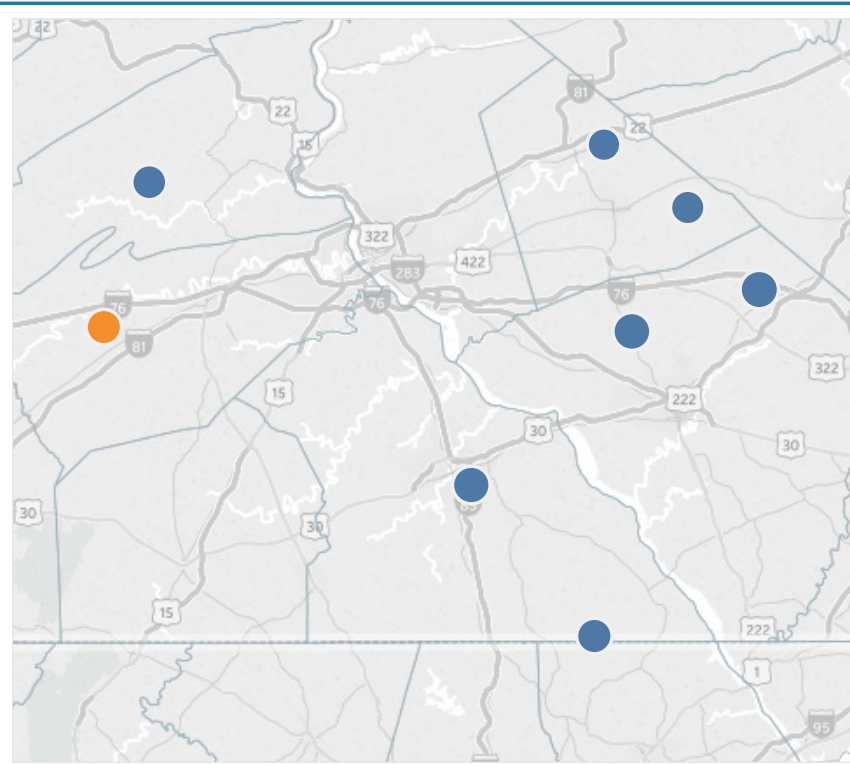


Peer Summary	What enrollment trends exist that may impact future staffing?	What has been the trend in Teacher staffing?	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?
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Big Spring SD Salary and Staffing Comparison

Peer Summary

District	County	District Enrollment	Low Income % of Enrollment
Big Spring SD	Cumberland	2,571	31.19%
Cocalico SD	Lancaster	3,074	32.53%
Eastern Lebanon County SD	Lebanon	2,427	30.41%
Manheim Central SD	Lancaster	2,983	35.10%
Northern Lebanon SD	Lebanon	2,294	31.17%
South Eastern SD	York	2,597	27.61%
West Perry SD	Perry	2,506	41.90%
York Suburban SD	York	2,948	30.87%

