**Introduction**

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

The KASB Other Staff Survey is new beginning with the 2016-17 school year. This report presents the data in the new format, and utilizes data formerly collected via the Classified Salary and Wage and Teacher Contract Details Surveys. 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 ksbresearch.org.

**Key Findings**

- From 1995-96 to 2015-16:
  - The average number of custodians per district decreased 18 percent from 11.1 to 9.1 in 2015-16.
  - Head custodians increased 5 percent from 4.0 to 4.2.
  - Other building clerical positions decreased 10 percent from 8.0 to 7.2.
  - Building secretary positions decreased 8 percent from 6.5 to 6.0 per district.
  - Central office clerical staff decreased 13 percent from 4.3 to 3.7.
  - Central office secretaries decreased 23 percent from 3.6 to 2.8 per district.
Food service cooks decreased 22 percent from 8.9 per district to 6.9.
Food servers decreased 18 percent from 13.0 to 10.7.
Non-licensed maintenance decreased 38 percent from 5.2 per district to 3.2.
Licensed maintenance increased 17 percent from 3.5 to 4.1.
Non-special education paraprofessionals increased 19 percent from 13.0 per district to 15.5.
Special education paraprofessionals increased 110 percent from 42.1 per district to 88.6 per.

From 1996-97 to 2015-16:
Building custodian starting hourly wages increased 50 percent from $6.75 to $10.12, average wages increased 47 percent from $8.07 to $11.85, annual salaries increased 42 percent from $16,364 to $23,198, and fringe benefits increased 229 percent from $1,617 to $5,313.
Head custodian starting wages increased 57 percent from $7.73 to $12.16, average wages increased 49 percent from $10.05 to $14.99 annual salaries increased 46 percent from $21,790 to $31,751, and fringe benefits increased 233 percent from $1,699 to $5,651.
Building clerical starting wages increased 61 percent from $6.53 to $10.55, average wages increased 62 percent from $7.79 to $12.63, annual salaries increased 68 percent from $11,377 to $19,068, and fringe benefits increased 238 percent from $1,464 to $4,943.
Building secretary starting wages increased 58 percent from $6.74 to $10.67, average wages increased 52 percent from $8.60 to $13.11, annual salaries increased 58 percent from $14,810 to $23,438, and fringe benefits increased 253 percent from $1,525 to $5,378.
Central office clerical starting wages increased 71 percent from $7.20 to $12.32, average wages increased 75 percent from $8.92 to $15.62, annual salaries increased 79 percent from $16,386 to $29,304, and fringe benefits increased 225 percent from $1,492 to $4,844.
Central office secretary starting wages increased 65 percent from $7.45 to $10.67, average wages increased 64 percent from $9.42 to $15.50, annual salaries increased 65 percent from $18,610 to $30,752, and fringe benefits increased 217 percent from $1,597 to $5,069.
Cook starting wages increased 54 percent from $6.28 to $9.67, average wages increased 48 percent from $7.94 to $11.76, annual salaries increased 50 percent from $10,441 to $15,698, and fringe benefits increased 258 percent from $1,442 to $5,162.
Food server starting wages increased 55 percent from $6.05 to $9.35, average wages increased 49 percent from $7.03 to $10.48, annual salaries increased 40 percent from $7,259 to $10,160, and fringe benefits increased 246 percent from $1,317 to $4,562.
Non-licensed maintenance starting wages increased 54 percent from $8.35 to $12.88, average wages increased 57 percent from $10.59 to $16.68, annual salaries increased 53 percent from $22,291 to $34,109, and fringe benefits increased 224 percent from $1,632 to $5,279.
Licensed maintenance starting wages increased 89 percent from $9.01 to $17.02, average wages increased 87 percent from $11.54 to $21.58, annual salaries increased 83 percent from $24,688 to $45,065, and fringe benefits increased 268 percent from $1,567 to $5,760.
Non-special education para-professional starting wages increased 55 percent from $5.99 to $9.25, average wages increased 61 percent from $6.97 to $11.20, annual salaries increased 65 percent from $8,337 to $13,741, and fringe benefits increased 266 percent from $13,53 to $4,948.
Special education para-professional starting wages increased 60 percent from $6.06 to $9.71, average wages increased 62 percent from $7.12 to $11.56, annual salaries increased 61 percent from $8,432 to $13,574, and fringe benefits increased 353 percent from $1,317 to $5,974.
o Average hours per year have remained fairly consistent, with building custodians averaging around 2,000 hours per year, building head custodians 2,125, building clerical 1,500, building secretaries 1,700, central office clerical 1,850, central office secretaries 2,000, cooks 1,300, food servers 975, non-licensed maintenance 2,100, licensed maintenance 2,100, non-special education para-professionals 1,200, and special education para-professionals 1,200.

