

FY 2024

MASBO SALARY SURVEY



DATA COLLECTION
JULY 2023-JANUARY 2024

**MONTANA ASSOCIATION OF SCHOOL
BUSINESS OFFICIALS**

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MASBO Membership & Data Collection

Information included in this report was collected from October of 2023 through January of 2024, via self reporting by MASBO members through membership profiles. It is the goal of the MASBO Board and staff to continue to facilitate this data collection annually.

MASBO represents 98% of school districts in Montana. Approximately 78% of the schools across the state provided responses used in this report.

Salaries included in this document are based on those individuals who have self identified as the District Business Manager, Chief Financial Officer or sole District Clerk of their school district.

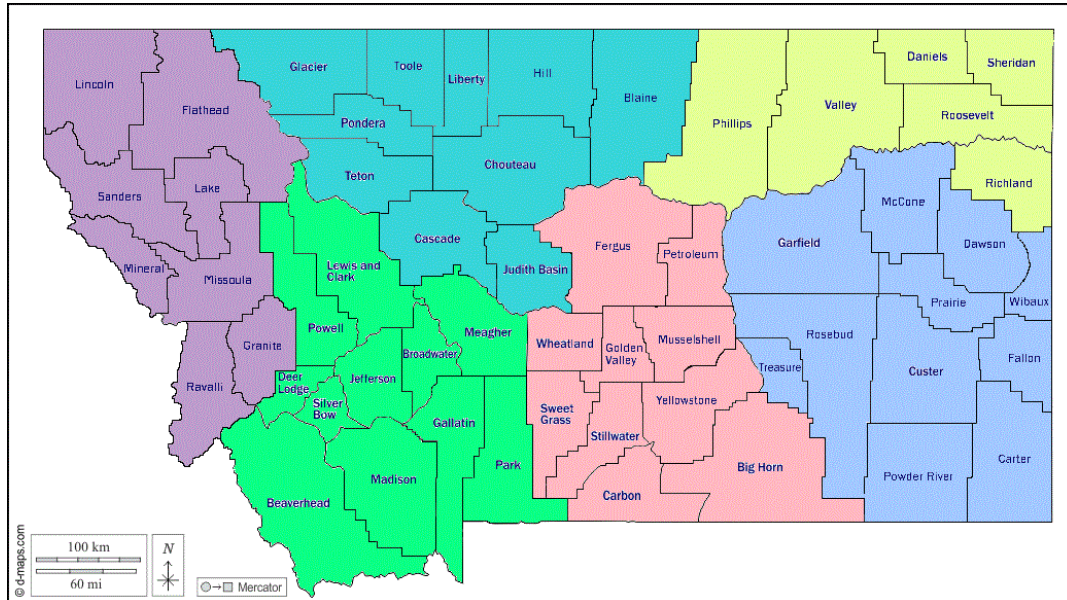
Schools in Montana are divided by class size:
AA, A, B, C, and Independent Elementary.

Montana has a number of special education cooperatives who are also MASBO members and have been included in this data collection.

Annualized salaries are based on the industry standard of 2080 hours a year equating to 1 FTE.

All identifying characteristics of this data have been removed and will not be released.

MASBO REGIONS



MASBO is divided into six geographical regions

Region 1:

Lincoln, Flathead, Sanders, Lake, Mineral, Missoula, Granite & Ravalli Counties

Region 2:

Glacier, Toole, Liberty, Hill, Blaine, Pondera, Teton, Chouteau, Cascade, & Judith Basin

Region 3:

Phillips, Valley, Daniels, Sheridan, Roosevelt, & Richland

Region 4:

Lewis & Clark, Powell, Deer Lodge, Jefferson, Silver Bow, Broadwater, Meagher, Beaverhead, Madison, Gallatin, & Park

Region 5:

Fergus, Petroleum, Wheatland, Golden Valley, Musselshell, Sweet Grass, Stillwater, Yellowstone, Carbon, & Big Horn

Region 6:

