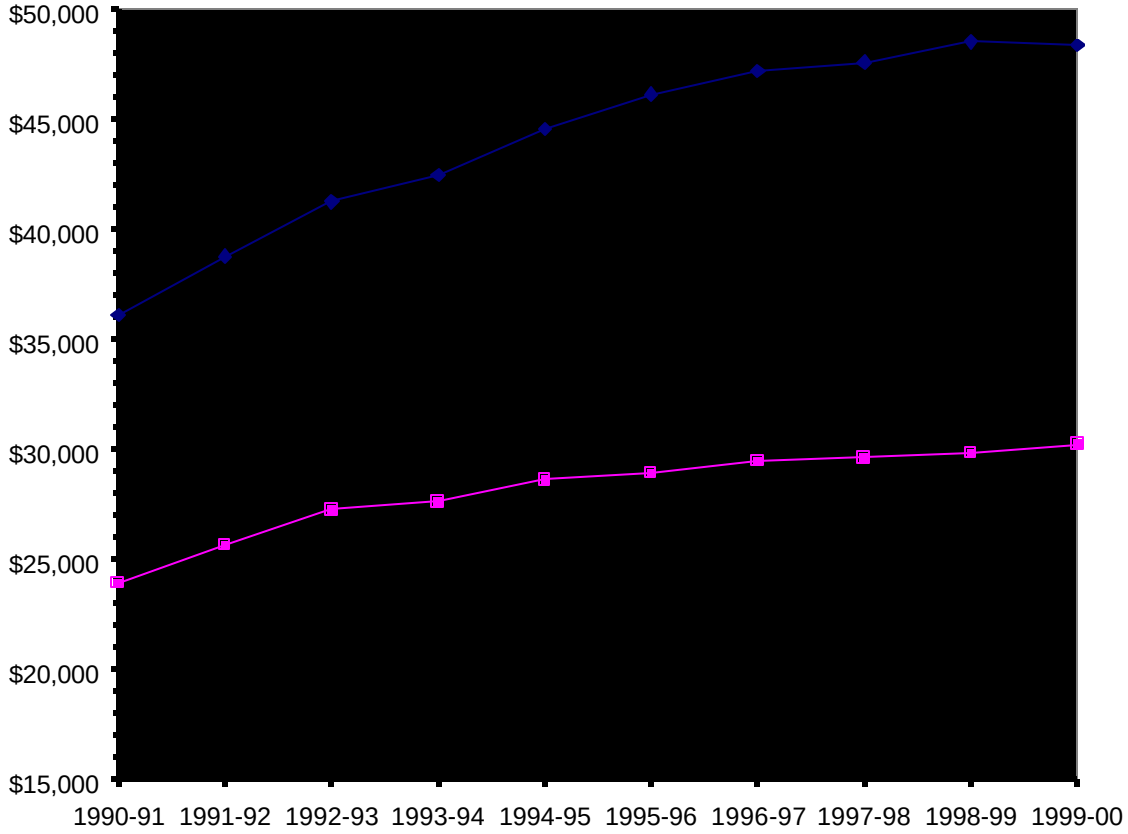
Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.

The number of full-time first-year classroom teachers with bachelor's degrees hired in 1999-00 was 83.3% more than the number hired in 1998-99. Sixty-five new full-time classroom teachers with less than a bachelor's degree and 1,096 holding advanced degrees were also hired in 1999-00. An additional 498 teachers began their teaching career as part-time employees.

Charter schools increased from 31 in 1998-99 to 47 in 1999-00. Comparatively, the number of full-time classroom teachers increased from 331 in 1998-99 to 650 in 1999-00 while the number of part-time teachers increased from 9 to 20. Of the full-time teachers, 165 were first-year teachers with bachelor's degrees.

FIGURE 5

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1990-91 THROUGH 1999-00



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 $30,185 during 1999-00, 1.3% above the 1998-99 average of $29,793. Teachers with five years of experience earned an average of $37,520, while those with 10 years earned $45,387. As a whole, classroom teachers earned an average salary of $48,321 and had an average of 15.8 years of experience.

In 1999-00, classroom teachers employed by school districts earned an average salary of $48,482, a decrease of 0.3% from 1998-99. The average salary of classroom teachers employed by intermediate units increased by 0.5% to $47,716; area vocational-technical schools by 1.2% to $46,553; and charter schools by 7.6% to $31,558. First-year classroom teachers with a bachelor's degree employed by the area vocational-technical schools earned an average salary of $32,611; intermediate units, $30,782; school districts, $30,177; and charter schools, $29,007.

TABLE 3

PROFESSIONAL PERSONNEL BY HIGHEST LEVEL OF EDUCATION
AND OCCUPATIONAL CATEGORY
1999-00

	TOTAL	LESS THAN BACHELOR'S DEGREE %	BACHELOR'S DEGREE %	MASTER'S DEGREE %	DOCTOR'S DEGREE %
TOTAL	**138,426**	**0.8**	**50.0**	**47.6**	**1.6**
Administrative and Supervisory	6,415	0.0	7.3	74.1	18.6
Classroom Teachers	115,673	0.7	55.6	43.2	0.5
Coordinate Services	14,016	0.6	24.1	72.6	2.7
Others	2,322	8.4	47.8	40.2	3.6

In 1995-96, bachelor's degrees were held by 47.3% of the professional personnel while master's degrees were held by 50.1%. Efforts to reduce class size along with vacancies created by terminations provided many opportunities for inexperienced classroom teachers and other professionals to enter the field of education. By 1999-00, the number of professional personnel increased by 7.2% over 1995-96. Bachelor's degrees were held by 69,214, master's degrees by 65,881 and doctor's degrees by 2,261.

Charter schools employed 822 professional personnel during 1999-00. Of these, 64.1% held bachelor's degrees, 29.7% held master's degrees and 3.9% held doctor's degrees.

Of the 7,437 first-year classroom teachers in 1999-00, bachelor's degrees were held by 83.2%, master's degrees by 15.7% and doctor's degrees by 0.1%.

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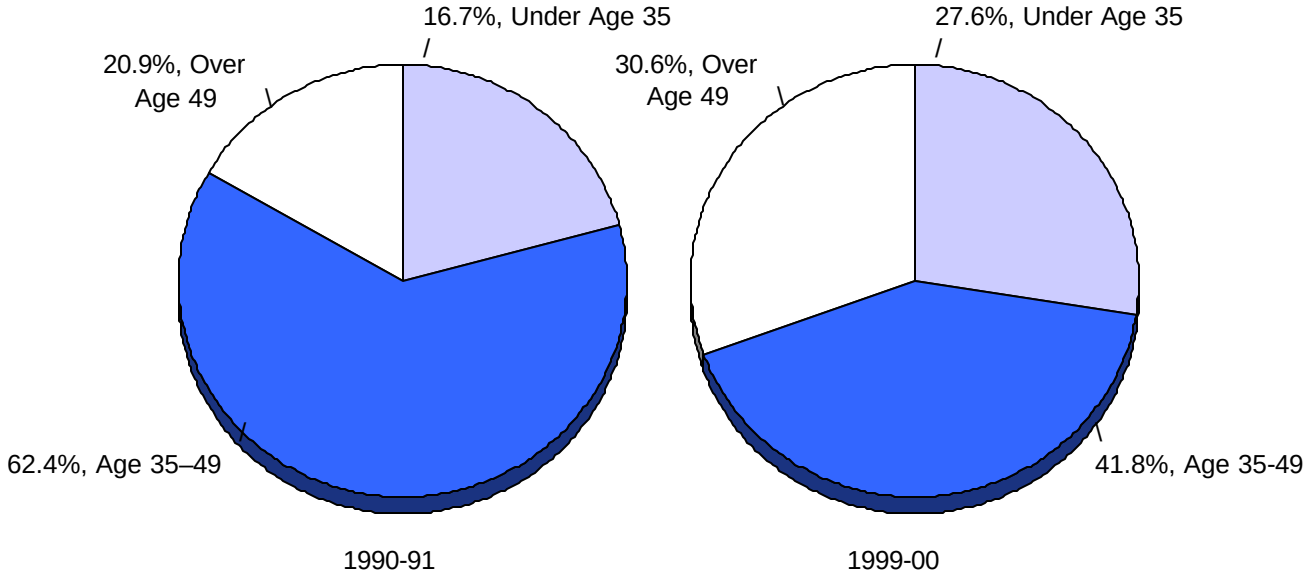
FIGURE 6

CLASSROOM TEACHERS BY AGE
1990-91 AND 1999-00



Between 1990-91 and 1999-00, the number of classroom teachers increased by 14.1%. The group of teachers under age 35 and the group over age 49 increased by 88.8% and 67.4%, respectively, during the ten year period. On the other hand, the number of teachers between the ages 35-49 decreased by 23.6%, declining between 0.2 and 3.9 percentage points each year.

Although the percentages of the three age groups shifted considerably over the ten-year period, the average age of the classroom teacher for 1990-91 and 1999-00 was 42.6 years.

TABLE 4

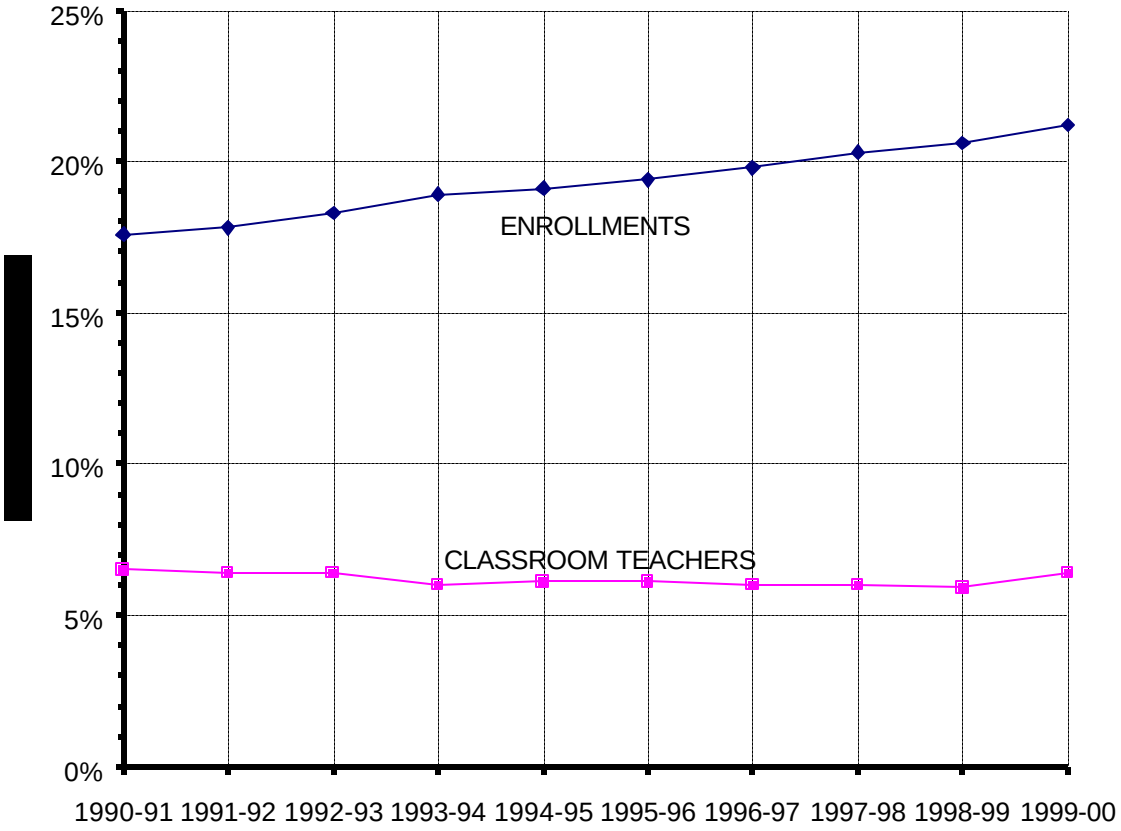
PROFESSIONAL PERSONNEL RETIREMENTS
1990-91 THROUGH 1999-00

	RETIREMENTS %	AVERAGE YEARS OF SERVICE	AVERAGE AGE
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
1999-00	4.3	30.9	56.2

The professional personnel retirement rate peaked at 5.8% in 1993-94. Many employees 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. In 1999-00, 4.3% of the professional personnel retired, 2.0% transferred but remained in education and 1.6% terminated for reasons other than retirement.

