



MN Association of
Charter Schools

MINNESOTA CHARTER SCHOOL
COMPENSATION REPORT

2024-25

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INTRODUCTION

The **Minnesota Association of Charter Schools (MACS) Compensation Survey** was initiated in 2006 in response to requests from the Association's Member Schools for comparative data regarding salaries and benefits offered in Minnesota's chartered public schools. The current report is based on a survey conducted between August 2024 and December 2024.

Approximately 44% of Minnesota chartered public schools completed the survey. The results of the current report provide a representative picture of Minnesota's charter school compensation.

The information collected through the survey provides invaluable information on the compensation and benefits being offered by Minnesota's charter schools. The report is used by charter school boards, finance committees, personnel committees, school directors, and business managers in their financial planning and budgeting decision-making processes. The survey also assists MACS in assessing current trends regarding compensation in Minnesota's charter school sector.

The survey results are presented in this report according to school enrollment size, broken down into six (6) categories: *Under 100 Students, 100-174 Students, 175-249 Students, 250-499 Students, 500-999 Students, and 1,000 or More Students.*

It is important to note that while charter school enrollment size seems to be a significant determinant in salaries and benefits, it is not the only factor. **Even among charter schools of similar enrollment size, student characteristics that drive categorical aid (e.g. compensatory aid) lead to variability in total revenue.** It is also important to mention that the compensation package of any chartered public school will not look exactly like that of another school given their unique mission, philosophies, and values – which is the entire point of chartering. Additionally, each chartered public school develops unique job descriptions to meet the needs of their organization. As a result, titles/positions do not always directly correlate across schools.

Because of these facts, this report provides ranges and averages to guide local discussions and decisions. We hope you'll find the data both useful and thought-provoking. Please contact us with any questions or suggestions for the next survey, which is scheduled to be conducted in 2026.



Minnesota Association of Charter Schools
161 Rondo Ave., Suite 1000, St. Paul, MN 55103
P: 651-789-3090 | F: 651-789-3093
mncharterschools.org

OVERVIEW

The Minnesota Charter School Compensation Survey was conducted from August 2024 through December 2025. All 173 charter school directors in Minnesota were sent the survey, with **76 (44%)** submitting complete responses.

SCHOOL SIZE CATEGORIES & SURVEY PARTICIPANTS							
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS	TOTALS
OPERATING SCHOOLS	32	35	27	35	33	11	173
SURVEY PARTICIPANTS	13	15	13	13	15	7	76
% OF TOTAL	41%	34%	48%	34%	45%	64%	44%

The survey asks for information on salaries and benefits provided to charter school directors, administrators, teachers, and staff, as well as compensation allocated to contractors, and is organized into three (3) comprehensive sections that correspond to the survey questions:

Part 1: School Information

Contains information on *employment and enrollment totals, actual expenditures, bookkeeping and payroll processes, pay schedules, and employee departures.*

Part 2: Salary & Wage Information

Contains information on *financial compensation for administrative staff, professional staff (teaching), professional staff (non-teaching), and support staff, as well as salary systems, salary and wage increases, and end-of-year bonuses/stipends.*

Part 3: Benefits Information

Contains information on *health insurance, additional full-time employee benefits and leave, and additional part-time employee benefits and leave.*

PART 1: SCHOOL INFORMATION

ENROLLMENT

- The **average enrollment** of surveyed schools is **384**

AVERAGE SCHOOL ENROLLMENT						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE ENROLLMENT	75	132	208	379	716	1,250*
ENROLLMENT RANGE (MINIMUM)	20	100	179	257	515	1,023*
ENROLLMENT RANGE (MAXIMUM)	96	167	235	484	999	1,543*

*One (1) school reported having 4,943 enrolled students – they were excluded from average and range calculations due to outlier data

EMPLOYEES

All Employees

- Surveyed schools reported a **total** of **5,178 employees in FY24**
- The **average number of employees** per surveyed school is **77**

AVERAGE # OF EMPLOYEES BY SCHOOL SIZE						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE TOTAL # OF EMPLOYEES	19	33	43	62	122	184
FULL-TIME LICENSED	9	16	24	35	72	115
FULL-TIME NON-LICENSED	9	12	15	23	43	46
PART-TIME LICENSED	< 1	1	2	2	2	3
PART-TIME NON-LICENSED	1	2	3	3	8	21

Administrators

- The **average number of BOSA Licensed Administrators** per surveyed school is **2**
- The **average number of Non-Licensed Administrators** per surveyed school is **2**

AVERAGE # OF ADMINISTRATORS BY SCHOOL SIZE						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
BOSA LICENSED	< 1	1	1	1	2	6
BOSA LICENSED (RANGE)	0-1	0-2	0-3	0-5	0-5	4-9
NON-LICENSED	1	1	1	2	3	2
NON-LICENSED (RANGE)	0-3	0-3	0-4	0-5	0-7	0-5

PELSB Licensed Employees

- The **average number of Full-Time PELSB Licensed Employees** per surveyed school is **43**
- The **average number of Full-Time PELSB Licensed Employees in Other Positions** per surveyed school is **3**
- The **average number of Part-Time PELSB Licensed Employees** per surveyed school is **2**

AVERAGE # OF PELSB LICENSED EMPLOYEES BY SCHOOL SIZE						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
FULL-TIME - WORKING W/ STUDENTS	8	14	20	31	65	103
FT WORKING W/ STUDENTS (RANGE)	3-14	9-15 ¹	11-28	23-48	41-120	58-125 ²
FULL-TIME - OTHER POSITIONS	< 1	1.5	2.5	2	5	5.5
FT OTHER POSITIONS (RANGE)	0-3	0-6	0-28	0-10	0-15	0-22
PART-TIME	< 1	1.5	1.5	2	2	3
PART-TIME (RANGE)	0-2	0-4	0-8	0-13	0-11	1-7

¹One (1) school with 90%+ SPED enrollment reported having 48 Full-Time PELSB Licensed Employees – excluded from average and range

²One (1) school with outlier enrollment (4,943) reported having 160 Full-Time PELSB Licensed Employees – excluded f/ average and range

³One (1) school with 90%+ SPED enrollment reported having 45 Full-Time Non-Licensed Employees – excluded from average and range

Non-Licensed Employees

- The **average number of Full-Time Non-Licensed Employees** per surveyed school is **23**
- The **average number of Part-Time Non-Licensed Employees** per surveyed school is **6.5**

AVERAGE # OF NON-LICENSED EMPLOYEES BY SCHOOL SIZE						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
FULL-TIME	7.5	11	13.5	21	40	44
PART-TIME	1	2	3	3	8	21

EXPENDITURES

- The **total compensation expenditures** of surveyed schools are **\$294,167,630**
- The **average total compensation expenditures** of surveyed schools are **\$4,384,600**
- The **total compensation expenditures per student** for surveyed schools is **\$8,712**

Total Salaries (Salaries & Wages)

- The **average total salaries and wages** of surveyed schools is **\$3,395,492**

FY24 ACTUAL EXPENDITURES – AVERAGE SALARIES & WAGES ¹						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVG SALARIES / WAGES	\$774,159	\$1,455,813 ²	\$1,777,185	\$2,996,284	\$5,299,389	\$8,070,125 ³
SALARIES / WAGES (MIN)	\$292,575	\$761,527 ²	\$944,338	\$1,817,035	\$2,520,085	\$4,738,455 ³
SALARIES / WAGES (MAX)	\$1,750,687	\$1,933,837 ²	\$2,484,879	\$5,462,235	\$11,956,421	\$10,744,732 ³

¹One (1) school provided erroneous expenditures data – they were not included in the calculations above

²One (1) school with 90%+ SPED enrollment reported outlier expenditures – they were not included in the calculations above

³One (1) school with outlier enrollment (4,943) reported outlier expenditures – they were not included in the calculations above

Total Benefits (Benefits & Payroll) (Health Insurance / Retirement / Dental / Vision / etc.)