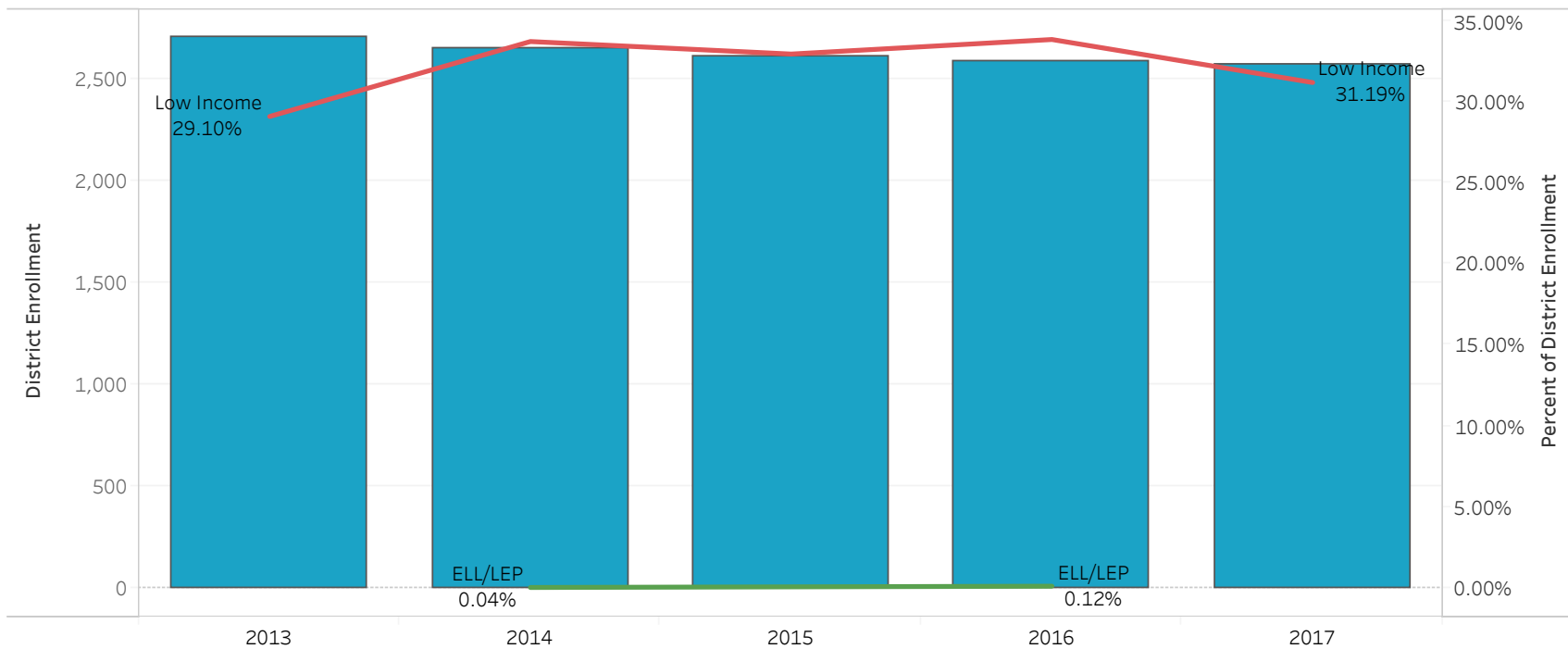


Enrollment data presented is from 2017.

Peer Summary	What enrollment trends exist that may impact future staffing?	What has been the trend in Teacher staffing?	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?
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Big Spring SD Salary and Staffing Comparison

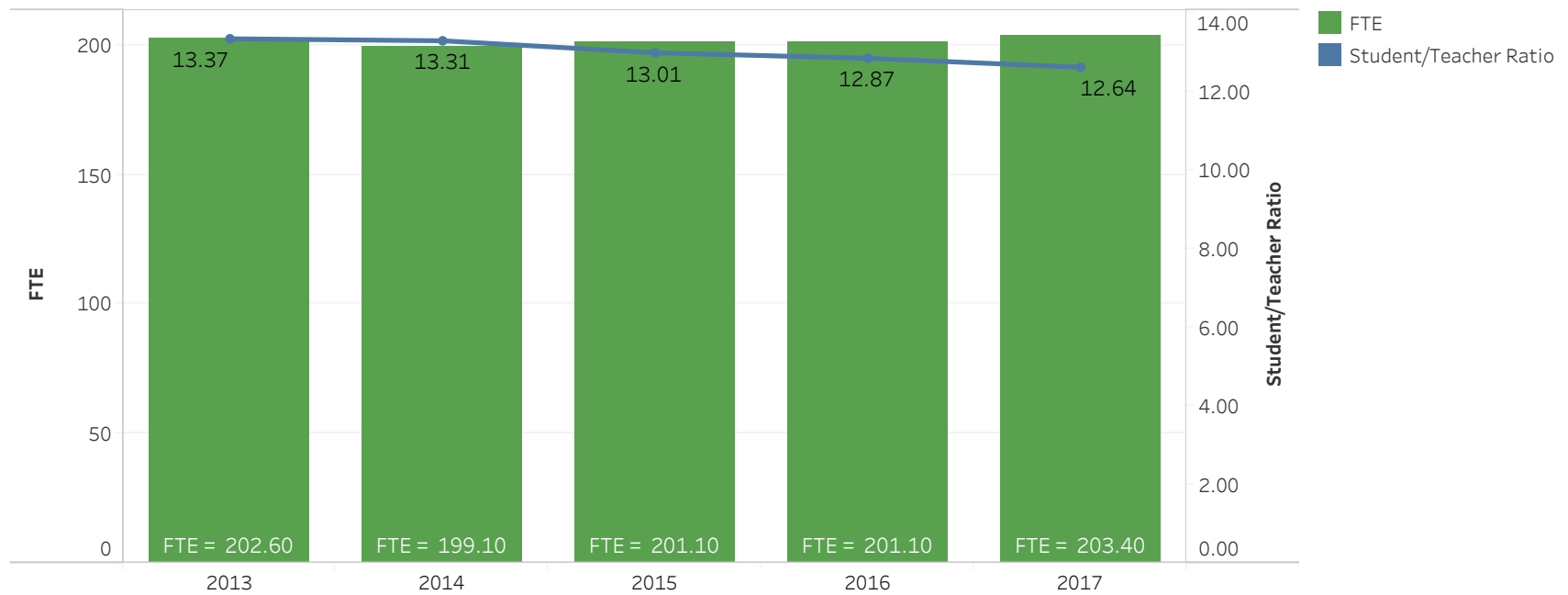
Changes in total enrollment as well as enrollment for subgroups requiring additional support can result in fluctuations in staffing needs.