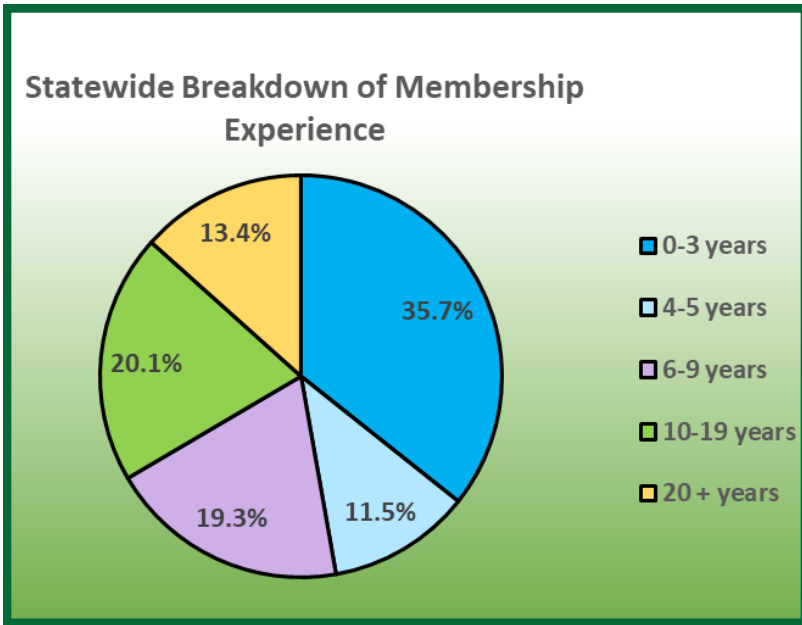
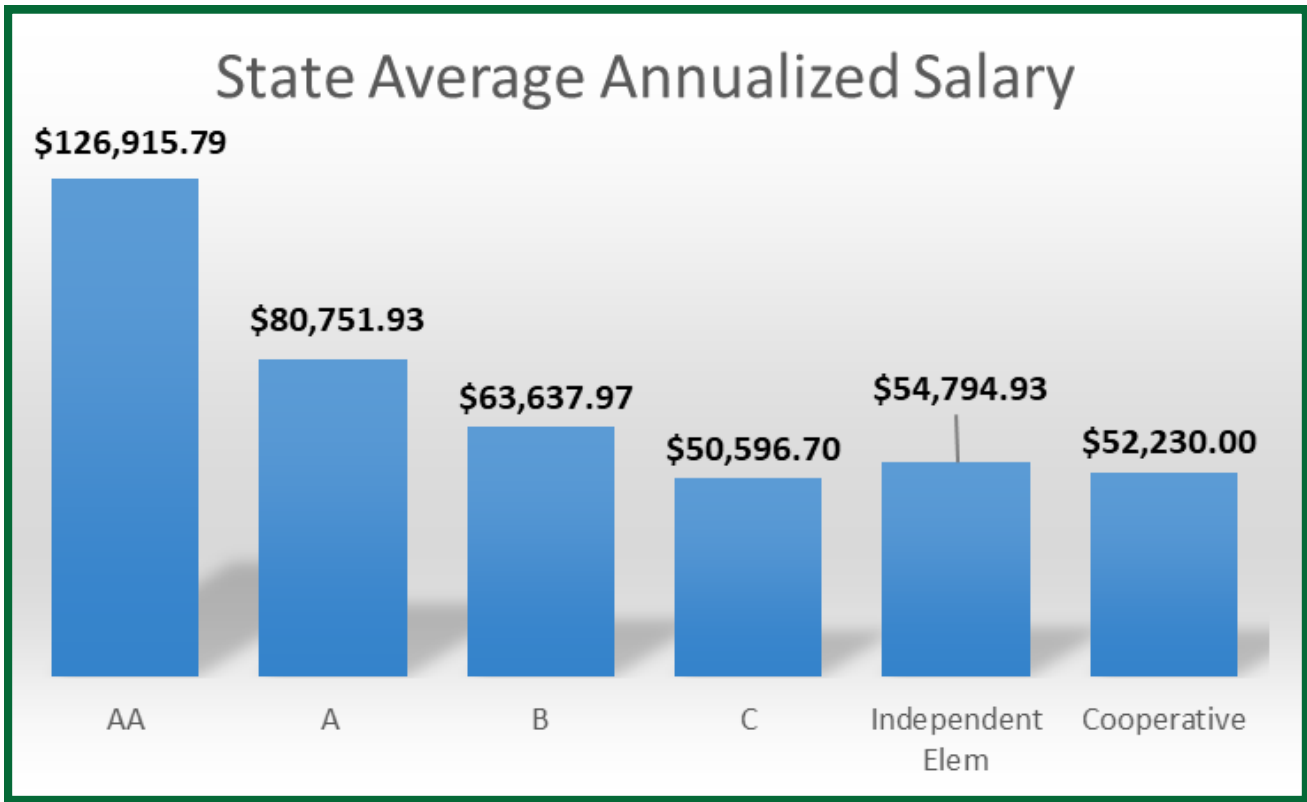
Garfield, McCone, Dawson, Prairie, Wibaux, Rosebud, Treasure, Custer, Fallon, Powder River, Carter

