



MICHIGAN SCHOOL  
BUSINESS OFFICIALS

# H13 2026 MSBO / HIRING SOLUTIONS LLC SALARY SURVEY

AMWAY GRAND PLAZA

HALDANE ROOM

Presented By:

**DEVON KLOMP-MAO**

**TODD SURLINE**



[HIRINGSOLUTIONSLLC.COM](http://HIRINGSOLUTIONSLLC.COM)



# STUDY OVERVIEW

## REVIEW OF METHODOLOGY

- Intake overview – We use standardized forms describing the major responsibilities and key factors of each position to make sure the data is comparable.
- We include 10 key administrative positions in the survey each year.
- What salary information was collected?
  - We collect the midpoint of the current salary range for each position. If salary ranges are not available, we collect average salaries.
- Due to feedback by participants, we have separated the data for K12 and ISDs to make the information more valuable.
- **Validity** – In general, it's important to have multiple data points (typically 6) for each position. This is why some categories do not have information.

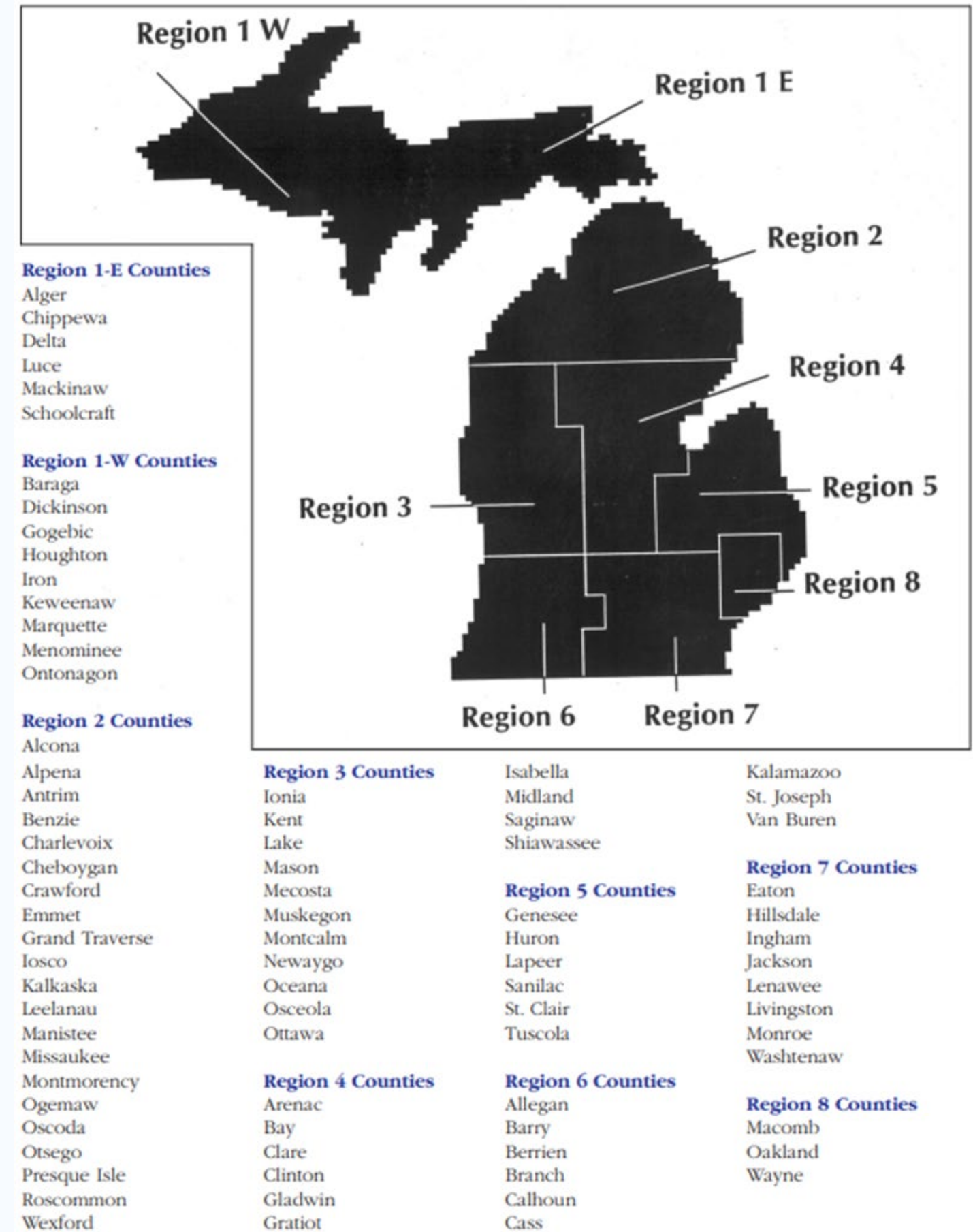


# STUDY OVERVIEW

Participants – 204 Total

## By Region:

- 1- Upper Peninsula (19)
- 2- Northern Lower MI (21)
- 3- Central West MI (26)
- 4- Central East MI (25)
- 5- Thumb Area (19)
- 6- Southwest MI (31)
- 7- Central Lower MI (28)
- 8- Southeast MI / Metro Detroit (35)



