



# Montana Association of School Business Officials

## 2009-2010 Salary Survey

### Business Manager/Clerk Position

District Size	Average Salary	Salary Range	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
<b>AA</b>	102,432	99,864-105,000	-----	-----	-----	-----	-----	-----
<b>A</b>	57,174	42,584-74,316	59,626	-----	-----	-----	60,178	-----
<b>B</b>	43,403	25,064-66,310	42,910	41,956	45,868	37,049	44,468	52,232
<b>C</b>	34,990	21,840-52,000	37,149	37,033	34,216	36,228	32,752	30,645
<b>Standalone El</b>	36,479	17,753-58,253	36,241	-----	28,947	39,304	38,527	-----
<b>Special Ed Coop</b>	40,399	30,160-51,334	36,013	-----	-----	-----	-----	-----

### Other Business Office Responses

Position	Statewide Average	Salary Range	AA	A	B	C & Standalone
<b>Payroll Clerk</b>	31,028	26,000-35,068	-----	32,011	29,517	-----
<b>Accounts Payable/ Receivable Clerk</b>	28,073	23,524-31,200	-----	28,073	-----	-----
<b>Administrative Secretaries/Asst.</b>	30,569	20,800-42,328	-----	-----	-----	30,296
<b>Assistant Business Manager/Clerk</b>	29,776	20,779-41,558	-----	-----	31,449	27,685

**Note:**

Numbers have been rounded to the next whole dollar. No data reported where there are not at least 3 responses.

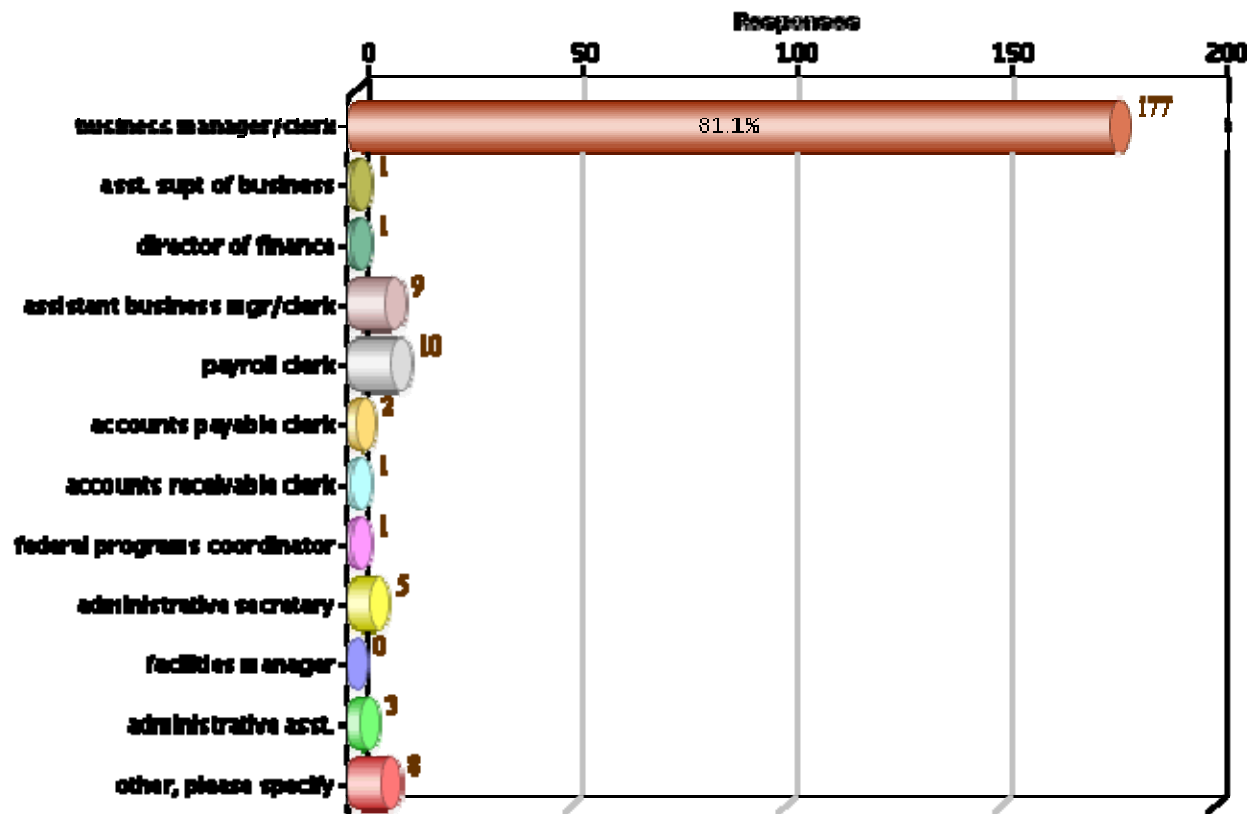
Please see the MASBO By-Laws (in MASBO Directory) for which counties are in each region.

