

2025 Condition of Education Staff



Department of Education

CONTENTS

Staff	2
Teachers	4
Principals	26
Superintendents	31
Teacher, Principal and Superintendent Salary Comparison	36
Public School Professional School Counselors	38
Public School Library/Media Staff	42
Area Education Agency	
(AEA) Licensed Staff	44
Licensed Staff State Totals	46
Public School Nurses	47
Non-Licensed Staff	48

STAFF

This chapter presents information on licensed and non-licensed staff in Iowa’s schools and area education agencies (AEAs). It includes data on characteristics such as age, race/ethnicity, gender, experience, retirement eligibility, retention and salary for teachers, principals, superintendents, professional school counselors, and library/media specialists. Additionally, it offers information on instructional aides, pupil-teacher ratios and nurses for public schools. The data are summarized at the state-level, by district size category (based on certified enrollment) and by AEA. Whenever possible, national and regional state comparative data are also presented. Some information is broken out by public and nonpublic schools.

Districts may report an unlimited number of positions/assignments for each staff member, so some report staff members as serving in multiple positions. For example, a professional school counselor may also be a principal or a teacher. Salary is not reported separately for each position/assignment combination and can therefore impact the reported salaries for staff with additional duties.

Data on shared staff was first collected through the Basic Educational Data Survey (BEDS) in the fall of 2008 and the number of shared staff members in each district they served was first included in 2008-09 data reports. In 2010-11, full-time equivalencies (FTE) collection began for each position. The district that holds the contract reports the entire FTE for shared staff. The district that is purchasing services only reports the FTE for their district. In all figures presented in this chapter, staff members are reported only once in the district that held the contract.

From 2010-11 to 2024-25, the definition for full-time teachers was staff with at least one teaching position code (including Teacher Leaders), a full-time equivalency for licensed positions of 0.8 or higher, and at least 180 contract days from 2010-11 to 2013-14. On July 1, 2014, Iowa implemented the option for school districts to choose between 180 days or 1,080 hours of instruction, decreasing the minimum contract days for full-time teachers. The minimum number of contract days for full-time teachers was 168 in 2014-15, 166 from

2015-16 to 2022-23, 165 in 2023-24 and 158 in 2024-25. Full-time teachers in 2024-25 had a base salary (salary paid for regular position responsibilities, including salary paid from teacher leadership grant funds and excluding professional development) of at least \$47,500 for teachers with less than 12 years of experience and at least \$60,000 for teachers with 12 or more years of experience. Approximately 5,500 teachers in 2024-25 were reported to be serving in other positions, such as administrators (e.g., principals, superintendents) or in student support services (e.g., coaches, counselors). Salary is not reported separately for each position/assignment combination. Therefore, the reported salaries for these teachers may be impacted by the additional duties.

In each section, staff of color counts include staff with a reported ethnicity of Hispanic/Latino and/or reported race of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, or Two or More Races. Teachers and principals who hold advanced degrees include staff with a master's, specialist or doctoral degree.

Salary information collected through Fall BEDS includes base salary, salary paid from teacher leadership grant funds, salary paid for professional development and extra duty pay. The portion of salary paid for regular position responsibilities is referred to as regular salary. Extra duty salary includes salary paid for extra duties such as yearbook sponsorship and coaching. Total salary is the sum of the regular salary and extra duty pay.

TEACHERS

This section includes data on public and nonpublic teachers and teacher leaders in Iowa. In 2024-25, 4.4% of teachers were beginning teachers in their first year of teaching (Table 5-3). The percentages of teachers with advanced degrees and teachers of color were highest in the larger district size categories (Table 5-4). Heartland AEA had the largest percentage of teachers in the state in 2024-25 at 28.5%. A little over 76% of the full-time teachers in public schools in Iowa were female in 2024-25 (Table 5-5). The average salary for male teachers was 4.7% higher than for female teachers, while the percentage of teachers with advanced degrees was slightly higher for females than for males (Table 5-6). The percentage of teachers of color in 2024-25 was 3.6%. The average salary of white teachers was 5.9% higher than that of teachers of color. The average age, experience and percentage of female teachers were also higher for white teachers than for teachers of color (Table 5-7).

Staff in Iowa public schools are eligible to receive full retirement benefits through the Iowa Public Employee Retirement System (IPERS) if they are at least 55 years old and the sum of their age and total IPERS-covered employment is equal to or greater than 88 (rule of 88). According to this rule, 4.8% of teachers were eligible to retire in 2024-25 (Table 5-9, Figure 5-2). Staff are also eligible to receive full retirement benefits through IPERS when they reach the age of 65 and are vested, or when they reach the age of 62 and their total IPERS-covered employment is equal to or greater than 20 years (the rule of 62/20). In 2024-25, 0.5% of teachers were over the age of 65 (Table 5-8).

Information on the number and percentage of full-time public school and AEA teachers retained from year to year as a teacher or in any licensed staff position (including teacher) is presented in Tables 5-10 through 5-13 and Figures 5-3 through 5-9. Among all the years presented, the percentage of teachers retained from the previous year was lowest in 2022-23 (Table 5-10, Figure 5-3). The largest percentage of teachers retained between 2023-24 and 2024-25 was in the 2,500-7,499 enrollment category, with 92.9% of teachers retained as teachers and 94.1% retained as licensed staff (Table 5-11, Figures 5-4 and 5-5). The lowest percentage of teachers retained from 2023-24 to 2024-25 was among those over age 65 (Table 5-12, Figures 5-6 and 5-7). The percentage of both teachers of color and white teachers retained increased slightly between 2023-24 and 2024-25 (Table 5-13, Figure 5-8, Figure 5-9).

In 2024-25, the average total salary for full-time public school teachers was 3.0% higher than average regular salary (Table 5-14). The average total salary of full-time public school teachers increased by 4.4% between 2023-24 and 2024-25. The average total salary was lowest in the smallest enrollment category and highest in the largest enrollment category (Table 5-15). When averaged by AEA service area, the average total salary was highest for teachers in Heartland AEA and lowest in Prairie Lakes AEA. The National Education Association reports the average salaries of teachers in the United States in the Rankings of the States and Estimates of School Statistics report. In 2023-24, Iowa's rank in the nation for average salary moved from 29th to 32nd. Iowa ranked 6th among 12 Midwest states for average salary in 2022-23 and 2023-24 (Table 5-17).

In 2024-25, the average number of assignments held by teachers of grades 9-12 was 2.7. Approximately 58% of teachers of grades 9-12 had one or two assignments (Tables 5-20 and 5-21). The pupil-teacher ratio in 2024-25 was 13.0. The pupil-teacher ratio by enrollment category ranged from 9.7 in the smallest enrollment category to 13.6 in the 2,500-7,499 enrollment category (Table 5-22). The number of instructional aides (non-licensed staff who provide assistance to teachers in the classroom) increased by 7.0% between 2023-24 and 2024-25 (Table 5-23).

Table 5-1: Characteristics of Iowa Full-Time Teachers 2000-01, 2023-24 and 2024-25

Characteristics	Public			Nonpublic		
	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25
Average Age	42.2	40.8	40.9	40.3	43.8	43.4
Percent Female	70.5%	76.5%	76.6%	80.3%	80.0%	80.2%
Percent Staff of Color	1.8%	3.3%	3.6%	0.9%	3.8%	4.1%
Percent Advanced Degree	27.0%	37.7%	38.7%	13.1%	20.0%	21.2%
Average Total Experience (Years)	15.1	13.5	13.6	12.3	15.4	15.0
Average District/AEA Experience (Years)	11.9	10.0	10.0	8.8	10.3	9.7
Number of Teachers	33,610	37,982	37,892	2,437	1,473	1,549

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-2: Characteristics of Iowa Beginning Full-Time Teachers 2000-01, 2023-24 and 2024-25

Characteristics	Public			Nonpublic		
	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25
Average Age	28.5	28.3	28.7	28.5	28.6	29.3
Percent Female	71.6%	78.3%	75.3%	83.5%	79.3%	81.5%
Percent Staff of Color	2.8%	6.8%	9.2%	1.5%	10.3%	9.2%
Percent Advanced Degree	5.9%	12.8%	13.0%	2.9%	6.9%	12.3%
Number of Teachers	1,660	1,582	1,656	206	58	65

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-3: Iowa Full-Time Beginning Teachers as a Percentage of Total Full-Time Public School Teachers by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Number of Beginning Full-Time Teachers			Number of Full-Time Teachers			Beginning Full-Time Teachers as % of Total Full-Time Teachers		
	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25
Under 300	42	35	41	642	678	754	6.5%	5.2%	5.4%
300-599	281	184	186	3,970	4,490	4,365	7.1%	4.1%	4.3%
600-999	270	169	170	5,553	4,605	4,661	4.9%	3.7%	3.6%
1,000-2,499	358	304	279	8,532	8,555	8,390	4.2%	3.6%	3.3%
2,500-7,499	306	316	317	6,096	7,568	8,157	5.0%	4.2%	3.9%
7,500+	382	568	660	8,393	11,798	11,310	4.6%	4.8%	5.8%
AEA	21	2	3	424	272	255	5.0%	0.7%	1.2%
State	1,660	1,582	1,656	33,610	37,982	37,892	4.9%	4.2%	4.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-4: Characteristics of Iowa Full-Time Public School Teachers by District Size Category, 2024-25

District Size Category	Number of Full-Time Teachers	Average Age	Percent Female	Percent Staff of Color	Percent Advanced Degree	Average Total Experience (Years)	Average District/ AEA Experience (Years)
Under 300	754	42.1	81.7%	2.5%	16.2%	13.5	9.0
300-599	4,365	40.6	76.4%	1.8%	21.4%	13.4	9.7
600-999	4,661	40.8	75.5%	2.1%	23.8%	13.8	9.8
1,000-2,499	8,390	40.9	75.4%	2.3%	33.8%	14.3	10.1
2,500-7,499	8,157	40.8	76.9%	3.5%	45.8%	13.7	10.0
7,500+	11,310	41.0	77.1%	6.1%	51.2%	12.8	10.1
AEA	255	46.6	92.5%	2.0%	61.2%	18.1	9.1
State	37,892	40.9	76.6%	3.6%	38.7%	13.6	10.0

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-5: Characteristics of Iowa Full-Time Public School Teachers by AEA, 2024-25

AEA	Number of Teachers	Percent of Total Teachers	Average Age	Percent Female	Percent Staff of Color	Percent Advanced Degree	Average Total Experience (Years)	Average District/AEA Experience (Years)
Keystone	2,372	6.3%	41.4	76.8%	1.4%	46.3%	14.9	12.0
Central Rivers	4,940	13.0%	40.7	76.2%	3.7%	32.9%	13.6	10.2
Prairie Lakes	2,355	6.2%	41.3	77.6%	3.0%	22.8%	14.0	9.8
Mississippi Bend	3,482	9.2%	41.7	77.1%	5.2%	47.3%	14.2	10.9
Grant Wood	5,352	14.1%	40.8	74.4%	3.6%	44.7%	13.9	10.0
Heartland	10,792	28.5%	40.0	76.7%	4.1%	40.8%	12.7	8.9
Northwest	3,044	8.0%	41.0	77.1%	4.2%	37.5%	13.7	10.9
Green Hills	2,889	7.6%	41.8	76.8%	2.5%	37.8%	13.6	9.8
Great Prairie	2,666	7.0%	42.5	78.9%	2.4%	27.9%	13.7	10.1
State	37,892	100.0%	40.9	76.6%	3.6%	38.7%	13.6	10.0

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-6: Gender Comparison of Iowa Full-Time Public School Teachers, 2024-25

Characteristics	Female	Male
Average Age	40.8	41.3
Percent Staff of Color	3.4%	4.2%
Percent Advanced Degree	39.1%	37.6%
Average Total Experience (Years)	13.5	13.9
Average District/AEA Experience (Years)	9.9	10.0
Average Total Salary	\$66,423	\$69,513
Number of Teachers	29,028	8,864

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-7: Characteristics of Iowa Full-Time Public School Teachers by Race/Ethnicity, 2024-25

Characteristics	Staff of Color	White Staff
Average Age	38.3	41.0
Percent Female	72.8%	76.7%
Percent Advanced Degree	34.3%	38.9%
Average Total Experience (Years)	9.4	13.7
Average District/AEA Experience (Years)	6.8	10.1
Average Total Salary	\$63,529	\$67,281
Number of Teachers	1,366	36,526

