2016 KASB Supplemental Pay 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 Supplemental Pay from the 1994-95 school year through the 2015-16 school year.

The KASB Supplemental Pay 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 Supplemental Contracts 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 kasbresearch.org.

Key Findings

- From 1994-95 to 2015-16:
  - High school head positions increased from 24 per district to 29 per district.
  - High school assistant positions increased from 10 per district to 16 per district.
  - Middle school head positions increased from 9 per district to 13 per district.
  - Middle school assistant positions increased from 5 per district to 8 per district.
  - The number of students per district head centered around 900 annually.
  - The number of students per member or other positions went from around 800 to 600.
The number of students per high school head ranged from 55 to 61.

- The number of students per high school assistant ranged from 124 to 151.
- The number of students per middle school head ranged from 138 to 156.
- The number of students per middle school assistant ranged from 231 to 227.

- Contract amounts for high school heads increased 64% from $1,647 to $2,693.
- Contract amounts for high school assistants increased 57% from $1,445 to $2,260.
- Contract amounts for middle school heads increased 63% from $1,227 to $1,999.
- Contract amounts for middle school assistants increased 68% from $1,084 to $1,816.
- Contract amounts for athletic activities increased 60% from $1,727 to $2,761.
- Contract amounts for clubs and academic activities increased 65% from $1,074 to $1,773.
- Contract amounts for other positions increased 59% from $1,330 to $2,118.
- Hourly pay for most activities went from between $10 and $15 to between $16 and $23.
- Hourly pay for concessions/tickets and lunchroom went from between $7 and $10 to $11.

- From 1996-97 to 2015-16:
  - Contract amounts for district heads increased 78% from $2,619 to $4,662.
  - Contract amounts for other positions increased 86% from $922 to $1,717.

- From 1998-99 to 2015-16:
  - Districts reporting having extended contracts based on daily amounts increased from just over 50% up to 80% then down to 24%.
  - Districts reporting having extended contracts based on a fraction of the regular contract increased from 21% to 42% then down to 9%.
  - Districts reporting having extended contracts based on monthly amounts increased from 7% to 12% then down to 2%.

- From 1999-2000 to 2015-16:
  - Between 92% and 98% of districts reported offering driver’s ed programs for most years, dropping down to 87% for the current year.
  - Less than 10% of districts offering driver’s ed indicated it was offered during the normal duty day.
  - Districts offering driver’s ed contracts based on hourly amounts increased from 40% to 59% then back down to 40%.
  - Districts offering driver’s ed contracts based on a fraction of the normal contract were reported in only three years, and represented 1% or less in each year.
  - Districts offering driver’s ed contracts based on a per student basis increased from 13% to 20%.
  - Districts offering driver’s ed contracts based on a fixed annual amount stayed between 9% and 17%.
  - Hourly driver’s ed contracts increased from $20 per hour to $25 per hour.
  - Per student driver’s ed contracts went from just over $120 per student to just under $160 per student.
  - Fixed annual driver’s ed contracts went from $3,300 to $3,560.

- From 2003-04 to 2015-16:
Distances reporting having extended contracts based on hourly amounts increased from 44% to 57% then decreased to 21%.

- From 1994-95 to 2014-15:
  - The average number of contracts for athletics increased from 30 per district to 37 per district.
  - The average number of contracts for clubs and academic activities increased from 17 per district to 19 per district.
  - The average number of contracts for other activities increased from 2 per district to 3 per district.
  - The number of students per athletic contract decreased from 49 to 44 on average.
  - The number of students per contract for clubs and academic activities decreased from 86 to 82 on average.
  - The number of students per other contract decreased from 923 to 665.
  - There was an average of between 7 and 8 basketball contracts per district annually.
  - There was an average of between 5 and 6 track contracts per district annually.
  - There was an average of between 1 and 4 contracts for each other sport per district annually.
  - There was an average of between 3 and 4 class sponsors per district annually.
  - There was an average of between 1 and 2 contracts for each club or academic activity per district annually.
  - There was an average of just over 2 contracts for non-hourly committee work per district annually.
  - There was an average of between 1 and 2 contracts each for all other activities per district annually.
  - Most sports have seen a decline in the number of students per contract, with the exception of gymnastics and intramurals.
  - Supplemental contracts for clubs, academic, and other activities are fairly stable with the exception of orchestral music, which shows a slight decline.

