



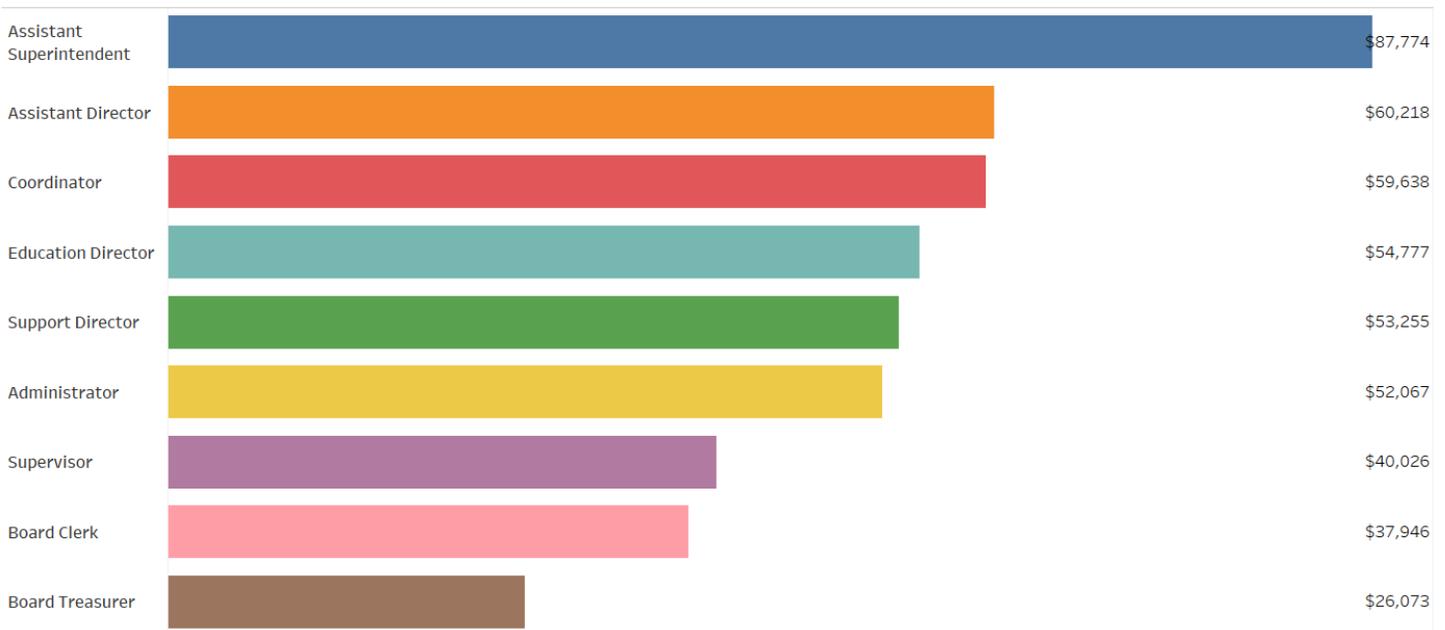
# KASB 2017 Central Office Staff Survey Annual Report

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December, 2017

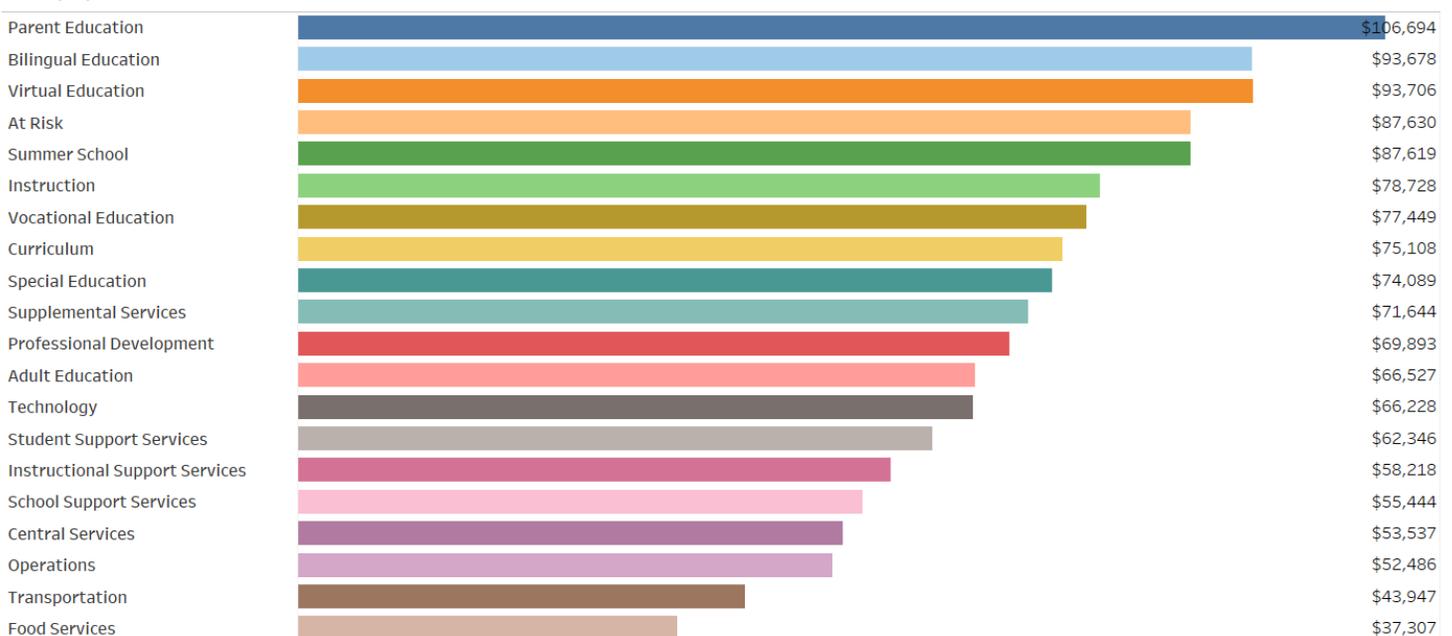
## Salaries by Job Type and Focus

Based on the data described in this report, here are average salaries reported by Job Type (title) and Focus (function) for district central office staff:

Salary by Type



Salary by Area



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## Introduction

This report contains information gathered from the KASB Central Office Staff Survey, which collects data annually from all public school districts in Kansas. The report includes responses from the 1995-96 school year through the 2017-18 school year, and represents data submitted to KASB as of Monday, December 12th, 2017.

