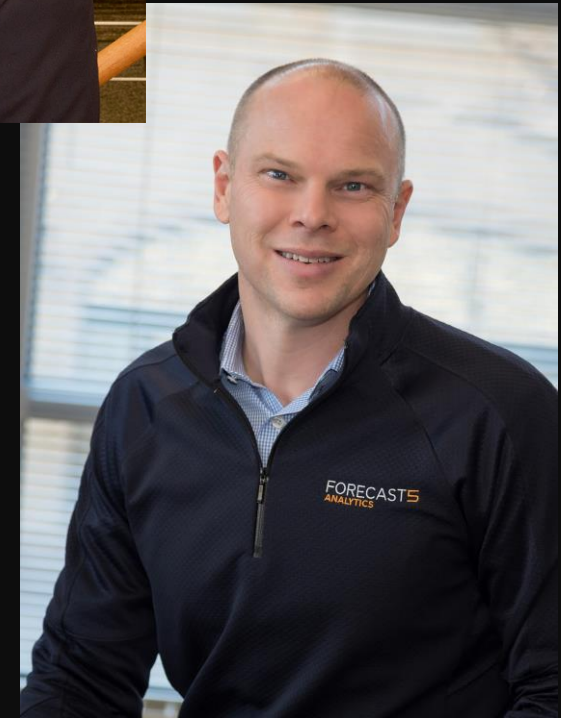


# Trends In Compensation

i.e. Let's talk  
about pay



Mike Barry  
Executive Director  
WASBO



Scot Ecker  
Lead Senior  
Analytics Advisor  
Frontline Education

# General Pay Demographics

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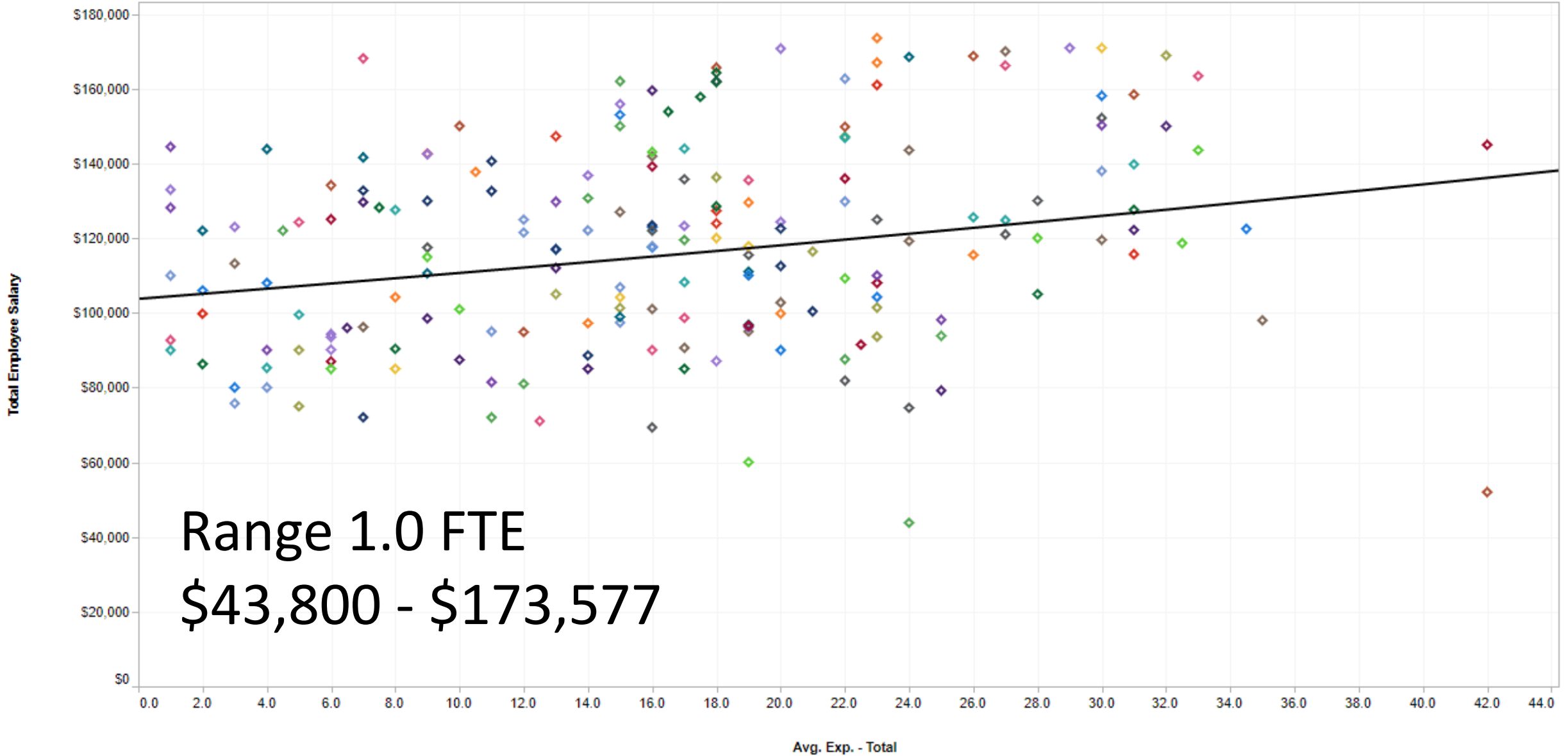


# Salary and Experience - 2022

District(s): All

Position: Business Manager

Source: DPI PI-1202 and Enrollment Data

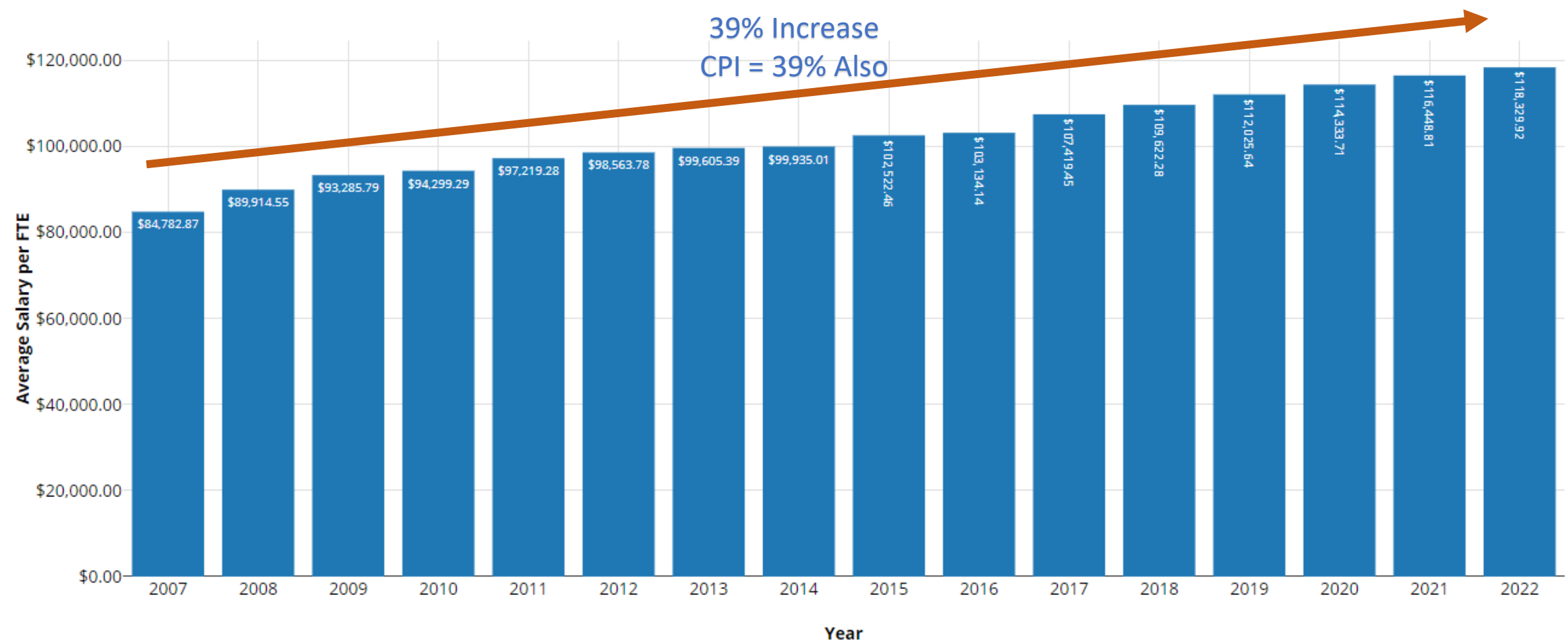


Range 1.0 FTE  
\$43,800 - \$173,577



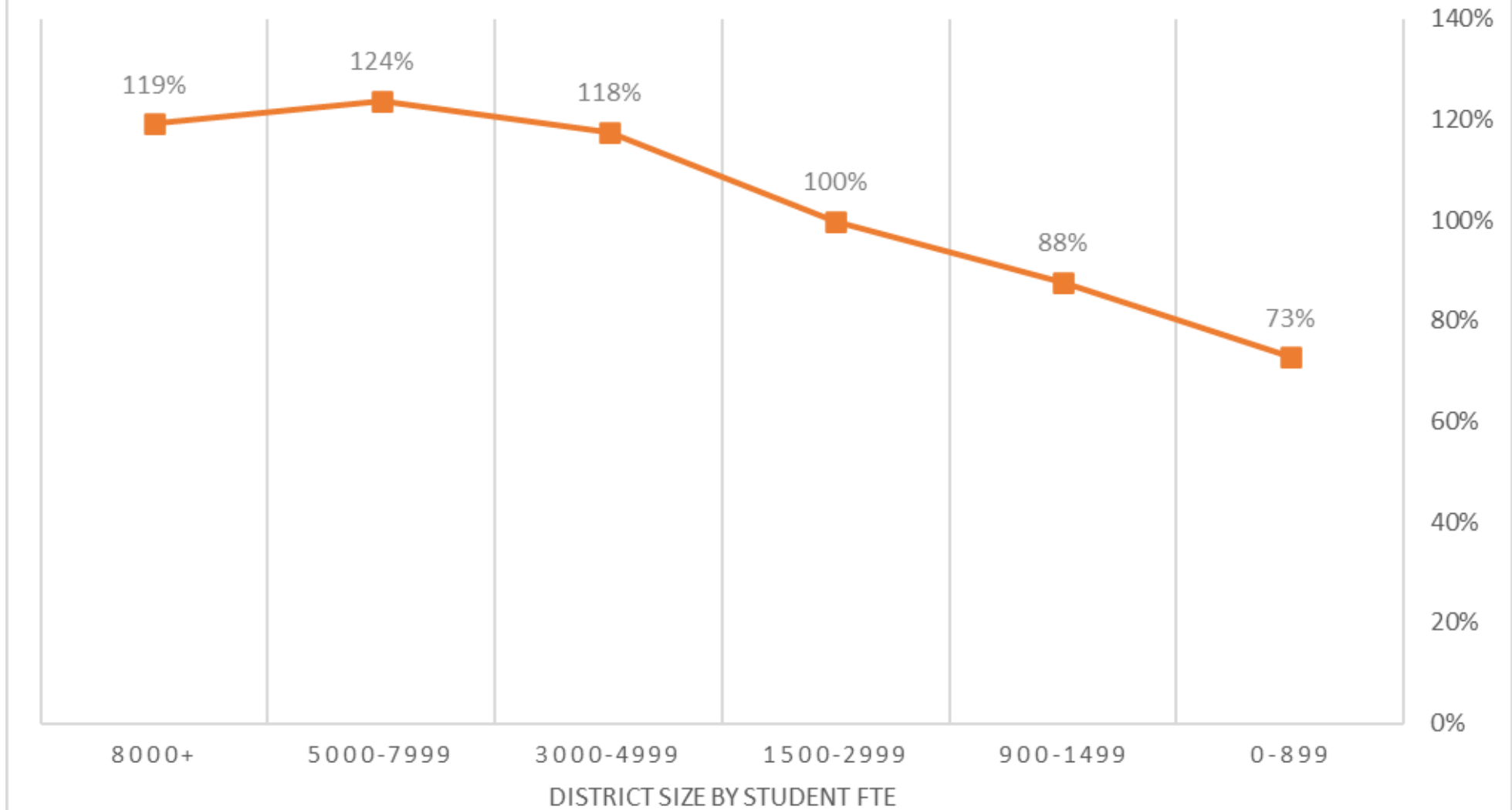
## Longitudinal Business Manager Salaries