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Counts and Per Pupil Counts

Chart 1 shows the average number of supplemental staff contracts per district by position. As the chart shows, high school head positions increased from 24 per district in 1994-95 to 29 in 2015-16. High school assistant positions increased from 10 per district to 16 from 1994-95 to 2015-16. Middle school head positions went from 9 per district to 13, and middle school assistant positions from 5 to 8. District head positions remained steady at one per district from 1996-97 to 2015-16, and member or other positions remained around 2 per district during this same period. It should be noted that the middle school and high school numbers per district saw a sharp increase from 2014-15 to 2015-16 that may be due in part to difference in response rate, as 285 districts responded in 2014-15, but to date only 236 districts have reported their 2015-16 data.

Chart 2 shows the average number of students per supplemental staff contracts by position. The ratios of students to district heads is inconsistent due largely to the small number of these positions reported, but the variation seems to center somewhere around 900 students per positions across the years. The number of students per “member or other” positions is similarly variable, but shows a general downward trend from around 800 students per to less than 600 students per from 1997-98 to 2015-16. The number of students per high school and middle school heads and assistants, on the other hand, remained very consistent between 1994-95 and 2014-15, showing a notable decrease in 2015-16 again likely due to survey response rates. Between 1994-95 and 2014-15, the average number of students per staff have been around 55 to 61 per high school head, 124-151 per high school assistant, 138-156 per middle school head, and 231-277 per middle school assistant.

Chart 3 shows the average number of supplemental contracts per district by category. As the chart shows, there has been a general upward trend for the number of supplemental contracts per district for athletics, going from 30 in 1994-95 to 37 in 2014-15 then up to 38 in 2015-16. The number of supplemental
contracts per district for clubs and academics went from 17 in 1994-95 to 19 in 2014-15 then up to 25 in 2015-16. Positions in the “other” category went from 2 per district in 1994-95 up to 3 in 2014-15 then up to 4 in 2015-16.

Chart 4 shows the averages for student per supplemental staff contracts by category decreased steadily between 1994-95 and 2014-15 then showed a much sharper decrease in 2015-16. The number of students per athletics supplemental contract went from 49 in 1994-95 to 44 in 2014-15, then down to 37 in 2015-16. The number of students per contract for clubs and academics went from 86 in 1994-95 to 82 in 2014-15 then to 55 in 2015-16, and for other positions went from 923 in 1994-15 to 665 in 2014-15 then to 374 in 2015-16.

Charts 5a, 5b, and 5c show the average reported supplemental contracts by activity. These effectively illustrated the decrease in the number of responses between the 2014-15 and 2015-16 school year, but also show that the trends by activity are relatively consistent over time between 1994-95 and 2014-15. Athletic activities had the highest number of positions reported across years, with between 7 and 8 basketball contracts per district, between 5 and 6 track contracts, and between 1 and 4 contracts each for all other athletic activities reported annually. Clubs and academic counts show between 3 and 4 class sponsors per district and between 1 and 2 contracts for each remaining activity reported annually. Supplemental contracts related to other activities show a just over 2 contracts per district for non-hourly committee work, and between 1 and 2 contracts per district for each other activity.

Charts 6a, 6b, and 6c show the averages for students per supplemental staff contracts by activity. Chart 6a shows that most sports have seen a slight decline over the years in terms of the number of students potentially served by each staff supplemental contract. Notable exceptions include gymnastics, which has seen a large increase in the number of students per supplemental contract starting in 2006-07, and intramurals, which have seen a gradual increase in the number of students per supplemental contract. This seems to be an indication that these programs may be shrinking as time goes on.

Chart 6b shows that the number of students per supplemental contracts for clubs and academic activities are relatively stable over time, with the exception of orchestral music, which shows a slight decline. Chart 6c shows that the number of students per supplemental contracts for other activities are likewise relatively stable over time.
Chart 1: Counts by Position
Chart 3: Counts by Category

- Athletics
- Club/Academic
- Other
- Linear (Athletics)
- Linear (Club/Academic)
- Linear (Other)
Chart 4: Students per Contract by Category

- Athletics
- Club/Academic
- Other
- Linear (Athletics)
- Linear (Club/Academic)
- Linear (Other)
Chart 5a: Counts by Activity – Athletics
Chart 5b: Counts by Activity – Clubs and Academics
Chart 5c: Counts by Activity – Other

- Dept Head or Head Teacher
- Guidance Counselor
- Concessions/Tickets
- Non-Hourly Committee Work
- Technology Coordinator
Chart 6a: Students per Contract by Activity – Athletics
Chart 6b: Students per Contract by Activity – Clubs and Academics
Chart 6c: Students per Contract by Activity – Other
Amounts

Chart 7 shows the average contract amount by position. District heads saw the most varied increase of the positions; going from an average of $2,619 in 1996-97 to $4,662 in 2015-16 (78% increase). Other positions saw an 86% increase during this same time from $924 to $1,717. From 1994-95 to 2015-16, high school head contracts went from $1,647 to $2,693 (64% increase), high school assistants from $1,445 to $2,260 (57%), middle school heads from $1,227 to $1,999 (63%), and middle school assistants from $1,084 to $1,816 (68%).