FIGURE 7

MINORITY CLASSROOM TEACHERS AND ENROLLMENTS
1990-91 THROUGH 1999-00



Minorities comprised an average of 6.2% of the classroom teachers and 19.3% of the public school enrollments over the past decade. In 1999-00, minority enrollments were 31.4% higher than in 1990-91 while the number of minority classroom teachers rose 11.0%.

TABLE 5

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
AND PENNSYLVANIA
1989-90 THROUGH 1998-99

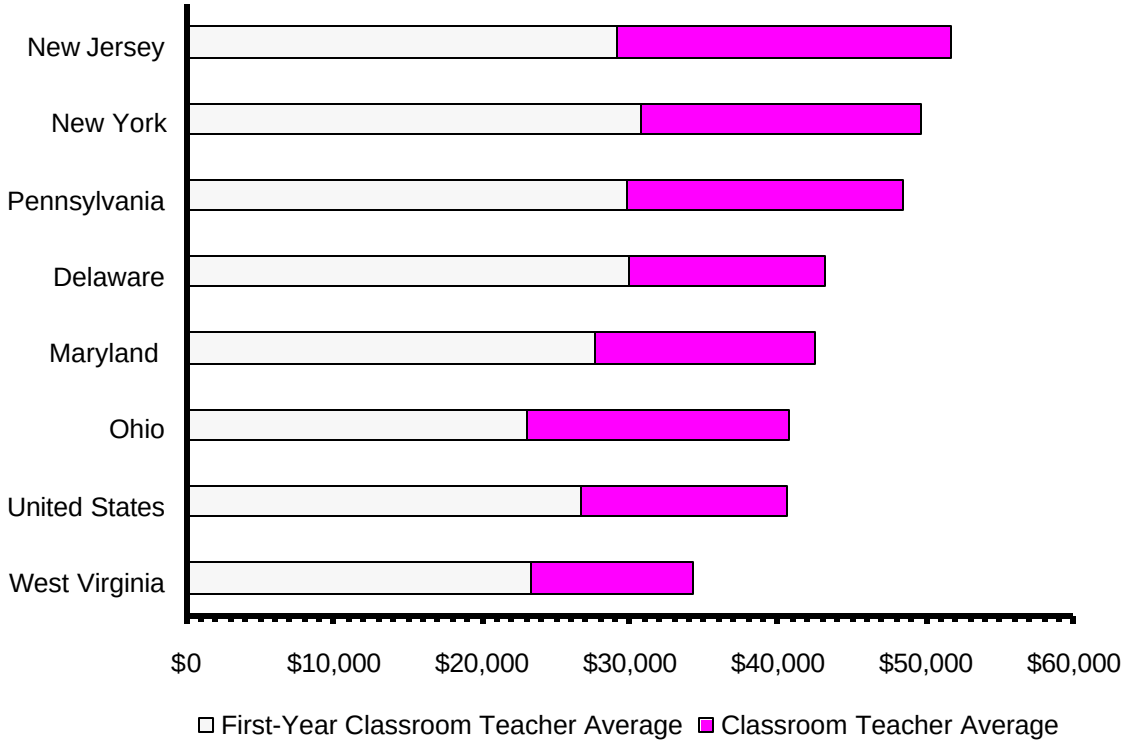
	UNITED STATES [1/]	PENNSYLVANIA	PENNSYLVANIA % OF UNITED STATES
1989-90	$31,347	$33,338	106.4
1990-91	32,960	36,057	109.4
1991-92	33,927	38,715	114.1
1992-93	35,004	41,215	117.7
1993-94	35,764	42,411	118.6
1994-95	36,766	44,510	121.1
1995-96	37,594	46,087	122.6
1996-97	38,415	47,147	122.7
1997-98	39,278 [2/]	47,542	121.0
1998-99	40,574	48,457	119.4

[1/] *Survey & Analysis of Trends, 1999,* American Federation of Teachers, Research Department (unpublished data).
[2/] Revised data.

Pennsylvania's classroom teachers earned salaries at an average of 6.4% above the national average during 1989-90. By 1998-99, Pennsylvania's classroom teachers averaged 19.4% more pay than the national average. The national average rose 3.3% during 1998-99, 0.1 percentage point above the 3.2% 10-year average increase. Pennsylvania's average salary rose by 1.9%, well below the 4.5% 10-year average.

FIGURE 8

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES,
PENNSYLVANIA AND NEIGHBORING STATES
1998-99



Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.
Source: *Survey & Analysis of Salary Trends, 1999*, American Federation of Teachers, Research Department (unpublished data).

Pennsylvania ranked below New Jersey and New York in classroom teacher average salaries. Comparisons for the 1998-99 school year placed New Jersey at $51,692 and New York at $49,686, each exceeding Pennsylvania. West Virginia at $34,248, Ohio at $40,734, Maryland at $42,545 and Delaware at $43,223 were below the $48,457 Pennsylvania average. West Virginia remained below the United States average of $40,574.

In Pennsylvania, a first-year teacher with a bachelor's degree earned an average salary of $29,793 during 1998-99, 11.8% above the $26,639 national average. Beginning teachers in New York earned an average salary of $30,808; Delaware, $29,981; New Jersey, $29,112; Maryland, $27,605; West Virginia, $23,316; and Ohio, $23,087.

TABLE 6

FULL-TIME EQUIVALENT PROFESSIONAL PERSONNEL
1990-91 THROUGH 1999-00

	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
1999-00	137,042.1	6,400.1	114,525.3	13,813.5	2,303.2

Of the 138,426 professional personnel employed during the 1999-00 school year, 97.8% were employed full time and 2.2% were employed part time. Classroom teachers comprised 81.8% of the part-time personnel; coordinate services, 15.3%; others, 1.8%; and administrative/supervisory, 1.1%. The 3,027 part-time personnel represented the equivalent of 1,643.1 full-time personnel.

APPENDIX A

FULL-TIME PROFESSIONAL PERSONNEL AND AVERAGE SALARIES BY OCCUPATIONAL CATEGORY
1990-91 THROUGH 1999-00

	TOTAL		ADMINISTRATIVE/ SUPERVISORY		CLASSROOM TEACHERS		COORDINATE SERVICES		OTHER	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
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
1999-00	135,399	49,975	6,383	73,411	113,195	48,321	13,554	52,469	2,267	51,664

Note: 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
1999-00

POSITION	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RACE				
					American Indian/ Alaskan Native	Asian/ Pacific Islander	Black (Non-Hispanic)	Hispanic	White (Non-Hispanic)
TOTAL	**138,426**	**43,895**	**94,531**	**$49,975**	**65**	**433**	**7,760**	**919**	**129,249**
ADMINISTRATIVE AND SUPERVISORY	6,415	3,941	2,474	$73,411	5	12	543	39	5,816
Executive Director	27	24	3	104,945	0	0	0	0	27
Assistant Executive Director	13	12	1	90,118	0	0	0	0	13
District Superintendent	500	426	74	93,944	0	1	8	2	489
Assistant District Superintendent	249	154	95	86,883	0	0	22	2	225
Chief Administrative Officer	47	21	26	68,969	0	1	18	1	27
Elementary Principal	1,697	847	850	72,153	2	5	165	13	1,512
Assistant Elementary Principal	180	71	109	61,629	0	0	39	1	140
Secondary Principal	904	744	160	74,376	0	1	58	4	841
Assistant Secondary Principal	759	526	233	67,889	1	2	86	2	668
K-12 or Middle School Principal	341	231	110	74,784	0	1	48	2	290
Assistant K-12 or Middle School Principal	283	146	137	66,983	0	1	58	5	219
Director of Vocational-Technical Education	77	67	10	76,618	0	0	0	0	77
Assistant Director of Vocational-Technical Education	23	19	4	71,574	0	0	0	0	23
Coordinator	124	104	20	59,956	0	0	3	0	121
Supervisor	1,191	549	642	69,874	2	0	38	7	1,144
CLASSROOM TEACHERS	115,673	35,885	79,788	$48,321	51	343	6,233	726	108,320
Elementary	48,332	8,203	40,129	48,123	21	161	3,159	379	44,612
Secondary	42,889	21,617	21,272	48,747	22	127	1,482	254	41,004
Specialized, K-12 or Middle School	7,987	3,355	4,632	49,354	0	19	453	40	7,475
Special Education	14,547	2,584	11,963	46,966	8	31	1,076	48	13,384
Speech Correctionist	1,918	126	1,792	50,039	0	5	63	5	1,845
COORDINATE SERVICES	14,016	3,071	10,945	$52,469	6	61	607	114	13,228
Assistant to the Superintendent (Instruction)	39	23	16	81,615	0	0	2	0	37
Assistant to the Superintendent (Business)	16	14	2	65,737	0	0	2	0	14
Business Manager	440	303	137	64,248	0	1	7	1	431
Dental Hygienist	51	0	51	54,226	0	0	2	0	49
Director of Management Information Systems	56	44	12	64,465	0	0	3	0	53
Director of Personnel	74	41	33	77,852	0	0	5	0	69
Specially Funded Programs Coordinator	61	23	38	60,960	0	0	1	0	60
Guidance Elementary	1,650	356	1,294	51,260	0	13	148	33	1,456
Guidance, Secondary	2,357	978	1,379	52,791	1	5	97	13	2,241
Home and School Visitor	223	63	160	51,630	0	0	32	3	188
Librarian, Elementary	795	36	759	52,924	0	1	6	0	788
Librarian, K-12 or Middle School	1,439	173	1,266	51,391	1	5	45	2	1,386
School Food Services Manager	22	6	16	44,898	0	0	0	0	22
Occupational Therapist	66	3	63	42,728	0	1	0	0	65
Physical Therapist	34	2	32	47,526	0	0	1	0	33
School Social Worker	66	10	56	43,592	0	1	5	1	59
Psychological Examiner	4	1	3	58,485	0	0	0	0	4
Psychologist	1,023	365	658	55,803	0	5	34	5	979
School Nurse	1,939	17	1,922	46,652	1	6	102	8	1,822
Specialist	3,661	613	3,048	53,018	3	23	115	48	3,472
OTHERS	2,322	998	1,324	$51,664	3	17	377	40	1,885

