

A Survey of the Salaries of Career & Technical School Directors in Pennsylvania

March 2015

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Executive Summary

Like most chief school administrators, career and technical education administrators often negotiate their salary with the chief school authority of the career and technical center (CTC). In this circumstance, it is beneficial to have comparative data to help both the chief school authority and the administrator in setting a fair and reasonable salary. However, the availability of this type of information is limited. Comparative salary data is not collected or disseminated by the typical agencies or associations affiliated with career and technical education. This survey was developed to provide comparable salary data for career and technical administrators in Pennsylvania.

This survey was not designed to test hypotheses, but conventional wisdom would contend that higher levels of responsibility would command a higher salary. There is also the general opinion among CTC administrators in Pennsylvania that administrators on the eastern side of the state tend to earn a higher salary when compared to similarly responsible administrators in other regions of the state. The results of this survey should be able to confirm those beliefs, one way or the other.

The population for this survey was chief school administrators in career and technical centers in Pennsylvania. There are 83 such centers in the state. The types of local education agencies operating career and technical education centers varies across the state. They include CTCs, Intermediate Units and school districts. The survey collected comparative information in six categories that allows a CTC director to compare their salary with other CTC directors. The six main categories covered in the survey are:

1. Professional Demographics
2. School Structure
3. Financial Activity
4. Program Delivery
5. Staffing Types
6. Other Operations

The survey was conducted in October 2014. The lead career and technical center administrator, typically a director, executive director, administrative director, or supervisor, was invited to participate in the survey. The types of career and technical education centers expected to participate included comprehensive CTCs, part-time CTCs, and career and technical education programs operated within school districts.

If someone was to make hypotheses about levels of responsibility as demonstrated through various factors (e.g. number of programs, number of staff, number of school districts, and volume of financial activity), you would presume higher levels of responsibility would result in a higher salary. A review of the survey results should reflect a positive relationship between the two factors—salary and responsibility. There is also conventional thinking that salaries in the eastern region are, on average, higher than salaries in the other two regions.

The main data elements were the administrator's salary, professional experience, and educational attainment. To add depth to the analysis of the survey results, the survey also collected school operations data including school finances, student enrollments, programming, staffing levels, and special programs.

The initial analysis of the survey data looked at highs, lows, and measures of central tendency for salary across the state. Descriptive statistics are also compiled for types of tenure, number of participating districts and schools, total revenue and total expenditures, number of CTE programs and number of students, and several categories of staff. The second major analysis was based on geographic region. The data was segmented into northern and southern halves, and then divided into eastern, central, and western regions.

An analysis of the findings reflected that *average salary did increase across all 14 factors*. The number of staff members seemed to be less of an indicator of higher average salary. Conventional wisdom proved itself to be true as *the South East region produced the highest average salaries in the six key categories*.

Purpose

Like most chief school administrators, career and technical education administrators often negotiate their salary with the chief school authority of the career and technical center (CTC). In this circumstance, it is beneficial to have comparative data to help both the chief school authority and the administrator in setting a fair and reasonable salary. The conventional rationale for setting a salary includes the experience and educational attainment of the administrator, the size and scope of the school operation, the level of responsibility attached to the administrative assignment, and a geographic competitiveness consideration.

However, the availability of this type of information is limited. This data is not collected or disseminated by the Pennsylvania Department of Education (PDE), the Pennsylvania School Boards Association (PSBA), or the Pennsylvania Association of Career and Technical Administrators (PACTA). When an administrator or chief school authority needs this information, they usually turn to informal personal requests of other CTCs and administrators. Typically, these requests only solicit current salary, educational attainment, and experience.

Methodology

Population. The population for this survey was chief school administrators in career and technical centers in Pennsylvania. There are 83 such centers in the state. The types of local education agencies operating career and technical education programs varies across the state. They include CTCs, Intermediate Units and school districts. There are various titles used for chief school administrators in CTCs. They range from Director, Executive Director, Administrative Director, and Supervisor. While CTCs are operated by school district consortia, single school districts, and Intermediate Units, the target population was the lead administrator in each of the 83 CTCs.

The population was divided into six regions for analysis purposes. Essentially, the state was divided into six equal geographic regions. The regions were North East, South East, North Central, South Central, North West and South West.

Instrument. A survey instrument was constructed using the online survey development tool, SurveyMonkey. The survey, accessible only through a web-based survey, contained 31 questions. A hyperlink to the survey was included in an email distributed by PACTA.

As explained in an opening statement on the survey, the survey collected comparative information in six categories that allows a CTC director to compare their salary with other CTC administrators. The **six Main Categories** covered in the survey are:

1. Professional Demographics
2. School Structure
3. Financial Activity
4. Program Delivery
5. Staffing Types
6. Other Operations

In order to minimize the time a respondent needed to complete the survey, they were encouraged to have the following documentation available prior to completing the survey:

- A. 2013-2014 General Fund Budget (Revenues, Expenditures, and District Contributions)
- B. 2013-2014 Enrollment (October 1 PIMS Accuracy Certification Statement)
- C. Number of staff members in the following categories:
 - 1) Administrative/Supervisory (Act 93)
 - 2) Faculty/Professional (certificated or professional covered in a collective bargain unit agreement)
 - 3) Support Staff (e.g. clerical, aides, maintenance, food service, etc.)
- D. Financial and Enrollment information on Other Operations in your school (e.g. Adult Education, Alternative Education, LPN programs)

The survey was designed to be completed in 10 minutes or less. Respondents were allowed to go back to previous pages in the survey and update their existing responses. After submitting the survey, they were able to return to the survey and update existing responses.

At the conclusion of the survey, respondents were able to see the overall results of the survey, as they had been compiled at that point in time. They could also return to the survey at a later time to review results, request a copy of the final results, or request a database to conduct an analysis of their own.

Three response types were used in the survey: multiple choice with only one answer, numerical textbox, and single textbox. A copy of the actual survey is available in the appendices.

Data Collection. The survey was conducted in October 2014 with career and technical school administrators in Pennsylvania. The data collection period opened on October 1, 2014 and closed on October 24, 2014. The survey was announced through a distribution list provided by the Pennsylvania Association of Career and Technical Administrators. The lead career and technical education administrator, typically a director, executive director, administrative director, or supervisor, was invited to participate in the survey. Two emails were sent reminding administrators to complete the survey, one at the mid-point of the collection period and the other with one day remaining in the collection period.

The types of career and technical education centers expected to participate included comprehensive CTCs, part-time CTCs, and career and technical education programs operated within school districts. The main data elements were the administrator's salary, professional experience, and educational attainment. To add depth to the analysis of the survey results, the survey also collected school operations data including school finances, student enrollments, programming, staffing levels, and special programs.

Statistical Analysis. The initial analysis of the survey data looked at highs, lows, and measures of central tendency for salary across the state. Descriptive statistics were also compiled for types of tenure, number of districts and schools participating, total revenue and total expenditures, number of CTE programs and number of students, and several types of staff.

For further analysis purposes, the data was disaggregated on **16 Key Factors**. Those factors include:

1. Tenure as the Director at the current CTC
2. Tenure as a Director at all CTCs
3. Tenure in all aspects of education
4. PSBA Region
5. Professional Development Center
6. Type of School, either comprehensive or part-time occupational
7. Number of participating school districts
8. Number of participating high schools
9. Total Revenue
10. Total Expenditures
11. Number of CTE programs
12. Number of students
13. Number of administrators
14. Number of teachers and other professional staff members
15. Number of support staff members
16. Total number of staff members

The second analysis is based on **geographic regions**. The data was first segmented into northern and southern halves, and then divided into eastern, central, and western regions. A map of the regions is available in the appendices. Regional measures of central tendency were calculated for each of the key factors, except for PSBA region and Professional Development Center. A list of schools, as assigned to regions can be found in the appendices.

Findings

Introduction

The findings section begins with a summary of observations and will occur in six categories: Administrator Tenure, Type of School, School Districts and High Schools, Financial Activity, Number of Programs and Enrollments, and Staffing Levels. Observations will be made about average salaries as they relate to levels of responsibility and how they compare region to region. The discussion intends to be beneficial in identifying the current average salary for a factor, as well as identifying trends across the state and regions.