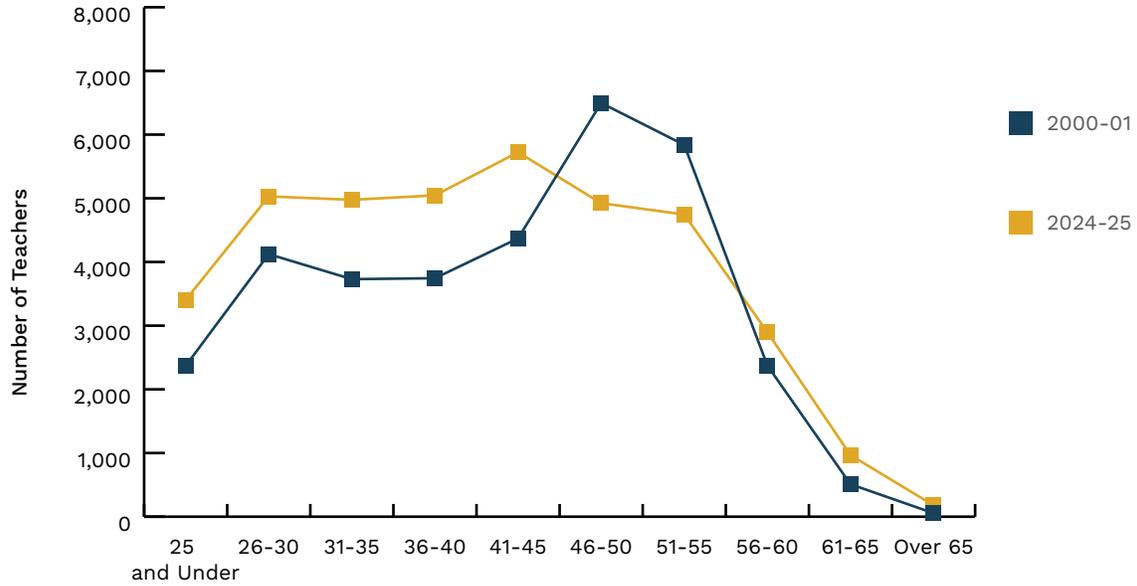
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes AEA teachers.
 Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-8: Iowa Full-Time Public School Teacher Age Distributions, 2000-01 and 2024-25

Age Interval	2000-01				2024-25			
	Number of Teachers	Cumulative Total	Percent	Cumulative Percent	Number of Teachers	Cumulative Total	Percent	Cumulative Percent
25 and Under	2,369	2,369	7.0%	7.0%	3,404	3,404	9.0%	9.0%
26-30	4,123	6,492	12.3%	19.3%	5,030	8,434	13.3%	22.3%
31-35	3,730	10,222	11.1%	30.4%	4,976	13,410	13.1%	35.4%
36-40	3,745	13,967	11.1%	41.6%	5,046	18,456	13.3%	48.7%
41-45	4,370	18,337	13.0%	54.6%	5,723	24,179	15.1%	63.8%
46-50	6,497	24,834	19.3%	73.9%	4,923	29,102	13.0%	76.8%
51-55	5,838	30,672	17.4%	91.3%	4,746	33,848	12.5%	89.3%
56-60	2,373	33,045	7.1%	98.3%	2,898	36,746	7.6%	97.0%
61-65	510	33,555	1.5%	99.8%	967	37,713	2.6%	99.5%
Over 65	55	33,610	0.2%	100.0%	179	37,892	0.5%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes AEA teachers.
 Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Figure 5-1: Iowa Full-Time Public School Teacher Age Distributions, 2000-01 and 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-9: Combined Age and Experience Distribution of Iowa Full-Time Public School Teachers, 2000-01 and 2024-25

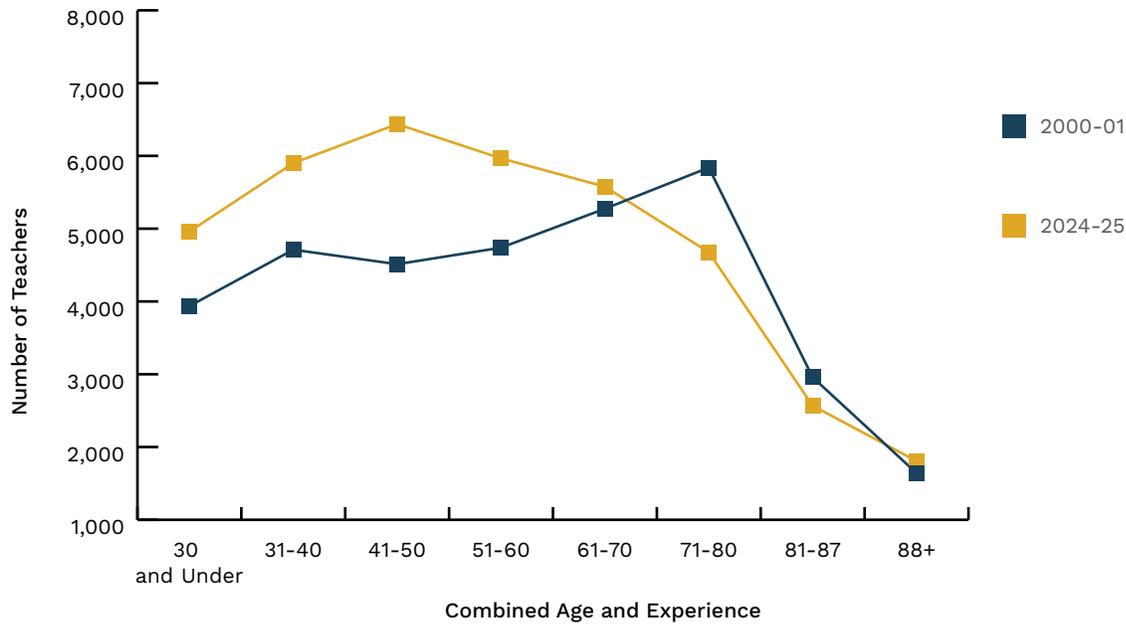
Combined Age and Experience Interval	2000-01				2024-25			
	Number of Teachers	Cumulative Total	Percent	Cumulative Percent	Number of Teachers	Cumulative Total	Percent	Cumulative Percent
30 and Under	3,936	3,936	11.7%	11.7%	4,961	4,961	13.1%	13.1%
31-40	4,711	8,647	14.0%	25.7%	5,901	10,862	15.6%	28.7%
41-50	4,512	13,159	13.4%	39.2%	6,437	17,299	17.0%	45.7%
51-60	4,739	17,898	14.1%	53.3%	5,966	23,265	15.7%	61.4%
61-70	5,274	23,172	15.7%	68.9%	5,577	28,842	14.7%	76.1%
71-80	5,839	29,011	17.4%	86.3%	4,676	33,518	12.3%	88.5%
81-87	2,958	31,969	8.8%	95.1%	2,567	36,085	6.8%	95.2%
88+	1,641	33,610	4.9%	100.0%	1,807	37,892	4.8%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Figure 5-2: Combined Age and Experience Distribution of Iowa Full-Time Public School Teachers, 2000-01 and 2024-25



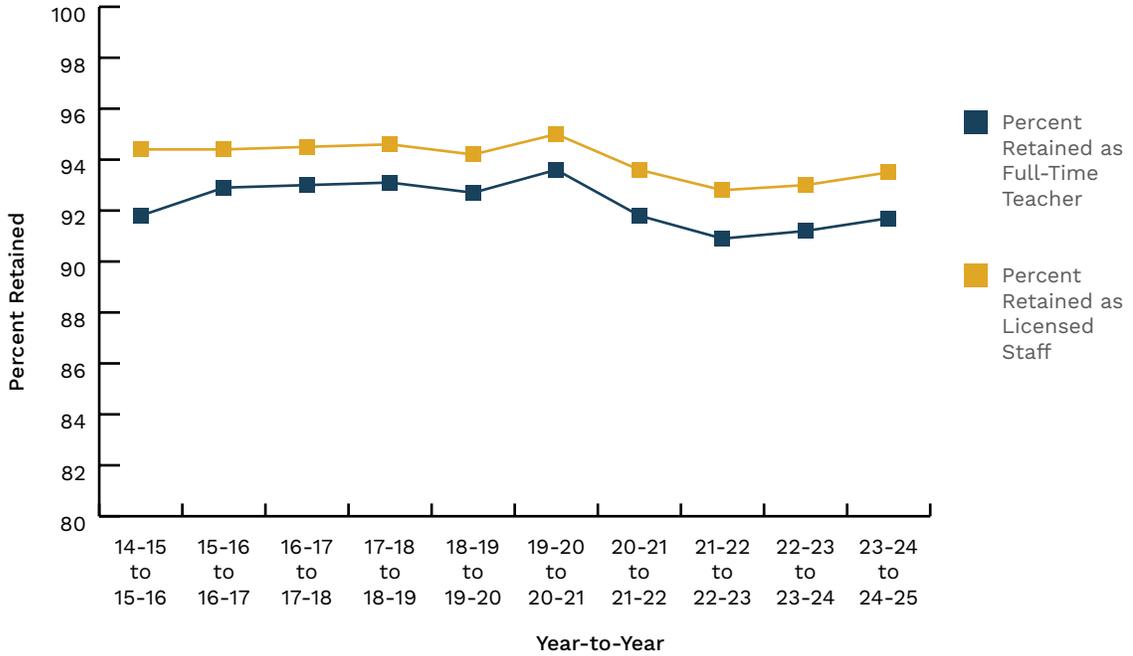
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes AEA teachers.
 Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-10: Iowa Full-Time Public School Teachers Year-to-Year Retention, 2015-16 to 2024-25

Years	Base Year Number of Full-Time Teachers	Retained as Full-Time Teacher		Retained as Licensed Staff (Full-Time or Part-Time)		Difference
		Number of Teachers Retained	Percent Retained as Full-Time Teacher	Number of Teachers Retained	Percent Retained as Licensed Staff	
14-15 to 15-16	34,725	31,877	91.8%	32,796	94.4%	2.6%
15-16 to 16-17	34,805	32,329	92.9%	32,870	94.4%	1.6%
16-17 to 17-18	36,279	33,737	93.0%	34,289	94.5%	1.5%
17-18 to 18-19	37,035	34,466	93.1%	35,028	94.6%	1.5%
18-19 to 19-20	37,386	34,662	92.7%	35,211	94.2%	1.5%
19-20 to 20-21	37,567	35,169	93.6%	35,676	95.0%	1.3%
20-21 to 21-22	38,022	34,895	91.8%	35,589	93.6%	1.8%
21-22 to 22-23	38,020	34,571	90.9%	35,291	92.8%	1.9%
22-23 to 23-24	38,092	34,757	91.2%	35,412	93.0%	1.7%
23-24 to 24-25	37,982	34,832	91.7%	35,507	93.5%	1.8%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.
 Retained as Full-Time Teacher: Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.
 Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.
 Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Figure 5-3: Iowa Full-Time Public School Teachers Year-to-Year Retention, 2015-16 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Retained as Full-Time Teacher: Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-11: Iowa Full-Time Public School Teachers Year-to-Year Retention by District Size Category, 2022-23 to 2024-25

District Size Category	2021-22 to 2022-23			2022-23 to 2023-24			2023-24 to 2024-25		
	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff
Under 300	678	90.3%	93.5%	652	89.0%	92.0%	678	89.1%	92.3%
300-599	4,384	90.1%	91.8%	4,514	91.8%	93.7%	4,490	91.0%	93.5%
600-999	4,735	91.8%	93.5%	4,493	91.9%	93.0%	4,605	91.7%	93.5%
1,000-2,499	8,756	91.5%	93.1%	8,756	91.1%	93.0%	8,555	91.7%	93.6%
2,500-7,499	7,295	90.7%	92.6%	7,518	92.6%	93.9%	7,568	92.9%	94.1%
7,500+	11,927	90.5%	92.7%	11,882	90.2%	92.0%	11,798	91.5%	93.2%
AEA	245	93.5%	95.5%	271	90.4%	94.1%	272	89.3%	92.3%
State	38,020	90.9%	92.8%	38,092	91.2%	93.0%	37,982	91.7%	93.5%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

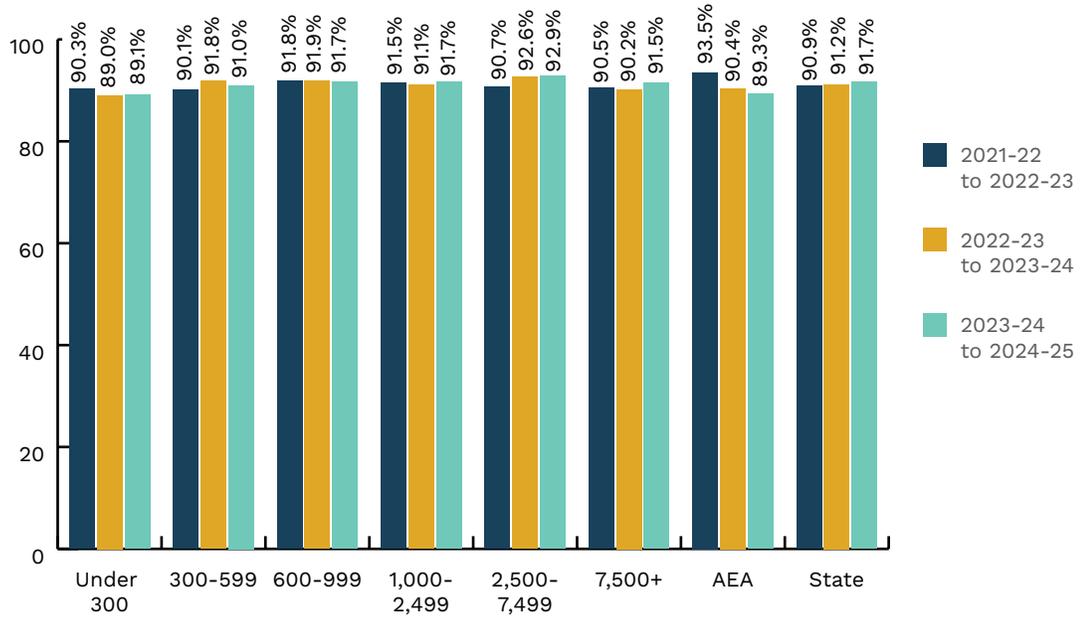
District size category is determined by district enrollment size in the base year.