For 2017-18, 217, or 75.9 percent of districts have provided their central office staff information. For 2016-17, 266, or 93 percent of districts have provided their information. From 1995-96 to 2015-16, 99 to 100 percent of districts provided data on at least one central office staff member. This is important to note because some of the change in trends in recent years could be due in part to the districts who have not provided their information.

# Salary and Benefits

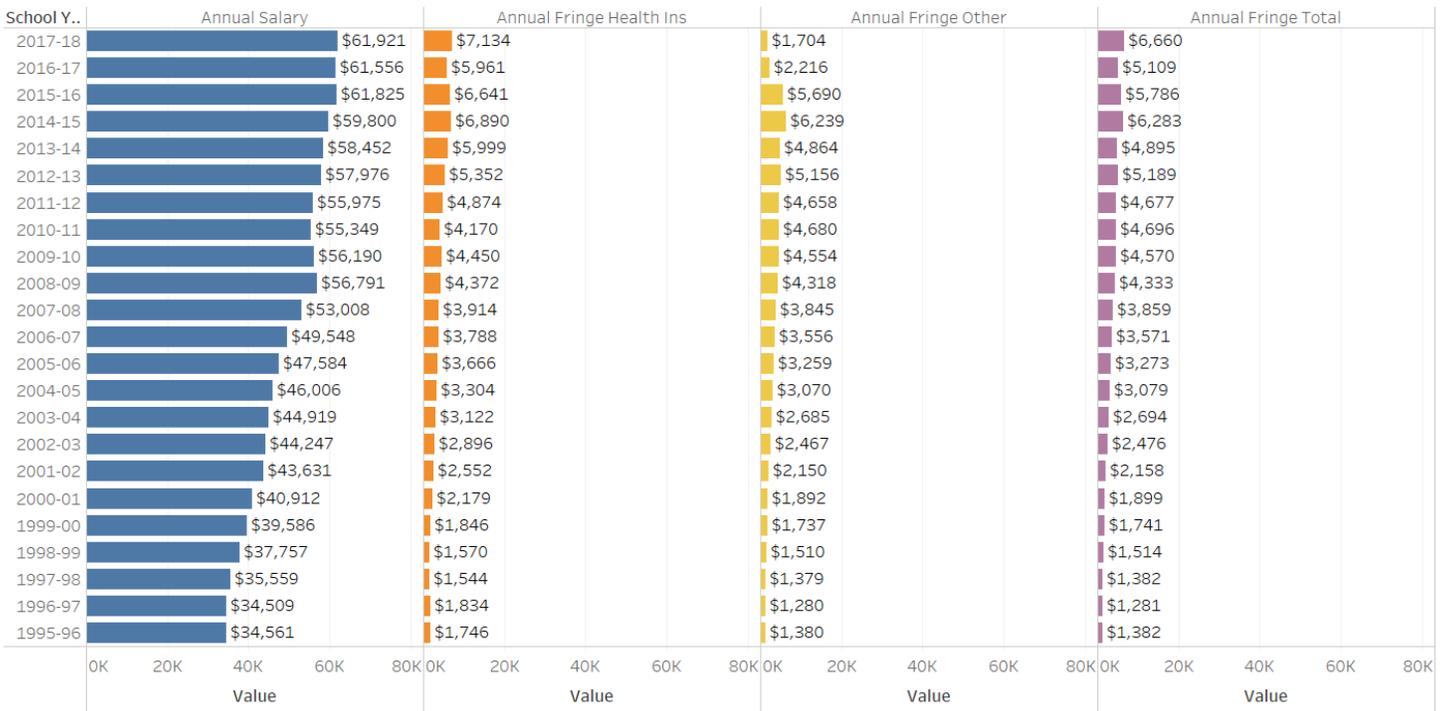
The average salary for central office staff reported for 2017-18 is \$61,921. This is a 0.6 percent increase from the average for 2016-17 and a 0.2 percent increase from 2015-16.

