



Montana Association of School Business Officials

2010-2011 Salary Survey

Business Manager/Clerk Position

District Size	Average Salary	Salary Range	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
AA	107,821	105,856-109,786	-----	-----	-----	-----	-----	-----
A	61,019	44,373-76,173	63,224	-----	-----	60,945	62,098	-----
B	47,206	22,880-74,880	48,369	44,939	50,175	42,078	43,623	54,431
C	36,299	21,632-57,723	38,359	38,565	38,168	36,457	33,373	33,906
Standalone EI	38,289	11,140-67,589	42,632	23,083	-----	39,653	42,269	-----
Special Ed Coop	40,664	30,763-50,564	-----	-----	-----	-----	-----	-----

Other Business Office Responses

Position	Statewide Average	Salary Range	AA	A	B	C & Standalone
Payroll Clerk	31,623	27,560-35,797	-----	31,970	-----	-----
Accounts Payable/ Receivable Clerk	30,451	28,974-31,928	-----	-----	-----	-----
Administrative Secretaries/Asst.	30,933	26,312-42,238	-----	32,280	-----	31,679
Assistant Business Manager/Clerk	35,300	23,442-48,000	-----	34,078	-----	-----

Note:

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

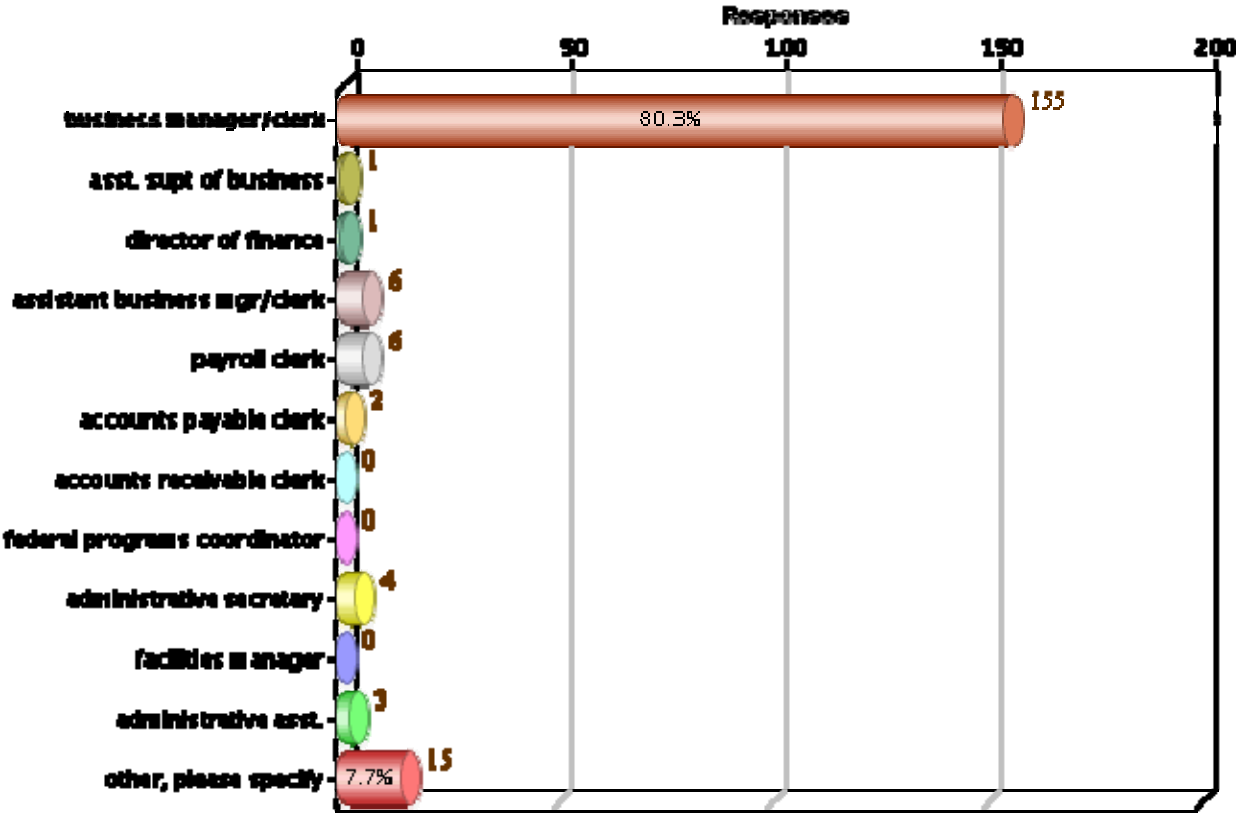
Please see the MASBO By-Laws (in MASBO Directory) for which counties are in each region.

