
MASBO SALARY SURVEY



DATA COLLECTION
DECEMBER 2024 TO
FEBRUARY 2025

**MONTANA ASSOCIATION OF SCHOOL
BUSINESS OFFICIALS**

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MASBO Membership & Data Collection

Information included in this report was collected from December of 2024 through February of 2025, via self-reporting by MASBO members through membership profiles and surveyed information. 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 87% of the schools across the state provided responses used in this report. Additional verification of data was obtained through the use of the OPI compensation expenditure reports.

Salaries included in this document are based on those individuals who have self-identified as the Business Manager, Director of Business Services, Director of Business Operations, Director of Finances, or District Clerk of their school district.

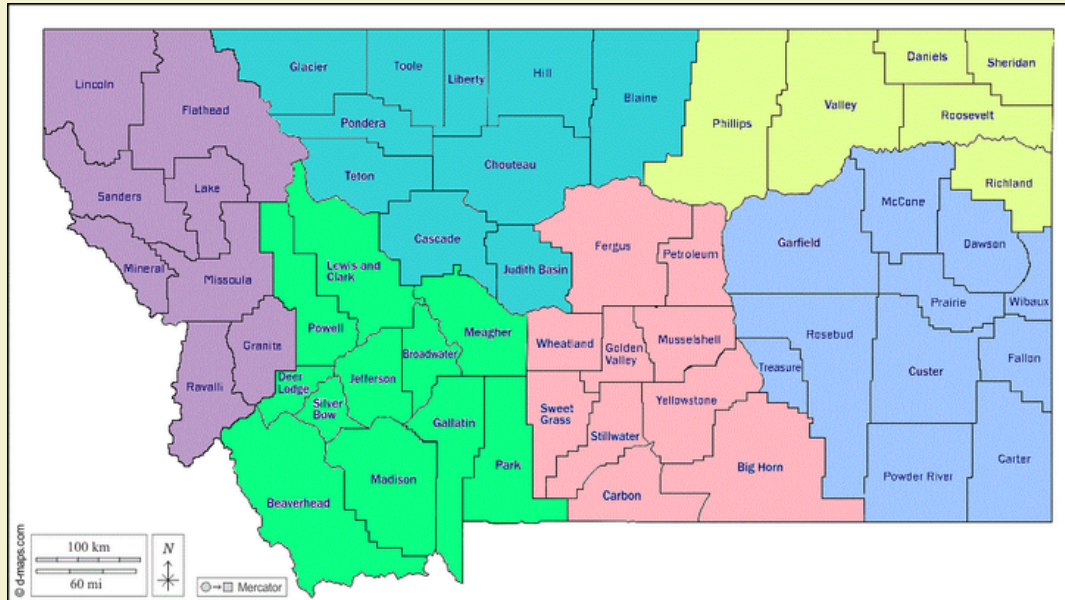
Schools in Montana are divided by class size:
AA, A, B, C, and Independent Elementary.

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 2,080 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:

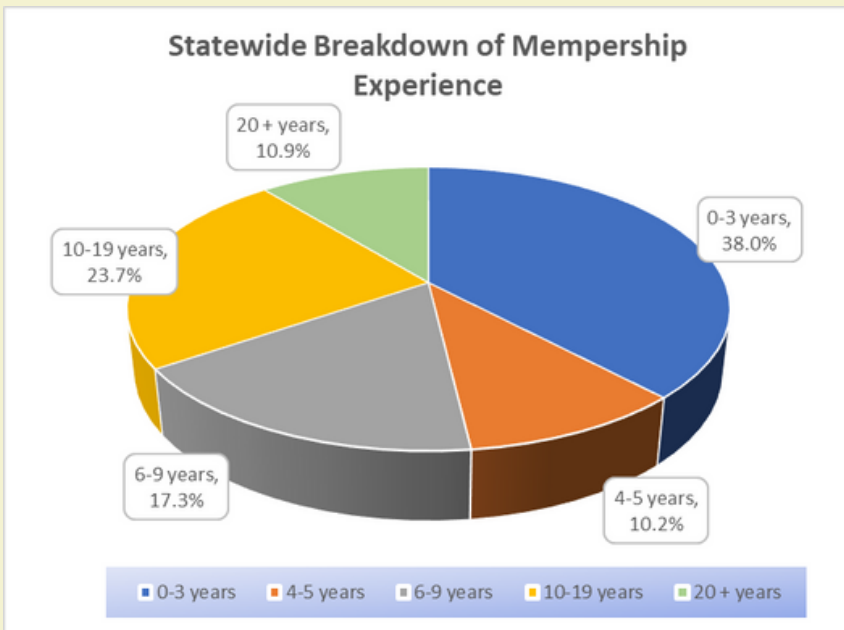
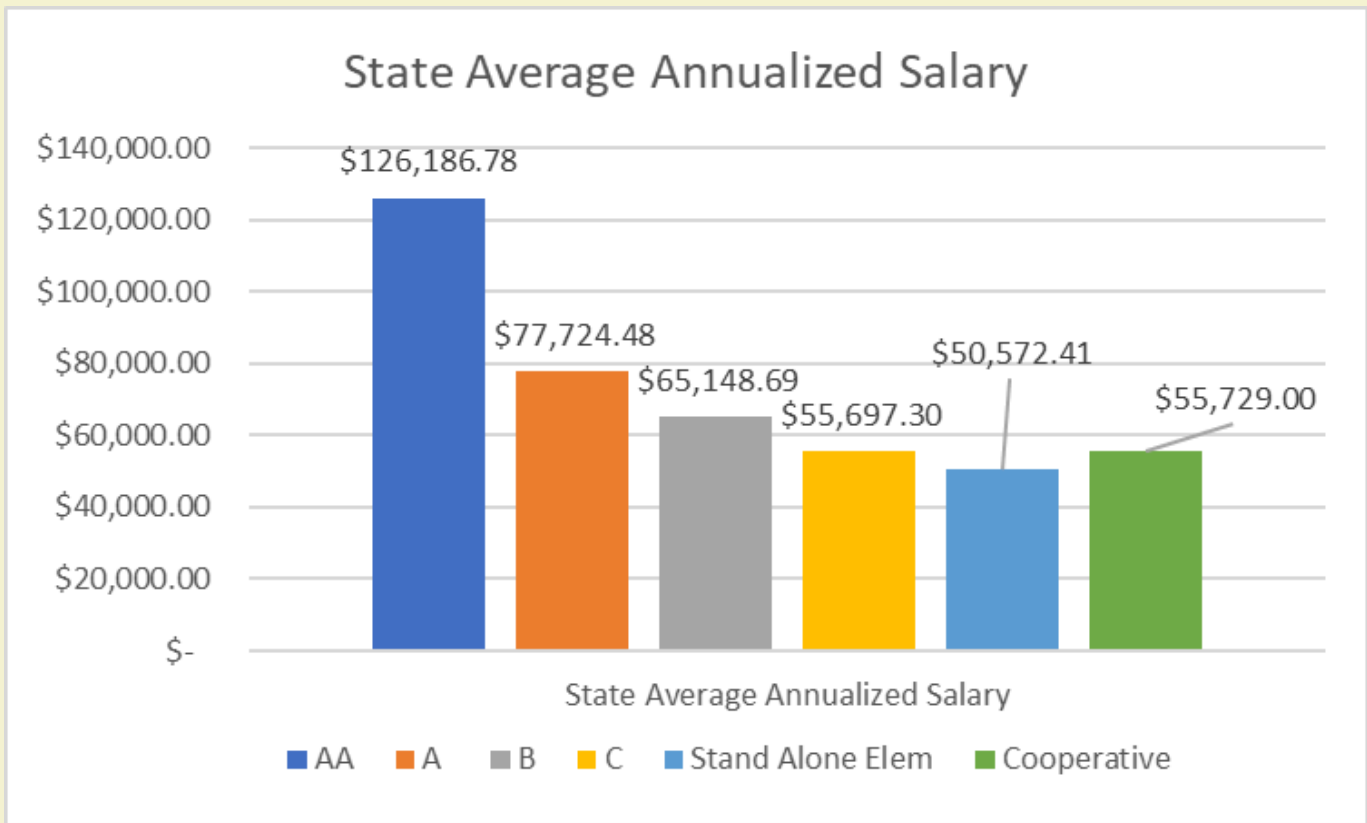
Garfield, McCone, Dawson, Prairie, Wibaux, Rosebud, Treasure, Custer, Fallon, Powder River, Carter

STATEWIDE DATA

District Size	State Average Annualized Salary	Salary Range (annualized)
AA	\$ 126,186.78	\$74,081 to \$159,000
A	\$ 77,724.48	\$45,000 to \$104,162
B	\$ 65,148.69	\$38,556 to \$87,214
C	\$ 55,697.30	\$28,080 to \$135,129
Independent Elem	\$ 50,572.41	\$24,600 to \$91,500
Cooperative	\$ 55,729.00	\$40,200 to \$90,000

