



KANSAS ASSOCIATION OF SCHOOL BOARDS

Serving Educational Leaders, Inspiring Student Success

2016 KASB Central Office Staff Survey Report

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Introduction

This report includes the data reported by Kansas Public School Districts to the Kansas Association of School Boards related to Central Office Staff from the 1995-96 school year through the 2015-16 school year.

The KASB Central Office Staff Survey changed format beginning with the 2016-17 school year. This report presents the data in the new format, and utilizes data formerly collected via the Administrators Survey. Data is presented at the state level in this report, but is available by district, KASB Region, KSHSAA Class, KNEA Uniserv, and High School League at kasbresearch.org.

Key Findings

- Central Office Staff reported as of 2015-16 included Board Clerks (23%), Treasurers (17%), Directors of Support Functions (26%), Directors of Educational Functions (15%), Coordinators (10%), Supervisors (10%), Assistant Superintendents (7%), and Assistant Directors (3%).
- Areas of focus reported for Central Office Staff in 2015-16 included Operations (21%), Curriculum (8%), Technology (7%), Central Services (6%), Food Service (6%), Special Education (6%), Transportation (5%), School Support Services (4%), Instruction (2%), Student Support Services (2%), Instructional Staff Support Services (1%), Professional Development (1%), and Vocational (1%).
- Board Clerks report being in their current position an average of 11 years, and in any position in the district an average of 12 years.
- Treasurers report being in their current position an average of 12 years, and in any position in the district an average of 11 years.

- Other Central Office Staff report being in their current position an average of 7 years, and in any position in the district an average of 12 years.
- All Central Office Staff have an average length of current contract just over one year.
- Less than 10% of Board Clerks and Treasurers report having Master's degrees, and less than 5% report having Doctorate or Specialist Degrees.
- Between 1995-96 and 2015-16:
 - The percent of Board Clerk positions held by women increased from 86% to 92%
 - The percent of Treasurer positions held by women increased from 78% to 87%.
 - The percent of other Central Office Staff positions held by women increased from 45% to 51%.
 - The average age for all central office staff has increased from 48 to 50.
 - Board Clerk salaries increased 53% from \$29,828 to \$45,638.
 - Treasurer salaries increased 95% from \$18,147 to \$35,438.
 - Other Central Office Staff salaries increased 78% from \$42,849 to \$76,225.
 - Board Clerk fringe benefits increased 270% from \$1,706 to \$6,312.
 - Treasurer fringe benefits increased 224% from \$1,707 to \$5,528.
 - Other Central Office Staff fringe benefits increased 189% from \$2,671 to \$7,719.
- From 1999-00 to 2015-16:
 - Other Central Office Staff reporting Master's degrees decreased from 47% to 43%.
 - Other Central Office Staff reporting Doctorates decreased from 14% to 11%
 - Other Central Office Staff reporting Specialist degrees decreased from 9% to 7%.
 - The percent of Master's degrees earned by Central Office Staff at a Kansas postsecondary institution increased from 86% to 89%.
 - The percent of Doctorates earned by Central Office Staff at a Kansas postsecondary institution increased from 82% to 85%.
 - The percent of Specialist degrees earned by Central Office Staff at a Kansas postsecondary institution increased from 87% to 93%.
- From 2007-08 to 2015-16:
 - The percent of Board Clerks reporting Bachelor's degrees increased from 22% to 36%.
 - The percent of Treasurers reporting Bachelor's degrees increased from 24% to 31%.
 - The percent of Other Central Office Staff reporting Bachelor's degrees increased from 57% to 63%.
 - The percent of Associates degrees earned by Central Office Staff at a Kansas postsecondary institution increased from 95% to 97%.
 - The percent of Bachelor's degrees earned by Central Office Staff at a Kansas postsecondary institution increased from 88% to 89%.
- Since 2012-13, the average number of contract days has increased for Board Clerks (251 to 276), Treasurers (239 to 259), and other Central Office Staff (242 to 252).

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Positions and Areas

Chart 1 shows the number of records submitted each year by position. As of 2015-16, 26% of the positions reported were Directors of Support Functions, up from 15% in 1995-96. Board Clerks made up 23% in 2015-16, down from 24% in 1995-96, and Treasurers made up 17%, down from 23%. Other positions reported were Directors of Educational Functions (15% up from 13%), Coordinators (10% up from 7%), Supervisors (10% down from 13%), Assistant Superintendents (7% and 7%) and Assistant Directors (3% and 3%).

Chart 2 shows the number of records submitted each year by area of focus. As of 2015-16, 21% of the positions reported were in Operations, up from 15% in 1995-96. Curriculum was the second most commonly cited area in 2015-16 at 8%, consistent with 8% reported in 1995-96. Technology positions made up 7% of records for 2015-16, up from 2% in 1995-96. Other areas reported were Central Services (6% up from 5%), Food Service (6% down from 9%), Special Education (6% up from 5%), Transportation (5% down from 6%), School Support Services (4% and 4%), Instruction (2% down from 3%), Student Support Services (2% down from 3%), Instructional Staff Support Services (1% down from 2%), Professional Development (1% down from 2%), Vocational (1% down from 2%), Adult, and Bilingual.

Chart 1: Positions

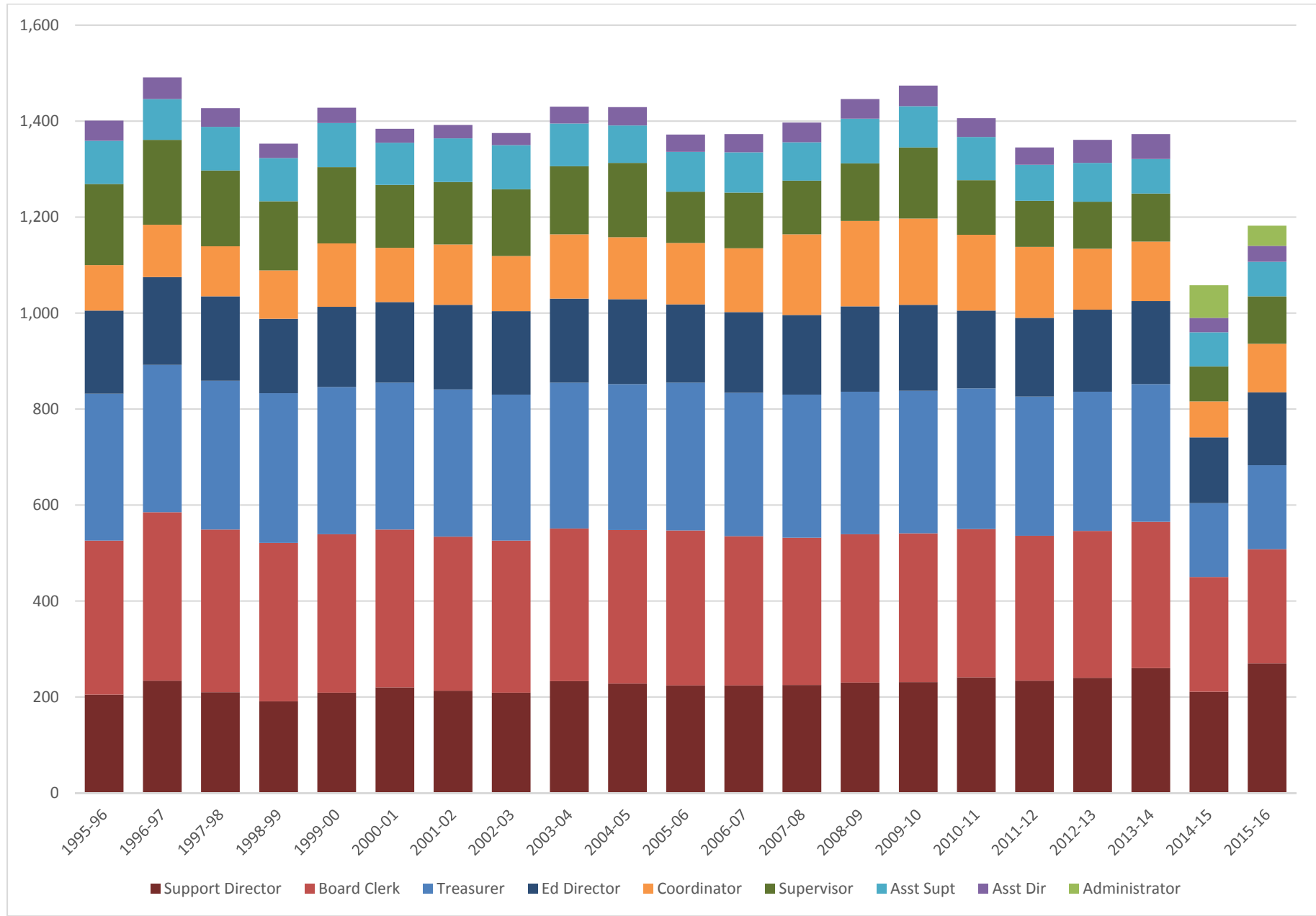
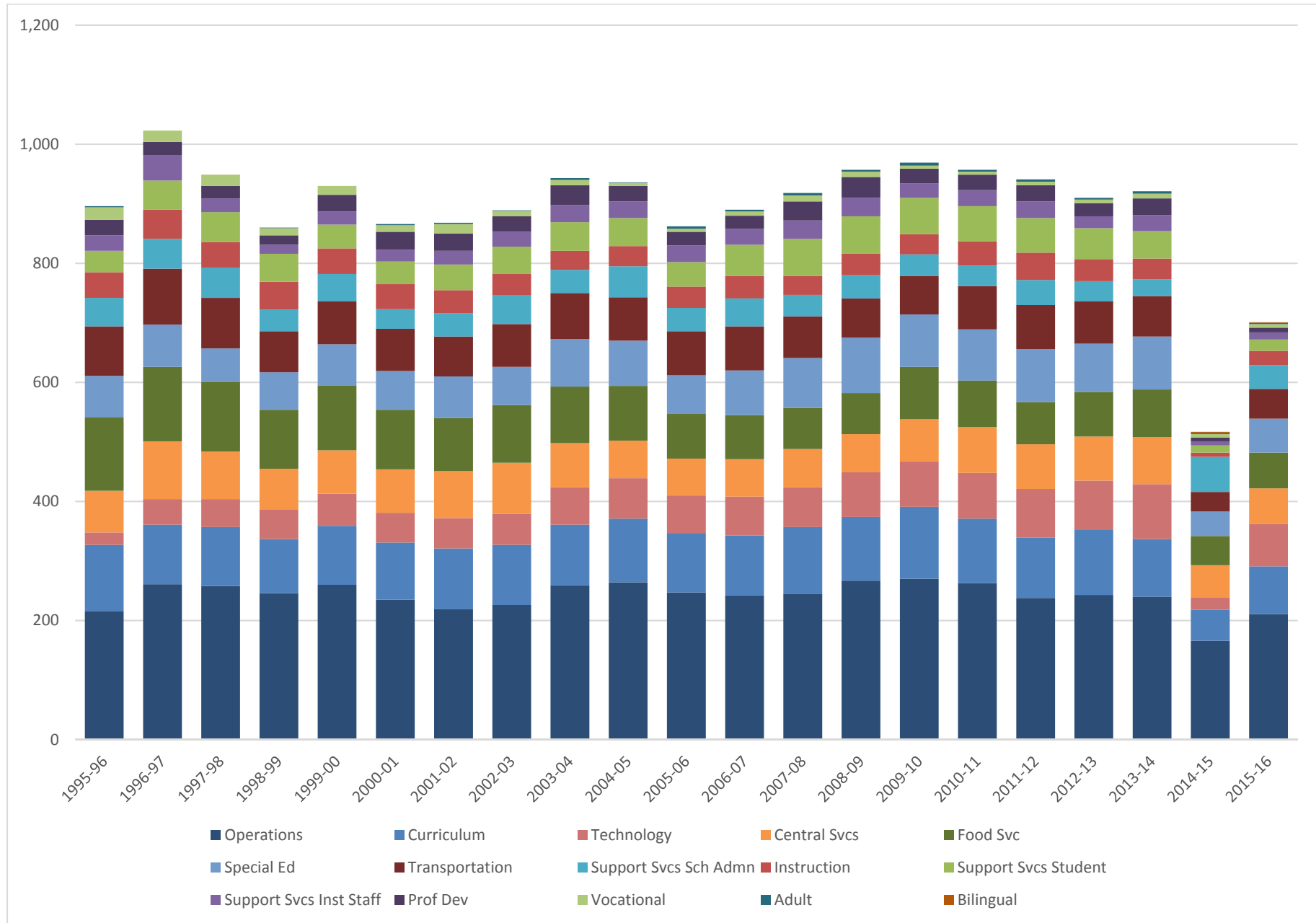


