Public Schools

Professional Personnel Selected Tables

2003-04

Pennsylvania Department of Education 2005

STATISTICAL HIGHLIGHTS
2003-04

	PROFESSIONAL PERSONNEL	
	Number	%
TOTAL	**146,524**	**100.0**
Full-Time	143,700	98.1
Part-Time	2,824	1.9
Male	44,033	30.1
Female	102,491	69.9
American Indian/Alaskan Native	59	0.1
Asian/Pacific Islander	536	0.4
Black (Non-Hispanic)	7,838	5.3
Hispanic	1,189	0.8
White (Non-Hispanic)	136,902	93.4
Administrative/Supervisory	6,954	4.7
Classroom Teachers	120,915	82.5
Coordinate Services	15,349	10.5
Others	3,306	2.3
Average Salary		
Administrative/Supervisory	$83,036	-
Classroom Teacher	52,640	-
Coordinate Services	57,160	-
Others	63,618	-

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

TABLE 1

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES AND CONSUMER PRICE INDEX
1994-95 THROUGH 2003-04

	FULL-TIME CLASSROOM TEACHERS		CONSUMER PRICE INDEX	
	Average Salary	Salary Change %	CPI	CPI Change %
1994-95	$44,517	5.0	150.4	2.8
1995-96	$46,098	3.6	154.5	2.7
1996-97	$47,159	2.2	158.9	2.8
1997-98	$47,557	0.8	161.7	1.8
1998-99	$48,457	1.9	164.5	1.7
1999-00	$48,322	-0.3	169.3	2.9
2000-01	$49,529	2.5	175.1	3.4
2001-02	$50,600	2.2	178.2	1.8
2002-03	$51,425	1.6	182.1	2.2
2003-04	$52,640	2.4	186.1	2.2

Note: 1. The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.
2. Average Salary and Salary Change % figures may differ from prior published data due to revised data collection procedures that eliminated duplicate reporting of professional personnel.

TABLE 2

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1994-95 THROUGH 2003-04

	CLASSROOM TEACHERS		FIRST-YEAR CLASSROOM TEACHERS	
	Number	Average Salary	Number	Average Salary
1994-95	102,914	44,517	2,018	28,577
1995-96	104,837	46,098	2,200	28,892
1996-97	106,250	47,159	2,251	29,430
1997-98	107,857	47,557	3,792	29,584
1998-99	109,686	48,457	3,152	29,793
1999-00	113,191	48,322	5,777	30,185
2000-01	115,639	49,529	3,149	31,140
2001-02	117,158	50,600	3,423	31,864
2002-03	117,115	51,425	3,678	32,897
2003-04	118,683	52,640	4,818	34,140

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

TABLE 3

PROFESSIONAL PERSONNEL BY HIGHEST LEVEL OF EDUCATION
AND OCCUPATIONAL CATEGORY
2003-04

	TOTAL	LESS THAN BACHELOR'S DEGREE %	BACHELOR'S DEGREE %	MASTER'S DEGREE %	DOCTOR'S DEGREE %
TOTAL	**146,524**	**1.2**	**49.3**	**47.8**	**1.7**
Administrative and Supervisory	6,954	0.1	8.3	73.8	17.8
Classroom Teachers	120,915	0.7	55.2	43.5	0.6
Coordinate Services	15,349	1.2	23.8	72.1	2.9
Others	3,306	19.1	37.4	39.8	3.7

FIGURE 6

CLASSROOM TEACHERS BY AGE
1994-95 AND 2003-04

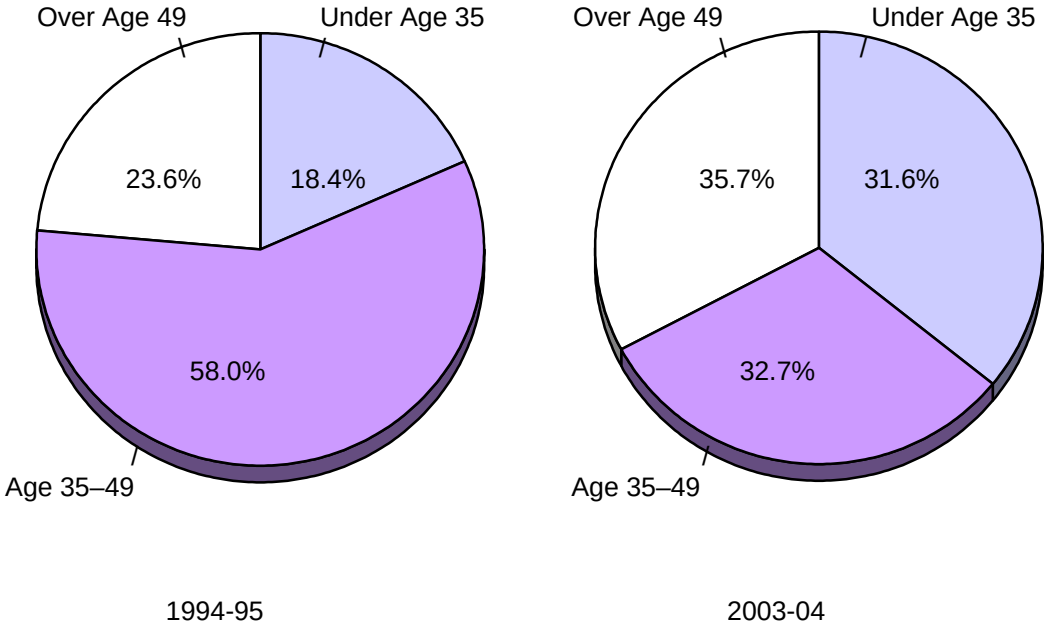

TABLE 4

PROFESSIONAL PERSONNEL RETIREMENTS
1994-95 THROUGH 2003-04

	RETIREMENTS %	AVERAGE YEARS OF SERVICE	AVERAGE AGE
1994-95	0.9	28.0	56.6
1995-96	1.4	29.2	57.5
1996-97	2.6	30.5	58.2
1997-98	3.9	31.0	57.5
1998-99	2.4	30.5	57.7
1999-00	4.3	30.9	56.4
2000-01	1.6	29.7	59.0
2001-02	2.3	31.0	58.4
2002-03	3.2	31.3	58.2
2003-04	3.0	31.8	58.2

TABLE 6

FULL-TIME EQUIVALENT PROFESSIONAL PERSONNEL
1994-95 THROUGH 2003-04

	TOTAL	ADMINISTRATIVE/ SUPERVISORY	CLASSROOM TEACHERS	COORDINATE SERVICES	OTHERS
1994-95	125,376.2	6,300.8	104,190.6	13,197.2	1,687.6
1995-96	127,726.4	6,373.8	106,130.2	13,312.6	1,909.8
1996-97	129,121.8	6,297.6	107,632.5	13,243.4	1,948.3
1997-98	130,913.2	6,221.7	109,201.6	13,322.1	2,167.8
1998-99	133,457.3	6,313.2	111,059.6	13,510.8	2,573.7
1999-00	137,038.1	6,400.1	114,521.3	13,813.5	2,303.2
2000-01	140,466.4	6,638.6	116,962.1	14,176.9	2,688.8
2001-02	143,057.0	6,706.8	118,463.9	14,338.1	3,548.2
2002-03	144,219.6	6,866.9	118,314.6	14,829.3	4,208.8
2003-04	145,239.8	6,934.5	119,888.8	15,126.1	3,290.4

APPENDIX A

FULL-TIME PROFESSIONAL PERSONNEL AND AVERAGE SALARIES BY OCCUPATIONAL CATEGORY
1994-95 THROUGH 2003-04

	TOTAL		ADMINISTRATIVE/ SUPERVISORY		CLASSROOM TEACHERS		COORDINATE SERVICES		OTHER	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
1994-95	123,796	45,811	6,288	63,866	102,914	44,517	12,921	47,048	1,673	48,009
1995-96	126,115	47,420	6,356	65,991	104,837	46,098	13,030	48,881	1,892	48,233
1996-97	127,435	48,519	6,277	68,001	106,250	47,159	12,976	50,112	1,932	49,295
1997-98	129,277	48,950	6,208	69,616	107,857	47,557	13,061	50,862	2,151	47,533
1998-99	131,784	49,859	6,300	71,441	109,686	48,457	13,241	51,938	2,557	46,063
1999-00	135,395	49,976	6,383	73,411	113,191	48,322	13,554	52,471	2,267	51,679
2000-01	138,826	51,259	6,619	75,849	115,639	49,529	13,919	53,745	2,649	52,297
2001-02	141,442	52,336	6,690	77,820	117,158	50,600	14,074	54,877	3,520	51,564
2002-03	142,712	53,358	6,852	80,243	117,115	51,425	14,566	55,959	4,179	54,434
2003-04	143,700	54,816	6,922	83,036	118,683	52,640	14,835	57,160	3,260	63,618