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

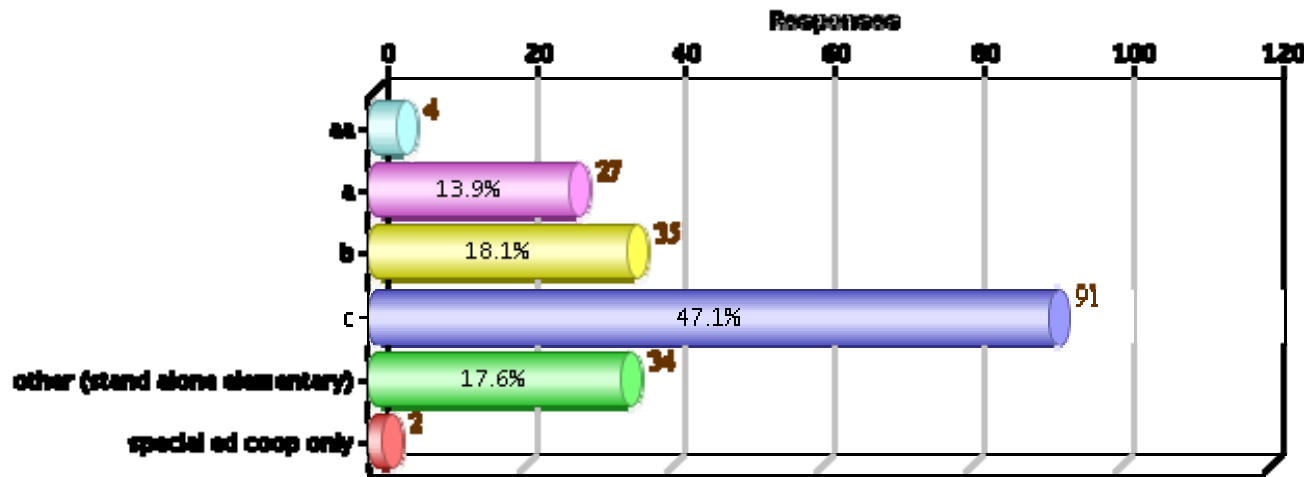
All hourly and monthly wages were converted to full-time annual wage (2080 hours) so hopefully the averages are comparable.



