# Trends In Compensation

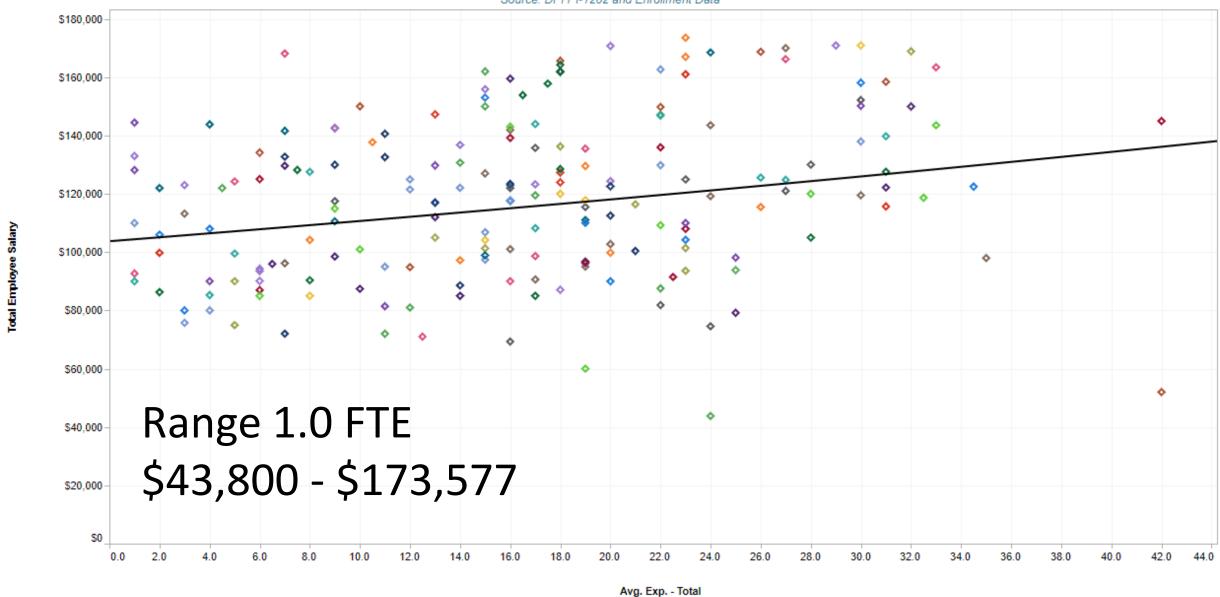
i.e. Let's talk about pay



## General Pay Demographics

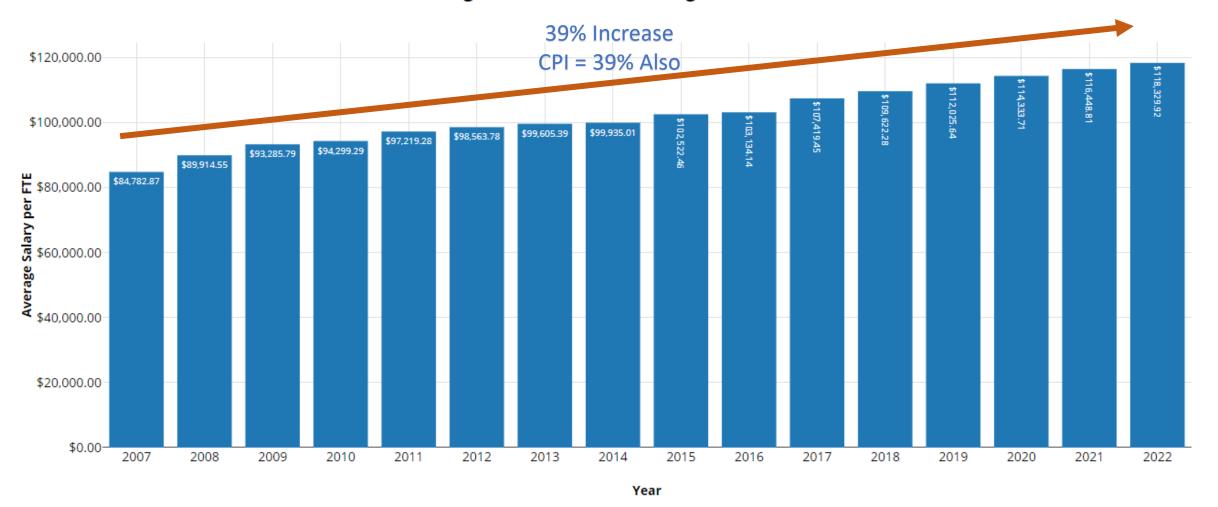
#### Salary and Experience - 2022

District(s): All
Position: Business Manager
Source: DPI PI-1202 and Enrollment Data