39% Increase  
CPI = 39% Also

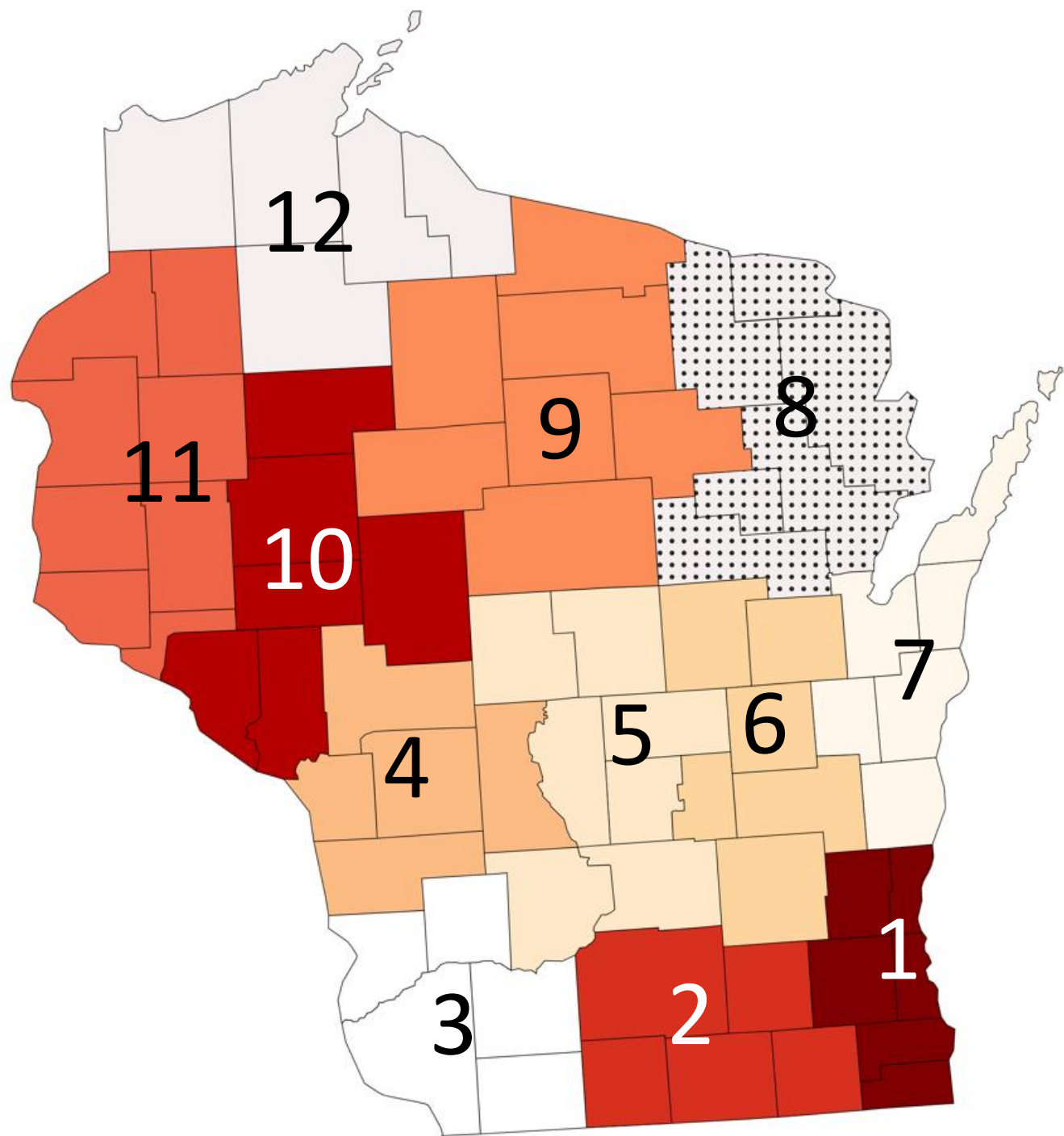


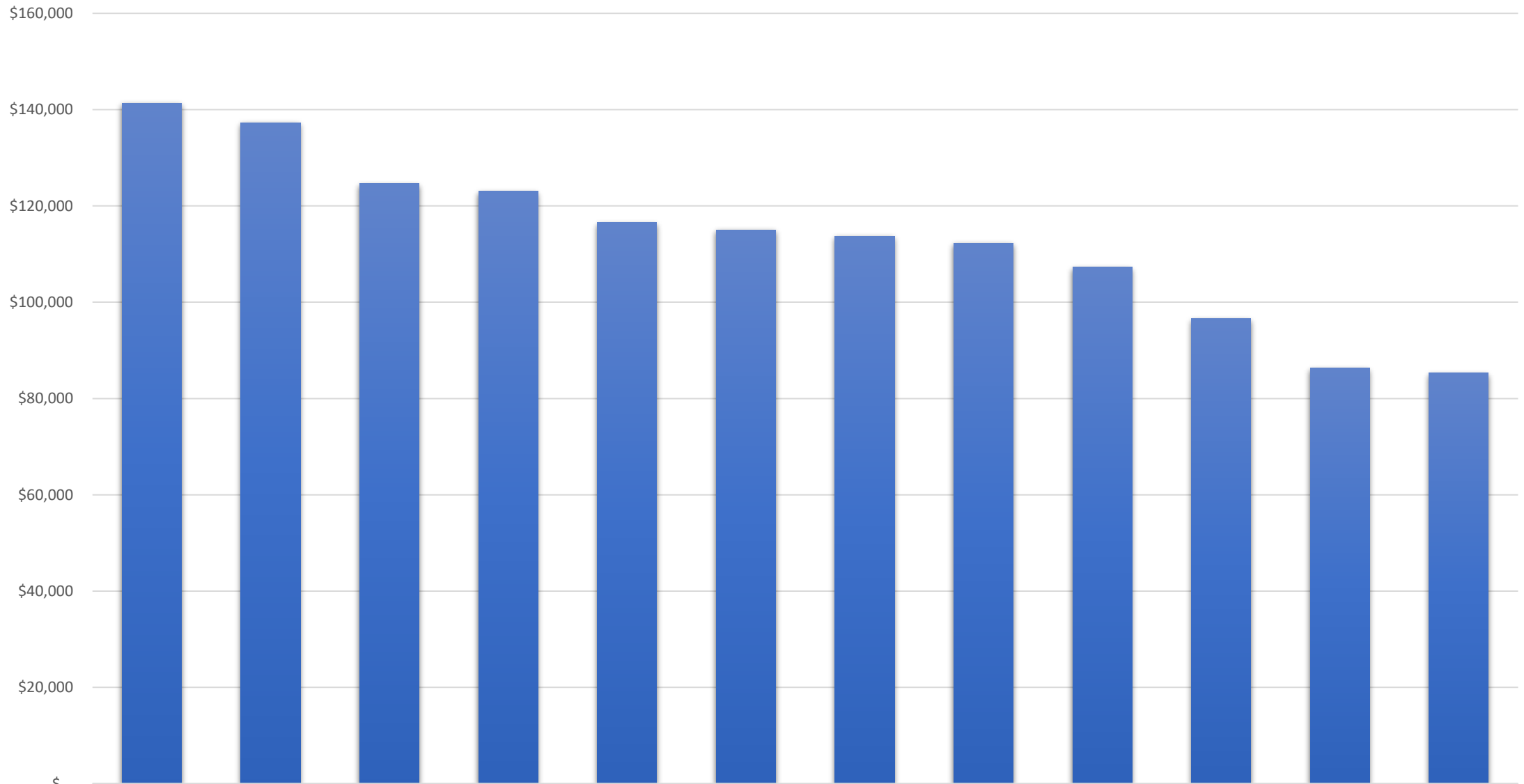
District Size	Male	Female	Avg Exp	Avg Salary
8000+	9	2	15.77 \$	141,406
5000-7999	8	11	18.97 \$	146,812
3000-4999	22	15	18.38 \$	139,386
1500-2999	28	28	17.82 \$	118,338
900-1499	18	21	13.32 \$	103,976
0-899	11	19	15.25 \$	86,317

## PAY BY SIZE AND % OF STATE AVERAGE



	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





\$-	CESA 01	CESA 10	CESA 02	CESA 11	CESA 09	CESA 04	CESA 06	CESA 05	CESA 07	CESA 12	CESA 08	CESA 03
Series1	\$141,348	\$137,298	\$124,652	\$123,030	\$116,583	\$115,002	\$113,723	\$112,272	\$107,317	\$96,586	\$86,307	\$85,293



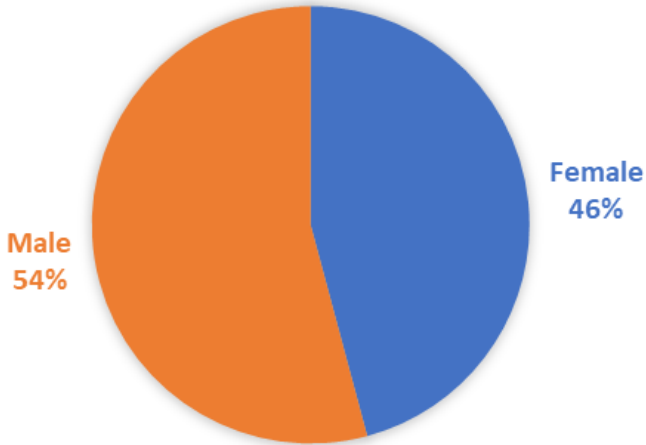
# Gender Differences

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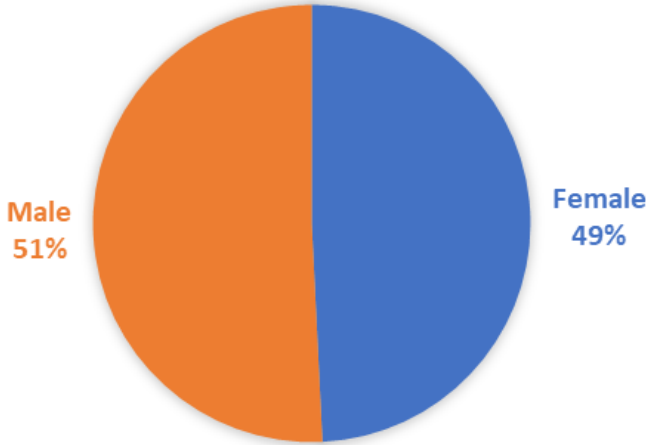
2014