STATEWIDE DATA

District Size	State Average Annualized Salary	Salary Range (annualized)
AA	\$ 126,915.79	\$111,000 to \$135,353
A	\$ 80,751.93	\$55,500 to \$115,000
B	\$ 63,637.97	\$41,600 to \$86,869
C	\$ 50,596.70	\$31,400 to \$90,000
Independent Elem	\$ 54,794.93	\$28,000 to \$91,500
Cooperative	\$ 52,230.00	\$30,713 to \$72,000

Statewide Breakdown of Membership Experience		
	Number of Members	Percentage of Membership
0-3 years	96	35.7%
4-5 years	31	11.5%
6-9 years	52	19.3%
10-19 years	54	20.1%
20 + years	36	13.4%

STATEWIDE DATA



District Size	State Avg Yrs of Serv
AA	15.3
A	10.2
B	8.6
C	10.1
Independent Elem	9.5
Cooperative	14.8

Region 1 Data

Lincoln, Flathead, Sanders, Lake, Mineral, Missoula, Granite & Ravalli Counties

District Size	Annualized Average
AA	\$ 129,340
A	\$ 81,394
B	\$ 63,341
C	\$ 56,652
Independent Elem	\$ 55,400

Average Annualized Salary for Region 1: \$62,321
Region 1 Average Years of Service: 10.5 years

District Size	Average Yrs of Service
AA	16.7
A	12.5
B	8.7
C	13.3
Independent Elem	8.9

Region 2 Data

Glacier, Toole, Liberty, Hill, Blaine, Pondera, Teton, Chouteau, Cascade,
& Judith Basin

District Size	Annualized Average
AA	\$ 135,353
A	\$ 95,500
B	\$ 57,283
C	\$ 49,555
Independent Elem	\$ 46,093

Average Annualized Salary for Region 2: \$55,129

Region 2 Average Years of Service: 9.8 years

District Size	Average Yrs of Service
AA	32.0
A	1.0
B	7.0
C	9.4
Independent Elem	11.9

Region 3 Data

Phillips, Valley, Daniels, Sheridan, Roosevelt, & Richland

District Size	Annualized Average
AA	-
A	\$ 72,000.00
B	\$ 70,256.00
C	\$ 51,644.92
Independent Elem	\$ 62,321.50

Average Annualized Salary for Region 3: \$57,064

Region 3 Average Years of Service: 9.2 years

District Size	Average Yrs of Service
AA	-
A	11.0
B	10.6
C	8.8
Independent Elem	9.0

Region 4 Data

Lewis & Clark, Powell, Deer Lodge, Jefferson, Silver Bow, Broadwater, Meagher, Beaverhead, Madison, Gallatin, & Park

District Size	Annualized Average
AA	\$ 126,205
A	\$ 77,167
B	\$ 72,433
C	\$ 50,176
Independent Elem	\$ 58,558

Average Annualized Salary for Region 4: \$66,264

Region 4 Average Years of Service: 9.9 years

District Size	Average Yrs of Service
AA	15.5
A	1.7
B	11.5
C	9.4
Independent Elem	9.5

Region 5 Data

Fergus, Petroleum, Wheatland, Golden Valley, Musselshell, Sweet Grass, Stillwater, Yellowstone, Carbon, & Big Horn

District Size	Annualized Average
AA	\$ 118,897
A	\$ 79,187
B	\$ 58,568
C	\$ 49,375
Independent Elem	\$ 52,540

Average Annualized Salary for Region 5: \$57,149

Region 5 Average Years of Service: 10.1 years

District Size	Average Yrs of Service
AA	8.0
A	12.2
B	7.5
C	10.9
Independent Elem	10.4

Region 6 Data

Garfield, McCone, Dawson, Prairie, Wibaux, Rosebud, Treasure, Custer, Fallon,
Powder River, Carter

District Size	Annualized Average
AA	-
A	\$ 73,500
B	\$ 66,850
C	\$ 51,391
Independent Elem	\$ 51,376

Average Annualized Salary for Region 6: \$57,280

Region 6 Average Years of Service: 8 years

District Size	Average Yrs of Service
AA	-
A	14.0
B	5.8
C	9.5
Independent Elem	5.9



The Montana Association of School Business Officials Salary Survey and associated data is intended for general informational purposes only and the Association disclaims any attempt to directly or indirectly suggest appropriate compensation levels or amount for anyone using the data and report. MASBO attaches no statistical significance and makes no claims about reliability with regard to the information contained in this survey. This informal survey simply reports aggregate data with breakdowns by a number of categories. The data is limited to and represents only that of the respondents and actual salaries may vary widely based on circumstantial conditions within varied school district and cooperative business offices. MASBO expressly disclaims all liability for damages of any kind arising out of the use of the data resulting from this survey.

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