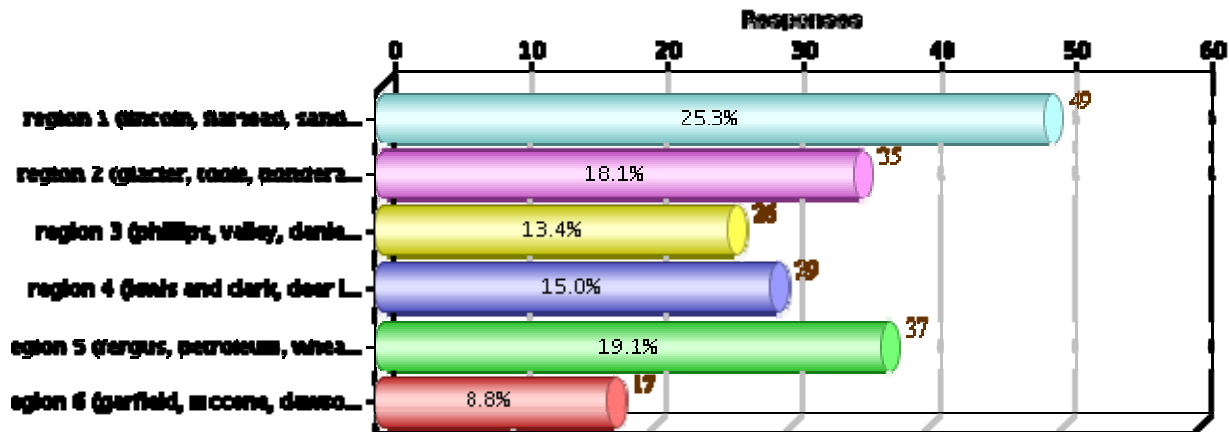
193 SURVEY RESPONSES



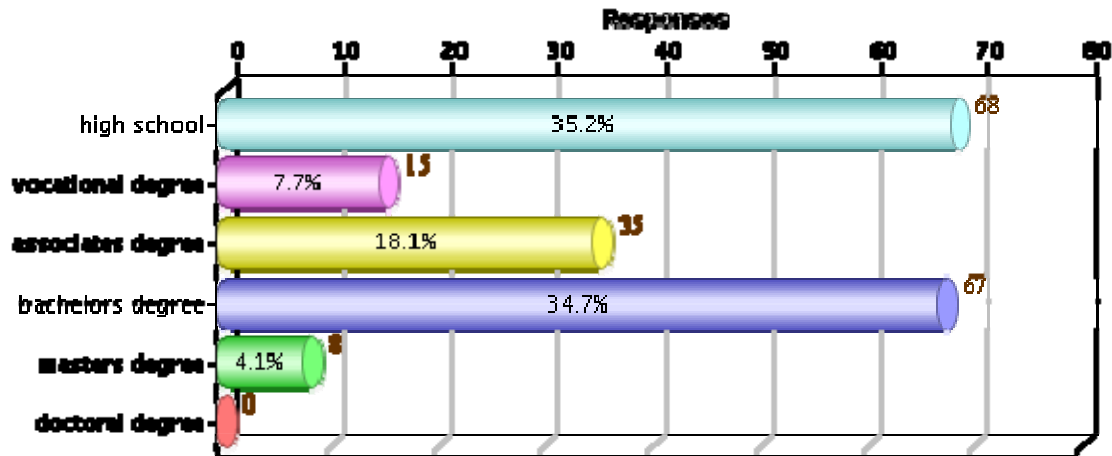
What is the MESA size of your district?



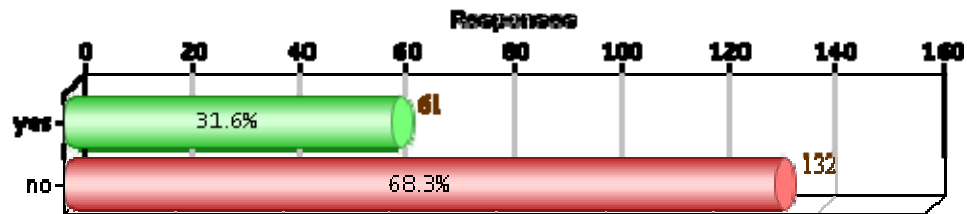
Which MASBO Region are you in?



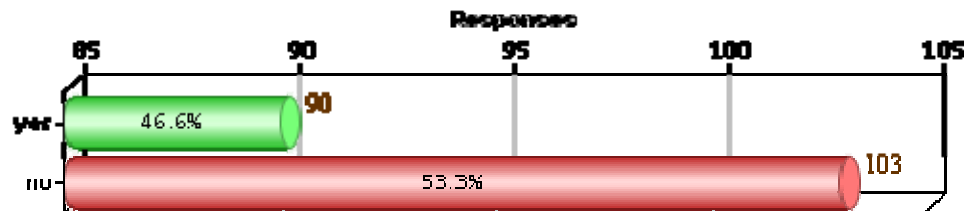
Education Level



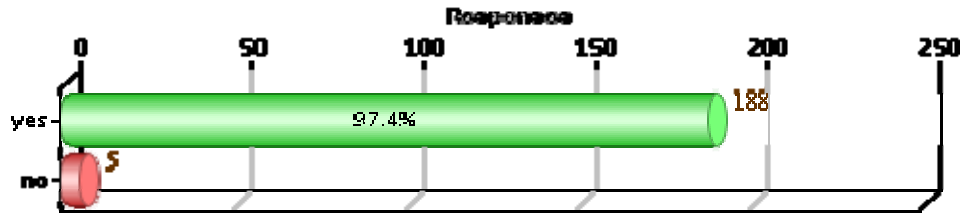
Do you supervise and evaluate other employees?