Peer Summary	What enrollment trends exist that may impact future staffing?	What has been the trend in Teacher staffing?	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?
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Big Spring SD Salary and Staffing Comparison

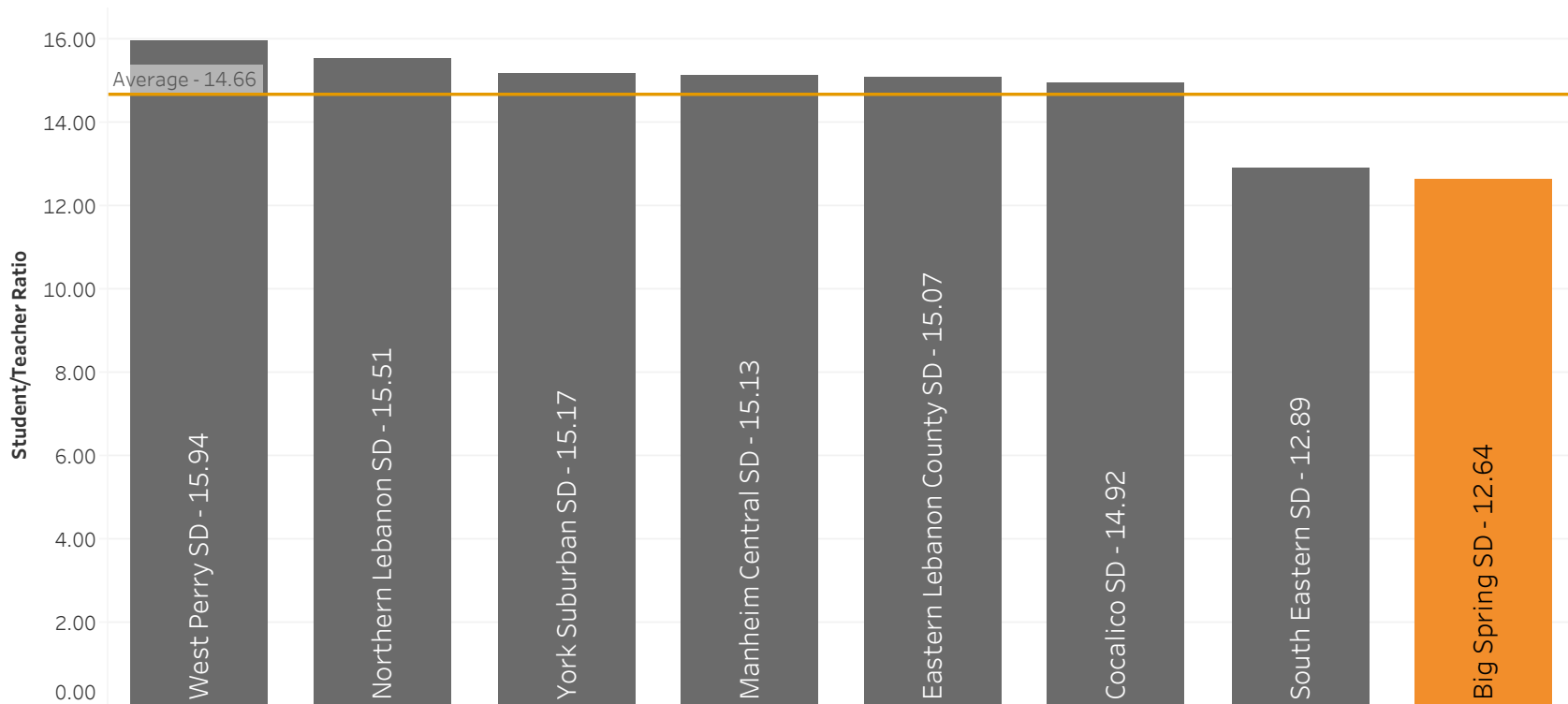
Staffing levels are a factor of the number of staff as well as the number of students. The chart below displays the Full Time Equivalent (FTE) count of **Teachers** in the bars and the student/teacher ratio on the line utilizing the right-hand axis.



Peer Summary	What enrollment trends exist that may impact future staffing?	What has been the trend in Teacher staffing?	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?	How do our Student Support sta..
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Big Spring SD Salary and Staffing Comparison