Following the summary, the findings are presented in three other sections. The first section contains descriptive statistics on professional demographic variables and are presented in terms of count, percentage, and in some cases, average salary. The second section is statewide analyses on ten of the key factors. This data is presented in terms of measures of central tendency. The final section contains regional analyses on the 14 key factors. ***Probably the most beneficial section of the report, data provided in this final section includes average salary for the state and each of the regions.*** Frequencies for each of the scale levels are also provided, which in many cases, are informative.

Observations

Administrator Tenure. The salary, as it relates to tenure, was analyzed on three viewpoints, tenure at the current school, tenure at all CTCs, and tenure in all of education. Results from a statewide analysis show that ***higher levels of tenure led to higher average salaries for all three tenure viewpoints.*** The same result held true in most regional analyses. Greater levels of tenure led to higher average salaries. The exceptions to the finding are most likely due to a limited number of responses in some of the category-region-tenure cells. The scale-region analysis contains 24 cells, in which 56 responses are distributed across.

It is interesting to note that ***the majority of current CTC administrators could be considered in the early years in their tenure as CTC administrators.*** Of the 56 administrators who responded to the survey, 46 of them have tenures of ten years or less at their current CTC. Forty-two administrators have 10 years or less tenure in all CTCs. Even though they may be less tenured as CTC administrators, the population as a whole has significant tenure in all forms of education. Thirty-five of the 56 administrators have tenures of 20 or more years in all of education.

In terms of a regional analysis, ***the South East region of the state has higher average salaries*** in virtually every scaled category. The only two cases where this was not true was due to no South East responses in the category cell. The South Central part of the state generally had the second highest salary average for all the three tenure viewpoints. The regional analysis of average salary by types of administrator tenure can be found in Table 16.

Type of School. The ***average salary is somewhat higher for administrators in comprehensive CTCs***, as might be expected, due to the additional responsibility of managing the core academic instruction. From a statewide analysis, the average salary for a comprehensive CTC administrator is \$3,795 higher than the average salary for a part-time occupational CTC administrator.

The regional analysis shows the South East region of the state with a higher average salary. A comparison between the two types of schools within the regions reveals average salaries are relatively similar. The regional analysis of average salary by type of school can be found in Table 17.

School Districts and High Schools. From a statewide perspective, there is an ***upward progression in the average salary as the number of school districts and high schools increases.*** There is a \$12,517 difference between the lowest step and the highest step for the number of school districts served. Only 11 of the 56 respondents serves 10 or more school districts. A similar ratio exists for the number of high schools served.

The tendency for ***a higher average salary based on a larger number of school districts was less prevalent in the regional analysis***. In several regions, the middle step in the scale had a higher average salary. As has been the trend in most of the analyses, the South East region had higher average salaries for the number of districts and high schools served by the CTC. The regional analysis of average salary by number of participating school districts and high schools can be found in Table 18.

Financial Activity. When comparing average salaries across the state, ***the average salary did increase as the financial activity of the school increased***, both in terms of total revenue and total expenditures. There is a \$108,623 difference in the average salary between the lowest and highest steps for total expenditures. The progression within the regions was less prevalent, but held true in one-half of the regional analyses.

The South East region contained three of the highest average salaries on the scale for both total revenue and total expenditures. The South West region contained two of the highest average salaries. The regional analysis of average salary by financial activity can be found in Table 19.

Number of Programs and Students. There is a ***distinct upward progression of the average salary across the state as the number of programs and the number of students increases***. While it is most likely attributable to other factors, like tenure, the difference between the highest and lowest steps was \$54,259 for the number of programs, and \$30,406 for the number of students. The largest number of schools, in terms of number of programs, was 21 for step 11 to 15. The Steps 300 – 499 and 500 – 699 had a total of 35 of the 56 responses.

As has been the case throughout the analysis, the South East region had the highest average salary. Overall, the region had either the highest or second highest average salary in 7 of 10 steps. ***In most regional analyses, the average salary did increase as the number of programs and students increases***. The regional analysis of average salary by number of CTE programs and number of students can be found in Table 20.

Staffing Levels. While it was not necessarily a true progression, ***the average salary did increase as the number of staff members increased across all four types of staff categories***. In terms of frequencies for each of the staff categories, 35 schools reported the number of administrators at Step 1 – 2 and Step 3 – 4. For the number of teachers, 29 schools were reported in Steps 11 – 20 and 21 – 30. School counts for support staff members shows 46 schools in the lowest three Steps 1 – 10, 11 – 20, and 21 – 30. Of some note, there was a fairly equal distribution of schools across the four steps in the total staff category.

On the regional comparison, ***the South East region had the largest count of highest average salaries across all staffing categories***. The South West region was a distant second. While the upward progression of average salaries across the state was obvious, it was less so within the regions. In fact, in some regional analyses, the highest average salary occurred at the lowest level of staffing. The North West and South West regions reflected the most obvious increase in average salary as the number of staff members increased. With this variability in the average salaries, it could be concluded that staffing levels are less of an indicator for a higher average salary. The regional analysis of average salary by staffing levels can be found in Table 21.

Descriptive Statistics

Professional Demographics.

Table 1. Degree Attained

	Count	Percentage
Bachelors	2	3.6
Masters	39	69.6
Doctorate	15	26.8

Table 2. Letter of Eligibility

	Count	Percentage
Yes	22	39.3
No	34	60.7

Table 3. Director's Certificate

	Count	Percentage
Yes	52	92.9
No	4	7.1

PSBA Regions.

Table 4. Average Salary and Response Frequency by PSBA Region

Region	Average Salary	Frequency
1	90,822	4
2	112,479	5
3	97,501	6
4	87,167	3
5	105,337	5
6	99,250	4
7	117,500	2
8	117,569	8
9	110,725	6
10	138,000	1
11	138,893	5
12	94,164	3
13	¹	0
14	101,700	4
15	143,000	1

Note 1: No responses were collected for this PSBA region.

Professional Development Centers.

Table 5. Average Salary and Response Frequency by Professional Development Center

Center	Average Salary	Frequency
Indiana University of Pennsylvania	102,280	23
Pennsylvania State University	101,674	19
Temple University	127,751	15

Statewide Analyses

Table 6. Number of Years as the Director in Current CTC or School District

Mean	7.0
Median	5
Mode	3
Max	23
Min	<1

Table 7. Number of Years as a Director in All CTCs or School Districts

Mean	8.3
Median	7
Mode	3
Max	30
Min	<1

Table 8. Number of Years in Education

Mean	24.1
Median	23
Mode	17
Max	45
Min	10

Note: In any of public or private, elementary, secondary or post-secondary

Table 9. Number of Participating School Districts

Mean	6.7
Median	6
Mode	7
Max	16
Min	0

Table 10. Number of Participating High Schools

Mean	7.8
Median	7
Mode	7
Max	32
Min	0

Table 11. Number of PDE Approved Secondary Programs

Mean	18.9
Median	15
Mode	14
Max	123
Min	6

Note: (Per 2013-2014 Pennsylvania Department of Education – Form 320)

Table 12. Secondary Enrollment

Mean	702.1
Median	574
Mode	315
Max	4,300
Min	11

Note: (Per PIMS October 1, 2013 Accuracy Certification Statement)

Table 13. Number of Administrators and Supervisors

Mean	5.5
Median	4
Mode	2
Max	23
Min	1

Note: (Act 93 members including the business manager and director)

Table 14. Number of Faculty and Professional Staff Members

Mean	39.7
Median	26
Mode	12
Max	250
Min	6

Note: (e.g. certificated or professional personnel covered in a collective bargain unit agreement)

Table 15. Number of Support Staff Members

Mean	26
Median	22
Mode	30
Max	85
Min	1

Note: (e.g. clerical, instructional aides, maintenance, custodial, food service, transportation, etc.)

Table 16. Total Number of Staff Members

Mean	66.2
Median	52
Mode	66
Max	345
Min	10

Regional Analyses

Introduction. There are key factors that can be considered when determining the salary of a CTC administrator. Some factors may be more important than others, and it would be difficult to account for all factors in determining an administrator's salary. The chief school authority, in cooperation with the CTC administrator, can decide which factors are more important.

Administrator Tenure. The salary, as it relates to tenure, was analyzed on three perspectives, tenure at the current school, tenure at all CTCs, and tenure in all of education. The same levels of tenure, number of years, was used for all three analyses.

