

# School Staffing in Kansas: An Analysis of KSDE Data on Staff Counts and Salaries



## Introduction

The first part of this report shows the change in staff and students from 1998 to 2016 based on data from KSDE. Student FTEs were taken from KSDE's Comparative Performance and Fiscal System (CPFS), and the Staff FTEs were taken from KSDE's Certified and Noncertified Personnel Reports. Student FTEs in CPFS are only available back to the 1997-98 school year, which is why this starting point was selected.

The Personnel Types were organized under three "Purposes" per the work done by the Kansas Legislative Research Department (KLRD) for the 2015 Special Committee on Student Success. These purposes are Direct Educators, Core Support, and Non-Core Support. The summary table that follows shows what personnel types were placed into what group by KLRD.

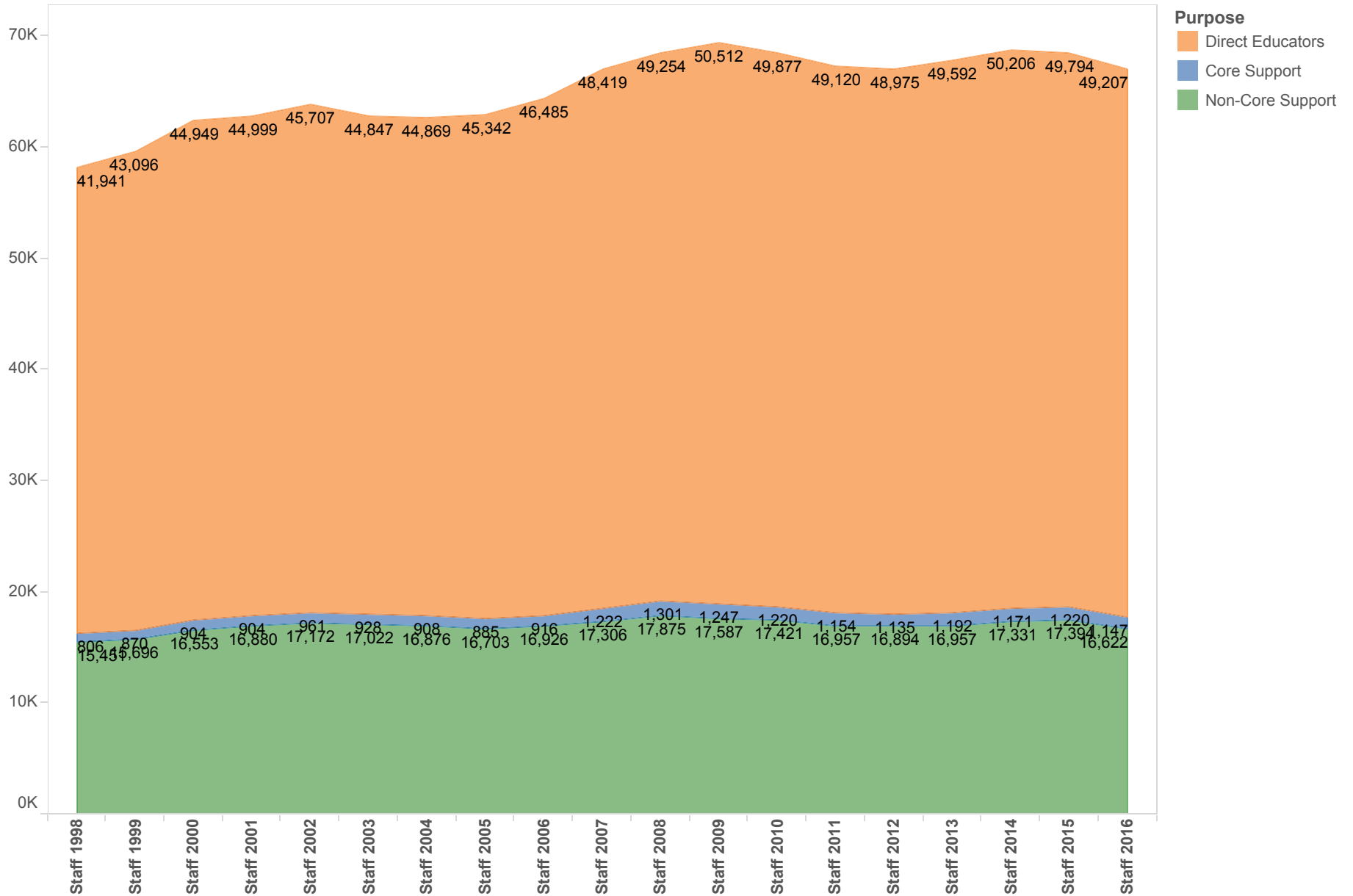
The second part of this report shows teacher, principal, and superintendent average salaries and the total spent on these salaries as reported by KSDE on their school finance page.