FULL TIME BUSINESS MGR



2022

FULL TIME BUSINESS MGR



# Salary and Experience by Breakdown

2022 Gender Analysis

District(s): All

Position: Business Manager

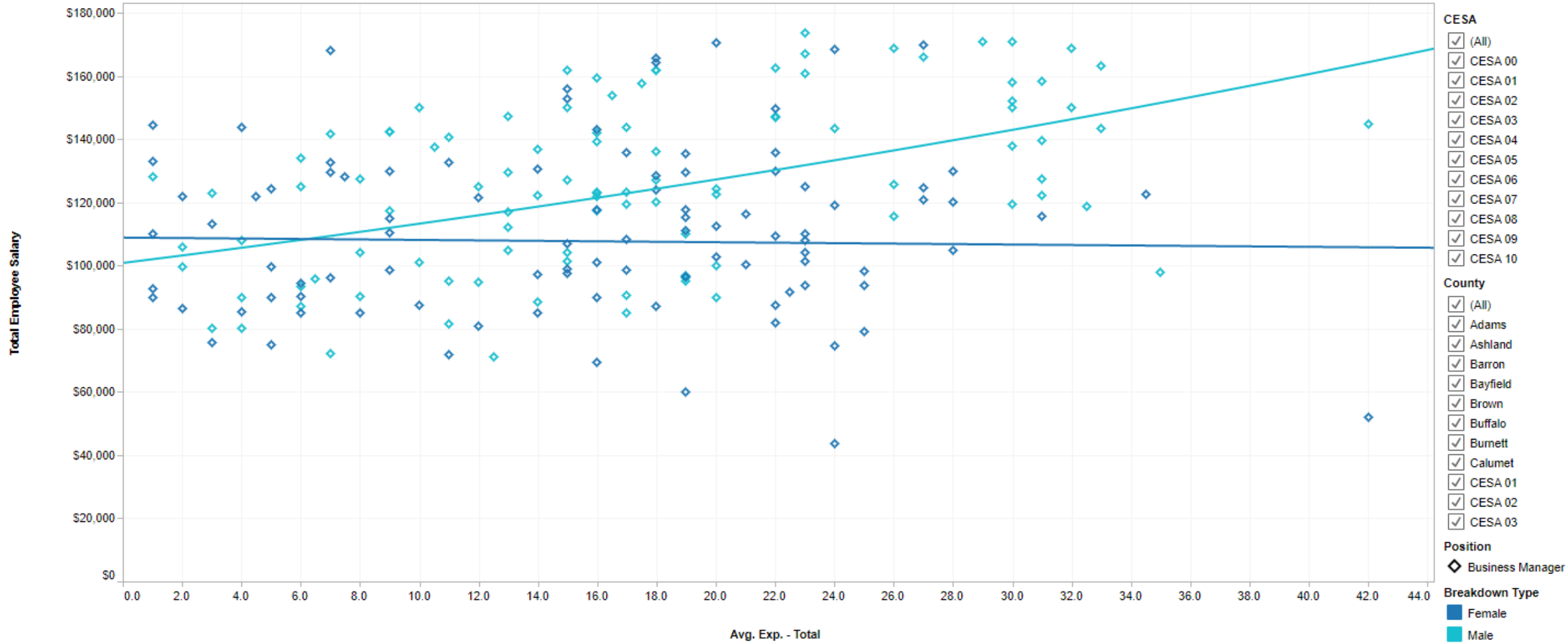
Source: DPI PI-1202 and Enrollment Data

Year

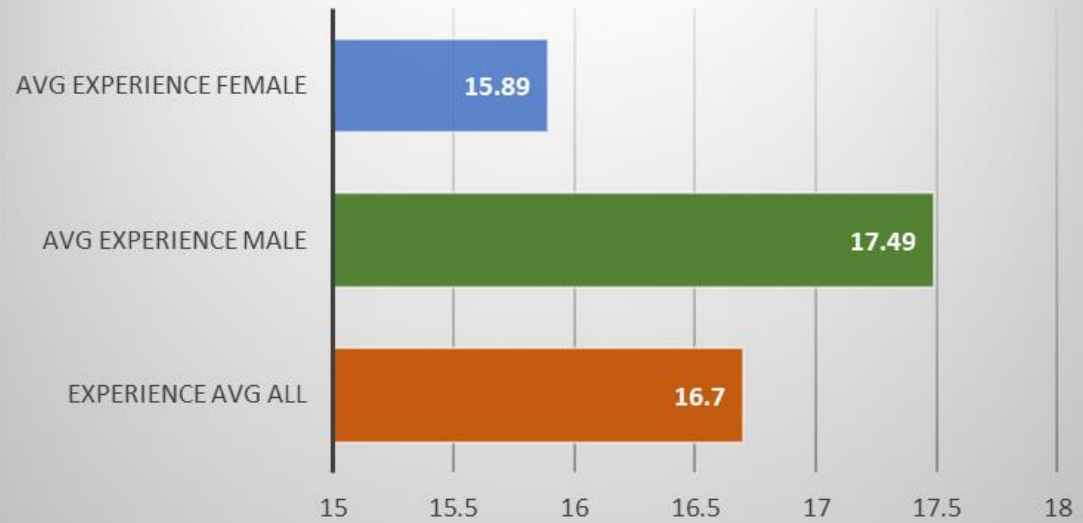
2022

Include Charter?

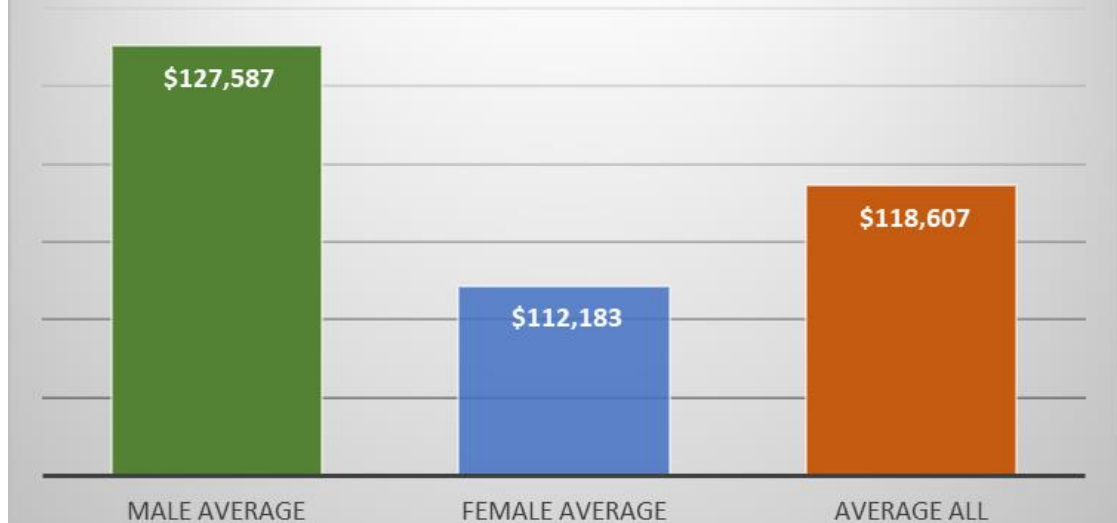
Traditional + Charter



### Average Experience



### Average Salary



# Salary Benchmarks

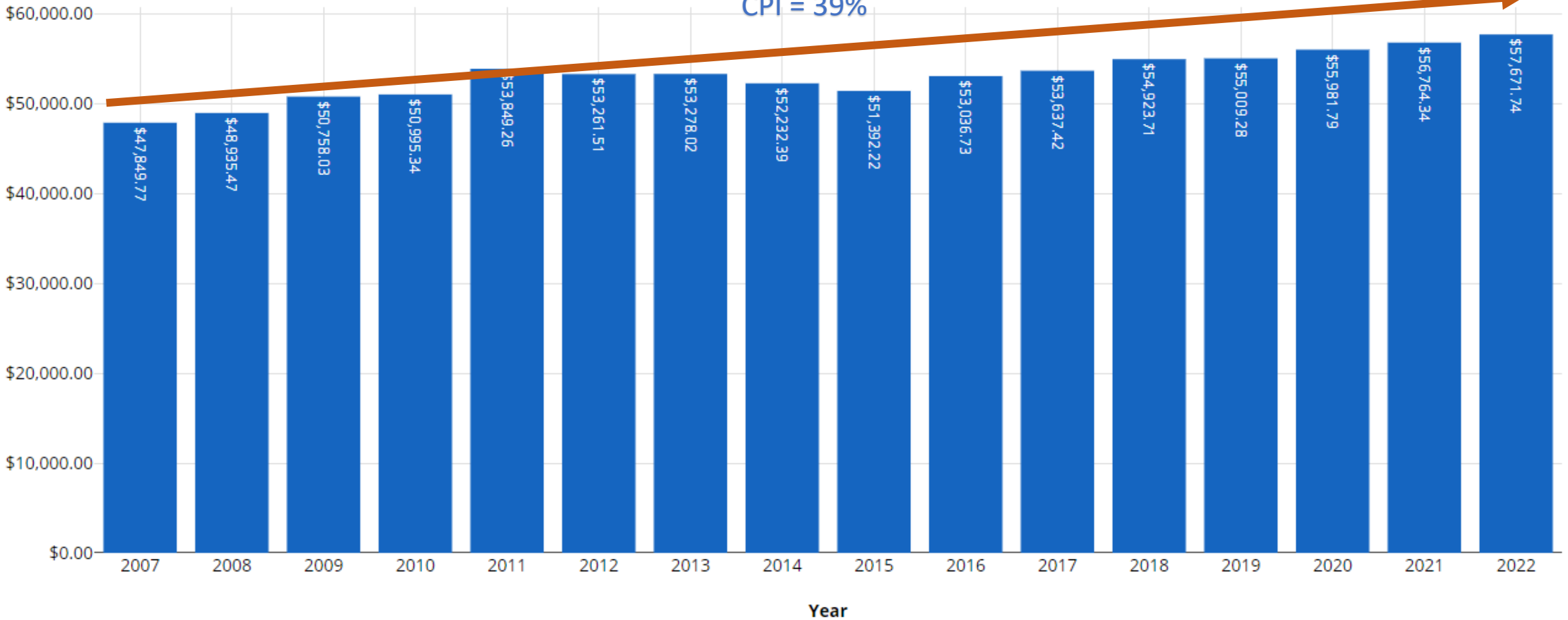
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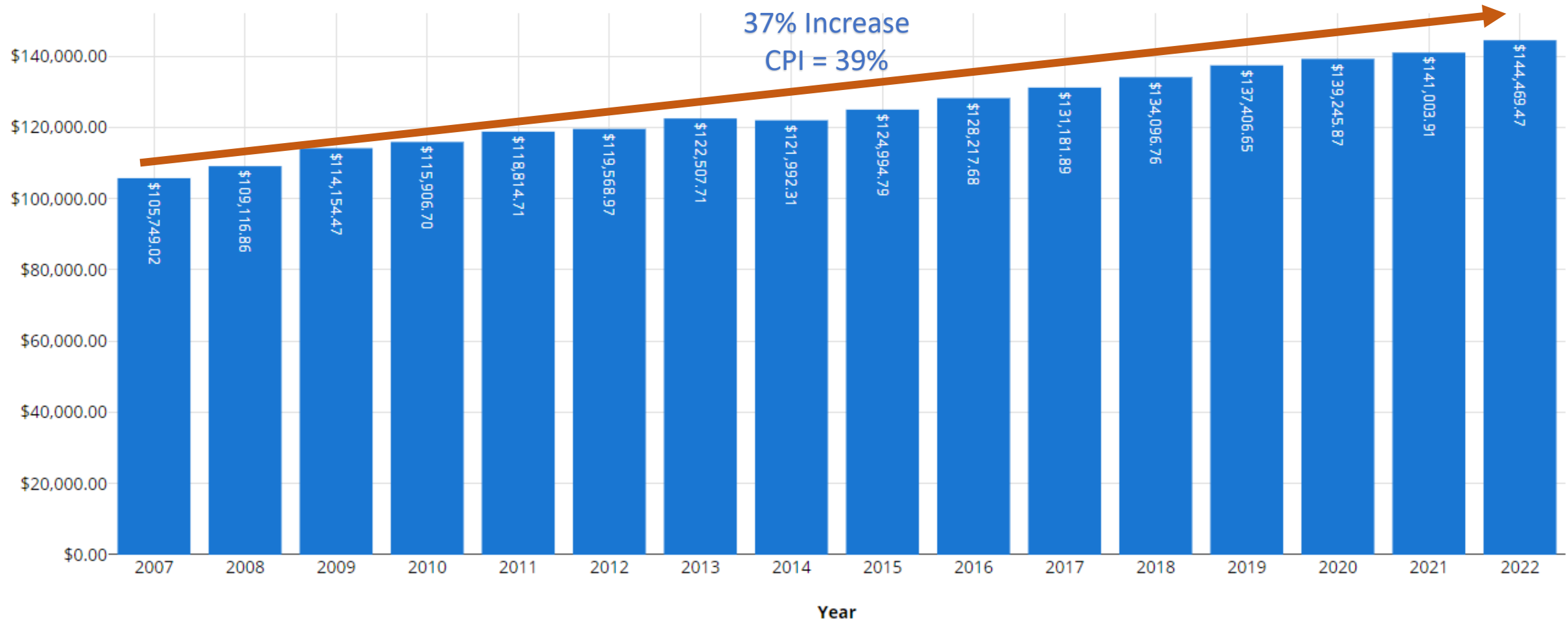
# Average Teacher Salary