o Annual vacation leave allocations have remained fairly consistent, with 11.0 days for building custodians, 11.6 for building head custodians, 8.9 for building clerical, 9.6 for building secretaries, 11.5 for central office clerical, 11.8 for central office secretaries, 6.5 for cooks, 6.7 for food servers, 11.3 for non-licensed maintenance, 11.3 for licensed maintenance, 4.8 for non-special education para-professionals, and 4.2 for special education para-professionals.

o Annual medical leave allocations have remained fairly consistent, with 11.5 days for building custodians, 11.7 for building head custodians, 10.3 for building clerical, 10.6 for building secretaries, 11.7 for central office clerical, 11.7 for central office secretaries, 9.9 for cooks, 9.6 for food servers, 11.6 for non-licensed maintenance, 12.1 for licensed maintenance, 9.8 for non-special education para-professionals, and 9.9 for special education para-professionals.

- From 1996-97 to 2012-13 around 20 percent of districts indicate they met with classified staff to determine the terms and conditions of employment.
- Over 60 percent of districts indicated the superintendent recommended the terms and conditions of employment between 2001-02 and 2012-13.
- An increasing number of districts (from a little over 0 percent in 2000-01 to over 30 percent in 2013-14) indicate that the classified staff see the same percent increase as teachers each year.
- Between 2000-01 and 2012-13:
  - Less than 10 percent of districts reported some other means of determining terms and conditions of employment for classified employees.
  - The percent of districts reporting that nurses were paid according to the teacher salary schedule remained around 25 percent.
- The number of regular drivers per district has been reported consistently between 10 and 12 drivers until 2015-16, when this number dropped to about 9 per district. The number of special drivers has been consistently between 4 and 6 per district.
- From 2001-02 to 2015-16:
  - Regular bus driver hourly rates increased 45 percent from $9.85 to $14.24 and per trip rates increased 60 percent from $14.07 to $22.45. Special bus driver hourly rates increased 51 percent from $7.48 to $11.27.
  - The average number of full-time nurses employed decreased 27 percent from 3.3 to 2.4 and the average number of part-time nurses employed increased 40 percent from 1.5 to 2.1 per district.
  - Starting hourly wages for nurses increased 34 percent from $15.05 to $20.19 and the average hourly wages increased 39 percent from $16.39 to $22.73.
  - The average amount spent on contract nursing services increased 98 percent from $19,861 to $39,401.
- From 2006-07 to 2015-16:
  - Per mile rates for regular bus drivers decreased 13 percent from $0.45 to $0.39, and for special bus drivers decreased 31 percent from $0.54 to $0.37.
The number of contracted full-time nurses increased 17 percent from 1.4 to 1.6 per district.

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Counts

Charts 1a through 1e show the average number of each position type by district.

At the building level, the average number of custodians decreased 18 percent from 11.1 in 1996-97 to 9.1 in 2015-16. Head custodians increased 5 percent from 4.0 to 4.2. Other clerical positions decreased 10 percent from 8.0 to 7.2. Secretary positions decreased 8 percent from 6.5 to 6.0 per district.

Central office clerical staff decreased 13 percent from 4.3 in 1996-97 to 3.7 in 2015-16. Central office secretaries decreased 23 percent from 3.6 to 2.8 per district.

Food service cooks decreased 22 percent from 8.9 per district in 1995-96 to 6.9 in 2015-16. Food servers decreased 18 percent from 13.0 to 10.7.