Retained as Full-Time Teacher: Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Figure 5-4: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by District Size Category, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

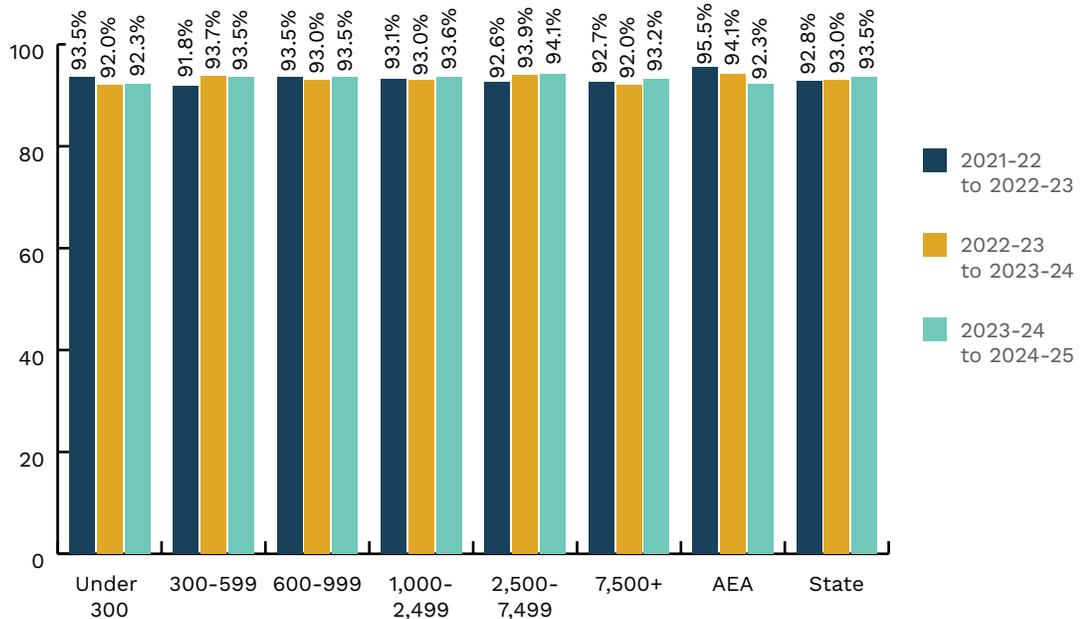
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

District size category is determined by district enrollment size in the base year.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Figure 5-5: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by District Size Category, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

District size category is determined by district enrollment size in the base year.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-12: Iowa Full-Time Public School Teachers Year-to-Year Retention by Age Category, 2022-23 to 2024-25

Age Category	2021-22 to 2022-23			2022-23 to 2023-24			2023-24 to 2024-25		
	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full-Time Teachers	Percent Retained as Full-Time Teacher	Percent Retained as Licensed Staff
25 and under	3,257	90.1%	91.1%	3,443	90.3%	90.9%	3,495	90.1%	90.9%
26-35	10,493	90.7%	92.7%	10,211	91.6%	93.5%	10,109	92.0%	93.8%
36-45	10,854	93.8%	96.1%	11,037	94.1%	96.3%	10,901	94.6%	96.5%
46-55	9,389	93.6%	95.3%	9,358	94.1%	95.5%	9,476	94.1%	95.8%
56-65	3,852	79.2%	80.9%	3,873	77.3%	78.9%	3,818	79.5%	82.0%
Over 65	175	56.6%	59.4%	170	62.4%	64.7%	183	60.1%	63.4%
State	38,020	90.9%	92.8%	38,092	91.2%	93.0%	37,982	91.7%	93.5%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

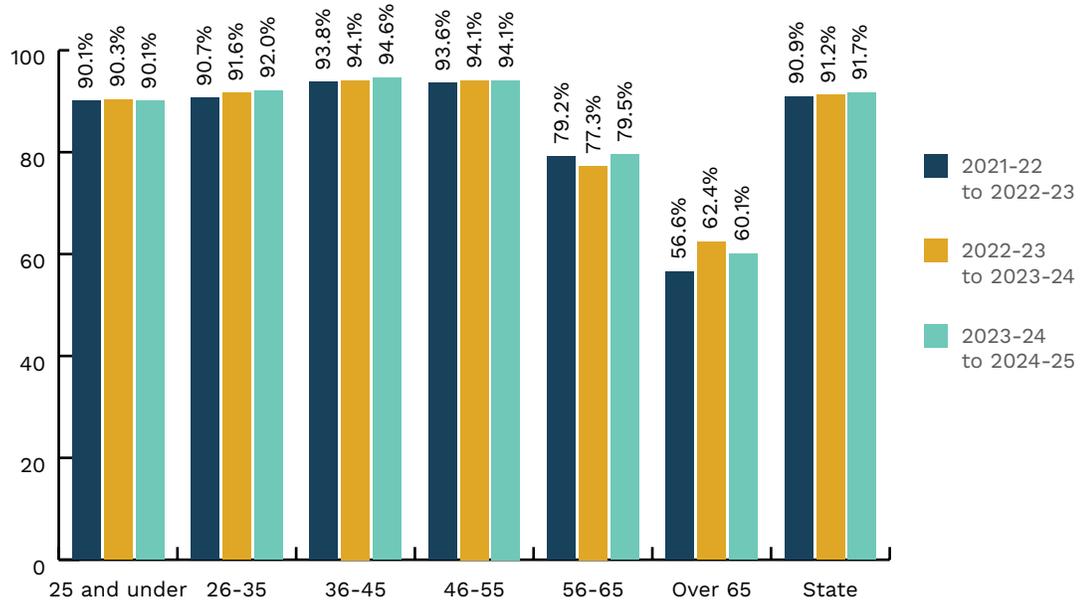
Age category determined by age in base year.

Retained as Full-Time Teacher: Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Figure 5-6: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by Age Category, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

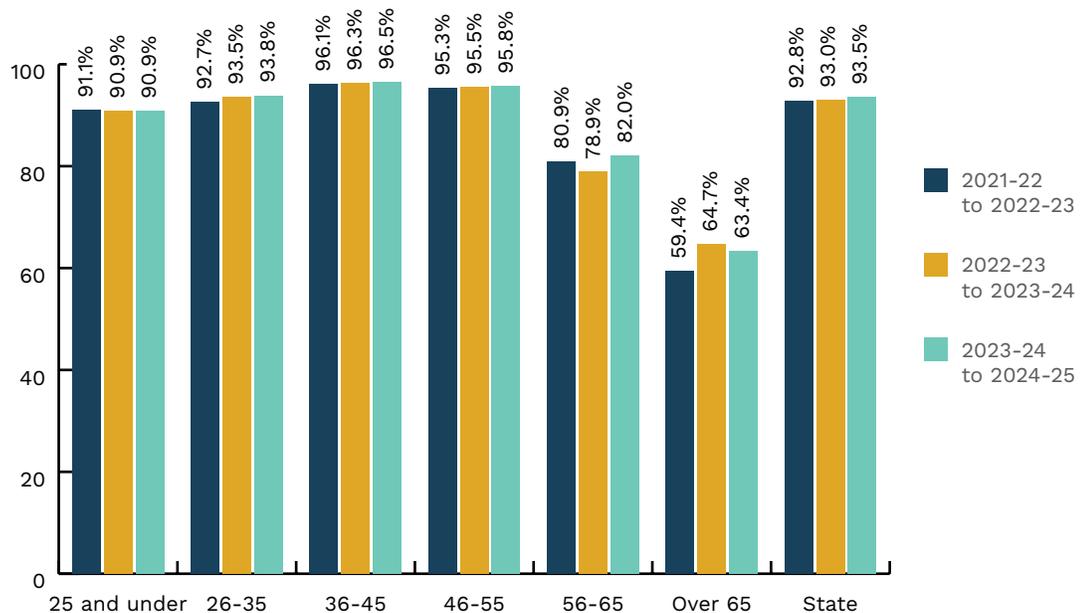
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Age category determined by age in base year.

Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Figure 5-7: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by Age Category, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Age category determined by age in base year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-13: Iowa Full-Time Public School Teachers Year-to-Year Retention by Race/Ethnicity, 2022-23 to 2024-25

Race/ Ethnicity	2021-22 to 2022-23			2022-23 to 2023-24			2023-24 to 2024-25		
	Base Year Number of Full- Time Teachers	Percent Retained as Full- Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full- Time Teachers	Percent Retained as Full- Time Teacher	Percent Retained as Licensed Staff	Base Year Number of Full- Time Teachers	Percent Retained as Full- Time Teacher	Percent Retained as Licensed Staff
Teachers of Color	1,126	87.4%	90.1%	1,184	87.9%	90.5%	1,246	88.8%	90.4%
White Teachers	36,894	91.0%	92.9%	36,908	91.4%	93.0%	36,736	91.8%	93.6%
State	38,020	90.9%	92.8%	38,092	91.2%	93.0%	37,982	91.7%	93.5%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

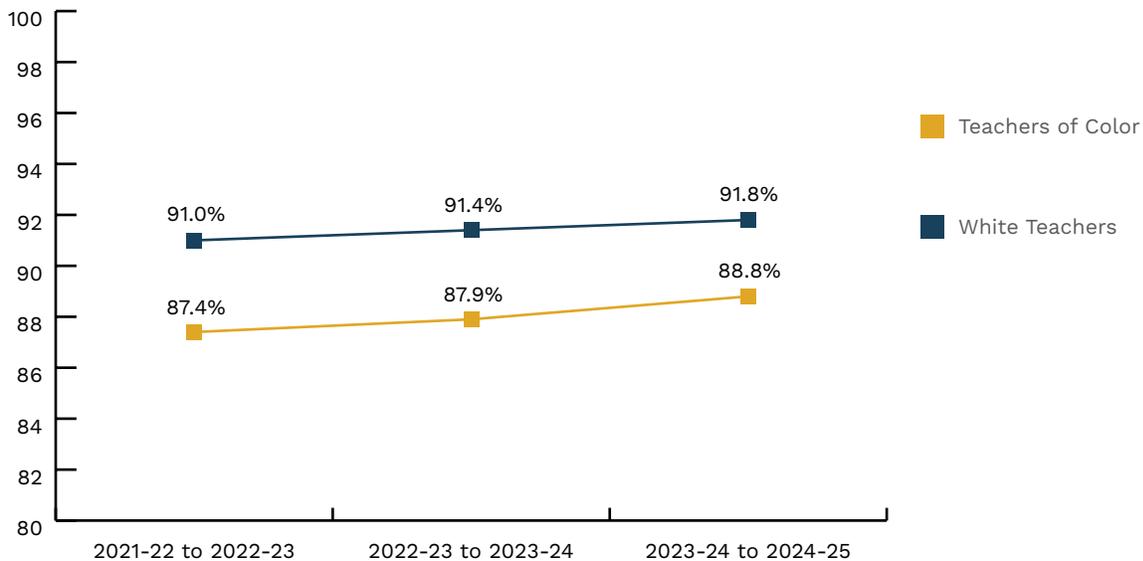
Race/ethnicity determined in base year.

Retained as Full-Time Teacher: Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Figure 5-8: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by Race/Ethnicity, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

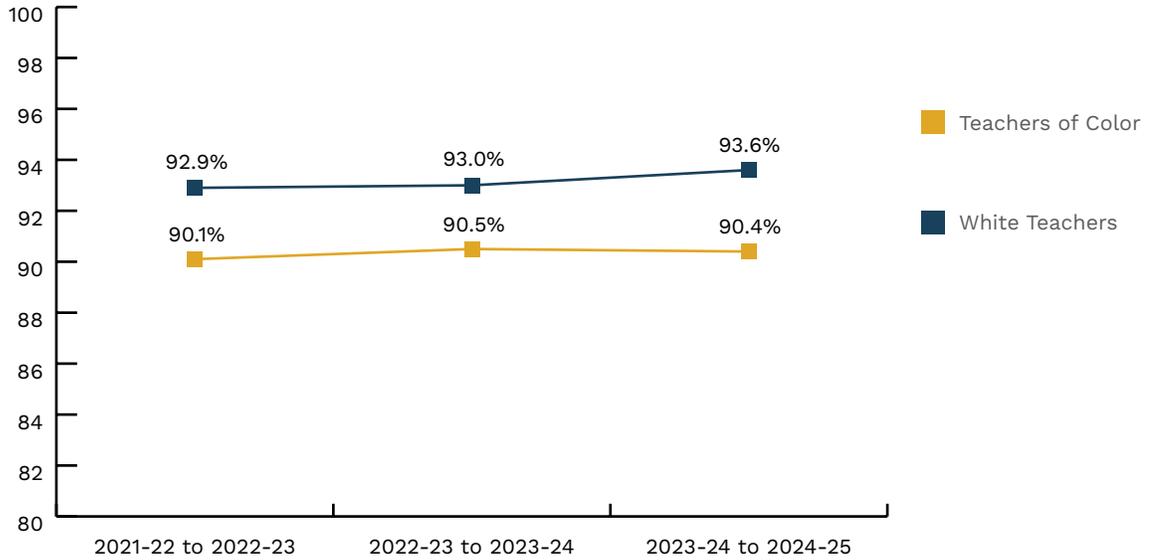
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Race/ethnicity determined in base year.