- The average total benefits and payroll for surveyed schools is **\$978,800**

FY24 ACTUAL EXPENDITURES – AVERAGE BENEFITS & PAYROLL ¹						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVG BENEFITS / PAYROLL	\$185,694	\$405,321 ²	\$637,063	\$839,982	\$1,412,072	\$2,392,668 ³
BENEFITS / PAYROLL (MIN)	\$60,045	\$100,416 ²	\$216,696	\$502,117	\$713,304	\$1,408,457 ³
BENEFITS / PAYROLL (MAX)	\$542,332	\$401,348 ²	\$2,016,887	\$1,269,034	\$3,164,580	\$2,687,983 ³

¹One (1) school provided erroneous expenditures data – they were not included in the calculations above

²One (1) school with 90%+ SPED enrollment reported outlier expenditures – they were not included in the calculations above

³One (1) school with outlier enrollment (4,943) reported outlier expenditures – they were not included in the calculations above

Total Professional Development (Includes Staff Training)

- The average total professional development for surveyed schools is **\$30,234**

FY24 ACTUAL EXPENDITURES – AVERAGE PROFESSIONAL DEVELOPMENT ¹						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVG PROFESSIONAL DEV	\$6,706	\$18,778 ²	\$16,544	\$28,302	\$39,599	\$71,477 ³
PROFESSIONAL DEV (MIN)	\$0	\$310 ²	\$0	\$6,000	\$0	\$22,018
PROFESSIONAL DEV (MAX)	\$27,223	\$91,174 ²	\$51,250	\$118,697	\$139,852	\$276,700

¹One (1) school provided erroneous expenditures data – they were not included in the calculations above

²One (1) school with 90%+ SPED enrollment reported outlier expenditures – they were not included in the calculations above

³One (1) school with outlier enrollment (4,943) reported outlier expenditures – they were not included in the calculations above

BOOKKEEPING & PAYROLL

- 19.7% of surveyed schools have **in-house bookkeeping / payroll / accounting services**
 - 80% of those with **in-house services** have **250 or less enrolled students**
 - Only **one (1) school** of those surveyed **with over 500 enrolled students** has **in-house services** – all other schools with over 500 enrolled students report contracting with outside companies

- **Companies cited** as contracted for bookkeeping, payroll, and accounting services include:
 - **Creative Planning (24 mentions)** – bookkeeping, payroll, accounting
 - **EdFinMN (12 mentions)** – payroll, accounting, finances
 - **CliftonLarsonAllen (8 mentions)** – bookkeeping, payroll, accounting, and more...
 - **Dieci School Finance (6 mentions)** – bookkeeping, accounting
 - **EdVisions (4 mentions)** – payroll, benefits
 - **School Management Services (4 mentions)** – payroll, business mgmt., invoicing
 - Other companies cited: **Designs for Learning (3)**, **Region V (3)**, **cmERDC (2)**, **Dawn Jenkins (independent contractor) (2)**, and **eight (8) others with one (1) mention each**

EMPLOYEE DEPARTURES

- Surveyed schools indicated a **total of 789 employee departures in FY24**
 - This equates to a **turnover rate of 15.2%** when compared to total employees (5,178)

EMPLOYEE DEPARTURES & BASIS FOR DEPARTURES						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
RETIRED	3	5	8	10	16	10
NEW JOB WITHIN SECTOR	16	16	27	29	153	54
JOB IN NEW FIELD / SELF-EMPLOYED	7	14	20	26	46	38
PURSUE FURTHER EDUCATION	2	0	3	5	11	0
LEFT DUE TO WORKLOAD	2	6	1	0	22	1
MOVED TO ANOTHER CITY/AREA	4	6	7	10	17	6
EMPLOYER DECISION / TERMINATED	12	22	10	36	87	20
TOTALS	46	69	76	116	352	129

PART 2: SALARY & WAGE INFORMATION

ADMINISTRATIVE STAFF

Executive Directors / School Directors

- The **average salary** across reporting schools is **\$116,018**
- The **average percentage of salary increase in FY24** is **5.1%**
- 86.7%** of reporting schools' **Executive/School Directors** have a **graduate degree**
 - 64%** have a **master's degree or master's degree + additional education**
 - 12%** have an **education specialist or education doctorate degree**
 - 10.7%** have a **doctorate degree**
- 58.7%** of reporting schools' **Executive/School Directors** hold a **MN Administrative License**

SALARY INFORMATION FOR EXECUTIVE/SCHOOL DIRECTOR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE (AVG) SALARY	\$77,401	\$95,035	\$105,121	\$126,242	\$142,977	\$170,668
SALARY RANGE (MIN)	\$47,119	\$60,000	\$75,000	\$105,000	\$102,657	\$123,543
SALARY RANGE (MAX)	\$101,679	\$132,808	\$134,000	\$150,000	\$189,108	\$225,000
SALARY INCREASE FOR FY24? (YES)	50%	73.3%	76.9%	53.9%	73.3%	85.7%
SALARY INCREASE FOR FY24? (NO)	50%	26.7%	13.1%	46.2%	26.7%	14.3%
AVG FY24 SALARY INCREASE (IF YES)	5.4%	7.3%	3%	4.3%	6.5%	2.6%
GRADUATE DEGREE (YES)	75%	86.7%	84.6%	92.3%	100%	85.7%
ADMINISTRATIVE LICENSE (YES)	41.7%	53.3%	61.5%	53.9%	66.7%	85.7%
# OF SCHOOLS RESPONDING	12	15	13	13	15	7

School Principals / Assistants or Academic Directors

- The **average salary** across reporting schools is **\$93,049**
- 80.7%** of reporting schools' **Principals / Asst./Academic Directors** have a **graduate degree**
- 75.4%** of reporting schools' **Principals / Asst./Academic Directors** are **admin licensed**
- Top job titles** reported: **"Director"** (41.2%), **"Principal"** (37.3%), and **"Lead"** (3.9%)

SALARY INFORMATION FOR SCHOOL PRINCIPAL / ASSISTANT/ACADEMIC DIRECTOR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	\$70,219	\$83,432	\$79,507	\$94,451	\$104,095	\$115,963
SALARY RANGE (MIN)	\$52,500	\$58,000	\$66,000	\$65,000	\$81,500	\$107,840
SALARY RANGE (MAX)	\$91,000	\$112,115	\$102,500	\$122,500	\$125,000	\$127,000
GRADUATE DEGREE (YES)	50%	90%	75%	81.8%	80%	100%
ADMINISTRATIVE LICENSE (YES)	83.3%	70%	87.5%	72.7%	73.3%	71.4%
# OF SCHOOLS REPORTING	6	10	8	11	15	7

Other Supervisory Team Members (Administrative / Instructional / Leadership / Academic)

- The **average salary** across reporting schools is **\$79,572**
- **66.7%** of reporting schools' **Other Supervisory Team Members** have a **graduate degree**
- **74.4%** of reporting schools' **Other Supervisory Team Members** are **licensed**
- **Top job titles**: “**Director**” (41.9%), “**Principal**” (18.9%), and “**Coordinator**” (13.5%)

SALARY INFORMATION FOR OTHER SUPERVISORY TEAM MEMBERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	\$61,031	\$68,993	\$68,551	\$80,528	\$91,588	\$106,738
SALARY RANGE (MIN)	\$40,000	\$51,000	\$56,872	\$41,943	\$68,000	\$76,500
SALARY RANGE (MAX)	\$89,000	\$102,256	\$87,720	\$110,000	\$125,000	\$125,000
GRADUATE DEGREE (YES)	50%	66.7%*	20%*	64.7%*	76.9%*	85.7%*
ADMINISTRATIVE LICENSE (YES)	25%	66.7%*	80%*	76.5%*	80.8%*	92.9%*
# OF SCHOOLS REPORTING	4	4	3	11	15	7

*Multiple Supervisory Team Member Positions reported – 78 positions were reported in total by all reporting schools

Lead Teachers / Teacher Coordinators

- The **average salary** across reporting schools was **\$70,190**
- **Top job titles** reported: “**Coordinator**” (35.3%), “**Lead**” (29.4%), and “**Coach**” (17.7%)

SALARY INFORMATION FOR LEAD TEACHER / TEACHER COORDINATOR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	N/A ¹	\$65,000 ²	\$73,321	\$77,250 ³	\$64,428	\$70,950
SALARY RANGE (MIN)	N/A ¹	\$65,000 ²	\$63,390	\$76,500 ³	\$50,711	\$56,750
SALARY RANGE (MAX)	N/A ¹	\$65,000 ²	\$84,252	\$78,000 ³	\$82,224	\$83,430
# OF SCHOOLS REPORTING	1	2	2	4	4	4

¹No Lead Teacher / Teacher Coordinator salary reported by Schools Under 100 Enrolled

²One (1) salary reported by Schools with 100-174 Enrolled is part-time (\$26,294) – excluded from average and range

³One (1) salary reported by Schools with 250-499 Enrolled is an outlier (\$12,500) – excluded from average and range

PROFESSIONAL STAFF – TEACHERS

- Regarding the teacher’s employment relationship with the school:
 - **76.3%** of reporting schools indicated **At-Will Employment**
 - **18.4%** of reporting schools indicated **Individual Annual (Time Certain) Contracts**
 - **5.3%** of reporting schools indicated **Collective Bargaining Agreement**

Full-Time Licensed Teachers

- The **average salary** across reporting schools is **\$53,796**
 - The **average minimum salary** across reporting schools is **\$41,701**
 - The **average maximum salary** across reporting schools is **\$70,246**
- The **average FTE** for **Full-Time Licensed Teachers** across reporting schools is **32.9**

