



# Montana Association of School Business Officials

## 2006-2007 Salary Survey

### Business Manager/Clerk Position

District Size	Statewide Average Salary	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
AA	88,714	----	----	----	----	----	----
A	51,786	42,259	----	----	49,431	61,419	----
B	38,860	35,156	44,210	38,229	32,177	35,853	50,497
C	30,939	32,113	30,408	31,426	32,311	29,479	31,297
Stand- alone El	32,798	33,887	42,799	----	33,675	27,632	----

### Note:

Numbers have been rounded to the next whole dollar

No data reported where there are not at least 3 responses

Please see the MASBO By-Laws (in MASBO Directory) for which counties are in each region.

Please remember that this is not all clerks/business managers, just those who filled out the survey.

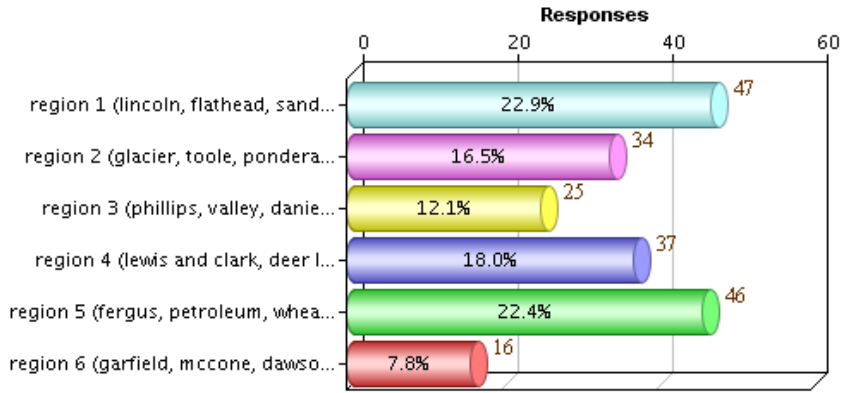
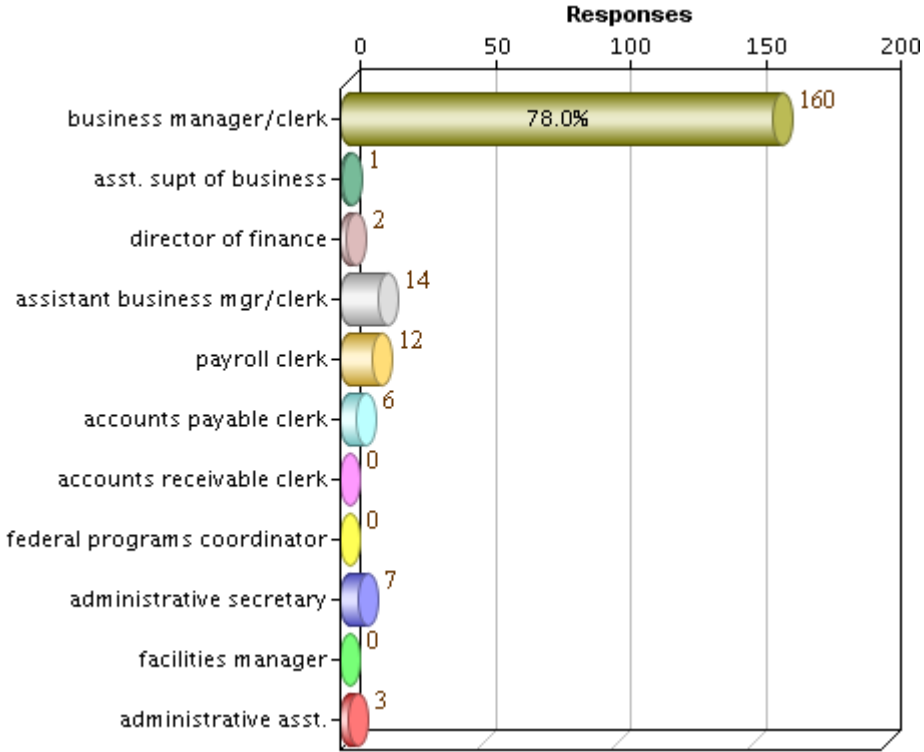
All hourly and monthly wages were converted to full time annual wage (2080 hours) so hopefully the averages are comparable.

