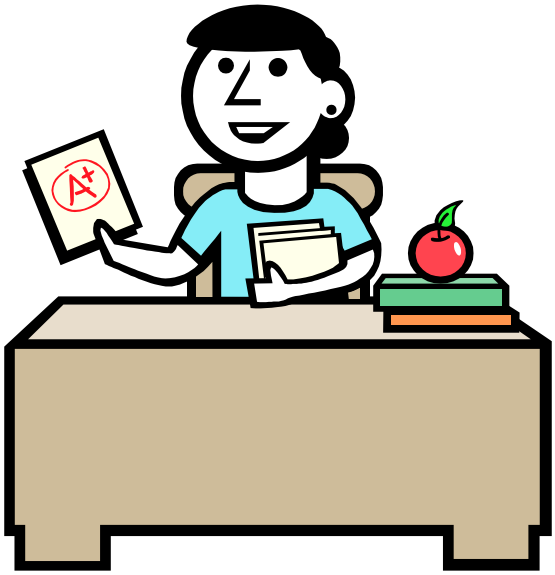
Public Schools

Professional Personnel

2005-06



Pennsylvania Department of Education 2007

Public Schools

Professional Personnel

2005-06

Compiled
by
Deborah A. Rodrigues
Educational Statistics Associate

July 2007

Commonwealth of Pennsylvania
Edward G. Rendell, Governor

Department of Education
Gerald L. Zahorchak, D.Ed., Secretary

Office of Elementary/Secondary Education
Diane Castelbuono, Deputy Secretary

Bureau of Educational Technology
Kathleen M. Brautigam, Director

Division of Data Services

The Pennsylvania Department of Education (PDE) does not discriminate in its educational programs, activities or employment practices based on race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, union membership, or any other legally protected category. This policy is in accordance with state law, including the Pennsylvania Human Relations Act, and with federal law, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967 and the Americans with Disabilities Act of 1990.

The following persons have been designated to handle inquiries regarding the Pennsylvania Department of Education's non-discrimination policies:

For Inquiries Concerning Non-Discrimination In Employment:
Pennsylvania Department of Education
Equal Employment Opportunity Representative
Bureau of Human Resources
333 Market Street, 11th Floor
Harrisburg, PA 17126-0333
Voice Telephone: (717) 787-4417
Text Telephone: (717) 783-8445
Fax: (717) 783-9348

For Inquiries Concerning Non-Discrimination in All Other Pennsylvania Department of Education Programs and Activities:
Pennsylvania Department of Education
School Services Unit Director
333 Market Street, 5th Floor
Harrisburg, PA 17126-0333
Voice Telephone: (717) 783-3750
Text Telephone: (717) 783-8445
Fax: (717) 783-6802

Division of Data Services publications are available on the PDE Home Page (www.pde.state.pa.us). If you have any questions about this publication, contact:

Deborah A. Rodrigues
ra-ddsadmin@state.pa.us

Pennsylvania Department of Education
Division of Data Services
333 Market Street, 14th Floor
Harrisburg, PA 17126-0333

Voice Telephone: (717) 783-6764
Fax: (717) 787-3148
Text Telephone TTY: (717) 783-8445

CONTENTS

Page

Overview 1

Statistical Highlights, 2005-06 2

Table 1. Full-Time Classroom Teacher Average Salaries and Consumer Price Index, 1996-97 Through 2005-06 3

Figure 1. Comparison of the Differences Between Increases of the Consumer Price Index and Full-Time Classroom Teacher Average Salaries by County, 2005-06 4

Figure 2. Average Annual Increase in Full-Time Professional Personnel Salaries and the Consumer Price Index, 1996-97 Through 2005-06 5

Figure 3. Full-Time Classroom Teacher Average Salaries by County, 2005-06 6

Figure 4. Full-Time Classroom Teacher Average Salary Distribution by Local Education Agency, 2005-06 7

Table 2. Full-Time Classroom Teacher Average Salaries, 1996-97 Through 2005-06 8

Figure 5. Full-Time Classroom Teacher Average Salaries, 1996-97 Through 2005-06 9

Table 3. Professional Personnel by Highest Level of Education and Occupational Category, 2005-06 10

Figure 6. Classroom Teachers by Age, 1996-97 and 2005-06 11

Table 4. Professional Personnel Retirements, 1996-97 Through 2005-06 12

Figure 7. Minority Classroom Teachers and Enrollments, 1996-97 Through 2005-06 13

Table 5. Classroom Teacher Average Salaries in the United States and Pennsylvania, 1994-95 Through 2003-04 14

Figure 8. Classroom Teacher Average Salaries in the United States, Pennsylvania and Neighboring States, 2003-04 15

Table 6. Full-Time Equivalent Professional Personnel, 1996-97 Through 2005-06 16

Appendix A. Full-Time Professional Personnel and Average Salaries by Occupational Category, 1996-97 Through 2005-06 ..... A-1

Appendix B. Professional Personnel by Gender, Average Salary and Race by Position, 2005-06 ..... B-1

Appendix C. Professional Personnel Terminations by Position, 2005-06 ..... C-1

Appendix D. Professional Personnel by Employment Status, Gender, Level of Education and Years of Service by Position, 2005-06 ..... D-1

Appendix E. Classroom Teacher Averages and Rankings by Local Education Agency, 2005-06 ..... E-1

Appendix F. Classroom Teacher Average Salaries in the United States, 2003-04 ..... F-1

Appendix G. Glossary G-1

Appendix H. Sources H-1

Appendix I. Local Education Agencies Unable to Report 2005-06 Salaries I-1

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 2005-06 school year by 500 school districts, 70 area career and technology centers, 27 intermediate units, 116 charter schools, two consortium-operated alternative high schools, two state-owned schools and nine juvenile correction centers. Personnel from the Scotland School for Veterans Children, Scranton State School for the Deaf and the juvenile correction centers are included for the first time. Since some salary contracts were not settled at the time of submission, 2004-05 salaries with mandated increments were reported for all or a portion of 49 LEAs, 2003-04 salaries for seven LEAs and 2002-03 salaries for two LEAs. Two additional LEAs, although not in negotiations, reported 2004-05 salaries. A list of these LEAs appears in Appendix I.

STATISTICAL HIGHLIGHTS
2005-06

	PROFESSIONAL PERSONNEL	
	Number	%
TOTAL	**150,613**	**100.0**
Full-Time	147,756	98.1
Part-Time	2,857	1.9
Male	43,491	28.9
Female	107,122	71.1
American Indian/Alaskan Native	67	0.1
Asian/Pacific Islander	678	0.5
Black (Non-Hispanic)	7,817	5.1
Hispanic	1,226	0.8
White (Non-Hispanic)	140,825	93.5
Administrative/Supervisory	7,196	4.8
Classroom Teachers	123,395	81.9
Coordinate Services	16,593	11.0
Others	3,429	2.3
Average Salary		
Administrative/Supervisory	$86,981	-
Classroom Teacher	54,043	-
Coordinate Services	58,871	-
Others	63,562	-

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

TABLE 1

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES AND CONSUMER PRICE INDEX
1996-97 THROUGH 2005-06

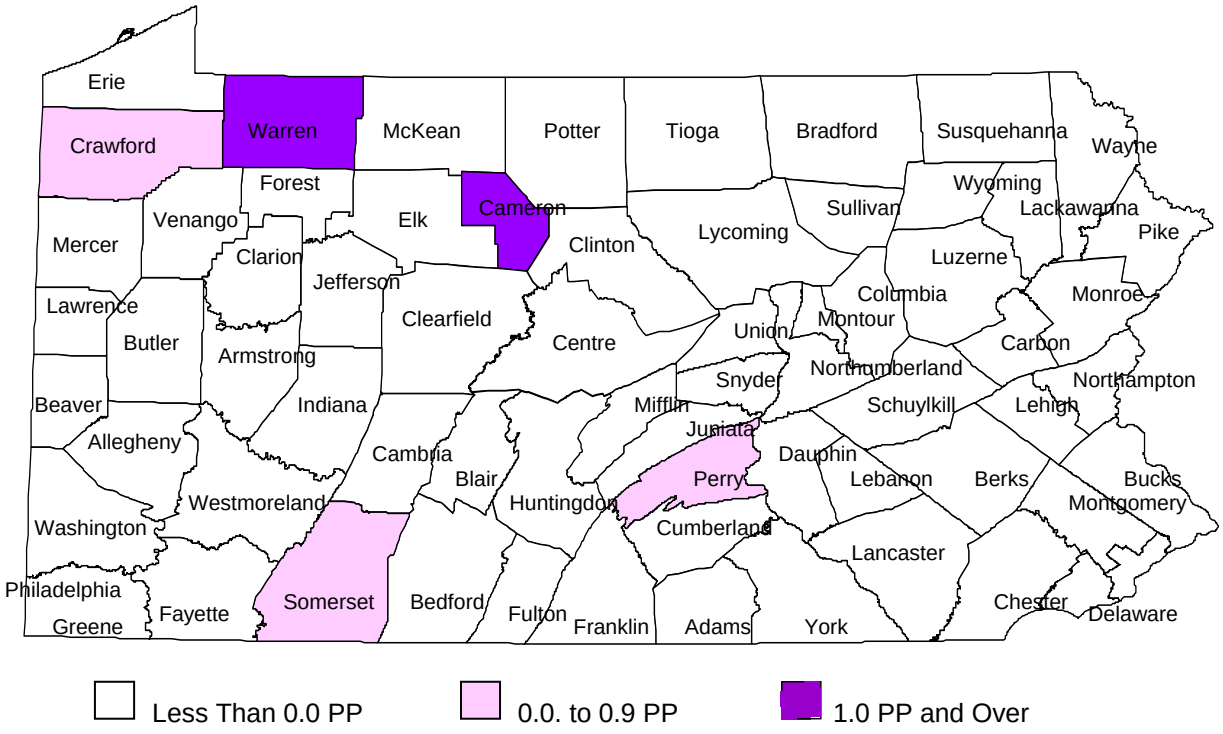
	FULL-TIME CLASSROOM TEACHERS		CONSUMER PRICE INDEX	
	Average Salary	Salary Change %	CPI	CPI Change %
1996-97	$47,159	2.3	158.9	2.8
1997-98	$47,557	0.8	161.7	1.8
1998-99	$48,457	1.9	164.5	1.7
1999-00	$48,322	-0.3	169.3	2.9
2000-01	$49,529	2.5	175.1	3.4
2001-02	$50,600	2.2	178.2	1.8
2002-03	$51,425	1.6	182.1	2.2
2003-04	$52,640	2.4	186.1	2.2
2004-05	$53,281	1.2	191.7	3.0
2005-06	$54,043	1.4	199.0	3.8

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

Over the past 10 years, classroom teachers earned an average salary increase of 1.6% annually, while the Consumer Price Index (CPI) increased an average of 2.6%. The classroom teacher average salary rose 1.4% this year, 2.4 percentage points lower than the CPI and 0.2 percentage point less than the average salary increase 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
2005-06



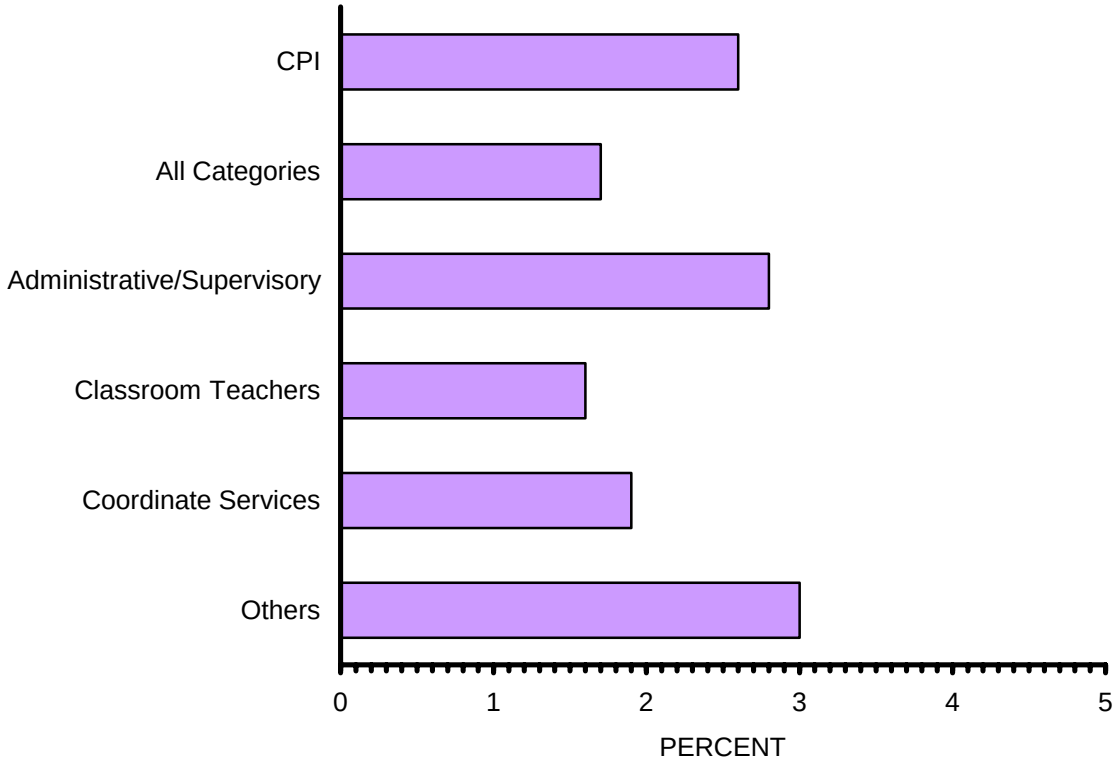
Notes: 1. The base year (100.0) for the Urban Consumer Price Index is 1982-84 calculated for fiscal year.
2. PP indicates percentage points.

Classroom teacher average salaries in Cameron and Warren Counties rose by 6.6% and 5.2%, respectively, during 2005-06. Large increases notwithstanding, classroom teachers in these counties earned average salaries below the state average of $54,043. In 55 of Pennsylvania's 67 counties, classroom teacher average salaries fell below the state average.

The 3.8% estimated rise in inflation during 2005-06 was 0.8% higher than the 3.0% rise of 2004-05. Only five county averages kept pace with inflation. Sixty-two county average salary increases fell below the CPI.

FIGURE 2

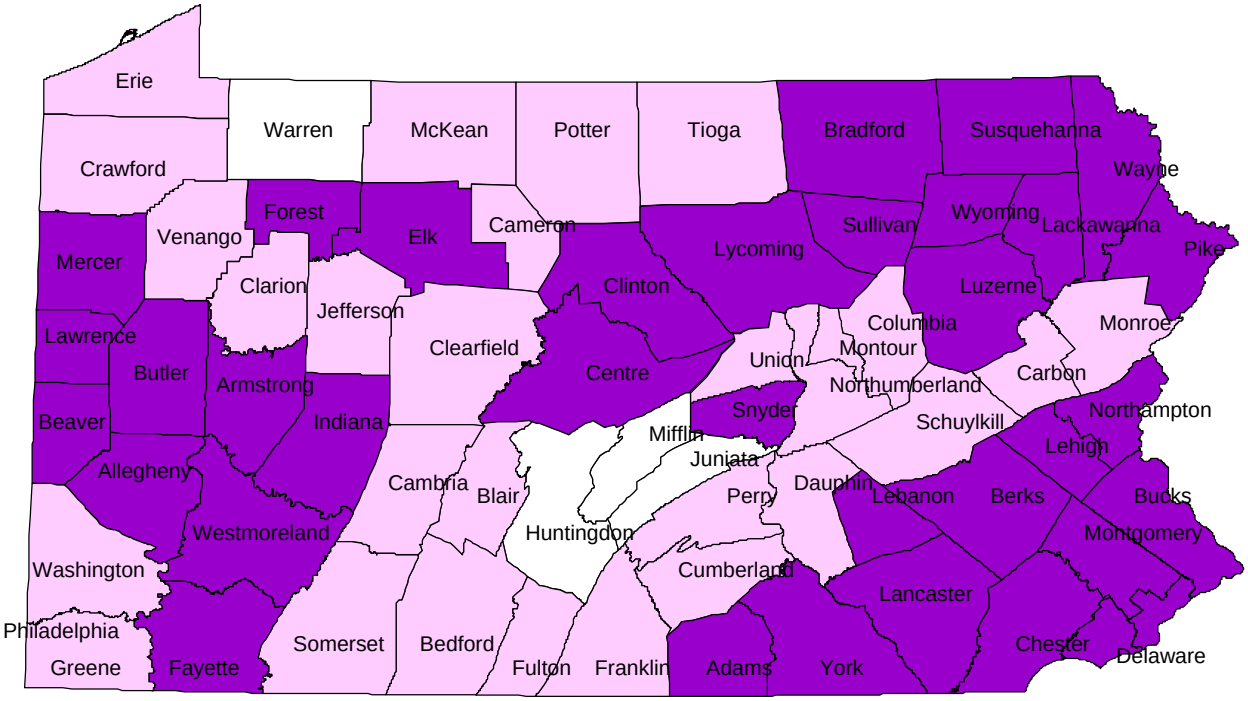
AVERAGE ANNUAL INCREASE IN FULL-TIME PROFESSIONAL PERSONNEL SALARIES
AND THE CONSUMER PRICE INDEX
1996-97 THROUGH 2005-06



Average annual salary increases over the past 10 years for all categories of professional personnel ranged between 2.4 below and 0.1 percentage point higher than the CPI's 2.6% average annual increase. The increases were approximately 2.8% annually for administrative and supervisory personnel, 1.6% for classroom teachers, 1.9% for coordinate services, 3.0% for others and 1.7% for all categories.

