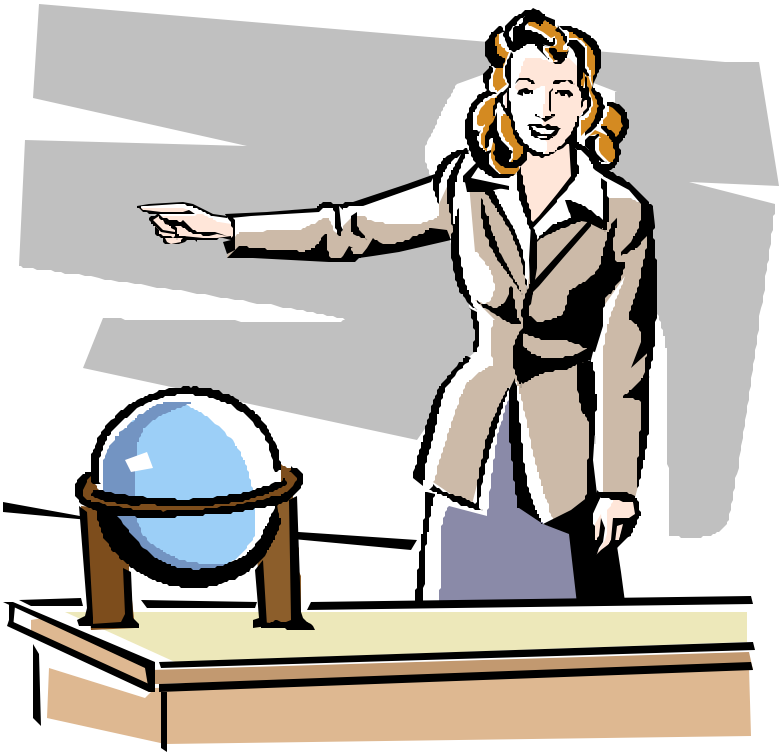
Public Schools

Professional Personnel

2000-01



Pennsylvania Department of Education 2001

Public Schools

Professional Personnel

2000-01

Compiled
by
Jeanne S. Hobaugh
Statistician

June 2001

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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, gender, 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, 65 charter schools and four consortium-operated alternative high schools. 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, 1999-00 salaries with mandated increments were reported for all or a portion of 19 LEAs, 1998-99 salaries for 3 LEAs and 1997-98 salaries for one LEA. A list of these LEAs appears in Appendix I.

STATISTICAL HIGHLIGHTS
2000-01

	PROFESSIONAL PERSONNEL	
	Number	%
TOTAL	**141,836**	**100.0**
Full-Time	138,827	97.9
Part-Time	3,009	2.1
Male	44,529	31.4
Female	97,307	68.6
American Indian/Alaskan Native	72	0.1
Asian/Pacific Islander	454	0.3
Black (Non-Hispanic)	8,150	5.7
Hispanic	1,005	0.7
White (Non-Hispanic)	132,155	93.2
Administrative/Supervisory	6,657	4.7
Classroom Teachers	118,080	83.3
Coordinate Services	14,385	10.1
Others	2,714	1.9
Average Salary		
Administrative/Supervisory	$75,849	-
Classroom Teacher	49,528	-
Coordinate Services	53,745	-
Others	52,284	-

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

TABLE 1

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES AND CONSUMER PRICE INDEX
1991-92 THROUGH 2000-01

	FULL-TIME CLASSROOM TEACHERS		CONSUMER PRICE INDEX	
	Average Salary	Salary Change %	CPI	CPI Change %
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	169.3	2.9
2000-01	49,528	2.5	175.1 1/	3.4

1/ Estimated data.

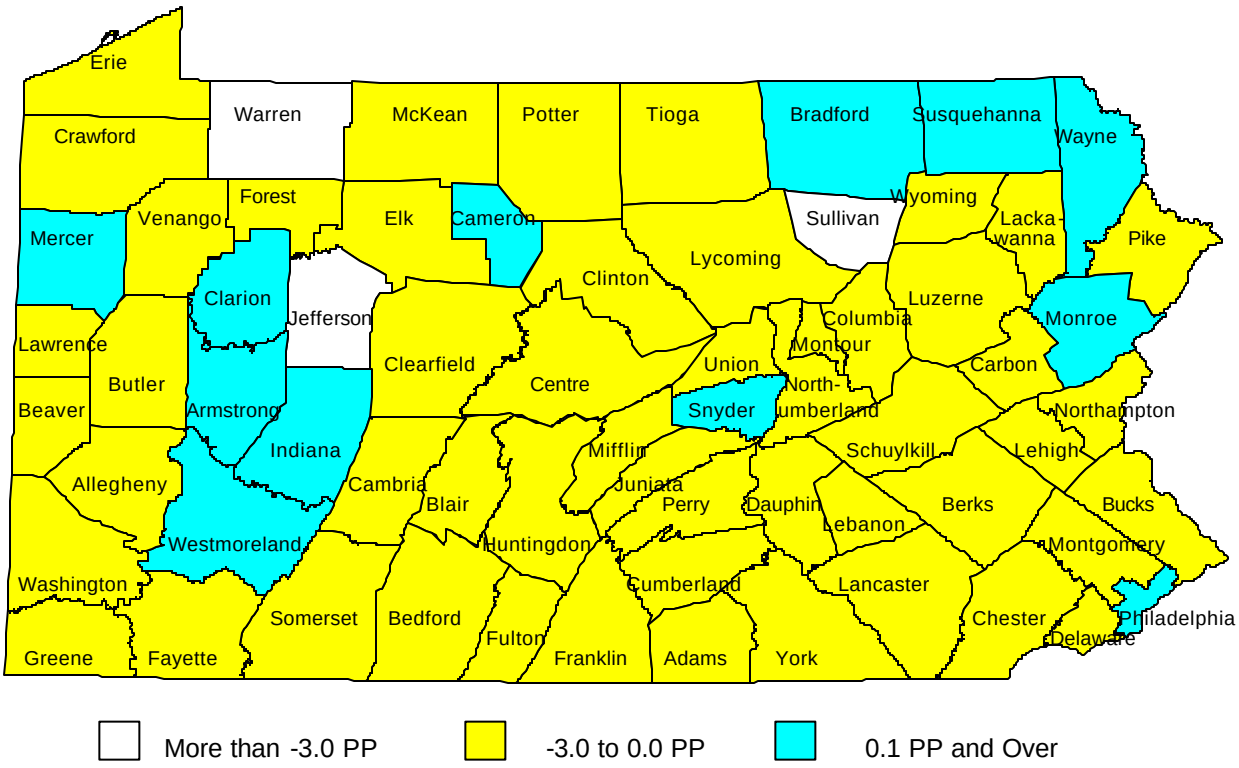
Note: The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.

For each of the eleven years prior to 1993-94, classroom teachers earned average annual salary increases above 6.0% annually. Between 1993-94 and 2000-01, rising enrollments, efforts to reduce class size and vacancies created by classroom teachers who chose to accept early retirement incentives provided many opportunities for inexperienced classroom teachers to enter the field of education. Average annual salary increases did not exceed 5.0% during these years.

The classroom teacher average salary rose 2.5% in 2000-01, 0.8 percentage point less than the 3.3% average annual salary increase of the past 10 years. Conversely, the estimated average CPI rose 3.4%, 0.7 percentage point higher than the 2.7% average increases of the past 10 years.

FIGURE 1

COMPARISON OF THE DIFFERENCES BETWEEN INCREASES OF THE CONSUMER PRICE INDEX AND FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
2000-01

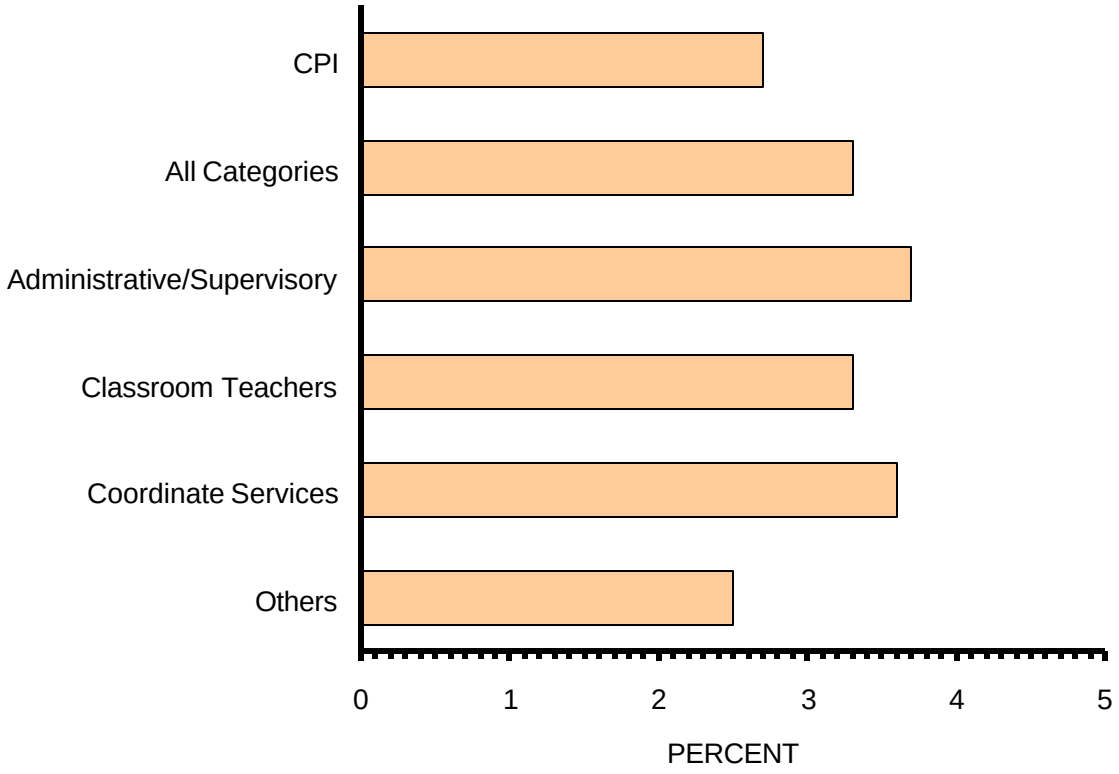


Notes: 1. The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.
2. PP indicates percentage points.

Classroom teachers in Snyder and Bradford Counties earned the highest average salary increases during 2000-01. Teacher salaries in these counties rose 5.0% or more during 2000-01, surpassing the 3.4% estimated rise in inflation, but remaining below the state average of $49,528. Classroom teacher average salary increases in 13 counties met or exceeded the CPI during 2000-01 while 54 failed to meet the rise in inflation. Of these 54 counties, 51 did not meet the CPI increase by 0.1 to 3.0 percentage points and three were more than 3.0 percentage points lower than the CPI increase.

FIGURE 2

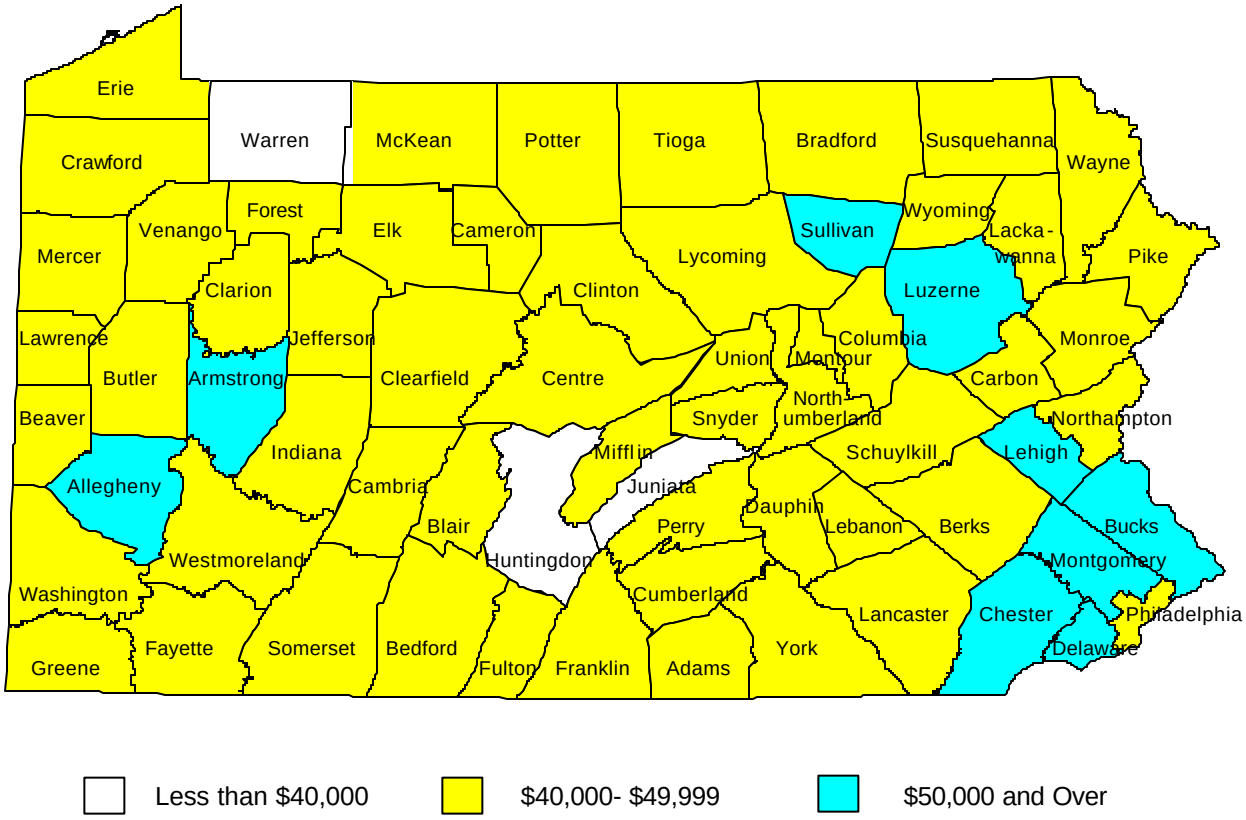
AVERAGE ANNUAL INCREASE IN FULL-TIME PROFESSIONAL PERSONNEL SALARIES
AND THE CONSUMER PRICE INDEX
1991-92 THROUGH 2000-01



Average annual salary increases over the past 10 years for all categories of professional personnel ranged between 0.2 below and 1.0 percentage point higher than the CPI's 2.7% average annual increase. The increases were approximately 3.7% annually for administrative and supervisory personnel, 3.3% for classroom teachers, 3.6% for coordinate services, 2.5% for others and 3.3% for all categories.