# RESULTS FROM THE SURVEY (2026)

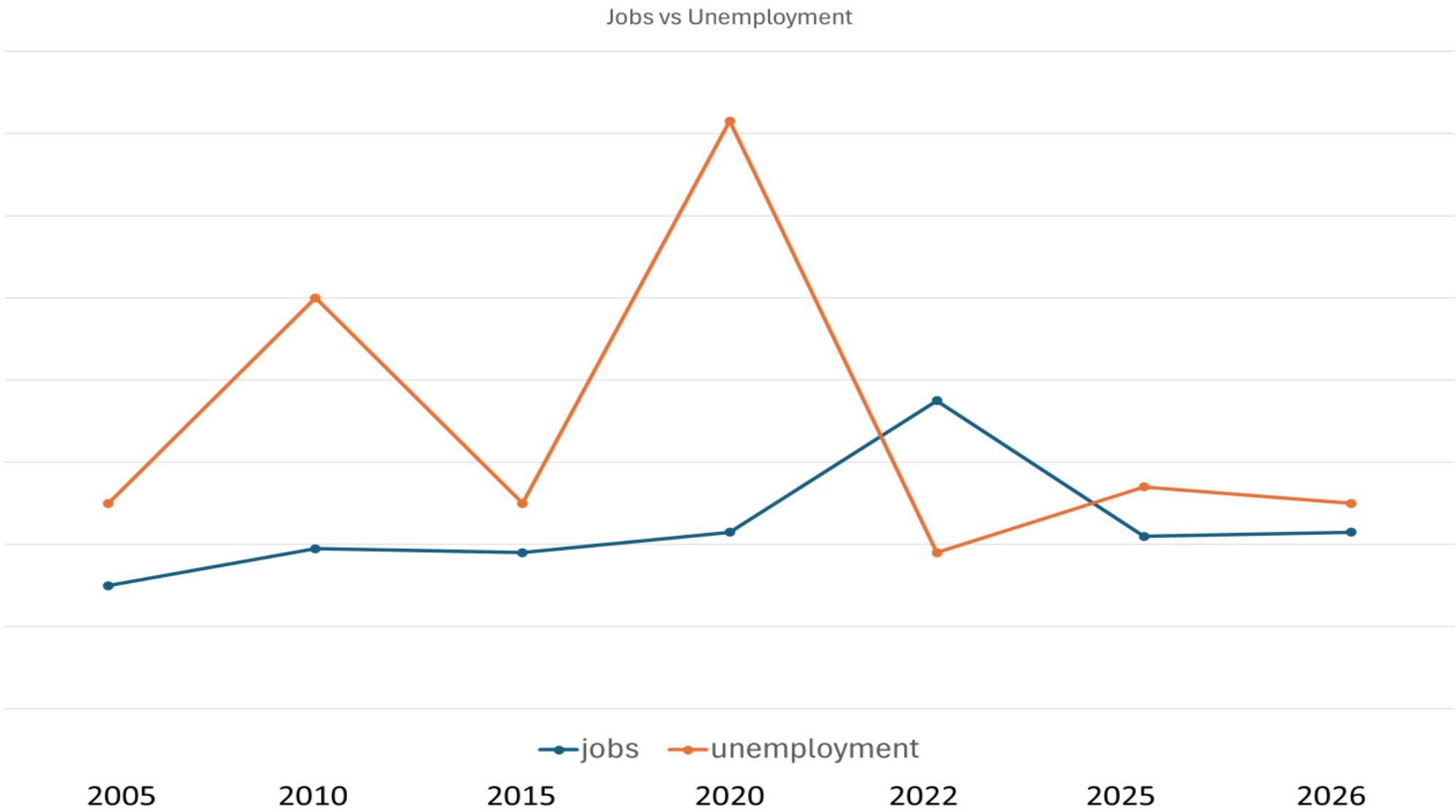
## Executive Summary

The number of organizations participating in the survey decreased slightly from 226 in 2025 to 204 in 2026. There was solid representation in each of the 8 MSBO regions.

Wage inflation continues to be moderating, WorldatWork reports salary increase and range adjustments both decreasing for 2026.

The continued high demand for Business Office positions due to turnover and retirement is reflected in higher average salaries for positions in this category.

# Current Environment



## Some Perspective: Unemployment in Michigan

- **May 1933:** 24.9% (Great Depression)
- **July 2009:** 15.9% (Great Recession)
- **February 2020:** 3.5%
- **April 2020:** 23.6%
- **March 2026:** 5.0% (MI)
- **March 2026:** 4.3% (US)

# Current Trends

- **Shifting demographics**
  - Low hire, Low quit – lowest since April 2020
  - Less mobility, lower turnover
  - Remote/hybrid models = more applicants
- **Talent shortages**
  - Slight easing in lack of qualified candidates
  - Competition with other organizations
- **Risk aversion** – changing jobs in this environment deemed too risky
- **Artificial Intelligence (AI) Impact**
- **Talent shortage mitigation**
  - Fit job to candidates not candidates to job
  - Hire for attitude, train for skills
- **Wage inflation – WorldatWork data**
  - Average salary increases for educational institutions in Michigan – 3.2% (2025 actual), 3.0% (2026 projected), salary range adjustments 2.0% (2025 actual), 1.0 (2026 projected)

# DIRECTOR OF BUSINESS SERVICES

(OTHER TITLES MAY INCLUDE: DIRECTOR OF FINANCE OR CHIEF FINANCIAL OFFICER, ASSOCIATE SUPERINTENDENT OF FINANCE AND OPERATIONS, ASSISTANT SUPERINTENDENT)

**SUMMARY:** Provides a high level of financial management and control. Directs and supervises the planning and management of the district's business and financial services. Directly supervises some or all finance/purchasing, facility maintenance, food service, transportation, and facilities planning. Provides leadership in the planning, managing and coordinating of support system to achieve the educational requirements of the district.

**EDUCATION:** This position requires knowledge normally acquires through a Master's Degree with concentration in business, financial management, accounting, or a related field. MSBO certification preferred.

**EXPERIENCE:** A minimum of seven (7) to ten (10) years of progressively more responsible or expansive experience, including three (3) to five (5) years of supervisory experience or an equivalent combination of education and experience.

# SURVEY RESULTS: DIRECTOR OF BUSINESS SERVICES K-12

**Weighted Average:**  
**\$144,562**  
**\$118,196 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	23	\$95,739	\$86,500	\$98,000	\$107,750	\$70,200	\$119,000
151 – 300	44	\$117,114	\$102,250	\$120,250	\$130,000	\$91,300	\$140,550
301 – 500	33	\$132,303	\$125,000	\$133,000	\$144,000	\$111,400	\$150,000
501-1000	16	\$138,500	\$125,875	\$137,250	\$151,500	\$116,000	\$166,750
1,001+	13	\$159,346	\$144,500	\$160,000	\$176,000	\$138,600	\$181,300
<b>Budget</b>							
\$1M – \$10M	7	\$79,786	\$66,750	\$85,000	\$91,000	\$62,700	\$95,600
\$10.1M – \$25M	33	\$106,530	\$91,000	\$104,000	\$120,000	\$88,100	\$130,000
\$25.1M – \$50M	45	\$125,211	\$111,500	\$127,000	\$137,000	\$101,900	\$143,400
\$50.1M – \$100M	26	\$134,385	\$125,625	\$135,250	\$144,500	\$118,250	\$154,250
\$100.1M – \$250M	15	\$154,000	\$141,750	\$156,000	\$166,250	\$115,900	\$190,100
\$250.1M+	3	\$165,333	\$157,250	\$176,000	\$178,750	\$146,000	\$180,400
<b>Number of Students</b>							
1 – 1000	18	\$92,944	\$85,750	\$92,000	\$104,125	\$67,650	\$111,500
1,001 – 2000	27	\$108,981	\$95,500	\$109,000	\$124,500	\$87,200	\$130,000
2,001 – 5,000	60	\$129,458	\$120,375	\$130,250	\$141,000	\$102,500	\$149,100
5,001-10,000	15	\$140,967	\$118,750	\$144,500	\$157,250	\$113,400	\$171,000
10,001+	9	\$167,889	\$159,000	\$167,500	\$180,500	\$144,900	\$185,500