Statewide Breakdown of Membership Experience		
	Number of Members	Percentage of Membership
0-3 years	101	38.0%
4-5 years	27	10.2%
6-9 years	46	17.3%
10-19 years	63	23.7%
20 + years	29	10.9%

STATEWIDE DATA



District Size	State Avg Yrs of Membership
AA	12.7
A	9.8
B	8.4
C	8.1
Independent Elem	8.1
Cooperative	12.3

Region 1 Data

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

District Size	Annualized Average
AA	\$ 108,095.67
A	\$ 84,040.56
B	\$ 63,402.49
C	\$ 56,054.67
Independent Elem	\$ 54,303.36

Average Annualized Salary for Region 1: \$63,277.60
Region 1 Average Years of Membership: 9.2 years

District Size	Average Yrs of Membership
AA	8.0
A	12.7
B	6.9
C	11.0
Independent Elem	8.4

Region 2 Data

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

District Size	Annualized Average
AA	\$ 142,878.00
A	\$ 68,000.00
B	\$ 62,915.13
C	\$ 56,114.74
Independent Elem	\$ 42,352.61

Average Annualized Salary for Region 2: \$54,939.05
Region 2 Average Years of Membership: 7.8 years

District Size	Average Yrs of Membership
AA	31.0
A	4.0
B	6.9
C	5.5
Independent Elem	10.0

Region 3 Data

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

District Size	Annualized Average
AA	NA
A	\$ 72,000.00
B	\$ 67,824.00
C	\$ 59,901.09
Independent Elem	\$ 47,799.65

Average Annualized Salary for Region 3: \$59,723.58
Region 3 Average Years of Membership: 7.6 years

District Size	Average Yrs of Membership
AA	NA
A	5.0
B	8.3
C	8.0
Independent Elem	5.8

Region 4 Data

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

District Size	Annualized Average
AA	\$ 127,379.00
A	\$ 79,163.75
B	\$ 66,238.38
C	\$ 63,732.94
Independent Elem	\$ 52,560.00

Average Annualized Salary for Region 4: \$65,096.95
Region 4 Average Years of Membership 8.9 years

District Size	Average Yrs of Membership
AA	10.0
A	1.5
B	11.8
C	8.2
Independent Elem	9.1

Region 5 Data

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

District Size	Annualized Average
AA	\$ 159,000.00
A	\$ 76,065.40
B	\$ 62,905.57
C	\$ 51,235.24
Independent Elem	\$ 53,627.37

Average Annualized Salary for Region 5: \$58,592.54
Region 5 Average Years of Membership: 9.0 years

District Size	Average Yrs of Membership
AA	17.0
A	13.2
B	7.8
C	9.0
Independent Elem	7.9

Region 6 Data

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

District Size	Annualized Average
AA	NA
A	\$ 60,000.00
B	\$ 76,600.00
C	\$ 48,282.84
Independent Elem	\$ 41,868.27

Average Annualized Salary for Region 6: \$50,764.11
Region 6 Average Years of Membership: 6.9 years

District Size	Average Yrs of Membership
AA	NA
A	11.5
B	10.0
C	8.9
Independent Elem	3.6

Other Membership Positions

Assistant School Business Official Positions

Average statewide years of membership: 4.9 years
Average Annualized Salary: \$52,707.96

Payroll and Human Resources Positions

Average statewide years of membership: 4.6 years
Average Annualized Salary: \$48,788.72

Accounting and Student Activities Positions

Average statewide years of membership: 5.9 years
Average Annualized Salary: \$52,500.00

Front Office/School Secretary Positions

Average statewide years of membership: 7.8 years
Average Annualized Salary: Not enough data provided

Position Benefits

The following are the top 20 position benefits our members identified:

- Full Health Insurance for Employee
- Full Health, Dental and Vision Insurance for Employee
- Dental, Vision and Health Insurance Family Package
- Stipend in Lieu of Health Insurance
- PERS Contributions
- Flexible Schedule/Work From Home
- HSA Stipend
- Flexible Spending Stipend
- Additional Retirement Annuity
- Cell Phone Stipend
- Comp Time
- Additional Vacation or Flexible Use Days in the Contract
- Additional Sick Leave Allocation
- Additional Life Insurance Allocation
- Home Internet Stipend
- Continuing Education Scholarships
- Housing
- Free Meals
- Annual Bonus
- Extra Duty Stipends- subbing, athletics, administrative, etc.

Approximately 8% of respondents indicated they receive no additional benefits beyond their hourly salaries for work performed.

DATA COLLECTED & COMPLIED BY:



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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