

NO. 13-109335-S

IN THE SUPREME COURT OF THE STATE OF KANSAS

LUKE GANNON,
by his next friends and guardians, *et al.*,

Plaintiffs/Appellees/Cross-Appellants,

vs.

STATE OF KANSAS,

Defendant/Appellant/Cross-Appellee.

BRIEF OF AMICUS CURIAE
KANSAS NATIONAL EDUCATION ASSOCIATION

Appeal from the District Court of Shawnee County, Kansas,
Honorable Judges Franklin R. Theis, Robert J. Fleming, and Jack L. Burr,
Case No. 10-c-1569

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INTEREST OF AMICI

Since its founding as the Kansas State Teachers' Association in 1863, the Kansas National Education Association ("KNEA") has existed for "the support and promotion of the general educational interests of the State of Kansas; the collection and dissemination of educational intelligence; and the mutual improvement of its members in all that pertains to the teacher's vocation." (CHARTER OF THE KANSAS STATE TEACHERS' ASSOCIATION, Section II [December 28, 1876]) One hundred and fifty years later, these continue to be the guiding principles of KNEA. (KANSAS NEA CONSTITUTION, Article II [2013]).

Today, KNEA continues to be a voluntary, statewide organization that is made up of over 24,000 members from every part of the education profession. KNEA's mission, however, remains little-changed since its founding: "to empower its members to promote quality public schools, strengthen the teaching profession and improve the well-being of members." (KNEA Mission Statement.)

KNEA recognizes that the quality of Kansas' education system is inextricably dependent upon the amount of funding that it receives from the legislature. KNEA's abiding interest in ensuring quality education for the children, youth, and adults of Kansas compels its interest in the outcome in this case.

ARGUMENTS AND AUTHORITIES

KNEA is a voluntary association of Kansas' education professionals. Under its constitution, KNEA is required to pursue a program that emphasizes quality education for the children, youth, and adults of Kansas. (KANSAS NEA CONSTITUTION, Article II [2013]). KNEA is authorized to do this through a variety of methods, two of which are relevant here. *Id.* First, because KNEA believes that quality education in Kansas is impossible unless the legislature fulfills its constitutional duty to provide the funding necessary for a quality education program, KNEA must do what it can to ensure adequate financing of public education in Kansas. *Id.* Since the 3-year school-funding plan enacted by the legislature in response to the Court's *Montoy* decision ended, the legislature has failed to meet its constitutional burden to adequately fund Kansas' schools.

Number of Teachers Employed Statewide As a Measure of Suitability of School Funding

Certainly, one factor that affects the quality of education for the children and youth of Kansas is the number of students a teacher is assigned in class. This student-to-teacher ratio is reflected in the number of teachers that school funding enables school districts to employ. As measured by the number of teachers employed in Kansas and the ratio of students per teacher, the legislature has failed to constitutionally fund Kansas' education system since the monies appropriated under the 3-year post-*Montoy* school funding plan expired.

Education statistics, including the number of teachers employed and the student/teacher ratio by state, are compiled and maintained by the National Center for Educational Statistics (NCSE). The NCSE has posted these and other statistics on its website in a document titled

Public Elementary and Secondary School Student Enrollment and Staff Counts from the Common Core of Data for the relevant school years through the 2010-11 school year. (http://nces.ed.gov/ccd/pub_snf_report.asp) The number of teachers employed in the state is a concern of KNEA, both because KNEA believes that educational quality generally improves with smaller class size.

The effect of the implementation and then the expiration of the 3-year post-*Montoy* school funding plan is reflected in the number of teachers employed in the state, and in the ratio of students to teachers. As reported by the NCES, during the 3 years of the *Montoy* monies, the number of elementary and secondary teachers in Kansas grew by over 5%. (*Id.*, for school years 2006-07, 2007-08, and 2008-09) This growth in the number of teachers in Kansas began to decline almost immediately upon the expiration of the post-*Montoy* funds. (*Id.*, for school years 2009-10 and 2010-11.) As of the 2010-11 school year, the last year for which the NCES has posted data, the number of teachers in Kansas had nearly reverted to the level it occupied when this Court found the legislature in violation of its constitutional duty to suitably fund education in *Montoy*.

Moreover, except for one year, the number of students in Kansas has increased each year since before the Court's decision in *Montoy*. (*Id.*, see 2006-07 school year) Consequently, by the 2010-11 school year, the student/teachers ratio in the state had reverted to the level it had been when the *Montoy* court found school funding in the state to be constitutionally inadequate. *Id.* To the extent, therefore, that the number of teachers and the student/teacher ratio in Kansas can serve as a proxy for the level of education funding in Kansas, it is currently no better than what it was when the court in *Montoy* found it constitutionally insufficient.

Teacher Pay As a Measure of Suitability of School Funding

Likewise, KNEA's constitution requires the program of KNEA to emphasize quality education for the children, youth, and adults of Kansas through working for the economic security of Kansas' educators. (KANSAS NEA CONSTITUTION, Article II [2013]). Consequently, teacher pay is an important interest of KNEA. Like the number of teachers in Kansas, teacher pay is, at best, an incomplete measure of the adequacy of school funding. However, the level of average teacher pay is an evidence of the suitability of the legislature's funding of education in Kansas. Like the number of Kansas teachers, Kansas average teacher pay shows that teachers are no better off than they were when the court in *Montoy* found school funding in Kansas to be constitutionally inadequate.

Dr. Wade Anderson, KNEA Director of Negotiation and Research, has analyzed the Kansas teacher average salary for school years since the 1991-92 school year. (KNEA Negotiation and Research Report on 2011-12 Actual and 2012-13 Contracted Teacher Average Salaries, Supplementals, and Fringe Benefits in Kansas Unified School Districts, attached as Appendix.) Dr. Anderson's research and calculations show that, while the Kansas teacher average salary, in terms of real dollars, has grown steadily since the 1991-92 school year, its growth rate has lagged both that of U.S. per capita income and Kansas per capita income. (*Id.*, at p. 1)

Furthermore, Dr. Anderson's research shows that the Kansas teacher average salary has remained stagnant since at least the 1991-92 school year, when considered in terms of constant dollars. *Id.* The only deviation from this trend coincided with the legislature's implementation of the 3-year school funding plan enacted following this Court's decision in *Montoy*. *Id.* Once the 3-year post-*Montoy* school funding plan was abandoned, the Kansas teacher average salary,

in terms of both real and constant dollars, fell. *Id.* For the 2011-12 and 2012-13 school years, the “Kansas teacher average salary” in terms of constant dollars had fallen below that of the 1991-92 school year, and it was comparable to the level it was when the court in *Montoy* found school funding in the state constitutionally inadequate. *Id.*

Research shows that an effective teacher is key to student success. (See, e.g., “Using Multiple Evaluation Measures to Improve Teacher Effectiveness,” downloaded from <http://www.americanprogress.org/issues/education/report/2012/12/18/48368/using-multiple-evaluation-measures-to-improve-teacher-effectiveness/>) Furthermore, studies suggest that having highly effective teachers can result in significant increases in students’ future earnings. (See, Hanushek, *The Economic Value of Higher Teacher Quality*, NATIONAL BUREAU OF ECONOMIC RESEARCH, Working Paper 16606, (2010) downloaded from <http://www.nber.org/papers/w16606>.) The recent effort to link teacher evaluations to measures of student progress is, in no small part, a reflection of these results. It is essential, therefore, for school districts to be able to retain highly effective teachers.

The Kansas legislature has not done what it needs to do to retain the state’s best and most highly effective teachers. Dr. Anderson’s research shows that average teacher salaries in Kansas today provide teachers no better standard of living than they had 20-25 years ago. It was only during the three years that the funding plan that the legislature enacted to cure constitutional infirmities found by the *Montoy* court that the standard of living of Kansas’ teachers rose above the nearly constant level of the last 20 years.

The legislature’s failure to maintain its post *Montoy* funding plan once again allowed Kansas’ teachers standard of living, when considered in terms of constant dollars, to once again fall back to the level it had been when the court found the legislature’s funding of Kansas education to be constitutionally deficient. The state cannot reach the goal of staffing the state’s

schools with the best and most highly effective teachers, if the most it can offer is a stagnant standard of living through their career in education. Many of the best teachers can and do go elsewhere where their economic future is brighter.

When viewed by the measures of average teachers' salary, number of teachers employed, and the student-to-teacher workload, the legislature is doing no better in funding the education system in Kansas today than it was when the court in *Montoy* found education funding to be constitutionally inadequate.

Federal Teacher Tax Deduction Revisited

In its amicus brief in *Montoy*, KNEA noted that teachers often face the choice of using their own resources to provide supplies, supplemental materials, and other necessities for their classrooms, or to do without. At that time, KNEA's national affiliate, the National Education Association estimated that the average teacher nationwide spent \$400 a year of their own money on classroom supplies, while Quality Education Data estimated that the average teacher spends over \$520 a year out of pocket. 149 CONG. REC. S5859 (daily ed. June 20, 2002) (statement of Sen. Collins).

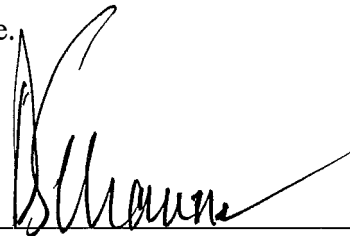
In response, Congress provided a tax deduction for the 2002 and 2003 tax years of up to \$250 for teachers who use their own money to buy classroom materials. JOB CREATION AND WORKER ASSISTANCE ACT OF 2002, P.L. 107-147, Title IV, Subtitle A, § 406(a), (b), 116 Stat. 43 [codified at 26 U.S.C. § 62(a)(2)(D)]. Although this deduction was originally intended to extend only for two tax years, since then, Congress has seen the need to extend to teachers the deduction for subsequent tax years. Most recently, Congress did so for tax years through 2013. AMERICAN TAXPAYER RELIEF ACT OF 2012, P.L. 112-240, Title II, § 201(a), 126 Stat. 2323 [amending 26

U.S.C. § 62(a)(2)(D)]. Although thus far, Congress has treated this as a problem in need of only a short-term fix; the teacher tax deduction seems to be well used.

For Kansas' teachers, whose standard of living, as we have seen, has been stagnant since the 1991-92 school year, the burden of using their own resources to provide supplies and other necessities for their classrooms is truly an insult added to injury. The experience of Kansas' teachers abundantly supports the district court's finding that the Kansas legislature has failed make suitable provision for finance of the educational interests of the state.

CONCLUSION

The district court, in its comprehensive decision in this case, found that the current system for funding public education in Kansas, by reason of its under-funding, violates Article 6 of the Kansas Constitution's requirement that the legislature make suitable provision for finance of the educational interests of the state. KNEA's experience supports the district court's decision. The Kansas National Education Association respectfully requests that the Supreme Court affirm the district court's decision in this case.



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CERTIFICATE OF SERVICE

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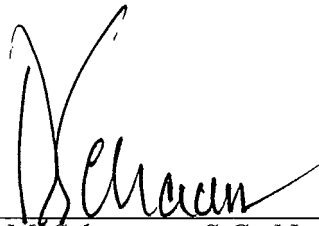
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Appendix

KNEA Negotiation and Research Report on

**2011-12 Actual
And
2012-13 Contracted**

**Teacher Average Salaries ,
Supplementals, and Fringe Benefits**

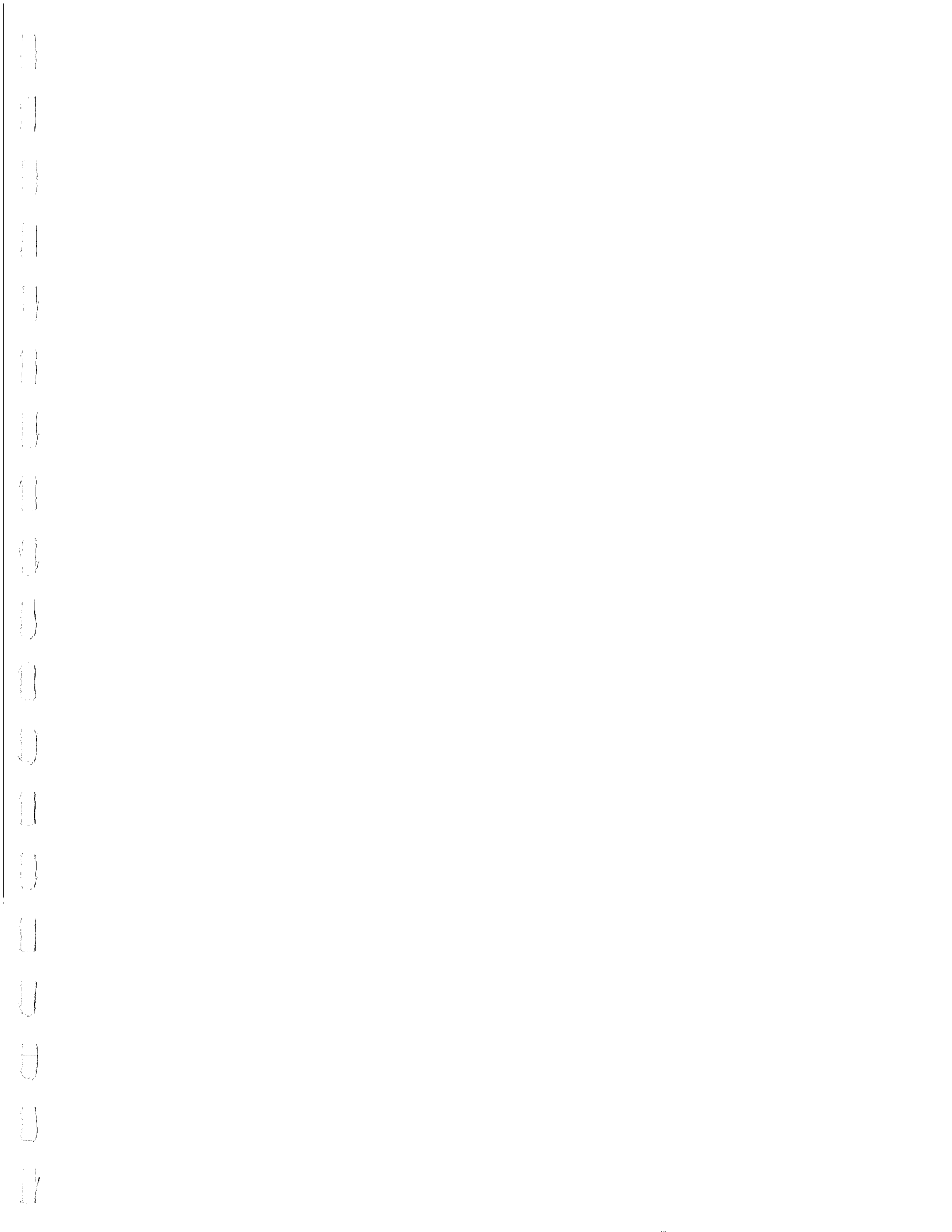
In

Kansas Unified School Districts



Kansas-NEA: Making Public Schools Great for Every Child!