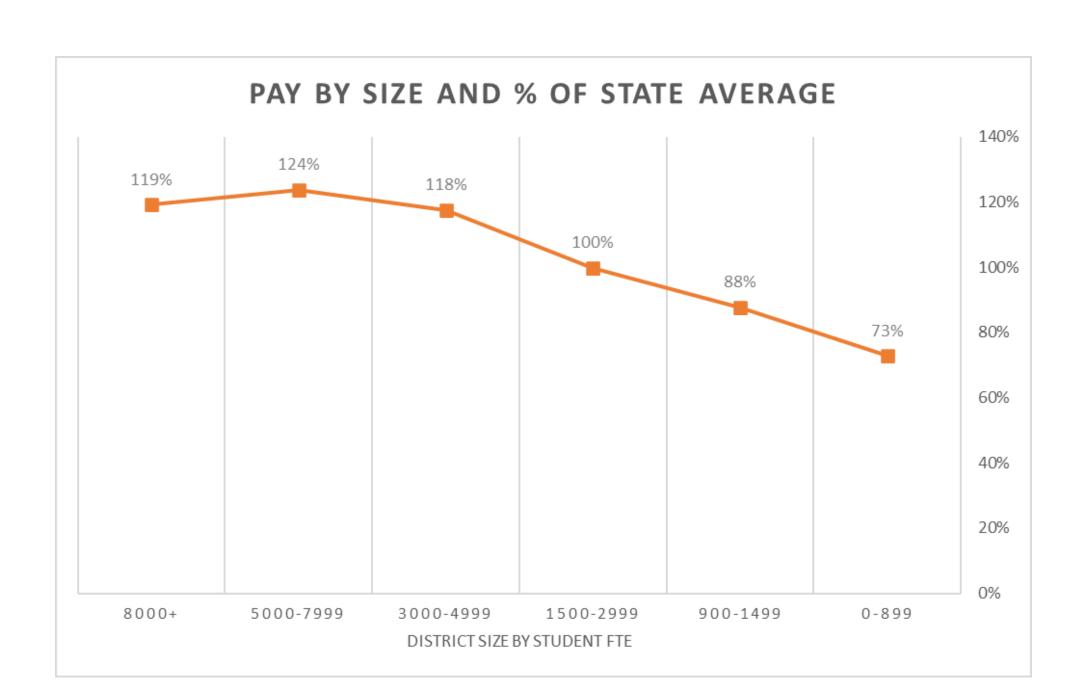




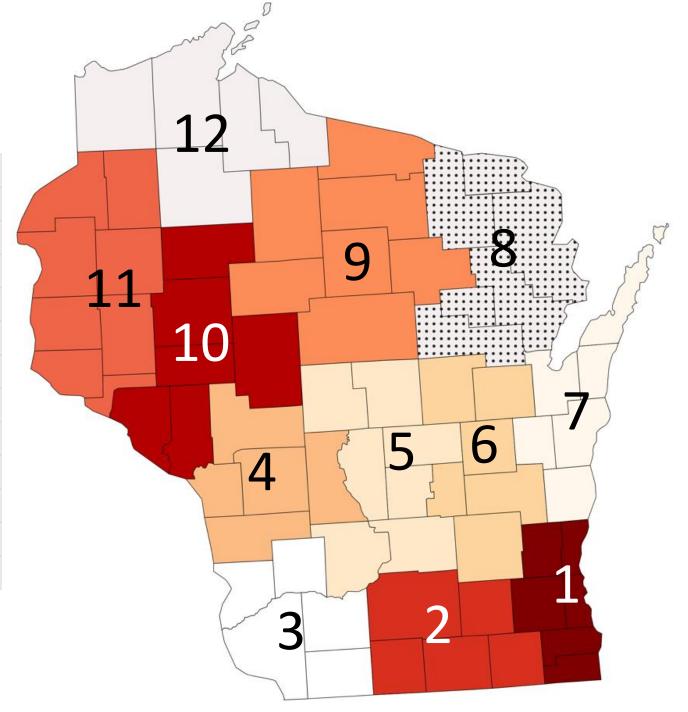
### **Longitudinal Business Manager Salaries**



District Size	Male	Female	Avg	Ехр	Avg S	Salary
+0008		9	2	15.77	\$	141,406
5000-7999		8 :	11	18.97	\$	146,812
3000-4999	2	2	15	18.38	\$	139,386
1500-2999	2	8 2	28	17.82	\$	118,338
900-1499	1	8 2	21	13.32	\$	103,976
0-899	1	1	19	15.25	\$	86,317



	Pay Rank
CESA 01	1
CESA 10	2
CESA 02	3
CESA 11	4
CESA 09	5
CESA 04	6
CESA 06	7
CESA 05	8
CESA 07	9
CESA 12	10
CESA 08	11
CESA 03	12