Chart 2: Areas



Gender and Age

Chart 3 shows that overall, 62% of central office staff positions were held by women in 1995-96, and this percent increased to 67% in 2015-16. However, Board Clerks and Treasurers are much more predominately female than are the other central office staff positions reported. Board Clerks were 86% female in 1995-96 and 92% female in 2015-16, and Treasurers were 78% female in 1995-96 increasing to 87% in 2015-16. Other central office staff positions, on the other hand, were 45% female in 1995-96 increasing to 51% in 2015-16. This finding is particularly interesting when you look at the average salary information later in this report.

Chart 4 shows that the average age for all central office staff has increased approximately 2 years since 1995-96. The average age for Board Clerks increased from 47.7 to 50.3, Treasurers from 47.6 to 51.6, and all other positions from 48.1 to 49.5. However, looking at the chart you can see that many of these positions saw a decline in the average age in the past few years.

Chart 3: Gender

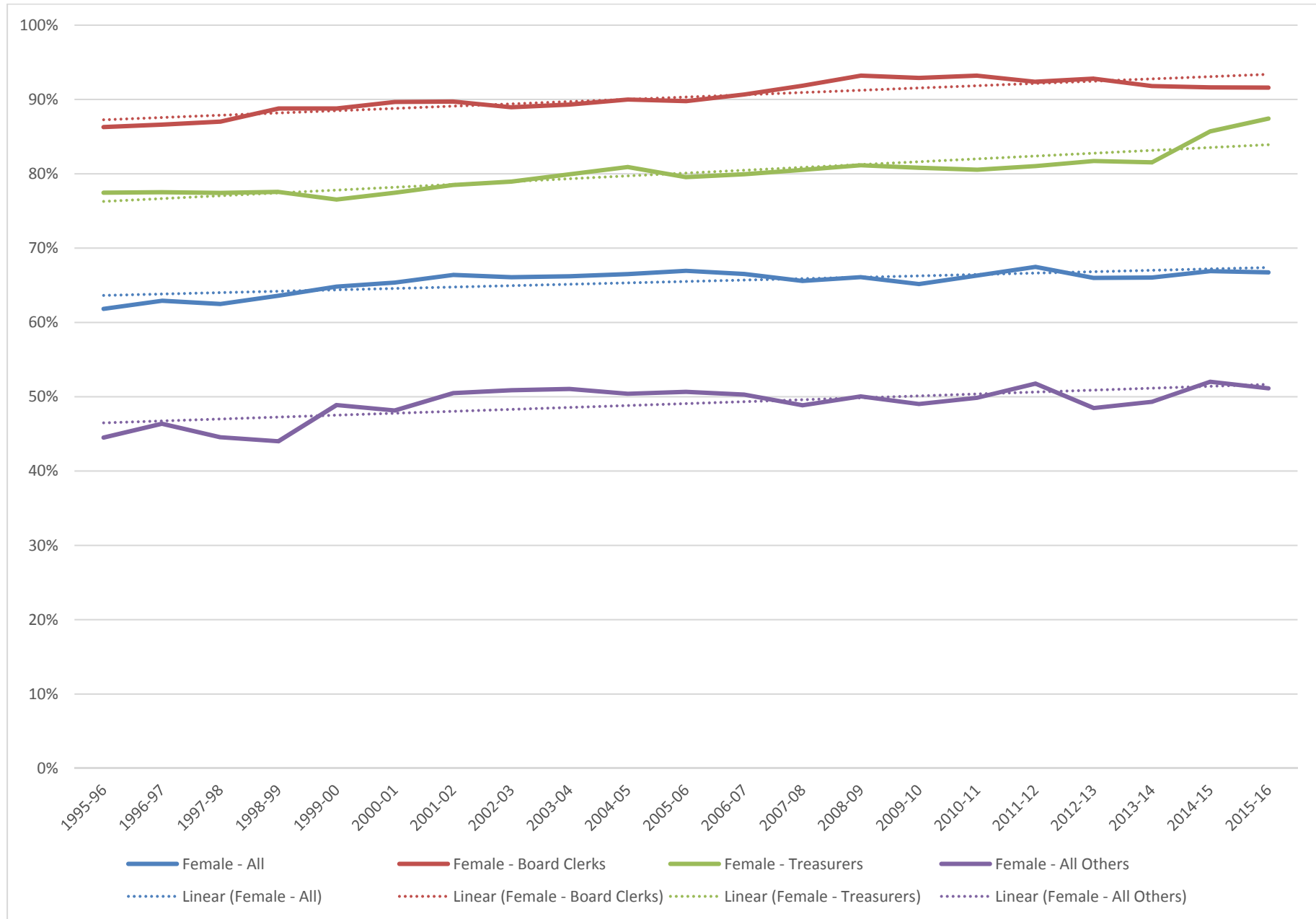
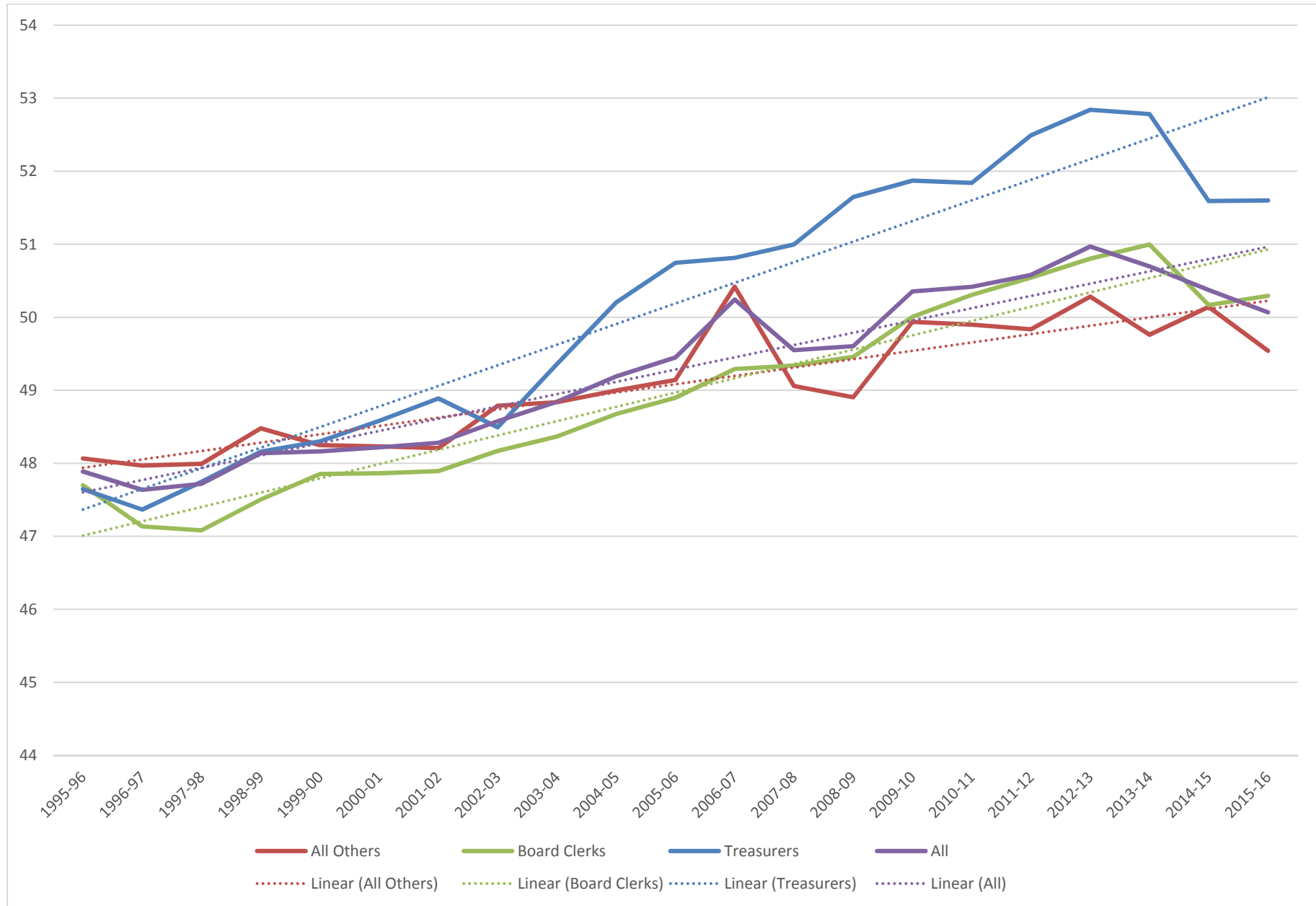


Chart 4: Age



Years and Days

Chart 5 shows information on the average number of years in the staff member's current positions within the district and years in any position within the district. As the chart shows, there is a great deal of variation in this data, but most of the average years show a slight upward trend, with the notable exception of the average years in any position for current treasurers. As of 2015-16, Board Clerks reported being in their current position in the district an average of 11 years, and in any position in the district an average of 12 years. Treasurers reported being in their current position an average of 12 years, and in any position in the district an average of 11 years. All other central office staff reported being in their current position an average of 7 years and any position in the district an average of 12 years.