Table 17. Average Salary and Response Frequency by Tenure at Current School, Tenure at All CTCs, and Tenure in All of Education

Tenure	State	Frequency	North Central	South Central	North East	South East	North West	South West
<i>Tenure at Current School</i>								
<10 Years	104,591	46	93,113	107,460	109,500	130,078	84,130	103,264
10-15 years	111,177	7		79,000		139,000	126,000	100,708
16-20 years	124,374	6		126,420	120,000	141,900	114,548	119,000
>20 years	113,397	1					113,397	
<i>Tenure at All CTCs</i>								
<10 Years	102,240	42	93,167	103,609	109,500	124,987	84,130	98,049
10-15 years	113,873	9	92,791	110,562		139,000	126,000	101,012
16-20 years	129,440	5		126,420	120,000	141,900		
>20 years	135,043	4				155,530	113,973	135,625
<i>Tenure in All of Education</i>								
<10 Years	102,000	2						102,000
10-15 years	100,407	11	108,000	92,917	115,000	120,000	74,027	92,500
16-20 years	100,912	12	87,246	88,750	112,000	132,000	83,500	101,975
>20 years	112,837	35	92,325	117,682	113,500	134,474	110,629	108,409

Note: The number of years in education could include public or private, elementary, secondary or post-secondary.

Note: Not all cells contain averages, some cells consist of a single salary.

Type of School. There are two types of CTCs in Pennsylvania. The first type is the Comprehensive CTC that teaches core academic subjects in conjunction with the occupational curriculum. The other type of CTC is the Part-time Occupational CTC. These schools just teach an occupational curriculum. The students attending part-time occupational schools return to their participating school districts for their core academic subjects.

Table 18. Average Salary by Type of School

	State	Frequency	North Central	South Central	North East	South East	North West	South West
Part-Time	106,992	46	90,448	104,849	115,667	132,427	95,889	102,674
Comprehensive	110,787	14	96,667	110,307	107,000	138,000	93,750	119,000

Note: Not all cells contain averages, some cells consist of a single salary.

School Districts and High Schools. One indication of the level of responsibility and the scope of work are the number of school districts and high schools a CTC administrator has to work with. The number of districts and schools can increase the amount of communication and coordination that is necessary to operate an effective school. These analyses were conducted independently as there are CTCs in the state that work with districts with multiple high schools.

Table 19. Average Salary by Number of Participating School Districts and High Schools

	State	Frequency	North Central	South Central	North East	South East	North West	South West
<i>School Districts</i>								
1 to 5	102,136	27	93,900	89,625	109,500	134,467	83,500	101,825
6 to 10	112,950	22	92,523	118,140	120,000	155,530	93,056	98,453
> 10	114,653	11		129,284	115,000	115,500	103,315	110,166
<i>High Schools</i>								
1 to 5	100,837	23	93,900	89,625	107,000	133,467	83,500	97,531
6 to 10	109,681	24	92,523	118,140	116,000	136,936	93,056	101,428
> 10	117,677	13		129,284	115,000	131,133	103,315	109,655

Note: Not all cells contain averages, some cells consist of a single salary.

Financial Activity. The amount of financial activity of an organization is often an indication of the level of responsibility. Two indicators of that activity are revenue and expenditures.

Table 20. Average Salary by Financial Activity

Dollars	State	Frequency	North Central	South Central	North East	South East	North West	South West
<i>Total Revenue</i>								
<2,500,000	100,933	24	95,375	89,050	113,500	115,333	94,987	97,350
2,500,000-5,000,000	85,123	7	90,146				70,040	95,184
5,000,000-7,500,000	106,619	8			115,000		104,583	100,275
7,500,000-10,000,000	110,801	13	90,000	107,230	112,000	136,450		108,327
10,000,000+	143,384	8		135,284		142,617		152,250
<i>Total Expenditures</i>								
<2,500,000	99,326	25	95,375	89,050	113,500	115,333	83,795	98,900
2,500,000-5,000,000	103,277	7	90,146				126,000	93,684
5,000,000-7,500,000	109,766	11		96,250	115,000	132,000	104,583	100,995
7,500,000-10,000,000	115,119	14	90,000	118,210	112,000	142,333		113,050
10,000,000+	141,949	3		135,284		138,312		152,250

Note: Total Revenue includes Beginning Fund Balance based on Fiscal Year 2013-2014. Total revenue was to be disregarded if a school district was responding to this question. Total Expenditures includes Budgetary Reserve; or, in the case of a School District-based program, Total Function 1300, Objects 100 to 999 Expenditures, based on Fiscal Year 2013-2014.

Note: Not all cells contain averages, some cells consist of a single salary.

Number of Programs and Enrollments. A strong indicator of the level of responsibility and the scope of work for a CTC administrator are the number of programs and the number of students enrolled in those programs. Enrollments vary from program to program in a school, and so, separate analyses on these factors are warranted.

Table 21. Average Salary by Number of Programs and Number of Students

	State	Frequency	North Central	South Central	North East	South East	North West	South West
<i>Programs</i>								
1 to 10	89,865	14	81,700	88,750	107,000		74,527	97,350
11 to 15	109,473	21	96,018	89,250	120,000	152,765	99,799	99,005
16 to 20	111,330	11	90,000		115,000	131,500	114,548	105,604
21 to 30	115,075	11		115,442	112,000	133,979		98,880
>31	144,124	3		142,123		138,000		152,250
<i>Students</i>								
<300	98,092	9	81,700	89,000	107,000	130,000	83,500	97,350
300 - 499	104,870	17	90,146	87,083	120,000	155,530	81,520	94,943
500 - 699	107,648	18	93,933	101,250	115,000	124,760	104,299	106,645
700 - 999	120,524	9		109,855	112,000	139,968	120,274	
1000 +	128,498	7	108,000	143,926		136,500		125,565

Note: Not all cells contain averages, some cells consist of a single salary.

Staffing Levels. The number of staff members in a school is an indicator of the level of responsibility and the scope of work a CTC administrator deals with on a daily basis. Four types of staff categories were analyzed—the number of administrators, teachers, support staff, and the total staff members. The number of staff member scales varied between the staff categories.

Table 22. Average Salary by Number of Administrators, Teachers, Support Staff, and Total Staff

	State	Frequency	North Central	South Central	North East	South East	North West	South West
<i>Administrators</i>								
1 - 2	102,339	20	95,375	94,375	113,500	138,000	74,527	98,256
3 - 4	96,453	15	90,146	87,500		104,000	104,149	96,470
5 - 6	110,858	8	90,000			145,883	104,000	103,550
7 - 8	118,414	8		112,140	113,500	133,468	114,548	
9 - 10	121,175	5		95,000		132,900		135,625
> 10	121,213	4		121,213				
<i>Teachers</i>								
1 - 10	93,352	10	94,850	82,500	107,000		83,500	98,908
11 - 20	104,295	16	93,023	94,375		155,530	83,869	94,678
21 - 30	111,247	13		92,500	117,500	133,950	111,916	100,367
31 - 40	111,822	11		112,140	112,000	122,645	104,000	108,327
> 40	123,138	10	90,000	115,970		134,333		152,250
<i>Support Staff</i>								
1 - 10	93,941	18	94,858	90,417	107,000		82,750	94,683
11 - 20	106,085	12	87,500		120,000	135,000	87,169	100,756
21 - 30	108,512	16	90,000	100,833	115,000	129,693	109,274	106,270
31 - 50	125,093	8		126,420	112,000	135,950	126,000	
> 50	134,110	6		115,970				152,250
<i>Total Staff</i>								
1 - 25	95,044	16	95,375	90,417	107,000		82,750	99,681
26 - 50	103,073	15	90,146	92,500	120,000	135,000	84,492	96,302
51-75	109,472	16	90,000	105,000	115,000	128,567	109,937	108,327
>75	129,391	13		117,712	112,000	135,600		152,250

Note: Not all cells contain averages, some cells consist of a single salary.