SALARY INFORMATION FOR FULL-TIME LICENSED TEACHERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	\$53,717	\$50,878	\$51,497	\$57,548	\$54,824	\$55,766
AVERAGE MINIMUM SALARY	\$41,701	\$42,639	\$39,314	\$43,244	\$41,054	\$41,369
MINIMUM SALARY RANGE (MIN)	\$32,000	\$34,500	\$32,000	\$37,054	\$35,000	\$38,571
MINIMUM SALARY RANGE (MAX)	\$63,107	\$50,556	\$47,599	\$49,098	\$45,000	\$46,818
AVERAGE MAXIMUM SALARY	\$61,341	\$59,648	\$70,181	\$78,112	\$76,397	\$80,544
MAXIMUM SALARY RANGE (MIN)	\$43,956	\$45,500	\$48,000	\$58,430	\$60,601	\$74,834
MAXIMUM SALARY RANGE (MAX)	\$81,025	\$80,000	\$86,600	\$100,858	\$95,607	\$87,500
AVERAGE F.T.E.	6.1	12.8	15.2	33.4	59.3	92.1*
F.T.E. RANGE	1-13	1-54.4	10-22.2	21-46.5	32-100	66-129.8*
# OF SCHOOLS REPORTING	13	15	13	13	15	7

*One (1) school with outlier enrollment (4,943) reported having 160 FTE – they were excluded from average and range calculations

Full-Time Licensed SPED Teachers

- The **average salary** across reporting schools is **\$57,172**
 - The **average minimum salary** across reporting schools is **\$46,404**
 - The **average maximum salary** across reporting schools is **\$69,453**
- The **average FTE for Full-Time Licensed SPED Teachers** across reporting schools is **7.4**

SALARY INFORMATION FOR FULL-TIME LICENSED SPED TEACHERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	\$54,246	\$54,886	\$55,926	\$62,071	\$57,875	\$60,794
AVERAGE MINIMUM SALARY	\$47,195	\$48,560	\$41,649	\$50,612	\$44,436	\$46,264
SALARY RANGE (MIN)	\$36,759	\$35,000	\$34,000	\$38,000	\$35,000	\$40,800
SALARY RANGE (MAX)	\$68,250	\$62,000	\$52,689	\$70,000	\$57,000	\$56,000
AVERAGE MAXIMUM SALARY	\$58,018	\$60,111	\$69,704	\$78,107	\$74,927	\$80,439
SALARY RANGE (MIN)	\$36,759	\$42,500	\$46,000	\$55,000	\$59,282	\$67,329
SALARY RANGE (MAX)	\$81,025	\$80,000	\$86,600	\$96,540	\$90,000	\$87,500
AVERAGE F.T.E.	1.9	6.4*	6.7	4.8	11	15.4
F.T.E. RANGE	1-5	1-6*	2-15.4	1-9.3	3-34	9-30
# OF SCHOOLS REPORTING	12	15	13	12	15	7

*One (1) school with 90%+ SPED enrollment reported having 54.4 FTE – they were excluded from average and range calculations

Substitute Teachers (Short-Term & Long-Term)

- The **average short-term daily rate** across reporting schools is **\$178.15**
- The **average long-term daily rate** across reporting schools is **\$194.78**
- Companies cited** as contracted for substitute teaching services: **Zen Educate (13 mentions)**, **Teachers On Call (4 mentions)**, **TeachersASAP (1 mention)**

INFORMATION ON DAILY RATE FOR SUBSTITUTE TEACHERS (SHORT-TERM & LONG TERM)						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SHORT-TERM DAILY RATE	\$147.33	\$164.92	\$179.33	\$190.88	\$190.61	\$197.14
SHORT-TERM DAILY RATE (MIN)	\$110	\$130	\$75	\$150	\$85	\$165
SHORT-TERM DAILY RATE (MAX)	\$200	\$184	\$240	\$264.50	\$250	\$250
AVERAGE LONG-TERM DAILY RATE	\$168.60	\$172	\$207.35	\$220.05	\$202.34	\$206
LONG-TERM DAILY RATE (MIN)	\$119	\$130	\$150	\$160	\$160	\$185
LONG-TERM DAILY RATE (MAX)	\$275	\$200	\$250	\$275	\$275	\$250
# OF SCHOOLS REPORTING	10	13	12	12	12	7

PROFESSIONAL STAFF – NON-TEACHERS

School Counselors

- **61.8%** of surveyed schools **have a School Counselor**
 - **47.4%** **employ** their School Counselor(s)
 - **14.5%** **contract with** their School Counselor(s)
- The **average salary** across reporting schools that reported salaries is **\$58,727**
- The **average hourly wage** across reporting schools that reported hourly wages is **\$77.50**

SALARY INFORMATION FOR SCHOOL COUNSELORS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOY	3	6	3	6	11	7
CONTRACTED	3	4	3	0	1	0
AVERAGE SALARY (IF SALARIED)	\$50,276	\$50,808	\$71,785	\$55,367	\$54,351	\$68,339
SALARY (IF SALARIED) (MIN)	\$45,652	\$40,000	\$58,628	\$41,432	\$43,222	\$53,650
SALARY (IF SALARIED) (MAX)	\$54,900	\$69,000	\$85,000	\$76,658	\$75,000	\$90,000
AVERAGE HOURLY RATE (IF HOURLY)	N/A	\$40	\$115	N/A	N/A	N/A
HOURLY RATE (IF HOURLY) (MIN)	N/A	\$40	\$115	N/A	N/A	N/A
HOURLY RATE (IF HOURLY) (MAX)	N/A	\$40	\$115	N/A	N/A	N/A
# OF SCHOOLS REPORTING SALARY	2	3	3	5	9	6
# OF SCHOOLS REPORTING HR WAGE	0	1	1	0	0	0

School Social Workers

- **64.5%** of surveyed schools **have a School Social Worker**
 - **47.4%** **employ** their School Social Worker(s)
 - **17.1%** **contract with** their School Social Worker(s)
- The **average salary** across reporting schools that reported salaries is **\$61,105**
- The **average hourly wage** across reporting schools that reported hourly wages is **\$84.50**

SALARY INFORMATION FOR SCHOOL SOCIAL WORKERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOYED	3	6	4	7	13	3
CONTRACTED	3	4	2	1	1	2
AVERAGE SALARY (IF SALARIED)	\$67,442	\$57,213	\$61,336	\$66,359	\$57,325	\$65,224
SALARY (IF SALARIED) (MIN)	\$66,634	\$40,000	\$55,749	\$40,910	\$45,000	\$60,000
SALARY (IF SALARIED) (MAX)	\$68,250	\$68,000	\$70,258	\$107,000	\$75,000	\$75,000
AVERAGE HOURLY RATE (IF HOURLY)	N/A	\$87.50	N/A	N/A	\$90	\$73
HOURLY RATE (IF HOURLY) (MIN)	N/A	\$85	N/A	N/A	\$90	\$73
HOURLY RATE (IF HOURLY) (MAX)	N/A	\$90	N/A	N/A	\$90	\$73
# OF SCHOOLS REPORTING SALARY	2	5	3	6	10	3
# OF SCHOOLS REPORTING HR WAGE	0	2	0	0	1	1

School Nurses

- **71.1%** of surveyed schools **have a School Nurse**
 - **21.1% employ** their School Nurse(s)
 - **50% contract** with their School Nurse(s)
- The **average salary** across reporting schools that reported salaries is **\$46,797***
- The **average hourly wage** across reporting schools that reported hourly wages is **\$68.98**

SALARY INFORMATION FOR SCHOOL NURSES						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOYED	0	3	2	0	5	6
CONTRACTED	6	5	7	10	9	1
AVERAGE SALARY (IF SALARIED)	N/A	\$18,520*	\$39,065*	N/A	\$45,933*	\$66,096
SALARY (IF SALARIED) (MIN)	N/A	\$2,640*	\$15,000*	N/A	\$17,597*	\$47,377
SALARY (IF SALARIED) (MAX)	N/A	\$34,400	\$63,130	N/A	\$56,732	\$87,475
AVERAGE HOURLY RATE (IF HOURLY)	\$95	\$98	\$64.58	\$65.20	\$69.12	\$42.70
HOURLY RATE (IF HOURLY) (MIN)	\$95	\$96	\$31.24	\$23	\$19.48	\$29.90
HOURLY RATE (IF HOURLY) (MAX)	\$95	\$100	\$90	\$90	\$95	\$55.50
# OF SCHOOLS REPORTING SALARY	0	2	2	0	6	4
# OF SCHOOLS REPORTING HR WAGE	1	2	3	5	4	2

*Four (4) schools reported salaries that may be part-time – these were included given their occurrence throughout the dataset