Chart 6 shows the total years in the staff member's current contract. The years in the current contract have remained very consistent with an average just over one year, suggesting that most of these central office staff positions are on annual contracts. Treasurers and Board Clerks show slightly lower averages across the years, suggesting the other central office staff positions are more likely to have multiple year contracts.

Chart 7 shows the average number of contract days by position. Only data since 2012-13 is included because the number of responses in previous years is too low to be reliable. Since 2012-13, the average number of contract days has increased for all positions. Board Clerks went from an average of 251 days to 276 days, Treasurers from 239 to 259, and all others from 242 to 252.

Chart 5: Years Employed

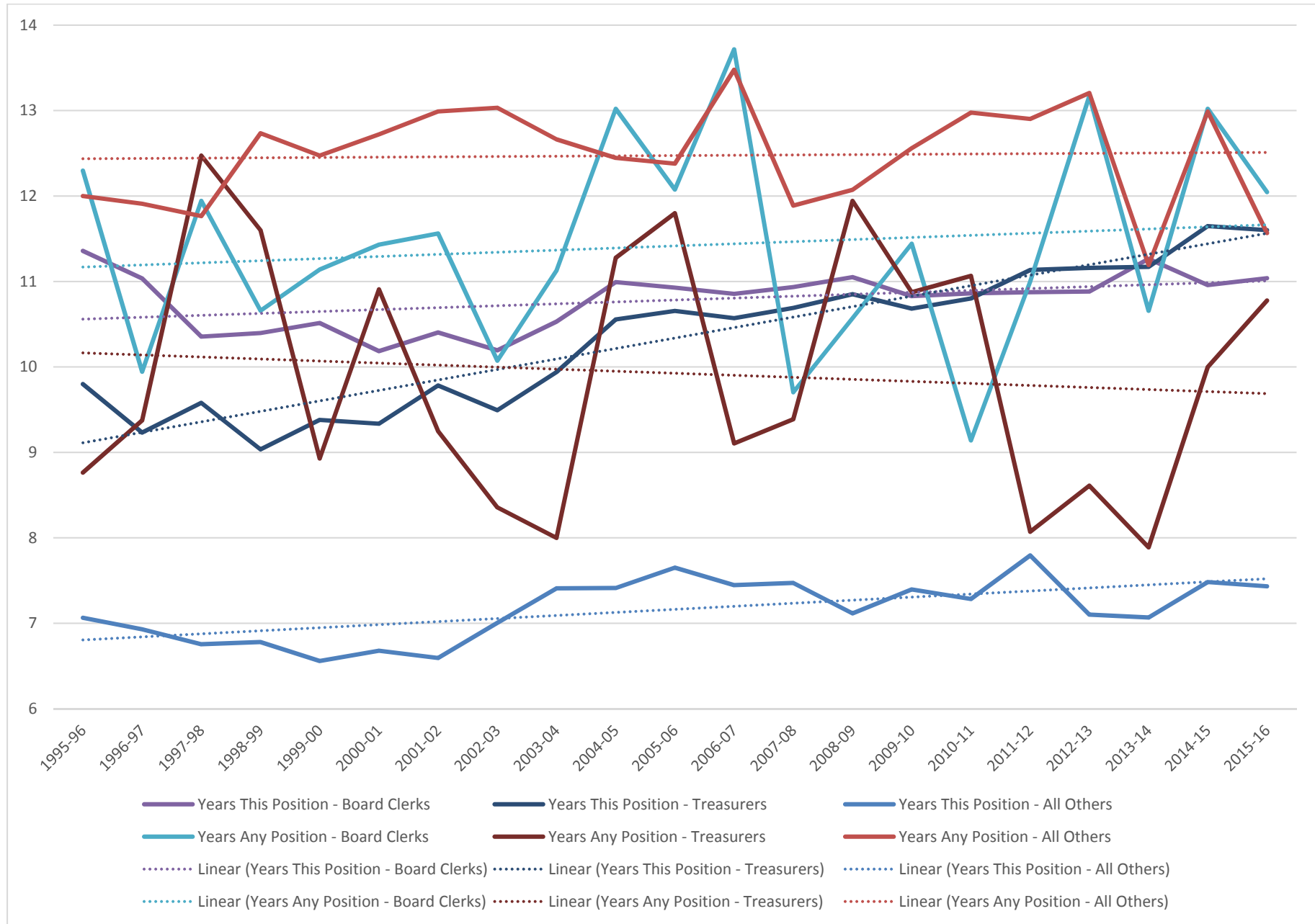


Chart 6: Years in Contract

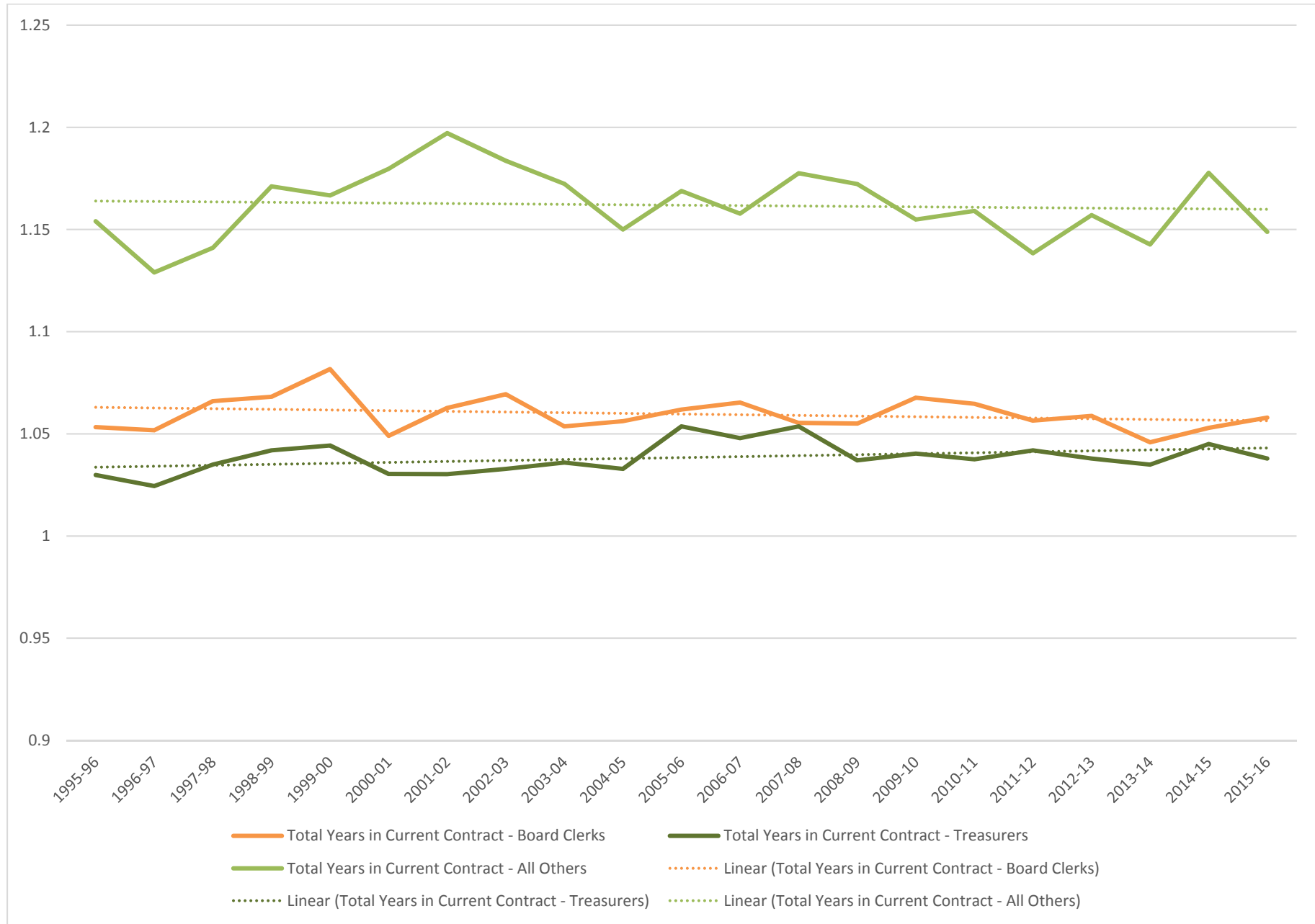
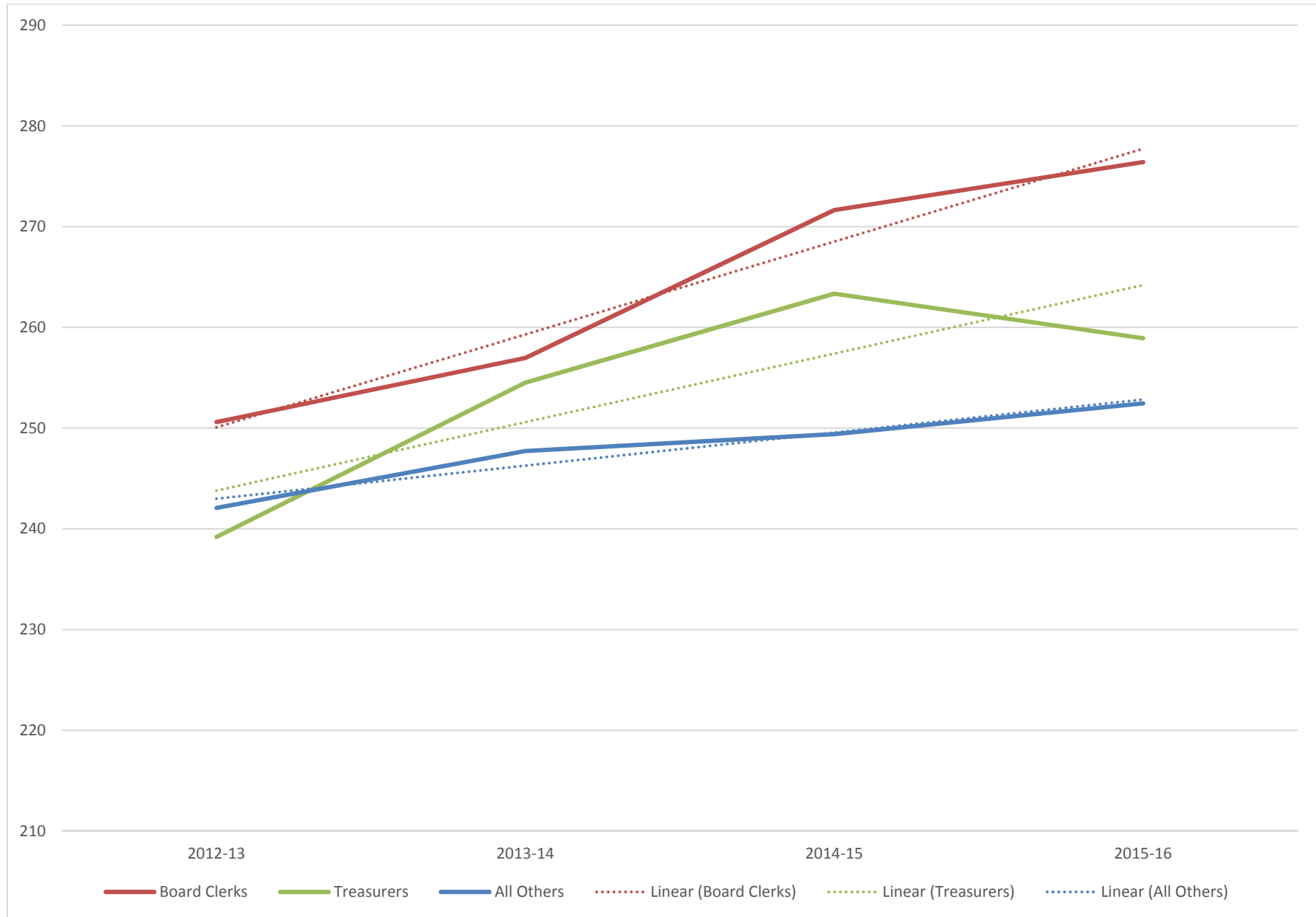


