

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
JANUARY 10, 2019, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING AGENDA

1. WELCOME

- A. Call to Order
- B. Flag Salute

2. AUDIENCE COMMENTS

This is a time for citizens to address the Board. The Chair will recognize speaker(s) at the designated time. All speakers shall identify themselves and state their name before speaking. Speakers are asked to provide their name, address and telephone number on the Speaker's Sign-in Sheet. Each speaker may address the Board for three minutes.

3. SUPERINTENDENT SALARY RANGE

Action: Discussion/Decision

4. CONSENT AGENDA

- A. December 17, 2018 Meeting Minutes
- B. Revised Budget Calendar
- C. Hiring

Action: Approval Requested

Action: Approval Requested

Action: Approval Requested

Name	Position	FTE	Start Date	End Date
Temporary 2018-19				
Elizabeth Clause	3 rd Grade Teacher	1.0 FTE	12/17/2018	6/10/2019
Leave of Absence				
David Aro	Bus Driver	.5625 FTE	12/13/18	6/7/2019

5. DEPARTMENT REPORTS

Action: Informational

- A. Operations
- B. Human Resources
- C. Finance

6. COMMUNICATION

Action: Informational

- A. Board
- B. Superintendent

7. AUDIENCE COMMENTS

The Lebanon Community School District Board of Directors welcomes you to our regular meeting. It is the Board's goal to hold an effective and efficient meeting to conduct the business of the District. In keeping with this goal, the Board provides a place for Audience Comments on each of its regular agendas. This is a time when you can provide statements or ask questions. The Board allows three minutes for each speaker. The language below discusses the Public Meetings Law and public participation in such meetings.

"The Public Meetings Law is a public attendance law, not a public participation law. Under the Public Meetings Law, governing body meetings are open to the public except as otherwise provided by law. ORS 192.630 The right of public attendance guaranteed by the Public Meetings Law does not include the right to participate by public testimony or comment.

"Other statutes, rules, charters, ordinances, and bylaws outside the Public Meetings Law may require governing bodies to hear public testimony or comment on certain matters. But in the absence of such a requirement, a governing body may conduct a meeting without any public participation. Governing bodies voluntarily may allow limited public participation at their meetings."

Oregon Attorney General's Administrative Law Manual and Uniform and Model Rules of Procedure under the Administrative Procedures Act. Hardy Myers, Attorney General, March 27, 2000.

8. ADJOURNMENT

Upcoming Board Meeting Dates:

January 31, 2019
February 14, 2019
February 28, 2019

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
December 17, 2018, 6:30 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

The following individuals were present:

Tom Oliver, Chair

Nick Brooks, Vice Chair

Richard Borden, Member

Tammy Schilling, Member

Bo Yates, Interim Superintendent

Jennifer Meckley, Director of Human Resources
and Community Relations

The meeting minutes were recorded by Interim Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Chair Tom Oliver called the meeting to order at 6:33 PM.

2. AUDIENCE COMMENTS

Audience members Deb Fell-Carlson and Wyatt King with Live Longer Lebanon addressed the Board and discussed who their organization is and what they do. Their mission is to help the Lebanon community live healthier and happier lives. They also work with the school district, through the Welcome Center, to help families in Lebanon. Wyatt King shared about the 5-2-1-0 Challenge and goals. The project is a one-week challenge in the schools, February 4-10, and a one-month challenge in the community that is February 1 to March 2. The challenge promotes more fruit and vegetables, less leisure screen time, more movement, and the elimination of sugary drinks. He also shared they hope to expand Live Longer Lebanon into the school gardens and school curriculum, as well as creating a disaster preparedness program in Lebanon. He asked the Board for formal recognition on the 5-2-1-0 Challenge.

Audience member Jennifer Moody, with the Albany Democrat Herald, addressed the Board to inform them that she was resigning from the newspaper and will start work at OSU as a student media advisor. This is the last board meeting she will be covering for the newspaper. Oliver thanked her for her service and hard work over the years.

3. SUPERINTENDENT SEARCH PROCESS

Hank Harris and Erin Prince from HYA shared some of their background and work in the communities surrounding Lebanon. Harris presented addendum A, Community Engagement and Confidentiality Options. He discussed the advantages and disadvantages to sharing all of the candidate information, bios and names, versus only releasing the name of the final candidate to

the public. He said some superintendents will only participate if the process is confidential and felt that sometimes the most talented candidates will not participate because they have a good relationship with their current board and they do not want their names released if they were not to get the job. Erin Prince mentioned the third column was a good compromise because community stakeholders are still involved. For that option, only the board engages with the candidate and if anyone else were to help with that process, they would sign a confidentiality agreement.

Oliver mentioned he was struggling with which way the Board should go on this. He felt there were expectations in the community that the process would be very open and questioned whether or not it would cost us candidates to make it an open process.

A discussion ensued around the different districts that Harris has worked with and the different ways they have conducted the search process, as well as how confidential or public the search was.

Borden mentioned he didn't feel that column three was an option for us because he felt there was an expectation from the community that we would be transparent in the process. Brooks agreed with that, based upon the people in the community he had talked to.

Schilling asked how many stakeholders were traditionally involved. Harris said there might be 15 to 20 stakeholders involved in the process, and mentioned it could be by application or lottery.

A discussion ensued around what level of confidentiality to have with the community and whether or not that would affect the applicant pool.

Harris moved on to addendum B, the search calendar, saying that it might help to answer some of the process questions the board has. The first item on the calendar would be to create focus groups to meet with on January 10-11. Then an online survey will be available. After all of the feedback has been processed, they will present the ideal profile for the candidate search. Harris will conduct the preliminary interviews via Skype. He will divide the candidates into three tiers, the first tier being the top candidates that fit the profile, the second tier being second choice and third tier being third choice. The board will also see all of the names of the candidates that apply. A tentative calendar was presented and discussed, with dates that are subject to change as the process moves forward. Harris asked who the contacts will be for the district for correspondence to go through and for meetings to be scheduled. Tom Oliver, Kim Grousbeck, and Ruth Hopkins will fulfill this role.

After a lengthy discussion, the Board selected column 2 for level of confidentiality with the public for the search process. A presentation of the ideal candidate profile will be presented at the January 31 board meeting.

4. POLICY

Policy IICC and GCDA/GDDA were presented for adoption on second reading. A motion was made by Schilling to approve the adoption of both Policy IICC-Volunteers and Policy GCDA/GDDA-Criminal Records Checks and Fingerprinting. Borden seconded the motion. The motion carried by the majority.

5. ALTERNATIVE EDUCATION PROGRAM UPDATE

Rachel Cannon shared an update for the alternative education program. The district has hired a full-time special education teacher for the program, along with a behavior support person, at Green Acres. That decision was based on behavior needs and caseload at Green Acres. A special education teacher has also been added to Riverview. A full-time behavior support person has been hired for Hamilton Creek. At Lacombe, one full-time temporary teacher to support third grade with academics and behavior has been added.

She has been working to align the RTI process within all elementary schools, and they are now aligned in that process.

For tutoring, direct instruction has been added for science, language arts and social studies. Jake Ford has been hired to be the teacher over tutoring. Two part-time tutors who have their license have also been hired, so they are able to award credit through direct instruction. Odyssey online is still used for math. There is also a behavior support person working in the morning with the GED students for post-secondary plans. He is also working with middle school students on social skills.

The change has been made to have high school students in the morning and middle school students in the afternoon, so they are now separated.

Oliver stated he liked the regular updates and the information that has been presented. He said it is good to see needed resources going to the classrooms.

6. AVID PIONEER SHOWCASE

Tim Geoghegan presented about the recent AVID showcase at Pioneer School. He explained that a showcase was where educational professionals from all over the state, and some even from Washington, have come to see how AVID works in our schools. They hear directly from AVID students, which is usually a highlight of the showcase. Pioneer students did a great job with this. They even were able to identify levels of questioning without prompting when they were asked to do so.

The comments at the showcase were positive. No improvements were suggested for the school system. The principal, staff and students have worked to make the AVID program at Pioneer a shining light in Lebanon. They will be hosting another showcase on February 26 at Pioneer and the Board is invited to attend.

All schools have had an AVID program in place for at least a year. We have started a Train the Trainer session this year to help the trainers be successful in our district. After school trainings have been offered throughout the year, with an average of 10 educators showing up and participating. We are doing the Train the Trainers to save money, as we aren't sending staff out of the district for training. There is good site team participation in all of the buildings.

One of the hurdles that we face is the fact that we need more tutors. They are hard to get. Students are also given the opportunity. Our seniors are offered a \$200 scholarship if they participate in the AVID tutor program, which can be used the following year as a scholarship.

He is working to improve communication from the director regarding the AVID program and there should be a newsletter or blog starting at the beginning of the year.

A discussion was held around the AVID program in the district.

7. ODE ELL REPORT

Meckley presented the required ODE ELL Report from 2016-17. She prepared some comparisons from local districts. The entire report is available on the district website.

8. DATA UPDATE

Yates presented the data he shared with the Board, which includes state reports, teacher turnover and staffing information.

Oliver requested another attendance update from the high school and Yates said that the A Team could come in and present the high school attendance.

Yates went through the achievement levels in his packet. He also discussed the work that has been done for curriculum alignment to get everyone on the same page and to make teachers successful.

9. CONSENT AGENDA

A. Approve board minutes

Borden made a motion to approve the November 8, 2018 minutes as presented. Brooks seconded the motion. The motion carried by the majority.

B. Approve Sand Ridge Charter School Renewal

Borden made a motion to extend Sand Ridge Charter School's renewal of charter and enter into contract negotiations. Schilling seconded the motion. The motion carried by the majority.

C. Alignment of Account Codes and Appropriation Transfer

Borden made a motion to approve the Alignment of Account Codes and Appropriation Transfer. Schilling seconded the motion. The motion carried by the majority.

D. Approved Hiring:

1. Jacob Ford, Alternative Education Teacher
2. Jennifer Ringler, Special Education Teacher
3. Jamie Sajovic, Special Education Teacher
4. Breeanne Patrick, Education Interpreter, Temporary 2018-19 School Year
5. Elaina Snow, Educational Interpreter, Temporary 2018-19 School Year
6. Jill Shreve, Instructional Coach/Special Education, Temporary 2018-19 School Year

Borden made a motion to approve the hiring as presented. Schilling seconded the motion. The motion carried by the majority.

10. DEPARTMENT REPORTS

A. OPERATIONS

Yates shared that the push out was completed at the land lab for a classroom up there. They will start working with curriculum at Seven Oak and some of the elementary schools to get students up to the land lab. There have been some HVAC units that went out at Hamilton Creek and those have been replaced. The engineers will be going through the buildings during Christmas break, working on the facility assessment.

B. HUMAN RESOURCES

There were no updates for Human Resources.

C. FINANCE

Lewis presented the financial update for the month. The budget season has started for the 2019-20 budget season. We are looking at a 3.5 to 4 percent growth rate in the property taxes for next year. The business office team is working with auditors and there will be a full audit report in January, and the auditors will be here to answer questions as well. The State of Oregon has bumped up the state school fund about \$20 per ADM, which is about a \$100,000 addition for our district.

11. COMMUNICATION

A. BOARD

Borden shared that the school board is not standardized for how they view the board packets since they are all digital now, and discussed the issue of what happens when a viewing device quits working. Oliver said if there is a need for a backup device, there are Chromebooks available in the technology department that the Board members can use.

B. SUPERINTENDENT

Yates shared that he feels that we have a great team to work with in our district and that they all have been stepping up to get things done with the shortage that we have had in our staff. He said we are in a good spot and aligning what we want to see in our district. He feels that we have a really good team here.

12. AUDIENCE COMMENTS

No members of the audience requested the opportunity to address the Board.

13. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 9:12 PM.

Upcoming Board Meeting Dates:

January 10, 2019

January 31, 2019

Tom Oliver, Chair

Bo Yates, Interim Superintendent

Comparable Component District Superintendent Compensation Information

District	Annual Salary	TSA	Salary + TSA	Expense	PERS	Contract Year
Corvallis	\$142,188	\$6,000	\$148,188	Reimburse for actual expenses	Y	17-18
GAPS	\$153,084	\$12,500*	\$165,584	\$150/month for phone and internet	N	17-18
LBLED	\$151,889	\$16,800	\$168,689	Reimburse for actual expenses \$100/month for phone and internet	Y	17-18
LCSD**	\$150,000	n/a	\$150,000	\$450/month travel	Y	16-17
Lebanon	\$132,638	\$12,000	\$144,638	n/a	Y	17-18

*Increases to \$20,000 in 18-19

** LCSD has a retired interim superintendent for 17-18

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	SUPERINTENDENT or SUPERINTENDENT/PRINCIPAL					DEPUTY SUPERINTENDENT				
	ADM	No.	Con-tract days	Single Salary	Paid Hol.	No.	Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	41,000	1.00	255	272,950*	10	2.00	255	175,427*	171,148-179,706	10
Bend-LaPine Admin SD 1	18,375	1.00	261	210,000*	10	1.00	261	138,910*	--	10
Bethel SD 52	5,800	1.00	256	144,405	10	--	--	--	--	--
Canby SD 86	4,675	1.00	260	155,000*	10	--	--	--	--	--
Centennial SD 28J	6,392	1.00	236	153,700*	9	--	--	--	--	--
Central Point SD 6	4,755	1.00	260	172,780*	6	--	--	--	--	--
Corvallis SD 509J	6,850	1.00	260	142,188	9	--	--	--	--	--
Eugene SD 4J	16,330	1.00	260	206,614	10	--	--	--	--	--
Forest Grove SD 15	6,222	1.00	260	164,976*	9	--	--	--	--	--
Grants Pass SD 7	6,178	1.00	261	146,000*	10	--	--	--	--	--
Greater Albany Public SD 8J	9,491	1.00	260	153,084*	9	--	--	--	--	--
Gresham-Barlow SD 10J	10,826	1.00	260	205,000	10	2.00	260	143,790	--	10
Hermiston SD 8R	5,770	1.00	260	150,000	9	--	--	--	--	--
Hillsboro SD 1J	20,159	1.00	260	192,652*	13	--	--	--	--	--
Hood River County SD	4,028	1.00	240	142,545	5	--	--	--	--	--
Klamath County SD	6,504	1.00	240	180,000	9	--	--	--	--	--
Lake Oswego SD 7J	7,007	1.00	261	170,000	10	--	--	--	--	--
Lebanon Community SD 9	4,257	1.00	260	132,638	10	--	--	--	--	--
Lincoln County SD	5,086	1.00	250	190,500	--	--	--	--	--	--
North Clackamas SD 12	17,220	1.00	260	197,500	9	--	--	--	--	--
Oregon City SD 62	7,413	1.00	260	156,095*	11	--	--	--	--	--
Redmond SD 2J	7,504	1.00	260	157,083	8	--	--	--	--	--
Reynolds SD 7	11,186	1.00	260	199,553	11	1.00	260	164,507*	--	11
Roseburg SD 4	5,678	1.00	260	137,700	11	--	--	--	--	--
Salem-Keizer SD 24J	42,329	1.00	260	225,420	10	--	--	--	--	--
Springfield SD 19	10,791	1.00	260	159,650	8	--	--	--	--	--
Tigard-Tualatin SD 23J	12,835	1.00	260	178,147	11	--	--	--	--	--
West Linn-Wilsonville SD 3JT	9,679	1.00	260	164,168	12	--	--	--	--	--
Woodburn SD 103	5,647	1.00	260	145,694	12	--	--	--	--	--

*Administrator pays into PERS



CONFEDERATION
OF OREGON SCHOOL
ADMINISTRATORS

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Salem, Oregon 97301-4035
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2017-2018 Survey:

Salaries and Economic Benefits for Administrators in Oregon School Districts and ESDs



P.O. Box 1068
Salem, Oregon 97308
1201 Court Street NE
Salem, Oregon 97301
<http://www.osba.org>
(503) 588-2800

FORWARD

This is the 41st annual survey of Oregon school administrator salaries and benefits published cooperatively by the Confederation of Oregon School Administrators and the Oregon School Boards Association as a companion to the annual report on teacher salaries and benefits. It contains the 2017-18 salary information for various building, central office and ESD administrative positions as well as information on over twenty different fringe benefits.

COSA and OSBA prepared and distributed the companion survey instruments for the teacher and administrator reports. The COSA office was responsible for compiling the data and producing the report on administrator salaries and OSBA assumed responsibility for producing the teacher report.

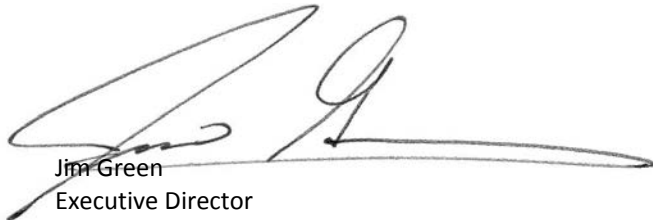
In compiling both reports, information was obtained from Oregon school districts and ESD's. We would like to express our thanks for the cooperation of school district and ESD personnel who assisted in preparing the reports and providing detailed responses to our questionnaires.

We would like to acknowledge the work of Derrick S. Sullivan who compiled, edited and produced this report.

Respectfully submitted,



Craig Hawkins
Executive Director
Confederation of Oregon School Administrators



Jim Green
Executive Director
Oregon School Boards Association

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INTRODUCTION

This report is a comprehensive study of Oregon school administrators' salaries and benefits. In conducting the survey and preparing this report we have attempted to obtain, organize, and display information in a manner that will be most meaningful to local district administrators and board members responsible for making decisions affecting the compensation of school administrators.

The survey data has been organized by dividing the reporting school districts into five size categories. They are: 4000 ADM and larger; 1500-3999 ADM; 500-1499 ADM; 499 or less ADM; and ESD's. The figures used in assigning districts to each category were the resident ADM as reported by the districts returning the survey forms.

When reading this report, the reader should note the following:

1. A dash (--) appears following that district's name in the appropriate information category if the question was not answered on the survey form.
2. Salary survey numbers and percentages are calculated using data from responding districts only.
3. Two districts having the same superintendent are treated as one district.
4. Table II incorporates the following data under named categories:
 - "Business" includes only the main business directors/managers who have administrative responsibilities.
 - "Human Resources" includes directors/managers/100% administrative supervisors but "Asst. Supt., Personnel" is treated as Assistant Superintendent.
 - "Student and Support Services" includes Career/Voc. Ed.
 - "Special Education" includes the main directors, managers and administrative supervisors with duties relating to special education.
5. Please refer to the individual district report pages for PERS explanation notations.
6. A supplemental section following each district size category includes data reported for some personnel whose administrative duties are less than full time.

Statewide Summaries

Salaries

**TABLE I
STATEWIDE SUMMARY
Characteristics of Collected Data**

ADM Category	Number of Districts/ESDs Surveyed	Number of Districts/ESDs Responding	% of Districts/ESDs Responding
4000+ ADM	38	29	76%
1500-3999 ADM	35	34	97%
500-1499 ADM	46	39	85%
499 or less ADM	57	36	63%
Education Service Districts	17	14	82%
TOTAL	193	152	79%

**TABLE II
STATEWIDE SUMMARY
Salaries - Selected Administrative Positions
(Based on Single Salary or Average)**

Position	4000+			1500-3999			500-1499			499 or less		
	Low	High	Avg	Low	High	Avg	Low	High	Avg	Low	High	Avg
Superintendent	132,638	272,950	172,622	121,000	155,000	132,678	102,000	144,331	120,161	66,570	132,600	96,227
Deputy Superintendent	138,910	175,427	155,659	--	--	--	--	--	--	--	--	--
Assistant Superintendent	125,000	154,507	138,259	110,989	128,361	119,487	--	--	--	--	--	--
Human Resources	98,780	142,913	119,903	57,528	126,162	100,052	46,680	89,100	57,296	--	--	--
Public Relations	60,000	147,659	99,215	50,885	97,582	70,570	79,628	79,628	79,628	--	--	--
Business	98,024	146,000	120,133	79,174	124,001	101,647	49,903	100,330	77,553	41,000	78,038	58,146
Special Education	90,792	142,913	113,769	87,684	119,923	104,079	74,424	111,856	91,973	70,000	85,000	76,799
Student/Support Services	83,675	147,659	116,472	68,920	126,162	103,143	31,340	99,357	83,448	36,476	36,476	36,476
Instruction/Curriculum	100,669	134,604	117,392	95,284	126,162	109,172	81,108	81,108	81,108	--	--	--
Athletic/Activity	91,434	122,057	104,750	61,733	110,997	90,427	42,900	89,238	72,521	--	--	--
Technology	72,000	134,604	106,828	62,490	116,637	83,672	34,320	82,591	64,887	--	--	--
Facilities Management	72,000	137,634	105,319	61,846	88,626	73,000	32,654	76,194	57,135	40,000	60,838	53,492
Food Service Management	64,735	136,168	86,618	36,602	72,867	53,994	29,616	77,250	43,203	32,569	32,569	32,569
Transportation Mangement	60,458	136,168	96,718	51,955	110,989	69,761	32,500	58,121	44,440	57,778	60,838	59,539
Sr. High Principal	102,117	141,503	119,355	73,000	124,557	108,454	75,949	119,295	97,257	72,000	97,850	82,657
Sr. High Vice Principal	84,512	124,697	103,176	73,605	109,137	92,439	66,300	96,590	80,708	48,130	65,000	58,877
Jr. High/Mid Principal	95,894	127,608	111,330	87,078	117,557	102,020	74,856	111,856	93,637	74,160	89,144	82,018
Jr. High/Mid Vice Principal	80,498	113,184	97,367	78,834	101,061	88,957	72,936	89,238	80,076	48,130	48,130	48,130
Elementary Principal	82,453	125,814	105,431	81,597	115,252	97,925	70,000	110,250	90,252	72,000	98,848	81,903
Elementary Vice Principal	65,757	114,356	91,062	75,094	103,540	84,313	69,360	88,012	77,874	48,130	66,950	57,540
Other	80,196	125,105	101,597	51,113	114,047	87,761	39,327	100,083	83,163	31,506	85,000	58,253

TABLE III
Principals' Salaries by Building ADM
Districts with 4000+ ADM
 (Based on Single Salary or Average)

Senior High Principals				Junior High Principals				Elementary Principals			
Building ADM	Low	High	Avg	Building ADM	Low	High	Avg	Building ADM	Low	High	Avg
1100+	102,117	141,503	123,892	700+	95,894	127,608	113,525	400+	91,434	125,814	106,907
900-1099	112,000	138,154	121,406	500-699	95,894	122,057	110,719	200-399	90,140	123,297	105,812
500-899	110,469	125,808	117,380	0-499	98,195	117,595	108,737	0-199	82,453	105,821	97,217
0-499	102,162	127,909	113,541								

TABLE IV
Principals' Salaries by Building ADM
Districts with 1500-3999 ADM
 (Based on Single Salary or Average)

Senior High Principals				Junior High Principals				Elementary Principals			
Building ADM	Low	High	Avg	Building ADM	Low	High	Avg	Building ADM	Low	High	Avg
1100+	104,557	115,141	110,793	700+	106,718	116,637	111,050	400+	81,597	115,252	97,689
900-1099	93,706	124,557	113,256	500-699	92,217	117,557	104,510	200-399	83,728	111,071	97,415
500-899	99,709	117,848	109,695	0-499	87,078	112,231	98,376	0-199	89,677	111,907	99,986
0-499	73,000	113,200	99,609								

TABLE V
Principals' Salaries by Building ADM
Districts with 500-1499 ADM
 (Based on Single Salary or Average)

Senior High Principals				Junior High Principals				Elementary Principals			
Building ADM	Low	High	Avg	Building ADM	Low	High	Avg	Building ADM	Low	High	Avg
1100+	--	--	--	700+	--	--	--	400+	70,000	102,063	91,298
900-1099	--	--	--	500-699	103,046	103,046	103,046	200-399	75,015	102,993	88,555
500-899	94,243	110,907	102,575	0-499	74,865	111,856	93,261	0-199	75,000	110,250	92,038
0-499	75,949	119,295	96,953								

TABLE VI
Principals' Salaries by Building ADM
Districts with 499 or less ADM
 (Based on Single Salary or Average)

Senior High Principals				Junior High Principals				Elementary Principals			
Building ADM	Low	High	Avg	Building ADM	Low	High	Avg	Building ADM	Low	High	Avg
0-499	72,000	97,850	82,657	0-499	74,160	89,144	82,018	400+	--	--	--
								200-399	85,346	98,848	92,097
								0-199	72,000	87,000	78,504