The average health insurance premium paid by the

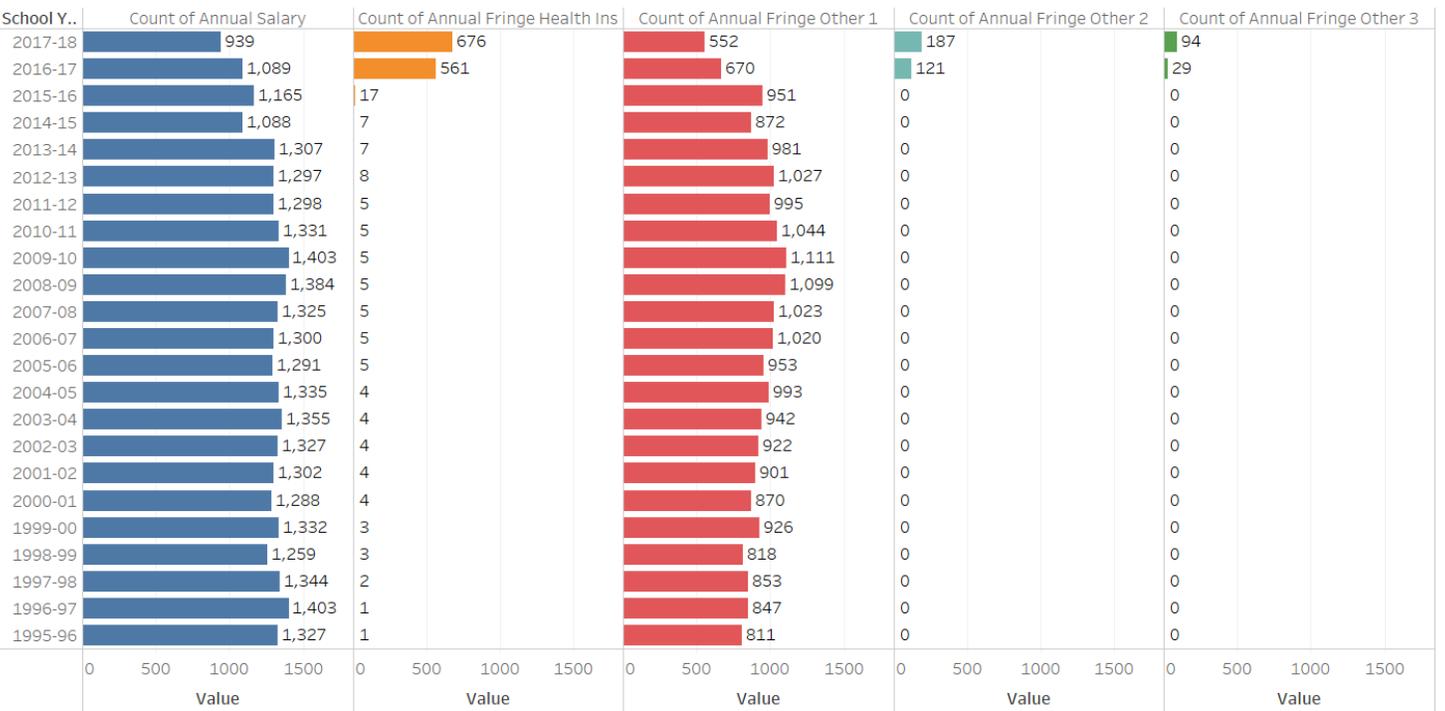
board is \$7,314, which is a 22.7 percent increase from last year and a 7.4 percent increase from 2015-16.

Total fringe benefits for 2017-18 is on average \$6,660, which is a 30.1 percent increase from last year and a 15.1 percent increase from 2015-16.

Salary and Benefits Amounts



Salary and Benefits Counts

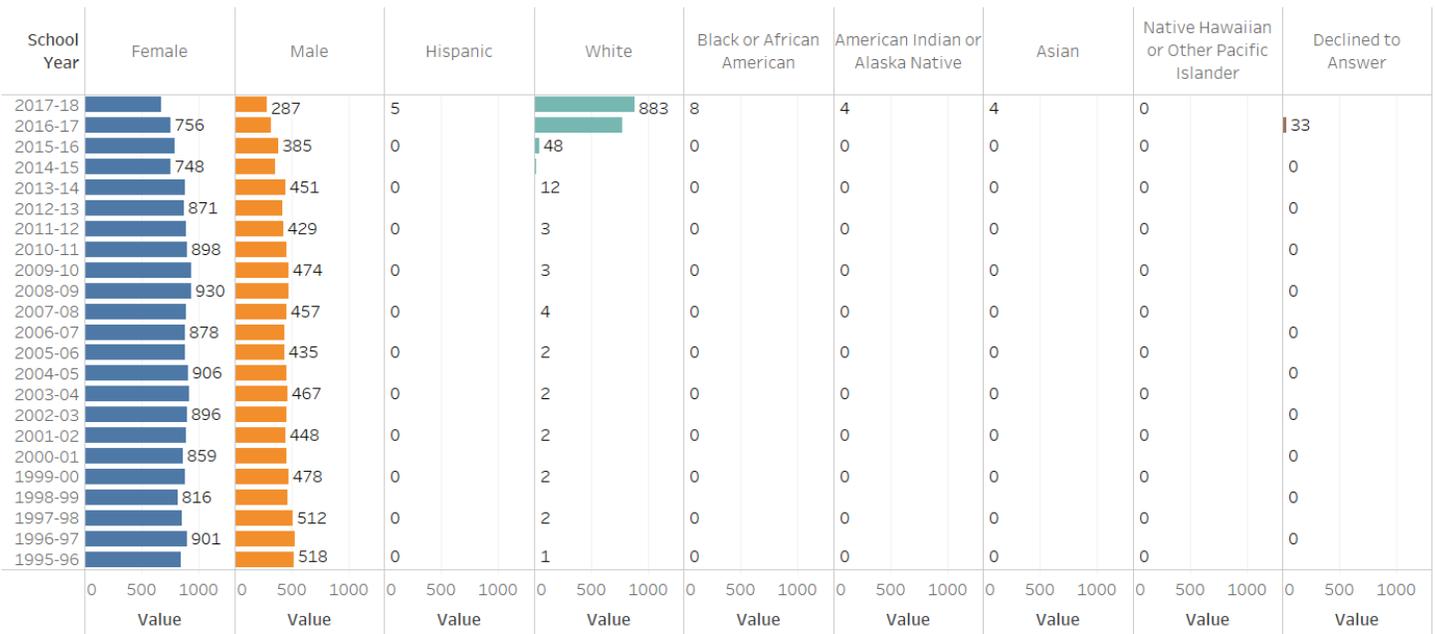


# Gender and Race/Ethnicity

70.0 percent of central office staff are women in 2017-18, which is the same percentage reported for 2016-17.

92 percent of central office staff are white in 2017-18. In 2016-17, 71.5 percent were reported as white, however a much larger percent of respondents left this item blank last year.