Non-licensed maintenance decreased 38 percent from 5.2 per district in 1995-96 to 3.2 per district in 2015-16. Licensed maintenance increased 17 percent from 3.5 to 4.1.

Non-special education para-professionals increased 19 percent from 13.0 per district in 1995-96 to 15.5 per district in 2015-16. Special education para-professionals increased 110 percent from 42.1 per district to 88.6 per.

It should be noted, however, that the numbers for 2015-16 show noticeable drops compared to the amounts reported for 2014-15 which may be due to survey response rates.
Chart 1a: Counts - Building

- Building Custodian
- Building Head Custodian
- Building Other Clerical
- Building Secretary
Chart 1b: Counts – Central Office

![Chart showing counts of Central Office and Other Clerical positions from 1996-97 to 2015-16.](chart1b.png)
Chart 1d: Counts – Maintenance

- Maintenance Non-Licensed
- Maintenance Skilled, Licensed Tradesman
Hourly Wages

Charts 2a through 2e show the starting and average hourly wages by staff categories.

Building custodian starting hourly wages increased 50 percent from $6.75 in 1996-97 to $10.12 in 2015-16 and average salaries increased 47 percent from $8.07 to $11.85. Head custodian starting wages increased 57 percent from $7.73 to $12.16 and the average wages increased 49 percent from $10.05 to $14.99. Building clerical starting wages increased 61 percent from $6.53 to $10.55 and average wages increased 62 percent from $7.79 to $12.63. Building secretary starting wages increased 58 percent from $6.74 to $10.67 and average wages increased 52 percent from $8.60 to $13.11.

Central office clerical starting hourly wages increased 71 percent from $7.20 in 1996-97 to $12.32 in 2015-16 and average salaries increased 75 percent from $8.92 to $15.62. Central office secretary hourly wages increased 65 percent from $7.45 to $10.67 and average wages increased 64 percent from $9.42 to $15.50.

Food service cook starting hourly wages increased 54 percent from $6.28 to $9.67 and average wages increased 48 percent from $7.94 to $11.76. Food server starting wages increased 55 percent from $6.05 to $9.35 and average wages increased 49 percent from $7.03 to $10.48.

Non-licensed maintenance starting hourly wages increased 54 percent from $8.35 to $12.88 and average wages increased 57 percent from $10.59 to $16.68. Licensed maintenance starting hourly wages increased 89 percent from $9.01 to $17.02 and average wages increased 87 percent from $11.54 to $21.58.

Non-special education para-professional starting hourly wages increased 55 percent from $5.99 to $9.25 and average wages increased 61 percent from $6.97 to $11.20. Special education para-professional starting wages increased 60 percent from $6.06 to $9.71 and average wages increased 62 percent from $7.12 to $11.56.
Chart 2c: Hourly – Food Service

- Food Service Cook Starting
- Food Service Food Server Starting
- Food Service Cook Average
- Food Service Food Server Average
Chart 2e: Hourly – Para-Professionals

- Para-Professional Non-Special Ed Starting
- Para-Professional Special Ed Starting
- Para-Professional Non-Special Ed Average
- Para-Professional Special Ed Average
Hours

Charts 3a through 3e show the average annual hours worked by position.

Average annual hours have remained fairly consistent over time, with building custodians averaging around 2,000 hours per year, building head custodians 2,125, building clerical 1,500, building secretaries 1,700, central office clerical 1,850, central office secretaries 2,000, cooks 1,300, food servers 975, non-licensed maintenance 2,100, licensed maintenance 2,100, non-special education para-professionals 1,200, and special education para-professionals 1,200.
Chart 3b: Hours – Central Office

The chart illustrates the hours worked by Central Office and Other Clerical staff from 1996-97 to 2015-16. The data shows fluctuations in hours worked over the years, with Central Office Secretary hours generally remaining above those of Other Clerical staff.

Key:
- Central Office Other Clerical
- Central Office Secretary
Chart 3c: Hours – Food Service
Salary

Charts 4a through 4e show the average annual salary by position.