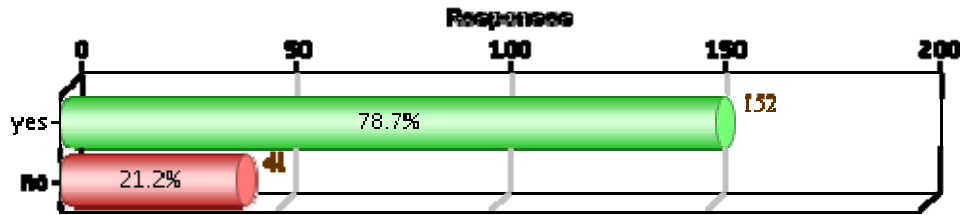
Are you eligible for overtime?



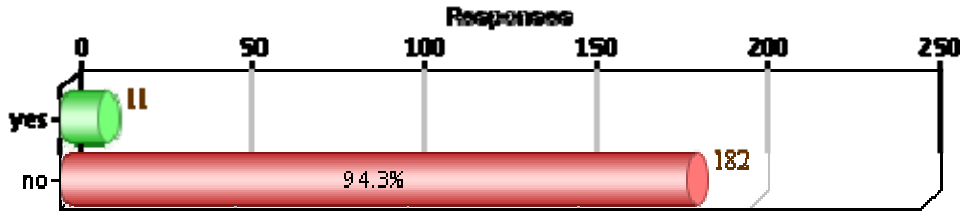
Are you a MASBO member?



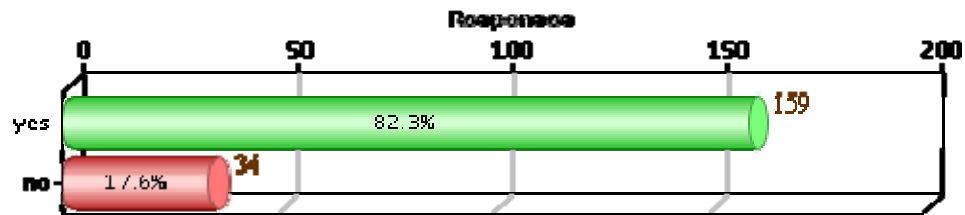
Do you have a written contract covering your terms and conditions of employment?



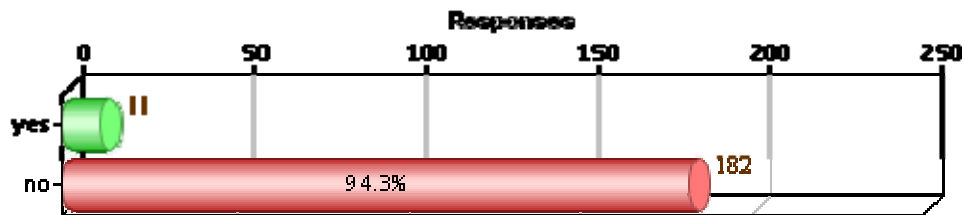
Are you a CPA?



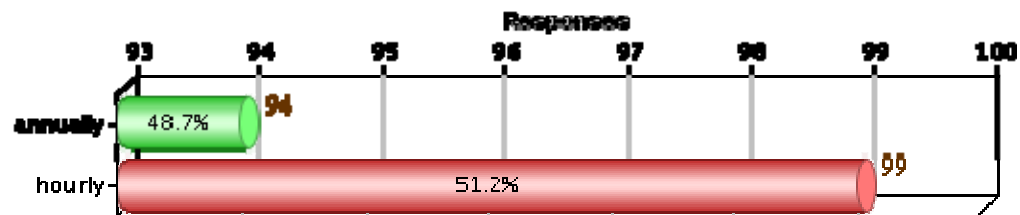
Do you have a budget for Professional Development for attending workshops?



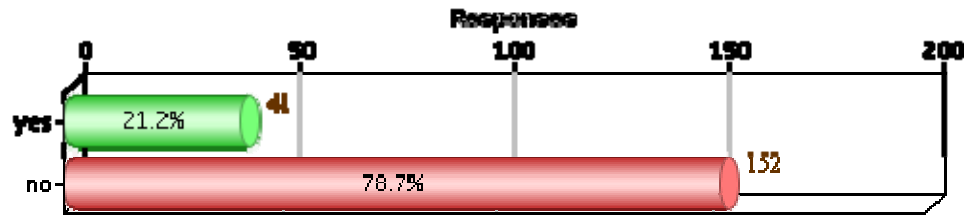
Are you a Co-op Clerk?