- NOTES -

Districts 4000 ADM & Over

Salaries & Economic Benefits

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	SUPERINTENDENT or SUPERINTENDENT/PRINCIPAL					DEPUTY SUPERINTENDENT				
	ADM	No.	Con-tract days	Single Salary	Paid Hol.	No.	Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	41,000	1.00	255	272,950*	10	2.00	255	175,427*	171,148-179,706	10
Bend-LaPine Admin SD 1	18,375	1.00	261	210,000*	10	1.00	261	138,910*	--	10
Bethel SD 52	5,800	1.00	256	144,405	10	--	--	--	--	--
Canby SD 86	4,675	1.00	260	155,000*	10	--	--	--	--	--
Centennial SD 28J	6,392	1.00	236	153,700*	9	--	--	--	--	--
Central Point SD 6	4,755	1.00	260	172,780*	6	--	--	--	--	--
Corvallis SD 509J	6,850	1.00	260	142,188	9	--	--	--	--	--
Eugene SD 4J	16,330	1.00	260	206,614	10	--	--	--	--	--
Forest Grove SD 15	6,222	1.00	260	164,976*	9	--	--	--	--	--
Grants Pass SD 7	6,178	1.00	261	146,000*	10	--	--	--	--	--
Greater Albany Public SD 8J	9,491	1.00	260	153,084*	9	--	--	--	--	--
Gresham-Barlow SD 10J	10,826	1.00	260	205,000	10	2.00	260	143,790	--	10
Hermiston SD 8R	5,770	1.00	260	150,000	9	--	--	--	--	--
Hillsboro SD 1J	20,159	1.00	260	192,652*	13	--	--	--	--	--
Hood River County SD	4,028	1.00	240	142,545	5	--	--	--	--	--
Klamath County SD	6,504	1.00	240	180,000	9	--	--	--	--	--
Lake Oswego SD 7J	7,007	1.00	261	170,000	10	--	--	--	--	--
Lebanon Community SD 9	4,257	1.00	260	132,638	10	--	--	--	--	--
Lincoln County SD	5,086	1.00	250	190,500	--	--	--	--	--	--
North Clackamas SD 12	17,220	1.00	260	197,500	9	--	--	--	--	--
Oregon City SD 62	7,413	1.00	260	156,095*	11	--	--	--	--	--
Redmond SD 2J	7,504	1.00	260	157,083	8	--	--	--	--	--
Reynolds SD 7	11,186	1.00	260	199,553	11	1.00	260	164,507*	--	11
Roseburg SD 4	5,678	1.00	260	137,700	11	--	--	--	--	--
Salem-Keizer SD 24J	42,329	1.00	260	225,420	10	--	--	--	--	--
Springfield SD 19	10,791	1.00	260	159,650	8	--	--	--	--	--
Tigard-Tualatin SD 23J	12,835	1.00	260	178,147	11	--	--	--	--	--
West Linn-Wilsonville SD 3JT	9,679	1.00	260	164,168	12	--	--	--	--	--
Woodburn SD 103	5,647	1.00	260	145,694	12	--	--	--	--	--

*Administrator pays into PERS

School District	ASSISTANT SUPERINTENDENT					HUMAN RESOURCES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	--	--	--	--	--	5.00	255	134,604*	115,909-153,299	10
Bend-LaPine Admin SD 1	2.00	261	131,473*	--	10	2.00	238	117,221*	--	10
Bethel SD 52	--	--	--	--	--	1.00	256	110,675	--	10
Canby SD 86	--	--	--	--	--	1.00	235	115,580*	--	9
Centennial SD 28J	1.00	235	137,335*	--	9	--	--	--	--	--
Central Point SD 6	--	--	--	--	--	1.00	260	128,000	--	6
Corvallis SD 509J	1.00	260	133,569	--	9	1.00	260	123,872	--	9
Eugene SD 4J	1.00	260	140,170	--	10	5.00	260	108,374	81,241-125,457	10
Forest Grove SD 15	1.00	260	146,961*	--	9	1.00	240	142,913*	--	9
Grants Pass SD 7	--	--	--	--	--	1.00	261	125,063*	--	10
Greater Albany Public SD 8J	1.00	260	136,806*	--	9	1.50	233	119,329*	110,114-128,544	9
Gresham-Barlow SD 10J	--	--	--	--	--	--	--	--	--	--
Hermiston SD 8R	1.00	260	139,134	--	9	1.00	260	113,400	--	9
Hillsboro SD 1J	2.00	260	139,326*	--	13	3.00	260	130,691*	122,057-139,326	13
Hood River County SD	--	--	--	--	--	1.00	230	115,024	--	5
Klamath County SD	--	--	--	--	--	1.00	240	122,153	--	9
Lake Oswego SD 7J	3.00	261	134,753	131,320-136,470	10	1.00	261	128,515	--	10
Lebanon Community SD 9	1.00	260	125,000	--	10	2.00	260	98,780	83,277-114,283	10
Lincoln County SD	--	--	--	--	--	1.00	235	116,676	--	11
North Clackamas SD 12	2.00	250-260	145,426	141,879-148,972	9	3.50	230-240	116,520	107,562-136,673	9
Oregon City SD 62	--	--	--	--	--	1.00	240	121,675*	--	11
Redmond SD 2J	2.00	260	131,200	--	8	1.00	260	113,500	--	8
Reynolds SD 7	1.00	260	154,507*	--	11	1.00	235	130,281*	--	11
Roseburg SD 4	--	--	--	--	--	1.00	260	109,903	--	11
Salem-Keizer SD 24J	1.00	260	142,785	--	10	6.00	230-260	119,638	101,475-142,785	10
Springfield SD 19	1.00	260	131,325	--	8	1.00	260	104,887	--	8
Tigard-Tualatin SD 23J	1.00	255	146,082	--	10	1.00	255	132,852	--	10
West Linn-Wilsonville SD 3JT	4.00	260	134,546	--	12	1.00	260	123,553	--	12
Woodburn SD 103	--	--	--	--	--	1.00	260	113,703	--	12

	PUBLIC RELATIONS / INFORMATION					BUSINESS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
School District										
Beaverton SD 48J	2.00	255	147,659*	--	10	2.00	255	139,807*	126,315-153,299	10
Bend-LaPine Admin SD 1	1.00	238	102,368*	--	10	1.00	238	113,622*	--	10
Bethel SD 52	1.00	256	95,196	--	10	1.00	256	116,668	--	10
Canby SD 86	1.00	225	70,995*	--	9	1.00	235	115,580*	--	9
Centennial SD 28J	--	--	--	--	--	1.00	230	129,307*	--	9
Central Point SD 6	--	--	--	--	--	1.00	260	122,772	--	6
Corvallis SD 509J	--	--	--	--	--	1.00	260	123,872	--	9
Eugene SD 4J	1.00	260	93,271	--	10	2.00	260	118,199	110,942-125,457	10
Forest Grove SD 15	1.00	240	109,803*	--	9	1.00	240	135,768*	--	9
Grants Pass SD 7	--	--	--	--	--	1.00	261	125,063*	--	10
Greater Albany Public SD 8J	--	--	--	--	--	1.00	260	128,544*	--	9
Gresham-Barlow SD 10J	1.00	240	97,869*	--	10	1.00	260	146,000	--	10
Hermiston SD 8R	1.00	229	64,375	--	8	1.00	260	104,764	--	9
Hillsboro SD 1J	1.00	260	139,326*	--	13	2.00	260	130,691*	122,057-139,326	13
Hood River County SD	--	--	--	--	--	1.00	230	115,024	--	6
Klamath County SD	--	--	--	--	--	1.00	240	122,247	--	9
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	1.00	260	104,520	--	10
Lincoln County SD	--	--	--	--	--	1.00	235	124,175	--	11
North Clackamas SD 12	2.00	240	121,157	105,640-136,673	9	4.00	260	108,447	87,111-136,673	9
Oregon City SD 62	1.00	240	90,520*	--	11	1.00	260	122,677*	--	11
Redmond SD 2J	1.00	260	60,000	--	8	1.00	260	113,500	--	8
Reynolds SD 7	1.00	235	113,639*	--	11	1.00	235	122,023*	--	11
Roseburg SD 4	--	--	--	--	--	2.00	260	98,024	86,144-109,903	11
Salem-Keizer SD 24J	1.00	260	117,470	--	10	4.00	260	112,129	89,350-142,785	10
Springfield SD 19	1.00	260	86,004	--	8	3.00	260	100,185	83,302-133,952	8
Tigard-Tualatin SD 23J	0.50	255	102,000	--	10	1.00	255	132,852	--	10
West Linn-Wilsonville SD 3JT	1.00	260	75,000	--	12	1.00	260	123,553	--	12
Woodburn SD 103	--	--	--	--	--	1.00	260	113,703	--	12

*Administrator pays into PERS

School District	SPECIAL EDUCATION					STUDENT AND SUPPORT SERVICES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	3.00	255	116,841*	114,457-119,225	10	1.00	255	147,659*	--	10
Bend-LaPine Admin SD 1	3.00	238	112,537*	102,079-122,995	10	1.00	238	117,221*	--	10
Bethel SD 52	1.00	256	114,020	--	10	--	--	--	--	--
Canby SD 86	1.00	235	115,580*	--	9	--	--	--	--	--
Centennial SD 28J	1.00	230	129,307*	--	9	--	--	--	--	--
Central Point SD 6	2.00	260	90,792	--	6	--	--	--	--	--
Corvallis SD 509J	--	--	--	--	--	2.00	230	106,618	101,374-111,861	9
Eugene SD 4J	6.00	225-260	101,378	85,935-125,457	3-10	--	--	--	--	--
Forest Grove SD 15	0.60	240	142,913*	--	9	--	--	--	--	--
Grants Pass SD 7	1.00	261	125,063*	--	10	--	--	--	--	--
Greater Albany Public SD 8J	3.00	233	105,605*	97,114-120,223	9	--	--	--	--	--
Gresham-Barlow SD 10J	4.00	240	100,750*	95,137-113,783	10	1.00	240	121,551*	--	10
Hermiston SD 8R	1.00	260	113,400	--	9	--	--	--	--	--
Hillsboro SD 1J	4.00	260	123,589*	111,011-136,168	13	5.00	260	125,306*	114,444-136,168	13
Hood River County SD	1.00	230	115,024	--	6	--	--	--	--	--
Klamath County SD	1.00	240	115,819	--	9	--	--	--	--	--
Lake Oswego SD 7J	1.00	261	128,515	--	10	--	--	--	--	--
Lebanon Community SD 9	1.00	260	98,530	--	10	--	--	--	--	--
Lincoln County SD	2.00	225-235	116,432	102,497-130,367	11	1.00	230	111,754	--	11
North Clackamas SD 12	8.00	230-240	106,015	82,963-136,673	9	6.80	230-240	120,430	107,562-136,673	9
Oregon City SD 62	1.00	240	121,675*	--	11	0.50	240	105,314*	--	11
Redmond SD 2J	--	--	--	--	--	--	--	--	--	--
Reynolds SD 7	2.00	235	112,453*	--	11	1.00	235	132,885*	--	11
Roseburg SD 4	2.00	260	98,044	86,185-109,903	11	1.00	260	83,675	--	11
Salem-Keizer SD 24J	--	--	--	--	--	9.00	260	106,181	91,078-125,760	10
Springfield SD 19	2.00	260	112,464	101,807-123,121	8	2.00	227	102,684	94,659-110,710	8
Tigard-Tualatin SD 23J	--	--	--	--	--	1.00	255	132,852	--	10
West Linn-Wilsonville SD 3JT	--	--	--	--	--	--	--	--	--	--
Woodburn SD 103	1.00	260	113,703	--	12	--	--	--	--	--

*Administrator pays into PERS

School District	INSTRUCTION / CURRICULUM					ATHLETIC / ACTIVITY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	12.00	255	134,604*	115,909-153,299	10	--	--	--	--	--
Bend-LaPine Admin SD 1	3.00	238	110,931*	98,866-122,995	10	--	--	--	--	--
Bethel SD 52	1.00	256	122,167	--	10	--	--	--	--	--
Canby SD 86	1.00	235	115,580*	--	9	--	--	--	--	--
Centennial SD 28J	1.00	230	130,207*	--	9	--	--	--	--	--
Central Point SD 6	1.00	260	128,000	--	6	1.00	220	109,289	--	6
Corvallis SD 509J	--	--	--	--	--	--	--	--	--	--
Eugene SD 4J	7.00	260	108,725	81,776-125,457	10	--	--	--	--	--
Forest Grove SD 15	--	--	--	--	--	0.50	240	117,991*	--	9
Grants Pass SD 7	2.00	261	123,007*	120,951-125,063	10	--	--	--	--	--
Greater Albany Public SD 8J	5.00	233	107,051*	95,614-116,902	9	--	--	--	--	--
Gresham-Barlow SD 10J	3.00	240	121,835*	110,403-127,551	10	--	--	--	--	--
Hermiston SD 8R	--	--	--	--	--	--	--	--	--	--
Hillsboro SD 1J	--	--	--	--	--	1.00	260	122,057*	--	13
Hood River County SD	1.00	230	115,024	--	6	--	--	--	--	--
Klamath County SD	3.00	240	118,284	116,641-119,926	9	--	--	--	--	--
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	--	--	--	--	--
Lincoln County SD	1.00	230	108,575	--	11	--	--	--	--	--
North Clackamas SD 12	6.00	230-240	120,430	110,922-136,673	9	--	--	--	--	--
Oregon City SD 62	1.00	240	124,417*	--	11	1.00	225	105,634*	--	6
Redmond SD 2J	--	--	--	--	--	1.00	240	95,000	--	8
Reynolds SD 7	3.00	235	113,408*	100,914-122,023	11	1.00	235	107,088*	--	11
Roseburg SD 4	2.00	260	100,669	91,434-109,903	11	1.00	223	91,434	--	7
Salem-Keizer SD 24J	7.00	230	103,868	93,509-111,873	9-10	6.00	230	94,602	87,283-106,193	9
Springfield SD 19	3.00	260	115,890	105,821-123,121	8	--	--	--	--	--
Tigard-Tualatin SD 23J	1.00	255	128,867	--	10	--	--	--	--	--
West Linn-Wilsonville SD 3JT	--	--	--	--	--	--	--	--	--	--
Woodburn SD 103	1.00	260	113,703	--	12	1.00	260	99,654	--	12

*Administrator pays into PERS

School District	TECHNOLOGY ADMIN					FACILITIES MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	2.00	255	134,604*	115,909-153,299	10	4.00	255	137,634*	127,608-147,659	10
Bend-LaPine Admin SD 1	1.00	238	113,522*	--	10	1.00	238	122,995*	--	10
Bethel SD 52	1.00	256	96,839	--	10	1.00	256	92,403	--	10
Canby SD 86	1.00	240	84,978*	--	9	1.00	260	96,229*	--	9
Centennial SD 28J	--	--	--	--	--	--	--	--	--	--
Central Point SD 6	1.00	260	72,000	--	6	1.00	260	72,000	--	6
Corvallis SD 509J	1.00	260	97,227	--	9	1.00	260	99,676	--	9
Eugene SD 4J	2.00	260	121,237	117,018-125,457	10	2.00	260	109,209	102,133-116,286	10
Forest Grove SD 15	1.00	240	133,084*	--	9	--	--	--	--	--
Grants Pass SD 7	1.00	261	125,063*	--	10	--	--	--	--	--
Greater Albany Public SD 8J	--	--	--	--	--	2.00	233	85,052	73,549-96,555	9
Gresham-Barlow SD 10J	1.00	240	95,950*	--	10	1.00	240	121,894*	--	10
Hermiston SD 8R	1.00	260	106,660	--	9	1.00	259	81,600	--	9
Hillsboro SD 1J	3.00	230-260	125,306*	114,444-136,168	12-13	2.00	260	121,873*	107,578-136,168	13
Hood River County SD	1.00	230	93,551	--	6	--	--	--	--	--
Klamath County SD	--	--	--	--	--	--	--	--	--	--
Lake Oswego SD 7J	--	--	--	--	--	1.00	261	125,920	--	10
Lebanon Community SD 9	--	--	--	--	--	--	--	--	--	--
Lincoln County SD	1.00	240	106,956	--	11	1.00	260	130,367	--	--
North Clackamas SD 12	1.00	240	130,164	--	9	3.00	240-260	106,776	87,111-122,295	9
Oregon City SD 62	1.00	240	95,638*	--	11	1.00	260	123,928*	--	11
Redmond SD 2J	1.00	220	94,000	--	8	1.00	240	95,000	--	8
Reynolds SD 7	1.00	235	114,988*	--	11	1.00	235	99,993*	--	11
Roseburg SD 4	1.00	260	91,434	--	11	1.00	260	91,434	--	11
Salem-Keizer SD 24J	7.00	260	103,274	84,207-135,984	10	6.00	260	100,152	83,403-111,873	10
Springfield SD 19	1.50	260	102,036	89,185-127,738	8	1.00	260	117,342	--	8
Tigard-Tualatin SD 23J	--	--	--	--	--	--	--	--	--	--
West Linn-Wilsonville SD 3JT	1.00	260	123,553	--	12	4.00	260	105,987	74,558-160,798	12
Woodburn SD 103	1.00	260	94,982	--	12	1.00	260	79,555	--	12

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

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before reviewing data

<u>School District</u>	FOOD SERVICE MANAGEMENT					TRANSPORTATION MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	1.00	255	126,315*	--	10	1.00	255	126,315	--	10
Bend-LaPine Admin SD 1	--	--	--	--	--	1.00	238	106,339*	--	10
Bethel SD 52	1.00	256	79,330	--	10	1.00	256	60,458	--	10
Canby SD 86	--	--	--	--	--	--	--	--	--	--
Centennial SD 28J	--	--	--	--	--	--	--	--	--	--
Central Point SD 6	1.00	260	72,000	--	6	--	--	--	--	--
Corvallis SD 509J	1.00	260	82,592	--	9	--	--	--	--	--
Eugene SD 4J	--	--	--	--	--	1.00	260	102,132	--	10
Forest Grove SD 15	--	--	--	--	--	--	--	--	--	--
Grants Pass SD 7	--	--	--	--	--	--	--	--	--	--
Greater Albany Public SD 8J	--	--	--	--	--	2.00	233	69,691*	57,391-81,991	9
Gresham-Barlow SD 10J	--	--	--	--	--	--	--	--	--	--
Hermiston SD 8R	--	--	--	--	--	--	--	--	--	--
Hillsboro SD 1J	1.00	260	136,168*	--	13	1.00	260	136,168*	--	13
Hood River County SD	1.00	230	64,735	--	6	1.00	240	80,276	--	6
Klamath County SD	--	--	--	--	--	--	--	--	--	--
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	1.00	260	71,394	--	10	--	--	--	--	--
Lincoln County SD	--	--	--	--	--	--	--	--	--	--
North Clackamas SD 12	--	--	--	--	--	3.00	260	91,161	82,960-107,562	9
Oregon City SD 62	--	--	--	--	--	1.00	260	92,338*	--	11
Redmond SD 2J	--	--	--	--	--	--	--	--	--	--
Reynolds SD 7	1.00	240	85,040*	--	11	1.00	235	111,412*	--	11
Roseburg SD 4	--	--	--	--	--	0.50	260	83,636	--	11
Salem-Keizer SD 24J	--	--	--	--	--	3.00	260	99,289	89,350-111,873	10
Springfield SD 19	1.00	260	83,302	--	8	1.50	260	98,114	83,302-127,738	8
Tigard-Tualatin SD 23J	--	--	--	--	--	--	--	--	--	--
West Linn-Wilsonville SD 3JT	1.00	260	80,000	--	12	--	--	--	--	--
Woodburn SD 103	1.00	260	71,920	--	12	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

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before reviewing data

	0-499 ADM PRINCIPALS - SR. HIGH					500-899 ADM PRINCIPALS - SR. HIGH				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Beaverton SD 48J	4.00	255	115,493*	--	10	3.00	255	115,493*	--	10
Bend-LaPine Admin SD 1	2.00	238	117,461*	115,616-119,306	10	--	--	--	--	--
Bethel SD 52	--	--	--	--	--	--	--	--	--	--
Canby SD 86	--	--	--	--	--	--	--	--	--	--
Centennial SD 28J	1.00	225	115,673*	--	9	--	--	--	--	--
Central Point SD 6	3.00	225	112,698	111,215-113,439	6	--	--	--	--	--
Corvallis SD 509J	1.00	230	119,256	113,388-125,124	9	--	--	--	--	--
Eugene SD 4J	1.00	260	110,680	--	10	--	--	--	--	--
Forest Grove SD 15	--	--	--	--	--	--	--	--	--	--
Grants Pass SD 7	--	--	--	--	--	--	--	--	--	--
Greater Albany Public SD 8J	1.00	233	116,902*	--	9	--	--	--	--	--
Gresham-Barlow SD 10J	1.00	240	110,929*	--	10	--	--	--	--	--
Hermiston SD 8R	--	--	--	--	--	--	--	--	--	--
Hillsboro SD 1J	2.00	260	127,909*	122,320-133,498	13	--	--	--	--	--
Hood River County SD	--	--	--	--	--	--	--	--	--	--
Klamath County SD	5.00	220	102,162	98,820-104,633	6	2.00	230	110,469	109,051-111,887	6
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	--	--	--	--	--
Lincoln County SD	2.00	230	108,036	--	6	2.00	230	117,751	109,771-125,731	6
North Clackamas SD 12	3.00	230	110,922	--	9	--	--	--	--	--
Oregon City SD 62	2.00	225	102,775*	101,885-103,665	6	--	--	--	--	--
Redmond SD 2J	--	--	--	--	--	--	--	--	--	--
Reynolds SD 7	1.00	235	116,994*	--	11	--	--	--	--	--
Roseburg SD 4	--	--	--	--	--	--	--	--	--	--
Salem-Keizer SD 24J	--	--	--	--	--	1.00	260	125,808	--	10
Springfield SD 19	1.50	227	104,993	99,227-110,710	8	--	--	--	--	--
Tigard-Tualatin SD 23J	1.00	250	125,286	--	10	--	--	--	--	--
West Linn-Wilsonville SD 3JT	1.00	260	117,595	--	12	--	--	--	--	--
Woodburn SD 103	5.00	260	107,974	107,111-110,357	12	--	--	--	--	--