# SURVEY RESULTS: DIRECTOR OF BUSINESS SERVICES ISD

Weighted Average:  
\$133,685  
\$124,303 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	5	\$112,800	\$109,000	\$113,500	\$119,000	\$101,200	\$123,500
151 – 300	12	\$133,458	\$126,125	\$134,000	\$142,625	\$120,350	\$144,800
301 – 500	5	\$146,800	\$144,500	\$146,500	\$150,000	\$138,200	\$155,400
501 - 1,000	5	\$142,000	\$135,000	\$139,000	\$151,000	\$129,900	\$155,500
1,001+		-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	8	\$126,250	\$112,375	\$123,250	\$146,250	\$105,100	\$150,000
\$10.1M – \$25M	11	\$133,500	\$126,750	\$134,000	\$140,250	\$123,500	\$143,000
\$25.1M – \$50M	4	\$146,000	\$141,875	\$145,500	\$149,625	\$137,150	\$155,250
\$50.1M – \$100M	3	\$136,000	\$124,750	134,000	\$146,250	\$119,200	\$153,600
\$100.1M – \$250M		-	-	-	-	-	-
\$250.1M+		-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	2	\$129,250	\$121,375	\$129,250	\$137,125	\$116,650	\$141,850
5,001 – 10,000	12	\$126,583	\$118,125	\$126,750	\$136,250	\$109,650	\$149,300
10,001+	13	\$140,923	\$134,000	\$139,000	\$146,500	\$128,000	\$157,000

# BUSINESS MANAGER

(OTHER TITLES MAY INCLUDE: ACCOUNTING MANAGER  
OR FINANCE MANAGER)

**SUMMARY:** Supervises an accounting staff engaged in processing district financial accounting functions including: posting to the general ledger, accounting for revenues, processing fringe benefit billings, providing for proper internal accounting, procedures and controls, and accounting for federal programs.

**EDUCATION:** This position requires knowledge normally acquires through a Bachelor's in accounting or a related field. MSBO certification preferred.

**EXPERIENCE:** A minimum of three (3) to five (5) years of experience in a school accounting capacity with knowledge of budget production, reporting, and control or an equivalent combination of education and experience.

# SURVEY RESULTS: BUSINESS MANAGER K -12

**Weighted Average:**  
**\$87,955**  
**\$87,132 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	43	\$80,942	\$70,750	\$80,000	\$92,000	\$65,200	\$98,400
151 – 300	11	\$91,682	\$89,000	\$97,000	\$99,750	\$82,000	\$100,000
301 – 500	9	\$74,667	\$65,000	\$75,000	\$80,500	\$62,900	\$90,400
501 - 1000	14	\$90,321	\$80,500	\$89,500	\$103,625	\$61,950	\$115,200
1,001+	12	\$116,875	\$101,500	\$121,750	\$133,375	\$89,200	\$135,400
<b>Budget</b>							
\$1M – \$10M	19	\$77,632	\$67,500	\$76,000	\$86,500	\$64,000	\$94,100
\$10.1M – \$25M	32	\$86,594	\$78,625	\$88,500	\$97,250	\$67,450	\$100,000
\$25.1M – \$50M	8	\$77,563	\$66,500	\$77,750	\$84,000	\$63,200	\$93,600
\$50.1M – \$100M	13	\$82,000	\$63,000	\$82,000	\$90,500	\$60,500	\$96,800
\$100.1M – \$250M	14	\$107,786	\$91,000	\$110,000	\$123,125	\$87,950	\$131,800
\$250.1M+	3	\$128,833	\$125,500	\$134,500	\$135,000	\$120,100	\$135,300
<b>Number of Students</b>							
1 – 1,000	34	\$79,441	\$69,250	\$79,000	\$88,750	\$65,000	\$94,350
1,001 – 2,000	17	\$90,882	\$85,000	\$94,500	\$99,500	\$75,100	\$100,000
2,001 – 5,000	17	\$77,559	\$65,000	\$80,000	\$88,500	\$61,100	\$94,400
5,001-10,000	12	\$95,500	\$87,875	\$91,000	\$107,750	\$68,300	\$115,400
10,001+	9	\$124,167	\$119,000	\$129,000	\$134,500	\$110,700	\$136,000

# SURVEY RESULTS: BUSINESS MANAGER ISD

Weighted Average:  
\$93,860  
\$86,957 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	6	\$84,083	\$73,875	\$80,750	\$87,250	\$69,500	\$102,000
151 – 300	10	\$92,500	\$81,375	\$95,000	\$100,375	\$79,900	\$103,100
301 – 500	4	\$100,625	\$93,875	\$99,750	\$106,500	\$90,950	\$111,000
501 - 1,000	5	\$102,900	\$82,500	\$95,000	\$124,500	\$81,000	\$129,300
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	9	\$89,556	\$75,000	\$87,500	\$102,500	\$71,900	\$110,100
\$10.1M – \$25M	9	\$92,444	\$80,500	\$84,000	\$93,000	\$79,800	\$117,700
\$25.1M – \$50M	4	\$97,125	\$93,875	\$97,750	\$101,000	\$90,950	\$102,800
\$50.1M – \$100M	2	\$112,500	\$106,500	\$112,500	\$118,500	\$102,900	\$122,100
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	4	\$96,500	\$84,000	\$98,000	\$110,500	\$77,700	\$114,100
5,001 – 10,000	8	\$86,375	\$78,750	\$85,250	\$97,875	\$72,150	\$101,100
10,001+	13	\$97,654	\$82,500	\$95,000	\$104,000	\$80,100	\$122,400

# ACCOUNTANT

(OTHER TITLES MAY INCLUDE: STAFF ACCOUNTANT)

**SUMMARY:** Assists the director of business services and/or business manager in the efficient and effective administration of district fiscal affairs. Compiles and analyzes financial information to prepare entries to accounts, such as general ledger accounts and documenting business transactions. Assists in the preparation of final grant closeouts, monthly and quarterly reports, and reimbursement requests as determined by state, federal, or other grant providers.

**EDUCATION:** A Bachelor's Degree in accounting, business or a related field from an accredited college or university. MSBO certification preferred.

**EXPERIENCE:** A minimum of three (3) years of accounting related or school finance experience or an equivalent combination of education and experience.