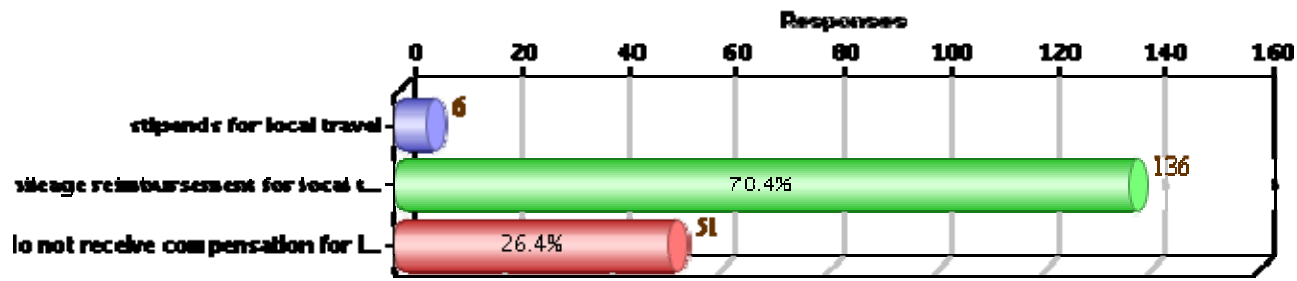
Are you paid an annual salary or are you paid hourly?



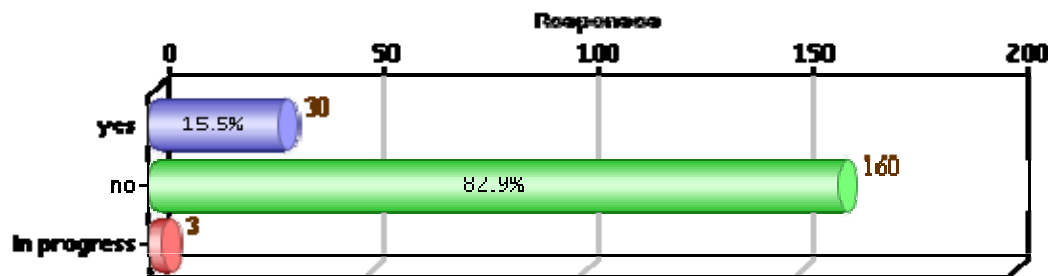
Do you plan to retire within the next 5 years?



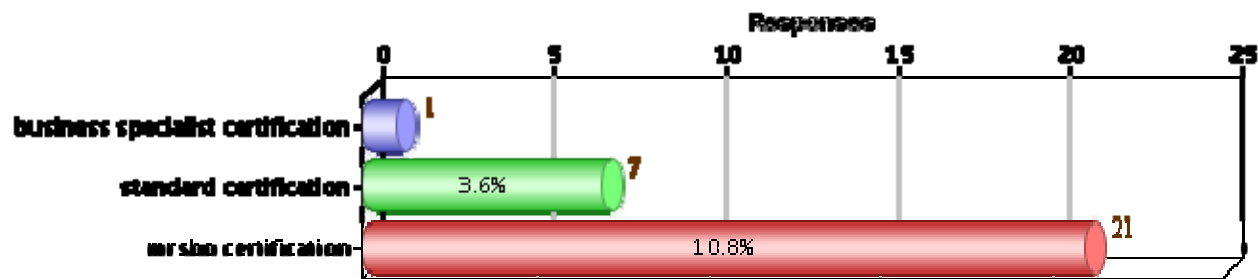
Do you receive mileage for:



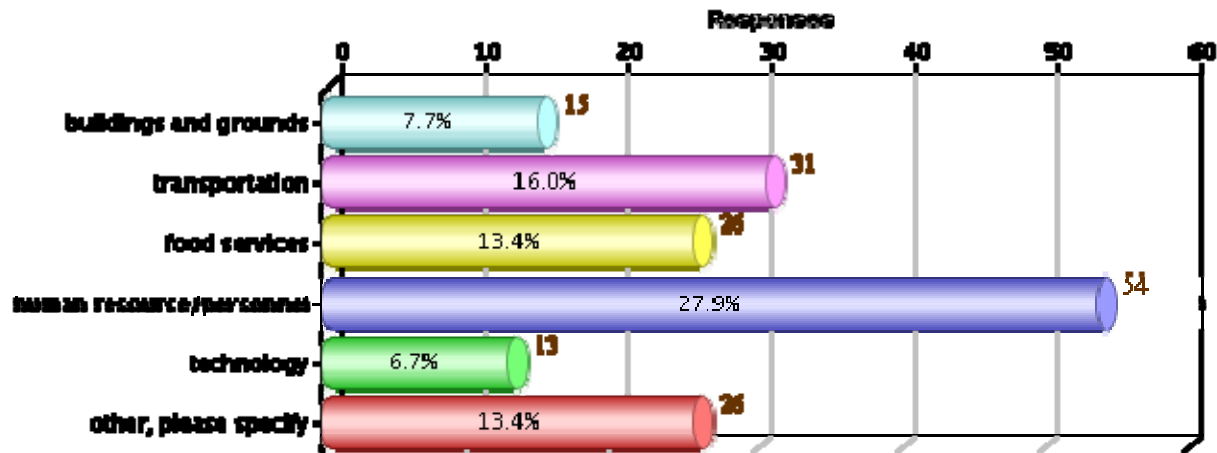
Are you certified by MASBO?



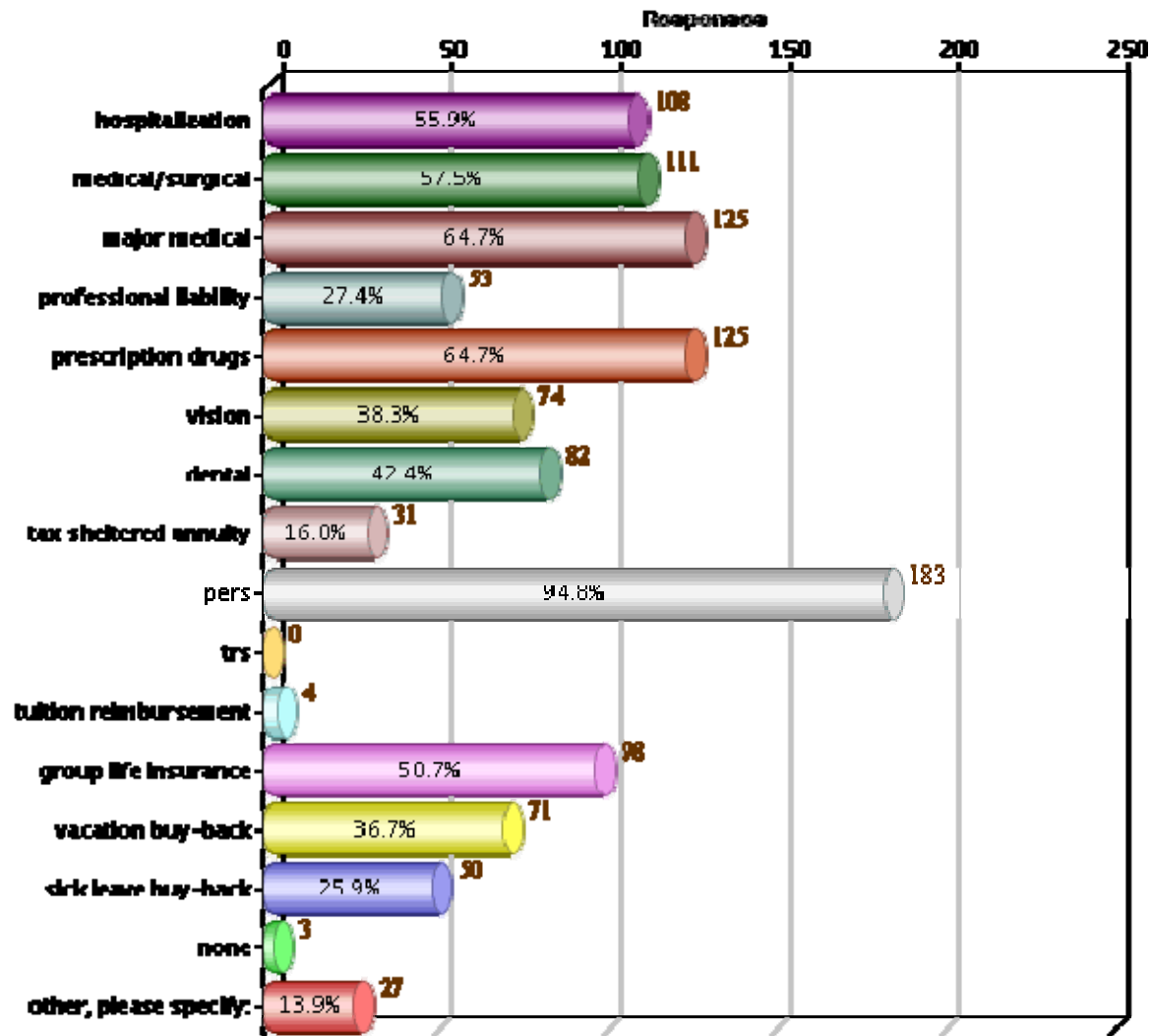
If yes, what type?