*Administrator pays into PERS

School District	900-1099 ADM PRINCIPALS - SR. HIGH					1100-UP ADM PRINCIPALS - SR. HIGH				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	1.00	255	138,154*	--	10	5.00	255	138,154*	--	10
Bend-LaPine Admin SD 1	--	--	--	--	--	3.00	238	122,995*	--	10
Bethel SD 52	--	--	--	--	--	1.80	221	102,117	102,235-124,105	8
Canby SD 86	--	--	--	--	--	1.00	235	121,804*	--	9
Centennial SD 28J	--	--	--	--	--	1.00	230	131,107*	--	9
Central Point SD 6	--	--	--	--	--	--	--	--	--	--
Corvallis SD 509J	2.00	230	119,256	113,388-125,124	9	--	--	--	--	--
Eugene SD 4J	1.00	260	116,215	--	10	3.00	260	119,410	--	10
Forest Grove SD 15	--	--	--	--	--	1.00	240	141,503*	--	9
Grants Pass SD 7	--	--	--	--	--	1.00	239	124,837*	--	7
Greater Albany Public SD 8J	--	--	--	--	--	2.00	233	127,959*	--	9
Gresham-Barlow SD 10J	--	--	--	--	--	2.00	240	123,805*	120,128-127,481	10
Hermiston SD 8R	--	--	--	--	--	1.00	260	120,020	--	9
Hillsboro SD 1J	--	--	--	--	--	4.00	260	133,498*	--	13
Hood River County SD	--	--	--	--	--	1.00	230	115,024	--	6
Klamath County SD	--	--	--	--	--	--	--	--	--	--
Lake Oswego SD 7J	--	--	--	--	--	2.00	261	124,621	120,726-127,216	10
Lebanon Community SD 9	--	--	--	--	--	1.00	240	114,283	--	8
Lincoln County SD	--	--	--	--	--	--	--	--	--	--
North Clackamas SD 12	--	--	--	--	--	4.00	240	125,206	--	9
Oregon City SD 62	--	--	--	--	--	1.00	225	120,315*	--	6
Redmond SD 2J	2.00	240	112,000	--	8	--	--	--	--	--
Reynolds SD 7	--	--	--	--	--	1.00	235	130,281*	--	11
Roseburg SD 4	--	--	--	--	--	1.00	260	109,903	--	11
Salem-Keizer SD 24J	--	--	--	--	--	7.00	260	124,337	114,036-125,808	10
Springfield SD 19	--	--	--	--	--	2.00	260	117,980	113,695-122,265	8
Tigard-Tualatin SD 23J	--	--	--	--	--	2.00	250	129,416	--	10
West Linn-Wilsonville SD 3JT	--	--	--	--	--	2.00	260	130,948	--	12
Woodburn SD 103	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	0-499 ADM PRINCIPALS - JR. HIGH / MID					500-699 ADM PRINCIPALS - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	--	--	--	--	--	--	--	--	--	--
Bend-LaPine Admin SD 1	2.00	224	103,447*	99,696-107,197	10	4.00	229	109,374*	105,921-112,827	10
Bethel SD 52	--	--	--	--	--	--	--	--	--	--
Canby SD 86	--	--	--	--	--	1.00	235	114,325*	--	9
Centennial SD 28J	--	--	--	--	--	--	--	--	--	--
Central Point SD 6	1.00	220	106,521	--	6	--	--	--	--	--
Corvallis SD 509J	--	--	--	--	--	3.00	230	111,172	105,703-116,641	9
Eugene SD 4J	5.00	225	106,261	99,954-107,838	3	3.00	225	105,210	99,954-107,838	3
Forest Grove SD 15	--	--	--	--	--	--	--	--	--	--
Grants Pass SD 7	--	--	--	--	--	1.00	239	113,659*	--	7
Greater Albany Public SD 8J	0.50	233	112,363*	--	9	3.00	233	116,902*	--	9
Gresham-Barlow SD 10J	2.00	235	116,565*	115,410-117,719	10	2.00	235	117,719*	--	10
Hermiston SD 8R	--	--	--	--	--	1.00	260	111,176	--	9
Hillsboro SD 1J	--	--	--	--	--	1.00	260	122,057*	--	13
Hood River County SD	1.00	220	105,201	--	5	1.00	220	105,201	--	5
Klamath County SD	2.00	215	98,195	98,080-98,310	6	--	--	--	--	--
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	1.00	225	100,501	--	8
Lincoln County SD	1.00	225	106,993	--	6	--	--	--	--	--
North Clackamas SD 12	--	--	--	--	--	--	--	--	--	--
Oregon City SD 62	--	--	--	--	--	--	--	--	--	--
Redmond SD 2J	--	--	--	--	--	2.00	220	104,500	--	8
Reynolds SD 7	--	--	--	--	--	1.00	235	114,988*	--	11
Roseburg SD 4	--	--	--	--	--	1.00	223	95,894	--	7
Salem-Keizer SD 24J	1.00	230	108,108	--	9	2.00	230	114,824	--	9
Springfield SD 19	1.00	227	114,863	--	8	3.00	227	110,710	--	8
Tigard-Tualatin SD 23J	--	--	--	--	--	--	--	--	--	--
West Linn-Wilsonville SD 3JT	1.00	260	117,595	--	12	2.00	260	117,595	--	12
Woodburn SD 103	--	--	--	--	--	2.00	260	107,128	105,031-109,224	12

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

Please read introduction
before reviewing data

	700-UP ADM PRINCIPALS - JR. HIGH / MID					0-199 ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Beaverton SD 48J	8.00	255	127,608*	--	10	--	--	--	--	--
Bend-LaPine Admin SD 1	1.00	229	110,364*	--	10	3.00	224	99,696*	--	10
Bethel SD 52	2.00	217	99,235	90,611-111,652	8	--	--	--	--	--
Canby SD 86	--	--	--	--	--	--	--	--	--	--
Centennial SD 28J	1.00	230	121,249*	--	9	--	--	--	--	--
Central Point SD 6	1.00	220	109,289	--	6	--	--	--	--	--
Corvallis SD 509J	--	--	--	--	--	--	--	--	--	--
Eugene SD 4J	--	--	--	--	--	1.00	223	82,453	--	3
Forest Grove SD 15	1.00	235	121,728*	--	9	--	--	--	--	--
Grants Pass SD 7	1.00	239	109,922*	--	7	--	--	--	--	--
Greater Albany Public SD 8J	--	--	--	--	--	2.50	223	105,098*	99,734-107,955	9
Gresham-Barlow SD 10J	1.00	235	117,719*	--	10	--	--	--	--	--
Hermiston SD 8R	1.00	260	106,859	--	9	--	--	--	--	--
Hillsboro SD 1J	3.00	260	118,395*	114,734-122,057	13	--	--	--	--	--
Hood River County SD	--	--	--	--	--	0.60	215	100,253	--	5
Klamath County SD	--	--	--	--	--	2.00	215	89,978	88,653-91,302	6
Lake Oswego SD 7J	2.00	261	117,125	110,632-120,639	10	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	--	--	--	--	--
Lincoln County SD	--	--	--	--	--	--	--	--	--	--
North Clackamas SD 12	4.00	230	110,922	--	9	--	--	--	--	--
Oregon City SD 62	2.00	225	107,275*	104,652-109,898	6	--	--	--	--	--
Redmond SD 2J	--	--	--	--	--	--	--	--	--	--
Reynolds SD 7	2.00	235	117,379*	112,734-122,023	11	--	--	--	--	--
Roseburg SD 4	1.00	223	95,894	--	7	--	--	--	--	--
Salem-Keizer SD 24J	9.00	230	113,843	108,245-114,824	9	--	--	--	--	--
Springfield SD 19	--	--	--	--	--	0.50	225	105,821	--	8
Tigard-Tualatin SD 23J	3.00	250	121,056	--	10	--	--	--	--	--
West Linn-Wilsonville SD 3JT	1.00	260	117,595	--	12	--	--	--	--	--
Woodburn SD 103	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS

Please read introduction
before reviewing data

School District	200-399 ADM PRINCIPALS - ELEMENTARY					400-UP ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg Salary	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	5.00	255	123,297*	120,780-125,814	10	29.00	255	125,814*	--	10
Bend-LaPine Admin SD 1	4.00	224	103,989*	100,781-107,197	10	11.00	224	105,552*	103,906-107,197	10
Bethel SD 52	--	--	--	--	--	7.00	217	106,780	87,996-109,062	8
Canby SD 86	1.00	225	108,141*	--	9	5.00	225	109,378*	108,141-114,325	9
Centennial SD 28J	--	--	--	--	--	7.00	225	116,354*	114,773-117,743	9
Central Point SD 6	1.55	215	105,138	--	6	3.00	215	105,138	--	6
Corvallis SD 509J	7.00	230	106,618	101,374-111,861	9	--	--	--	--	--
Eugene SD 4J	8.00	223	102,024	86,575-107,837	3	10.00	223	99,453	82,452-102,979	3
Forest Grove SD 15	3.00	220	118,465*	--	9	4.00	220	119,370*	118,465-120,274	9
Grants Pass SD 7	--	--	--	--	--	6.00	239	101,410*	94,639-108,181	7
Greater Albany Public SD 8J	7.50	223	108,160*	99,734-110,114	9	2.00	223	104,924*	99,734-110,114	9
Gresham-Barlow SD 10J	3.00	230	113,783*	--	10	8.00	230	112,443*	107,220-117,719	10
Hermiston SD 8R	--	--	--	--	--	5.00	260	102,110	96,928-107,016	9
Hillsboro SD 1J	7.00	230	111,011*	107,578-114,444	12	18.00	230	109,294*	104,144-114,444	12
Hood River County SD	1.00	215	100,253	--	5	3.00	215	100,253	--	5
Klamath County SD	3.00	215	94,162	90,426-97,850	6	4.00	215	97,508	96,254-99,903	6
Lake Oswego SD 7J	--	--	--	--	--	6.00	261	112,712	108,168-114,660	10
Lebanon Community SD 9	5.00	225	97,318	92,847-102,510	8	1.00	225	100,501	--	8
Lincoln County SD	2.00	225	102,910	--	6	4.00	225	102,910	--	6
North Clackamas SD 12	3.00	220	102,680	92,916-107,562	9	13.00	220	107,562	--	9
Oregon City SD 62	--	--	--	--	--	6.00	215	99,499*	94,323-106,001	6
Redmond SD 2J	5.00	220	103,100	--	8	3.00	220	103,100	--	8
Reynolds SD 7	2.00	235	111,351*	110,249-112,453	11	9.00	235	112,286*	105,970-116,994	11
Roseburg SD 4	6.00	223	90,140	83,675-91,434	7	2.00	223	91,434	--	7
Salem-Keizer SD 24J	12.00	223	102,551	88,858-108,105	9	30.00	223	105,494	88,858-108,105	9
Springfield SD 19	6.00	225	99,361	90,150-105,821	8	5.00	225	101,397	94,893-105,821	8
Tigard-Tualatin SD 23J	--	--	--	--	--	10.00	250	118,677	115,812-119,394	10
West Linn-Wilsonville SD 3JT	3.00	260	117,595	--	12	6.00	260	117,595	--	12
Woodburn SD 103	--	--	--	--	--	5.00	260	104,438	100,962-109,264	12

*Administrator pays into PERS

School District	No.	ASST. / VICE PRIN. - SR. HIGH				ASST. / VICE PRIN. - JR. HIGH / MID				
		Con-tract	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	17.00	255	119,225*	--	10	18.00	255	113,184*	110,875-115,184	10
Bend-LaPine Admin SD 1	7.00	224	105,312*	--	10	5.00	224	96,597*	93,547-99,646	10
Bethel SD 52	3.30	221	101,528	86,736-107,502	8	2.00	217	88,261	81,162-101,522	8
Canby SD 86	3.00	225	102,909*	97,270-105,728	9	1.00	225	100,293*	--	9
Centennial SD 28J	3.00	225	113,092*	110,692-113,392	9	1.00	225	106,349*	--	9
Central Point SD 6	--	--	--	--	--	1.00	215	101,107	--	6
Corvallis SD 509J	4.00	230	103,655	98,556-108,754	9	2.00	230	98,875	94,012-103,737	9
Eugene SD 4J	8.00	--	95,248	78,462-116,214	--	8.00	--	87,925	75,079-93,769	--
Forest Grove SD 15	2.50	240	124,697*	--	9	1.00	235	102,651*	--	9
Grants Pass SD 7	5.00	239	104,238*	97,495-109,922	7	2.00	239	95,893*	94,290-97,495	7
Greater Albany Public SD 8J	6.00	233	104,038*	97,942-108,136	9	4.00	233	95,690*	91,893-101,457	9
Gresham-Barlow SD 10J	6.00	235	109,963*	104,973-111,398	10	4.00	230	105,691*	--	10
Hermiston SD 8R	2.00	260	99,118	95,194-103,041	9	2.00	260	92,384	91,469-93,298	9
Hillsboro SD 1J	8.00	225	104,072*	99,168-108,976	12	4.00	225	106,602*	98,760-114,444	12
Hood River County SD	2.00	220	100,167	--	5	2.00	215	93,551	--	5
Klamath County SD	8.00	215	92,456	85,751-95,778	5	1.00	210	88,483	--	5
Lake Oswego SD 7J	6.00	261	103,423	99,957-106,447	10	2.00	261	99,308	97,359-103,851	10
Lebanon Community SD 9	3.00	225	96,722	94,173-99,937	8	1.00	225	80,498	--	8
Lincoln County SD	5.00	230	95,622	94,488-96,378	6	1.00	225	100,487	--	6
North Clackamas SD 12	11.00	230	105,321	97,561-107,562	9	4.00	230	98,324	--	9
Oregon City SD 62	3.00	225	102,591*	98,874-105,222	6	2.00	215	90,240*	88,407-92,072	6
Redmond SD 2J	5.00	225	97,900	--	8	2.00	220	94,000	--	8
Reynolds SD 7	5.00	235	109,289*	104,989-113,639	11	5.00	235	104,178*	98,033-110,396	11
Roseburg SD 4	3.00	223	84,512	83,675-86,185	7	2.00	223	91,434	--	7
Salem-Keizer SD 24J	21.00	230	97,725	84,247-106,193	9	11.00	230	94,094	89,910-101,138	9
Springfield SD 19	4.00	225	93,560	85,106-99,902	8	4.00	225	92,378	82,558-107,486	8
Tigard-Tualatin SD 23J	6.00	250	111,919	108,133-113,823	10	3.00	250	111,059	108,815-112,181	10
West Linn-Wilsonville SD 3JT	7.00	260	107,440	--	12	4.00	260	100,707	--	12
Woodburn SD 103	--	--	--	--	--	2.00	260	93,388	--	12

School District	ASST. / VICE PRIN. ELEMENTARY					OTHER CENTRAL OFFICE ADMINISTRATORS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Beaverton SD 48J	17.00	255	110,441*	108,186-112,695	10	2.00	255	125,105*	115,909-134,300	10
Bend-LaPine Admin SD 1	9.00	214	92,237*	90,799-93,675	10	4.00	238	119,673*	109,706-122,995	10
Bethel SD 52	2.00	217	93,282	87,996-109,062	8	1.00	256	86,173	--	10
Canby SD 86	--	--	--	--	--	1.00	235	102,556*	--	9
Centennial SD 28J	2.00	205	89,222*	--	8	--	--	--	--	--
Central Point SD 6	0.55	215	98,074	--	6	--	--	--	--	--
Corvallis SD 509J	--	--	--	--	--	1.00	230	97,553	--	9
Eugene SD 4J	1.00	--	82,261	--	--	--	--	--	--	--
Forest Grove SD 15	1.00	220	114,356*	--	9	3.00	230-240	122,578*	116,022-129,133	9.00
Grants Pass SD 7	--	--	--	--	--	--	--	--	--	--
Greater Albany Public SD 8J	1.00	223	65,757*	--	9	1.00	233	85,303*	--	9
Gresham-Barlow SD 10J	--	--	--	--	--	9.00	240	81,142*	57,557-102,979	10
Hermiston SD 8R	--	--	--	--	--	3.00	260	101,120	95,380-106,859	9
Hillsboro SD 1J	2.00	210	93,362*	91,896-94,829	12	--	--	--	--	--
Hood River County SD	--	--	--	--	--	1.60	215-235	80,196	62,113-98,278	5-6
Klamath County SD	5.00	210	85,414	84,069-88,273	5	2.00	220	104,512	102,211-106,813	6
Lake Oswego SD 7J	--	--	--	--	--	--	--	--	--	--
Lebanon Community SD 9	--	--	--	--	--	1.00	225	100,501	--	10
Lincoln County SD	2.00	225	84,912	84,150-85,833	6	2.50	225-235	107,391	97,527-125,731	6-11
North Clackamas SD 12	2.00	220	86,074	82,963-89,184	9	4.60	210-260	106,951	75,248-148,972	8-9
Oregon City SD 62	--	--	--	--	--	5.00	215-260	93,852*	68,563-110,690	6-11
Redmond SD 2J	--	--	--	--	--	6.00	220-260	106,050	94,000-113,500	8
Reynolds SD 7	2.00	235	106,132*	104,031-108,232	11	3.00	235	114,167*	109,229-119,632	11
Roseburg SD 4	--	--	--	--	--	0.50	260	83,636	--	11
Salem-Keizer SD 24J	7.00	223	78,952	76,758-79,829	9	11.00	260	111,733	82,609-135,984	10
Springfield SD 19	--	--	--	--	--	9.50	225-260	86,851	66,845-105,821	8
Tigard-Tualatin SD 23J	--	--	--	--	--	2.00	238-250	111,756	108,861-114,650	10
West Linn-Wilsonville SD 3JT	--	--	--	--	--	1.00	260	107,440	--	12
Woodburn SD 103	1.00	260	85,453	--	12	4.00	260	100,495	85,453-113,703	12

*Administrator pays into PERS

School District	INSURANCE												OTHER			
	HOSPITAL/ MEDICAL		DENTAL		VISION		LIFE INSUR- ANCE		LONG TERM DISAB.		DEPEN- DENT'S LIFE		TAX SHELTER ANNUITY		EARLY RETIRE- MENT	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Beaverton SD 48J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Bend-LaPine Admin SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Bethel SD 52	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Canby SD 86	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Centennial SD 28J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Central Point SD 6	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Corvallis SD 509J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Eugene SD 4J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Forest Grove SD 15	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Grants Pass SD 7	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	Y
Greater Albany Public SD 8J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	Y	Y
Gresham-Barlow SD 10J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Hermiston SD 8R	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	N	Y
Hillsboro SD 1J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Hood River County SD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Klamath County SD	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y
Lake Oswego SD 7J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y
Lebanon Community SD 9	Y	Y	Y	Y	Y	Y	Y	Y	N	--	N	--	Y	N	N	N
Lincoln County SD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
North Clackamas SD 12	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y
Oregon City SD 62	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Redmond SD 2J	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
Reynolds SD 7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	A	A	Y	Y
Roseburg SD 4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y
Salem-Keizer SD 24J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	Y
Springfield SD 19	Y	Y	Y	Y	Y	--	Y	Y	N	N	N	N	Y	Y	N	N
Tigard-Tualatin SD 23J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
West Linn-Wilsonville SD 3JT	Y	--	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N
Woodburn SD 103	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

	OTHER		CONFERENCE						TRANSPORTATION							
	TUITION		EXPENSE		REGIS-		MEALS		LODGING		AUTO		MONTHLY		MILEAGE	
	REIM- BURSE	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
School District	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Beaverton SD 48J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Bend-LaPine Admin SD 1	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Bethel SD 52	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Canby SD 86	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Centennial SD 28J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Central Point SD 6	N	N	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Corvallis SD 509J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Eugene SD 4J	N	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Forest Grove SD 15	N	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Grants Pass SD 7	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Greater Albany Public SD 8J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Gresham-Barlow SD 10J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y
Hermiston SD 8R	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Hillsboro SD 1J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Hood River County SD	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y
Klamath County SD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Lake Oswego SD 7J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Lebanon Community SD 9	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	--	N	Y	Y	Y
Lincoln County SD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
North Clackamas SD 12	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y
Oregon City SD 62	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Redmond SD 2J	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Reynolds SD 7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Roseburg SD 4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y
Salem-Keizer SD 24J	--	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Springfield SD 19	Y	Y	N	N	Y	Y	Y	Y	Y	--	N	N	Y	Y	Y	Y
Tigard-Tualatin SD 23J	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
West Linn-Wilsonville SD 3JT	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Woodburn SD 103	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y

LEAVE PROVISIONS

PROFESSIONAL DUES

School District	PROFES- SIONAL		SABBA- TICAL		OTHER LEAVES		COSA/ DEPT.		NATIONAL		CIVIC		OTHER	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B
Beaverton SD 48J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Bend-LaPine Admin SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Bethel SD 52	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Canby SD 86	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Centennial SD 28J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Central Point SD 6	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Corvallis SD 509J	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
Eugene SD 4J	N	N	N	N	N	Y	Y	Y	Y	Y	N	Y	N	Y
Forest Grove SD 15	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Grants Pass SD 7	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N
Greater Albany Public SD 8J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Gresham-Barlow SD 10J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hermiston SD 8R	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Hillsboro SD 1J	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N
Hood River County SD	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
Klamath County SD	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Lake Oswego SD 7J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Lebanon Community SD 9	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Lincoln County SD	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
North Clackamas SD 12	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N
Oregon City SD 62	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N
Redmond SD 2J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Reynolds SD 7	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Roseburg SD 4	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Salem-Keizer SD 24J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Springfield SD 19	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	Y
Tigard-Tualatin SD 23J	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
West Linn-Wilsonville SD 3JT	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Woodburn SD 103	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

**ADMINISTRATIVE SALARIES 2017-18
4000+ ADM DISTRICTS**

Supplemental Section

School District	Title of Position	Days	Salary
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Districts Failing to Report:

David Douglas SD 40
McMinnville SD 40
Medford SD 549
Newberg SD 29J
Oregon Trail SD 46
Portlans SD 1J
Santiam Canyon SD 129J
Sherwood SD 88J
Three Rivers SD

- NOTES -

Districts 1500-3999 ADM

Salaries & Economic Benefits

School District	SUPERINTENDENT or SUPERINTENDENT/PRINCIPAL					DEPUTY SUPERINTENDENT				
	ADM	No.	Con-tract days	Single Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	2,986	1.00	260	155,000	10	--	--	--	--	--
Astoria SD 1C	1,899	1.00	258	127,119	9	--	--	--	--	--
Baker SD 5J	1,717	1.00	260	131,500	9	--	--	--	--	--
Brookings Harbor SD 17C	1,618	1.00	260	125,888	10	--	--	--	--	--
Cascade SD 5	2,315	1.00	260	133,620	10	--	--	--	--	--
Central SD 13J	3,282	1.00	258	129,000	8	--	--	--	--	--
Coos Bay SD 9	3,094	1.00	260	129,000	9	--	--	--	--	--
Crook County SD	2,961	1.00	260	132,639	8	--	--	--	--	--
Dallas SD 2	2,889	1.00	260	133,288	10	--	--	--	--	--
Estacada SD 108	1,760	1.00	241	125,000*	11	--	--	--	--	--
Gladstone SD 115	2,200	0.71	160	139,297	9	--	--	--	--	--
Jackson County SD 9	3,940	1.00	260	144,949	11	--	--	--	--	--
Junction City SD 69	1,670	1.00	253	133,800	10	--	--	--	--	--
Klamath Falls City Schools	2,814	1.00	260	141,331	11	--	--	--	--	--
La Grande SD 1	2,376	1.00	260	140,000	9	--	--	--	--	--
Milton-Freewater Unified SD 7	1,746	1.00	260	125,000	9	--	--	--	--	--
Molalla River SD 35	2,720	1.00	260	125,355*	13	--	--	--	--	--
Morrow County SD 1	2,200	1.00	250	140,179	11	--	--	--	--	--
North Bend SD 13	2,332	1.00	236	130,500	8	--	--	--	--	--
North Marion SD 15	1,921	1.00	260	123,000	8	--	--	--	--	--
North Santiam SD 29J	2,265	1.00	258	129,017	8	--	--	--	--	--
North Wasco County SD 21	3,064	1.00	240	121,790	10	--	--	--	--	--
Ontario SD 8C	2,389	1.00	260	122,000	11	--	--	--	--	--
Parkrose SD 3	3,276	1.00	240	145,482	10	--	--	--	--	--
Pendleton SD 16	3,072	1.00	260	135,500*	10	--	--	--	--	--
Philomath SD 17J	1,598	1.00	261	137,067	11	--	--	--	--	--
Phoenix-Talent SD 4	2,580	1.00	261	125,000	12	--	--	--	--	--
Scappoose SD 1J	2,394	1.00	260	121,000*	11	--	--	--	--	--
Seaside SD 10	1,561	1.00	260	132,645*	8	--	--	--	--	--
Silver Falls SD 4J	3,937	1.00	260	136,355	10	--	--	--	--	--
South Lane SD 45J	2,476	1.00	260	145,100	12	--	--	--	--	--
St. Helens SD 502	3,009	1.00	260	144,616*	9	--	--	--	--	--
Sweet Home SD 55	2,318	1.00	260	125,000	10	--	--	--	--	--
Tillamook SD 9	2,100	1.00	260	125,000	11	--	--	--	--	--