Based on this data, KASB found the following:

- The total number of certified and noncertified staff has increased 15 percent since 1998; from 58,200 employees to 67,000 employees. Annually since 1998 the total number of staff has increased an average of 0.8 percent.
- The ratio of students to staff has decreased over 10 percent since 1998; from eight students per staff member to seven.
- Since 1999, the number of noncertified staff has increased at a higher rate (24 percent) than that for classified staff (10 percent).
- Core Support employees have increased at a much higher rate (42 percent) than Non-Core Support (8 percent) and Direct Instruction employees (17 percent). However, the number of Direct Instruction employees has increased much more significantly than the other two groups (from 41,941 to 49,207 for Direct Educators, compared to from 806 to 1,147 for Core Support and from 15,451 to 16,622 for Non-Core Support).
- The ratio of Direct Educators to Students decreased from 11 students per employee to 9 students per between 1998 and 2016. The ratio for Core Support employees went from 557 students per employee to 404 students per employee. The ratio for Non-Core Support employees went from 29 students per employee to 28 per.
- From 1998 to 2015, the average principal and superintendent salaries each increased 58 percent (from \$57,123 to \$90,274 for Principals and from \$78,908 to \$124,672 for superintendents), whereas the average teacher salary increased 50 percent (from \$36,500 to \$54,850).
- The total amount spent on superintendents' salaries increased 44 percent between 1998 and 2016, whereas the total amount spent on Principals' salaries increased 50 percent, and the total amount spent on teacher salaries increased 87 percent.