FIGURE 3

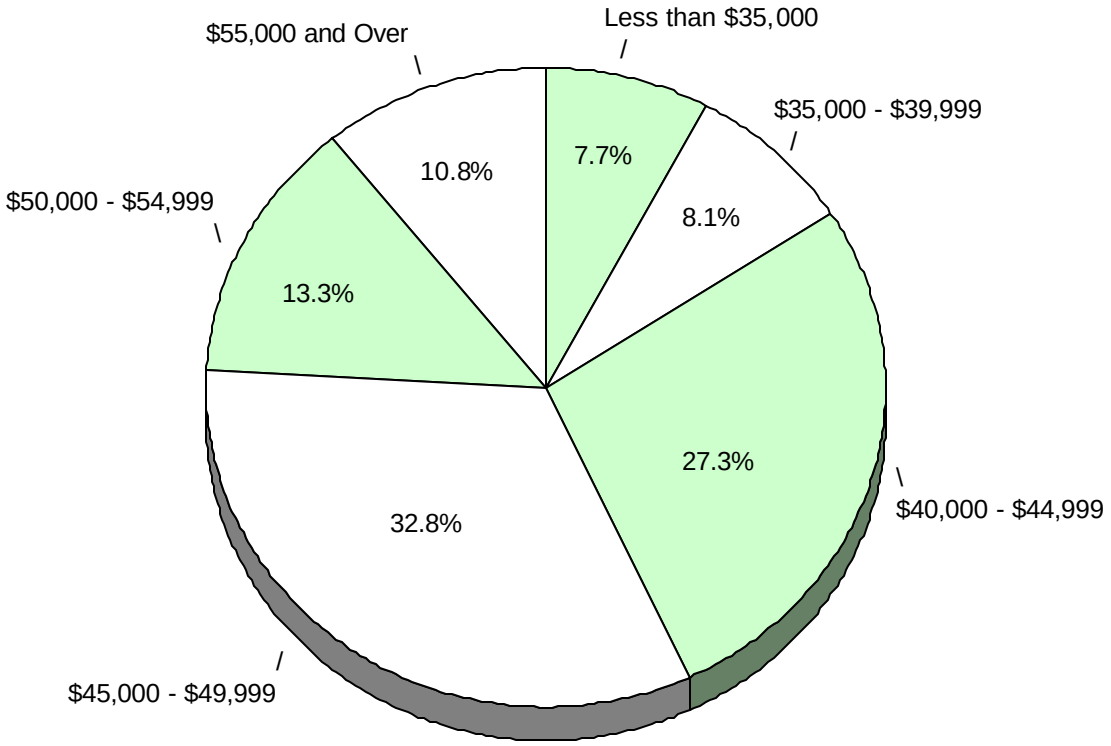
FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
2000-01



Classroom teacher average salaries by county ranged from $37,849 in Juniata County to $64,754 in Bucks County. Of the 67 counties, three had averages less than $40,000 and 55 averaged between $40,000 and $49,999. The remaining nine counties had averages greater than $49,999. Allegheny, Armstrong, Luzerne, Sullivan and five southeastern Pennsylvania counties--Bucks, Chester, Delaware, Lehigh and Montgomery--had salaries above the state average of $49,528.

FIGURE 4

FULL-TIME CLASSROOM TEACHER AVERAGE SALARY DISTRIBUTION
BY LOCAL EDUCATION AGENCY
2000-01



At the LEA level, classroom teacher average salaries ranged from $21,067 to $74,555 during 2000-01. The statewide individual teacher average of $49,528 was exceeded by the average for 26.4% of the LEAs, while the $48,944 median salary was exceeded by 29.8%.

Classroom teachers employed by charter schools earned an average of $32,942 during 2000-01. The 64 charter schools that employed classroom teachers accounted for 9.6% of the total LEAs and 84.3% of the LEAs with average salaries less than $35,000.

TABLE 2

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1991-92 THROUGH 2000-01

	CLASSROOM TEACHERS		FIRST-YEAR CLASSROOM TEACHERS	
	Number	Average Salary	Number	Average Salary
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
2000-01	115,640	49,528	3,149	31,127

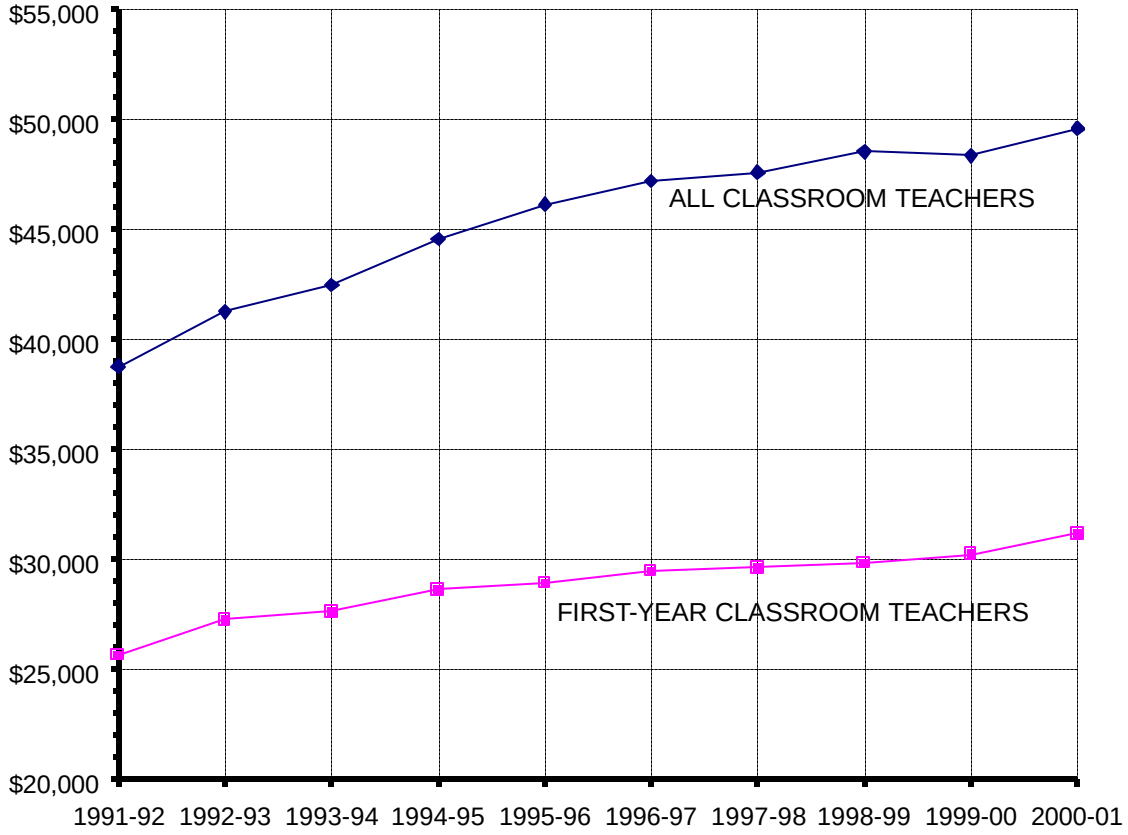
Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.

Enrollments rose 7.2% between 1991-92 and 2000-01. Full-time classroom teachers increased 16.5%. While the number of teachers increased each year, retirements/terminations, other vacancies and former teachers returning to the classroom were among the factors that influenced the employment of full-time, first-year classroom teachers. In addition to the 3,149 full-time, first-year classroom teachers, 57 with less than a bachelor's degree and 523 holding advanced degrees were hired during 2000-01. An additional 367 began their teaching career as part-time employees.

Charter schools increased from 47 in 1999-00 to 65 in 2000-01. The number of full-time classroom teachers in charter schools increased from 650 in 1999-00 to 1,112 in 2000-01 while the number of part-time teachers increased from 20 to 31. Of the full-time teachers, 232 were first-year teachers with bachelor's degrees.

FIGURE 5

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1991-92 THROUGH 2000-01



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 $31,127 during 2000-01, 3.1% above the 1999-00 average of $30,185. Teachers with five years of experience earned an average of $38,094, while those with 10 years earned $45,714. As a whole, classroom teachers earned an average salary of $49,528 in 2000-01 and had an average of 15.9 years of experience.

In 2000-01, classroom teachers employed by school districts earned an average salary of $49,785, an increase of 2.7% above the 1999-00 average. The average salary of classroom teachers employed by intermediate units increased by 1.9% to $48,632; area vocational-technical schools by 1.3 % to $47,141; charter schools by 4.4 % to $32,942 and consortium-operated alternative high schools by 9.5% to $36,678. First-year classroom teachers with a bachelor's degree employed by the area vocational-technical schools earned an average salary of $32,464; intermediate units, $31,488; school districts, $31,176; and charter schools, $29,963.

TABLE 3

PROFESSIONAL PERSONNEL BY HIGHEST LEVEL OF EDUCATION
AND OCCUPATIONAL CATEGORY
2000-01

	TOTAL	LESS THAN BACHELOR'S DEGREE %	BACHELOR'S DEGREE %	MASTER'S DEGREE %	DOCTOR'S DEGREE %
TOTAL	**141,836**	**0.8**	**49.5**	**48.2**	**1.5**
Administrative and Supervisory	6,657	0.0	7.5	74.7	17.8
Classroom Teachers	118,080	0.7	54.9	43.9	0.5
Coordinate Services	14,385	0.6	23.5	73.4	2.5
Others	2,714	8.5	53.0	35.4	3.1

There were 141,836 professional personnel employed by Pennsylvania public schools in 2000-01. Of these, 70,169 held bachelor's degrees, 68,343 held master's degrees and 2,155 held doctor's degrees.

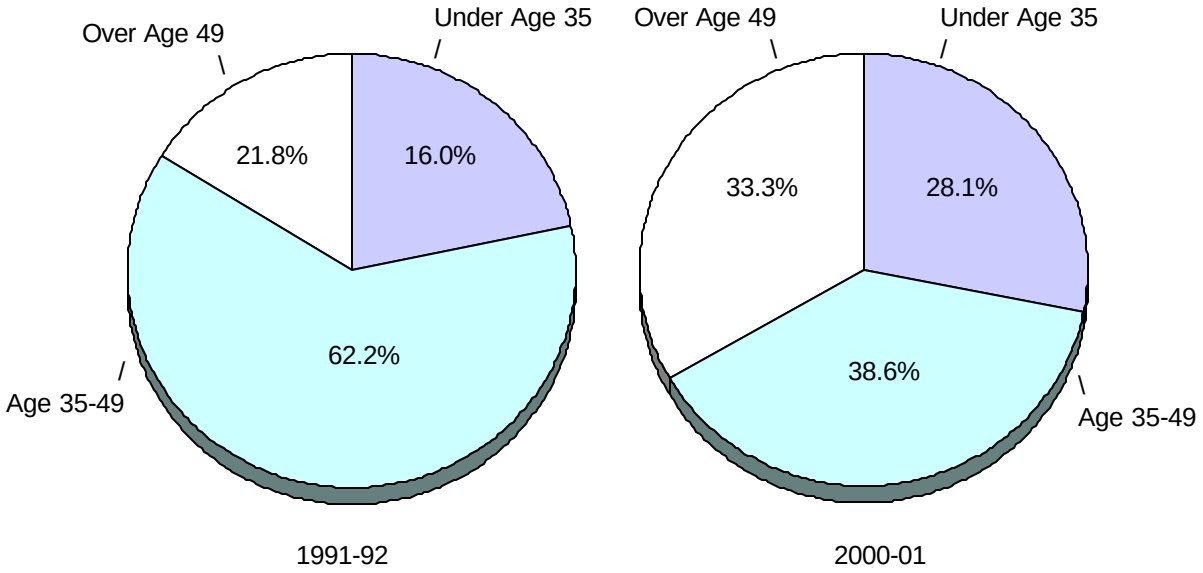
Charter schools employed 1,376 professional personnel. Bachelor's degrees were held by 69.0%, master's degrees by 25.5% and doctor's degrees by 3.0%.

School districts employed 109,935 classroom teachers in 2000-01; intermediate units, 4,874; area vocational-technical schools, 2,112; charter schools, 1,143 and consortium-operated alternative high schools, 16. Of the 109,935 teachers employed by the school districts, 55.2% held bachelor's degrees, 44.2% held master's degrees and 0.5% held doctor's degrees.

Bachelor's degrees were held by 84.6% of the 4,096 first-year classroom teachers, master's degrees by 13.7% and doctor's degrees by 0.2%.

FIGURE 6

CLASSROOM TEACHERS BY AGE
1991-92 AND 2000-01



During each year of the past decade, the 35-49 group experienced a continuous decrease in the number of classroom teachers. In 1991-92, 63,185 of the 101,540 teachers belonged to that group. By 2000-01, the number declined to 45,541 of the 118,080 teachers. The average age of the classroom teacher was 43.0 years for 1991-92 and 42.8 years for 2000-01.

TABLE 4

PROFESSIONAL PERSONNEL RETIREMENTS
1991-92 THROUGH 2000-01

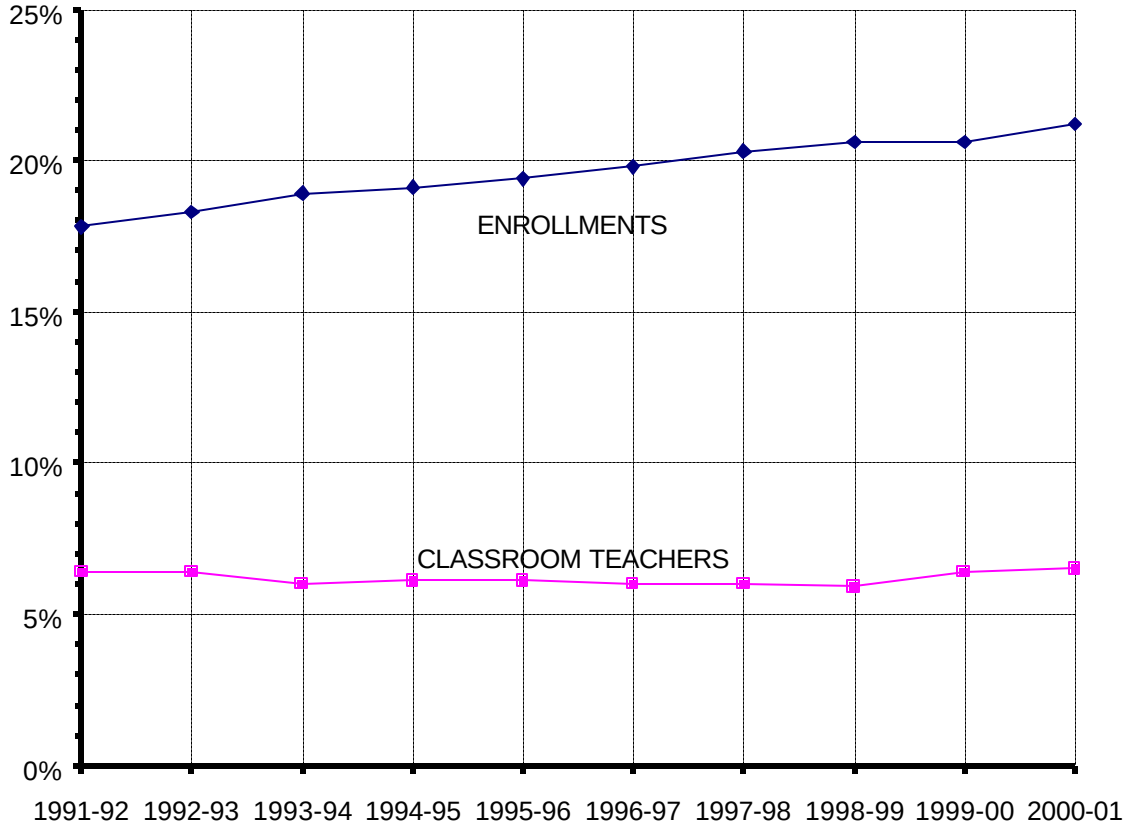
	RETIREMENTS %	AVERAGE YEARS OF SERVICE	AVERAGE AGE
1991-92	2.0	29.7	59.5
1992-93	2.1	29.5	60.0
1993-94	5.8	30.8	59.9
1994-95	0.9	28.0	56.3
1995-96	1.4	29.2	57.2
1996-97	2.6	30.5	57.9
1997-98	3.9	31.0	57.2
1998-99	2.4	30.5	57.5
1999-00	4.3	30.9	56.2
2000-01	1.6	29.7	58.7

Retirement was the reason given by 45.8% of the 5,151 professional personnel who left education permanently prior to the 2000-01 school year, while 54.2% left for reasons other than retirement. An additional 2,878 personnel remained in education but transferred to other education agencies.

