

## Exhibit 1D - Average Salary Comparisons

Source: KSDE Data Central / School Finance Reports Warehouse  
[https://datacentral.ksde.org/school\\_finance\\_reports.aspx](https://datacentral.ksde.org/school_finance_reports.aspx)

Total Average Contracted Salaries includes Contracted Average Teacher Salaries plus Supplemental Salaries and Board Paid Fringe benefits  
 Average salaries from this report may be slightly different from average salaries reported elsewhere because of differences in reporting criteria and snapshot in time when data was reported.  
 \*\* Districts that missed the reporting deadline in a respective year may be missing from this report.

		<u>Total Average Contracted Salaries</u>														
		<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>								
Number of Districts Reported **		286	283	286	284	286	275	286	This page illustrates how average teacher salaries in Shawnee Mission are among the highest in Kansas. Average teacher salaries in Kansas are approximately 30% higher than the median of all average salaries across Kansas.							
Median of Averages		49,751	50,262	50,565	51,149	51,742	52,969	54,812								
<b>Shawnee Mission Pub Sch (SMSD)</b>		<b>66,899</b>	<b>65,315</b>	<b>67,010</b>	<b>65,893</b>	<b>65,723</b>	<b>69,088</b>	<b>71,382</b>								
Difference (SMSD - Median)		17,149	15,053	16,446	14,744	13,982	16,119	16,570								
		<b>34.5%</b>	<b>29.9%</b>	<b>32.5%</b>	<b>28.8%</b>	<b>27.0%</b>	<b>30.4%</b>	<b>30.2%</b>								
		<u>Total Average Contracted Salaries</u>						<u>Rank of Total Average Contracted Salaries</u>								
<u>District Name</u>	<u>USD #</u>	<u>County</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Lawrence	D0497	Douglas	52,351	53,493	54,207	54,969	55,421	58,041	58,181	78	59	60	54	65	38	64
Baldwin City	D0348	Douglas	53,915		56,924	54,021	53,646	56,380	56,832	50		24	68	98	60	86
Eudora	D0491	Douglas	52,027	53,174	49,975	48,832	52,248	54,458	53,421	88	64	163	203	129	104	179
<b>Shawnee Mission Pub Sch</b>	<b>D0512</b>	<b>Johnson</b>	<b>66,899</b>	<b>65,315</b>	<b>67,010</b>	<b>65,893</b>	<b>65,723</b>	<b>69,088</b>	<b>71,382</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>
Olathe	D0233	Johnson	64,957	59,377	60,615	62,289	63,401		68,876	2	7	5	3	3		4
Blue Valley	D0229	Johnson	63,733	62,825	63,811	61,460	62,138	57,871	65,820	3	2	2	4	6	41	8
Gardner Edgerton	D0231	Johnson	53,973	54,528	54,650	55,924	57,440	58,933	61,531	49	43	50	40	35	25	26
De Soto	D0232	Johnson	53,621	53,981	54,477	55,680	56,894	58,460	60,265	55	52	54	44	41	32	33
Spring Hill	D0230	Johnson	53,651	52,529	52,939	53,102	53,366	54,813	56,506	54	77	88	89	103	97	95
Wichita	D0259	Sedgwick	58,619	59,595	59,997	59,831		63,999	65,795	8	5	6	6		7	9
Haysville	D0261	Sedgwick	55,978	55,867	58,495	58,233	59,364	59,176	63,159	22	23	11	15	16	23	14
Valley Center Pub Sch	D0262	Sedgwick	53,149	52,432	54,774	55,188	55,927	57,489	59,309	63	80	47	49	54	45	47
Maize	D0266	Sedgwick	56,201	56,681	57,156	56,310	55,643	56,433	58,241	19	15	21	33	63	59	62
Goddard	D0265	Sedgwick	52,897	54,601	53,795	55,026	55,674	55,469	57,590	69	42	69	52	61	79	75
Derby	D0260	Sedgwick	54,800	59,401	53,920	54,067	51,466	56,154	57,335	38	6	66	65	152	66	80
Cheney	D0268	Sedgwick	51,211	51,933	53,413	53,821	55,753	55,727	56,531	103	91	76	72	57	73	93
Mulvane	D0263	Sedgwick	50,070	49,581	50,735	51,113	52,363	53,671	55,947	132	157	140	144	126	121	102
Clearwater	D0264	Sedgwick	49,654	49,746	51,439	51,734		51,737	54,192	147	155	121	122		168	160
Renwick	D0267	Sedgwick	46,321	45,615	47,731	47,793	49,580	51,537	50,939	221	241	223	218	199	172	232
Topeka Public Schools	D0501	Shawnee	52,634		53,281	53,652	54,216	55,485	58,973	73		79	75	84	78	53
Shawnee Heights	D0450	Shawnee	55,171	55,128	54,690	53,067	54,894	55,280	55,890	33	37	49	92	73	85	105
Auburn Washburn	D0437	Shawnee	51,192	51,435	52,060	52,611	52,558	53,637	55,247	104	105	105	103	120	124	123
Seaman	D0345	Shawnee	50,242	48,855	49,367	49,719	49,808	51,375	54,071	128	175	179	181	191	175	164
Silver Lake	D0372	Shawnee	48,062	49,978	47,135	49,770	50,725	51,841	53,255	191	148	229	179	169	164	182
Piper-Kansas City	D0203	Wyandotte	56,626	62,057	54,706	57,120	60,602	60,663	63,346	16	3	48	25	9	14	13
Kansas City	D0500	Wyandotte	54,767	55,292	49,707			56,760	58,094	39	33	170			55	66
Bonner Springs	D0204	Wyandotte	48,937	50,085	51,097	52,130	50,199	54,650	56,916	168	144	130	112	182	100	84
Turner-Kansas City	D0202	Wyandotte	51,741	51,725	51,266	52,783	54,067	55,286	55,071	92	96	126	99	91	84	128