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

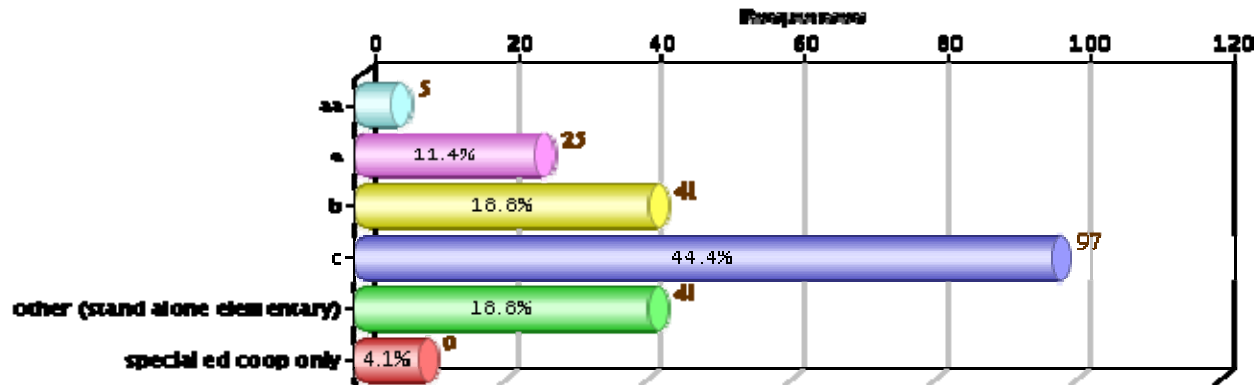
All hourly and monthly wages were converted to full-time annual wage (2080 hours) so hopefully the averages are comparable.