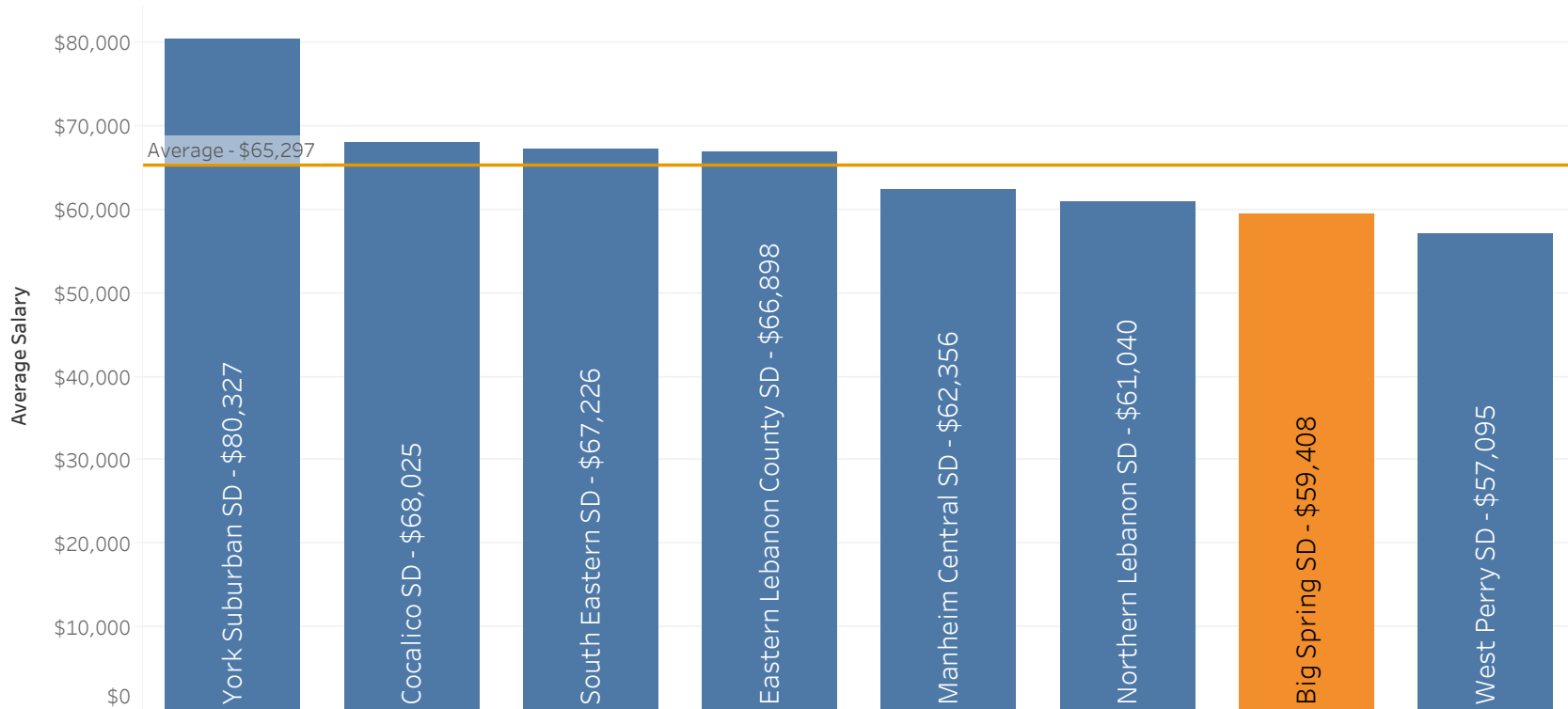
2017 - Student per Teacher FTE Comparison



What enrollment trends exist..	What has been the trend in Teacher staffing?	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?	How do our Student Support staffing levels compare?	How do average Student Sup..
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Big Spring SD Salary and Staffing Comparison