Professional personnel retirement rates averaged less than 2.0% per year prior to 1993-94. Prior to the start of that school year, 5.8% of employees took advantage of early retirement incentives. Over the following years, the rise and fall of retirement rates paralleled the opportunities for early retirement. No incentive was offered prior to the 2000-01 school year, hence the 1.6% retirement rate.

FIGURE 7

MINORITY CLASSROOM TEACHERS AND ENROLLMENTS
1991-92 THROUGH 2000-01



Minorities comprised an average of 6.2% of the classroom teachers and 19.7% of the public school enrollments over the past decade. In 2000-01, minority enrollments were 30.8% higher than in 1991-92 while the number of minority classroom teachers rose 17.1%.

TABLE 5

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
AND PENNSYLVANIA
1990-91 THROUGH 1999-00

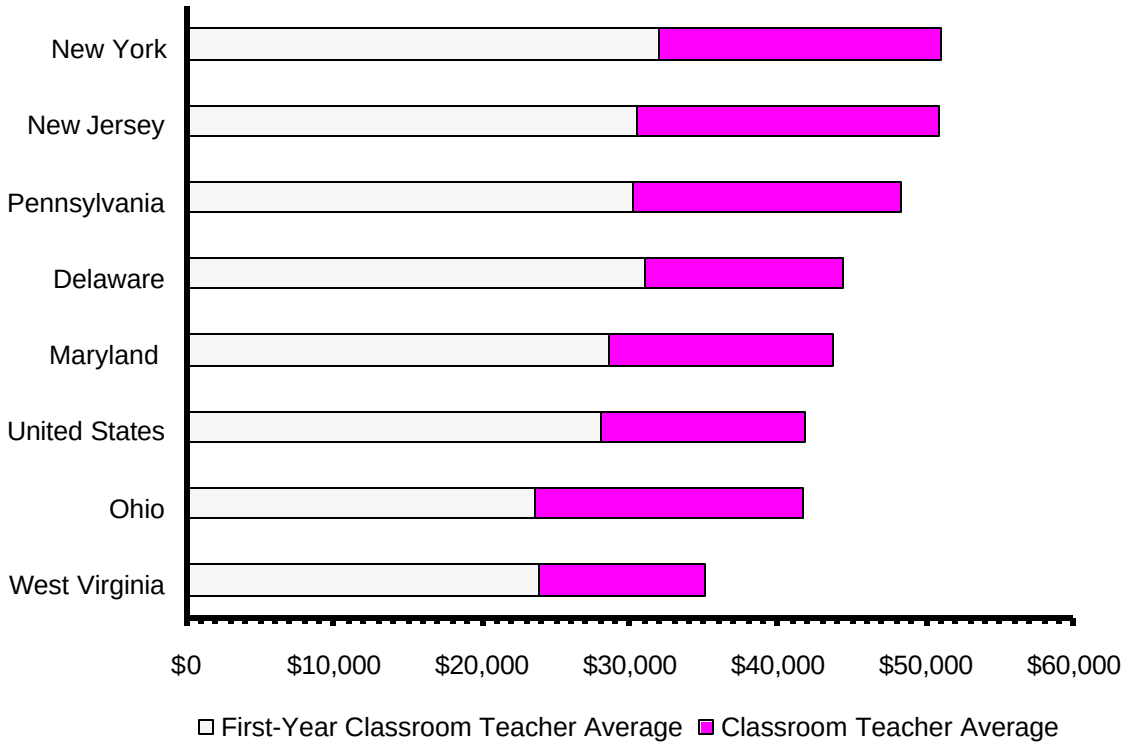
	UNITED STATES 1/	PENNSYLVANIA	PENNSYLVANIA % OF UNITED STATES
1990-91	$32,960	$36,057	109.4
1991-92	33,927	38,715	114.1
1992-93	35,004	41,215	117.7
1993-94	35,764	42,411	118.6
1994-95	36,766	44,510	121.1
1995-96	37,594	46,087	122.6
1996-97	38,415	47,147	122.7
1997-98	39,360 2/	47,542	120.8
1998-99	40,540 2/	48,457	119.5
1999-00	41,820	48,321	115.5

1/ *Survey & Analysis of Trends, 2000,* American Federation of Teachers, Research Department, 2001.
2/ Revised data.

Pennsylvania's classroom teachers earned salaries at an average of 9.4% above the national average during 1990-91. By 1999-00, Pennsylvania's classroom teachers averaged 15.5% more pay than the national average. The national average rose 3.2% during 1999-00, 0.3 percentage point above the 2.9% 10-year average increase. Pennsylvania's average salary decreased by 0.3% in 1999-00, well below the 3.8% Pennsylvania 10-year average.

FIGURE 8

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES,
PENNSYLVANIA AND NEIGHBORING STATES
1999-00



Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.
Source: *Survey & Analysis of Salary Trends, 2000*, American Federation of Teachers, Research Department, 2001.

Pennsylvania ranked below New York and New Jersey in classroom teacher average salaries. Comparisons for the 1999-00 school year placed New York at $51,020 and New Jersey at $50,878, each exceeding Pennsylvania. West Virginia at $35,011, Ohio at $41,713, Maryland at $43,720 and Delaware at $44,435 were below the $48,321 Pennsylvania average. West Virginia and Ohio remained below the United States average of $41,820.

In Pennsylvania, a first-year teacher with a bachelor's degree earned an average salary of $30,185 during 1999-00, 7.8% above the $27,989 national average. Beginning teachers in New York earned an average salary of $31,910; Delaware, $30,945; New Jersey, $30,480; Maryland, $28,612; West Virginia, $23,829; and Ohio, $23,597.

TABLE 6

FULL-TIME EQUIVALENT PROFESSIONAL PERSONNEL
1991-92 THROUGH 2000-01

	TOTAL	ADMINISTRATIVE/ SUPERVISORY	CLASSROOM TEACHERS	COORDINATE SERVICES	OTHERS
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
2000-01	140,467.4	6,638.6	116,963.1	14,176.9	2,688.8

Of the 141,836 professional personnel employed during the 2000-01 school year, 97.9% were employed full time and 2.1% were employed part time. Classroom teachers comprised 81.1% of the part-time personnel; coordinate services, 15.5%; others, 2.1%; and administrative/supervisory, 1.3%. The 3,009 part-time personnel represented the equivalent of 1,640.4 full-time personnel.

APPENDIX A

FULL-TIME PROFESSIONAL PERSONNEL AND AVERAGE SALARIES BY OCCUPATIONAL CATEGORY
1991-92 THROUGH 2000-01

	TOTAL		ADMINISTRATIVE/ SUPERVISORY		CLASSROOM TEACHERS		COORDINATE SERVICES		OTHER	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
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
2000-01	138,827	51,258	6,619	75,849	115,640	49,528	13,919	53,745	2,649	52,284

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 GENDER, AVERAGE SALARY AND RACE BY POSITION
2000-01

POSITION	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RACE				
					American Indian/ Alaskan Native	Asian/ Pacific Islander	Black (Non-Hispanic)	Hispanic	White (Non-Hispanic)
TOTAL	**141,836**	**44,529**	**97,307**	**$ 51,258**	**72**	**454**	**8,150**	**1,005**	**132,155**
ADMINISTRATIVE AND SUPERVISORY	6,657	4,012	2,645	$ 75,849	3	10	568	42	6,034
Executive Director	27	24	3	107,178	0	0	0	0	27
Assistant Executive Director	17	13	4	94,539	0	0	0	0	17
District Superintendent	499	421	78	97,546	0	0	8	0	491
Assistant District Superintendent	262	161	101	90,916	0	0	21	3	238
Chief Administrative Officer	65	32	33	73,384	1	0	19	5	40
Elementary Principal	1,729	844	885	74,566	1	5	177	14	1,532
Assistant Elementary Principal	197	77	120	65,297	0	0	38	1	158
Secondary Principal	936	763	173	76,332	0	3	58	7	868
Assistant Secondary Principal	794	543	251	70,412	0	1	99	3	691
K-12 or Middle School Principal	348	232	116	77,941	0	0	49	2	297
Assistant K-12 or Middle School Principal	294	157	137	69,456	0	0	60	4	230
Director of Vocational-Technical Education	77	69	8	80,258	0	0	0	0	77
Assistant Director of Vocational-Technical Education	21	14	7	77,377	0	0	0	0	21
Coordinator	132	113	19	61,829	0	0	1	0	131
Supervisor	1,259	549	710	71,917	1	1	38	3	1,216
CLASSROOM TEACHERS	118,080	36,304	81,776	$ 49,528	57	361	6,433	786	110,443
Elementary	49,238	8,342	40,896	49,465	23	172	3,305	385	45,353
Secondary	43,504	21,780	21,724	49,827	22	136	1,522	301	41,523
Specialized, K-12 or Middle School	8,069	3,334	4,735	50,930	0	19	447	40	7,563
Special Education	15,272	2,721	12,551	47,941	12	29	1,100	56	14,075
Speech Correctionist	1,997	127	1,870	51,353	0	5	59	4	1,929
COORDINATE SERVICES	14,385	3,083	11,302	$ 53,745	7	61	647	129	13,541
Assistant to the Superintendent (Instruction)	41	25	16	83,760	0	0	2	0	39
Assistant to the Superintendent (Business)	14	13	1	68,078	0	0	2	0	12
Business Manager	457	310	147	66,415	0	1	6	1	449
Dental Hygienist	49	0	49	55,402	0	0	2	0	47
Director of Management Information Systems	60	49	11	66,784	0	0	2	0	58
Director of Personnel	82	44	38	79,786	0	0	4	0	78
Specially Funded Programs Coordinator	57	21	36	63,518	0	0	1	0	56
Guidance, Elementary	1,722	361	1,361	52,465	1	15	159	30	1,517
Guidance, Secondary	2,407	966	1,441	53,889	1	5	107	15	2,279
Home and School Visitor	229	65	164	51,968	0	0	31	4	194
Librarian, Elementary	791	35	756	54,479	0	1	6	0	784
Librarian, K-12 or Middle School	1,466	175	1,291	52,876	1	4	47	2	1,412
School Food Services Manager	22	6	16	47,024	0	0	0	0	22
Occupational Therapist	66	2	64	42,944	0	1	0	1	64
Physical Therapist	27	1	26	50,334	0	0	0	0	27
School Social Worker	76	11	65	42,928	0	0	10	2	64
Psychological Examiner	1	1	0	63,201	0	0	0	0	1
Psychologist	1,100	383	717	56,751	0	5	39	10	1,046
School Nurse	1,991	19	1,972	47,917	1	6	112	10	1,862
Specialist	3,727	596	3,131	54,262	3	23	117	54	3,530
OTHERS	2,714	1,130	1,584	$ 52,284	5	22	502	48	2,137