April 2013



Teacher Average Salary in the United States and Kansas – 1991 through 2013

Year	US Tchr Avg Sal	US Avg Sal % Incr	US Tchr Avg Sal Constant Dollars	KS Tchr Avg Sal	KS Avg Sal % Incr	KS Tchr Avg Sal Constant Dollars	Consumer Price Index (August)	CPI % Incr	US Per Capita Income	KS Per Capita Income
91-92	\$34,054	2.81	\$34,054	\$28,759	3.48%	\$28,759	140.5	3.16%	\$19,818	\$18,605
92-93	\$35,017	2.83	\$33,999	\$30,243	5.16%	\$29,364	144.4	2.78%	\$20,799	\$19,710
93-94	\$35,723	2.02	\$33,818	\$31,297	3.49%	\$29,629	148.4	2.77%	\$21,385	\$20,371
94-95	\$36,933	3.39	\$34,001	\$31,815	1.66%	\$29,289	152.5	2.76%	\$22,297	\$21,235
95-96	\$37,642	1.92	\$33,659	\$32,382	1.78%	\$28,956	157.0	2.95%	\$23,262	\$21,870
96-97	\$38,443	2.13	\$33,604	\$32,865	1.49%	\$28,729	160.5	2.23%	\$24,442	\$23,255
97-98	\$39,350	2.36	\$33,859	\$33,579	2.17%	\$28,903	163.2	1.68%	\$25,654	\$24,504
98-99	\$40,544	3.03	\$34,144	\$34,369	2.35%	\$28,943	166.7	2.14%	\$27,258	\$26,032
99-00	\$41,807	3.12	\$34,062	\$34,981	1.78%	\$28,501	172.6	3.54%	\$28,333	\$26,826
00-01	\$43,378	3.76	\$34,364	\$35,794	2.32%	\$28,356	177.5	2.84%	\$30,318	\$28,479
01-02	\$44,655	2.95	\$34,825	\$37,092	3.63%	\$28,927	180.1	1.46%	\$31,149	\$29,670
02-03	\$45,686	2.31	\$34,836	\$38,030	2.53%	\$28,998	183.9	2.11%	\$31,470	\$29,756
03-04	\$46,542	1.87	\$34,568	\$38,630	1.58%	\$28,691	189.4	2.99%	\$32,284	\$30,822
04-05	\$47,516	2.09	\$34,134	\$39,351	1.87%	\$28,269	195.4	3.17%	\$33,899	\$31,918
05-06	\$49,086	3.30	\$34,161	\$41,467	5.38%	\$28,858	203.5	4.15%	\$35,477	\$33,130
06-07	\$51,052	4.01	\$34,545	\$43,318	4.46%	\$29,311	208.3	2.36%	\$37,728	\$35,758
07-08	\$52,800	3.42	\$34,406	\$44,795	3.41%	\$29,190	220.0	5.62%	\$39,506	\$37,663
08-09	\$54,274	2.79	\$35,493	\$46,234	3.21%	\$30,235	215.4	-2.09%	\$40,947	40,466
09-10	\$55,202	1.71	\$35,518	\$46,660	0.92%	\$30,021	215.9	0.23%	\$38,637	\$37,988
10-11	\$55,489	0.76	\$34,610	\$46,585	-0.16%	\$29,056	218.1	1.02%	\$39,791	\$38,545
11-12	\$55,418	-.001	\$33,865	\$46,472	-0.24%	\$28,398	226.5	3.12%	\$41,560	\$40,883
12-13*	\$56,383**	1.02	\$33,984	\$47,438	1.69%	\$28,546	230.4	1.70%	\$42,639	\$41,835

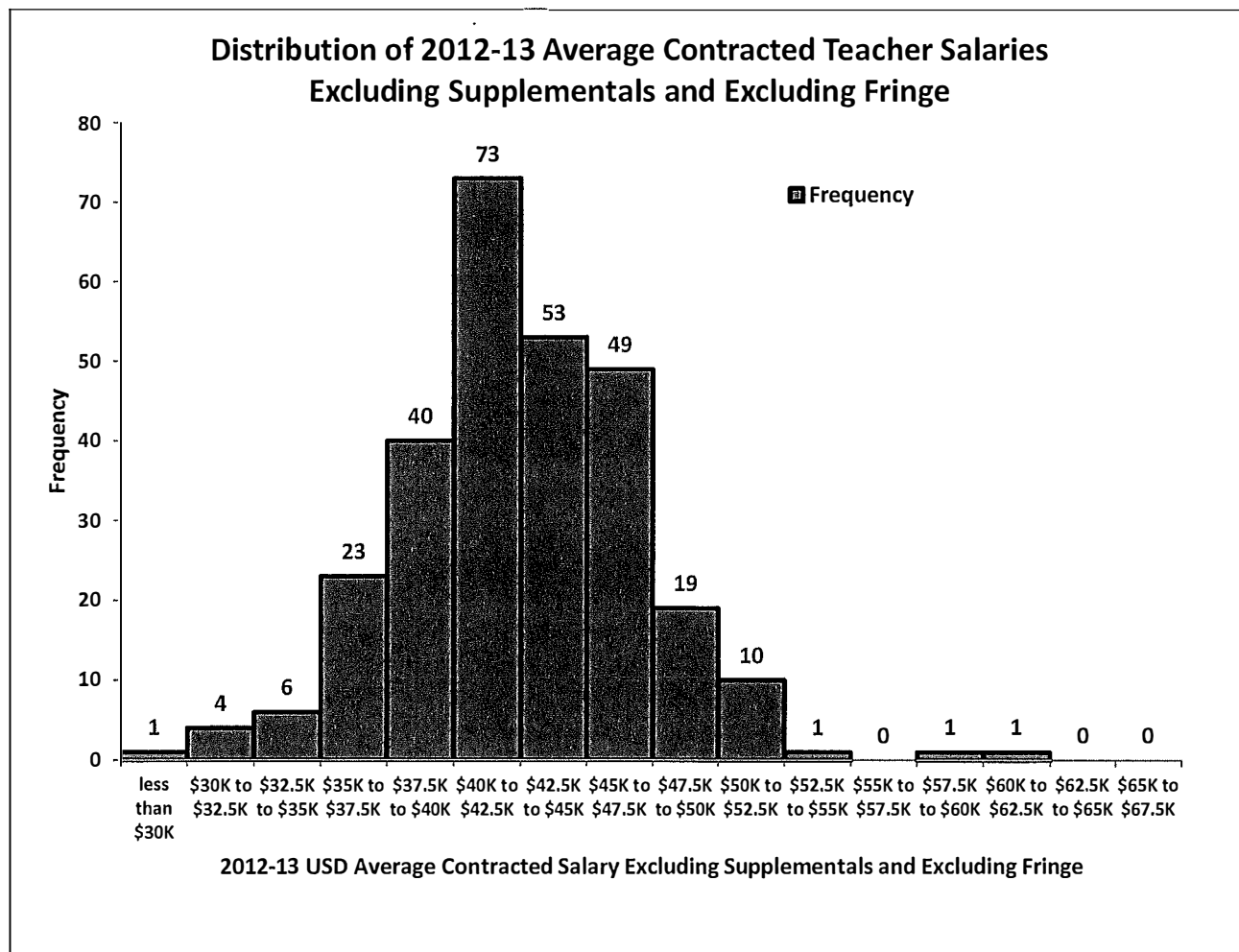
*2012-13 Contracted

**NEA Estimate

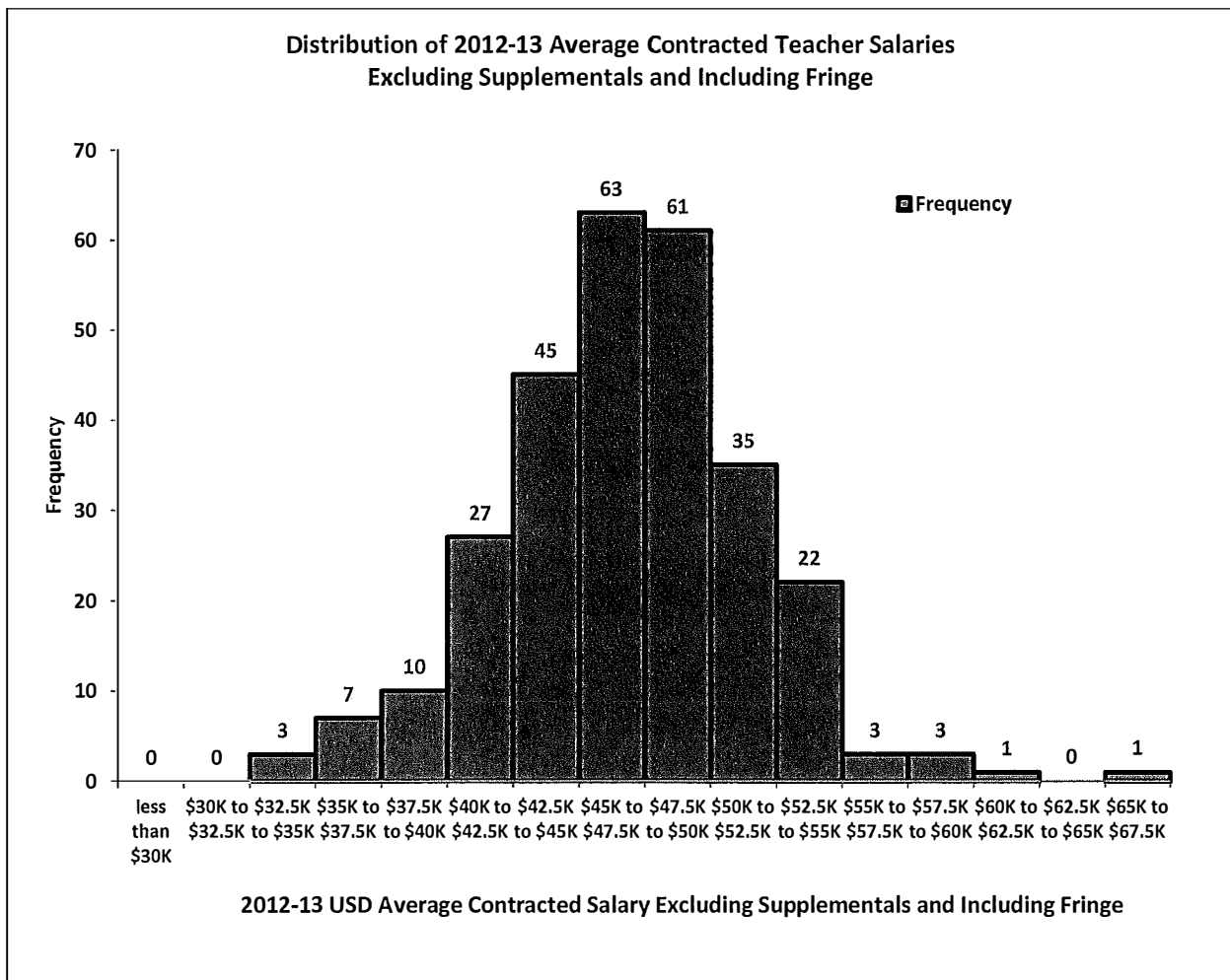
Summary of 2011-12 Actual and 2012-13 Contracted Teacher Average Salaries in Kansas Unified School Districts.

	2011-12 <u>Actual</u>	2012-13 <u>Contracted</u>
1. Average Salary excluding employer paid fringe benefits and excluding salaries for supplemental duties.....	\$46,472	\$47,438
2. Average Salary including employer paid fringe benefits and excluding salaries for supplemental duties.....	\$51,275	\$51,876
3. Average Salary excluding employer paid fringe benefits and including salaries for supplemental duties.....	\$48,647	\$49,255
4. Average Salary including employer paid fringe benefits and including salaries for supplemental duties.....	\$53,451	\$53,872

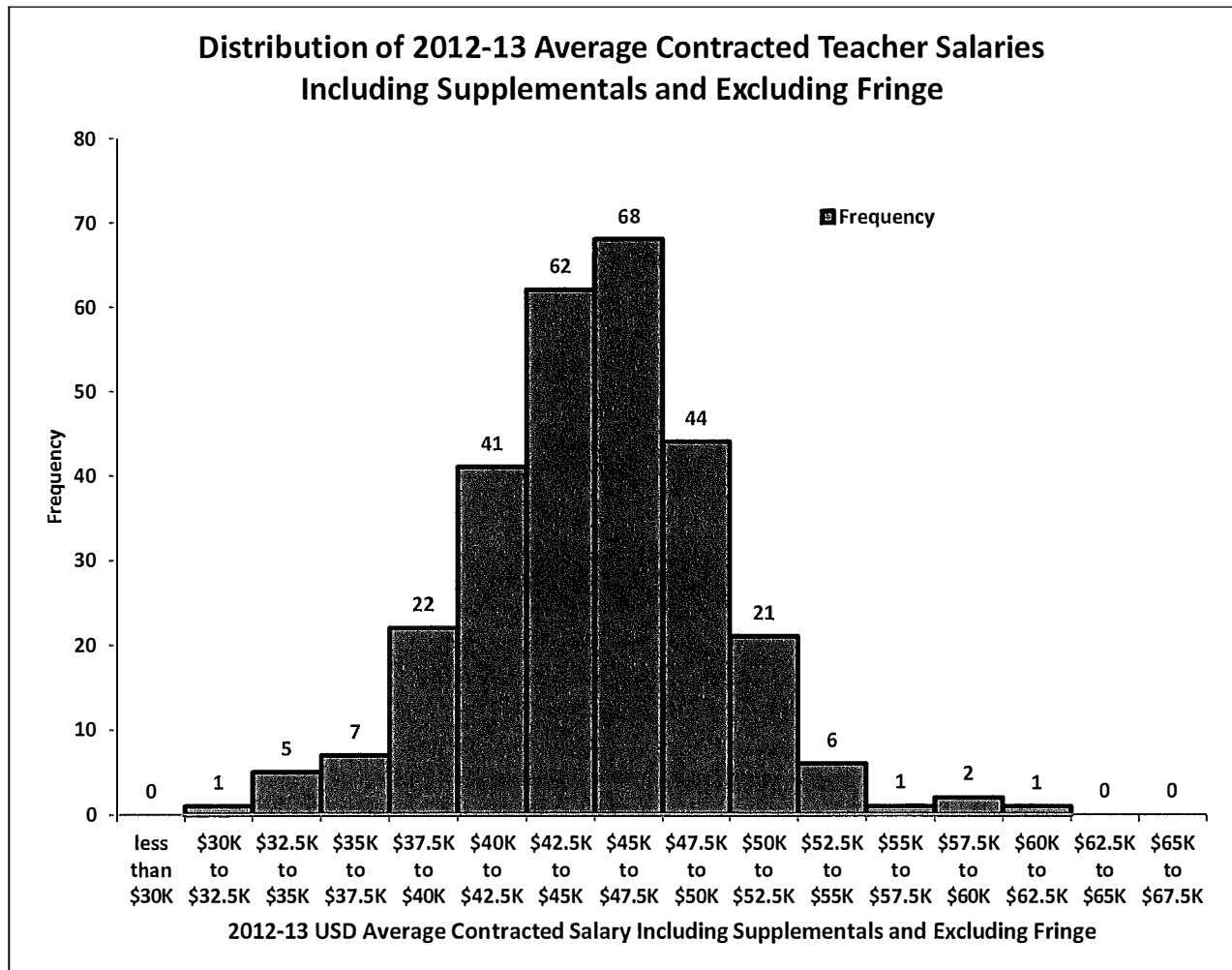
<i>2012-13 Contracted USD Avg Tchr Salaries excluding Supplementals and excluding Fringe (KS Avg \$47,438)</i>	
Mean of 281 USD Avg Tchr Salaries	\$42,495
Median	\$42,175
Standard Deviation	\$4,537.26
Range	\$32,386
Minimum	\$28,097
Maximum	\$60,483
Count	281