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 GENDER, AVERAGE SALARY, AND RACE BY POSITION

2003-2004

POSITION	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RACE				
					AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN/ PACIFIC ISLANDER	BLACK (NON-HISPANIC)	HISPANIC	WHITE (NON-HISPANIC)
TOTAL	**146,524**	**44,033**	**102,491**	**$54,816**	**59**	**536**	**7,838**	**1,189**	**136,902**
ADMINISTRATIVE/SUPERVISORY	6,954	3,928	3,026	$83,036	2	9	625	56	6,262
Executive Director	27	23	4	$124,082	0	0	0	0	27
Assistant Executive Director	19	14	5	$105,351	0	0	0	0	19
District Superintendent	501	416	85	$107,731	0	0	10	1	490
Assistant Superintendent	287	163	124	$101,133	0	0	15	1	271
Chief Administrative Officer	102	49	53	$82,466	0	2	29	4	67
Elementary Principal	1,764	805	959	$81,975	1	1	190	23	1,549
Assistant Elementary Principal	251	87	164	$72,379	0	0	64	6	181
Secondary Principal	931	693	238	$83,351	0	2	65	8	856
Assistant Secondary Principal	863	594	269	$75,631	0	1	97	5	760
Principal, K-12 OR Middle School	373	248	125	$85,402	0	1	48	2	322
Asst Principal, K-12 OR Middle Sch	356	208	148	$74,223	0	0	56	4	296
Dir of Vocational-Technical Ed	77	63	14	$87,945	0	0	1	0	76
Asst Dir of Vocational-Technical Ed	21	13	8	$83,617	0	0	0	0	21
Coordinator	122	107	15	$66,063	0	0	4	0	118
Supervisor	1,260	445	815	$79,474	1	2	46	2	1,209
CLASSROOM TEACHERS	120,915	35,781	85,134	$52,640	47	416	6,044	881	113,527
Elementary	47,758	7,825	39,933	$53,119	12	164	2,612	374	44,596
Secondary	44,950	21,488	23,462	$52,327	23	180	1,854	392	42,501
Specialized, K-12 OR Middle School	9,281	3,442	5,839	$53,972	3	23	489	47	8,719
Special Education	16,671	2,911	13,760	$51,091	8	44	1,034	65	15,520
Speech Correctionist	2,255	115	2,140	$55,050	1	5	55	3	2,191
COORDINATE SERVICES	15,349	2,921	12,428	$57,160	8	90	667	200	14,384
Assistant To Superintendent (Instr)	42	20	22	$86,433	0	0	2	0	40
Assistant To Superintendent (Bus)	12	8	4	$83,617	0	0	1	0	11
Business Manager	478	310	168	$74,219	0	2	11	1	464
Dental Hygienist	41	0	41	$59,266	0	0	1	0	40
Director of Management Info Svs	91	76	15	$72,906	0	0	2	0	89
Director of Personnel	103	47	56	$82,554	0	0	7	1	95
Coordinator, Specially Funded Prog	48	13	35	$70,781	0	0	1	2	45
Guidance, Elementary	1,712	305	1,407	$55,717	0	16	131	21	1,544
Guidance, Secondary	2,662	940	1,722	$56,811	1	11	165	34	2,451
Home and School Visitor	286	68	218	$54,217	0	2	31	4	249
Librarian, Elementary	812	37	775	$58,542	0	1	5	0	806
Librarian, K-12 OR Middle School	1,424	164	1,260	$56,934	1	6	39	4	1,374
Manager, School Food Services	13	2	11	$54,758	0	0	0	0	13
Occupational Therapist	130	5	125	$47,183	0	3	0	1	126
Physical Therapist	54	7	47	$53,155	0	0	0	1	53
School Social Worker	130	25	105	$45,385	0	1	14	5	110
Psychological Examiner	0	0	0	$0	0	0	0	0	0
Psychologist	1,236	401	835	$60,678	0	7	41	10	1,178
School Nurse	2,087	24	2,063	$51,958	1	6	123	12	1,945
Specialist	3,988	469	3,519	$56,704	5	35	93	104	3,751
OTHERS	3,306	1,403	1,903	$63,618	2	21	502	52	2,729
Other Not Listed Above	3,306	1,403	1,903	$63,618	2	21	502	52	2,729

APPENDIX D
PROFESSIONAL PERSONNEL TERMINATIONS BY POSITION

2003-2004

POSITION	TOTAL	RESIGNED		FURLOUGHED/ LAID OFF	STATE/ LOCAL DISCIPLINARY ACTION	CERTIFICATE REVOKED/ SUSPENDED	RETIRED	DEATH/ ILLNESS	OTHER
		LEFT EDUCATION	REMAINED IN EDUCATION						
TOTAL	**11,326**	**1,270**	**3,372**	**136**	**37**	**8**	**4,697**	**159**	**1,647**
ADMINISTRATIVE/SUPERVISORY	726	44	318	2	0	0	319	16	27
Executive Director	1	0	0	0	0	0	1	0	0
Assistant Executive Director	1	0	0	0	0	0	1	0	0
District Superintendent	66	1	18	0	0	0	46	1	0
Assistant Superintendent	30	1	16	0	0	0	12	0	1
Chief Administrative Officer	16	7	7	1	0	0	1	0	0
Elementary Principal	162	7	63	0	0	0	78	6	8
Assistant Elementary Principal	25	2	16	1	0	0	5	0	1
Secondary Principal	110	7	45	0	0	0	52	3	3
Assistant Secondary Principal	64	3	36	0	0	0	19	2	4
Principal, K-12 OR Middle School	26	2	10	0	0	0	13	0	1
Asst Principal, K-12 OR Middle Sch	29	1	17	0	0	0	8	1	2
Dir of Vocational-Technical Ed	13	1	5	0	0	0	4	0	3
Asst Dir of Vocational-Technical Ed	3	1	2	0	0	0	0	0	0
Coordinator	25	3	7	0	0	0	15	0	0
Supervisor	155	8	76	0	0	0	64	3	4
CLASSROOM TEACHERS	8,591	1,045	2,608	117	37	8	3,767	120	889
Elementary	3,145	377	752	28	14	0	1,542	37	395
Secondary	3,603	431	1,110	56	13	7	1,726	54	206
Specialized, K-12 OR Middle School	611	71	195	7	3	1	238	13	83
Special Education	1,047	144	490	20	7	0	226	16	144
Speech Correctionist	185	22	61	6	0	0	35	0	61
COORDINATE SERVICES	1,126	132	354	8	0	0	524	21	87
Assistant To Superintendent (Instr)	3	1	1	0	0	0	1	0	0
Assistant To Superintendent (Bus)	1	0	0	0	0	0	1	0	0
Business Manager	48	7	16	0	0	0	19	1	5
Dental Hygienist	6	1	0	0	0	0	3	1	1
Director of Management Info Svs	7	2	3	0	0	0	2	0	0
Director of Personnel	8	1	2	0	0	0	5	0	0
Coordinator, Specially Funded Prog	9	0	2	0	0	0	4	1	2
Guidance, Elementary	110	16	32	0	0	0	49	2	11
Guidance, Secondary	229	27	84	0	0	0	110	4	4
Home and School Visitor	12	2	4	0	0	0	5	0	1
Librarian, Elementary	49	5	9	1	0	0	31	1	2
Librarian, K-12 OR Middle School	99	10	29	1	0	0	54	1	4
Manager, School Food Services	6	1	0	0	0	0	1	0	4
Occupational Therapist	9	4	1	0	0	0	0	1	3
Physical Therapist	5	0	1	0	0	0	1	0	3
School Social Worker	6	1	3	1	0	0	0	0	1
Psychological Examiner	1	0	1	0	0	0	0	0	0
Psychologist	123	10	63	3	0	0	36	0	11
School Nurse	121	25	20	1	0	0	60	4	11
Specialist	274	19	83	1	0	0	142	5	24
OTHERS	883	49	92	9	0	0	87	2	644
Other Not Listed Above	883	49	92	9	0	0	87	2	644

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2003-2004

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
Intermediate Unit 1	202	46	156	$52,920	160	22.9	1	4.6	52
Allegheny IU 3 1/	445	84	361	$56,956	87	18.9	66	4.6	52
Midwestern IU 4	224	32	192	$51,219	216	15.8	302	4.4	240
Northwest Tri-County IU 5	192	18	174	$50,136	262	16.6	225	4.6	52
Riverview IU 6	82	11	71	$50,353	255	15.6	319	4.4	240
Westmoreland IU 7	267	51	216	$52,110	181	18.5	84	4.6	52
Appalachia IU 8	162	34	128	$43,683	534	14.1	460	4.4	240
Seneca Highlands IU 9	118	9	109	$48,090	364	18.8	71	4.3	405
Central IU 10	59	12	47	$48,655	334	16.4	242	4.3	405
Tuscarora IU 11	25	11	14	$42,017	566	12.5	547	4.4	240
Lincoln IU 12	403	70	333	$44,816	498	12.4	551	4.5	120
Lancaster-Lebanon IU 13	365	47	318	$47,682	382	10.9	583	4.4	240
Berks County IU 14	39	13	26	$50,286	257	16.5	235	4.4	240
Capital Area IU 15	237	27	210	$48,791	325	14.4	432	4.7	18
Central Susquehanna IU 16	116	22	94	$43,302	540	14.1	460	4.4	240
Blast IU 17	60	8	52	$48,001	371	10.4	592	4.5	120
Luzerne IU 18	118	30	88	$57,912	74	17.4	158	4.5	120
Northeastern Educational IU 19	141	26	115	$51,620	202	18.5	84	4.4	240
Colonial IU 20	183	49	134	$43,958	520	11.1	578	4.3	405
Carbon-Lehigh IU 21	148	25	123	$49,172	312	14.3	444	4.5	120
Bucks County IU 22	362	34	328	$60,385	49	13.5	510	4.8	3
Montgomery County IU 23	196	25	171	$68,799	11	18.0	116	4.8	3
Chester County IU 24	266	56	210	$58,380	65	12.5	547	4.6	52
Delaware County IU 25	220	30	190	$58,839	60	15.8	302	4.7	18
Beaver Valley IU 27	52	7	45	$57,084	83	22.7	2	4.3	405
ARIN IU 28	64	6	58	$55,531	99	17.2	172	4.7	18
Schuylkill IU 29	251	47	204	$49,898	273	15.3	355	4.6	52
INTERMEDIATE UNITS TOTAL	4,997	830	4,167	$52,242		15.4		4.5	
ADAMS COUNTY									
Bermudian Springs SD	132	40	92	$45,815	468	14.7	410	4.6	52
Conewago Valley SD	203	68	135	$51,359	213	17.2	172	4.4	240
Fairfield Area SD	81	25	56	$45,342	481	14.0	472	4.4	240
Gettysburg Area SD	230	70	160	$50,010	269	18.1	109	4.6	52
Littlestown Area SD	137	36	101	$45,585	472	15.5	334	4.6	52
Upper Adams SD	112	17	95	$45,889	467	14.6	419	4.5	120
COUNTY TOTAL	895	256	639	$48,084		16.2		4.5	
ALLEGHENY COUNTY									
A W Beattie AVTS	34	22	12	$48,998	317	13.6	500	3.7	662
Allegheny Valley SD	80	23	57	$54,747	112	15.9	293	4.4	240
Avonworth SD	81	26	55	$49,725	288	11.6	566	4.5	120
Baldwin-Whitehall SD	279	104	175	$56,071	95	16.5	235	4.4	240
Bethel Park SD	357	121	236	$52,155	179	14.3	444	4.6	52
Brentwood Borough SD	89	24	65	$49,866	277	15.4	343	4.5	120
Career Connections CHS	27	16	11	$33,684	676	3.8	683	4.2	535