Chart 7: Contract Days



Salary and Benefits

Data on average salaries for Board Clerks, Treasurers, and Other Central Office Staff shows that on average, Treasurers are paid less than Board Clerks, who are in turn paid less than all other reported Central Office Staff.

Chart 8 shows that Board Clerks had an average salary of \$29,828 in 1995-96, which increased 53% to \$45,638 by 2015-16. Their average fringe benefit amount in 1995-96 was \$1,706, increasing 270% to \$6,312 by 2015-16.

Chart 9 shows that Treasurers had an average salary of \$18,147 in 1995-96, which increased 95% to \$35,438 by 2015-16. Their average fringe benefit amount in 1995-96 was \$1,707, increasing 224% to \$5,528 by 2015-16.

Chart 10 shows that all other Central Office Staff had an average salary of \$42,849 in 1995-96, which increased 78% to \$76,225 by 2015-16. Their average fringe benefit amount in 1995-96 was \$2,671, increasing 189% to \$7,719 by 2015-16.

Chart 8: Board Clerk Salaries

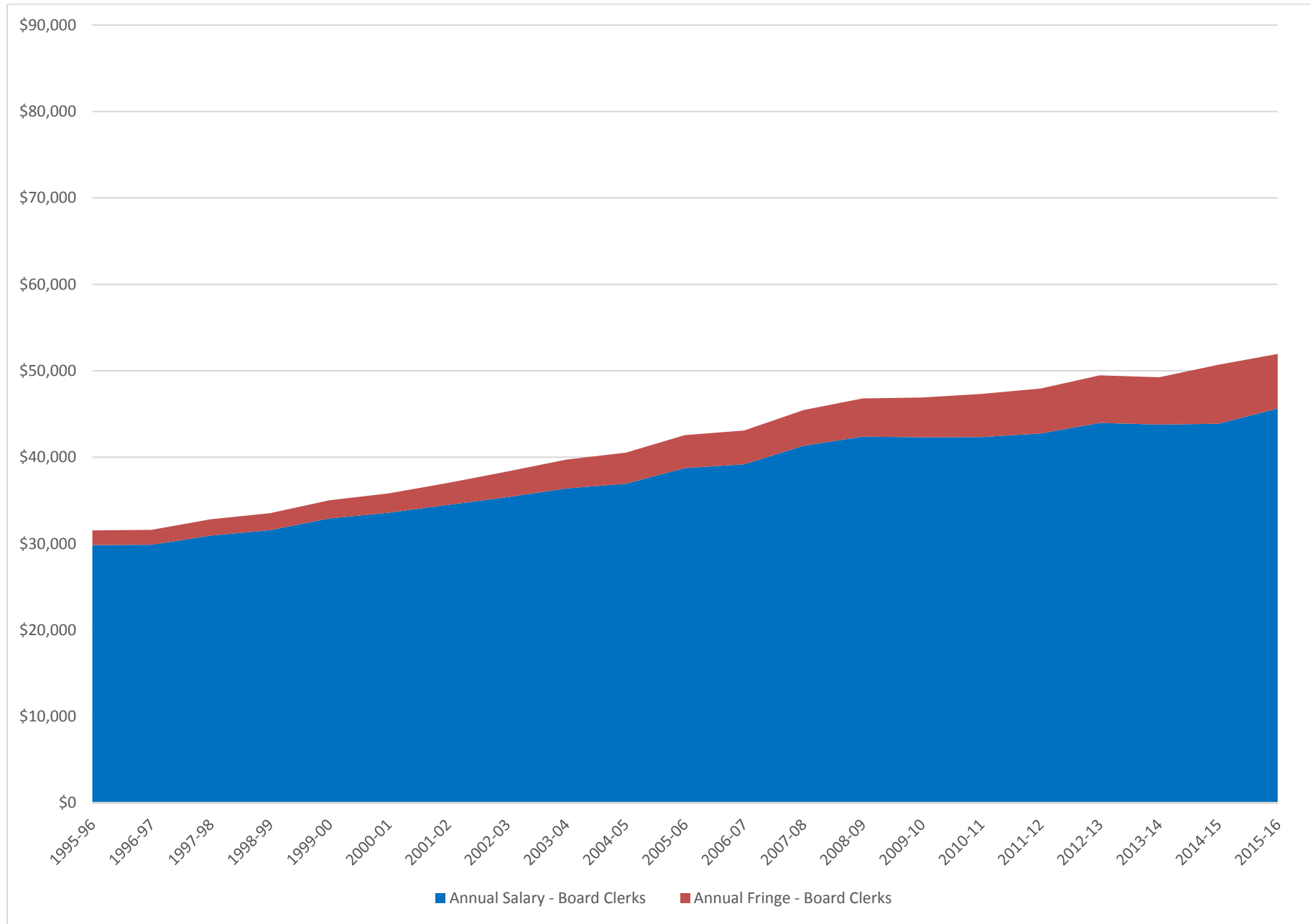


Chart 9: Treasurer Salaries

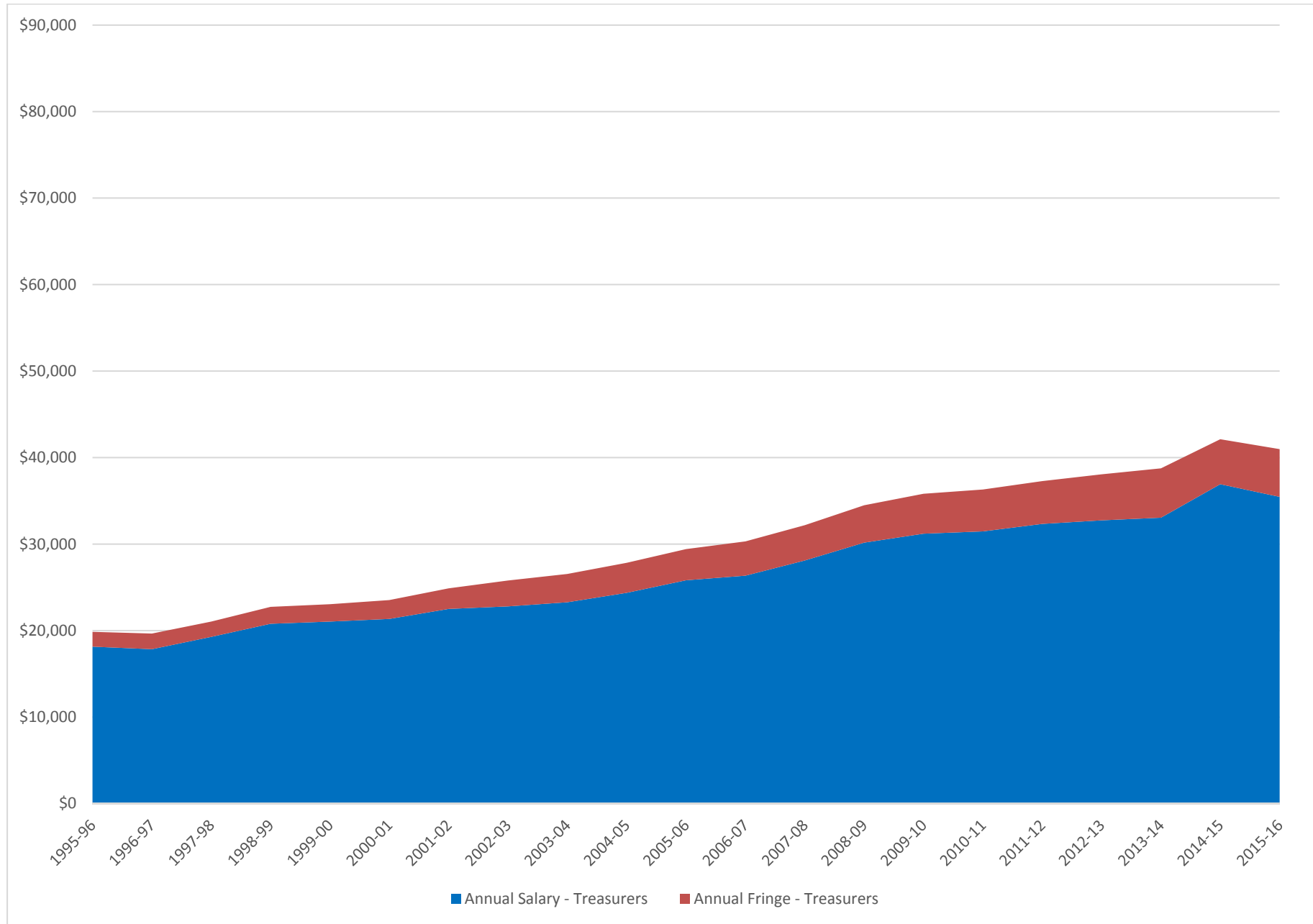
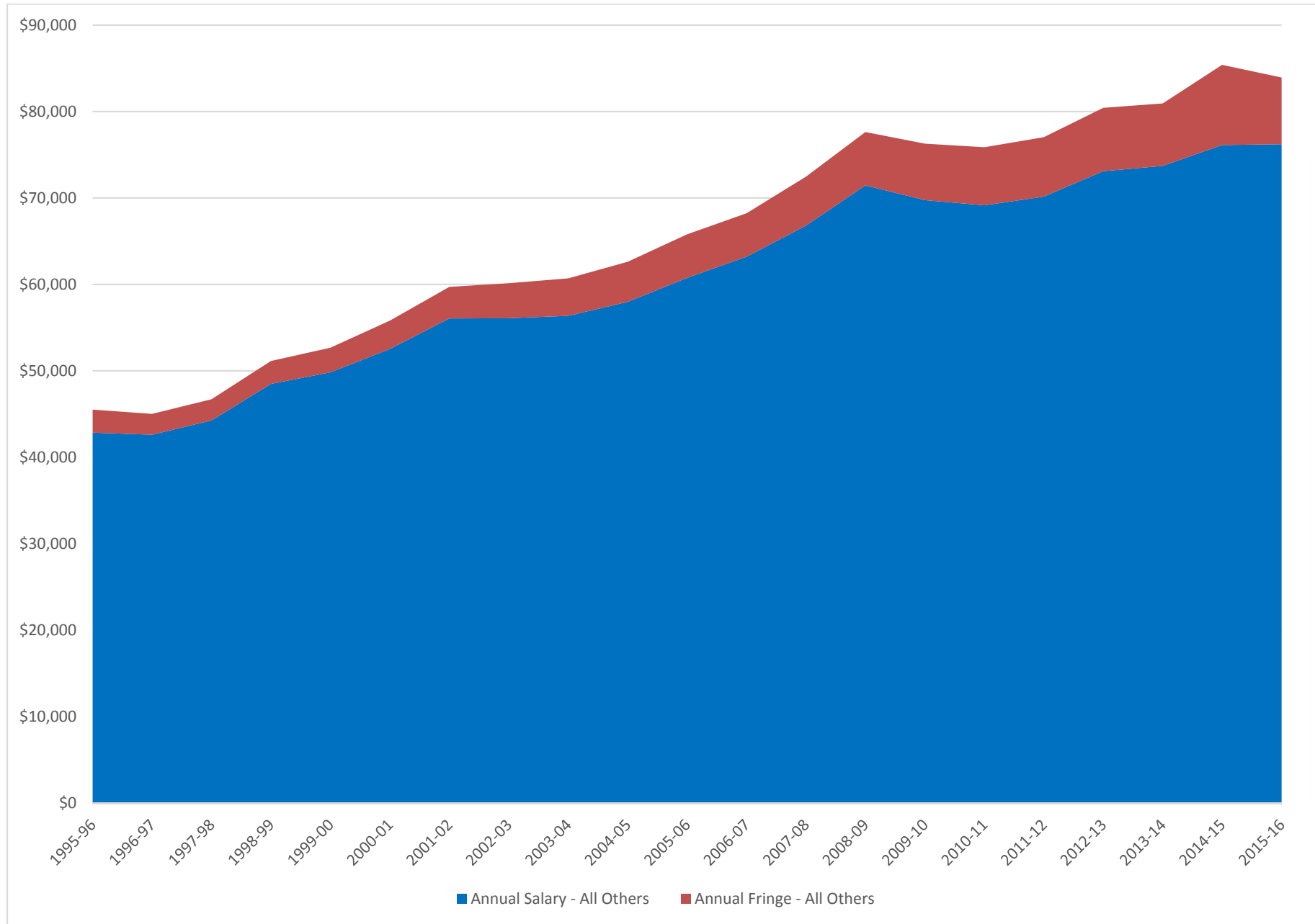


Chart 10: Other Central Office Staff Salaries



Degrees and Postsecondary Institutions

Charts 11, 12, and 13 show the number of degrees earned by Board Clerks, Treasurers, and Other Central Office Staff. Charts 14 through 18 show the percent of each degree earned at different types of postsecondary institutions.

Chart 11 shows that less than 10% of Board Clerks report having Master's degrees, and less than 5% report having Doctorate or Specialist degrees. The trends here are fairly consistent over time, however the percent of Board Clerks with Master's degrees shows a slight decline. Consistent information on the percent of Board Clerks with Associates and Bachelor's degrees is not available prior to 2007-08, but the percent with Bachelor's degrees has increased from 22% to 36% since then, and the percent reporting Associates degrees jumped from 1% in 2013-14 to 21% in 2015-16.

Chart 12 shows trends for Treasurers similar to those seen for Board Clerks, with less than 10% reporting Master's degrees and less than 5% reporting Doctorate or Specialist degrees. However, the percent reporting Master's degrees does appear to be increasing, the percent with Bachelor's degrees went from 24% to 31% between 2007-08 and 2015-16, and the percent reporting associates degrees jumped from 1% in 2013-14 to 12% in 2015-16.

Chart 13 shows trends for all other Central Office Staff indicate higher education levels on average than the Board Clerks and Treasurers. In addition, the percent reporting graduate degrees has shown a slight decline over time. Master's degrees went from 47% in 1999-00 to 43% in 2015-16, Doctorates from 14% to 11%, and Specialists from 9% to 7%. The percent reporting Bachelor's degrees went from 57% in 2007-08 to 63% in 2015-16, and the percent reporting Associates degrees went from 8% to 12% during this time.