# SURVEY RESULTS: ACCOUNTANT K-12

**Weighted Average:**  
**\$66,077**  
**\$62,433 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	14	\$58,036	\$52,875	\$59,250	\$60,000	\$51,150	\$66,050
151 – 300	27	\$62,019	\$55,000	\$58,000	\$66,750	\$51,500	\$77,300
301 – 500	21	\$71,476	\$60,000	\$68,500	\$80,000	\$55,000	\$88,500
501 – 1,000	10	\$67,300	\$60,625	\$65,250	\$73,250	\$56,800	\$79,100
1,001+	13	\$73,500	\$67,000	\$71,500	\$78,500	\$56,600	\$83,800
<b>Budget</b>							
\$1M – \$10M	3	\$60,167	\$56,250	\$58,500	\$63,250	\$54,900	\$66,100
\$10.1M – \$25M	20	\$59,975	\$52,500	\$59,250	\$62,750	\$50,900	\$68,150
\$25.1M – \$50M	29	\$66,948	\$57,500	\$62,000	\$79,000	\$55,000	\$87,700
\$50.1M – \$100M	15	\$68,033	\$60,000	\$68,500	\$75,500	\$55,800	\$79,100
\$100.1M – \$250M	15	\$70,167	\$61,750	\$68,000	\$74,500	\$54,700	\$81,800
\$250.1M+	3	\$74,000	\$69,500	\$71,500	\$77,250	\$68,300	\$80,700
<b>Number of Students</b>							
1 – 1,000	6	\$60,250	\$58,500	\$59,250	\$63,750	\$55,000	\$66,500
1,001 – 2,000	22	\$58,591	\$52,500	\$55,000	\$61,500	\$49,100	\$66,350
2,001 – 5,000	37	\$68,608	\$58,000	\$65,500	\$78,500	\$57,000	\$87,500
5,001 - 10,000	11	\$67,636	\$61,750	\$68,000	\$73,500	\$55,000	\$78,500
10,001+	9	\$75,944	\$67,500	\$71,500	\$83,000	\$64,500	\$89,500

# SURVEY RESULTS: ACCOUNTANT ISD

Weighted Average:  
\$64,000  
\$59,370 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	5	\$61,500	\$55,500	\$58,000	\$65,000	\$52,200	\$73,400
151 – 300	11	\$65,818	\$59,500	\$70,500	\$72,000	\$56,000	\$74,500
301 – 500	4	\$62,875	\$56,375	\$61,000	\$67,500	\$55,250	\$72,000
501 - 1,000	5	\$63,400	\$60,000	\$66,500	\$69,000	\$54,000	\$70,500
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	8	\$63,438	\$55,875	\$63,750	\$67,375	\$53,850	\$75,850
\$10.1M – \$25M	10	\$63,800	\$56,875	\$63,250	\$70,875	\$54,050	\$72,700
\$25.1M – \$50M	3	\$68,000	\$64,500	\$72,000	\$73,500	\$60,000	\$74,400
\$50.1M – \$100M	3	\$59,667	\$55,000	\$69,000	\$69,000	\$46,600	\$69,000
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	3	\$69,667	\$65,000	\$74,500	\$76,750	\$59,300	\$78,100
5,001 – 10,000	11	\$61,136	\$56,250	\$62,500	\$67,000	\$50,000	\$70,500
10,001+	11	\$65,318	\$58,500	\$69,000	\$71,750	\$54,500	\$72,000

# DIRECTOR OF HUMAN RESOURCES

**SUMMARY:** Provides leadership to the district regarding human resources services. Responsible for the negotiations and administration of the school district's labor and employment contracts, staffing, correspondence and communications, certification and tenure, employment, benefits, records management, applications management, legal issues, and governmental reporting in accordance with established policies, guidelines, and procedures. The incumbent is responsible for supervising staff within the department.

**EDUCATION:** A Bachelor's Degree in human resources, business, psychology or a related area. A master's degree is preferred. MSBO certification preferred.

**EXPERIENCE:** This position requires a minimum of seven (7) years to ten (10) years of progressively more responsible and supervisory experience or expansive relevant experience or an equivalent combination of education and experience.

# SURVEY RESULTS: DIRECTOR OF HUMAN RESOURCES K-12

**Weighted Average:**  
**\$118,744**  
**\$116,274 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	12	\$76,750	\$51,125	\$71,250	\$94,375	\$49,550	\$125,650
151 – 300	20	\$97,325	\$75,750	\$92,000	\$120,000	\$68,150	\$129,200
301 – 500	27	\$128,444	\$119,750	\$134,500	\$144,000	\$86,000	\$152,600
501 - 1000	15	\$141,367	\$118,750	\$139,500	\$153,750	\$115,500	\$171,000
1,001+	12	\$146,333	\$134,500	\$144,250	\$159,250	\$120,850	\$166,750
<b>Budget</b>							
\$1M – \$10M	3	\$68,167	\$56,000	\$77,500	\$85,000	\$43,100	\$89,500
\$10.1M – \$25M	15	\$76,833	\$58,000	\$75,000	\$86,000	\$49,700	\$117,100
\$25.1M – \$50M	28	\$117,429	\$92,750	\$121,500	\$134,875	\$85,100	\$143,600
\$50.1M – \$100M	23	\$135,413	\$123,250	\$139,500	\$151,000	\$117,100	\$162,800
\$100.1M – \$250M	14	\$144,000	\$122,875	\$144,000	\$158,625	\$115,500	\$165,250
\$250.1M+	3	\$145,500	\$127,500	\$138,500	\$160,000	\$120,900	\$172,900
<b>Number of Students</b>							
1 – 1,000	9	\$75,000	\$51,500	\$76,000	\$92,500	\$46,900	\$105,700
1,001 – 2,000	11	\$78,136	\$65,750	\$70,000	\$83,500	\$49,500	\$120,000
2,001 – 5,000	43	\$125,267	\$113,500	\$130,000	\$141,000	\$86,200	\$153,200
5,001 – 10,000	14	\$138,643	\$117,625	\$134,000	\$150,625	\$115,500	\$168,550
10,001+	9	\$150,000	\$138,500	\$157,500	\$160,000	\$118,900	\$170,300

# SURVEY RESULTS: DIRECTOR OF HUMAN RESOURCES ISD

Weighted Average:  
 \$112,881  
 \$118,353 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	4	\$76,750	\$64,875	\$76,250	\$88,125	\$64,650	\$89,250
151 – 300	8	\$102,375	\$81,125	\$111,750	\$120,500	\$60,350	\$130,400
301 – 500	4	\$141,125	\$132,250	\$139,250	\$148,125	\$129,100	\$154,650
501-1,000	5	\$136,000	\$130,000	\$132,500	\$153,000	\$115,300	\$156,600
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	5	\$102,500	\$87,500	\$90,000	\$120,000	\$74,000	\$138,000
\$10.1M – \$25M	8	\$99,063	\$64,250	\$107,500	\$130,625	\$60,350	\$132,950
\$25.1M – \$50M	4	\$136,125	\$123,750	\$135,750	\$148,125	\$117,900	\$154,650
\$50.1M – \$100M	3	\$122,667	\$104,500	\$122,000	\$140,500	\$94,000	\$151,600
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	1	\$87,500	\$87,500	\$87,500	\$87,500	\$87,500	\$87,500
5,001 – 10,000	7	\$99,786	\$76,000	\$90,000	\$121,000	\$64,800	\$133,200
10,001+	13	\$121,885	\$109,500	\$130,000	\$144,500	\$71,900	\$157,800

# HUMAN RESOURCES MANAGER

(OTHER TITLES MAY INCLUDE: HUMAN RESOURCES SUPERVISOR)

**SUMMARY:** Assists with a variety of human resource assignments including employment, benefit administration, employee relations, performance monitoring, labor relations, and the development / analysis of human resource policies and procedures. Maintains several human resource databases and programs to ensure human resource information systems are current. The incumbent is responsible for supervising staff within the department.