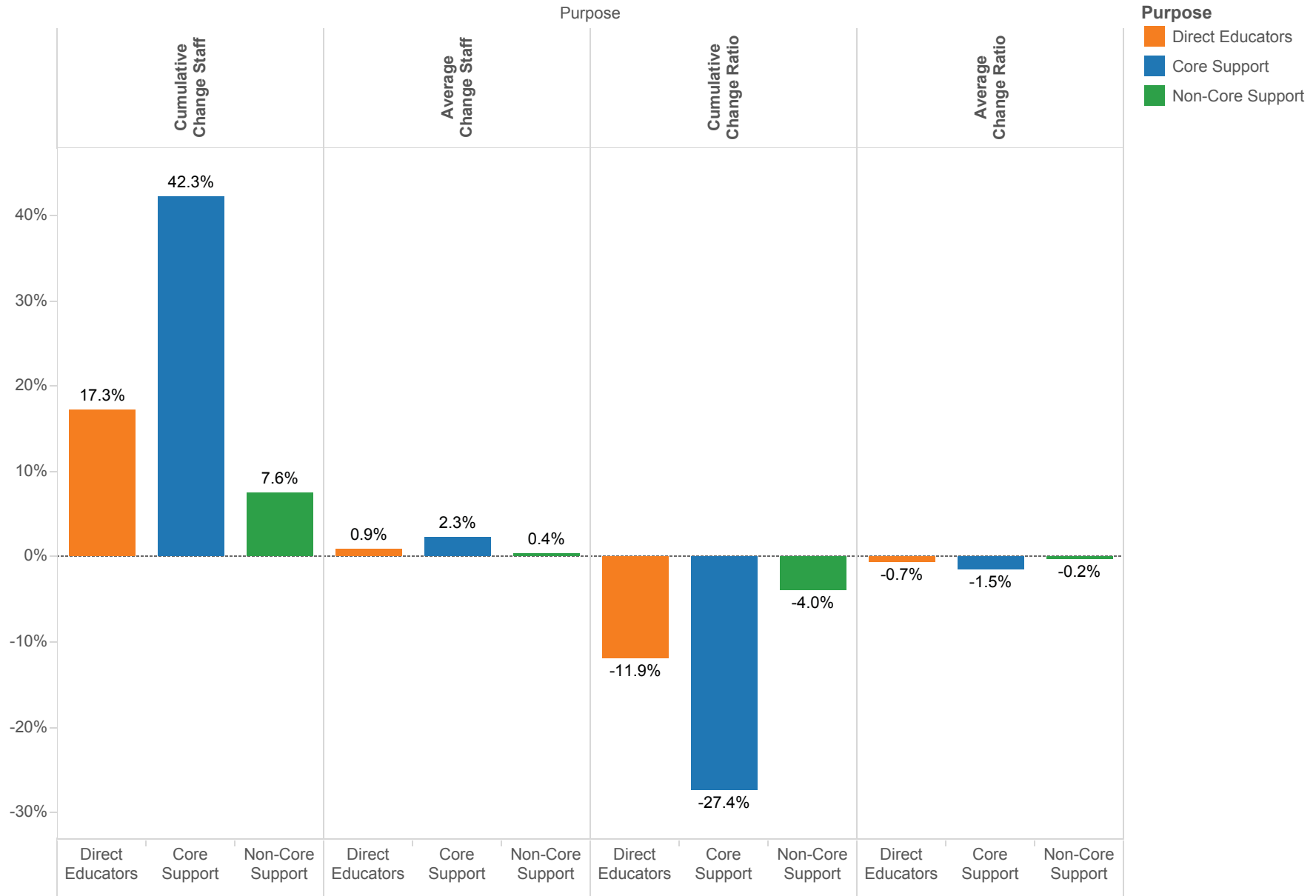
# Staff Counts by Purpose

The following chart shows the change in total numbers of staff members in each of KLRD's three purpose categories.