20.5% Increase

CPI = 39%

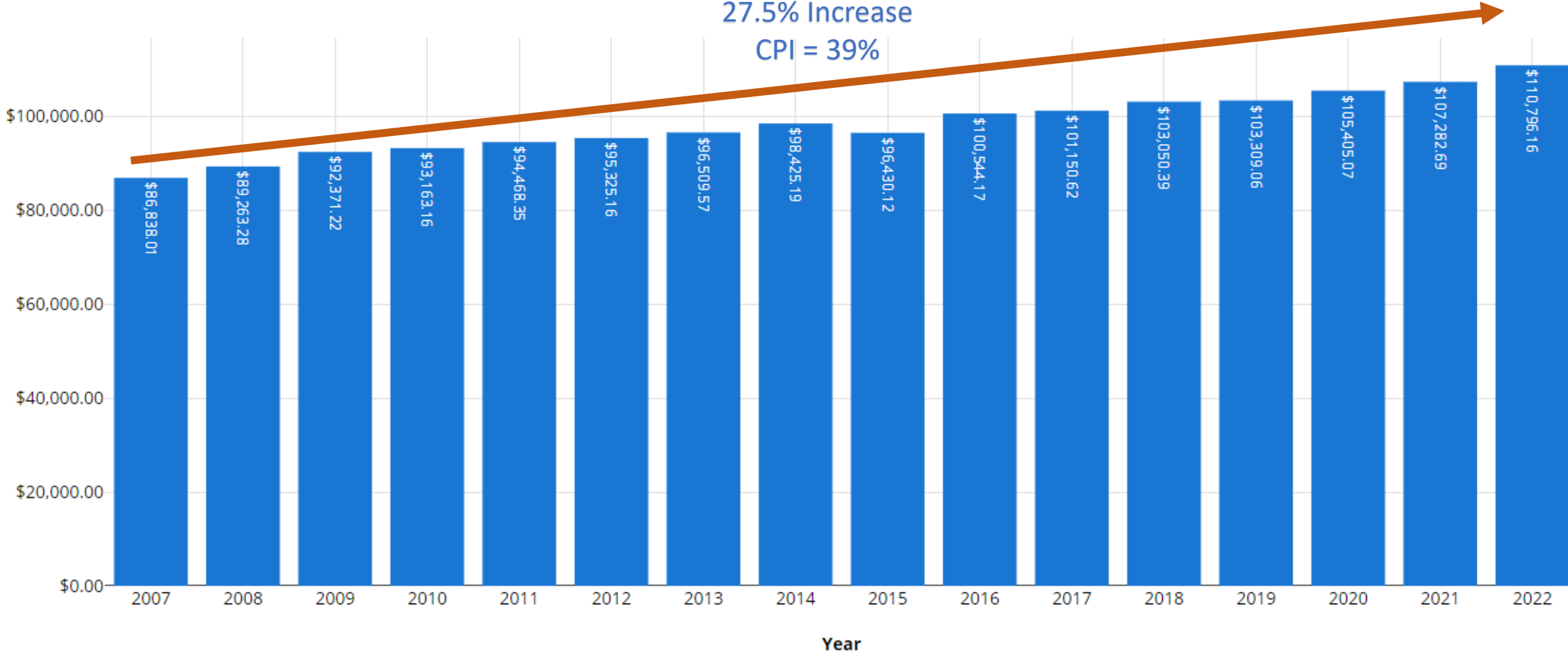


## Average Superintendent Salary



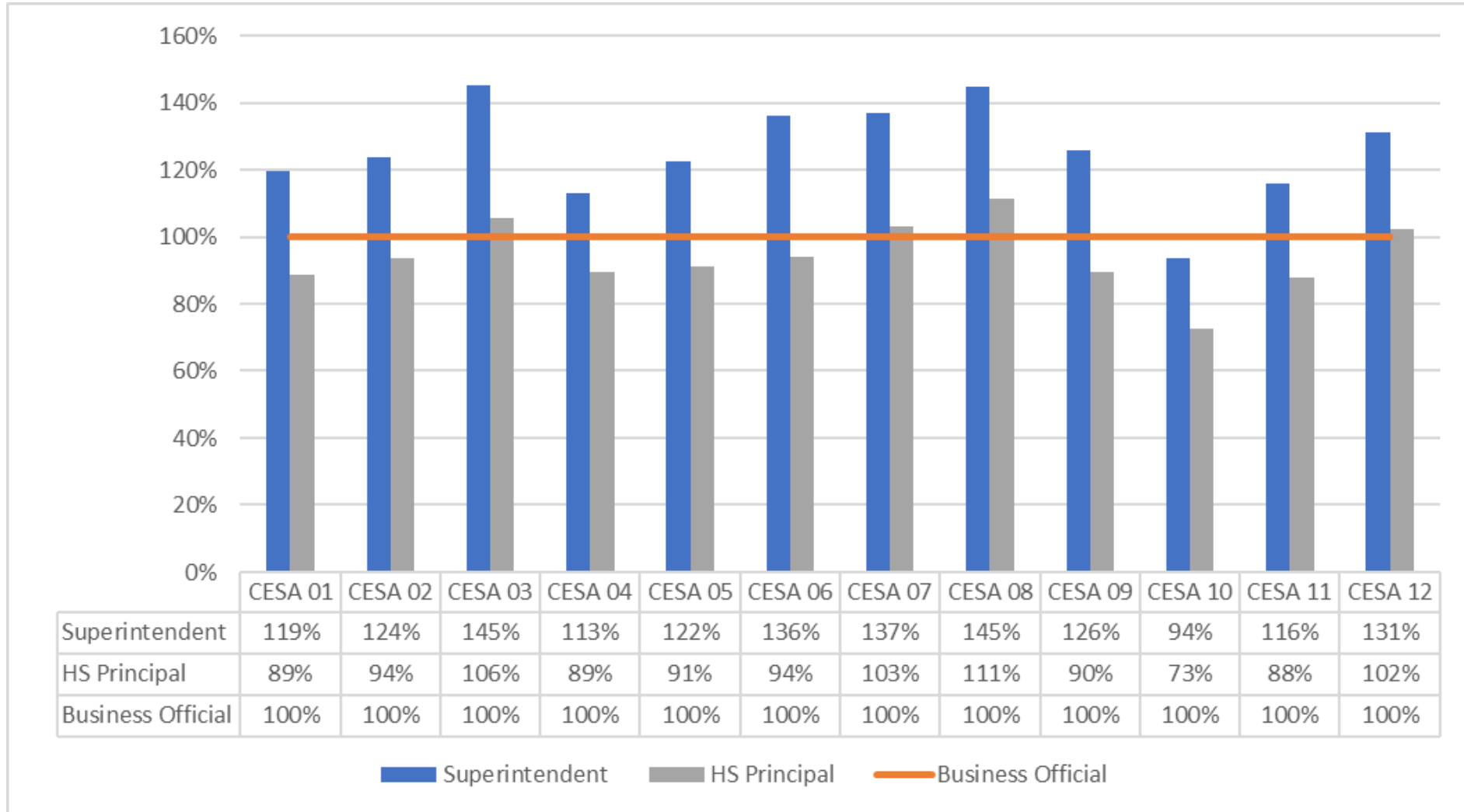
### Average HS Principal Salary

27.5% Increase  
CPI = 39%





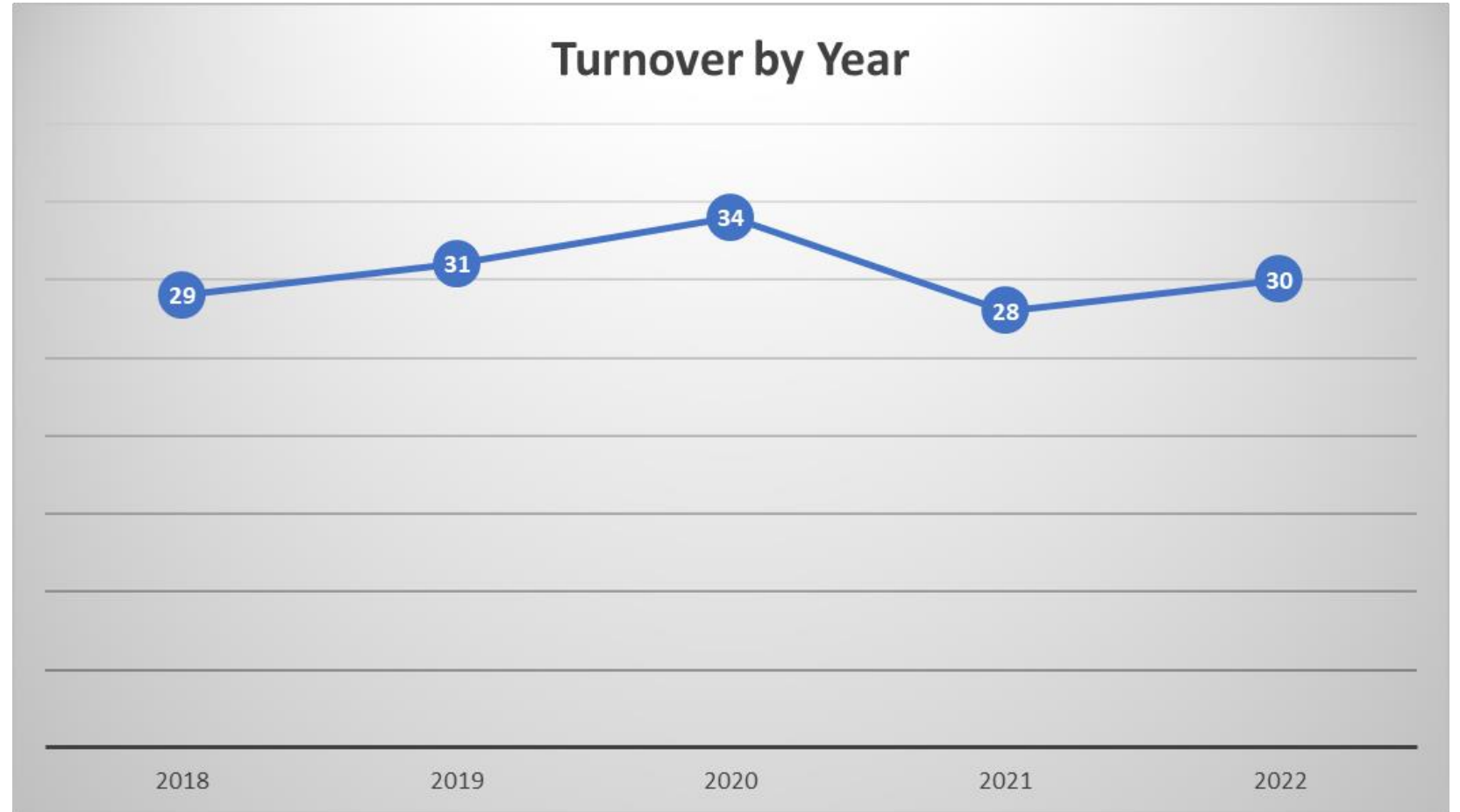
# Comparing Business Officials with Superintendents and HS Principals across the state