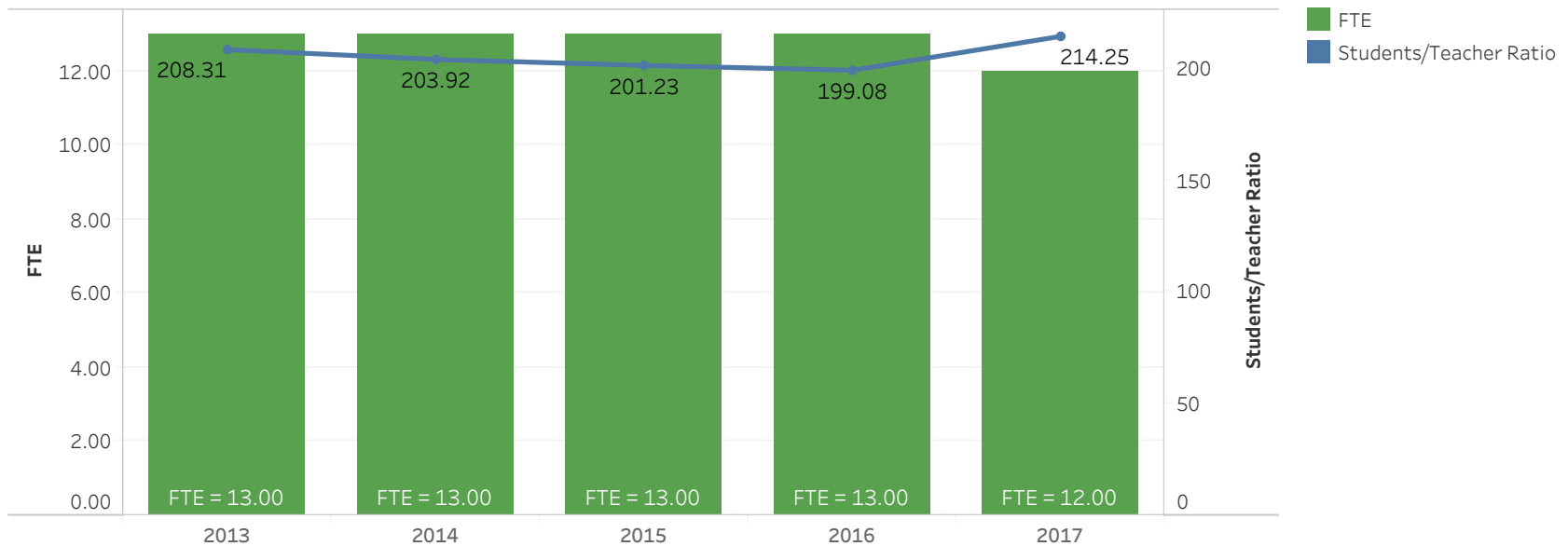
2017 - Teacher Salary



What has been the trend in ..	How do our Teacher staffing levels compare?	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?	How do our Student Support staffing levels compare?	How do average Student Support salaries compare?	How do average Elementary ..
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Big Spring SD Salary and Staffing Comparison

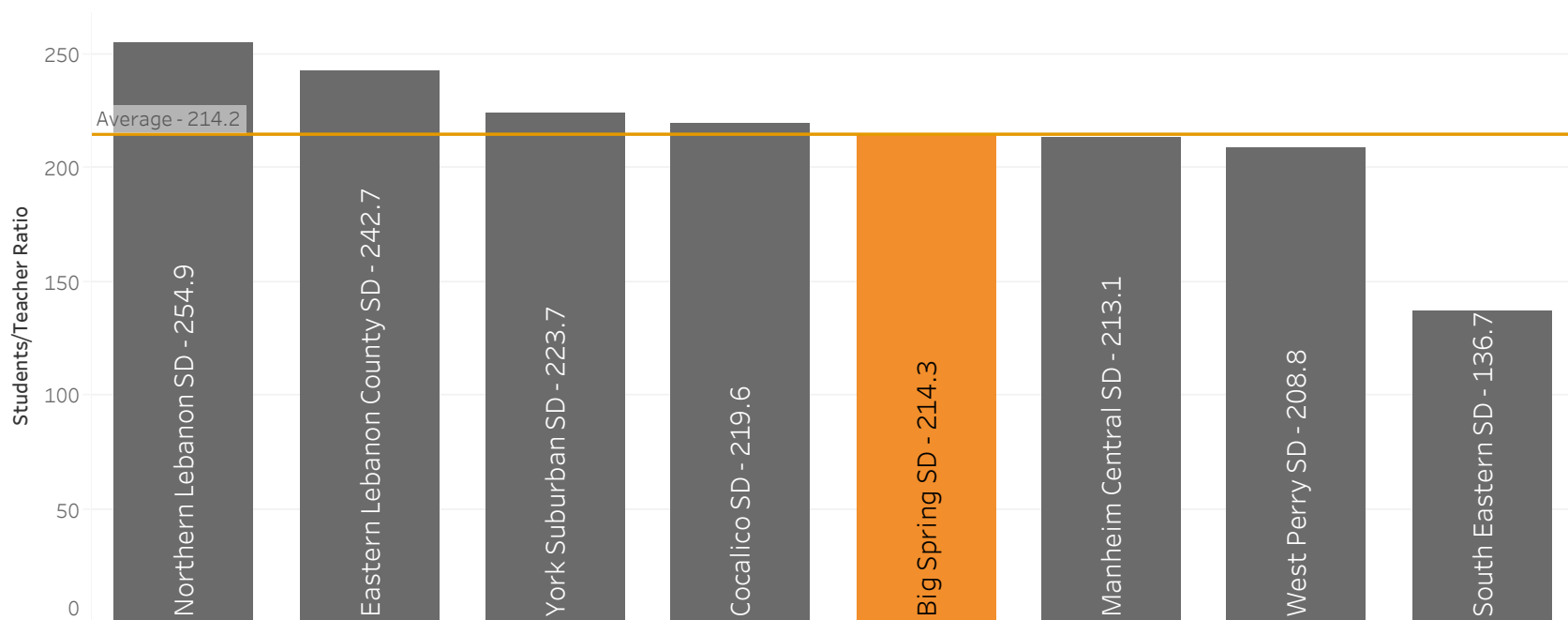
Staffing levels are a factor of the number of staff as well as the number of students. The chart below displays the Full Time Equivalent (FTE) count of **Student Support** staff in the bars and the student/support ratio is the line on the right-hand axis. Positions included in the analysis are: guidance counselors, nurses, occupational and physical therapists, psychologists and social workers.