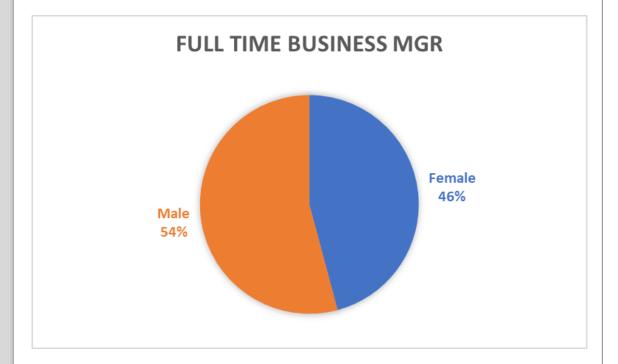


\$115,002

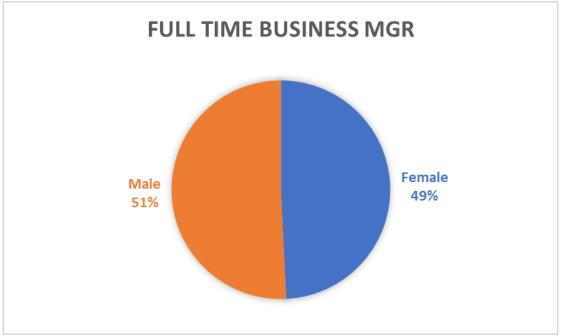
\$85,293

## Gender Differences





#### 



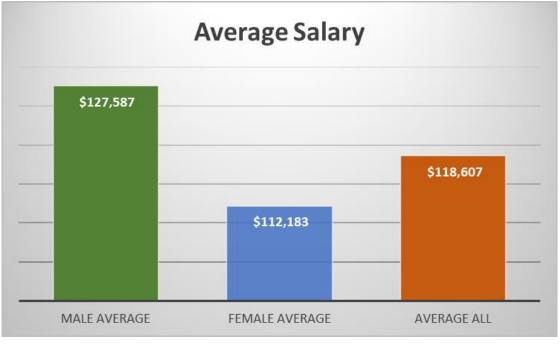
#### Salary and Experience by Breakdown 2022 2022 Gender Analysis District(s): All Include Charter? Position: Business Manager Source: DPI PI-1202 and Enrollment Data Traditional + Charter \$180,000 CESA ✓ (All) ✓ CESA 00 \$160,000 ✓ CESA 01 ✓ CESA 02 ✓ CESA 03 \$140,000 ✓ CESA 04 ✓ CESA 05 ✓ CESA 06 ✓ CESA 07 \$120,000 ✓ CESA 08 ✓ CESA 09 ✓ CESA 10 \$100,000 County ✓ (All) √ Adams \$80,000 -✓ Ashland ✓ Barron √ Bayfield \$60,000 ✓ Brown ✓ Buffalo ✓ Burnett \$40,000 √ Calumet ✓ CESA 01 ✓ CESA 02 \$20,000 ✓ CESA 03 Position A Business Manager Breakdown Type 2.0 4.0 6.0 8.0 10.0 12.0 16.0 18.0 22.0 24.0 28.0 32.0 36.0 38.0 34.0 42.0 14.0 20.0 26.0 30.0 40.0 Female