# District Turnover

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## Turnover by Year

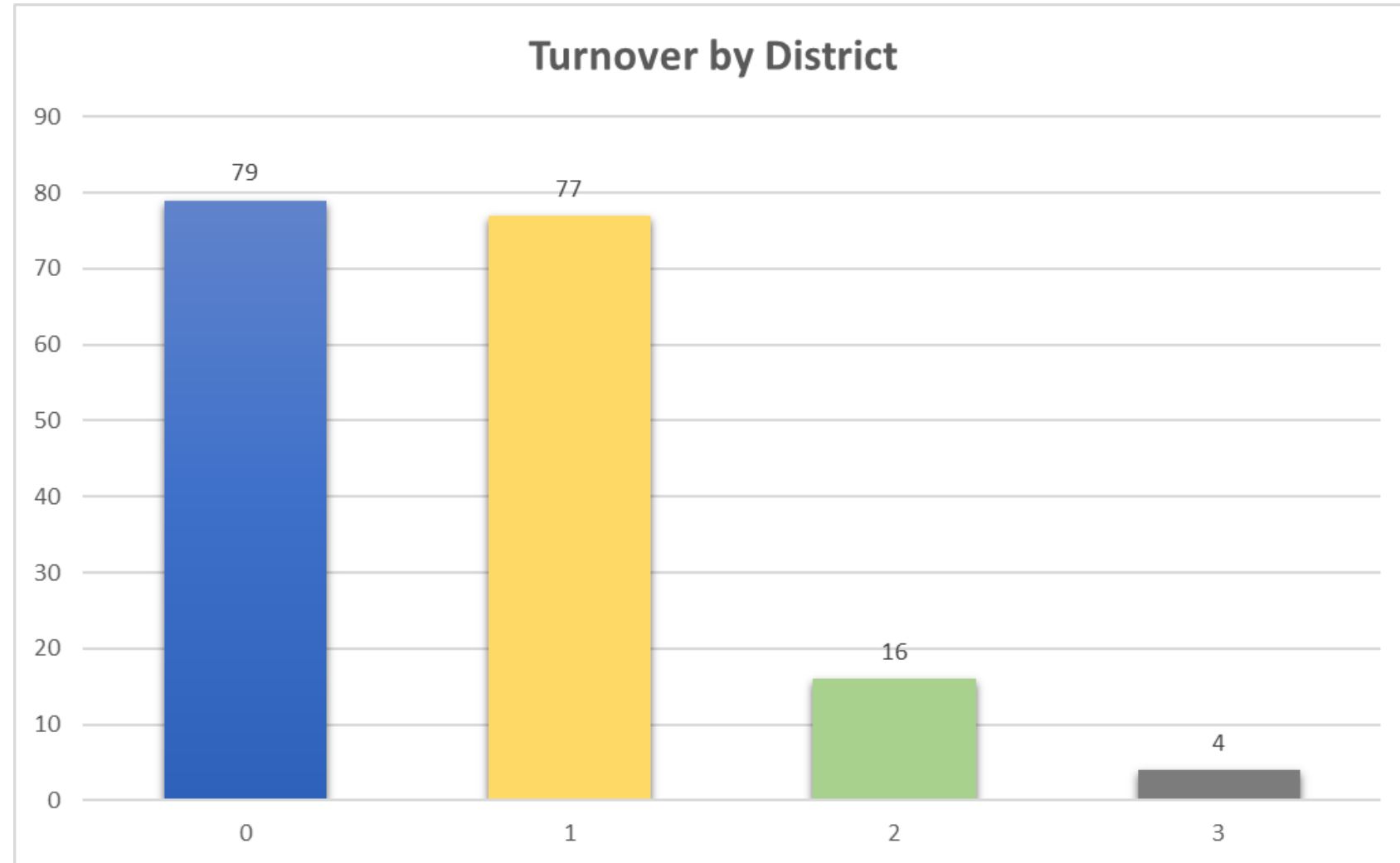


# District Turnover

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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

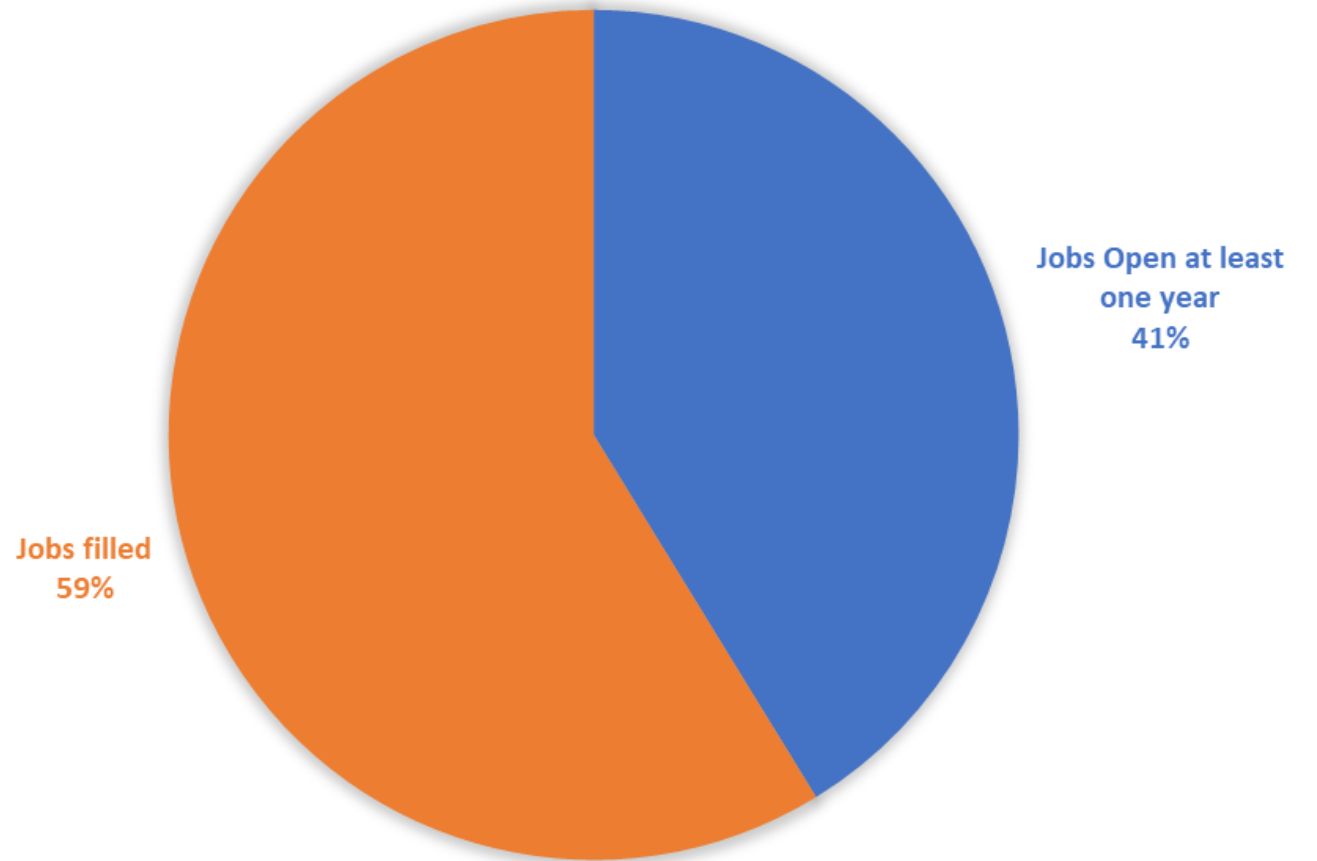


# District Turnover

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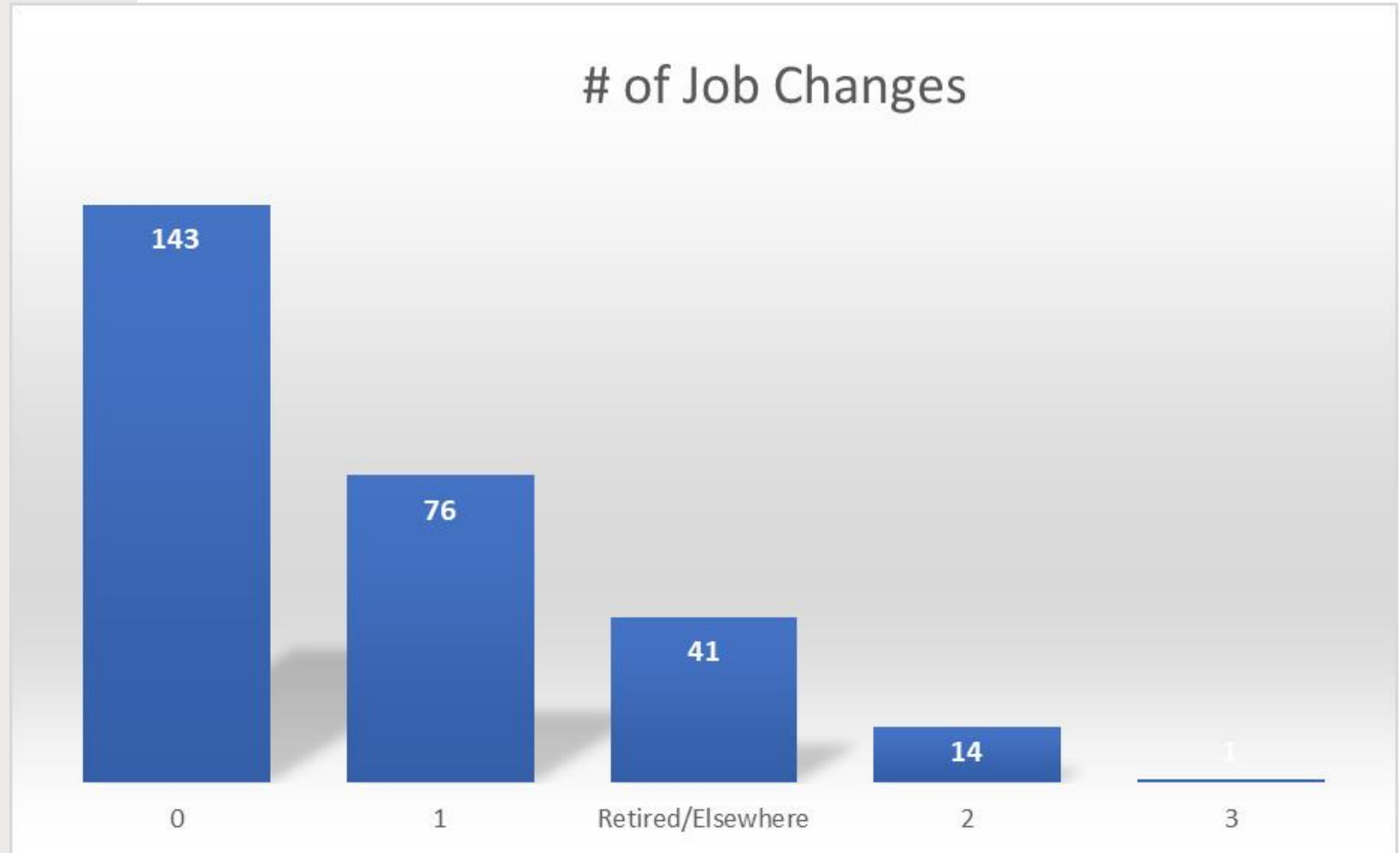
If our district has a business officer opening, will it get filled?