Retained teachers are full-time teachers in public schools and AEAs who were teaching full-time in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Figure 5-9: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by Race/Ethnicity, 2022-23 to 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers.

Race/ethnicity determined in base year.

Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-14: Iowa Full-Time Teacher Average Regular Salary vs. Full-Time Teacher Average Total Salary, 2000-01, 2023-24 and 2024-25

Measure	2000-01	2023-24	2024-25
Average Regular Salary	N/A	\$62,360	\$65,220
Average Total Salary	\$36,479	\$64,339	\$67,145
Difference	N/A	\$1,979	\$1,925
Percent Total Salary Greater Than Regular Salary	N/A	3.2%	3.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Teacher figures for 2023-24 and 2024-25 represent average salaries for full-time public school staff with teaching position codes. There were approximately 6,000 full-time public staff in 2023-24 and 2024-25 with teaching position codes who also reported that they served in the capacity of administrator (Superintendent, Principal, etc.) and/or student support personnel (Curriculum Consultant, Teacher Leader, etc.).

Average salaries for these staff include salaries for these additional responsibilities.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-15: Average Total Salaries of Iowa Full-Time Public School Teachers by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Average Total Salary			Percent Salary Change	
	2000-01	2023-24	2024-25	2000-01 to 2024-25	2023-24 to 2024-25
Under 300	\$28,811	\$53,281	\$58,713	103.8%	10.2%
300-599	\$31,557	\$56,682	\$60,838	92.8%	7.3%
600-999	\$33,809	\$59,579	\$62,491	84.8%	4.9%
1,000-2,499	\$35,912	\$63,022	\$65,725	83.0%	4.3%
2,500-7,499	\$38,266	\$66,336	\$69,159	80.7%	4.3%
7,500+	\$40,452	\$69,240	\$71,489	76.7%	3.2%
AEA	\$36,196	\$72,536	\$74,780	106.6%	3.1%
State	\$36,479	\$64,339	\$67,145	84.1%	4.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Teacher figures for 2023-24 and 2024-25 represent average salaries for full-time public school staff with teaching position codes. There were approximately 6,000 full-time public staff in 2023-24 and 2024-25 with teaching position codes who also reported that they served in the capacity of administrator (Superintendent, Principal, etc.) and/or student support personnel (Curriculum Consultant, Teacher Leader, etc.).

Average salaries for these staff include salaries for these additional responsibilities.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-16: Average Salaries of Iowa Full-Time Public School Teachers by AEA, 2024-25

AEA	Regular Salary	Total Salary
Keystone	\$62,300	\$63,942
Central Rivers	\$63,748	\$65,498
Prairie Lakes	\$61,687	\$63,669
Mississippi Bend	\$64,425	\$66,458
Grant Wood	\$66,908	\$69,259
Heartland	\$67,920	\$69,507
Northwest	\$65,429	\$67,703
Green Hills	\$63,384	\$65,623
Great Prairie	\$62,137	\$64,227
State	\$65,220	\$67,145

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Teacher figures represent average salaries for full-time public school staff with teaching position codes. There were approximately 6,000 full-time public staff in 2024-25 with teaching position codes who also reported that they served in the capacity of administrator (Superintendent, Principal, etc.) and/or student support personnel (Curriculum Consultant, Teacher Leader, etc.).

Average salaries for these staff include salaries for these additional responsibilities.

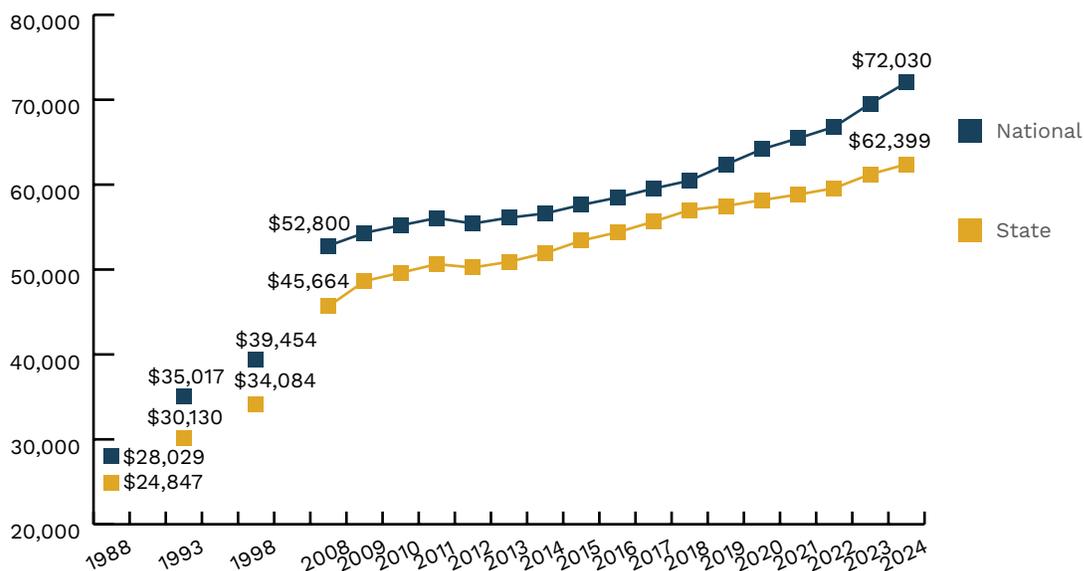
Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Table 5-17: Average Salaries of Public School Teachers for Iowa, Midwest States and the Nation, 2022-23 and 2023-24

Nation and State	2022-23			2023-24		
	Salary	National Rank	Midwest Rank	Salary	National Rank	Midwest Rank
Nation	\$69,381			\$72,030		
Illinois	\$73,916	12	1	\$75,978	13	1
Indiana	\$57,015	36	8	\$58,620	39	8
Iowa	\$61,231	29	6	\$62,399	32	6
Kansas	\$56,374	39	10	\$58,146	44	10
Michigan	\$67,011	17	3	\$69,067	19	3
Minnesota	\$70,005	15	2	\$72,430	15	2
Missouri	\$53,999	47	11	\$55,132	49	12
Nebraska	\$58,763	34	7	\$60,239	37	7
North Dakota	\$56,740	37	9	\$58,581	40	9
Ohio	\$66,390	19	4	\$68,236	22	4
South Dakota	\$53,153	49	12	\$56,328	46	11
Wisconsin	\$62,524	26	5	\$65,762	27	5

Source: National Education Association, Rankings and Estimates of School Statistics.

Figure 5-10: Average Salaries of Public School Teachers for Iowa and the Nation, 1987-88, 1992-93, 1997-98 and 2007-08 to 2023-24



Source: National Education Association, Rankings and Estimates of School Statistics.

Table 5-18: Iowa Salary Comparisons by Occupation, 2022-23 and 2023-24

Occupation	Average Salary		Percent Change 2022-23 to 2023-24
	2022-23	2023-24	
Accountants and Auditors	\$77,280	\$80,540	4.2%
Child, Family, and School Social Workers	\$52,540	\$56,840	8.2%
Civil Engineers	\$94,270	\$96,450	2.3%
Computer Programmers	\$83,520	\$88,310	5.7%
Dental Hygienists	\$83,220	\$85,130	2.3%
Electrical Engineers	\$117,640	\$126,950	7.9%
Heavy and Tractor-Trailer Truck Drivers	\$53,470	\$58,350	9.1%
Interior Designers	\$56,820	\$68,640	20.8%
Machinists	\$53,170	\$54,950	3.3%
Paralegals and Legal Assistants	\$59,610	\$56,060	-6.0%
Registered Nurse	\$74,610	\$77,780	4.2%
Software Developers	\$110,280	\$116,000	5.2%
Speech-Language Pathologists	\$82,210	\$85,230	3.7%
Teachers	\$61,162	\$62,360	2.0%
Welders, Cutters, Solderers, and Brazers	\$50,100	\$52,280	4.4%

Source: U.S. Bureau of Labor Statistics, State Occupational Employment and Wage Estimates, Iowa, May 2023 and May 2024.

Note: Teacher average salaries are average total salaries based on Iowa Department of Education Basic Educational Data Survey staff data.

Table 5-19: Distribution of Contract Days for Iowa Full-Time Public School Teachers 2000-01, 2023-24 and 2024-25

Number of Contract Days	Number of Teachers			Percent			Cumulative Percent		
	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25
<= 185	2,089	3,386	3,131	6.2%	8.9%	8.3%	6.2%	8.9%	8.3%
186-190	16,449	16,806	17,747	49.0%	44.2%	46.8%	55.2%	53.2%	55.1%
191-195	13,136	14,941	14,523	39.1%	39.3%	38.3%	94.3%	92.5%	93.4%
>= 196	1,932	2,849	2,491	5.8%	7.5%	6.6%	100.0%	100.0%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA teachers.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-20: Average Number of Teaching Assignments for Iowa Full-Time Public School Teachers for Grades 9-12 by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	2000-01			2023-24			2024-25		
	Number of Districts	Number of Grade 9-12 Teachers	Average Number of Assignments	Number of Districts	Number of Grade 9-12 Teachers	Average Number of Assignments	Number of Districts	Number of Grade 9-12 Teachers	Average Number of Assignments
Under 300	38	279	3.9	37	257	3.3	40	289	3.4
300-599	116	2,084	3.4	106	2,139	3.2	103	2,037	3.1
600-999	104	2,587	3.1	71	1,873	3.0	72	1,881	3.0
1,000-2,499	83	3,335	2.7	74	2,890	2.7	73	2,854	2.7
2,500-7,499	24	2,052	2.2	25	2,282	2.4	26	2,436	2.4
7,500+	9	2,480	2.1	12	3,495	2.3	11	3,293	2.3
State	374	12,817	2.7	325	12,936	2.7	325	12,790	2.7

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Notes: Only includes grade 9-12 teaching assignments for 2023-24 and 2024-25 for a teacher who has at least one grade 9-12 assignment. Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

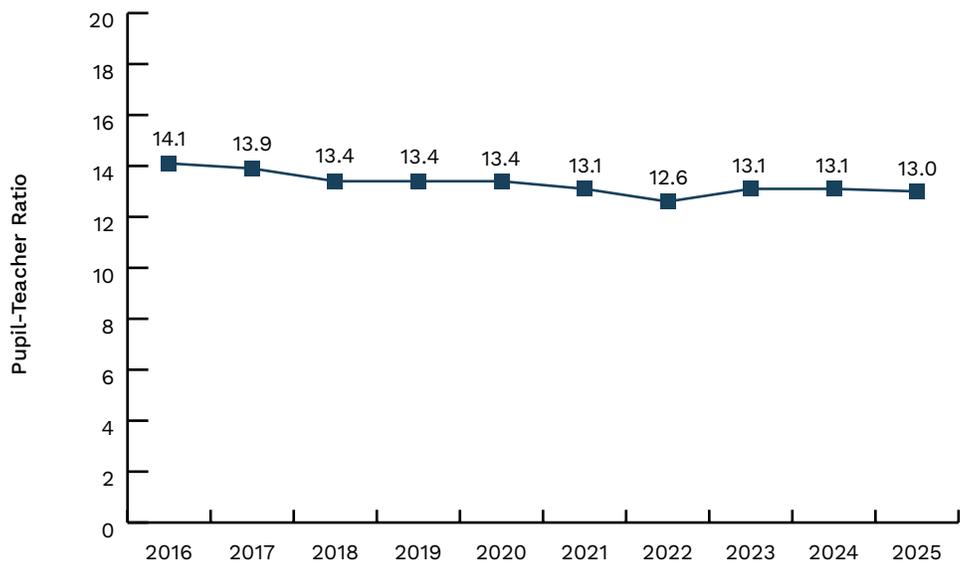
Table 5-21: Distribution of Assignments for Iowa Full-Time Public School Teachers for Grades 9-12, 2024-25

	Number of Unique Assignments	Number of Teachers	Percent	Cumulative Percent
1		4,682	36.6%	36.6%
2		2,701	21.1%	57.7%
3		1,917	15.0%	72.7%
4		1,450	11.3%	84.1%
5		922	7.2%	91.3%
6		553	4.3%	95.6%
7		293	2.3%	97.9%
8		152	1.2%	99.1%
9		79	0.6%	99.7%
10		29	0.2%	99.9%
11		5	0.0%	99.9%
12		2	0.0%	100.0%
13		2	0.0%	100.0%
14		2	0.0%	100.0%
15		1	0.0%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Notes: Only includes grade 9-12 teaching assignments for a teacher who has at least one grade 9-12 assignment.
 Includes AEA teachers.

Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

Figure 5-11: Iowa Public School K-12 Pupil-Teacher Ratios, 2015-16 to 2024-25



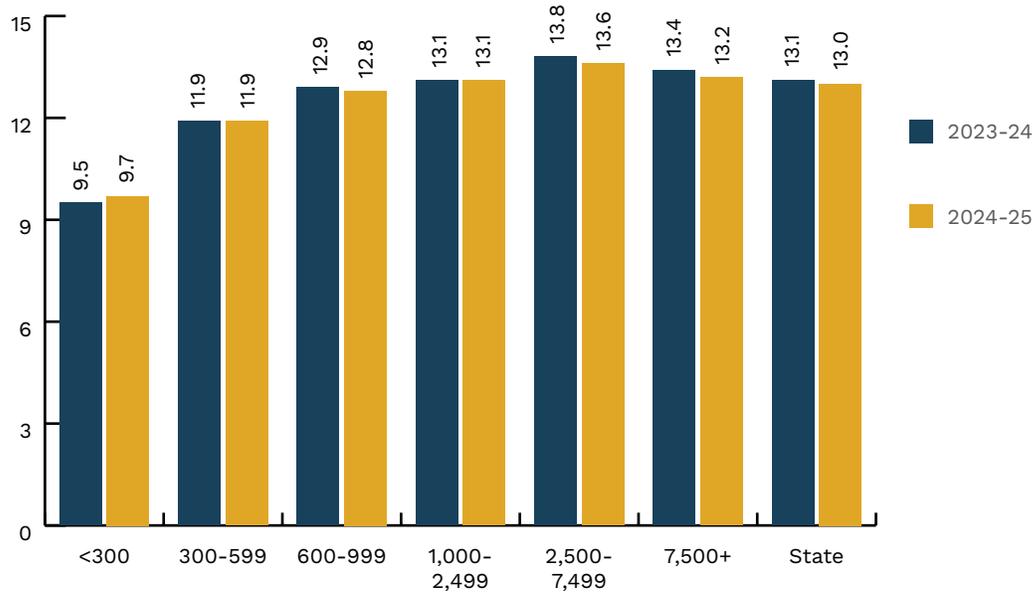
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-22: Iowa Public School K-12 Pupil-Teacher Ratios by District Size Category, 2024-25

District Size Category	Number of Students	Number of FTE Teachers	Ratio
Under 300	7,106	730.8	9.7
300-599	50,214	4,224.3	11.9
600-999	57,556	4,481.7	12.8
1,000-2,499	106,520	8,156.8	13.1
2,500-7,499	108,276	7,932.3	13.6
7,500+	145,188	10,973.3	13.2
State	474,860	36,499.2	13.0

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Figure 5-12: Iowa Public School K-12 Pupil-Teacher Ratios by District Size Category, 2023-24 and 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-23: Instructional Aides in Iowa Public Schools by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Number of Full-Time Equivalent (FTE) Aides			% Change in FTE Aides 2000-01 to 2024-25	% Change in FTE Aides 2023-24 to 2024-25
	2000-01	2023-24	2024-25		
Under 300	113.4	339.3	381.7	236.6%	12.5%
300-599	685.9	1,813.6	1,816.1	164.8%	0.1%
600-999	1,054.0	1,868.8	1,933.4	83.4%	3.5%
1,000-2,499	2,023.3	3,559.5	3,544.7	75.2%	-0.4%
2,500-7,499	1,681.6	2,899.9	3,268.0	94.3%	12.7%
7,500+	2,204.5	3,635.6	4,162.4	88.8%	14.5%
State	7,762.7	14,116.6	15,106.3	94.6%	7.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

PRINCIPALS

Data on full-time public and nonpublic school principals in Iowa are shown in this section. The percentage of female principals and principals of color in public schools was highest in the largest enrollment category. The percentage of principals with advanced degrees was highest in the smallest enrollment category (Table 5-25). The average salary of male principals was 5.3% higher than female principals. The percentage of principals with advanced degrees was higher for females than males, and the average years of district experience was higher for female principals than male principals. The average years of total experience was slightly higher for male than female principals (Table 5-26). In 2024-25, 8.3% of full-time public school principals were eligible to retire with combined age and years of experience of 88 or more (Table 5-28). The average salary of full-time public school principals increased by 2.0% between 2023-24 and 2024-25. The average salary of principals in the largest enrollment category was 43.0% higher than that of principals in the smallest enrollment category (Table 5-29).

Table 5-24: Characteristics of Iowa Full-Time Principals, 2000-01, 2023-24 and 2024-25

Characteristics	Public			Nonpublic		
	2000-01	2023-24	2024-25	2000-01	2023-24	2024-25
Average Age	47.8	46.0	46.0	49.0	47.6	47.8
Percent Female	30.6%	46.6%	46.6%	50.5%	62.2%	65.5%
Percent Staff of Color	3.5%	4.6%	4.7%	1.0%	1.2%	1.2%
Percent Advanced Degree	96.0%	77.1%	77.3%	90.5%	91.5%	89.3%
Average Total Experience (Years)	22.4	19.0	18.8	23.3	22.2	22.0
Average District/AEA Experience (Years)	11.8	10.7	10.4	8.7	11.0	10.4
Number of Principals	1,124	1,168	1,175	105	82	84

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Data on principals at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-25: Characteristics of Iowa Full-Time Public School Principals by District Size Category, 2024-25

District Size Category	Number of Full-Time Principals	Average Age	Percent Female	Percent Staff of Color	Percent Advanced Degree	Average Total Experience (Years)	Average District/ AEA Experience (Years)
Under 300	47	45.2	51.1%	2.1%	85.1%	17.9	7.4
300-599	197	45.4	47.2%	1.5%	71.6%	19.8	8.7
600-999	187	45.7	36.9%	1.1%	71.1%	19.9	8.5
1,000-2,499	272	45.9	41.9%	1.1%	75.4%	18.8	9.5
2,500-7,499	204	46.9	50.0%	5.9%	82.4%	19.1	10.9
7,500+	267	46.4	54.3%	12.7%	82.4%	17.4	13.8
AEA	1	41.0	100.0%	0.0%	100.0%	18.0	16.0
State	1,175	46.0	46.6%	4.7%	77.3%	18.8	10.4

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-26: Gender Comparison of Iowa Full-Time Public School Principals, 2024-25

Characteristics	Female	Male
Average Age	46.1	46.0
Percent Staff of Color	4.7%	4.6%
Percent Advanced Degree	80.7%	74.3%
Average Total Experience (Years)	18.7	19.0
Average District/AEA Experience (Years)	10.8	10.0
Average Total Salary	\$115,806	\$121,992
Number of Principals	548	627

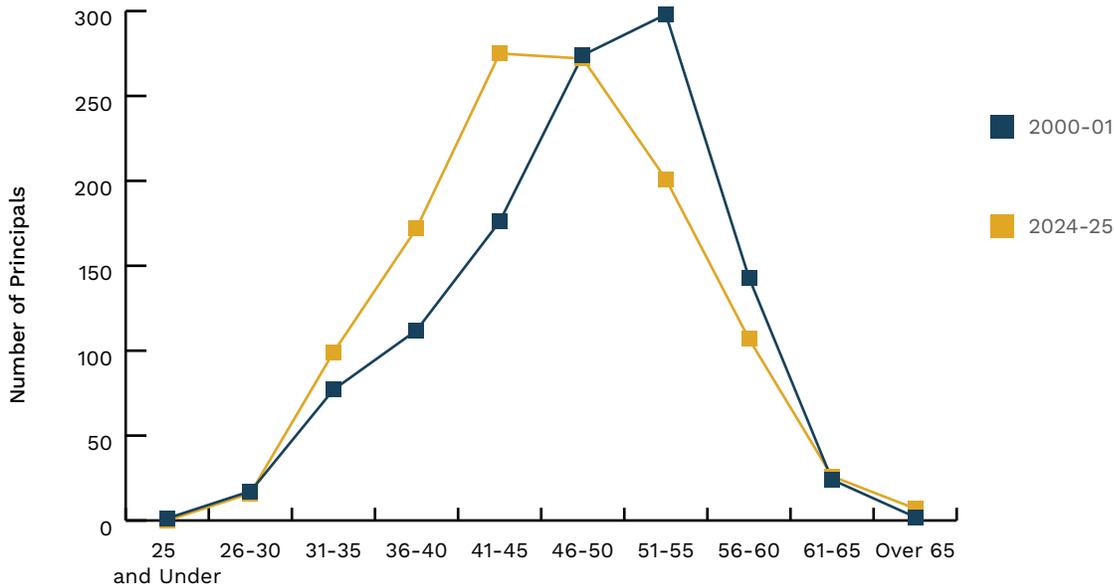
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-27: Iowa Full-Time Public School Principal Age Distributions, 2000-01 and 2024-25

Age Interval	2000-01				2024-25			
	Number	Cumulative Total	Percent	Cumulative Percent	Number	Cumulative Total	Percent	Cumulative Percent
25 and Under	1	1	0.1%	0.1%	0	0	0.0%	0.0%
26-30	17	18	1.5%	1.6%	16	16	1.4%	1.4%
31-35	77	95	6.9%	8.5%	99	115	8.4%	9.8%
36-40	112	207	10.0%	18.4%	172	287	14.6%	24.4%
41-45	176	383	15.7%	34.1%	275	562	23.4%	47.8%
46-50	274	657	24.4%	58.5%	272	834	23.1%	71.0%
51-55	298	955	26.5%	85.0%	201	1,035	17.1%	88.1%
56-60	143	1,098	12.7%	97.7%	107	1,142	9.1%	97.2%
61-65	24	1,122	2.1%	99.8%	26	1,168	2.2%	99.4%
Over 65	2	1,124	0.2%	100.0%	7	1,175	0.6%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Figure 5-13: Iowa Full-Time Public School Principal Age Distributions, 2000-01 and 2024-25



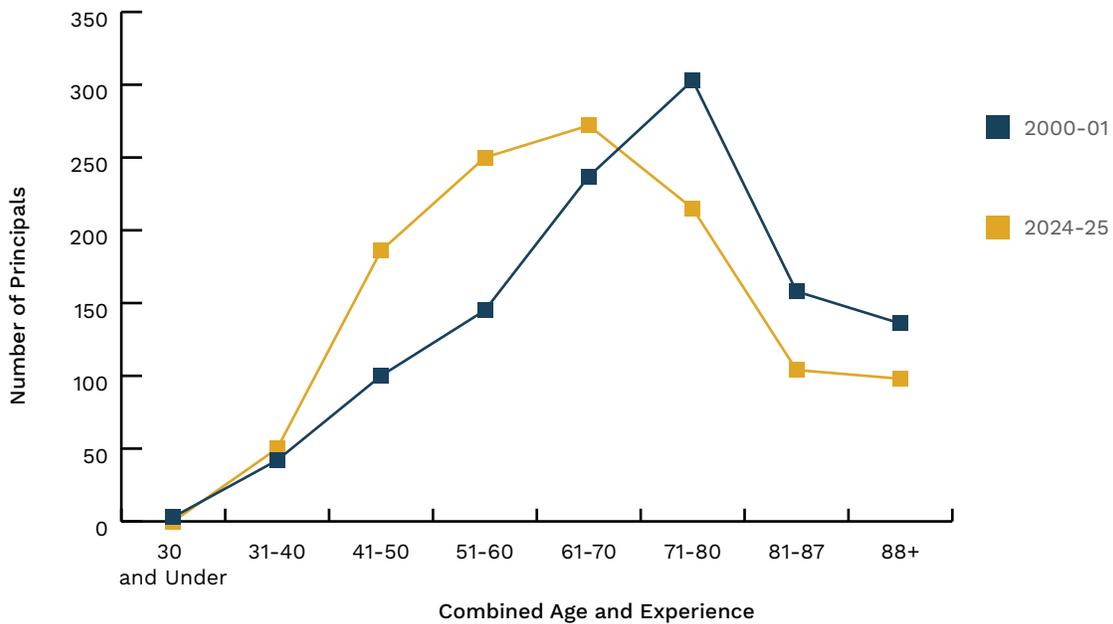
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-28: Combined Age and Experience Distribution of Iowa Full-Time Public School Principals, 2000-01 and 2024-25

Combined Age and Experience Interval	2000-01				2024-25			
	Number of Principals	Cumulative Total	Percent	Cumulative Percent	Number of Principals	Cumulative Total	Percent	Cumulative Percent
30 and Under	3	3	0.3%	0.3%	0	0	0.0%	0.0%
31-40	42	45	3.7%	4.0%	50	50	4.3%	4.3%
41-50	100	145	8.9%	12.9%	186	236	15.8%	20.1%
51-60	145	290	12.9%	25.8%	250	486	21.3%	41.4%
61-70	237	527	21.1%	46.9%	272	758	23.1%	64.5%
71-80	303	830	27.0%	73.8%	215	973	18.3%	82.8%
81-87	158	988	14.1%	87.9%	104	1,077	8.9%	91.7%
88+	136	1,124	12.1%	100.0%	98	1,175	8.3%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Figure 5-14: Combined Age and Experience Distribution of Iowa Full-Time Public School Principals, 2000-01 and 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-29: Average Total Salary of Iowa Full-Time Public School Principals by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Average Total Salary			Number of Principals 2024-25	Percent Salary Change	
	2000-01	2023-24	2024-25		2000-01 to 2024-25	2023-24 to 2024-25
Under 300	\$51,775	\$93,313	\$94,480	47	82.5%	1.3%
300-599	\$54,331	\$103,483	\$105,186	197	93.6%	1.6%
600-999	\$58,539	\$107,270	\$108,665	187	85.6%	1.3%
1,000-2,499	\$64,381	\$116,148	\$118,672	272	84.3%	2.2%
2,500-7,499	\$69,145	\$124,338	\$127,225	204	84.0%	2.3%
7,500+	\$71,935	\$132,338	\$135,100	267	87.8%	2.1%
AEA	\$69,796	\$162,114	\$163,758	1	134.6%	1.0%
State	\$63,409	\$116,786	\$119,107	1,175	87.8%	2.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes AEA principals.