Avg. Exp. - Total

Year

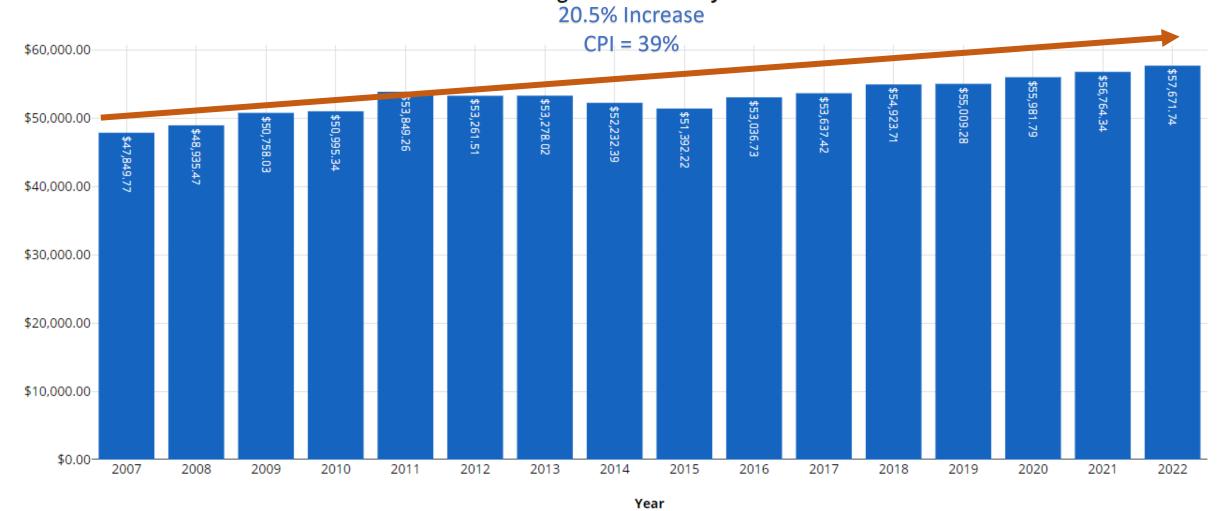
Male



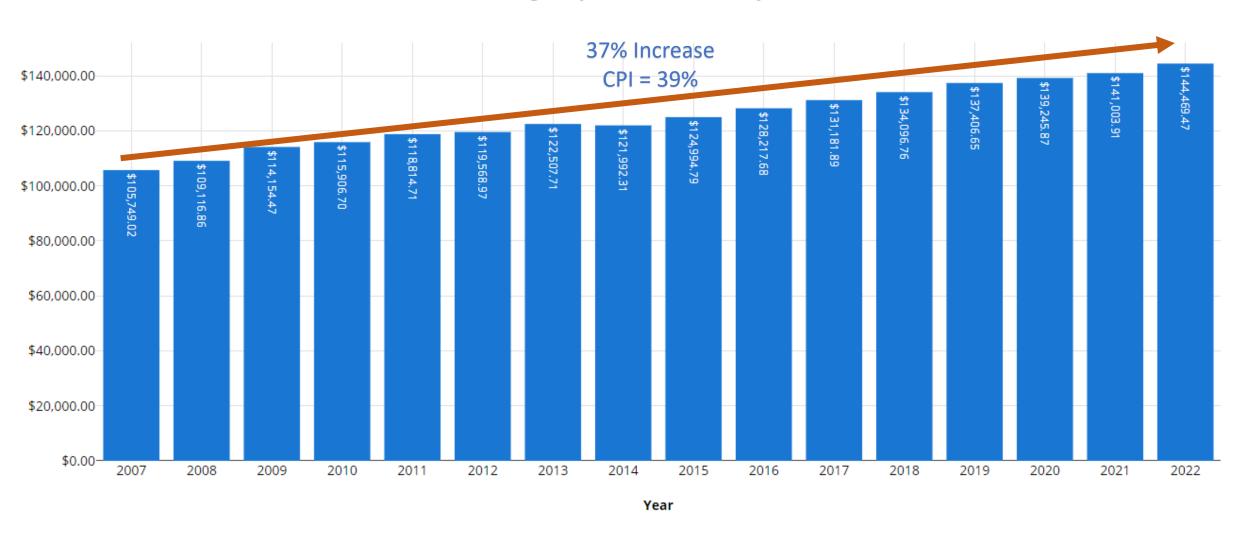


## Salary Benchmarks

### **Average Teacher Salary**



### **Average Superintendent Salary**





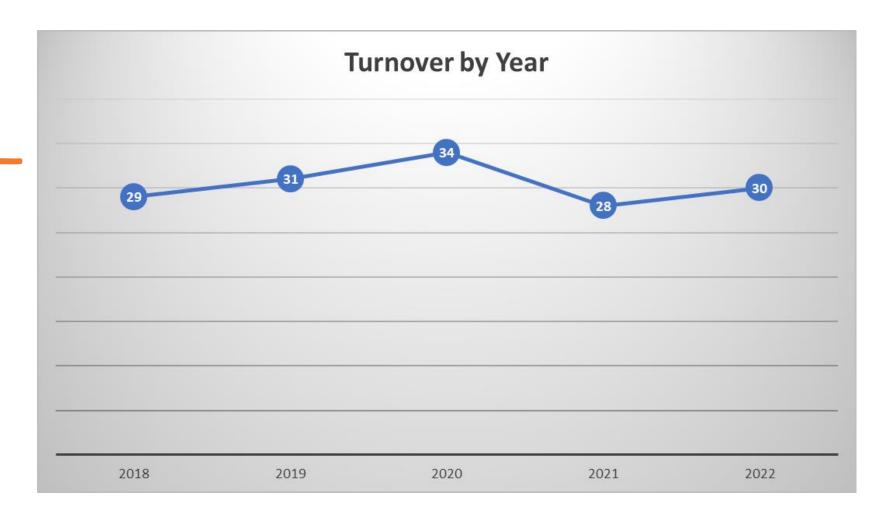


# Comparing Business Officials with Superintendents and HS Principals across the state



## District Turnover

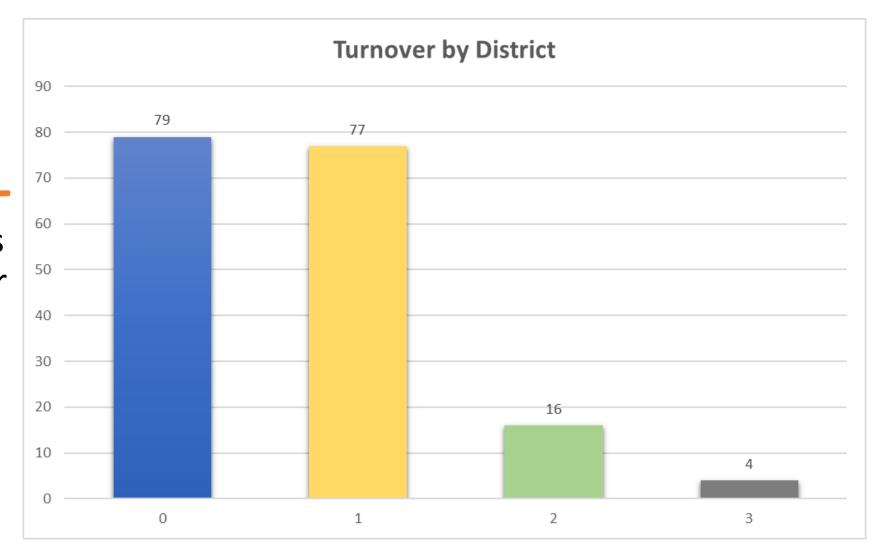
# Turnover by Year



## District Turnover

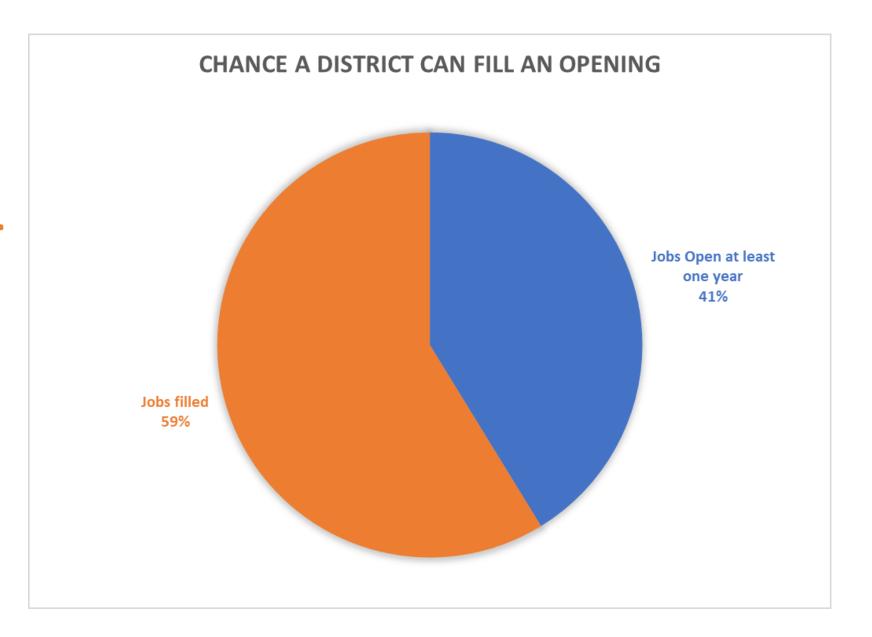