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2003-2004

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
ALLEGHENY COUNTY									
Carlynton SD	103	33	70	$57,955	73	17.2	172	4.3	405
Chartiers Valley SD	234	61	173	$48,118	360	12.0	559	4.6	52
City CHS	17	6	11	$46,235	454	5.5	650	4.6	52
Clairton City SD	89	21	68	$46,032	460	12.7	538	4.4	240
Cornell SD	61	18	43	$48,496	343	15.0	382	4.5	120
Deer Lakes SD	139	37	102	$49,077	315	12.3	553	4.5	120
Duquesne City SD	78	21	57	$45,746	470	11.4	570	4.4	240
East Allegheny SD	110	37	73	$51,884	191	15.8	302	4.4	240
Elizabeth Forward SD	187	50	137	$50,749	235	18.6	80	4.5	120
Forbes Road CTC	29	12	17	$40,677	586	9.7	598	3.9	649
Fox Chapel Area SD	377	108	269	$58,553	63	15.1	372	4.6	52
Gateway SD	308	101	207	$64,990	24	15.8	302	4.8	3
Hampton Township SD	208	64	144	$60,302	50	17.9	122	4.5	120
Highlands SD	207	63	144	$50,855	230	14.6	419	4.4	240
Keystone Oaks SD	169	52	117	$56,274	91	18.2	102	4.4	240
Manchester Academic CS	17	6	11	$38,599	617	7.8	613	4.2	535
McKeesport Area SD	290	61	229	$49,743	286	15.9	293	4.3	405
McKeesport AVTS	17	10	7	$47,490	394	11.3	573	3.5	681
Montour SD	217	78	139	$60,083	52	16.4	242	4.4	240
Moon Area SD	264	71	193	$58,336	66	15.8	302	4.6	52
Mt Lebanon SD	378	108	270	$58,064	70	15.9	293	4.7	18
North Allegheny SD	556	185	371	$64,376	30	17.3	166	4.5	120
North Hills SD	337	101	236	$58,174	68	15.1	372	4.5	120
Northgate SD	108	31	77	$47,830	373	12.8	534	4.4	240
Northside Urban Pathways CS	22	11	11	$40,744	584	6.9	627	4.1	597
PA Learners Online Regional Cyber CS	10	1	9	$41,738	571	6.2	633	4.4	240
Parkway West AVTS	33	19	14	$51,643	200	14.9	391	4.0	630
Penn Hills SD	437	131	306	$44,809	499	11.3	573	4.3	405
Pine-Richland SD	265	84	181	$50,428	252	12.6	541	4.5	120
Pittsburgh SD	2,692	802	1,890	$60,945	45	17.0	199	4.4	240
Plum Borough SD	260	93	167	$56,908	88	16.9	208	4.4	240
Propel CS-Homestead	14	1	13	$41,786	569	7.1	621	4.6	52
Quaker Valley SD	138	51	87	$59,128	58	13.6	500	4.7	18
RAPAH-Edison CS	8	0	8	$40,344	593	8.8	606	4.6	52
Riverview SD	100	30	70	$46,360	446	12.6	541	4.5	120
Shaler Area SD	382	123	259	$55,017	111	18.5	84	4.6	52
South Allegheny SD	114	34	80	$44,390	514	13.3	519	4.3	405
South Fayette Township SD	121	34	87	$57,049	84	15.6	319	4.5	120
South Park SD	119	38	81	$58,887	59	21.8	7	4.7	18
Spectrum CS	4	2	2	$29,600	693	2.8	694	4.5	120
Steel Center AVTS	28	15	13	$48,054	367	13.3	519	4.3	405
Steel Valley SD	140	47	93	$52,040	186	16.4	242	4.4	240
Sto-Rox SD	109	37	72	$51,478	208	17.0	199	4.4	240
Upper Saint Clair SD	264	72	192	$62,778	35	17.1	189	4.6	52
Urban League of Pittsburgh CS	13	2	11	$37,639	627	7.3	620	4.2	535

APPENDIX E
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LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
ALLEGHENY COUNTY									
West Allegheny SD	217	58	159	$53,490	144	15.0	382	4.4	240
West Jefferson Hills SD	160	50	110	$57,770	76	17.6	139	4.5	120
West Mifflin Area SD	180	62	118	$51,912	189	12.3	553	4.4	240
Wilkinsburg Borough SD	152	45	107	$44,465	510	11.5	567	4.3	405
Woodland Hills SD	367	117	250	$55,906	96	16.9	208	4.4	240
COUNTY TOTAL	11,796	3,630	8,166	$55,972		15.7		4.5	
ARMSTRONG COUNTY									
Apollo-Ridge SD	99	37	62	$49,912	272	17.2	172	4.3	405
Armstrong SD	442	127	315	$55,842	97	19.9	36	4.3	405
Freeport Area SD	127	50	77	$52,946	159	17.7	132	4.4	240
Leechburg Area SD	67	18	49	$52,479	173	16.2	261	4.3	405
Lenape Tech	34	20	14	$52,485	172	14.0	472	4.2	535
COUNTY TOTAL	769	252	517	$54,159		18.6		4.3	
BEAVER COUNTY									
Aliquippa SD	116	31	85	$46,713	425	12.8	534	4.2	535
Ambridge Area SD	192	54	138	$54,332	119	20.0	32	4.3	405
Beaver Area SD 1/	127	36	91	$46,901	419	15.3	355	4.4	240
Beaver County AVTS	22	17	5	$54,092	124	17.9	122	3.9	649
Big Beaver Falls Area SD	144	42	102	$44,920	494	14.1	460	4.3	405
Blackhawk SD	166	57	109	$55,199	109	20.4	20	4.5	120
Center Area SD 1/	129	31	98	$49,767	285	16.3	253	4.4	240
Freedom Area SD	104	38	66	$49,370	299	18.6	80	4.4	240
Hopewell Area SD	192	49	143	$50,209	259	15.0	382	4.4	240
Midland Borough SD	21	3	18	$48,877	321	15.5	334	4.2	535
Monaca SD	53	16	37	$51,971	187	21.1	13	4.5	120
New Brighton Area SD	120	39	81	$47,777	377	15.3	355	4.3	405
Riverside Beaver County SD	121	39	82	$50,516	248	18.3	95	4.3	405
Rochester Area SD	88	30	58	$45,210	485	14.4	432	4.3	405
South Side Area SD 1/	101	31	70	$53,332	150	17.1	189	4.4	240
Western Beaver County SD	72	25	47	$41,602	573	10.6	587	4.2	535
Western Pennsylvania Cyber CS	42	16	26	$33,730	675	7.1	621	4.2	535
COUNTY TOTAL	1,810	554	1,256	$49,325		16.3		4.3	
BEDFORD COUNTY									
Bedford Area SD 1/	145	52	93	$44,847	496	18.0	116	4.3	405
Bedford County Technical Center	8	4	4	$41,169	580	13.9	484	3.4	689
Chestnut Ridge SD	109	35	74	$46,628	432	17.8	130	4.2	535
Everett Area SD	95	33	62	$49,343	301	18.2	102	4.5	120
Northern Bedford County SD	79	27	52	$44,464	511	19.1	56	4.4	240
Tussey Mountain SD	89	38	51	$45,908	464	18.9	66	4.3	405
COUNTY TOTAL	525	189	336	$46,096		18.3		4.3	

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BERKS COUNTY									
Antietam SD	82	19	63	$47,573	389	13.6	500	4.4	240
Berks CTC	68	45	23	$55,332	105	14.5	428	3.7	662
Boyertown Area SD	413	110	303	$54,112	123	15.4	343	4.6	52
Brandywine Heights Area SD	138	32	106	$53,644	137	16.1	273	4.6	52
Conrad Weiser Area SD	186	49	137	$53,060	158	16.2	261	4.4	240
Daniel Boone Area SD	217	52	165	$46,640	430	11.8	563	4.3	405
Exeter Township SD	242	68	174	$52,576	166	14.9	391	4.3	405
Fleetwood Area SD	169	35	134	$47,135	412	12.7	538	4.4	240
Governor Mifflin SD	262	69	193	$53,783	132	15.7	317	4.6	52
Hamburg Area SD	164	58	106	$56,464	90	16.8	213	4.4	240
Kutztown Area SD	136	48	88	$53,416	148	16.8	213	4.6	52
Muhlenberg SD	197	55	142	$52,505	170	14.0	472	4.5	120
Oley Valley SD	139	42	97	$48,779	328	15.0	382	4.5	120
Reading SD 1/	931	245	686	$43,310	538	12.5	547	4.2	535
Reading-Muhlenberg AVTS	34	21	13	$53,480	145	12.4	551	3.2	698
Schuylkill Valley SD	126	41	85	$61,063	44	16.4	242	4.8	3
Tulpehocken Area SD	117	32	85	$53,336	149	18.4	92	4.5	120
Twin Valley SD	207	52	155	$55,313	106	15.0	382	4.5	120
Wilson SD	324	111	213	$53,808	131	13.4	513	4.4	240
Wyomissing Area SD	135	38	97	$55,164	110	14.1	460	4.4	240
COUNTY TOTAL	4,287	1,222	3,065	$50,856		14.4		4.4	
BLAIR COUNTY									
Altoona Area SD	497	164	333	$50,119	264	17.9	122	4.4	240
Bellwood-Antis SD	88	28	60	$48,213	358	19.5	44	4.3	405
Central Pennsylvania Digital Learning Foundation CS	21	7	14	$30,550	687	6.6	631	4.3	405
Claysburg-Kimmel SD	60	26	34	$41,774	570	16.6	225	4.2	535
Greater Altoona CTC	36	24	12	$43,953	521	15.6	319	3.5	681
Hollidaysburg Area SD	249	77	172	$47,555	391	18.0	116	4.4	240
Spring Cove SD	136	44	92	$43,734	532	17.7	132	4.3	405
Tyrone Area SD	128	37	91	$40,076	599	14.1	460	4.2	535
Williamsburg Community SD	46	12	34	$38,207	621	13.6	500	4.2	535
COUNTY TOTAL	1,261	419	842	$46,711		17.2		4.3	
BRADFORD COUNTY									
Athens Area SD	183	68	115	$53,508	143	15.4	343	4.5	120
Canton Area SD	77	26	51	$51,077	222	17.2	172	4.4	240
Northeast Bradford SD	68	22	46	$55,447	100	17.9	122	4.4	240
Northern Tier Career Center	11	8	3	$43,330	537	5.0	662	3.1	699
Sayre Area SD	79	22	57	$50,698	238	15.6	319	4.5	120
Towanda Area SD	121	46	75	$52,570	167	17.1	189	4.6	52
Troy Area SD	116	36	80	$50,737	236	16.1	273	4.4	240
Wyalusing Area SD	96	36	60	$52,497	171	17.9	122	4.2	535
COUNTY TOTAL	751	264	487	$52,275		16.4		4.4	