APPENDIX C

PROFESSIONAL PERSONNEL BY EMPLOYMENT STATUS AND SEX, LEVEL OF EDUCATION AND YEARS OF SERVICE BY POSITION
1999-00

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	**138,426**	**43,529**	**91,870**	**366**	**2,661**	**1,643.1**	**4.5**	**16.2**	**14.1**
ADMINISTRATIVE AND SUPERVISORY	6,415	3,931	2,452	10	22	17.1	5.1	24.0	14.9
Executive Director	27	24	3	0	0	0.0	5.7	32.9	18.9
Assistant Executive Director	13	12	1	0	0	0.0	5.6	25.6	15.2
District Superintendent	500	424	74	2	0	0.8	5.6	30.6	13.5
Assistant District Superintendent	249	154	95	0	0	0.0	5.5	26.5	14.5
Chief Administrative Officer	47	17	24	4	2	2.5	5.1	18.4	1.7
Elementary Principal	1,697	846	850	1	0	0.5	5.1	24.5	16.4
Assistant Elementary Principal	180	71	108	0	1	0.5	4.9	19.1	13.3
Secondary Principal	904	743	159	1	1	1.7	5.1	24.0	13.9
Assistant Secondary Principal	759	525	233	1	0	0.5	4.9	20.7	12.8
K-12 or Middle School Principal	341	231	110	0	0	0.0	5.1	24.6	17.4
Assistant K-12 or Middle School Principal	283	146	136	0	1	0.5	4.9	19.8	13.7
Director of Vocational-Technical Education	77	67	10	0	0	0.0	5.1	24.2	12.5
Assistant Director of Vocational-Technical Education	23	19	4	0	0	0.0	5.2	21.8	14.6
Coordinator	124	104	16	0	4	2.0	4.6	23.1	18.8
Supervisor	1,191	548	629	1	13	8.1	5.1	24.0	15.3
CLASSROOM TEACHERS	115,673	35,556	77,639	329	2,149	1,330.3	4.4	15.8	14.1
Elementary	48,332	8,162	39,372	41	757	421.6	4.4	15.9	14.6
Secondary	42,889	21,403	20,529	214	743	508.7	4.4	16.3	14.7
Specialized, K-12 or Middle School	7,987	3,300	4,371	55	261	175.2	4.4	16.0	14.4
Special Education	14,547	2,566	11,732	18	231	133.7	4.5	13.6	10.7
Speech Correctionist	1,918	125	1,635	1	157	91.1	4.7	15.7	12.0
COORDINATE SERVICES	14,016	3,050	10,504	21	441	259.5	4.8	16.7	14.1
Assistant to the Superintendent (Instruction)	39	23	16	0	0	0.0	5.4	28.8	18.6
Assistant to the Superintendent (Business)	16	14	2	0	0	0.0	4.6	16.7	13.3
Business Manager	440	303	137	0	0	0.0	4.1	14.7	10.7
Dental Hygienist	51	0	29	0	22	9.5	4.4	18.3	16.5
Director of Management Information Systems	56	44	12	0	0	0.0	4.2	14.2	10.5
Director of Personnel	74	41	33	0	0	0.0	4.8	18.7	12.3
Specially Funded Programs Coordinator	61	23	38	0	0	0.0	5.0	20.0	16.7
Guidance Elementary	1,650	355	1,247	1	47	27.4	5.0	16.2	13.8
Guidance, Secondary	2,357	976	1,361	2	18	10.7	5.0	18.1	15.2
Home and School Visitor	223	63	153	0	7	4.6	4.8	14.2	12.7
Librarian, Elementary	795	36	735	0	24	13.9	4.7	18.8	16.3
Librarian, K-12 or Middle School	1,439	173	1,244	0	22	13.3	4.7	18.0	15.7
School Food Services Manager	22	6	16	0	0	0.0	3.9	14.5	10.3
Occupational Therapist	66	3	60	0	3	1.8	4.4	6.5	5.2
Physical Therapist	34	2	25	0	7	4.5	4.3	11.6	9.0
School Social Worker	66	10	52	0	4	2.2	4.8	10.6	8.9
Psychological Examiner	4	1	2	0	1	0.5	5.5	15.8	9.5
Psychologist	1,023	355	587	10	71	48.5	5.1	14.8	11.0
School Nurse	1,939	17	1,830	0	92	51.1	4.4	11.6	10.6
Specialist	3,661	605	2,925	8	123	71.5	4.8	18.9	16.1
OTHERS	2,322	992	1,275	6	49	36.2	4.3	14.4	12.1

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

APPENDIX D

PROFESSIONAL PERSONNEL TERMINATIONS BY POSITION
1999-00

POSITION	TOTAL	RESIGNED		FURLOUGHED/ LAID OFF	STATE/ LOCAL DISCIPLINARY ACTION	CERTIFICATE REVOKED/ SUSPENDED	RETIRED	DEATH/ ILLNESS	OTHER
		Left Education	Remained in Education						
TOTAL	**11,909**	**918**	**3,033**	**28**	**29**	**4**	**6,504**	**164**	**1,229**
ADMINISTRATIVE AND SUPERVISORY	914	27	338	1	0	0	512	9	27
Executive Director	6	0	1	0	0	0	4	1	0
Assistant Executive Director	2	0	0	0	0	0	2	0	0
District Superintendent	78	4	23	0	0	0	47	1	3
Assistant District Superintendent	31	1	9	0	0	0	19	1	1
Chief Administrative Officer	3	0	3	0	0	0	0	0	0
Elementary Principal	209	6	72	0	0	0	121	3	7
Assistant Elementary Principal	10	0	6	0	0	0	4	0	0
Secondary Principal	165	3	63	0	0	0	92	1	6
Assistant Secondary Principal	105	0	59	0	0	0	43	0	3
K-12 or Middle School Principal	31	2	16	0	0	0	13	0	0
Assistant K-12 or Middle School Principal	30	0	15	0	0	0	14	0	1
Director of Vocational-Technical Education	16	1	4	0	0	0	10	0	1
Assistant Director of Vocational-Technical Education	6	1	1	0	0	0	4	0	0
Coordinator	13	1	4	0	0	0	8	0	0
Supervisor	209	8	62	1	0	0	131	2	5
CLASSROOM TEACHERS	9,355	751	2,334	22	20	4	5,211	139	874
Elementary	3,305	274	593	3	5	1	1,959	50	420
Secondary	4,274	320	1,079	14	10	2	2,562	52	235
Specialized, K-12 or Middle School	657	36	171	2	3	1	373	14	57
Special Education	1,014	104	459	2	2	0	280	22	145
Speech Correctionist	105	17	32	1	0	0	37	1	17
COORDINATE SERVICES	1,178	109	308	4	0	0	671	12	74
Assistant to the Superintendent (Instruction)	5	0	2	0	0	0	3	0	0
Assistant to the Superintendent (Business)	3	0	0	0	0	0	3	0	0
Business Manager	55	13	22	1	0	0	15	1	3
Dental Hygienist	3	0	1	0	0	0	1	0	1
Director of Management Information Systems	3	2	0	0	0	0	0	0	1
Director of Personnel	12	0	4	0	0	0	7	0	1
Specially Funded Programs Coordinator	10	0	2	0	0	0	6	0	2
Guidance Elementary	99	12	32	0	0	0	47	0	8
Guidance, Secondary	241	13	74	0	0	0	145	5	4
Home and School Visitor	25	0	5	0	0	0	19	0	1
Librarian, Elementary	52	5	14	0	0	0	31	1	1
Librarian, K-12 or Middle School	133	2	33	0	0	0	91	0	7
School Food Services Manager	0	0	0	0	0	0	0	0	0
Occupational Therapist	7	2	2	0	0	0	0	0	3
Physical Therapist	6	2	1	0	0	0	2	0	1
School Social Worker	7	0	2	0	0	0	2	0	3
Psychological Examiner	1	0	1	0	0	0	0	0	0
Psychologist	105	14	44	0	0	0	35	1	11
School Nurse	152	24	13	1	0	0	103	0	11
Specialist	259	20	56	2	0	0	161	4	16
OTHERS	462	31	53	1	9	0	110	4	254

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
	Allegheny IU 3	458	100	358	$52,610	86	19.2	65	4.6	42
	Appalachia IU 8	154	22	132	40,458	534	13.5	513	4.4	211
	ARIN IU 28	78	7	71	49,375	144	16.0	311	4.6	42
	Beaver Valley IU 27	47	7	40	52,842	82	24.3	1	4.4	211
	Berks County IU 14	83	14	69	43,203	425	12.8	547	4.4	211
	BLaST IU 17	55	5	50	42,650	449	10.5	585	4.5	105
	Bucks County IU 22	278	32	246	56,311	47	14.8	420	4.7	11
	Capital Area IU 15	194	25	169	45,683	289	14.9	410	4.7	11
	Carbon-Lehigh IU 21	119	26	93	44,250	373	13.8	497	4.5	105
	Central IU 10	68	13	55	46,264	258	15.5	357	4.4	211
	Central Susquehanna IU 16	119	27	92	38,868	568	12.1	561	4.6	42
	Chester County IU 24	214	39	175	54,883	62	12.5	553	4.6	42
	Colonial IU 20	188	32	156	40,245	538	11.6	571	4.4	211
	Delaware County IU 25	181	20	161	53,918	73	15.9	320	4.4	211
	Intermediate Unit 1	224	50	174	49,879	132	20.7	22	4.5	105
	Lancaster-Lebanon IU 13	276	46	230	45,371	308	11.3	578	4.5	105
	Lincoln IU 12	386	67	319	39,396	557	12.2	558	4.6	42
	Luzerne IU 18	86	22	64	57,178	36	21.3	15	4.5	105
	Midwestern IU 4	204	33	171	46,965	220	15.0	401	4.5	105
	Montgomery County IU 23	198	27	171	55,671	55	15.4	363	4.7	11
	Northeastern Educational IU 19	136	30	106	49,722	137	19.3	61	4.4	211
	Northwest Tri-County IU 5	173	23	150	45,368	309	16.5	261	4.7	11
	Riverview IU 6	86	13	73	46,305	255	15.4	363	4.3	376
	Schuylkill IU 29	215	40	175	44,179	381	14.3	457	4.5	105
	Seneca Highlands IU 9	109	14	95	45,925	269	19.7	45	4.3	376
	Tuscarora IU 11	37	10	27	38,250	574	10.3	588	4.3	376
	Westmoreland IU 7	263	62	201	48,165	179	18.7	83	4.6	42
	TOTAL	4,629	806	3,823	$47,716		15.4		4.6	
ADAMS										
	Bermudian Springs SD	125	39	86	$41,882	486	14.7	428	4.6	42
	Conewago Valley SD	176	55	121	44,370	364	16.8	225	4.5	105
	Fairfield Area SD	74	25	49	40,702	528	13.7	502	4.4	211
	Gettysburg Area SD	233	72	161	43,838	392	16.9	213	4.5	105
	Littlestown Area SD	128	38	90	41,469	501	15.6	344	4.4	211
	Upper Adams SD	104	21	83	41,840	487	15.6	344	4.4	211
	TOTAL	840	250	590	$42,777		15.9		4.5	
ALLEGHENY										
	A W Beattie AVTS	30	17	13	$50,084	125	15.2	384	3.7	609
	Allegheny Valley SD	80	22	58	50,480	119	16.1	296	4.3	376
	Avonworth SD	74	25	49	46,700	239	13.0	539	4.4	211
	Baldwin-Whitehall SD	277	110	167	54,365	67	17.6	161	4.5	105
	Bethel Park SD 2/	332	117	215	48,830	168	15.1	393	4.6	42
	Brentwood Borough SD	84	29	55	47,419	203	16.1	296	4.4	211

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
ALLEGHENY										
	Career Connections CHS	5	3	2	33,200	612	7.2	605	4.4	211
	Carlynton SD	106	38	68	54,494	64	18.4	102	4.4	211
	Chartiers Valley SD	219	64	155	45,287	313	12.4	555	4.6	42
	Clairton City SD	80	21	59	46,559	243	15.8	331	4.4	211
	Cornell SD	48	16	32	48,907	160	17.7	155	4.5	105
	Deer Lakes SD	132	43	89	48,992	156	15.8	331	4.3	376
	Duquesne City SD	74	17	57	44,801	337	13.1	533	4.3	376
	East Allegheny SD	120	44	76	45,722	285	15.8	331	4.3	376
	Elizabeth Forward SD	159	43	116	48,905	161	18.7	83	4.4	211
	Forbes Road Career & Tech Ctr	32	17	15	42,307	470	12.4	555	3.9	594
	Fox Chapel Area SD	344	111	233	55,704	54	15.0	401	4.6	42
	Gateway SD	304	111	193	63,166	11	19.5	50	4.8	3
	Hampton Township SD	193	57	136	53,701	77	16.7	236	4.5	105
	Highlands SD 2/	198	62	136	45,894	273	15.7	341	4.4	211
	Keystone Oaks SD	185	65	120	54,198	69	18.7	83	4.5	105
	Manchester Academic CS	14	4	10	34,485	605	4.6	618	4.6	42
	McKeesport Area SD	301	76	225	46,664	241	16.0	311	4.3	376
	McKeesport AVTS - N Hall	16	8	8	44,245	374	10.1	592	3.6	618
	Montour SD	189	80	109	58,504	29	19.1	68	4.5	105
	Moon Area SD	230	64	166	56,954	39	18.8	78	4.6	42
	Mt Lebanon SD	372	119	253	56,252	48	16.9	213	4.6	42
	North Allegheny SD	524	172	352	60,121	19	17.5	169	4.6	42
	North Hills SD	329	101	228	57,475	33	17.2	189	4.6	42
	Northgate SD	105	31	74	46,758	236	14.4	449	4.5	105
	Northside Urban Pathways CS	12	3	9	35,982	597	6.4	611	4.2	513
	Parkway West AVTS	31	19	12	46,363	251	12.1	561	4.0	582
	Penn Hills SD	406	116	290	42,583	454	13.4	517	4.4	211
	Pine-Richland SD	219	64	155	47,802	190	13.1	533	4.5	105
	Pittsburgh SD	2,738	869	1,869	56,862	41	17.8	145	4.5	105
	Plum Borough SD	252	101	151	52,668	85	18.4	102	4.4	211
	Quaker Valley SD	130	45	85	56,966	38	14.7	428	4.7	11
	Riverview SD	95	34	61	48,190	177	16.8	225	4.5	105
	Shaler Area SD	382	133	249	52,672	84	18.7	83	4.5	105
	South Allegheny SD	117	37	80	41,262	511	13.7	502	4.3	376
	South Fayette Township SD	108	35	73	51,170	101	15.3	376	4.5	105
	South Park SD	119	38	81	51,541	94	20.0	37	4.6	42
	Steel Center AVTS	27	15	12	45,003	322	13.2	527	4.1	562
	Steel Valley SD 2/	132	48	84	50,536	117	18.7	83	4.4	211
	Sto-Rox SD	114	47	67	51,609	92	19.5	50	4.6	42
	Thurgood Marshall Acad CS	15	5	10	27,905	639	4.2	625	4.3	376
	Upper Saint Clair SD 2/	254	74	180	57,117	37	18.5	94	4.6	42
	Urban League of Pittsburgh CS	6	3	3	35,354	599	4.3	622	4.2	513