CHANCE A DISTRICT CAN FILL AN OPENING



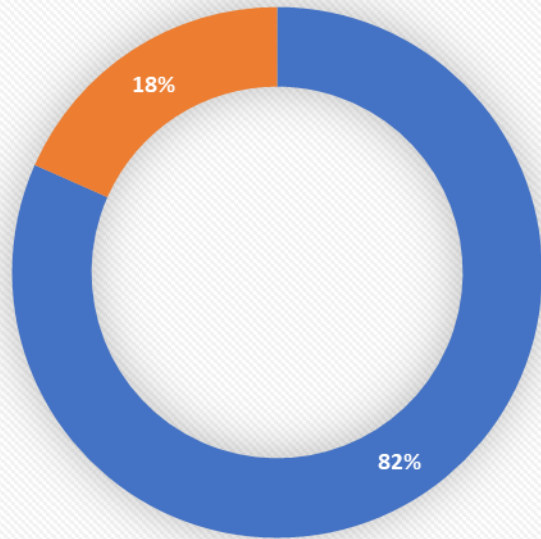
# Turnover by Person

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



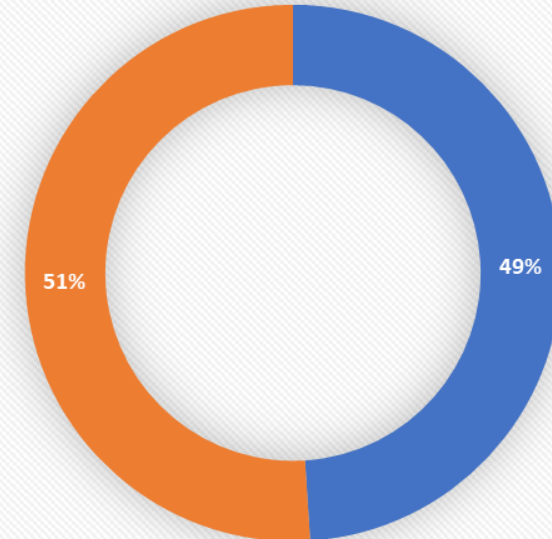
# Where do people go?

Stayed In Same County



■ Yes ■ No

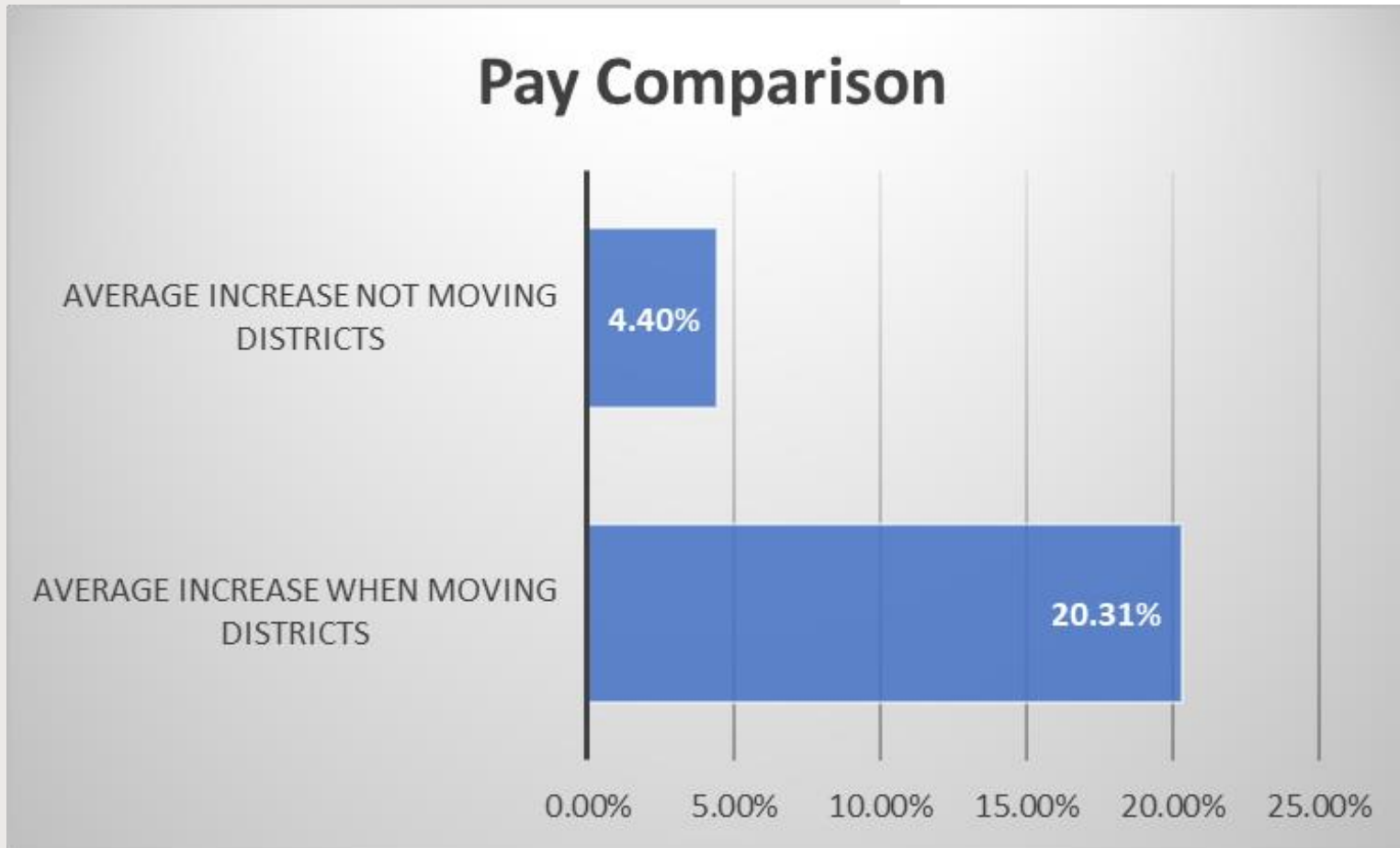
Stayed In Same CESA



■ Yes ■ No

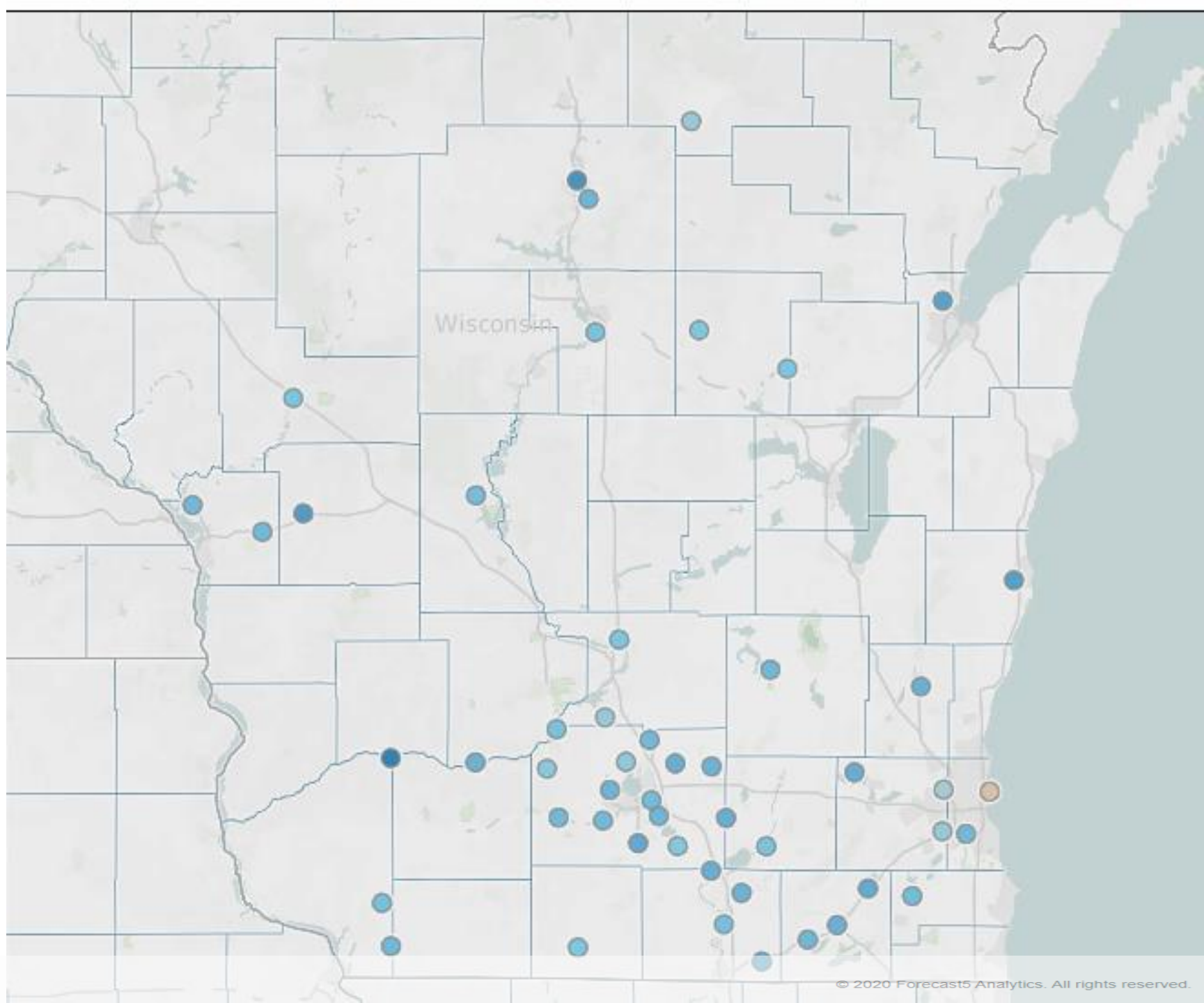
Anecdotally, among those moving counties and CESA's it is often to a bordering county and/or CESA.