<i>2012-13 Contracted USD Avg Tchr Salaries excluding Supplementals and including Fringe (KS Avg \$51,876)</i>	
Mean of 281 USD Avg Tchr Salaries	\$46,824
Median	\$46,799
Standard Deviation	\$4,800.90
Range	\$32,846
Minimum	\$32,637
Maximum	\$65,483
Count	281

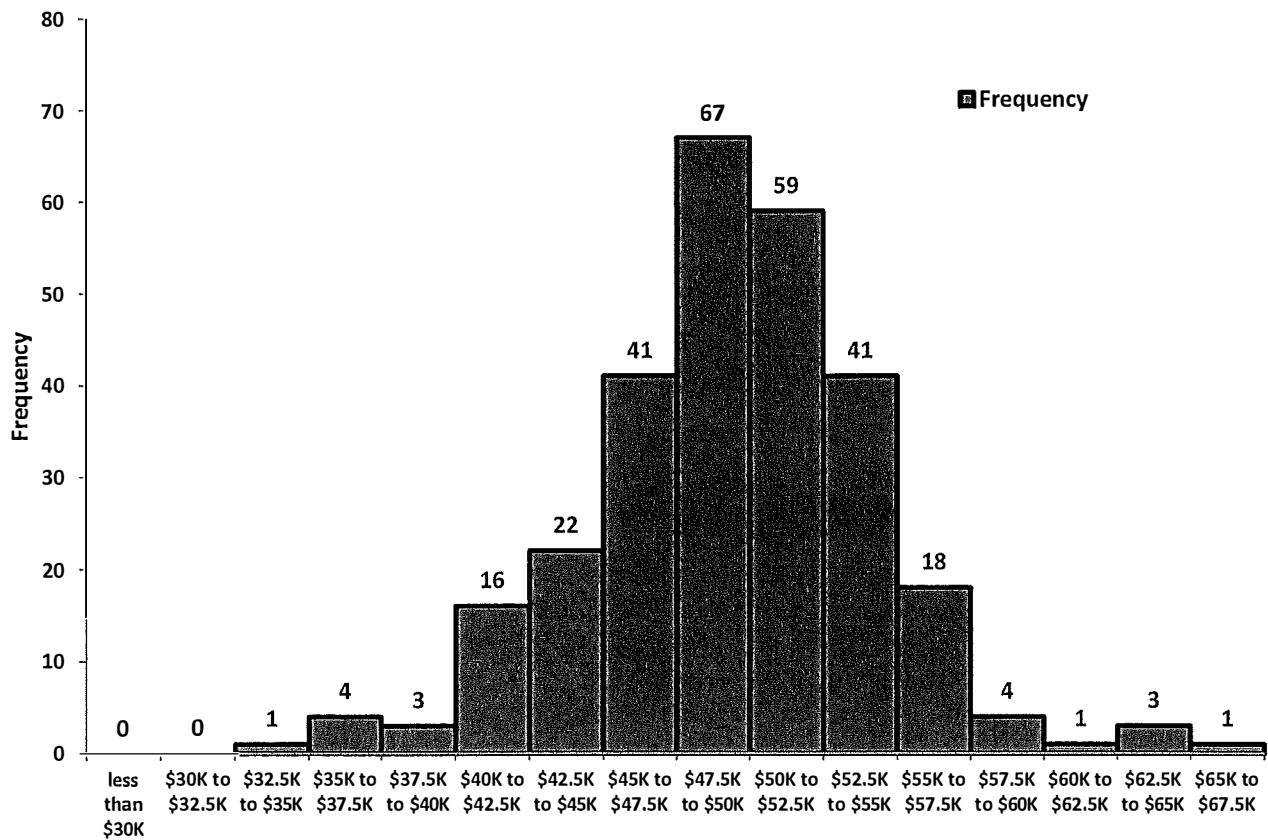


<i>2012-13 Contracted USD Avg Tchr Salaries including Supplementals and excluding Fringe (KS Avg \$49,255)</i>	
Mean of 281 USD Avg Tchr Salaries	\$45,011
Median	\$45,088
Standard Deviation	\$4,519.28
Range	\$30,297
Minimum	\$31,384
Maximum	\$61,681
Count	281



2012-13 Contracted USD Avg Tchr Salaries Including Supplementals and Including Fringe (KS Avg \$53,872)	
Mean of 281 USD Avg Tchr Salaries	\$49,339
Median	\$49,449
Standard Deviation	\$4,786.39
Range	\$32,839
Minimum	\$33,842
Maximum	\$66,681
Count	281

Distribution of 2012-13 Average Contracted Teacher Salaries Including Supplementals and Including Fringe



2012-13 USD Average Contracted Salary Including Supplementals and Including Fringe

Teacher Salary Data

(In USD order.)

Teacher Average Salaries in Kansas USD's
2011-12 Actual and 2012-13 Contracted

KNEA Negotiation and Research

USD #	County	District Name	2011-12 Actual Salaries								
			2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
101	Neosho	Erie	38.5	\$39,706	202	\$42,440	202	\$50,453	53	\$53,186	50
102	Gray	Cimarron-Ensign	55.7	\$41,331	167	\$43,539	176	\$44,676	195	\$46,884	203
103	Cheyenne	Cheylin	18.3	\$35,100	273	\$38,005	268	\$43,341	220	\$46,247	217
105	Rawlins	Rawlins County	29.1	\$42,409	138	\$45,258	132	\$48,290	102	\$51,139	93
106	Ness	Western Plains	18.5	\$33,360	279	\$35,020	280	\$37,380	278	\$39,040	280
107	Jewell	Rock Hills	29.0	\$37,408	246	\$39,501	251	\$42,682	233	\$44,775	240
108	Washington	Washington Co. Sch	36.9	\$40,681	181	\$43,193	184	\$52,185	31	\$54,697	27
109	Republic	Republic County	37.8	\$42,224	143	\$44,404	149	\$46,743	137	\$48,923	148
110	Phillips	Thunder Ridge	25.4	\$39,670	208	\$41,744	216	\$43,979	206	\$46,053	219
111	Doniphan	Doniphan West Sch	46.7	\$35,995	268	\$37,256	274	\$39,849	268	\$41,111	273
112	Ellsworth	Central Plains	58.0	\$39,492	206	\$41,420	227	\$43,774	210	\$45,702	226
113	Nemaha	Prairie Hills	103.0	\$43,837	97	\$48,167	58	\$45,771	169	\$50,100	120
114	Doniphan	Riverside	62.3	\$39,773	201	\$42,148	208	\$42,738	231	\$45,113	238
115	Nemaha	Nemaha Central Sch	74.5	\$40,984	174	\$43,740	173	\$44,573	197	\$47,329	193
200	Greeley	Greeley County	20.7	\$41,413	165	\$43,371	182	\$45,171	182	\$47,129	195
202	Wyandotte	Turner	286.8	\$45,797	61	\$47,277	75	\$49,723	64	\$51,203	89
203	Wyandotte	Piper	119.6	\$47,724	20	\$49,815	31	\$52,240	29	\$54,332	35
204	Wyandotte	Bonner Springs	172.5	\$43,426	111	\$44,841	141	\$47,057	128	\$48,472	166
205	Butler	Bluestem	43.0	\$45,232	70	\$49,000	42	\$47,378	121	\$51,147	92
206	Butler	Remington-Whitewa	41.2	\$44,808	74	\$51,278	15	\$49,957	59	\$56,428	13
207	Leavenworth	Ft. Leavenworth	125.0	\$47,126	28	\$47,694	65	\$49,730	62	\$50,298	111
208	Trego	WaKeeney	35.6	\$40,376	188	\$42,609	197	\$44,810	192	\$47,043	196
209	Stevens	Moscow	21.7	\$38,055	236	\$41,720	217	\$46,626	144	\$50,291	112
210	Stevens	Hugoton	84.0	\$50,817	9	\$53,618	8	\$57,405	4	\$60,206	5
211	Norton	Norton	57.5	\$41,665	157	\$45,085	134	\$45,338	178	\$48,759	157
212	Norton	Northern Valley	23.6	\$34,586	275	\$37,332	272	\$37,092	279	\$39,839	278
214	Grant	Ulysses	114.0	\$49,248	13	\$51,580	12	\$52,912	20	\$55,244	20
215	Kearny	Lakin	56.0	\$45,936	55	\$45,936	115	\$53,714	15	\$53,714	44
216	Kearny	Deerfield	27.5	\$42,502	135	\$45,063	136	\$46,682	141	\$49,243	141
217	Morton	Rolla	22.6	\$45,834	59	\$49,194	40	\$46,853	133	\$50,213	118
218	Morton	Elkhart	47.7	\$46,750	37	\$49,597	33	\$49,814	61	\$52,661	59
219	Clark	Minneola	20.7	\$36,922	255	\$40,579	242	\$41,914	242	\$45,570	231
220	Clark	Ashland	20.4	\$39,010	218	\$41,903	213	\$40,882	257	\$43,775	251
223	Washington	Barnes	37.4	\$36,136	263	\$38,584	264	\$41,015	255	\$43,463	256
224	Washington	Clifton-Clyde	27.2	\$39,245	214	\$41,503	221	\$43,240	221	\$45,498	232
225	Meade	Fowler	18.8	\$38,179	233	\$40,860	238	\$41,716	243	\$44,397	242
226	Meade	Meade	42.0	\$44,265	85	\$48,386	56	\$46,161	161	\$50,282	113
227	Hodgeman	Jetmore	27.0	\$40,235	193	\$41,800	214	\$42,518	234	\$44,083	245
229	Johnson	Blue Valley	1,685.8	\$54,597	2	\$57,968	2	\$59,943	3	\$63,315	2
230	Johnson	Spring Hill	165.0	\$51,915	6	\$53,960	7	\$52,365	27	\$54,409	34
231	Johnson	Gardner-Edgerton	402.0	\$47,714	21	\$49,379	36	\$51,915	35	\$53,581	47
232	Johnson	DeSoto	519.5	\$47,060	30	\$48,896	46	\$51,195	39	\$53,031	51

Teacher Average Salaries in Kansas USD's
2011-12 Actual and 2012-13 Contracted

KNEA Negotiation and Research

USD #	County	District Name	2011-12 Actual Salaries								
			2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
233	Johnson	Olathe	2,011.6	\$54,546	3	\$56,587	4	\$60,271	2	\$62,312	3
234	Bourbon	Ft. Scott	153.0	\$44,402	82	\$45,358	130	\$48,824	83	\$49,780	127
235	Bourbon	Uniontown	38.5	\$43,229	117	\$45,381	129	\$46,707	138	\$48,859	150
237	Smith	Smith Center	41.0	\$39,539	205	\$43,718	174	\$43,879	208	\$48,058	175
239	Ottawa	North Ottawa Co.	47.0	\$43,006	122	\$46,440	96	\$44,970	187	\$48,404	168
240	Ottawa	Twin Valley	49.4	\$36,535	260	\$39,326	255	\$45,207	181	\$47,998	177
241	Wallace	Wallace	22.0	\$42,004	147	\$42,004	211	\$42,113	239	\$42,113	267
242	Wallace	Weskan	16.0	\$27,791	286	\$31,078	286	\$34,016	284	\$37,302	283
243	Coffey	Lebo-Waverly	55.0	\$34,869	274	\$36,766	276	\$34,990	282	\$36,888	284
244	Coffey	Burlington	81.0	\$51,135	8	\$52,814	9	\$54,788	10	\$56,468	12
245	Coffey	LeRoy-Gridley	23.2	\$36,120	264	\$40,217	245	\$41,292	253	\$45,390	234
246	Crawford	Northeast	44.0	\$44,260	86	\$45,916	116	\$50,516	48	\$52,172	67
247	Crawford	Cherokee	56.3	\$41,992	148	\$43,496	178	\$46,386	152	\$47,889	181
248	Crawford	Girard	69.0	\$47,685	22	\$50,334	22	\$52,667	25	\$55,315	19
249	Crawford	Frontenac	67.2	\$47,467	25	\$50,168	25	\$52,253	28	\$54,954	23
250	Crawford	Pittsburg	197.1	\$47,271	27	\$48,311	57	\$52,165	32	\$53,204	49
251	Lyon	North Lyon Co.	41.3	\$41,695	155	\$43,444	180	\$47,207	125	\$48,955	146
252	Lyon	Southern Lyon Co.	45.0	\$38,994	219	\$41,330	230	\$43,558	212	\$45,895	223
253	Lyon	Emporia	420.0	\$43,257	116	\$46,264	102	\$47,918	113	\$50,925	99
254	Barber	Barber Co.	43.0	\$39,211	215	\$41,459	224	\$43,387	217	\$45,635	229
255	Barber	South Barber Co.	22.7	\$33,623	278	\$36,596	277	\$36,840	280	\$39,814	279
256	Allen	Marmaton Valley	28.0	\$39,490	207	\$42,498	200	\$48,344	99	\$51,351	85
257	Allen	Iola	107.0	\$40,709	180	\$44,030	166	\$45,223	180	\$48,545	165
258	Allen	Humboldt	40.5	\$44,429	80	\$46,997	81	\$48,454	94	\$51,021	96
259	Sedgwick	Wichita	3,965.0	\$48,021	18	\$50,011	28	\$55,518	6	\$57,507	7
260	Sedgwick	Derby	515.6	\$50,095	10	\$51,369	13	\$53,140	19	\$54,414	33
261	Sedgwick	Haysville	377.9	\$49,393	12	\$51,287	14	\$53,170	18	\$55,064	21
262	Sedgwick	Valley Center	133.0	\$46,398	44	\$50,306	23	\$50,224	55	\$54,132	39
263	Sedgwick	Mulvane	148.8	\$45,702	63	\$47,677	66	\$46,607	145	\$48,582	164
264	Sedgwick	Clearwater	79.3	\$43,622	105	\$45,389	128	\$47,653	117	\$49,420	136
265	Sedgwick	Goddard	347.3	\$46,659	38	\$48,992	43	\$48,718	88	\$51,051	95
266	Sedgwick	Maize	374.0	\$53,911	4	\$56,600	3	\$55,158	7	\$57,847	6
267	Sedgwick	Renwick	126.2	\$42,285	142	\$44,212	156	\$44,327	202	\$46,253	216
268	Sedgwick	Cheney	58.8	\$42,457	136	\$45,494	127	\$47,339	122	\$50,376	109
269	Rooks	Palco	20.0	\$36,000	267	\$37,875	270	\$39,964	266	\$41,840	270
270	Rooks	Plainville	32.5	\$39,988	200	\$42,494	201	\$43,775	209	\$46,281	215
271	Rooks	Stockton	26.5	\$34,529	276	\$36,318	278	\$42,014	241	\$43,803	250
272	Mitchell	Waconda	31.5	\$38,737	224	\$40,717	240	\$47,841	114	\$49,821	126
273	Mitchell	Beloit	99.1	\$43,113	119	\$44,951	139	\$46,353	154	\$48,191	173
274	Logan	Oakley	38.0	\$42,526	133	\$45,317	131	\$46,630	143	\$49,420	135
275	Logan	Triplains	14.0	\$29,592	285	\$32,417	285	\$37,487	277	\$40,313	276
281	Graham	Graham County	29.0	\$44,119	89	\$47,128	78	\$53,295	17	\$56,304	15
282	Elk	West Elk	28.0	\$41,890	149	\$44,276	153	\$45,825	168	\$48,211	172