Gender and Race/Ethnicity

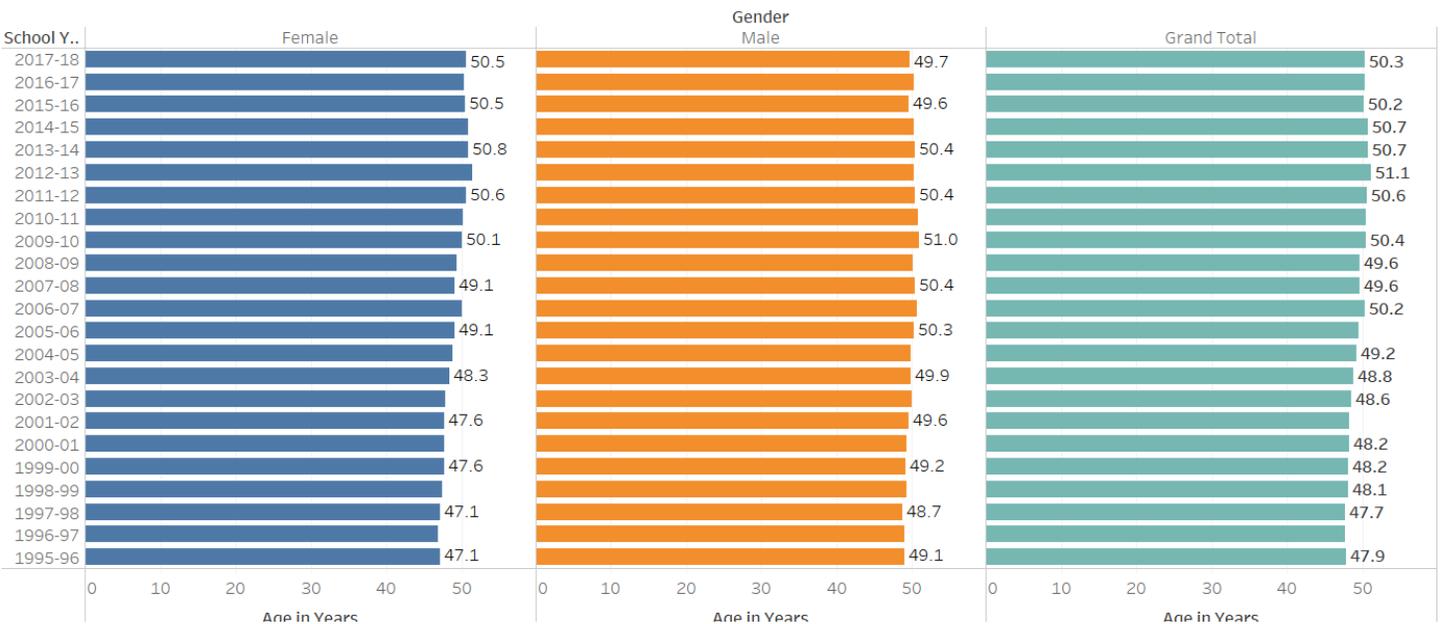


# Age

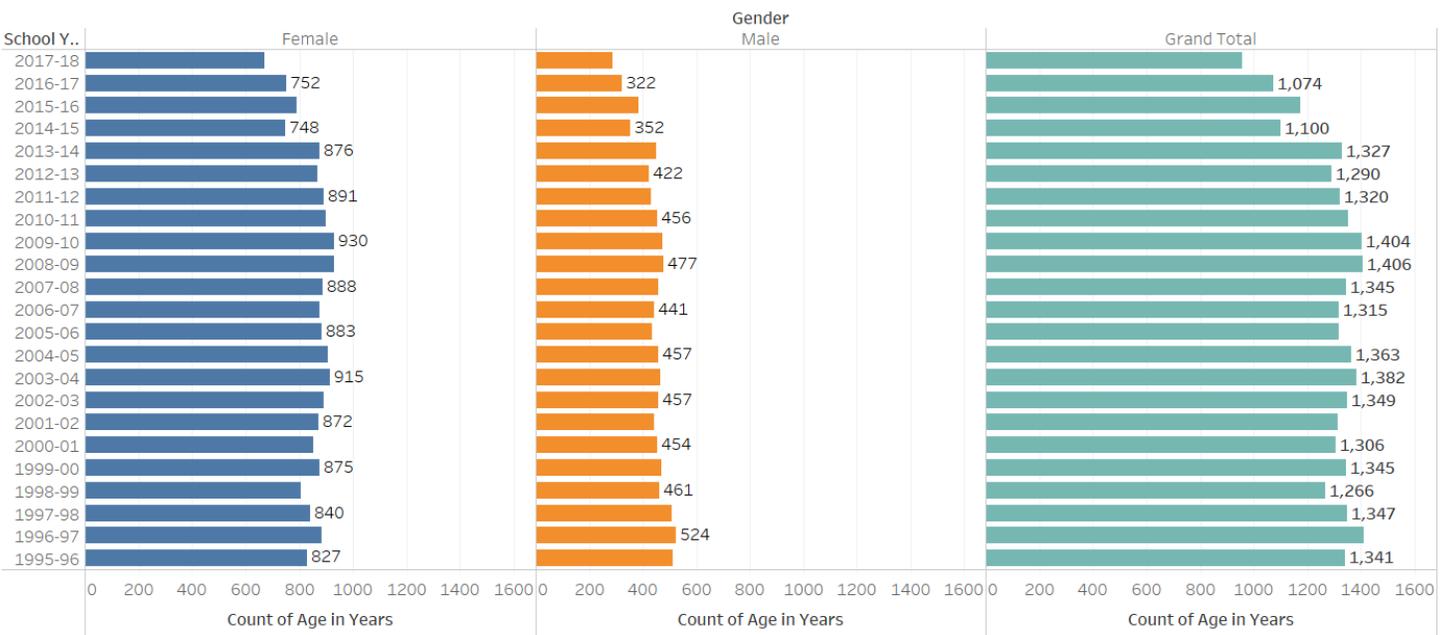
The average age for central office staff is 50.3 years. This average has shown a slight increase over the years, starting at 47.9 in 1995-96.