**EDUCATION:** A Bachelor's Degree in human resources, business, psychology or a related area. MSBO certification and PHR/SPHR certification preferred.

**EXPERIENCE:** This position requires a minimum of five (5) years to seven (7) years of progressively more responsible and supervisory experience or expansive relevant experience or an equivalent combination of education and experience.

# SURVEY RESULTS: HUMAN RESOURCES MANAGER K -12

**Weighted Average:**  
**\$78,449**  
**\$79,306 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	9	\$62,389	\$54,500	\$63,000	\$67,000	\$51,500	\$72,200
151 – 300	7	\$71,500	\$57,000	\$71,000	\$75,250	\$55,000	\$89,300
301 – 500	13	\$66,462	\$58,000	\$68,000	\$74,500	\$55,400	\$75,000
501 – 1,000	8	\$79,250	\$66,000	\$72,250	\$81,625	\$58,500	\$107,800
1,001+	12	\$107,000	\$90,500	\$114,000	\$129,125	\$71,900	\$131,750
<b>Budget</b>							
\$1M – \$10M	2	\$53,000	\$52,250	\$53,000	\$53,750	\$51,800	\$54,200
\$10.1M – \$25M	9	\$64,611	\$62,500	\$65,000	\$71,000	\$54,300	\$72,200
\$25.1M – \$50M	12	\$70,542	\$58,750	\$71,250	\$75,125	\$55,300	\$83,150
\$50.1M – \$100M	12	\$71,750	\$59,250	\$68,250	\$75,250	\$55,200	\$76,450
\$100.1M – \$250M	11	\$101,591	\$90,000	\$97,000	\$117,250	\$68,000	\$129,000
\$250.1M+	3	\$110,500	\$99,750	\$129,500	\$130,750	\$81,900	\$131,500
<b>Number of Students</b>							
1 – 1,000	6	\$59,417	\$52,250	\$58,500	\$64,375	\$51,500	\$68,250
1,001 – 2,000	7	\$65,857	\$59,000	\$67,000	\$73,000	\$55,000	\$75,000
2,001 – 5,000	18	\$68,528	\$58,250	\$68,250	\$75,000	\$55,000	\$78,400
5,001 – 10,000	9	\$83,778	\$68,000	\$76,500	\$91,000	\$64,000	\$104,200
10,001+	9	\$115,444	\$112,500	\$119,000	\$129,500	\$88,800	\$133,200

# SURVEY RESULTS: HUMAN RESOURCES MANAGER ISD

**Weighted Average:**  
**\$82,471**  
**\$74,375 (2025)**

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	1	\$68,000	\$68,000	\$68,000	\$68,000	\$68,000	\$68,000
151 – 300	9	\$77,167	\$68,000	\$73,500	\$91,000	\$61,800	\$95,200
301 – 500	3	\$89,333	\$77,000	\$89,000	\$101,500	\$69,800	\$109,000
501 - 1,000	4	\$92,875	\$80,375	\$90,000	\$102,500	\$72,050	\$116,000
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	5	\$74,800	\$68,000	\$68,000	\$69,000	\$66,200	\$90,000
\$10.1M – \$25M	8	\$80,688	\$65,875	\$82,000	\$91,500	\$60,700	\$99,300
\$25.1M – \$50M	2	\$81,250	\$77,375	\$81,250	\$85,125	\$75,050	\$87,450
\$50.1M – \$100M	1	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000	\$125,000
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	1	\$104,000	\$104,000	\$104,000	\$104,000	\$104,000	\$104,000
5,001 – 10,000	7	\$72,000	\$66,500	\$68,000	\$74,000	\$64,600	\$83,800
10,001+	9	\$88,222	\$73,500	\$89,000	\$95,000	\$63,800	\$116,200

# DIRECTOR OF TECHNOLOGY

(OTHER TITLES MAY INCLUDE: DIRECTOR OF INFORMATION TECHNOLOGY)

**SUMMARY:** Provides technology leadership and oversight for all district area initiatives through leadership, technical assistance, and collaboration. Coordinates technology grant writing and planning and implementation efforts. Develops and maintains regional, state, and national partnerships to support the integration of technology into operations, teaching, and learning. The incumbent is responsible for supervising staff within the department.

**EDUCATION:** A Bachelor's Degree in a related field required, a master's degree in a related field is preferred. MSBO certification preferred.

**EXPERIENCE:** A minimum of seven (7) to ten (10) years of progressively more responsible or expansive experience, including one (1) to two (2) years of supervisory responsibility is required. Understanding of the role of technology in teaching and learning is essential. K12 technology leadership experience and experience with managing educational networks and data systems preferred or an equivalent combination of education and experience.

# SURVEY RESULTS: DIRECTOR OF TECHNOLOGY K-12

**Weighted Average:**  
**\$96,150**  
**\$94,265 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	30	\$78,400	\$65,000	\$77,500	\$90,000	\$54,500	\$100,200
151 – 300	25	\$87,800	\$82,500	\$85,000	\$92,500	\$73,800	\$108,600
301 – 500	30	\$101,230	\$94,625	\$103,250	\$109,750	\$85,450	\$114,800
501 – 1,000	13	\$115,577	\$108,000	\$114,000	\$130,000	\$98,000	\$139,700
1,001+	11	\$126,727	\$116,000	\$130,000	\$137,750	\$105,500	\$138,500
<b>Budget</b>							
\$1M – \$10M	11	\$73,591	\$52,500	\$77,000	\$88,750	\$47,000	\$93,500
\$10.1M – \$25M	27	\$84,259	\$73,750	\$85,000	\$94,500	\$64,600	\$100,800
\$25.1M – \$50M	34	\$95,647	\$85,000	\$93,500	\$108,875	\$80,400	\$116,250
\$50.1M – \$100M	22	\$103,586	\$95,125	\$105,450	\$113,625	\$71,050	\$129,300
\$100.1M – \$250M	13	\$124,769	\$109,500	\$129,000	\$137,500	\$106,000	\$141,200
\$250M+	2	\$121,500	\$113,000	\$121,500	\$130,000	\$107,900	\$135,100
<b>Number of Students</b>							
1 – 1,000	24	\$75,375	\$63,000	\$77,000	\$88,500	\$51,500	\$95,400
1,001 – 2,000	19	\$87,711	\$81,250	\$87,000	\$93,750	\$68,400	\$103,400
2,001 – 5,000	45	\$99,187	\$86,500	\$98,000	\$110,000	\$81,300	\$117,000
5,001 – 10,000	13	\$118,269	\$108,000	\$123,000	\$130,000	\$99,800	\$136,900
10,001+	8	\$125,500	\$108,500	\$129,500	\$138,125	\$105,200	\$141,650