APPENDIX C

PROFESSIONAL PERSONNEL BY EMPLOYMENT STATUS AND GENDER, LEVEL OF EDUCATION AND YEARS OF SERVICE BY POSITION
2000-01

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	**141.836**	**44.174**	**94.653**	**355**	**2.654**	**1.640.4**	**4.5**	**16.3**	**14.2**
ADMINISTRATIVE AND SUPERVISORY	6 657	3 997	2 622	15	23	19 6	5 1	24 1	14 8
Executive Director	27	24	3	0	0	0 0	5 7	32 9	19 3
Assistant Executive Director	17	13	4	0	0	0 0	5 5	28 2	18 2
District Superintendent	499	414	77	7	1	3 6	5 6	31 1	13 9
Assistant District Superintendent	262	161	101	0	0	0 0	5 5	27 3	14 7
Chief Administrative Officer	65	28	32	4	1	2 0	5 1	17 0	2 2
Elementary Principal	1 729	842	883	2	2	2 0	5 1	24 7	16 5
Assistant Elementary Principal	197	77	119	0	1	0 5	4 9	19 2	13 4
Secondary Principal	936	763	172	0	1	0 6	5 1	23 7	13 3
Assistant Secondary Principal	794	542	250	1	1	1 0	4 9	20 5	13 1
K-12 or Middle School Principal	348	232	116	0	0	0 0	5 1	25 4	17 9
Assistant K-12 or Middle School Principal	294	157	136	0	1	0 7	4 9	19 9	13 4
Director of Vocational-Technical Education	77	69	8	0	0	0 0	5 1	24 7	11 9
Assistant Director of Vocational-Technical Education	21	14	7	0	0	0 0	5 2	23 1	12 5
Coordinator	132	112	18	1	1	1 0	4 5	23 8	19 5
Supervisor	1 259	549	696	0	14	8 2	5 1	24 1	15 2
CLASSROOM TEACHERS	118 080	35 998	79 642	306	2 134	1 323 1	4 4	15 9	14 2
Elementary	49 238	8 302	40 097	40	799	446 5	4 4	16 1	14 7
Secondary	43 504	21 590	21 014	190	710	485 9	4 4	16 4	14 7
Specialized, K-12 or Middle School	8 069	3 274	4 471	60	264	179 9	4 5	16 4	14 8
Special Education	15 272	2 708	12 343	13	208	120 0	4 5	13 6	10 8
Speech Correctionist	1 997	124	1 717	3	153	90 8	4 7	15 9	12 2
COORDINATE SERVICES	14 385	3 058	10 861	25	441	257 9	4 8	16 8	14 2
Assistant to the Superintendent (Instruction)	41	25	16	0	0	0 0	5 4	28 4	17 5
Assistant to the Superintendent (Business)	14	13	1	0	0	0 0	4 6	16 2	12 1
Business Manager	457	308	147	2	0	1 0	4 1	14 9	10 9
Dental Hygienist	49	0	26	0	23	9 6	4 4	18 4	16 6
Director of Management Information Systems	60	49	11	0	0	0 0	4 3	15 5	11 1
Director of Personnel	82	43	38	1	0	0 5	4 7	18 2	12 2
Specially Funded Programs Coordinator	57	21	36	0	0	0 0	5 0	20 6	17 1
Guidance, Elementary	1 722	358	1 316	3	45	26 3	4 9	16 2	13 8
Guidance, Secondary	2 407	964	1 423	2	18	10 8	5 0	18 0	15 1
Home and School Visitor	229	65	159	0	5	3 1	4 8	13 6	12 2
Librarian, Elementary	791	35	736	0	20	11 0	4 7	19 3	16 8
Librarian, K-12 or Middle School	1 466	174	1 268	1	23	12 9	4 7	18 3	16 0
School Food Services Manager	22	6	16	0	0	0 0	4 0	14 7	10 4
Occupational Therapist	66	2	59	0	5	2 8	4 4	6 4	5 2
Physical Therapist	27	1	21	0	5	3 6	4 3	12 6	9 5
School Social Worker	76	11	62	0	3	1 6	4 8	9 4	8 1
Psychological Examiner	1	1	0	0	0	0 0	6 0	20 0	9 0
Psychologist	1 100	372	644	11	73	48 1	5 1	14 6	10 7
School Nurse	1 991	18	1 878	1	94	53 1	4 4	11 7	10 6
Specialist	3 727	592	3 004	4	127	73 5	4 8	19 1	16 2
OTHERS	2 714	1 121	1 528	9	56	39 8	4 3	13 4	11 3

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

APPENDIX D

PROFESSIONAL PERSONNEL TERMINATIONS BY POSITION
2000-01

POSITION	TOTAL	RESIGNED		FURLOUGHED/ LAID OFF	STATE/ LOCAL DISCIPLINARY ACTION	CERTIFICATE REVOKED/ SUSPENDED	RETIRED	DEATH/ ILLNESS	OTHER
		Left Education	Remained in Education						
TOTAL	8,029	1,016	2,878	58	61	3	2,361	147	1,505
ADMINISTRATIVE AND SUPERVISORY	531	17	305	0	1	0	176	11	21
Executive Director	1	0	0	0	0	0	1	0	0
Assistant Executive Director	0	0	0	0	0	0	0	0	0
District Superintendent	46	2	15	0	0	0	24	2	3
Assistant District Superintendent	21	0	8	0	0	0	10	1	2
Chief Administrative Officer	12	3	5	0	1	0	1	0	2
Elementary Principal	109	3	59	0	0	0	43	0	4
Assistant Elementary Principal	14	1	11	0	0	0	1	0	1
Secondary Principal	98	3	56	0	0	0	32	5	2
Assistant Secondary Principal	78	1	60	0	0	0	15	0	2
K-12 or Middle School Principal	17	0	10	0	0	0	7	0	0
Assistant K-12 or Middle School Principal	22	0	15	0	0	0	4	0	3
Director of Vocational-Technical Education	11	1	8	0	0	0	2	0	0
Assistant Director of Vocational-Technical Education	6	1	4	0	0	0	1	0	0
Coordinator	9	0	4	0	0	0	5	0	0
Supervisor	87	2	50	0	0	0	30	3	2
CLASSROOM TEACHERS	6,383	870	2,234	52	56	3	1,806	116	1,246
Elementary	2,372	332	600	9	28	0	730	47	626
Secondary	2,600	362	1,004	34	15	3	823	55	304
Specialized, K-12 or Middle School	424	40	179	7	4	0	99	3	92
Special Education	904	119	420	1	9	0	143	11	201
Speech Correctionist	83	17	31	1	0	0	11	0	23
COORDINATE SERVICES	823	103	283	3	2	0	306	19	107
Assistant to the Superintendent (Instruction)	4	0	1	0	0	0	3	0	0
Assistant to the Superintendent (Business)	1	1	0	0	0	0	0	0	0
Business Manager	34	7	14	0	0	0	9	1	3
Dental Hygienist	2	0	0	0	0	0	2	0	0
Director of Management Information Systems	8	5	1	0	0	0	1	0	1
Director of Personnel	7	1	1	0	0	0	4	0	1
Specially Funded Programs Coordinator	6	0	3	0	0	0	3	0	0
Guidance, Elementary	89	9	21	1	2	0	33	2	21
Guidance, Secondary	151	16	76	0	0	0	54	3	2
Home and School Visitor	13	1	2	0	0	0	7	0	3
Librarian, Elementary	32	4	10	0	0	0	14	2	2
Librarian, K-12 or Middle School	68	11	24	0	0	0	24	0	9
School Food Services Manager	2	0	0	0	0	0	1	0	1
Occupational Therapist	19	0	3	0	0	0	1	0	15
Physical Therapist	9	1	1	0	0	0	2	0	5
School Social Worker	5	1	3	0	0	0	1	0	0
Psychological Examiner	2	0	1	0	0	0	1	0	0
Psychologist	86	11	46	0	0	0	14	1	14
School Nurse	113	13	24	1	0	0	57	4	14
Specialist	172	22	52	1	0	0	75	6	16
OTHERS	292	26	56	3	2	0	73	1	131

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
	Intermediate Unit 1	237	55	182	$49,394	181	20.2	38	4.5	107
	Allegheny IU 3	472	103	369	54,374	76	19.2	70	4.6	43
	Midwestern IU 4	222	35	187	47,332	269	14.6	446	4.5	107
	Northwest Tri-County IU 5	174	20	154	46,227	317	16.6	275	4.7	12
	Riverview IU 6	89	11	78	46,828	292	14.8	430	4.3	382
	Westmoreland IU 7	267	61	206	49,277	186	18.8	97	4.6	43
	Appalachia IU 8	163	29	134	40,907	544	13.4	522	4.4	211
	Seneca Highlands IU 9	105	9	96	46,272	314	19.4	64	4.3	382
	Central IU 10	68	13	55	47,812	252	15.9	342	4.4	211
	Tuscarora IU 11	38	10	28	39,419	570	11.2	583	4.3	382
	Lincoln IU 12	433	73	360	41,444	533	11.4	574	4.5	107
	Lancaster-Lebanon IU 13	290	45	245	45,681	349	11.3	578	4.5	107
	Berks County IU 14	97	15	82	43,696	462	12.4	555	4.4	211
	Capital Area IU 15	203	27	176	46,070	327	14.7	437	4.7	12
	Central Susquehanna IU 16	125	25	100	39,756	565	12.6	546	4.6	43
	BLaST IU 17	58	7	51	43,973	441	10.7	586	4.6	43
	Luzerne IU 18	96	25	71	55,745	61	18.8	97	4.4	211
	Northeastern Educational IU 19	142	30	112	50,263	158	18.9	89	4.4	211
	Colonial IU 20	192	36	156	41,199	538	11.5	570	4.4	211
	Carbon-Lehigh IU 21	119	25	94	44,898	388	13.6	510	4.5	107
	Bucks County IU 22	309	32	277	57,470	45	14.0	489	4.7	12
	Montgomery County IU 23	207	29	178	57,887	41	16.2	311	4.7	12
	Chester County IU 24	234	48	186	55,566	63	12.0	564	4.6	43
	Delaware County IU 25	201	23	178	54,058	80	15.3	392	4.4	211
	Beaver Valley IU 27	46	7	39	54,313	78	25.1	1	4.3	382
	ARIN IU 28	59	6	53	49,447	179	15.1	403	4.7	12
	Schuylkill IU 29	228	41	187	45,471	360	14.4	460	4.6	43
	TOTAL	4,874	840	4,034	$48,632		15.1		4.5	
ADAMS										
	Bermudian Springs SD	125	42	83	$42,799	494	14.9	420	4.6	43
	Conewago Valley SD	176	57	119	45,685	348	17.4	198	4.6	43
	Fairfield Area SD	77	24	53	41,537	529	13.6	510	4.4	211
	Gettysburg Area SD	238	75	163	45,102	374	17.0	236	4.5	107
	Littlestown Area SD	132	40	92	42,813	492	15.5	371	4.4	211
	Upper Adams SD	103	19	84	43,118	478	16.2	311	4.4	211
	TOTAL	851	257	594	$43,971		16.2		4.5	
ALLEGHENY										
	A W Beattie AVTS	29	18	11	$51,428	124	15.3	392	3.7	627
	Allegheny Valley SD	82	22	60	51,759	114	16.7	265	4.3	382
	Avonworth SD	78	26	52	48,729	209	13.3	529	4.4	211
	Baldwin-Whitehall SD	279	111	168	55,973	59	18.2	133	4.4	211
	Bethel Park SD	341	119	222	51,565	117	15.6	363	4.6	43

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
ALLEGHENY										
	Brentwood Borough SD	88	29	59	47,735	255	16.0	332	4.4	211
	Career Connections CHS	14	11	3	32,527	634	3.7	648	4.2	522
	Carlynton SD	106	38	68	55,470	66	18.3	126	4.4	211
	Chartiers Valley SD	222	64	158	45,862	338	12.3	559	4.6	43
	Clairton City SD	83	23	60	47,522	265	16.0	332	4.4	211
	Cornell SD	51	16	35	48,959	197	17.1	231	4.5	107
	Deer Lakes SD	132	42	90	51,192	134	16.7	265	4.4	211
	Duquesne City SD	74	18	56	44,665	406	12.0	564	4.2	522
	East Allegheny SD	124	45	79	47,724	256	16.3	301	4.3	382
	Elizabeth Forward SD	183	47	136	48,437	222	18.0	149	4.4	211
	Forbes Road CTC	31	15	16	43,004	485	12.5	552	3.8	620
	Fox Chapel Area SD	350	112	238	56,660	52	15.5	371	4.6	43
	Gateway SD	304	109	195	65,673	7	20.2	38	4.8	2
	Hampton Township SD	198	58	140	55,667	62	17.0	236	4.5	107
	Highlands SD	205	66	139	49,397	180	16.1	319	4.4	211
	Keystone Oaks SD	186	63	123	56,318	55	19.5	58	4.5	107
	Manchester Academic CS	17	6	11	36,304	604	5.9	619	4.3	382
	McKeesport Area SD	300	76	224	48,277	227	16.9	248	4.3	382
	McKeesport AVTS	17	8	9	46,590	301	10.7	586	3.5	647
	Montour SD	194	81	113	60,166	23	19.7	50	4.5	107
	Moon Area SD	245	67	178	57,584	44	18.0	149	4.5	107
	Mt Lebanon SD 2/	380	116	264	56,222	56	17.3	208	4.6	43
	North Allegheny SD	523	173	350	61,525	19	17.6	179	4.6	43
	North Hills SD	339	101	238	57,465	46	16.5	285	4.6	43
	Northgate SD	107	35	72	47,951	248	14.9	420	4.5	107
	Northside Urban Pathways CS	12	3	9	40,394	551	7.3	605	4.3	382
	Parkway West AVTS	31	19	12	47,281	272	12.1	563	4.1	574
	Penn Hills SD	407	118	289	45,256	372	14.3	467	4.4	211
	Pine-Richland SD	232	69	163	48,143	235	12.7	545	4.4	211
	Pittsburgh SD	2,755	857	1,898	58,854	35	18.2	133	4.4	211
	Plum Borough SD	251	100	151	53,701	82	18.2	133	4.4	211
	Quaker Valley SD	130	45	85	58,217	39	15.1	403	4.7	12
	Riverview SD	97	34	63	48,991	196	17.0	236	4.5	107
	Shaler Area SD	378	129	249	54,346	77	19.5	58	4.5	107
	South Allegheny SD	120	36	84	42,757	495	14.3	467	4.4	211
	South Fayette Township SD	109	34	75	53,222	91	15.9	342	4.5	107
	South Park SD	119	38	81	53,247	90	20.9	16	4.6	43
	Spectrum CS	3	0	3	28,000	658	5.0	628	4.0	598
	Steel Center AVTS	28	15	13	45,388	365	13.6	510	4.1	574
	Steel Valley SD	136	50	86	51,464	123	18.9	89	4.4	211
	Sto-Rox SD	112	46	66	53,480	86	19.2	70	4.6	43

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
ALLEGHENY										
	Thurgood Marshall Academy CS	18	4	14	30,800	650	6.0	617	4.4	211
	Upper Saint Clair SD	252	73	179	61,795	18	18.8	97	4.6	43
	Urban League of Pittsburgh CS	7	2	5	35,170	613	4.1	642	4.1	574
	West Allegheny SD	209	58	151	51,860	113	16.2	311	4.3	382
	West Jefferson Hills SD	160	52	108	59,725	27	20.8	20	4.5	107
	West Mifflin Area SD	177	66	111	53,609	85	15.1	403	4.4	211
	Wilkinsburg Borough SD	130	36	94	44,075	437	13.7	509	4.4	211
	Woodland Hills SD	372	121	251	50,726	144	17.0	236	4.4	211
	TOTAL	11,527	3,720	7,807	$54,622		17.1		4.5	
ARMSTRONG										
	Apollo-Ridge SD	99	40	59	$48,666	212	18.9	89	4.3	382
	Armstrong SD	435	140	295	52,137	105	20.4	31	4.3	382
	Freeport Area SD	125	52	73	49,808	169	17.9	157	4.3	382
	Leechburg Area SD	63	20	43	50,386	152	19.3	66	4.4	211
	Lenape AVTS	33	18	15	48,178	233	12.8	543	4.0	598
	TOTAL	755	270	485	$50,978		19.4		4.3	
BEAVER										
	Aliquippa SD	117	31	86	$47,290	271	16.2	311	4.3	382
	Ambridge Area SD	215	62	153	48,265	228	18.9	89	4.3	382
	Beaver Area SD	122	41	81	46,581	302	16.1	319	4.3	382
	Beaver Co AVTS	21	17	4	50,654	145	18.6	108	4.0	598
	Big Beaver Falls Area SD	141	54	87	45,464	361	16.2	311	4.4	211
	Blackhawk SD	168	64	104	52,741	96	20.4	31	4.4	211
	Center Area SD	117	32	85	50,093	160	19.0	82	4.4	211
	Freedom Area SD	109	40	69	47,244	274	19.3	66	4.4	211
	Hopewell Area SD	202	58	144	48,949	198	18.5	113	4.4	211
	Midland Borough SD	26	5	21	44,158	430	13.8	504	4.4	211
	Monaca SD	55	19	36	47,701	260	20.1	41	4.4	211
	New Brighton Area SD	122	45	77	44,736	402	15.9	342	4.3	382
	Riverside Beaver County SD	127	38	89	46,303	312	18.2	133	4.3	382
	Rochester Area SD	80	28	52	44,149	431	16.2	311	4.4	211
	South Side Area SD	95	30	65	52,628	97	18.8	97	4.4	211
	Western Beaver County SD	66	21	45	43,486	467	16.3	301	4.3	382
	Western Pennsylvania Cyber CS	3	1	2	36,000	605	2.0	660	4.0	598
	TOTAL	1,786	586	1,200	$47,829		17.9		4.4	
BEDFORD										
	Bedford Area SD	148	53	95	$44,455	419	18.4	120	4.3	382
	Bedford Co Technical Center	8	5	3	40,711	546	11.9	566	3.6	639
	Chestnut Ridge SD	107	39	68	45,050	377	18.8	97	4.2	522
	Everett Area SD	93	32	61	46,519	305	17.9	157	4.3	382
	Northern Bedford County SD	77	28	49	42,656	498	19.5	58	4.4	211