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BUCKS COUNTY									
Bensalem Township SD	394	127	267	$72,422	5	21.4	10	4.8	3
Bristol Borough SD	90	30	60	$64,828	26	18.2	102	4.8	3
Bristol Township SD 1/	457	126	331	$63,536	32	15.6	319	4.3	405
Bucks County Montessori CS	19	3	16	$32,973	680	5.3	655	4.2	535
Bucks County Technical High School	104	68	36	$58,052	71	9.1	604	4.0	630
Centennial SD	386	106	280	$63,390	33	15.5	334	4.7	18
Center for Student Learning CS at Pennsbury	6	2	4	$31,000	684	1.8	697	4.2	535
Central Bucks SD	994	281	713	$65,085	21	13.9	484	4.8	3
Council Rock SD	809	219	590	$76,312	2	15.5	334	4.5	120
Middle Bucks Institute of Technology 1/	29	21	8	$69,726	8	11.2	576	4.1	597
Morrisville Borough SD	64	22	42	$67,402	15	19.5	44	4.6	52
Neshaminy SD	618	175	443	$76,369	1	16.4	242	4.5	120
New Hope-Solebury SD	96	29	67	$65,478	17	13.2	523	4.7	18
Palisades SD	146	39	107	$64,311	31	16.2	261	4.7	18
Pennridge SD	412	90	322	$64,491	28	14.3	444	4.7	18
Pennsbury SD	692	186	506	$69,742	7	15.1	372	4.5	120
Quakertown Community SD	284	95	189	$73,402	3	15.8	302	4.6	52
School Lane CS	41	7	34	$35,865	654	5.6	648	4.1	597
Upper Bucks County AVTS	31	24	7	$69,261	10	15.6	319	4.4	240
COUNTY TOTAL	5,672	1,650	4,022	$68,701		15.4		4.6	
BUTLER COUNTY									
Butler Area SD	501	137	364	$50,544	247	15.8	302	4.3	405
Butler County AVTS	18	13	5	$48,014	369	14.4	432	3.3	695
Karns City Area SD	118	34	84	$47,608	385	16.0	281	4.5	120
Mars Area SD	173	60	113	$47,918	372	14.1	460	4.5	120
Moniteau SD	94	25	69	$48,311	353	17.5	146	4.4	240
Seneca Valley SD	521	143	378	$50,736	237	14.0	472	4.5	120
Slippery Rock Area SD	151	43	108	$50,574	245	16.5	235	4.5	120
South Butler County SD 1/	168	52	116	$46,401	444	14.3	444	4.4	240
COUNTY TOTAL	1,744	507	1,237	$49,582		15.1		4.4	
CAMBRIA COUNTY									
Admiral Peary AVTS	21	14	7	$50,786	233	19.0	60	3.7	662
Blacklick Valley SD	53	18	35	$47,592	388	19.0	60	4.2	535
Cambria Heights SD	116	40	76	$50,605	244	21.9	6	4.4	240
Central Cambria SD	123	40	83	$48,353	352	18.2	102	4.3	405
Conemaugh Valley SD	72	21	51	$40,134	597	17.5	146	4.2	535
Ferndale Area SD	59	16	43	$42,452	560	15.5	334	4.2	535
Forest Hills SD	144	56	88	$46,995	415	17.0	199	4.4	240
Greater Johnstown AVTS	20	12	8	$48,009	370	18.5	84	4.0	630
Greater Johnstown SD	240	75	165	$49,810	281	18.0	116	4.3	405
Northern Cambria SD	89	35	54	$50,884	228	20.0	32	4.4	240
Penn Cambria SD	125	38	87	$47,748	379	17.2	172	4.4	240
Portage Area SD	72	22	50	$48,068	366	20.1	26	4.5	120

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CAMBRIA COUNTY									
Richland SD	94	34	60	$49,816	280	16.3	253	4.2	535
Westmont Hilltop SD	104	30	74	$54,407	117	17.2	172	4.5	120
COUNTY TOTAL	1,332	451	881	$48,640		18.2		4.3	
CAMERON COUNTY									
Cameron County SD 1/	61	23	38	$44,527	508	16.0	281	4.4	240
COUNTY TOTAL	61	23	38	$44,527		16.0		4.4	
CARBON COUNTY									
Carbon County AVTS	32	19	13	$42,551	557	11.2	576	4.3	405
Jim Thorpe Area SD	114	52	62	$44,507	509	12.8	534	4.5	120
Lehighton Area SD	174	64	110	$49,880	275	17.7	132	4.5	120
Palmerton Area SD	113	40	73	$51,063	224	17.5	146	4.4	240
Panther Valley SD	105	40	65	$41,047	581	14.3	444	4.3	405
Weatherly Area SD 1/	49	15	34	$46,385	445	17.1	189	4.4	240
COUNTY TOTAL	587	230	357	$46,794		15.7		4.4	
CENTRE COUNTY									
Bald Eagle Area SD	137	46	91	$43,303	539	16.6	225	4.3	405
Bellefonte Area SD	202	63	139	$45,208	486	16.1	273	4.3	405
Central PA Institute of Science & Technology	20	14	6	$36,011	650	7.5	616	3.5	681
Centre Learning Community CS	7	2	5	$36,917	636	13.4	513	4.9	1
Nittany Valley CS	12	3	9	$31,951	681	4.3	676	4.1	597
Penns Valley Area SD	110	32	78	$50,465	251	15.4	343	4.2	535
State College Area SD	534	142	392	$51,711	198	16.1	273	4.4	240
Wonderland CS	4	0	4	$21,000	699	1.5	698	4.0	630
COUNTY TOTAL	1,026	302	724	$48,388		15.7		4.3	
CHESTER COUNTY									
21st Century Cyber CS	5	0	5	$45,364	479	6.0	635	4.4	240
Avon Grove CS	44	5	39	$34,326	670	4.6	668	4.1	597
Avon Grove SD	283	52	231	$48,112	362	11.5	567	4.3	405
Center for Arts & Technology	57	31	26	$61,706	42	14.0	472	4.3	405
Chester Co Family Academy CS	4	1	3	$39,350	608	7.5	616	4.0	630
Coatesville Area SD	444	106	338	$49,872	276	15.2	364	4.5	120
Collegium CS	76	10	66	$36,037	649	4.6	668	4.1	597
Downingtown Area SD	690	166	524	$54,136	122	14.0	472	4.4	240
Erin Dudley Forbes CS	4	0	4	$30,750	685	2.8	694	4.0	630
Graystone Academy CS	26	5	21	$31,121	682	2.9	692	4.0	630
Great Valley SD	254	74	180	$61,727	41	14.9	391	4.5	120
Kennett Consolidated SD	244	65	179	$56,233	92	14.1	460	4.5	120
Octorara Area SD	162	47	115	$53,252	153	15.6	319	4.4	240
Owen J Roberts SD	279	78	201	$52,713	164	11.9	561	4.5	120
Oxford Area SD	220	49	171	$46,305	449	13.8	490	4.3	405
Phoenixville Area SD	238	66	172	$58,470	64	13.7	497	4.5	120

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CHESTER COUNTY									
Renaissance Acad-Edison CS	53	13	40	$38,382	620	4.5	673	4.1	597
Tredyffrin-Easttown SD	402	106	296	$62,748	36	14.1	460	4.7	18
Unionville-Chadds Ford SD	266	80	186	$61,288	43	14.0	472	4.6	52
West Chester Area SD	736	221	515	$60,045	53	15.4	343	4.6	52
COUNTY TOTAL	4,487	1,175	3,312	$54,947		13.7		4.5	
CLARION COUNTY									
Allegheny-Clarion Valley SD	71	14	57	$43,966	519	15.5	334	4.2	535
Clarion Area SD	65	22	43	$50,419	254	18.3	95	4.6	52
Clarion County Career Center 1/	14	10	4	$44,629	504	15.6	319	3.4	689
Clarion-Limestone Area SD	77	19	58	$43,678	535	15.4	343	4.4	240
Keystone SD	91	30	61	$46,008	461	16.9	208	4.5	120
North Clarion County SD	53	15	38	$46,208	456	18.3	95	4.5	120
Redbank Valley SD 1/	90	29	61	$42,938	550	15.6	319	4.5	120
Union SD	59	24	35	$43,862	523	12.2	557	4.3	405
COUNTY TOTAL	520	163	357	$45,137		16.0		4.4	
CLEARFIELD COUNTY									
Clearfield Area SD	192	67	125	$47,193	408	20.2	22	4.2	535
Clearfield County CTC	18	12	6	$44,616	506	15.1	372	3.4	689
Curwensville Area SD	84	31	53	$46,001	462	18.3	95	4.5	120
Dubois Area SD 2/	296	85	211	$44,652	502	17.5	146	4.4	240
Glendale SD	70	27	43	$40,511	590	15.2	364	4.2	535
Harmony Area SD	40	10	30	$40,396	591	16.7	218	4.2	535
Moshannon Valley SD	77	35	42	$46,593	436	20.1	26	4.2	535
Philipsburg-Osceola Area SD	158	54	104	$45,138	488	17.5	146	4.3	405
West Branch Area SD	88	34	54	$42,450	561	12.6	541	4.1	597
COUNTY TOTAL	1,023	355	668	$44,843		17.6		4.3	
CLINTON COUNTY									
Keystone Central AVTS	26	18	8	$51,385	211	14.8	399	4.0	630
Keystone Central SD	357	103	254	$53,125	156	17.0	199	4.4	240
Sugar Valley Rural CS	19	6	13	$25,776	696	5.9	642	4.1	597
COUNTY TOTAL	402	127	275	$51,716		16.3		4.3	
COLUMBIA COUNTY									
Benton Area SD	68	21	47	$41,986	567	14.8	399	4.4	240
Berwick Area SD	240	65	175	$50,172	260	17.7	132	4.3	405
Bloomsburg Area SD	128	47	81	$46,293	450	17.0	199	4.6	52
Central Columbia SD	138	45	93	$50,031	268	17.4	158	4.4	240
Columbia-Montour AVTS	43	30	13	$47,524	393	16.5	235	3.9	649
Millville Area SD 1/	66	18	48	$40,657	587	18.8	71	4.5	120
Southern Columbia Area SD	98	29	69	$44,720	501	16.0	281	4.4	240
COUNTY TOTAL	781	255	526	$47,199		17.1		4.4	

