KASB Research: Teacher, principal, and superintendent salaries

KASB recently released a report that discusses the change in teacher, principal, and superintendent salaries in Kansas public schools from the 1997-98 school year to the 2014-15 school year utilizing data on average annual salaries and total FTEs for teachers, principals, and superintendents as reported by KSDE.

Key Findings

The report shows that from 1997-98 to 2014-15:

- The total dollars spent on teachers salaries increased by nearly 70 percent, while dollars spend on principal salaries increased 48 percent and on superintendents by 43 percent, as shown in Figure 1.

- Total dollars spent on teachers increased by $783 million, with spending on principals increasing $35 million and on superintendents $7 million.

- Principals had an average cumulative salary increase of 58 percent, followed by superintendents with 57.5 percent and teachers with 50.1 percent.

- The number of teachers increased by 3,999, or 13 percent, while the number of principals decreased by 76 (6 percent) and the number of superintendents decreased by 27, or almost 7 percent. (Based on full-time equivalent positions).

- The average number of teachers each principal supervises has increased by approximately five teachers per principal. The average number of teachers per superintendent has increased by more than 25 teachers, as shown in Figure 2.

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Several board of education members have already pointed out a claim that has been making the rounds. The misleading factlet says that superintendents and principals have received larger pay increases over the last few years than teachers. From that, the conclusion is that school boards don’t care about teachers or kids. If I could award a prize for bunkum, this would be a grand champion.

Upon hearing the claim, our crack research director, Ted Carter, went to work. He crunched the numbers and found – gulp - that if you take the total amount of dollars dedicated to teachers and divide by the total number of teachers - holy cow - the percentage increase over the past few years is indeed less than superintendents and principals. I went full on Steven Colbert on Ted and told him my gut said this cannot be right. Of course, Ted said “the numbers are the numbers.” And being Ted – who often mutters “correlation does not imply causation” when talking to me - he went back to work on the data to provide further analysis.

What Ted found is that over the past 20 years in Kansas, total spending on teachers has increased from $1.12 billion to $1.9 billion. If Kansas had not added any teachers during that time, the percentage increase in SALARIES for teachers would have been 69.6 percent. Of course, nothing is that simple.

Why then does it appear administrators are doing better than teachers when it comes to percentage increases? This is a little bit complicated, but any board member who has ever served on the negotiations team knows that the percentage increase agreed to in negotiations is determined by a percentage for returning staff. The retirees were on the high end. When considered in the aggregate, the new teachers make the average look lower. This is where simple math and a surface look data make for eye catching infographics, but fail to tell the true story. In fact, boards of education provided salary increases to their returning staff to the best of their ability, and those increases were higher than what is reflected in the simple division problem of taking total salary divided by number of teachers.

Furthermore, Ted found that boards of education reduced class sizes statewide during the same time period, even though student enrollment was increasing. The number of principals and superintendents during the same period decreased. The chart shows the net effect of changes in staffing and they are exactly what one would expect.

Boards of education focused on the classroom, adding teachers and reducing class sizes in spite of budgets that did not keep up with inflation and growing numbers of students. Principals and superintendents supervised more staff and students. More importantly, student achievement increased during the same time.

So, can we knock off with the catchy sound bites? Board members get elected because they care about kids. The outlandish claims to the contrary didn’t make sense to me, and I know they didn’t make sense to you either. Upon further review, they were correct, but misleading. They were a sound bite, designed to discredit school boards. Don’t buy the hype.
It’s been said that it takes a village to raise a child. And as we at KASB know, it takes a village to help ensure the children of Kansas are receiving the best education possible from their public schools. Leadership Services’ Brian Jordan is one of many dedicated staff members who works with administrators and school leaders to help create the best learning environment for their students.

Brian has had a long career in Kansas public schools. Originally from Beloit, Brian attended Dodge City Community College. During his time there he played football and served as a student ambassador. He later attended Kansas State University where he earned his Bachelor’s degree in Education and Biological Sciences. He began his teaching career in 2001 at Washburn Rural High School, teaching physical science and environmental science. After getting engaged, he relocated to Emporia, teaching life sciences at Northern Heights High School, coaching football and basketball and junior high track. He also served as the activities director for a year. After four years with Northern Heights, Brian served as the principal at Lowther North Intermediate School for three years. He then worked at the district office in Emporia with data, assessments and intervention programs for two years- as well as assistant superintendent of personnel for two years-before coming to work at KASB for the last four years.