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CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
BEDFORD										
	Tussey Mountain SD	90	38	52	44,232	428	20.4	31	4.3	382
	TOTAL	523	195	328	$44,576		18.8		4.3	
BERKS										
	Antietam SD	76	19	57	$45,393	364	15.0	411	4.3	382
	Berks CTC	61	40	21	55,413	67	16.8	257	3.8	620
	Boyertown Area SD	398	97	301	51,366	126	16.2	311	4.6	43
	Brandywine Heights Area SD	133	28	105	52,545	98	17.5	193	4.6	43
	Conrad Weiser Area SD	185	53	132	50,571	148	15.0	411	4.4	211
	Daniel Boone Area SD	182	46	136	43,080	480	13.9	494	4.2	522
	Exeter Township SD	224	64	160	50,564	149	15.6	363	4.3	382
	Fleetwood Area SD	157	35	122	45,655	350	12.4	555	4.4	211
	Governor Mifflin SD	259	68	191	51,914	110	16.1	319	4.6	43
	Hamburg Area SD	160	59	101	54,794	73	16.7	265	4.4	211
	Kutztown Area SD	132	45	87	51,864	112	17.3	208	4.6	43
	Muhlenberg SD	187	58	129	52,094	106	16.3	301	4.4	211
	Oley Valley SD	137	46	91	45,423	363	14.0	489	4.3	382
	Reading SD	824	210	614	44,410	422	14.3	467	4.2	522
	Reading-Muhlenberg AVTS	32	21	11	48,542	215	11.1	584	3.2	663
	Schuylkill Valley SD	118	40	78	58,549	37	17.2	220	4.8	2
	Tulpehocken Area SD	112	32	80	49,929	163	17.2	220	4.4	211
	Twin Valley SD	204	52	152	51,504	121	14.6	446	4.4	211
	Wilson SD	301	104	197	51,227	132	14.2	474	4.5	107
	Wyomissing Area SD	118	33	85	53,857	81	14.3	467	4.4	211
	TOTAL	4,000	1,150	2,850	$49,432		15.2		4.4	
BLAIR										
	Altoona Area SD	495	169	326	$47,714	257	18.4	120	4.4	211
	Bellwood-Antis SD	90	30	60	46,662	298	19.5	58	4.3	382
	Claysburg-Kimmel SD	62	27	35	37,492	594	14.4	460	4.1	574
	Greater Altoona CTC	38	26	12	40,335	552	13.3	529	3.6	639
	Hollidaysburg Area SD	246	77	169	44,653	408	17.4	198	4.4	211
	Spring Cove SD	125	40	85	42,433	507	17.5	193	4.3	382
	Tyrone Area SD	131	44	87	38,463	582	14.9	420	4.2	522
	Williamsburg Community SD	44	14	30	37,786	593	15.1	403	4.3	382
	TOTAL	1,231	427	804	$44,451		17.3		4.3	
BRADFORD										
	Athens Area SD	186	72	114	$48,162	234	16.0	332	4.4	211
	Canton Area SD	79	28	51	46,673	297	16.3	301	4.3	382
	Northeast Bradford SD	69	21	48	49,384	182	17.0	236	4.3	382
	Northern Tier Career Center	11	8	3	41,530	530	9.1	598	3.1	664
	Sayre Area SD	88	27	61	46,087	325	15.0	411	4.4	211
	Towanda Area SD	115	45	70	48,492	218	17.3	208	4.4	211

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
BRADFORD										
	Troy Area SD	120	39	81	50,436	150	17.3	208	4.4	211
	Wyalusing Area SD 3/	99	38	61	44,659	407	18.7	103	4.2	522
	TOTAL	767	278	489	$47,725		16.7		4.4	
BUCKS										
	Bensalem Township SD	399	136	263	$68,343	4	22.7	5	4.7	12
	Bristol Borough SD	84	28	56	58,867	34	16.7	265	4.6	43
	Bristol Township SD	457	131	326	60,135	24	15.7	355	4.2	522
	Bucks Co Technical High School	85	55	30	50,321	155	8.3	601	4.0	598
	Bucks County Montessori CS	5	1	4	40,000	559	13.6	510	4.2	522
	Centennial SD	390	110	280	57,637	43	15.5	371	4.7	12
	Central Bucks SD	851	247	604	62,391	17	14.7	437	4.7	12
	Council Rock SD	738	210	528	74,555	1	16.1	319	4.5	107
	Middle Bucks Institute of Technology	29	20	9	63,131	14	9.1	598	4.0	598
	Morrisville Borough SD	69	25	44	63,117	15	18.3	126	4.4	211
	Mosaica Academy CS	33	5	28	31,817	644	4.0	645	4.2	522
	Neshaminy SD	575	167	408	70,966	2	17.6	179	4.5	107
	New Hope-Solebury SD	88	23	65	60,590	20	13.6	510	4.6	43
	Palisades SD	135	33	102	60,175	22	15.4	381	4.6	43
	Pennridge SD	392	84	308	60,354	21	14.2	474	4.5	107
	Pennsbury SD	689	204	485	64,451	11	17.0	236	4.5	107
	Quakertown Community SD	272	95	177	67,865	5	15.4	381	4.5	107
	Upper Bucks County AVTS	29	22	7	63,608	13	14.5	455	3.9	615
	TOTAL	5,320	1,596	3,724	$64,754		16.1		4.5	
BUTLER										
	Butler Area SD	511	156	355	$48,794	207	16.5	285	4.3	382
	Butler County AVTS	21	15	6	44,479	416	14.2	474	3.6	639
	Karns City Area SD	117	34	83	43,764	455	14.5	455	4.5	107
	Mars Area SD	161	56	105	44,814	392	13.9	494	4.5	107
	Moniteau SD	91	28	63	47,920	249	19.5	58	4.5	107
	Seneca Valley SD	463	128	335	47,963	246	14.1	479	4.4	211
	Slippery Rock Area SD	155	42	113	46,250	316	15.4	381	4.5	107
	South Butler County SD	168	59	109	46,694	296	15.7	355	4.4	211
	TOTAL	1,687	518	1,169	$47,282		15.4		4.4	
CAMBRIA										
	Admiral Peary AVTS	19	13	6	$48,881	202	17.3	208	3.6	639
	Blacklick Valley SD	54	23	31	48,132	236	20.9	16	4.3	382
	Cambria Heights SD	114	47	67	47,211	276	21.8	8	4.5	107
	Central Cambria SD	126	45	81	45,913	332	18.2	133	4.3	382
	Conemaugh Valley SD	76	26	50	38,212	584	17.6	179	4.2	522
	Ferndale Area SD	57	18	39	38,682	581	14.1	479	4.2	522
	Forest Hills SD	141	51	90	44,770	396	18.0	149	4.4	211

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
CAMBRIA										
	Greater Johnstown AVTS	44	25	19	46,717	294	15.0	411	4.1	574
	Greater Johnstown SD	243	81	162	46,881	289	19.2	70	4.5	107
	Northern Cambria SD	85	38	47	46,993	287	19.6	54	4.5	107
	Penn Cambria SD	130	42	88	44,788	394	16.9	248	4.4	211
	Portage Area SD	68	21	47	45,286	371	19.4	64	4.5	107
	Richland SD	94	39	55	46,952	288	16.9	248	4.2	522
	Westmont Hilltop SD	102	29	73	49,863	167	15.7	355	4.4	211
	TOTAL	1,353	498	855	$45,778		18.2		4.4	
CAMERON										
	Cameron County SD	66	25	41	$42,347	510	16.3	301	4.3	382
	TOTAL	66	25	41	$42,347		16.3		4.3	
CARBON										
	Carbon County AVTS	33	19	14	$37,380	596	10.0	593	4.3	382
	Jim Thorpe Area SD	98	40	58	43,978	439	14.3	467	4.4	211
	Lehighton Area SD	164	62	102	47,672	261	17.9	157	4.5	107
	Palmerton Area SD	109	39	70	49,496	178	18.5	113	4.4	211
	Panther Valley SD	97	37	60	41,808	527	18.7	103	4.3	382
	Weatherly Area SD	45	16	29	42,817	491	16.6	275	4.3	382
	TOTAL	546	213	333	$45,288		16.9		4.4	
CENTRE										
	Bald Eagle Area SD	136	50	86	$42,520	502	18.3	126	4.4	211
	Bellefonte Area SD	192	64	128	44,902	387	16.8	257	4.3	382
	Central PA Institute for Science & Technology 2/	18	12	6	32,567	632	6.6	612	3.4	653
	Centre Learning Community CS	5	2	3	39,000	573	10.4	590	5.6	1
	Nittany Valley CS	5	0	5	29,000	656	4.6	636	4.0	598
	Penns Valley Area SD	110	33	77	46,703	295	14.4	460	4.3	382
	State College Area SD	522	148	374	48,204	230	16.5	285	4.4	211
	Wonderland CS	4	0	4	21,067	664	1.5	663	4.0	598
	TOTAL	992	309	683	$46,049		16.3		4.3	
CHESTER										
	Avon Grove SD	264	53	211	$47,115	280	12.4	555	4.3	382
	Center for Arts and Technology	64	37	27	55,155	70	12.8	543	4.3	382
	Chester Co Family Academy CS	3	1	2	31,333	649	6.3	614	4.3	382
	Coatesville Area SD	508	124	384	45,570	356	13.6	510	4.3	382
	Collegium CS	38	2	36	33,604	623	4.6	636	4.2	522
	Downingtown Area SD	651	156	495	49,650	173	14.1	479	4.4	211
	Great Valley SD	236	68	168	58,936	33	15.3	392	4.4	211
	Kennett Consolidated SD	219	57	162	51,425	125	13.5	519	4.6	43
	Octorara Area SD	174	52	122	49,959	162	14.8	430	4.4	211
	Owen J Roberts SD	248	70	178	53,198	93	13.9	494	4.5	107
	Oxford Area SD	191	49	142	44,463	418	14.1	479	4.3	382

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
CHESTER										
	Phoenixville Area SD	234	67	167	52,358	100	12.9	538	4.4	211
	Renaissance Academy-Edison CS	38	8	30	35,396	611	4.8	631	4.1	574
	Tredyffrin-Easttown SD	362	108	254	59,242	29	15.5	371	4.7	12
	Unionville-Chadds Ford SD	246	76	170	56,776	50	13.2	533	4.7	12
	West Chester Area SD	717	219	498	57,891	40	16.8	257	4.6	43
	TOTAL	4,193	1,147	3,046	$52,168		14.3		4.5	
CLARION										
	Allegheny-Clarion Valley SD	73	16	57	$41,655	528	13.9	494	4.3	382
	Clarion Area SD	66	19	47	46,183	322	16.5	285	4.5	107
	Clarion County Career Center	13	8	5	45,651	352	14.5	455	3.4	653
	Clarion-Limestone Area SD	74	24	50	42,477	505	16.9	248	4.4	211
	Keystone SD	88	32	56	42,645	499	16.5	285	4.5	107
	North Clarion County SD	50	15	35	43,165	477	18.8	97	4.5	107
	Redbank Valley SD	96	34	62	42,718	497	17.5	193	4.4	211
	Union SD	59	22	37	42,311	513	13.9	494	4.3	382
	TOTAL	519	170	349	$43,037		16.2		4.4	
CLEARFIELD										
	Clearfield Area SD	192	70	122	$44,467	417	20.1	41	4.2	522
	Clearfield Co CTC	17	10	7	41,198	539	12.6	546	3.3	660
	Curwensville Area SD	83	33	50	44,877	390	19.7	50	4.5	107
	DuBois Area SD	293	96	197	47,492	266	19.7	50	4.4	211
	Glendale SD	66	27	39	37,872	589	16.5	285	4.3	382
	Harmony Area SD	43	9	34	37,789	592	15.4	381	4.1	574
	Moshannon Valley SD	73	36	37	44,496	414	20.7	23	4.2	522
	Philipsburg-Osceola Area SD	158	58	100	43,718	460	19.1	78	4.2	522
	West Branch Area SD	78	33	45	39,449	569	14.4	460	4.1	574
	TOTAL	1,003	372	631	$44,139		18.8		4.3	
CLINTON										
	Keystone Central AVTS	28	18	10	$45,644	353	11.6	569	4.0	598
	Keystone Central SD	364	107	257	48,690	210	16.7	265	4.3	382
	Sugar Valley Rural CS	17	4	13	27,180	659	6.3	614	4.0	598
	TOTAL	409	129	280	$47,680		15.9		4.2	
COLUMBIA										
	Benton Area SD	62	20	42	$38,886	575	15.5	371	4.4	211
	Berwick Area SD	236	63	173	44,761	397	16.2	311	4.3	382
	Bloomsburg Area SD	125	50	75	45,706	346	18.6	108	4.7	12
	Central Columbia SD	132	48	84	48,485	219	17.8	162	4.4	211
	Columbia-Montour AVTS	46	28	18	45,297	369	16.7	265	4.1	574
	Millville Area SD	68	22	46	39,603	567	17.7	171	4.4	211
	Southern Columbia Area SD	92	32	60	41,402	534	15.1	403	4.4	211
	TOTAL	761	263	498	$44,267		16.9		4.4	