*Administrator pays into PERS

School District	ASSISTANT SUPERINTENDENT					HUMAN RESOURCES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	0.50	260	126,162	--	10
Astoria SD 1C	--	--	--	--	--	--	--	--	--	--
Baker SD 5J	0.07	260	110,989	--	9	--	--	--	--	--
Brookings Harbor SD 17C	--	--	--	--	--	--	--	--	--	--
Cascade SD 5	--	--	--	--	--	0.50	230	109,006	--	6
Central SD 13J	1.00	258	119,412	--	8	--	--	--	--	--
Coos Bay SD 9	--	--	--	--	--	0.50	260	94,725	--	9
Crook County SD	--	--	--	--	--	--	--	--	--	--
Dallas SD 2	1.00	260	119,254	--	10	--	--	--	--	--
Estacada SD 108	--	--	--	--	--	1.00	260	90,323*	--	11
Gladstone SD 115	1.00	235	121,800	--	9	1.00	240	93,381	--	11
Jackson County SD 9	--	--	--	--	--	1.00	260	124,001	--	11
Junction City SD 69	--	--	--	--	--	--	--	--	--	--
Klamath Falls City Schools	--	--	--	--	--	1.00	235	120,945	--	11
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	--	--	--	--	--
Morrow County SD 1	--	--	--	--	--	1.00	245	118,580*	--	11
North Bend SD 13	--	--	--	--	--	1.00	260	99,290	--	8
North Marion SD 15	--	--	--	--	--	1.00	230	57,528	--	8
North Santiam SD 29J	1.00	230	113,419	--	5	1.00	258	84,034	--	8
North Wasco County SD 21	--	--	--	--	--	1.00	240	99,538	--	12
Ontario SD 8C	--	--	--	--	--	1.00	230	110,451	--	5
Parkrose SD 3	1.00	230	127,260	--	10	1.00	230	109,639	--	10
Pendleton SD 16	--	--	--	--	--	--	--	--	--	--
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	2.00	261	118,170	--	12	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	1.00	260	87,119*	--	11
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	1.00	255	116,718	--	10	--	--	--	--	--
South Lane SD 45J	1.00	260	128,361*	--	12	1.00	260	112,949*	--	12
St. Helens SD 502	--	--	--	--	--	1.00	260	63,209*	--	9
Sweet Home SD 55	--	--	--	--	--	--	--	--	--	--
Tillamook SD 9	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	PUBLIC RELATIONS / INFO					BUSINESS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	--	--	--	--	--
Astoria SD 1C	--	--	--	--	--	1.00	258	79,174	--	9
Baker SD 5J	--	--	--	--	--	0.50	260	105,992	--	9
Brookings Harbor SD 17C	--	--	--	--	--	1.00	260	88,552	--	11
Cascade SD 5	--	--	--	--	--	1.00	260	102,093	--	10
Central SD 13J	--	--	--	--	--	1.00	258	103,200	--	8
Coos Bay SD 9	--	--	--	--	--	0.50	260	94,725	--	9
Crook County SD	--	--	--	--	--	1.00	260	98,972	--	10
Dallas SD 2	--	--	--	--	--	--	--	--	--	--
Estacada SD 108	1.00	260	50,885*	--	11	1.00	260	110,663*	--	11
Gladstone SD 115	1.00	220	63,243	--	9	1.00	235	113,324	--	9
Jackson County SD 9	--	--	--	--	--	1.00	260	124,001	--	11
Junction City SD 69	--	--	--	--	--	1.00	230	88,601	--	10
Klamath Falls City Schools	--	--	--	--	--	1.00	260	105,201	--	11
La Grande SD 1	--	--	--	--	--	1.00	230	92,190	--	9
Milton-Freewater Unified SD 7	--	--	--	--	--	1.00	250	95,838	--	10
Molalla River SD 35	--	--	--	--	--	1.00	260	114,242*	--	12
Morrow County SD 1	--	--	--	--	--	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	1.00	260	120,510	--	8
North Marion SD 15	--	--	--	--	--	1.00	240	89,257	--	8
North Santiam SD 29J	--	--	--	--	--	1.00	258	96,547	--	8
North Wasco County SD 21	--	--	--	--	--	1.00	240	102,720	--	12
Ontario SD 8C	--	--	--	--	--	1.00	230	102,937	--	5
Parkrose SD 3	--	--	--	--	--	1.00	240	121,708	--	10
Pendleton SD 16	--	--	--	--	--	1.00	230	117,306*	--	8
Philomath SD 17J	--	--	--	--	--	1.00	260	102,500	--	11
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	1.00	260	90,177*	--	11
Seaside SD 10	--	--	--	--	--	1.00	258	91,752*	--	8
Silver Falls SD 4J	--	--	--	--	--	--	--	--	--	--
South Lane SD 45J	0.50	235	97,582*	--	12	--	--	--	--	--
St. Helens SD 502	--	--	--	--	--	1.00	260	102,408*	--	9
Sweet Home SD 55	--	--	--	--	--	1.00	260	96,843	--	10
Tillamook SD 9	--	--	--	--	--	1.00	260	94,696	--	11

*Administrator pays into PERS

School District	SPECIAL EDUCATION					STUDENT AND SUPPORT SERVICES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	1.00	260	126,162	--	10
Astoria SD 1C	1.00	218	93,443	--	4	--	--	--	--	--
Baker SD 5J	1.00	225	102,026	--	8	0.30	260	99,034	87,078-110,989	9
Brookings Harbor SD 17C	1.00	260	99,674	--	11	--	--	--	--	--
Cascade SD 5	1.00	230	104,752	--	6	--	--	--	--	--
Central SD 13J	1.00	258	111,600	--	8	--	--	--	--	--
Coos Bay SD 9	1.00	260	105,193	--	9	--	--	--	--	--
Crook County SD	1.00	225	93,050	--	9	--	--	--	--	--
Dallas SD 2	1.00	260	109,420	--	10	--	--	--	--	--
Estacada SD 108	1.00	235	116,394*	--	11	--	--	--	--	--
Gladstone SD 115	1.00	230	109,796	--	9	--	--	--	--	--
Jackson County SD 9	1.00	260	119,923	--	11	--	--	--	--	--
Junction City SD 69	1.00	230	102,198	--	5	--	--	--	--	--
Klamath Falls City Schools	1.00	235	103,945	--	11	--	--	--	--	--
La Grande SD 1	1.00	235	87,684	--	9	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	1.00	260	111,955*	--	12	0.50	260	117,232	--	12
Morrow County SD 1	--	--	--	--	--	1.00	159	68,920	--	0
North Bend SD 13	1.00	226	95,374	--	8	--	--	--	--	--
North Marion SD 15	1.00	225	107,551	--	6	--	--	--	--	--
North Santiam SD 29J			See Supplemental Section			--	--	--	--	--
North Wasco County SD 21	1.00	225	96,088	--	9	--	--	--	--	--
Ontario SD 8C	--	--	--	--	--	1.00	230	108,443	--	5
Parkrose SD 3	--	--	--	--	--	1.00	230	113,138	--	10
Pendleton SD 16	1.00	230	114,189*	--	8	--	--	--	--	--
Philomath SD 17J	1.00	240	102,000	--	11	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	1.00	235	98,647*	--	11	--	--	--	--	--
Seaside SD 10	1.00	225	88,603*	--	5	--	--	--	--	--
Silver Falls SD 4J	1.00	260	104,126	--	10	--	--	--	--	--
South Lane SD 45J	1.00	260	109,875*	--	12	--	--	--	--	--
St. Helens SD 502	1.00	230	112,716*	--	7	1.00	215	91,577*	--	8
Sweet Home SD 55	--	--	--	--	--	1.00	222	100,636	--	0
Tillamook SD 9	1.00	215	105,827	--	10	--	--	--	--	--

*Administrator pays into PERS

School District	INSTRUCTION / CURRICULUM					ATHLETIC / ACTIVITY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	0.50	260	126,162	--	10	1.00	221	101,668	--	10
Astoria SD 1C	1.00	218	95,284	--	4	--	--	--	--	--
Baker SD 5J	0.68	260	110,989	--	9	--	--	--	--	--
Brookings Harbor SD 17C	--	--	--	--	--	See Supplemental Section				
Cascade SD 5	0.50	230	109,006	--	6	1.00	218	91,861	--	6
Central SD 13J	1.00	258	111,600	--	8	--	--	--	--	--
Coos Bay SD 9	1.00	225	99,797	--	8	1.00	220	110,997	--	8
Crook County SD	1.00	225	104,304	--	9	0.50	215	90,867	--	9
Dallas SD 2	1.00	260	109,073	--	10	--	--	--	--	--
Estacada SD 108	1.00	235	118,766*	--	11	0.50	235	98,370*	--	11
Gladstone SD 115	--	--	--	--	--	--	--	--	--	--
Jackson County SD 9	1.00	260	119,923	--	11	--	--	--	--	--
Junction City SD 69	--	--	--	--	--	0.50	191	61,733	--	5
Klamath Falls City Schools	1.00	220	100,972	--	11	1.00	225	91,637	--	11
La Grande SD 1	1.00	235	102,312	--	9	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	0.50	225	103,958*	87,296-120,620	9	--	--	--	--	--
Morrow County SD 1	1.00	240	111,833*	--	11	--	--	--	--	--
North Bend SD 13	1.00	226	98,602	--	8	1.00	226	101,061	--	8
North Marion SD 15	1.00	225	109,163	--	6	--	--	--	--	--
North Santiam SD 29J	--	--	--	--	--	--	--	--	--	--
North Wasco County SD 21	--	--	--	--	--	1.00	220	88,544	--	9
Ontario SD 8C	1.00	230	108,443	--	5	1.00	216	77,040	--	10
Parkrose SD 3	--	--	--	--	--	--	--	--	--	--
Pendleton SD 16	1.00	230	114,189*	--	8	1.00	215	97,674*	--	8
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	--	--	--	--	--
Seaside SD 10	0.50	225	114,304*	--	5	--	--	--	--	--
Silver Falls SD 4J	1.00	260	119,007	--	10	--	--	--	--	--
South Lane SD 45J	--	--	--	--	--	--	--	--	--	--
St. Helens SD 502	--	--	--	--	--	1.00	190	73,674*	--	5
Sweet Home SD 55	1.00	222	104,927	--	0	--	--	--	--	--
Tillamook SD 9	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	TECHNOLOGY ADMIN					FACILITIES MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	--	--	--	--	--
Astoria SD 1C	1.00	260	62,490*	--	11	--	--	--	--	--
Baker SD 5J	--	--	--	--	--	--	--	--	--	--
Brookings Harbor SD 17C	1.00	221	73,960	--	7	1.00	260	66,760	--	11
Cascade SD 5	1.00	240	85,490	--	6	1.00	260	67,000	--	10
Central SD 13J	1.00	258	89,706	--	8	--	--	--	--	--
Coos Bay SD 9	0.80	260	81,410	--	9	1.00	260	78,552	--	9
Crook County SD	1.00	260	103,842	--	10	1.00	260	69,067	--	10
Dallas SD 2	--	--	--	--	--	--	--	--	--	--
Estacada SD 108	1.00	260	78,198*	--	11	1.00	260	61,846*	--	11
Gladstone SD 115	1.00	240	84,538	--	11	--	--	--	--	--
Jackson County SD 9	--	--	--	--	--	--	--	--	--	--
Junction City SD 69	1.00	260	70,419	--	10	1.00	260	74,934	--	10
Klamath Falls City Schools	1.00	260	92,273	--	11	--	--	--	--	--
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	--	--	--	--	--
Morrow County SD 1	--	--	--	--	--	--	--	--	--	--
North Bend SD 13	1.00	260	90,686	--	8	--	--	--	--	--
North Marion SD 15	1.00	240	71,002	--	8	1.00	240	68,860	--	8
North Santiam SD 29J	--	--	--	--	--	1.00	258	70,052	--	8
North Wasco County SD 21	--	--	--	--	--	--	--	--	--	--
Ontario SD 8C	1.00	240	76,035	--	11	1.00	240	71,888	--	11
Parkrose SD 3	1.00	230	116,637	--	10	1.00	230	78,464	--	10
Pendleton SD 16	--	--	--	--	--	1.00	260	79,459*	--	8
Philomath SD 17J	1.00	260	69,053	--	11	1.00	260	67,035	--	11
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	--	--	--	--	--
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	--	--	--	--	--
South Lane SD 45J	--	--	--	--	--	--	--	--	--	--
St. Helens SD 502	1.00	260	81,772*	--	9	1.00	260	79,458*	--	9
Sweet Home SD 55	--	--	--	--	--	1.00	260	88,626	--	10
Tillamook SD 9	1.00	260	94,912	--	11	--	--	--	--	--

*Administrator pays into PERS

School District	FOOD SERVICE MANAGEMENT					TRANSPORTATION MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	--	--	--	--	--
Astoria SD 1C	1.00	260	60,000	--	11	1.00	260	60,000	--	11
Baker SD 5J	--	--	--	--	--	0.05	260	110,989	--	9
Brookings Harbor SD 17C	1.00	260	47,432	--	11	1.00	220	51,955	--	7
Cascade SD 5	1.00	220	47,992	--	6	--	--	--	--	--
Central SD 13J	1.00	220	67,140	--	7	1.00	220	67,140	--	7
Coos Bay SD 9	--	--	--	--	--	--	--	--	--	--
Crook County SD	1.00	260	43,838	--	10	1.00	260	69,067	--	10
Dallas SD 2	--	--	--	--	--	--	--	--	--	--
Estacada SD 108	1.00	260	56,417*	--	11	1.00	260	107,275*	--	11
Gladstone SD 115	--	--	--	--	--	--	--	--	--	--
Jackson County SD 9	--	--	--	--	--	--	--	--	--	--
Junction City SD 69	0.78	200	36,602	--	5	--	--	--	--	--
Klamath Falls City Schools	--	--	--	--	--	1.00	260	58,483	--	11
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	--	--	--	--	--
Morrow County SD 1	--	--	--	--	--	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	--	--	--	--	--
North Marion SD 15	1.00	240	57,790	--	8	--	--	--	--	--
North Santiam SD 29J	1.00	215	47,688	--	7	--	--	--	--	--
North Wasco County SD 21	--	--	--	--	--	1.00	240	56,567	--	12
Ontario SD 8C	1.00	230	72,867	--	5	1.00	240	52,354	--	11
Parkrose SD 3	--	--	--	--	--	1.00	230	78,464	--	10
Pendleton SD 16	--	--	--	--	--	--	--	--	--	--
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	--	--	--	--	--
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	--	--	--	--	--
South Lane SD 45J	--	--	--	--	--	--	--	--	--	--
St. Helens SD 502	1.00	220	57,786*	--	8	--	--	--	--	--
Sweet Home SD 55	1.00	215	52,376	--	0	1.00	260	55,079	--	0
Tillamook SD 9	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
1500-3999 ADM DISTRICTS

Please read introduction
before reviewing data

	0-499 ADM					500-899 ADM				
	PRINCIPALS - SR. HIGH					PRINCIPALS - SR. HIGH				
<u>School District</u>	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	--	--	--	--	--
Astoria SD 1C	--	--	--	--	--	1.00	223	105,453	--	4
Baker SD 5J	1.50	225	108,510	105,992-111,028	8	--	--	--	--	--
Brookings Harbor SD 17C	--	--	--	--	--	1.00	221	104,335	--	7
Cascade SD 5	--	--	--	--	--	1.00	225	116,982	--	6
Central SD 13J	--	--	--	--	--	--	--	--	--	--
Coos Bay SD 9	--	--	--	--	--	--	--	--	--	--
Crook County SD	--	--	--	--	--	1.00	225	107,675	--	9
Dallas SD 2	--	--	--	--	--	--	--	--	--	--
Estacada SD 108	--	--	--	--	--	1.00	235	115,411*	--	11
Gladstone SD 115	--	--	--	--	--	--	--	--	--	--
Jackson County SD 9	--	--	--	--	--	--	--	--	--	--
Junction City SD 69	--	--	--	--	--	2.00	225	99,790	--	5
Klamath Falls City Schools	--	--	--	--	--	2.00	230	113,404	112,841-113,968	11
La Grande SD 1	--	--	--	--	--	1.00	225	105,646	--	9
Milton-Freewater Unified SD 7	--	--	--	--	--	1.00	225	105,951	--	8
Molalla River SD 35	--	--	--	--	--	1.00	235	117,848*	--	9
Morrow County SD 1	4.00	225	104,840*	100,791-108,889	5	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	1.00	226	104,750	--	8
North Marion SD 15	--	--	--	--	--	1.00	225	111,346	--	6
North Santiam SD 29J	--	--	--	--	--	1.00	230	108,922	--	5
North Wasco County SD 21	1.00	225	93,953	--	9	1.00	225	107,081	--	9
Ontario SD 8C	--	--	--	--	--	1.00	232	103,058	--	10
Parkrose SD 3	--	--	--	--	--	--	--	--	--	--
Pendleton SD 16	--	--	--	--	--	1.00	225	114,192*	--	8
Philomath SD 17J	1.00	220	113,200	--	11	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	1.00	225	109,517	--	6
Scappoose SD 1J	--	--	--	--	--	1.00	225	113,388*	--	6
Seaside SD 10	1.00	230	108,483*	--	5	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	--	--	--	--	--
South Lane SD 45J	1.00	230	95,277*	--	6	1.00	220	109,491*	--	6
St. Helens SD 502	--	--	--	--	--	--	--	--	--	--
Sweet Home SD 55	--	--	--	--	--	1.00	222	113,648	--	--
Tillamook SD 9	1.00	205	73,000	--	10	1.00	220	115,716	--	10

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
1500-3999 ADM DISTRICTS

Please read introduction
before reviewing data

	900-1099 ADM PRINCIPALS - SR. HIGH					1100-UP ADM PRINCIPALS - SR. HIGH				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
<u>School District</u>										
Ashland SD 5	1.00	221	114,545	--	10	--	--	--	--	--
Astoria SD 1C	--	--	--	--	--	--	--	--	--	--
Baker SD 5J	--	--	--	--	--	--	--	--	--	--
Brookings Harbor SD 17C	--	--	--	--	--	--	--	--	--	--
Cascade SD 5	--	--	--	--	--	--	--	--	--	--
Central SD 13J	1.00	230	117,645	--	7	--	--	--	--	--
Coos Bay SD 9	1.00	225	115,350	--	8	--	--	--	--	--
Crook County SD	--	--	--	--	--	--	--	--	--	--
Dallas SD 2	1.00	230	113,734	--	4	--	--	--	--	--
Estacada SD 108	--	--	--	--	--	--	--	--	--	--
Gladstone SD 115	--	--	--	--	--	1.00	230	112,682	--	9
Jackson County SD 9	--	--	--	--	--	1.00	225	115,141	--	8
Junction City SD 69	--	--	--	--	--	--	--	--	--	--
Klamath Falls City Schools	--	--	--	--	--	--	--	--	--	--
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	--	--	--	--	--
Morrow County SD 1	--	--	--	--	--	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	--	--	--	--	--
North Marion SD 15	--	--	--	--	--	--	--	--	--	--
North Santiam SD 29J	--	--	--	--	--	--	--	--	--	--
North Wasco County SD 21	--	--	--	--	--	--	--	--	--	--
Ontario SD 8C	--	--	--	--	--	--	--	--	--	--
Parkrose SD 3	1.00	230	124,557	--	10	--	--	--	--	--
Pendleton SD 16	--	--	--	--	--	--	--	--	--	--
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	--	--	--	--	--
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	1.00	255	104,557	--	10
South Lane SD 45J	--	--	--	--	--	--	--	--	--	--
St. Helens SD 502	1.00	230	93,706*	--	8	--	--	--	--	--
Sweet Home SD 55	--	--	--	--	--	--	--	--	--	--
Tillamook SD 9	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	0-499 ADM PRINCIPALS - JR. HIGH / MID					500-699 ADM PRINCIPALS - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	1.00	221	110,463	--	10
Astoria SD 1C	1.00	218	99,335	--	4	--	--	--	--	--
Baker SD 5J	0.90	225	87,078	--	8	--	--	--	--	--
Brookings Harbor SD 17C	1.00	221	97,611	--	7	--	--	--	--	--
Cascade SD 5	--	--	--	--	--	1.00	225	103,688	--	6
Central SD 13J	--	--	--	--	--	--	--	--	--	--
Coos Bay SD 9	1.00	225	92,217	--	8	1.00	225	92,217	--	8
Crook County SD	--	--	--	--	--	1.00	225	99,810	--	9
Dallas SD 2	--	--	--	--	--	1.00	225	106,852	--	4
Estacada SD 108	1.00	235	102,841*	--	11	--	--	--	--	--
Gladstone SD 115	--	--	--	--	--	--	--	--	--	--
Jackson County SD 9	2.00	215	107,865	104,259-111,470	8	--	--	--	--	--
Junction City SD 69	1.00	220	90,586	--	5	--	--	--	--	--
Klamath Falls City Schools	--	--	--	--	--	1.00	230	113,618	--	11
La Grande SD 1	--	--	--	--	--	1.00	220	97,545	--	9
Milton-Freewater Unified SD 7	1.00	220	98,835	--	8	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	1.00	235	117,557*	--	9
Morrow County SD 1	--	--	--	--	--	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	1.00	226	101,061	--	8
North Marion SD 15	2.00	225	95,978	95,028-96,928	6	--	--	--	--	--
North Santiam SD 29J	--	--	--	--	--	1.00	228	103,054	--	5
North Wasco County SD 21	--	--	--	--	--	1.00	225	98,654	--	9
Ontario SD 8C	1.00	227	99,530	--	10	--	--	--	--	--
Parkrose SD 3	--	--	--	--	--	--	--	--	--	--
Pendleton SD 16	--	--	--	--	--	1.00	221	107,027*	--	8
Philomath SD 17J	1.00	220	101,000	--	11	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	1.00	220	105,558	--	6
Scappoose SD 1J	1.00	225	97,552*	--	6	--	--	--	--	--
Seaside SD 10	1.00	225	95,142*	--	5	--	--	--	--	--
Silver Falls SD 4J	1.00	220	99,384	--	5	--	--	--	--	--
South Lane SD 45J	--	--	--	--	--	1.00	220	106,034*	--	6
St. Helens SD 502	1.00	225	100,287*	--	8	--	--	--	--	--
Sweet Home SD 55	1.00	222	94,921	--	--	--	--	--	--	--
Tillamook SD 9	1.00	215	112,231	--	10	--	--	--	--	--

*Administrator pays into PERS

School District	700-UP ADM PRINCIPALS - JR. HIGH / MID					0-199 ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	1.50	221	101,354	99,783-102,925	10
Astoria SD 1C	--	--	--	--	--	--	--	--	--	--
Baker SD 5J	--	--	--	--	--	--	--	--	--	--
Brookings Harbor SD 17C	--	--	--	--	--	--	--	--	--	--
Cascade SD 5	--	--	--	--	--	0.50	213	93,000	--	6
Central SD 13J	1.00	225	106,718	--	7	--	--	--	--	--
Coos Bay SD 9	--	--	--	--	--	--	--	--	--	--
Crook County SD	--	--	--	--	--	See Supplemental Section				
Dallas SD 2	--	--	--	--	--	--	--	--	--	--
Estacada SD 108	--	--	--	--	--	--	--	--	--	--
Gladstone SD 115	1.00	230	109,796	--	9	--	--	--	--	--
Jackson County SD 9	--	--	--	--	--	--	--	--	--	--
Junction City SD 69	--	--	--	--	--	--	--	--	--	--
Klamath Falls City Schools	--	--	--	--	--	--	--	--	--	--
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	0.50	225	100,570*	--	9
Morrow County SD 1	--	--	--	--	--	1.00	225	97,603*	93,839-101,368	5
North Bend SD 13	--	--	--	--	--	--	--	--	--	--
North Marion SD 15	--	--	--	--	--	--	--	--	--	--
North Santiam SD 29J	--	--	--	--	--	--	--	--	--	--
North Wasco County SD 21	--	--	--	--	--	--	--	--	--	--
Ontario SD 8C	--	--	--	--	--	--	--	--	--	--
Parkrose SD 3	1.00	230	116,637	--	10	4.00	225	111,907	109,371-112,753	10
Pendleton SD 16	--	--	--	--	--	--	--	--	--	--
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	--	--	--	--	--	1.00	225	101,606*	--	6
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	1.80	220	111,567	109,087-119,007	5
South Lane SD 45J	--	--	--	--	--	3.00	215	92,587*	89,514-95,661	6
St. Helens SD 502	--	--	--	--	--	--	--	--	--	--
Sweet Home SD 55	--	--	--	--	--	0.50	218	89,677	--	--
Tillamook SD 9	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	200-399 ADM PRINCIPALS - ELEMENTARY					400-UP ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	3.00	221	101,354	99,783-102,925	10	--	--	--	--	--
Astoria SD 1C	--	--	--	--	--	2.00	218	95,284	--	4
Baker SD 5J	1.00	225	83,228	--	8	1.00	225	81,597	--	8
Brookings Harbor SD 17C	--	--	--	--	--	1.00	221	95,060	--	7
Cascade SD 5	1.00	213	93,457	--	6	1.00	225	98,265	--	6
Central SD 13J	1.00	220	102,300	--	7	2.00	220	100,650	99,000-102,300	7
Coos Bay SD 9	1.00	225	98,908	--	8	1.00	225	97,041	--	8
Crook County SD	--	--	--	--	--	2.00	220	92,829	92,601-93,057	9
Dallas SD 2	--	--	--	--	--	3.00	225	100,745	96,569-102,834	4
Estacada SD 108	1.00	220	98,362*	--	11	1.00	220	95,903*	--	11
Gladstone SD 115	--	--	--	--	--	1.00	230	111,442	--	9
Jackson County SD 9	2.00	215	105,689	99,908-111,470	8	2.00	215	103,363	99,908-106,818	8
Junction City SD 69	--	--	--	--	--	1.00	215	96,545	--	5
Klamath Falls City Schools	3.00	230	98,821	95,838-104,786	11	1.00	230	104,786	--	11
La Grande SD 1	2.00	215	89,227	84,813-93,640	9	1.00	215	84,813	--	9
Milton-Freewater Unified SD 7	3.00	215	88,322	87,160-90,646	8	--	--	--	--	--
Molalla River SD 35	1.40	225	105,911*	100,517-111,304	9	1.00	235	115,252*	--	9
Morrow County SD 1	4.00	--	101,368*	93,839-101,368	--	--	--	--	--	--
North Bend SD 13	--	--	--	--	--	1.50	216	97,488	93,914-101,061	8
North Marion SD 15	--	--	--	--	--	2.00	225	91,885	--	6
North Santiam SD 29J	2.00	225	95,014	88,778-101,249	5	1.00	225	94,135	--	5
North Wasco County SD 21	1.00	220	93,555	--	9	2.00	220	95,655	93,555-97,755	9
Ontario SD 8C	--	--	--	--	--	5.00	216	91,399	87,883-94,914	10
Parkrose SD 3	--	--	--	--	--	--	--	--	--	--
Pendleton SD 16	2.00	215	100,356*	--	8	2.00	215	100,356*	--	8
Philomath SD 17J	--	--	--	--	--	1.00	220	85,500	80,000-91,000	11
Phoenix-Talent SD 4	1.00	210	98,930	--	6	2.00	210	98,930	--	6
Scappoose SD 1J	1.00	225	90,276*	--	6	1.00	225	98,648*	--	6
Seaside SD 10	1.00	225	93,134*	--	5	1.00	225	96,610*	--	5
Silver Falls SD 4J	2.80	220	111,071	109,087-119,087	5	1.00	220	101,651	--	5
South Lane SD 45J	1.00	215	94,508*	--	6	1.00	215	94,508*	--	6
St. Helens SD 502	1.00	220	100,311*	--	8	2.00	220	100,331*	98,345-102,317	8
Sweet Home SD 55	3.00	218	90,609	87,909-93,308	--	--	--	--	--	--
Tillamook SD 9	2.00	210	105,827	--	10	1.00	215	112,321	--	10