While Brian’s official title at KASB is assistant executive director of leadership services, he says that his “job is different every day” and “always evolving to meet the needs of districts.” Now through early summer, Brian and the others in the department will be conducting superintendent searches. Mid-spring through mid-fall will see a focus on goal setting, strategic planning, acclimating boards to their new superintendents and working with district administration teams on their needs and challenges. Other programs that Leadership Services offer are leadership development programs, such as Balanced Leadership and Leadership for Tomorrow. “We give districts the best tools to lead,” says Brian.

As for his time here at KASB, Brian enjoys getting to work with people that are passionate about helping kids. “It’s a good place to work,” he says. “Everyone is here for the same reason: to create the best educational environment for the kids.”

~Shaneice McNabney, smcnabney@kasb.org

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- The number of students per teacher has decreased by about one student per teacher, but the number of students per principal has increased about 35 students and per superintendent has increased about 225 students.

There are several possible reasons why individual administrator salaries have increased more than teacher salaries.

First, the number of administrator positions has been reduced, while the number of teacher positions and student enrollment have increased. Local boards may increase the salary of administrators that have taken on more duties as other positions have been reduced.

Second, the increase in teacher positions means that more beginning teachers, who typically earn lower salaries, have been added to the total. This would lower the average salary for the year, but not does not reflect the change in returning teacher salaries.

Find the full report online at www.kasb.org/research under “Publications”

Clerks/Treasurers Workshop a near sell out!

Merle Hastert (at left), Olathe USD 233 treasurer; Julie Martin, Smoky Valley USD 400 treasurer; and Dane Baxa, Goddard USD 265 board clerk and community relations director, answer questions during the “Other Duties as Assigned” panel. Despite staff cuts, expanding duties and the challenges of shrinking budgets, panelist urged everyone to remember why we do what we do...the kids in our classrooms!

Close to 100 KASB members gathered in Topeka Feb. 25 - with another eight at the remote site in Oakley - for the annual Clerks/Treasurer Workshop.

The agenda included presentations by KSDE’s Dale Dennis and Craig Neuenswander; an update from KPERS Attorney Laurie McKinnon; and sessions led by KASB attorneys on teacher due process, records retention, social media; the Fair Labor Standards Act, and the Top 10 Policy Trends (see related story page 6.)

Morning sessions were broadcast to the Oakley Service Center. KASB continues to investigate ways to expand access to training and resources to or members.
Your KASB membership gives you an indispensable partner and access to proven solutions to meet unique challenges and opportunities. We are your support, your champion and your advocate. That’s powerful ROI: Results on Investment! Services supported by your dues include advocacy, research, association publications and information on special topics.

Advocacy - The KASB advocacy staff work with the Kansas Legislature, Kansas State Department of Education, Kansas congressional delegation and others on matters of concern.

Research - Our research and analysis department provides data collection on most aspects of school district operations. The data is available to all members at no charge.

Consultation and Support - Many board members and administrators find routine consultation with KASB staff members one of the most important services provided by the association. Members are encouraged to contact staff via phone or email. KASB’s staff includes professionals with extensive backgrounds in school administration, policy development, communications/public relations/marketing, leadership development…virtually every phase of school district operations!

Information and News - Publications include “Daily News Briefs,” “School Board Review,” “Clerk News,” and periodic special reports and issue papers. General association news is shared through email alerts. The KASB website provides members with general information, forms, copies of testimony and other relevant information.

KASB Governance & Member Participation - Each member board has one vote in the Delegate Assembly. This body meets at least once a year at the KASB Delegate Assembly to decide official KASB policies on legislative matters and to elect the president-elect designee. KASB is governed by a member-elected board of directors, president, president-elect and past president. Other opportunities exist to participate in the governance and work of the association. These include short-term appointments to ad hoc committees and longer-term commitments to standing committees and governing boards.

Specialized and Customized Service - KASB charges a separate fee for services our members use selectively, such as legal, policy and negotiations services, the annual convention, seminars, workshops and special interest publications and training materials.