Chart 8 shows the average contract amount by category. Contracts for athletic activities went from $1,727 in 1994-95 to $2,761 in 2015-16 (60% increase), for clubs and academic activities from $1,074 to $1,773 (65%), and for other contracts from $1,330 to $2,118 (59%).

Charts 9a, 9b, and 9c show the average contract amount by activity. The trends for these activities reflect those noted for categories, with athletics activity contracts higher but showing less growth than contracts for clubs and academic activities, and other contracts falling somewhere in between in terms of dollar amounts but seeing a lower growth than either of the other categories.
Chart 8: Average Amount by Category
Chart 9a: Average Amount by Activity – Athletics
Chart 9b: Average Amount by Activity – Clubs and Academics
Hourly Pay

Chart 10 shows the average amounts for hourly pay. As can be seen, all categories except Concessions/Tickets and Lunchroom showed similar trends; going from between $10 and $15 an hour in 1995-96 to between $16 and $23 in 2015-16. Concessions and Lunchroom showed more modest growth; going from between $7 and $10 in 1995-96 to $11 in 2015-16.
Extended Contracts

Chart 11 shows the percent of districts that allowed for extended contracts based on hourly, daily, or monthly amounts and those based on a fraction of the employee’s regular contract. The majority of districts reported having extended contracts based on daily amounts. Districts reporting such contracts increased from just over 50% in 1998-99 to almost 80% in 2002-03 and remained above 75% until 2012-13. By 2015-16, the percent reporting was 24%. The percent of districts offering extended contracts on an hourly basis was reported at 44% in 2003-04, increasing to 57% y 2011-12, then down to 21% in 2015-16. Extended monthly contracts were reported by 7% of districts in 1998-99, increasing to 12% in 2002-03, then decreasing to 2% by 2015-16. 21% of districts reported offering extended contracts calculated as a fraction of the base contract, increasing to 43% in 2013-14, then down to 9% by 2015-16.
Chart 11: Extended Contracts

- **Daily**
- **Monthly**
- **Fraction of Contract**
- **Hourly**

The chart illustrates the percentage distribution of extended contracts over different periods from 1999-00 to 2015-16. The lines represent the following categories:

- **Daily** (solid blue)
- **Monthly** (solid red)
- **Fraction of Contract** (solid green)
- **Hourly** (solid purple)

Each category shows a trend over the years, indicating changes in the distribution of contracts across these periods.
Driver’s Education

Chart 12 shows the percent of districts reporting that they offer driver’s education program, how many offer it during the normal duty day, and if outside the normal duty day, how staff are paid for it. Between 92% to 98% of districts reported offering driver’s education from 1999-00 through 2013-14, then this amount dropped to 87% in 2015-16. Less than 10% of these districts indicated driver’s ed was offered during the normal duty day. The percent of districts offering driver’s education instructors hourly contracts went from just over 40% in 2000-01 up to 59% in 2002-03, then gradually declined to 40% in 2015-16. Driver’s ed contracts on a per-student basis have increased from 13% in 2001-02 to 20% in 2015-16. There were only three years where districts indicated driver’s ed contracts were offered on the basis of a fraction of the base contract (2000-01, 2014-15, and 2015-16), and the percent for each of these years was 1% or less. Supplemental driver’s ed contracts (with a fixed amount for the year) have been reported by between 9% and 17% of the districts with driver’s ed programs between 1999-00 and 2015-16.

Charts 13a and 13b shows the average amounts for driver’s education contracts. Hourly contracts averaged $20 per hour in 2000-01 increasing to $25 an hour in 2015-16. Per student contracts went from just over $120 per student in 2001-02 to just under $160 per student in 2015-16. Supplemental contract average amounts have been less consistent, but went from approximately $3,300 in 1999-00 to $3,560 in 2015-16.
Chart 12: Driver’s Ed Percents

The chart shows the percentage of Driver’s Education offered during different periods from 1999-00 to 2015-16. The data is represented for different categories:

- Driver’s Ed Offered
- During Day
- Outside - Hourly
- Outside - Per Student
- Outside - Fraction
- Outside - Supplemental
- Outside - Other

The chart indicates a significant drop in Driver’s Ed Offered from 1999-00 to 2000-01, followed by a gradual decrease in the percentage, except for a slight increase in 2003-04. From 2004-05 onwards, the percentage remains relatively stable, with minor fluctuations.
Chart 13a: Driver’s Ed Hourly and Per Student Amounts
Chart 13b: Driver's Ed Annual Contract Amounts