SUPERINTENDENTS

The tables in this section present data on full-time superintendents in Iowa public schools. The percentage of superintendents with specialist/doctorate degrees decreased slightly between 2023-24 and 2024-25. The percentage of superintendents of color remained the same between 2023-24 and 2024-25 (Table 5-30). The percentage of female superintendents was highest in the largest enrollment category in 2024-25. The percentage of superintendents with specialist/doctorate degrees was highest in the 2,500-7,499 enrollment category (Table 5-31). The average salary of female superintendents was 9.3% higher than male superintendents. The percentage of superintendents with specialist/doctorate degrees was higher for females than males (Table 5-32). The percentage of superintendents with a combined age and experience of 88 years or more, and therefore eligible to retire, in 2024-25 was 13.3% (Table 5-34). The average salary of superintendents increased by 3.4% between 2023-24 and 2024-25 (Table 5-35).

Table 5-30: Characteristics of Iowa Full-Time Public School Superintendents, 2000-01, 2023-24 and 2024-25

Characteristics	Public		
	2000-01	2023-24	2024-25
Average Age	52.1	51.0	50.9
Percent Female	5.8%	14.9%	14.1%
Percent Staff of Color	0.9%	2.7%	2.7%
Percent Specialist/Doctorate Degree	59.2%	42.9%	42.0%
Average Total Experience (Years)	26.9	22.3	22.2
Average District Experience (Years)	8.0	6.9	6.7
Number of Superintendents	326	262	255

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Table 5-31: Characteristics of Iowa Full-Time Public School Superintendents by District Size Category, 2024-25

District Size Category	Number of Full-Time Superintendents	Average Age	Percent Female	Percent Staff of Color	Percent Specialist/Doctorate Degree	Average Total Experience (Years)	Average District Experience (Years)
Under 300	11	49.0	0.0%	0.0%	27.3%	21.9	6.9
300-599	66	50.8	4.5%	0.0%	42.4%	23.2	6.9
600-999	67	50.2	10.4%	0.0%	38.8%	24.4	6.7
1,000-2,499	73	51.5	23.3%	4.1%	45.2%	21.6	6.0
2,500-7,499	26	51.9	23.1%	3.8%	53.8%	19.8	7.4
7,500+	11	51.8	27.3%	27.3%	27.3%	12.8	8.8
AEA	1	49.0	0.0%	0.0%	0.0%	24.0	9.0
State	255	50.9	14.1%	2.7%	42.0%	22.2	6.7

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: The superintendent at the AEA is an AEA staff member who also served as a superintendent in a public school district.

Table 5-32: Gender Comparison of Iowa Full-Time Public School Superintendents, 2024-25

Characteristics	Female	Male
Average Age	52.0	50.8
Percent Staff of Color	2.8%	2.7%
Percent Specialist/Doctorate Degree	58.3%	39.3%
Average Total Experience (Years)	18.0	22.9
Average District Experience (Years)	4.7	7.1
Average Total Salary	\$196,088	\$179,416
Number of Superintendents	36	219

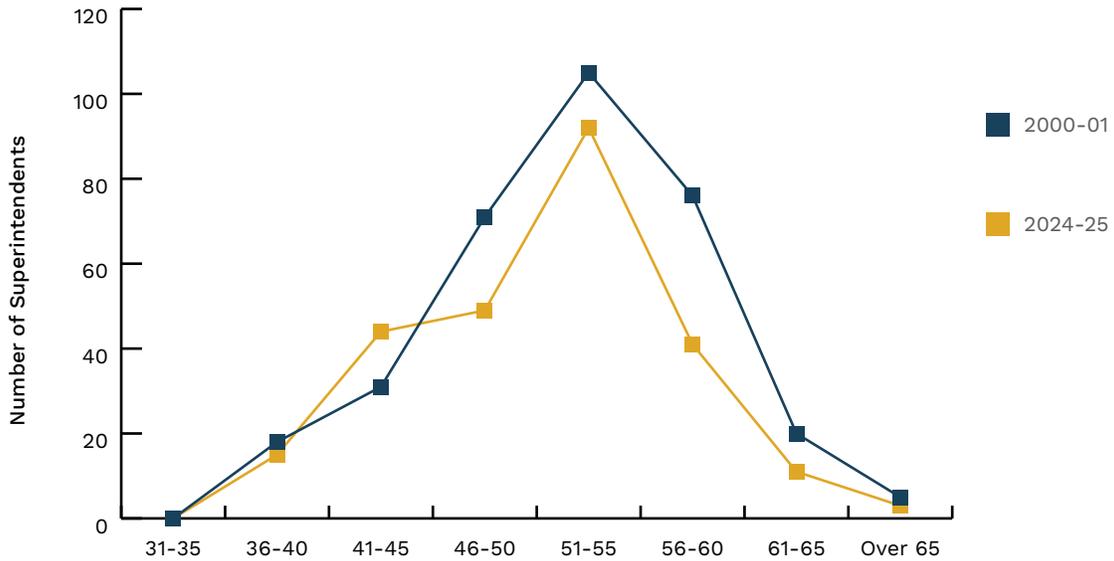
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Includes an AEA staff member who also served as a superintendent in a public school district.

Table 5-33: Age Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2024-25

Age Interval	2000-01				2024-25			
	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent
35 and Under	0	0	0.0%	0.0%	0	0	0.0%	0.0%
36-40	18	18	5.5%	5.5%	15	15	5.9%	5.9%
41-45	31	49	9.5%	15.0%	44	59	17.3%	23.1%
46-50	71	120	21.8%	36.8%	49	108	19.2%	42.4%
51-55	105	225	32.2%	69.0%	92	200	36.1%	78.4%
56-60	76	301	23.3%	92.3%	41	241	16.1%	94.5%
61-65	20	321	6.1%	98.5%	11	252	4.3%	98.8%
Over 65	5	326	1.5%	100.0%	3	255	1.2%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Figure 5-15: Age Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2024-25



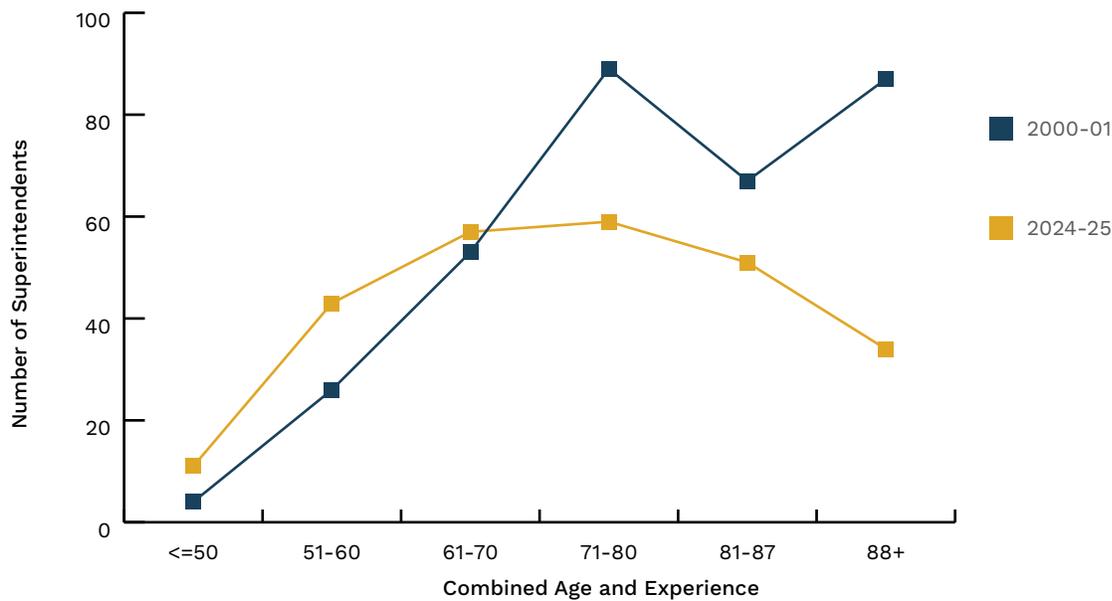
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Table 5-34: Combined Age and Experience Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2024-25

Combined Age and Experience Interval	2000-01				2024-25			
	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent
<=50	4	4	1.2%	1.2%	11	11	4.3%	4.3%
51-60	26	30	8.0%	9.2%	43	54	16.9%	21.2%
61-70	53	83	16.3%	25.5%	57	111	22.4%	43.5%
71-80	89	172	27.3%	52.8%	59	170	23.1%	66.7%
81-87	67	239	20.6%	73.3%	51	221	20.0%	86.7%
88+	87	326	26.7%	100.0%	34	255	13.3%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Figure 5-16: Combined Age and Experience Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Table 5-35: Average Total Salary of Iowa Full-Time Public School Superintendents by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Average Total Salary			Number of Superintendents 2024-25	Percent Salary Change	
	2000-01	2023-24	2024-25		2000-01 to 2024-25	2023-24 to 2024-25
Under 300	\$63,569	\$145,356	\$151,051	11	137.6%	3.9%
300-599	\$71,049	\$155,088	\$162,113	66	128.2%	4.5%
600-999	\$76,935	\$163,448	\$167,677	67	117.9%	2.6%
1,000-2,499	\$85,772	\$185,049	\$188,866	73	120.2%	2.1%
2,500-7,499	\$104,464	\$218,566	\$226,828	26	117.1%	3.8%
7,500+	\$125,036	\$254,078	\$262,055	11	109.6%	3.1%
AEA	-	\$116,880	\$188,557	1	-	-
State	\$79,836	\$175,825	\$181,770	255	127.7%	3.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

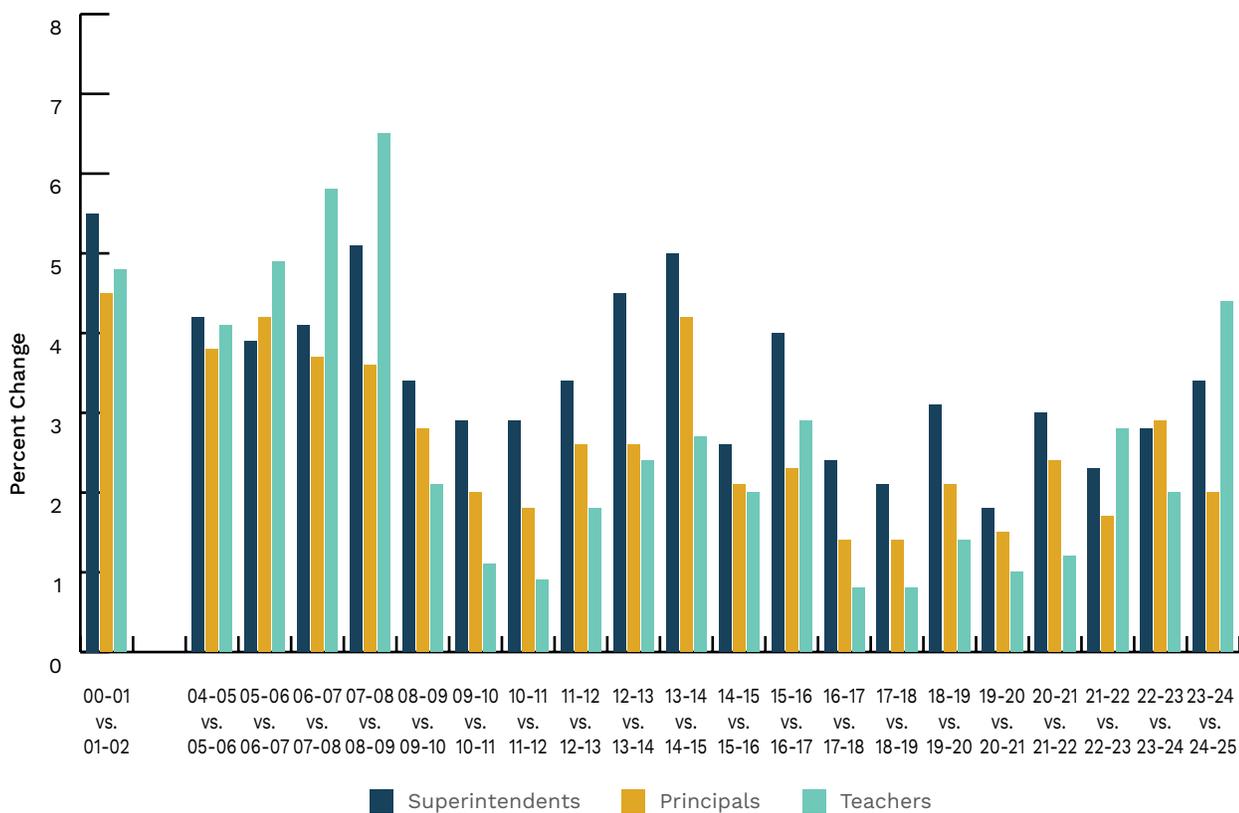
Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

In 2023-24 and 2024-25, the superintendent at the AEA is an AEA staff member who also served as a superintendent in a public school district (there was no case of this in 2000-01).