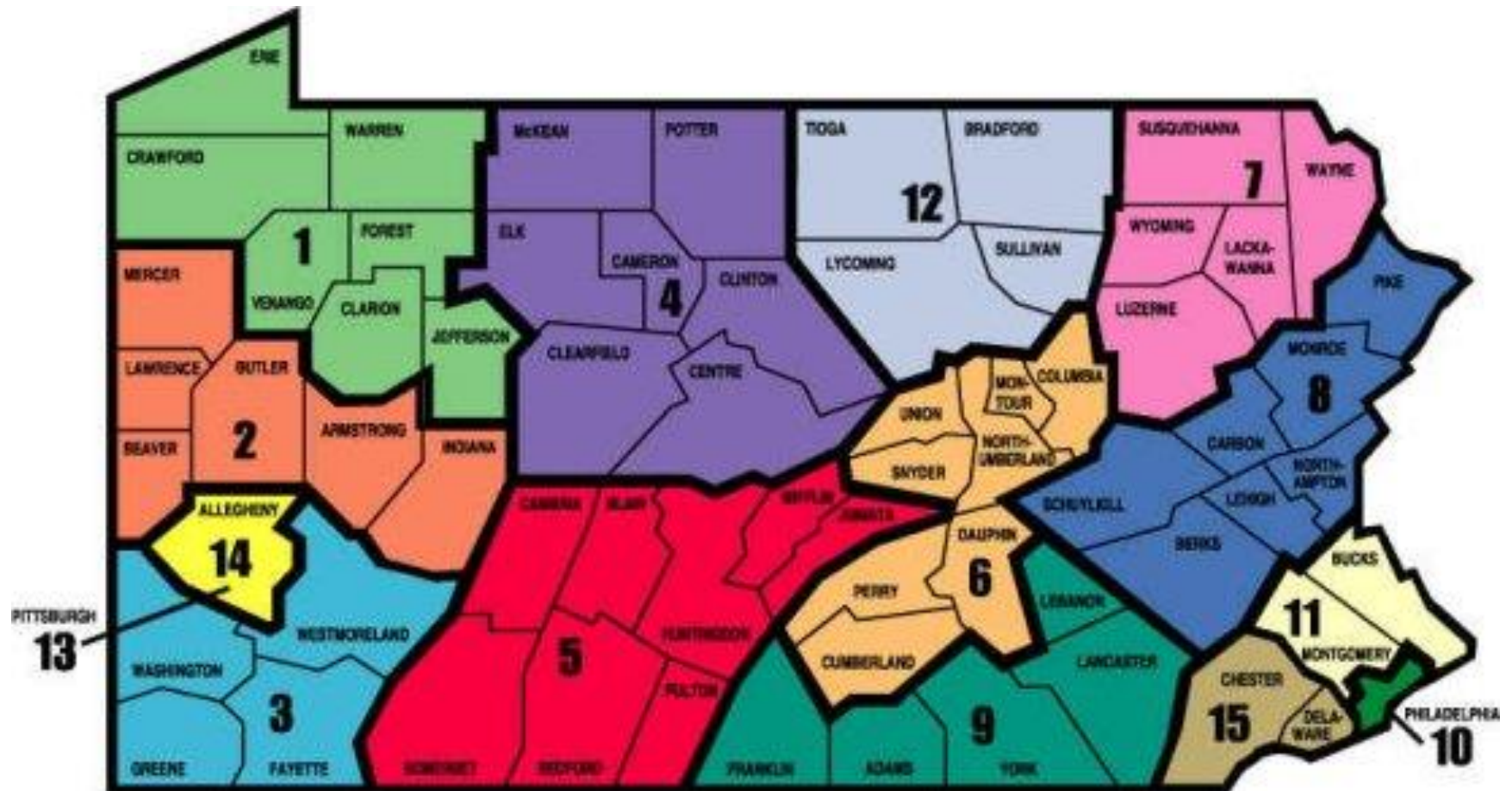
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Map of Regions.



Map of PSBA Regions.



List of Schools by Region.

Name of School	Region Assigned
Bedford County Technical Center	NC
Clearfield CO CTC	NC
Columbia-Montour	NC
Keystone Central SD	NC
Lycoming Career and Technology Center	NC
Northern Tier Career Center	NC
Williamsport Area	NC
Cumberland Perry AVTS	SC
Dauphin County Technical School	SC
Dover Area School District	SC
Franklin County CTC	SC
Gettysburg Area School District	SC
Greater Altoona CTC	SC
Lancaster County Career & Technology Center	SC
Lebanon County CTC	SC
Mifflin County Academy of Science and Technology	SC
Northern Bedford County SD (and Technical Center)	SC
Northumberland County CTC	SC
York County School of Technology	SC
Carbon Career & Technical Institute	NE
CTC of Lackawanna County	NE
Monroe Career & Technical Institute	NE
Susquehanna Co. Career & Technology Center	NE
Bethlehem AVTS	SE
Career Institute of Technology	SE
Central Montco Technical High School	SE
Delaware County Technical High Schools	SE
Eastern Center for Arts and Technology	SE
Middle Bucks Institute of Technology	SE
Philadelphia	SE
Reading Muhlenberg CTC	SE
Schuylkill Technology Center	SE
Upper Bucks County Technical School	SE
Western Montgomery CTC	SE
Butler County AVTS	NW
Clarion County Career Center	NW
Corry Area School District	NW
Erie County Technical School	NW
Lawrence County CTC	NW
Mercer County Career Center	NW
Seneca Highlands CTC	NW
Venango Technology Center	NW

Name of School	Region Assigned
A.W. Beattie Career Center	SW
Admiral Peary AVTS	SW
Berks CTC	SW
Central Westmoreland CTC	SW
Eastern Westmoreland CTC	SW
Fayette County Career & Technical Institute	SW
Greene County	SW
Indiana County Technology Center	SW
Lenape Technical School	SW
Northern Westmoreland CTC	SW
Parkway West CTC	SW
Parkway West CTC	SW
Steel Center for Career and Technical Education	SW
Western Area CTC	SW
Not Provided	W
Not Provided	n/p

List of Schools—Alphabetically with 2013-2014 Salary.

Name of School	2103-2014 Salary
A.W. Beattie Career Center	107,100
Admiral Peary AVTS	90,713
Bedford County Technical Center	99,800
Berks CTC	152,250
Bethlehem AVTS	135,000
Butler County AVTS	126,000
Carbon Career & Technical Institute	107,000
Career Institute of Technology	133,800
Central Montco Technical High School	150,000
Central Westmoreland CTC	98,880
Clarion County Career Center	70,040
Clearfield County CTC	87,500
Columbia-Montour	90,000
Corry Area School District	83,500
CTC of Lackawanna County	115,000
Cumberland Perry AVTS	100,000
Dauphin County Technical School	118,000
Delaware County Technical High Schools	143,000
Dover Area School District	95,000
Eastern Center for Arts and Technology	155,530
Eastern Westmoreland CTC	102,023
Erie County Technical School	114,548
Fayette County Career & Technical Institute	100,100
Franklin County CTC	92,500
Gettysburg Area School District	79,000
Greater Altoona CTC	126,420

Name of School	2103-2014 Salary
Greene County	86,000
Indiana County Technology Center	100,000
Keystone Central SD	92,000
Lancaster County Career & Technology Center	142,123
Lawrence County CTC	104,000
Lebanon County CTC	110,000
Lenape Technical School	119,000
Lycoming Career and Technology Center	81,700
Mercer County Career Center	113,397
Middle Bucks Institute of Technology	136,936
Mifflin County Academy of Science and Technology	99,750
Monroe Career & Technical Institute	112,000
Northern Bedford County SD and Technical Center	82,500
Northern Tier Career Center	92,791
Northern Westmoreland CTC	102,000
Northumberland County CTC	89,000
Parkway West CTC	105,000
Philadelphia	138,000
Reading Muhlenberg CTC	130,000
Schuylkill Technology Center	88,000
Seneca Highlands CTC	82,000
Steel Center for Career and Technical Education	114,700
Susquehanna Co. Career & Technology Center	120,000
Upper Bucks County Technical School	132,000
Venango Technology Center	95,200
Western Area CTC	96,000
Western Montgomery CTC	120,000
Williamsport Area	108,000
York County School of Technology	145,729
Not Provided	127,000
Not Provided	110,000

List of Schools—Ranked by Salary.