As Chart 14 shows, the percent of Central Office Staff earning their Associates degree from a Kansas Public University increased from 10% in 2007-08 to 17% in 2015-16, and from a Kansas Private College or University from 2% to 9%. The percent earning their Associates degree from a Kansas Community or Technical College decreased from 84% to 72%, and the percent earning their degree from an Adjacent State Postsecondary Institution decreased from 5% to 3%. In other words, the vast majority of Associates degrees earned by Kansas public school Central Office Staff come from Kansas postsecondary schools (97% in 2015-16).

Chart 15 show that the percent of Central Office Staff earning their Bachelor's degree from a Kansas Community or Technical College increased from 0% to 1% between 2007-08 and 2015-16, and those earning their Bachelor's from a Kansas Private College or University increased from 16% to 19% during this same time. On the other hand, the percent earning Bachelor's from Kansas Public Universities decreased from 72% to 69%, and degrees coming from Adjacent State Postsecondary Institutions decreased from 12% to 11%. Nonetheless as of 2015-16, 89% of Bachelor's degrees earned by Kansas public school Central Office Staff come from Kansas postsecondary institutions.

Chart 16 shows that the percent of Central Office Staff earning their Master's degree from a Kansas Private College or University increased from 2% in 1999-00 to 12% in 2015-16 while the percent coming from Kansas Public Universities decreased from 84% to 77% and from Adjacent State Postsecondary Institutions from 14% to 11%. Overall, 86% of the Master's degrees reported in 1999-00 came from Kansas postsecondary schools compared to 89% in 2015-16.

Chart 17 shows that the trends for Doctorate degrees are similar to those for Master's degrees, with the percent of degrees from Kansas Private Colleges or Universities increasing from 0% in 1999-00 to 10% in 2015-16, the percent from Kansas Public Universities going from 82% to 75%, and degrees from Adjacent States going from 18% to 15%. Overall, 82% of the Doctorate degrees reported in 1999-00 came from Kansas postsecondary schools compared to 85% in 2015-16.

Chart 18 also shows a similar trend for Specialist degrees, with the percent of degrees from Kansas Private Colleges or Universities going from 0% to 10% between 1999-00 and 2015-16 and the percent from Kansas Community or Technical Colleges from 0% to 6%, while the percent for Kansas Public Universities went from 87% to 77% and from Adjacent States from 13% to 6%. Overall, 87% of the Specialist degrees reported in 1999-00 came from Kansas postsecondary schools compared to 93% in 2015-16.