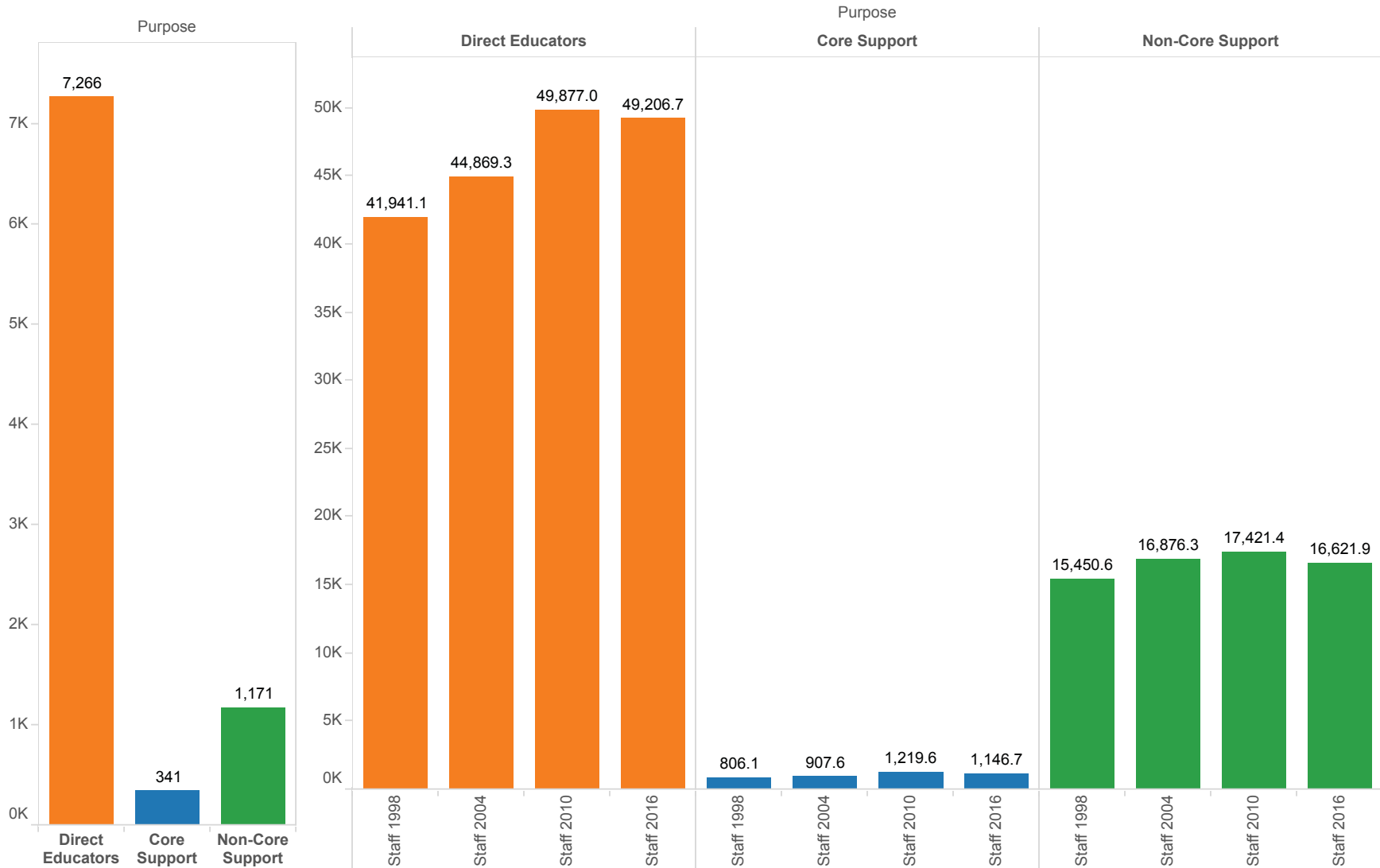
# Percent Change

The following chart shows the cumulative and average annual change in staff and the staff to student ratio in terms of percentages.



# Number Change

The following charts show 1) the total change in numbers from 1998 to 2016, and b) the staff counts for selected years to show the change in terms of actual numbers.



# Tables: Staff Counts

The following tables show:

- The staff Purpose as assigned by KLRD,
- Whether or not the personnel type is Certified as reported by KSDE,
- The number of staff in 1998,
- The ratio of staff to students in 1998,
- The number of staff in 2016,
- The ratio of staff to students in 2016,
- The cumulative change in the number of staff between 1998 and 2016, and
- The average annual change in the number of staff between 1998 and 2016.

Purpose	Personnel Type	Certified?	1998 (Students = 448,609)		2016 (Students = 463,504)		Cumulative Change		Cumulative Percent Change		Average Annual Percent Change	
			Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio
Direct Educators	All Other Teachers	Certified	24,781	18	25,565	18	784	-	3.2%	0.2%	0.2%	0.0%
	Assistant Principals	Certified	429	1,045	588	788	159	(257)	37.1%	-24.7%	1.8%	-1.5%
	Audiologists	Certified	13	33,478	16	29,151	3	(4,327)	18.7%	-12.9%	1.6%	-0.1%
	Clinical or School Psychologists	Certified	346	1,298	400	1,158	54	(140)	15.8%	-10.8%	1.0%	-0.4%
	Kindergarten Teachers	Certified	1,097	409	1,798	258	701	(151)	63.9%	-37.0%	2.8%	-2.5%