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



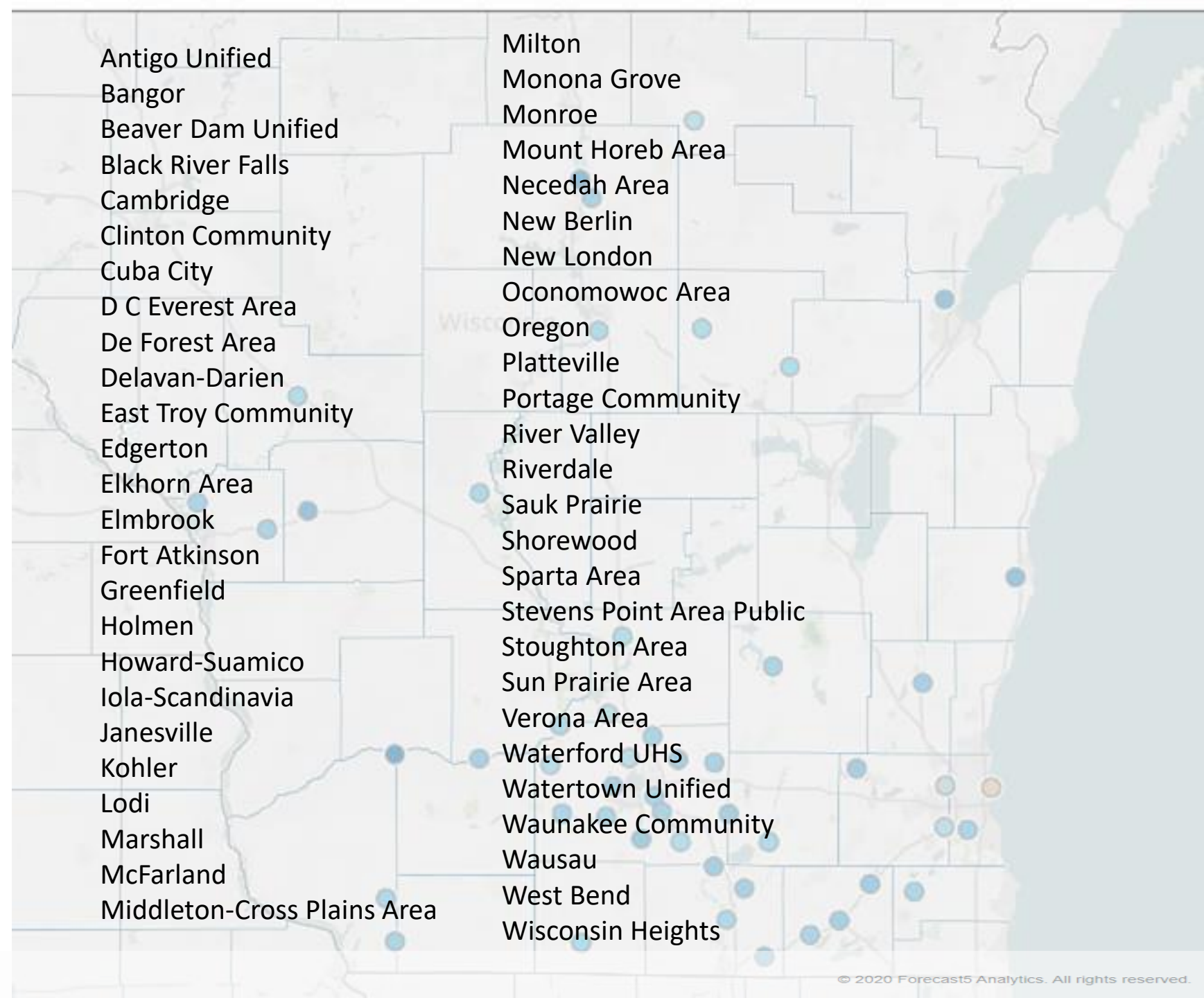
But, among those that made at least 1 move. 20% of those people made at least a 2<sup>nd</sup> move in the same 5-year period.

# Summary Information 2022-23 Salary Survey





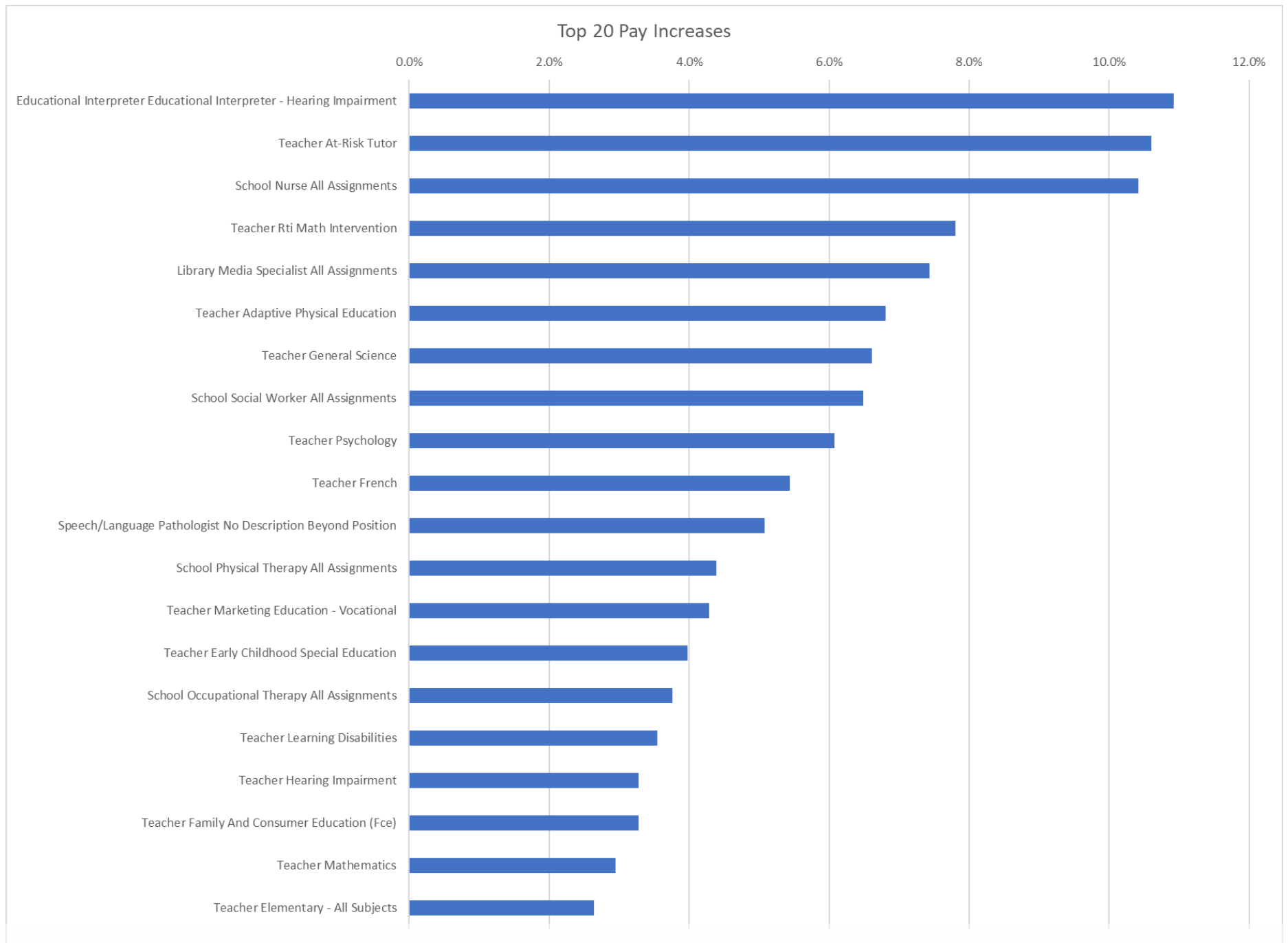
# Data from 51 Districts



# Quick Samples

Year	Group	Average Increase
Last Year	All Certified Staff	3.12%
This Year	All Certified Staff	3.97%
Last Year	Teacher	1.31%
This Year	Teacher	2.56%
Last Year	Principal	3.45%
This Year	Principal	0.08%
Last Year	Paraprofessional	0.02%
This Year	Paraprofessional	4.87%