2011-12 Actual Salaries											
USD #	County	District Name	2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
283	Elk	Elk Valley	17.5	\$38,926	221	\$43,504	177	\$47,711	116	\$52,290	65
284	Chase	Chase County	30.5	\$41,712	154	\$44,077	159	\$43,365	219	\$45,730	225
285	Chautauqua	Cedar Vale	15.0	\$35,418	272	\$37,998	269	\$37,687	276	\$40,267	277
286	Chautauqua	Chautauqua	33.5	\$43,356	114	\$47,558	68	\$48,542	91	\$52,744	54
287	Franklin	West Franklin	58.0	\$48,782	15	\$51,097	17	\$52,687	24	\$55,002	22
288	Franklin	Central Heights	47.5	\$43,645	103	\$45,825	118	\$52,689	22	\$54,869	25
289	Franklin	Wellsville	64.5	\$47,588	23	\$49,739	32	\$52,365	26	\$54,517	30
290	Franklin	Ottawa	194.2	\$46,651	39	\$49,208	39	\$51,204	38	\$53,761	42
291	Gove	Grinnell	10.6	\$33,200	280	\$36,185	279	\$34,367	283	\$37,352	282
292	Gove	Wheatland	14.4	\$36,969	253	\$39,065	259	\$39,446	270	\$41,542	272
293	Gove	Quinter	28.9	\$34,263	277	\$36,953	275	\$43,173	222	\$45,864	224
294	Decatur	Oberlin	35.1	\$41,299	168	\$45,993	113	\$47,007	130	\$51,701	76
297	Cheyenne	St. Francis	30.7	\$44,026	92	\$46,608	90	\$48,137	108	\$50,719	106
298	Lincoln	Lincoln	32.7	\$39,020	217	\$42,179	206	\$43,041	225	\$46,201	218
299	Lincoln	Sylvan Grove	19.5	\$46,923	35	\$47,026	80	\$48,897	82	\$49,001	144
300	Comanche	Comanche County	26.0	\$36,007	266	\$38,075	266	\$44,335	201	\$46,404	212
303	Ness	Ness City	25.3	\$36,460	261	\$38,792	261	\$41,693	244	\$44,026	247
305	Saline	Salina	717.2	\$45,498	65	\$47,337	73	\$50,881	45	\$52,720	56
306	Saline	Southeast of Saline	52.4	\$48,597	17	\$51,240	16	\$50,334	54	\$52,977	52
307	Saline	El-Saline	36.0	\$42,309	140	\$46,339	99	\$46,770	136	\$50,800	103
308	Reno	Hutchinson	406.9	\$45,892	57	\$47,340	72	\$49,730	63	\$51,178	90
309	Reno	Nickerson	83.8	\$43,416	112	\$45,074	135	\$47,421	120	\$49,079	143
310	Reno	Fairfield	29.5	\$41,599	159	\$44,774	143	\$46,480	149	\$49,656	132
311	Reno	Pretty Prairie	22.1	\$46,937	34	\$50,823	20	\$51,059	43	\$54,944	24
312	Reno	Haven	78.6	\$44,145	87	\$46,517	93	\$48,572	90	\$50,944	98
313	Reno	Buhler	156.5	\$40,981	175	\$43,485	179	\$45,361	177	\$47,865	182
314	Thomas	Brewster	14.5	\$30,751	284	\$32,663	284	\$33,780	285	\$35,692	285
315	Thomas	Colby	62.1	\$40,476	184	\$44,080	158	\$45,027	185	\$48,631	161
316	Thomas	Golden Plains	20.3	\$37,424	244	\$39,239	257	\$41,355	250	\$43,170	260
320	Pottawatomie	Wamego	147.6	\$32,475	281	\$33,573	282	\$39,399	271	\$40,498	274
321	Pottawatomie	Kaw Valley	90.0	\$39,323	210	\$43,127	190	\$42,779	229	\$46,583	209
322	Pottawatomie	Onaga	24.7	\$38,628	225	\$41,351	229	\$46,269	158	\$48,992	145
323	Pottawatomie	Westmoreland	61.2	\$42,139	146	\$44,009	167	\$46,384	153	\$48,254	171
325	Phillips	Phillipsburg	53.0	\$40,258	191	\$42,241	205	\$45,585	172	\$47,568	188
326	Phillips	Logan	22.8	\$36,927	254	\$38,640	263	\$46,290	157	\$48,003	176
327	Ellsworth	Ellsworth	48.4	\$41,252	169	\$43,750	172	\$45,006	186	\$47,504	190
329	Wabaunsee	Alma	40.0	\$40,238	192	\$43,941	169	\$45,632	170	\$49,335	137
330	Wabaunsee	Wabaunsee East	47.1	\$39,406	208	\$42,153	207	\$41,644	245	\$44,391	243
331	Kingman	Kingman	72.5	\$41,183	171	\$45,728	121	\$44,907	189	\$49,452	134
332	Kingman	Cunningham	19.4	\$38,825	223	\$41,364	228	\$44,869	190	\$47,409	192
333	Cloud	Concordia	127.7	\$40,887	177	\$42,956	191	\$50,457	51	\$52,525	60
334	Cloud	Southern Cloud	31.0	\$32,267	282	\$34,294	281	\$36,533	281	\$38,559	281
335	Jackson	North Jackson	33.4	\$40,284	190	\$43,150	187	\$44,852	191	\$47,718	184

Teacher Average Salaries in Kansas USD's
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KNEA Negotiation and Research

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			2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
336	Jackson	Holton	131.5	\$48,945	14	\$50,105	26	\$54,937	9	\$56,096	17
337	Jackson	Mayetta	71.2	\$45,989	53	\$48,402	54	\$47,738	115	\$50,151	119
338	Jefferson	Valley Falls	31.5	\$39,298	211	\$42,436	203	\$43,373	218	\$46,511	211
339	Jefferson	Jefferson County	38.7	\$44,453	77	\$46,822	84	\$48,308	101	\$50,677	107
340	Jefferson	Jefferson West	58.8	\$46,217	46	\$50,750	21	\$55,676	5	\$60,210	4
341	Jefferson	Oskaloosa	43.1	\$47,846	19	\$50,840	19	\$50,792	46	\$53,786	41
342	Jefferson	McLouth	40.0	\$39,265	213	\$41,160	233	\$47,964	112	\$49,860	125
343	Jefferson	Perry	63.8	\$43,981	94	\$46,013	112	\$48,240	107	\$50,272	115
344	Linn	Pleasanton	28.5	\$40,411	186	\$42,105	209	\$44,637	196	\$46,331	213
345	Shawnee	Seaman	305.2	\$45,894	56	\$47,559	67	\$48,070	109	\$49,735	130
346	Linn	Jayhawk	42.0	\$44,447	79	\$46,238	104	\$48,255	105	\$50,046	121
347	Edwards	Kinsely-Offerle	31.2	\$42,931	124	\$44,069	161	\$48,367	98	\$49,506	133
348	Douglas	Baldwin City	92.3	\$46,043	50	\$47,743	64	\$51,037	44	\$52,737	55
349	Stafford	Stafford	24.3	\$37,931	238	\$41,169	232	\$40,931	256	\$44,169	244
350	Stafford	St. John-Hudson	27.7	\$43,778	100	\$47,242	76	\$48,253	106	\$51,716	74
351	Stafford	Macksville	28.6	\$46,510	42	\$48,402	53	\$46,510	148	\$48,402	169
352	Sherman	Goodland	67.5	\$43,079	121	\$46,574	91	\$48,283	104	\$51,778	73
353	Sumner	Wellington	140.0	\$41,719	152	\$43,377	181	\$43,924	207	\$45,582	230
355	Barton	Ellinwood	32.2	\$38,132	235	\$40,643	241	\$42,045	240	\$44,556	241
356	Sumner	Conway Springs	38.6	\$42,521	134	\$46,099	108	\$42,738	230	\$46,317	214
357	Sumner	Belle Plaine	46.6	\$46,750	36	\$49,857	29	\$49,579	69	\$52,685	57
358	Sumner	Oxford	28.5	\$41,231	170	\$45,216	133	\$43,431	215	\$47,416	191
359	Sumner	Argonia	17.1	\$37,381	248	\$41,553	220	\$39,869	267	\$44,041	246
360	Sumner	Caldwell	18.0	\$46,028	51	\$49,425	35	\$51,080	42	\$54,477	32
361	Harper	Anthony-Harper	69.6	\$40,073	196	\$41,791	215	\$43,447	214	\$45,165	236
362	Linn	Prairie View	69.0	\$52,266	5	\$54,994	5	\$54,048	13	\$56,777	10
363	Finney	Holcomb	68.3	\$45,296	69	\$47,765	63	\$49,898	60	\$52,368	62
364	Marshall	Marysville	68.3	\$45,862	58	\$48,050	59	\$53,986	14	\$56,174	16
365	Anderson	Garnett	82.0	\$39,565	204	\$40,241	244	\$46,227	160	\$46,903	202
366	Woodson	Woodson	37.0	\$41,422	164	\$43,144	189	\$46,599	146	\$48,321	170
367	Miami	Osawatomie	75.0	\$46,647	41	\$49,305	37	\$49,693	66	\$52,351	63
368	Miami	Paola	225.3	\$43,754	101	\$44,766	146	\$46,956	131	\$47,968	179
369	Harvey	Burrton	25.5	\$36,798	258	\$39,834	248	\$40,857	258	\$43,893	249
371	Gray	Montezuma	22.8	\$42,877	126	\$46,300	101	\$47,967	111	\$51,390	83
372	Shawnee	Silver Lake	53.2	\$42,562	131	\$46,993	82	\$45,911	164	\$50,342	110
373	Harvey	Newton	317.3	\$45,495	66	\$48,394	55	\$48,435	95	\$51,334	86
374	Haskell	Sublette	44.0	\$43,986	93	\$46,647	89	\$49,372	73	\$52,034	70
375	Butler	Circle	125.6	\$45,342	68	\$47,528	70	\$46,632	142	\$48,817	155
376	Rice	Sterling	43.5	\$44,071	90	\$47,828	62	\$48,907	81	\$52,664	58
377	Atchison	Atchison County	49.0	\$41,490	161	\$44,160	157	\$48,334	100	\$51,004	97
378	Riley	Riley County	47.6	\$38,333	231	\$41,681	218	\$43,503	213	\$46,851	204
379	Clay	Clay Center	136.1	\$39,357	209	\$41,574	219	\$44,314	203	\$46,531	210
380	Marshall	Vermillion	52.9	\$37,695	241	\$40,940	236	\$42,237	237	\$45,481	233

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381	Ford	Spearville	29.5	\$40,331	189	\$42,595	198	\$45,413	175	\$47,677	185
382	Pratt	Pratt	75.0	\$42,677	128	\$45,529	125	\$49,570	70	\$52,422	61
383	Riley	Manhattan	531.7	\$44,449	78	\$45,889	117	\$48,777	86	\$50,217	117
384	Riley	Blue Valley	20.9	\$36,062	265	\$37,679	271	\$40,607	259	\$42,224	266
385	Butler	Andover	307.9	\$49,981	11	\$51,704	11	\$52,758	21	\$54,481	31
386	Greenwood	Madison-Virgil	23.8	\$38,028	237	\$41,432	225	\$40,183	264	\$43,587	253
387	Wilson	Altoona-Midway	20.4	\$38,486	229	\$41,464	223	\$40,251	263	\$43,228	257
388	Ellis	Ellis	32.9	\$39,170	216	\$42,031	210	\$42,400	236	\$45,260	235
389	Greenwood	Eureka	60.4	\$41,719	153	\$44,056	164	\$45,630	171	\$47,967	180
390	Greenwood	Hamilton	13.3	\$32,076	283	\$33,281	283	\$33,215	286	\$34,420	286
392	Osborne	Osborne	24.5	\$42,609	130	\$42,609	196	\$51,629	37	\$51,629	77
393	Dickinson	Solomon	31.8	\$38,973	220	\$40,871	237	\$43,997	205	\$45,895	222
394	Butler	Rose Hill	106.0	\$46,994	31	\$50,101	27	\$51,149	40	\$54,257	36
395	Rush	LaCrosse	28.0	\$36,804	257	\$40,993	234	\$42,731	232	\$46,921	201
396	Butler	Douglass	60.5	\$43,631	104	\$46,160	106	\$48,376	97	\$50,905	101
397	Marion	Centre	22.2	\$37,923	239	\$41,992	212	\$41,593	248	\$45,663	228
398	Marion	Peabody-Burns	27.0	\$41,078	172	\$44,058	163	\$45,458	173	\$48,438	167
399	Russell	Paradise	16.7	\$38,310	232	\$42,535	199	\$42,411	235	\$46,635	208
400	McPherson	Smoky Valley	69.7	\$41,724	151	\$44,320	151	\$46,542	147	\$49,138	142
401	Rice	Chase	18.5	\$36,885	256	\$39,576	250	\$41,325	252	\$44,016	248
402	Butler	Augusta	156.0	\$46,008	52	\$47,539	69	\$49,961	58	\$51,492	80
403	Rush	Otis-Bison	20.5	\$38,548	226	\$40,090	246	\$42,117	238	\$43,658	252
404	Cherokee	Riverton	62.0	\$46,188	47	\$48,654	51	\$52,201	30	\$54,667	29
405	Rice	Lyons	94.5	\$43,449	110	\$44,979	138	\$47,099	126	\$48,628	162
407	Russell	Russell	83.0	\$38,510	227	\$40,470	243	\$46,010	163	\$47,970	178
408	Marion	Marion	39.8	\$44,407	81	\$46,380	98	\$44,746	194	\$46,720	206
409	Atchison	Atchison	150.5	\$41,641	158	\$44,227	155	\$46,056	162	\$48,642	159
410	Marion	Durham-Hills	40.4	\$45,500	64	\$49,525	34	\$49,588	68	\$53,613	46
411	Marion	Goessel	26.0	\$35,856	269	\$38,655	262	\$38,971	273	\$41,771	271
412	Sheridan	Hoxie	28.0	\$43,810	99	\$46,748	87	\$47,978	110	\$50,916	100
413	Neosho	Chanute	128.0	\$46,961	33	\$49,177	41	\$51,140	41	\$53,356	48
415	Brown	Hiawatha	72.8	\$42,200	145	\$43,968	168	\$46,818	134	\$48,585	163
416	Miami	Louisburg	93.9	\$46,059	48	\$48,771	50	\$49,278	75	\$51,990	71
417	Morris	Morris County	50.0	\$41,839	150	\$43,870	170	\$46,810	135	\$48,840	151
418	McPherson	McPherson	234.3	\$40,595	183	\$42,866	192	\$44,769	193	\$47,040	197
419	McPherson	Canton-Galva	35.7	\$37,552	242	\$39,986	247	\$39,628	269	\$42,062	268
420	Osage	Osage City	56.5	\$40,826	178	\$43,828	171	\$46,331	156	\$49,333	138
421	Osage	Lyndon	35.8	\$40,168	194	\$43,196	183	\$49,320	74	\$52,348	64
422	Kiowa	Kiowa County	34.4	\$37,445	243	\$44,059	162	\$40,417	260	\$47,031	198
423	McPherson	Moundridge	32.9	\$41,506	160	\$44,979	137	\$50,733	47	\$54,207	37
426	Republic	Pike Valley	23.0	\$38,923	222	\$42,427	204	\$39,087	272	\$42,591	263
428	Barton	Great Bend	282.8	\$40,460	185	\$43,192	185	\$45,906	165	\$48,638	160
429	Doniphan	Troy	31.0	\$38,385	230	\$41,304	231	\$43,737	211	\$46,657	207