How do our Teacher ..	How do average Teacher salaries compare?	What has been the trend in Student Support staffing?	How do our Student Support staffing levels compare?	How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary P..
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Big Spring SD Salary and Staffing Comparison

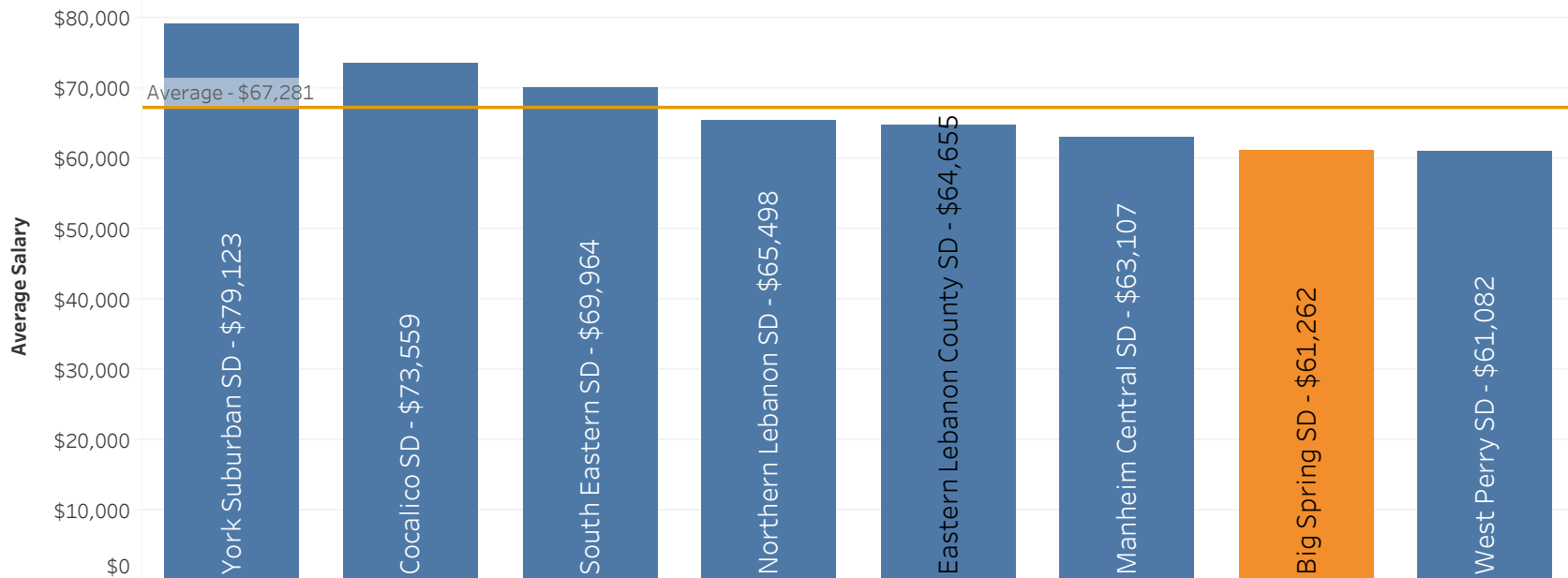
The chart below shows the 2017 student/support staff ratio for **Student Support Services** positions which include: guidance counselors, nurses, occupational and physical therapists, psychologists and social workers.



How do average Teacher ..	What has been the trend in Student Support staffing?	How do our Student Support staffing levels compare?	How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is all..
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Big Spring SD Salary and Staffing Comparison

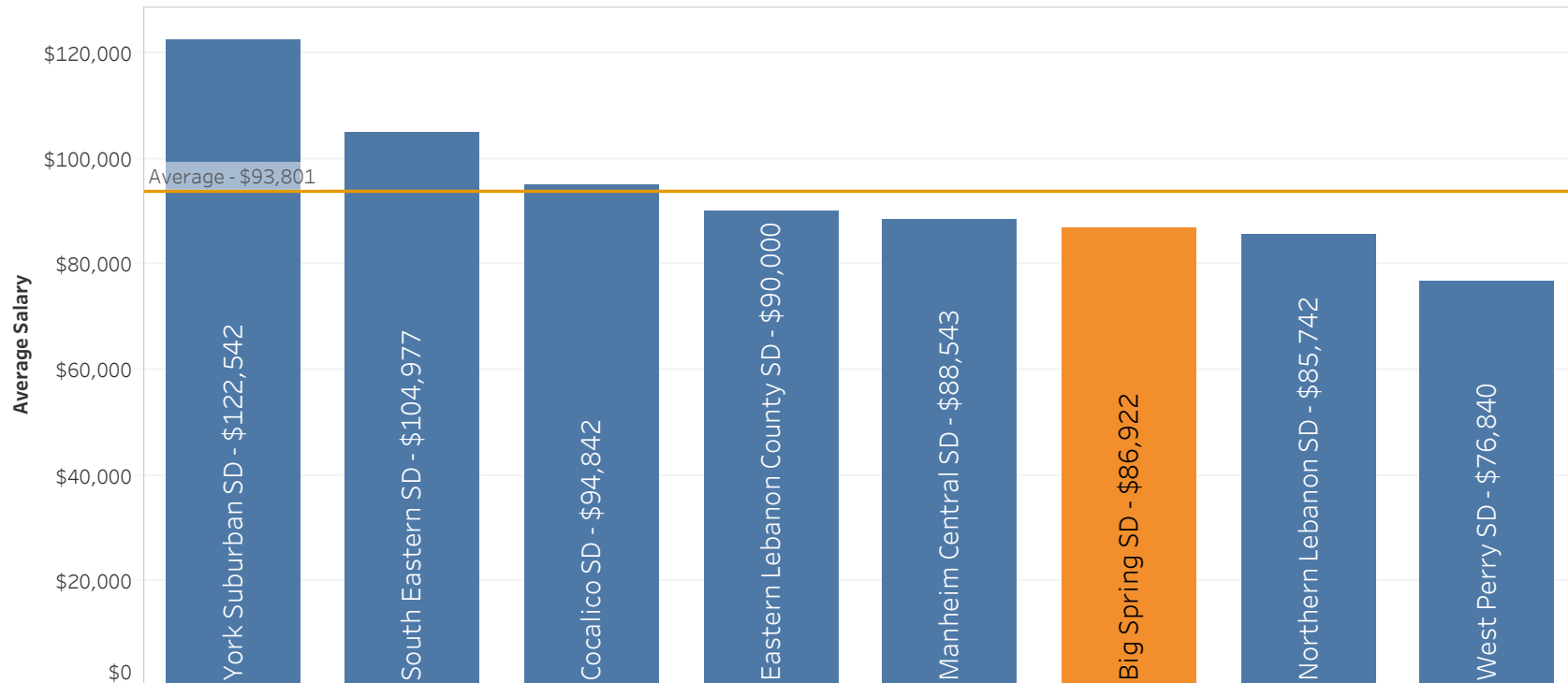
The chart below shows the 2017 average salaries for **Student Support Services** positions which include: guidance counselors, nurses, occupational and physical therapists, psychologists and social workers.