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
ALLEGHENY										
	West Allegheny SD	197	53	144	51,207	100	16.2	287	4.4	211
	West Jefferson Hills SD	157	52	105	59,241	25	21.2	16	4.5	105
	West Mifflin Area SD	176	65	111	50,993	105	14.3	457	4.4	211
	Wilkinsburg Borough SD	131	38	93	42,709	445	13.8	497	4.4	211
	Woodland Hills SD	371	125	246	48,508	171	14.9	410	4.4	211
	TOTAL	11,345	3,706	7,639	$53,068		16.8		4.5	
ARMSTRONG										
	Apollo-Ridge SD	98	39	59	$46,775	234	18.4	102	4.3	376
	Armstrong SD	459	150	309	49,872	133	19.4	57	4.3	376
	Freeport Area SD	123	52	71	47,465	201	16.9	213	4.3	376
	Leechburg Area SD	63	20	43	49,386	143	20.0	37	4.4	211
	Lenape AVTS	33	19	14	46,460	247	12.5	553	4.0	582
	TOTAL	776	280	496	$48,916		18.6		4.3	
BEAVER										
	Aliquippa SD	114	32	82	$46,154	260	15.8	331	4.3	376
	Ambridge Area SD	201	60	141	48,179	178	19.0	70	4.3	376
	Beaver Area SD	118	41	77	46,111	261	16.7	236	4.3	376
	Beaver Co AVTS	21	17	4	48,944	159	17.6	161	4.0	582
	Big Beaver Falls Area SD	142	54	88	44,271	371	15.4	363	4.3	376
	Blackhawk SD	168	64	104	51,668	91	19.7	45	4.4	211
	Center Area SD	118	34	84	49,706	138	18.4	102	4.5	105
	Freedom Area SD	111	41	70	45,695	286	18.3	112	4.4	211
	Hopewell Area SD	204	60	144	47,150	214	17.7	155	4.4	211
	Midland Borough SD	25	5	20	43,352	419	13.3	521	4.4	211
	Monaca SD	55	21	34	46,231	259	19.6	48	4.4	211
	New Brighton Area SD	126	46	80	43,141	427	15.6	344	4.3	376
	Riverside Beaver County SD	124	38	86	44,531	352	17.8	145	4.3	376
	Rochester Area SD	77	26	51	43,365	417	16.1	296	4.4	211
	South Side Area SD	96	30	66	50,904	107	17.6	161	4.3	376
	Western Beaver County SD	66	22	44	42,522	458	15.7	341	4.3	376
	TOTAL	1,766	591	1,175	$46,746		17.5		4.4	
BEDFORD										
	Bedford Area SD	148	53	95	$42,945	436	17.7	155	4.4	211
	Bedford Co Technical Center	9	7	2	39,916	546	11.9	566	3.6	618
	Chestnut Ridge SD	104	37	67	44,219	377	18.9	72	4.2	513
	Everett Area SD	91	31	60	45,905	271	18.2	120	4.4	211
	Northern Bedford County SD	75	26	49	42,370	467	20.2	33	4.4	211
	Tussey Mountain SD	91	38	53	42,479	461	19.5	50	4.4	211
	TOTAL	518	192	326	$43,503		18.6		4.3	
BERKS										
	Antietam SD	70	18	52	$45,322	312	15.5	357	4.3	376
	Berks CTC	61	40	21	53,732	76	15.8	331	3.8	600

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
BERKS										
	Boyertown Area SD	393	98	295	50,013	128	16.1	296	4.6	42
	Brandywine Heights Area SD	132	28	104	51,368	97	16.8	225	4.6	42
	Conrad Weiser Area SD	179	52	127	51,442	96	14.8	420	4.3	376
	Daniel Boone Area SD	168	46	122	42,673	446	14.4	449	4.2	513
	Exeter Township SD	216	61	155	49,346	146	15.3	376	4.3	376
	Fleetwood Area SD	155	34	121	43,820	393	11.6	571	4.4	211
	Governor Mifflin SD	258	67	191	50,264	122	15.3	376	4.6	42
	Hamburg Area SD	157	57	100	54,265	68	16.6	252	4.4	211
	Kutztown Area SD	124	42	82	50,906	106	17.0	205	4.7	11
	Muhlenberg SD 2/	180	54	126	49,249	147	15.9	320	4.4	211
	Oley Valley SD	134	46	88	44,461	358	13.7	502	4.3	376
	Reading SD	798	210	588	44,078	384	14.4	449	4.2	513
	Reading-Muhlenberg AVTS	32	22	10	45,878	274	11.0	581	3.2	643
	Schuylkill Valley SD	116	42	74	58,399	30	17.9	141	4.8	3
	Tulpehocken Area SD	109	30	79	48,895	163	16.8	225	4.3	376
	Twin Valley SD	189	50	139	51,737	89	15.0	401	4.5	105
	Wilson SD 2/	284	102	182	49,192	150	14.4	449	4.4	211
	Wyomissing Area SD	115	35	80	53,556	78	14.6	438	4.6	42
	TOTAL	3,870	1,134	2,736	$48,541		15.1		4.4	
BLAIR										
	Altoona Area SD	489	169	320	$47,042	216	18.4	102	4.4	211
	Bellwood-Antis SD	89	29	60	44,836	334	18.5	94	4.3	376
	Claysburg-Kimmel SD	62	27	35	36,028	595	13.4	517	4.1	562
	Greater Altoona CTC	39	26	13	40,094	541	13.4	517	3.6	618
	Hollidaysburg Area SD	247	80	167	43,486	409	17.1	195	4.4	211
	Spring Cove SD	124	39	85	42,378	465	17.9	141	4.3	376
	Tyrone Area SD	122	44	78	38,061	577	15.5	357	4.2	513
	Williamsburg Community SD	45	15	30	36,529	591	14.7	428	4.3	376
	TOTAL	1,217	429	788	$43,644		17.3		4.3	
BRADFORD										
	Athens Area SD 2/	180	70	110	$44,366	365	16.2	287	4.4	211
	Canton Area SD 3/	79	27	52	41,917	484	15.6	344	4.3	376
	Northeast Bradford SD	69	22	47	48,025	184	16.8	225	4.3	376
	Northern Tier Career Center	10	7	3	38,952	566	8.9	600	3.2	643
	Sayre Area SD	87	26	61	44,853	331	14.8	420	4.5	105
	Towanda Area SD	115	45	70	46,456	248	16.3	281	4.4	211
	Troy Area SD	117	39	78	48,417	173	17.0	205	4.4	211
	Wyalusing Area SD 2/	100	40	60	45,011	319	18.3	112	4.2	513
	TOTAL	757	276	481	$45,450		16.4		4.4	
BUCKS										
	Bensalem Township SD	406	141	265	$65,726	5	21.8	9	4.7	11
	Bristol Borough SD	83	28	55	56,184	49	16.1	296	4.6	42

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
BUCKS										
	Bristol Township SD	477	138	339	57,256	35	15.2	384	4.2	513
	Bucks Co Technical High School	42	31	11	58,623	28	13.4	517	3.7	609
	Centennial SD	384	108	276	56,071	50	14.9	410	4.6	42
	Central Bucks SD	903	263	640	59,605	22	13.7	502	4.7	11
	Council Rock SD	648	193	455	76,560	1	17.5	169	4.5	105
	Middle Bucks Institute of Tech	29	20	9	64,001	9	10.3	588	4.0	582
	Morrisville Borough SD	68	24	44	59,827	21	16.7	236	4.4	211
	Mosaica Academy CS	29	5	24	29,541	634	3.4	632	4.3	376
	Neshaminy SD	575	166	409	67,712	2	16.7	236	4.5	105
	New Hope-Solebury SD	80	24	56	59,247	24	13.8	497	4.6	42
	Palisades SD	130	34	96	62,971	13	17.7	155	4.7	11
	Pennridge SD	376	85	291	59,127	26	14.5	445	4.5	105
	Pennsbury SD	689	204	485	64,713	8	16.8	225	4.4	211
	Quakertown Community SD	261	87	174	66,941	3	15.6	344	4.5	105
	Upper Bucks Co AVTS	30	22	8	60,311	18	14.0	480	3.9	594
	TOTAL	5,210	1,573	3,637	$63,517		16.0		4.5	
BUTLER										
	Butler Area SD	507	156	351	$48,094	182	16.6	252	4.3	376
	Butler Co AVTS	21	14	7	44,158	382	13.9	489	3.6	618
	Karns City Area SD 2/	114	37	77	40,312	537	13.9	489	4.4	211
	Mars Area SD	157	54	103	43,543	407	13.3	521	4.5	105
	Moniteau SD	93	29	64	46,734	237	19.0	70	4.4	211
	Seneca Valley SD	455	128	327	47,232	210	14.2	466	4.3	376
	Slippery Rock Area SD	156	44	112	45,209	316	15.3	376	4.5	105
	South Butler County SD	167	61	106	45,913	270	15.2	384	4.4	211
	TOTAL	1,670	523	1,147	$46,281		15.3		4.4	
CAMBRIA										
	Admiral Peary AVTS	19	13	6	$47,136	215	16.3	281	3.6	618
	Blacklick Valley SD	54	24	30	46,816	231	20.4	26	4.3	376
	Cambria Heights SD	113	46	67	45,514	301	21.5	11	4.4	211
	Central Cambria SD	124	43	81	45,606	294	18.4	102	4.3	376
	Conemaugh Valley SD	75	27	48	37,999	578	18.1	126	4.2	513
	Ferndale Area SD	56	20	36	37,767	580	13.6	510	4.2	513
	Forest Hills SD	142	51	91	43,093	430	17.2	189	4.4	211
	Greater Johnstown AVTS	45	26	19	45,686	288	16.3	281	4.2	513
	Greater Johnstown SD	243	79	164	46,031	265	19.9	40	4.3	376
	Northern Cambria SD	84	38	46	45,399	307	18.9	72	4.5	105
	Penn Cambria SD	130	42	88	43,888	391	16.4	269	4.4	211
	Portage Area SD	69	22	47	44,703	344	19.3	61	4.5	105
	Richland SD	91	39	52	45,898	272	16.7	236	4.2	513
	Westmont Hilltop SD	102	30	72	47,306	207	15.6	344	4.5	105
	TOTAL	1,347	500	847	$44,648		18.1		4.3	