FIGURE 3

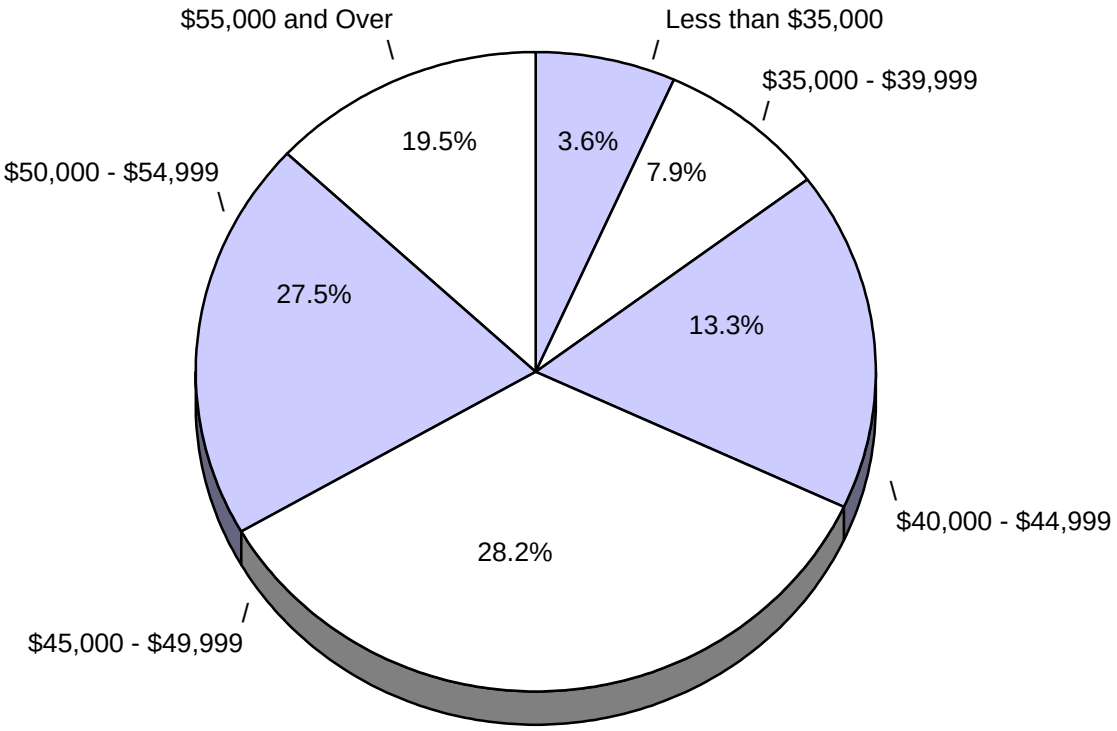
FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES BY COUNTY
2005-06



Classroom teacher average salaries by county ranged from $42,304 in Huntingdon County to $72,006 in Bucks County. Of the 67 counties, four had averages less than $45,000 and 28 had averages between $45,000 and $49,999. The remaining 35 counties had averages greater than $49,999. Allegheny, Armstrong, Clinton, Indiana, Sullivan, Wayne, Wyoming and five southeastern Pennsylvania counties--Bucks, Chester, Delaware, Montgomery and Philadelphia--had salaries above the state average of $54,043.

FIGURE 4

FULL-TIME CLASSROOM TEACHER AVERAGE SALARY DISTRIBUTION
BY LOCAL EDUCATION AGENCY
2005-06



At the LEA level, classroom teacher average salaries ranged from $21,577 to $81,409 during 2005-06. In 23.3% of the LEAs, the average salary of classroom teachers exceeded the statewide average of $54,043, while 36.9% exceeded the $51,268 median salary.

Classroom teachers employed by charter schools earned an average of $38,578 during 2005-06. The 115 charter schools that employed full-time classroom teachers accounted for 15.9% of the total LEAs with teachers and 88.5% of the LEAs with average salaries less than $35,000.

TABLE 2

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1996-97 THROUGH 2005-06

	CLASSROOM TEACHERS		FIRST-YEAR CLASSROOM TEACHERS	
	Number	Average Salary	Number	Average Salary
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
2001-02	117,164	50,599	3,426	31,866
2002-03	119,316	51,425	4,767	32,897
2003-04	120,915	52,640	4,818	34,140
2004-05	122,173	53,281	5,612	34,976
2005-06	123,395	54,043	5,450	35,782

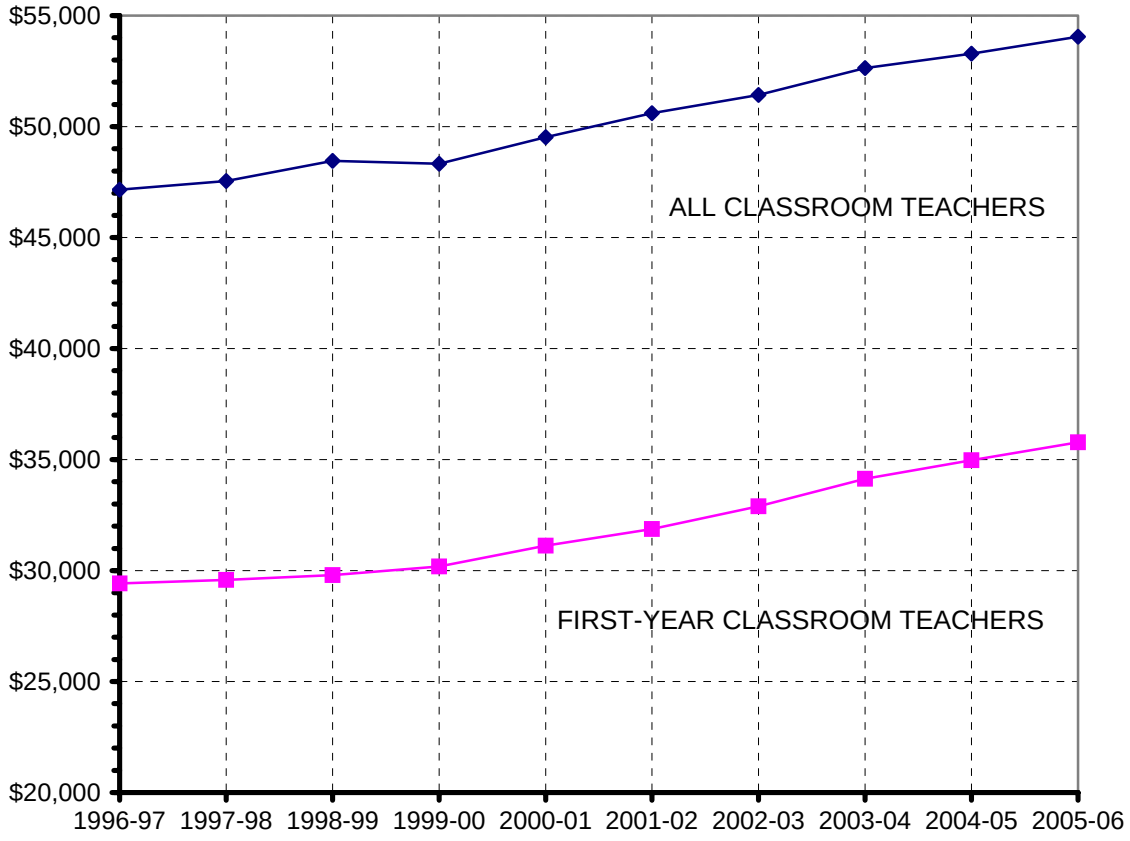
Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.

Public school enrollments rose1.5% between 1996-97 and 2005-06. Full-time classroom teachers increased 17.4%. Retirements, terminations and other vacancies were among the factors that influenced the employment of full-time, first-year classroom teachers. In addition to the 4,296 full-time, first-year classroom teachers with a bachelor's degree, 66 with less than a bachelor's degree and 788 holding advanced degrees were also hired during 2005-06. An additional 300 began their teaching career as part-time employees.

Charter schools increased from 109 in 2004-05 to 116 in 2005-06. The number of full-time classroom teachers in charter schools increased from 2,676 in 2004-05 to 3,132 in 2005-06 while the number of part-time teachers increased from 130 to 200. Of the full-time teachers, 385 were first-year teachers with bachelor's degrees.

FIGURE 5

FULL-TIME CLASSROOM TEACHER AVERAGE SALARIES
1996-97 THROUGH 2005-06



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 $35,782 during 2005-06, 2.3% above the 2004-05 average of $34,976. Teachers with five years of experience earned an average of $42,164, while those with 10 years earned $51,119. As a whole, all classroom teachers earned an average salary of $54,043 in 2005-06 and had an average of 14.4 years of experience.

In 2005-06, classroom teachers employed with school districts earned an average salary of $54,509, an increase of 1.5% above the 2004-05 average of $53,709. The average salary of classroom teachers employed by intermediate units increased by 1.6% from $53,238 to $54,086; area career and technology centers by 2.0 % from $51,257 to $52,281 and charter schools by 4.0 % from $37,078 to $38,577. The average salary of classroom teachers employed by consortium-operated alternative high schools decreased by 18.6% from $40,428 to $32,899. Two of the four consortium-operated schools (Perkiomen Valley New Beginnings and Washington County Alternative School) closed, decreasing the number of teachers from 20 to six. State-owned schools, with an average classroom teacher salary of $52,445, and Juvenile Correction Institutions, with an average classroom teacher salary of $45,494, reported data for the first time in 2005-06. First-year classroom teachers with a bachelor's degree employed by the intermediate units earned an average salary of $34,731; area career and technology centers, $35,632; school districts, $35,151; charter schools, $32,839; juvenile correction institutions, $34,159 and state-owned schools, $32,603.

TABLE 3

PROFESSIONAL PERSONNEL BY HIGHEST LEVEL OF EDUCATION
AND OCCUPATIONAL CATEGORY
2005-06

	TOTAL	LESS THAN BACHELOR'S DEGREE %	BACHELOR'S DEGREE %	MASTER'S DEGREE %	DOCTOR'S DEGREE %
TOTAL	**150,613**	**1.1**	**49.6**	**47.8**	**1.5**
Administrative and Supervisory	7,196	0.1	8.2	75.4	16.3
Classroom Teachers	123,395	0.7	55.5	43.3	0.5
Coordinate Services	16,593	2.1	25.7	69.7	2.5
Others	3,429	1.2	39.7	45.4	3.1

Of the professional personnel employed during 2005-06, 74,726 held bachelor's degrees, 71,926 held master's degrees and 2,325 held doctor's degrees.

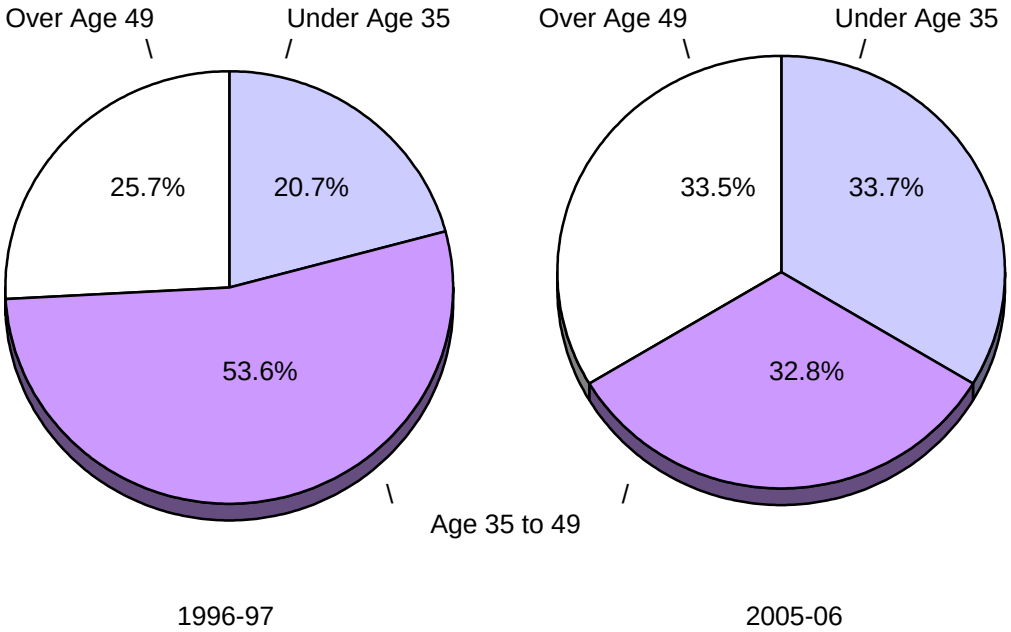
Charter schools employed 4,040 professional personnel. Bachelor's degrees were held by 67.9%, master's degrees by 28.7% and doctor's degrees by1.9%.

School districts employed 112,977 classroom teachers in 2005-06; intermediate units, 4,804; area career and technology centers, 2,096; charter schools, 3,332; consortium-operated alternative high schools, 20; state-owned schools, 73 and juvenile correction centers, 107. Of the teachers employed by the school districts, 55.6% held bachelor's degrees, 43.8% held master's degrees and 0.5% held doctor's degrees.

Bachelor's degrees were held by 83.4% of the 5,450 first-year classroom teachers, master's degrees by 15.3% and doctor's degrees by 0.1%.

FIGURE 6

CLASSROOM TEACHERS BY AGE
1996-97 AND 2005-06



Over the past 10 years, there has been a significant shift in the classroom teacher age distribution. The groupings of classroom teachers under age 35 and over age 49 increased by 84.5% and 47.7%, respectively, while the number of teachers in the 35-49 age group continued to experience decline, dropping 30.6%. Of the 108,831 classroom teachers employed during 1996-97, 22,530 were under age 35, 58,298 were age 35-49 and 28,003 were over age 49.

By 2005-06, the number of classroom teachers increased to 123,395. Teachers under the age of 35 and over the age of 49 increased to 41,568 and 41,358, respectively, while the number of teachers in the 35-49 age group decreased to 40,469. The average age of the classroom teacher was 43.5 years for 1996-97 and 41.7 years for 2005-06.

.