Teacher Average Salaries in Kansas USD's
2011-12 Actual and 2012-13 Contracted

KNEA Negotiation and Research

USD #	County	District Name	2011-12 Actual Salaries								
			2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
430	Brown	Brown County	55.0	\$43,852	96	\$45,752	119	\$49,598	67	\$51,497	79
431	Barton	Hoisington	53.3	\$40,924	176	\$43,606	175	\$44,517	198	\$47,199	194
432	Ellis	Victoria	25.0	\$36,760	259	\$39,653	249	\$45,832	167	\$48,725	158
434	Osage	Santa Fe Trail	77.0	\$40,725	179	\$42,842	193	\$43,029	226	\$45,146	237
435	Dickinson	Abilene	102.9	\$43,822	98	\$47,457	71	\$46,333	155	\$49,968	124
436	Montgomery	Caney	61.5	\$42,332	139	\$44,467	148	\$47,612	118	\$49,747	128
437	Shawnee	Auburn Washburn	469.8	\$47,481	24	\$48,559	52	\$50,057	56	\$51,135	94
438	Pratt	Skyline	30.8	\$41,403	166	\$44,041	165	\$46,266	159	\$48,904	149
439	Harvey	Sedgwick	38.0	\$47,078	29	\$50,889	18	\$47,078	127	\$50,889	102
440	Harvey	Halstead	58.4	\$43,589	106	\$46,094	109	\$46,436	151	\$48,942	147
443	Ford	Dodge City	416.4	\$45,764	62	\$47,935	61	\$52,028	33	\$54,199	38
444	Rice	Little River	25.1	\$38,502	228	\$41,499	222	\$43,001	227	\$45,998	221
445	Montgomery	Coffeyville	122.0	\$44,047	91	\$46,398	97	\$54,352	12	\$56,703	11
446	Montgomery	Independence	123.0	\$44,388	83	\$46,861	83	\$48,690	89	\$51,164	91
447	Montgomery	Cherryvale	65.0	\$45,428	67	\$48,788	49	\$48,793	84	\$52,154	68
448	McPherson	Inman	35.4	\$43,389	113	\$46,339	100	\$47,049	129	\$49,999	123
449	Leavenworth	Easton	54.0	\$44,658	75	\$46,183	105	\$47,301	123	\$48,826	154
450	Shawnee	Shawnee Heights	260.3	\$46,648	40	\$49,829	30	\$50,513	49	\$53,694	45
452	Stanton	Stanton County	39.0	\$42,425	137	\$44,322	150	\$46,889	132	\$48,787	156
453	Leavenworth	Leavenworth	448.0	\$46,389	45	\$47,943	60	\$48,492	93	\$50,045	122
454	Osage	Burlingame	28.2	\$37,411	245	\$39,412	254	\$42,982	228	\$44,983	239
456	Osage	Marais Des Cygnes	27.0	\$37,081	250	\$39,451	253	\$40,307	262	\$42,678	262
457	Finney	Garden City	644.2	\$44,132	88	\$47,173	77	\$51,651	36	\$54,692	28
458	Leavenworth	Basehor-Linwood	117.7	\$43,752	102	\$45,573	124	\$47,490	119	\$49,311	139
459	Ford	Bucklin	20.0	\$41,070	173	\$45,641	122	\$46,690	140	\$51,261	88
460	Harvey	Hesston	61.2	\$44,372	84	\$46,493	94	\$48,492	92	\$50,613	108
461	Wilson	Neodesha	57.5	\$43,473	109	\$46,054	110	\$48,998	79	\$51,578	78
462	Cowley	Central	29.6	\$42,550	132	\$46,239	103	\$45,145	183	\$48,834	152
463	Cowley	Udall	30.0	\$41,679	156	\$44,241	154	\$45,039	184	\$47,601	187
464	Leavenworth	Tonganoxie	122.5	\$47,329	26	\$48,868	47	\$50,510	50	\$52,049	69
465	Cowley	Winfield	215.1	\$43,584	107	\$45,990	114	\$47,251	124	\$49,657	131
466	Scott	Scott County	72.6	\$43,548	108	\$45,749	120	\$49,983	57	\$52,184	66
467	Wichita	Leoti	39.4	\$41,474	162	\$45,503	126	\$46,699	139	\$50,728	105
468	Lane	Healy	13.5	\$37,000	251	\$41,430	226	\$41,623	247	\$46,052	220
469	Leavenworth	Lansing	142.0	\$45,089	73	\$47,031	79	\$49,497	71	\$51,439	81
470	Cowley	Arkansas City	195.5	\$42,872	127	\$46,687	88	\$45,437	174	\$49,251	140
471	Cowley	Dexter	17.0	\$40,001	199	\$43,189	186	\$40,001	265	\$43,189	258
473	Dickinson	Chapman	73.5	\$40,377	187	\$42,793	194	\$44,345	200	\$46,762	205
474	Kiowa	Haviland	11.3	\$35,711	271	\$37,327	273	\$40,378	261	\$41,994	269
475	Geary	Junction City	645.0	\$43,085	120	\$44,767	145	\$45,883	166	\$47,564	189
476	Gray	Copeland	12.5	\$40,664	182	\$43,146	188	\$45,382	176	\$47,864	183
477	Gray	Ingalls	24.2	\$42,218	144	\$44,889	140	\$44,959	188	\$47,630	186
479	Anderson	Crest	20.0	\$40,063	197	\$44,770	144	\$44,124	204	\$48,831	153

USD #	County	District Name	2011-12 Actual Salaries								
			2011-12 FTE Teachers	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Excl Suppl RANK	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl	2011-12 Actual Salary Avg Incl Fringe Benefits & Incl Suppl RANK
480	Seward	Liberal	379.5	\$46,988	32	\$48,851	48	\$51,958	34	\$53,821	40
481	Dickinson	Rural Vista	40.0	\$35,821	270	\$38,074	267	\$38,177	275	\$40,430	275
482	Lane	Dighton	23.0	\$36,356	262	\$38,304	265	\$41,626	246	\$43,574	254
483	Seward	Kismet-Plains	58.6	\$51,475	7	\$54,446	6	\$54,475	11	\$57,446	8
484	Wilson	Fredonia	45.1	\$46,057	49	\$48,940	44	\$53,522	16	\$56,405	14
487	Dickinson	Herington	44.5	\$38,141	234	\$40,976	235	\$45,322	179	\$48,158	174
489	Ellis	Hays	152.8	\$42,636	129	\$44,530	147	\$55,086	8	\$56,980	9
490	Butler	El Dorado	308.8	\$45,980	54	\$46,811	85	\$49,429	72	\$50,260	116
491	Douglas	Eudora	102.8	\$46,436	43	\$49,219	38	\$48,926	80	\$51,709	75
492	Butler	Flinthills	21.9	\$45,798	60	\$50,284	24	\$48,426	96	\$52,913	53
498	Cherokee	Columbus	74.7	\$48,682	16	\$51,705	10	\$52,687	23	\$55,710	18
494	Hamilton	Syracuse	42.0	\$40,116	195	\$44,806	142	\$49,070	78	\$53,760	43
495	Pawnee	Ft. Larned	96.6	\$37,385	247	\$39,455	252	\$41,111	254	\$43,180	259
496	Pawnee	Pawnee Heights	14.8	\$37,792	240	\$38,837	260	\$41,489	249	\$42,535	264
497	Douglas	Lawrence	890.7	\$45,199	71	\$46,120	107	\$50,456	52	\$51,378	84
498	Marshall	Valley Heights	32.9	\$36,985	252	\$39,134	258	\$41,344	251	\$43,492	255
499	Cherokee	Galena	57.5	\$42,901	125	\$48,936	45	\$48,778	85	\$54,812	26
500	Wyandotte	Kansas City	1,619.0	\$45,118	72	\$47,303	74	\$49,080	77	\$51,265	87
501	Shawnee	Topeka	1,308.0	\$43,350	115	\$45,606	123	\$49,137	76	\$51,393	82
502	Edwards	Lewis	9.5	\$39,269	212	\$39,269	256	\$43,058	224	\$43,058	261
503	Labette	Parsons	90.5	\$42,946	123	\$46,543	92	\$43,396	216	\$46,999	200
504	Labette	Oswego	39.5	\$42,299	141	\$44,294	152	\$48,286	103	\$50,281	114
505	Labette	Chetopa - St. Paul	50.2	\$40,044	198	\$42,625	195	\$44,445	199	\$47,025	199
506	Labette	Labette County	107.5	\$43,978	95	\$46,025	111	\$48,722	87	\$50,768	104
507	Haskell	Satanta	36.5	\$43,174	118	\$46,448	95	\$46,468	150	\$49,741	129
508	Cherokee	Baxter Springs	66.0	\$44,585	76	\$46,789	86	\$49,700	65	\$51,903	72
509	Sumner	South Haven	20.0	\$41,461	163	\$44,071	160	\$43,088	223	\$45,698	227
511	Harper	Attica	18.8	\$37,305	249	\$40,751	239	\$38,801	274	\$42,248	265
512	Johnson	Shawnee Mission	2,003.1	\$59,054	1	\$60,302	1	\$64,195	1	\$65,443	1
State Totals:			37,570.0	\$46,472	43	\$48,647	52	\$51,275	38	\$53,451	48

Teacher Average Salaries in Kansas USD's
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KNEA Negotiation and Research

USD #	County	District Name	2012-13 Contracted Salaries													Percent Change	Percent Change Rank
			2012-13 CONTR FTE Teachers	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch)	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch) RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Avg CONTR Board Paid Fringe Benefits	2011-12 Avg CONTR Board Paid Fringe Benefits RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Excl Suppl Rank	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK		
101	Neosho	Erie	38.5	\$40,951	182	\$2,629	119	\$43,580	182	\$8,934	12	\$49,885	69	\$52,514	68	-1.26%	218
102	Gray	Cimarron-Ensign	57.5	\$42,983	127	\$2,135	178	\$45,118	140	\$3,380	204	\$46,363	157	\$48,498	174	3.44%	43
103	Cheyenne	Cheylin	18.3	\$35,098	268	\$2,665	112	\$37,763	266	\$8,244	19	\$43,342	218	\$46,007	220	-0.52%	199
105	Rawlins	Rawlins County	30.6	\$41,065	177	\$2,763	101	\$43,828	177	\$5,552	52	\$46,617	150	\$49,380	143	-3.44%	255
106	Ness	Western Plains	18.0	\$33,733	274	\$2,032	190	\$35,765	274	\$4,886	87	\$38,619	267	\$40,651	269	4.13%	30
107	Jewell	Rock Hills	24.5	\$43,800	109	\$3,260	57	\$47,060	92	\$5,274	65	\$49,074	88	\$52,334	72	16.88%	1
108	Washington	Washington Co. Sch	36.9	\$42,094	146	\$2,512	131	\$44,606	158	\$10,091	3	\$52,185	33	\$54,697	30	0.00%	176
109	Republic	Republic County	36.6	\$42,046	148	\$2,928	86	\$44,974	146	\$4,507	108	\$46,553	152	\$49,481	140	1.14%	127
110	Phillips	Thunder Ridge	25.4	\$37,423	249	\$1,951	204	\$39,374	255	\$4,076	149	\$41,499	249	\$43,450	253	-5.65%	270
111	Doniphan	Doniphan West Sch	36.9	\$38,652	225	\$2,403	148	\$41,055	229	\$3,927	162	\$42,579	231	\$44,982	236	9.42%	7
112	Ellsworth	Central Plains	54.5	\$41,809	160	\$1,928	207	\$43,737	181	\$4,283	132	\$46,092	166	\$48,020	187	5.07%	19
113	Nemaha	Prairie Hills	90.0	\$43,955	104	\$3,537	36	\$47,492	76	\$2,106	250	\$46,061	167	\$49,598	136	-1.00%	208
114	Doniphan	Riverside	60.5	\$41,626	167	\$3,300	53	\$44,926	148	\$5,074	75	\$46,700	145	\$50,000	127	10.83%	3
115	Nemaha	Nemaha Central Sch	70.9	\$42,776	131	\$2,637	118	\$45,413	135	\$3,884	170	\$46,660	146	\$49,297	146	4.16%	29
200	Greeley	Greeley County	22.6	\$38,407	232	\$1,958	201	\$40,365	239	\$3,758	181	\$42,165	243	\$44,123	244	-6.38%	274
202	Wyandotte	Turner	284.0	\$46,205	56	\$1,480	256	\$47,685	73	\$3,926	163	\$50,131	61	\$51,611	85	0.80%	144
203	Wyandotte	Piper	123.9	\$49,505	16	\$2,091	181	\$51,596	19	\$4,517	107	\$54,022	13	\$56,113	13	3.28%	50
204	Wyandotte	Bonner Springs	174.5	\$44,039	101	\$1,480	256	\$45,519	131	\$3,663	192	\$47,702	121	\$49,182	150	1.46%	109
205	Butler	Bluestem	43.0	\$44,847	84	\$3,204	61	\$48,051	67	\$2,325	237	\$47,172	132	\$50,376	114	-1.51%	227
206	Butler	Remington-Whitewa	41.2	\$47,936	24	\$3,931	19	\$51,867	15	\$5,036	77	\$52,972	23	\$56,903	10	0.84%	141
207	Leavenworth	Ft. Leavenworth	125.0	\$48,924	18	\$527	277	\$49,451	38	\$1,851	257	\$50,775	50	\$51,302	92	2.00%	87
208	Trego	WaKeeney	36.6	\$41,941	157	\$2,019	191	\$43,960	173	\$4,331	129	\$46,272	159	\$48,291	182	2.65%	66
209	Stevens	Moscow	20.7	\$38,657	224	\$2,489	135	\$41,146	226	\$4,486	112	\$43,143	222	\$45,632	227	-9.26%	279
210	Stevens	Hugoton	85.5	\$51,174	8	\$2,817	95	\$53,991	7	\$6,627	36	\$57,801	5	\$60,618	5	0.69%	155
211	Norton	Norton	58.5	\$41,787	162	\$3,301	52	\$45,088	141	\$3,914	164	\$45,701	177	\$49,002	154	0.50%	158
212	Norton	Northern Valley	22.8	\$36,707	256	\$2,465	139	\$39,172	256	\$187	271	\$36,894	275	\$39,359	274	-1.21%	214
214	Grant	Ulysses	113.0	\$49,613	14	\$2,695	108	\$52,308	11	\$3,678	188	\$53,291	20	\$55,986	16	1.34%	115
215	Kearny	Lakin	57.0	\$47,165	41	\$0	280	\$47,165	90	\$7,642	27	\$54,807	9	\$54,807	28	2.03%	85
216	Kearny	Deerfield	27.5	\$41,564	170	\$3,086	72	\$44,650	156	\$4,189	140	\$45,753	176	\$48,839	161	-0.82%	205
217	Morton	Rolla	19.6	\$47,485	33	\$3,360	48	\$50,845	25	\$1,019	266	\$48,504	100	\$51,864	82	3.29%	49
218	Morton	Elkhart	48.7	\$42,958	128	\$2,371	152	\$45,329	138	\$3,064	218	\$46,022	168	\$48,393	179	-8.10%	276
219	Clark	Minneola	21.7	\$36,751	255	\$3,656	30	\$40,407	238	\$4,991	80	\$41,742	247	\$45,398	230	-0.38%	196
220	Clark	Ashland	20.6	\$40,171	204	\$5,986	1	\$46,157	113	\$2,340	236	\$42,511	234	\$48,497	175	10.79%	4
223	Washington	Barnes	35.7	\$42,149	142	\$2,329	160	\$44,478	162	\$5,040	76	\$47,189	131	\$49,518	138	13.93%	2
224	Washington	Clifton-Clyde	29.0	\$36,462	259	\$2,974	83	\$39,436	251	\$4,024	154	\$40,486	257	\$43,460	252	-4.48%	268
225	Meade	Fowler	17.6	\$40,025	207	\$1,822	225	\$41,847	216	\$3,303	207	\$43,328	219	\$45,150	234	1.70%	100
226	Meade	Meade	41.0	\$44,072	100	\$4,221	14	\$48,293	63	\$1,942	256	\$46,014	169	\$50,235	119	-0.09%	178
227	Hodgeman	Jetmore	27.0	\$40,102	206	\$1,566	250	\$41,668	220	\$2,283	239	\$42,385	237	\$43,951	248	-0.30%	192
229	Johnson	Blue Valley	1,709.6	\$54,610	3	\$3,372	47	\$57,982	3	\$5,346	62	\$59,956	3	\$63,328	2	0.02%	175
230	Johnson	Spring Hill	172.3	\$51,238	7	\$2,045	189	\$53,283	8	\$449	269	\$51,687	42	\$53,732	46	-1.24%	217
231	Johnson	Gardner-Edgerton	374.2	\$47,836	27	\$1,583	248	\$49,419	39	\$4,202	139	\$52,038	35	\$53,621	48	0.08%	172
232	Johnson	DeSoto	526.5	\$47,656	31	\$1,872	217	\$49,528	34	\$4,947	85	\$52,603	27	\$54,475	35	2.72%	63