*Administrator pays into PERS

School District	ASST. / VICE PRIN. - SR. HIGH					ASST. / VICE PRIN. - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	2.00	221	100,096	98,528-101,668	10	1.00	221	100,096	98,528-101,668	10
Astoria SD 1C	1.00	218	93,443	--	4	1.00	218	88,128	--	4
Baker SD 5J	1.00	205	73,605	--	8	--	--	--	--	--
Brookings Harbor SD 17C	1.00	221	88,729	--	7	1.00	221	85,113	--	7
Cascade SD 5	1.00	213	89,264	--	6	1.00	213	87,000	--	6
Central SD 13J	2.00	220	90,200	--	7	1.00	220	89,100	--	7
Coos Bay SD 9	1.00	220	87,494	--	8	--	--	--	--	--
Crook County SD	1.50	215	90,905	90,867-90,942	9	1.00	215	80,893	--	9
Dallas SD 2	2.00	220	88,006	--	4	1.00	220	83,972	--	4
Estacada SD 108	0.50	235	98,370*	--	11	1.00	220	91,302*	--	11
Gladstone SD 115	1.00	225	102,544	--	9	1.00	225	80,216	--	9
Jackson County SD 9	2.00	220	106,096	101,742-110,450	8	--	--	--	--	--
Junction City SD 69	--	--	--	--	--	1.00	210	81,591	--	5
Klamath Falls City Schools	--	--	--	--	--	1.00	220	86,602	--	11
La Grande SD 1	1.00	215	82,989	--	9	1.00	215	85,739	--	9
Milton-Freewater Unified SD 7	1.00	215	93,917	--	8	--	--	--	--	--
Molalla River SD 35	1.00	225	95,896*	--	9	1.00	225	93,585*	--	9
Morrow County SD 1	2.00	225	96,040*	92,333-99,747	5	--	--	--	--	--
North Bend SD 13	1.00	216	88,227	--	8	1.00	216	101,061	--	8
North Marion SD 15	1.00	220	83,388	--	6	--	--	--	--	--
North Santiam SD 29J	2.00	222	95,703	95,411-95,995	5	1.00	222	88,428	--	5
North Wasco County SD 21	1.00	220	90,951	--	9	--	--	--	--	--
Ontario SD 8C	2.00	216	85,961	--	10	1.00	216	85,281	--	10
Parkrose SD 3	2.00	225	109,137	--	10	1.00	225	99,958	--	10
Pendleton SD 16	1.00	215	100,356*	--	8	1.00	215	97,674*	--	8
Philomath SD 17J	1.00	220	84,000	--	11	--	--	--	--	--
Phoenix-Talent SD 4	2.00	215	87,772	86,051-89,493	6	--	--	--	--	--
Scappoose SD 1J	2.00	225	89,386*	86,744-106,684	6	--	--	--	--	--
Seaside SD 10	1.00	220	85,578*	--	5	1.00	220	78,834*	--	5
Silver Falls SD 4J	2.50	215	103,262	89,250-111,567	5	--	--	--	--	--
South Lane SD 45J	2.50	220	90,282*	87,977-92,587	6	1.00	220	88,361*	--	6
St. Helens SD 502	2.00	220	100,426*	--	8	1.00	215	90,805*	--	8
Sweet Home SD 55	2.00	--	89,868	89,420-90,316	--	1.00	--	93,308	--	--
Tillamook SD 9	1.00	210	96,144	--	10	--	--	--	--	--

*Administrator pays into PERS

School District	ASST. / VICE PRIN. ELEMENTARY					OTHER CENTRAL OFFICE ADMINISTRATORS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Ashland SD 5	--	--	--	--	--	--	--	--	--	--
Astoria SD 1C	--	--	--	--	--	--	--	--	--	--
Baker SD 5J	--	--	--	--	--	--	--	--	--	--
Brookings Harbor SD 17C	1.00	221	85,786	--	7	--	--	--	--	--
Cascade SD 5	1.00	213	82,000	--	6	1.50	210-215	93,563	84,000-98,344	6
Central SD 13J	--	--	--	--	--	--	--	--	--	--
Coos Bay SD 9	1.00	220	75,543	--	8	--	--	--	--	--
Crook County SD	2.00	210	75,094	--	9	1.00	260	68,534	--	10
Dallas SD 2	--	--	--	--	--	2.00	220	102,328	98,304-106,352	4
Estacada SD 108	--	--	--	--	--	--	--	--	--	--
Gladstone SD 115	1.00	225	96,150	--	9	--	--	--	--	--
Jackson County SD 9	1.00	215	80,531	--	8	--	--	--	--	--
Junction City SD 69	--	--	--	--	--	0.75	230	102,198	--	5
Klamath Falls City Schools	--	--	--	--	--	4.00	200-230	86,889	71,341-104,786	11
La Grande SD 1	--	--	--	--	--	--	--	--	--	--
Milton-Freewater Unified SD 7	--	--	--	--	--	--	--	--	--	--
Molalla River SD 35	--	--	--	--	--	0.60	225	105,909*	100,515-111,302	9
Morrow County SD 1	1.00	225	85,382	--	5	--	--	--	--	--
North Bend SD 13	1.00	216	84,473	72,188-96,757	8	1.00	216-226	98,909	96,756-101,061	8
North Marion SD 15	1.00	220	81,139	--	6	2.00	200-230	51,113	43,204-59,022	8
North Santiam SD 29J	--	--	--	--	--	0.50	126	55,688	--	8
North Wasco County SD 21	--	--	--	--	--	--	--	--	--	--
Ontario SD 8C	2.00	216	81,354	--	10	--	--	--	--	--
Parkrose SD 3	1.00	225	103,540	--	10	--	--	--	--	--
Pendleton SD 16	--	--	--	--	--	--	--	--	--	--
Philomath SD 17J	--	--	--	--	--	--	--	--	--	--
Phoenix-Talent SD 4	--	--	--	--	--	--	--	--	--	--
Scappoose SD 1J	1.00	200	79,026*	--	6	--	--	--	--	--
Seaside SD 10	--	--	--	--	--	--	--	--	--	--
Silver Falls SD 4J	--	--	--	--	--	0.90	220-261	114,047	109,087-119,007	5-8
South Lane SD 45J	1.75	215	86,056*	84,520-87,593	6	--	--	--	--	--
St. Helens SD 502	--	--	--	--	--	1.00	260	68,420*	--	9
Sweet Home SD 55	--	--	--	--	--	--	--	--	--	--
Tillamook SD 9	--	--	--	--	--	1.50	215-230	105,529	105,231-105,827	10

*Administrator pays into PERS

School District	INSURANCE												OTHER			
	HOSPITAL/ MEDICAL		DENTAL		VISION		LIFE INSUR- ANCE		LONG TERM DISAB.		DEPEN- DENT'S LIFE		TAX SHELTER ANNUITY		EARLY RETIRE- MENT	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Ashland SD 5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	A	N	N
Astoria SD 1C	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Baker SD 5J	Y	Y	N	N	N	N	Y	Y	N	N	N	N	N	N	N	N
Brookings Harbor SD 17C	N	Y	N	Y	N	Y	N	N	N	N	N	N	A	N	N	N
Cascade SD 5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Central SD 13J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y
Coos Bay SD 9	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Crook County SD	Y	Y	Y	Y	Y	Y	Y	Y	Y	--	Y	Y	A	N	N	N
Dallas SD 2	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Estacada SD 108	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Gladstone SD 115	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Jackson County SD 9	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	N
Junction City SD 69	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	N	Y	Y
Klamath Falls City Schools	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	Y
La Grande SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Milton-Freewater Unified SD 7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Molalla River SD 35	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Morrow County SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	--	N	--	N	A	Y	Y
North Bend SD 13	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
North Marion SD 15	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N
North Santiam SD 29J	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N
North Wasco County SD 21	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Ontario SD 8C	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	Y	Y
Parkrose SD 3	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Pendleton SD 16	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y
Philomath SD 17J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Phoenix-Talent SD 4	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y
Scappoose SD 1J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	Y	Y
Seaside SD 10	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	Y	Y
Silver Falls SD 4J	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	A	A	--	--
South Lane SD 45J	Y	N	Y	N	Y	N	Y	Y	Y	Y	N	N	Y	Y	N	N
St. Helens SD 502	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--
Sweet Home SD 55	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	--	N	--
Tillamook SD 9	Y	Y	Y	Y	Y	Y	Y	Y	Y		N	N	Y	Y	Y	Y

	OTHER		CONFERENCE						TRANSPORTATION							
	TUITION		EXPENSE		REGIS-		MEALS		LODGING		AUTO		MONTHLY		MILEAGE	
	REIM- BURSE	BURSE	ACCOUNT	ACCOUNT	TRATION	TRATION	S	B	S	B	PROVIDED	PROVIDED	ALLOW.	ALLOW.	ALLOW.	ALLOW.
School District	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Ashland SD 5	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Astoria SD 1C	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Baker SD 5J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Brookings Harbor SD 17C	N	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Cascade SD 5	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Central SD 13J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Coos Bay SD 9	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Crook County SD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Dallas SD 2	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Estacada SD 108	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Gladstone SD 115	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Jackson County SD 9	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y
Junction City SD 69	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Klamath Falls City Schools	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
La Grande SD 1	Y	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Milton-Freewater Unified SD 7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Molalla River SD 35	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Morrow County SD 1	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	--	Y
North Bend SD 13	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
North Marion SD 15	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
North Santiam SD 29J	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y
North Wasco County SD 21	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Ontario SD 8C	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Parkrose SD 3	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
Pendleton SD 16	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y
Philomath SD 17J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Phoenix-Talent SD 4	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Scappoose SD 1J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Seaside SD 10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Silver Falls SD 4J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
South Lane SD 45J	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
St. Helens SD 502	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	Y	--	Y	--
Sweet Home SD 55	Y	Y	N	--	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Tillamook SD 9	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

School District	LEAVE PROVISIONS						PROFESSIONAL DUES							
	PROFES- SIONAL		SABBA- TICAL		OTHER LEAVES		COSA/ DEPT.		NATIONAL		CIVIC		OTHER	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B
Ashland SD 5	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Astoria SD 1C	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Baker SD 5J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Brookings Harbor SD 17C	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y
Cascade SD 5	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Central SD 13J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Coos Bay SD 9	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	N	N
Crook County SD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Dallas SD 2	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Estacada SD 108	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Gladstone SD 115	Y	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y
Jackson County SD 9	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Junction City SD 69	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Klamath Falls City Schools	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
La Grande SD 1	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Milton-Freewater Unified SD 7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Molalla River SD 35	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Morrow County SD 1	N	N	N	N	Y	Y	Y	Y	Y	--	Y	--	N	N
North Bend SD 13	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
North Marion SD 15	Y	Y	N	N	Y	Y	Y	Y	--	--	--	--	Y	Y
North Santiam SD 29J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
North Wasco County SD 21	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	N	N
Ontario SD 8C	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Parkrose SD 3	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Pendleton SD 16	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Philomath SD 17J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Phoenix-Talent SD 4	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Scappoose SD 1J	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N
Seaside SD 10	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Silver Falls SD 4J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
South Lane SD 45J	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
St. Helens SD 502	Y	--	Y	--	Y	--	Y	--	Y	--	Y	--	Y	--
Sweet Home SD 55	Y	Y	--	--	Y	Y	Y	Y	N	N	N	N	N	N
Tillamook SD 9	N	N	N	N	Y	Y	Y		Y	Y	N	N	N	N

**ADMINISTRATIVE SALARIES 2017-18
1500-3999 ADM DISTRICTS**

Supplemental Section

School District	Title of Position	Days	Salary
Brookings Harbor SD	Athletic/Activity	221	\$ 9,000
Crook County SD	Principal	--	\$ 4,280
Crook County SD	Principal	--	\$ 4,280
North Santiam SD	Special education	225	\$ 10,865

Districts Failing to Report:

Jefferson County SD 509J

- NOTES -

Districts 500-1499 ADM

Salaries & Economic Benefits

School District	SUPERINTENDENT or SUPERINTENDENT/PRINCIPAL					DEPUTY SUPERINTENDENT				
	ADM	No.	Con-tract days	Single Salary or Avg	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	860	1.00	260	120,000	9	--	--	--	--	--
Athena-Weston SD 29RJ	570	1.00	260	112,320*	10	--	--	--	--	--
Banks SD 13	1,185	1.00	260	122,000	10	--	--	--	--	--
Central Linn SD 552C	647	1.00	255	111,000	12	--	--	--	--	--
Colton SD 53	619	1.00	240	113,484*	9	--	--	--	--	--
Coquille SD 8	1,086	1.00	250	130,326	10	--	--	--	--	--
Creswell SD 40	1,265	1.00	260	121,145	8	--	--	--	--	--
Culver SD 4	665	1.00	260	126,434	12	--	--	--	--	--
Dayton SD 8	971	1.00	258	127,500	10	--	--	--	--	--
Fern Ridge SD 28J	1,383	1.00	261	130,000	10	--	--	--	--	--
Fossil SD 21J	630	0.80	208	110,379	8	--	--	--	--	--
Gaston SD 511JT	576	1.00	260	110,412	11	--	--	--	--	--
Gervais SD 1	1,123	1.00	261	121,979	11	--	--	--	--	--
Glide SD 12	763	1.00	240	108,498	10	--	--	--	--	--
Harney County SD 3	880	1.00	260	115,000*	8	--	--	--	--	--
Harrisburg SD 7	889	1.00	250	102,000	7	--	--	--	--	--
Jefferson SD 14J	865	1.00	260	144,331*	10	--	--	--	--	--
John Day SD 3	616	1.00	260	115,829	9	--	--	--	--	--
Lowell SD 71	948	0.33	74	140,145	5	--	--	--	--	--
Mt. Angel SD 91	751	1.00	258	123,629*	10	--	--	--	--	--
Myrtle Point SD 41	555	1.00	220	111,624	9	--	--	--	--	--
Neah-Kah-Nie SD 56	780	1.00	260	126,279*	9	--	--	--	--	--
Nyssa SD 26	1,260	1.00	260	115,000	--	--	--	--	--	--
Oakland SD 1	621	0.50	260	103,699	10	--	--	--	--	--
Oakridge SD 76	530	1.00	235	126,491	9	--	--	--	--	--
Rainier SD 13	950	1.00	260	135,655	10	--	--	--	--	--
Reedsport SD 105	700	0.50	220	105,000	10	--	--	--	--	--
Riverdale SD 51J	640	1.00	240	136,578	10	--	--	--	--	--
Rogue River SD 35	820	1.00	225	132,737	8	--	--	--	--	--
Scio SD 95C	687	1.00	260	116,478	8	--	--	--	--	--
Sheridan SD 48J	1,024	1.00	235	118,908	9	--	--	--	--	--
Siuslaw SD 97J	1,400	1.00	260	106,050	11	--	--	--	--	--
Sutherlin SD 130	1,348	1.00	260	115,000*	10	--	--	--	--	--
Umatilla SD 6R	1,350	1.00	260	130,043	9	--	--	--	--	--
Vale SD 84	922	1.00	260	114,565	6	--	--	--	--	--
Warrenton-Hammond SD 30	980	0.50	131	133,550*	0	--	--	--	--	--
Willamina SD 30J	901	1.00	235	116,698	0	--	--	--	--	--
Winston-Dillard SD 116	1,409	1.00	260	115,394	7	--	--	--	--	--
Yamhill-Carlton SD 1	1040	1.00	260	120,137*	10	--	--	--	--	--

*Administrator pays into PERS

School District	ASSISTANT SUPERINTENDENT					HUMAN RESOURCES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	--	--	--	--	--
Central Linn SD 552C	--	--	--	--	--	1.00	230	50,771	--	12
Colton SD 53	--	--	--	--	--	0.60	245	54,051*	--	9
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	--	--	--	--	--	--	--	--	--	--
Culver SD 4	--	--	--	--	--	0.75	260	50,769	--	12
Dayton SD 8	--	--	--	--	--	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	1.00	260	49,467	--	11
Gervais SD 1	--	--	--	--	--	--	--	--	--	--
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	--	--	--	--	--	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	0.67	161	62,609	--	0
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	1.00	225	89,100	--	7
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	0.85	245	59,758	--	9
Rainier SD 13	--	--	--	--	--	1.00	260	46,680	--	9
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	2.00	260	50,025	49,044-51,006	8
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	--	--	--	--	--	--	--	--	--	--
Umatilla SD 6R	--	--	--	--	--	--	--	--	--	--
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	--	--	--	--	--	1.00	260	52,674*	--	11
Willamina SD 30J	--	--	--	--	--	1.00	260	62,735	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	--	--	--	--	--	1.00	240	58,914*	--	10

*Administrator pays into PERS

School District	PUBLIC RELATIONS / INFORMATION					BUSINESS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	1.00	260	80,000	--	9
Athena-Weston SD 29RJ	--	--	--	--	--	1.00	260	63,361*	--	10
Banks SD 13	--	--	--	--	--	1.00	260	83,610	--	10
Central Linn SD 552C	--	--	--	--	--	1.00	255	74,000	--	12
Colton SD 53	--	--	--	--	--	0.40	245	81,222*	--	9
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	--	--	--	--	--	1.00	235	87,933	--	8
Culver SD 4	--	--	--	--	--	1.00	260	100,330	--	12
Dayton SD 8	--	--	--	--	--	1.00	258	88,558	--	8
Fern Ridge SD 28J	--	--	--	--	--	1.00	230	77,109	--	5
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	1.00	260	70,753	--	11
Gervais SD 1	--	--	--	--	--	1.00	261	81,712	--	8
Glide SD 12	--	--	--	--	--	1.00	240	70,081	--	10
Harney County SD 3	--	--	--	--	--	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	1.00	260	69,788	--	7
Jefferson SD 14J	--	--	--	--	--	1.00	260	84,041*	--	9
John Day SD 3	--	--	--	--	--	1.00	260	64,645	--	9
Lowell SD 71	--	--	--	--	--	1.75	240	49,903	47,789-52,016	10
Mt. Angel SD 91	--	--	--	--	--	1.00	258	87,915*	--	10
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	1.00	260	84,868*	--	9
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	--	--	--	--	--	1.00	260	65,918	--	10
Oakridge SD 76	--	--	--	--	--	1.00	255	74,699	--	9
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	1.00	240	79,628	--	10	1.00	240	85,000	--	10
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	1.00	235	74,050	--	9
Siuslaw SD 97J	--	--	--	--	--	1.00	240	88,887	--	11
Sutherlin SD 130	--	--	--	--	--	1.00	260	72,471*	--	10
Umatilla SD 6R	--	--	--	--	--	1.00	260	77,723	--	10
Vale SD 84	--	--	--	--	--	1.00	243	80,000	--	6
Warrenton-Hammond SD 30	--	--	--	--	--	1.00	260	8,4850*	--	11
Willamina SD 30J	--	--	--	--	--	1.00	260	61,662	--	--
Winston-Dillard SD 116	--	--	--	--	--	1.00	260	77,232	--	7
Yamhill-Carlton SD 1	--	--	--	--	--	1.00	240	84,256*	--	10

*Administrator pays into PERS

School District	SPECIAL EDUCATION					STUDENT AND SUPPORT SERVICES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	0.50	220	99,357	--	5	0.50	220	99,357	--	5
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	1.00	220	103,652	--	6	--	--	--	--	--
Creswell SD 40	0.60	220	101,067	--	7	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	--	--	--	--	--	--	--	--	--	--
Fern Ridge SD 28J	1.00	225	96,899	--	5	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	--	--	--	--	--	--	--	--	--	--
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	1.00	220	92,820*	--	0
Harrisburg SD 7	See Supplemental Section					--	--	--	--	--
Jefferson SD 14J	0.50	235	95,214*	--	8	0.50	235	95,212*	--	8
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	0.63	140	87,440	--	9	--	--	--	--	--
Mt. Angel SD 91	0.45	220	90,159*	--	6	0.14	220	90,159*	--	6
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	1.00	220	94,140*	--	8
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	1.00	225	83,000	--	8	--	--	--	--	--
Reedsport SD 105	0.50	210	77,900	--	5	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	1.00	225	101,000	--	8	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	1.00	220	96,547	--	9	--	--	--	--	--
Siuslaw SD 97J	1.00	230	90,220	--	11	--	--	--	--	--
Sutherlin SD 130	1.00	220	81,108*	--	10	1.00	220	81,108*	--	10
Umatilla SD 6R	1.00	200	74,424	--	3	--	--	--	--	--
Vale SD 84	0.50	215	91,872	--	6	--	--	--	--	--
Warrenton-Hammond SD 30	1.00	220	81,825*	--	10	1.00	200	31,340*	--	10
Willamina SD 30J	--	--	--	--	--	--	--	--	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	0.50	220	111,856*	--	7	--	--	--	--	--

*Administrator pays into PERS

School District	INSTRUCTION / CURRICULUM					ATHLETIC / ACTIVITY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	0.50	220	80,000	--	5
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	--	--	--	--	--	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	--	--	--	--	--	0.50	218	89,238	--	7
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	See Supplemental Section				
Gervais SD 1	--	--	--	--	--	--	--	--	--	--
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	1.00	210	42,900	--	0
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	--	--	--	--	--	0.40	210	89,235*	--	8
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	--	--	--	--	--
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	0.50	215	84,984	--	7
Oakland SD 1	--	--	--	--	--	See Supplemental Section				
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	1.00	220	81,108*	--	10	--	--	--	--	--
Umatilla SD 6R	--	--	--	--	--	1.00	220	70,620	--	3
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	--	--	--	--	--	--	--	--	--	--
Willamina SD 30J	--	--	--	--	--	1.00	260	45,245	--	--
Winston-Dillard SD 116	--	--	--	--	--	0.25	220	77,943	--	6
Yamhill-Carlton SD 1	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	TECHNOLOGY ADMIN					FACILITIES MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	1.00	260	72,000	--	9	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	1.00	260	52,779*	--	10
Banks SD 13	2.00	260	62,437	50,000-74,874	10	1.00	260	40,800	--	10
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	0.60	200	51,943*	--	8	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	0.50	259	76,194	--	8	0.50	259	76,194	--	8
Culver SD 4	--	--	--	--	--	1.00	260	62,483	--	12
Dayton SD 8	--	--	--	--	--	1.00	258	74,883	--	8
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	1.00	260	34,320	--	11	1.00	260	48,288	--	11
Gervais SD 1	1.00	261	79,872	--	8	2.00	261	58,430	56,430-60,430	8
Glide SD 12	1.00	240	68,855	--	10	0.50	240	32,654	--	10
Harney County SD 3	--	--	--	--	--	0.50	260	54,621*	--	8
Harrisburg SD 7	1.00	240	58,000	--	7	1.00	260	67,102	--	7
Jefferson SD 14J	1.00	260	66,205*	--	9	2.00	260	61,516*	57,886-65,146	9
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	1.00	260	53,381	--	10	0.10	260	46,664	--	10
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	0.50	260	62,400	--	--	0.75	260	44,090	--	10
Oakridge SD 76	1.00	255	68,341	--	9	--	--	--	--	--
Rainier SD 13	1.00	260	78,965	--	9	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	1.00	260	70,666	--	8	1.00	260	67,537	--	8
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	1.00	260	82,591*	--	10	1.00	260	56,579*	--	10
Umatilla SD 6R	--	--	--	--	--	1.00	260	65,273	--	10
Vale SD 84	--	--	--	--	--	1.00	253	64,508	--	6
Warrenton-Hammond SD 30	2.00	260	53,525*	42,000-65,050	11	1.00	260	56,956*	--	11
Willamina SD 30J	1.00	260	70,688	--	--	1.00	260	46,754	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	0.50	260	57,582*	--	10	1.00	260	64,598*	--	10