TABLE 4

PROFESSIONAL PERSONNEL RETIREMENTS
1996-97 THROUGH 2005-06

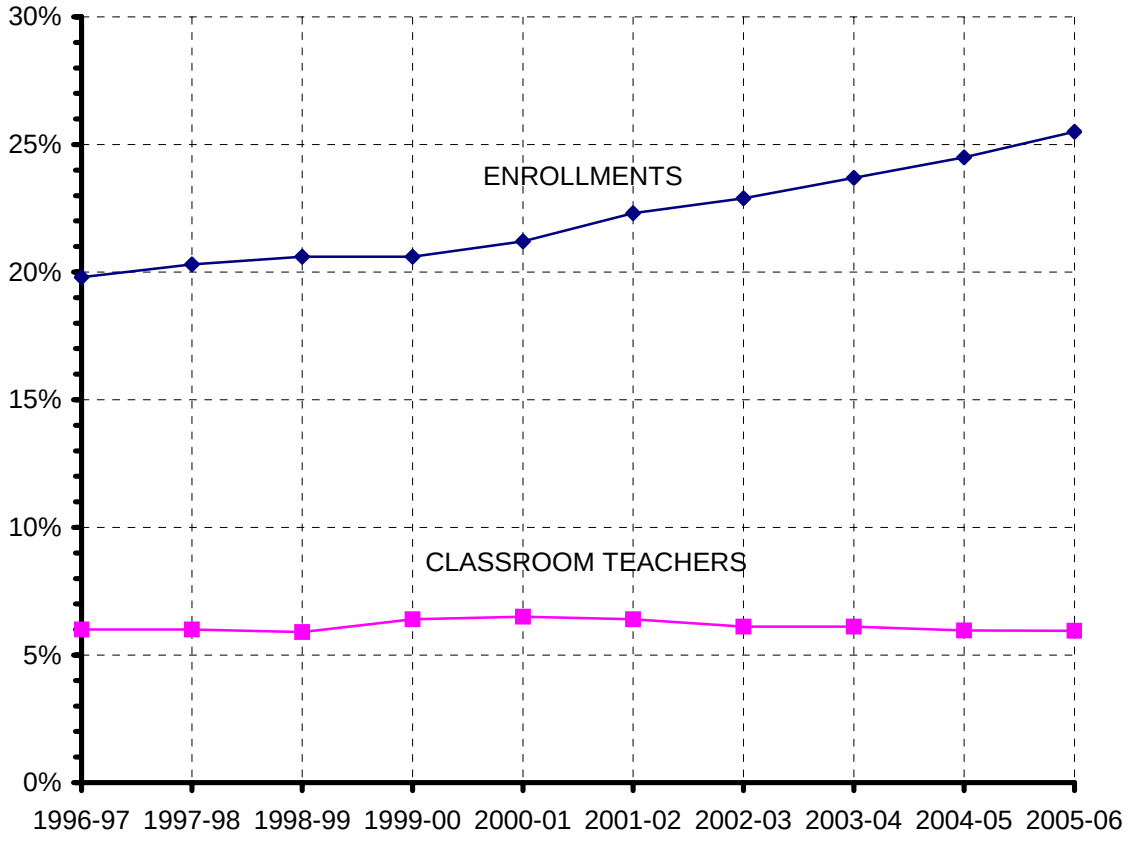
	RETIREMENTS %	AVERAGE YEARS OF SERVICE	AVERAGE AGE
1996-97	2.6	30.5	58.2
1997-98	3.9	31.0	57.5
1998-99	2.4	30.5	57.7
1999-00	4.3	30.9	56.4
2000-01	1.6	29.7	59.0
2001-02	2.3	31.0	58.4
2002-03	3.2	31.3	58.2
2003-04	3.0	31.8	58.2
2004-05	3.5	31.9	58.2
2005-06	3.6	31.7	58.1

Retirement was the reason given by 65.2% of the 9,185 professional personnel who left education permanently prior to the 2005-06 school year, while 34.8% left for reasons other than retirement. An additional 4,533 personnel remained in education but transferred to other education agencies.

Traditionally, professional personnel retirement rates averaged less than 2.0% per year. Over the past 10 years, several retirement incentives were introduced. The rise and fall of retirement rates, over these years, paralleled the opportunities for early or increased retirement. Since 1996-97, retirement rates ranged between 1.6% and 4.3% per year and averaged 3.0% per year.

FIGURE 7

MINORITY CLASSROOM TEACHERS AND ENROLLMENTS
1996-97 THROUGH 2005-06



Minorities comprised an average of 6.1% of the classroom teachers and 22.2% of the public school enrollments over the past decade. In 2005-06, minority enrollments were 29.0% higher than in 1996-97 while the number of minority classroom teachers rose 11.9%.

TABLE 5

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
AND PENNSYLVANIA
1994-95 THROUGH 2003-04

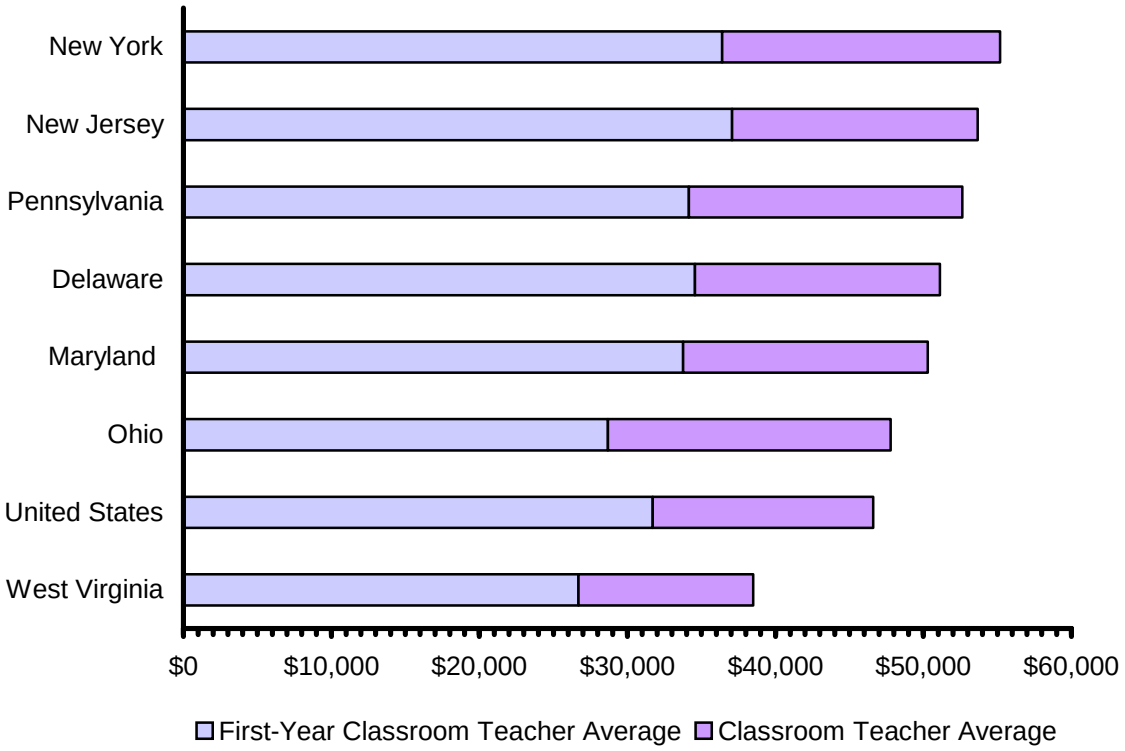
	UNITED STATES 1/	PENNSYLVANIA	PENNSYLVANIA % OF UNITED STATES
1994-95	36,766	44,517 2/	117.9 2/
1995-96	37,594	46,098 2/	122.6
1996-97	38,415	47,159 2/	122.8 2/
1997-98	39,360	47,557 2/	120.8
1998-99	40,540	48,457	119.5
1999-00	41,731	48,322 2/	115.8
2000-01	43,187	49,529 2/	114.7
2001-02	44,367	50,600 2/	114.0
2002-03	45,578	51,425	112.8
2003-04	46,597	52,640	113.0

1/ *Survey & Analysis of Trends, 2004,* American Federation of Teachers, Research Department, 2005.
2/ Revised Data

Pennsylvania's classroom teachers earned salaries at an average of 17.9% above the national average during 1994-95. By 2003-04, Pennsylvania's classroom teachers averaged 13.0% more pay than the national average. The national average rose 2.2% during 2003-04, 0.5 percentage point below the 2.7% 10-year average increase. Pennsylvania's average salary increased by 2.4% in 2003-04, slightly above the 2.2% Pennsylvania 10-year average.

FIGURE 8

CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES,
PENNSYLVANIA AND NEIGHBORING STATES
2003-04



Note: First-year classroom teachers include full-time teachers with bachelor's degrees only.
Source: *Survey & Analysis of Salary Trends, 2004*, American Federation of Teachers, Research Department, 2005.

Pennsylvania ranked below New York and New Jersey in classroom teacher average salaries for the region. Comparisons for the 2003-04 school year placed New York at $55,181 and New Jersey at $53,663, each exceeding Pennsylvania. Delaware at $51,122, Maryland at $50,303, Ohio at $47,791 and West Virginia at $38,496 were below the $52,640 Pennsylvania average. West Virginia remained below the United States average of $46,597.

In Pennsylvania, a first-year teacher with a bachelor's degree earned an average salary of $34,140 during 2003-04, 10.8% above the $31,704 national average. Beginning teachers in New Jersey earned an average salary of $37,061; New York, $36,400; Delaware, $34,566; Maryland, $33,760; Ohio, $28,692 and West Virginia, $26,692.

TABLE 6

FULL-TIME EQUIVALENT PROFESSIONAL PERSONNEL
1996-97 THROUGH 2005-06

	TOTAL	ADMINISTRATIVE/ SUPERVISORY	CLASSROOM TEACHERS	COORDINATE SERVICES	OTHERS
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
2001-02	143,072.0	6,706.8	118,469.9	14,339.1	3,556.2
2002-03	144,218.6	6,866.9	118,313.6	14,829.3	4,208.8
2003-04	145,238.8	6,933.5	119,903.8	15,119.1	3,282.4
2004-05	147,190.8	7,028.1	121,134.1	15,543.7	3,484.9
2005-06	149,260.8	7,165.8	122,361.2	16,330.1	3,403.7

Of the 150,613 professional personnel employed during the 2005-06 school year, 98.1% were employed full-time and 1.9% were employed part-time. Classroom teachers comprised 76.0% of the part-time personnel; coordinate services, 20.2%; administrative/supervisory, 1.9% and others, 1.9%. The 2,857 part-time personnel represented the equivalent of 1,504.8 full-time personnel.

APPENDIX A
FULL-TIME PROFESSIONAL PERSONNEL AND AVERAGE SALARIES BY OCCUPATIONAL CATEGORY
1996-97 THROUGH 2005-06

	TOTAL		ADMINISTRATIVE/ SUPERVISORY		CLASSROOM TEACHERS		COORDINATE SERVICES		OTHER	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
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
2001-02	141,457	52,333	6,690	77,820	117,164	50,599	14,075	54,869	3,528	51,485
2002-03	142,711	53,358	6,852	80,243	117,114	51,425	14,566	55,959	4,179	54,434
2003-04	143,699	54,816	6,921	83,038	118,698	52,640	14,828	57,170	3,252	63,630
2004-05	145,674	55,474	7,009	84,807	119,958	53,281	15,243	57,967	3,464	61,240
2005-06	147,756	56,373	7,143	86,981	121,221	54,043	16,017	58,871	3,375	63,562

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

2005-2006

POSITION	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RACE				
					AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN/ PACIFIC ISLANDER	BLACK (NON-HISPANIC)	HISPANIC	WHITE (NON-HISPANIC)
TOTAL	**150,613**	**43,491**	**107,122**	**$56,373**	**67**	**678**	**7,817**	**1,226**	**140,825**
ADMINISTRATIVE/SUPERVISORY	7,196	3,886	3,310	$86,981	3	11	663	66	6,453
Executive Director	27	24	3	$133,738	0	0	0	0	27
Assistant Executive Director	17	9	8	$109,382	0	0	0	0	17
District Superintendent	505	394	111	$114,128	0	0	12	0	493
Assistant Superintendent	267	135	132	$107,941	1	0	10	4	252
Chief Administrative Officer	116	54	62	$89,052	0	3	34	4	75
Elementary Principal	1,745	751	994	$86,741	0	3	183	22	1,537
Assistant Elementary Principal	304	116	188	$75,427	0	1	82	9	212
Secondary Principal	899	667	232	$88,263	0	2	80	6	811
Assistant Secondary Principal	927	617	310	$79,193	1	2	107	10	807
Principal, K-12 OR Middle School	406	265	141	$88,887	0	0	50	2	354
Asst Principal, K-12 OR Middle Sch	382	225	157	$78,068	0	0	56	5	321
Dir of Career and Technology Ed	77	58	19	$93,130	0	0	1	0	76
Asst Dir of Career and Technology Ed	24	17	7	$88,408	0	0	1	0	23
Coordinator	145	124	21	$67,042	0	0	5	0	140
Supervisor	1,355	430	925	$82,534	1	0	42	4	1,308
CLASSROOM TEACHERS	123,395	35,368	88,027	$54,043	51	534	5,873	887	116,050
Elementary	46,462	7,121	39,341	$54,527	12	181	2,388	316	43,565
Secondary	46,469	21,464	25,005	$53,624	23	271	1,964	440	43,771
Specialized, K-12 OR Middle School	10,969	3,845	7,124	$55,639	4	22	510	51	10,382
Special Education	17,074	2,840	14,234	$52,488	11	54	967	74	15,968
Speech Correctionist	2,421	98	2,323	$56,854	1	6	44	6	2,364
COORDINATE SERVICES	16,593	2,885	13,708	$58,871	11	104	815	215	15,448
Assistant To Superintendent (Instr)	33	23	10	$98,229	0	0	1	0	32
Assistant To Superintendent (Bus)	12	8	4	$84,411	0	0	0	0	12
Business Manager	513	323	190	$79,546	0	1	16	2	494
Dental Hygienist	39	0	39	$60,653	0	0	1	0	38
Director of Management Info Svs	120	98	22	$76,612	0	0	3	0	117
Director of Personnel	123	45	78	$86,592	0	1	9	3	110
Coordinator, Specially Funded Prog	36	11	25	$74,655	0	0	2	2	32
Guidance, Elementary	1,703	272	1,431	$57,484	0	14	114	25	1,550
Guidance, Secondary	2,734	868	1,866	$58,086	0	10	161	28	2,535
Home and School Visitor	308	65	243	$55,839	1	2	32	4	269
Librarian, Elementary	802	38	764	$60,997	0	1	4	2	795
Librarian, K-12 OR Middle School	1,446	167	1,279	$58,381	1	6	35	0	1,404
Manager, School Food Services	221	45	176	$44,845	2	1	61	1	156
Occupational Therapist	184	9	175	$55,207	0	3	9	1	171
Physical Therapist	61	7	54	$55,584	0	0	0	0	61
School Social Worker	150	28	122	$48,566	0	0	35	5	110
Psychological Examiner	0	0	0	$0	0	0	0	0	0
Psychologist	1,322	393	929	$62,716	0	10	49	9	1,254
School Nurse	2,161	20	2,141	$54,548	1	10	134	11	2,005
Specialist	4,625	465	4,160	$57,887	6	45	149	122	4,303
OTHERS	3,429	1,352	2,077	$63,562	2	29	466	58	2,874
Others Not Listed Above	3,429	1,352	2,077	$63,562	2	29	466	58	2,874

APPENDIX C

PROFESSIONAL PERSONNEL TERMINATIONS BY POSITION

2005-2006

POSITION	TOTAL	RESIGNED		FURLOUGHED/ LAID OFF	DISCIPLINARY ACTION	RETIRED	DEATH/ ILLNESS	OTHER
		LEFT EDUCATION	REMAINED IN EDUCATION					
TOTAL	**13.718**	**1.849**	**4.533**	**203**	**181**	**5.993**	**170**	**789**
ADMINISTRATIVE/SUPERVISORY	946	41	434	0	1	445	10	15
Executive Director	4	0	1	0	0	3	0	0
Assistant Executive Director	5	1	0	0	0	4	0	0
District Superintendent	91	5	23	0	0	60	2	1
Assistant Superintendent	49	3	20	0	0	25	1	0
Chief Administrative Officer	14	3	8	0	0	2	0	1
Elementary Principal	205	3	85	0	1	113	1	2
Assistant Elementary Principal	23	0	17	0	0	5	1	0
Secondary Principal	146	4	81	0	0	58	0	3
Assistant Secondary Principal	106	5	72	0	0	29	0	0
Principal, K-12 OR Middle School	52	1	15	0	0	34	1	1
Asst Principal, K-12 OR Middle Sch	47	1	28	0	0	17	1	0
Dir of Career and Technology Ed	12	2	3	0	0	4	1	2
Asst Dir of Career and Technology Ed	3	0	2	0	0	1	0	0
Coordinator	12	1	1	0	0	9	1	0
Supervisor	177	12	78	0	0	81	1	5
CLASSROOM TEACHERS	10,537	1,518	3,507	63	153	4,765	139	392
Elementary	3,751	533	893	32	67	2,069	45	112
Secondary	4,194	587	1,452	19	54	1,888	57	137
Specialized, K-12 OR Middle School	863	120	294	5	11	376	16	41
Special Education	1,519	236	783	6	21	368	19	86
Speech Correctionist	210	42	85	1	0	64	2	16
COORDINATE SERVICES	1,347	153	476	11	6	643	16	42
Assistant To Superintendent (Instr)	8	0	0	0	0	8	0	0
Assistant To Superintendent (Bus)	1	0	0	0	0	1	0	0
Business Manager	63	8	24	0	0	25	3	3
Dental Hygienist	2	0	1	1	0	0	0	0
Director of Management Info Sys	7	2	3	0	0	2	0	0
Director of Personnel	14	3	5	0	0	6	0	0
Coordinator, Specially Funded Prog	7	0	3	0	0	4	0	0
Guidance, Elementary	154	19	57	1	2	70	0	5
Guidance, Secondary	270	19	106	3	0	129	2	11
Home and School Visitor	12	5	2	1	0	4	0	0
Librarian, Elementary	44	4	7	0	0	33	0	0
Librarian, K-12 OR Middle School	120	10	23	2	1	81	2	1
Manager, School Food Services	4	1	0	0	0	3	0	0
Occupational Therapist	9	3	5	0	0	0	1	0
Physical Therapist	3	1	0	0	0	1	1	0
School Social Worker	8	2	3	0	0	3	0	0
Psychological Examiner	0	0	0	0	0	0	0	0
Psychologist	134	26	72	2	0	29	1	4
School Nurse	131	20	32	1	0	71	2	5
Specialist	356	30	133	0	3	173	4	13
OTHERS	888	137	116	129	21	140	5	340
Other Not Listed Above	888	137	116	129	21	140	5	340