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CRAWFORD										
	Conneaut SD	198	75	123	$43,063	481	18.4	120	4.5	107
	Crawford Central SD	311	91	220	43,934	444	18.6	108	4.5	107
	Crawford County AVTS	24	18	6	42,996	486	15.3	392	3.7	627
	Penncrest SD	263	95	168	43,741	457	17.3	208	4.3	382
	TOTAL	796	279	517	$43,625		18.0		4.4	
CUMBERLAND										
	Big Spring SD	216	53	163	$38,942	574	14.8	430	4.5	107
	Camp Hill SD	81	24	57	48,101	238	17.1	231	4.5	107
	Carlisle Area SD	350	105	245	42,631	500	17.4	198	4.5	107
	Cumberland Valley SD	482	147	335	45,851	339	17.2	220	4.5	107
	Cumberland-Perry AVTS	33	19	14	44,415	421	12.9	538	3.7	627
	East Pennsboro Area SD	180	53	127	46,189	321	17.2	220	4.4	211
	Mechanicsburg Area SD	239	82	157	45,156	373	15.6	363	4.5	107
	Shippensburg Area SD	191	65	126	46,637	300	15.8	349	4.6	43
	South Middleton SD	146	45	101	44,147	432	15.5	371	4.6	43
	TOTAL	1,918	593	1,325	$44,447		16.4		4.5	
DAUPHIN										
	Central Dauphin SD 2/	751	198	553	$42,235	514	14.7	437	4.3	382
	Dauphin County AVTS	73	41	32	43,731	458	13.8	504	4.0	598
	Derry Township SD	207	67	140	47,225	275	14.6	446	4.6	43
	Halifax Area SD	96	30	66	41,914	522	16.8	257	4.5	107
	Harrisburg City SD	502	137	365	48,687	211	16.6	275	4.2	522
	Lower Dauphin SD	253	64	189	45,968	330	15.4	381	4.3	382
	Middletown Area SD	199	61	138	45,878	337	17.0	236	4.7	12
	Millersburg Area SD	74	22	52	41,939	521	14.9	420	4.3	382
	Ronald H Brown CS	27	6	21	29,889	654	7.1	607	4.3	382
	Steelton-Highspire SD	95	38	57	41,494	532	15.0	411	4.3	382
	Susquehanna Township SD	186	60	126	46,087	325	15.0	411	4.4	211
	Sylvan Heights Science CS	9	2	7	29,513	655	5.4	623	4.2	522
	Upper Dauphin Area SD	106	42	64	43,196	474	16.5	285	4.6	43
	TOTAL	2,578	768	1,810	$44,672		15.3		4.4	
DELAWARE										
	Chester Charter School	26	3	23	$32,376	637	2.7	654	4.1	574
	Chester Community CS	11	1	10	29,891	653	3.7	648	4.1	574
	Chester-Upland SD	452	105	347	49,183	189	14.1	479	4.4	211
	Chichester SD	240	82	158	53,359	88	15.6	363	4.6	43
	Delaware County AVTS	35	22	13	50,889	139	11.5	570	3.7	627
	Garnet Valley SD	235	64	171	48,452	221	11.3	578	4.5	107
	Haverford Township SD	321	73	248	55,475	65	15.5	371	4.6	43
	Interboro SD	249	73	176	60,036	25	14.7	437	4.7	12
	Marple Newtown SD 2/	261	64	197	56,010	58	16.0	332	4.8	2

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DELAWARE										
	Penn-Delco SD	194	61	133	51,352	128	16.1	319	4.6	43
	Radnor Township SD	260	72	188	63,847	12	16.6	275	4.7	12
	Ridley SD	400	110	290	55,096	71	13.4	522	4.7	12
	Rose Tree Media SD	280	79	201	56,634	53	15.5	371	4.6	43
	Southeast Delco SD	244	59	185	55,750	60	15.9	342	4.4	211
	Springfield SD	218	70	148	48,196	231	11.8	567	4.5	107
	Upper Darby SD	697	196	501	51,505	120	14.1	479	4.5	107
	Village CS of Chester-Upland	24	10	14	33,583	624	5.4	623	4.3	382
	Wallingford-Swarthmore SD	256	81	175	57,135	47	13.1	535	4.8	2
	William Penn SD	341	92	249	52,230	104	15.9	342	4.5	107
	TOTAL	4,744	1,317	3,427	$53,552		14.4		4.6	
ELK										
	Johnsonburg Area SD	54	24	30	$47,843	251	17.8	162	4.2	522
	Ridgway Area SD	90	35	55	44,329	424	17.1	231	4.4	211
	Saint Marys Area SD	154	57	97	47,572	263	21.2	12	4.2	522
	TOTAL	298	116	182	$46,631		19.3		4.3	
ERIE										
	Corry Area SD	174	61	113	$43,083	479	17.4	198	4.4	211
	Erie City SD	825	247	578	44,993	379	15.2	398	4.4	211
	Erie County Technical School	24	15	9	39,655	566	9.0	600	3.6	639
	Fairview SD	104	41	63	47,705	259	18.4	120	4.4	211
	Fort LeBoeuf SD	131	43	88	44,274	426	17.7	171	4.5	107
	Gecac Community CS	16	4	12	25,855	661	4.9	629	4.4	211
	General McLane SD	167	56	111	46,550	304	18.2	133	4.6	43
	Girard SD 2/	128	38	90	44,880	389	16.6	275	4.5	107
	Harbor Creek SD	150	48	102	45,580	355	17.6	179	4.5	107
	Iroquois SD	71	22	49	44,971	381	19.0	82	4.5	107
	Millcreek Township SD	443	125	318	47,742	254	17.0	236	4.6	43
	North East SD	111	32	79	46,120	323	18.5	113	4.5	107
	Northwestern SD	105	34	71	41,301	537	16.4	295	4.5	107
	Union City Area SD	95	38	57	40,208	553	13.6	510	4.3	382
	Wattsburg Area SD	88	26	62	43,701	461	18.3	126	4.4	211
	TOTAL	2,632	830	1,802	$45,057		16.5		4.4	
FAYETTE										
	Albert Gallatin Area SD	254	86	168	$43,635	463	18.4	120	4.3	382
	Brownsville Area SD	142	46	96	43,731	458	17.6	179	4.6	43
	Connellsville Area SD	362	100	262	44,757	399	19.0	82	4.5	107
	Fayette County AVTS	27	16	11	33,519	626	7.9	603	3.7	627
	Frazier SD	78	28	50	45,447	362	19.6	54	4.3	382
	Laurel Highlands SD	223	78	145	51,348	129	21.1	13	4.4	211
	North Fayette County AVTS	12	9	3	42,334	511	14.7	437	3.5	647

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CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
FAYETTE										
	Uniontown Area SD	221	74	147	45,889	334	18.2	133	4.3	382
	TOTAL	1,319	437	882	$45,529		18.7		4.4	
FOREST										
	Forest Area SD	53	20	33	$47,318	270	20.6	25	4.4	211
	TOTAL	53	20	33	$47,318		20.6		4.4	
FRANKLIN										
	Chambersburg Area SD	465	138	327	$44,704	404	16.5	285	4.6	43
	Fannett-Metal SD	39	7	32	35,244	612	11.8	567	4.4	211
	Franklin County CTC	36	30	6	49,706	171	15.3	392	4.0	598
	Greencastle-Antrim SD	142	46	96	48,102	237	16.9	248	4.6	43
	Tuscarora SD 2/	168	51	117	44,605	409	20.9	16	4.6	43
	Waynesboro Area SD	254	76	178	42,948	488	16.0	332	4.5	107
	TOTAL	1,104	348	756	$44,574		16.9		4.5	
FULTON										
	Central Fulton SD	75	27	48	$44,820	391	17.7	171	4.5	107
	Forbes Road SD	38	10	28	37,883	588	17.2	220	4.5	107
	Fulton County AVTS	7	5	2	34,474	615	5.4	623	3.4	653
	Southern Fulton SD	54	20	34	39,964	561	14.9	420	4.4	211
	TOTAL	174	62	112	$41,422		16.3		4.4	
GREENE										
	Carmichaels Area SD	83	27	56	$42,844	490	17.2	220	4.3	382
	Central Greene SD	167	58	109	49,180	190	19.2	70	4.4	211
	Greene County AVTS	19	11	8	36,989	599	12.2	561	3.7	627
	Jefferson-Morgan SD	68	22	46	42,429	508	16.3	301	4.4	211
	Southeastern Greene SD	53	18	35	45,889	334	21.9	7	4.4	211
	West Greene SD	88	38	50	47,123	279	18.6	108	4.3	382
	TOTAL	478	174	304	$45,850		18.3		4.3	
HUNTINGDON										
	Huntingdon Area SD	173	53	120	$40,155	555	18.1	143	4.3	382
	Huntingdon County CTC 2/	16	11	5	39,875	563	15.1	403	3.5	647
	Juniata Valley SD	61	17	44	40,880	545	15.7	355	4.2	522
	Mount Union Area SD	127	45	82	40,517	549	17.8	162	4.3	382
	Southern Huntingdon County SD 2/	87	32	55	36,590	602	17.1	231	4.3	382
	TOTAL	464	158	306	$39,672		17.4		4.2	
INDIANA										
	Blairsville-Saltsburg SD	141	57	84	$49,293	185	18.9	89	4.5	107
	Homer-Center SD	70	22	48	49,582	175	20.9	16	4.4	211
	Indiana Area SD	247	70	177	52,343	102	17.6	179	4.6	43
	Indiana County Technology Center	21	11	10	49,506	177	12.6	546	3.8	620
	Marion Center Area SD	117	33	84	47,186	277	17.4	198	4.5	107
	Penns Manor Area SD	74	26	48	46,859	290	16.1	319	4.3	382

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
INDIANA										
	Purchase Line SD	99	31	68	45,688	347	17.8	162	4.4	211
	United SD	98	39	59	48,084	239	20.5	28	4.5	107
	TOTAL	867	289	578	$49,143		18.2		4.5	
JEFFERSON										
	Brockway Area SD	78	24	54	$44,760	398	18.2	133	4.5	107
	Brookville Area SD	129	44	85	45,025	378	16.7	265	4.6	43
	Jefferson County-DuBois AVTS	30	21	9	46,430	309	17.2	220	3.9	615
	Punxsutawney Area SD 3/	211	73	138	44,106	435	18.9	89	4.4	211
	TOTAL	448	162	286	$44,641		18.0		4.4	
JUNIATA										
	Juniata County SD	198	68	130	$37,849	590	14.8	430	4.2	522
	TOTAL	198	68	130	$37,849		14.8		4.2	
LACKAWANNA										
	Abington Heights SD	225	81	144	$49,198	188	20.5	28	4.7	12
	Carbondale Area SD	89	27	62	47,110	281	20.1	41	4.6	43
	CTC of Lackawanna County	34	24	10	36,677	601	10.0	593	3.6	639
	Dunmore SD	93	40	53	51,149	135	19.0	82	4.5	107
	Lakeland SD	89	27	62	46,324	311	21.3	11	4.3	382
	Mid Valley SD	103	31	72	41,908	523	17.7	171	4.2	522
	North Pocono SD	192	60	132	48,007	245	17.3	208	4.7	12
	Northeast Charter School	5	4	1	25,800	662	3.8	647	4.2	522
	Old Forge SD	59	26	33	48,865	204	21.1	13	4.2	522
	Riverside SD	88	35	53	49,521	176	23.6	3	4.4	211
	Scranton SD	587	156	431	53,331	89	19.1	78	4.4	211
	Valley View SD	148	52	96	44,980	380	19.5	58	4.5	107
	TOTAL	1,712	563	1,149	$49,218		19.3		4.5	
LANCASTER										
	Cocalico SD	199	74	125	$46,579	303	14.1	479	4.4	211
	Columbia Borough SD	99	28	71	43,906	446	13.9	494	4.5	107
	Conestoga Valley SD	232	73	159	51,356	127	15.7	355	4.3	382
	Donegal SD	154	47	107	45,312	367	15.0	411	4.5	107
	Eastern Lancaster County SD	227	76	151	44,938	384	12.6	546	4.3	382
	Elizabethtown Area SD	216	48	168	45,095	375	13.4	522	4.3	382
	Ephrata Area SD	257	74	183	46,252	315	14.1	479	4.3	382
	Hempfield SD	417	119	298	50,337	154	14.2	474	4.4	211
	La Academia: The Partnership CS	8	4	4	38,868	576	7.1	607	4.0	598
	Lampeter-Strasburg SD	185	62	123	48,913	199	13.3	529	4.4	211
	Lancaster County CTC	70	48	22	48,807	206	12.9	538	3.8	620
	Lancaster SD	743	206	537	48,008	244	14.0	489	4.4	211
	Manheim Central SD	195	62	133	48,431	223	15.2	398	4.6	43
	Manheim Township SD	325	102	223	47,711	258	14.1	479	4.4	211

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
LANCASTER										
	Penn Manor SD	311	81	230	48,853	205	14.3	467	4.3	382
	Pequea Valley SD	130	36	94	47,144	278	17.0	236	4.3	382
	Solanco SD	205	76	129	45,382	366	14.7	437	4.4	211
	Warwick SD	281	81	200	49,903	164	16.3	301	4.4	211
	TOTAL	4,254	1,297	2,957	$47,790		14.4		4.4	
LAWRENCE										
	Ellwood City Area SD	136	52	84	$49,130	192	17.5	193	4.3	382
	Laurel SD 2/	89	28	61	43,403	469	14.8	430	4.4	211
	Lawrence County AVTS	32	19	13	50,425	151	19.0	82	4.3	382
	Mohawk Area SD	123	38	85	49,323	184	18.7	103	4.5	107
	Neshannock Township SD	78	32	46	49,158	191	16.3	301	4.3	382
	New Castle Area SD	233	82	151	51,890	111	18.7	103	4.4	211
	Shenango Area SD	83	29	54	49,975	161	17.6	179	4.5	107
	Union Area SD	54	14	40	45,296	370	14.5	455	4.3	382
	Wilmington Area SD	100	31	69	44,736	402	17.8	162	4.6	43
	TOTAL	928	325	603	$48,762		17.5		4.4	
LEBANON										
	Annville-Cleona SD	105	33	72	$44,066	438	16.1	319	4.4	211
	Cornwall-Lebanon SD	292	79	213	48,505	217	15.8	349	4.4	211
	Eastern Lebanon County SD	144	49	95	51,246	131	17.8	162	4.3	382
	Lebanon County CTC	34	23	11	45,770	345	14.6	446	3.7	627
	Lebanon SD	217	77	140	46,469	306	16.4	295	4.4	211
	Northern Lebanon SD	155	50	105	46,432	308	16.8	257	4.3	382
	Palmyra Area SD	170	50	120	43,173	475	15.7	355	4.4	211
	TOTAL	1,117	361	756	$46,870		16.3		4.3	
LEHIGH										
	Allentown City SD	849	260	589	$50,575	147	15.5	371	4.6	43
	Catasauqua Area SD	113	49	64	50,838	141	16.8	257	4.7	12
	East Penn SD	393	120	273	52,344	101	15.8	349	4.6	43
	Lehigh Career & Technical Institute	82	58	24	53,642	84	16.0	332	3.9	615
	Northern Lehigh SD	125	41	84	49,583	174	17.4	198	4.3	382
	Northwestern Lehigh SD	148	36	112	49,241	187	16.5	285	4.4	211
	Parkland SD	463	140	323	50,831	142	15.8	349	4.5	107
	Roberto Clemente CS	8	4	4	31,917	643	1.9	661	4.1	574
	Salisbury Township SD	121	33	88	52,074	107	14.6	446	4.4	211
	Southern Lehigh SD	168	53	115	48,065	241	13.4	522	4.5	107
	Whitehall-Coplay SD	213	71	142	48,009	243	15.7	355	4.4	211
	TOTAL	2,683	865	1,818	$50,528		15.6		4.5	
LUZERNE										
	Crestwood SD	142	43	99	$55,196	69	18.1	143	4.5	107
	Dallas SD	150	43	107	50,343	153	19.3	66	4.7	12