Chart 11: Board Clerk Degrees

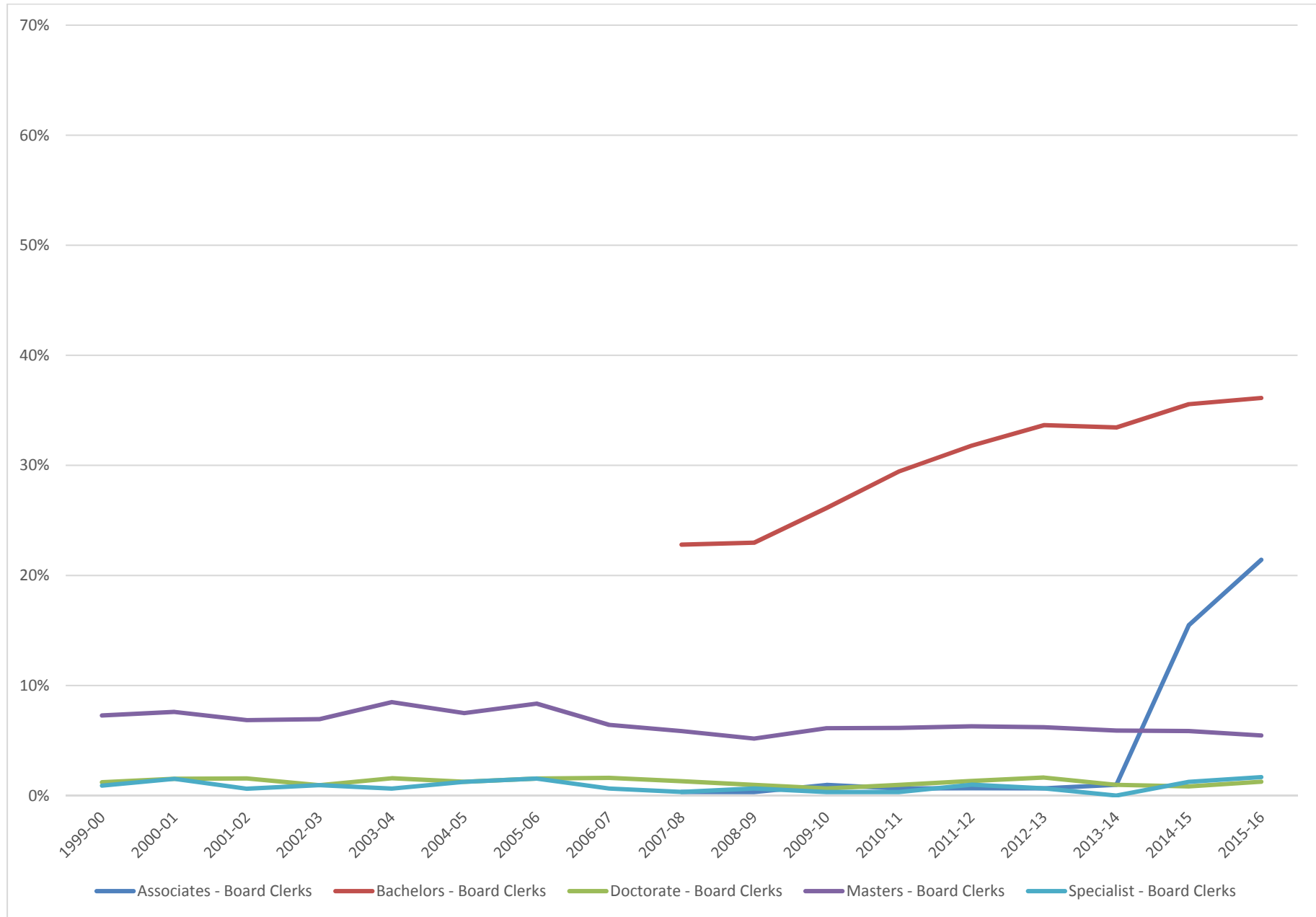


Chart 12: Treasurer Degrees

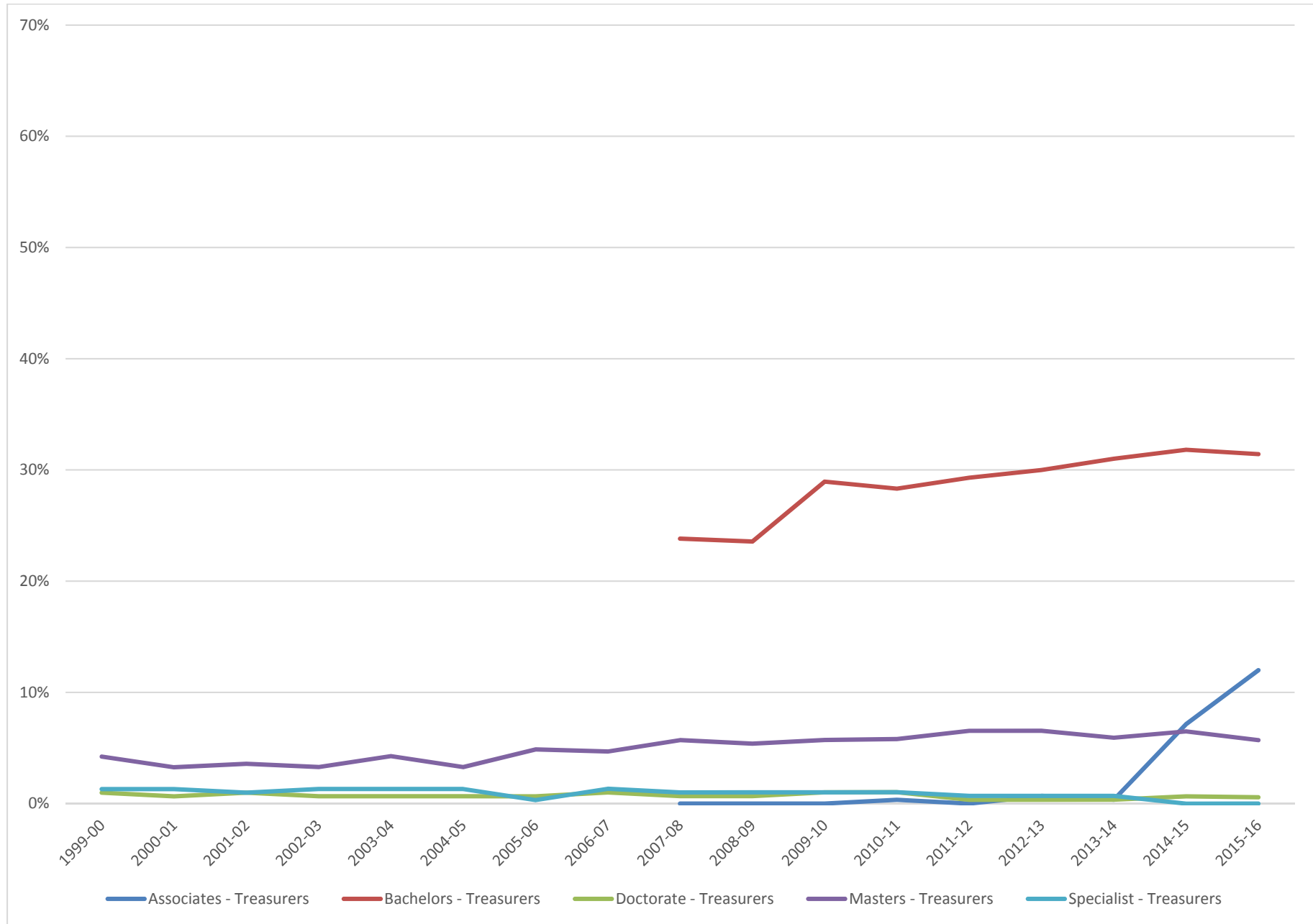


Chart 13: Other Central Office Staff Degrees

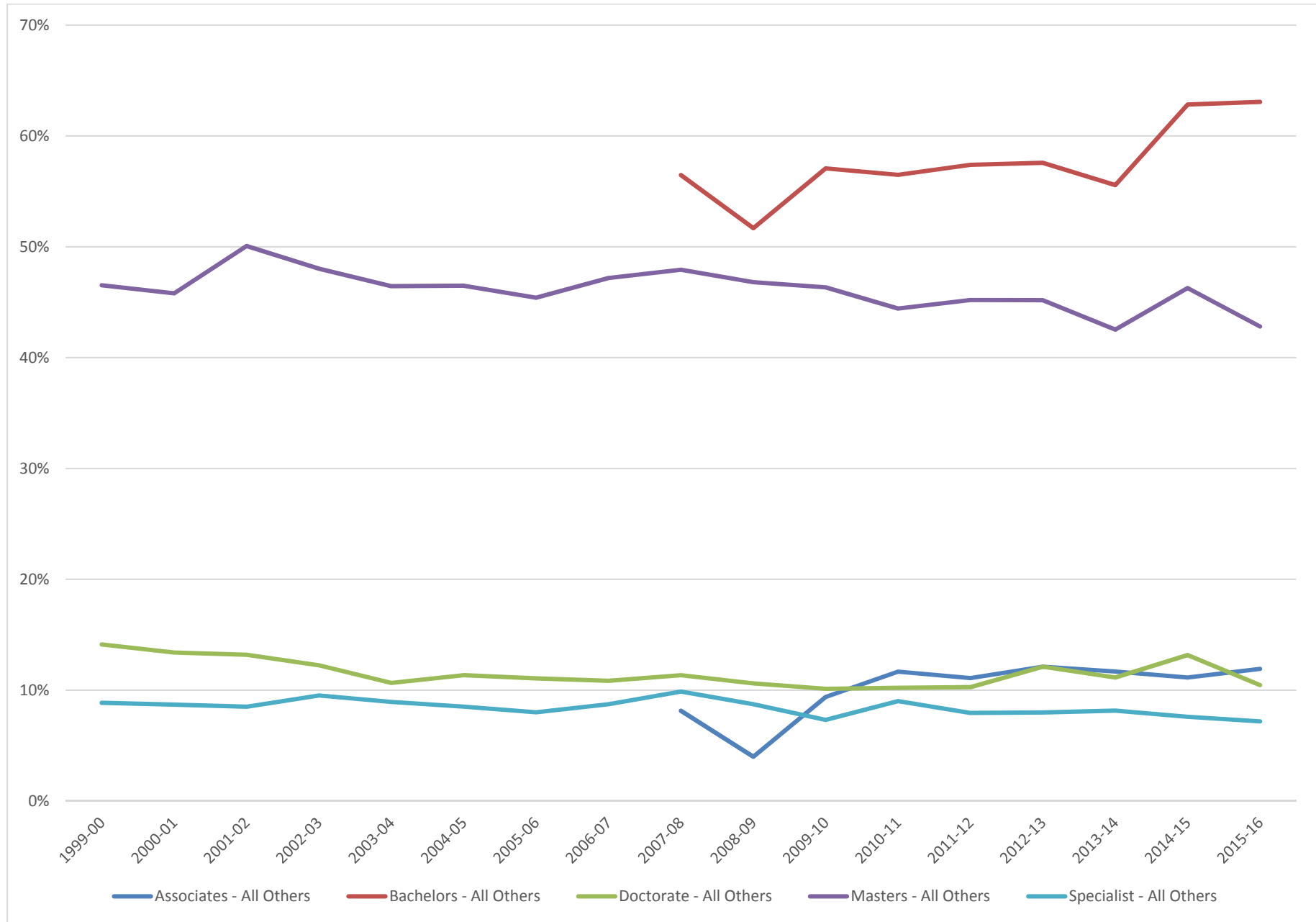