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233	Johnson	Olathe	2,043.9	\$57,958	2	\$1,136	267	\$59,094	2	\$4,000	157	\$61,958	2	\$63,094	3	1.25%	117
234	Bourbon	Ft. Scott	148.0	\$45,057	80	\$956	272	\$46,013	117	\$4,422	117	\$49,479	82	\$50,435	112	1.32%	116
235	Bourbon	Uniontown	38.5	\$43,075	124	\$2,425	143	\$45,500	132	\$0	275	\$43,075	223	\$45,500	229	-6.88%	275
237	Smith	Smith Center	35.5	\$39,062	216	\$4,933	2	\$43,995	172	\$4,340	128	\$43,402	217	\$48,335	181	0.58%	157
239	Ottawa	North Ottawa Co.	48.0	\$43,123	123	\$3,760	27	\$46,883	95	\$1,958	255	\$45,081	189	\$48,841	160	0.90%	136
240	Ottawa	Twin Valley	49.0	\$38,645	226	\$3,018	76	\$41,663	221	\$8,869	13	\$47,514	126	\$50,532	110	5.28%	17
241	Wallace	Wallace	22.0	\$41,726	164	\$2,068	185	\$43,794	179	\$2,400	235	\$44,126	207	\$46,194	216	9.69%	6
242	Wallace	Weskan	16.0	\$28,097	281	\$3,287	54	\$31,384	281	\$5,803	46	\$33,900	279	\$37,187	278	-0.31%	193
243	Coffey	Lebo-Waverly	55.0	\$35,252	265	\$1,898	210	\$37,150	270	\$144	274	\$35,396	278	\$37,294	277	1.10%	131
244	Coffey	Burlington	83.5	\$50,113	13	\$1,690	238	\$51,803	16	\$3,676	189	\$53,789	16	\$55,479	22	-1.75%	232
245	Coffey	LeRoy-Gridley	23.6	\$35,710	262	\$4,706	6	\$40,416	237	\$5,941	44	\$41,651	248	\$46,357	213	2.13%	81
246	Crawford	Northeast	42.0	\$45,631	69	\$1,711	234	\$47,342	82	\$6,461	38	\$52,092	34	\$53,803	42	3.13%	54
247	Crawford	Cherokee	57.3	\$40,656	188	\$1,598	245	\$42,254	209	\$4,569	104	\$45,225	184	\$46,823	207	-2.23%	238
248	Crawford	Girard	69.0	\$48,300	22	\$2,648	116	\$50,948	24	\$4,981	81	\$53,281	21	\$55,929	17	1.11%	130
249	Crawford	Frontenac	67.2	\$47,864	26	\$2,711	107	\$50,575	26	\$4,786	94	\$52,650	26	\$55,361	24	0.74%	149
250	Crawford	Pittsburg	199.1	\$47,807	29	\$1,449	261	\$49,256	43	\$4,795	93	\$52,602	28	\$54,051	39	1.59%	105
251	Lyon	North Lyon Co.	41.3	\$41,797	161	\$1,748	228	\$43,545	183	\$5,512	54	\$47,309	129	\$49,057	152	0.21%	164
252	Lyon	Southern Lyon Co.	47.0	\$39,539	212	\$2,337	157	\$41,876	215	\$4,564	105	\$44,103	208	\$46,440	212	1.19%	120
253	Lyon	Emporia	416.0	\$44,231	98	\$3,087	71	\$47,318	83	\$4,714	98	\$48,945	92	\$52,032	78	2.17%	80
254	Barber	Barber Co.	44.0	\$38,012	240	\$2,248	169	\$40,260	243	\$4,176	142	\$42,188	241	\$44,436	241	-2.63%	241
255	Barber	South Barber Co.	23.8	\$34,058	272	\$4,743	3	\$38,801	260	\$3,217	215	\$37,275	272	\$42,018	262	5.54%	15
256	Allen	Marmaton Valley	29.0	\$39,099	215	\$2,807	97	\$41,906	214	\$8,713	14	\$47,812	115	\$50,619	107	-1.43%	223
257	Allen	Iola	107.3	\$40,341	201	\$2,290	163	\$42,631	204	\$4,385	120	\$44,726	195	\$47,016	203	-3.15%	253
258	Allen	Humboldt	41.5	\$45,869	62	\$2,567	123	\$48,436	61	\$4,024	154	\$49,893	68	\$52,460	69	2.82%	62
259	Sedgwick	Wichita	4,082.2	\$49,166	17	\$1,912	208	\$51,078	23	\$7,496	29	\$56,662	7	\$58,574	8	1.86%	95
260	Sedgwick	Derby	514.8	\$50,753	10	\$1,221	263	\$51,974	13	\$3,079	216	\$53,832	14	\$55,053	26	1.17%	123
261	Sedgwick	Haysville	377.5	\$50,156	12	\$1,794	226	\$51,950	14	\$3,897	168	\$54,053	12	\$55,847	18	1.42%	112
262	Sedgwick	Valley Center	142.1	\$45,601	71	\$3,727	28	\$49,328	41	\$3,817	174	\$49,418	84	\$53,145	55	-1.82%	234
263	Sedgwick	Mulvane	146.3	\$46,857	46	\$1,975	198	\$48,832	52	\$905	268	\$47,762	117	\$49,737	133	2.38%	72
264	Sedgwick	Clearwater	79.3	\$43,907	107	\$1,707	235	\$45,614	127	\$4,052	153	\$47,959	113	\$49,666	135	0.50%	159
265	Sedgwick	Goddard	350.3	\$48,333	21	\$3,007	78	\$51,340	22	\$2,237	244	\$50,570	53	\$53,577	50	4.95%	21
266	Sedgwick	Maize	399.8	\$52,279	4	\$2,530	127	\$54,809	5	\$1,266	264	\$53,545	18	\$56,075	14	-3.06%	252
267	Sedgwick	Renwick	130.5	\$42,244	140	\$1,892	212	\$44,136	170	\$2,132	249	\$44,376	203	\$46,268	215	0.03%	174
268	Sedgwick	Cheney	60.3	\$43,467	118	\$3,037	74	\$46,504	104	\$4,882	89	\$48,349	103	\$51,386	91	2.00%	86
269	Rooks	Palco	19.0	\$36,528	257	\$1,902	209	\$38,430	261	\$3,839	172	\$40,367	258	\$42,269	259	1.03%	133
270	Rooks	Plainville	33.5	\$38,887	219	\$1,974	199	\$40,861	232	\$3,483	198	\$42,370	238	\$44,344	243	-4.19%	265
271	Rooks	Stockton	26.5	\$35,080	269	\$1,955	203	\$37,035	271	\$7,482	30	\$42,562	232	\$44,517	240	1.63%	103
272	Mitchell	Waconda	31.5	\$38,214	235	\$1,620	243	\$39,834	249	\$9,130	7	\$47,344	127	\$48,964	155	-1.72%	231
273	Mitchell	Beloit	97.5	\$43,667	113	\$1,713	233	\$45,380	137	\$3,240	212	\$46,907	138	\$48,620	171	0.89%	138
274	Logan	Oakley	38.5	\$41,896	158	\$2,743	104	\$44,639	157	\$4,062	151	\$45,958	173	\$48,701	168	-1.46%	225
275	Logan	Triplains	14.0	\$30,615	280	\$2,316	161	\$32,931	279	\$7,686	25	\$38,301	268	\$40,617	270	0.75%	147
281	Graham	Graham County	30.0	\$44,468	91	\$2,989	81	\$47,457	78	\$8,953	11	\$53,421	19	\$56,410	11	0.19%	165
282	Elk	West Elk	28.0	\$43,183	121	\$1,878	216	\$45,061	142	\$4,435	115	\$47,618	124	\$49,496	139	2.66%	65

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			2012-13 CONTR FTE Teachers	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch)	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch) RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Avg CONTR Board Paid Fringe Benefits	2011-12 Avg CONTR Board Paid Fringe Benefits RANK	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl Rank	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl RANK			
283	Elk	Elk Valley	17.5	\$37,756	246	\$4,171	15	\$41,927	213	\$8,399	17	\$46,155	163	\$50,326	117	-3.76%	259	
284	Chase	Chase County	28.8	\$41,161	176	\$2,365	153	\$43,526	186	\$1,652	262	\$42,813	228	\$45,178	233	-1.21%	215	
285	Chautauqua	CedarVale	16.0	\$35,233	266	\$2,880	89	\$38,113	262	\$2,269	240	\$37,502	271	\$40,382	271	0.29%	162	
286	Chautauqua	Chautauqua	31.5	\$41,998	151	\$3,388	45	\$45,386	136	\$5,084	74	\$47,082	134	\$50,470	111	-4.31%	266	
287	Franklin	West Franklin	57.5	\$45,654	68	\$2,006	192	\$47,660	74	\$3,954	159	\$49,608	77	\$51,614	84	-6.16%	273	
288	Franklin	Central Heights	48.2	\$43,550	115	\$2,180	177	\$45,730	125	\$9,044	9	\$52,594	29	\$54,774	29	-0.17%	183	
289	Franklin	Wellsville	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
290	Franklin	Ottawa	192.2	\$47,830	28	\$2,336	158	\$50,166	30	\$4,505	109	\$52,335	31	\$54,671	33	1.69%	101	
291	Gove	Grinnell	10.9	\$32,476	277	\$2,353	155	\$34,829	276	\$1,004	267	\$33,480	280	\$35,833	280	-4.07%	262	
292	Gove	Wheatland	14.3	\$37,790	244	\$1,631	241	\$39,421	253	\$2,268	241	\$40,058	261	\$41,689	266	0.35%	161	
293	Gove	Quinter	29.4	\$34,996	271	\$2,817	95	\$37,813	265	\$7,720	24	\$42,716	230	\$45,533	228	-0.72%	203	
294	Decatur	Oberlin	34.0	\$41,737	163	\$4,726	4	\$46,463	105	\$6,236	39	\$47,973	110	\$52,699	62	1.93%	90	
297	Cheyenne	St. Francis	30.2	\$42,175	141	\$2,507	133	\$44,682	154	\$3,791	178	\$45,966	172	\$48,473	177	-4.43%	267	
298	Lincoln	Lincoln	33.9	\$39,766	211	\$3,437	42	\$43,203	196	\$3,892	169	\$43,658	214	\$47,095	201	1.93%	89	
299	Lincoln	Sylvan Grove	19.5	\$47,179	40	\$109	279	\$47,288	85	\$2,081	251	\$49,260	86	\$49,369	144	0.75%	148	
300	Comanche	Comanche County	24.5	\$37,440	248	\$2,068	185	\$39,508	250	\$8,328	18	\$45,768	175	\$47,836	189	3.09%	55	
303	Ness	Ness City	25.3	\$37,536	247	\$2,332	159	\$39,868	248	\$5,234	67	\$42,770	229	\$45,102	235	2.44%	70	
305	Saline	Salina	717.2	\$47,318	37	\$1,823	224	\$49,141	46	\$4,667	99	\$51,985	39	\$53,808	41	2.06%	83	
306	Saline	Southeast of Saline	53.6	\$50,292	11	\$2,649	115	\$52,941	9	\$1,737	261	\$52,029	37	\$54,678	31	3.21%	52	
307	Saline	El-Saline	37.0	\$42,148	143	\$4,546	10	\$46,694	99	\$4,461	113	\$46,609	151	\$51,155	97	0.70%	153	
308	Reno	Hutchinson	415.5	\$46,072	58	\$1,471	258	\$47,543	75	\$3,694	187	\$49,766	73	\$51,237	94	0.12%	171	
309	Reno	Nickerson	83.8	\$44,420	92	\$2,522	128	\$46,942	93	\$4,233	136	\$48,653	97	\$51,175	96	4.27%	28	
310	Reno	Fairfield	28.8	\$40,383	199	\$3,115	68	\$43,498	188	\$4,721	96	\$45,104	187	\$48,219	183	-2.89%	248	
311	Reno	Pretty Prairie	22.6	\$47,276	38	\$2,849	92	\$50,125	31	\$4,121	145	\$51,397	46	\$54,246	37	-1.27%	219	
312	Reno	Haven	78.6	\$44,089	99	\$2,081	182	\$46,170	112	\$4,427	116	\$48,516	98	\$50,597	108	-0.68%	202	
313	Reno	Buhler	151.7	\$42,394	136	\$2,516	130	\$44,910	149	\$4,380	121	\$46,774	142	\$49,290	147	2.98%	59	
314	Thomas	Brewster	12.8	\$32,614	276	\$1,613	244	\$34,227	277	\$3,308	206	\$35,922	276	\$37,535	276	5.17%	18	
315	Thomas	Colby	63.4	\$42,642	133	\$3,535	37	\$46,177	111	\$4,366	124	\$47,008	137	\$50,543	109	3.93%	36	
316	Thomas	Golden Plains	19.3	\$38,219	234	\$1,824	223	\$40,043	246	\$3,950	160	\$42,169	242	\$43,993	246	1.91%	92	
320	Pottawatomie	Wamego	150.6	\$31,956	278	\$1,505	254	\$33,461	278	\$3,511	196	\$35,467	277	\$36,972	279	-8.71%	277	
321	Pottawatomie	KawValley	91.0	\$40,557	192	\$3,804	26	\$44,361	164	\$3,456	200	\$44,013	210	\$47,817	190	2.65%	67	
322	Pottawatomie	Onaga	24.9	\$38,196	236	\$2,723	106	\$40,919	231	\$7,778	23	\$45,974	171	\$48,697	169	-0.60%	200	
323	Pottawatomie	Westmoreland	63.6	\$40,850	185	\$1,870	218	\$42,720	202	\$4,238	135	\$45,088	188	\$46,958	204	-2.68%	242	
325	Phillips	Phillipsburg	55.0	\$40,176	203	\$1,983	197	\$42,159	210	\$5,327	63	\$45,503	181	\$47,486	195	-0.17%	182	
326	Phillips	Logan	22.8	\$37,324	251	\$1,705	236	\$39,029	257	\$9,322	4	\$46,646	149	\$48,351	180	0.73%	151	
327	Ellsworth	Ellsworth	49.6	\$40,954	181	\$2,498	134	\$43,452	189	\$3,754	182	\$44,708	196	\$47,206	198	-0.63%	201	
329	Wabaunsee	Alma	40.0	\$40,623	189	\$3,576	33	\$44,199	169	\$5,544	53	\$46,167	162	\$49,743	132	0.83%	142	
330	Wabaunsee	Wabaunsee East	47.1	\$40,109	205	\$3,228	59	\$43,337	194	\$2,317	238	\$42,426	235	\$45,654	225	2.84%	61	
331	Kingman	Kingman	72.5	\$41,646	166	\$4,547	9	\$46,193	110	\$3,938	161	\$45,584	179	\$50,131	123	1.37%	113	
332	Kingman	Cunningham	19.2	\$40,967	180	\$3,819	25	\$44,786	151	\$6,762	34	\$47,729	118	\$51,548	87	8.73%	9	
333	Cloud	Concordia	123.1	\$42,096	145	\$2,488	136	\$44,584	159	\$9,216	5	\$51,312	47	\$53,800	43	2.43%	71	
334	Cloud	Southern Cloud	33.0	\$32,868	275	\$2,186	175	\$35,054	275	\$4,265	133	\$37,133	273	\$39,319	275	1.97%	88	
335	Jackson	North Jackson	33.4	\$40,821	186	\$3,441	41	\$44,262	167	\$4,322	131	\$45,143	186	\$48,584	172	1.82%	97	