School Psychologists

- **85.5%** of surveyed schools **have a School Psychologist**
 - **7.9% employ** their School Psychologist(s)
 - **77.6% contract** with their School Psychologist(s)
- The **average salary** across reporting schools that reported salaries is **\$71,403***
- The **average hourly wage** across reporting schools that reported hourly wages is **\$116.04**

SALARY INFORMATION FOR SCHOOL PSYCHOLOGISTS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOYED	0	0	2	1	2	1
CONTRACTED	11	10	10	12	10	6
AVERAGE SALARY (IF SALARIED)	N/A	N/A	\$47,142	\$85,004	\$84,444	\$91,464
SALARY (IF SALARIED) (MIN)	N/A	N/A	\$28,000	\$85,004	\$69,000	\$91,464
SALARY (IF SALARIED) (MAX)	N/A	N/A	\$81,950	\$85,004	\$110,313	\$91,464
AVERAGE HOURLY RATE (IF HOURLY)	\$110	\$101.67	\$112.50	\$110	\$136.25	\$128.33
HOURLY RATE (IF HOURLY) (MIN)	\$75	\$90	\$90	\$80	\$110	\$85
HOURLY RATE (IF HOURLY) (MAX)	\$150	\$110	\$125	\$140	\$165	\$150
# OF SCHOOLS REPORTING SALARY	0	0	3	1	3	1
# OF SCHOOLS REPORTING HR WAGE	4	3	4	6	4	3

*Two (2) schools reported salaries that may be part-time – these were included given their occurrence throughout the dataset

Special Education Directors

- **98.7%**¹ of surveyed schools **have a Special Education Director**
 - **25% employ** their Special Education Director(s)
 - **73.7% contract** with their Special Education Director(s)
- The **average salary** across reporting schools that reported salaries is **\$63,693**²
- The **average hourly wage** across reporting schools that reported hourly wages is **\$148**

SALARY INFORMATION FOR SPECIAL EDUCATION DIRECTORS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOYED	0	1	3	2	7	6
CONTRACTED	13	13	10	11	8	1
AVERAGE SALARY (IF SALARIED)	\$18,187 ²	\$31,067 ²	\$51,867 ²	\$45,979 ²	\$89,915	\$114,583
SALARY (IF SALARIED) (MIN)	\$15,000 ²	\$15,000 ²	\$15,000 ²	\$15,000 ²	\$21,150 ²	\$99,812
SALARY (IF SALARIED) (MAX)	\$21,250 ²	\$50,000	\$87,720	\$110,000	\$125,000	\$128,796
AVERAGE HOURLY RATE (IF HOURLY)	\$150	\$150	N/A	\$150	\$140	N/A
HOURLY RATE (IF HOURLY) (MIN)	\$150	\$150	N/A	\$150	\$140	N/A
HOURLY RATE (IF HOURLY) (MAX)	\$150	\$150	N/A	\$150	\$140	N/A
# OF SCHOOLS REPORTING SALARY	4	3	7	7	8	6
# OF SCHOOLS REPORTING HR WAGE	2	1	0	1	1	0

¹Only one (1) school of the 76 surveyed indicated they do not employ or contract with a Special Education Director

²14 schools reported salaries that may be part-time – these were included given their occurrence throughout the dataset

SUPPORT STAFF

Education Support Professionals/Paraprofessionals (Gen Ed & SPED Classrooms)

- The **average minimum hourly rate** across surveyed schools is **\$18.48**
- The **average maximum hourly rate** across surveyed schools is **\$24.83**

HOURLY WAGES FOR EDUCATION SUPPORT PROFESSIONALS/PARAPROFESSIONALS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE MINIMUM HOURLY WAGE	\$16.99	\$18.71	\$18.39	\$20.22	\$18.32	\$18.01
MIN HOURLY WAGE RANGE (MIN)	\$13	\$14	\$14.05	\$15.30	\$16	\$14.58
MIN HOURLY WAGE RANGE (MAX)	\$21	\$23.29	\$21.50	\$25	\$22	\$22.50
AVERAGE MAXIMUM HOURLY WAGE	\$20.48	\$23.73	\$26.01	\$27.01	\$26.55	\$25.80
MAX HOURLY WAGE RANGE (MIN)	\$14.35	\$17	\$18	\$19.03	\$19.61	\$16.12
MAX HOURLY WAGE RANGE (MAX)	\$28	\$37	\$35.83	\$38.99	\$46	\$36.40

Receptionists / Secretaries / Administrative Assistants

- The **average minimum hourly rate** across surveyed schools is **\$21.06**
- The **average maximum hourly rate** across surveyed schools is **\$25.15**
- Top job titles** reported: **Assistant (39.5%)**, **Receptionist (13.2%)**, and **Coordinator (10.5%)**

HOURLY WAGES FOR RECEPTIONIST / SECRETARY / ADMINISTRATIVE ASSISTANT						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE MINIMUM HOURLY WAGE	\$19.46	\$23.09	\$22.66	\$20.78	\$19.79	\$18.95
MIN HOURLY WAGE RANGE (MIN)	\$13	\$14	\$18	\$17	\$16	\$15.50
MIN HOURLY WAGE RANGE (MAX)	\$28	\$35	\$27.33	\$26.18	\$30	\$25.75
AVERAGE MAXIMUM HOURLY WAGE	\$20.25	\$25.91	\$26.44	\$26.81	\$25.43	\$23.69
MAX HOURLY WAGE RANGE (MIN)	\$13	\$14	\$23	\$19.54	\$19.75	\$18.54
MAX HOURLY WAGE RANGE (MAX)	\$30	\$40.64	\$30	\$36.66	\$35	\$29.72

Business Managers

- The **average salary** across reporting schools is **\$68,530**
- For degrees held by Business Managers:
 - 21.3%** have an **associate's degree**
 - 39.3%** have a **bachelor's degree**
 - 19.7%** have a **master's degree**
 - One (1)** has a **master's degree + additional hours**
 - One (1)** has a **doctorate degree**
 - Five (5)** have **no degree**
- Top job titles** reported: **Manager (45.9%)**, **Director (18%)**, and **Coordinator (6.6%)**

HOURLY WAGES FOR BUSINESS MANAGERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE SALARY	\$38,845	\$61,712	\$70,237	\$64,530	\$76,668	\$95,475
AVERAGE SALARY RANGE (MIN)	\$31,500	\$40,000	\$56,216	\$51,000	\$46,848	\$57,000
AVERAGE SALARY RANGE (MAX)	\$62,132	\$83,000	\$83,000	\$90,369	\$126,264	\$175,000
# OF SCHOOLS REPORTING	6	12	9	13	15	6

SALARY SYSTEMS, INCREASES, & BONUSES

Salary Systems for Teachers

- **59.2%** of surveyed schools use a **traditional steps and lanes salary system**
- **6.6%** of surveyed schools use a **performance-based salary system**
- **34.2%** of surveyed schools use **another type of salary system**
 - Schools that indicated using **another type of salary systems** explained their system:
 - **15.4%** use **modified steps and lanes**
 - **15.4%** stated **it depends on the school board and budget**
 - **11.5%** use **base pay + factor increases**
 - **11.5%** stated their salary system is **in development**
 - **7.7%** follow the **market rate**
 - **7.7%** base their system on **various factors (experience, education, etc.)**
 - **Other explanations** mentioned only once: **internal system, salary bands, service/performance/duties, traditional/loyalty system, teacher led, negotiated, and “nothing”**

BASIS FOR SCHOOLS' PROFESSIONAL STAFF (TEACHER) SALARY SYSTEM						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
TRADITIONAL (STEPS & LANES)	5	9	8	8	12	3
PERFORMANCE-BASED	1	0	1	0	2	1
OTHER (SEE LIST ABOVE)	6	6	4	5	1	3

Counting Previous Work Experience for School's Professional Staff (Teachers)

- **39.5%** of surveyed schools **give credit for every year of previous experience**
- **35.5%** of surveyed schools **give credit for every year of previous experience up to a maximum number of years**
- **4%** of surveyed schools **do not give credit for previous experience**
- **21.1%** of surveyed schools use **other approaches**
 - Schools that indicated using **other approaches** explained their approach: **credit for direct relevant experience, credit for previous year at director discretion, credit every year for licensure shortage areas (others is generally 2:1), negotiated, credit for previous experience but not by year, half of their years of experience, “varies,” “no system,” and “not applicable”**

BASIS FOR SCHOOLS' PROFESSIONAL STAFF (TEACHER) SALARY SYSTEM						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
GIVE CREDIT EVERY YEAR	1	5	5	7	8	4
GIVE CREDIT EVERY YEAR UP TO MAX	5	5	4	5	7	1
DO NOT GIVE CREDIT	1	1	1	0	0	0
OTHER (SEE LIST ABOVE)	6	4	3	1	0	2