TEACHER, PRINCIPAL AND SUPERINTENDENT SALARY COMPARISON

The average salary of superintendents had a higher percentage increase than the average salary of teachers and principals from 2001-02 to 2005-06 and 2009-10 to 2021-22. For the first time since 2008-09, the average salary of teachers in 2022-23 had a higher percentage increase than the average salary of principals and superintendents. In 2024-25, teachers had the largest percentage increase in average salary (Figure 5-17 and Table 5-36).

Figure 5-17: Annual Percentage Increases in Average Salaries for Iowa Full-Time Public School Teachers, Principals and Superintendents 2000-01 vs. 2001-02 and 2004-05 vs. 2005-06 to 2023-24 vs. 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files. Does not include data at public charter schools established by a founding group created independently of a school district.

Table 5-36: Average Total Salary Comparison of Iowa Full-Time Public School Teachers, Principals and Superintendents by District Size Category, 2000-01 and 2024-25

District Size Category	2000-01			2024-25		
	Teachers	Principals	Superintendents	Teachers	Principals	Superintendents
Under 300	\$28,811	\$51,775	\$63,569	\$58,713	\$94,480	\$151,051
300-599	\$31,557	\$54,331	\$71,049	\$60,838	\$105,186	\$162,113
600-999	\$33,809	\$58,539	\$76,935	\$62,491	\$108,665	\$167,677
1,000-2,499	\$35,912	\$64,381	\$85,772	\$65,725	\$118,672	\$188,866
2,500-7,499	\$38,266	\$69,145	\$104,464	\$69,159	\$127,225	\$226,828
7,500+	\$40,452	\$71,935	\$125,036	\$71,489	\$135,100	\$262,055
AEA	\$36,196	\$69,796	-	\$74,780	\$163,758	\$188,557
State	\$36,479	\$63,409	\$79,836	\$67,145	\$119,107	\$181,770

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Teacher figures for 2024-25 represent average salaries for full-time public school staff with teaching position codes. There were approximately 6,000 full-time public staff in 2024-25 with teaching position codes who also reported that they served in the capacity of administrator (superintendent, principal, etc.) and/or student support personnel (Curriculum Consultant, Teacher Leader, etc.). Average salaries for these staff include salaries for these additional responsibilities.

PUBLIC SCHOOL PROFESSIONAL SCHOOL COUNSELORS

The characteristics of professional school counselors remained about the same between 2023-24 and 2024-25 (Table 5-37). All districts are required by Iowa Code (256.11) to have a professional school counselor licensed by the Board of Educational Examiners. Districts are able to share professional school counselors with another district; there were 29 shared between more than one district in 2024-25. The percentage of professional school counselors eligible to retire with a combined age and years of experience of 88 or more was 5.2% in 2024-25 (Table 5-39). The average salary of professional school counselors increased by 3.8% between 2023-24 and 2024-25 (Table 5-40).

Table 5-37: Characteristics of Iowa Full-Time Public School Professional School Counselors 2000-01, 2023-24 and 2024-25

Characteristics	2000-01	2023-24	2024-25
Average Age	46.4	41.4	41.6
Percent Female	64.2%	85.0%	84.1%
Percent Staff of Color	1.6%	4.1%	4.8%
Percent Advanced Degree	86.9%	80.1%	79.9%
Average Total Experience (Years)	18.8	13.2	13.3
Average District Experience (Years)	12.1	9.1	9.0
Number of Professional School Counselors	1,194	1,480	1,508

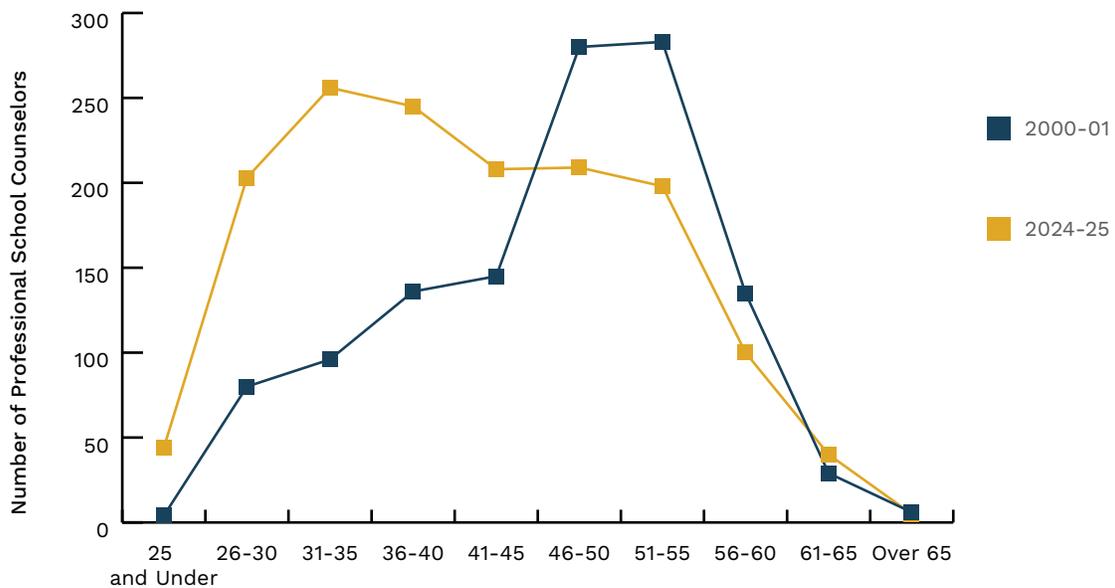
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Table 5-38: Iowa Full-Time Public School Professional School Counselors Age Distributions, 2000-01 and 2024-25

Age Interval	2000-01				2024-25			
	Number of Counselors	Cumulative Total	Percent	Cumulative Percent	Number of Counselors	Cumulative Total	Percent	Cumulative Percent
25 and Under	4	4	0.3%	0.3%	44	44	2.9%	2.9%
26-30	80	84	6.7%	7.0%	203	247	13.5%	16.4%
31-35	96	180	8.0%	15.1%	256	503	17.0%	33.4%
36-40	136	316	11.4%	26.5%	245	748	16.2%	49.6%
41-45	145	461	12.1%	38.6%	208	956	13.8%	63.4%
46-50	280	741	23.5%	62.1%	209	1,165	13.9%	77.3%
51-55	283	1,024	23.7%	85.8%	198	1,363	13.1%	90.4%
56-60	135	1,159	11.3%	97.1%	100	1,463	6.6%	97.0%
61-65	29	1,188	2.4%	99.5%	40	1,503	2.7%	99.7%
Over 65	6	1,194	0.5%	100.0%	5	1,508	0.3%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Figure 5-18: Iowa Full-Time Public School Professional School Counselors Age Distributions, 2000-01 and 2024-25



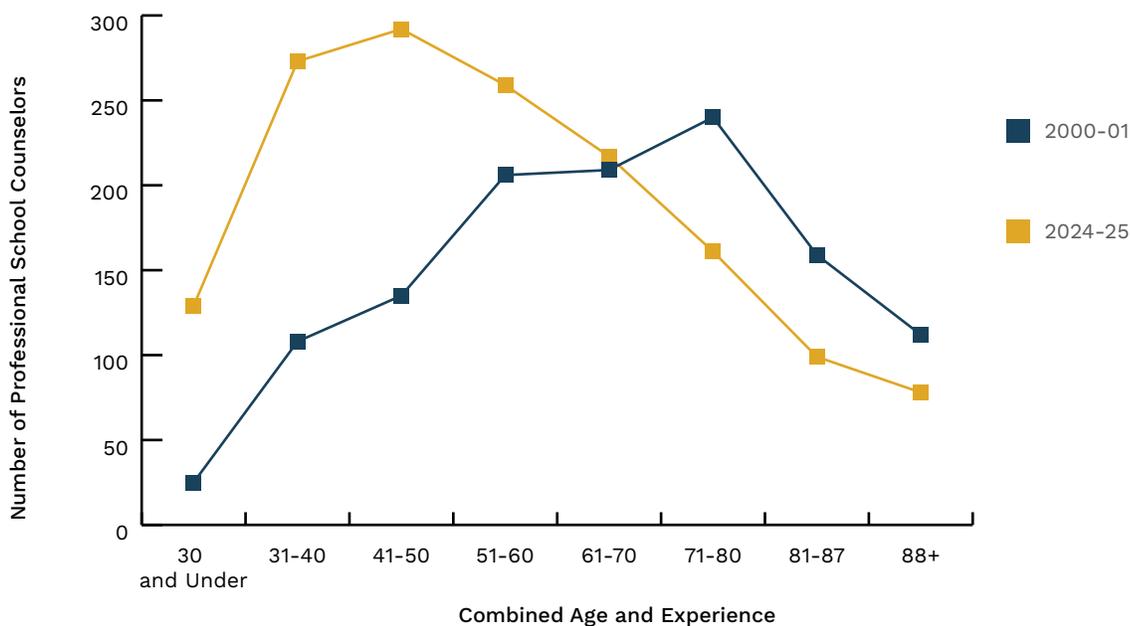
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Table 5-39: Combined Age and Experience Distribution of Iowa Full-Time Public School Professional School Counselors, 2000-01 and 2024-25

Combined Age and Experience Interval	2000-01				2024-25			
	Number of Counselors	Cumulative Total	Percent	Cumulative Percent	Number of Counselors	Cumulative Total	Percent	Cumulative Percent
30 and Under	25	25	2.1%	2.1%	129	129	8.6%	8.6%
31-40	108	133	9.0%	11.1%	273	402	18.1%	26.7%
41-50	135	268	11.3%	22.4%	292	694	19.4%	46.0%
51-60	206	474	17.3%	39.7%	259	953	17.2%	63.2%
61-70	209	683	17.5%	57.2%	217	1,170	14.4%	77.6%
71-80	240	923	20.1%	77.3%	161	1,331	10.7%	88.3%
81-87	159	1,082	13.3%	90.6%	99	1,430	6.6%	94.8%
88+	112	1,194	9.4%	100.0%	78	1,508	5.2%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Figure 5-19: Combined Age and Experience Distribution of Iowa Full-Time Public School Professional School Counselors, 2000-01 and 2024-25



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Table 5-40: Average Total Salary of Iowa Full-Time Public School Professional School Counselors by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Average Total Salary			Number of Full-Time Professional School Counselors 2024-25	Percent Salary Change	
	2000-01	2023-24	2024-25		2000-01 to 2024-25	2023-24 to 2024-25
Under 300	\$33,912	\$51,066	\$57,600	29	69.9%	12.8%
300-599	\$35,907	\$59,495	\$62,225	165	73.3%	4.6%
600-999	\$37,702	\$60,609	\$64,291	185	70.5%	6.1%
1,000-2,499	\$41,062	\$66,270	\$68,363	349	66.5%	3.2%
2,500-7,499	\$44,628	\$70,364	\$72,489	325	62.4%	3.0%
7,500+	\$46,886	\$72,860	\$75,456	455	60.9%	3.6%
State	\$42,126	\$67,444	\$70,014	1,508	66.2%	3.8%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

PUBLIC SCHOOL LIBRARY/MEDIA STAFF

Library/media staff members licensed through the Board of Educational Examiners have the position title of Teacher Librarian/Media Specialist. Prior to the 2023-24 school year, districts were required by Iowa Code (256.11) to have a licensed library/media specialist. The signing of SF 391 in the 2023 legislative session changed this requirement to that each school district shall employ either a licensed teacher librarian or a person previously employed as a librarian by a public library. SF 391 also states the Board of Educational Examiners “shall not require an applicant for a teacher librarian license to have a master’s degree.”

Districts are able to share library/media specialists with another district; there were 23 shared between more than one district in 2024-25. The percentage of library/media specialists with advanced degrees increased slightly between 2023-24 and 2024-25 (Table 5-41). The number of full-time licensed library/media specialists remained about the same in 2023-24 and 2024-25 (Table 5-41). The average salary of library/media specialists increased by 3.7% between 2023-24 and 2024-25 (Table 5-42). Library/media associates are staff members who support the library/media specialists in the library/media center. The number of library/media associates increased by 3.1% between 2023-24 and 2024-25.