Rank	Name of School	2013-2014 Salary
1	Eastern Center for Arts and Technology	155,530
2	Berks CTC	152,250
3	Central Montco Technical High School	150,000
4	York County School of Technology	145,729
5	Delaware County Technical High Schools	143,000
6	Lancaster County Career & Technology Center	142,123
7	Philadelphia	138,000
8	Middle Bucks Institute of Technology	136,936
9	Bethlehem AVTS	135,000
10	Career Institute of Technology	133,800
11	Upper Bucks County Technical School	132,000
12	Reading Muhlenberg CTC	130,000

Rank	Name of School	2013-2014 Salary
13	Z--Not Provided	127,000
14	Greater Altoona CTC	126,420
15	Butler County AVTS	126,000
16	Susquehanna Co. Career & Technology Center	120,000
17	Western Montgomery CTC	120,000
18	Lenape Technical School	119,000
19	Dauphin County Technical School	118,000
20	CTC of Lackawanna County	115,000
21	Steel Center for Career and Technical Education	114,700
22	Erie County Technical School	114,548
23	Mercer County Career Center	113,397
24	Monroe Career & Technical Institute	112,000
25	Lebanon County CTC	110,000
26	Not Provided	110,000
27	Williamsport Area	108,000
28	A.W. Beattie Career Center	107,100
29	Carbon Career & Technical Institute	107,000
30	Parkway West CTC	105,000
31	Lawrence County CTC	104,000
32	Eastern Westmoreland CTC	102,023
33	Northern Westmoreland CTC	102,000
34	Fayette County Career & Technical Institute	100,100
35	Cumberland Perry AVTS	100,000
36	Indiana County Technology Center	100,000
37	Bedford County Technical Center	99,800
38	Mifflin County Academy of Science and Technology	99,750
39	Central Westmoreland CTC	98,880
40	Western Area CTC	96,000
41	Venango Technology Center	95,200
42	Dover Area School District	95,000
43	Northern Tier Career Center	92,791
44	Franklin County CTC	92,500
45	Keystone Central SD	92,000
46	Admiral Peary AVTS	90,713
47	Columbia-Montour	90,000
48	Northumberland County CTC	89,000
49	Schuylkill Technology Center	88,000
50	Clearfield County CTC	87,500
51	Greene County	86,000
52	Corry Area School District	83,500
53	Northern Bedford County SD and Technical Center	82,500
54	Seneca Highlands CTC	82,000
55	Lycoming Career and Technology Center	81,700
56	Parkway West CTC	80,000
57	Gettysburg Area School District	79,000
58	Clarion County Career Center	70,040

Survey Instrument.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

1. About this Survey

This purpose of this survey is to help Career and Technical Education (CTE) directors and supervisors understand their salary as it compares to other CTE administrators in Pennsylvania. The results of the survey can be used to assist an administrator negotiate their salary with their supervising authority. Data collected in this survey should only be used for the intended purpose. Besides reporting survey results in the aggregate, it is also permissible to rank and compare yourself and your school on other characteristics.

Your participation is voluntary. Results are available at the completion of the survey and upon request.

Questions or comments about this survey should be directed to Aldo Jackson at ajackson@ects.org.

This survey collects comparative information in six categories that will allow a Career and Technical Center (CTC) director to compare their salary with other CTCs. The survey has a total of 30 questions. The six main categories covered in the survey are:

1. Personal
2. School Structure
3. Financial
4. Program Delivery
5. Staffing
6. Other Operations

In order to minimize the time you need to complete the survey, the following documents should be available as you complete the survey:

- A. 2013-2014 General Fund Budget (Revenues, Expenditures, and District Contributions)
- B. 2013-2014 Enrollment (October 1 PIMS ACS)
- C. Number of staff members in the following categories:
 - 1) Administrative/Supervisory (Act 93)
 - 2) Faculty/Professional (certificated or professional covered in a collective bargain unit agreement)
 - 3) Support Staff (e.g. clerical, aides, maintenance, food service, etc.)
- D. Financial and Enrollment information on Other Operations in your school (e.g. Adult Education, Alternative Education, LPN programs)

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

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This purpose of this survey is to help Career and Technical Education (CTE) directors and supervisors understand their salary as it compares to other CTE administrators in Pennsylvania. The results of the survey can be used to assist an administrator negotiate their salary with their supervising authority. Data collected in this survey should only be used for the intended purpose. Besides reporting survey results in the aggregate, it is also permissible to rank and compare yourself and your school on other characteristics.

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D. Financial and Enrollment information on Other Operations in your school (e.g. Adult Education, Alternative Education, LPN programs)

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

The survey can be completed in 10 minutes or less. You can go back to previous pages in the survey and update your existing responses. After submitting the survey, you are able to return to the survey and update existing responses.

At the conclusion of the survey, you will be able to see the overall results of the survey, as they have been compiled at that point in time. You can also request a copy of the final results or a database to conduct additional analysis.

Thank you in advance for taking the time to complete the survey.

Click on the NEXT button to begin the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

2. Part 1. Personal Information

This section collects information about you, relative to your level of education, experience, certification, and salary information.

1. Degree Held?

- ☐ Bachelors
- ☐ Masters
- ☐ Doctorate

2. Number of years as the Director in your current CTC or school district?

3. Number of years as a Director in all CTCs or school districts?

4. Number of years in education--public or private, elementary, secondary or post-secondary?

5. The Director's Salary in 2013-2014 (Yours or your predecessor's) (enter whole numbers only--no \$)

2013-2014 Director's
Salary

6. Do you hold a PDE Director of Vocational Education Certificate?

- ☐ Yes
- ☐ No

7. Do you hold a PDE Letter of Eligibility?

- ☐ Yes
- ☐ No

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

3. Part 2. School Information

This section of the survey collects the name of the CTC or school district, operating authority, PSBA region, CTE Professional Development Center, type of school, number of participating districts and high schools, and the authority that evaluates the director's performance.

8. Name of CTC or School District

9. Which of the following is the Operating Authority for your school?

- ☐ Joint Operating Committee
- ☐ School District
- ☐ Intermediate Unit
- ☐ Other

Follow this hyperlink to locate your PSBA Region: [click here](#).

10. PSBA Region of CTC or School District

11. Which is your CTE Professional Development Center?

- ☐ Indiana University of Pennsylvania
- ☐ Penn State University
- ☐ Temple University

12. Type of School?

- ☐ Comprehensive
- ☐ Part-time Occupational

13. Number of Participating Districts

Districts	
-----------	----------------------

14. Number of Participating High Schools?

High Schools	
--------------	----------------------

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

15. Who is the Supervising Authority that will conduct the Director's Principal Effectiveness evaluation in 2014-2015?

- ☐ Joint Operating Committee as a whole
- ☐ Joint Operating Committee sub-committee
- ☐ Superintendent of Record
- ☐ Superintendent
- ☐ Principal
- ☐ Professional Advisory Council as a whole
- ☐ Professional Advisory Council sub-committee
- ☐ Intermediate Unit Director

Other (please specify)

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

4. Part 3. School's Financial Information

This section of the survey collects 2013-2014 General Fund Budget and district contribution information.

Note: For the financial information, enter whole numbers only--no \$.

**16. Total Revenue including Beginning Fund Balance
(disregard this question if a School District-based program)**

2013-2014 Total
Revenue

**17. Total Expenditures including Budgetary Reserve
(or Total Function 1300, Objects 100 to 999 Expenditures for a School District-based program)**

2013-2014 Total
Expenditures

**18. Total District Contributions
(disregard this question if a School District-based program)**

2013-2014 Total
District Contributions

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

5. Part 4. Program Delivery Information

This section of the survey collects program delivery information including sequence, number of approved programs, and enrollment.

19. Program Sequence (grade levels served)—Check all that apply

☐ 9, 10, 11, 12

☐ 10, 11, 12

☐ 11, 12

☐ 12

Other (please specify)

20. Number of PDE Approved Secondary Programs

(Per 2013-2014 PDE-320)

21. Secondary Enrollment

(Per PIMS October 1, 2013

Accuracy Certification Statement)

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

6. Part 5. Staffing Information

This section of the survey collects the number of staff members including administrative, faculty, and support staff.

22. Number of administrators and supervisors (Act 93 members plus the business manager and director)

Administrative
Personnel

23. Number of faculty and professional staff members (e.g. certificated or professional covered in a collective bargain unit agreement)

Professional Personnel

24. Number of support staff members (e.g. clerical, instructional aides, maintenance, custodial, food service, transportation, etc.)