What are the chances a district will turnover their business official within 5 years?

- About 50%
- Of those, approx.26% will turnover 2X or more



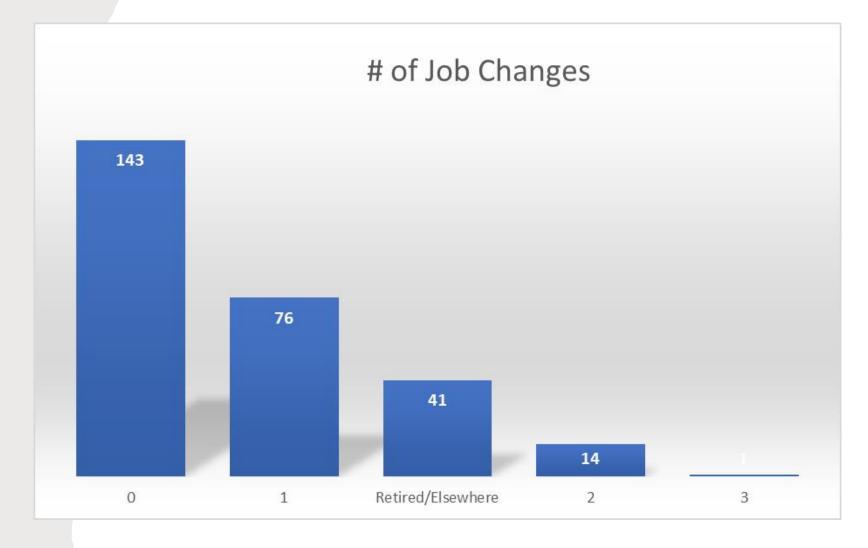
## District Turnover

If our district has a business officer opening, will it get filled?

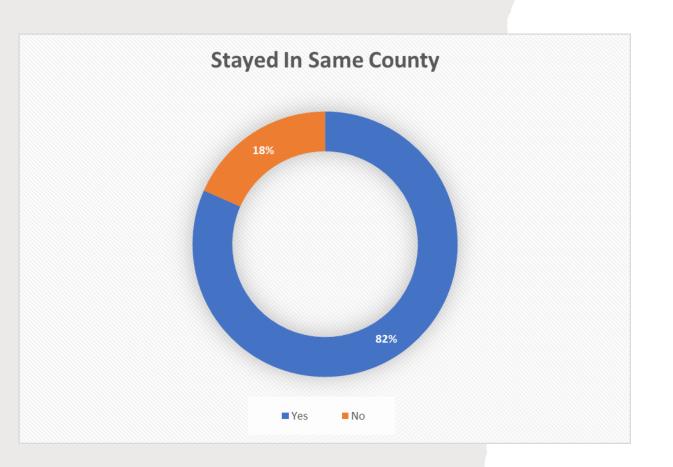


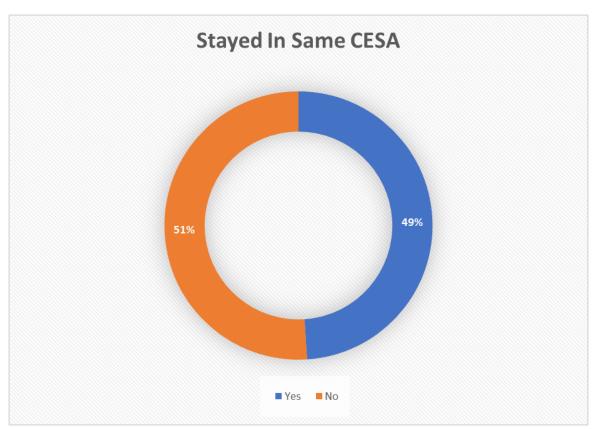
# Turnover by Person

Over the last 6 years,
 143 people have not moved and 132 people have retired or moved at least once.