APPENDIX D

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

2005-2006

POSITION	TOTAL	EMPLOYMENT STATUS				FTE OF PART-TIME	AVERAGE LEVEL OF EDUCATION	AVERAGE TOTAL YEARS OF SERVICE	AVERAGE UNIT YEARS OF SERVICE
		FULL-TIME		PART-TIME					
		MALE	FEMALE	MALE	FEMALE				
TOTAL	**150.613**	**43.118**	**104.638**	**373**	**2.484**	**1.505.0**	**4.5**	**14.9**	**12.8**
ADMINISTRATIVE/SUPERVISORY	7.196	3.857	3.286	29	24	23.0	5.1	22.5	13.5
Executive Director	27	23	3	1	0	1.0	5.7	34.6	19.0
Assistant Executive Director	17	9	8	0	0	0.0	5.4	27.9	12.5
District Superintendent	505	389	111	5	0	2.9	5.6	30.9	13.0
Assistant Superintendent	267	135	132	0	0	0.0	5.6	27.6	14.1
Chief Administrative Officer	116	47	53	7	9	5.0	5.1	22.0	4.1
Elementary Principal	1.745	748	993	3	1	1.4	5.1	23.3	15.4
Assistant Elementary Principal	304	114	184	2	4	3.7	4.8	17.6	13.5
Secondary Principal	899	660	231	7	1	2.4	5.1	22.6	13.2
Assistant Secondary Principal	927	616	310	1	0	0.5	4.9	17.6	11.2
Principal, K-12 OR Middle School	406	265	141	0	0	0.0	5.1	22.0	14.8
Asst Principal, K-12 OR Middle Sch	382	225	157	0	0	0.0	4.9	16.7	10.8
Dir of Career and Technology Ed	77	57	19	1	0	0.1	5.2	25.0	12.2
Asst Dir of Career and Technology Ed	24	17	7	0	0	0.0	5.0	23.1	10.6
Coordinator	145	124	20	0	1	0.7	4.4	19.4	15.0
Supervisor	1,355	428	917	2	8	5.3	5.0	23.2	13.9
CLASSROOM TEACHERS	123,395	35,070	86,151	298	1,876	1,140.2	4.4	14.4	12.7
Elementary	46,462	7,075	38,693	46	648	357.3	4.4	15.1	13.8
Secondary	46,469	21,271	24,465	193	540	369.7	4.4	14.0	12.4
Specialized, K-12 OR Middle School	10,969	3,796	6,825	49	299	183.2	4.5	15.3	13.3
Special Education	17,074	2,831	14,043	9	191	111.5	4.5	12.9	10.4
Speech Correctionist	2,421	97	2,125	1	198	118.5	4.8	15.5	12.0
COORDINATE SERVICES	16,593	2,856	13,161	29	547	313.1	4.7	15.2	12.7
Assistant To Superintendent (Instr)	33	23	10	0	0	0.0	5.4	25.3	18.5
Assistant To Superintendent (Bus)	12	8	4	0	0	0.0	4.3	19.9	13.6
Business Manager	513	321	187	2	3	2.2	4.1	15.1	11.2
Dental Hygienist	39	0	20	0	19	8.1	4.3	20.7	18.3
Director of Management Info Sys	120	98	22	0	0	0.0	4.2	13.5	10.0
Director of Personnel	123	45	77	0	1	0.9	4.5	15.5	9.2
Coordinator, Specially Funded Prog	36	10	25	1	0	0.5	5.0	23.5	17.4
Guidance, Elementary	1,703	269	1,387	3	44	26.3	4.9	15.2	12.8
Guidance, Secondary	2,734	866	1,843	2	23	12.8	5.0	15.3	12.8
Home and School Visitor	308	63	239	2	4	3.9	4.8	11.6	10.5
Librarian, Elementary	802	38	743	0	21	11.9	4.7	19.8	17.2
Librarian, K-12 OR Middle School	1,446	166	1,262	1	17	10.5	4.7	17.7	15.2
Manager, School Food Services	221	43	175	2	1	1.9	2.9	13.4	12.1
Occupational Therapist	184	9	160	0	15	8.1	4.6	10.7	9.7
Physical Therapist	61	7	48	0	6	3.1	4.6	10.4	8.8
School Social Worker	150	27	117	1	5	3.2	4.7	10.1	8.1
Psychological Examiner	0	0	0	0	0	0.0	0.0	0.0	0.0
Psychologist	1,322	381	855	12	74	48.3	5.1	12.9	9.6
School Nurse	2,161	20	2,048	0	93	47.9	4.3	11.8	10.9
Specialist	4,625	462	3,939	3	221	123.5	4.7	16.4	13.6
OTHERS	3,429	1,335	2,040	17	37	28.7	4.3	15.2	13.2
Other Not Listed Above	3,429	1,335	2,040	17	37	28.7	4.3	15.2	13.2

APPENDIX E

CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY

2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
Intermediate Unit 1	200	38	162	$52,395	236	18.8	33	4.5	111
Allegheny IU 3	396	73	323	$61,082	60	17.5	92	4.6	50
Midwestern IU 4	183	20	163	$52,502	229	15.1	275	4.5	111
Northwest Tri-County IU 5	174	18	156	$53,649	187	18.2	57	4.6	50
Riverview IU 6	73	10	63	$51,761	261	16.1	187	4.4	240
Westmoreland IU 7	247	34	213	$53,139	207	17.7	81	4.6	50
Appalachia IU 8	142	24	118	$46,393	496	15.3	255	4.4	240
Seneca Highlands IU 9	101	9	92	$50,334	319	19.0	30	4.3	414
Central IU 10	33	7	26	$53,730	184	16.4	164	4.4	240
Tuscarora IU 11	31	2	29	$45,575	522	13.9	407	4.5	111
Lincoln IU 12 1/	460	69	391	$45,081	544	12.4	537	4.6	50
Lancaster-Lebanon IU 13	368	52	316	$49,174	375	10.9	589	4.4	240
Berks County IU 14	99	18	81	$51,720	262	13.3	473	4.5	111
Capital Area IU 15	211	21	190	$52,764	215	14.3	369	4.7	18
Central Susquehanna IU 16	132	13	119	$44,960	546	14.0	397	4.5	111
BLAST IU 17	84	11	73	$52,087	247	12.0	557	4.5	111
Luzerne IU 18	95	25	70	$58,473	85	16.2	180	4.5	111
Northeastern Educational IU 19	111	19	92	$54,386	158	18.7	40	4.4	240
Colonial IU 20	210	37	173	$46,448	494	9.9	608	4.4	240
Carbon-Lehigh IU 21	147	20	127	$51,415	275	13.8	421	4.5	111
Bucks County IU 22	358	28	330	$62,593	49	13.3	473	4.7	18
Montgomery County IU 23	182	22	160	$73,220	10	17.9	68	4.7	18
Chester County IU 24	275	51	224	$57,172	97	11.3	578	4.5	111
Delaware County IU 25	252	38	214	$59,955	70	15.5	235	4.7	18
Beaver Valley IU 27	52	6	46	$60,259	66	23.4	2	4.3	414
ARIN IU 28	63	6	57	$59,434	76	18.0	62	4.7	18
Schuylkill IU 29	125	18	107	$54,424	157	17.7	81	4.7	18
INTERMEDIATE UNITS TOTAL	4,804	689	4,115	$54,110		14.9		4.6	
ADAMS COUNTY									
Bermudian Springs SD	131	40	91	$48,246	420	15.4	247	4.6	50
Conewago Valley SD	214	67	147	$54,210	162	16.2	180	4.4	240
Fairfield Area SD	84	27	57	$47,687	442	13.1	491	4.6	50
Gettysburg Area SD	228	72	156	$52,781	214	17.4	101	4.6	50
Littlestown Area SD 1/	144	39	105	$45,477	526	13.6	444	4.4	240
Upper Adams SD	108	20	88	$49,065	385	15.2	268	4.5	111
COUNTY TOTAL	909	265	644	$50,393		15.6		4.5	
ALLEGHENY COUNTY									
A W Beattie Career Center	32	19	13	$47,735	440	11.2	580	3.8	678
Academy CS	11	9	2	$30,364	714	2.5	720	4.0	652
Allegheny Valley SD	79	27	52	$55,271	132	14.4	353	4.3	414
Avonworth SD	82	23	59	$52,098	245	11.8	563	4.5	111
Baldwin-Whitehall SD	284	96	188	$54,943	144	13.6	444	4.4	240
Bethel Park SD 1/	352	109	243	$51,103	286	13.4	461	4.6	50
Brentwood Borough SD	90	21	69	$51,653	267	14.0	397	4.5	111

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
ALLEGHENY COUNTY									
Career Connections CHS	25	11	14	$36,336	690	4.8	693	4.0	652
Carlynton SD 1/	103	27	76	$55,111	136	14.5	346	4.4	240
Chartiers Valley SD	242	66	176	$48,578	406	11.0	586	4.5	111
City CHS	37	17	20	$42,056	597	5.6	675	4.4	240
Clairton City SD	78	18	60	$52,193	243	17.0	125	4.3	414
Cornell SD	60	18	42	$45,230	538	9.1	621	4.3	414
Deer Lakes SD	151	43	108	$51,988	252	13.0	500	4.4	240
Duquesne City SD 1/	59	16	43	$45,497	525	11.4	573	4.3	414
East Allegheny SD	112	36	76	$54,292	161	15.3	255	4.4	240
Elizabeth Forward SD	195	47	148	$49,091	383	15.7	219	4.6	50
Forbes Road CTC	30	12	18	$43,633	568	10.3	602	4.0	652
Fox Chapel Area SD	386	113	273	$59,116	79	14.2	382	4.6	50
Gateway SD	311	104	207	$64,827	36	13.2	483	4.7	18
Hampton Township SD	201	61	140	$62,471	50	17.0	125	4.5	111
Highlands SD 1/	206	60	146	$46,724	485	11.0	586	4.4	240
Keystone Oaks SD	169	51	118	$58,633	83	18.8	33	4.6	50
Manchester Academic CS	18	7	11	$41,133	619	7.3	637	4.1	618
McKeesport Area SD	278	58	220	$50,324	321	17.7	81	4.3	414
McKeesport Area Tech Ctr	15	8	7	$53,791	180	13.4	461	3.5	705
Montour SD	227	73	154	$60,053	67	14.3	369	4.5	111
Moon Area SD	270	70	200	$56,201	116	12.6	526	4.5	111
Mt Lebanon SD	385	116	269	$59,276	78	14.7	322	4.6	50
North Allegheny SD	539	167	372	$68,795	21	17.9	68	4.5	111
North Hills SD 1/	331	101	230	$59,845	71	16.4	164	4.4	240
Northgate SD	106	31	75	$49,363	366	12.5	531	4.4	240
Northside Urban Pathways CS	23	11	12	$39,508	644	4.3	701	4.4	240
PA Learners Online Regional Cyber CS	73	23	50	$41,878	599	5.3	682	4.4	240
Parkway West AVTS 1/	30	17	13	$53,127	210	14.6	328	3.8	678
Penn Hills SD	396	121	275	$48,828	394	12.5	531	4.3	414
Pine-Richland SD	285	90	195	$51,199	283	11.5	571	4.5	111
Pittsburgh SD 1/	2,601	761	1,840	$60,782	62	16.0	196	4.4	240
Plum Borough SD	266	89	177	$60,364	64	16.3	173	4.4	240
Propel CS-East	14	4	10	$37,964	666	3.4	717	4.1	618
Propel CS-Homestead	28	4	24	$39,615	643	5.0	688	4.4	240
Propel CS-McKeesport	13	4	9	$37,731	669	3.8	711	4.1	618
Quaker Valley SD	140	51	89	$61,456	56	13.8	421	4.6	50
Renaissance Acad Pgh Alt of Hope CS	16	3	13	$41,396	613	7.6	633	4.6	50
Riverview SD	101	23	78	$48,435	413	12.8	514	4.5	111
Shaler Area SD	382	119	263	$54,562	153	16.0	196	4.5	111
South Allegheny SD	115	33	82	$42,073	595	10.5	598	4.3	414
South Fayette Township SD	130	35	95	$57,956	90	14.3	369	4.4	240
South Park SD 1/	120	34	86	$59,441	75	16.5	157	4.5	111
Spectrum CS	3	0	3	$29,190	718	6.3	656	4.3	414
Steel Center AVTS	27	14	13	$53,737	183	14.9	301	4.3	414
Steel Valley SD	144	42	102	$53,872	177	15.1	275	4.3	414

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
ALLEGHENY COUNTY									
Sto-Rox SD	106	38	68	$47,743	437	15.4	247	4.4	240
Upper Saint Clair SD	274	72	202	$62,360	51	15.1	275	4.6	50
Urban League of Pittsburgh CS	17	2	15	$35,545	696	4.8	693	4.1	618
West Allegheny SD	216	54	162	$55,178	135	14.4	353	4.4	240
West Jefferson Hills SD	156	53	103	$63,458	47	19.6	17	4.4	240
West Mifflin Area SD	177	59	118	$56,268	114	13.8	421	4.4	240
Wilkinsburg Borough SD	134	39	95	$50,313	322	13.2	483	4.3	414
Woodland Hills SD	376	110	266	$55,781	120	15.3	255	4.4	240
COUNTY TOTAL	11,827	3,540	8,287	$56,632		14.6		4.4	
ARMSTRONG COUNTY									
Apollo-Ridge SD	106	36	70	$52,600	224	16.8	139	4.4	240
Armstrong SD	439	117	322	$57,202	96	18.7	40	4.3	414
Freeport Area SD	128	47	81	$53,342	201	16.0	196	4.4	240
Leechburg Area SD	69	20	49	$55,031	138	15.5	235	4.3	414
Lenape Tech	32	19	13	$52,026	251	12.3	546	4.2	554
COUNTY TOTAL	774	239	535	$55,522		17.4		4.4	
BEAVER COUNTY									
Aliquippa SD	115	32	83	$49,110	380	13.3	473	4.2	554
Ambridge Area SD 1/	191	53	138	$52,428	235	16.8	139	4.2	554
Beaver Area Academic CS	4	2	2	$49,725	348	4.3	701	4.3	414
Beaver Area SD	123	32	91	$51,027	289	14.9	301	4.4	240
Beaver County AVTS 1/	22	16	6	$53,585	190	17.2	114	4.2	554
Big Beaver Falls Area SD	143	43	100	$46,845	479	14.5	346	4.3	414
Blackhawk SD	171	59	112	$57,109	99	18.8	33	4.5	111
Center Area SD	131	32	99	$53,130	209	14.4	353	4.4	240
Freedom Area SD	107	38	69	$50,829	302	17.4	101	4.4	240
Hopewell Area SD	183	44	139	$52,455	232	14.1	391	4.3	414
Midland Borough SD	23	3	20	$51,317	281	15.6	229	4.2	554
Monaca SD	48	14	34	$54,510	154	21.6	6	4.5	111
New Brighton Area SD	116	34	82	$49,715	349	14.4	353	4.2	554
Pennsylvania Cyber CS	99	31	68	$36,676	683	5.2	685	4.1	618
Riverside Beaver County SD	124	37	87	$50,627	307	13.6	444	4.3	414
Rochester Area SD	87	27	60	$47,513	450	13.9	407	4.3	414
South Side Area SD	102	31	71	$59,019	81	17.5	92	4.5	111
Western Beaver County SD	74	23	51	$43,136	580	10.4	599	4.2	554
COUNTY TOTAL	1,863	551	1,312	$50,738		14.8		4.3	
BEDFORD COUNTY									
Bedford Area SD	149	48	101	$48,490	409	17.8	75	4.3	414
Bedford County Technical Center	8	4	4	$46,911	475	15.9	204	3.5	705
Chestnut Ridge SD	112	35	77	$47,510	451	17.4	101	4.2	554
Everett Area SD	98	28	70	$50,871	297	17.7	81	4.5	111
Northern Bedford County SD	80	25	55	$44,825	548	16.9	131	4.3	414