Support Staff

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

7. Part 6. Other Operations

This section of the survey identifies other operations or services provided by the CTC or career and technical education department and supervised by the Director.

25. Other Programs and Services offered by the CTC

- ☐ Adult Education
- ☐ Alternative Education
- ☐ Special Education
- ☐ Licensed Practical Nursing

Other (please specify)

Click on the NEXT button to continue the survey.

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

8. Part 7. Enrollment & Budget Information for Other Operations

This section collects enrollment and budget information on Other Operations provided by the CTC or career and technical education department of the school district.

Note: For the financial information, enter whole numbers only--no \$.

26. If 'Yes' to Adult Education:

Number of students served in 2013-2014

2013-2014 Annual Budget

27. If 'Yes' to Licensed Practical Nursing:

Number of students served in 2013-2014

2013-2014 Annual Budget

28. If 'Yes' to Alternative Education:

Number of students served in 2013-2014

2013-2014 Annual Budget

29. If 'Yes' to Special Education:

Number of students served in 2013-2014

2013-2014 Annual Budget

30. If 'Yes' to Other:

Number of students served in 2013-2014

2013-2014 Annual Budget

31. Please feel free to offer comments or suggestions for improving this survey:

Career and Technical Education Directors in Pennsylvania 2013-2014 Salary

You have completed the survey. Thank you! Click the DONE button to see the survey's preliminary results.

To receive a copy of the complete results of this survey, send an email to info@ects.org.

Regional Data Tables

North Central—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			93,113	4.7	5.7	22.6		4.9	5.0	\$ 2,681,236	\$ 2,610,464	12.9	622.9	2.6	15.9	8.7	27.1
			81,700	7	7	17	Part-time O	5	5	1,863,621	1,863,621	9	298	1	10	7	18
			87,500	1	1	23	Part-time O	6	6	2,800,000	2,716,000	14	343	3	16	16	35
			90,000	4	6	24	Comprehe	7	7	9,401,503	7,876,725	17	624	6	48	21	75
			92,000	8	8	28	Comprehe	1	2	-	90,080	13	668	2	13	2	17
			92,791	5	10	19	Part-time O	8	8	3,326,586	3,323,376	12	315	4	12	10	26
			99,800	6	6	32	Part-time O	6	6	1,376,940	2,403,445	12	522	2	12	5	19
			108,000	2	2	15	Comprehe	1	1	-	-	13	1,590	-	-	-	-
Salary by Tenure at Current School	<10 Years	7	93,113														
	10-15 years	-	-														
	16-20 years	-	-														
	>20 years	-	-														
Salary by Tenure at All CTCs	<10 Years	6	93,167														
	10-15 years	1	92,791														
	16-20 years	-	-														
	>20 years	-	-														
Salary by Tenure in All Education	<10 Years	-	-														
	10-15 years	1	108,000														
	16-20 years	2	87,246														
	>20 years	4	92,325														
Salary by Type of	Part-Time Occupational	4	90,448														
	Comprehensive	3	96,667														
Salary by Number of Participatin	1 to 5	3	93,900														
	6 to 10	4	92,523														
	> 10	-	-														
Salary by Number of Participatin	1 to 5	3	93,900														
	6 to 10	4	92,523														
	> 10	-	-														
Salary by Total Revenue	<2,500,000	4	95,375														
	2,500,000-5,000,000	2	90,146														
	5,000,000-7,500,000	-	-														
	7,500,000-10,000,000	1	90,000														
	10,000,000+	-	-														
Salary by Total Expenditur es	<2,500,000	4	95,375														
	2,500,000-5,000,000	2	90,146														
	5,000,000-7,500,000	-	-														
	7,500,000-10,000,000	1	90,000														
	10,000,000+	-	-														

Regional Data Tables (continued)

North Central—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			93,113	4.7	5.7	22.6	0	4.9	5.0	\$ 2,681,236	\$ 2,610,464	12.9	622.9	2.6	15.9	8.7	27.1
Salary by Number of Programs	1 to 10	1											81,700				
	11 to 15	5											96,018				
	16 to 20	1											90,000				
	21 to 30	-											-				
	> 30	-											-				
Salary by Number of Students	< 300	1											81,700				
	300 - 499	2											90,146				
	500 - 699	3											93,933				
	700 - 999	-											-				
	1000 +	1											108,000				
Salary by Number of Administrators	1 - 2	4											95,375				
	3 - 4	2											90,146				
	5 - 6	1											90,000				
	7 - 8	-											-				
	9 - 10	-											-				
Salary by Number of Teachers	> 10	-											-				
	1 - 10	2											94,850				
	11 - 20	4											93,023				
	21 - 30	-											-				
	31 - 40	-											-				
Salary by Number of Staff	> 40	1											90,000				
	1 - 10	5											94,858				
	11 - 20	1											87,500				
	21 - 30	1											90,000				
	31 - 50	-											-				
Salary by Number of Total Staff	> 50	-											-				
	1 - 25	4											95,375				
	26 - 50	2											90,146				
	51 - 75	1											90,000				
Total Staff	> 75	-											-				
													-				

Regional Data Tables (continued)

South Central—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			106,669	6.3	7.0	24.3		6.6	6.8	\$ 7,759,051	\$ 7,524,441	20.0	764.1	8.8	79.0	38.0	125.8
			79,000	10	10	14	Part-time O	5	5	743,000	720,000	10	440	23	220	75	318
			82,500	8	8	16	Comprehei	1	1	-	300,000	6	335	3	6	1	10
			89,000	4	8	34	Part-time O	3	3	1,749,000	1,666,329	11	131	1	12	10	23
			92,500	5	5	26	Part-time O	5	5	8,334,251	7,424,610	28	652	4	25	21	50
			95,000	3	3	17	Comprehei	-	-	-	-	8	900	10	250	85	345
			99,750	3	3	11	Part-time O	2	3	-	-	10	330	2	15	4	21
			100,000	3	3	15	Part-time O	13	14	9,300,000	7,200,000	22	973	7	38	22	67
			110,000	8	8	25	Part-time O	6	6	7,569,829	7,569,829	23	573	7	37	22	66
			118,000	1	1	28	Comprehei	6	7	14,489,490	14,489,490	24	996	11	94	51	156
			126,420	19	19	45	Part-time O	8	8	8,375,669	8,375,669	27	910	7	40	45	92
			142,123	6	11	23	Part-time O	16	16	17,457,789	17,457,789	46	1,288	15	93	67	175
			145,729	5	5	38	Comprehei	14	14	25,089,580	25,089,580	25	1,641	16	118	53	187
Salary by Tenure at Current School	<10 Years	10	107,460														
	10-15 years	1	79,000														
	16-20 years	1	126,420														
	>20 years	-	-														
Salary by Tenure at All CTCs	<10 Years	9	103,609														
	10-15 years	2	110,562														
	16-20 years	1	126,420														
	>20 years	-	-														
Salary by Tenure in All Education	<10 Years	-	-														
	10-15 years	3	92,917														
	16-20 years	2	88,750														
	>20 years	7	117,682														
Salary by Type of	Part-Time Occupational	8	104,849														
	Comprehensive	4	110,307														
Salary by Number of Participatin	1 to 5	5	89,625														
	6 to 10	3	118,140														
	> 10	3	129,284														
Salary by Number of Participatin	1 to 5	5	89,625														
	6 to 10	3	118,140														
	> 10	3	129,284														
Salary by Total Revenue	<2,500,000	5	89,050														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	-	-														
	7,500,000-10,000,000	4	107,230														
	10,000,000+	3	135,284														
Salary by Total Expenditur es	<2,500,000	5	89,050														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	2	96,250														
	7,500,000-10,000,000	2	118,210														
	10,000,000+	3	135,284														

Regional Data Tables (continued)

