

**Table 259. Average Salary and Wages Paid in Public School Systems: 1985 to 2011**

[In dollars. For school year ending in year shown. Data reported by a stratified sample of school systems enrolling 300 or more pupils. Data represent unweighted means of average salaries paid school personnel reported by each school system]

Position	1985	1990	1995	2000	2005	2008	2009	2010	2011
<b>ANNUAL SALARY</b>									
Central-office administrators:									
Superintendent (contract salary) . . . . .	56,954	75,425	90,198	112,158	128,770	148,387	155,634	159,634	161,992
Deputy/assoc. superintendent . . . . .	52,877	69,623	81,266	97,251	116,186	134,245	136,832	139,463	138,061
Assistant superintendent . . . . .	48,003	62,698	75,236	88,913	103,212	116,833	119,755	123,509	122,333
Administrators for—									
Finance and business . . . . .	40,344	52,354	61,323	73,499	83,678	96,490	98,590	100,306	101,347
Instructional services . . . . .	43,452	56,359	66,767	79,023	88,950	99,748	102,322	103,974	103,025
Public relations/information . . . . .	35,287	44,926	53,263	60,655	70,502	80,534	83,235	86,567	84,629
Staff personnel services . . . . .	44,182	56,344	65,819	76,608	86,966	98,190	100,620	102,269	101,578
Technology . . . . .	(X)	(X)	(X)	(X)	76,308	86,085	87,898	90,530	90,914
Subject area supervisors . . . . .	34,422	45,929	54,534	63,103	68,714	78,309	80,290	80,964	80,534
School building administrators:									
Principals:									
Elementary . . . . .	36,452	48,431	58,589	69,407	76,182	85,907	88,062	89,673	89,591
Junior high/middle . . . . .	39,650	52,163	62,311	73,877	81,514	91,334	93,478	95,003	95,426
Senior high . . . . .	42,094	55,722	66,596	79,839	86,938	97,486	99,365	102,387	102,191
Assistant principals:									
Elementary . . . . .	30,496	40,916	48,491	56,419	63,140	71,192	71,893	73,181	71,764
Junior high/middle . . . . .	33,793	44,570	52,942	60,842	67,600	76,053	77,476	79,164	78,131
Senior high . . . . .	35,491	46,486	55,556	64,811	71,401	79,391	81,083	83,074	82,027
Classroom teachers . . . . .	23,587	31,278	37,264	42,213	45,884	51,329	52,900	54,370	54,220
Auxiliary professional personnel:									
Counselors . . . . .	27,593	35,979	42,486	48,195	52,500	57,618	58,775	60,142	60,188
Librarians . . . . .	24,981	33,469	40,418	46,732	50,720	56,933	57,974	59,495	59,093
School nurses . . . . .	19,944	26,090	31,066	35,540	40,520	46,025	46,476	48,032	48,044
Secretarial/clerical personnel:									
Central office:									
Secretaries . . . . .	15,343	20,238	23,935	28,405	32,716	36,657	37,785	38,601	38,606
Accounting/payroll clerks . . . . .	15,421	20,088	24,042	28,498	33,217	37,732	39,031	39,895	39,790
Typists/data entry clerks . . . . .	12,481	16,125	18,674	22,853	26,214	30,072	31,718	32,555	32,636
School building level:									
Secretaries . . . . .	12,504	16,184	19,170	22,630	25,381	28,810	29,480	30,474	30,226
Library clerks . . . . .	9,911	12,152	14,381	16,509	18,443	21,004	21,190	21,639	21,142
<b>HOURLY WAGE RATE</b>									
Other support personnel:									
Teacher aides:									
Instructional . . . . .	5.89	7.43	8.77	10.00	11.35	12.86	13.23	13.48	13.55
Noninstructional . . . . .	5.60	7.08	8.29	9.77	11.23	12.70	13.13	13.59	13.58
Custodians . . . . .	6.90	8.54	10.05	11.35	12.61	14.19	14.59	15.04	14.92
Cafeteria workers . . . . .	5.42	6.77	7.89	9.02	10.33	11.60	11.94	12.18	12.23
Bus drivers . . . . .	7.27	9.21	10.69	12.48	14.18	16.56	16.44	16.62	16.61

X Not applicable.

Source: Educational Research Service, Arlington, VA, *National Survey of Salaries and Wages in Public Schools*, annual (copyright).

**Table 260. Public School Employment: 1990 and 2008**

[In thousands (3,181 represents 3,181,000). Covers all public elementary-secondary school districts with 100 or more full-time employees]

Occupation	1990					2008				
	Total	Male	Female	White <sup>1</sup>	Black <sup>1</sup>	Total	Male	Female	White <sup>1</sup>	Black <sup>1</sup>
<b>All occupations<sup>2</sup></b> . . . . .	<b>3,181</b>	<b>914</b>	<b>2,267</b>	<b>2,502</b>	<b>463</b>	<b>4,772</b>	<b>1,213</b>	<b>3,559</b>	<b>3,562</b>	<b>617</b>
Officials, administrators . . . . .	43	28	15	37	4	76	36	41	60	8
Principals and assistant principals . . . . .	90	56	34	70	13	190	86	104	125	35
Classroom teachers <sup>3</sup> . . . . .	1,746	468	1,278	1,469	192	2,544	613	1,930	2,055	240
Elementary schools . . . . .	875	128	747	722	103	1,218	152	1,066	978	107
Secondary schools . . . . .	662	304	358	570	66	1,007	394	614	828	92
Other professional staff . . . . .	227	58	170	187	30	386	71	315	298	49
Teachers' aides <sup>4</sup> . . . . .	324	54	270	208	69	555	72	483	372	96
Clerical, secretarial staff . . . . .	226	5	221	181	24	323	11	312	230	37
Service workers <sup>5</sup> . . . . .	524	245	279	348	129	761	352	409	454	164

<sup>1</sup> Excludes individuals of Hispanic origin. <sup>2</sup> 2008 Includes other occupations not shown separately. <sup>3</sup> Includes other classroom teachers not shown separately. <sup>4</sup> Includes technicians. <sup>5</sup> Includes craftworkers and laborers.

Source: U.S. Equal Employment Opportunity Commission, *Elementary-Secondary Staff Information (EEO-5)*, biennial.