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CRAWFORD COUNTY									
Conneaut SD	186	68	118	$46,545	439	17.7	132	4.5	120
Crawford Central SD	294	82	212	$47,716	380	20.1	26	4.4	240
Crawford County AVTS	23	17	6	$44,404	513	14.0	472	3.7	662
Penncrest SD	250	90	160	$47,138	411	17.4	158	4.3	405
COUNTY TOTAL	753	257	496	$47,134		18.4		4.4	
CUMBERLAND COUNTY									
Big Spring SD	226	59	167	$42,233	564	14.0	472	4.5	120
Camp Hill SD	76	25	51	$50,666	240	17.9	122	4.5	120
Carlisle Area SD	339	88	251	$46,169	457	17.2	172	4.5	120
Cumberland Valley SD	493	141	352	$48,649	335	17.5	146	4.6	52
Cumberland-Perry AVTS	33	21	12	$49,159	313	14.7	410	3.7	662
East Pennsboro Area SD	191	57	134	$47,785	376	15.9	293	4.4	240
Mechanicsburg Area SD	244	85	159	$48,569	340	15.9	293	4.5	120
Shippensburg Area SD	198	66	132	$50,096	265	15.8	302	4.6	52
South Middleton SD	155	42	113	$44,547	507	15.3	355	4.5	120
COUNTY TOTAL	1,955	584	1,371	$47,284		16.3		4.5	
DAUPHIN COUNTY									
Central Dauphin SD	725	195	530	$48,402	346	15.1	372	4.3	405
Commonwealth Connections Academy Charter School	8	0	8	$36,063	647	7.1	621	4.4	240
Dauphin County AVTS	75	41	34	$47,228	406	13.4	513	4.1	597
Derry Township SD	216	72	144	$50,044	267	14.3	444	4.7	18
Halifax Area SD	96	30	66	$45,993	463	18.3	95	4.6	52
Harrisburg City SD	587	167	420	$49,274	307	14.9	391	4.2	535
Infinity CS	8	2	6	$36,000	651	6.0	635	4.4	240
Lower Dauphin SD	269	64	205	$48,730	331	15.3	355	4.3	405
Middletown Area SD	194	53	141	$48,803	324	16.0	281	4.6	52
Millersburg Area SD	76	21	55	$44,643	503	15.1	372	4.4	240
Ronald H Brown CS	30	5	25	$33,825	673	6.9	627	4.3	405
Steelton-Highspire SD	102	43	59	$42,622	555	13.8	490	4.3	405
Susquehanna Township SD	201	56	145	$48,932	320	13.9	484	4.4	240
Sylvan Heights Science CS	14	3	11	$34,137	671	6.0	635	4.1	597
Upper Dauphin Area SD	103	40	63	$46,618	434	16.9	208	4.3	405
COUNTY TOTAL	2,704	792	1,912	$48,027		14.9		4.4	
DELAWARE COUNTY									
Chester Community CS	53	4	49	$33,206	679	4.0	682	4.1	597
Chester CS	31	7	24	$35,428	658	5.1	658	4.1	597
Chester-Upland SD	295	67	228	$60,845	47	18.1	109	4.6	52
Chichester SD	238	73	165	$53,608	139	13.8	490	4.6	52
Delaware County AVTS	35	22	13	$57,240	82	12.3	553	3.9	649
Garnet Valley SD	305	83	222	$49,993	271	11.1	578	4.6	52
Haverford Township SD	342	77	265	$58,029	72	15.1	372	4.6	52
Interboro SD	252	75	177	$65,068	22	14.7	410	4.5	120

APPENDIX E
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LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
DELAWARE COUNTY									
Marple Newtown SD	245	57	188	$62,239	39	15.9	293	4.7	18
Penn-Delco SD	217	62	155	$54,609	115	14.7	410	4.6	52
Radnor Township SD	264	72	192	$68,269	14	17.0	199	4.8	3
Ridley SD	399	113	286	$62,345	38	16.0	281	4.8	3
Rose Tree Media SD	294	87	207	$59,612	57	14.2	453	4.6	52
Southeast Delco SD	266	61	205	$58,147	69	15.1	372	4.5	120
Springfield SD	221	71	150	$53,668	136	13.0	528	4.6	52
Upper Darby SD	750	203	547	$53,672	134	13.6	500	4.5	120
Village CS of Chester-Upland	52	18	34	$37,531	628	8.8	606	4.3	405
Wallingford-Swarthmore SD	258	81	177	$59,804	54	13.8	490	4.8	3
William Penn SD	350	99	251	$54,654	114	14.9	391	4.6	52
COUNTY TOTAL	4,867	1,332	3,535	$57,207		14.4		4.6	
ELK COUNTY									
Johnsonburg Area SD	53	25	28	$51,419	210	19.2	55	4.3	405
Ridgway Area SD	76	25	51	$47,620	384	17.6	139	4.7	18
Saint Marys Area SD	154	52	102	$49,338	302	19.3	52	4.2	535
COUNTY TOTAL	283	102	181	$49,258		18.8		4.4	
ERIE COUNTY									
Corry Area SD	178	53	125	$44,359	516	15.5	334	4.2	535
Erie City SD	829	256	573	$46,819	422	14.4	432	4.4	240
Erie County Technical School	26	18	8	$43,776	528	10.9	583	3.6	677
Fairview SD	100	40	60	$51,785	196	19.6	40	4.5	120
Fort Leboeuf SD	139	46	93	$46,259	452	16.7	218	4.5	120
GECAC Community CS	30	7	23	$29,691	692	5.4	654	4.3	405
General McLane SD	162	57	105	$49,294	305	18.4	92	4.6	52
Girard SD	128	33	95	$48,607	338	16.0	281	4.4	240
Harbor Creek SD	146	44	102	$47,526	392	16.3	253	4.5	120
Iroquois SD	81	21	60	$46,619	433	17.7	132	4.4	240
Millcreek Township SD	441	125	316	$50,667	239	17.2	172	4.5	120
North East SD	108	32	76	$48,854	322	18.9	66	4.4	240
Northwest Pennsylvania Collegiate Academy Charter School	9	5	4	$35,833	655	3.0	690	4.1	597
Northwestern SD	109	40	69	$43,080	548	14.4	432	4.4	240
Perseus House CS of Excellence	15	6	9	$35,214	661	8.2	609	4.5	120
Union City Area SD	91	31	60	$43,768	529	16.0	281	4.4	240
Wattsburg Area SD	88	28	60	$44,833	497	17.2	172	4.4	240
COUNTY TOTAL	2,680	842	1,838	$47,219		15.9		4.4	
FAYETTE COUNTY									
Albert Gallatin Area SD	255	80	175	$48,374	350	18.1	109	4.3	405
Brownsville Area SD	131	38	93	$51,270	215	20.2	22	4.6	52
Connellsville Area SD	351	94	257	$50,874	229	19.3	52	4.4	240
Fayette County AVTS	25	15	10	$38,831	613	11.9	561	3.7	662
Frazier SD	77	22	55	$48,646	336	17.2	172	4.4	240

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FAYETTE COUNTY									
Laurel Highlands SD	195	69	126	$57,343	79	21.7	8	4.4	240
North Fayette County AVTS	12	10	2	$48,485	344	14.8	399	3.3	695
Uniontown Area SD	227	75	152	$45,783	469	16.8	213	4.3	405
COUNTY TOTAL	1,273	403	870	$50,103		18.8		4.3	
FOREST COUNTY									
Forest Area SD	54	18	36	$48,139	359	15.6	319	4.4	240
COUNTY TOTAL	54	18	36	$48,139		15.6		4.4	
FRANKLIN COUNTY									
Chambersburg Area SD	464	127	337	$47,323	403	16.1	273	4.6	52
Fannett-Metal SD 1/	42	8	34	$36,785	640	12.9	532	4.4	240
Franklin County CTC	32	26	6	$53,671	135	15.2	364	4.0	630
Greencastle-Antrim SD	145	42	103	$52,435	175	16.2	261	4.6	52
Tuscarora SD	168	52	116	$49,381	298	20.3	21	4.5	120
Waynesboro Area SD	255	71	184	$46,518	441	16.6	225	4.6	52
COUNTY TOTAL	1,106	326	780	$47,904		16.7		4.6	
FULTON COUNTY									
Central Fulton SD	77	25	52	$47,602	387	18.1	109	4.5	120
Forbes Road SD	40	8	32	$39,315	609	14.5	428	4.4	240
Fulton County AVTS	6	4	2	$37,027	634	8.5	608	3.7	662
Southern Fulton SD	60	18	42	$43,125	545	15.4	343	4.6	52
COUNTY TOTAL	183	55	128	$43,994		16.1		4.5	
GREENE COUNTY									
Carmichaels Area SD	80	26	54	$48,788	327	19.0	60	4.3	405
Central Greene SD	163	55	108	$49,820	278	18.8	71	4.3	405
Greene County AVTS	18	11	7	$39,360	607	13.4	513	3.8	656
Jefferson-Morgan SD	68	22	46	$44,799	500	15.4	343	4.3	405
Southeastern Greene SD	54	19	35	$47,178	409	20.8	15	4.3	405
West Greene SD	85	35	50	$50,123	263	19.0	60	4.4	240
COUNTY TOTAL	468	168	300	$48,240		18.4		4.3	
HUNTINGDON COUNTY									
Huntingdon Area SD	172	54	118	$41,532	575	17.5	146	4.3	405
Huntingdon Co CTC	14	9	5	$40,185	595	11.1	578	3.4	689
Juniata Valley SD	65	16	49	$42,529	558	15.0	382	4.2	535
Mount Union Area SD	122	37	85	$42,797	552	17.5	146	4.2	535
Southern Huntingdon County SD	90	28	62	$40,595	588	17.5	146	4.3	405
COUNTY TOTAL	463	144	319	$41,786		16.9		4.2	
INDIANA COUNTY									
Blairsville-Saltsburg SD	134	49	85	$51,640	201	16.7	218	4.5	120
Homer-Center SD	72	23	49	$54,256	121	19.9	36	4.5	120

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INDIANA COUNTY									
Indiana Area SD	234	71	163	$57,858	75	18.8	71	4.7	18
Indiana County Technology Center	18	10	8	$51,560	204	12.9	532	3.7	662
Marion Center Area SD	124	29	95	$49,817	279	16.3	253	4.4	240
Penns Manor Area SD	74	28	46	$51,883	192	17.2	172	4.3	405
Purchase Line SD	97	26	71	$48,402	346	17.1	189	4.4	240
United SD	96	34	62	$52,540	168	20.5	18	4.5	120
COUNTY TOTAL	849	270	579	$53,050		17.9		4.5	
JEFFERSON COUNTY									
Brockway Area SD	78	25	53	$48,054	367	19.3	52	4.5	120
Brookville Area SD	125	37	88	$46,556	438	15.6	319	4.4	240
Jefferson County-DuBois AVTS	30	20	10	$49,453	295	18.9	66	3.9	649
Punxsutawney Area SD	197	64	133	$51,165	221	20.0	32	4.4	240
COUNTY TOTAL	430	146	284	$49,143		18.5		4.4	
JUNIATA COUNTY									
Juniata County SD	209	72	137	$40,312	594	15.5	334	4.3	405
COUNTY TOTAL	209	72	137	$40,312		15.5		4.3	
LACKAWANNA COUNTY									
Abington Heights SD 2/	226	69	157	$46,659	428	18.2	102	4.5	120
Carbondale Area SD 1/	90	27	63	$48,789	326	20.8	15	4.6	52
CTC of Lackawanna County 1/	31	22	9	$38,126	622	11.5	567	3.5	681
Dunmore SD	94	34	60	$50,511	249	17.1	189	4.5	120
Fell CS	11	4	7	$28,089	694	4.6	668	4.1	597
Lakeland SD	91	28	63	$49,808	282	22.5	3	4.3	405
Mid Valley SD	100	30	70	$42,320	563	16.2	261	4.2	535
North Pocono SD	196	60	136	$53,854	130	19.6	40	4.7	18
Old Forge SD 1/	61	24	37	$48,615	337	20.1	26	4.2	535
Riverside SD	102	40	62	$49,506	293	18.6	80	4.7	18
Scranton SD	632	168	464	$53,605	140	17.6	139	4.3	405
Valley View SD	157	43	114	$44,625	505	16.2	261	4.4	240
COUNTY TOTAL	1,791	549	1,242	$49,918		18.0		4.4	
LANCASTER COUNTY									
Cocalico SD	211	76	135	$49,305	304	13.9	484	4.3	405
Columbia Borough SD	100	25	75	$46,414	442	14.0	472	4.5	120
Conestoga Valley SD	241	73	168	$51,859	193	14.2	453	4.4	240
Donegal SD	165	47	118	$47,359	401	13.6	500	4.5	120
Eastern Lancaster County SD	217	72	145	$48,234	357	13.0	528	4.4	240
Elizabethtown Area SD	236	64	172	$46,768	424	13.1	526	4.4	240
Ephrata Area SD	252	76	176	$47,691	381	13.6	500	4.2	535
Hempfield SD	422	125	297	$53,976	128	14.8	399	4.7	18
La Academia CS	6	2	4	$33,355	677	2.5	696	4.0	630
Lampeter-Strasburg SD	207	70	137	$51,889	190	13.0	528	4.6	52