Women are reported as slightly older than men on average this year, with women at 50.5 years and men at 49.7. Historically women tended to be younger on average than men until around 2009-10, when men began being reported as slightly younger on average.

Age



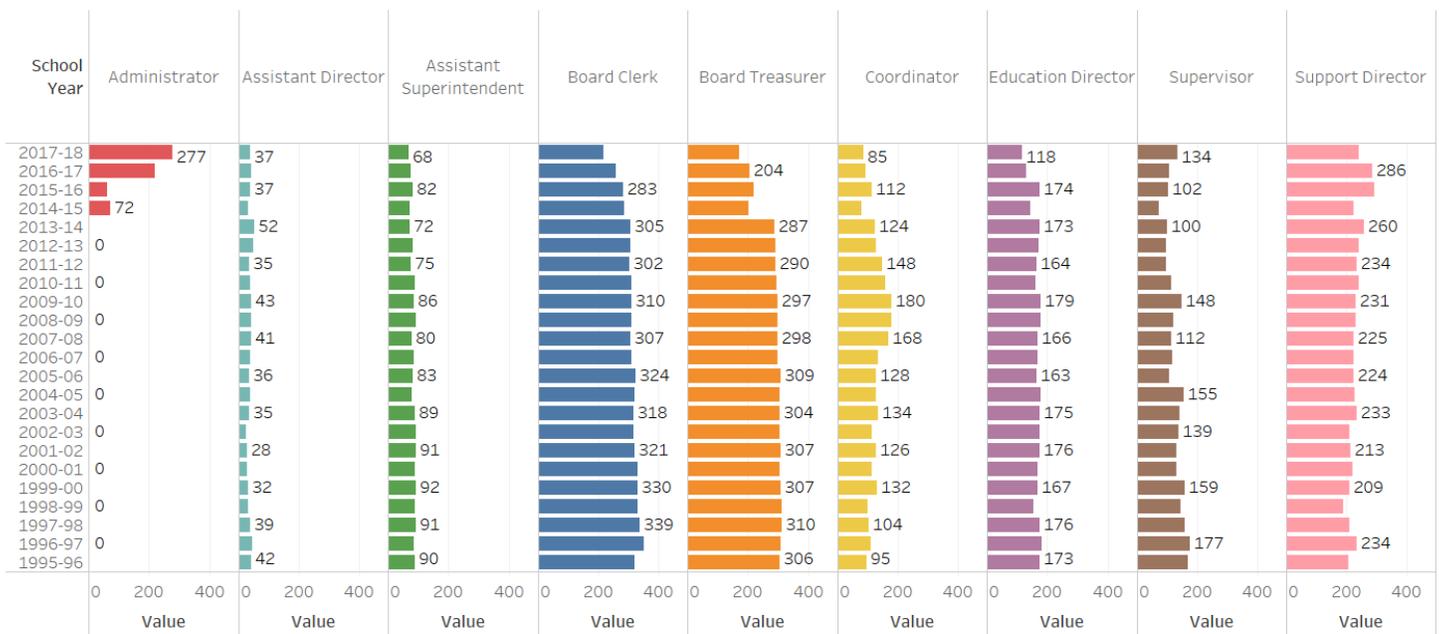
Age Counts



## Job Types

In terms of job types or titles, in 2017-18 28.5 percent of staff were reported as Administrators, 24.8 percent as Support Directors, 22.4 percent as Board Clerks, 22.4 percent as Board Treasurers, 13.8 percent as Supervisors, 12.1 percent as Education Directors, 8.7 percent as Coordinators, 7.0 percent as Assistant Superintendents, and 3.8 percent as Assistant Directors. These percentages are very similar to those reported in previous years, with the exception of an increase in those reported as Administrators, which has increased notably in the past two years.

Job Types



# Job Areas

In terms of areas of responsibility, the following table shows the areas reported for central office staff for 2017-18.

Area	Number	Percent
Central Services	343	35.3%
School Administration Support	212	21.8%
Operations	128	13.2%
Instructional Staff Support	126	12.9%
Food Services	116	11.9%
Student Support	116	11.9%
Curriculum	105	10.8%
Special Education	99	10.2%
Technology	95	9.8%
Professional Development	92	9.5%
Instruction	86	8.8%
Transportation	83	8.5%
At-Risk	68	7.0%
Supplemental Services	61	6.3%
Summer School	58	6.0%
Bilingual	35	3.6%
Virtual	32	3.3%
Parent Education	30	3.1%
Vocational	25	2.6%
Adult	20	2.1%

