
Wisconsin Legislative Council

STUDY COMMITTEE MEMO



Memo No. 3

TO: MEMBERS OF THE STUDY COMMITTEE ON SHARED SCHOOL DISTRICT SERVICES

FROM: Emily Hicks, Staff Attorney

RE: Data on Median and Average Salaries for Certain School Staff Positions

DATE: November 29, 2022

At the committee's meeting on October 26, 2022, members requested data on statewide median and average salaries for certain school staff positions. This memo includes a chart compiled from data provided in the Department of Public Instruction (DPI) [Public All Staff Report](#). Please note that these medians and averages are rough estimations using the data from the 2021-22 school year and do not account for some salaries being for part-time employees.

The Public All Staff Report provides the following descriptions of the positions included in the chart¹:

- **Business Manager:** Has primary budget and fiscal responsibility in the school district.
- **Subject Coordinator:** Coordinates curriculum for a designated subject area, but does not supervise licensed staff. Department Head is normally an individual at school level; whereas, Subject and Program Coordinators are usually at a district level.
- **Director of Instruction/Program Supervisor:** This may include supervision of licensed staff.
- **Reading Specialist:** Under s. DPI 34.32 (8), Wis. Adm. Code, a reading specialist license is required for any person who directs early childhood through adolescence reading programs or works with reading teachers, classroom teachers, administrators, and others as a resource teacher in reading.
- **Department Head:** Department Head is normally an individual at school level; whereas, Subject and Program Coordinators are usually at a district level.
- **Teacher in Charge:** A non-supervisory school-level designated contact, in lieu of an on-site principal or other administrator.
- **School Psychologist:** Professional staff member who provides direct and indirect support, including prevention and intervention, to evaluate and address students' intellectual development, academic success, social-emotional learning, and mental and behavioral health.

¹ The Public All Staff Report does not currently include descriptions for the following positions included in the chart: District Administrator, Assistant District Administrator, School Social Worker, Principal, Assistant Principal, Teacher, School Counselor, School Physical Therapy, Educational Interpreter, School Occupational Therapy, Director of Special Education and/or Pupil Services, Assistant Director of Special Education, Speech/Language Pathologist, School Audiologist, Central Office Administrator, Other Support Staff, Other Professional Staff in a Non-Instructional Role.

- Social-Emotional Behavioral Interventions/Support: Provides social, emotional, or behavioral intervention to students at the school level. Specific licensure not required. Does not supervise staff.
- Program Coordinator: Provides coordination and support to staff in the specific area. Does not supervise licensed staff or provide direct service to students. Usually at a district level; not a school level. For special education, includes special education program support teachers.
- School Nurse: A registered nurse who meets the requirements under s. 115.001 (11), Stats.
- Director of Human Relations/Multicultural Education/Equity: Supervises professional staff.
- Library Media Specialist: Person responsible for all library collection development and facility management at the building level, information literacy instruction, and access to information in multiple formats.
- Instructional Technology Integrator: Teacher who integrates technology into curriculum. Person responsible will work and collaborate with teachers to facilitate the integration of educational technology into the curriculum through teaching and learning activities.
- Library Media Supervisor: A Library Media Specialist with an additional Library Media Supervisor license whose responsibilities include supervising and evaluating professional library staff.
- District Instructional Technology Coordinator: Responsible for educational leadership in the direction and coordination of instructional technology program; including supervision and evaluation of professional technology staff.
- Career and Technical Education Coordinator: Oversees a district's Education for Employment program as well as the Carl Perkins grant.
- Paraprofessional: Provides instructional support to teachers and students (i.e., assistance with classroom management, implementing instructional activities under the supervision of a teacher, etc.).
- Program Aide: Provides non-instructional support to teachers and students (i.e., assisting students in non-instructional activities, bus aides, recess/cafeteria supervision, attendant care, etc.).

Title	Median Salary	Average Salary
District Administrator	\$140,000	\$141,349
Assistant District Administrator	\$145,865	\$139,561
Business Manager	\$117,538	\$116,151
Subject Coordinator	\$71,836	\$72,646
Director of Instructor/Program Supervisor	\$113,000	\$111,622
Reading Specialist	\$65,929	\$65,612

Title	Median Salary	Average Salary
Department Head	\$64,470	\$65,082
Teacher in Charge	\$65,500	\$65,321
School Social Worker	\$60,677	\$63,843
Principal	\$105,350	\$105,702
Assistant Principal	\$90,874	\$90,725
Teacher	\$57,000	\$58,238
School Counselor	\$59,472	\$60,821
School Psychologist	\$70,440	\$70,237
Social-Emotional Behavioral Interventions/Support	\$60,939	\$59,389
School Physical Therapy	\$58,248	\$56,621
Educational Interpreter	\$34,984	\$38,089
School Occupational Therapy	\$57,000	\$54,518
Program Coordinator	\$69,237	\$70,447
School Nurse	\$53,204	\$50,867
Director of Human Relations/Multicultural Education/Equity	\$105,184	\$99,795
Director of Special Education/Pupil Services	\$99,942	\$98,982
Assistant Director of Special Education	\$96,678	\$95,834
Speech/Language Pathologist	\$61,322	\$61,465

Title	Median Salary	Average Salary
School Audiologist	\$76,273	\$71,264
Librarian	\$63,583	\$58,244
Library Media Specialist	\$62,500	\$61,889
Instructional Technology Integrator	\$66,289	\$66,011
Central Office Administrator	\$123,641	\$120,299
Library Media Supervisor	\$57,935	\$56,214
District Instructional Technology Coordinator	\$108,010	\$102,087
Career and Technical Education Coordinator	\$85,929	\$83,630
Paraprofessional (almost no salary data)	\$33,584	\$34,883
Program Aide (almost no salary data)	\$47,379	\$46,992
Other Support Staff	\$57,337	\$58,862
Other Professional Staff in a Non-Instructional Role	\$61,982	\$65,809

EH:jal