KASB provides a broad spectrum of educational programming and professional development training to school districts. Our staff has the skills and knowledge to present information to district personnel for both personal development and career advancement in a variety of formats and venues. Training is customized to meet local time-frames and needs. Whether it’s mentoring, supervision or technical assistance for administrators or classified staff, KASB can provide what your district needs.

To learn more about how KASB can serve you, just give us a call!

785-273-3600 | 800-432-2471

or email kasbsolutions@kasb.org
Finding Efficiencies  KASB has a number of programs and partnerships that bring our members cost-saving options for operational needs.

Rod Spangler  
Assistant Executive Director for Insurance Services  
rspangerl@kasb.org  |  785-273-3600  |  800-432-2471

KASB’s Workers Compensation Fund, Inc. - Nearly 30 years as a strong, self-insured pool of Kansas educational groups as our only client. Unique first-hand understanding of issues faced by public education. All claims are handled in-house by the KASB-based insurance services team.

KASB Property/Casualty Insurance – Fully-insured program offered through the KASB-endorsed carrier. Broader range of property and casualty coverage available, and KASB’s insurance services team to guide the bid and approval process.

KASB Student Accident Insurance - Low insurance deductible coverage for students. KASB Student Accident Insurance fills the gap before mandatory coverage begins. Additional catastrophic coverage also is available.

Health Insurance - KASB continues to investigate solutions to give our member organizations options for employee health insurance.

KASB Preferred Providers

BoardDocs - KASB’s eGovernance solution for paperless board meetings.

KASB members can participate in cooperative purchasing using pre-bid contracts and vendors through a partnership with AEPA (Association of Educational Purchasing Agencies). AEPA streamlines the process of purchasing for bond and capital improvement projects for general equipment and supplies.

PiperJaffray delivers innovative financing solutions for school districts as they evaluate new facilities or refinancing of outstanding bond issues. The company provides municipal bond underwriting and financial advisory services to clients in the public sector, including school districts and higher education.

P1 Group, Inc., based in Lenexa, Kansas, is a vendor-neutral, single-source provider for all things facilities-related. P1 Group’s K-12 offerings help to reduce the total cost of ownership associated with owning and operating school facilities, thus allowing more flexibility to spend resources on what matters most - our kids and their education.

k12itc delivers customized services for K-12 school districts, no matter the size. Based in Kansas City, k12itc has developed a model that leverages a special mix of cloud computing and on-site support, enabling districts to achieve better technology support at a lower cost.

American Fidelity Assurance Company provides insurance services and benefits that meet the unique needs of public education employees and employers. Their unique position as a leader in this market gives our members a high standard of service, a strong variety of voluntary insurance benefits for employees to choose from and state-of-the-art no-cost Section 125 plan services and record keeping for flexible spending plan services.

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Established in 1978, Opaa! is a family-owned business that works with school districts to deliver a quality, cost effective, food management system. From menu planning, labor management and computerized nutritional analysis to inventory forecasting, Opaa! provides a much needed solution for school systems experiencing a need for food management expertise.

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Our Family, Dedicated To Yours.
Website helps voters put education front and center in race for the White House

There has been a lot of fussin’ and fightin’ on the road to the White House, but little debate on one of the most important institutions in our country — public schools.

The National School Board Action Center urges education advocates to put public schools on the radar for the 2016 presidential election.

Go to this website — www.nsbac.org/election-2016/election-2016-engagement-toolkit — to learn more about what you can do to make sure the candidates address the issues confronting public education.

The website provides links to voter resources, elected officials’ voting records, ways to get involved and an election news blog.

As of press time for School Board Review, presidential candidates have said little about K-12 education, focusing instead on the economy, terrorism, immigration, healthcare and other issues.

But nationally, there are several education issues that resonate with the public. A recent Education Next poll indicates that a majority of Democrats favor Common Core and oppose the formation of charter schools, while a majority of Republicans oppose Common Core and favor charter schools.

But voters in both major political parties — 60 percent of Republicans and 71 percent of Democrats — believe there’s too much emphasis on standardized testing, according to a PDK/Gallup poll.

As the nomination process continues, education advocates can help steer the candidates to talk more about public education. ~Scott Rothschild, srothschild@kasb.org

Top 10 policy trends

As the times change, so do the challenges and opportunities for our school administrators and board members.