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
BEDFORD COUNTY									
Tussey Mountain SD	88	36	52	$45,826	514	17.2	114	4.2	554
COUNTY TOTAL	535	176	359	$47,705		17.4		4.3	
BERKS COUNTY									
Antietam SD	88	22	66	$46,276	500	11.6	569	4.4	240
Berks CTC	68	46	22	$58,213	87	15.3	255	3.7	684
Boyertown Area SD	429	113	316	$56,044	118	13.9	407	4.6	50
Brandywine Heights Area SD	134	31	103	$55,067	137	15.0	288	4.5	111
Conrad Weiser Area SD	202	56	146	$53,748	182	15.4	247	4.4	240
Daniel Boone Area SD	240	52	188	$48,724	400	10.8	593	4.3	414
Exeter Township SD	269	76	193	$53,901	175	13.6	444	4.3	414
Fleetwood Area SD	184	36	148	$48,788	396	12.2	549	4.5	111
Governor Mifflin SD	274	72	202	$55,696	122	14.8	312	4.6	50
Hamburg Area SD	174	61	113	$57,154	98	16.1	187	4.4	240
Kutztown Area SD	135	44	91	$53,888	176	15.7	219	4.6	50
Muhlenberg SD	205	55	150	$54,104	165	13.1	491	4.5	111
Oley Valley SD 1/	140	41	99	$48,550	407	14.6	328	4.5	111
Reading SD	909	234	675	$47,142	464	12.2	549	4.3	414
Reading-Muhlenberg AVTS 1/	34	22	12	$53,721	186	12.4	537	3.2	723
Schuylkill Valley SD	134	41	93	$63,683	44	15.7	219	4.8	2
Tulpehocken Area SD 1/	125	33	92	$53,958	174	17.9	68	4.4	240
Twin Valley SD	235	52	183	$53,622	188	11.3	578	4.5	111
Wilson SD 1/	349	114	235	$52,509	227	12.7	521	4.5	111
Wyomissing Area SD 1/	144	42	102	$51,681	266	12.6	526	4.5	111
COUNTY TOTAL	4,472	1,243	3,229	$52,350		13.4		4.4	
BLAIR COUNTY									
Altoona Area SD	514	158	356	$50,014	338	16.2	180	4.4	240
Bellwood-Antis SD	87	24	63	$49,249	372	18.0	62	4.3	414
Central PA Digital Lrng Foundation CS	30	10	20	$37,000	680	13.2	483	4.5	111
Claysburg-Kimmel SD	64	29	35	$41,489	610	14.8	312	4.2	554
Greater Altoona CTC	36	22	14	$41,253	615	11.8	563	3.6	697
Hollidaysburg Area SD	252	71	181	$47,952	432	16.3	173	4.4	240
Spring Cove SD	132	43	89	$46,303	498	17.0	125	4.3	414
Tyrone Area SD	128	38	90	$42,373	592	14.3	369	4.2	554
Williamsburg Community SD	46	11	35	$40,414	628	14.9	301	4.2	554
COUNTY TOTAL	1,289	406	883	$47,337		15.9		4.3	
BRADFORD COUNTY									
Athens Area SD 1/	178	59	119	$54,059	168	13.9	407	4.4	240
Canton Area SD	80	27	53	$52,637	222	16.1	187	4.4	240
Northeast Bradford SD	67	21	46	$57,798	91	16.6	151	4.4	240
Northern Tier Career Center	12	8	4	$47,539	447	7.8	631	3.5	705
Sayre Area SD	76	24	52	$52,756	216	15.0	288	4.5	111
Towanda Area SD	109	41	68	$55,478	126	17.2	114	4.6	50

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
BRADFORD COUNTY									
Troy Area SD	113	33	80	$53,200	205	16.8	139	4.4	240
Wyalusing Area SD 1/	98	34	64	$53,022	212	17.2	114	4.3	414
COUNTY TOTAL	733	247	486	$53,934		15.8		4.4	
BUCKS COUNTY									
Bensalem Township SD	374	117	257	$77,312	3	21.7	5	4.8	2
Bristol Borough SD	91	32	59	$66,137	27	16.4	164	4.7	18
Bristol Township SD	463	124	339	$66,018	30	13.5	456	4.3	414
Bucks County Montessori CS	19	4	15	$38,277	661	7.9	629	4.3	414
Bucks County Technical High School	112	68	44	$63,620	46	9.7	613	4.0	652
Centennial SD	387	106	281	$64,109	39	12.0	557	4.7	18
Center for Student Lrng CS Pennsbury	9	5	4	$37,947	667	2.2	722	4.0	652
Central Bucks SD	1,030	294	736	$66,634	26	13.3	473	4.8	2
Council Rock SD	796	215	581	$81,409	1	16.1	187	4.5	111
Middle Bucks Institute of Technology	30	22	8	$75,425	6	10.2	604	4.0	652
Morrisville Borough SD	66	23	43	$64,671	37	15.0	288	4.6	50
Neshaminy SD	614	172	442	$80,607	2	16.2	180	4.5	111
New Hope-Solebury SD	105	33	72	$68,937	20	13.4	461	4.7	18
Palisades SD	144	39	105	$70,372	17	17.3	106	4.7	18
Pennridge SD	431	99	332	$68,704	22	14.8	312	4.6	50
Pennsbury SD	686	189	497	$75,614	5	16.0	196	4.6	50
Quakertown Community SD	325	103	222	$72,680	12	14.1	391	4.6	50
School Lane CS	38	6	32	$40,760	624	4.9	692	4.3	414
Upper Bucks County AVTS	29	21	8	$74,036	9	15.8	210	4.4	240
COUNTY TOTAL	5,749	1,672	4,077	$72,006		15.0		4.6	
BUTLER COUNTY									
Butler Area SD	515	136	379	$50,233	325	14.2	382	4.3	414
Butler County AVTS	20	14	6	$49,700	350	15.0	288	3.4	716
Karns City Area SD	122	32	90	$50,052	333	16.3	173	4.1	618
Mars Area SD	169	61	108	$50,899	296	13.7	434	4.5	111
Moniteau SD	96	19	77	$48,052	431	15.0	288	4.4	240
Seneca Valley SD	531	144	387	$53,358	199	13.7	434	4.5	111
Slippery Rock Area SD 1/	132	37	95	$51,467	273	17.9	68	4.7	18
South Butler County SD	168	51	117	$49,205	373	14.2	382	4.4	240
COUNTY TOTAL	1,753	494	1,259	$51,081		14.5		4.4	
CAMBRIA COUNTY									
Admiral Peary AVTS	20	14	6	$51,822	257	17.5	92	3.7	684
Blacklick Valley SD	51	14	37	$45,674	517	15.7	219	4.4	240
Cambria Heights SD	106	34	72	$49,673	352	17.7	81	4.3	414
Central Cambria SD	119	38	81	$49,674	351	17.8	75	4.3	414
Conemaugh Valley SD	76	20	56	$40,277	635	16.1	187	4.1	618
Cresson Secure Treatment Unit	6	3	3	$41,651	606	10.3	602	4.5	111
Ferndale Area SD	62	14	48	$42,620	587	14.2	382	4.2	554

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
CAMBRIA COUNTY									
Forest Hills SD	142	52	90	$50,353	317	18.8	33	4.4	240
Greater Johnstown AVTS	16	11	5	$43,907	561	12.2	549	3.6	697
Greater Johnstown SD	226	67	159	$52,506	228	17.8	75	4.3	414
Northern Cambria SD	92	33	59	$51,340	279	19.1	25	4.4	240
Penn Cambria SD	120	38	82	$47,813	435	15.4	247	4.4	240
Portage Area SD	72	21	51	$48,100	429	19.1	25	4.5	111
Richland SD	93	30	63	$52,071	248	16.8	139	4.3	414
Westmont Hilltop SD	104	28	76	$56,821	104	16.5	157	4.5	111
COUNTY TOTAL	1,305	417	888	$49,732		17.2		4.3	
CAMERON COUNTY									
Cameron County SD	59	20	39	$46,930	473	15.1	275	4.3	414
COUNTY TOTAL	59	20	39	$46,930		15.1		4.3	
CARBON COUNTY									
Carbon Career & Technical Institute	31	18	13	$44,530	552	10.8	593	4.1	618
Jim Thorpe Area SD	127	56	71	$44,282	557	10.9	589	4.5	111
Lehighton Area SD 2/	186	64	122	$46,919	474	16.4	164	4.4	240
Palmerton Area SD	119	39	80	$56,282	112	18.4	54	4.4	240
Panther Valley SD 1/	110	38	72	$40,038	640	13.4	461	4.3	414
Weatherly Area SD	53	14	39	$46,570	491	14.2	382	4.4	240
Youth Forestry Camp #2	8	6	2	$60,019	68	25.9	1	4.6	50
COUNTY TOTAL	634	235	399	$46,945		14.8		4.4	
CENTRE COUNTY									
Bald Eagle Area SD	141	46	95	$43,447	575	14.9	301	4.3	414
Bellefonte Area SD	219	69	150	$48,979	387	15.5	235	4.3	414
Central PA Institute of Science & Technology	21	13	8	$36,768	682	6.4	655	3.4	716
Centre Learning Community CS	8	2	6	$38,493	653	7.1	641	4.5	111
Nittany Valley CS	9	4	5	$33,349	704	12.7	521	4.2	554
Penns Valley Area SD	110	31	79	$51,366	277	15.0	288	4.2	554
State College Area SD	548	141	407	$55,561	125	16.3	173	4.4	240
Wonderland CS	4	0	4	$21,812	722	1.5	724	4.0	652
Young Scholars of Central PA CS	9	0	9	$28,143	719	5.8	668	4.4	240
COUNTY TOTAL	1,069	306	763	$51,124		15.4		4.3	
CHESTER COUNTY									
21st Century Cyber CS	13	4	9	$44,335	555	6.5	652	4.3	414
Avon Grove CS	74	12	62	$37,434	675	5.7	673	4.1	618
Avon Grove SD	301	57	244	$50,159	328	12.0	557	4.3	414
Center for Arts & Technology	54	28	26	$65,999	31	14.7	322	4.3	414
Chester Co Family Academy CS	3	1	2	$40,333	632	10.0	607	4.0	652
Coatesville Area SD	495	133	362	$50,724	304	12.2	549	4.5	111
Collegium CS	89	15	74	$38,626	650	4.4	700	4.2	554
Downingtown Area SD	738	171	567	$56,639	108	13.0	500	4.4	240

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
CHESTER COUNTY									
Erin Dudley Forbes CS	7	1	6	$29,571	716	2.6	719	4.0	652
Graystone Academy CS	34	7	27	$33,045	705	3.5	715	4.1	618
Great Valley SD	285	82	203	$63,694	43	12.6	526	4.5	111
Kennett Consolidated SD	252	64	188	$56,270	113	12.5	531	4.5	111
Octorara Area SD	199	67	132	$54,120	164	13.8	421	4.4	240
Owen J Roberts SD	310	77	233	$53,559	193	11.2	580	4.5	111
Oxford Area SD	212	45	167	$49,406	364	13.7	434	4.4	240
Pennsylvania Leadership Charter School	45	17	28	$43,786	564	7.1	641	4.2	554
Phoenixville Area SD	249	73	176	$61,843	52	13.2	483	4.6	50
Renaissance Academy-Edison CS 1/	66	14	52	$37,566	673	4.5	698	4.0	652
Sankofa Academy CS	4	1	3	$41,250	616	2.0	723	4.3	414
Tredyffrin-Easttown SD	426	115	311	$63,942	41	12.9	506	4.7	18
Unionville-Chadds Ford SD	274	85	189	$65,219	35	14.0	397	4.8	2
West Chester Area SD	747	211	536	$61,657	54	14.8	312	4.5	111
COUNTY TOTAL	4,877	1,280	3,597	$56,377		12.6		4.5	
CLARION COUNTY									
Allegheny-Clarion Valley SD 1/	70	14	56	$42,765	584	12.8	514	4.2	554
Clarion Area SD 1/	64	22	42	$49,642	354	17.5	92	4.5	111
Clarion County Career Center	15	10	5	$46,765	483	14.3	369	3.5	705
Clarion-Limestone Area SD	81	19	62	$45,833	513	15.0	288	4.4	240
Keystone SD 1/	92	31	61	$45,262	537	16.2	180	4.5	111
North Clarion County SD	51	14	37	$47,739	439	20.1	13	4.5	111
Redbank Valley SD	94	28	66	$46,149	503	15.3	255	4.4	240
Union SD	58	22	36	$47,489	453	13.4	461	4.3	414
COUNTY TOTAL	525	160	365	$46,261		15.6		4.4	
CLEARFIELD COUNTY									
Clearfield Area SD	176	58	118	$50,038	336	20.7	7	4.2	554
Clearfield County CTC	18	12	6	$46,061	506	13.8	421	3.4	716
Curwensville Area SD	86	26	60	$45,797	515	16.6	151	4.4	240
Dubois Area SD	286	77	209	$46,646	487	14.3	369	4.3	414
Glendale SD	67	23	44	$41,855	600	14.6	328	4.2	554
Harmony Area SD	39	10	29	$40,937	622	16.3	173	4.2	554
Moshannon Valley SD	71	29	42	$48,098	430	20.1	13	4.2	554
Philipsburg-Osceola Area SD	169	55	114	$45,457	528	14.2	382	4.3	414
West Branch Area SD	89	35	54	$44,605	550	12.4	537	4.1	618
COUNTY TOTAL	1,001	325	676	$46,354		15.9		4.3	
CLINTON COUNTY									
Keystone Central CTC	22	13	9	$54,650	150	15.5	235	3.9	671
Keystone Central SD	349	98	251	$57,445	94	18.0	62	4.4	240
Sugar Valley Rural CS	26	9	17	$27,333	721	5.5	679	4.0	652
COUNTY TOTAL	397	120	277	$55,383		17.1		4.4	

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
COLUMBIA COUNTY									
Benton Area SD	62	17	45	$43,676	567	15.1	275	4.4	240
Berwick Area SD	237	65	172	$51,867	256	17.1	121	4.2	554
Bloomsburg Area SD	131	48	83	$46,906	476	15.6	229	4.6	50
Central Columbia SD	137	45	92	$52,375	237	17.8	75	4.4	240
Columbia-Montour AVTS	44	29	15	$48,784	397	15.2	268	4.1	618
Millville Area SD	66	18	48	$46,102	505	18.8	33	4.5	111
Southern Columbia Area SD	98	26	72	$47,391	456	16.5	157	4.4	240
COUNTY TOTAL	775	248	527	$49,264		16.8		4.4	
CRAWFORD COUNTY									
Conneaut SD	186	64	122	$48,378	414	16.9	131	4.5	111
Crawford Central SD	310	77	233	$47,703	441	17.6	88	4.4	240
Crawford County AVTS	22	16	6	$47,481	454	15.1	275	3.5	705
Penncrest SD	261	88	173	$47,100	467	14.8	312	4.3	414
COUNTY TOTAL	779	245	534	$47,654		16.4		4.4	
CUMBERLAND COUNTY									
Big Spring SD	217	49	168	$43,444	576	12.9	506	4.5	111
Camp Hill SD	76	22	54	$51,766	260	16.4	164	4.5	111
Carlisle Area SD 1/	313	86	227	$46,141	504	16.6	151	4.4	240
Commonwealth Connections Academy CS	24	4	20	$38,300	660	6.7	648	4.3	414
Cumberland Valley SD	502	143	359	$49,307	369	15.9	204	4.5	111
Cumberland-Perry AVTS 2/	32	20	12	$48,815	395	16.4	164	3.7	684
East Pennsboro Area SD	206	58	148	$47,605	446	13.3	473	4.3	414
Mechanicsburg Area SD	249	80	169	$49,260	371	14.3	369	4.5	111
Shippensburg Area SD	208	65	143	$53,133	208	14.6	328	4.6	50
South Middleton SD	161	46	115	$45,083	543	14.0	397	4.6	50
COUNTY TOTAL	1,988	573	1,415	$47,973		14.8		4.5	
DAUPHIN COUNTY									
Central Dauphin SD	758	220	538	$49,823	343	13.2	483	4.3	414
Dauphin County AVTS	73	41	32	$49,559	358	13.4	461	4.1	618
Derry Township SD	227	73	154	$51,928	253	13.9	407	4.7	18
Halifax Area SD	96	27	69	$47,492	452	16.5	157	4.5	111
Harrisburg City SD	659	181	478	$50,209	327	13.0	500	4.2	554
Infinity CS	10	1	9	$38,368	658	9.5	616	4.5	111
Lower Dauphin SD	271	63	208	$51,193	284	15.8	210	4.3	414
Middletown Area SD	192	53	139	$50,515	310	15.8	210	4.7	18
Millersburg Area SD	76	20	56	$46,844	480	15.1	275	4.4	240
Pennsylvania Distance Learning CS	16	3	13	$31,134	711	2.3	721	4.2	554
Ronald H Brown CS	27	5	22	$31,876	709	5.6	675	4.3	414
Steelton-Highspire SD	103	39	64	$42,110	594	10.8	593	4.2	554
Susquehanna Township SD	198	57	141	$51,809	258	14.4	353	4.4	240
Sylvan Heights Science CS	15	3	12	$35,809	694	6.9	644	4.1	618
Upper Dauphin Area SD	99	41	58	$48,698	403	17.3	106	4.1	618