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
LUZERNE										
	Greater Nanticoke Area SD	112	42	70	57,022	48	24.6	2	4.8	2
	Hanover Area SD	129	42	87	53,693	83	20.2	38	4.7	12
	Hazleton Area Career Center	57	33	24	48,181	232	16.4	295	4.2	522
	Hazleton Area SD	439	140	299	51,050	136	18.7	103	4.5	107
	Lake-Lehman SD	125	39	86	49,860	168	18.1	143	4.3	382
	Northwest Area SD	92	39	53	55,484	64	20.8	20	4.6	43
	Pittston Area SD	186	73	113	54,081	79	21.7	9	4.5	107
	West Side AVTS	33	20	13	47,572	263	17.8	162	4.5	107
	Wilkes-Barre Area SD	456	176	280	55,063	72	19.8	48	4.4	211
	Wilkes-Barre AVTS	33	25	8	53,056	95	16.8	257	3.7	627
	Wyoming Area SD	142	47	95	50,943	137	20.8	20	4.7	12
	Wyoming Valley West SD	307	102	205	55,313	68	21.6	10	4.4	211
	TOTAL	2,403	864	1,539	$53,232		20.0		4.5	
LYCOMING										
	East Lycoming SD	133	41	92	$43,630	464	13.9	494	4.4	211
	Jersey Shore Area SD	189	64	125	48,619	213	16.1	319	4.2	522
	Loyalsock Township SD	96	31	65	51,717	115	16.1	319	4.5	107
	Lycoming Co Career Consortium	6	2	4	34,217	617	4.2	640	3.3	660
	Montgomery Area SD 2/	73	22	51	42,743	496	14.9	420	4.3	382
	Montoursville Area SD	139	52	87	48,871	203	17.9	157	4.3	382
	Muncy SD 2/	77	27	50	43,937	443	13.9	494	4.3	382
	South Williamsport Area SD	93	29	64	43,498	466	13.2	533	4.2	522
	Williamsport Area SD	412	143	269	52,277	103	18.2	133	4.3	382
	TOTAL	1,218	411	807	$48,481		16.3		4.3	
MCKEAN										
	Bradford Area SD	191	66	125	$46,220	318	18.4	120	4.3	382
	Kane Area SD	90	33	57	44,492	415	18.0	149	4.3	382
	Otto-Eldred SD	53	19	34	43,198	473	18.3	126	4.4	211
	Port Allegany SD	68	30	38	43,882	448	15.1	403	4.3	382
	Seneca Highlands AVTS	10	6	4	41,977	520	13.8	504	3.5	647
	Smethport Area SD	68	28	40	44,939	383	17.7	171	4.3	382
	TOTAL	480	182	298	$44,971		17.6		4.3	
MERCER										
	Commodore Perry SD	48	13	35	$45,822	340	19.2	70	4.6	43
	Farrell Area SD	85	28	57	44,690	405	14.1	479	4.4	211
	Greenville Area SD	112	41	71	44,143	433	14.9	420	4.5	107
	Grove City Area SD	175	67	108	46,112	324	15.6	363	4.5	107
	Hermitage SD	142	44	98	47,032	283	15.5	371	4.3	382
	Jamestown Area SD	45	13	32	43,439	468	14.0	489	4.3	382
	Keystone Education Center CS	22	15	7	30,682	651	4.8	631	4.1	574
	Lakeview SD	88	31	57	46,856	291	18.5	113	4.4	211

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
MERCER										
	Mercer Area SD	98	30	68	44,930	385	17.6	179	4.4	211
	Mercer Co AVTS	17	10	7	49,782	170	19.8	48	4.1	574
	Reynolds SD 2/	97	32	65	41,074	541	14.2	474	4.4	211
	Sharon City SD	162	49	113	44,340	423	15.0	411	4.2	522
	Sharpsville Area SD	75	21	54	47,030	284	17.6	179	4.5	107
	West Middlesex Area SD	70	28	42	48,355	225	20.3	34	4.3	382
	TOTAL	1,236	422	814	$45,123		15.9		4.4	
MIFFLIN										
	Juniata-Mifflin County AVTS 4/	16	11	5	$33,106	631	12.6	546	3.5	647
	Mifflin County SD	428	140	288	42,175	517	17.6	179	4.3	382
	TOTAL	444	151	293	$41,843		17.4		4.3	
MONROE										
	East Stroudsburg Area SD	467	137	330	$43,026	483	10.2	592	4.3	382
	Monroe County AVTS	32	21	11	43,956	442	9.8	596	3.8	620
	Pleasant Valley SD	340	107	233	42,011	519	12.4	555	4.5	107
	Pocono Mountain SD	639	190	449	41,339	536	10.7	586	4.3	382
	Stroudsburg Area SD	310	87	223	45,806	342	12.6	546	4.4	211
	TOTAL	1,788	542	1,246	$42,725		11.2		4.4	
MONTGOMERY										
	Abington SD	455	161	294	$57,726	42	13.5	519	4.6	43
	Center for Technical Studies/Montgomery Co 2/	19	14	5	59,143	30	13.0	536	3.5	647
	Cheltenham Township SD	340	111	229	65,184	10	14.4	460	4.7	12
	Colonial SD	337	99	238	59,848	26	13.6	510	4.7	12
	Eastern Center for Arts & Tech	17	13	4	70,335	3	17.1	231	4.0	598
	Hatboro-Horsham SD	340	100	240	59,544	28	13.3	529	4.5	107
	Jenkintown SD	52	15	37	62,505	16	15.4	381	4.8	2
	Lower Merion SD	506	152	354	66,938	6	16.1	319	4.6	43
	Lower Moreland Township SD	108	31	77	65,672	8	18.1	143	4.8	2
	Methacton SD	337	96	241	51,994	109	14.6	446	4.4	211
	Norristown Area SD	473	127	346	52,473	99	15.4	381	4.5	107
	North Montco Technical Career Center	45	28	17	56,146	57	10.6	589	3.8	620
	North Penn SD	861	232	629	59,061	32	16.3	301	4.7	12
	Perkiomen Valley New Beginning	6	4	2	42,943	489	3.0	653	4.8	2
	Perkiomen Valley SD	269	74	195	51,545	118	12.3	559	4.4	211
	Pottsgrove SD	205	63	142	56,429	54	16.7	265	4.4	211
	Pottstown SD	215	60	155	49,887	166	13.4	522	4.4	211
	Souderton Area SD	385	107	278	56,859	49	15.6	363	4.6	43
	Souderton CS Collaborative	3	0	3	32,445	636	8.3	601	4.3	382
	Spring-Ford Area SD	366	80	286	44,971	381	11.3	578	4.4	211
	Springfield Township SD	152	44	108	54,612	75	14.4	460	4.7	12
	Upper Dublin SD	278	75	203	56,748	51	14.7	437	4.6	43

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	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
MONTGOMERY										
	Upper Merion Area SD	242	68	174	65,631	9	15.4	381	4.8	2
	Upper Moreland Township SD	197	66	131	58,691	36	16.9	248	4.7	12
	Upper Perkiomen SD	193	62	131	59,115	31	16.3	301	4.5	107
	Western Center for Technical Studies	28	20	8	50,320	156	11.3	578	3.9	615
	Wissahickon SD	311	88	223	58,509	38	14.7	437	4.6	43
	TOTAL	6,740	1,990	4,750	$57,591		14.8		4.6	
MONTOUR										
	Danville Area SD	183	58	125	$45,094	376	17.0	236	4.5	107
	TOTAL	183	58	125	$45,094		17.0		4.5	
NORTHAMPTON										
	Bangor Area SD	202	61	141	$42,809	493	14.6	446	4.4	211
	Bethlehem Area SD	940	282	658	47,340	268	13.4	522	4.6	43
	Bethlehem AVTS	48	28	20	49,324	183	12.9	538	3.4	653
	Career Institute of Technology	26	18	8	46,032	329	12.5	552	3.7	627
	Easton Area SD	522	149	373	43,814	450	15.1	403	4.3	382
	Nazareth Area SD	235	83	152	51,335	130	16.9	248	4.5	107
	Northampton Area SD	323	97	226	50,608	146	17.2	220	4.4	211
	Pen Argyl Area SD	111	31	80	45,908	333	16.6	275	4.6	43
	Saucon Valley SD	143	42	101	48,243	229	15.0	411	4.5	107
	Wilson Area SD	134	43	91	42,507	504	15.2	398	4.2	522
	TOTAL	2,684	834	1,850	$46,842		14.9		4.4	
NORTHUMBERLAND										
	Line Mountain SD	96	28	68	$38,747	578	16.1	319	4.4	211
	Milton Area SD	175	61	114	43,906	446	17.0	236	4.2	522
	Mount Carmel Area SD	107	33	74	38,725	579	16.9	248	4.3	382
	Northumberland County AVTS	12	10	2	39,008	572	15.3	392	3.4	653
	Shamokin Area SD	142	51	91	40,711	546	20.3	34	4.2	522
	Shikellamy SD	211	72	139	49,888	165	18.5	113	4.5	107
	Warrior Run SD	135	44	91	42,201	516	15.6	363	4.3	382
	TOTAL	878	299	579	$43,296		17.6		4.3	
PERRY										
	Greenwood SD	55	16	39	$40,508	550	17.3	208	4.5	107
	Newport SD	96	26	70	39,966	560	14.6	446	4.3	382
	Susquenita SD	145	43	102	43,169	476	18.0	149	4.6	43
	West Perry SD	210	77	133	40,158	554	15.2	398	4.4	211
	TOTAL	506	162	344	$41,027		16.1		4.5	
PHILADELPHIA										
	Alliance for Progress CS	20	3	17	$31,418	648	3.1	652	4.2	522
	Architecture and Design CHS	18	12	6	35,569	609	5.9	619	4.4	211
	Center for Economics & Law CS	18	5	13	32,558	633	4.5	638	4.4	211
	Christopher Columbus CS	26	3	23	33,107	630	4.7	635	4.3	382

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CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
PHILADELPHIA										
	Community Academy of Philadelphia CS	13	3	10	38,203	585	5.2	627	4.3	382
	Delaware Valley CHS	10	5	5	34,325	616	13.0	536	4.4	211
	Eugenio Maria De Hostos CS	10	1	9	32,050	640	2.5	656	4.1	574
	Family CS 2/	10	3	7	39,010	571	6.5	613	4.3	382
	Franklin Towne CHS	24	9	15	35,929	607	4.0	645	4.2	522
	Freire CS	10	4	6	33,750	622	2.2	657	4.2	522
	Germantown Settlement CS	25	5	20	35,401	610	1.9	661	4.3	382
	Imani Education Circle CS	21	5	16	30,533	652	6.0	617	4.3	382
	Imhotep Institute CHS	21	11	10	37,849	590	9.5	597	4.2	522
	Laboratory Charter School	33	6	27	32,281	638	4.1	642	4.2	522
	Leadership Learning Partners CS	22	4	18	28,841	657	2.1	658	4.1	574
	Mariana Bracetti Academy CS	7	3	4	33,357	628	2.1	658	4.3	382
	Mast Community CS	51	7	44	34,075	619	1.5	663	4.1	574
	Math Civics and Sciences CS	44	18	26	31,605	645	7.7	604	4.3	382
	Multi-Cultural Academy CS	7	4	3	33,481	627	7.3	605	4.1	574
	New Foundations CS	19	4	15	33,263	629	3.4	651	4.4	211
	Nueva Esperanza Academy CS	13	9	4	32,125	639	4.8	631	4.5	107
	Phila Academy CS	34	7	27	40,926	543	10.0	593	4.3	382
	Phila Harambee Inst CS	11	2	9	37,064	598	7.1	607	4.3	382
	Phila Performing Arts CS	15	1	14	31,429	647	4.3	639	4.2	522
	Philadelphia City SD	11,307	3,138	8,169	48,888	201	13.6	510	4.5	107
	Preparatory Charter School	16	5	11	33,528	625	5.6	622	4.3	382
	Raising Horizons Quest CS	15	4	11	31,467	646	2.7	654	4.0	598
	Renaissance Advantage CS	27	6	21	34,114	618	5.4	623	4.1	574
	Renaissance CS	8	2	6	34,869	614	15.4	381	4.6	43
	Universal Institute CS	19	2	17	32,516	635	4.1	642	4.3	382
	Wakisha CS	15	4	11	31,947	642	4.2	640	4.4	211
	West Oak Lane Charter School	32	5	27	36,465	603	4.9	629	4.1	574
	World Communications CS	21	8	13	33,856	620	4.8	631	4.4	211
	Young Scholars CS	6	1	5	36,000	605	5.8	621	4.3	382
	Youth Build Phila CS	6	4	2	35,817	608	6.2	616	4.7	12
	TOTAL	11,954	3,313	8,641	$48,100		13.2		4.5	
PIKE										
	Delaware Valley SD	305	100	205	$44,754	401	11.3	578	4.6	43
	TOTAL	305	100	205	$44,754		11.3		4.6	
POTTER										
	Austin Area SD	21	8	13	$38,687	580	15.9	342	4.0	598
	Coudersport Area SD	60	21	39	44,594	410	15.9	342	4.3	382
	Galeton Area SD	41	14	27	43,207	472	14.3	467	4.3	382
	Northern Potter SD	52	17	35	44,289	425	16.6	275	4.4	211