During the recent KASB Clerks and Treasurers Workshop, KASB Policy Specialist/Attorney Angie Stallbaumer presented the “Top Ten Policy Trends” affecting schools.

They are:

10. Student drug testing,
9. Negotiated topics in policy,
8. Advertising in school facilities,
7. Student codes of conduct covering off-hour activities,
6. Banning sexual offenders from school,
5. Drones,
4. Using school facilities for funerals,
3. Social networking,
2. LGBT student policies, and
1. School board codes of conduct.

Stallbaumer noted that each of the policy initiatives probably have appropriate intentions but warned that they have to be handled carefully to avoid unintended consequences.

For instance, allowing advertising on school property, say on a scoreboard, is a way for schools to pick up much needed revenue. But schools must be careful not to allow advertising that would promote a specific religious or social viewpoint to the exclusion of others.

Or adopting a policy that bans sexual offenders from schools may seem like a common-sense safety measure, but such a policy would need to accommodate students and parents of students who may be registered as sexual offenders.

These kinds of policies can be legally tricky, too, and Stallbaumer urged school officials with any questions to contact KASB’s Legal Department. KASB’s attorneys have nearly 100 years of experience in the practice of school law and represent only school boards, special education cooperative, technical college, and community college boards. can be reached at 785-273-3600. ~Scott Rothschild, srothschild@kasb.org

Success feeds success at El Dorado

El Dorado USD 490 and Opaa! Food Management Company are partnering to provide students of El Dorado with high quality meals that are cost effective and comply with all of the “Healthy Hunger Free Kids Act” regulations and requirements.

El Dorado Superintendent of Schools, Sue Givens, said the district began to quickly see the benefits. “When we made the switch to Opaa!, we immediately realized a greater number of options for students, special menus for staff, and high quality fresh fruit and vegetable options,” she said.

Opaa! Individualized its service to the district, Givens said. “At each step of the process and continuing on a daily basis they ask first, ‘what can we do for you?’ That focus on meeting the specific needs of El Dorado Schools has had a big impact. Consequently, our food service program meets program requirements and community expectations,” Givens said.

Opaa! is the premier food service management company in Kansas. Currently, Opaa! partners with 34 Kansas school districts. “Opaa! has bulk purchasing power that allows our district to receive higher quality products at a lower price, resulting in great-tasting meals and a better bottom line,” Givens said. According to Givens, “Cooking from scratch is one of the hallmarks of our Opaa! Menus, with homemade baked goods being favorite items.”

With Opaa!, school districts can provide more lunch and breakfast choices prepared from recipes developed exclusively for Opaa! The food service company supports their school partners with a seasoned staff of dietitians, nutritionists, area and regional directors, and a chef who provide far greater resources than are available to self-operated programs and other food contractors.

“One of the greatest benefits to our district is having a professional food service director who is supported by Opaa! in ensuring our district is up to date on regulations and nutrition guidelines at all times,” says Givens. “Our Opaa! food service director works closely with parent organizations and students to make sure our food service program is meeting expectations and preferences.”

If you are interested in exploring how Opaa! can improve your district’s food service program, call Steve Adams at 913-777-1948 or email sadams@opaafood.com. Opaa! Food Management Company is proud to be a Kansas Association of School Boards Prestigious Partner. ~Carol Pitts, cpitts@kasb.org

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We need you! And the best part about it? You and your district/organization will benefit!

Informed. Involved.
Getting the most from your KASB membership!

GOOD
Join us for Seminars and Workshops held throughout the year.

Attend Fall Summits and Summer Advocacy Workshops.

Participate in New Board Member Training or serve as a mentor.

Make sure you are subscribed to KASB publications and emails, and respond to surveys and questionnaires.

Don’t miss the KASB Annual Conference in December!

BETTER
Get to know your Regional Vice-President and let them know your interests.

Expand your knowledge and involvement in national issues by joining KASB-NSBA’s National Connection.

Ask to place KASB information on your local board agenda and discuss during meetings.

Volunteer your district to host on-site KASB meetings.

BEST
Apply for KASB’s Leadership for Tomorrow program.

Serve as your district’s delegate to the annual Delegate Assembly.

Volunteer for one of KASB’s standing committees or governing boards:
  - Nominating Committee
  - Legislative Committee
  - Workers Compensation Board of Trustees
  - AdHoc Special Purpose Committees and Study Committees

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