# “Teachers” Top Increases by Assignment



## Average Salary by Assignment

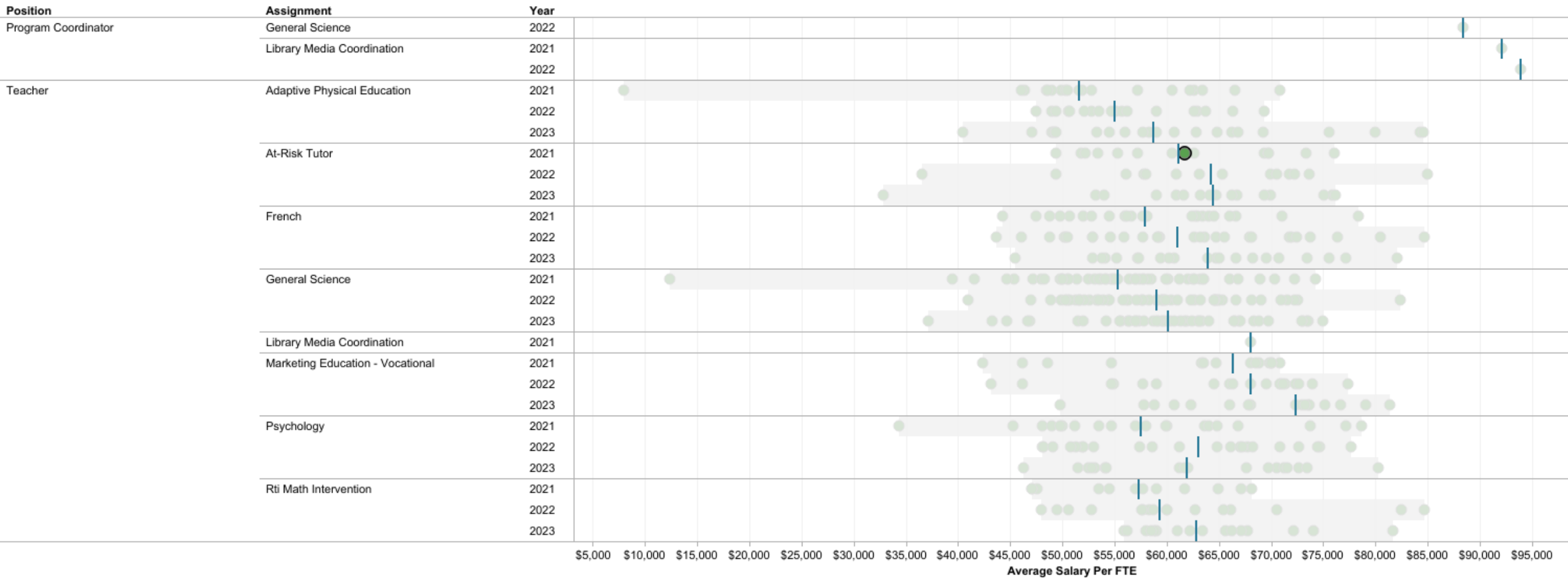
District: Columbus

Position(s): All

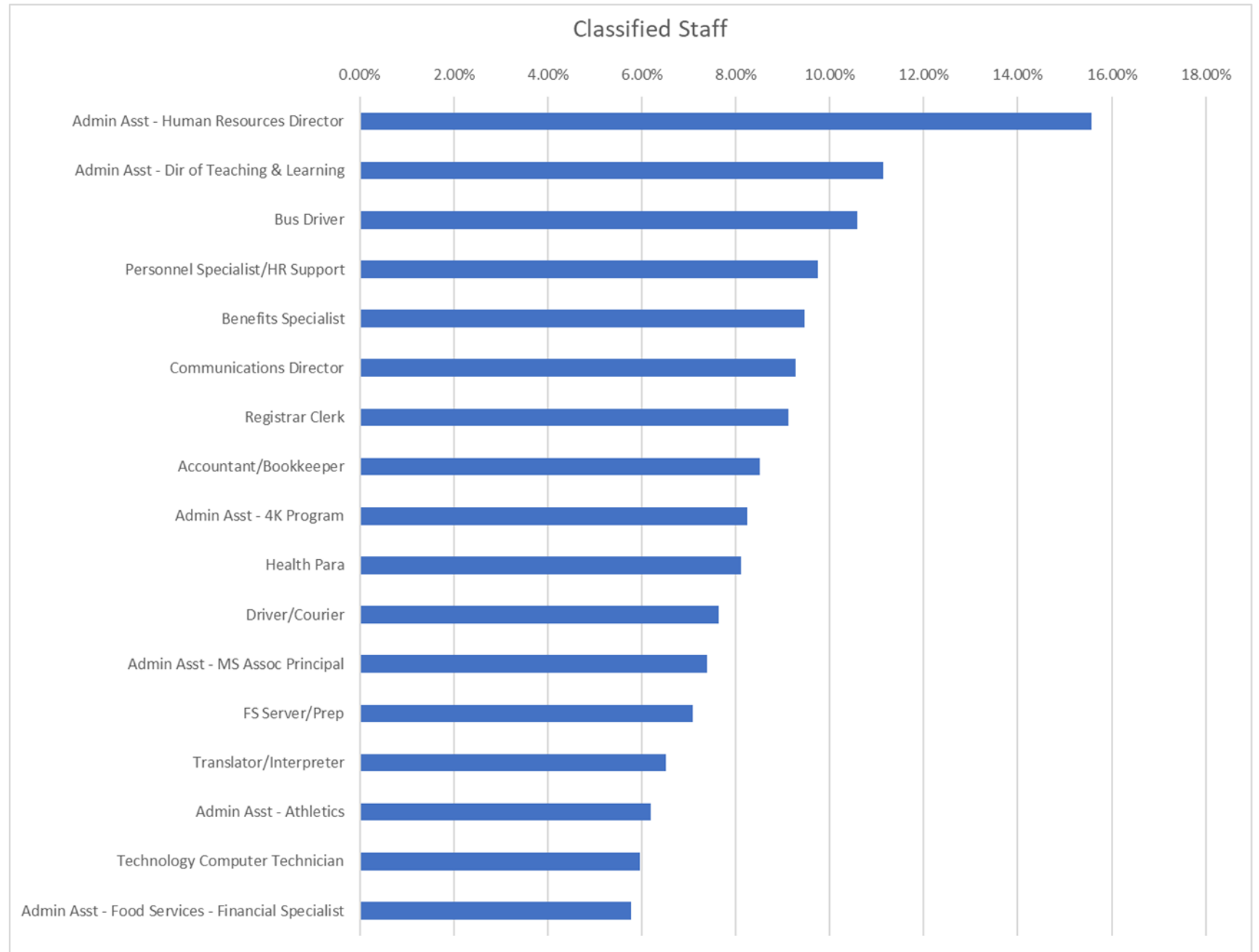
Note: Average Salary is calculated as the sum of the Assignment Salary Divided by Assignment FTE.

Data Download: <https://tinyurl.com/f5k84fnm>

Source: Skyward and Frontline Salary Project



# Classified Staff Top Increases by Assignment



# Average Hourly Wage By Group Code

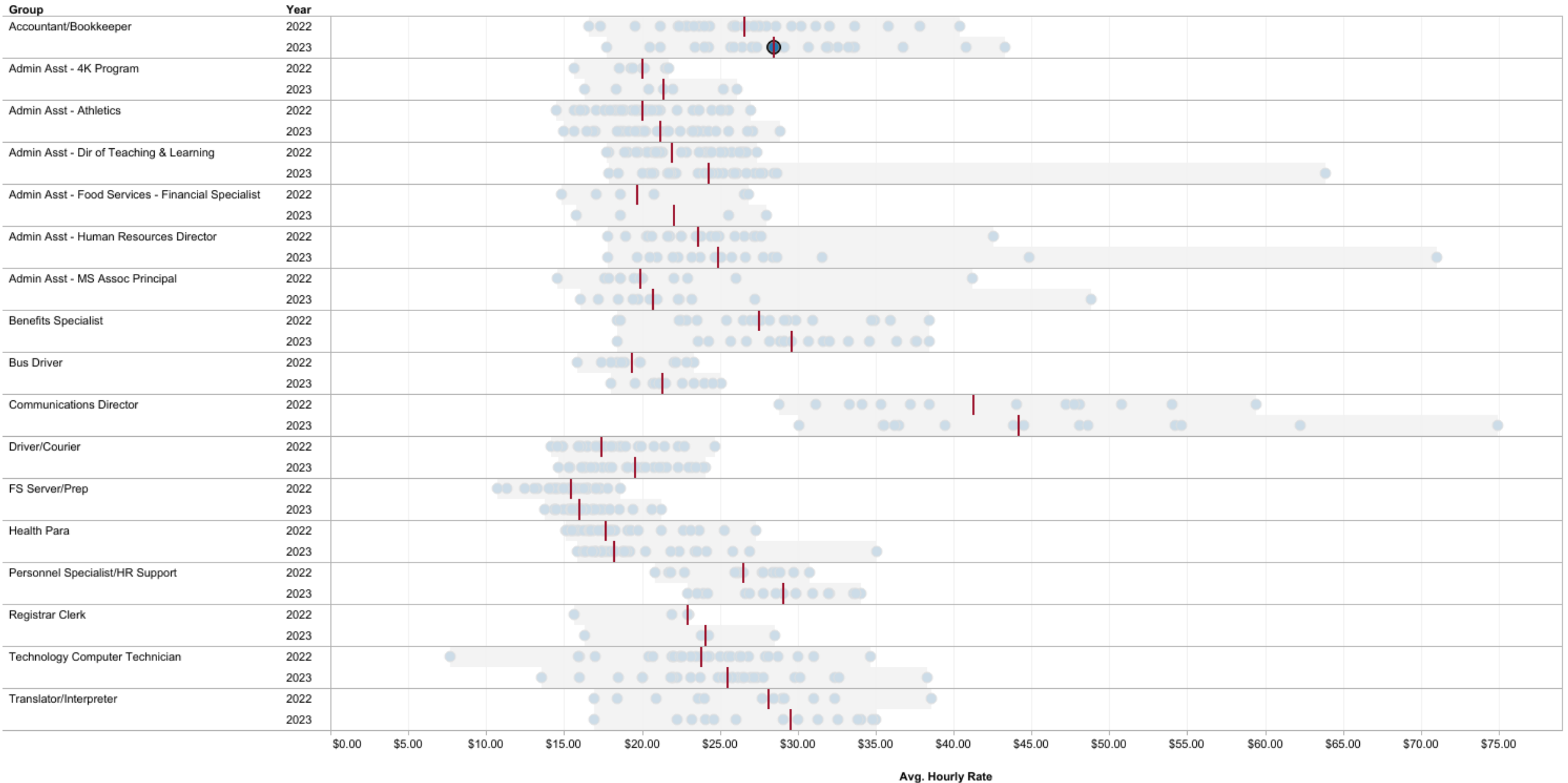
District: Columbus

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

Group Code Definitions: <https://bit.ly/2Ji3oIS>

Data Download: <https://tinyurl.com/f5k84fnm>

Source: Skyward and Frontline Salary Project

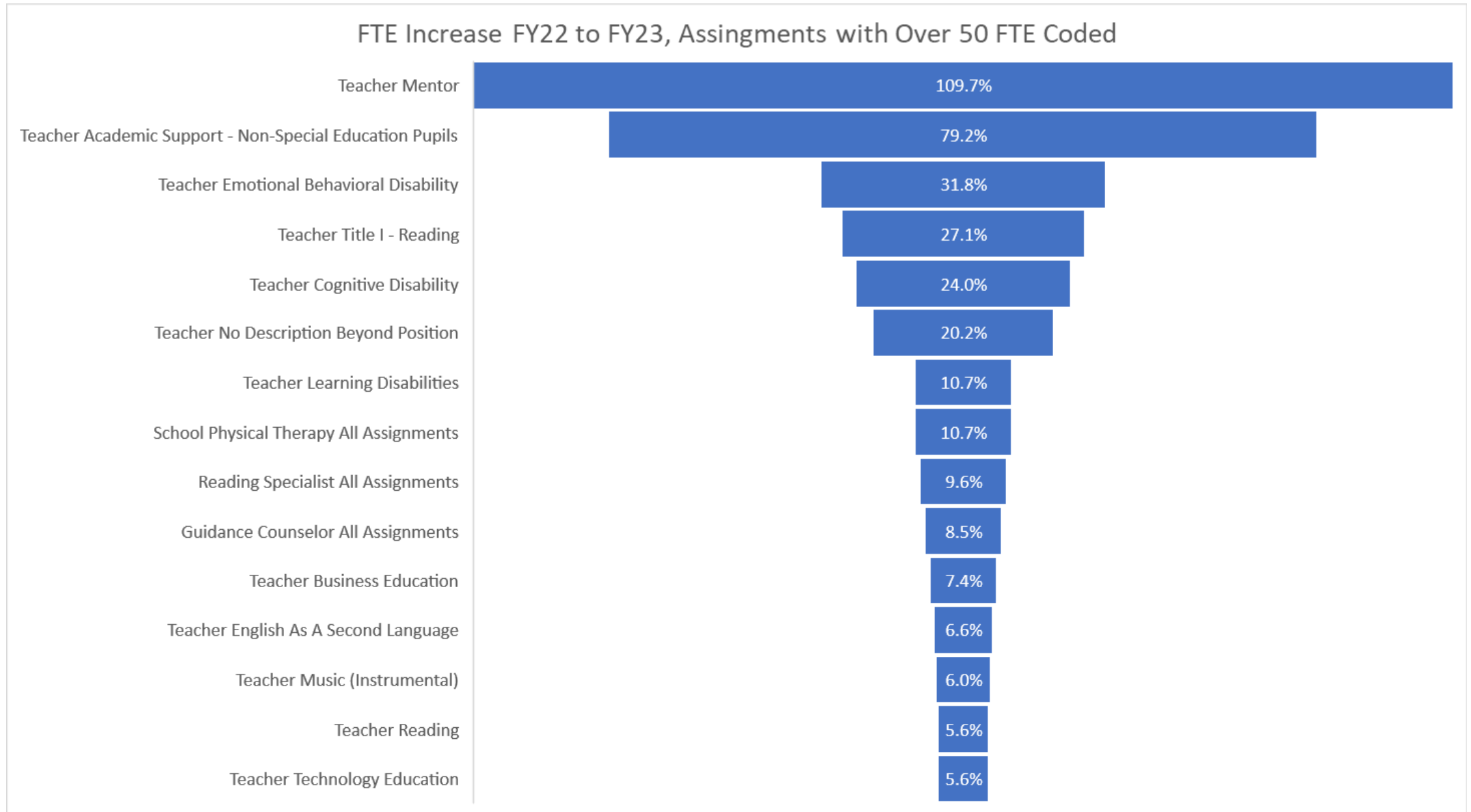


## Recent Teacher Average Salary and Increases

	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?