	Library Media Aides	Noncertified	522	859	507	915	(15)	56	-3.0%	6.5%	-0.1%	0.5%
	Library Media Specialists	Certified	932	481	683	679	(249)	198	-26.7%	41.0%	-1.7%	2.0%
	Nurses	Certified	419	1,071	622	745	203	(326)	48.6%	-30.5%	2.4%	-1.8%
		Noncertified	126	3,575	92	5,049	(34)	1,474	-26.9%	41.2%	-0.9%	2.9%
	Practical Arts/Career/Tech Ed Teachers	Certified	882	509	1,394	333	512	(176)	58.1%	-34.6%	2.7%	-2.3%
	Prekindergarten Teachers	Certified	180	2,487	595	779	415	(1,708)	229.9%	-68.7%	7.1%	-6.0%
	Principals	Certified	1,221	367	1,168	397	(53)	30	-4.4%	8.0%	-0.2%	0.4%
	Reading Specialists/Teachers	Certified	527	851	687	675	160	(176)	30.2%	-20.7%	1.8%	-1.0%
	Regular Ed. Teacher Aides	Noncertified	2,126	211	2,858	162	732	(49)	34.4%	-23.1%	1.7%	-1.4%
	School Counselors	Certified	1,077	417	1,110	417	33	-	3.1%	0.2%	0.2%	0.0%
	School Social Work Services	Certified	211	2,129	403	1,150	192	(979)	91.3%	-46.0%	5.0%	-2.0%
	Social Services Staff	Noncertified	43	10,360	97	4,783	54	(5,577)	123.8%	-53.8%	10.8%	0.9%
	Special Ed. Teachers	Certified	3,277	137	3,909	119	632	(18)	19.3%	-13.4%	1.0%	-0.8%
	Special Ed. Paraprofessionals	Noncertified	3,299	136	6,150	75	2,851	(61)	86.4%	-44.6%	3.7%	-3.0%
	Speech Pathologists	Certified	434	1,033	565	820	131	(213)	30.1%	-20.6%	1.8%	-1.0%
	<i>Certified</i>	35,825	13	39,504	12	3,679	(1)	10.3%	-6.3%	0.6%	-0.3%	
Total	<i>Noncertified</i>	6,116	73	9,703	48	3,587	(25)	58.6%	-34.9%	2.7%	-2.3%	
	<b>Total</b>	<b>41,941</b>	<b>11</b>	<b>49,207</b>	<b>9</b>	<b>7,266</b>	<b>(2)</b>	<b>17.3%</b>	<b>-11.9%</b>	<b>0.9%</b>	<b>-0.7%</b>	