From 1996-97 to 2015-16, building custodian average annual salaries increased 42 percent from $16,364 to $23,198, building head custodians 46 percent from $21,790 to $31,751, building clerical 68 percent from $11,377 to $19,068, and building secretaries 58 percent from $14,810 to $23,438.

Central office clerical average annual salaries increased 79 percent from $16,386 to $29,304 and central office secretaries 65 percent from $18,610 to $30,752.

Cooks’ average annual salaries increased 50 percent from $10,441 to $15,698 and food servers’ 40 percent from $7,259 to $10,160.

Non-licensed maintenance average annual salaries increased 53 percent from $22,291 to $34,109 and licensed maintenance 83 percent from $24,688 to $45,065.

Non-special education para-professionals’ average annual salaries increased 65 percent from $8,337 to $13,741 and special education paraprofessionals 61 percent from $8,432 to $13,574.
Chart 4a: Salary – Building

- Building Custodian
- Building Head Custodian
- Building Other Clerical
- Building Secretary
Chart 4b: Salary – Central Office

The chart illustrates the salary trends for Central Office employees from 1996-97 to 2015-16. The orange line represents Central Office Secretary, while the blue line represents Central Office Other Clerical. The salaries are shown in increments of $5,000, with a general upward trend over the years.
Chart 4c: Salary – Food Service

- Food Service Cook
- Food Service Food Server
Fringe Benefits

Charts 5a through 5c show the annual fringe benefits by position.

From 1996-97 to 2015-16, the average fringe benefit amount for building custodians increased 229 percent from $1,617 to $5,313, for head custodians 233 percent from $1,699 to $5,651, building clerical 238 percent from $1,464 to $4,943, and for building secretaries 253 percent from $1,525 to $5,378.

Fringe benefit amounts for central office clerical increased 225 percent from $1,492 to $4,844 and for central office secretaries 217 percent from $1,597 to $5,069.

Cook fringe benefit amounts increased 258 percent from $1,442 to $5,162 and for food servers 246 percent from $1,317 to $4,562.

Non-licensed maintenance benefits increased 224 percent from $1,632 to $5,279 and licensed maintenance benefits 268 percent from $1,567 to $5,760.

Non-special education paraprofessional benefits increased 266 percent from $13,53 to $4,948 and special education para-professional benefits 353 percent from $1,317 to $5,974.
Chart 5b: Fringe – Central Office

[Graph showing the comparison of fringe benefits for Central Office Other Clerical and Central Office Secretary over the years from 1996-97 to 2015-16, with both lines generally increasing over time.]
Chart 5c: Fringe – Food Service

The chart illustrates the trend of fringe benefits for Food Service Cooks and Food Service Food Servers from 1996-97 to 2015-16. The benefits increased steadily over the years, with the Cooks benefiting from higher increments compared to the Servers. The chart shows a notable increase in benefits towards the end of the period, particularly for Cooks.
Chart 5d: Fringe – Maintenance

- Maintenance Non-Licensed
- Maintenance Skilled, Licensed Tradesman
Vacation

Charts 6a through 63 show the average number of vacation days allotted annually by position.

Annual vacation leave allocations have remained fairly consistent, with 11.0 days for building custodians, 11.6 for building head custodians, 8.9 for building clerical, 9.6 for building secretaries, 11.5 for central office clerical, 11.8 for central office secretaries, 6.5 for cooks, 6.7 for food servers, 11.3 for non-licensed maintenance, 11.3 for licensed maintenance, 4.8 for non-special education para-professionals, and 4.2 for special education paraprofessionals.
Chart 6a: Vacation – Building
Chart 6b: Vacation – Central Office

- Central Office Other Clerical
- Central Office Secretary
Chart 6d: Vacation – Maintenance

- Maintenance NonLicensed
- Maintenance Skilled, Licensed Tradesman
Chart 6e: Vacation – Para-Professionals

- Para-Professional Non-Special Ed
- Para-Professional Special Ed
Medical Leave

Charts 6a through 63 show the average number of vacation days allotted annually by position.