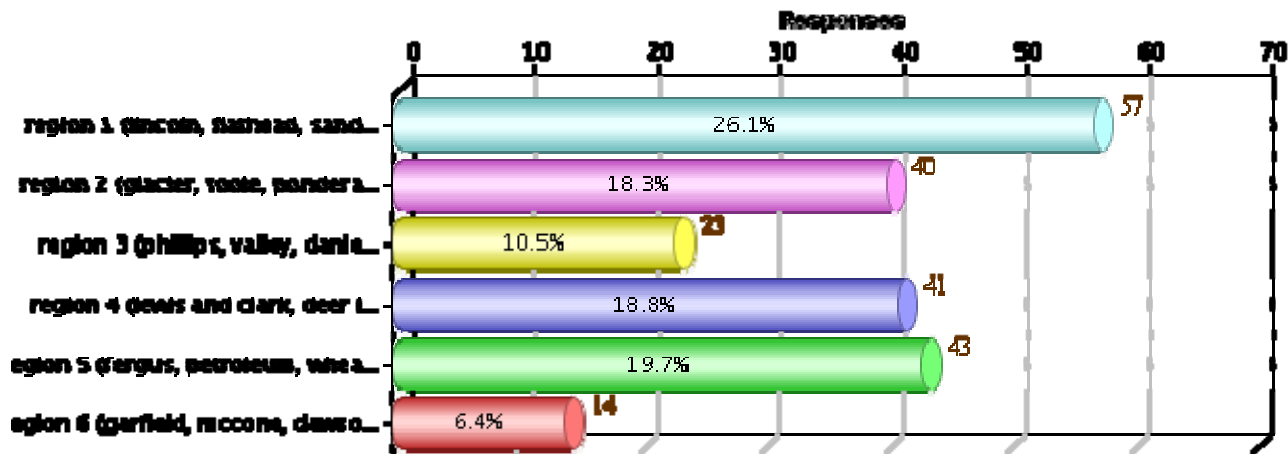
# 218 SURVEY RESPONSES

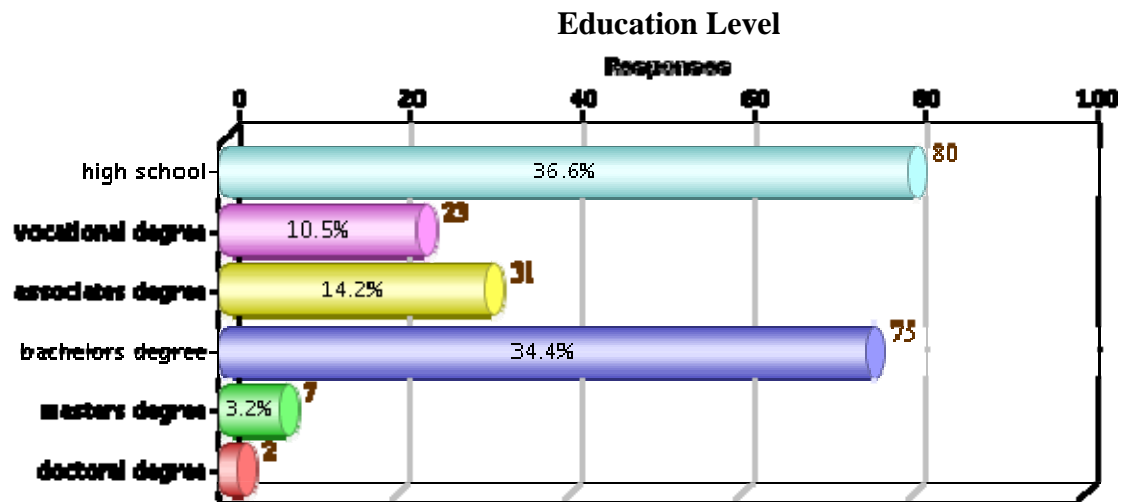


### What is the MESA size of your district?

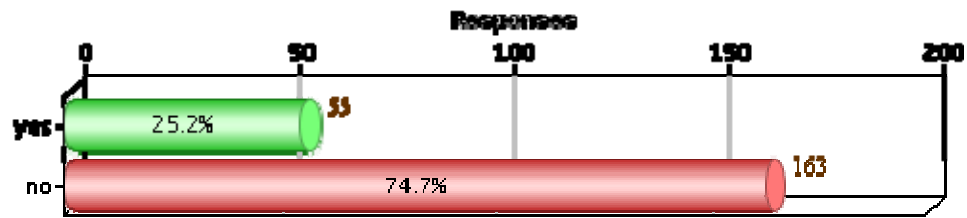


### Which MASBO Region are you in?

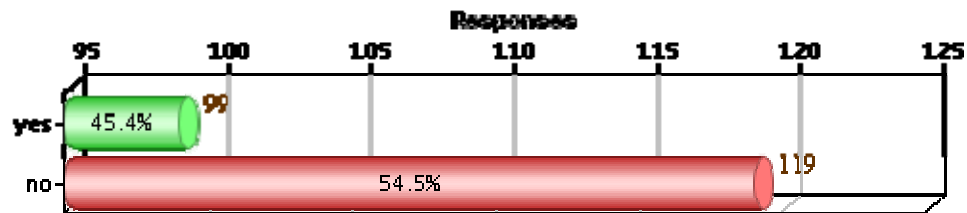




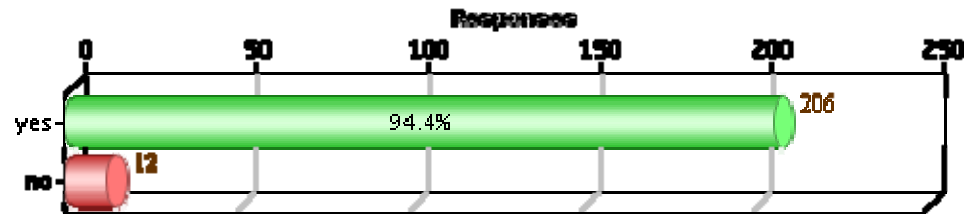
### Do you supervise and evaluate other employees?