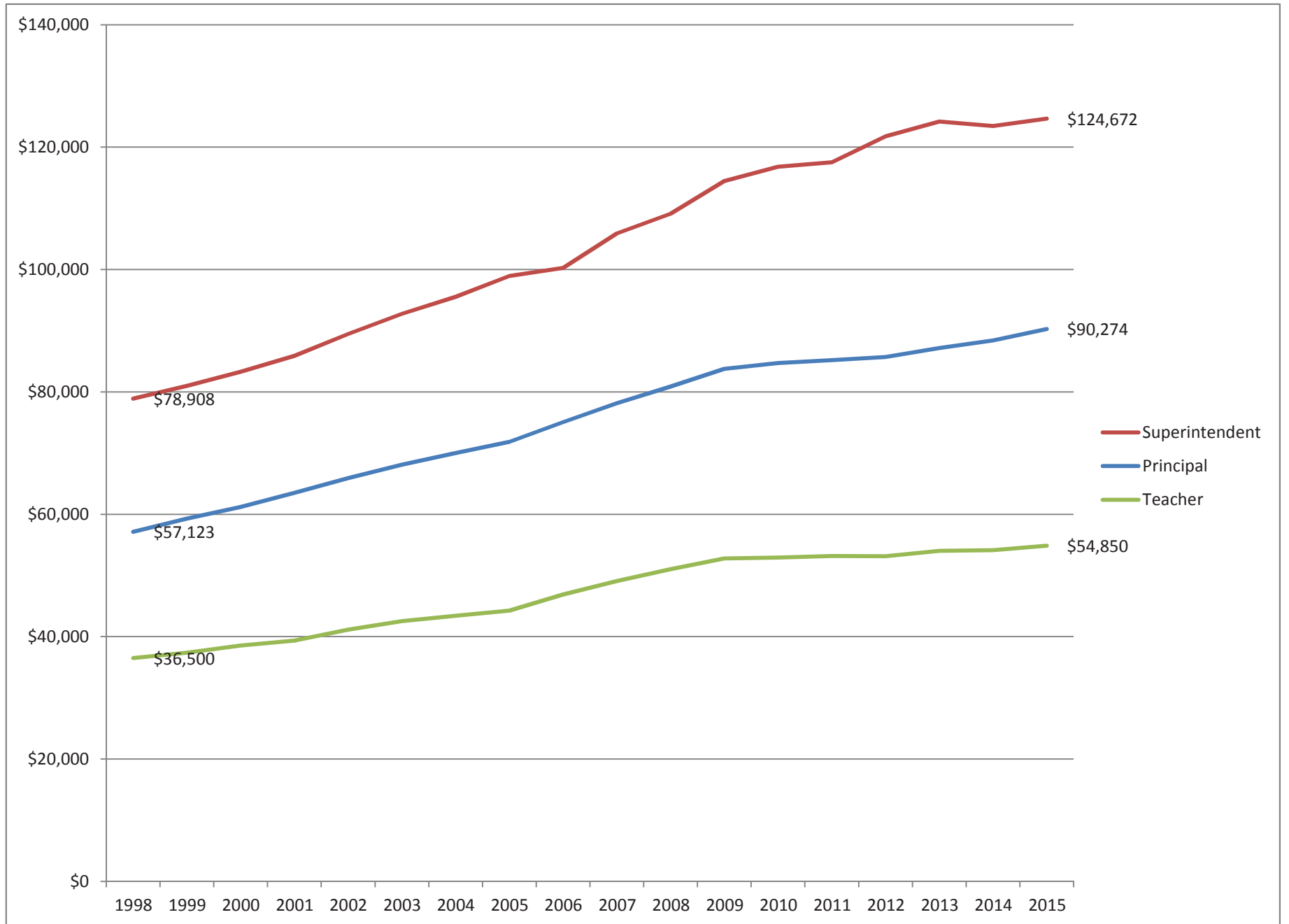
Purpose	Personnel Type	Certified?	1998		2016		Cumulative		Cumulative		Average Annual	
			(Students = 448,609)		(Students = 463,504)		Change		Percent Change		Percent Change	
			Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio
Core Support	All Other Directors/Supervisors	Certified	136	3,291	155	2,994	19	(297)	13.6%	-9.0%	1.0%	-0.3%
	Assistant Superintendents	Noncertified	3	149,536	10	46,350	7	(103,186)	233.3%	-69.0%	13.4%	-1.2%
	Assoc./Asst. Superintendents	Certified	99	4,550	85	5,440	(14)	890	-13.6%	19.6%	-0.6%	1.2%
	Directors/Supervisors of Career/Tech Ed	Certified	23	19,420	25	18,765	2	(655)	6.9%	-3.4%	2.2%	1.5%
	Directors/Supervisors of Health	Certified	13	35,889	11	41,018	(2)	5,129	-9.6%	14.3%	2.0%	3.3%
	Directors/Supervisors Spec. Ed.	Certified	111	4,060	109	4,252	(2)	192	-1.4%	4.7%	0.1%	0.4%
	Instructional Coordinators/Supervisors	Certified	84	5,322	146	3,166	62	(2,156)	73.7%	-40.5%	4.0%	-2.0%
	Other Curriculum Specialists	Certified	78	5,722	187	2,475	109	(3,247)	138.9%	-56.8%	5.7%	-3.9%
	Parents as Teachers	Noncertified			174	2,662	174	2,662				
	Superintendent	Certified	259	1,729	244	1,900	(15)	171	-6.0%	9.9%	-0.3%	0.5%
		<i>Certified</i>	803	559	963	482	160	(77)	19.9%	-13.8%	1.1%	-0.7%
Total	<i>Noncertified</i>	3	149,536	184	2,518	181	(147,018)	6036.7%	-98.3%	433.3%	0.3%	
	<b>Total</b>	<b>806</b>	<b>557</b>	<b>1,147</b>	<b>404</b>	<b>341</b>	<b>(153)</b>	<b>42.3%</b>	<b>-27.4%</b>	<b>2.3%</b>	<b>-1.5%</b>	