Annual medical leave allocations have remained fairly consistent, with 11.5 days for building custodians, 11.7 for building head custodians, 10.3 for building clerical, 10.6 for building secretaries, 11.7 for central office clerical, 11.7 for central office secretaries, 9.9 for cooks, 9.6 for food servers, 11.6 for non-licensed maintenance, 12.1 for licensed maintenance, 9.8 for non-special education para-professionals, and 9.9 for special education para-professionals.
Chart 7a: Medical – Building
Chart 7b: Medical – Central Office
Chart 7d: Medical – Maintenance

- Maintenance Non-Licensed
- Maintenance Skilled, Licensed Tradesman
Chart 7e: Medical – Para-Professionals
Process

Chart 8 shows information on the processes used to determine the terms and conditions of employment for classified employees.

From 1996-97 to 2012-13 around 20 percent of districts indicate they met with classified staff to determine the terms and conditions of employment.

Over 60 percent of districts indicated the superintendent recommended the terms and conditions of employment between 2001-02 and 2012-13. Since 2013-14 this percent has dropped, but this is likely due to response rate issues.

An increasing number of districts (from a little over 0 percent in 2000-01 to over 30 percent in 2013-14) indicate that the classified staff see the same percent increase as teachers each year.

Between 2000-01 and 2012-13, less than 10 percent of districts reported some other means of determining terms and conditions of employment for classified employees. This increased to almost 15 percent in 2013-14 but then came back down in 2014-15 and 2015-16.
Chart 8: Process

- Met with Classified
- Not Met, Supt Recommend
- Not Met, Same Pct as Teachers
- Not Met, Other
Bus Drivers

Charts 9 through 10b contain information on Bus Drivers.

Chart 9 shows the average number of regular and special even bus drivers per district. The number of regular drivers per district has been reported consistently between 10 and 12 drivers until 2015-16, when this number dropped to about 9 per district. The number of special drivers has been consistently between 4 and 6 per district.

Charts 10a and 10b provide compensation information for bus drivers. Between 1996-97 and 2015-16, regular bus driver hourly rates increased 45 percent from $9.85 to $14.24 and per trip rates increased 60 percent from $14.07 to $22.45. Special bus driver hourly rates increased 51 percent from $7.48 to $11.27. From 2006-07 to 2015-16 per mile rates for regular bus drivers decreased 13 percent from $0.45 to $0.39, and for special bus drivers decreased 31 percent from $0.54 to $0.37.
Chart 9: Bus Drivers

- **Bus Regular Number**
- **Bus Special Number**
Chart 10a: Bus Driver Pay Hourly
Chart 10b: Bus Driver Pay Other

- **Bus Regular Mile**
- **Bus Special Mile**
- **Linear (Bus Regular Mile)**
- **Linear (Bus Special Mile)**
Nurses
Charts 11 through 14 provide information on nurses.

Chart 11 show the average number of nurses per district. From 2001-02 to 2015-16, the average number of full-time nurses employed decreased 27 percent from 3.3 to 2.4 and the average number of part-time nurses employed increased 40 percent from 1.5 to 2.1 per district. From 2006-07 to 2015-16, the number of contracted full-time nurses increased 17 percent from 1.4 to 1.6 per district.

Chart 12 shows the average hourly earnings for nurses. From 2001-02 to 2015-16, starting hourly wages for nurses increased 34 percent from $15.05 to $20.19 and the average hourly wages increased 39 percent from $16.39 to $22.73.

Chart 13 shows the average total amount spent on contracts with external nursing services. From 2001-02 to 2015-16, the average amount spent on contract nursing services increased 98 percent from $19,861 to $39,401.

Chart 14 shows the percent of districts that pay nurses according to the teacher salary schedule. Between 2001-02 and 2012-13, the percent of districts reporting that nurses were paid according to the teacher salary schedule remained around 25 percent. The percent decreased sharply in 2013-14 then increased to between 20 and 25 percent in 2014-15 and 2015-16.
Chart 13: Nursing Contract Amounts
Chart 14: Nurses on Teacher Salary Schedule