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
COUNTY TOTAL	2,820	827	1,993	$49,530		13.8		4.3	
DELAWARE COUNTY									
Chester Community CS	91	8	83	$33,645	703	4.2	705	4.1	618
Chester-Upland SD 1/	261	62	199	$63,106	48	18.6	44	4.6	50
Chichester SD	245	78	167	$55,695	123	13.8	421	4.4	240
Delaware County AVTS 1/	41	26	15	$56,226	115	11.2	580	3.9	671
Garnet Valley SD	346	87	259	$54,004	170	10.7	596	4.6	50
Haverford Township SD	356	84	272	$59,646	73	14.6	328	4.7	18
Interboro SD 1/	244	73	171	$59,844	72	11.7	566	4.7	18
Marple Newtown SD	249	62	187	$64,026	40	16.0	196	4.7	18
Penn-Delco SD	222	59	163	$53,512	197	11.7	566	4.5	111
Radnor Township SD	286	79	207	$70,626	15	16.6	151	4.7	18
Ridley SD	415	115	300	$66,042	29	15.5	235	4.8	2
Rose Tree Media SD	291	84	207	$61,738	53	13.1	491	4.6	50
Southeast Delco SD	267	55	212	$60,507	63	14.4	353	4.5	111
Springfield SD	223	69	154	$59,100	80	13.5	456	4.6	50
Upper Darby SD	734	200	534	$55,027	139	13.0	500	4.5	111
Village CS of Chester-Upland 1/	43	9	34	$38,064	665	10.4	599	4.3	414
Wallingford-Swarthmore SD	256	76	180	$61,128	59	13.6	444	4.8	2
William Penn SD	372	103	269	$55,257	133	13.1	491	4.6	50
COUNTY TOTAL	4,942	1,329	3,613	$58,815		13.7		4.6	
ELK COUNTY									
Johnsonburg Area SD	50	23	27	$53,328	202	18.2	57	4.3	414
Ridgway Area SD	74	25	49	$50,106	331	17.9	68	4.7	18
Saint Marys Area SD	156	50	106	$50,386	315	18.1	59	4.2	554
COUNTY TOTAL	280	98	182	$50,833		18.1		4.4	
ERIE COUNTY									
Corry Area SD	178	54	124	$45,602	521	13.9	407	4.2	554
Erie City SD	862	254	608	$47,444	455	13.9	407	4.4	240
Erie County Technical School	24	16	8	$44,548	551	11.4	573	3.6	697
Fairview SD	100	38	62	$54,798	146	20.6	8	4.5	111
Fort LeBoeuf SD	137	48	89	$47,658	443	15.9	204	4.3	414
GECAC Community CS	30	7	23	$30,731	713	6.6	651	4.3	414
General McLane SD	156	55	101	$51,086	287	18.5	48	4.5	111
Girard SD 1/	133	34	99	$45,625	520	13.6	444	4.4	240
Harbor Creek SD	149	46	103	$49,460	361	15.9	204	4.4	240
Iroquois SD	84	22	62	$48,643	405	17.5	92	4.4	240
Millcreek Township SD	474	122	352	$50,051	334	15.7	219	4.5	111
Montessori Regional CS	15	1	14	$32,509	708	7.4	635	4.3	414
North East SD 1/	112	34	78	$49,533	359	17.2	114	4.4	240
Northwestern SD	110	39	71	$44,300	556	13.6	444	4.3	414
Perseus House CS of Excellence	31	14	17	$36,205	691	6.0	661	4.3	414
Union City Area SD	97	28	69	$46,246	501	16.7	145	4.5	111

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
ERIE COUNTY									
Wattsburg Area SD	91	30	61	$46,634	488	17.3	106	4.4	240
COUNTY TOTAL	2,783	842	1,941	$47,812		15.1		4.4	
FAYETTE COUNTY									
Albert Gallatin Area SD	246	72	174	$49,565	357	16.9	131	4.3	414
Brownsville Area SD	124	36	88	$54,936	145	22.0	4	4.4	240
Connellsville Area SD	352	91	261	$54,425	156	18.1	59	4.4	240
Fayette County AVTS	21	13	8	$43,417	577	13.2	483	3.6	697
Frazier SD	80	23	57	$50,237	324	16.0	196	4.4	240
Laurel Highlands SD	201	67	134	$51,153	285	15.2	268	4.4	240
North Fayette County AVTS	11	9	2	$53,186	206	15.3	255	3.4	716
Uniontown Area SD	231	66	165	$42,221	593	12.8	514	4.2	554
COUNTY TOTAL	1,266	377	889	$50,320		16.6		4.3	
FOREST COUNTY									
Forest Area SD	56	21	35	$50,125	330	14.1	391	4.3	414
COUNTY TOTAL	56	21	35	$50,125		14.1		4.3	
FRANKLIN COUNTY									
Chambersburg Area SD	483	136	347	$49,354	368	14.6	328	4.6	50
Fannett-Metal SD	45	7	38	$41,230	617	12.8	514	4.4	240
Franklin County CTC	33	26	7	$52,235	242	11.0	586	3.7	684
Greencastle-Antrim SD	146	42	104	$55,357	129	15.5	235	4.6	50
Scotland Sch Veterans Children	34	14	20	$47,373	457	16.1	187	4.4	240
South Mountain Secure Trmnt Un	7	5	2	$41,657	605	10.4	599	4.3	414
Tuscarora SD	166	47	119	$50,227	326	18.5	48	4.5	111
Waynesboro Area SD	272	65	207	$49,166	376	14.9	301	4.6	50
COUNTY TOTAL	1,186	342	844	$49,834		15.2		4.6	
FULTON COUNTY									
Central Fulton SD	76	24	52	$49,576	356	17.4	101	4.5	111
Forbes Road SD	41	8	33	$40,502	626	14.6	328	4.4	240
Fulton County AVTS	6	4	2	$40,529	625	6.8	645	3.2	723
Southern Fulton SD	62	19	43	$44,986	545	15.2	268	4.5	111
COUNTY TOTAL	185	55	130	$45,741		15.7		4.4	
GREENE COUNTY									
Carmichaels Area SD	79	25	54	$51,873	255	19.3	22	4.3	414
Central Greene SD	164	52	112	$45,552	523	14.8	312	4.3	414
Greene County CTC	18	10	8	$43,009	581	14.3	369	3.8	678
Jefferson-Morgan SD	69	22	47	$46,285	499	15.8	210	4.3	414
Southeastern Greene SD	50	17	33	$47,620	444	20.4	9	4.3	414
West Greene SD	75	29	46	$48,458	410	17.6	88	4.3	414
COUNTY TOTAL	455	155	300	$47,372		16.8		4.3	

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
HUNTINGDON COUNTY									
Huntingdon Area SD	172	49	123	$42,059	596	16.0	196	4.2	554
Huntingdon Co CTC	14	9	5	$42,991	582	12.8	514	3.6	697
Juniata Valley SD	64	16	48	$43,768	565	14.6	328	4.4	240
Mount Union Area SD	127	34	93	$42,579	589	15.0	288	4.2	554
Southern Huntingdon County SD	98	27	71	$41,401	612	13.9	407	4.2	554
Youth Forestry Camp #3	7	4	3	$41,011	621	11.6	569	4.3	414
COUNTY TOTAL	482	139	343	$42,304		15.0		4.2	
INDIANA COUNTY									
Blairsville-Saltsburg SD	135	49	86	$55,319	131	17.9	68	4.5	111
Homer-Center SD	64	17	47	$58,066	89	19.1	25	4.4	240
Indiana Area SD	225	69	156	$61,328	57	19.4	19	4.8	2
Indiana County Technology Center	18	12	6	$55,734	121	14.4	353	3.8	678
Marion Center Area SD 1/	120	28	92	$49,745	345	15.5	235	4.3	414
Penns Manor Area SD	70	27	43	$53,818	179	16.1	187	4.3	414
Purchase Line SD	92	22	70	$48,335	416	14.5	346	4.4	240
United SD	98	33	65	$54,345	159	19.6	17	4.4	240
COUNTY TOTAL	822	257	565	$55,344		17.7		4.5	
JEFFERSON COUNTY									
Brockway Area SD	82	27	55	$48,963	389	18.7	40	4.5	111
Brookville Area SD 2/	128	33	95	$45,383	532	16.3	173	4.4	240
Jefferson County-DuBois AVTS 2/	30	18	12	$47,353	458	18.0	62	3.9	671
Punxsutawney Area SD 2/	192	58	134	$45,475	527	15.6	229	4.3	414
COUNTY TOTAL	432	136	296	$46,241		16.6		4.3	
JUNIATA COUNTY									
Juniata County SD	209	68	141	$42,454	591	14.6	328	4.3	414
COUNTY TOTAL	209	68	141	$42,454		14.6		4.3	
LACKAWANNA COUNTY									
Abington Heights SD	225	64	161	$54,078	167	17.6	88	4.5	111
Carbondale Area SD	89	27	62	$45,655	519	15.0	288	4.5	111
CTC of Lackawanna County	30	20	10	$39,945	641	11.9	560	3.6	697
Dunmore SD	95	27	68	$48,767	398	15.2	268	4.4	240
Fell CS	18	3	15	$30,828	712	4.1	706	4.1	618
Lakeland SD	103	29	74	$50,011	339	20.2	11	4.3	414
Mid Valley SD	103	28	75	$43,449	574	14.6	328	4.2	554
North Pocono SD	201	51	150	$54,324	160	17.8	75	4.7	18
Old Forge SD 3/	58	20	38	$46,060	507	18.6	44	4.2	554
Riverside SD	103	36	67	$50,863	298	17.3	106	4.7	18
Scranton SD	651	164	487	$51,550	269	16.0	196	4.3	414
Scranton State School for Deaf 2/	39	8	31	$57,106	100	23.0	3	4.8	2
Valley View SD	159	42	117	$45,994	509	15.8	210	4.4	240

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
COUNTY TOTAL	1,874	519	1,355	$50,234		16.6		4.4	
LANCASTER COUNTY									
Cocalico SD	219	76	143	$50,952	293	13.5	456	4.4	240
Columbia Borough SD	105	30	75	$48,284	418	13.9	407	4.3	414
Conestoga Valley SD	249	68	181	$52,599	225	13.6	444	4.4	240
Donegal SD	166	46	120	$49,203	374	12.9	506	4.5	111
Eastern Lancaster County SD	215	66	149	$49,423	363	13.0	500	4.4	240
Elizabethtown Area SD	238	70	168	$49,262	370	13.3	473	4.4	240
Ephrata Area SD	258	79	179	$48,708	402	13.2	483	4.2	554
Hempfield SD	447	133	314	$56,681	106	14.3	369	4.5	111
La Academia CS	7	1	6	$36,357	688	8.7	625	4.1	618
Lampeter-Strasburg SD	213	72	141	$54,052	169	12.9	506	4.4	240
Lancaster County CTC	79	53	26	$53,596	189	11.4	573	3.6	697
Lancaster SD	668	193	475	$51,683	265	12.9	506	4.2	554
Manheim Central SD	192	59	133	$53,511	198	15.3	255	4.6	50
Manheim Township SD	357	99	258	$53,304	203	14.4	353	4.5	111
Penn Manor SD	329	92	237	$52,881	213	13.9	407	4.3	414
Pequea Valley SD	127	34	93	$50,950	294	15.3	255	4.3	414
Solanco SD	224	74	150	$50,043	335	15.1	275	4.5	111
Warwick SD	292	76	216	$54,690	149	14.3	369	4.6	50
COUNTY TOTAL	4,385	1,321	3,064	$52,123		13.7		4.4	
LAWRENCE COUNTY									
Ellwood City Area SD 1/	127	51	76	$49,124	378	13.7	434	4.2	554
Laurel SD	87	24	63	$52,432	234	15.6	229	4.4	240
Lawrence County CTC	34	19	15	$50,506	311	13.6	444	4.1	618
Mohawk Area SD	122	37	85	$52,165	244	15.0	288	4.4	240
Neshannock Township SD	78	28	50	$55,991	119	16.9	131	4.4	240
New Castle Area SD	239	92	147	$51,206	282	11.5	571	4.2	554
New Castle Youth Dev Ctr	25	15	10	$51,538	270	15.5	235	4.1	618
Shenango Area SD	88	28	60	$55,012	140	15.3	255	4.5	111
Union Area SD	58	16	42	$49,926	341	14.5	346	4.3	414
Wilmington Area SD	104	25	79	$46,017	508	14.8	312	4.5	111
COUNTY TOTAL	962	335	627	$51,242		14.1		4.3	
LEBANON COUNTY									
Annville-Cleona SD	109	29	80	$49,161	377	15.7	219	4.4	240
Cornwall-Lebanon SD	304	85	219	$53,539	195	15.0	288	4.5	111
Eastern Lebanon County SD	151	49	102	$54,596	152	15.6	229	4.3	414
Lebanon County CTC 1/	32	21	11	$50,427	313	16.7	145	3.7	684
Lebanon SD	264	89	175	$47,278	461	12.4	537	4.3	414
Northern Lebanon SD	158	49	109	$49,496	360	14.9	301	4.4	240
Palmyra Area SD	190	46	144	$48,324	417	13.6	444	4.6	50
COUNTY TOTAL	1,208	368	840	$50,467		14.4		4.4	