South Central—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			106,669	6.3	7.0	24.3	0	6.6	6.8	\$ 7,759,051	\$ 7,524,441	20.0	764.1	8.8	79.0	38.0	125.8
Salary by Number of Programs	1 to 10	4											88,750				
	11 to 15	1											89,250				
	16 to 20	-											-				
	21 to 30	6											115,442				
	> 30	1											142,123				
Salary by Number of Students	< 300	1											89,000				
	300 - 499	3											87,083				
	500 - 699	2											101,250				
	700 - 999	4											109,855				
	1000 +	2											143,926				
Salary by Number of Administrators	1 - 2	2											94,375				
	3 - 4	2											87,500				
	5 - 6	-											-				
	7 - 8	3											112,140				
	9 - 10	1											95,000				
Salary by Number of Teachers	> 10	4											121,213				
	1 - 10	1															
	11 - 20	2															
	21 - 30	1															
	31 - 40	3															
Salary by Number of Staff	> 40	5															
	1 - 10	3															
	11 - 20	-															
	21 - 30	3															
	31 - 50	1															
Salary by Number of Total Staff	> 50	5															
	1 - 25	3															
	26 - 50	1															
	51 - 75	2															
																	90,417
																	92,500
																	105,000
																	117,712

Regional Data Tables (continued)

North East—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			113,500	8.0	8.0	23.5		7.0	7.8	\$ 3,723,070	\$ 3,582,695	12.8	473.5	4.5	23.8	19.8	48.0
			107,000	6	6	25	Comprehe	5	5	-	-	-	-	-	-	-	-
			112,000	1	1	17	Part-time O	4	6	8,647,374	8,085,877	24	907	8	40	37	85
			115,000	<1 year)	<1)	15	Part-time O	12	13	6,244,904	6,244,904	16	512	8	29	28	65
			120,000	17	17	37	Part-time O	7	7	-	-	11	475	2	26	14	42
Salary by Tenure at Current School	<10 Years	2	109,500														
	10-15 years	-	-														
	16-20 years	1	120,000														
	>20 years	-	-														
Salary by Tenure at All CTCs	<10 Years	2	109,500														
	10-15 years	-	-														
	16-20 years	1	120,000														
	>20 years	-	-														
Salary by Tenure in All Education	<10 Years	-	-			-											
	10-15 years	1	115,000														
	16-20 years	1	112,000														
	>20 years	2	113,500														
Salary by Type of	Part-Time Occupational	3	115,667														
	Comprehensive	1	107,000														
Salary by Number of Participatin	1 to 5	2	109,500														
	6 to 10	1	120,000														
	> 10	1	115,000														
Salary by Number of Participatin	1 to 5	1	107,000														
	6 to 10	2	116,000														
	> 10	1	115,000														
Salary by Total Revenue	<2,500,000	2	113,500														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	1	115,000														
	7,500,000-10,000,000	1	112,000														
	10,000,000+	-	-														
Salary by Total Expenditur es	<2,500,000	2	113,500														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	1	115,000														
	7,500,000-10,000,000	1	112,000														
	10,000,000+	-	-														

Regional Data Tables (continued)

North East—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			113,500	8.0	8.0	23.5	0	7.0	7.8	\$ 3,723,070	\$ 3,582,695	12.8	473.5	4.5	23.8	19.8	48.0
Salary by Number of Programs	1 to 10	1											107,000				
	11 to 15	1											120,000				
	16 to 20	1											115,000				
	21 to 30	1											112,000				
	> 30	-											-				
Salary by Number of Students	< 300	1											107,000				
	300 - 499	1											120,000				
	500 - 699	1											115,000				
	700 - 999	1											112,000				
	1000 +	-											-				
Salary by Number of Administrators	1 - 2	2											113,500				
	3 - 4	-											-				
	5 - 6	-											-				
	7 - 8	2											113,500				
	9 - 10	-											-				
	> 10	-											-				
Salary by Number of Teachers	1 - 10	1											107,000				
	11 - 20	-											-				
	21 - 30	2											117,500				
	31 - 40	1											112,000				
	> 40	-											-				
Salary by Number of Staff	1 - 10	1											107,000				
	11 - 20	1											120,000				
	21 - 30	1											115,000				
	31 - 50	1											112,000				
	> 50	-											-				
Salary by Number of Total Staff	1 - 25	1											107,000				
	26 - 50	1											120,000				
	51 - 75	1											115,000				
	> 75	1											112,000				

Regional Data Tables (continued)

South East—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			132,933	8.4	10.9	27.0		5.5	9.2	\$ 6,955,126	\$ 6,288,814	29.5	973.9	6.0	42.0	29.4	77.4
			88,000	5	5	22	Part-time O	12	12	-	-	20	600	4	37	25	66
			120,000	<1 year)	<1)	15	Part-time O	3	3	-	-	18	505	4	26	12	42
			130,000	8	8	30	Part-time O	2	3	8,562,498	8,562,498	29	11	8	48	27	83
			132,000	3	3	19	Part-time O	3	3	9,012,777	5,047,154	20	596	9	27	40	76
			133,800	16	16	26	Part-time O	5	5	8,092,083	8,092,083	20	609	9	27	39	75
			135,000	10	10	24	Part-time O	3	4	10,850,558	10,301,911	27	1,315	6	42	42	90
			136,936	7	7	30	Part-time O	4	7	10,101,265	10,048,053	22	793	8	31	30	69
			138,000	3	3	42	Comprehe	1	32	-	-	123	4,300	2	140	23	165
			143,000	11	11	25	Part-time O	15	16	11,444,810	11,116,272	18	941	5	40	40	85
			150,000	16	16	34	Part-time O	3	4	8,137,490	7,837,490	14	578	6	24	16	46
			155,530	5	30	30	Part-time O	9	12	10,304,908	8,171,488	14	465	5	20	29	54
Salary by Tenure at Current School	<10 Years	6	130,078														
	10-15 years	2	139,000														
	16-20 years	2	141,900														
	>20 years	-	-														
Salary by Tenure at All CTCs	<10 Years	5	124,987														
	10-15 years	2	139,000														
	16-20 years	2	141,900														
	>20 years	1	155,530														
Salary by Tenure in All Education	<10 Years	-	-														
	10-15 years	1	120,000														
	16-20 years	1	132,000														
	>20 years	9	134,474														
Salary by Type of	Part-Time Occupational	10	132,427														
	Comprehensive	1	138,000														
Salary by Number of Participatin	1 to 5	8	134,467														
	6 to 10	1	155,530														
	> 10	2	115,500														
Salary by Number of Participatin	1 to 5	6	133,467														
	6 to 10	1	136,936														
	> 10	4	131,133														
Salary by Total Revenue	<2,500,000	3	115,333														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	-	-														
	7,500,000-10,000,000	4	136,450														
	10,000,000+	4	142,617														
Salary by Total Expenditur es	<2,500,000	3	115,333														
	2,500,000-5,000,000	-	-														
	5,000,000-7,500,000	1	132,000														
	7,500,000-10,000,000	4	142,333														
	10,000,000+	3	138,312														

Regional Data Tables (continued)

South East—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			132,933	8.4	10.9	27.0	0	5.5	9.2	\$ 6,955,126	\$ 6,288,814	29.5	973.9	6.0	42.0	29.4	77.4
Salary by Number of Programs	1 to 10	-															
	11 to 15	2															
	16 to 20	5															
	21 to 30	3															
	> 30	1															
Salary by Number of Students	< 300	1															
	300 - 499	1															
	500 - 699	5															
	700 - 999	2															
	1000 +	2															
Salary by Number of Administrators	1 - 2	1															
	3 - 4	2															
	5 - 6	4															
	7 - 8	2															
	9 - 10	2															
	> 10	-															
Salary by Number of Teachers	1 - 10	-															
	11 - 20	1															
	21 - 30	4															
	31 - 40	3															
	> 40	3															
Salary by Number of Staff	1 - 10	-															
	11 - 20	2															
	21 - 30	5															
	31 - 50	4															
	> 50	-															
Salary by Number of Total Staff	1 - 25	-															
	26 - 50	2															
	51 - 75	4															
	> 75	5															

Regional Data Tables (continued)