### Other Business office responses

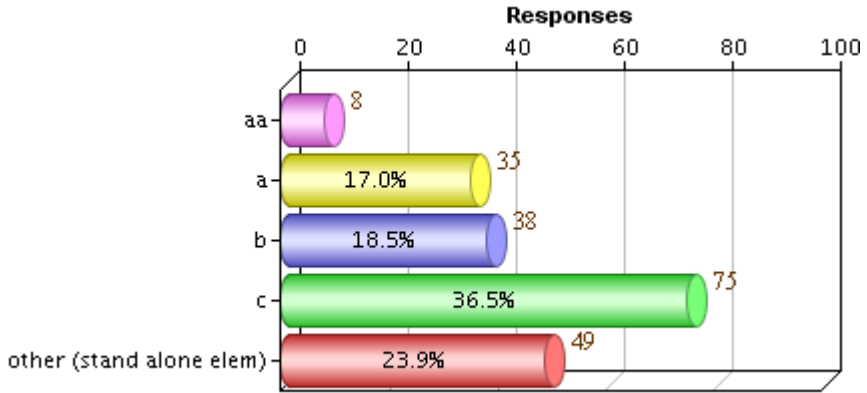
Position	Statewide Average	AA	A	B	C & Stand-alone
Payroll Clerk	31,283	----	31,175	27,378	----
Accounts Payable Clerk	29,754	----	----	----	----
Administrative Secretaries	21,822	----	----	----	----
Administrative Assistants	32,275	----	----	----	----
Assistant Business Manager/Clerk	30,570	----	33,162	27,938	----

# 205 Survey Responses

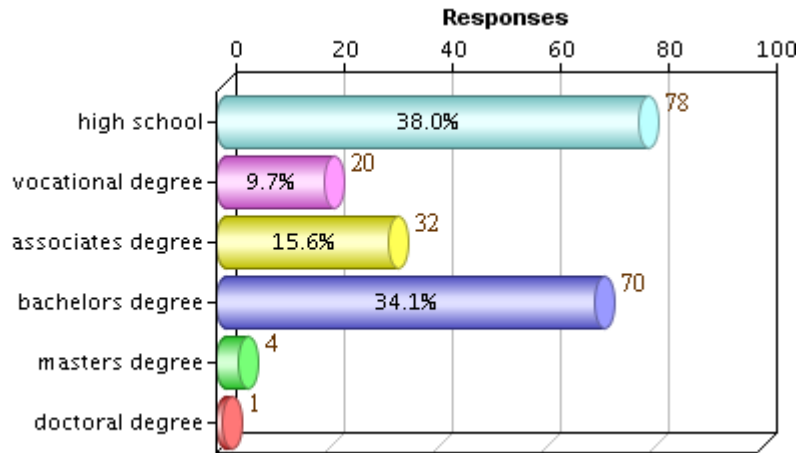
## RESPONSES BY MASBO REGION



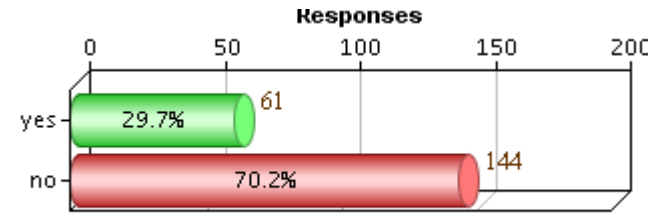
## RESPONSES BY DISTRICT SIZE



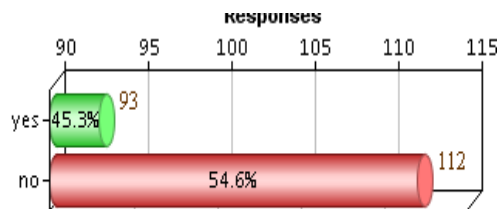
### EDUCATION LEVEL



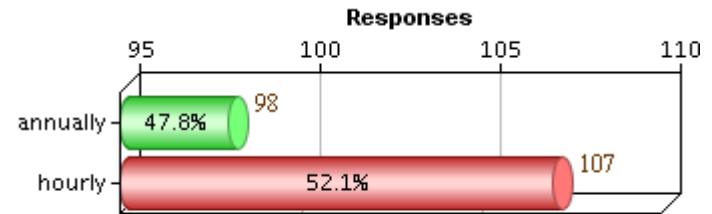
### SUPERVISE OR EVALUATE OTHERS?