Salary & Wage Increases

- **80.3%** of surveyed schools provided **salary/wage increases in FY24**
- The **average rate of salary/wage increase** across schools reporting an increase is **3.1%**

AVERAGE SALARY/WAGE INCREASE (ONLY SCHOOLS REPORTING AN INCREASE)						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
% OF SALARY/WAGE INCREASE (AVG)	4.3%	2.5%	2.8%	2.6%	3.5%	3.4%
% OF SALARY/WAGE INCREASE (MIN)	1.5%	2%	1%	2%	2%	2%
% OF SALARY/WAGE INCREASE (MAX)	15%	4%	6%	3.2%	8.5%	7%
# OF SCHOOLS WITH AN INCREASE	8	12	12	10	12	7

- **Reported factors** that were the **basis for the salary/wage increases** in FY24:
 - **70.5%** – across the board increases (same amount for all employees)
 - **60.7%** – cost of living adjustment (COLA)
 - **26.2%** – longevity with school
 - **9.8%** – education level
 - **8.2%** – performance/merit based increase
 - **4.9%** – Q Comp
- **Other reported factors** that were the **basis for the salary/wage increases** include: **steps and lane increase, increase in line with state funding increase, and new agreement with teachers union**

TOTAL REASONS FOR SALARY/WAGE INCREASE (ONLY SCHOOLS REPORTING INCREASE)						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
ACROSS THE BOARD INCREASES	3	9	8	8	8	7
COST OF LIVING ADJUSTMENT (COLA)	8	5	9	8	4	3
LONGEVITY WITH SCHOOL	5	1	4	3	1	2
EDUCATION LEVEL	0	0	2	2	1	1
PERFORMANCE/MERIT BASED	2	0	1	0	1	1
Q COMP	1	0	1	0	0	1
# OF SCHOOLS WITH AN INCREASE	8	12	12	10	12	7

Bonuses & Stipends

- **31.6%** of surveyed schools provided **year-end bonuses/stipends**
- The **basis for year-end bonuses/stipends** includes: **unexpected additional work/responsibilities, goal attainment/performance, Q Comp, board-approved recognition bonus, Great Start grant, and one-time salary adjustment**

TOTAL SCHOOLS THAT PROVIDED YEAR-END BONUSES/STIPENDS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
# PROVIDING BONUSES/STIPENDS	2	2	6	6	5	3

Payroll Schedules

- **83%** of surveyed schools pay their employees **bi-monthly (24 annual payments)**
 - **9.2%** pay their employees **monthly**
 - **4%** pay their employees **every other week**
 - **One (1) school** pays their employees **weekly**

PAY SCHEDULES BY SCHOOL SIZE						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
PAYS WEEKLY	0%	0%	0%	0%	6.7%	0%
PAYS EVERY OTHER WEEK	0%	0%	7.7%	0%	6.7%	14.3%
PAYS BI-MONTHLY	76.9%	93.3%	76.9%	92.3%	86.7%	85.7%
PAYS MONTHLY	23.1%	6.7%	15.4%	7.7%	0%	0%

PART 3: BENEFITS INFORMATION

HEALTH INSURANCE

Schools Offering Group Health Insurance Plans to their Employees

- **89.5%** of surveyed schools **offer Group Health Insurance Plans**
 - Of schools that offer health insurance, reported **Group Health Insurance providers** include:
 - **HealthPartners (30.1%)**
 - **Medica (26.5%)**
 - **Blue Cross / Blue Shield (BCBS) (19.1%)**
 - **Public Employee Insurance Program (PEIP) (11.8%)**
 - **Other (11.8%)**
 - **Others cited include: Aetna, United Healthcare, MN Healthcare Consortium, and AmeriHealth (BCBS Network)**
- **87.5%** of surveyed schools that **do not offer Group Health Insurance Plans** offer cash in lieu of Group Health Insurance
 - The **range of cash allowance** reported is **\$2,800-\$8,000**
 - **One (1) school** reported offering **\$450 per month** or **\$650 per month for the Executive Director “to include a dependent”**
- **Two (1) schools** reported they **provide neither option**

SCHOOLS OFFERING GROUP HEALTH INSURANCE PLANS & WHICH PROVIDERS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFERS GROUP HEALTH INS. PLANS	69.2%	86.7%	84.6%	100%	100%	100%
PROVIDER: HEALTHPARTNERS	0	5	5	6	4	1
PROVIDER: MEDICA	5	1	3	3	3	3
PROVIDER: BCBS	4	2	1	2	3	1
PROVIDER: PEIP	0	4	1	0	2	1
PROVIDER: OTHER	0	1	1	2	3	1
OFFERS CASH IN LIEU	23.1%	6.7%	15.4%	7.7%*	0%	0%

*One (1) school reported offering both Group Health Insurance and “\$1,000 each year into their HSA to offset any health expenses”

Employees Utilizing School’s Group Health Insurance Plan

- **61.2%** of reporting school employees **utilize their school’s Group Health Insurance Plan**

% OF EMPLOYEES UTILIZING THEIR SCHOOL'S GROUP HEALTH INSURANCE PLAN						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
UTILIZE SCHOOL'S INSURANCE PLAN	64%	47%	66%	62%	63%	71%
UTILIZE PLAN RANGE (MIN)	20%	3%	25%	12%	39%	59%
UTILIZE PLAN RANGE (MAX)	100%	87%	100%	98%	88%	82%
# OF SCHOOLS REPORTING	9	13	10	12	14	7

Group Health Insurance Plan Coverage for Spouses / Dependents / Domestic Partners

- The **average amount of premium coverage for employees only** across reporting schools that offer Group Health Insurance is **79.8%**
- The **average amount of premium coverage for spouses** across reporting schools that offer Group Health Insurance is **24.4%**
- The **average amount of premium coverage for dependents** across reporting schools that offer Group Health Insurance is **28.5%**

FOR SCHOOLS PROVIDING HEALTH INSURANCE: % OF PREMIUMS SCHOOLS PAY						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
EMPLOYEE ONLY (AVG)	79%	72%	82%	85%	75%	95%
EMPLOYEE ONLY RANGE (MIN)	0%	40%	25%	45%	0%	80%
EMPLOYEE ONLY RANGE (MAX)	100%	100%	100%	100%	100%	100%
SPOUSE (AVG)	20%	24%	12%	25%	29%	45%
SPOUSE RANGE (MIN)	0%	0%	0%	0%	0%	0%
SPOUSE RANGE (MAX)	60%	85%	50%	70%	78%	70%
DEPENDENTS (AVG)	20%	24%	19%	32%	32%	50%
DEPENDENTS RANGE (MIN)	0%	0%	0%	0%	0%	0%
DEPENDENTS RANGE (MAX)	60%	85%	75%	70%	76%	70%
# OF SCHOOLS REPORTING	8	13	10	12	14	6

Health Insurance Premium Rate Change Since Last Policy Renewal

- The **average amount of health insurance premium rate change at last policy renewal** across surveyed schools that offer Group Health Insurance is **9.3%***
 - 95.5%** of schools reporting rates changes at last renewal reported a rate **increase**
 - 5.5%*** of schools reporting rates changes at last renewal reported a rate **decrease**

FOR SCHOOLS PROVIDING HEALTH INSURANCE: PREMIUM RATE CHANGE AT LAST RENEWAL						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE PREMIUM INCREASE RATE	8.6%	9.2%	4.4%	7.8%	10%	14.8%
CHANGE IN PREMIUM RANGE (MIN)	3%	-2%	-30%	3%	-7%	8%
CHANGE IN PREMIUM RANGE (MAX)	15.8%	25%	15%	17%	29%	23.4%

*73 schools' rates increased; three (3) schools' rates decreased – average rate of decrease is -13%

ADDITIONAL BENEFITS FOR FULL-TIME EMPLOYEES

Additional Benefits for Full-Time Employees

- **89.5%** of surveyed schools provide **Dental Insurance**
 - The **average % of the premium a providing school covers** is **66%**
- **75%** of surveyed schools provide **Vision Insurance**
 - The **average % of the premium a providing school covers** is **49.6%**
- **39.5%** of surveyed schools provide **Prescription Coverage**
 - The **average % of the premium a providing school covers** is **59.2%**
- **81.6%** of surveyed schools provide **Short-Term Disability**
 - The **average % of the premium a providing school covers** is **86%**
- **81.6%** of surveyed schools provide **Long-Term Disability**
 - The **average % of the premium a providing school covers** is **93.5%**
- **19.7%** of surveyed schools provide **Long-Term Care**
 - The **average % of the premium a providing school covers** is **45.7%**
- **89.5%** of surveyed schools provide **Life Insurance**
 - The **average % of the premium a providing school covers** is **87.9%**
 - **88.9%** of schools that reported providing Life Insurance **cover 100% of the premium**
- **47.4%** of surveyed schools provide **Health Savings Account (HSA) Employer Contribution**
 - The **average % of the premium a providing school covers** is **30.4%**