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			2012-13 CONTR FTE Teachers	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch)	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch) RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Avg CONTR Board Paid Fringe Benefits	2011-12 Avg CONTR Board Paid Fringe Benefits RANK	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl Rank	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl RANK			
336	Jackson	Holton	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
337	Jackson	Mayetta	71.8	\$47,038	43	\$2,452	141	\$49,490	36	\$2,478	234	\$49,516	80	\$51,968	81	3.62%	41	
338	Jefferson	Valley Falls	31.5	\$40,369	200	\$3,138	64	\$43,507	187	\$4,076	149	\$44,445	202	\$47,583	193	2.30%	75	
339	Jefferson	Jefferson County	40.2	\$43,847	108	\$2,264	167	\$46,111	115	\$3,855	171	\$47,702	120	\$49,966	128	-1.40%	222	
340	Jefferson	Jefferson West	57.8	\$47,784	30	\$3,988	18	\$51,772	17	\$10,833	2	\$58,617	4	\$62,605	4	3.98%	34	
341	Jefferson	Oskaloosa	42.1	\$46,506	52	\$2,993	80	\$49,499	35	\$2,946	221	\$49,452	83	\$52,445	70	-2.49%	240	
342	Jefferson	McLouth	40.5	\$38,482	229	\$1,859	220	\$40,341	240	\$8,583	16	\$47,065	136	\$48,924	158	-1.88%	235	
343	Jefferson	Perry	63.0	\$45,734	66	\$2,006	192	\$47,740	72	\$4,259	134	\$49,993	66	\$51,999	80	3.43%	44	
344	Linn	Pleasanton	31.5	\$40,452	198	\$2,302	162	\$42,754	200	\$4,110	146	\$44,562	199	\$46,864	206	1.15%	126	
345	Shawnee	Seaman	311.0	\$46,479	53	\$1,665	239	\$48,144	64	\$2,176	248	\$48,655	96	\$50,320	118	1.18%	122	
346	Linn	Jayhawk	43.0	\$45,045	81	\$1,692	237	\$46,737	98	\$3,901	167	\$48,946	91	\$50,638	106	1.18%	121	
347	Edwards	Kinsely-Offierle	31.2	\$43,228	120	\$1,458	259	\$44,686	153	\$5,648	48	\$48,876	93	\$50,334	115	1.67%	102	
348	Douglas	Baldwin City	92.5	\$46,627	51	\$1,839	221	\$48,466	59	\$4,887	86	\$51,514	44	\$53,353	53	1.17%	124	
349	Stafford	Stafford	21.5	\$42,538	134	\$3,238	58	\$45,776	122	\$3,000	220	\$45,538	180	\$48,776	163	10.43%	5	
350	Stafford	St. John-Hudson	26.7	\$44,807	85	\$3,223	60	\$48,030	68	\$3,514	195	\$48,321	105	\$51,544	88	-0.33%	195	
351	Stafford	Macksville	28.6	\$47,906	25	\$1,892	212	\$49,798	32	\$0	275	\$47,906	114	\$49,798	131	2.88%	60	
352	Sherman	Goodland	70.5	\$43,029	125	\$3,323	50	\$46,352	107	\$5,204	69	\$48,233	108	\$51,556	86	-0.43%	198	
353	Sumner	Wellington	141.0	\$41,995	152	\$1,429	262	\$43,424	191	\$2,213	245	\$44,208	206	\$45,637	226	0.12%	170	
355	Barton	Ellinwood	34.5	\$38,074	237	\$2,449	142	\$40,523	236	\$3,913	165	\$41,987	244	\$44,436	242	-0.27%	188	
356	Sumner	Conway Springs	39.3	\$43,536	116	\$3,581	32	\$47,117	91	\$218	270	\$43,754	212	\$47,335	197	2.20%	78	
357	Sumner	Belle Plaine	47.6	\$46,946	45	\$3,389	44	\$50,335	29	\$2,663	228	\$49,609	76	\$52,998	57	0.59%	156	
358	Sumner	Oxford	26.5	\$41,887	159	\$3,859	22	\$45,746	124	\$2,200	246	\$44,087	209	\$47,946	188	1.12%	129	
359	Sumner	Argonia	18.2	\$36,443	260	\$3,547	35	\$39,990	247	\$2,239	243	\$38,682	266	\$42,229	261	-4.11%	264	
360	Sumner	Caldwell	18.7	\$45,447	75	\$3,013	77	\$48,460	60	\$5,198	70	\$50,645	52	\$53,658	47	-1.50%	226	
361	Harper	Anthony-Harper	70.0	\$40,760	187	\$2,267	166	\$43,027	199	\$5,130	73	\$45,890	174	\$48,157	185	6.62%	12	
362	Linn	Prairie View	69.0	\$51,308	6	\$2,773	100	\$54,081	6	\$1,739	260	\$53,047	22	\$55,820	19	-1.68%	230	
363	Finney	Holcomb	72.5	\$43,722	111	\$2,539	125	\$46,261	108	\$4,604	103	\$48,326	104	\$50,865	105	-2.87%	247	
364	Marshall	Marysville	70.8	\$45,857	63	\$2,246	170	\$48,103	65	\$7,953	21	\$53,810	15	\$56,056	15	-0.21%	186	
365	Anderson	Garnett	80.0	\$40,523	194	\$549	276	\$41,072	227	\$6,012	42	\$46,535	153	\$47,084	202	0.39%	160	
366	Woodson	Woodson	37.0	\$42,312	137	\$1,721	231	\$44,033	171	\$5,416	56	\$47,728	119	\$49,449	141	2.33%	74	
367	Miami	Osawatomie	74.0	\$46,439	54	\$2,731	105	\$49,170	45	\$5,002	78	\$51,441	45	\$54,172	38	3.48%	42	
368	Miami	Paola	230.3	\$44,340	94	\$1,109	268	\$45,449	133	\$3,255	211	\$47,595	125	\$48,704	167	1.53%	107	
369	Harvey	Burton	28.3	\$38,277	233	\$3,001	79	\$41,278	223	\$4,012	156	\$42,289	239	\$45,290	232	3.18%	53	
371	Gray	Montezuma	22.2	\$44,289	96	\$3,116	67	\$47,405	80	\$4,753	95	\$49,042	89	\$52,158	76	1.50%	108	
372	Shawnee	Silver Lake	55.0	\$42,987	126	\$2,568	122	\$45,555	129	\$3,271	210	\$46,258	160	\$48,826	162	-3.01%	250	
373	Harvey	Newton	322.7	\$45,543	73	\$2,980	82	\$48,523	56	\$2,891	222	\$48,434	101	\$51,414	90	0.16%	167	
374	Haskell	Sublette	45.0	\$42,859	129	\$2,662	113	\$45,521	130	\$5,407	57	\$48,266	106	\$50,928	104	-2.12%	236	
375	Butler	Circle	128.6	\$45,785	65	\$2,186	175	\$47,971	69	\$1,290	263	\$47,075	135	\$49,261	148	0.91%	135	
376	Rice	Sterling	43.0	\$45,611	70	\$3,877	21	\$49,488	37	\$4,958	84	\$50,569	54	\$54,446	36	3.38%	47	
377	Atchison	Atchison County	45.0	\$41,968	154	\$2,538	126	\$44,506	161	\$7,847	22	\$49,815	71	\$52,353	71	2.64%	68	
378	Riley	Riley County	50.2	\$33,863	273	\$3,566	34	\$37,429	269	\$3,712	185	\$37,575	270	\$41,141	267	-12.19%	281	
379	Clay	Clay Center	141.9	\$38,717	221	\$2,338	156	\$41,055	228	\$4,979	82	\$43,696	213	\$46,034	219	-1.07%	211	
380	Marshall	Vermillion	52.6	\$38,523	228	\$3,152	63	\$41,675	219	\$4,323	130	\$42,846	227	\$45,998	221	1.13%	128	

Teacher Average Salaries in Kansas USD's
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KNEA Negotiation and Research

2012-13 Contracted Salaries																	
USD #	County	District Name	2012-13 CONTR FTE Teachers	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch)	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch) RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Avg CONTR Board Paid Fringe Benefits	2011-12 Avg CONTR Board Paid Fringe Benefits RANK	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl Rank	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl RANK	Percent Change	Percent Change Rank
381	Ford	Spearville	30.0	\$38,036	238	\$2,952	84	\$40,988	230	\$4,883	88	\$42,919	226	\$45,871	222	-3.79%	260
382	Pratt	Pratt	75.0	\$43,575	114	\$3,101	69	\$46,676	100	\$6,927	33	\$50,502	57	\$53,603	49	2.25%	76
383	Riley	Manhattan	538.0	\$46,180	57	\$1,183	266	\$47,363	81	\$4,850	91	\$51,030	49	\$52,213	74	3.97%	35
384	Riley	Blue Valley	21.2	\$36,487	258	\$1,502	255	\$37,989	264	\$4,541	106	\$41,028	251	\$42,530	256	0.72%	152
385	Butler	Andover	319.8	\$50,963	9	\$1,723	230	\$52,686	10	\$2,778	226	\$53,741	17	\$55,464	23	1.80%	98
386	Greenwood	Madison-Virgil	25.1	\$38,473	230	\$3,271	56	\$41,744	218	\$2,241	242	\$40,714	253	\$43,985	247	0.91%	134
387	Wilson	Altoona-Midway	20.7	\$39,317	213	\$2,521	129	\$41,838	217	\$1,765	259	\$41,082	250	\$43,603	250	0.87%	139
388	Ellis	Ellis	34.0	\$41,584	169	\$2,860	91	\$44,444	163	\$3,230	213	\$44,814	192	\$47,674	192	5.33%	16
389	Greenwood	Eureka	60.4	\$43,778	110	\$2,417	144	\$46,195	109	\$3,911	166	\$47,689	122	\$50,106	125	4.46%	26
390	Greenwood	Hamilton	12.9	\$31,498	279	\$1,205	264	\$32,703	280	\$1,139	265	\$32,637	281	\$33,842	281	-1.68%	229
392	Osborne	Osborne	25.3	\$40,586	190	\$1,540	251	\$42,126	211	\$8,070	20	\$48,656	95	\$50,196	121	-2.78%	243
393	Dickinson	Solomon	31.3	\$37,817	242	\$1,585	247	\$39,402	254	\$4,373	123	\$42,190	240	\$43,775	249	-4.62%	269
394	Butler	Rose Hill	104.0	\$47,528	32	\$3,041	73	\$50,569	27	\$4,104	147	\$51,632	43	\$54,673	32	0.77%	145
395	Rush	LaCrosse	27.0	\$38,830	220	\$4,281	12	\$43,111	197	\$6,140	40	\$44,970	191	\$49,251	149	4.97%	20
396	Butler	Douglass	60.5	\$43,985	103	\$2,378	149	\$46,363	106	\$3,808	177	\$47,793	116	\$50,171	122	-1.44%	224
397	Marion	Centre	22.1	\$39,203	214	\$2,376	150	\$41,579	222	\$3,732	183	\$42,935	225	\$45,311	231	-0.77%	204
398	Marion	Peabody-Burns	27.5	\$38,920	218	\$3,165	62	\$42,085	212	\$4,380	121	\$43,300	220	\$46,465	211	-4.07%	263
399	Russell	Paradise	16.7	\$36,434	261	\$4,225	13	\$40,659	235	\$4,100	148	\$40,534	255	\$44,759	238	-4.02%	261
400	McPherson	Smoky Valley	69.7	\$42,837	130	\$2,211	172	\$45,048	143	\$4,797	92	\$47,634	123	\$49,845	130	1.44%	111
401	Rice	Chase	18.0	\$38,568	227	\$2,691	109	\$41,259	224	\$4,440	114	\$43,008	224	\$45,699	223	3.82%	37
402	Butler	Augusta	156.0	\$45,974	61	\$1,451	260	\$47,425	79	\$3,609	193	\$49,583	79	\$51,034	100	-0.89%	207
403	Rush	Otis-Bison	20.9	\$38,689	222	\$1,641	240	\$40,330	241	\$3,706	186	\$42,395	236	\$44,036	245	0.87%	140
404	Cherokee	Verton	63.0	\$46,697	49	\$3,093	70	\$49,790	33	\$6,013	41	\$52,710	25	\$55,803	20	2.08%	82
405	Rice	Lyons	96.2	\$42,734	132	\$1,595	246	\$44,329	165	\$3,444	201	\$46,178	161	\$47,773	191	-1.76%	233
407	Russell	Russell	79.0	\$40,462	196	\$1,960	200	\$42,422	206	\$7,500	28	\$47,962	112	\$49,922	129	4.07%	32
408	Marion	Marion	42.1	\$44,773	86	\$1,891	214	\$46,664	102	\$0	275	\$44,773	194	\$46,664	208	-0.12%	180
409	Atchison	Atchison	144.5	\$42,308	138	\$2,364	154	\$44,672	155	\$4,342	127	\$46,650	148	\$49,014	153	0.77%	146
410	Marion	Durham-Hills	42.9	\$45,402	77	\$3,848	23	\$49,250	44	\$4,185	141	\$49,587	78	\$53,435	52	-0.33%	194
411	Marion	Goessel	26.0	\$37,330	250	\$2,762	102	\$40,092	244	\$3,375	205	\$40,705	254	\$43,467	251	4.06%	33
412	Sheridan	Hoxie	28.0	\$45,559	72	\$2,938	85	\$48,497	58	\$4,168	144	\$49,727	75	\$52,665	63	3.43%	45
413	Neosho	Chanute	126.5	\$47,333	36	\$2,058	188	\$49,391	40	\$4,394	118	\$51,727	41	\$53,785	44	0.80%	143
415	Brown	Hiawatha	74.0	\$42,067	147	\$1,743	229	\$43,810	178	\$4,634	102	\$46,701	144	\$48,444	178	-0.29%	191
416	Miami	Louisburg	97.3	\$46,748	48	\$2,560	124	\$49,308	42	\$3,281	209	\$50,029	64	\$52,589	66	1.15%	125
417	Morris	Morris County	50.5	\$41,948	156	\$1,583	248	\$43,531	185	\$5,393	58	\$47,341	128	\$48,924	159	0.17%	166
418	McPherson	McPherson	253.2	\$40,460	197	\$2,271	165	\$42,731	201	\$4,174	143	\$44,634	197	\$46,905	205	-0.29%	189
419	McPherson	Canton-Galva	35.7	\$38,452	231	\$2,264	167	\$40,716	234	\$2,076	252	\$40,528	256	\$42,792	254	1.74%	99
420	Osage	Osage City	56.5	\$41,952	155	\$2,829	94	\$44,781	152	\$0	275	\$41,952	245	\$44,781	237	-9.23%	278
421	Osage	Lyndon	35.0	\$40,925	183	\$3,028	75	\$43,953	174	\$9,152	6	\$50,077	63	\$53,105	56	1.45%	110
422	Kiowa	Kiowa County	35.1	\$40,184	202	\$2,101	180	\$42,285	208	\$3,408	203	\$43,592	216	\$45,693	224	-2.85%	245
423	McPherson	Moundridge	34.6	\$39,896	210	\$3,636	31	\$43,532	184	\$9,074	8	\$48,970	90	\$52,606	65	-2.95%	249
426	Republic	Pike Valley	22.3	\$39,018	217	\$3,333	49	\$42,351	207	\$158	273	\$39,176	265	\$42,509	257	-0.19%	184
428	Barton	Great Bend	285.4	\$40,994	179	\$2,376	150	\$43,370	192	\$5,377	59	\$46,371	156	\$48,747	165	0.23%	163
429	Doniphan	Troy	31.5	\$37,809	243	\$2,919	88	\$40,728	233	\$5,353	61	\$43,162	221	\$46,081	217	-1.23%	216