School District	FOOD SERVICE MANAGEMENT					TRANSPORTATION MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	0.63	175	29,616*	--	9	1.00	199	35,569*	--	9
Banks SD 13	--	--	--	--	--	--	--	--	--	--
Central Linn SD 552C	1.00	183	41,000	--	7	1.00	250	42,432	--	12
Colton SD 53	0.62	191	32,456*	--	0	1.00	245	58,121*	--	9
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	--	--	--	--	--	1.00	246	47,184	--	8
Culver SD 4	1.00	215	41,411	--	12	1.00	260	43,000	--	12
Dayton SD 8	1.00	199	40,231	--	7	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	1.00	216	44,930	--	7	--	--	--	--	--
Glide SD 12	--	--	--	--	--	0.50	240	32,654	--	10
Harney County SD 3	1.00	210	30,028*	--	0	0.50	260	54,621*	--	8
Harrisburg SD 7	1.00	220	31,000	--	7	0.40	196	32,500	--	7
Jefferson SD 14J	1.00	220	41,747*	--	8	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	1.00	200	77,250	--	0	0.90	260	46,664	--	10
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	0.25	175	40,000	--	9	1.00	260	41,549	--	10
Oakridge SD 76	0.15	245	59,758	--	9	--	--	--	--	--
Rainier SD 13	0.80	210	59,041	--	8	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	1.00	260	37,446	--	8	1.00	260	48,570	--	8
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	1.00	210	42,997*	--	7	1.00	260	56,579*	--	10
Umatilla SD 6R	1.00	260	54,467	--	10	--	--	--	--	--
Vale SD 84	1.00	215	33,085	--	6	1.00	253	36,414	--	6
Warrenton-Hammond SD 30	1.00	260	41,734*	--	11	1.00	260	46,296*	--	11
Willamina SD 30J	1.00	200	44,131	--	--	--	--	--	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	1.00	195	41,739*	--	5	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
500-1499 ADM DISTRICTS

Please read introduction
before reviewing data

	0-499 ADM					500-899 ADM				
	PRINCIPALS - SR. HIGH					PRINCIPALS - SR. HIGH				
<u>School District</u>	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	1.00	220	102,000	--	8	--	--	--	--	--
Athena-Weston SD 29RJ	1.00	215	85,134*	--	9	--	--	--	--	--
Banks SD 13	1.00	220	95,000	--	5	--	--	--	--	--
Central Linn SD 552C	1.00	225	90,889	--	11	--	--	--	--	--
Colton SD 53	1.00	221	95,936*	--	8	--	--	--	--	--
Coquille SD 8	1.00	225	101,457	--	6	--	--	--	--	--
Creswell SD 40	1.00	220	103,466	--	7	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	0.60	218	109,172	--	7	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	1.00	220	75,949	--	8	--	--	--	--	--
Gaston SD 511JT	1.00	220	95,128	--	5	--	--	--	--	--
Gervais SD 1	1.00	231	92,500	--	6	--	--	--	--	--
Glide SD 12	1.00	191	87,346	--	6	--	--	--	--	--
Harney County SD 3	1.00	210	91,800*	--	0	--	--	--	--	--
Harrisburg SD 7	1.00	220	76,000	--	6	--	--	--	--	--
Jefferson SD 14J	1.00	220	119,295*	--	8	--	--	--	--	--
John Day SD 3	--	--	--	--	--	1.00	220	94,243	--	8
Lowell SD 71	1.00	212	110,250	--	0	--	--	--	--	--
Mt. Angel SD 91	1.00	220	96,203*	--	6	--	--	--	--	--
Myrtle Point SD 41	1.00	215	83,446	--	5	--	--	--	--	--
Neah-Kah-Nie SD 56	1.00	220	111,639*	--	8	--	--	--	--	--
Nyssa SD 26	1.00	225	100,125	--	7	--	--	--	--	--
Oakland SD 1	1.00	195	90,516	--	10	--	--	--	--	--
Oakridge SD 76	0.50	225	91,104	--	9	--	--	--	--	--
Rainier SD 13	2.00	225	99,555	--	8	--	--	--	--	--
Reedsport SD 105	1.00	220	86,700	--	5	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	1.00	230	110,907	--	10
Rogue River SD 35	1.00	225	93,765	--	8	--	--	--	--	--
Scio SD 95C	1.00	260	92,492	--	7	--	--	--	--	--
Sheridan SD 48J	1.00	220	96,547	--	9	--	--	--	--	--
Siuslaw SD 97J	1.00	225	94,442	--	11	--	--	--	--	--
Sutherlin SD 130	1.00	220	96,614*	--	4	--	--	--	--	--
Umatilla SD 6R	1.00	220	100,303	--	7	--	--	--	--	--
Vale SD 84	1.00	255	105,305	--	6	--	--	--	--	--
Warrenton-Hammond SD 30	1.00	220	107,859*	--	10	--	--	--	--	--
Willamina SD 30J	0.66	220	107,482	--	5	--	--	--	--	--
Winston-Dillard SD 116	1.00	220	98,265	--	6	--	--	--	--	--
Yamhill-Carlton SD 1	1.00	220	109,676*	--	7	--	--	--	--	--

*Administrator pays into PERS

School District	900-1099 ADM PRINCIPALS - SR. HIGH					1100-UP ADM PRINCIPALS - SR. HIGH				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	--	--	--	--	--
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	--	--	--	--	--	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	--	--	--	--	--	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	--	--	--	--	--	--	--	--	--	--
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	--	--	--	--	--	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	--	--	--	--	--
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	--	--	--	--	--	--	--	--	--	--
Umatilla SD 6R	--	--	--	--	--	--	--	--	--	--
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	--	--	--	--	--	--	--	--	--	--
Willamina SD 30J	--	--	--	--	--	--	--	--	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	--	--	--	--	--	--	--	--	--	--

School District	0-499 ADM PRINCIPALS - JR. HIGH / MID					500-699 ADM PRINCIPALS - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	1.00	220	100,000	--	8	--	--	--	--	--
Athena-Weston SD 29RJ	1.00	215	74,856*	--	9	--	--	--	--	--
Banks SD 13	1.00	220	85,000	--	5	--	--	--	--	--
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	0.50	221	83,727*	--	8	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	--	--	--	--	--
Creswell SD 40	1.00	220	102,063	--	7	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	0.40	218	109,172	--	7	--	--	--	--	--
Fern Ridge SD 28J	1.00	220	93,854	--	5	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	1.00	236	107,490	--	6	--	--	--	--	--
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	1.00	210	86,700*	--	0	--	--	--	--	--
Harrisburg SD 7	1.00	220	74,999	--	6	--	--	--	--	--
Jefferson SD 14J	0.60	210	90,435*	--	8	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	0.38	225	110,250	--	0	--	--	--	--	--
Mt. Angel SD 91	1.00	220	99,007*	--	6	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	1.00	220	96,186*	--	8	--	--	--	--	--
Nyssa SD 26	1.00	225	96,377	--	7	--	--	--	--	--
Oakland SD 1	1.00	195	82,079	--	10	--	--	--	--	--
Oakridge SD 76	0.50	225	91,104	--	9	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	1.00	230	103,046	--	10
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	1.00	260	75,680	--	7	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	1.00	220	90,606	--	11	--	--	--	--	--
Sutherlin SD 130	1.00	210	87,742*	--	4	--	--	--	--	--
Umatilla SD 6R	1.00	220	88,806	--	7	--	--	--	--	--
Vale SD 84	0.50	215	91,872	--	6	--	--	--	--	--
Warrenton-Hammond SD 30	--	--	--	--	--	--	--	--	--	--
Willamina SD 30J	0.34	--	107,482	--	--	--	--	--	--	--
Winston-Dillard SD 116	1.00	220	94,172	--	6	--	--	--	--	--
Yamhill-Carlton SD 1	0.50	220	111,856*	--	7	--	--	--	--	--

*Administrator pays into PERS

School District	700-UP ADM PRINCIPALS - JR. HIGH / MID					0-199 ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	--	--	--	--	--
Central Linn SD 552C	--	--	--	--	--	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	0.50	220	94,970	--	6
Creswell SD 40	--	--	--	--	--	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	--	--	--	--	--	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	--	--	--	--	--	--	--	--	--	--
Glide SD 12	--	--	--	--	--	1.00	191	84,159	--	6
Harney County SD 3	--	--	--	--	--	1.00	210	83,640*	--	0
Harrisburg SD 7	--	--	--	--	--	1.00	220	75,000	--	6
Jefferson SD 14J	--	--	--	--	--	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	0.62	225	110,250	--	0
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	2.00	215	95,947*	92,000-99,892	8
Nyssa SD 26	--	--	--	--	--	--	--	--	--	--
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	--	--	--	--	--	--	--	--	--	--
Sutherlin SD 130	--	--	--	--	--	--	--	--	--	--
Umatilla SD 6R	--	--	--	--	--	1.00	220	100,303	--	7
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	--	--	--	--	--	--	--	--	--	--
Willamina SD 30J	--	--	--	--	--	--	--	--	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
500-1499 ADM DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	200-399 ADM PRINCIPALS - ELEMENTARY					400-UP ADM PRINCIPALS - ELEMENTARY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	1.00	220	95,000	--	8	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	1.00	220	94,685	--	5
Central Linn SD 552C	1.00	225	82,225	--	11	--	--	--	--	--
Colton SD 53	0.50	221	83,727*	--	8	--	--	--	--	--
Coquille SD 8	--	--	--	--	--	1.00	225	97,631	--	6
Creswell SD 40	--	--	--	--	--	1.00	220	102,063	--	7
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	--	--	--	--	--	1.00	218	100,937	--	7
Fern Ridge SD 28J	2.00	215	83,924	79,119-88,881	5	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	1.00	220	99,496	--	5	--	--	--	--	--
Gervais SD 1	--	--	--	--	--	1.00	221	70,000	--	6
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	1.00	210	102,993*	--	8	--	--	--	--	--
John Day SD 3	1.00	220	86,346	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	--	--	--	--	--
Mt. Angel SD 91	1.00	220	79,377*	--	6	--	--	--	--	--
Myrtle Point SD 41	1.00	215	80,782	--	5	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	--	--	--	--	--	1.00	225	94,580	--	7
Oakland SD 1	1.00	195	75,015	--	10	--	--	--	--	--
Oakridge SD 76	1.00	220	94,549	--	9	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	1.00	225	97,391	--	8
Reedsport SD 105	1.00	220	79,177	--	5	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	1.00	225	95,950	--	8	--	--	--	--	--
Scio SD 95C	1.00	260	91,996	--	7	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	1.00	220	94,653	--	9
Siuslaw SD 97J	--	--	--	--	--	1.00	220	98,443	--	11
Sutherlin SD 130	1.00	210	87,950*	--	4	1.00	210	75,686*	--	4
Umatilla SD 6R	--	--	--	--	--	--	--	--	--	--
Vale SD 84	--	--	--	--	--	1.00	215	78,030	--	6
Warrenton-Hammond SD 30	--	--	--	--	--	1.00	220	101,137*	--	10
Willamina SD 30J	--	--	--	--	--	1.00	215	89,599	--	5
Winston-Dillard SD 116	--	--	--	--	--	2.50	215	83,333	80,170-86,495	6
Yamhill-Carlton SD 1	1.00	220	98,365*	--	7	--	--	--	--	--

*Administrator pays into PERS

School District	ASST. / VICE PRIN. - SR. HIGH					ASST. / VICE PRIN. - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	0.50	220	80,000	--	5	--	--	--	--	--
Central Linn SD 552C	0.50	225	69,360	--	11	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	1.00	220	83,554	--	6	--	--	--	--	--
Creswell SD 40	0.50	220	82,471	--	7	--	--	--	--	--
Culver SD 4	--	--	--	--	--	--	--	--	--	--
Dayton SD 8	0.50	218	89,238	--	7	0.50	218	89,238	--	7
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	1.00	221	79,703	--	5	--	--	--	--	--
Glide SD 12	1.00	191	67,840	--	6	--	--	--	--	--
Harney County SD 3	1.00	210	66,300*	--	0	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	1.00	210	96,590*	--	8	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	--	--	--	--	--
Mt. Angel SD 91	--	--	--	--	--	--	--	--	--	--
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	0.50	215	84,984	--	7	1.00	215	77,999	--	7
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	1.00	225	80,800	--	8	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	1.00	225	76,129	--	11	0.50	210	72,936	--	11
Sutherlin SD 130	1.00	210	86,960*	--	4	--	--	--	--	--
Umatilla SD 6R	1.00	195	75,788	--	7	--	--	--	--	--
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	2.00	220	81,159*	--	10	--	--	--	--	--
Willamina SD 30J	--	--	--	--	--	--	--	--	--	--
Winston-Dillard SD 116	0.75	220	77,943	--	6	--	--	--	--	--
Yamhill-Carlton SD 1	1.00	220	93,212*	--	7	1.00	220	80,131*	--	7

*Administrator pays into PERS

School District	ASST. / VICE PRIN. ELEMENTARY					OTHER CENTRAL OFFICE ADMINISTRATORS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Amity SD 4J	--	--	--	--	--	--	--	--	--	--
Athena-Weston SD 29RJ	--	--	--	--	--	--	--	--	--	--
Banks SD 13	--	--	--	--	--	--	--	--	--	--
Central Linn SD 552C	0.50	225	69,360	--	11	--	--	--	--	--
Colton SD 53	--	--	--	--	--	--	--	--	--	--
Coquille SD 8	1.00	220	80,344	--	6	2.00	220-225	88,263	77,000-99,526	6
Creswell SD 40	--	--	--	--	--	--	--	--	--	--
Culver SD 4	--	--	--	--	--	2.00	220-225	93,023	81,200-104,846	9
Dayton SD 8	1.00	218	84,083	--	7	--	--	--	--	--
Fern Ridge SD 28J	--	--	--	--	--	--	--	--	--	--
Fossil SD 21J	--	--	--	--	--	--	--	--	--	--
Gaston SD 511JT	--	--	--	--	--	--	--	--	--	--
Gervais SD 1	--	--	--	--	--	1.00	231	100,083	--	6
Glide SD 12	--	--	--	--	--	--	--	--	--	--
Harney County SD 3	--	--	--	--	--	--	--	--	--	--
Harrisburg SD 7	--	--	--	--	--	--	--	--	--	--
Jefferson SD 14J	--	--	--	--	--	--	--	--	--	--
John Day SD 3	--	--	--	--	--	--	--	--	--	--
Lowell SD 71	--	--	--	--	--	1.33	74-200	88,125*	66,000-110,250	0
Mt. Angel SD 91	--	--	--	--	--	0.42	220	90,159*	--	6
Myrtle Point SD 41	--	--	--	--	--	--	--	--	--	--
Neah-Kah-Nie SD 56	--	--	--	--	--	--	--	--	--	--
Nyssa SD 26	1.00	215	75,346	--	7	--	--	--	--	--
Oakland SD 1	--	--	--	--	--	--	--	--	--	--
Oakridge SD 76	--	--	--	--	--	--	--	--	--	--
Rainier SD 13	--	--	--	--	--	--	--	--	--	--
Reedsport SD 105	--	--	--	--	--	--	--	--	--	--
Riverdale SD 51J	--	--	--	--	--	--	--	--	--	--
Rogue River SD 35	--	--	--	--	--	--	--	--	--	--
Scio SD 95C	--	--	--	--	--	--	--	--	--	--
Sheridan SD 48J	--	--	--	--	--	--	--	--	--	--
Siuslaw SD 97J	0.50	210	72,936	--	11	--	--	--	--	--
Sutherlin SD 130	--	--	--	--	--	--	--	--	--	--
Umatilla SD 6R	1.00	220	75,038	--	7	--	--	--	--	--
Vale SD 84	--	--	--	--	--	--	--	--	--	--
Warrenton-Hammond SD 30	2.00	220	88,012*	84,112-91,912	10	3.00	220-260	39,327*	37,817-40,586	10
Willamina SD 30J	--	--	--	--	--	--	--	--	--	--
Winston-Dillard SD 116	--	--	--	--	--	--	--	--	--	--
Yamhill-Carlton SD 1	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	INSURANCE												OTHER			
	HOSPITAL/ MEDICAL		DENTAL		VISION		LIFE INSUR- ANCE		LONG TERM DISAB.		DEPEN- DENT'S LIFE		TAX SHELTER ANNUITY		EARLY RETIRE- MENT	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Amity SD 4J	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N	N	N
Athena-Weston SD 29RJ	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	A	A	N	N
Banks SD 13	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Central Linn SD 552C	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	A	N	N
Colton SD 53	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	Y
Coquille SD 8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Creswell SD 40	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Culver SD 4	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Dayton SD 8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Fern Ridge SD 28J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Fossil SD 21J	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--
Gaston SD 511JT	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N	N	N
Gervais SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	A	N	N
Glide SD 12	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Harney County SD 3	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
Harrisburg SD 7	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Jefferson SD 14J	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	A	A	N	Y
John Day SD 3	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	N
Lowell SD 71	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N
Mt. Angel SD 91	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Myrtle Point SD 41	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Neah-Kah-Nie SD 56	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Nyssa SD 26	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	A	N	N	N
Oakland SD 1	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Oakridge SD 76	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Rainier SD 13	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Reedsport SD 105	N	Y	N	Y	N	Y	N	N	N	N	N	N	A	N	N	N
Riverdale SD 51J	Y	Y	Y	Y	Y	Y	Y	Y	--	--	--	--	Y	N	N	N
Rogue River SD 35	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Scio SD 95C	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	--	N
Sheridan SD 48J	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Siuslaw SD 97J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Sutherlin SD 130	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Umatilla SD 6R	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	--	N	N	N	N
Vale SD 84	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N
Warrenton-Hammond SD 30	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	N
Willamina SD 30J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y
Winston-Dillard SD 116	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	A	A	N	N
Yamhill-Carlton SD 1	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

School District	OTHER		CONFERENCE						TRANSPORTATION							
	TUITION		EXPENSE		REGIS-		MEALS		LODGING		AUTO		MONTHLY		MILEAGE	
	REIM- BURSE	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Amity SD 4J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Athena-Weston SD 29RJ	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Banks SD 13	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Central Linn SD 552C	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Colton SD 53	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Coquille SD 8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Creswell SD 40	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Culver SD 4	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Dayton SD 8	N	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Fern Ridge SD 28J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Fossil SD 21J	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Gaston SD 511JT	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Gervais SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Glide SD 12	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Harney County SD 3	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Harrisburg SD 7	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	N	--
Jefferson SD 14J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
John Day SD 3	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Lowell SD 71	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Mt. Angel SD 91	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Myrtle Point SD 41	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Neah-Kah-Nie SD 56	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Nyssa SD 26	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	--
Oakland SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y
Oakridge SD 76	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Rainier SD 13	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Reedsport SD 105	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Riverdale SD 51J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Rogue River SD 35	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Scio SD 95C	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Sheridan SD 48J	Y	--	N	--	Y	--	Y	--	Y	--	N	--	Y	--	Y	--
Siuslaw SD 97J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Sutherlin SD 130	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Umatilla SD 6R	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Vale SD 84	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Warrenton-Hammond SD 30	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	N
Willamina SD 30J	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Winston-Dillard SD 116	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Yamhill-Carlton SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y

*S = SUPERINTENDENT

*B = BELOW SUPERINTENDENT

School District	LEAVE PROVISIONS						PROFESSIONAL DUES							
	PROFES- SIONAL		SABBA- TICAL		OTHER LEAVES		COSA/ DEPT.		NATIONAL		CIVIC		OTHER	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B
Amity SD 4J	N	N	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Athena-Weston SD 29RJ	N	N	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Banks SD 13	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Central Linn SD 552C	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Colton SD 53	N	N	N	N	Y	Y	Y	Y	Y	N	N	N	N	N
Coquille SD 8	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Creswell SD 40	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	N	N
Culver SD 4	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Dayton SD 8	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
Fern Ridge SD 28J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Fossil SD 21J	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Gaston SD 511JT	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Gervais SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Glide SD 12	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y
Harney County SD 3	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Harrisburg SD 7	Y	--	N	--	Y	--	Y	--	Y	--	N	--	Y	--
Jefferson SD 14J	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N
John Day SD 3	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Lowell SD 71	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	N
Mt. Angel SD 91	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Myrtle Point SD 41	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Neah-Kah-Nie SD 56	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N
Nyssa SD 26	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Oakland SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Oakridge SD 76	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Rainier SD 13	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Reedsport SD 105	N	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N
Riverdale SD 51J	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Rogue River SD 35	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Scio SD 95C	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Sheridan SD 48J	Y	--	N	--	Y	--	Y	--	Y	--	Y	--	Y	--
Siuslaw SD 97J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	N
Sutherlin SD 130	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Umatilla SD 6R	N	N	N	N	Y	Y	Y		N	N	Y	Y	Y	Y
Vale SD 84	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Warrenton-Hammond SD 30	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Willamina SD 30J	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N
Winston-Dillard SD 116	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Yamhill-Carlton SD 1	Y	Y	N	N	Y	--	Y	Y	Y	Y	--	N	N	N

*S = SUPERINTENDENT

*B = BELOW SUPERINTENDENT

**ADMINISTRATIVE SALARIES 2017-18
500-1499 ADM DISTRICTS**

Supplemental Section

School District	Title of Position	Days	Salary
Gaston SD 511JT	Athletic/Activity	--	\$ 10,800
Harrisburg SD	Special Education	--	\$ 7,500
Oakland SD 1	Athletic/Activity	--	\$ 5,000

Districts Failing to Report:

Bandon SD 54
Clatskanie SD
Corbett SD 39
Lake County SD 7
Pleasant Hill SD 1
Sisters SD 6
Vernonia SD 47J

- NOTES -

Districts 499 ADM & Less

Salaries & Economic Benefits

School District	SUPERINTENDENT or SUPERINTENDENT/PRINCIPAL					DEPUTY SUPERINTENDENT				
	ADM	No.	Con-tract days	Single Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	247	0.42	258	115,731	8	--	--	--	--	--
Burnt River SD 30J	41	1.00	208	85,119	8	--	--	--	--	--
Camas Valley SD 21J	215	1.00	215	91,000	7	--	--	--	--	--
Central Curry SD 1	471	0.50	241	96,000	9	--	--	--	--	--
Crane Union SD #4 & UHJ	124	1.00	260	114,890	7	--	--	--	--	--
Crow-Applegate-Lorane SD 66	226	1.00	220	112,178	--	--	--	--	--	--
Days Creek SD 15	194	1.00	260	95,000*	8	--	--	--	--	--
Dayville SD 16J	48	1.00	220	80,800*	10	--	--	--	--	--
Elgin SD 23	384	1.00	220	94,266	7	--	--	--	--	--
Enterprise SD 21	399	1.00	245	99,960	9	--	--	--	--	--
Falls City SD 57	210	1.00	240	90,000	7	--	--	--	--	--
Harper SD 66	109	1.00	225	83,000	8	--	--	--	--	--
Imbler SD 11	309	1.00	230	95,154	9	--	--	--	--	--
Jordan Valley SD 3	59	1.00	220	72,100	3	--	--	--	--	--
Joseph SD 6	252	1.00	235	88,000	7	--	--	--	--	--
Knappa SD 4	475	0.50	260	132,600	10	--	--	--	--	--
Long Creek SD 17	35	0.50	74	110,000	0	--	--	--	--	--
Mapleton SD 32	141	1.00	260	106,719	10	--	--	--	--	--
Marcola SD	290	1.00	260	95,000*	8	--	--	--	--	--
Mitchell SD 55	260	1.00	--	92,000	--	--	--	--	--	--
Monroe SD 1J	438	1.00	260	109,000*	10	--	--	--	--	--
Monument SD 8	48	1.00	226	78,000	--	--	--	--	--	--
North Douglas SD 22	312	0.40	260	--	8	--	--	--	--	--
North Powder SD 8J	280	1.00	199	84,861	8	--	--	--	--	--
Paisley SD 11	220	1.00	198	90,000	--	--	--	--	--	--
Perrydale SD 21	314	1.00	240	110,000	8	--	--	--	--	--
Pilot Rock SD 2R	343	1.00	220	116,122	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	220	0.60	156	100,000	6	--	--	--	--	--
Powers SD 31	123	1.00	230	84,097	8	--	--	--	--	--
Prairie City SD 4	142	1.00	261	73,500	8	--	--	--	--	--
Sherman County SD 1	246	1.00	237	100,754	0	--	--	--	--	--
South Wasco County SD 1	245	1.00	230	103,962	8	--	--	--	--	--
Spray SD 1	51	1.00	211	66,570	9	--	--	--	--	--
Stanfield SD 61R	451	1.00	220	110,543*	7	--	--	--	--	--
Ukiah SD 80R	34	0.05	0	Volunteer	0	--	--	--	--	--
Wallowa SD 12	180	1.00	220	94,791*	9	--	--	--	--	--