North West—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			95,414	7.8	8.0	20.9		7.4	7.9	\$ 2,491,249	\$ 3,019,849	12.3	465.7	3.7	19.9	19.4	43.0
			70,040	2	2	13	Part-time O	7	7	2,860,207	2,405,361	8	314	2	12	15	29
			70,040	2	2	12	Part-time O	7	7	-	-	9	345	2	12	18	32
			82,000	2	2	10	Part-time O	10	10	396,243	1,830,938	10	315	3	14	8	25
			83,500	2	2	16	Comprehei	1	1	472,905	1,042,400	8	128	2	8	1	11
			95,200	5	5	22	Part-time O	6	7	5,124,363	5,110,844	15	574	4	28	20	52
			104,000	1	1	23	Comprehei	8	8	6,100,000	6,100,000	13	375	6	38	21	65
			113,397	23	23	35	Part-time O	10	13	-	-	14	500	3	18	16	37
			114,548	18	20	34	Part-time O	11	11	6,890,017	6,053,905	19	785	8	28	30	66
			126,000	15	15	23	Part-time O	7	7	577,505	4,635,192	15	855	3	21	46	70
Salary by Tenure at Current School	<10 Years	6	84,130														
	10-15 years	-	126,000														
	16-20 years	1	114,548														
	>20 years	1	113,397														
Salary by Tenure at All CTCs	<10 Years	6	84,130														
	10-15 years	1	126,000														
	16-20 years	1	-														
	>20 years	1	113,973														
Salary by Tenure in All Education	<10 Years	-	-														
	10-15 years	3	74,027														
	16-20 years	1	83,500														
	>20 years	5	110,629														
Salary by Type of	Part-Time Occupational	7	95,889														
	Comprehensive	2	93,750														
Salary by Number of Participatin	1 to 5	1	83,500														
	6 to 10	7	93,056														
	> 10	1	103,315														
Salary by Number of Participatin	1 to 5	1	83,500														
	6 to 10	6	93,056														
	> 10	2	103,315														
Salary by Total Revenue	<2,500,000	5	94,987														
	2,500,000-5,000,000	1	70,040														
	5,000,000-7,500,000	3	104,583														
	7,500,000-10,000,000	-	-														
	10,000,000+	-	-														
Salary by Total Expenditur es	<2,500,000	5	83,795														
	2,500,000-5,000,000	1	126,000														
	5,000,000-7,500,000	3	104,583														
	7,500,000-10,000,000	-	-														
	10,000,000+	-	-														

Regional Data Tables (continued)

North West—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			95,414	7.8	8.0	20.9	0	7.4	7.9	\$ 2,491,249	\$ 3,019,849	12.3	465.7	3.7	19.9	19.4	43.0
Salary by Number of Programs	1 to 10	4											74,527				
	11 to 15	4											99,799				
	16 to 20	1											114,548				
	21 to 30	-											-				
	> 30	-											-				
Salary by Number of Students	< 300	1											83,500				
	300 - 499	4											81,520				
	500 - 699	2											104,299				
	700 - 999	2											120,274				
	1000 +	-											-				
Salary by Number of Administrators	1 - 2	3											74,527				
	3 - 4	4											104,149				
	5 - 6	1											104,000				
	7 - 8	1											114,548				
	9 - 10	-											-				
Salary by Number of Teachers	> 10	-											-				
	1 - 10	1											83,500				
	11 - 20	4											83,869				
	21 - 30	3											111,916				
	31 - 40	1											104,000				
Salary by Number of Staff	> 40	-											-				
	1 - 10	2											82,750				
	11 - 20	4											87,169				
	21 - 30	2											109,274				
	31 - 50	1											126,000				
Salary by Number of Total Staff	> 50	-											-				
	1 - 25	2											82,750				
	26 - 50	3											84,492				
	51 - 75	4											109,937				
Total Staff	> 75	-											-				

Regional Data Tables (continued)

South West—Part 1 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			103,840	6.7	7.7	22.3		8.1	8.1	\$ 5,458,124	\$ 4,905,784	14.5	545.1	3.5	22.3	18.7	44.5
			80,000	4	4	12	Part-time O	12	12	-	-	-	-	-	-	-	-
			86,000	3	3	18	Part-time O	5	5	3,178,964	3,178,964	12	344	3	17	9	29
			90,713	4	4	21	Part-time O	7	8	3,950,000	3,551,160	16	366	2	19	7	28
			96,000	1	1	24	Part-time O	9	9	6,138,192	3,100,000	15	495	3	21	14	38
			98,880	3	3	27	Part-time O	10	10	7,936,401	7,057,597	23	1,064	3	35	30	68
			100,000	10	10	38	Part-time O	7	8	5,965,928	5,965,928	14	409	5	18	18	41
			100,100	15	7	17	Part-time O	4	4	5,487,953	5,487,953	15	584	2	22	25	49
			102,000	7	9	-	Part-time O	4	4	3,018,697	1,384,921	12	390	2	14	5	21
			102,023	12	12	33	Part-time O	3	-	3,584,682	3,567,736	14	564	-	-	11	11
			105,000	2	-	15	Part-time O	12	12	5,804,516	5,014,542	13	611	4	26	17	47
			107,100	4	4	17	Part-time O	9	10	8,144,940	7,600,000	18	602	5	38	25	68
			114,700	3	3	16	Part-time O	11	10	-	-	-	-	-	-	-	-
			119,000	18	23	34	Comprehe	4	6	7,593,190	7,554,572	16	554	10	37	26	73
			152,250	8	25	40	Part-time O	16	16	15,610,274	15,217,597	35	1,649	10	65	75	150
Salary by Tenure at Current School	<10 Years	10	103,264														
	10-15 years	2	100,708														
	16-20 years	1	119,000														
	>20 years	-	-														
Salary by Tenure at All CTCs	<10 Years	10	98,049														
	10-15 years	2	101,012														
	16-20 years	-	-														
	>20 years	2	135,625														
Salary by Tenure in All of Education	<10 Years	1	102,000														
	10-15 years	2	92,500														
	16-20 years	4	101,975														
	>20 years	7	108,409														
Salary by Type of	Part-Time Occupational	13	102,674														
	Comprehensive	1	119,000														
Salary by Number of Participatin	1 to 5	5	101,825														
	6 to 10	5	98,453														
	> 10	4	110,166														
Salary by Number of Participatin	1 to 5	3	97,531														
	6 to 10	7	101,428														
	> 10	3	109,655														
Salary by Total Revenue	<2,500,000	2	97,350														
	2,500,000-5,000,000	4	95,184														
	5,000,000-7,500,000	4	100,275														
	7,500,000-10,000,000	3	108,327														
	10,000,000+	1	152,250														
Salary by Total Expenditur es	<2,500,000	3	98,900														
	2,500,000-5,000,000	4	93,684														
	5,000,000-7,500,000	4	100,995														
	7,500,000-10,000,000	2	113,050														
	10,000,000+	1	152,250														

Regional Data Tables (continued)

South West—Part 2 of 2

Factor	Scale	Frequency	2013-2014 Director's Salary	Tenure Current CTC or School District	Tenure All CTCs or School Districts	Tenure in Education	Type of School	Number of Participating Districts	Number of Participating High Schools	2013-2014 Total Revenue	2013-2014 Total Expenditures	Approved Secondary Programs	Secondary Enrollment	Administrative Personnel	Professional Personnel	Support Staff	Total Staff
Regional Averages			103,840	6.7	7.7	22.3	0	8.1	8.1	\$ 5,458,124	\$ 4,905,784	14.5	545.1	3.5	22.3	18.7	44.5
Salary by Number of Programs	1 to 10	2											97,350				
	11 to 15	7											99,005				
	16 to 20	3											105,604				
	21 to 30	1											98,880				
	> 30	1											152,250				
Salary by Number of Students	< 300	2											97,350				
	300 - 499	5											94,943				
	500 - 699	5											106,645				
	700 - 999	-											-				
	1000 +	2											125,565				
Salary by Number of Administrators	1 - 2	6											98,256				
	3 - 4	4											96,470				
	5 - 6	2											103,550				
	7 - 8	-											-				
	9 - 10	2											135,625				
Salary by Number of Teachers	> 10	-											-				
	1 - 10	3											98,908				
	11 - 20	4											94,678				
	21 - 30	3											100,367				
	31 - 40	3											108,327				
Salary by Number of Staff	> 40	1											152,250				
	1 - 10	5											94,683				
	11 - 20	4											100,756				
	21 - 30	4											106,270				
	31 - 50	-											-				
Salary by Number of Total Staff	> 50	1											152,250				
	1 - 25	4											99,681				
	26 - 50	6											96,302				
	51 - 75	3											108,327				
Total Staff																	152,250



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We are an ISO 9001:2008 accredited organization.