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
CAMERON										
	Cameron County SD 2/	66	27	39	$40,592	530	16.6	252	4.3	376
	TOTAL	66	27	39	$40,592		16.6		4.3	
CARBON										
	Carbon Co AVTS	33	19	14	$38,436	572	10.7	582	4.2	513
	Jim Thorpe Area SD	93	36	57	44,196	378	15.0	401	4.4	211
	Lehighton Area SD	161	65	96	47,331	206	18.5	94	4.5	105
	Palmerton Area SD	107	39	68	48,483	172	17.8	145	4.4	211
	Panther Valley SD	95	37	58	40,774	524	18.1	126	4.4	211
	Weatherly Area SD	46	16	30	40,715	526	16.7	236	4.4	211
	TOTAL	535	212	323	$44,722		17.0		4.4	
CENTRE										
	Bald Eagle Area SD	133	50	83	$41,519	499	18.2	120	4.3	376
	Bellefonte Area SD	185	62	123	44,931	324	17.4	177	4.2	513
	Central PA Inst for Sci & Tech	16	11	5	33,171	613	6.3	612	3.6	618
	Centre Learning Community CS	4	3	1	46,975	218	14.5	445	5.3	1
	Nittany Valley CS	4	0	4	25,250	640	4.8	616	4.0	582
	Penns Valley Area SD	108	32	76	45,539	298	13.9	489	4.2	513
	State College Area SD	514	146	368	46,567	242	16.1	296	4.4	211
	Wonderland CS	2	0	2	20,000	644	1.0	644	4.0	582
	TOTAL	966	304	662	$45,044		16.2		4.3	
CHESTER										
	Avon Grove SD	246	53	193	$46,998	217	12.8	547	4.3	376
	Center for Arts and Technology	63	35	28	55,423	59	12.9	544	4.3	376
	Chester Co Family Academy CS	3	1	2	30,100	630	9.7	594	4.0	582
	Coatesville Area SD	506	127	379	44,527	353	13.9	489	4.3	376
	Collegium CS	8	0	8	32,750	616	6.0	613	4.6	42
	Downingtown Area SD	644	150	494	48,140	180	13.9	489	4.4	211
	Great Valley SD	229	69	160	57,297	34	15.1	393	4.4	211
	Kennett Consolidated SD	215	54	161	49,748	136	12.9	544	4.5	105
	Octorara Area SD	170	50	120	49,165	152	14.6	438	4.5	105
	Owen J Roberts SD	252	71	181	51,037	104	12.9	544	4.4	211
	Oxford Area SD	183	47	136	43,979	389	14.5	445	4.3	376
	Phoenixville Area SD	217	58	159	50,831	108	13.1	533	4.4	211
	Tredyffrin-Easttown SD	348	106	242	60,604	16	16.4	269	4.7	11
	Unionville-Chadds Ford SD	236	74	162	55,567	57	13.1	533	4.7	11
	West Chester Area SD	712	218	494	56,377	45	16.2	287	4.6	42
	TOTAL	4,032	1,113	2,919	$51,386		14.3		4.5	
CLARION										
	Allegheny-Clarion Valley SD	73	17	56	$40,027	543	13.0	539	4.3	376
	Clarion Area SD	63	18	45	45,006	321	16.5	261	4.6	42
	Clarion Co Career Center	12	8	4	43,809	394	14.7	428	3.3	641
	Clarion-Limestone Area SD	73	24	49	40,938	521	16.1	296	4.3	376

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
CLARION										
	Keystone SD	88	33	55	41,322	509	16.1	296	4.5	105
	North Clarion County SD 2/	50	15	35	40,821	523	18.4	102	4.5	105
	Redbank Valley SD	96	35	61	41,174	514	16.9	213	4.4	211
	Union SD	60	23	37	40,386	535	13.2	527	4.3	376
	TOTAL	515	173	342	$41,421		15.7		4.4	
CLEARFIELD										
	Clearfield Area SD	193	68	125	$43,348	420	19.4	57	4.2	513
	Clearfield Co AVTS	18	11	7	40,884	522	13.0	539	3.4	636
	Curwensville Area SD	82	33	49	44,764	340	20.4	26	4.5	105
	DuBois Area SD	286	96	190	46,906	227	19.8	42	4.4	211
	Glendale SD	64	26	38	38,626	570	17.6	161	4.3	376
	Harmony Area SD	41	9	32	37,942	579	15.4	363	4.1	562
	Moshannon Valley SD	72	36	36	44,678	347	21.9	8	4.2	513
	Philipsburg-Osceola Area SD	157	59	98	43,122	429	19.2	65	4.3	376
	West Branch Area SD	77	32	45	38,491	571	14.0	480	4.1	562
	TOTAL	990	370	620	$43,647		18.9		4.3	
CLINTON										
	Keystone Central AVTS	22	16	6	$44,296	370	11.2	579	4.0	582
	Keystone Central SD	370	112	258	46,969	219	15.9	320	4.2	513
	TOTAL	392	128	264	$46,818		15.7		4.2	
COLUMBIA										
	Benton Area SD	61	21	40	$37,319	586	15.0	401	4.4	211
	Berwick Area SD	234	63	171	43,359	418	15.6	344	4.3	376
	Bloomsburg Area SD	126	52	74	44,921	325	18.2	120	4.7	11
	Central Columbia SD	132	48	84	47,236	209	17.6	161	4.4	211
	Columbia-Montour AVTS	44	28	16	44,415	361	16.2	287	4.1	562
	Millville Area SD	67	22	45	38,382	573	16.9	213	4.4	211
	Southern Columbia Area SD	91	33	58	39,790	550	14.6	438	4.4	211
	TOTAL	755	267	488	$43,006		16.4		4.4	
CRAWFORD										
	Conneaut SD	196	73	123	$41,399	505	17.7	155	4.5	105
	Crawford Central SD	309	94	215	42,545	456	18.0	135	4.5	105
	Crawford Co AVTS	25	19	6	42,885	439	15.0	401	3.6	618
	Penncrest SD	265	95	170	42,312	469	16.8	225	4.3	376
	TOTAL	795	281	514	$42,194		17.4		4.4	
CUMBERLAND										
	Big Spring SD	218	57	161	$37,736	581	14.2	466	4.5	105
	Camp Hill SD	83	24	59	46,731	238	16.5	261	4.5	105
	Carlisle Area SD	345	103	242	42,022	480	17.4	177	4.5	105
	Cumberland Valley SD	477	142	335	45,016	318	17.0	205	4.5	105
	Cumberland-Perry AVTS	32	18	14	44,353	366	13.7	502	3.8	600
	East Pennsboro Area SD	182	55	127	44,864	329	16.7	236	4.4	211

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1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
CUMBERLAND										
	Mechanicsburg Area SD	236	81	155	44,388	363	15.9	320	4.4	211
	Shippensburg Area SD	185	64	121	45,341	310	15.9	320	4.6	42
	South Middleton SD	147	44	103	43,037	433	15.4	363	4.5	105
	TOTAL	1,905	588	1,317	$43,490		16.3		4.5	
DAUPHIN										
	Central Dauphin SD	738	197	541	$42,966	435	14.5	445	4.4	211
	Dauphin Co AVTS	69	37	32	42,447	463	13.5	513	4.0	582
	Derry Township SD 2/	193	61	132	45,454	303	15.2	384	4.6	42
	Halifax Area SD	96	29	67	40,713	527	16.0	311	4.5	105
	Harrisburg City SD 2/	519	137	382	45,802	280	16.4	269	4.3	376
	Lower Dauphin SD	250	68	182	45,119	317	15.3	376	4.3	376
	Middletown Area SD	181	57	124	46,013	266	17.1	195	4.7	11
	Millersburg Area SD	73	21	52	41,659	492	15.4	363	4.2	513
	Steelton-Highspire SD	87	33	54	41,077	517	15.6	344	4.3	376
	Susquehanna Township SD	181	59	122	44,816	335	14.6	438	4.4	211
	Sylvan Heights Science CS	7	3	4	29,080	636	4.7	617	4.1	562
	Upper Dauphin Area SD	105	40	65	41,510	500	16.0	311	4.6	42
	TOTAL	2,499	742	1,757	$44,008		15.3		4.4	
DELAWARE										
	Chester Charter School	20	2	18	$31,539	622	2.2	639	4.1	562
	Chester Community CS	11	0	11	29,883	632	3.7	629	4.1	562
	Chester-Upland SD 2/	416	99	317	42,621	451	14.7	428	4.4	211
	Chichester SD	240	79	161	52,705	83	15.1	393	4.3	376
	Delaware Co AVTS	37	24	13	50,232	123	10.2	590	3.7	609
	Garnet Valley SD	215	59	156	49,656	139	12.0	564	4.5	105
	Haverford Township SD	314	74	240	55,181	60	15.9	320	4.6	42
	Interboro SD	234	72	162	60,403	17	15.3	376	4.7	11
	Marple Newtown SD	256	65	191	56,841	42	15.6	344	4.8	3
	Penn-Delco SD	190	61	129	50,604	113	16.0	311	4.6	42
	Radnor Township SD	252	69	183	61,752	15	16.0	311	4.7	11
	Ridley SD	377	106	271	53,381	79	13.5	513	4.7	11
	Rose Tree Media SD	279	77	202	54,726	63	15.2	384	4.5	105
	Southeast Delco SD	237	58	179	55,166	61	15.9	320	4.5	105
	Springfield SD	224	71	153	47,480	199	11.6	571	4.5	105
	Upper Darby SD	678	193	485	50,514	118	13.7	502	4.5	105
	Village CS of Chester-Upland	14	6	8	31,079	626	4.1	627	4.3	376
	Wallingford-Swarthmore SD	255	82	173	55,947	51	12.7	550	4.8	3
	William Penn SD	327	87	240	51,546	93	16.0	311	4.6	42
	TOTAL	4,576	1,284	3,292	$52,374		14.4		4.6	
ELK										
	Johnsonburg Area SD	55	25	30	$46,376	249	16.7	236	4.2	513
	Ridgway Area SD	78	30	48	43,015	434	16.4	269	4.4	211

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
ELK										
	Saint Marys Area SD	153	56	97	46,356	252	20.9	19	4.2	513
	TOTAL	286	111	175	$45,436		18.9		4.3	
ERIE										
	Corry Area SD	171	59	112	$42,050	479	17.4	177	4.4	211
	Erie City SD	787	229	558	44,298	369	14.9	410	4.4	211
	Erie Co Technical School	24	15	9	38,748	569	9.7	594	3.7	609
	Fairview SD	106	43	63	46,098	262	17.5	169	4.4	211
	Fort LeBoeuf SD	129	43	86	43,729	398	17.1	195	4.5	105
	Gecac Community CS	13	2	11	24,761	642	3.5	630	4.4	211
	General McLane SD	168	57	111	44,735	342	17.2	189	4.6	42
	Girard SD	123	35	88	45,674	290	16.3	281	4.5	105
	Harbor Creek SD	149	51	98	44,464	357	17.1	195	4.5	105
	Iroquois SD	74	22	52	43,397	414	18.2	120	4.5	105
	Millcreek Township SD	432	122	310	46,865	230	17.0	205	4.6	42
	North East SD	113	33	80	44,728	343	17.5	169	4.5	105
	Northwestern SD	102	32	70	40,955	520	17.1	195	4.5	105
	Union City Area SD	92	35	57	40,493	532	15.4	363	4.3	376
	Wattsburg Area SD	87	22	65	43,373	416	18.4	102	4.4	211
	TOTAL	2,570	800	1,770	$44,275		16.3		4.4	
FAYETTE										
	Albert Gallatin Area SD	244	82	162	$43,270	422	18.5	94	4.4	211
	Brownsville Area SD	138	44	94	41,521	498	16.9	213	4.6	42
	Connellsville Area SD	359	101	258	43,725	399	18.3	112	4.3	376
	Fayette Co AVTS	25	17	8	33,431	610	9.1	598	3.6	618
	Frazier SD	77	28	49	43,066	432	18.8	78	4.3	376
	Laurel Highlands SD	221	77	144	48,532	170	20.2	33	4.4	211
	North Fayette Co AVTS	11	9	2	41,022	519	14.8	420	3.5	629
	Uniontown Area SD	216	75	141	45,246	314	18.0	135	4.3	376
	TOTAL	1,291	433	858	$44,225		18.3		4.3	
FOREST										
	Forest Area SD	53	22	31	$46,350	253	21.4	13	4.4	211
	TOTAL	53	22	31	$46,350		21.4		4.4	
FRANKLIN										
	Chambersburg Area SD	465	139	326	$43,535	408	16.0	311	4.6	42
	Fannett-Metal SD	37	8	29	34,790	602	12.6	551	4.5	105
	Franklin Co CTC	34	28	6	49,196	149	15.2	384	4.1	562
	Greencastle-Antrim SD	140	45	95	46,867	229	16.7	236	4.5	105
	Tuscarora SD	167	53	114	44,650	348	20.3	31	4.6	42
	Waynesboro Area SD	250	77	173	41,908	485	15.8	331	4.5	105
	TOTAL	1,093	350	743	$43,650		16.5		4.5	
FULTON										
	Central Fulton SD	75	27	48	$43,982	388	17.9	141	4.5	105