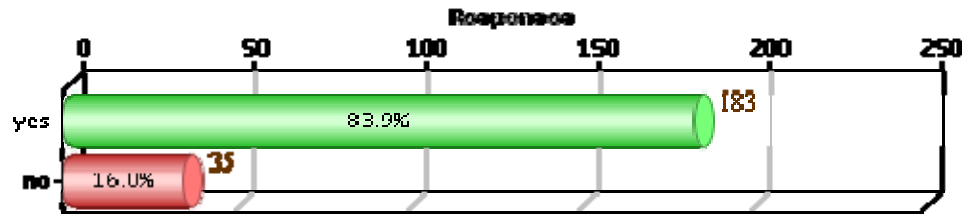
### Are you eligible for overtime?



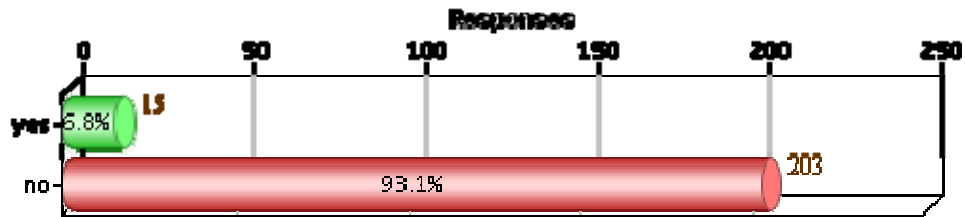
### Are you a MASBO member?



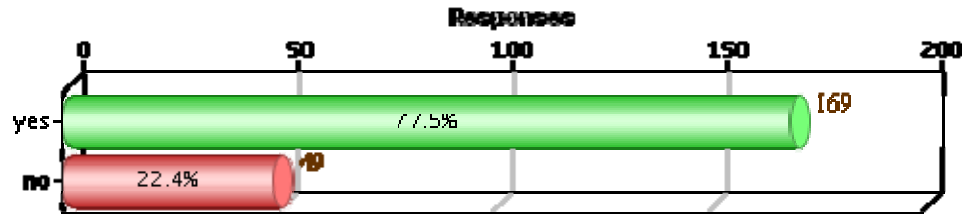
Do you have a written contract covering your terms and conditions of employment?



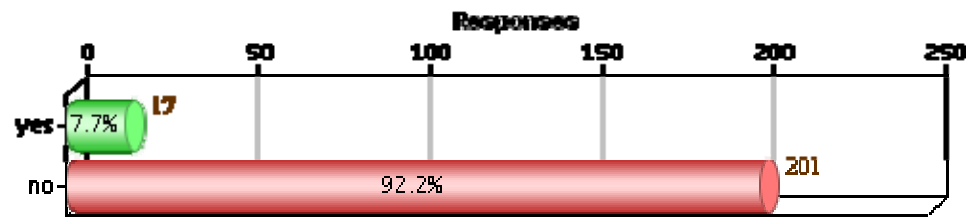
Are you a CPA?



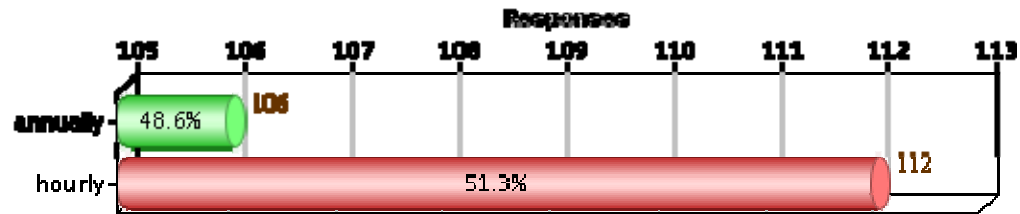
Do you have a budget for Professional Development for attending workshops?



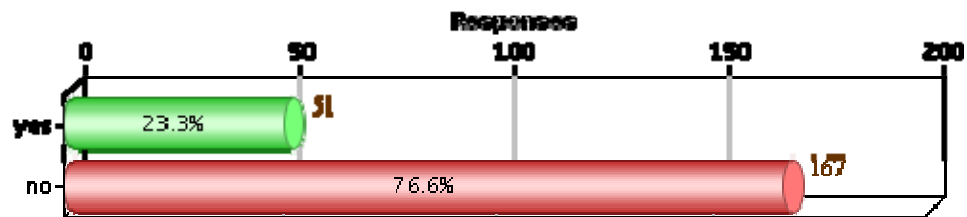
Are you a Co-op Clerk?



