



GETTING THEIR DUE

Administrative salary increases this school year outpaced those received by other non-education professionals.

BY JOE AGRON

School administrators received above-average salary increases this school year, outpacing their private-sector counterparts and reversing a trend that saw raises trailing those of other professionals.

According to *American School & University's* 14th Compensation Survey, 1999-00 national average salary increases for school administrators reached 4.9%—higher than the 4.4% received by private-sector professionals and a significant increase from the 3.4%

School administrators receive a variety of compensation in addition to salary.

reported by school administrators two years ago when this survey last was done. The primary determinants for pay raises at school districts were budget decision (30.8%), collective bargaining (30.1%), competitive practices (16%), cost-of-living (5.8%) and other factors (17.3%).

To arrive at the results for *AS&U's* report, an in-depth survey was mailed to superintendents at the nation's K-12 public school districts. Questions explored salary and benefits practices for seven key management positions, with full-time teacher used to gauge compensation relationships among the administrative titles. Usable returns were received from 12% of respondents, and represent school districts with the following enrollment sizes:

National Average Base Salaries

Position	1999-00 Average Salary (\$)	1999-00 Average Increase (%)
Superintendent	\$86,149	5.6%
Deputy/Associate Superintendent	\$77,564	4.5%
Director of Facilities Planning	\$60,625	4.4%
Chief Business Officer	\$60,512	4.6%
Director of Security/Safety	\$49,500	4.7%
Director of Purchasing	\$49,103	5.1%
Superintendent of Buildings and Grounds	\$48,611	4.3%
Full-time Teacher	\$37,667	5.0%
*National Average Executive Increase		4.4%

For most positions, annual salary increases most frequently were based on a combination of merit, cost-of-living and/or automatic step increase.

**According to the American Compensation Association, 1999-00 Salary Budget Survey.*



Pension Payments

The percentage of an individual's final average earnings that will be received as an annual retirement benefit:

Position	% of final average earnings
Full-time Teacher	46.2%
Superintendent	45.1%
Chief Business Officer	44.3%
Deputy/Associate Superintendent	43.1%
Director of Security/Safety	41.3%
Superintendent of Buildings and Grounds	40.3%
Director of Purchasing	38.9%
Director of Facilities Planning	36.7%

- Under 1,000: 34.1%
- 1,000-1,499: 9.6%
- 1,500-2,499: 16.5%
- 2,500-4,999: 19.9%
- 5,000 or more: 19.9%

The eight school positions surveyed include:

- Superintendent.
- Deputy/Associate Superintendent.
- Chief Business Officer.
- Superintendent of Buildings and Grounds.
- Director of Purchasing.

- Director of Security/Safety.
- Director of Facilities Planning.
- Full-time Teacher.

A number of factors should be considered when comparing salaries at your district with the national figures reported. For example, such things as geography, level of expertise, tenure, supply and demand for a specific job, and the district's ability to pay will influence the final results.

This year's survey adds the position of Director of Facilities Planning. With the increased attention and expense associated with construction, repair and planning of facilities, more school districts are bringing this expertise in-house. However, it is primarily the larger districts, or those that are rapidly growing, that have this position.

MORE THAN JUST SALARY

School administrators receive a variety of compensation in addition to salary. Approximately 4.5% of districts have bonus programs in place. Of those that do, bonuses most often were based on a combination of overall district/system performance and individual administrator performance.

In addition, many school administrators enjoy a host of perquisites. Among them include full- and partial-paid medical/hospital, dental and life-insurance programs, and pension distributions. Other popular perquisites include professional development, professional association membership, and the ability to make outside income.

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