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
FULTON										
	Forbes Road SD	37	9	28	37,146	588	17.8	145	4.5	105
	Fulton Co AVTS	6	5	1	29,598	633	4.3	622	3.5	629
	Southern Fulton SD	53	18	35	39,687	551	14.9	410	4.4	211
	TOTAL	171	59	112	$40,755		16.5		4.4	
GREENE										
	Carmichaels Area SD	83	28	55	$42,268	471	16.7	236	4.3	376
	Central Greene SD	162	58	104	47,632	194	18.6	90	4.4	211
	Greene Co AVTS	18	11	7	36,839	589	12.3	557	3.8	600
	Jefferson-Morgan SD	69	22	47	41,614	493	15.9	320	4.4	211
	Southeastern Greene SD	51	17	34	45,215	315	22.3	6	4.4	211
	West Greene SD	84	35	49	46,004	267	17.8	145	4.3	376
	TOTAL	467	171	296	$44,792		17.9		4.3	
HUNTINGDON										
	Huntingdon Area SD	175	57	118	$39,947	545	18.5	94	4.3	376
	Huntingdon Co CTC	16	11	5	39,614	552	14.9	410	3.5	629
	Juniata Valley SD	61	17	44	40,518	531	16.4	269	4.2	513
	Mount Union Area SD	125	45	80	39,392	558	17.3	184	4.3	376
	Southern Huntingdon County SD	83	31	52	38,079	576	18.5	94	4.3	376
	TOTAL	460	161	299	$39,517		17.8		4.2	
INDIANA										
	Blairsville-Saltsburg SD	139	58	81	$47,459	202	18.3	112	4.5	105
	Homer-Center SD 4/	71	22	49	42,744	442	20.5	24	4.4	211
	Indiana Area SD	226	69	157	50,335	121	17.3	184	4.6	42
	Indiana Co Technology Center	21	11	10	47,579	196	11.6	571	3.8	600
	Marion Center Area SD	119	34	85	45,854	275	17.1	195	4.5	105
	Penns Manor Area SD	71	26	45	44,843	333	16.8	225	4.3	376
	Purchase Line SD	99	33	66	43,748	397	17.1	195	4.4	211
	United SD	98	39	59	46,773	235	20.1	35	4.5	105
	TOTAL	844	292	552	$46,891		17.8		4.5	
JEFFERSON										
	Brockway Area SD	78	24	54	$43,581	405	17.2	189	4.5	105
	Brookville Area SD	128	42	86	44,314	368	16.4	269	4.6	42
	Jefferson Co-DuBois AVTS	30	22	8	47,510	198	16.4	269	3.9	594
	Punxsutawney Area SD 2/	203	74	129	44,806	336	18.7	83	4.4	211
	TOTAL	439	162	277	$44,630		17.6		4.4	
JUNIATA										
	Juniata County SD	191	62	129	$37,244	587	14.8	420	4.3	376
	TOTAL	191	62	129	$37,244		14.8		4.3	
LACKAWANNA										
	Abington Heights SD	225	79	146	$47,673	193	20.0	37	4.7	11
	Carbondale Area SD	86	28	58	46,470	246	19.9	40	4.6	42
	CTC of Lackawanna County	32	22	10	37,693	583	12.1	561	3.5	629

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
LACKAWANNA										
	Dunmore SD	90	40	50	49,938	131	18.9	72	4.6	42
	Lakeland SD	87	27	60	45,736	283	21.4	13	4.3	376
	Mid Valley SD	102	30	72	41,182	513	17.3	184	4.2	513
	North Pocono SD	189	59	130	46,938	222	16.7	236	4.7	11
	Northeast Charter School	3	2	1	25,000	641	7.7	602	4.7	11
	Old Forge SD 3/	57	25	32	46,299	256	22.4	5	4.2	513
	Riverside SD 3/	87	36	51	45,692	287	23.4	3	4.4	211
	Scranton SD	593	156	437	54,419	65	20.3	31	4.4	211
	Valley View SD	144	52	92	44,138	383	19.1	68	4.5	105
	TOTAL	1,695	556	1,139	$48,852		19.6		4.5	
LANCASTER										
	Cocalico SD	188	70	118	$45,850	276	14.0	480	4.4	211
	Columbia Borough SD	93	26	67	44,060	386	14.7	428	4.5	105
	Conestoga Valley SD	234	75	159	50,628	112	16.0	311	4.3	376
	Donegal SD	155	48	107	44,703	344	14.7	428	4.5	105
	Eastern Lancaster County SD	221	69	152	44,470	356	12.8	547	4.3	376
	Elizabethtown Area SD	212	49	163	44,561	350	14.0	480	4.3	376
	Ephrata Area SD	246	74	172	46,098	262	14.6	438	4.2	513
	Hempfield SD	414	119	295	49,209	148	14.1	473	4.4	211
	La Academia:The Partnership CS	6	2	4	36,256	592	3.2	633	4.0	582
	Lampeter-Strasburg SD 2/	184	62	122	45,834	278	13.3	521	4.4	211
	Lancaster Co CTC	67	47	20	48,193	176	13.3	521	3.8	600
	Lancaster SD	693	194	499	47,174	213	14.4	449	4.4	211
	Manheim Central SD	194	59	135	47,251	208	14.3	457	4.6	42
	Manheim Township SD	312	100	212	44,442	359	14.3	457	4.4	211
	Penn Manor SD	310	75	235	47,616	195	14.0	480	4.3	376
	Pequea Valley SD	130	35	95	45,666	291	16.8	225	4.3	376
	Solanco SD	203	74	129	44,184	380	14.1	473	4.4	211
	Warwick SD	281	84	197	49,354	145	16.6	252	4.5	105
	TOTAL	4,143	1,262	2,881	$46,717		14.4		4.4	
LAWRENCE										
	Ellwood City Area SD	135	51	84	$48,088	183	17.0	205	4.3	376
	Laurel SD	89	28	61	43,699	402	14.2	466	4.4	211
	Lawrence Co AVTS	32	19	13	48,340	174	18.0	135	4.2	513
	Mohawk Area SD	123	40	83	47,918	188	18.3	112	4.5	105
	Neshannock Township SD	78	32	46	48,286	175	16.2	287	4.3	376
	New Castle Area SD	234	82	152	50,382	120	18.3	112	4.4	211
	Shenango Area SD	81	28	53	48,885	164	17.8	145	4.5	105
	Union Area SD	53	15	38	44,068	385	15.1	393	4.3	376
	Wilmington Area SD	100	30	70	43,226	424	17.0	205	4.6	42
	TOTAL	925	325	600	$47,597		17.2		4.4	

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
LEBANON										
	Annville-Cleona SD	107	33	74	$42,661	447	15.1	393	4.3	376
	Cornwall-Lebanon SD	287	79	208	46,930	224	15.1	393	4.3	376
	Eastern Lebanon County SD	140	47	93	50,191	124	17.4	177	4.3	376
	Lebanon Co AVTS	32	21	11	44,328	367	13.9	489	3.7	609
	Lebanon SD	218	78	140	45,664	292	16.3	281	4.4	211
	Northern Lebanon SD	152	51	101	46,081	264	16.9	213	4.3	376
	Palmyra Area SD	165	47	118	42,209	474	15.5	357	4.3	376
	TOTAL	1,101	356	745	$45,798		15.9		4.3	
LEHIGH										
	Allentown City SD	822	252	570	$49,815	135	15.2	384	4.4	211
	Catasauqua Area SD	111	47	64	49,830	134	16.9	213	4.7	11
	East Penn SD	382	118	264	51,294	98	15.8	331	4.6	42
	Lehigh Career & Technical Inst	77	55	22	54,052	71	17.2	189	3.8	600
	Northern Lehigh SD	123	39	84	48,840	167	16.9	213	4.3	376
	Northwestern Lehigh SD	146	37	109	48,968	157	16.1	296	4.4	211
	Parkland SD 2/	439	138	301	48,138	181	16.1	296	4.5	105
	Salisbury Township SD	119	32	87	51,211	99	14.2	466	4.4	211
	Southern Lehigh SD	158	53	105	47,332	205	13.3	521	4.5	105
	Whitehall-Coplay SD	210	69	141	46,917	225	15.3	376	4.4	211
	TOTAL	2,587	840	1,747	$49,463		15.5		4.4	
LUZERNE										
	Crestwood SD	145	49	96	$54,127	70	18.1	126	4.5	105
	Dallas SD	149	44	105	48,589	169	18.9	72	4.3	376
	Greater Nanticoke Area SD 3/	110	44	66	55,905	52	24.2	2	4.8	3
	Hanover Area SD	122	42	80	53,892	74	20.1	35	4.4	211
	Hazleton Area Career Center	57	33	24	47,675	192	16.2	287	4.2	513
	Hazleton Area SD	436	145	291	50,049	126	18.6	90	4.5	105
	Lake-Lehman SD	123	41	82	48,957	158	18.2	120	4.3	376
	Northwest Area SD	93	40	53	55,611	56	21.2	16	4.7	11
	Pittston Area SD	180	70	110	52,920	81	21.5	11	4.5	105
	West Side AVTS	34	21	13	45,464	302	17.5	169	4.5	105
	Wilkes-Barre Area SD	461	178	283	53,766	75	19.5	50	4.4	211
	Wilkes-Barre AVTS	33	26	7	51,701	90	16.6	252	3.7	609
	Wyoming Area SD 3/	136	46	90	47,226	211	21.1	18	4.8	3
	Wyoming Valley West SD	308	104	204	53,981	72	21.6	10	4.4	211
	TOTAL	2,387	883	1,504	$52,025		19.8		4.4	
LYCOMING										
	East Lycoming SD	130	40	90	$42,783	441	13.5	513	4.4	211
	Jersey Shore Area SD	186	61	125	47,871	189	16.5	261	4.2	513
	Loyalsock Township SD	94	32	62	51,149	102	16.4	269	4.4	211
	Lycoming Co Career Consortium	6	4	2	33,310	611	3.5	630	3.3	641
	Montgomery Area SD	73	20	53	43,546	406	14.9	410	4.3	376