*Administrator pays into PERS

School District	ASSISTANT SUPERINTENDENT					HUMAN RESOURCES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	--	--	--	--	--
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

Please read introduction
before reviewing data

	PUBLIC RELATIONS / INFO					BUSINESS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	1.00	260	60,667	--	7
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	1.00	225	45,000	--	8
Imbler SD 11	--	--	--	--	--	1.00	260	61,200	--	9
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	1.00	260	78,038	--	10
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	1.00	260	60,000	--	10
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	1.00	198	41,000	--	--
Perrydale SD 21	--	--	--	--	--	1.00	245	60,180	--	8
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	1.00	260	56,000	--	10
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	0.80	206	52,425	--	11
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	1.00	240	66,950*	--	7
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	SPECIAL EDUCATION					STUDENT AND SUPPORT SERVICES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	0.53	90	75,396	--	7	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	2.00	185	36,476	34,020-38,931	9
Marcola SD	0.50	210	85,000*	--	8	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	1.00	210	70,000	--	8	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

School District	INSTRUCTION / CURRICULUM					ATHLETIC / ACTIVITY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	--	--	--	--	--
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	See Supplemental Section				
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

Please read introduction
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	TECHNOLOGY ADMIN					FACILITIES MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	1.00	260	53,130	--	9
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	0.50	260	60,838	--	10
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	1.00	198	40,000	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	0.50	260	60,000	--	10
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

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<u>School District</u>	FOOD SERVICE MANAGEMENT					TRANSPORTATION MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	1.00	196	32,569	--	4	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	0.50	260	60,838	--	10
Marcola SD	--	--	--	--	--	0.90	260	57,778	--	8
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	0.50	260	60,000	--	10
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

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before reviewing data

	0-499 ADM PRINCIPALS - SR. HIGH					0-499 ADM PRINCIPALS - JR. HIGH / MID				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	1.00	215	89,987	--	6	1.00	210	89,144	--	6
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	0.75	220	82,486	--	--	0.25	220	82,486	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	0.50	210	74,160	--	7	0.50	210	74,160	--	7
Enterprise SD 21	1.00	220	95,005	--	8	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	1.00	225	83,000	--	8	--	--	--	--	--
Imbler SD 11	1.00	210	93,398	--	4	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	0.45	220	74,530	--	7	--	--	--	--	--
Knappa SD 4	0.50	220	86,700	--	7	0.50	220	86,700	--	7
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	0.50	220	78,795	--	10	0.50	220	78,795	--	10
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	1.00	220	75,000*	--	6	0.50	220	85,346*	--	6
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	1.00	220	78,566	--	4	0.50	220	77,496	--	4
North Powder SD 8J	0.25	199	72,000	--	8	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	1.00	210	82,500	--	8	--	--	--	--	--
Pilot Rock SD 2R	1.00	203	85,383	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	1.00	215	80,000	--	9	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	0.50	220	87,000	--	6	--	--	--	--	--
South Wasco County SD 1	1.00	230	79,568	--	8	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	1.00	220	97,850*	--	7	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	1.00	210	74,548*	--	7	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

Please read introduction
before reviewing data

	0-199 ADM					200-399 ADM				
	PRINCIPALS - ELEMENTARY					PRINCIPALS - ELEMENTARY				
<u>School District</u>	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	--	--	--	--	--	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	0.45	220	74,530	--	7	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	1.00	220	98,848	--	7
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	--	--	--	--	--
Marcola SD	0.50	210	85,000*	--	8	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	0.50	220	85,346	--	6
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	0.50	220	77,496	--	4	--	--	--	--	--
North Powder SD 8J	0.25	199	72,000	--	8	--	--	--	--	--
Paisley SD 11	1.00	198	75,000	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	0.50	220	87,000	--	6	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

Please read introduction
before reviewing data

	400-UP ADM PRINCIPALS - ELEMENTARY					ASSIST. / VICE PRIN. - SR. HIGH				
	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Blachly SD 90	--	--	--	--	--	0.07	171	48,130	--	7
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	0.50	195	63,500	--	7
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	--	--	--	--	--
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	0.50	196	65,000	--	9
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	ASSIST. / VICE PRIN. - JR. HIGH / MID					ASSISTANT / VICE PRIN. ELEMENTARY				
	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	0.07	171	48,130	--	7	0.14	171	48,130	--	7
Burnt River SD 30J	--	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--	--	--	--	--	--
Elgin SD 23	--	--	--	--	--	--	--	--	--	--
Enterprise SD 21	--	--	--	--	--	--	--	--	--	--
Falls City SD 57	--	--	--	--	--	--	--	--	--	--
Harper SD 66	--	--	--	--	--	--	--	--	--	--
Imbler SD 11	--	--	--	--	--	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--	--	--	--	--	--
Joseph SD 6	--	--	--	--	--	--	--	--	--	--
Knappa SD 4	--	--	--	--	--	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--	--	--	--	--	--
Marcola SD	--	--	--	--	--	--	--	--	--	--
Mitchell SD 55	--	--	--	--	--	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--	--	--	--	--	--
Monument SD 8	--	--	--	--	--	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--	--	--	--	--	--
Paisley SD 11	--	--	--	--	--	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--	--	--	--	--	--
Powers SD 31	--	--	--	--	--	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--	--	--	--	--	--
Spray SD 1	--	--	--	--	--	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--	1.00	220	66,950*	--	7
Ukiah SD 80R	--	--	--	--	--	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--	--	--	--	--	--

*Administrator pays into PERS

OTHER CENTRAL OFFICE ADMINISTRATORS

<u>School District</u>	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Blachly SD 90	--	--	--	--	--
Burnt River SD 30J	--	--	--	--	--
Camas Valley SD 21J	--	--	--	--	--
Central Curry SD 1	--	--	--	--	--
Crane Union SD #4 & UHJ	--	--	--	--	--
Crow-Applegate-Lorane SD 66	--	--	--	--	--
Days Creek SD 15	--	--	--	--	--
Dayville SD 16J	--	--	--	--	--
Elgin SD 23	1.00	185	31,506	--	7
Enterprise SD 21	--	--	--	--	--
Falls City SD 57	--	--	--	--	--
Harper SD 66	--	--	--	--	--
Imbler SD 11	--	--	--	--	--
Jordan Valley SD 3	--	--	--	--	--
Joseph SD 6	--	--	--	--	--
Knappa SD 4	--	--	--	--	--
Long Creek SD 17	--	--	--	--	--
Mapleton SD 32	--	--	--	--	--
Marcola SD	1.00	260	85,000*	--	8
Mitchell SD 55	--	--	--	--	--
Monroe SD 1J	--	--	--	--	--
Monument SD 8	--	--	--	--	--
North Douglas SD 22	--	--	--	--	--
North Powder SD 8J	--	--	--	--	--
Paisley SD 11	--	--	--	--	--
Perrydale SD 21	--	--	--	--	--
Pilot Rock SD 2R	--	--	--	--	--
Port Orford-Langlois SD 2CJ	--	--	--	--	--
Powers SD 31	--	--	--	--	--
Prairie City SD 4	--	--	--	--	--
Sherman County SD 1	--	--	--	--	--
South Wasco County SD 1	--	--	--	--	--
Spray SD 1	--	--	--	--	--
Stanfield SD 61R	--	--	--	--	--
Ukiah SD 80R	--	--	--	--	--
Wallowa SD 12	--	--	--	--	--

*Administrator pays into PERS

School District	INSURANCE												OTHER			
	HOSPITAL/ MEDICAL		DENTAL		VISION		LIFE INSUR- ANCE		LONG TERM DISAB.		DEPEN- DENT'S LIFE		TAX SHELTER ANNUITY		EARLY RETIRE- MENT	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Blachly SD 90	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N	N	N	N	N
Burnt River SD 30J	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Camas Valley SD 21J	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Central Curry SD 1	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N	Y	N	N
Crane Union SD #4 & UHJ	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--
Crow-Applegate-Lorane SD 66	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	N	N	N
Days Creek SD 15	Y	--	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--
Dayville SD 16J	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Elgin SD 23	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	Y	Y
Enterprise SD 21	Y	Y	Y	Y	Y	--	Y	Y	N	N	N	N	N	N	N	N
Falls City SD 57	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--
Harper SD 66	Y	--	Y	--	Y	--	Y	--	--	--	--	--	N	--	N	--
Imbler SD 11	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	Y
Jordan Valley SD 3	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--	N	--
Joseph SD 6	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Knappa SD 4	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	N	N	N
Long Creek SD 17	N	--	N	--	N	--	N	--	N	--	N	--	N	--	N	--
Mapleton SD 32	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Marcola SD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N
Mitchell SD 55	Y	--	Y	--	Y	--	Y	--	--	--	--	--	N	--	N	--
Monroe SD 1J	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	N	Y	N	N
Monument SD 8	N	--	N	--	N	--	N	--	N	--	N	--	N	--	N	--
North Douglas SD 22	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N	N	N	N
North Powder SD 8J	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N
Paisley SD 11	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--	N	--
Perrydale SD 21	Y	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--	N	--
Pilot Rock SD 2R	Y	Y	Y	Y	Y	Y	--	--	--	--	--	--	Y	Y	N	N
Port Orford-Langlois SD 2CJ	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	N	N	N
Powers SD 31	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--	N	--
Prairie City SD 4	Y	--	Y	--	Y	--	--	--	--	--	--	--	Y	--	N	--
Sherman County SD 1	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	A	N	N	N
South Wasco County SD 1	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Spray SD 1	N	--	N	--	N	--	N	--	N	--	N	--	Y	--	N	--
Stanfield SD 61R	Y	Y	Y	Y	Y	Y	Y	Y	--	--	--	--	N	N	N	--
Ukiah SD 80R	Y	Y	Y	Y	Y	Y	Y	Y	--	--	--	--	N	N	N	N
Wallowa SD 12	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N

	OTHER		CONFERENCE						TRANSPORTATION							
	TUITION		EXPENSE		REGIS-		MEALS		LODGING		AUTO		MONTHLY		MILEAGE	
	REIM- BURSE	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
School District	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Blachly SD 90	N	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Burnt River SD 30J	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Camas Valley SD 21J	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Central Curry SD 1	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Crane Union SD #4 & UHJ	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Crow-Applegate-Lorane SD 66	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y
Days Creek SD 15	N	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Dayville SD 16J	N	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Elgin SD 23	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	--	N	--	Y	--
Enterprise SD 21	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Falls City SD 57	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Harper SD 66	Y	--	N	--	Y	--	Y	--	Y	--	N	--	Y	--	Y	--
Imbler SD 11	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Jordan Valley SD 3	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Joseph SD 6	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Knappa SD 4	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Long Creek SD 17	N	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Mapleton SD 32	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
Marcola SD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Mitchell SD 55	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Monroe SD 1J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Monument SD 8	Y	--	N	--	Y	--	Y	--	Y	--	Y	--	N	--	Y	--
North Douglas SD 22	N	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
North Powder SD 8J	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Paisley SD 11	Y	--	--	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Perrydale SD 21	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Pilot Rock SD 2R	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Port Orford-Langlois SD 2CJ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	N
Powers SD 31	Y	--	N	--	Y	--	Y	--	Y	--	N	--	Y	--	Y	--
Prairie City SD 4	Y	--	--	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Sherman County SD 1	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
South Wasco County SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Spray SD 1	N	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Stanfield SD 61R	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Ukiah SD 80R	Y	Y	--	--	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Wallowa SD 12	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y

School District	LEAVE PROVISIONS						PROFESSIONAL DUES							
	PROFES- SIONAL		SABBA- TICAL		OTHER LEAVES		COSA/ DEPT.		NATIONAL		CIVIC		OTHER	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B
Blachly SD 90	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N
Burnt River SD 30J	Y	--	N	--	Y	--	--	--	--	--	--	--	--	--
Camas Valley SD 21J	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Central Curry SD 1	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y
Crane Union SD #4 & UHJ	Y	--	N	--	Y	--	Y	--	N	--	Y	--	N	--
Crow-Applegate-Lorane SD 66	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Days Creek SD 15	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--
Dayville SD 16J	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Elgin SD 23	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Enterprise SD 21	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Falls City SD 57	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--
Harper SD 66	Y	--	Y	--	Y	--	Y	--	Y	--	Y	--	Y	--
Imbler SD 11	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Jordan Valley SD 3	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	N	--
Joseph SD 6	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Knappa SD 4	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Long Creek SD 17	N	--	N	--	N	--	Y	--	N	--	N	--	N	--
Mapleton SD 32	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y
Marcola SD	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Mitchell SD 55	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Monroe SD 1J	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
Monument SD 8	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
North Douglas SD 22	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y	N	Y	N
North Powder SD 8J	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
Paisley SD 11	N	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Perrydale SD 21	Y	--	N	--	Y	--	Y	--	Y	--	Y	--	Y	--
Pilot Rock SD 2R	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Port Orford-Langlois SD 2CJ	N	Y	N	N	N	N	Y	Y	Y	Y	N	N	N	N
Powers SD 31	Y	--	N	--	Y	--	Y	--	N	--	N	--	N	--
Prairie City SD 4	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--
Sherman County SD 1	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N
South Wasco County SD 1	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N
Spray SD 1	N	--	N	--	Y	--	Y	--	Y	--	Y	--	Y	--
Stanfield SD 61R	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y
Ukiah SD 80R	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Wallowa SD 12	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N

**ADMINISTRATIVE SALARIES 2017-18
499 or less ADM DISTRICTS**

Supplemental Section

School District	Title of Position	Days	Salary
Monument SD 8	Athletic/Activity	--	\$ 2,500

Districts Reporting No Administrative Staff:

Arock SD
Juntura SD

Districts Failing to Report:

Adrian SD 61
Alsea SD 7J
Annex SD 29
Arlington SD 3
Cove SD 15
Dufur SD 29
Echo SD 5
Elkton SD 34
Glendale SD 77
Helix SD 1
Huntington SD 16J
Jewell SD 8
McKenzie SD 68
Nestucca Valley SD 101
North Lake SD 14
Pine Eagle SD 61
Prospect SD 59
Riddle SD 70
St. Paul SD 45
Union SD 5
Yoncalla SD 32

- NOTES -

Education Service Districts

Salaries & Economic Benefits

	SUPERINTENDENT				DEPUTY SUPERINTENDENT				
	No.	Con-tract days	Single Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District									
Clackamas ESD	1.00	240	153,000*	9	--	--	--	--	--
Douglas ESD	1.00	225	139,332*	9	--	--	--	--	--
Grant ESD	0.50	260	90,000	10	--	--	--	--	--
High Desert ESD	1.00	250	148,460	9	--	--	--	--	--
InterMountain ESD	1.00	250	165,000	7	--	--	--	--	--
Lake County ESD	0.80	182	85,000	0	--	--	--	--	--
Lane ESD	1.00	260	145,000	10	--	--	--	--	--
Linn Benton Lincoln ESD	1.00	260	151,889	7	--	--	--	--	--
Malheur ESD, Region 14	1.00	238	100,000*	8	--	--	--	--	--
Multnomah ESD	1.00	240	190,740*	8	--	--	--	--	--
South Coast ESD	1.00	260	128,719*	12	--	--	--	--	--
Southern Oregon ESD	1.00	260	139,719	15	--	--	--	--	--
Wallowa Region 18 ESD	1.00	245	91,080	7	--	--	--	--	--
Willamette ESD	1.00	240	151,898	9	1.00	240	128,000	--	9

*Administrator pays into PERS

**ADMINISTRATIVE SALARIES 2017-18
EDUCATION SERVICE DISTRICTS**

Please read introduction
before reviewing data

	ASSISTANT SUPERINTENDENT					HUMAN RESOURCES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg Salary	Current Low-High Salary	Paid Hol.
School District										
Clackamas ESD	--	--	--	--	--	1.00	240	132,600*	--	9
Douglas ESD	--	--	--	--	--	1.00	240	90,583*	--	9
Grant ESD	--	--	--	--	--	--	--	--	--	--
High Desert ESD	1.00	250	126,000	--	9	1.00	240	110,860	--	9
InterMountain ESD	0.60	129	124,778	--	7	0.60	--	124,778	--	--
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	1.00	260	112,581	--	10	1.00	260	55,065	--	10
Linn Benton Lincoln ESD	1.00	260	134,098	--	7	1.00	260	125,718	--	7
Malheur ESD, Region 14	--	--	--	--	--	--	--	--	--	--
Multnomah ESD	--	--	--	--	--	1.00	240	123,307*	--	8
South Coast ESD	--	--	--	--	--	1.00	260	75,192*	--	12
Southern Oregon ESD	--	--	--	--	--	1.00	260	118,335	--	15
Wallowa Region 18 ESD	0.75	195	64,322	--	6	--	--	--	--	--
Willamette ESD	--	--	--	--	--	1.00	240	114,512	--	9

*Administrator pays into PERS

	PUBLIC RELATIONS / INFORMATION					BUSINESS				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Clackamas ESD	1.00	240	87,527*	--	9	1.00	240	120,715*	--	9
Douglas ESD	--	--	--	--	--	2.00	240	101,529*	95,112-107,945	9
Grant ESD	--	--	--	--	--	1.00	260	61,375	--	10
High Desert ESD	--	--	--	--	--	1.00	240	109,248	--	9
InterMountain ESD	1.00	240	67,366	--	7	1.00	225	126,772	--	6
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	--	--	--	--	--	1.00	260	105,501	--	10
Linn Benton Lincoln ESD	--	--	--	--	--	1.00	260	115,894	--	7
Malheur ESD, Region 14	--	--	--	--	--	1.00	238	70,700*	--	8
Multnomah ESD	1.00	230	96,453*	--	8	1.00	240	118,562*	--	8
South Coast ESD	--	--	--	--	--	2.00	260	84,741*	72,500-96,982	12
Southern Oregon ESD	--	--	--	--	--	1.00	260	88,443	--	15
Wallowa Region 18 ESD	--	--	--	--	--	--	--	--	--	--
Willamette ESD	1.00	240	98,731	--	9	1.00	240	114,512	--	9

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
EDUCATION SERVICE DISTRICTS

Please read introduction
before reviewing data

<u>School District</u>	SPECIAL EDUCATION					STUDENT AND SUPPORT SERVICES				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Clackamas ESD	10.00	240	107,373*	94,031-120,715	9	--	--	--	--	--
Douglas ESD	3.00	230	79,700*	59,203-97,909	9	5.00	230	90,583*	40,137-110,104	9
Grant ESD	--	--	--	--	--	--	--	--	--	--
High Desert ESD	2.00	217-227	93,388	90,584-96,193	9	1.65	199-213	79,393	76,195-82,592	9
InterMountain ESD	0.60	129	124,778	--	7	--	--	--	--	--
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	4.00	260	87,043	55,065-105,501	10	--	--	--	--	--
Linn Benton Lincoln ESD	5.00	260	103,772	93,793-113,750	7	1.00	260	109,344	--	7
Malheur ESD, Region 14	1.00	238	84,354*	--	8	--	--	--	--	--
Multnomah ESD	2.00	230	105,360*	103,293-107,426	8	8.00	225-240	96,425*	83,468-127,457	8
South Coast ESD	1.00	245	93,948*	--	10	--	--	--	--	--
Southern Oregon ESD	5.00	240-260	102,743	90,839-111,508	15	2.00	260	81,317	75,927-86,706	15
Wallowa Region 18 ESD	--	--	--	--	--	--	--	--	--	--
Willamette ESD	7.00	240	98,157	82,139-114,512	9	--	--	--	--	--

*Administrator pays into PERS

	INSTRUCTION / CURRICULUM					ATHLETIC / ACTIVITY				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Clackamas ESD	1.00	240	120,715*	--	1	--	--	--	--	--
Douglas ESD	2.00	230	78,211*	52,668-103,753	9	--	--	--	--	--
Grant ESD	--	--	--	--	--	--	--	--	--	--
High Desert ESD	--	--	--	--	--	--	--	--	--	--
InterMountain ESD	--	--	--	--	--	--	--	--	--	--
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	2.00	260	119,318	88,134-105,501	10	--	--	--	--	--
Linn Benton Lincoln ESD	--	--	--	--	--	--	--	--	--	--
Malheur ESD, Region 14	1.00	238	72,000*	--	8	--	--	--	--	--
Multnomah ESD	5.00	112-245	87,849*	42,116-128,239	8	--	--	--	--	--
South Coast ESD	--	--	--	--	--	--	--	--	--	--
Southern Oregon ESD	--	--	--	--	--	--	--	--	--	--
Wallowa Region 18 ESD	--	--	--	--	--	--	--	--	--	--
Willamette ESD	4.00	240	85,196	71,661-98,713	9	--	--	--	--	--

*Administrator pays into PERS

<u>School District</u>	TECHNOLOGY ADMIN					FACILITIES MANAGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Days	Single or Avg	Current Low-High Salary	Paid Hol.
Clackamas ESD	1.00	240	120,715*	--	9	--	--	--	--	--
Douglas ESD	1.00	240	104,862*	--	9	--	--	--	--	--
Grant ESD	--	--	--	--	--	--	--	--	--	--
High Desert ESD	1.00	250	113,800	--	9	1.00	250	90,680	--	9
InterMountain ESD	1.00	129	99,276	--	7	0.60	129	124,778	--	7
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	1.00	260	93,938	--	10	1.00	260	64,303	--	10
Linn Benton Lincoln ESD	3.00	260	100,706	95,342-106,069	7	0.30	260	82,116	--	7
Malheur ESD, Region 14	--	--	--	--	--	--	--	--	--	--
Multnomah ESD	3.50	120-240	93,943*	50,807-108,322	8	1.00	240	90,334*	--	8
South Coast ESD	1.00	260	88,133*	--	12	--	--	--	--	--
Southern Oregon ESD	2.00	260	98,009	89,583-106,436	15	--	--	--	--	--
Wallowa Region 18 ESD	--	--	--	--	--	--	--	--	--	--
Willamette ESD	2.80	240	98,157	82,139-114,512	9	1.00	240	78,307	--	9

*Administrator pays into PERS

	FOOD SERVICE MANAGEMENT					TRANSPORTATION MANGEMENT				
	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.	No.	Con-tract Days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
School District										
Clackamas ESD	--	--	--	--	--	--	--	--	--	--
Douglas ESD	--	--	--	--	--	--	--	--	--	--
Grant ESD	--	--	--	--	--	--	--	--	--	--
High Desert ESD	--	--	--	--	--	--	--	--	--	--
InterMountain ESD	--	--	--	--	--	--	--	--	--	--
Lake County ESD	--	--	--	--	--	--	--	--	--	--
Lane ESD	--	--	--	--	--	--	--	--	--	--
Linn Benton Lincoln ESD	--	--	--	--	--	--	--	--	--	--
Malheur ESD, Region 14	--	--	--	--	--	--	--	--	--	--
Multnomah ESD	--	--	--	--	--	--	--	--	--	--
South Coast ESD	--	--	--	--	--	--	--	--	--	--
Southern Oregon ESD	--	--	--	--	--	--	--	--	--	--
Wallowa Region 18 ESD	--	--	--	--	--	--	--	--	--	--
Willamette ESD	--	--	--	--	--	--	--	--	--	--

OTHER CENTRAL OFFICE ADMINISTRATORS
--

<u>School District</u>	No.	Con-tract days	Single Salary or Avg	Current Low-High Salary	Paid Hol.
Clackamas ESD	3.00	240	102,291*	94,031-106,421	9
Douglas ESD	1.00	210	72,554*	--	9
Grant ESD	--	--	--	--	--
High Desert ESD	--	--	--	--	--
InterMountain ESD	--	--	--	--	--
Lake County ESD	--	--	--	--	--
Lane ESD	2.00	260	59,417	55,065-63,768	10
Linn Benton Lincoln ESD	--	--	--	--	--
Malheur ESD, Region 14	--	--	--	--	--
Multnomah ESD	1.00	240	100,646*	--	8
South Coast ESD	2.00	215-245	68,384*	66,768-70,000	10
Southern Oregon ESD	3.00	260	83,352	64,992-102,303	15
Wallowa Region 18 ESD	--	--	--	--	--
Willamette ESD	13.00	240	78,999	47,222-125,000	9

*Administrator pays into PERS

ADMINISTRATIVE SALARIES 2017-18
EDUCATION SERVICE DISTRICTS

Please read introduction
before reviewing data.