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
POTTER										
	Oswayo Valley SD	40	13	27	38,418	583	13.9	494	4.4	211
	TOTAL	214	73	141	$42,541		15.4		4.3	
SCHUYLKILL										
	Blue Mountain SD	166	60	106	$47,068	282	16.6	275	4.3	382
	Mahanoy Area SD	82	27	55	43,023	484	19.6	54	4.2	522
	Minersville Area SD	68	18	50	41,367	535	18.3	126	4.3	382
	North Schuylkill SD	114	47	67	45,883	336	20.3	34	4.3	382
	Pine Grove Area SD	108	36	72	45,616	354	19.0	82	4.3	382
	Pottsville Area SD	155	66	89	48,414	224	21.0	15	4.2	522
	Saint Clair Area SD	32	11	21	39,884	562	17.7	171	4.3	382
	Schuylkill Co AVTS	33	23	10	44,194	429	12.5	552	3.9	615
	Schuylkill Haven Area SD	77	28	49	44,778	395	18.0	149	4.4	211
	Shenandoah Valley SD	62	25	37	38,099	587	18.2	133	4.5	107
	Tamaqua Area SD	128	47	81	45,814	341	19.2	70	4.2	522
	Tri-Valley SD	66	22	44	43,211	471	19.6	54	4.4	211
	Williams Valley SD 2/	78	30	48	38,177	586	17.4	198	4.1	574
	TOTAL	1,169	440	729	$44,522		18.7		4.3	
SNYDER										
	Midd-West SD	186	61	125	$42,079	518	17.3	208	4.4	211
	Selinsgrove Area SD	179	63	116	51,679	116	18.9	89	4.7	12
	TOTAL	365	124	241	$46,745		18.1		4.5	
SOMERSET										
	Berlin Brothersvalley SD	63	23	40	$46,293	313	20.3	34	4.3	382
	Conemaugh Township Area SD	72	17	55	43,594	465	18.1	143	4.2	522
	Meyersdale Area SD	82	35	47	42,352	509	18.3	126	4.3	382
	North Star SD	99	29	70	41,880	525	17.3	208	4.4	211
	Rockwood Area SD	66	21	45	43,339	470	20.7	23	4.5	107
	Salisbury-Elk Lick SD 3/	37	15	22	33,779	621	17.4	198	4.2	522
	Shade-Central City SD	42	20	22	48,069	240	23.0	4	4.2	522
	Shanksville-Stonycreek SD	35	15	20	39,464	568	18.0	149	4.4	211
	Somerset Area SD	173	54	119	50,902	138	19.3	66	4.4	211
	Somerset County Technology Center 2/	20	15	5	40,093	557	13.5	519	3.3	660
	Turkeyfoot Valley Area SD	33	14	19	32,041	641	13.9	494	4.2	522
	Windber Area SD	85	35	50	45,501	358	18.0	149	4.4	211
	TOTAL	807	293	514	$44,250		18.6		4.3	
SULLIVAN										
	Sullivan County SD 2/	65	25	40	$50,235	159	19.2	70	4.1	574
	TOTAL	65	25	40	$50,235		19.2		4.1	
SUSQUEHANNA										
	Blue Ridge SD	85	27	58	$42,229	515	17.2	220	4.2	522
	Elk Lake SD	105	27	78	43,861	449	14.9	420	4.5	107

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
SUSQUEHANNA										
	Forest City Regional SD	60	17	43	41,889	524	16.1	319	4.3	382
	Montrose Area SD	127	46	81	47,952	247	19.2	70	4.3	382
	Mountain View SD	91	28	63	44,550	413	16.4	295	4.4	211
	Susquehanna Community SD	78	29	49	46,202	319	17.7	171	4.6	43
	Susquehanna County CTC	11	6	5	47,281	272	15.6	363	4.1	574
	TOTAL	557	180	377	$44,837		17.0		4.4	
TIOGA										
	Northern Tioga SD	194	59	135	$40,119	556	14.9	420	4.2	522
	Southern Tioga SD	163	56	107	42,317	512	17.3	208	4.3	382
	Wellsboro Area SD	127	42	85	43,039	482	13.8	504	4.4	211
	TOTAL	484	157	327	$41,623		15.4		4.3	
UNION										
	Lewisburg Area SD	124	36	88	$44,756	400	17.4	198	4.5	107
	Mifflinburg Area SD	153	60	93	42,439	506	15.8	349	4.5	107
	SUN Area CTC	24	17	7	45,298	368	11.4	574	3.4	653
	TOTAL	301	113	188	$43,622		16.1		4.4	
VENANGO										
	Cranberry Area SD	103	31	72	$42,989	487	16.4	295	4.3	382
	Franklin Area SD	166	43	123	44,094	436	17.6	179	4.4	211
	Oil City Area SD	158	56	102	45,785	344	17.4	198	4.4	211
	Titusville Area SD	155	50	105	42,512	503	14.5	455	4.3	382
	Valley Grove SD	69	18	51	42,593	501	16.7	265	4.4	211
	Venango Technology Center	21	16	5	40,960	542	11.4	574	3.6	639
	TOTAL	672	214	458	$43,723		16.4		4.3	
WARREN										
	Warren County AVTS 2/	11	8	3	$40,037	558	17.2	220	3.6	639
	Warren County SD 2/	413	112	301	38,828	577	16.8	257	4.3	382
	TOTAL	424	120	304	$38,859		16.8		4.3	
WASHINGTON										
	Avella Area SD	58	21	37	$44,237	427	18.1	143	4.3	382
	Bentworth SD	72	26	46	46,065	328	19.0	82	4.5	107
	Bethlehem-Center SD	106	29	77	41,187	540	16.0	332	4.4	211
	Burgettstown Area SD	93	25	68	43,797	452	17.7	171	4.4	211
	California Area SD	66	20	46	45,522	357	19.7	50	4.3	382
	Canon-McMillan SD	266	84	182	48,582	214	17.8	162	4.4	211
	Charleroi SD	101	27	74	44,587	411	19.1	78	4.4	211
	Chartiers-Houston SD	78	23	55	43,765	453	17.3	208	4.3	382
	Fort Cherry SD	89	27	62	43,920	445	16.7	265	4.3	382
	McGuffey SD	176	48	128	47,601	262	17.8	162	4.4	211
	Mon Valley CTC	14	11	3	37,172	597	11.4	574	3.4	653
	Peters Township SD	214	67	147	50,288	157	15.2	398	4.6	43

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
WASHINGTON										
	Ringgold SD	226	69	157	49,667	172	22.5	6	4.5	107
	Trinity Area SD	240	71	169	50,745	143	19.9	46	4.3	382
	Washington Co Alternative School	4	2	2	36,794	600	11.0	585	4.3	382
	Washington SD	152	48	104	46,442	307	18.9	89	4.4	211
	Western Area CTC	18	11	7	44,798	393	15.4	381	3.7	627
	TOTAL	1,973	609	1,364	$47,206		18.3		4.4	
WAYNE										
	Wallenpaupack Area SD	255	72	183	$47,793	253	14.9	420	4.8	2
	Wayne Highlands SD	207	58	149	51,487	122	18.5	113	4.4	211
	Western Wayne SD	160	49	111	48,527	216	16.5	285	4.3	382
	TOTAL	622	179	443	$49,216		16.5		4.5	
WESTMORELAND										
	Belle Vernon Area SD	157	50	107	$47,009	285	19.1	78	4.4	211
	Burrell SD	131	39	92	43,742	456	16.1	319	4.3	382
	Central Westmoreland CTC	39	24	15	47,460	267	16.0	332	3.7	627
	Derry Area SD	175	52	123	45,917	331	18.6	108	4.5	107
	Eastern Westmoreland CTC	19	14	5	45,796	343	15.7	355	3.7	627
	Franklin Regional SD	230	81	149	53,167	94	17.2	220	4.5	107
	Greater Latrobe SD	242	72	170	46,347	310	16.6	275	4.3	382
	Greensburg Salem SD	197	53	144	49,014	195	20.1	41	4.5	107
	Hempfield Area SD	418	131	287	53,454	87	17.5	193	4.5	107
	Jeannette City SD	85	30	55	44,571	412	17.6	179	4.2	522
	Kiski Area SD	233	88	145	52,013	108	17.6	179	4.4	211
	Ligonier Valley SD	134	42	92	51,529	119	20.5	28	4.7	12
	Monessen City SD	74	25	49	43,765	453	17.0	236	4.4	211
	Mount Pleasant Area SD	144	41	103	46,653	299	17.9	157	4.4	211
	New Kensington-Arnold SD	161	52	109	46,997	286	19.9	46	4.4	211
	Northern Westmoreland County AVTS	13	7	6	47,888	250	11.5	570	4.0	598
	Norwin SD	269	99	170	51,208	133	17.6	179	4.3	382
	Penn-Trafford SD	246	93	153	48,296	226	16.9	248	4.4	211
	Ridgeview Academy CS	65	21	44	21,590	663	3.7	648	4.1	574
	Southmoreland SD	143	62	81	49,112	193	20.6	25	4.4	211
	Yough SD	152	62	90	48,889	200	20.6	25	4.5	107
	TOTAL	3,327	1,138	2,189	$48,637		17.8		4.4	
WYOMING										
	Lackawanna Trail SD	90	27	63	$45,478	359	14.8	430	4.2	522
	Tunkhannock Area SD	219	70	149	50,844	140	20.0	45	4.6	43
	TOTAL	309	97	212	$49,263		18.5		4.5	
YORK										
	Central York SD	238	70	168	$46,202	319	14.7	437	4.4	211
	Crispus Attucks Youthbuild CS	6	2	4	40,531	548	11.5	570	4.2	522

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2000-01

	LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 664 1/	AVERAGE TOTAL YEARS	RANK OF 664 1/	AVERAGE EDUCATION	RANK OF 664 1/
YORK										
	Dallastown Area SD	321	111	210	54,770	74	15.8	349	4.3	382
	Dover Area SD	208	57	151	44,447	420	14.8	430	4.7	12
	Eastern York SD	193	66	127	41,523	531	13.4	522	4.4	211
	Hanover Public SD	114	34	80	49,027	194	16.0	332	4.5	107
	Lincoln-Edison CS	44	6	38	37,448	595	6.8	610	4.2	522
	Northeastern York SD	182	53	129	43,806	451	14.4	460	4.5	107
	Northern York County SD	192	70	122	44,116	434	18.5	113	4.4	211
	Red Lion Area SD	317	82	235	43,975	440	14.0	489	4.6	43
	South Eastern SD	182	58	124	44,904	386	13.8	504	4.5	107
	South Western SD	237	76	161	48,030	242	15.4	381	4.4	211
	Southern York County SD	201	55	146	48,473	220	16.4	295	4.4	211
	Spring Grove Area SD	228	70	158	45,654	351	16.0	332	4.6	43
	West Shore SD	505	151	354	46,783	293	14.6	446	4.4	211
	West York Area SD	175	44	131	39,763	564	10.3	591	4.3	382
	York City SD	426	108	318	48,763	208	12.2	561	4.4	211
	York County HS	6	0	6	27,167	660	6.7	611	4.3	382
	York County School of Technology	95	47	48	41,828	526	12.9	538	3.8	620
	York Suburban SD	174	59	115	53,203	92	16.6	275	4.4	211
	TOTAL	4,044	1,219	2,825	$46,537		14.5		4.4	
	STATE TOTAL	118,080	36,304	81,776	$49,528		15.9		4.4	

1/ Excludes Susq-Cyber Charter School and Lancaster County Academy, which had no classroom teachers.
2/ Based all or in part on 1999-00 salaries.
3/ Based all or in part on 1998-99 salaries.
4/ Based all or in part on 1997-98 salaries.

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

APPENDIX F

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
1999-00

STATE OR OTHER AREA		AVERAGE SALARY	STATE OR OTHER AREA		AVERAGE SALARY
1.	Connecticut	$52,410	26.	New Hampshire	$37,734
2.	New York	51,020	27.	Texas	37,567
3.	New Jersey	50,878	28.	Florida	36,722
4.	Michigan 1/	48,729	29.	Alabama	36,689
5.	**Pennsylvania**	**48,321**	30.	Vermont	36,402
6.	District of Columbia 1/	48,304	31.	Tennessee	36,328
7.	Rhode Island 1/	48,138	32.	Kansas 1/	36,282
8.	California 1/	47,680	33.	Kentucky	36,255
9.	Massachusetts 1/	46,955	34.	South Carolina	36,081
10.	Alaska	46,481	35.	Iowa	35,678
11.	Illinois 1/	46,480	36.	Missouri	35,660
12.	Oregon	45,103	37.	Maine	35,561
13.	Delaware	44,435	38.	Idaho	35,155
14.	Maryland	43,720	39.	West Virginia	35,011
15.	Nevada	43,083	40.	Utah	34,946
16.	Indiana	41,855	41.	Arizona	34,824
			42.	Wyoming	34,188
	United States	**41,820**	43.	Arkansas	33,691
			44.	Nebraska	33,237
17.	Ohio	41,713	45.	Louisiana	33,109
18.	Hawaii	41,292			
19.	Georgia	41,122	46.	New Mexico	32,713
20.	Washington	41,047	47.	Montana	32,121
21.	Minnesota 1/	40,678	48.	Mississippi	31,897
			49.	North Dakota	29,863
22.	Wisconsin	39,897	50.	Oklahoma	29,525
23.	North Carolina	39,404			
24.	Colorado 1/	39,703	51.	South Dakota	29,072
25.	Virginia	38,992			

1/ Estimated or preliminary figures.

Source: *Survey & Analysis of Salary Trends, 2000*, American Federation of Teachers, Research Department, 2001.

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 - An independent public school established and operated under a charter from the local board of school directors and in which students are enrolled or attend. A charter school must be organized as a public nonprofit corporation. Charter schools are exempt from most state mandates except those insuring the health, safety and civil rights of students.

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, 2001.

3. *Public, Private and Nonpublic Schools: Enrollments, 2000-01,* Pennsylvania Department of Education, 2001.

4. *Survey & Analysis of Salary Trends, 2000,* American Federation of Teachers, Research Department, 2001.

APPENDIX I

LOCAL EDUCATION AGENCIES UNABLE TO REPORT 2000-01 SALARIES

Because salary contracts had not been settled at the time the reports were submitted, 1999-00 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.

Center for Technical Studies/Montgomery Co
Central Dauphin SD
Central PA Institute for Science & Technology
Family CS
Girard SD
Huntingdon County CTC
Juniata-Mifflin County AVTS 2/
Laurel SD
Marple Newtown SD
Montgomery Area SD
Mt Lebanon SD
Muncy SD
Punxsutawney Area SD 1/
Reynolds SD
Salisbury-Elk Lick SD 1/
Somerset County Technology Center
Southern Huntingdon County SD
Sullivan County SD
Tuscarora SD
Warren County AVTS
Warren County SD
Williams Valley SD
Wyalusing Area SD 1/

1/ Based on 1998-99 salaries.
2/ Based on 1997-98 salaries.