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
LYCOMING										
	Montoursville Area SD 2/	141	52	89	45,621	293	17.0	205	4.3	376
	Muncy SD	78	26	52	45,515	300	14.1	473	4.3	376
	South Williamsport Area SD	94	28	66	42,591	453	13.1	533	4.2	513
	Williamsport Area SD	410	143	267	50,813	109	17.6	161	4.3	376
	TOTAL	1,212	406	806	$47,447		16.0		4.3	
MCKEAN										
	Bradford Area SD	189	65	124	$46,933	223	19.8	42	4.4	211
	Kane Area SD	90	31	59	43,442	411	17.8	145	4.3	376
	Otto-Eldred SD	55	18	37	41,764	489	17.3	184	4.5	105
	Port Allegany SD	68	30	38	43,393	415	15.5	357	4.2	513
	Seneca Highlands AVTS	9	6	3	41,784	488	13.8	497	3.6	618
	Smethport Area SD 2/	67	28	39	42,383	464	16.9	213	4.3	376
	TOTAL	478	178	300	$44,457		18.0		4.3	
MERCER										
	Commodore Perry SD	48	13	35	$44,522	354	18.2	120	4.6	42
	Farrell Area SD	84	30	54	43,419	412	14.7	428	4.4	211
	Greenville Area SD	109	42	67	42,927	437	15.3	376	4.5	105
	Grove City Area SD 2/	175	67	108	42,905	438	14.9	410	4.5	105
	Hermitage SD	143	47	96	45,571	296	15.4	363	4.3	376
	Jamestown Area SD 2/	44	13	31	41,083	515	14.8	420	4.4	211
	Keystone Education Center CS	21	14	7	28,619	638	4.2	625	4.1	562
	Lakeview SD	88	31	57	45,008	320	17.8	145	4.4	211
	Mercer Area SD	99	32	67	43,801	395	17.5	169	4.4	211
	Mercer Co AVTS 3/	17	10	7	44,041	387	18.8	78	4.1	562
	Reynolds SD	98	32	66	41,399	505	13.7	502	4.4	211
	Sharon City SD	168	49	119	42,493	459	14.0	480	4.2	513
	Sharpsville Area SD	77	20	57	45,417	305	16.7	236	4.4	211
	West Middlesex Area SD	70	27	43	46,906	227	19.6	48	4.3	376
	TOTAL	1,241	427	814	$43,449		15.5		4.4	
MIFFLIN										
	Juniata-Mifflin Co AVTS 3/	16	11	5	$32,916	614	11.5	575	3.5	629
	Mifflin County SD	424	137	287	41,442	502	17.0	205	4.3	376
	TOTAL	440	148	292	$41,127		16.8		4.3	
MONROE										
	East Stroudsburg Area SD	436	123	313	$39,860	548	10.4	587	4.3	376
	Monroe Co AVTS	29	17	12	42,173	476	9.2	597	3.7	609
	Pleasant Valley SD	330	104	226	40,338	536	11.7	568	4.5	105
	Pocono Mountain SD	612	182	430	40,467	533	10.5	585	4.3	376
	Stroudsburg Area SD	283	77	206	45,336	311	13.0	539	4.4	211
	TOTAL	1,690	503	1,187	$41,113		11.1		4.4	
MONTGOMERY										
	Abington SD	447	158	289	$56,865	40	14.1	473	4.6	42

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
MONTGOMERY										
	Cheltenham Township SD	334	113	221	63,110	12	14.0	480	4.7	11
	Colonial SD	321	99	222	58,948	27	14.2	466	4.7	11
	Ctr for Tech Studies/Mont Co	19	14	5	62,125	14	13.6	510	3.5	629
	Eastern Center for Arts & Tech	19	13	6	65,833	4	15.0	401	4.1	562
	Hatboro-Horsham SD	326	94	232	57,804	31	13.3	521	4.5	105
	Jenkintown SD	50	15	35	60,069	20	14.9	410	4.7	11
	Lower Merion SD	492	148	344	65,000	6	16.1	296	4.6	42
	Lower Moreland Township SD	107	30	77	64,716	7	18.3	112	4.8	3
	Methacton SD	328	92	236	50,800	110	14.7	428	4.4	211
	Norristown Area SD	473	129	344	50,603	114	15.0	401	4.5	105
	North Montco Tech Career Ctr	42	27	15	54,403	66	10.6	583	3.9	594
	North Penn SD	827	219	608	59,582	23	16.1	296	4.7	11
	Perkiomen Valley SD	238	70	168	50,742	111	12.6	551	4.4	211
	Pottsgrove SD	201	62	139	55,483	58	16.5	261	4.5	105
	Pottstown SD	208	60	148	49,136	154	13.2	527	4.4	211
	Souderton Area SD	375	104	271	55,873	53	15.7	341	4.6	42
	Spring-Ford Area SD	350	74	276	43,776	396	11.4	576	4.5	105
	Springfield Township SD	147	43	104	53,203	80	13.9	489	4.7	11
	Upper Dublin SD	269	73	196	56,377	45	15.1	393	4.6	42
	Upper Merion Area SD	235	68	167	63,809	10	15.2	384	4.8	3
	Upper Moreland Township SD	190	66	124	57,666	32	16.5	261	4.7	11
	Upper Perkiomen SD 2/	190	61	129	56,704	43	16.7	236	4.6	42
	Western Ctr for Tech Studies	26	18	8	49,965	130	11.8	567	3.9	594
	Wissahickon SD	315	87	228	56,560	44	14.1	473	4.6	42
	TOTAL	6,529	1,937	4,592	$56,528		14.8		4.6	
MONTOUR										
	Danville Area SD	180	60	120	$44,404	362	16.6	252	4.5	105
	TOTAL	180	60	120	$44,404		16.6		4.5	
NORTHAMPTON										
	Bangor Area SD	199	61	138	$42,102	478	14.4	449	4.4	211
	Bethlehem Area SD	888	258	630	46,493	245	13.2	527	4.6	42
	Bethlehem AVTS	46	28	18	48,021	185	12.2	558	3.4	636
	Career Institute of Technology	25	17	8	44,791	338	12.2	558	3.8	600
	Easton Area SD	507	143	364	42,659	448	14.9	410	4.3	376
	Nazareth Area SD	233	84	149	49,569	141	16.6	252	4.5	105
	Northampton Area SD	322	96	226	49,170	151	16.4	269	4.4	211
	Pen Argyl Area SD	111	33	78	44,193	379	15.5	357	4.6	42
	Saucon Valley SD	140	40	100	45,533	299	14.8	420	4.5	105
	Wilson Area SD	127	38	89	41,530	497	15.4	363	4.3	376
	TOTAL	2,598	798	1,800	$45,640		14.6		4.4	
NORTHUMBERLAND										
	Line Mountain SD	96	26	70	$39,115	562	16.7	236	4.5	105

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NORTHUMBERLAND										
	Milton Area SD	176	60	116	42,726	443	16.5	261	4.2	513
	Mount Carmel Area SD	105	35	70	38,158	575	16.7	236	4.3	376
	Northumberland Co AVTS	12	10	2	37,516	585	14.3	457	3.4	636
	Shamokin Area SD 2/	134	50	84	39,957	544	20.8	20	4.2	513
	Shikellamy SD	213	75	138	49,474	142	18.8	78	4.5	105
	Warrior Run SD	131	45	86	42,164	477	16.4	269	4.3	376
	TOTAL	867	301	566	$42,828		17.7		4.3	
PERRY										
	Greenwood SD	56	17	39	$39,203	559	16.4	269	4.6	42
	Newport SD	95	27	68	39,142	561	14.3	457	4.3	376
	Susquenita SD	142	43	99	42,472	462	17.9	141	4.6	42
	West Perry SD	202	74	128	39,496	555	15.2	384	4.4	211
	TOTAL	495	161	334	$40,255		15.9		4.5	
PHILADELPHIA										
	Alliance for Progress CS	11	1	10	$32,364	618	4.4	621	4.2	513
	Architecture and Design CHS	20	14	6	35,650	598	6.5	608	4.7	11
	Center for Economics & Law CS	16	11	5	29,920	631	1.5	640	4.4	211
	Christopher Columbus CS	21	3	18	31,533	623	3.9	628	4.3	376
	Eugenio Maria De Hostos CS	8	3	5	31,469	624	2.5	637	4.3	376
	Family Charter School	10	3	7	39,010	564	5.5	614	4.3	376
	Freire CS	5	0	5	32,200	620	2.6	636	4.2	513
	Germantown Settlement CS	20	7	13	34,400	606	1.3	642	4.4	211
	Imani Education Circle CS	19	6	13	28,639	637	6.5	608	4.1	562
	Imhotep Institute CHS	15	6	9	41,549	496	10.2	590	4.3	376
	Mast Community CS	23	4	19	33,494	608	1.2	643	4.1	562
	Math Civics and Sciences CS	40	16	24	30,103	629	7.7	602	4.4	211
	Multi-Cultural Academy CS	5	4	1	30,766	627	7.2	605	4.4	211
	Phila Community Academy CS	13	5	8	34,602	603	4.5	619	4.4	211
	Phila Harambee Inst CS	12	4	8	34,935	600	5.5	614	4.3	376
	Philadelphia Academy CS	30	6	24	39,467	556	9.7	594	4.3	376
	Philadelphia City SD	11,470	3,201	8,269	46,908	226	13.2	527	4.5	105
	Renaissance Advantage CS	24	6	18	32,758	615	1.5	640	4.1	562
	Renaissance CS	19	9	10	32,692	617	7.8	601	4.4	211
	The Laboratory Charter School	25	6	19	30,750	628	7.7	602	4.3	376
	The Preparatory Charter School	7	2	5	32,229	619	3.1	634	4.3	376
	Universal Institute CS	13	2	11	29,462	635	4.5	619	4.4	211
	West Oak Lane Charter School 2/	21	2	19	36,042	594	6.5	608	4.2	513
	World Communications CS	27	12	15	31,999	621	4.3	622	4.3	376
	Young Scholars CS	3	0	3	36,000	596	2.3	638	4.0	582
	Youth Build Phila CS	8	5	3	34,563	604	7.0	607	4.9	2
	TOTAL	11,885	3,338	8,547	$46,449		12.9		4.5	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
PIKE										
	Delaware Valley SD	290	97	193	$44,226	376	11.2	579	4.6	42
	TOTAL	290	97	193	$44,226		11.2		4.6	
POTTER										
	Austin Area SD	21	10	11	$37,562	584	15.4	363	4.1	562
	Coudersport Area SD	57	24	33	44,622	349	16.2	287	4.2	513
	Galeton Area SD	38	13	25	42,267	472	14.3	457	4.3	376
	Northern Potter SD	52	17	35	43,172	426	16.2	287	4.4	211
	Oswayo Valley SD 2/	39	14	25	36,212	593	13.2	527	4.4	211
	TOTAL	207	78	129	$41,600		15.2		4.3	
SCHUYLKILL										
	Blue Mountain SD	164	60	104	$45,416	306	16.1	296	4.3	376
	Mahanoy Area SD	86	30	56	41,705	490	19.2	65	4.3	376
	Minersville Area SD	67	16	51	40,035	542	18.1	126	4.3	376
	North Schuylkill SD	113	48	65	44,780	339	20.4	26	4.3	376
	Pine Grove Area SD	107	36	71	44,885	328	19.4	57	4.3	376
	Pottsville Area SD	159	68	91	46,804	232	20.8	20	4.3	376
	Saint Clair Area SD	31	11	20	39,579	553	17.6	161	4.2	513
	Schuylkill Co AVTS	36	23	13	42,628	450	11.7	568	3.9	594
	Schuylkill Haven Area SD	75	27	48	43,655	404	18.6	90	4.4	211
	Shenandoah Valley SD	60	24	36	36,760	590	18.1	126	4.4	211
	Tamaqua Area SD	125	46	79	45,429	304	20.4	26	4.2	513
	Tri-Valley SD	66	22	44	41,942	482	18.7	83	4.3	376
	Williams Valley SD	76	30	46	38,907	567	17.5	169	4.1	562
	TOTAL	1,165	441	724	$43,486		18.7		4.3	
SNYDER										
	Midd-West SD	182	62	120	$41,573	495	17.1	195	4	211
	Selinsgrove Area SD 3/	179	63	116	46,375	250	18.1	126	4.4	211
	TOTAL	361	125	236	$43,947		17.6		4.4	
SOMERSET										
	Berlin Brothersvalley SD	63	24	39	$44,951	323	19.5	50	4.3	376
	Conemaugh Township Area SD	70	18	52	43,135	428	18.0	135	4.2	513
	Meyersdale Area SD	80	32	48	41,348	508	18.4	102	4.3	376
	North Star SD	97	30	67	40,221	539	16.9	213	4.4	211
	Rockwood Area SD	69	20	49	41,029	518	19.3	61	4.5	105
	Salisbury-Elk Lick SD 2/	35	14	21	33,852	607	17.4	177	4.2	513
	Shade-Central City SD	41	20	21	46,691	240	22.6	4	4.2	513
	Shanksville-Stonycreek SD	35	14	21	37,712	582	17.1	195	4.3	376
	Somerset Area SD	172	55	117	51,455	95	18.8	78	4.4	211
	Somerset Co Technology Center	22	16	6	39,911	547	12.0	564	3.4	636
	Turkeyfoot Valley Area SD	34	16	18	31,368	625	13.8	497	4.2	513
	Windber Area SD	84	35	49	43,714	401	17.5	169	4.4	211
	TOTAL	802	294	508	$43,331		18.1		4.3	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
SULLIVAN										
	Sullivan County SD	67	26	41	$50,551	116	18.6	90	4.1	562
	TOTAL	67	26	41	$50,551		18.6		4.1	
SUSQUEHANNA										
	Blue Ridge SD	83	27	56	$41,574	494	16.8	225	4.2	513
	Elk Lake SD 2/	105	24	81	40,762	525	13.7	502	4.5	105
	Forest City Regional SD	60	17	43	40,167	540	15.1	393	4.3	376
	Montrose Area SD	127	47	80	46,325	254	18.5	94	4.3	376
	Mountain View SD	89	27	62	43,325	421	15.8	331	4.4	211
	Susquehanna Community SD	75	28	47	45,566	297	17.7	155	4.7	11
	Susquehanna County CTC 2/	11	6	5	42,485	460	14.6	438	4.1	562
	TOTAL	550	176	374	$43,221		16.3		4.4	
TIOGA										
	Northern Tioga SD	189	59	130	$39,170	560	14.8	420	4.2	513
	Southern Tioga SD	159	54	105	41,230	512	16.9	213	4.3	376
	Wellsboro Area SD	123	40	83	42,722	444	14.1	473	4.4	211
	TOTAL	471	153	318	$40,791		15.3		4.3	
UNION										
	Lewisburg Area SD	128	36	92	$42,555	455	15.8	331	4.5	105
	Mifflinburg Area SD	152	58	94	41,663	491	15.6	344	4.5	105
	SUN Area CTC	22	15	7	46,296	257	13.0	539	3.5	629
	TOTAL	302	109	193	$42,390		15.5		4.4	
VENANGO										
	Cranberry Area SD	106	33	73	$41,419	504	15.6	344	4.4	211
	Franklin Area SD	164	42	122	43,255	423	17.8	145	4.4	211
	Oil City Area SD	161	58	103	44,764	340	17.4	177	4.4	211
	Titusville Area SD 2/	166	55	111	41,083	515	14.0	480	4.3	376
	Valley Grove SD	68	18	50	41,939	483	17.6	161	4.4	211
	Venango Technology Center	21	15	6	41,360	507	14.0	480	3.6	618
	TOTAL	686	221	465	$42,629		16.3		4.3	
WARREN										
	Warren Co AVTS	11	8	3	$42,372	466	18.9	72	3.7	609
	Warren County SD	411	112	299	39,522	554	16.6	252	4.3	376
	TOTAL	422	120	302	$39,598		16.7		4.3	
WASHINGTON										
	Avella Area SD 2/	54	21	33	$43,965	390	20.5	24	4.4	211
	Bentworth SD	72	26	46	45,573	295	18.9	72	4.6	42
	Bethlehem-Center SD	103	25	78	39,104	563	14.6	438	4.4	211
	Burgettstown Area SD	94	26	68	42,247	473	17.1	195	4.4	211
	California Area SD	63	20	43	44,432	360	19.8	42	4.3	376
	Canon-McMillan SD	261	87	174	47,930	187	18.0	135	4.4	211
	Charleroi SD	101	28	73	41,432	503	18.1	126	4.4	211
	Chartiers-Houston SD	75	23	52	43,071	431	18.1	126	4.3	376