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LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
LANCASTER COUNTY									
Lancaster County CTC	77	52	25	$50,617	243	11.1	578	3.7	662
Lancaster SD	710	205	505	$48,402	346	13.6	500	4.3	405
Manheim Central SD	194	63	131	$52,179	178	15.8	302	4.6	52
Manheim Township SD	354	104	250	$51,207	217	14.9	391	4.5	120
Penn Manor SD	320	86	234	$52,103	182	14.7	410	4.3	405
Pequea Valley SD	127	37	90	$49,417	296	16.5	235	4.3	405
Solanco SD	214	75	139	$48,254	355	15.0	382	4.5	120
Warwick SD	298	80	218	$51,947	188	14.1	460	4.4	240
COUNTY TOTAL	4,351	1,332	3,019	$50,062		14.1		4.4	
LAWRENCE COUNTY									
Ellwood City Area SD	134	52	82	$52,053	184	17.3	166	4.2	535
Laurel SD	92	26	66	$48,975	318	14.8	399	4.4	240
Lawrence County AVTS	31	20	11	$55,385	103	20.6	17	4.0	630
Mohawk Area SD	125	35	90	$52,692	165	18.5	84	4.5	120
Neshannock Township SD	80	30	50	$53,951	129	17.3	166	4.4	240
New Castle Area SD	237	84	153	$55,373	104	18.3	95	4.3	405
Shenango Area SD	86	27	59	$53,703	133	16.7	218	4.5	120
Union Area SD	56	13	43	$49,353	300	15.2	364	4.3	405
Wilmington Area SD	106	29	77	$45,524	474	16.4	242	4.5	120
COUNTY TOTAL	947	316	631	$52,214		17.3		4.4	
LEBANON COUNTY									
Annville-Cleona SD	110	33	77	$46,311	448	15.5	334	4.4	240
Cornwall-Lebanon SD	296	79	217	$51,186	219	15.3	355	4.4	240
Eastern Lebanon County SD	149	49	100	$53,226	155	16.7	218	4.3	405
Lebanon County CTC	31	20	11	$48,295	354	15.4	343	3.8	656
Lebanon SD	247	85	162	$47,001	414	14.7	410	4.3	405
Northern Lebanon SD	159	51	108	$48,578	339	16.4	242	4.4	240
Palmyra Area SD	178	48	130	$46,602	435	14.6	419	4.6	52
COUNTY TOTAL	1,170	365	805	$48,987		15.4		4.4	
LEHIGH COUNTY									
Allentown City SD	885	263	622	$50,085	266	13.2	523	4.4	240
Catasauqua Area SD	118	50	68	$54,372	118	17.0	199	4.7	18
East Penn SD	415	114	301	$54,016	126	14.4	432	4.5	120
Lehigh Career & Technical Institute	78	51	27	$54,326	120	14.2	453	3.8	656
Northern Lehigh SD	127	40	87	$50,145	261	16.6	225	4.4	240
Northwestern Lehigh SD	155	37	118	$51,447	209	16.1	273	4.4	240
Parkland SD [1/]	505	148	357	$50,751	234	14.4	432	4.5	120
Roberto Clemente CS	16	2	14	$34,684	668	5.1	658	4.1	597
Salisbury Township SD	121	33	88	$56,104	94	15.8	302	4.5	120
Southern Lehigh SD	178	56	122	$51,821	195	13.2	523	4.6	52
Vitalistic Therapeutic CS	15	1	14	$24,960	697	10.6	587	4.4	240
Whitehall-Coplay SD	222	80	142	$50,503	250	14.9	391	4.4	240

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COUNTY TOTAL	2,835	875	1,960	$51,424		14.3		4.4	
LUZERNE COUNTY									
Crestwood SD [1/]	150	40	110	$49,796	283	14.5	428	4.5	120
Dallas SD	147	39	108	$51,328	214	17.5	146	4.6	52
Greater Nanticoke Area SD	110	43	67	$55,628	98	22.1	4	4.7	18
Hanover Area SD	118	31	87	$54,014	127	17.1	189	4.7	18
Hazleton Area Career Center	58	31	27	$49,694	290	15.1	372	4.3	405
Hazleton Area SD	472	140	332	$51,075	223	16.9	208	4.7	18
Lake-Lehman SD	132	37	95	$51,667	199	17.2	172	4.4	240
Northwest Area SD	91	38	53	$55,284	107	19.8	38	4.6	52
Pittston Area SD	181	65	116	$57,041	86	20.5	18	4.5	120
West Side AVTS	37	20	17	$50,253	258	17.2	172	4.4	240
Wilkes-Barre Area SD	445	169	276	$58,298	67	19.1	56	4.4	240
Wilkes-Barre AVTS	34	27	7	$53,464	146	14.3	444	3.5	681
Wyoming Area SD	146	39	107	$53,283	152	18.1	109	4.8	3
Wyoming Valley West SD	301	89	212	$59,646	56	21.3	11	4.4	240
COUNTY TOTAL	2,422	808	1,614	$54,514		18.4		4.5	
LYCOMING COUNTY									
East Lycoming SD	123	38	85	$47,571	390	15.3	355	4.5	120
Jersey Shore Area SD [1/]	203	65	138	$49,306	303	15.6	319	4.3	405
Loyalsock Township SD	88	30	58	$55,397	102	17.5	146	4.5	120
Lycoming CTC	5	1	4	$36,354	643	5.2	656	3.8	656
Montgomery Area SD	80	21	59	$48,437	345	15.4	343	4.5	120
Montoursville Area SD	137	50	87	$52,295	177	16.4	242	4.4	240
Muncy SD	74	27	47	$47,162	410	12.6	541	4.3	405
South Williamsport Area SD	93	27	66	$46,896	420	13.0	528	4.4	240
Williamsport Area SD	427	139	288	$54,598	116	17.4	158	4.3	405
COUNTY TOTAL	1,230	398	832	$51,321		16.0		4.4	
MCKEAN COUNTY									
Bradford Area SD	197	68	129	$47,676	383	18.1	109	4.4	240
Kane Area SD	87	29	58	$46,663	427	17.1	189	4.3	405
Otto-Eldred SD [1/]	51	17	34	$43,711	533	17.6	139	4.2	535
Port Allegany SD	65	27	38	$47,449	398	16.1	273	4.2	535
Seneca Highlands AVTS	12	7	5	$42,772	553	11.3	573	3.4	689
Smethport Area SD [1/]	68	23	45	$45,119	489	17.0	199	4.3	405
COUNTY TOTAL	480	171	309	$46,580		17.3		4.3	
MERCER COUNTY									
Advanced Charter Enterprise School	2	0	2	$30,000	690	5.5	650	4.0	630
Commodore Perry SD	51	14	37	$48,519	341	17.4	158	4.5	120
Farrell Area SD	88	29	59	$45,403	477	14.8	399	4.4	240
Greenville Area SD	108	40	68	$47,755	378	14.4	432	4.4	240
Grove City Area SD	171	65	106	$49,662	291	16.2	261	4.5	120

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MERCER COUNTY									
Hermitage SD	139	43	96	$52,883	161	17.2	172	4.4	240
Jamestown Area SD	45	14	31	$46,262	451	13.7	497	4.3	405
Keystone Education Center CS	27	19	8	$35,040	663	6.1	634	4.1	597
Lakeview SD	88	30	58	$49,487	294	18.0	116	4.3	405
Mercer Area SD	96	28	68	$46,914	417	15.8	302	4.3	405
Mercer County Career Center	19	11	8	$51,768	197	17.9	122	4.1	597
Reynolds SD	84	30	54	$49,776	284	16.0	281	4.5	120
Sharon City SD	156	47	109	$46,818	423	14.1	460	4.4	240
Sharpsville Area SD 1/	75	20	55	$48,116	361	16.0	281	4.3	405
West Middlesex Area SD 1/	68	28	40	$48,253	356	16.2	261	4.3	405
COUNTY TOTAL	1,217	418	799	$48,321		15.6		4.4	
MIFFLIN COUNTY									
Mifflin County SD	429	127	302	$43,832	525	17.2	172	4.3	405
Mifflin-Juniata CTC	15	11	4	$38,829	614	12.7	538	3.3	695
COUNTY TOTAL	444	138	306	$43,662		17.1		4.2	
MONROE COUNTY									
East Stroudsburg Area SD	531	150	381	$47,794	374	10.5	590	4.3	405
Monroe Career & Tech Inst	29	18	11	$48,766	330	9.4	601	4.0	630
Pleasant Valley SD	384	126	258	$45,904	465	12.8	534	4.5	120
Pocono Mountain Charter School	17	2	15	$21,714	698	9.6	599	4.2	535
Pocono Mountain SD	727	214	513	$45,084	490	10.1	596	4.4	240
Pocono School of Excellence CS	19	3	16	$30,539	688	3.8	683	4.1	597
Stroudsburg Area SD	350	94	256	$47,277	405	12.6	541	4.4	240
COUNTY TOTAL	2,057	607	1,450	$46,145		11.0		4.4	
MONTGOMERY COUNTY									
Abington SD	444	146	298	$64,429	29	13.3	519	4.7	18
Center for Technical Studies of Montgomery County	25	16	9	$64,642	27	11.4	570	3.7	662
Cheltenham Township SD	343	104	239	$68,718	13	13.4	513	4.8	3
Colonial SD	346	97	249	$65,382	18	12.5	547	4.7	18
Eastern Center for Arts & Technology	15	10	5	$68,747	12	11.1	578	3.7	662
Hatboro-Horsham SD	366	103	263	$64,997	23	13.4	513	4.6	52
Jenkintown SD	50	13	37	$65,117	20	14.7	410	4.8	3
Lower Merion SD	530	149	381	$72,728	4	16.1	273	4.7	18
Lower Moreland Township SD	116	32	84	$69,607	9	17.1	189	4.9	1
Methacton SD	359	92	267	$57,301	81	14.2	453	4.5	120
Norristown Area SD	513	124	389	$60,921	46	13.6	500	4.5	120
North Montco Tech Career Center	44	31	13	$63,079	34	11.4	570	3.8	656
North Penn SD	858	253	605	$64,889	25	15.8	302	4.4	240
Pennsylvania Virtual CS	72	8	64	$36,839	639	9.2	603	4.2	535
Perkiomen Valley New Beginning	6	4	2	$47,222	407	5.7	646	4.5	120
Perkiomen Valley SD	316	78	238	$57,044	85	12.6	541	4.7	18
Pottsgrove SD	208	61	147	$58,593	62	15.8	302	4.4	240