OF SCHOOLS THAT OFFER ADDITIONAL BENEFITS FOR FULL-TIME EMPLOYEES						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFER DENTAL INSURANCE	61.5%	93.3%	84.6%	100%	100%	100%
% DENTAL PREM. COVERAGE (AVG)	39%	69.6%	81.5%	67.3%	60.7%	87.5%
% DENTAL PREM. COV. RANGE (MIN)	5%	5%	5%	5%	5%	65%
% DENTAL PREM. COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER VISION INSURANCE	46.2%	73.3%	69.2%	69.2%	100%	100%
% VISION PREM. COVERAGE (AVG)	19.3%	66.4%	63.3%	66.7%	35.9%	100%
% VISION PREM. COV. RANGE (MIN)	5%	5%	5%	5%	5%	100%
% VISION PREM. COV. RANGE (MAX)	80%	100%	100%	100%	100%	100%
OFFER PRESCRIPTION COVERAGE	23.1%	40%	7.7%	30.8%	66.7%	85.7%
% PRESCRIPTION PREM. COV. (AVG)	20.8%	78.3%	100%	88.8%	43.6%	100%
% PRES. PREM. COV. RANGE (MIN)	5%	60%	100%	75%	5%	100%
% PRES. PREM. COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER SHORT-TERM DISABILITY	53.8%	66.7%	84.6%	92.3%	100%	100%
% ST DISABILITY COVERAGE (AVG)	57.8%	100%	100%	89.4%	81.5%	100%
% ST DISABILITY COV. RANGE (MIN)	5%	100%	100%	5%	5%	100%
% ST DISABILITY COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER LONG-TERM DISABILITY	61.5%	66.7%	92.3%	92.3%	86.7%	100%
% LT DISABILITY COVERAGE (AVG)	62%	100%	100%	100%	100%	100%
% LT DISABILITY COV. RANGE (MIN)	5%	100%	100%	100%	100%	100%
% LT DISABILITY COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%

OFFER LONG-TERM CARE	23.1%	6.7%	15.4%	23.1%	20%	42.9%
% LT CARE COVERAGE (AVG)	32.1%	100%	100%	5%	36.7%	100%
% LT CARE COVERAGE RANGE (MIN)	5%	100%	100%	5%	5%	100%
% LT CARE COVERAGE RANGE (MAX)	100%	100%	100%	5%	100%	100%
OFFER LIFE INSURANCE	61.5%	93.3%	100%	100%	93.3%	100%
% LIFE INSURANCE COVERAGE (AVG)	65.5%	91.4%	92.1%	100%	83.5%	100%
% LIFE INSUR. COV. RANGE (MIN)	5%	5%	5%	100%	5%	100%
% LIFE INSUR. COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER HSA EMPL. CONTRIBUTION	61.5%	93.3%	23.1%	61.5%	60%	57.1%
% OF HSA CONTRIBUTION (AVG)	5%	48.8%	30%	57.5%	30.8%	50%
% OF HSA CONTR. RANGE (MIN)	5%	5%	30%	5%	5%	50%
% OF HSA CONTR. RANGE (MAX)	5%	100%	30%	100%	100%	50%

Retirement Savings Plans Offered Beyond TRA/PERA

- **55.3%** of surveyed schools **offer full-time employees retirement savings plans beyond TRA/PERA**
 - **53.9%** of surveyed school offer **403(b)**
 - **5.3%** of surveyed schools offer both **403(b)** and **IRA (Simple/Roth)**
 - **One (1) school** just offers **IRA (Simple/Roth)**
 - **One (1) school** just offers **401K**

SCHOOLS OFFERING RETIREMENT SAVINGS PLANS BEYOND TRA/PERA						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFERS 403(B)	7.7%	40% ¹	38.5%	76.9%	80%	100%
OFFERS IRA (SIMPLE/ROTH)	0%	6.7%	15.4%	7.7%	0%	14.3%
OFFERS BOTH 403(B) AND IRA (S/R)	0%	6.7%	7.7%	7.7%	0%	14.3% ²

¹One (1) school offers a 457(b) in addition to 403(b)

²One (1) school offers a 457(b) in addition to 403(b) and IRA (Simple/Roth)

LEAVE FOR FULL-TIME EMPLOYEES

Paid Time Off (PTO) vs. Separate Paid Leave

A compensation package for employees includes paid leave. Outside of holidays, paid leave includes sick (ESST), personal, and vacation days. Schools either separate the leave into sick (ESST), personal, and vacation days, or combine them as paid time off (PTO).

- **73.7%** of surveyed schools have a **combined PTO policy (personal/sick/vacation)**
- **25%** of surveyed schools have a **separate PTO policy for personal, sick, and vacation**

PTO POLICIES OFFERED BY SCHOOLS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFER COMBINED PTO	100%	66.7%*	100%	61.5%	53.3%	57.1%
OFFER SEPARATE PTO	0%	26.7%*	0%	38.5%	46.7%	42.9%

*One (1) school reported: "Exempt staff get PTO (12 month employees get 15 combined sick, personal and vacation days and 10 month employees get 10 days) / non-exempt employees get ESST / unlimited bereavement to all staff"

- The **average number of combined PTO days** offered to **all full-time employees** each year by reporting schools that combine PTO is **12.1**
 - The **average number of combined PTO days** offered to **full-time teachers** each year by reporting schools that combine PTO is **11.3**
 - The **average number of combined PTO days** offered to **other full-time employees** each year by reporting schools that combine PTO is **13**

COMBINED PAID TIME OFF (PTO) DAYS OFFERED TO FULL-TIME EMPLOYEES PER YEAR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE PTO (FT TEACHERS)	10.8	10.9*	10.8	10.3	10.4	10.5
PTO RANGE (FT TEACHERS)	6-19	7-18*	8-20	8-12	10-22	10-11
AVERAGE PTO (OTHER FT EMPL.)	10.6	10.2*	10.8	11	12.1	10.5
PTO RANGE (OTHER FT EMPL.)	5-19	5-18*	6-20	6-36	10-16	10-11

*One (1) school reported: "Exempt staff get PTO (12 month employees get 15 combined sick, personal and vacation days and 10 month employees get 10 days) / non-exempt employees get ESST / unlimited bereavement to all staff"

- The **average number of sick/ESST days** offered to **all full-time employees** each year by reporting schools that separate PTO is **8.9**
 - The **average number of sick/ESST days** offered to **full-time teachers** each year by reporting schools that separate PTO is **9.1**
 - The **average number of sick/ESST days** offered to **other full-time employees** each year by reporting schools that separate PTO is **8.7**
- The **average number of personal days** offered to **all full-time employees** each year by reporting schools that separate PTO is **4.9**
 - The **average number of personal days** offered to **full-time teachers** each year by reporting schools that separate PTO is **5.2**
 - The **average number of personal days** offered to **other full-time employees** each year by reporting schools that separate PTO is **4.6**
- The **average number of vacation days** offered to **all full-time employees** each year by reporting schools that separate PTO is **3.1**¹²³⁴
 - The **average number of vacation days** offered to **full-time teachers** each year by reporting schools that separate PTO is **0.3**¹²³⁴
 - The **average number of vacation days** offered to **full-time teachers** each year by reporting schools that separate PTO is **5.8**

SEPARATED LEAVE OFFERED TO FULL-TIME EMPLOYEES PER YEAR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVG SICK/ESST DAYS (FT TEACHERS)	N/A	7.8	N/A	8.2	10.3	9.3
SICK/ESST RANGE (FT TEACHERS)	N/A	7-10	N/A	6-12	8-12	6-14
PERSONAL DAYS (FT TEACHERS)	N/A	5.3	N/A	5.2	6	3
PERSONAL RANGE (FT TEACHERS)	N/A	3-10	N/A	2-14	2-20	0-6
VACATION DAYS (FT TEACHERS)	N/A	0.8 ¹	N/A	0 ²	0.3 ³	0 ⁴
VACATION RANGE (FT TEACHERS)	N/A	0-3 ¹	N/A	0 ²	0-2 ³	0 ⁴
SICK/ESST DAYS (OTHER FT EMPL.)	N/A	6	N/A	8.2	10.8	8.7
SICK/ESST RANGE (OTHER FT EMPL.)	N/A	7-10	N/A	6-12	9-12	6-12
PERSONAL DAYS (OTHER FT EMPL.)	N/A	3	N/A	5	6.6	1.3
PERSONAL RANGE (OTHER FT EMPL.)	N/A	0-5	N/A	2-13	0-20	0-2
AVG VACA. DAYS (OTHER FT EMPL.)	N/A	3.3	N/A	2	9	8.3
VACATION RANGE (OTHER FT EMPL.)	N/A	0-10	N/A	0-10	0-20	0-25