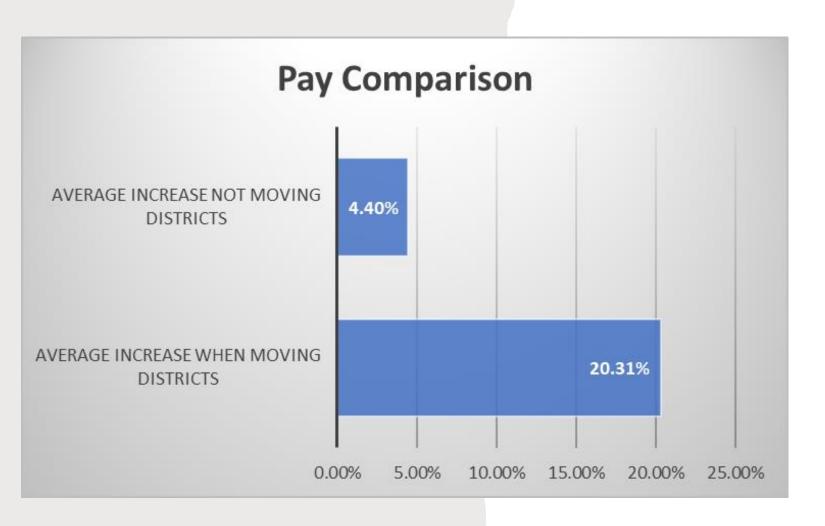
## Where do people go?





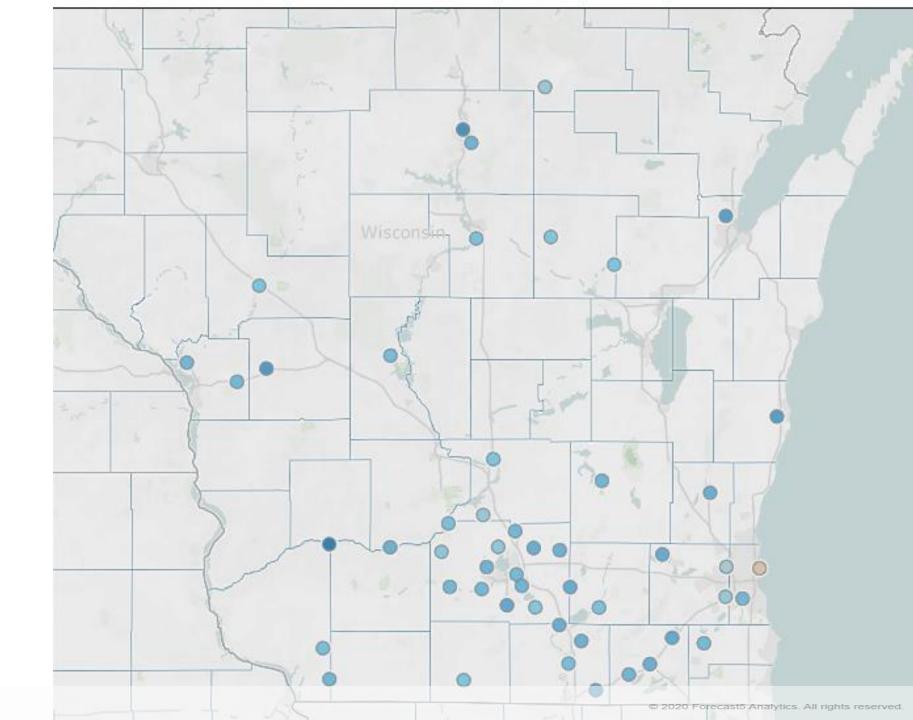
Anecdotally, among those moving counties and CESA's it is often to a bordering county and/or CESA.

## What are the risks and rewards of a new position?



But, among those that made at least 1 move. 20% of those people made at least a 2<sup>nd</sup> move in the same 5-year period.