# SURVEY RESULTS: DIRECTOR OF TECHNOLOGY ISD

**Weighted Average:**  
**\$127,705**  
**\$118,070 (2025)**

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	3	\$109,600	\$104,650	\$113,000	\$116,250	\$99,640	\$118,200
151 – 300	9	\$121,333	\$110,000	\$125,500	\$130,000	\$106,800	\$134,800
301 – 500	4	\$141,125	\$132,250	\$139,250	\$148,125	\$129,100	\$154,650
501 - 1,000	5	\$139,300	\$132,500	\$140,000	\$144,500	\$128,900	\$149,600
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	5	\$109,460	\$107,000	\$110,000	\$114,500	\$100,580	\$117,500
\$10.1M – \$25M	9	\$129,611	\$126,500	\$130,000	\$134,000	\$123,000	\$138,400
\$25.1M – \$50M	3	\$143,500	\$135,750	\$144,500	\$151,750	\$130,500	\$156,100
\$50.1M – \$100M	3	\$128,167	\$120,000	\$134,250	\$139,250	\$111,600	\$142,400
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	2	\$114,750	\$112,375	\$114,750	\$117,125	\$110,950	\$118,550
5,001 – 10,000	9	\$117,033	\$107,000	\$114,500	\$127,000	\$104,060	\$130,800
10,001+	10	\$139,900	\$132,875	\$139,000	\$144,500	\$126,950	\$153,600

# TECHNOLOGY MANAGER

(OTHER TITLES MAY INCLUDE: TECHNOLOGY SUPERVISOR)

**SUMMARY:** Responsible for planning, directing and managing the day-to-day operations of all technology functions for both the business and instructional staff. This includes the purchasing, installation, and repair of hardware and software, televisions and DVDs/VCRs, and the district's telephone and fiber optic network. Works collaboratively with other district staff and third party support companies.

**EDUCATION:** A Bachelor's Degree in computer science or a related field. MSBO certification preferred.

**EXPERIENCE:** This position requires a minimum of five (5) to seven (7) years of progressively more responsible or expansive experience, including three to five years of supervisory responsibility. Familiarity with instructional systems and use of technology in the classroom is required. Experience with LAN, WAN, and network design is required or an equivalent combination of education and experience.

# SURVEY RESULTS: TECHNOLOGY MANAGER K -12

**Weighted Average:**  
**\$75,981**  
**\$70,503 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	11	\$78,409	\$59,750	\$65,000	\$92,750	\$48,000	\$96,500
151 – 300	15	\$64,233	\$55,000	\$63,500	\$70,000	\$53,100	\$78,100
301 – 500	10	\$69,200	\$60,875	\$70,750	\$75,000	\$58,600	\$76,400
501 – 1,000	7	\$72,214	\$63,500	\$70,000	\$76,750	\$61,600	\$85,000
1,001+	10	\$100,350	\$86,250	\$105,750	\$110,000	\$78,800	\$117,900
<b>Budget</b>							
\$1M – \$10M	5	\$80,700	\$64,000	\$90,000	\$95,500	\$60,100	\$96,100
\$10.1M – \$25M	11	\$67,318	\$52,500	\$58,000	\$64,250	\$48,000	\$79,000
\$25.1M – \$50M	14	\$69,750	\$67,000	\$70,000	\$75,000	\$55,350	\$78,200
\$50.1M – \$100M	11	\$68,000	\$61,250	\$65,000	\$74,750	\$59,000	\$79,000
\$100.1M – \$250M	10	\$94,850	\$80,625	\$98,500	\$109,625	\$71,350	\$111,600
\$250.1M+	2	\$105,000	\$99,000	\$105,000	\$111,000	\$95,400	\$114,600
<b>Number of Students</b>							
1 – 1,000	9	\$80,611	\$57,500	\$64,000	\$95,500	\$52,500	\$109,700
1,001 – 2,000	7	\$61,929	\$54,000	\$63,500	\$67,500	\$49,200	\$73,600
2,001 – 5,000	22	\$68,750	\$59,375	\$69,000	\$75,000	\$55,000	\$78,950
5,001 – 10,000	8	\$78,188	\$64,250	\$74,750	\$86,500	\$61,700	\$98,800
10,001+	7	\$104,286	\$98,000	\$108,500	\$113,500	\$84,800	\$120,600

# SURVEY RESULTS: TECHNOLOGY MANAGER ISD

Weighted Average:  
\$95,406  
\$83,412 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	1	\$51,500	\$51,500	\$51,500	\$51,500	\$51,500	\$51,500
151 – 300	5	\$88,700	\$75,000	\$82,500	\$100,000	\$68,400	\$113,200
301 – 500	5	\$103,700	\$88,500	\$114,000	\$115,000	\$84,000	\$118,000
501 - 1,000	5	\$102,600	\$80,000	\$110,000	\$125,000	\$74,900	\$125,900
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	5	\$82,100	\$64,000	\$75,000	\$100,000	\$56,500	\$112,000
\$10.1M – \$25M	5	\$91,600	\$80,000	\$82,500	\$110,000	\$74,900	\$112,400
\$25.1M – \$50M	3	\$94,833	\$84,750	\$88,500	\$101,750	\$82,500	\$109,700
\$50.1M – \$100M	2	\$123,500	\$122,750	\$123,500	\$124,250	\$122,300	\$124,700
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	-	-	-	-	-	-	-
5,001 – 10,000	7	\$87,857	\$69,500	\$82,500	\$110,000	\$59,000	\$120,800
10,001+	9	\$101,278	\$81,000	\$110,000	\$115,000	\$78,300	\$125,300

# TRANSPORTATION MANAGER

(OTHER TITLES MAY INCLUDE: TRANSPORTATION DIRECTOR)

**SUMMARY:** Responsible for providing students and passengers with efficient and safe transportation while ensuring county, state, and federal regulations and licenses are met. Oversees the organization, administration, and supervision of the school district transportation system and staff in accordance school district policies.