Chart 14: Associates Degrees

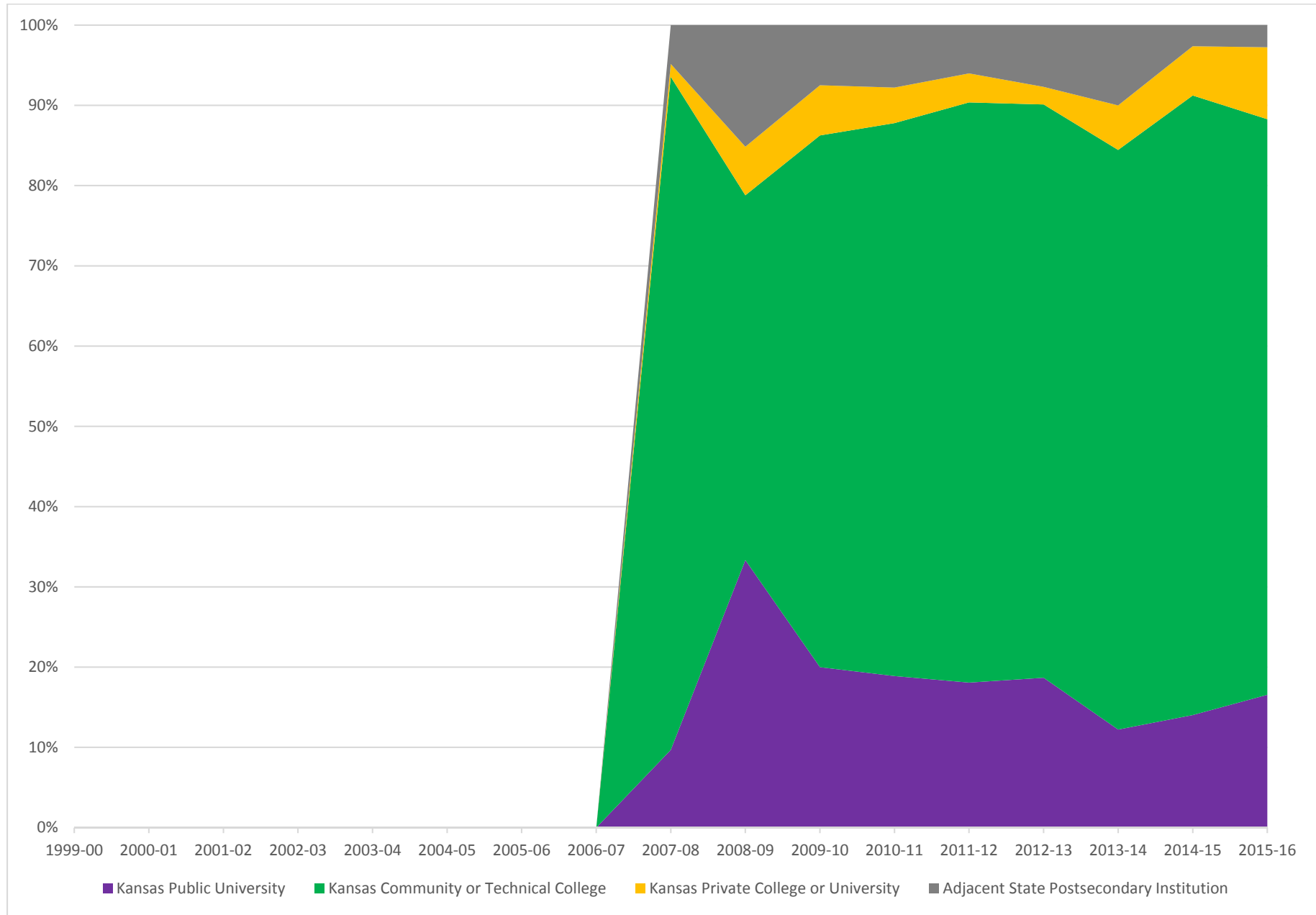


Chart 15: Bachelor's Degrees

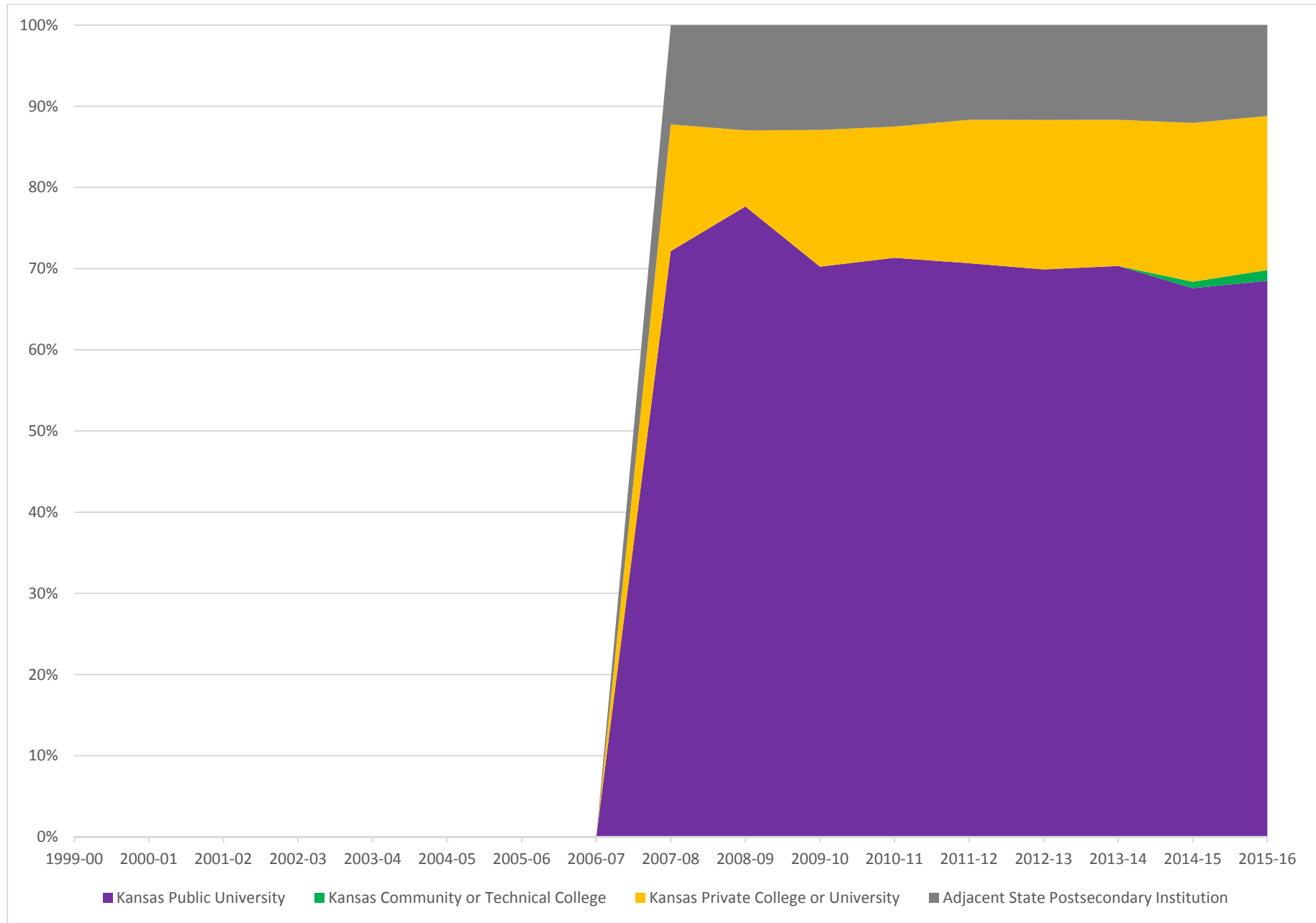


Chart 16: Master's Degrees

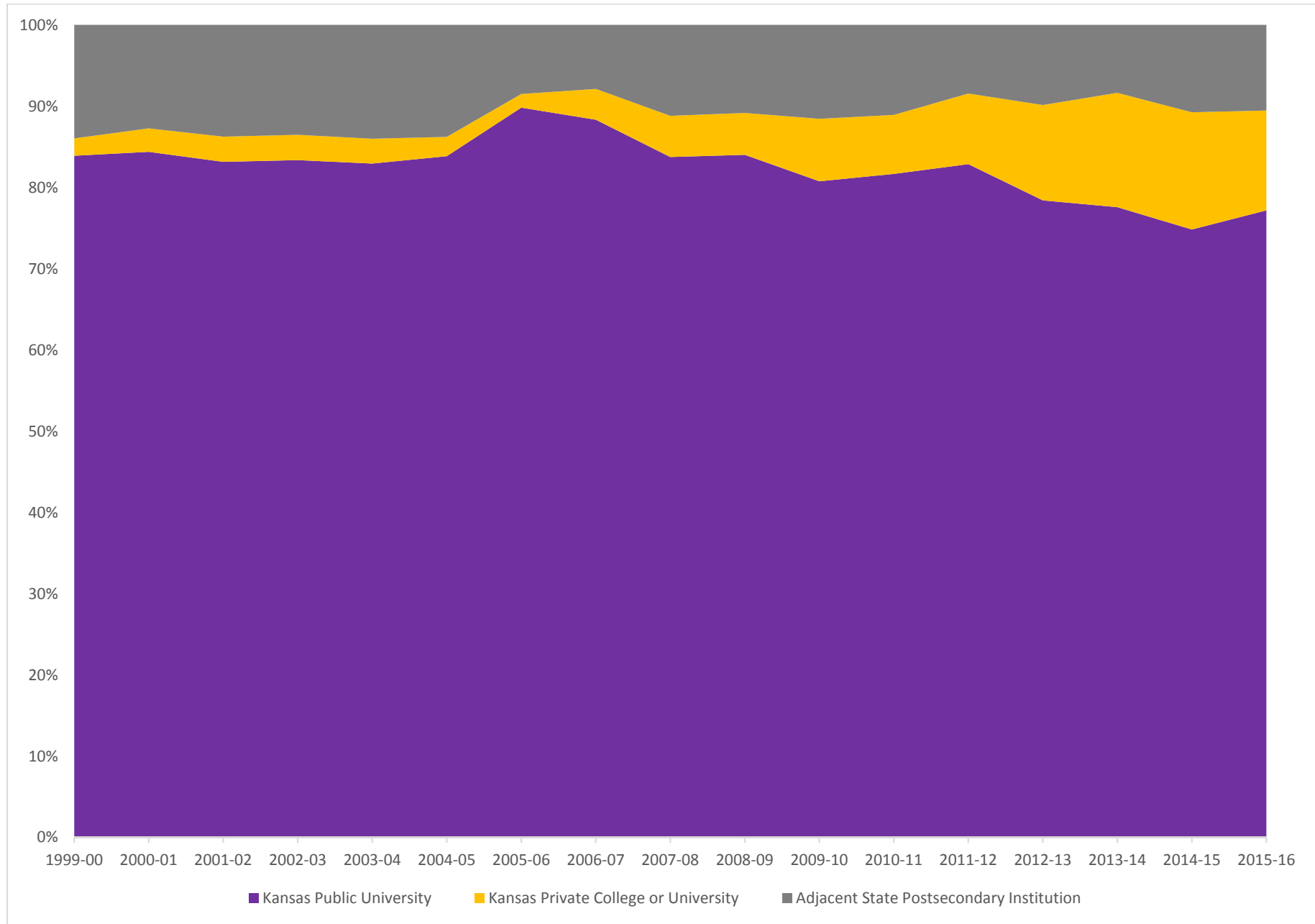