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
LEHIGH COUNTY									
Allentown City SD	916	260	656	$52,475	231	13.3	473	4.4	240
Catasauqua Area SD	118	48	70	$56,647	107	16.5	157	4.4	240
East Penn SD	455	120	335	$55,250	134	12.9	506	4.6	50
Lehigh Career & Technical Institute	82	50	32	$54,962	143	12.7	521	3.9	671
Northern Lehigh SD	131	40	91	$52,650	221	16.8	139	4.6	50
Northwestern Lehigh SD	159	34	125	$52,729	218	15.0	288	4.4	240
Parkland SD	524	156	368	$56,734	105	14.8	312	4.5	111
Roberto Clemente CS	16	4	12	$36,171	692	4.3	701	4.2	554
Salisbury Township SD 1/	122	35	87	$54,708	148	14.4	353	4.5	111
Southern Lehigh SD 1/	183	57	126	$51,516	271	12.6	526	4.5	111
Vitalistic Therapeutic CS	12	0	12	$29,640	715	11.9	560	4.3	414
Whitehall-Coplay SD	232	86	146	$52,525	226	14.4	353	4.4	240
COUNTY TOTAL	2,950	890	2,060	$53,801		13.9		4.5	
LUZERNE COUNTY									
Bear Creek Community CS	20	4	16	$29,355	717	9.2	618	4.5	111
Crestwood SD 3/	164	43	121	$45,400	531	14.0	397	4.6	50
Dallas SD	154	34	120	$50,670	306	14.0	397	4.5	111
Greater Nanticoke Area SD 1/	113	36	77	$47,025	469	14.8	312	4.5	111
Hanover Area SD	124	28	96	$52,028	250	14.2	382	4.5	111
Hazleton Area Career Center	32	18	14	$51,622	268	14.8	312	4.1	618
Hazleton Area SD	536	150	386	$48,168	424	12.2	549	4.6	50
Lake-Lehman SD	144	42	102	$52,062	249	15.3	255	4.4	240
Northwest Area SD 1/	94	37	57	$52,371	238	17.3	106	4.5	111
Pittston Area SD	178	63	115	$56,987	101	18.0	62	4.4	240
West Side AVTS	37	21	16	$49,637	355	13.9	407	4.3	414
Wilkes-Barre Area SD	452	152	300	$56,405	111	16.1	187	4.4	240
Wilkes-Barre AVTS	31	24	7	$52,295	241	13.1	491	3.4	716
Wyoming Area SD	152	32	120	$52,351	239	16.2	180	4.7	18
Wyoming Valley West SD	300	88	212	$61,033	61	19.1	25	4.3	414
COUNTY TOTAL	2,531	772	1,759	$52,523		15.2		4.5	
LYCOMING COUNTY									
East Lycoming SD	117	36	81	$49,113	379	14.6	328	4.5	111
Jersey Shore Area SD	187	53	134	$57,643	92	16.5	157	4.3	414
Loyalsock Township SD	85	31	54	$55,411	127	16.6	151	4.4	240
Lycoming CTC	7	4	3	$36,476	686	4.3	701	3.7	684
Montgomery Area SD	73	19	54	$49,360	367	14.6	328	4.4	240
Montoursville Area SD	140	50	90	$53,582	191	15.8	210	4.4	240
Muncy SD	75	24	51	$48,719	401	12.5	531	4.4	240
South Williamsport Area SD	95	28	67	$49,815	344	13.8	421	4.3	414
Williamsport Area SD	409	130	279	$56,441	110	16.8	139	4.4	240
COUNTY TOTAL	1,188	375	813	$53,911		15.7		4.4	

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
MCKEAN COUNTY									
Bradford Area SD 1/	198	57	141	$45,210	540	13.8	421	4.3	414
Kane Area SD	86	28	58	$49,102	381	17.8	75	4.4	240
Otto-Eldred SD	51	12	39	$47,533	448	17.4	101	4.3	414
Port Allegany SD	70	29	41	$48,541	408	14.5	346	4.3	414
Seneca Highlands AVTS	11	6	5	$46,850	478	13.4	461	3.4	716
Smethport Area SD	66	22	44	$49,731	347	18.0	62	4.3	414
COUNTY TOTAL	482	154	328	$47,289		15.6		4.3	
MERCER COUNTY									
Commodore Perry SD	51	14	37	$52,621	223	19.0	30	4.5	111
Farrell Area SD	90	29	61	$49,391	365	13.9	407	4.4	240
Greenville Area SD	110	36	74	$50,863	298	14.6	328	4.6	50
Grove City Area SD	176	69	107	$50,542	309	15.5	235	4.5	111
Hermitage SD	129	39	90	$56,122	117	17.9	68	4.4	240
Jamestown Area SD	44	15	29	$46,428	495	12.3	546	4.3	414
Keystone Education Center CS	29	18	11	$38,423	656	7.3	637	4.1	618
Lakeview SD	86	28	58	$50,578	308	17.1	121	4.3	414
Mercer Area SD	102	28	74	$48,115	428	15.3	255	4.4	240
Mercer County Career Center	17	10	7	$50,857	301	15.8	210	4.0	652
Reynolds SD	85	29	56	$54,085	166	17.3	106	4.5	111
Sharon City SD	150	38	112	$48,130	426	12.8	514	4.4	240
Sharpsville Area SD	77	22	55	$51,707	263	16.2	180	4.4	240
West Middlesex Area SD	75	29	46	$48,936	391	14.7	322	4.3	414
COUNTY TOTAL	1,221	404	817	$50,507		15.3		4.4	
MIFFLIN COUNTY									
Mifflin County SD	420	124	296	$45,310	534	17.1	121	4.5	111
Mifflin-Juniata CTC	13	9	4	$41,444	611	14.9	301	3.4	716
Tuscarora Blended Learning CS	11	3	8	$31,297	710	5.3	682	4.6	50
COUNTY TOTAL	444	136	308	$44,847		16.8		4.4	
MONROE COUNTY									
East Stroudsburg Area SD	573	168	405	$50,930	295	10.6	597	4.3	414
Monroe Career & Tech Inst	37	20	17	$51,701	264	9.0	624	3.9	671
Pleasant Valley SD	416	135	281	$49,096	382	13.2	483	4.4	240
Pocono Mountain Charter School	25	4	21	$21,577	723	5.4	680	4.1	618
Pocono Mountain SD	790	235	555	$45,665	518	9.8	610	4.4	240
Stroudsburg Area SD	419	115	304	$48,446	412	11.2	580	4.3	414
COUNTY TOTAL	2,260	677	1,583	$48,009		10.8		4.4	
MONTGOMERY COUNTY									
Abington SD	468	161	307	$67,713	23	13.1	491	4.6	50
Achievement House CS	13	3	10	$37,605	672	3.9	708	4.2	554
Center for Technical Studies of Montgomery County	26	17	9	$70,292	18	12.1	555	3.9	671
Cheltenham Township SD	351	103	248	$73,088	11	14.6	328	4.8	2

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
MONTGOMERY COUNTY									
Colonial SD	344	91	253	$67,030	24	11.2	580	4.8	2
Eastern Center for Arts & Technology	16	11	5	$74,045	8	11.4	573	3.7	684
Hatboro-Horsham SD	382	100	282	$66,919	25	13.8	421	4.7	18
Jenkintown SD	50	13	37	$71,428	13	16.3	173	4.8	2
Lower Merion SD	545	163	382	$76,878	4	15.5	235	4.7	18
Lower Moreland Township SD	131	35	96	$70,494	16	15.4	247	4.9	1
Methacton SD	364	85	279	$58,717	82	12.4	537	4.5	111
Norristown Area SD	490	116	374	$65,750	32	13.3	473	4.5	111
North Montco Tech Career Center	50	34	16	$65,563	33	11.1	585	3.7	684
North Penn SD	875	258	617	$64,144	38	13.5	456	4.4	240
Pennsylvania Virtual CS	124	14	110	$38,211	662	9.9	608	4.3	414
Perkiomen Valley SD	355	93	262	$60,357	65	12.1	555	4.7	18
Pottsgrove SD	216	57	159	$58,577	84	13.8	421	4.4	240
Pottstown SD	206	57	149	$53,777	181	14.0	397	4.4	240
Souderton Area SD	450	105	345	$61,630	55	13.6	444	4.6	50
Souderton CS Collaborative	17	0	17	$40,103	637	10.2	604	4.4	240
Spring-Ford Area SD	457	112	345	$54,000	171	10.9	589	4.5	111
Springfield Township SD	161	45	116	$65,222	34	14.6	328	4.8	2
Upper Dublin SD	311	75	236	$59,970	69	12.6	526	4.6	50
Upper Merion Area SD	265	73	192	$75,005	7	15.5	235	4.8	2
Upper Moreland Township SD	197	56	141	$66,063	28	17.0	125	4.8	2
Upper Perkiomen SD	196	59	137	$70,641	14	17.3	106	4.7	18
Western Center for Technical Studies	34	21	13	$51,801	259	9.6	615	4.0	652
Wissahickon SD	308	82	226	$68,946	19	14.6	328	4.6	50
COUNTY TOTAL	7,402	2,039	5,363	$64,745		13.5		4.6	
MONTOUR COUNTY									
Danville Area SD	189	53	136	$48,964	388	16.1	187	4.5	111
Danville Ctr Adolescent Female	11	2	9	$45,274	536	13.7	434	4.4	240
North Central Secure Trmnt Unt	15	10	5	$42,755	586	10.9	589	4.0	652
COUNTY TOTAL	215	65	150	$48,333		15.6		4.5	
NORTHAMPTON COUNTY									
Bangor Area SD	239	65	174	$46,747	484	13.4	461	4.4	240
Bethlehem Area SD	927	268	659	$52,661	219	14.0	397	4.6	50
Bethlehem AVTS	42	25	17	$54,729	147	12.4	537	3.5	705
Career Institute of Technology 1/	24	16	8	$53,353	200	14.7	322	3.7	684
Easton Area SD	589	165	424	$48,757	399	13.4	461	4.3	414
Lehigh Valley Academy Regional CS	36	4	32	$34,673	700	5.1	686	4.1	618
Lehigh Valley CHS for Performing Arts	26	7	19	$34,766	698	5.8	668	4.2	554
Nazareth Area SD	294	95	199	$52,440	233	13.7	434	4.5	111
Northampton Area SD	354	94	260	$54,440	155	14.1	391	4.5	111
Pen Argyl Area SD	122	28	94	$47,828	434	13.3	473	4.5	111
Saucon Valley SD	166	38	128	$58,114	88	12.4	537	4.4	240
Wilson Area SD	151	46	105	$51,384	276	14.9	301	4.5	111

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
COUNTY TOTAL	2,970	851	2,119	$51,318		13.5		4.4	
NORTHUMBERLAND COUNTY									
Line Mountain SD	92	26	66	$47,742	438	17.3	106	4.3	414
Milton Area SD	176	55	121	$48,227	423	16.4	164	4.3	414
Mount Carmel Area SD	112	32	80	$41,209	618	17.1	121	4.4	240
Northumberland County AVTS	12	9	3	$41,532	609	12.5	531	3.5	705
Shamokin Area SD	154	41	113	$38,405	657	15.1	275	4.3	414
Shikellamy SD	201	53	148	$49,447	362	13.4	461	4.4	240
Susq-Cyber CS	4	1	3	$37,168	678	17.5	92	4.5	111
Warrior Run SD	128	42	86	$45,887	511	17.2	114	4.4	240
COUNTY TOTAL	879	259	620	$45,353		15.7		4.3	
PERRY COUNTY									
Greenwood SD	60	19	41	$43,830	563	15.1	275	4.5	111
Loysville Youth Dev Ctr 1/	19	12	7	$40,407	629	12.5	531	4.3	414
Newport SD	100	21	79	$45,854	512	15.6	229	4.3	414
Susquenita SD	150	46	104	$47,323	459	16.9	131	4.4	240
West Perry SD 1/	196	58	138	$43,680	566	15.8	210	4.4	240
COUNTY TOTAL	525	156	369	$45,039		15.9		4.4	
PHILADELPHIA COUNTY									
Ad Prima CS	8	1	7	$34,198	701	3.9	708	4.1	618
Agora Cyber CS	5	0	5	$0	724	9.8	610	4.6	50
Alliance for Progress CS	16	2	14	$36,438	687	3.9	708	4.1	618
Architecture and Design CHS	32	13	19	$43,604	571	6.7	648	4.5	111
Belmont CS	54	12	42	$39,208	646	5.0	688	4.4	240
Christopher Columbus CS	48	7	41	$39,019	647	6.0	661	4.2	554
Community Academy of Philadelphia CS	68	9	59	$45,442	529	6.5	652	4.4	240
Delaware Valley CHS	29	14	15	$40,862	623	9.1	621	4.4	240
Discovery Charter School	26	4	22	$42,577	590	7.9	629	4.3	414
Eugenio Maria De Hostos CS	16	2	14	$45,310	534	5.0	688	4.4	240
Family CS	4	2	2	$41,625	608	5.8	668	4.0	652
First Phila CS For Literacy	33	7	26	$38,969	648	6.8	645	4.3	414
Folk Arts-Cultural Treasures CS	16	3	13	$41,820	601	7.2	639	4.7	18
Franklin Towne CHS	56	19	37	$38,443	655	4.1	706	4.2	554
Freire CS	24	10	14	$41,342	614	5.8	668	4.3	414
Germantown Settlement CS 1/	29	6	23	$37,690	670	6.2	658	4.2	554
Green Woods CS	15	1	14	$35,795	695	7.1	641	4.6	50
Hope CS	25	11	14	$37,607	671	4.8	693	4.0	652
Imani Education Circle CS	26	3	23	$38,467	654	5.3	682	4.3	414
Imhotep Institute CHS	36	15	21	$42,583	588	9.2	618	4.1	618
Independence CS	40	8	32	$40,401	631	5.0	688	4.4	240
Khepera CS	18	4	14	$40,061	639	9.2	618	4.3	414
KIPP Academy Charter School	13	1	12	$54,650	150	5.9	664	4.8	2
Laboratory CS	34	6	28	$38,199	663	6.8	645	4.2	554

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
PHILADELPHIA COUNTY									
Leadership Learning Partners CS	29	6	23	$36,041	693	4.6	697	4.1	618
Mariana Bracetti Academy CS	61	22	39	$43,397	578	5.7	673	4.2	554
Maritime Academy Charter School	29	10	19	$36,627	684	5.6	675	4.3	414
Mastery Charter High School	43	16	27	$47,114	466	5.9	664	4.7	18
Math Civics and Sciences CS	58	26	32	$37,440	674	5.9	664	4.3	414
Math Sci & Tech Community CS	66	19	47	$43,486	573	9.8	610	4.4	240
Multi-Cultural Academy CS	13	8	5	$36,546	685	12.3	546	4.5	111
New Foundations CS	27	9	18	$47,183	463	9.5	616	4.3	414
New Media Technology CS	14	6	8	$38,539	652	3.6	712	4.5	111
Northwood Academy CS	33	2	31	$38,879	649	5.9	664	4.2	554
Nueva Esperanza Academy CS	44	15	29	$41,113	620	5.6	675	4.3	414
People for People CS	40	7	33	$40,315	633	6.3	656	4.2	554
Philadelphia Academy CS	70	16	54	$48,238	422	8.4	628	4.2	554
Philadelphia City SD	10,060	2,712	7,348	$57,581	93	13.1	491	4.4	240
Philadelphia Electrical & Tech CHS	34	19	15	$41,641	607	5.8	668	4.3	414
Philadelphia Harambee Inst CS	29	7	22	$40,419	627	9.1	621	4.4	240
Philadelphia Montessori CS	6	1	5	$51,483	272	14.2	382	4.5	111
Philadelphia Performing Arts CS	30	3	27	$38,590	651	7.7	632	4.1	618
Preparatory CS	31	13	18	$44,863	547	7.4	635	4.4	240
Raising Horizons Quest CS	29	14	15	$35,517	697	5.1	686	3.7	684
Renaissance Advantage CS	47	9	38	$38,079	664	2.9	718	4.0	652
Renaissance CS	13	7	6	$36,346	689	6.2	658	4.6	50
Richard Allen Preparatory CS	19	8	11	$39,240	645	4.5	698	4.1	618
Russell Byers CS	26	7	19	$41,918	598	8.7	625	4.4	240
Universal Institute CS	37	7	30	$36,918	681	4.8	693	4.3	414
Wakisha CS	28	8	20	$39,690	642	6.5	652	4.5	111
West Oak Lane CS	43	5	38	$37,393	676	3.5	715	4.1	618
West Phila. Achievement CES	18	6	12	$40,137	636	7.5	634	4.4	240
Wissahickon CS	27	6	21	$41,744	604	6.1	660	4.5	111
World Communications CS	22	16	6	$37,091	679	3.6	712	4.4	240
Young Scholars CS	11	6	5	$38,325	659	3.6	712	4.2	554
Youth Build Phila CS	7	4	3	$37,849	668	8.7	625	4.3	414
COUNTY TOTAL	11,715	3,180	8,535	$55,248		12.2		4.4	
PIKE COUNTY									
Delaware Valley SD	348	111	237	$50,100	332	11.7	566	4.6	50
COUNTY TOTAL	348	111	237	$50,100		11.7		4.6	
POTTER COUNTY									
Austin Area SD	22	7	15	$44,646	549	17.0	125	4.1	618
Coudersport Area SD	62	25	37	$47,615	445	15.2	268	4.5	111
Galeton Area SD	44	14	30	$46,828	482	14.9	301	4.4	240
Northern Potter SD	51	15	36	$48,685	404	17.7	81	4.4	240
Oswayo Valley SD	37	15	22	$42,921	583	13.0	500	4.5	111