**EDUCATION:** High school diploma or GED. MSBO certification (transportation supervisor) or ability to obtain. Associate's degree preferred.

**EXPERIENCE:** This position requires a minimum of three (3) to five (5) years of progressively more responsible and supervisory experience or expansive experience preferably in the field of transportation or an equivalent combination of education and experience.

# SURVEY RESULTS: TRANSPORTATION MANAGER K -12

**Weighted Average:**  
**\$71,571**  
**\$66,980 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	35	\$62,071	\$52,000	\$62,000	\$69,500	\$47,500	\$78,800
151 – 300	31	\$69,097	\$60,750	\$69,000	\$78,250	\$51,000	\$84,500
301 – 500	24	\$79,375	\$61,125	\$73,250	\$95,125	\$56,600	\$102,200
500 – 1,000	10	\$81,900	\$69,750	\$77,750	\$88,875	\$63,800	\$111,000
1,001+	6	\$91,333	\$86,625	\$87,500	\$92,125	\$79,750	\$106,750
<b>Budget</b>							
\$1M – \$10M	11	\$53,818	\$48,000	\$52,000	\$61,000	\$45,000	\$62,000
\$10.1M – \$25M	37	\$66,527	\$58,000	\$66,000	\$74,500	\$50,000	\$80,200
\$25.1M – \$50M	32	\$72,141	\$63,000	\$69,250	\$81,625	\$55,100	\$92,700
\$50.1M – \$100M	16	\$83,156	\$69,250	\$80,500	\$96,625	\$60,000	\$106,250
\$100.1M – \$250M	9	\$91,222	\$86,500	\$88,000	\$93,500	\$74,000	\$112,800
\$250.1M+	1	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000
<b>Number of Students</b>							
1 – 1,000	29	\$60,707	\$52,000	\$62,000	\$66,500	\$47,000	\$75,000
1,001 – 2,000	22	\$68,409	\$57,625	\$66,750	\$79,500	\$50,200	\$88,750
2,001 – 5,000	41	\$75,244	\$62,000	\$71,000	\$86,000	\$56,000	\$100,000
5,001 – 10,000	11	\$89,227	\$78,250	\$86,500	\$101,250	\$68,000	\$111,000
10,001+	3	\$84,833	\$80,500	\$88,000	\$90,750	\$76,000	\$92,400

# SURVEY RESULTS: TRANSPORTATION MANAGER ISD

**Weighted Average:**  
**\$83,750**  
**\$75,591 (2025)**

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	2	\$53,750	\$46,625	\$53,750	\$60,875	\$42,350	\$65,150
151 – 300	5	\$95,000	\$73,000	\$91,000	\$95,500	\$72,400	\$124,300
301 – 500	1	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000
501-1,000	2	\$91,000	\$88,000	\$91,000	\$94,000	\$86,200	\$95,800
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	3	\$83,667	\$53,750	\$68,000	\$105,750	\$45,200	\$128,400
\$10.1M – \$25M	5	\$88,100	\$85,000	\$91,000	\$95,500	\$77,200	\$96,400
\$25.1M – \$50M	2	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000	\$73,000
\$50.1M – \$100M	-	-	-	-	-	-	-
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	1	\$39,500	\$39,500	\$39,500	\$39,500	\$39,500	\$39,500
5,001 – 10,000	4	\$99,500	\$85,250	\$93,250	\$107,500	\$74,900	\$129,100
10,001+	5	\$80,000	\$73,000	\$73,000	\$85,000	\$72,400	\$92,200

# FACILITIES MANAGER

(OTHER TITLES MAY INCLUDE: FACILITIES DIRECTOR)

**SUMMARY:** Responsible for review of the design, installation, modification and maintenance of electrical, roofing, refrigeration, plumbing, HVAC, paving, and other plant mechanical equipment systems for the district. Oversees compliance contracts, design drawings, and bid specifications. The incumbent is responsible for supervising staff within the department.

**EDUCATION:** This position requires knowledge equivalent to that which normally would be acquired through an associate's degree preferably in the area of engineering. A bachelor's degree is preferred. MSBO certification preferred.

**EXPERIENCE:** This position requires a minimum of five (5) to seven (7) years of supervisory experience working with construction contractors. Technical experience in safety, general building maintenance, or other related technical areas is required or an equivalent combination of education and experience.

# SURVEY RESULTS: FACILITIES MANAGER K -12

**Weighted Average:**  
**\$86,287**  
**\$80,201 (2025)**

K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	49	\$65,969	\$58,500	\$65,000	\$74,000	\$47,400	\$80,100
151 – 300	37	\$81,527	\$70,000	\$80,000	\$87,000	\$65,600	\$92,000
301 – 500	33	\$99,136	\$90,000	\$102,500	\$109,000	\$75,000	\$119,500
501 – 1,000	16	\$108,531	\$96,875	\$107,000	\$128,125	\$82,500	\$131,750
1,001+	11	\$121,909	\$110,500	\$116,000	\$129,750	\$94,000	\$153,500
<b>Budget</b>							
\$1M – \$10M	16	\$59,031	\$49,500	\$58,500	\$62,750	\$41,750	\$69,750
\$10.1M – \$25M	47	\$71,415	\$65,000	\$71,000	\$79,750	\$61,200	\$87,000
\$25.1M – \$50M	41	\$91,585	\$80,000	\$90,000	\$103,000	\$70,000	\$113,000
\$50.1M – \$100M	26	\$104,288	\$92,375	\$102,250	\$120,000	\$86,000	\$128,750
\$100.1M – \$250M	13	\$105,500	\$94,000	\$111,000	\$116,000	\$78,000	\$127,800
\$250.1M+	3	\$153,000	\$141,500	\$153,500	\$164,750	\$134,300	\$171,500
<b>Number of Students</b>							
1 – 1,000	38	\$64,237	\$58,500	\$65,000	\$71,750	\$45,000	\$77,900
1,001 – 2,000	31	\$75,194	\$66,250	\$75,000	\$83,250	\$63,500	\$88,000
2,001 – 5,000	55	\$96,373	\$85,750	\$93,000	\$108,000	\$70,800	\$119,000
5,001 – 10,000	14	\$108,750	\$94,875	\$112,500	\$129,375	\$79,700	\$130,350
10,001+	8	\$125,375	\$111,250	\$117,500	\$135,500	\$102,700	\$160,250