## Summary Information 2022-23 Salary Survey



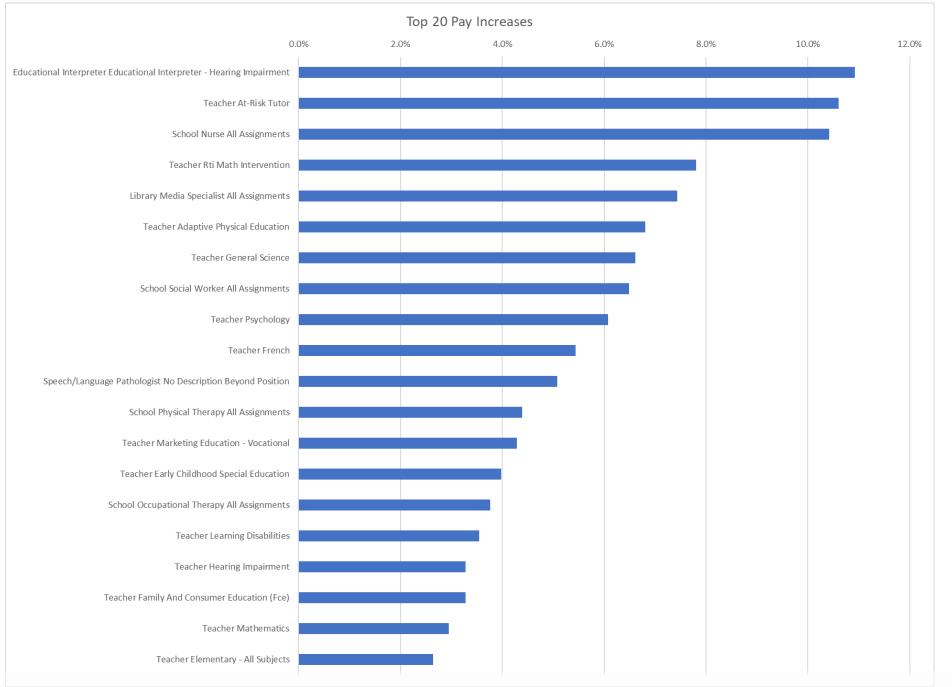
# Data from 51 Districts

Milton **Antigo Unified** Monona Grove Bangor Monroe Beaver Dam Unified Mount Horeb Area **Black River Falls** Necedah Area Cambridge New Berlin **Clinton Community New London** Cuba City Oconomowoc Area D C Everest Area Oregon De Forest Area Platteville Delavan-Darien **Portage Community East Troy Community** River Valley Edgerton Riverdale Elkhorn Area Sauk Prairie Elmbrook Shorewood Fort Atkinson Sparta Area Greenfield Stevens Point Area Public Holmen Stoughton Area Howard-Suamico Sun Prairie Area Iola-Scandinavia Verona Area Janesville Waterford UHS Kohler Watertown Unified Lodi Waunakee Community Marshall Wausau McFarland West Bend Middleton-Cross Plains Area Wisconsin Heights

# Quick Samples

-	7		4 4	-/
	Year	Group	Average Increase	1
	Last Year	All Certified Staff	3.12%	7
	This Year	All Certified Staff	3.97%	
	Last Year	Teacher	1.31%	3
	This Year	Teacher	2.56%	
- 12				
E	Last Year	Principal	3.45%	
	This Year	Principal	0.08%	
	Last Year	Paraprofessional	0.02%	
	This Year	Paraprofessional	4.87%	
	1			0
	5			9
	1		0 00	TO A

# "Teachers" Top Increases by Assignment



#### **Average Salary by Assignment**

District: Columbus Position(s): All

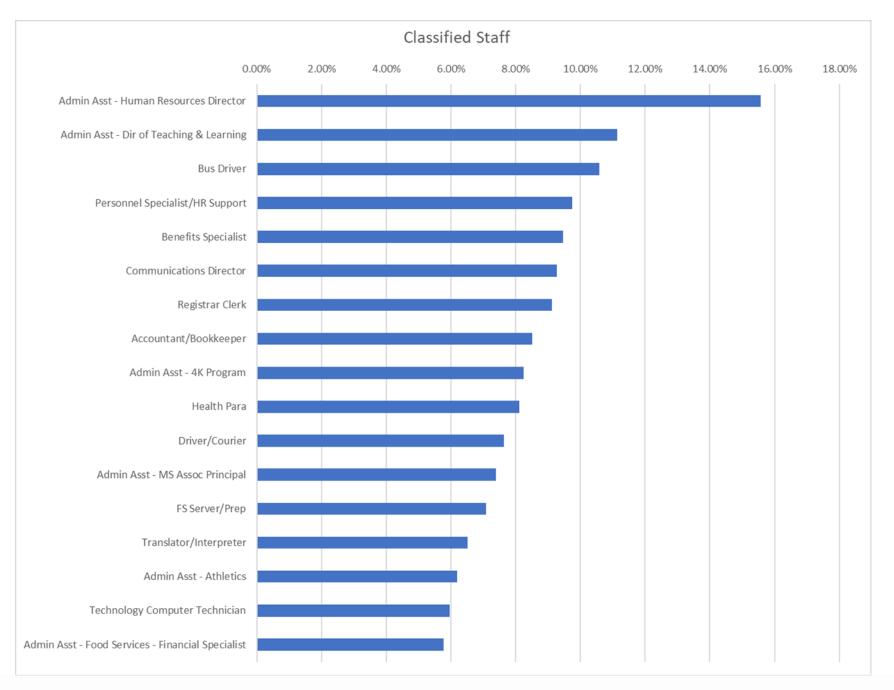
Note: Average Salary is calculated as the sum of the Assignment Salary Divided by Assignment FTE.

Data Download: <a href="https://tinyurl.com/f5k84fnm">https://tinyurl.com/f5k84fnm</a>
Source: Skyward and Frontline Salary Project

Position	Assignment	Year	
Program Coordinator	General Science	2022	
	Library Media Coordination	2021	
		2022	
Teacher	Adaptive Physical Education	2021	
		2022	
		2023	
	At-Risk Tutor	2021	
		2022	
		2023	
	French	2021	0 000000 00 00 00 00 00
		2022	
		2023	0 000 0 00 000 0 00
	General Science	2021	
		2022	
		2023	
	Library Media Coordination	2021	
	Marketing Education - Vocational	2021	0 0 0 0 000
		2022	
		2023	
	Psychology	2021	0 0000 00 00 0 0 0
		2022	eo esso e e e e e e e e
		2023	0 0000 0 0 00000 0
	Rti Math Intervention	2021	0 00 00 00
		2022	
		2023	

\$5,000 \$10,000 \$15,000 \$20,000 \$25,000 \$30,000 \$35,000 \$40,000 \$45,000 \$50,000 \$55,000 \$60,000 \$65,000 \$70,000 \$70,000 \$80,000 \$80,000 \$80,000 \$90,000 \$90,000 \$90,000Average Salary Per FTE