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			2012-13 CONTR FTE Teachers	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl	2012-13 Contr Salary Avg Excl Fringe Benefits & Excl Suppl RANK	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch)	2012-13 Avg Suppl Salary CONTR (incl special pay and summer sch) RANK	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Excl Fringe Benefits & Incl Suppl RANK	2011-12 Avg CONTR Board Paid Fringe Benefits	2011-12 Avg CONTR Board Paid Fringe Benefits RANK	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Excl Suppl Rank	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl	2012-13 CONTR Salary Avg Incl Fringe Benefits & Incl Suppl RANK			
430	Brown	Brown County	54.0	\$44,948	83	\$1,624	242	\$46,572	103	\$5,745	47	\$50,693	51	\$52,317	73	1.59%	106	
431	Barton	Hoisington	53.9	\$41,198	175	\$2,752	103	\$43,950	175	\$3,593	194	\$44,791	193	\$47,543	194	0.73%	150	
432	Ellis	Victoria	25.0	\$36,755	254	\$2,670	111	\$39,425	252	\$8,674	15	\$45,429	182	\$48,099	186	-1.29%	220	
434	Osage	Santa Fe Trail	77.0	\$41,539	171	\$1,825	222	\$43,364	193	\$2,707	227	\$44,246	204	\$46,071	218	2.05%	84	
435	Dickinson	Abilene	104.3	\$44,640	89	\$2,651	114	\$47,291	84	\$3,787	180	\$48,427	102	\$51,078	99	2.22%	77	
436	Montgomery	Caney	62.0	\$44,588	90	\$2,246	170	\$46,834	97	\$5,234	67	\$49,822	70	\$52,068	77	4.67%	23	
437	Shawnee	Auburn Washburn	473.8	\$47,439	34	\$1,074	269	\$48,513	57	\$2,576	231	\$50,015	65	\$51,089	98	-0.09%	177	
438	Pratt	Skyline	31.4	\$41,261	173	\$2,638	117	\$43,899	176	\$4,864	90	\$46,125	164	\$48,763	164	-0.29%	190	
439	Harvey	Sedgwick	38.0	\$47,966	23	\$3,533	38	\$51,499	20	\$0	275	\$47,966	111	\$51,499	89	1.20%	119	
440	Harvey	Halstead	58.7	\$43,923	106	\$2,188	173	\$46,111	114	\$2,848	223	\$46,771	143	\$48,959	156	0.03%	173	
443	Ford	Dodge City	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
444	Rice	Little River	23.1	\$39,939	208	\$3,385	46	\$43,324	195	\$5,417	55	\$45,356	183	\$48,741	166	5.96%	13	
445	Montgomery	Coffeyville	123.0	\$43,708	112	\$1,950	205	\$45,658	126	\$12,958	1	\$56,666	6	\$58,616	7	3.37%	48	
446	Montgomery	Independence	123.8	\$45,459	74	\$3,445	40	\$48,904	51	\$4,351	125	\$49,810	72	\$53,255	54	4.09%	31	
447	Montgomery	Cherryvale	66.5	\$46,342	55	\$4,000	17	\$50,342	28	\$3,418	202	\$49,760	74	\$53,760	45	3.08%	57	
448	McPherson	Inman	36.4	\$43,158	122	\$2,281	164	\$45,439	134	\$3,496	197	\$46,654	147	\$48,935	157	-2.13%	237	
449	Leavenworth	Easton	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
450	Shawnee	Shawnee Heights	266.7	\$48,361	20	\$3,124	66	\$51,485	21	\$3,838	173	\$52,199	32	\$55,323	25	3.03%	58	
452	Stanton	Stanton County	37.0	\$42,037	149	\$3,718	29	\$45,755	123	\$4,347	126	\$46,384	155	\$50,102	126	2.70%	64	
453	Leavenworth	Leavenworth	466.0	\$47,230	39	\$1,784	227	\$49,014	48	\$1,987	254	\$49,217	87	\$51,001	101	1.91%	91	
454	Osage	Burlingame	28.7	\$36,956	252	\$2,001	194	\$38,957	258	\$5,571	51	\$42,527	233	\$44,528	239	-1.01%	209	
456	Osage	Marais Des Cygnes	27.0	\$36,916	253	\$3,137	65	\$40,053	245	\$167	272	\$37,083	274	\$40,220	273	-5.76%	271	
457	Finney	Garden City	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
458	Leavenworth	Basehor-Linwood	119.1	\$44,307	95	\$2,871	90	\$47,178	88	\$3,817	174	\$48,124	109	\$50,995	102	3.42%	46	
459	Ford	Bucklin	21.0	\$41,206	174	\$2,570	121	\$43,776	180	\$5,620	49	\$46,826	139	\$49,396	142	-3.64%	257	
460	Harvey	Hesston	60.6	\$45,287	78	\$3,480	39	\$48,767	54	\$4,213	138	\$49,500	81	\$52,980	58	4.68%	22	
461	Wilson	Neodesha	59.0	\$45,177	79	\$1,991	196	\$47,168	89	\$5,363	60	\$50,540	55	\$52,531	67	1.85%	96	
462	Cowley	Central	29.1	\$40,999	178	\$4,565	8	\$45,564	128	\$2,619	230	\$43,618	215	\$48,183	184	-1.33%	221	
463	Cowley	Udall	30.0	\$41,970	153	\$3,879	20	\$45,849	121	\$3,220	214	\$45,190	185	\$49,069	151	3.08%	56	
464	Leavenworth	Tonganoxie	122.5	\$45,664	67	\$1,539	252	\$47,203	87	\$0	275	\$45,664	178	\$47,203	199	-9.31%	280	
465	Cowley	Winfield	212.5	\$43,481	117	\$2,406	147	\$45,887	118	\$3,667	191	\$47,148	133	\$49,554	137	-0.21%	185	
466	Scott	Scott County	72.6	\$46,020	59	\$2,066	187	\$48,086	66	\$6,485	37	\$52,505	30	\$54,571	34	4.58%	24	
467	Wichita	Leoti	39.4	\$41,607	168	\$3,322	51	\$44,929	147	\$5,192	71	\$46,799	141	\$50,121	124	-1.20%	213	
468	Lane	Healy	11.5	\$40,870	184	\$4,127	16	\$44,997	144	\$3,668	190	\$44,538	200	\$48,665	170	5.67%	14	
469	Leavenworth	Lansing	144.0	\$46,959	44	\$1,956	202	\$48,915	50	\$7,199	32	\$54,158	11	\$56,114	12	9.09%	8	
470	Cowley	Arkansas City	197.5	\$43,931	105	\$3,837	24	\$47,768	71	\$2,565	232	\$46,496	154	\$50,333	116	2.19%	79	
471	Cowley	Dexter	18.0	\$39,923	209	\$2,788	98	\$42,711	203	\$0	275	\$39,923	262	\$42,711	255	-1.11%	212	
473	Dickinson	Chapman	76.0	\$42,137	144	\$2,417	144	\$44,554	160	\$3,969	158	\$46,106	165	\$48,523	173	3.77%	39	
474	Kiowa	Haviland	11.6	\$35,524	264	\$633	275	\$36,157	273	\$4,666	100	\$40,190	260	\$40,823	268	-2.79%	244	
475	Geary	Junction City	685.0	\$43,250	119	\$191	278	\$43,441	190	\$3,031	219	\$46,281	158	\$46,472	210	-2.30%	239	
476	Gray	Copeland	12.5	\$42,493	135	\$2,482	137	\$44,975	145	\$4,718	97	\$47,211	130	\$49,693	134	3.82%	38	
477	Gray	Ingalls	24.2	\$41,656	165	\$2,671	110	\$44,327	166	\$2,797	224	\$44,453	201	\$47,124	200	-1.06%	210	
479	Anderson	Crest	20.0	\$40,553	193	\$4,723	5	\$45,276	139	\$4,061	152	\$44,614	198	\$49,337	145	1.03%	132	

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480	Seward	Liberal	378.0	\$47,061	42	\$1,863	219	\$48,924	49	\$4,970	83	\$52,031	36	\$53,894	40	0.14%	168
481	Dickinson	Rural Vista	40.0	\$35,154	267	\$2,462	140	\$37,616	268	\$2,645	229	\$37,799	269	\$40,261	272	-0.42%	197
482	Lane	Dighton	23.7	\$35,052	270	\$1,896	211	\$36,948	272	\$5,291	64	\$40,343	259	\$42,239	260	-3.06%	251
483	Seward	Kismet-Plains	56.6	\$51,926	5	\$3,415	43	\$55,341	4	\$2,795	225	\$54,721	10	\$58,136	9	1.20%	118
484	Wilson	Fredonia	45.1	\$49,558	15	\$2,600	120	\$52,158	12	\$6,733	35	\$56,291	8	\$58,891	6	4.41%	27
487	Dickinson	Herington	44.5	\$38,673	223	\$2,510	132	\$41,183	225	\$7,307	31	\$45,980	170	\$48,490	176	0.69%	154
489	Ellis	Hays	145.8	\$44,366	93	\$1,513	253	\$45,879	120	\$7,650	26	\$52,016	38	\$53,529	51	-6.06%	272
490	Butler	El Dorado	318.4	\$46,655	50	\$809	274	\$47,464	77	\$3,483	198	\$50,138	60	\$50,947	103	1.37%	114
491	Douglas	Eudora	103.8	\$46,829	47	\$1,946	206	\$48,775	53	\$2,479	233	\$49,308	85	\$51,254	93	-0.88%	206
492	Butler	Flinthills	22.7	\$44,642	88	\$4,378	11	\$49,020	47	\$2,182	247	\$46,824	140	\$51,202	95	-3.23%	254
493	Cherokee	Columbus	75.0	\$48,904	19	\$2,843	93	\$51,747	18	\$3,814	176	\$52,718	24	\$55,561	21	-0.27%	187
494	Hamilton	Syracuse	40.0	\$41,375	172	\$4,690	7	\$46,065	116	\$8,954	10	\$50,329	59	\$55,019	27	2.34%	73
495	Pawnee	Ft. Larned	91.8	\$40,508	195	\$2,069	184	\$42,577	205	\$3,725	184	\$44,233	205	\$46,302	214	7.23%	10
496	Pawnee	Pawnee Heights	14.8	\$37,778	245	\$1,038	271	\$38,816	259	\$3,077	217	\$40,855	252	\$41,893	263	-1.51%	228
497	Douglas	Lawrence	926.4	\$46,019	60	\$922	273	\$46,941	94	\$5,258	66	\$51,277	48	\$52,199	75	1.60%	104
498	Marshall	Valley Heights	34.8	\$35,587	263	\$2,079	183	\$37,666	267	\$4,217	137	\$39,804	264	\$41,883	264	-3.70%	258
499	Cherokee	Galena	57.0	\$44,283	97	\$2,927	87	\$47,210	86	\$5,614	50	\$49,897	67	\$52,824	60	-3.63%	256
500	Wyandotte	Kansas City	1,564.0	\$47,368	35	\$1,056	270	\$48,424	62	\$4,492	111	\$51,860	40	\$52,916	59	3.22%	51
501	Shawnee	Topeka	1,300.0	\$44,688	87	\$2,187	174	\$46,875	96	\$5,846	45	\$50,534	56	\$52,721	61	2.58%	69
502	Edwards	Lewis	9.5	\$38,034	239	\$0	280	\$38,034	263	\$3,789	179	\$41,823	246	\$41,823	265	-2.87%	246
503	Labette	Parsons	91.5	\$44,004	102	\$1,881	215	\$45,885	119	\$4,500	110	\$48,504	99	\$50,385	113	7.22%	11
504	Labette	Oswego	40.0	\$42,252	139	\$1,995	195	\$44,247	168	\$5,987	43	\$48,239	107	\$50,234	120	-0.09%	179
505	Labette	Chetopa - St. Paul	45.5	\$40,579	191	\$2,477	138	\$43,056	198	\$4,392	119	\$44,971	190	\$47,448	196	0.90%	137
506	Labette	Labette County	106.5	\$45,843	64	\$2,126	179	\$47,969	70	\$4,648	101	\$50,491	58	\$52,617	64	3.64%	40
507	Haskell	Satanta	35.5	\$45,445	76	\$3,274	55	\$48,719	55	\$3,293	208	\$48,738	94	\$52,012	79	4.56%	25
508	Cherokee	Baxter Springs	69.5	\$44,949	82	\$1,719	232	\$46,668	101	\$5,158	72	\$50,107	62	\$51,826	83	-0.15%	181
509	Sumner	South Haven	19.1	\$42,011	150	\$2,778	99	\$44,789	150	\$1,766	258	\$43,777	211	\$46,555	209	1.88%	94
511	Harper	Attica	19.0	\$37,872	241	\$2,412	146	\$40,284	242	\$2,021	253	\$39,893	263	\$42,305	258	0.13%	169
512	Johnson	Shawnee Mission	2,012.0	\$60,483	1	\$1,198	265	\$61,681	1	\$5,000	79	\$65,483	1	\$66,681	1	1.89%	93
State Totals:			36,566.9	\$47,438	35	\$2,007	192	\$49,445	39	\$4,643	102	\$52,081	35	\$54,088	39	1.19%	120