¹Three (3) schools reported zero (0) vacation days for teachers but reported providing sick/ESST days (7-10) and personal days (3-10)

²All five (5) schools reported zero (0) vacation days for teachers but reported providing sick/ESST days (6-12) and personal days (2-14)

³Six (6) schools reported zero (0) vacation days for teachers but reported providing sick/ESST days (8-12) and personal days (2-20)

⁴Three (3) schools reported zero (0) vacation days for teachers but reported providing sick/ESST days (6-14) and personal days (0-6)

Paid Time Off (PTO) & Separate Leave Carry Over

- **80.3%** of surveyed schools allow **FT teachers to carry over unused leave/PTO**
- **75%** of surveyed schools allow other **FT employees to carry over unused leave/PTO**

SEPARATED LEAVE OFFERED TO FULL-TIME EMPLOYEES PER YEAR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFERS FT TEACHERS CARRY OVER	92.3%	80%	84.6%	84.6%	73.3%	57.1%
OFFERS FT OTHER EMPLOYEES CO	76.9%	73.3%	84.6%	76.9%	73.3%	57.1%

Paid Time Off (PTO) Accrual

- The following was reported as **maximum PTO days a full-time teacher can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** 2 (1), 5 (1), 10 (2), 12 (1), 14 (1), 20 (1), and 21+ (5)
 - **100-174 Students:** 2 (1), 3 (1), 5 (2), 10 (2), 15 (1), 21+ (1)
 - **175-249 Students:** 10 (3), 15 (2), 20 (2), 21+ (4)
 - **250-499 Students:** 5 (1), 7 (1), 10 (1), 12 (2), 20 (1), 21+ (3)
 - **500-999 Students:** 10 (3), 12 (2), 20 (1)
 - **> 1,000 Students:** 6 (1), 7 (1), 11 (1), 18 (1)
- The following was reported as **maximum PTO days other full-time employees can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** 2 (1), 5 (1), 10 (1), 12 (1), 14 (1), 20 (1), 21+ (5)
 - **100-174 Students:** 2 (1), 3 (1), 5 (2), 7 (1), 10 (2), 12 (1), 15 (1), 21+ (1)
 - **175-249 Students:** 10 (3), 15 (2), 20 (2), 21+ (4)
 - **250-499 Students:** 5 (1), 7 (1), 8 (1), 10 (1), 12 (1), 20 (1), 21+ (3)

- **500-999 Students:** 10 (4), 14 (1), 15 (1), 20 (1)
- **> 1,000 Students:** 6 (1), 11 (1), 18 (1)

Separate Leave Accrual

- The following was reported as **maximum sick/ESST days full-time teachers can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** N/A
 - **100-174 Students:** 5 (1), 7 (1), 10 (1), 21+ (2)
 - **175-249 Students:** N/A
 - **250-499 Students:** 21+ (3)
 - **500-999 Students:** 10 (2), 21+ (5)
 - **> 1,000 Students:** 10 (1), 21+ (1)
- The following was reported as **maximum sick/ESST days other full-time employees can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** N/A
 - **100-174 Students:** 5 (1)
 - **175-249 Students:** N/A
 - **250-499 Students:** 21+ (2)
 - **500-999 Students:** 10 (1), 21+ (5)
 - **> 1,000 Students:** 10 (1), 21+ (1)
- The following was reported as **personal days full-time teachers can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** N/A
 - **100-174 Students:** 5 (2), 10 (1), 18 (1)
 - **175-249 Students:** N/A
 - **250-499 Students:** 6 (1), 12 (1), 21+ (1)
 - **500-999 Students:** 1 (1), 2 (2), 5 (2), 10 (2), 21+ (1)
 - **> 1,000 Students:** 7 (1)
- The following was reported as **personal days other full-time employees can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - **< 100 Students:** N/A
 - **100-174 Students:** 5 (1), 18 (1)
 - **175-249 Students:** N/A
 - **250-499 Students:** 5 (1), 12 (1), 21+ (1)
 - **500-999 Students:** 2 (2), 5 (1), 10 (2), 21+ (1)
 - **> 1,000 Students:** 7 (1)

- The following was reported as **vacation days full-time teachers can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - < 100 Students: N/A
 - 100-174 Students: 5 (1)
 - 175-249 Students: N/A
 - 250-499 Students: N/A
 - 500-999 Students: 10 (1)
 - > 1,000 Students: N/A
- The following was reported as **vacation days other full-time employees can accrue** by schools reporting at least one day [days (number of schools reporting)]:
 - < 100 Students: N/A
 - 100-174 Students: 5 (1), 21+ (1)
 - 175-249 Students: N/A
 - 250-499 Students: 5 (1)
 - 500-999 Students: 10 (1), 20 (1), 21+ (3)
 - > 1,000 Students: 21+ (1)

Earned Sick & Safe Time (ESST) Carry Over

- 43.4% of surveyed schools **allow hours to accrue and carry over from year to year**
- 14.5% of surveyed schools **front loads at least 80 hours ESST with no pay out or carryover**
- 10.5% of surveyed schools **front loads at least 48 hours ESST with pay out no carryover**
- 31.6% of surveyed schools report using **another method**, which includes:
 - Frontload, carry over and payout (37.5%)
 - Frontload and carry over (45.8%)

EARNED SICK & SAFE TIME (ESST) ACCRUAL & CARRY OVER POLICIES						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
YEAR-TO-YEAR ACCRUAL & CO	46.2%	33.3%	30.8%	76.9%	46.7%	14.3%
FRONT LOAD 48 HRS / PO / NO CO	0%	6.7%	15.4%	0%	20%	28.6%
FRONTLOAD 80 HRS / NO PO OR CO	23.1%	6.7%	7.7%	7.7%	6.7%	42.9%
OTHER	30.8%	53.3%	38.5%	15.4%	26.7%	14.3%

ADDT'L BENEFITS & LEAVE FOR PART-TIME EMPLOYEES

Schools Offering Benefits and Leave to Part-Time Employees

- 38.2% of surveyed schools offer **benefits** to eligible part-time employees
- 39.5% of reporting schools offer **leave** to eligible part-time employees

SCHOOLS OFFERING BENEFITS TO PART-TIME EMPLOYEES						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFER BENEFITS TO PT EMPLOYEES	38.5%	53.3%	30.8%	46.2%	20%	42.9%
OFFER LEAVE TO PT EMPLOYEES	46.2%	20%	53.9%	30.8%	40%	57.1%

- The **average number of combined PTO days** offered to **all part-time employees** each year by schools that offer benefits to part-time employees is **5.9**
 - The **average number of combined PTO days** offered to **part-time teachers** each year by reporting schools that offer benefits to part-time teachers is **5.7**
 - The **average number of combined PTO days** offered to **other part-time employees** each year by reporting schools that offer benefits to part-time employees is **6.1**

COMBINED PAID TIME OFF (PTO) DAYS OFFERED TO PART-TIME EMPLOYEES PER YEAR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVERAGE PTO (PT TEACHERS)	6.5	5*	6.5	6*	5	3
PTO RANGE (PT TEACHERS)	5-8	5*	4-10	6*	5	2-5
AVERAGE PTO (OTHER PT EMPL.)	7.4	5*	6.5	6*	6.7	3
PTO RANGE (OTHER PT EMPL.)	6-10	5*	4-10	6*	5-10	2-5

*Only one (1) school reported data

- The **average number of sick/ESST days** offered to **all part-time employees** each year by schools that reported offering sick/ESST to part-time employees is **6.8**
 - The **average number of sick/ESST days** offered to **part-time teachers** each year by schools that reported offering sick/ESST days to part-time teachers is **6.5**
 - The **average number of sick/ESST days** offered to **other part-time employees** each year by schools that reported offering sick/ESST days to part-time employees is **7.2**
- The **average number of personal days** offered to **all part-time employees** each year by schools that reported offering personal days to part-time employees is **4.1**
 - The **average number of personal days** offered to **part-time teachers** each year by schools that reported offering personal days to part-time teachers is **3.8**
 - The **average number of personal days** offered to **other part-time employees** each year by schools that reported offering personal days to part-time employees is **4.5**
- The **average number of vacation days** offered to **all part-time employees** each year by schools that reported offering vacation days to part-time employees is **5.8**
 - The **average number of personal days** offered to **part-time teachers** each year by schools that reported offering vacation days to part-time teachers is **5**
 - The **average number of personal days** offered to **other part-time employees** each year by schools that reported offering vacation days to part-time employees is **6.7**