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
COUNTY TOTAL	216	76	140	$46,588		15.5		4.4	
SCHUYLKILL COUNTY									
Blue Mountain SD	196	59	137	$50,020	337	14.4	353	4.3	414
Mahanoy Area SD	94	25	69	$42,756	585	13.8	421	4.3	414
Minersville Area SD	73	16	57	$46,991	470	18.3	56	4.3	414
North Schuylkill SD	130	41	89	$50,007	340	19.7	16	4.4	240
Pine Grove Area SD	113	30	83	$51,010	291	19.2	24	4.4	240
Pottsville Area SD	183	66	117	$53,538	196	20.2	11	4.3	414
Saint Clair Area SD	36	5	31	$40,288	634	13.4	461	4.3	414
Schuylkill Haven Area SD	84	25	59	$46,573	490	15.7	219	4.3	414
Schuylkill Technology Centers	31	20	11	$51,318	280	14.9	301	3.7	684
Shenandoah Valley SD	69	26	43	$43,291	579	18.1	59	4.4	240
Tamaqua Area SD 1/	142	36	106	$46,239	502	14.1	391	4.1	618
Tri-Valley SD	78	19	59	$47,062	468	17.2	114	4.4	240
Williams Valley SD	79	27	52	$44,399	554	16.7	145	4.3	414
COUNTY TOTAL	1,308	395	913	$48,174		16.9		4.3	
SNYDER COUNTY									
Midd-West SD	164	46	118	$45,690	516	14.6	328	4.5	111
Selinsgrove Area SD	172	56	116	$58,441	86	17.5	92	4.6	50
COUNTY TOTAL	336	102	234	$52,181		16.1		4.5	
SOMERSET COUNTY									
Berlin Brothersvalley SD	70	29	41	$45,959	510	15.7	219	4.2	554
Conemaugh Township Area SD	75	16	59	$48,863	393	18.8	33	4.3	414
Meyersdale Area SD	72	30	42	$48,456	411	18.6	44	4.3	414
North Star SD	105	27	78	$46,456	493	18.9	32	4.3	414
Rockwood Area SD	64	22	42	$47,262	462	20.3	10	4.5	111
Salisbury-Elk Lick SD	36	10	26	$34,680	699	14.4	353	4.2	554
Shade-Central City SD	39	15	24	$50,367	316	18.8	33	4.2	554
Shanksville-Stonycreek SD	35	11	24	$41,770	603	16.9	131	4.5	111
Somerset Area SD	172	48	124	$53,238	204	19.3	22	4.4	240
Somerset County Technology Center	22	13	9	$43,847	562	12.2	549	3.5	705
Turkeyfoot Valley Area SD	33	12	21	$34,018	702	12.4	537	4.2	554
Windber Area SD	86	33	53	$54,983	141	18.6	44	4.5	111
COUNTY TOTAL	809	266	543	$48,115		18.0		4.3	
SULLIVAN COUNTY									
Sullivan County SD	59	20	39	$59,643	74	19.4	19	4.3	414
COUNTY TOTAL	59	20	39	$59,643		19.4		4.3	
SUSQUEHANNA COUNTY									
Blue Ridge SD	85	24	61	$47,301	460	13.7	434	4.2	554
Elk Lake SD	100	31	69	$47,834	433	14.5	346	4.5	111
Forest City Regional SD	70	16	54	$48,130	426	15.8	210	4.6	50

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
SUSQUEHANNA COUNTY									
Montrose Area SD	130	33	97	$55,408	128	17.6	88	4.4	240
Mountain View SD	101	19	82	$48,373	415	14.6	328	4.4	240
Susquehanna Community SD	75	25	50	$51,355	278	16.4	164	4.7	18
Susquehanna County CTC	13	7	6	$48,162	425	14.2	382	4.2	554
COUNTY TOTAL	574	155	419	$50,060		15.5		4.4	
TIOGA COUNTY									
Northern Tioga SD	199	50	149	$43,629	569	13.1	491	4.3	414
Southern Tioga SD	161	51	110	$45,140	542	13.7	434	4.2	554
Wellsboro Area SD	116	33	83	$50,488	312	14.7	322	4.5	111
COUNTY TOTAL	476	134	342	$45,819		13.7		4.3	
UNION COUNTY									
Lewisburg Area SD	122	32	90	$53,045	211	18.5	48	4.6	50
Mifflinburg Area SD	156	60	96	$46,984	471	15.3	255	4.4	240
SUN Area CTC	23	15	8	$52,346	240	11.9	560	3.5	705
COUNTY TOTAL	301	107	194	$49,897		16.3		4.4	
VENANGO COUNTY									
Cranberry Area SD	98	28	70	$46,892	477	15.9	204	4.5	111
Franklin Area SD	163	39	124	$48,887	392	16.7	145	4.4	240
Oil City Area SD	153	52	101	$49,087	384	16.6	151	4.4	240
Titusville Area SD	152	48	104	$47,768	436	14.0	397	4.3	414
Valley Grove SD	71	18	53	$43,608	570	11.8	563	4.3	414
Venango Technology Center	19	13	6	$46,674	486	12.9	506	3.5	705
COUNTY TOTAL	656	198	458	$47,731		15.3		4.4	
WARREN COUNTY									
Tidioute Community CS	22	9	13	$28,091	720	5.4	680	4.1	618
Warren County AVTS	12	8	4	$41,776	602	13.9	407	3.5	705
Warren County SD	386	84	302	$44,015	559	14.4	353	4.3	414
COUNTY TOTAL	420	101	319	$43,105		13.9		4.3	
WASHINGTON COUNTY									
Avella Area SD	57	18	39	$46,368	497	15.7	219	4.2	554
Bentworth SD	71	25	46	$52,092	246	18.4	54	4.4	240
Bethlehem-Center SD	99	27	72	$48,284	418	16.9	131	4.4	240
Burgettstown Area SD	103	29	74	$43,541	572	12.7	521	4.2	554
California Area SD	67	17	50	$45,319	533	14.0	397	4.3	414
Canon-McMillan SD	284	79	205	$50,131	329	14.3	369	4.3	414
Charleroi SD	121	28	93	$45,527	524	13.8	421	4.3	414
Chartiers-Houston SD 2/	79	22	57	$43,908	560	15.0	288	4.3	414
Fort Cherry SD	90	25	65	$45,228	539	15.2	268	4.2	554
McGuffey SD	149	35	114	$52,479	230	17.7	81	4.4	240
Mon Valley CTC	16	11	5	$46,937	472	13.1	491	3.6	697

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

LOCAL EDUCATION AGENCY	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
WASHINGTON COUNTY									
Peters Township SD	238	71	167	$55,605	124	15.1	275	4.6	50
Ringgold SD	222	63	159	$45,204	541	15.9	204	4.3	414
Trinity Area SD	235	61	174	$53,729	185	16.7	145	4.2	554
Washington SD 1/	149	47	102	$48,240	421	17.5	92	4.5	111
Western Area CTC	20	13	7	$46,589	489	15.3	255	3.7	684
COUNTY TOTAL	2,000	571	1,429	$49,237		15.6		4.4	
WAYNE COUNTY									
Wallenpaupack Area SD	302	83	219	$53,979	172	15.1	275	4.8	2
Wayne Highlands SD	214	58	156	$59,371	77	18.5	48	4.5	111
Western Wayne SD	167	44	123	$55,350	130	16.4	164	4.3	414
COUNTY TOTAL	683	185	498	$55,986		16.5		4.6	
WESTMORELAND COUNTY									
Belle Vernon Area SD	155	45	110	$54,971	142	19.1	25	4.4	240
Burrell SD	125	37	88	$46,569	492	12.4	537	4.4	240
Central Westmoreland CTC	40	25	15	$51,445	274	14.3	369	3.8	678
Derry Area SD	165	49	116	$52,748	217	19.9	15	4.4	240
Eastern Westmoreland CTC	19	15	4	$49,733	346	15.7	219	3.7	684
Franklin Regional SD	228	69	159	$53,962	173	14.9	301	4.4	240
Greater Latrobe SD	237	69	168	$53,543	194	16.9	131	4.4	240
Greensburg Salem SD	188	48	140	$54,152	163	18.7	40	4.4	240
Hempfield Area SD	411	123	288	$61,211	58	17.5	92	4.5	111
Jeannette City SD	81	24	57	$50,308	323	18.5	48	4.3	414
Kiski Area SD	229	73	156	$56,512	109	14.5	346	4.4	240
Ligonier Valley SD	131	38	93	$51,925	254	15.4	247	4.4	240
Monessen City SD	75	24	51	$44,466	553	14.1	391	4.4	240
Mount Pleasant Area SD	145	35	110	$50,705	305	16.5	157	4.4	240
New Kensington-Arnold SD	155	35	120	$45,440	530	12.9	506	4.3	414
Northern Westmoreland AVTS 1/	13	7	6	$52,656	220	14.4	353	3.8	678
Norwin SD	281	86	195	$50,859	300	13.5	456	4.4	240
Penn-Trafford SD 1/	245	82	163	$50,391	314	15.4	247	4.5	111
Ridgeview Academy CS	73	19	54	$32,518	707	6.0	661	4.0	652
South West Secure Trtmnt Ctr	9	6	3	$40,402	630	7.2	639	4.7	18
Southmoreland SD	144	45	99	$51,081	288	18.5	48	4.4	240
Yough SD	151	50	101	$49,645	353	14.7	322	4.5	111
COUNTY TOTAL	3,300	1,004	2,296	$52,391		15.8		4.4	
WYOMING COUNTY									
Lackawanna Trail SD	93	26	67	$53,573	192	15.4	247	4.4	240
Tunkhannock Area SD	222	66	156	$56,877	103	19.4	19	4.5	111
COUNTY TOTAL	315	92	223	$55,900		18.2		4.5	
YORK COUNTY									
Central York SD	308	85	223	$50,334	319	12.8	514	4.5	111

APPENDIX E
CLASSROOM TEACHER AVERAGES AND RANKINGS BY LOCAL EDUCATION AGENCY
2005-2006

	TOTAL	MALE	FEMALE	FULL-TIME AVERAGE SALARY	RANK OF 724	AVERAGE TOTAL YEARS	RANK OF 724	AVERAGE EDUCATION	RANK OF 724
YORK COUNTY									
Crispus Attucks Youthbuild CS	5	0	5	$37,233	677	13.8	421	4.2	554
Dallastown Area SD	372	115	257	$63,942	41	14.4	353	4.3	414
Dover Area SD 1/	219	62	157	$47,129	465	15.1	275	4.6	50
Eastern York SD	200	67	133	$49,028	386	13.7	434	4.5	111
Hanover Public SD 1/	124	37	87	$49,850	342	14.4	353	4.5	111
Lincoln CS	49	3	46	$40,087	638	6.7	648	4.0	652
Northeastern York SD	214	58	156	$51,022	290	13.9	407	4.4	240
Northern York County SD	199	65	134	$46,843	481	17.0	125	4.3	414
Red Lion Area SD	348	92	256	$53,860	178	13.4	461	4.5	111
South Eastern SD	213	66	147	$50,336	318	12.7	521	4.2	554
South Western SD	251	78	173	$50,964	292	13.7	434	4.4	240
Southern York County SD	206	50	156	$56,927	102	16.7	145	4.4	240
Spring Grove Area SD	248	73	175	$48,951	390	13.3	473	4.6	50
West Shore SD	526	149	377	$50,782	303	13.6	444	4.3	414
West York Area SD	197	56	141	$47,533	448	10.1	606	4.5	111
York City SD	379	96	283	$57,272	95	14.3	369	4.7	18
York Co School of Technology 1/	101	50	51	$44,229	558	11.4	573	3.9	671
York County HS	6	0	6	$32,889	706	9.7	613	4.2	554
York Suburban SD	183	51	132	$63,679	45	15.5	235	4.6	50
COUNTY TOTAL	4,348	1,253	3,095	$52,481		13.8		4.4	
STATE TOTAL	**123.395**	**35.368**	**88.027**	**$54.043**		**14.4**		**4.4**	

1/ Based all or in part on 2004-05 Salaries

2/ Based all or in part on 2003-04 Salaries

3/ Based all or in part on 2002-03 Salaries

APPENDIX F
CLASSROOM TEACHER AVERAGE SALARIES IN THE UNITED STATES
2003-04

STATE OR OTHER AREA	AVERAGE SALARY	STATE OR OTHER AREA	AVERAGE SALARY
1. Connecticut	$56,516	26. Arizona [1/]	42,324
2. California	56,444	27. Wisconsin	41,687
3. New York	55,181	28. South Carolina	41,162
4. Rhode Island [1/]	54,809	29. Florida	40,598
5. Michigan [1/]	54,474	30. Texas	40,476
6. Illinois	53,820	31. Tennessee	40,318
7. New Jersey	53,663	32. Idaho	40,111
8. Massachusetts	53,274	33. Maine	39,864
9. Pennsylvania	**52,640**	34. Kentucky	39,831
10. Alaska	51,136	35. Nebraska	39,635
11. Delaware	51,122	36. Wyoming	39,537
12. Maryland	50,303	37. Arkansas	39,226
13. Oregon	47,829	38. Utah	38,976
14. Ohio	47,791	39. Kansas	38,622
		40. West Virginia	38,496
United States	**46,597**		
		41. New Mexico	38,469
15. Georgia	45,848	42. Iowa	38,381
		43. Alabama	38,282
16. Indiana	45,791	44. Missouri	38,247
17. Hawaii	45,456	45. Montana	37,184
18. Washington	45,437		
19. Minnesota	45,010	46. Louisiana	37,123
20. Virginia	43,936	47. Mississippi	36,217
		48. North Dakota	35,411
21. Colorado	43,318	49. Oklahoma	35,061
22. Nevada	43,211	50. South Dakota	33,236
23. North Carolina	43,211		
24. Vermont	43,009		
25. New Hampshire	42,689		

[1/] Estimated or preliminary figures.
NOTE: This survey does not treat the District of Columbia as a state, as in the past. However, it is still used to calculate the national average.

Source: *Survey & Analysis of Salary Trends, 2004*, American Federation of Teachers, Research Department, 2005.

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.

JUVENILE CORRECTION CENTER – A residential center for delinquent youth of which the Department of Education funds the educational components.

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.

LOCAL EDUCATION AGENCY (LEA) – A board of education or other legally constituted local school authority having administrative control and direction of public elementary or secondary schools in a city, county, township, school district or political subdivision in a state, or any other public educational institution or agency having administrative control and direction of a career and technical education program.

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 (ESPP)

2. *Consumer Price Indexes*, U.S. Department of Labor, Bureau of Labor Statistics, 2006.

3. *Public, Private and Nonpublic Schools: Enrollments, 2005-06,* Pennsylvania Department of Education, 2006.

4. *Survey & Analysis of Salary Trends, 2004,* American Federation of Teachers, Research Department, 2005.

APPENDIX I

LOCAL EDUCATION AGENCIES UNABLE TO REPORT 2005-06 SALARIES

Because salary contracts had not been settled at the time the reports were submitted, 2004-05 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.

Allegheny-Clarion Valley SD
Ambridge Area SD
Athens Area SD
Beaver County AVTS
Bethel Park SD
Bradford Area SD
Brookville Area SD 1/
Career Institute of Technology 3/
Carlisle Area SD
Carlynton SD
Chartiers Houston 1/
Chester-Upland SD
Clarion Area SD
Crestwood SD 2/
Cumberland-Perry AVTS 1/
Delaware County AVTS
Dover Area SD
Duquesne City SD
Ellwood City Area SD
Germantown Settlement CS
Girard SD
Greater Nanticoke Area SD
Hanover Public SD
Highlands SD
Interboro SD
Jefferson County-DuBois AVTS 1/
Keystone SD
Lebanon County CTC
Lehighton Area SD 1/
Lincoln IU 12
Littlestown Area SD
Loysville Youth Dev Ctr
Marion Center Area SD
North East SD
North Hills SD
Northern Westmoreland AVTS
Northwest Area SD
Old Forge SD 2/
Oley Valley SD
Panther Valley SD

APPENDIX I

LOCAL EDUCATION AGENCIES UNABLE TO REPORT 2005-06 SALARIES

Parkway West AVTS
Penn-Trafford SD
Pittsburgh SD
Punxsutawney Area SD 1/
Reading-Muhlenberg AVTS
Renaissance Academy-Edison CS 3/
Salisbury Township SD
Scranton State School for Deaf 1/
Slippery Rock Area SD
South Park SD
Southern Lehigh SD
Tamaqua Area SD
Tulpenhocken Area SD
Village CS of Chester-Upland
Washington SD
West Perry SD
Wilson SD
Wyalusing Area SD
Wyomissing Area SD
York Co School of Technology

1/ Based on 2003-04 salaries.
2/ Based on 2002-03 salaries.
3/ Based on 2004-05 salaries, but LEA was not in contract negotiations.