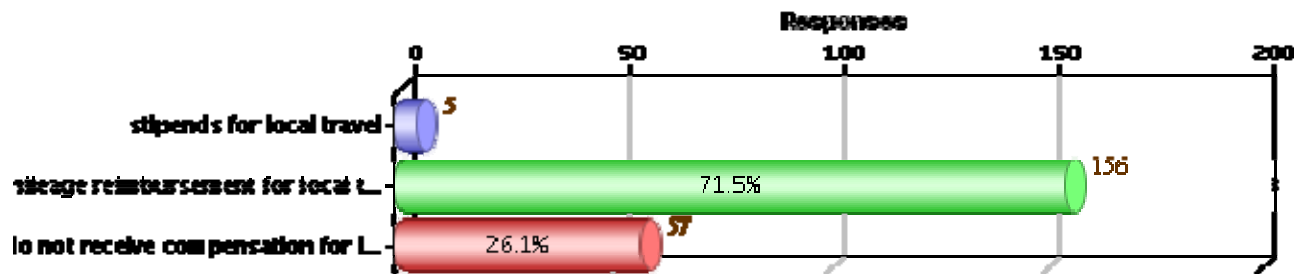
### Are you paid an annual salary or are you paid hourly?



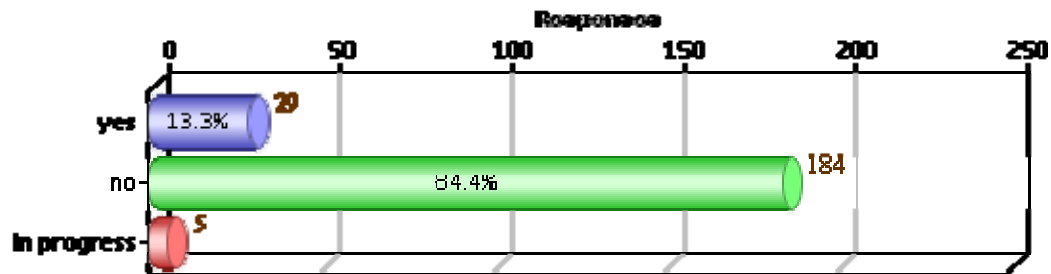
### Do you plan to retire within the next 5 years?



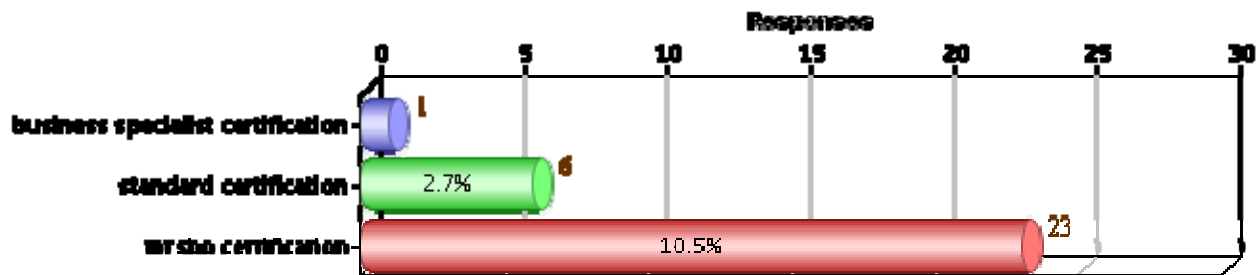
### Do you receive mileage for:



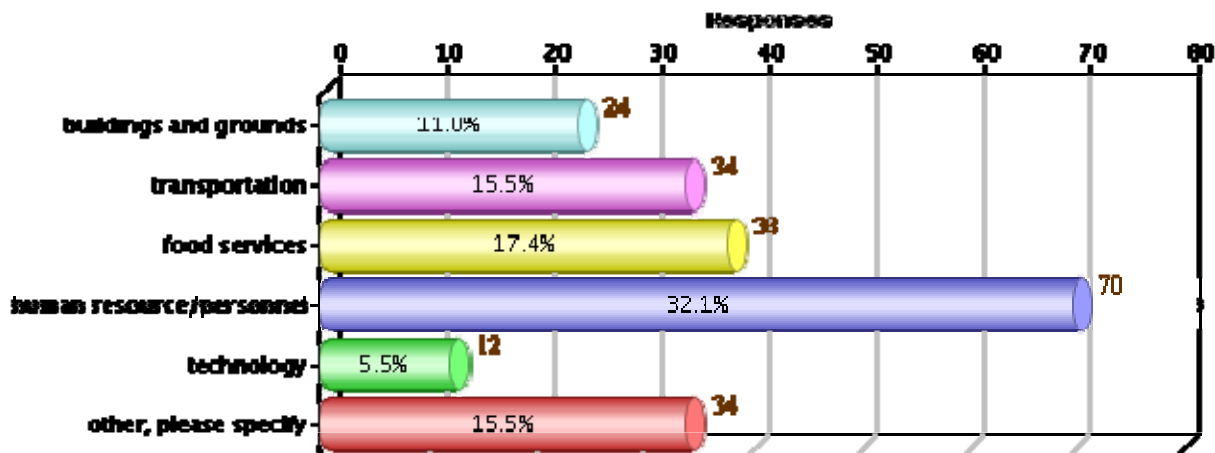
### Are you certified by MASBO?



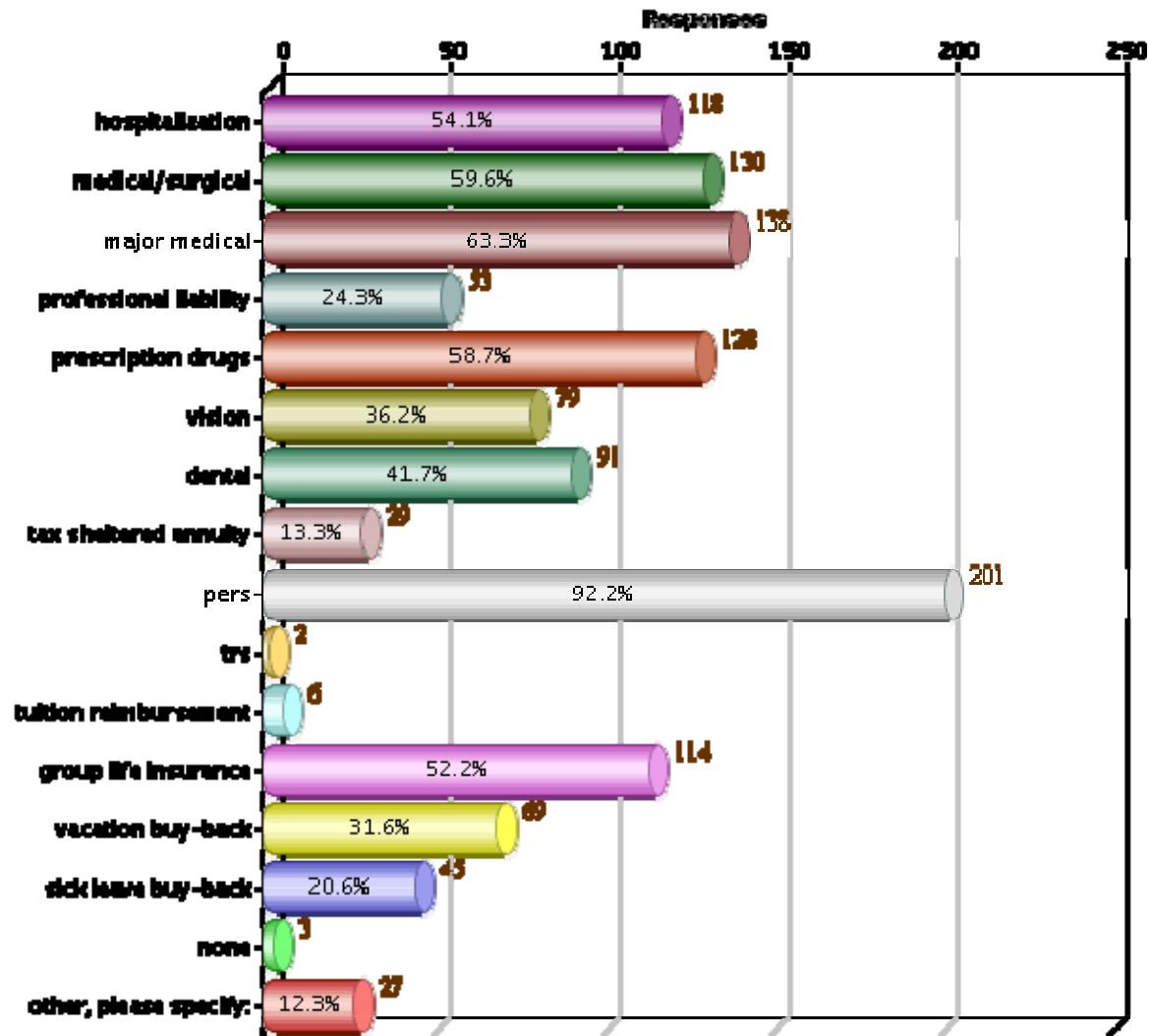
### If yes, what type?