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			Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio
Non-Core Support	Administrative Assistants	Certified	34	13,391	39	11,915	5	(1,476)	16.1%	-11.0%	2.5%	1.0%
	Attendance Services Staff	Noncertified	70	6,381	117	3,948	47	(2,433)	67.0%	-38.1%	3.7%	-1.9%
	Business Managers	Noncertified	55	8,186	115	4,023	60	(4,163)	110.2%	-50.9%	4.3%	-3.8%
	Business Services - All Other Personnel	Noncertified	479	936	473	980	(6)	44	-1.3%	4.7%	0.2%	0.6%
	Business Services - Directors/Coordinators/Supervisors	Noncertified	102	4,407	106	4,373	4	(34)	4.1%	-0.8%	0.4%	0.2%
	Coaching Assistants	Noncertified	224	2,001	515	900	291	(1,101)	129.8%	-55.0%	5.2%	-3.9%
	Food Service - All Other Personnel	Noncertified	2,907	154	2,935	158	28	4	1.0%	2.3%	0.1%	0.2%
	Food Service - Directors/Coordinators/Supervisors	Noncertified	178	2,519	267	1,733	89	(786)	50.1%	-31.2%	2.6%	-1.7%
	Maintenance & Operation - All Other Personnel	Noncertified	4,823	93	4,707	98	(116)	5	-2.4%	5.9%	-0.1%	0.3%
	Maintenance & Operation - Directors/Coordinators/Supervisors	Noncertified	280	1,600	370	1,252	90	(348)	32.0%	-21.7%	1.7%	-1.2%
	Other - Directors/Coordinators/Supervisors	Noncertified	130	3,461	198	2,336	68	(1,125)	53.1%	-32.5%	3.3%	-1.3%
	Others	Certified	491	914	441	1,052	(50)	138	-10.2%	15.1%	0.4%	1.9%
		Noncertified	686	654			(686)	(654)				
	School Resource Officer	Noncertified			48	9,596	48	9,596				
	Secretarial/Clerical (Central Admin.)	Noncertified	965	465	638	726	(327)	261	-33.9%	56.2%	-1.9%	2.8%
	Secretarial/Clerical (School Admin.)	Noncertified	1,993	225	2,154	215	161	(10)	8.0%	-4.4%	0.5%	-0.2%
	Secretarial/Clerical (Student Support Service)	Noncertified	337	1,332	446	1,040	109	(292)	32.4%	-22.0%	2.8%	-0.2%
	Security Officers	Noncertified	141	3,186	155	2,996	14	(190)	9.9%	-6.0%	1.1%	0.3%
	Technology - All Other Personnel	Noncertified			691	671	691	671				
	Technology - Directors/Coordinators/Supervisors	Noncertified			241	1,922	241	1,922				
	Transportation - All Other Personnel	Noncertified	1,410	318	1,815	255	405	(63)	28.8%	-19.8%	1.4%	-1.2%
Transportation - Directors/Coordinators/Supervisors	Noncertified	146	3,066	151	3,078	5	12	2.9%	0.4%	0.3%	0.2%	
	<i>Certified</i>	524	856	480	966	(44)	110	-8.5%	12.9%	0.3%	1.6%	
Total	<i>Noncertified</i>	14,926	30	16,142	29	1,216	(1)	8.1%	-4.5%	0.5%	-0.2%	
	<b>Total</b>	<b>15,451</b>	<b>29</b>	<b>16,622</b>	<b>28</b>	<b>1,171</b>	<b>(1)</b>	<b>7.6%</b>	<b>-4.0%</b>	<b>0.4%</b>	<b>-0.2%</b>	