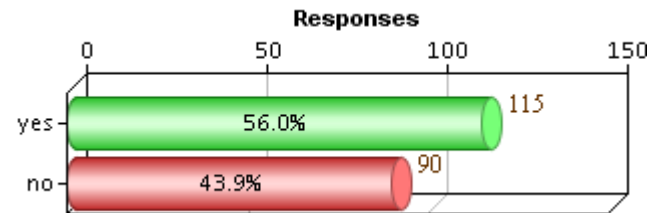
### ARE YOU ELIGIBLE FOR OVERTIME?



### PAID ANNUALLY OR HOURLY?



### RECEIPT OF ANY ADDITIONAL BENEFITS SUCH AS ADDITIONAL LEAVE TIME THAT CAN BE TAKEN OR PAID OFF?



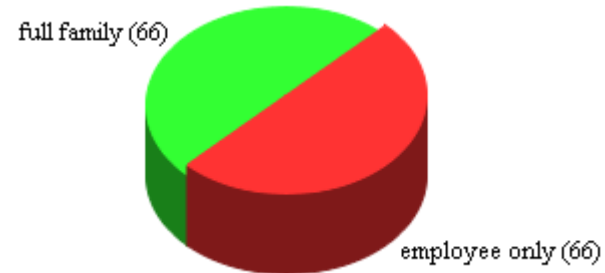
## DO YOU RECEIVE A HEALTH INSURANCE BENEFIT?



## OTHER BENEFITS:

- ▶ Vacation/sick leave
- ▶ The ability to set my own hours so I may do other volunteer and community things
- ▶ I get to make my own hours
- ▶ Flex scheduling;
- ▶ sick/vacation/retirement (PERS)
- ▶ disability insurance
- ▶ Extra insurance (cancer policy), personal days, family ins fully paid by district;
- ▶ ASBO Intl travel
- ▶ District pays \$350.00/month towards health benefits, which does not completely cover;
- ▶ work in a great school with a wonderful staff and great kids.
- ▶ FLeX -- only part time under .5 FTE - am not eligible for health insurance
- ▶ Life Insurance, Professional Fees, etc.
- ▶ 350 per month for health insurance, 5 personal days,
- ▶ stipend to help with health insurance
- ▶ Life and Disability Insurance paid by District
- ▶ Retirement (PERS)
- ▶ Time off to attend sports with my child
- ▶ Annuity, \$518/month
- ▶ Life Insurance, Long Term Disability
- ▶ My health benefit is in the form of Flex contribution each month
- ▶ Paid lunches at school/ 2 personal days
- ▶ Clarification: State Mandated Benefits--No PERS--\$ 222 per month ins.
- ▶ 7 1/2 hours of work during the school year & 8 hours in the summer

## BENEFIT TYPE:

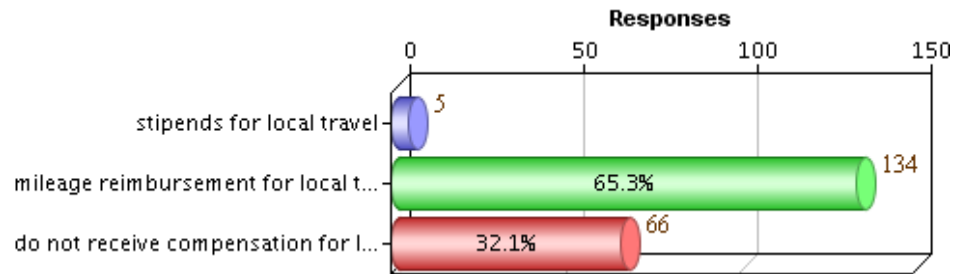


- ▶ Bonus at year's end
- ▶ Flexible schedule
- ▶ District pays \$350 per month toward health ins. It does not cover employee.
- ▶ Dental, life, PERS
- ▶ I get a free lunch
- ▶ comp time
- ▶ vacation, sick leave, life insurance
- ▶ State and National Conference
- ▶ Health Reimbursement Account
- ▶ 50,000 life
- ▶ Disability Ins pd by District, \$10,000 Life Ins pd by District
- ▶ The usual
- ▶ Health insurance is paid at a flat rate of \$520.00 per month. State vacation, sick, retirement. Four personal leave days.
- ▶ Tax Sheltered Annuity
- ▶ PERS retirement, flexible hours
- ▶ Public Employees Retirement
- ▶ Only have to work the school days and PIR days during the school year
- ▶ Comp Time
- ▶ Sick Leave, Vacation Leave, Two Personal Days off per year
- ▶ ability to go to all school activities on paid time - the best one as far as I'm concerned
- ▶ RETIREMENT
- ▶ Flexible schedule, Part time in summer
- ▶ just sick/vacation based on state rates and health insurance