### Please check the support areas over which you provide direct supervision:



Please mark all that you receive as part of your total compensation package:



## What perks, if any, do you receive?

- § I work my own hours.
- § Two more paid holidays than other classified employees, sick/vacation, health insurance.
- § Can work my own hours during the summer months.
- § Work from home, MASBO Summer Conference.
- § Flexible work schedule.
- § Flexible hours.
- § Flexible Benefit - \$1500 a year.
- § Work at home.
- § Cell phone.
- § None, other than an awesome Principal for whom I work.
- § Same days off as teaching staff
- § Free admission to school events.
- § Flexible schedule, hot lunch during the school year.
- § Four days personal leave in addition to annual vacation leave.
- § School Vacation days off.
- § Ten personal days.
- § Free lunch.
- § Flexible work time.
- § Travel.
- § Flexible schedule.
- § My own office with a window.
- § Four personal days.
- § Activity pass.
- § I can work my own hours during the summer providing the work gets done.
- § Five personal days per year.
- § Partial payment for cell phone.
- § Four personal days.
- § Forty hours per year Professional Leave.
- § Flexible hours. I can work 9 to 10 hour days, M-TH, so I can take off Fridays for sport events. Or I can work on Friday to make up for time lost going to sporting events M-TH. I directly negotiate my wages yearly with the Board.

- § I have flexible hours.
- § Flexible schedule.
- § Thanksgiving Friday, Christmas Eve, & Good Friday Off with pay, 3 paid personal leave days, 5 paid bereavement days.
- § \$2990 that would go towards my health insurance is paid to me in wages instead of taking the schools health insurance program because I am already covered under my husband's health insurance.
- § Flexible schedule, free meals.
- § Flexible hours - the joy of working w/students.
- § Extracurricular Activity Card.
- § The joy of supporting the children's education.
- § Flexibility.
- § Free lunch because I work with the food program.
- § Don't have to work during scheduled breaks during the school year if I don't need or want to.
- § Free lunch, set own hours.
- § Don't usually work on Fridays and free meals.
- § Schedule flexibility.
- § Free athletic/activity pass for self and spouse.
- § MASBO dues, some school holidays off.
- § Free breakfast and lunch, flexibility with my hours worked.
- § Flexible schedule, work from home as needed.
- § Flexible schedule.
- § Flexible schedule, longevity stipend.
- § Professional dues paid up to a maximum \$ amount.
- § Good people to work with. Nice office. Good equipment to use.
- § District payment into a 401a, Vacation/Sick/Personnel Leave.
- § Flexible hours.
- § Free attendance to school activities, very flexible schedule.
- § Sick & vacation per state LAW.
- § Six paid holidays, earn sick and vacation leave.
- § Free lunch, working with great staff and kids, flexible hours.
- § Having lunch with my grandchildren when I want!

- § Free admittance to home games. I earn paid vacation & sick leave, and I also get six paid holidays. Flexibility to go to my kids' activities
- § Personal leave, flexibility in hours and using comp time instead of overtime.
- § Not sure.
- § Flexibility in schedule.
- § My contract is written to say "\$800 per month in benefits." I can put it in health or 403B.
- § Free hot lunch.
- § Paid vacation annually.

- § Get paid for community service time when I help organize a ski race once a year.
- § Flexible schedule.
- § Flexible time.
- § Flexibility w/hours.
- § Nine additional personal days.
- § All school holidays off with pay, 7/12hours of work during school and 8 in the summer.
- § Flex time & five days personal leave annually.
- § Ten Personal Days.