Chart 17: Doctorate Degrees

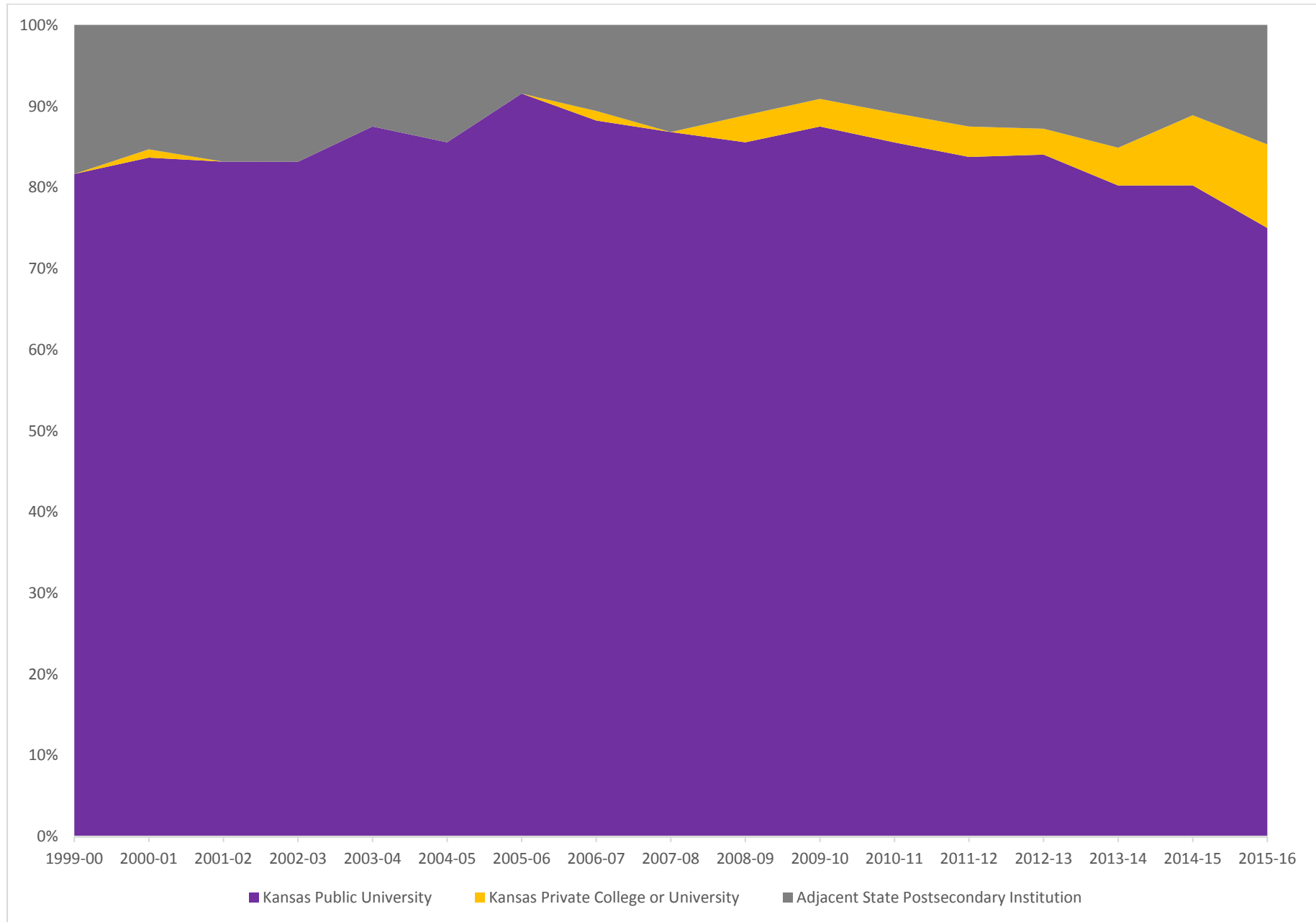
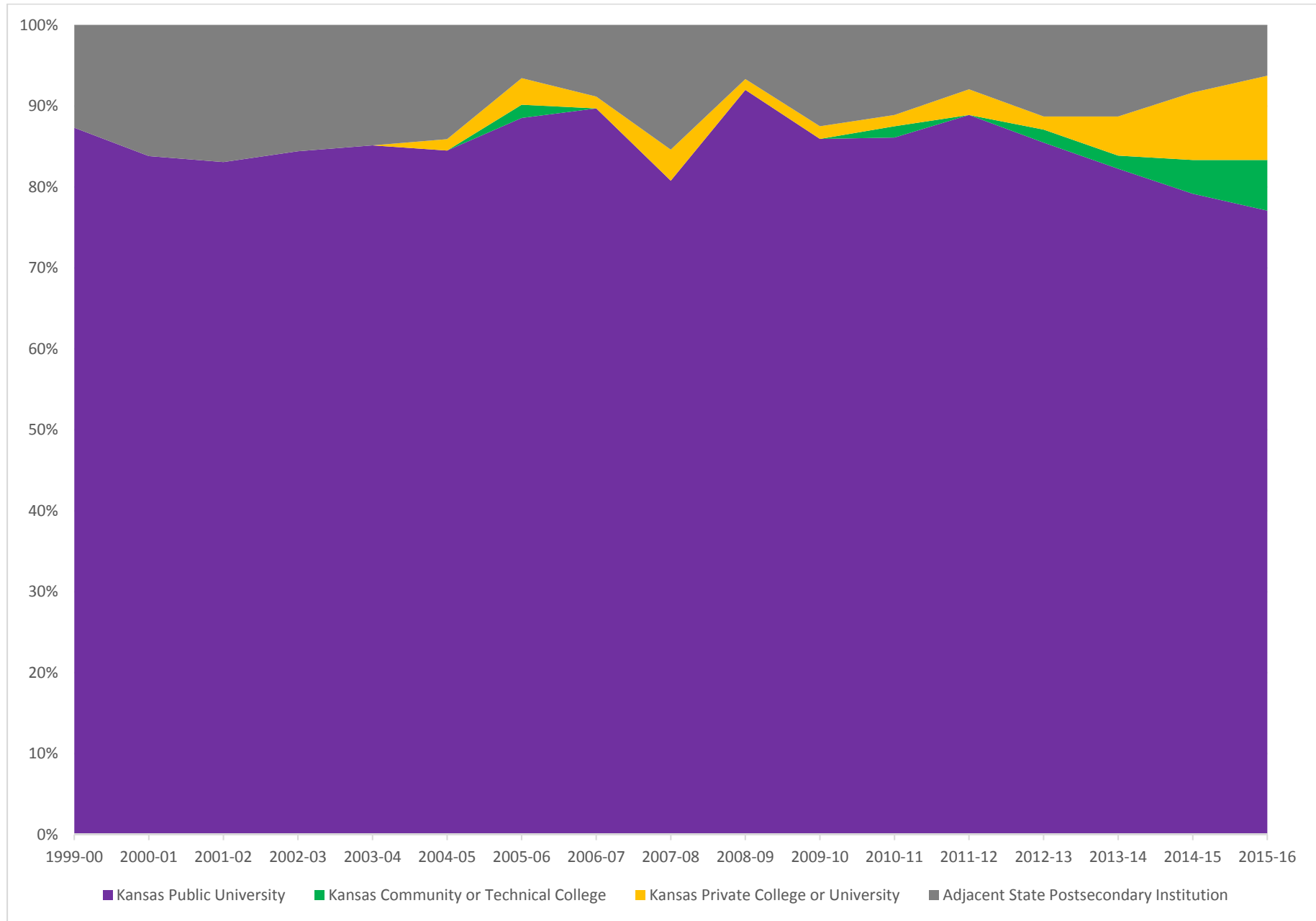


Chart 18: Specialist Degrees





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