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
WASHINGTON										
	Fort Cherry SD	88	28	60	41,322	509	15.6	344	4.3	376
	McGuffey SD	172	49	123	45,799	281	17.2	189	4.4	211
	Mon Valley CTC	14	11	3	34,934	601	10.6	583	3.4	636
	Peters Township SD 2/	195	60	135	48,901	162	15.9	320	4.6	42
	Ringgold SD	224	73	151	48,880	165	22.3	6	4.5	105
	Trinity Area SD	238	70	168	50,018	127	19.5	50	4.3	376
	Washington Co Alternative Sch	5	2	3	33,490	609	9.0	599	4.2	513
	Washington SD	150	49	101	45,820	279	18.5	94	4.4	211
	Western Area CTC	19	12	7	42,614	452	13.9	489	3.6	618
	TOTAL	1,928	610	1,318	$45,957		18.2		4.4	
WAYNE										
	Wallenpaupack Area SD	251	72	179	$45,992	268	14.2	466	4.7	11
	Wayne Highlands SD	206	58	148	49,140	153	18.0	135	4.4	211
	Western Wayne SD	154	49	105	47,195	212	16.6	252	4.3	376
	TOTAL	611	179	432	$47,364		16.1		4.5	
WESTMORELAND										
	Belle Vernon Area SD	156	49	107	$44,854	330	18.3	112	4.4	211
	Burrell SD	134	44	90	42,532	457	16.1	296	4.3	376
	Central Westmoreland CTC	39	24	15	45,841	277	15.4	363	3.7	609
	Derry Area SD	169	50	119	44,257	372	17.8	145	4.5	105
	Eastern Westmoreland CTC	18	14	4	44,913	326	15.6	344	3.8	600
	Franklin Regional SD	229	80	149	51,819	88	16.5	261	4.5	105
	Greater Latrobe SD	235	68	167	44,845	332	16.2	287	4.3	376
	Greensburg Salem SD	199	55	144	47,466	200	19.3	61	4.5	105
	Hempfield Area SD 2/	415	131	284	49,991	129	16.8	225	4.5	105
	Jeannette City SD	85	30	55	43,683	403	17.4	177	4.2	513
	Kiski Area SD	234	87	147	50,584	115	17.3	184	4.4	211
	Ligonier Valley SD	136	43	93	47,559	197	19.5	50	4.7	11
	Monessen City SD	71	27	44	41,957	481	16.4	269	4.4	211
	Mount Pleasant Area SD	145	42	103	45,732	284	18.1	126	4.4	211
	New Kensington-Arnold SD 2/	160	53	107	44,555	351	19.4	57	4.4	211
	Northern Westmoreland Co AVTS	12	7	5	48,869	166	13.6	510	4.2	513
	Norwin SD	271	99	172	49,130	155	16.7	236	4.4	211
	Penn-Trafford SD	245	92	153	46,535	244	16.3	281	4.4	211
	Ridgeview Academy CS	53	14	39	20,362	643	3.1	634	4.1	562
	Southmoreland SD	141	60	81	47,960	186	20.4	26	4.4	211
	Yough SD	163	66	97	47,721	191	20.7	22	4.5	105
	TOTAL	3,310	1,135	2,175	$46,849		17.4		4.4	
WYOMING										
	Lackawanna Trail SD	88	27	61	$44,481	355	14.7	428	4.2	513
	Tunkhannock Area SD	214	70	144	49,647	140	19.7	45	4.6	42
	TOTAL	302	97	205	$48,113		18.2		4.5	

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
1999-00

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 644 1/	AVERAGE TOTAL YEARS	RANK OF 644 1/	AVERAGE EDUC-ATION	RANK OF 644 1/
YORK										
	Central York SD	227	66	161	$44,240	375	15.0	401	4.4	211
	Crispus Attucks Youthbuild CS	5	1	4	39,798	549	11.4	576	4.0	582
	Dallastown Area SD	314	109	205	52,450	87	15.4	363	4.3	376
	Dover Area SD	221	62	159	42,878	440	14.2	466	4.3	376
	Eastern York SD	178	58	120	40,681	529	14.1	473	4.3	376
	Hanover Public SD	111	35	76	47,388	204	15.9	320	4.5	105
	Northeastern York SD	175	51	124	42,188	475	14.4	449	4.5	105
	Northern York County SD	190	70	120	43,406	413	18.4	102	4.4	211
	Red Lion Area SD	300	75	225	43,446	410	14.4	449	4.6	42
	South Eastern SD	179	56	123	43,725	399	13.1	533	4.3	376
	South Western SD 2/	234	72	162	44,907	327	15.4	363	4.5	105
	Southern York County SD	197	55	142	46,958	221	15.8	331	4.3	376
	Spring Grove Area SD	225	71	154	44,699	346	16.1	296	4.6	42
	West Shore SD	495	144	351	45,751	282	14.3	457	4.4	211
	West York Area SD	172	39	133	38,998	565	9.9	593	4.3	376
	York City SD	430	104	326	46,794	233	11.7	568	4.4	211
	York Co AVTS	84	47	37	42,355	468	14.3	457	3.8	600
	York Suburban SD	173	58	115	51,051	103	15.9	320	4.4	211
	TOTAL	3,910	1,173	2,737	$45,239		14.4		4.4	
	STATE TOTAL	115,673	35,885	79,788	$48,321		15.8		4.4	

1/ Excludes Susq-Cyber Charter School which had no classroom teachers.

2/ Based all or in part on 1998-99 salaries.

3/ Based all or in part on 1997-98 salaries.

4/ Based all or in part on 1996-97 salaries.

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

APPENDIX F

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
1998-99

STATE OR OTHER AREA	AVERAGE SALARY	STATE OR OTHER AREA	AVERAGE SALARY
1. New Jersey 1/	$51,692	26. North Carolina	$36,883
2. Connecticut	50,277	27. Vermont	36,697
3. New York	49,686	28. Florida	35,916
4. Michigan 1/	48,711	29. Alabama	35,820
5. Pennsylvania	**48,457**	30. Tennessee	35,490
6. Alaska	48,275	31. Kentucky	35,383
7. District of Columbia 1/	48,275	32. Iowa	35,007
8. California	46,326	33. Maine	34,906
9. Rhode Island 1/	46,286	34. Kansas 1/	34,634
10. Illinois	45,286	35. Arizona 1/	34,582
11. Massachusetts	44,051	36. South Carolina	34,506
12. Oregon	43,789	37. Texas	34,448
13. Delaware	43,223	38. West Virginia	34,248
14. Maryland	42,545	39. Idaho	34,062
15. Nevada	42,528	40. Utah	34,007
16. Indiana	41,159	41. Wyoming	33,480
17. Ohio	40,734	42. Missouri	33,463
		43. Nebraska	32,880
United States	**40,574**	44. Arkansas 1/	32,761
		45. New Mexico	32,161
18. Hawaii	40,416		
19. Minnesota	39,809	46. Louisiana 1/	32,000
20. Wisconsin	39,374	47. Montana	31,536
21. Georgia 1/	38,993	48. Oklahoma	31,107
22. Washington	38,530	49. Mississippi	29,550
		50. North Dakota	29,002
23. Colorado	38,157		
24. Virginia	37,709	51. South Dakota	28,386
25. New Hampshire	37,405		

1/ Estimated or preliminary figures.

Source: *Survey & Analysis of Salary Trends, 1999*, American Federation of Teachers, Research Department (unpublished data).

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, 2000.

3. *Public, Private and Nonpublic Schools: Enrollments, 1999-2000,* Pennsylvania Department of Education, 2000.

4. *Survey & Analysis of Salary Trends, 1999,* American Federation of Teachers, Research Department (unpublished data).

APPENDIX I

LOCAL EDUCATION AGENCIES UNABLE TO REPORT 1999-00 SALARIES

Because salary contracts had not been settled at the time the reports were submitted, 1998-99 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.

Athens Area SD
Avella Area SD
Bethel Park SD
Cameron County SD
Canton Area SD 1/
Chester-Upland SD
Derry Township SD
Elk Lake SD
Greater Nanticoke Area SD 1/
Grove City Area SD
Harrisburg City SD
Hempfield Area SD
Highlands SD
Homer-Center SD 2/
Jamestown Area SD
Juniata-Mifflin Co AVTS 1/
Karns City Area SD
Lampeter-Strasburg SD
Mercer Co AVTS 1/
Montoursville Area SD
Muhlenberg SD
New Kensington-Arnold SD
North Clarion County SD
Old Forge SD 1/
Oswayo Valley SD
Parkland SD
Peters Township SD
Punxsutawney Area SD
Riverside SD 1/
Salisbury-Elk Lick SD
Selinsgrove Area SD 1/
Shamokin Area SD
Smethport Area SD
South Western SD
Steel Valley SD
Susquehanna County CTC
Titusville Area SD
Upper Perkiomen SD
Upper Saint Clair SD
West Oak Lane Charter School
Wilson SD
Wyalusing Area SD
Wyoming Area SD 1/

1/ Based on 1997-98 salaries.
2/ Based on 1996-97 salaries.