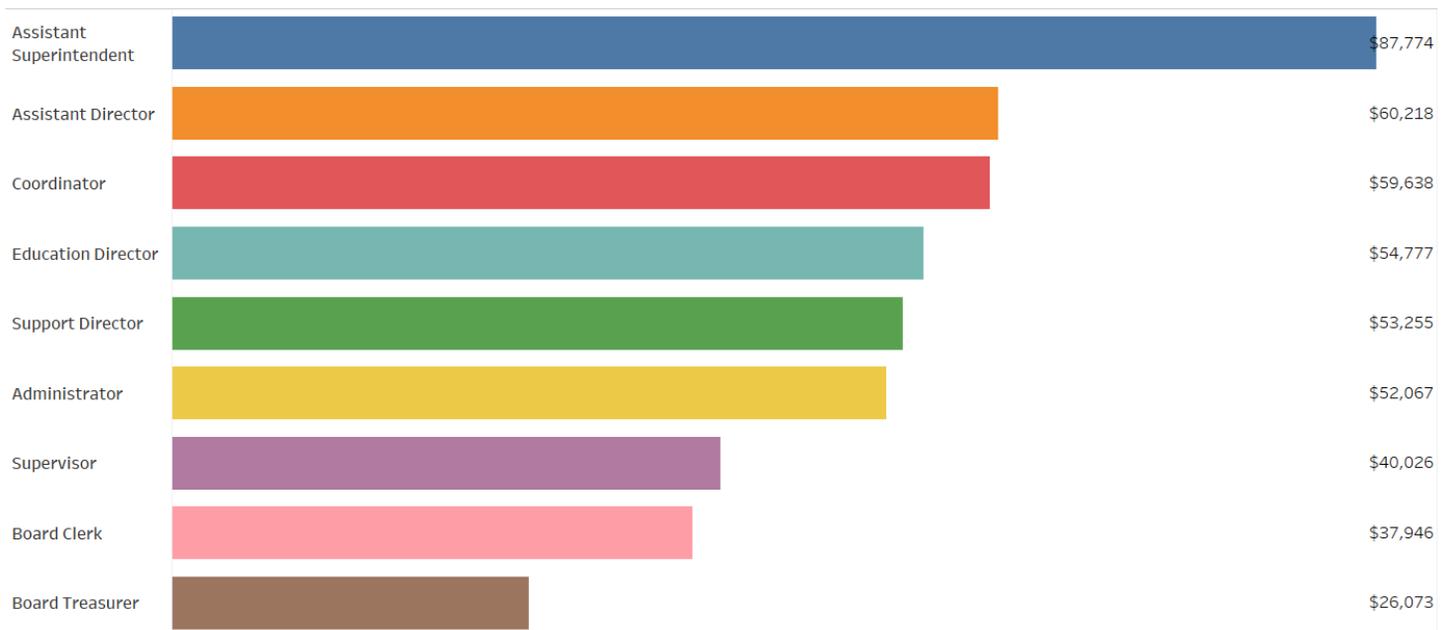
Job Areas

School Year	Adult	At Risk	Bilingual	Central Services	Curriculum	Food Services	Instruction	Instructional Staff Support	Operations	Parent Education	Professional Development	School Administration Sup.	Special Education	Student Support	Summer School	Supplemental Services	Technology	Transportation	Virtual	Vocational
2017-18	20	68	35	343	105	116	86	126	128	30	92	212	99	116	58	61	95	83	32	25
2016-17	0	0	1	61	89	69	24	0	221	0	8	61	63	24	0	1	76	55	0	7
2015-16	2	0	0	74	109	81	35	29	240	0	28	34	89	46	0	0	92	70	0	8
2014-15	4	0	0	77	108	71	46	28	238	0	27	34	88	58	0	0	82	74	0	6
2013-14	4	0	0	77	108	88	34	24	270	0	25	34	88	61	0	0	76	65	0	5
2012-13	5	0	0	64	107	69	32	31	245	0	32	39	84	62	0	0	67	70	0	10
2011-12	4	0	0	63	101	75	36	28	247	0	23	47	65	41	0	0	63	74	0	5
2010-11	4	0	0	63	107	95	32	29	259	0	33	52	80	48	0	0	63	77	0	9
2009-10	3	0	0	86	101	0	0	0	0	0	48	70	43	0	0	0	51	67	0	16
2008-09	2	0	0	73	96	100	43	22	260	0	28	33	69	40	0	0	54	72	0	15
2007-08	0	0	0	69	91	117	43	23	258	0	21	36	56	50	0	0	47	85	0	19
2006-07	0	0	0	97	100	123	43	26	216	0	26	50	70	36	0	0	21	83	0	21
2005-06	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2004-05	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2003-04	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2002-03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2001-02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2000-01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1999-00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1998-99	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1997-98	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1996-97	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1995-96	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	500	0	500	0	500	0	500	0	500	0	500	0	500	0	500	0	500	0	500
	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value	Value

## Salary by Job Type

For 2017-18, the range of average salaries for central office staff averaged by job type ranged from \$87,774 for Assistant Superintendents to \$26,073 for Board Treasurers.