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?

- * Cell Phone.
- * Semi- flexible schedule.
- * Receive credit for other PERS jobs worked toward my vacation leave accrual amount. Great office with a window!
- * I have flexible hours.
- * Free breakfast and lunch, 3 days personal leave, 6 paid holidays.
- * Three personal leave days in addition to earned vacation.
- * Flexible hours.
- * Work-time flexibility.
- * I think the greatest perk is the flexibility the district gives me. I also get passes to games and tournaments. Being with kids is also a GREAT perk.
- * Get to work at home.
- * Lunch with the grandkids.
- * Flex Plan.
- * Paid holidays, flexible hours (somewhat), paid personal leave.
- * Four personal days, 18 vacation days, 15 sick days.
- * Mileage for personal vehicle use--comp time.
- * Flexible work hours.
- * School breaks off with students.
- * Paid lunch, flexible hours, getting to work where my kids attend & see them on the playground.
- * My insurance benefit is more than the premium, so the remaining benefit goes into a Health Savings Account.
- * Flexible hours.
- * Can work from home on Fridays if I wish.
- * Two additional paid holidays (Christmas Eve and New Years Eve); comp time.
- * Flexible schedule.
- * Do not have to work days during the school year that school is not in session.
- * Overtime is figured as comp time.
- * Summer time can come and go as I like as long as my work is done. Same breaks as students.
- * 40 hours professional leave.
- * Flexibility in schedule.
- * Flex time off.
- * 230-day contract.
- * Two months off at summer.
- * Lunch.
- * Work my own hours, free breakfast & lunch.
- * Can get my insurance allowance in cash if I don't use it all for medical insurance.
- * Sick/vacation required by law.
- * Personal leave.
- * Along with vacation, sick leave, 3 personal days, lunch.
- * Cell phone, vacation and sick leave, two extra paid days in addition to the 6 holidays.
- * Salad lunch.
- * Flexible schedule.
- * Thanksgiving Friday, Christmas Eve, and Good Friday are paid days off.

- *Flexible schedule, comp time in lieu of overtime.
- *Lunch, flexible schedule.
- *Same days off as the teachers as well as accrued vacation/MCA.
- *Paid cell phone.
- *Two days a year personal leave.
- *Free lunch.
- *Flexible hours.
- *Hugs & smiles from kindergarten students; lunch duty & staff that appreciate my assistance especially in health insurance.
- *Mileage reimbursement, flexible hours, personal days, buyback from board of PERS.
- *Set hours, free lunch.
- *Nights and weekends off.
- *MASBO dues paid, three extra personal days.
- *Flexible schedule.
- *Flexible schedule, longevity stipend.
- *Allowed to leave for kids sporting events, free lunch.
- *District Activity Card.
- *I can determine my own hours during the summer and vacations as long as the work is done.
- *Flexible hours, bonus \$1250 for 2010-11 not included above, four personal days.
- *Flex schedule.
- *Free lunches, some freedom with my work schedule.
- *Free attendance to school activities, very flexible schedule.
- *I get to work with congenial co-workers, good trustees, and set my own schedule.

- *Some school holidays off to spend with my kids, but work all summer.
- *MASBO and MCEL costs paid.
- *Insurance paid at 100%.
- *I also get my spouse insurance paid for not taking raises for many years
- *Nine personal days and also state rate vacation and sick leave.