# SURVEY RESULTS: FACILITIES MANAGER ISD

Weighted Average:  
\$83,455  
\$80,476 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	4	\$69,875	\$61,375	\$64,750	\$73,250	\$61,150	\$82,700
151 – 300	10	\$73,100	\$65,750	\$70,500	\$81,625	\$63,050	\$91,100
301 – 500	4	\$98,000	\$89,125	\$92,250	\$101,125	\$83,950	\$116,650
501 - 1,000	4	\$108,375	\$84,875	\$105,000	\$128,500	\$84,650	\$134,800
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	7	\$66,429	\$61,250	\$64,500	\$68,000	\$56,600	\$77,600
\$10.1M – \$25M	8	\$82,500	\$80,000	\$84,750	\$89,500	\$68,150	\$91,450
\$25.1M – \$50M	4	\$93,875	\$79,375	\$86,250	\$100,725	\$77,350	\$116,500
\$50.1M – \$100M	2	\$98,250	\$84,875	\$98,250	\$111,625	\$76,850	\$119,650
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	2	\$76,750	\$69,125	\$76,750	\$84,375	\$64,550	\$88,950
5,001 – 10,000	8	\$70,375	\$63,625	\$68,000	\$75,875	\$57,700	\$89,600
10,001+	12	\$93,292	\$79,375	\$84,750	\$100,625	\$70,150	\$126,800

# DIRECTOR OF FOOD AND NUTRITION SERVICES

**SUMMARY:** Responsible for district wide food operations to ensure USDA guidelines are met. Plans and implements daily menus, and purchases food, supplies, and equipment according to the Federal Nutrition Program. The incumbent is responsible for supervising staff within the department.

**EDUCATION:** This position requires knowledge equivalent to that which normally would be acquired through the completion of a four year-college degree program such as a bachelor's of food service management, dietetics, or equivalent. MSBO certification preferred.

**EXPERIENCE:** A minimum of five (5) to seven (7) years of progressively more responsible or expansive experience in food service operations, including three (3) to five (5) years of supervisory responsibility is required. Experience in institutional food preparation, kitchen management, and materials procurement is required or an equivalent combination of education and experience.

# SURVEY RESULTS: DIRECTOR OF FOOD AND NUTRITION SERVICES

## K-12

**Weighted Average:**  
**\$70,726**  
**\$67,475 (2025)**

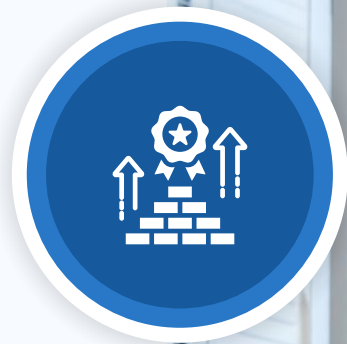
K-12	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	32	\$53,656	\$43,500	\$50,250	\$63,625	\$35,350	\$75,650
151 – 300	22	\$65,523	\$58,250	\$63,750	\$71,875	\$50,400	\$81,750
301 – 500	21	\$80,381	\$73,500	\$80,500	\$89,000	\$64,500	\$93,000
501 – 1,000	10	\$94,250	\$80,375	\$92,000	\$101,875	\$78,400	\$108,550
1,001+	8	\$98,563	\$87,625	\$92,500	\$111,875	\$83,050	\$117,950
<b>Budget</b>							
\$1M – \$10M	13	\$46,731	\$38,500	\$43,500	\$50,500	\$34,600	\$58,300
\$10.1M – \$25M	28	\$59,036	\$49,875	\$60,750	\$65,000	\$46,750	\$73,550
\$25.1M – \$50M	25	\$74,720	\$64,500	\$75,500	\$84,000	\$56,400	\$93,600
\$50.1M – \$100M	16	\$82,313	\$77,500	\$82,750	\$86,375	\$72,500	\$95,500
\$100.1M – \$250M	9	\$98,833	\$88,000	\$95,000	\$105,500	\$84,200	\$116,400
\$250.1M+	2	\$121,250	\$117,125	\$121,250	\$125,375	\$114,650	\$127,850
<b>Number of Students</b>							
1 – 1,000	29	\$53,414	\$43,500	\$50,500	\$63,500	\$34,900	\$73,200
1,001 – 2,000	15	\$61,067	\$55,000	\$60,000	\$65,000	\$49,700	\$73,000
2,001 – 5,000	33	\$76,758	\$72,000	\$77,500	\$85,000	\$58,800	\$92,700
5,001 – 10,000	11	\$94,773	\$83,500	\$90,000	\$101,750	\$79,000	\$105,500
10,001+	5	\$107,400	\$95,000	\$111,500	\$113,000	\$90,800	\$122,900

# SURVEY RESULTS: DIRECTOR OF FOOD AND NUTRITION SERVICES

## ISD

Weighted Average:  
\$56,400  
\$48,500 (2025)

ISD	n	Average	Interquartile Ranges			Extremes	
			25 <sup>th</sup>	Median	75 <sup>th</sup>	10 <sup>th</sup>	90 <sup>th</sup>
<b>Number of Employees</b>							
1 – 150	-	-	-	-	-	-	-
151 – 300	2	\$52,500	\$45,500	\$52,500	\$59,500	\$41,300	\$63,700
301 – 500	2	\$56,000	\$53,750	\$56,000	\$58,250	\$52,400	\$59,600
501 - 1,000	1	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000
1,001+	-	-	-	-	-	-	-
<b>Budget</b>							
\$1M – \$10M	-	-	-	-	-	-	-
\$10.1M – \$25M	3	\$56,667	\$51,750	\$65,000	\$65,750	\$43,800	\$66,200
\$25.1M – \$50M	2	\$56,000	\$53,750	\$56,000	\$58,250	\$52,400	\$59,600
\$50.1M – \$100M	-	-	-	-	-	-	-
\$100.1M – \$250M	-	-	-	-	-	-	-
\$250.1M+	-	-	-	-	-	-	-
<b>Number of Students</b>							
1 – 1,000	-	-	-	-	-	-	-
1,001 – 2,000	-	-	-	-	-	-	-
2,001 – 5,000	-	-	-	-	-	-	-
5,001 – 10,000	1	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500	\$38,500
10,001+	4	\$60,875	\$58,200	\$62,750	\$65,375	\$54,200	\$66,050



## WHAT NOW?

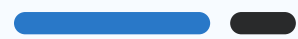
How to use the data and apply it in your organization:

- Review your position descriptions to ensure they are up to date and accurate – they are basis of numerous HR systems.
- Develop salary ranges in your district using the best comparables – these will help you maintain a compensation system so you pay within market salaries.
- Determine a pay strategy – Do you want to lead, lag, or be at the market competitive compensation?
- Develop a strategy for positions in which you are paying above or below the market.




# THANK YOU

FOR YOUR ATTENTION  
AND PARTICIPATION



CONTACT INFORMATION:

 (517) 347-0590

 [hslc@hiringsolutionsllc.com](mailto:hslc@hiringsolutionsllc.com)

 [hiringsolutionsllc.com](http://hiringsolutionsllc.com)

 3445 Woods Edge Dr., Okemos, MI  
48864