- ▶ days off when school isn't in session, reduced hours in summer
- ▶ sick leave; PERS; athletic pass;
- ▶ Family Dental; Employee Life; Employee Vision
- ▶ Sick, vacation, personal leave; life insurance paid in full by school
- ▶ PERS
- ▶ paid holidays(even if holiday falls on weekend or during vacation)
- ▶ MASBO annual conference expenses paid
- ▶ health insurance is a dollar amount towards our insurance \$355. a month
- ▶ longer flexible hours
- ▶ Life insurance for \$10,000 and Short & Long term disability benefits
- ▶ annuity contribution and personal days
- ▶ flex
- ▶ \$10,000 life insurance, Work week of Monday-Thursday but do work Fridays when needed
- ▶ flexible hours
- ▶ I get paid holidays and I can take time at Christmas/Thanksgiving without taking vacation time
- ▶ Life and disability insurance, 1%tax sheltered Annuity
- ▶ extra pay for some grants
- ▶ Flexible hours, free breakfast/lunch, life insurance, sick and vacation days
- ▶ Cash in lieu of health insurance \$430/month
- ▶ flexible schedule - no other monetary or health benefits
- ▶ comp. time,dental/vision,LTD,vacation & sick leave
- ▶ PERS, paid holidays, W/C, Unemployment, Flexible Benefits Plan
- ▶ 4 personal days, longevity, ASBO membership, travel to ASBO every other year
- ▶ Comp Time, Annually paid vacation time, paid mileage, professional meeting reimb.
- ▶ Additional personal days
- ▶ Personal leave, sick leave
- ▶ 2 personal business days/year, life ins, LTD ins, 1% 457 plan,
- ▶ \$50,000 Life Insurance Policy and all time worked for state and local governments will count toward longevity vacation credits under MCA 2-18-612 rate earned
- ▶ Flex time/Free lunch/Prof Dues
- ▶ \$500.00 Per Month for Insurance
- ▶ I get paid 120 hours vacation each July as per Board action so as not to lose any

- ▶ Additional benefits that I receive are three 8 hour paid Personal Leave days
- ▶ Employee only insurance OR Flex the amount
- ▶ Free Lunch/Reduced Rent
- ▶ extra days off same as the classified staff Master agreement
- ▶ Comp time
- ▶ Flexible schedule
- ▶ Sick Leave, Vacation Leave
- ▶ Health Insurance is paid by district in full
- ▶ I have a choice between health insurance or a medical savings plan, I choose the medical savings plan
- ▶ Health Insurance Stipend in Lieu of Health Insurance
- ▶ vacation and sick leave
- ▶ Life Insurance, free lunch
- ▶ 5 emergency days if needed & two personal days
- ▶ School pays MASBO membershp; \$449 per month towards health ins.; flex adm fees pd by dist.; school holidays off most of the time
- ▶ \$5.91 life ins/month=\$12.500 coverage
- ▶ \$480/mo. toward my family insurance
- ▶ Standard state vac/sick leave ... 2 extra paid holidays (xmas eve and new years eve)
- ▶ None--I am treated like a classified employee
- ▶ none, i do not need them.
- ▶ Disability Insurance, Life Insurance, 2 personal days
- ▶ Insurance is \$4000/yr
- ▶ Summer months-Fridays off 2. ASBO convention-every third year
- ▶ employer pd flex if I don't need the insurance
- ▶ \$2500 reimbursable medical out of pocket
- ▶ cell phone
- ▶ 60% employee only health ins premium w/ group, or deposit to flex acct
- ▶ Professional licensing/certification credits
- ▶ PERS
- ▶ Life Insurance, Disab Insurance, Sick-Vac-Personal Leave
- ▶ life insurance, short & long term disability, budget for subscriptions and professional memberships, education stipend

## TRAVEL REIMBURSEMENT



## PROFESSIONAL DEVELOPMENT BUDGET



**MASBO WOULD LIKE TO THANK ALL OF YOU THAT PARTICIPATED IN THE SURVEY.  
THE 2007-2008 SURVEY WILL BE COMING OUT IN JULY – PLEASE CONTINUE SUPPORTING THIS SERVICE.**