School District	INSURANCE												OTHER			
	HOSPITAL/ MEDICAL		DENTAL		VISION		LIFE INSUR- ANCE		LONG TERM DISAB.		DEPEN- DENT'S LIFE		TAX SHELTER ANNUITY		EARLY RETIRE- MENT	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Clackamas ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y
Douglas ESD	Y	--	Y	--	Y	--	Y	--	Y	--	N	--	Y	Y	N	N
Grant ESD	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N
High Desert ESD	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N	N	N	N	N
InterMountain ESD	Y	Y	Y	Y	Y	Y	Y	Y	--	N	--	N	Y	--	--	N
Lake County ESD	Y	--	Y	--	Y	--	N	--	N	--	N	--	A	--	N	--
Lane ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	N	N
Linn Benton Lincoln ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Malheur ESD, Region 14	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Multnomah ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N
South Coast ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	N
Southern Oregon ESD	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y
Wallowa Region 18 ESD	Y	--	Y	--	Y	--	--	--	--	--	--	--	N	--	Y	--
Willamette ESD	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	Y	N	N	N

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

ADMINISTRATIVE SALARIES 2017-18
EDUCATION SERVICE DISTRICTS

Please read introduction
before reviewing data.

	OTHER		CONFERENCE						TRANSPORTATION							
	TUITION		EXPENSE		REGIS-		MEALS		LODGING		AUTO		MONTHLY		MILEAGE	
	REIM- BURSE	BURSE	ACCOUNT	ACCOUNT	TRATION	TRATION	S	B	S	B	PROVIDED	PROVIDED	ALLOW.	ALLOW.	ALLOW.	ALLOW.
School District	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B	S	B
Clackamas ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Douglas ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Grant ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
High Desert ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	N	Y
InterMountain ESD	--	Y	--	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Lake County ESD	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Lane ESD	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y
Linn Benton Lincoln ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Malheur ESD, Region 14	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Multnomah ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
South Coast ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Southern Oregon ESD	Y	N	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
Wallowa Region 18 ESD	Y	--	N	--	Y	--	Y	--	Y	--	N	--	N	--	Y	--
Willamette ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y

*S = SUPERINTENDENT
*B = BELOW SUPERINTENDENT

LEAVE PROVISIONS

PROFESSIONAL DUES

School District	PROFES- SIONAL		SABBA- TICAL		OTHER LEAVES		COSA/ DEPT.		NATIONAL		CIVIC		OTHER	
	S*	B*	S	B	S	B	S	B	S	B	S	B	S	B
Clackamas ESD	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Douglas ESD	N	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Grant ESD	N	N	N	N	Y	Y	Y	Y	N	N	N	N	N	N
High Desert ESD	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y
InterMountain ESD	Y	Y	N	N	Y	Y	--	Y	--	Y	--	Y	--	N
Lake County ESD	Y	--	Y	--	Y	--	Y	--	N	--	N	--	N	--
Lane ESD	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Linn Benton Lincoln ESD	N	N	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Malheur ESD, Region 14	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Multnomah ESD	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
South Coast ESD	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Southern Oregon ESD	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N	N
Wallowa Region 18 ESD	Y	--	N	--	Y	--	Y	--	N	--	N	--	Y	--
Willamette ESD	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

*S = SUPERINTENDENT
 *B = BELOW SUPERINTENDENT

**ADMINISTRATIVE SALARIES 2017-18
EDUCATION SERVICE DISTRICTS**

Supplemental Section

ESD	Title of Position	Days	Salary
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ESDs Failing to Report:

Columbia Gorge ESD

Harney ESD

Northwest Regional ESD

- NOTES -



Confederation of Oregon School Administrators

"We develop and support educational leaders to ensure student success."

**Lebanon Community School District #9
Lebanon, Oregon**

PROPOSED BUDGET CALENDAR FOR 2019-2020

November 8, 2018	*	Regular Board Meeting: Review/Approve Budget Calendar
February 14, 2019	*	Special Board/Budget Meeting: Budget Committee Training, and Set Budget Parameters
February 15 – May 16, 2019	*	Preparation of Proposed Budget: Budget Officer
April 29, 2019	*	Send notice of Budget Committee meeting to paper (2 days prior to publication)
May 1, 2019	*	Publication of public notice of Budget Committee meeting in newspaper and webpage (not more than 30 days before the meeting and & not less than 10 days before meeting).
May 16, 2019	*	Budget Committee Meeting #1: Continued budget discussion
May 23, 2019	*	Budget Committee Meeting #2: Target date for approval of budget
June 3, 2019	*	Send notice of Budget Hearing to paper (2 days prior to publication)
June 5, 2019	*	Publication of Notice of Budget Hearing, Financial Summary and Fund Summaries (not more than 30 days nor less than 5 days prior to the hearing).
June 13, 2019	*	Public Budget Hearing & Special Board Meeting on budget as approved by Budget Committee Adopt final budget and make appropriations (<i>after Budget Hearing</i>). The amount of tax levy in the published budget may not be increased, a new fund added, or expenditures increased by more than 10 percent without full republication and another public hearing.

BOARD MEMORANDUM



To: The Honorable Chair and Members
Lebanon Community School District Board of Directors

From: William H. Lewis III, Business Director

Date: January 4, 2019

Meeting Date: January 10, 2019

Re: Financial Report

Financial Report

The 2018-2019 Financial Board Report included in this packet reflects all revenues and expenditures for 2014-2017, projections for 2017-18, and the budgeted and spent plus encumbered amounts for 2018-2019 as of 1/04/19. The January Financial Report encumbrances for the 2018-2019 year reflect changes to salaries and benefits as staff are hired.

The projected EFB for 2017-2018 is currently approximately \$5.2 mil which is the same as the December report.

The updated proposed budget calendar is designed to provide additional time to complete the 2019-20 budget. This will allow the district to incorporate the latest information from the State of Oregon, as the State Legislature is works through the 2019-21 biennial budget.

Attachment

2018-2019 General Fund Expenditure Report

Obj	Description	14/15 Actual	15/16 Actual	16/17 Actual	17/18 Project	18/19 Budget	1-04-19 YTD	1-04-19 Encumb	1-04-19 Balance
111	Certified salaries	9,311,147	10,161,648	10,831,007	10,876,200	11,797,989	4,135,877	8,087,666	(425,554)
112	Classified salaries	4,164,521	4,545,055	4,757,666	5,009,800	5,639,806	2,172,596	3,365,665	101,545
113	Administrative salaries	1,464,907	1,648,330	1,614,127	1,599,200	1,742,336	741,943	722,380	278,013
114	Managerial - classified	94,714	178,755	187,797	187,800	261,983	137,603	129,430	(5,050)
116	Retirement stipends	76,123	51,134	35,621	17,400	10,709	8,079	11,824	(9,194)
119	Confidential salaries	125,785	84,504	131,698	159,800	166,575	81,049	78,703	6,823
121	Certified subs	373,350	432,293	446,157	448,400	472,543	37,152	-	435,391
122	Classified subs	148,818	155,004	150,074	186,200	172,297	42,189	-	130,108
123	Temp certified	62,030	73,949	133,971	185,300	143,000	51,106	75,897	15,997
124	Temp classified	982	-	-	16,000	16,000	7,210	-	8,790
127	Student helpers salaries	11,768	7,895	6,544	18,200	24,000	2,450	-	21,550
132	Compensation time	23,861	25,767	37,764	70,600	43,350	10,591	-	32,759
133	Extra duty	254,381	324,897	286,017	278,100	426,334	240,874	93,461	91,999
134	Classified extra hrs	142,975	185,048	192,566	186,200	208,000	80,022	-	127,978
135	Vacation Payoff	4,377	6,938	12,246	17,200	16,200	1,719	-	14,481
136	Mentor teacher pay	990	609	-	700	-	-	-	-
137	Personal Leave Payout	75	-	-	-	-	-	-	-
138	Department Head Extra Duty	2,159	1,613	1,556	900	4,000	531	-	3,469
140	Salary Settlements	-	-	-	250,000	-	-	-	-
142	Taxable Meal Reimbursement	436	903	1,503	1,600	1,400	701	-	699
	Total Salaries	16,263,399	17,884,343	18,826,313	19,509,600	21,146,522	7,751,692	12,565,026	829,804
									-
210	PERS	3,976,407	4,187,401	4,442,519	5,330,900	6,202,731	2,056,537	3,332,408	
220	Social Security	1,207,537	1,328,140	1,385,595	1,428,600	1,584,881	568,636	915,581	
231	Worker's Comp	136,822	173,370	196,943	239,000	294,128	96,578	128,044	
241	Employee Ins - Admin	177,948	212,862	208,912	215,200	259,617	111,564	113,949	
242	Employee Ins - Certified	2,307,416	2,328,554	2,370,817	2,550,200	2,767,204	932,887	1,851,804	
243	Employee Ins - Classified	1,874,827	2,137,321	2,102,847	2,173,500	2,585,539	874,096	1,462,719	
244	Employee Ins - Other	20,700	7,731	27,124	41,200	38,805	18,179	18,308	
245	Employee Ins - Retired	276,090	228,774	195,821	156,600	125,000	79,536	-	
247	TSA	42,912	40,991	22,082	21,700	25,200	3,600	3,600	
	Total Benefits	10,020,660	10,645,144	10,952,659	12,156,900	13,883,105	4,741,613	7,826,413	1,315,079
311	Instructional Services	152,856	157,581	110,051	123,100	164,000	10,787	-	153,213
312	Instr Prog Improve Service	43,468	36,748	39,424	47,000	52,000	28,792	-	23,208
319	Other Instr-Prof-Tech SVCS	21,870	9,745	23,110	18,800	20,000	-	-	20,000
322	Repairs & Maintenance	163,270	168,482	173,295	180,000	157,750	95,854	28,084	33,812
323	Radio Service	-	7,767	38,310	8,400	11,100	7,508	5,264	(1,672)
324	Rentals	135,308	104,777	102,560	110,800	128,725	27,567	2,233	98,925

2018-2019 General Fund Expenditure Report

325	Electricity	467,896	473,758	466,093	465,800	526,600	214,184	446,434	(134,018)
326	Fuel	177,759	187,899	223,740	190,700	234,600	43,611	103,701	87,288
327	Water & Sewer	139,255	121,239	150,725	134,100	161,600	58,932	-	102,668
328	Garbage	86,324	96,811	95,095	88,100	102,400	45,360	-	57,040
329	Other Property Services	13,001	19,246	34,726	12,100	20,000	7,150	3,400	9,450
330	Reimb. Student Transportation	6,950	-	1,589	2,200	5,200	-	-	5,200
340	Travel	114,592	140,225	178,985	133,400	165,646	48,010	1,598	116,038
343	Travel - Student - Out of Dist.	-	-	2,916	7,600	10,300	450	-	9,850
346	Meals/Transportation	104	48	99	-	200	153	-	47
348	Staff Tuition	49,577	44,768	71,830	87,500	47,000	58,924	9,065	(20,989)
351	Telephone	82,642	70,529	39,486	49,700	76,200	22,393	36,200	17,607
353	Postage	23,607	21,909	14,712	23,000	27,650	12,827	80	14,743
354	Advertising	4,416	3,551	1,087	1,200	4,300	565	-	3,735
355	Printing & Binding	68,861	48,223	51,996	13,200	31,400	7,734	95	23,571
360	Charter School Payments	2,064,403	1,961,788	1,866,943	1,973,800	2,046,000	1,273,484	-	772,516
371	Tuitions Payments to Other Dist.	40,570	29,701	29,536	-	-	-	-	-
373	Tuition Pay Private School	-	-	-	-	5,000	-	-	5,000
374	Other Tuition	605,954	625,503	162,192	140,000	192,500	600	55,724	136,176
381	Audit Services	27,650	25,150	27,700	20,200	30,000	10,000	-	20,000
382	Legal Services	2,028	5,288	11,261	50,000	35,000	15,143	-	19,857
384	Negotiation Services	5,934	13,784	8,590	6,500	10,000	-	-	10,000
386	Data Processing SVCS	59,787	76,794	75,380	78,900	89,600	27,383	1,906	60,311
388	Election Services	4,565	-	1,573	-	5,000	-	-	5,000
389	Other Non_instr Pro/Tech	515,889	539,114	292,488	337,300	395,600	218,697	9,444	167,459
391	Physical Exams - Drivers	2,380	3,168	4,193	3,800	4,400	2,290	1,935	175
392	Drug Tests Drivers	1,110	635	1,255	1,300	3,000	860	1,140	1,000
393	Child Care Services	22,000	22,000	22,000	9,400	30,000	-	-	30,000
394	Sub calling service	5,559	7,489	6,464	6,800	8,000	14,113	-	(6,113)
396	Criminal History checks	2,546	2,928	3,179	4,100	3,200	2,240	-	960
398	Fingerprinting	639	462	266	100	1,000	-	-	1,000
	Total P. Services	5,112,768	5,027,111	4,332,849	4,328,900	4,804,971	2,329,639	706,303	1,769,029
406	Gas Oil & Lubricants	152,805	103,868	115,426	165,000	190,500	68,520	103,201	18,779
410	Supplies & Materials	457,671	419,096	486,014	460,000	592,360	287,888	17,571	286,901
413	Vehicle repair parts	50,201	48,980	44,746	50,000	52,800	13,868	19,765	19,167
414	Transportation operations	5,674	6,060	8,776	9,000	6,000	11,561	2,313	(7,874)
420	Textbooks	240,685	131,379	83,687	103,000	182,700	45,067	-	137,633
430	Library Books	9,934	8,588	5,880	5,900	16,694	2,891	-	13,803
440	Periodicals	6,012	1,937	5,354	6,200	6,200	4,170	-	2,030
460	Equipment under 5K	125,632	212,514	184,119	357,800	179,224	79,467	9,448	90,309
470	Computer software	173,513	195,888	181,289	285,500	270,425	81,964	10,473	177,988
480	Computer hardware	255,516	252,444	221,873	136,600	173,364	117,736	1,655	53,973
	Total Supplies & Materials	1,477,643	1,380,753	1,337,164	1,579,000	1,670,267	713,132	164,426	792,709

2018-2019 General Fund Expenditure Report

540	Equipment	6,779	20,047	65,034	138,100	54,500	15,825	-	38,675
564	Bus Replacement		-		51,500	-	118,784	-	(118,784)
	Total Capital Outlay	6,779	20,047	65,034	189,600	54,500	134,609	0	(80,109)
621	Regular Interest	-	-	-	-	500	-	-	500
640	Dues & Fees	92,488	67,655	178,632	92,900	174,735	85,466	-	89,269
650	Insurance & Judgments	216,456	218,639	230,250	235,400	262,200	244,889	-	17,311
659	Settlements	-	-	34,000		-	-	-	-
670	Taxes & Licenses	49	-	-	-	200	-	-	200
	Total Other Objects	308,993	286,294	442,882	328,300	437,635	330,355	0	107,280
707	Transfer - Vocational House Fund		-	-	80,000	40,000	-	-	40,000
710	Transfer - Technology	175,000	200,000	225,000	-	100,000	-	-	100,000
711	Transfer - Classroom Furniture	50,000	50,000	25,000	-	50,000	-	-	50,000
712	Transfer - Textbook Adoption	350,000	350,000	300,000	50,000	400,000	-	-	400,000
713	Transfer - Capital Improvement	225,000	250,000	250,000	250,000	400,000	-	-	400,000
714	Transfer - Track and Turf Fund	110,000	110,000	10,000	10,000	85,000	-	-	85,000
715	Transfer - Athletic Fund	365,000	365,000	405,000	415,000	446,000	-	-	446,000
716	Transfer - Bus Replacement	250,000	250,000	250,000	250,000	300,000	-	-	300,000
717	Transfer - Unemploy Ins	25,000	15,000	25,000	95,000	25,000	-	-	25,000
718	PERS Reserve	150,000	500,000	500,000	-	525,000	-	-	525,000
719	Transfer - Food Service	50,000	65,225	90,656	50,000	100,000	-	-	100,000
730	Transfer - Debt Service	-	-	100,000	135,000	150,000	-	-	150,000
731	Transfer - Academic Achievemer	10,000	-	-	-	-	-	-	-
	Total Transfers	1,760,000	2,155,225	2,180,656	1,335,000	2,621,000	-	-	2,621,000
810	Reserve/Contingency	-	-	-	-	1,000,000	-	-	1,000,000
	Grand Total	34,950,241	37,398,917	38,137,559	39,427,300	45,618,000	16,001,040	21,262,168	8,354,792

2018-2019 All Funds Summary Report

All Funds

Fund	Description	14/15 Actual	15/16 Actual	16/17 Actual	16/17 EFB	17/18 Proj. Actual	17/18 Proj. EFB	18/19 Adopted Budget	1-04-19 Y-T-D	12-07-18 Encumb	12-07-18 Balance
100	General Fund	34,950,241	37,398,917	38,137,559	3,310,041	39,427,300	5,217,618	45,618,000	16,130,339	21,262,242	8,225,419
200	Grant Funds	2,591,884	2,353,551	2,861,683	2,002	2,862,000	2,000	5,200,500	1,391,946	1,826,287	1,982,267
205	Senate Bill 1149	185,000	-	-	170,452	-	255,000	335,000	147,713	-	187,287
212	Academic Achievement	-	-	-	18,650	-	18,650	28,650	-	-	28,650
230	Bus Replacement	100,735	-	633,327	175,006	454,000	34,000	345,000	-	118,784	226,216
232	Classroom Furniture	50,000	40,792	24,777	9,431	9,431	-	50,000	22,339	-	27,661
240	Textbook Adoption	18,550	759,564	112,367	192,207	215,100	27,000	450,000	2,752	-	447,248
272	Capital Improvments	284,536	156,950	152,300	190,750	115,000	330,000	700,000	7,159	-	692,841
274	Technology	124,500	495	397,112	345,261	430,000	200,000	400,000	86,808	92,648	220,544
277	Track and Turf Replacement	100,000	100,000	-	98,954	-	118,000	435,000	139,738	-	295,262
279	Student Activity	590,053	632,780	731,692	494,132	750,000	500,000	1,120,000	347,743	20,692	751,565
286	High School Athletics	445,055	453,152	547,517	72,194	575,000	30,000	638,000	264,663	117,157	256,180
292	CTE Local Fund	-	-	-	-	-	-	-	-	-	-
296	Nutrition Services	1,596,163	1,615,906	1,710,052	454,889	1,720,000	500,000	2,302,594	768,600	762,444	771,550
299	PERS Reserve	-	-	-	1,150,000	-	1,150,000	1,675,000	-	-	1,675,000
300	Debt Service	3,442,481	3,528,481	3,618,481	146,778	3,710,000	200,000	3,796,770	937,607	-	2,859,163
311	2011 Non-Bonded Debt	223,547	223,547	223,547	41,306	223,500	50,000	530,000	-	-	530,000
530	Vocational House Fund	-	-	60,415	19,585	65,000	43,000	580,000	38,090	20,994	520,916
601	Unemployment	37,539	10,646	46,123	74,507	50,000	135,000	160,000	12,720	350	146,930
	Grand Total	44,740,285	47,274,779	49,256,952	6,966,145	50,606,331	8,810,268	64,364,514	20,298,217	24,221,598	19,844,699
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2018-2019 General Fund Summary Report

	14/15 Actual	15/16 Actual	16/17 Actual	17/18 Projected	18/19 Budget	1-04-19 YTD & Enc	1-04-19 Balance
General Fund - Revenue							
SSF Formula	34,892,810	36,036,233	37,131,855	39,779,100	39,633,000	25,917,743	13,715,257
SSF Adjustment	81,421	(254,069)	390,697	280,700	-	-	-
Interest	62,596	91,245	156,492	270,000	100,000	39,642	60,358
Third Party Billing	25,179	45,178	102,447	95,000	80,000	42,326	37,674
TMR	154,930	149,514	208,252	210,900	175,000	90,278	84,722
JROTC	64,220	66,034	73,726	69,900	65,000	23,560	41,440
Other	379,017	297,128	299,398	451,500	420,000	104,004	315,996
Interfund Transfer	60,000	60,000	60,000	70,000	70,000	8,029	61,971
BFB	3,162,455	3,932,387	3,024,733	3,310,000	5,075,000	5,148,847	(73,847)
Total	38,882,628	40,423,650	41,447,600	44,537,100	45,618,000	31,374,429	14,243,571
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General Fund - Expenses							
Salaries	16,263,399	17,884,343	18,826,313	19,509,600	21,146,522	20,316,718	829,804
Benefits	10,020,660	10,645,144	10,952,659	12,156,900	13,883,105	12,568,026	1,315,079
P. Services	5,112,768	5,027,111	4,332,849	4,328,900	4,804,971	3,035,942	1,769,029
Supplies	1,477,643	1,380,753	1,337,164	1,579,000	1,670,267	877,558	792,709
Capital Outlay	6,779	20,047	65,034	189,600	54,500	134,609	(80,109)
Other Objects	308,993	286,294	442,882	328,300	437,635	330,355	107,280
Transfers	1,760,000	2,155,225	2,180,656	1,335,000	2,621,000	-	2,621,000
Contingency	-	-	-	-	1,000,000	-	1,000,000
Total	34,950,241	37,398,917	38,137,559	39,427,300	45,618,000	37,263,208	8,354,792
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2018-2019 General Fund Revenue Report

		14/15	15/16	16/17	17/18	18/19	1-04-19	1-04-19
		Actual	Actual	Actual	Project	Budget	YTD	Balance
SSF Formula								
1111,	Taxes	8,234,812	8,533,160	9,048,901	9,643,000	10,550,000	9,299,474	1,250,526
4801,4899	Federal Forest Fees	264,679	205,708	23,160	143,000	-	-	-
3103	Common School	409,884	492,013	502,314	410,900	419,000	-	419,000
3104	State Timber	405,152	181,382	137,286	170,000	150,000	-	150,000
3101/3199	School Support Fund	25,578,283	26,623,971	27,420,195	29,412,200	28,514,000	16,618,269	11,895,731
Adjustments to SSF Payments								
	Adj for Prior Year payments	48,134	(330,463)	261,223	251,000			-
	Adj for HC Disability Grant	33,286	76,394	129,474	29,700	-	-	-
	Total SSF Formula	34,974,231	35,782,164	37,522,552	40,059,800	39,633,000	25,917,743	13,715,257
								-
1510	Interest on Investments	62,596	91,245	156,492	270,000	100,000	39,642	60,358
1995	Third Party billing - Medicaid	25,179	45,178	102,447	95,000	80,000	42,326	37,674
2210	TMR	154,930	149,514	208,252	210,900	175,000	90,278	84,722
4300	JROTC reimbursement	64,220	66,034	73,726	69,900	65,000	23,560	41,440
Other								
1910	Rental Fees	27,828	10,474	9,114	81,000	10,000	1,010	8,990
1980	Fees Charged to Grants	-	800	-	8,100	30,000	-	30,000
1312, 1960, 1990,								
5300	Miscellaneous	282,468	202,944	213,437	294,400	300,000	102,994	197,006
1994	E-Rate reimbursement	68,721	82,910	76,847	68,000	80,000	-	80,000
5200	Interfund Transfer - Athletics	60,000	60,000	60,000	70,000	70,000	8,029	61,971
5400	Beginning Fund Balance	3,162,455	3,932,387	3,024,733	3,310,000	5,075,000	5,148,847	(73,847)
	Total	38,882,628	40,423,650	41,447,600	44,537,100	45,618,000	31,374,429	14,243,571
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