# Classified Staff Top Increases by Assignment

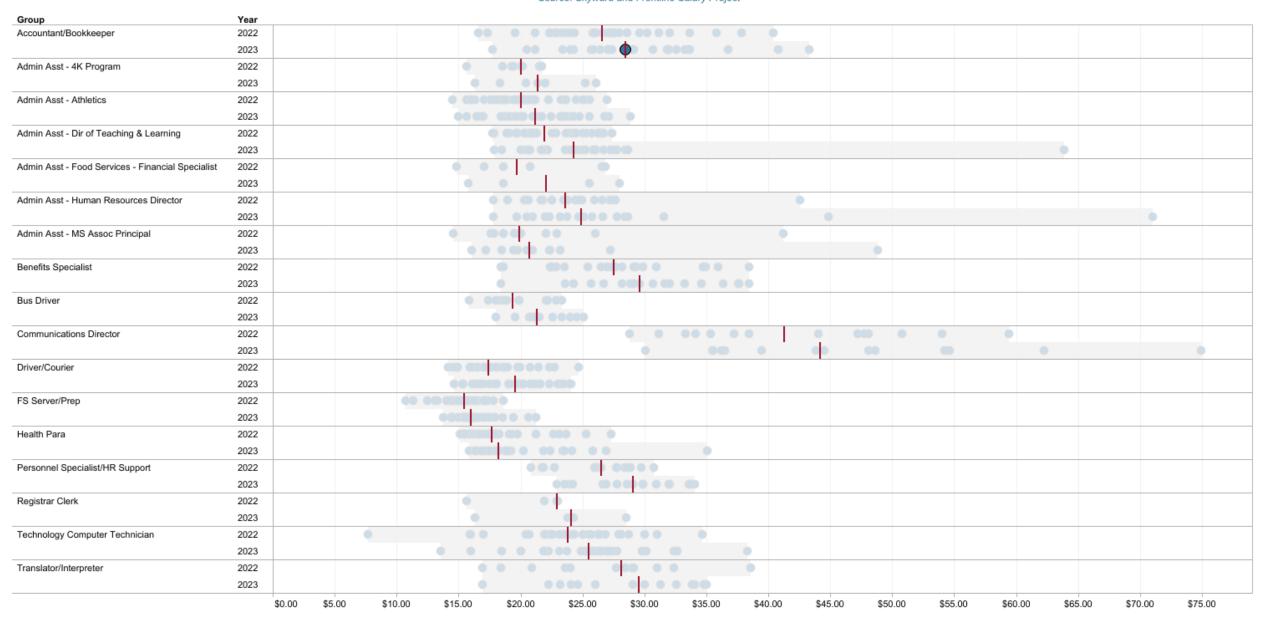


#### Average Hourly Wage By Group Code

District: Columbus

Note: Average is defined by sum of hourly rates divided by number of individuals, not FTE.

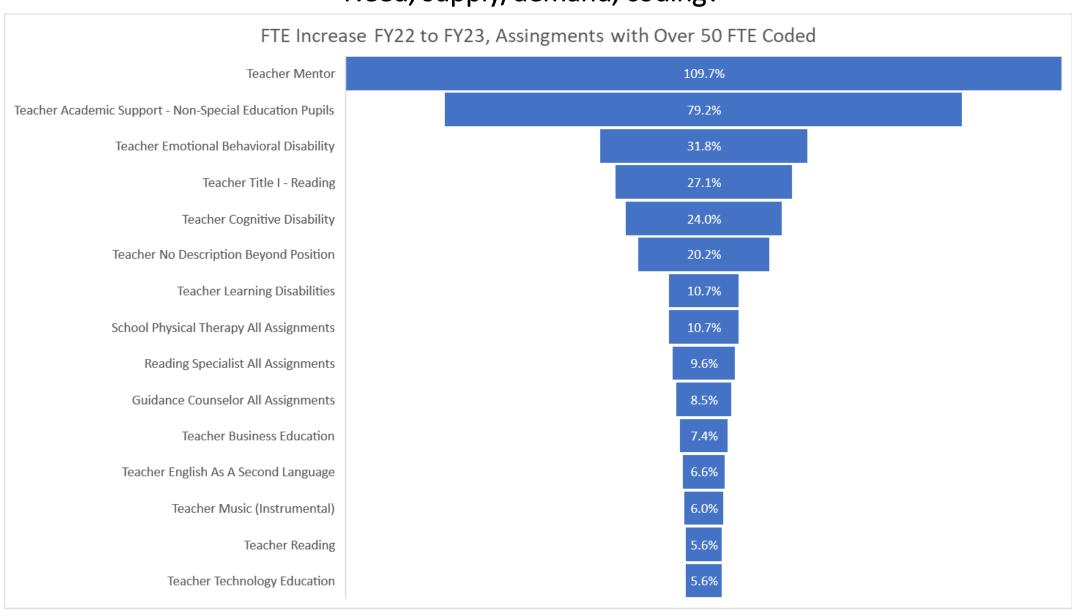
Group Code Definitions: https://bit.ly/2Ji3olS Data Download:https://tinyurl.com/f5k84fnm Source: Skyward and Frontline Salary Project



Recent Teacher Average Salary and Increases								
		2021		2022	% Change		2023	% Change
1-2 Years	\$	43,766	\$	46,042	5.20%	\$	50,489	9.66%
3-6 Years	\$	47,194	\$	48,578	2.93%	\$	50,172	3.28%
7-10 Years	\$	51,801	\$	52,646	1.63%	\$	53,510	1.64%
11-15 Years	\$	56,967	\$	57,205	0.42%	\$	60,466	5.70%
16+ Years	\$	69,665	\$	64,694	-7.14%	\$	70,886	9.57%

## Teacher Change in FTE

## Need, supply/demand, coding?



# Teacher Change in FTE Need, supply/demand, coding?