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			Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio	Staff	Ratio
Total		<i>Certified</i>	37,152	12	40,946	11	3,794	(1)	10.2%	-6.3%	0.6%	-0.3%
		<i>Noncertified</i>	21,046	21	26,030	18	4,984	(3)	23.7%	-16.5%	1.2%	-1.0%
		<b>Total</b>	<b>58,198</b>	<b>8</b>	<b>66,975</b>	<b>7</b>	<b>8,777</b>	<b>(1)</b>	<b>15.1%</b>	<b>-10.2%</b>	<b>0.8%</b>	<b>-0.6%</b>

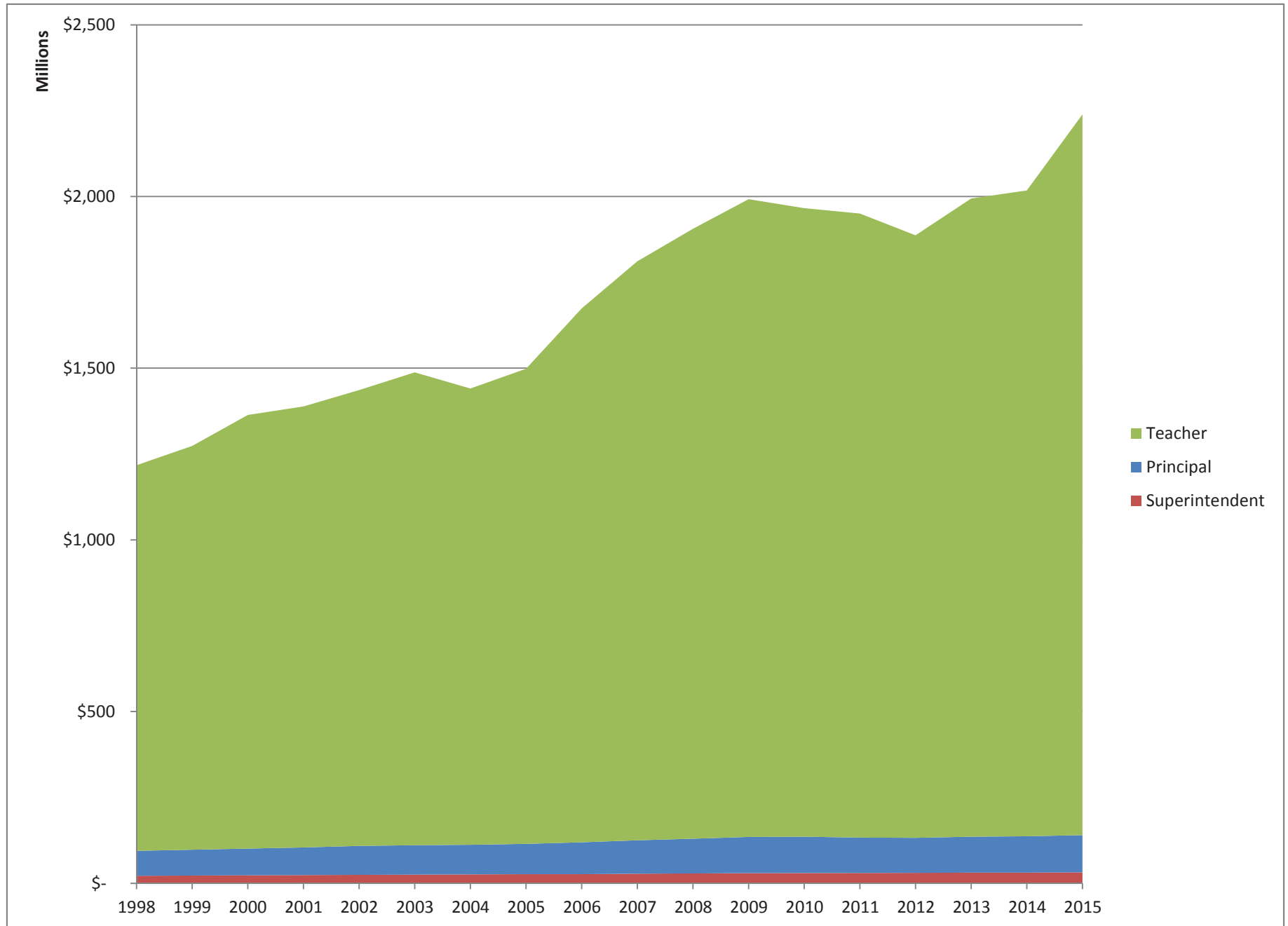
# Average Salaries

The following graph shows the average salaries for Teachers, Principals, and Superintendents.



# Total Spent on Salaries

The following graph shows the total amount spent on salaries for Teachers, Principals, and Superintendents.





## Table: Staff Salaries

The following shows information on the salaries for Teachers, Principals, and Superintendents.

	Position	Dollars		Percent Change	
		1998	2015	Cumulative	Average Annual
Average Salary	Principal	\$ 57,123	\$ 90,274	58.0%	2.7%
	Superintendent	\$ 78,908	\$ 124,672	58.0%	2.7%
	Teacher	\$ 36,500	\$ 54,850	50.3%	2.4%
Total Spent	Principal	\$ 72,432,206	\$ 108,870,432	50.3%	2.4%
	Superintendent	\$ 21,991,563	\$ 31,579,434	43.6%	2.2%
	Teacher	\$ 1,123,288,075	\$ 2,098,667,637	86.8%	3.8%