SEPARATED LEAVE OFFERED TO PART-TIME EMPLOYEES PER YEAR						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
AVG SICK/ESST DAYS (PT TEACHERS)	5*	6.3	N/A	7.7	6.5	5.5
SICK/ESST RANGE (PT TEACHERS)	5*	5-7	N/A	5-12	5-15+	5-6
PERSONAL DAYS (PT TEACHERS)	5*	4.3	7*	2.7	3.7	2*
PERSONAL RANGE (PT TEACHERS)	5*	3-5	7*	1-4	3-5	2*
VACATION DAYS (PT TEACHERS)	5*	5*	N/A	N/A	5*	N/A
VACATION RANGE (PT TEACHERS)	5*	5*	N/A	N/A	5*	N/A
SICK/ESST DAYS (OTHER PT EMPL.)	10*	6	N/A	7.7	7.7	5.5
SICK/ESST RANGE (OTHER PT EMPL.)	10*	5-7	N/A	5-12	5-15+	5-6
PERSONAL DAYS (OTHER PT EMPL.)	10*	5	7*	2.7	4	2*
PERSONAL RANGE (OTHER PT EMPL.)	10*	5	7*	1-4	3-5	2*
AVG VACA. DAYS (OTHER PT EMPL.)	10*	5*	N/A	N/A	5*	N/A
VACATION RANGE (OTHER PT EMPL.)	10*	5*	N/A	N/A	5*	N/A

*Only one (1) school reported data

Qualifying for Benefits

- The **average number of hours a part-time employee must work per week in order to qualify for benefits** at reporting schools is **26.3 hours**

HOURS A PART-TIME EMPLOYEE MUST WORK TO QUALIFY FOR BENEFITS						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
LESS THAN 15 HOURS	0	1	0	0	0	0
15-20 HOURS	4	4	1	4	1	0
21-25 HOURS	2	0	1	0	3	1
26-30 HOURS	2	2	5	4	6	6
MORE THAN 30 HOURS	1	2	4	0	0	0
AVERAGE HOURS	23.7	23.5	29.7	25	27.2	29
RANGE (MIN-MAX)	15-32	13-35	20-32	20-30	20-30	25-30
% OF SCHOOLS REPORTING	9	9	11	8	10	7

Additional Benefits for Part-Time Employees

- 70.3%** of reporting schools that provide benefits to PT employees offer **Health Insurance**
 - The **average % of the premium a providing school covers** is **81.4%**
- 70.3%** of reporting schools that provide benefits to PT employees offer **Dental Insurance**
 - The **average % of the premium a providing school covers** is **63.5%**
- 62.2%** of reporting schools that provide benefits to PT employees offer **Vision Insurance**
 - The **average % of the premium a providing school covers** is **38%**
- 30.6%** of reporting schools that provide benefits to PT employees offer **Prescription Cov.**
 - The **average % of the premium a providing school covers** is **%**
- 62.2%** of reporting schools that provide benefits to PT employees offer **Short-Term Disab.**
 - The **average % of the premium a providing school covers** is **%**

- **59.5%** of reporting schools that provide benefits to PT employees offer **Long-Term Disability**
 - The **average % of the premium a providing school covers** is %
- **67.6%** of reporting schools that provide benefits to PT employees offer **Life Insurance**
 - The **average % of the premium a providing school covers** is **100%**
- **44.4%** of reporting schools that provide benefits to PT employees offer **Retirement/Savings**
 - The **average % of the premium a providing school covers** is **11%**

OF SCHOOLS THAT OFFER ADDITIONAL BENEFITS FOR PART-TIME EMPLOYEES...						
SCHOOL SIZE	< 100 STUDENTS	100-174 STUDENTS	175-249 STUDENTS	250-499 STUDENTS	500-999 STUDENTS	> 1000 STUDENTS
OFFER MEDICAL INSURANCE	50%	87.5%	67.7%	71.4%	75%	75%
% MEDICAL PREM. COVERAGE (AVG)	86.7%	70%	81.3%	91.7%	96.7%	73.3%
% MEDICAL PREM. COV. RANGE (MIN)	80%	30%	70%	80%	90%	50%
% MED. PREM. COV. RANGE (MAX)	100%	100%	100%	100%	100%	90%
OFFER DENTAL INSURANCE	50%	100%	67.7%	57.1%	75%	75%
% DENTAL PREM. COVERAGE (AVG)	80%	65.8%	53.8%	97.5%	63.3%	38.3%
% DENTAL PREM. COV. RANGE (MIN)	80%	30%	0%	95%	0%	0%
% DENTAL PREM. COV. RANGE (MAX)	80%	100%	80%	100%	100%	65%
OFFER VISION INSURANCE	50%	87.5%	67.7%	42.9%	50%	75%
% VISION PREM. COVERAGE (AVG)	40%	68.3%	0%	47.5%	0%	95%
% VISION PREM. COV. RANGE (MIN)	0%	30%	0%	0%	0%	90%
% VISION PREM. COV. RANGE (MAX)	80%	100%	0%	95%	0%	100%
OFFER PRESCRIPTION COVERAGE	33.3%	71.4%	0%	40%	50%	0%
% PRESCRIPTION PREM. COV. (AVG)	N/A	75%	N/A	80%	0%	N/A
% PRES. PREM. COV. RANGE (MIN)	N/A	50%	N/A	80%	0%	N/A
% PRES. PREM. COV. RANGE (MAX)	N/A	100%	N/A	80%	0%	N/A
OFFER SHORT-TERM DISABILITY	50%	87.5%	67.7%	57.1%	50%	50%
% ST DISABILITY COVERAGE (AVG)	100%	90%	100%	75%	100%	100%
% ST DISABILITY COV. RANGE (MIN)	100%	50%	100%	0%	100%	100%
% ST DISABILITY COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER LONG-TERM DISABILITY	50%	87.5%	50%	57.1%	50%	50%
% LT DISABILITY COVERAGE (AVG)	100%	91.7%	100%	100%	100%	100%
% LT DISABILITY COV. RANGE (MIN)	100%	50%	100%	100%	100%	100%
% LT DISABILITY COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER LIFE INSURANCE	50%	87.5%	67.7%	71.4%	75%	50%
% LIFE INSURANCE COVERAGE (AVG)	100%	100%	100%	100%	100%	100%
% LIFE INSUR. COV. RANGE (MIN)	100%	100%	100%	100%	100%	100%
% LIFE INSUR. COV. RANGE (MAX)	100%	100%	100%	100%	100%	100%
OFFER SAVINGS/RETIREMENT	25%	42.9%	25%	57.1%	80%	50%
% OF SAV./RET. COVERAGE (AVG)	5%	100%	0%	0%	1.67%	0%
% OF SAV./RET. COV. RANGE (MIN)	5%	100%	0%	0%	0%	0%
% OF SAV./RET. COV. RANGE (MAX)	5%	100%	0%	0%	5%	0%

SURVEY PARTICIPANTS

Achieve Language Academy	Minnesota Online High School
Arcadia Charter School	Minnesota Transitions Charter School
Art and Science Academy	Minnesota Wildflower Montessori School
Augsburg Fairview Academy	Modern Montessori Charter School
Avalon Charter School	New City School
Beacon Academy	New Discoveries Montessori Academy
BlueSky Online Charter School	New Heights Schools
Bluffview Montessori School	New Millennium Academy
Career Pathways	North Shore Community School
Central Lakes Adventure School	Northwest Passage High School
Community of Peace Academy	Nova Classical Academy
Cornerstone Montessori Elementary School	Oak Hill Montessori Community School
Creekstone Montessori	Oshki Ogimaag Charter School
Crosslake Community School	PACT Charter School
Cyber Village Academy	Paladin Career & Technical High School
DaVinci Academy of Arts and Science	Parnassus Preparatory School
Discovery Woods	Partnership Academy
Duluth Edison Charter Schools	PiM Arts High School
Eagle Ridge Academy	Prairie Creek Community School
East Range Academy of Technology and Science	Prodeo Academy
EdVisions Off Campus	Ridgeway Community School
Excell Academy for Higher Learning	River Grove
Face to Face Academy	Riverway Learning Community
FIT Academy	Rollingstone Community School
Glacial Hills Elementary School	SAGE Academy
Global Academy	Schoolcraft Learning Community
Great River School	Seven Hills Preparatory Academy
Hope Community Academy	Sojourner Truth Academy
Horizon Science Academy - Twin Cities	St. Paul City School
International Spanish Language Academy	St. Paul School of Northern Lights
Kaleidoscope Charter School	Swan River Montessori Charter School
Kato Public Charter School	Technical Academies of Minnesota
La Crescent Montessori and STEM	Three Rivers Montessori
Lakes International Language Academy	Trek North High School Inc
Metro Deaf School	TRIO Wolf Creek Distance Learning Charter Sch.
Minnesota Excellence in Learning Academy	Twin Cities German Immersion School
Minnesota Math and Science Academy	World Learner School
Minnesota New Country School	Yinghua Academy