What has been the trend in ..	How do our Student Support staffing levels compare?	How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is allocated to personnel costs?	Data Notes
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Big Spring SD Salary and Staffing Comparison

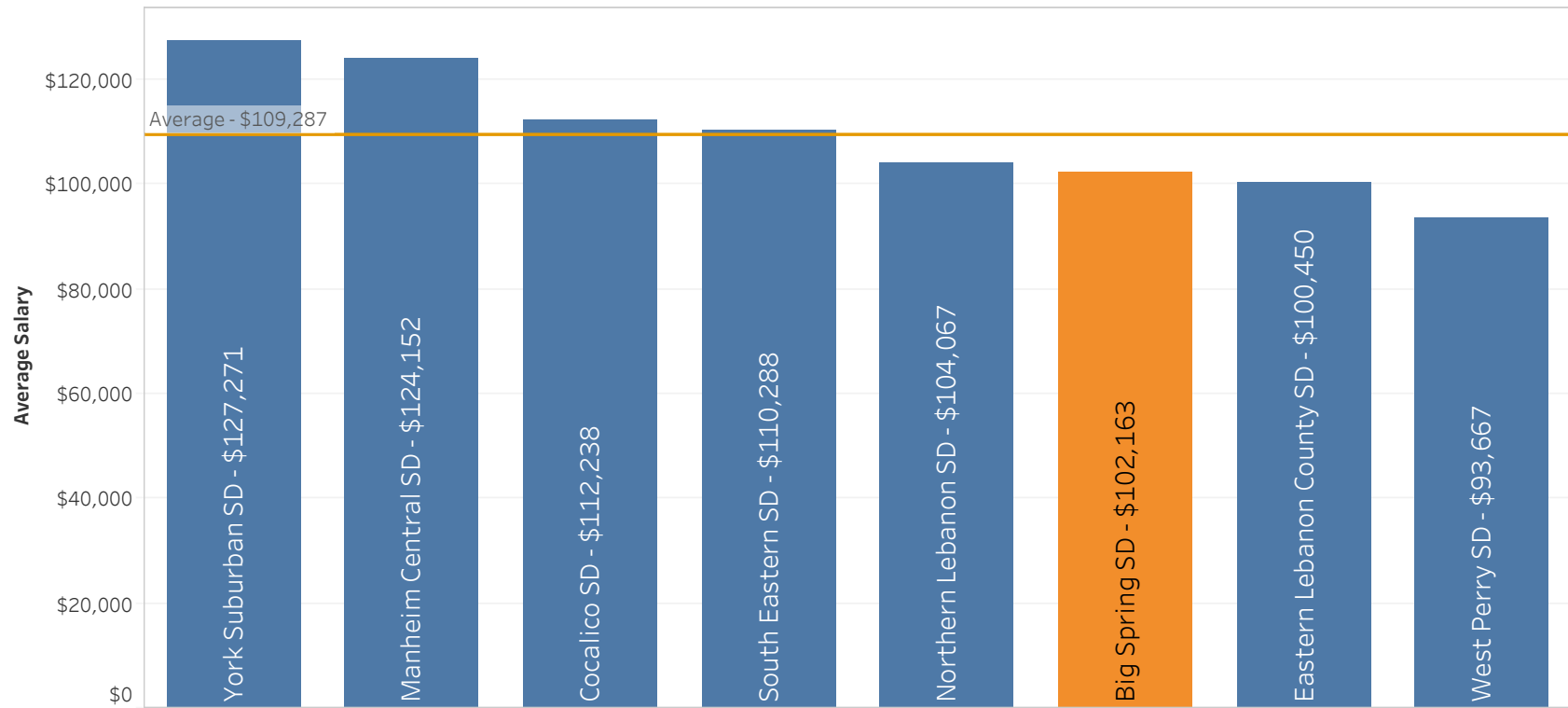
2017 - Elementary Principal Salary



How do our Student ..	How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is allocated to personnel costs?	Data Notes	Next Steps
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Big Spring SD Salary and Staffing Comparison