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LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 699 1/	AVERAGE TOTAL YEARS	RANK OF 699 1/	AVERAGE EDUCATION	RANK OF 699 1/
MONTGOMERY COUNTY									
Pottstown SD	213	61	152	$51,508	205	14.7	410	4.3	405
Souderton Area SD	433	112	321	$60,085	51	14.2	453	4.6	52
Souderton CS Collaborative	14	0	14	$34,696	667	7.1	621	4.2	535
Spring-Ford Area SD	407	90	317	$49,883	274	10.6	587	4.5	120
Springfield Township SD	154	46	108	$62,354	37	14.8	399	4.7	18
Upper Dublin SD	287	68	219	$58,804	61	13.5	510	4.5	120
Upper Merion Area SD	255	74	181	$71,751	6	16.2	261	4.8	3
Upper Moreland Township SD	200	56	144	$61,750	40	16.6	225	4.7	18
Upper Perkiomen SD	196	58	138	$66,980	16	17.6	139	4.7	18
Western Center for Technical Studies	32	18	14	$52,116	180	9.8	597	3.9	649
Wissahickon SD	298	84	214	$65,202	19	14.8	399	4.6	52
COUNTY TOTAL	7,100	1,988	5,112	$62,440		14.2		4.6	
MONTOUR COUNTY									
Danville Area SD [1/]	192	57	135	$45,413	476	16.6	225	4.5	120
COUNTY TOTAL	192	57	135	$45,413		16.6		4.5	
NORTHAMPTON COUNTY									
Bangor Area SD	216	61	155	$45,237	483	14.0	472	4.4	240
Bethlehem Area SD	922	279	643	$50,901	227	14.4	432	4.7	18
Bethlehem AVTS	46	29	17	$53,464	146	13.8	490	3.6	677
Career Institute of Technology	26	18	8	$50,325	256	13.1	526	3.7	662
Easton Area SD	561	163	398	$47,403	399	14.6	419	4.3	405
Lehigh Valley Academy Regional CS	23	3	20	$30,250	689	4.9	665	4.1	597
Lehigh Valley CHS for the Performing Arts	27	9	18	$29,708	691	6.0	635	4.3	405
Nazareth Area SD	274	83	191	$52,473	174	14.8	399	4.5	120
Northampton Area SD	350	96	254	$52,740	162	16.5	235	4.5	120
Pen Argyl Area SD	118	31	87	$49,041	316	16.6	225	4.7	18
Saucon Valley SD	157	38	119	$55,240	108	14.3	444	4.4	240
Wilson Area SD	151	47	104	$46,582	437	14.1	460	4.4	240
COUNTY TOTAL	2,871	857	2,014	$49,790		14.6		4.5	
NORTHUMBERLAND COUNTY									
Line Mountain SD [1/]	87	22	65	$39,498	605	18.1	109	4.3	405
Milton Area SD	175	56	119	$47,006	413	17.3	166	4.3	405
Mount Carmel Area SD	113	37	76	$40,725	585	17.5	146	4.3	405
Northumberland County AVTS	11	8	3	$40,102	598	16.5	235	3.5	681
Shamokin Area SD	148	46	102	$39,639	603	17.4	158	4.3	405
Shikellamy SD	204	64	140	$53,532	142	19.4	48	4.5	120
Susq-Cyber CS	3	0	3	$35,625	656	10.7	586	4.7	18
Warrior Run SD	137	45	92	$43,559	536	16.2	261	4.3	405
COUNTY TOTAL	878	278	600	$45,013		17.7		4.3	
PERRY COUNTY									
Greenwood SD	57	19	38	$40,803	583	13.9	484	4.5	120

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PERRY COUNTY									
Newport SD	99	21	78	$43,115	546	15.1	372	4.3	405
Susquenita SD	149	42	107	$46,143	459	18.2	102	4.5	120
West Perry SD	209	71	138	$43,204	543	16.0	281	4.4	240
COUNTY TOTAL	514	153	361	$43,787		16.2		4.4	
PHILADELPHIA COUNTY									
Alliance for Progress CS	16	3	13	$36,342	644	3.6	688	4.2	535
Architecture and Design CHS	26	11	15	$42,388	562	6.0	635	4.5	120
Belmont CS	44	10	34	$36,886	638	4.8	666	4.2	535
Christopher Columbus CS	42	6	36	$35,279	660	5.2	656	4.2	535
Community Academy of Philadelphia CS	49	11	38	$40,932	582	6.7	630	4.3	405
Delaware Valley CHS	22	11	11	$38,432	618	9.3	602	4.4	240
Discovery Charter School	22	7	15	$39,091	611	6.0	635	4.5	120
Eugenio Maria De Hostos CS	13	2	11	$39,500	604	7.0	625	4.3	405
Family CS	15	5	10	$36,956	635	4.2	680	4.1	597
First Phila CS For Literacy	25	5	20	$35,987	652	5.5	650	4.1	597
Franklin Towne CHS	55	24	31	$36,399	642	3.8	683	4.3	405
Freire CS	24	10	14	$40,145	596	4.5	673	4.3	405
Germantown Settlement CS	28	7	21	$41,950	568	7.8	613	4.3	405
Green Woods CS	9	0	9	$40,533	589	5.0	662	4.6	52
Hope CS	37	21	16	$35,347	659	5.9	642	4.1	597
Imani Education Circle CS	22	5	17	$34,016	672	6.8	629	4.2	535
Imhotep Institute CHS	32	16	16	$37,687	626	8.1	611	4.1	597
Independence CS	29	2	27	$38,705	615	5.1	658	4.4	240
KIPP Academy Charter School	2	0	2	$36,899	637	3.0	690	4.0	630
Laboratory CS	36	4	32	$34,615	669	5.1	658	4.2	535
Leadership Lrng Partners CS	29	7	22	$33,316	678	4.6	668	4.1	597
Mariana Bracetti Academy CS	52	16	36	$39,955	601	4.7	667	4.3	405
Maritime Academy Charter School	17	3	14	$36,467	641	1.0	699	4.3	405
Mastery Charter High School	22	11	11	$44,077	517	5.8	644	4.4	240
Math Civics and Sciences CS	63	27	36	$34,900	665	5.5	650	4.2	535
Mathematics, Science & Technology Community Charter	63	18	45	$39,842	602	9.0	605	4.3	405
Multi-Cultural Academy CS	10	7	3	$35,205	662	8.0	612	4.3	405
New Foundations CS	24	7	17	$41,463	577	7.0	625	4.4	240
Nueva Esperanza Academy CS	36	15	21	$35,513	657	4.3	676	4.4	240
People for People CS	31	4	27	$36,284	645	5.0	662	4.2	535
Philadelphia Academy CS	46	7	39	$43,199	544	10.3	594	4.2	535
Philadelphia City SD	10,194	2,826	7,368	$56,230	93	13.9	484	4.4	240
Philadelphia Electrical & Technology CHS	24	13	11	$37,815	625	4.3	676	4.2	535
Philadelphia Harambee Inst CS	23	8	15	$39,440	606	8.2	609	4.2	535
Philadelphia Performing Arts CS	25	3	22	$35,876	653	5.7	646	4.0	630
Preparatory CS	22	7	15	$42,716	554	7.5	616	4.5	120
Raising Horizons Quest CS	33	12	21	$37,091	633	4.2	680	4.1	597
Renaissance Advantage CS	34	8	26	$37,209	630	4.6	668	4.1	597
Renaissance CS	14	4	10	$33,809	674	10.9	583	4.6	52

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PHILADELPHIA COUNTY									
Richard Allen Preparatory CS	19	5	14	$38,092	624	4.3	676	4.1	597
Russell Byers CS	18	3	15	$38,680	616	7.8	613	4.6	52
Universal Institute CS	31	8	23	$35,016	664	4.5	673	4.4	240
Wakisha CS	22	5	17	$36,176	646	9.6	599	4.3	405
West Oak Lane CS	34	3	31	$36,057	648	2.9	692	4.1	597
West Phila. Achievement CES	12	2	10	$37,294	629	5.8	644	4.4	240
Wissahickon CS	16	3	13	$38,093	623	3.7	687	4.4	240
World Communications CS	26	10	16	$37,200	631	3.8	683	4.3	405
Young Scholars CS	10	6	4	$42,571	556	6.0	635	4.2	535
Youth Build Phila CS	5	2	3	$34,893	666	3.4	689	4.0	630
COUNTY TOTAL	11,503	3,210	8,293	$54,164		13.0		4.4	
PIKE COUNTY									
Delaware Valley SD	327	109	218	$48,777	329	12.3	553	4.6	52
COUNTY TOTAL	327	109	218	$48,777		12.3		4.6	
POTTER COUNTY									
Austin Area SD	23	7	16	$40,376	592	14.3	444	4.1	597
Coudersport Area SD 1/	63	22	41	$45,351	480	16.3	253	4.4	240
Galeton Area SD	47	16	31	$44,065	518	13.3	519	4.3	405
Northern Potter SD	52	16	36	$46,705	426	17.4	158	4.4	240
Oswayo Valley SD	39	13	26	$43,031	549	17.3	166	4.4	240
COUNTY TOTAL	224	74	150	$44,485		15.9		4.3	
SCHUYLKILL COUNTY									
Blue Mountain SD	189	62	127	$49,201	311	15.8	302	4.3	405
Mahanoy Area SD	89	26	63	$43,921	522	19.4	48	4.3	405
Minersville Area SD 1/	71	19	52	$43,753	531	18.8	71	4.3	405
North Schuylkill SD	107	42	65	$49,258	310	21.0	14	4.4	240
Pine Grove Area SD	101	31	70	$48,938	319	19.6	40	4.3	405
Pottsville Area SD	160	60	100	$51,059	225	20.1	26	4.2	535
Saint Clair Area SD	34	7	27	$39,956	600	14.2	453	4.2	535
Schuylkill Haven Area SD	75	26	49	$46,257	453	16.4	242	4.3	405
Schuylkill Technology Centers	30	22	8	$49,733	287	15.0	382	4.0	630
Shenandoah Valley SD	64	25	39	$41,717	572	18.5	84	4.5	120
Tamaqua Area SD	131	39	92	$48,820	323	17.4	158	4.2	535
Tri-Valley SD	68	19	49	$45,328	482	18.5	84	4.3	405
Williams Valley SD	78	27	51	$43,107	547	17.2	172	4.2	535
COUNTY TOTAL	1,197	405	792	$47,232		18.1		4.3	
SNYDER COUNTY									
Midd-West SD	176	52	124	$43,780	527	15.6	319	4.5	120
Selinsgrove Area SD	184	62	122	$57,622	78	19.6	40	4.7	18
COUNTY TOTAL	360	114	246	$50,839		17.7		4.6	