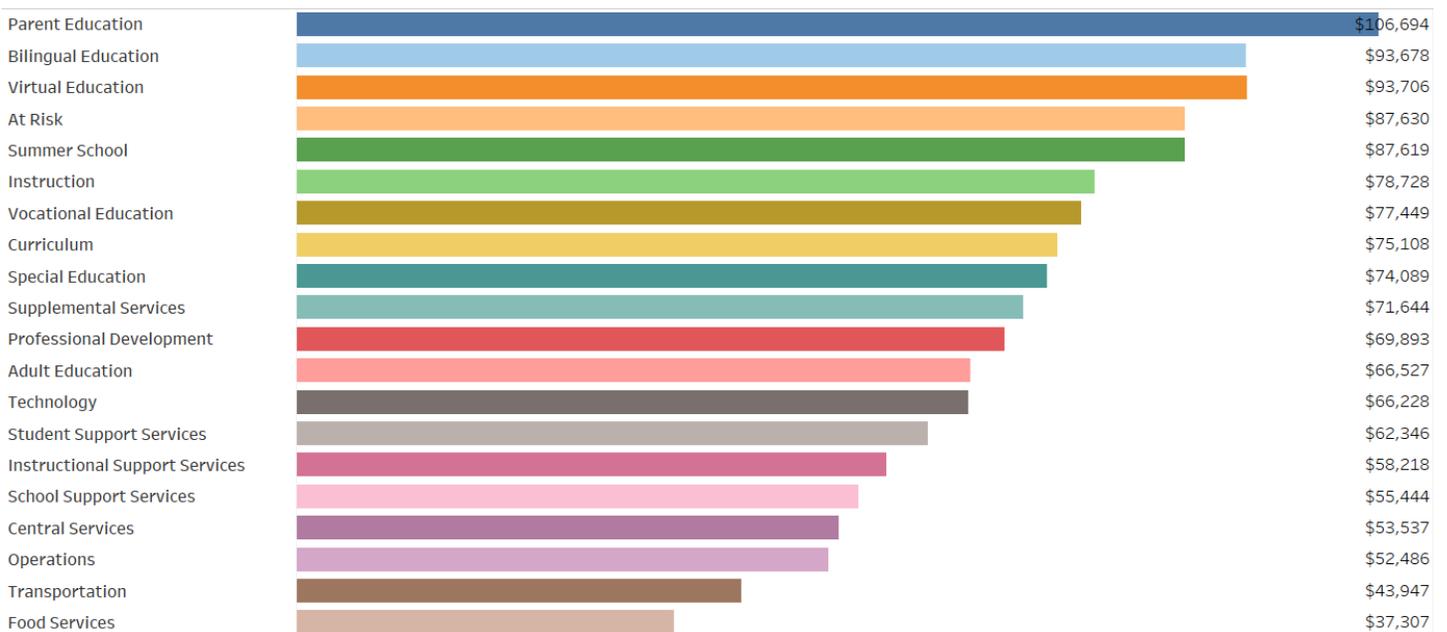
Salary by Type



## Salary by Job Area

For 2017-18, the range of average salaries for central office staff averaged by job area ranged from \$106,694 for Parent Education to \$37,307 for Food Services.

Salary by Area

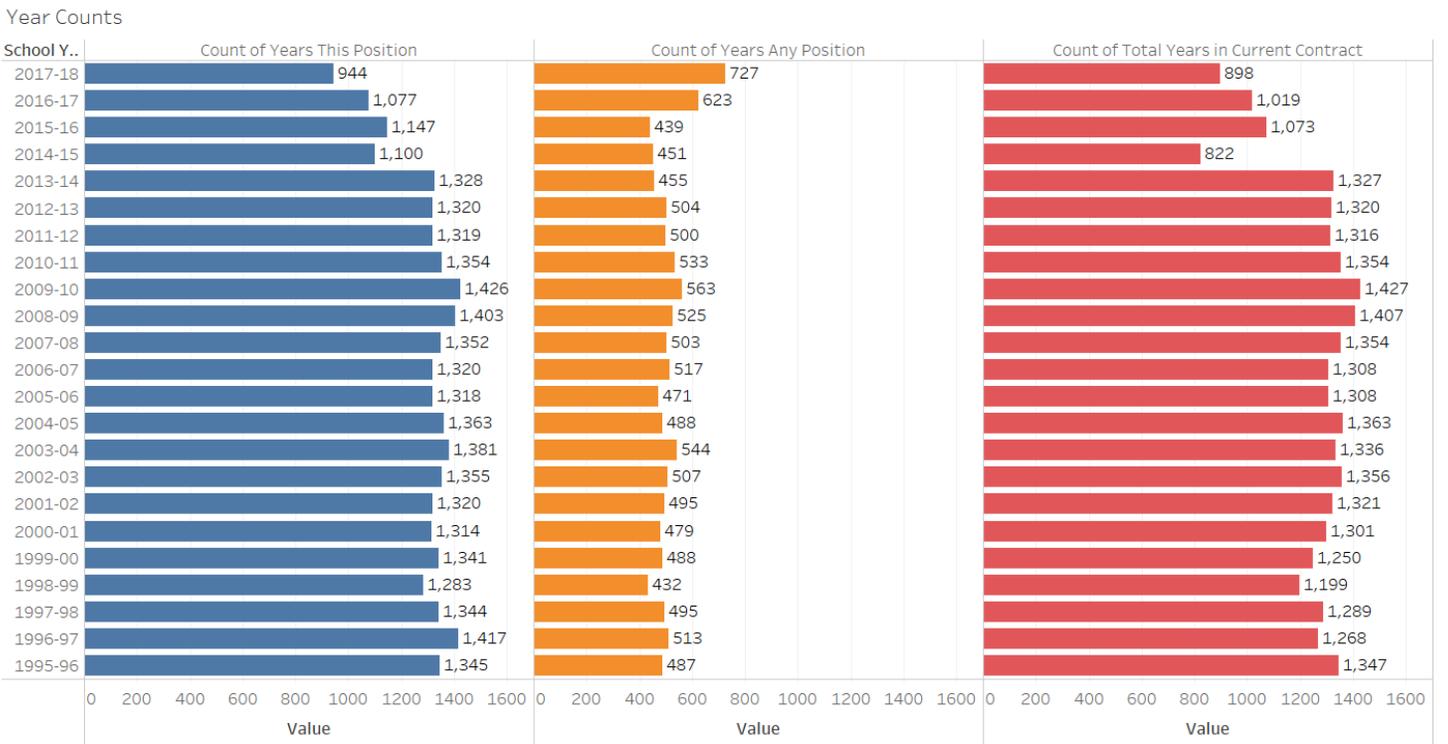
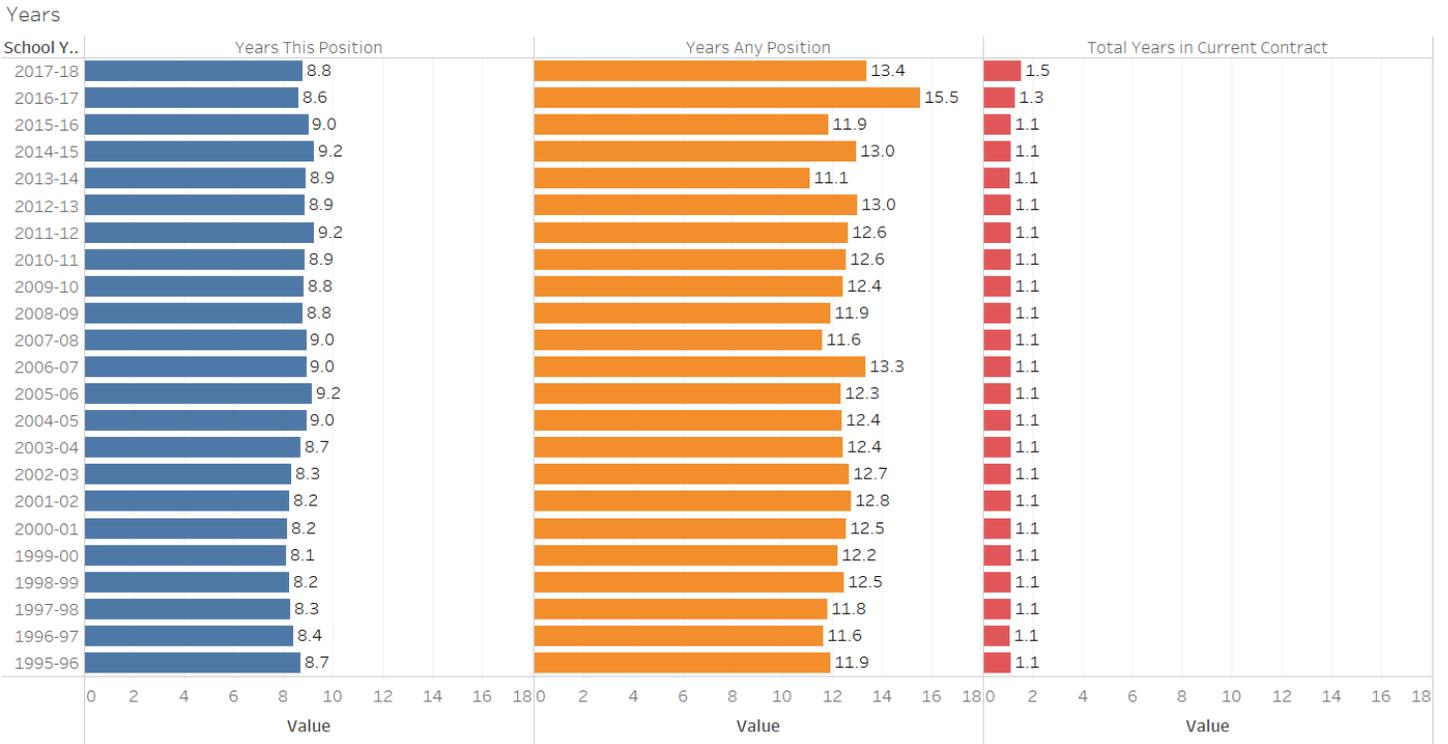