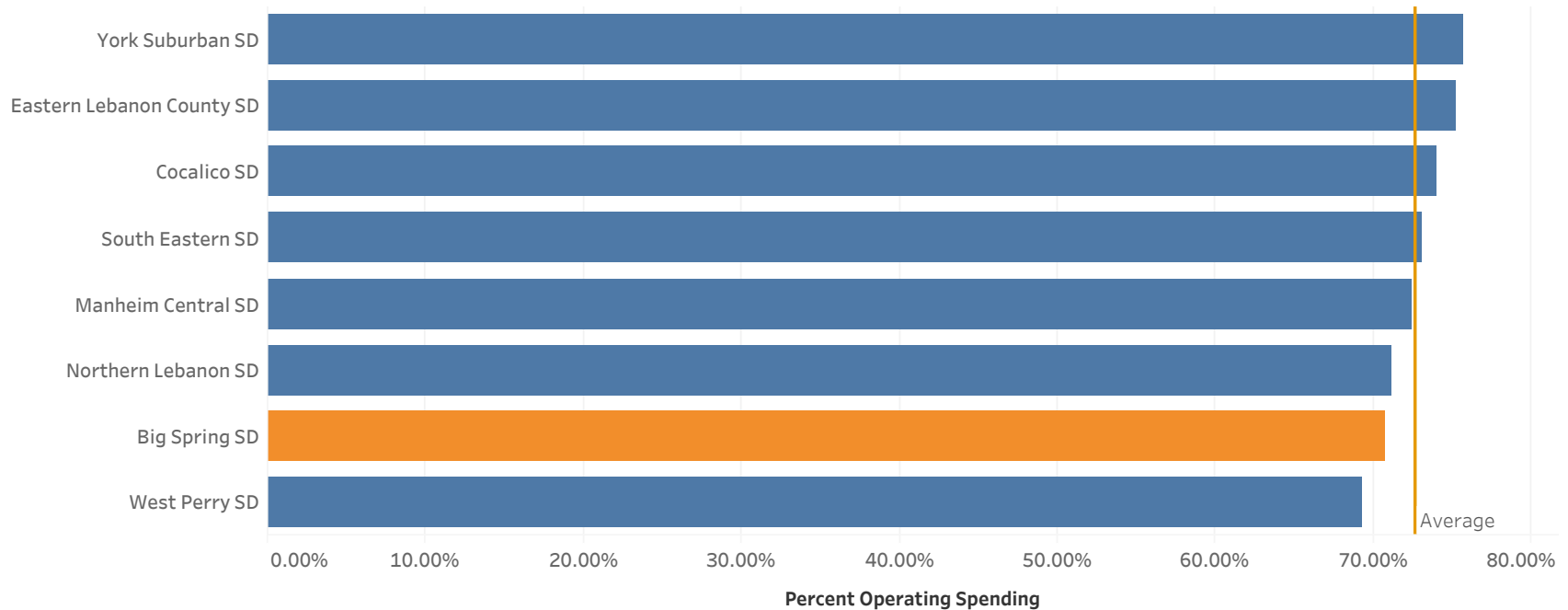
2017 - Secondary Principal Salary



How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is allocated to personnel costs?	Data Notes	Next Steps
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Big Spring SD Salary and Staffing Comparison

Annual Financial Reports break down district spending into many categories. The chart below shows the percentage of operating spending allocated to salaries and benefits for 2016.



How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is allocated to personnel costs?	Data Notes	Next Steps
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Data Notes

Salary and FTE data is acquired from Pennsylvania Department of Education (PDE) Professional Personnel Individual Staff Data records:

<http://www.education.pa.gov/Data-and-Statistics/Pages/Professional-and-Support-Personnel.aspx>

Enrollment data utilized in staffing ratio calculations consists of fall student counts from PDE:

<http://www.education.pa.gov/Data-and-Statistics/Pages/Enrollment%20Reports%20and%20Projections.aspx>

Financial data is obtained from the PDE Annual Financial Report (AFR) database.

Operating Expenditures are defined by PDE as expenditures from the General Fund in these Functions: Instruction, Support Services and Operation of Non-Instructional Services.

5Sight Home page: <https://5share.com/5sight/home.html>

How do average Student Support salaries compare?	How do average Elementary Principal salaries compare?	How do average Secondary Principal salaries compare?	How much of the operating budget is allocated to personnel costs?	Data Notes	Next Steps
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For further information about 5Sight and Forecast5's suite of solutions or to request a demo contact:

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