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SOMERSET COUNTY									
Berlin Brothersvalley SD	68	28	40	$47,324	402	18.5	84	4.1	597
Conemaugh Township Area SD	77	19	58	$45,901	466	17.8	130	4.2	535
Meyersdale Area SD	76	33	43	$46,410	443	18.4	92	4.3	405
North Star SD	104	28	76	$45,457	475	19.1	56	4.3	405
Rockwood Area SD	66	20	46	$46,945	416	22.1	4	4.5	120
Salisbury-Elk Lick SD	34	10	24	$37,123	632	18.2	102	4.2	535
Shade-Central City SD	39	17	22	$50,999	226	21.5	9	4.2	535
Shanksville-Stonycreek SD	34	11	23	$41,477	576	19.0	60	4.4	240
Somerset Area SD 3/	170	54	116	$47,794	374	19.5	44	4.4	240
Somerset County Technology Center 1/	22	14	8	$38,882	612	11.7	565	3.4	689
Turkeyfoot Valley Area SD	35	12	23	$31,030	683	10.4	592	4.2	535
Windber Area SD	86	36	50	$50,424	253	17.7	132	4.4	240
COUNTY TOTAL	811	282	529	$45,845		18.5		4.3	
SULLIVAN COUNTY									
Sullivan County SD	61	21	40	$56,614	89	19.5	44	4.3	405
COUNTY TOTAL	61	21	40	$56,614		19.5		4.3	
SUSQUEHANNA COUNTY									
Blue Ridge SD	82	25	57	$45,235	484	14.9	391	4.2	535
Elk Lake SD	106	35	71	$46,336	447	15.2	364	4.5	120
Forest City Regional SD	66	16	50	$45,077	491	16.0	281	4.4	240
Montrose Area SD	128	40	88	$52,539	169	18.9	66	4.4	240
Mountain View SD 1/	100	24	76	$43,766	530	14.1	460	4.5	120
Susquehanna Community SD	82	28	54	$47,605	386	15.6	319	4.6	52
Susquehanna County CTC	13	8	5	$48,354	351	15.6	319	4.1	597
COUNTY TOTAL	577	176	401	$47,203		16.0		4.4	
TIOGA COUNTY									
Northern Tioga SD	200	60	140	$41,356	579	14.6	419	4.3	405
Southern Tioga SD	159	54	105	$43,209	542	15.2	364	4.2	535
Wellsboro Area SD	121	35	86	$47,453	397	15.0	382	4.6	52
COUNTY TOTAL	480	149	331	$43,510		14.9		4.3	
UNION COUNTY									
Lewisburg Area SD	125	33	92	$50,553	246	18.8	71	4.5	120
Mifflinburg Area SD	154	59	95	$45,179	487	15.3	355	4.5	120
SUN Area CTC	22	14	8	$48,722	332	10.5	590	3.5	681
COUNTY TOTAL	301	106	195	$47,663		16.4		4.4	
VENANGO COUNTY									
Cranberry Area SD	102	31	71	$46,852	421	17.9	122	4.5	120
Franklin Area SD 2/	169	39	130	$44,436	512	17.6	139	4.4	240
Oil City Area SD	148	52	96	$48,390	349	18.3	95	4.4	240
Titusville Area SD	158	50	108	$46,209	455	14.4	432	4.4	240

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VENANGO COUNTY									
Valley Grove SD	71	19	52	$45,655	471	16.7	218	4.4	240
Venango Technology Center	19	13	6	$43,854	524	12.0	559	3.5	681
COUNTY TOTAL	667	204	463	$46,248		16.8		4.4	
WARREN COUNTY									
Warren County AVTS	13	8	5	$41,364	578	14.2	453	3.7	662
Warren County SD	417	100	317	$42,843	551	15.9	293	4.3	405
COUNTY TOTAL	430	108	322	$42,808		15.9		4.3	
WASHINGTON COUNTY									
Avella Area SD	56	19	37	$47,361	400	19.1	56	4.3	405
Bentworth SD	72	22	50	$50,650	242	20.2	22	4.5	120
Bethlehem-Center SD	101	25	76	$44,876	495	15.9	293	4.4	240
Burgettstown Area SD	101	29	72	$43,271	541	14.4	432	4.3	405
California Area SD	64	16	48	$48,693	333	19.7	39	4.3	405
Canon-McMillan SD	268	76	192	$49,696	289	16.8	213	4.4	240
Charleroi SD	118	29	89	$46,907	418	16.3	253	4.3	405
Chartiers-Houston SD	79	25	54	$44,370	515	15.4	343	4.3	405
Fort Cherry SD	90	26	64	$45,022	492	16.3	253	4.3	405
McGuffey SD	150	39	111	$52,738	163	19.4	48	4.4	240
Mon Valley CTC	16	11	5	$41,557	574	11.8	563	3.6	677
Peters Township SD	223	67	156	$54,086	125	15.7	317	4.6	52
Ringgold SD	230	63	167	$51,491	206	21.3	11	4.4	240
Trinity Area SD	232	62	170	$51,368	212	17.6	139	4.3	405
Washington County Alternative School	4	2	2	$42,213	565	14.5	428	4.5	120
Washington SD	151	49	102	$49,269	309	19.0	60	4.5	120
Western Area CTC	18	12	6	$47,470	395	16.6	225	3.7	662
COUNTY TOTAL	1,973	572	1,401	$49,453		17.6		4.4	
WAYNE COUNTY									
Wallenpaupack Area SD	284	76	208	$51,184	220	14.8	399	4.8	3
Wayne Highlands SD	212	57	155	$57,319	80	18.6	80	4.4	240
Western Wayne SD	158	41	117	$53,611	138	16.4	242	4.3	405
COUNTY TOTAL	654	174	480	$53,736		16.4		4.5	
WESTMORELAND COUNTY									
Belle Vernon Area SD	149	42	107	$51,833	194	19.4	48	4.4	240
Burrell SD	125	37	88	$45,531	473	14.0	472	4.3	405
Central Westmoreland CTC	39	23	16	$49,562	292	14.7	410	3.8	656
Derry Area SD	168	51	117	$50,798	232	20.2	22	4.4	240
Eastern Westmoreland CTC	19	15	4	$49,092	314	15.9	293	3.7	662
Franklin Regional SD	234	73	161	$54,714	113	16.6	225	4.4	240
Greater Latrobe SD	240	69	171	$52,068	183	18.0	116	4.4	240
Greensburg Salem SD	195	53	142	$52,044	185	20.1	26	4.5	120
Hempfield Area SD	413	126	287	$59,796	55	18.7	78	4.5	120

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WESTMORELAND COUNTY									
Jeannette City SD	85	27	58	$46,629	431	17.3	166	4.2	535
Kiski Area SD	234	77	157	$55,416	101	16.2	261	4.4	240
Ligonier Valley SD	122	31	91	$53,561	141	18.7	78	4.3	405
Monessen City SD	74	23	51	$43,809	526	14.6	419	4.4	240
Mount Pleasant Area SD	145	35	110	$48,106	363	16.2	261	4.4	240
New Kensington-Arnold SD	159	43	116	$46,541	440	15.8	302	4.3	405
Northern Westmoreland AVTS	13	7	6	$52,307	176	13.5	510	3.6	677
Norwin SD	276	97	179	$51,604	203	16.3	253	4.4	240
Penn-Trafford SD	250	86	164	$51,482	207	16.4	242	4.4	240
Ridgeview Academy CS	72	20	52	$25,917	695	5.6	648	4.0	630
Southmoreland SD	140	52	88	$50,831	231	20.0	32	4.4	240
Yough SD	151	55	96	$49,386	297	17.0	199	4.5	120
COUNTY TOTAL	3,303	1,042	2,261	$51,557		17.2		4.4	
WYOMING COUNTY									
Lackawanna Trail SD	96	29	67	$49,274	307	14.6	419	4.4	240
Tunkhannock Area SD	226	70	156	$53,321	151	18.8	71	4.5	120
COUNTY TOTAL	322	99	223	$52,117		17.5		4.5	
YORK COUNTY									
Central York SD	290	88	202	$48,506	342	13.8	490	4.4	240
Crispus Attucks Youthbuild CS	5	2	3	$39,263	610	16.8	213	4.6	52
Dallastown Area SD	344	111	233	$60,803	48	16.0	281	4.3	405
Dover Area SD	216	59	157	$47,303	404	15.4	343	4.6	52
Eastern York SD	200	69	131	$46,647	429	13.6	500	4.4	240
Hanover Public SD	115	34	81	$50,653	241	15.3	355	4.5	120
Lincoln CS	45	6	39	$38,383	619	6.5	632	4.0	630
Northeastern York SD	198	58	140	$46,160	458	14.6	419	4.4	240
Northern York County SD	213	75	138	$45,368	478	17.1	189	4.3	405
Red Lion Area SD	304	78	226	$51,207	217	15.2	364	4.6	52
South Eastern SD	202	65	137	$47,470	395	13.7	497	4.3	405
South Western SD	240	75	165	$50,009	270	14.6	419	4.4	240
Southern York County SD	211	55	156	$53,118	157	16.7	218	4.3	405
Spring Grove Area SD	240	77	163	$48,070	365	14.8	399	4.6	52
West Shore SD	514	152	362	$49,293	306	14.4	432	4.3	405
West York Area SD	188	52	136	$42,464	559	10.2	595	4.3	405
York City SD	407	101	306	$53,228	154	13.8	490	4.7	18
York Co School of Technology	103	50	53	$44,998	493	12.2	557	3.9	649
York County HS	8	0	8	$30,707	686	7.4	619	4.1	597
York Suburban SD	180	54	126	$57,696	77	15.2	364	4.5	120
COUNTY TOTAL	4,223	1,261	2,962	$50,048		14.5		4.4	
STATE TOTAL	**120,915**	**35,781**	**85,134**	**$52,640**		**15.4**		**4.4**	

1/ Based all or in part on 2002-03 salaries.
2/ Based all or in part on 2001-02 salaries.
3/ Based all or in part on 2000-01 salaries.