# Years

The average amount of time central office staff have been in their current position is 8.8 years. This number has been fairly consistent over time.

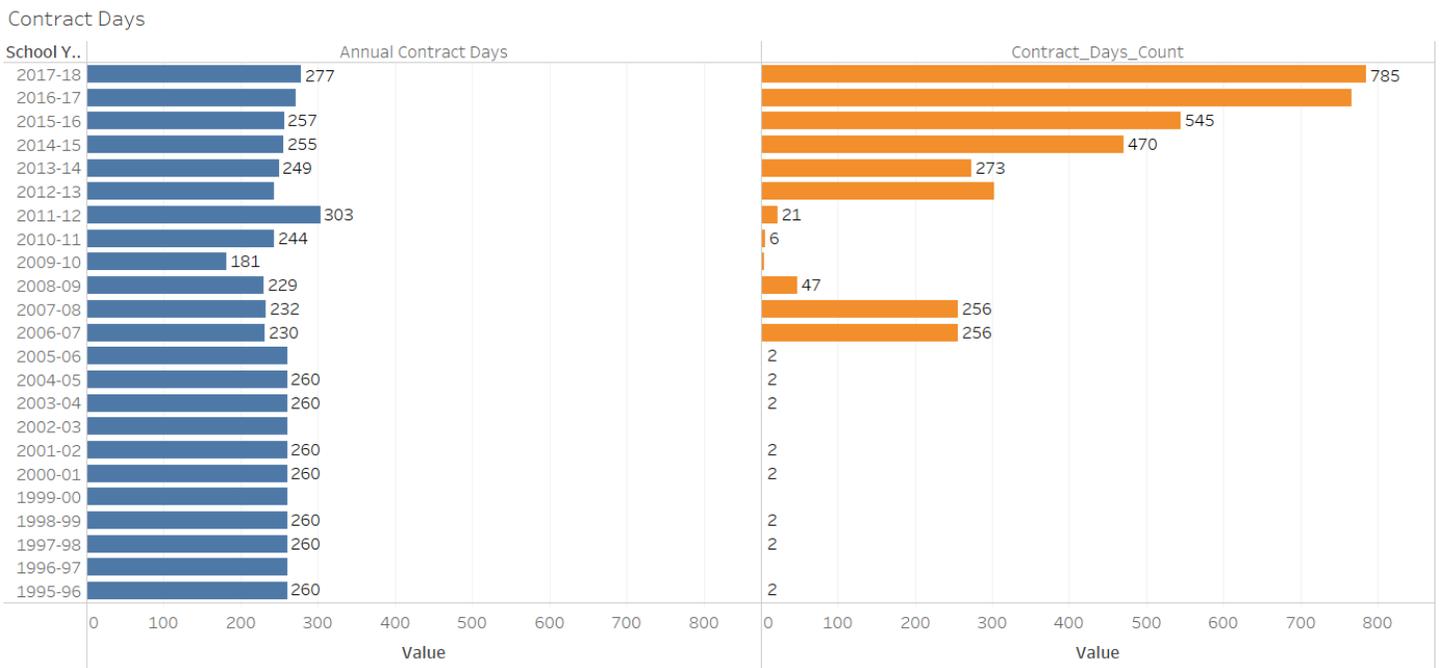
The average amount of time central office staff have been in any position within the district is 13.4. This

number has been fairly consistent over time, with the exception of last year when the average was 15.5 years, possibly due to some outlying values.



# Contract Days

The average number of days in central office staff contracts is 277, up from 271 days last year.



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