Table 5-41: Characteristics of Iowa Full-Time Public School Licensed Library/Media Specialists 2000-01, 2023-24 and 2024-25

Characteristics	2000-01	2023-24	2024-25
Average Age	48.5	46.1	46.7
Percent Female	90.6%	94.4%	94.9%
Percent Staff of Color	0.8%	1.1%	1.1%
Percent Advanced Degree	59.6%	68.9%	69.7%
Average Total Experience	19.6	17.6	18.3
Average District Experience	14.3	12.2	12.5
Number of Library/Media Specialists	636	373	376

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Table 5-42: Average Total Salary of Iowa Full-Time Public School Licensed Library/Media Specialists by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Average Total Salary			Number of Full-Time Licensed Library/Media Specialists 2024-25	Percent Salary Change	
	2000-01	2023-24	2024-25		2000-01 to 2024-25	2023-24 to 2024-25
Under 300	\$28,997	\$57,729	\$54,776	8	88.9%	-5.1%
300-599	\$33,415	\$62,228	\$65,920	35	97.3%	5.9%
600-999	\$35,926	\$66,127	\$68,427	40	90.5%	3.5%
1,000-2,499	\$39,377	\$67,610	\$69,670	73	76.9%	3.0%
2,500-7,499	\$42,276	\$73,217	\$76,756	113	81.6%	4.8%
7,500+	\$45,636	\$78,339	\$80,855	107	77.2%	3.2%
State	\$39,797	\$71,554	\$74,184	376	86.4%	3.7%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

Table 5-43: Iowa Public School Non-Licensed Library/Media Associates by District Size Category, 2000-01, 2023-24 and 2024-25

District Size Category	Number of Full-Time Equivalent (FTE) Associates			% Change in FTE Aides 2000-01 to 2024-25	% Change in FTE Aides 2023-24 to 2024-25
	2000-01	2023-24	2024-25		
Under 300	26.3	9.0	10.7	-59.3%	18.9%
300-599	143.9	61.5	59.4	-58.7%	-3.4%
600-999	204.2	58.8	61.4	-69.9%	4.4%
1,000-2,499	284.1	138.8	139.8	-50.8%	0.7%
2,500-7,499	246.8	53.0	57.9	-76.5%	9.2%
7,500+	180.1	66.0	70.1	-61.1%	6.2%
State	1,085.4	387.1	399.3	-63.2%	3.1%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: Does not include AEA staff.

AREA EDUCATION AGENCY (AEA) LICENSED STAFF

Staff at Iowa’s nine area education agencies (AEAs) developed and provided programs, services, school improvement support, professional development, school-community planning, special education services, school technology and media services to Iowa school districts in 2024-25. As seen in Table 5-44, the percentages of AEA staff of color, female AEA staff and AEA staff with advanced degrees increased slightly between 2023-24 and 2024-25. The average salary of AEA staff decreased by 3.0% between 2023-24 and 2024-25. Almost half of the AEA staff (49.3%) in 2024-25 held a Special Education Support position (Table 5-45).

**Table 5-44: Characteristics of Iowa Full-Time Licensed AEA Staff
2000-01, 2023-24 and 2024-25**

Characteristics	2000-01	2023-24	2024-25
Average Age	44.8	43.7	44.2
Percent Female	77.3%	93.1%	93.9%
Percent Staff of Color	1.0%	2.1%	2.2%
Percent Advanced Degree	79.4%	88.9%	90.2%
Average Total Experience	17.2	16.8	17.2
Average Number of Contract Days	197.3	194.9	194.8
Average Total Salary	\$44,351	\$84,407	\$81,895
Number of AEA Staff	2,225	2,538	2,225

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-45: Number of Full-Time AEA Licensed Staff by Position, 2024-25

Position	Number	Percent
AEA Chief Administrator	8	0.4%
AEA Zone/Regional Coordinator	62	2.8%
Assistant Principal	-	0.0%
Behavior Analyst	1	0.0%
Content/Curriculum Consultant	182	8.1%
Director/Coordinator/Department Head	24	1.1%
Counselor	1	0.0%
Early Childhood Reg Ed Teacher	3	0.1%
Early Childhood Special Ed Teacher	50	2.2%
Home Intervention Teacher	11	0.5%
Itinerant Teacher	99	4.4%
Juvenile Home Teacher	30	1.3%
Mental Health Professional	1	0.0%
Nurse	4	0.2%
Other Administrator	19	0.8%
Principal	1	0.0%
Regular Education Teacher	5	0.2%
School Business Official	7	0.3%
Social Worker	164	7.3%
Special Ed Support	1,111	49.3%
Special Education Consultant	377	16.7%
Special Education Director	11	0.5%
Special Education Teacher	58	2.6%
Specialist	12	0.5%
Superintendent	1	0.0%
Supervisor-Licensed	1	0.0%
Teacher Leader	-	0.0%
Teacher Librarian/Media Specialist	9	0.4%
Total	2,252	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: This total may not match the total in Table 5-44 because one person could have more than one position.

LICENSED STAFF STATE TOTALS

Table 5-46 shows the distribution of public and nonpublic school licensed staff by AEA service area in 2024-25. Central Rivers AEA and Heartland AEA each served 53 school districts—the most of any of the nine AEAs. Keystone and Mississippi Bend AEAs served the fewest, at 21 districts each. Districts in the Heartland AEA service area had the highest percentage of public school licensed staff at 28.8%, while districts in the Keystone AEA service area had the highest percentage of nonpublic school licensed staff at 18.6%.

Table 5-46: Distribution of Iowa Public and Nonpublic School Total Full-Time Licensed Staff by AEAs, 2024-25

AEA	Districts		Public School Licensed Staff		Nonpublic School Licensed Staff	
	Number of Districts	Percent	Number of Staff	Percent	Number of Staff	Percent
Keystone	21	6.5%	2,807	6.2%	319	18.6%
Central Rivers	53	16.3%	5,824	13.0%	214	12.5%
Prairie Lakes	36	11.1%	2,747	6.1%	159	9.3%
Mississippi Bend	21	6.5%	4,152	9.2%	140	8.2%
Grant Wood	32	9.8%	6,347	14.1%	288	16.8%
Heartland	53	16.3%	12,924	28.8%	274	16.0%
Northwest	34	10.5%	3,561	7.9%	217	12.6%
Green Hills	43	13.2%	3,415	7.6%	74	4.3%
Great Prairie	32	9.8%	3,164	7.0%	32	1.9%
State	325	100.0%	44,941	100.0%	1,717	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
 Note: AEA full-time licensed staff are included.

PUBLIC SCHOOL NURSES

Iowa Code (256.11) requires each school district to have a nurse who is licensed by the Board of Nursing. Some districts share a nurse with another district or contract out for nurses. There were six nurses shared between districts in 2024-25. Registered nurses licensed by the Board of Nursing, have a baccalaureate degree, have a statement of professional recognition (SPR) issued by the Board of Educational Examiners (BOEE) and are reported as licensed staff on the Fall BEDS staff collection. Registered nurses who are licensed by the Board of Nursing and have an associate degree or diploma may practice in a school district, but they do not qualify for a school nurse SPR. These nurses are reported as non-licensed staff on the Fall BEDS staff collection. The nurse full-time equivalent (FTE) counts listed in Table 5-47 include nurses with a SPR and without a SPR. The FTE count of nurses remained about the same between 2023-24 and 2024-25.

Table 5-47: Iowa Public School Nurse FTE by District Size Category, 2023-24 and 2024-25

District Size Category	2023-24	2024-25	% Change in FTE Nurses 2023-24 to 2024-25
Under 300	18.7	21.0	12.1%
300-599	93.7	90.0	-3.9%
600-999	91.6	87.9	-4.0%
1,000-2,499	161.2	160.5	-0.4%
2,500-7,499	146.6	156.6	6.8%
7,500+	201.7	194.4	-3.6%
State	713.5	710.3	-0.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Does not include AEA staff. Every district is required to have a nurse. Some districts may share with another district.

Does not include nurses contracted with an outside agency such as a hospital, clinic or county health department.

NON-LICENSED STAFF

Table 5-48 presents the characteristics of full-time, non-licensed staff in Iowa public schools and AEAs in 2010-11, 2023-24 and 2024-25. Non-licensed staff are staff with positions that do not require a license from the Iowa Board of Educational Examiners. The average salary of full-time, non-licensed staff increased by 5.2% between 2023-24 and 2024-25, while most of the other characteristics remained about the same. The percent of staff of color increased by 2 percentage points between 2023-24 and 2024-25. The number and average salary of non-licensed staff by position are listed in Table 5-49. The greatest percentage of non-licensed staff based on full-time equivalency (FTE) were paraprofessionals/aides (44.4%).

Table 5-48: Characteristics of Iowa Public School Full-Time Non-Licensed Staff 2010-11, 2023-24 and 2024-25

Characteristics	2010-11	2023-24	2024-25
Average Age	47.8	45.3	45.0
Percent Female	77.6%	77.7%	77.3%
Percent Staff of Color	5.0%	8.7%	10.8%
Average Total Experience (Years)	4.9	7.8	7.4
Average Number of Contract Days	209.5	201.8	202.8
Average Total Salary	\$23,753	\$33,825	\$35,567
Number of Non-Licensed Staff	24,154	29,470	32,143

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: Includes AEA non-licensed staff.

Data on teachers at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years.

Table 5-49: Number and Average Salary of Iowa Public School Non-Licensed Staff by Position, 2024-25

Position Name	FTE		Full-Time Non-Licensed Staff			Part-Time Non-Licensed Staff		
	Number of FTEs	Percent	Number of Staff	Percent	Average Total Salary	Number of Staff	Percent	Average Total Salary
Paraprofessionals/Aides	15,256.3	44.4%	15,025	44.6%	\$22,960	2,583	26.4%	\$17,833
Operations and Maintenance	4,229.2	12.3%	4,140	12.3%	\$44,757	335	3.4%	\$21,062
Food Service	3,225.8	9.4%	1,986	5.9%	\$24,210	2,572	26.2%	\$14,927
School Administrative Support	2,133.2	6.2%	2,126	6.3%	\$35,559	116	1.2%	\$19,562
Pupil Transportation	1,924.2	5.6%	1,097	3.3%	\$34,181	2,407	24.6%	\$18,771
Student Support	1,393.4	4.1%	2,747	8.2%	\$56,720	516	5.3%	\$7,322
District Wide Administrative Support	1,042.5	3.0%	1,053	3.1%	\$52,124	42	0.4%	\$20,825
Other Support	751.9	2.2%	917	2.7%	\$44,831	366	3.7%	\$9,184
Day Care Worker	548.5	1.6%	490	1.5%	\$31,006	320	3.3%	\$15,103
Other Professional	438.8	1.3%	456	1.4%	\$62,657	36	0.4%	\$9,749
Library Media Associate	417.7	1.2%	412	1.2%	\$25,012	77	0.8%	\$18,112
Technology Support	384.1	1.1%	390	1.2%	\$59,930	15	0.2%	\$23,767
Nurse (No BOEE Folder)	330.3	1.0%	316	0.9%	\$50,945	60	0.6%	\$24,398
Technology	328.4	1.0%	341	1.0%	\$81,081	10	0.1%	\$50,361
Supervisor - Non-Licensed	281.6	0.8%	295	0.9%	\$71,990	29	0.3%	\$19,938
Food Service Director	220.8	0.6%	229	0.7%	\$53,899	8	0.1%	\$29,889
Health Assistant	207.0	0.6%	223	0.7%	\$27,698	28	0.3%	\$18,237
Operations Director	193.7	0.6%	203	0.6%	\$78,933	3	0.0%	\$27,509
Transportation Director	174.1	0.5%	199	0.6%	\$74,027	10	0.1%	\$36,503
Transportation - Other than pupil transportation	170.5	0.5%	140	0.4%	\$46,674	118	1.2%	\$15,780
Security	164.8	0.5%	170	0.5%	\$39,235	51	0.5%	\$7,777
HR/Personnel Manager	135.7	0.4%	152	0.5%	\$81,207	5	0.1%	\$26,484
Sign Language Interpreters	100.5	0.3%	104	0.3%	\$46,717	3	0.0%	\$49,676
Board Secretary	65.8	0.2%	198	0.6%	\$80,825	6	0.1%	\$18,481
Other Technical	52.0	0.2%	48	0.1%	\$51,356	41	0.4%	\$5,289
Mental Health Counselors	45.8	0.1%	47	0.1%	\$55,012	0	0.0%	-

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: The total is not an unduplicated count. One person could have more than one position.

Includes AEA non-licensed staff.

Contract type (full-time or part-time) is determined by FTE over all positions. Full-time staff are staff with FTE >=0.8 over all positions.

This may cause FTE counts to be lower than full-time counts.

Data on non-licensed staff at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years

Table 5-49: Number and Average Salary of Iowa Public School Non-Licensed Staff by Position, 2024-25 Continued

Position Name	FTE		Full-Time Non-Licensed Staff			Part-Time Non-Licensed Staff		
	Number of FTEs	Percent	Number of Staff	Percent	Average Total Salary	Number of Staff	Percent	Average Total Salary
School Business Officials - Other	43.3	0.1%	54	0.2%	\$78,462	3	0.0%	\$36,850
School Resource Officer	41.5	0.1%	33	0.1%	\$58,121	18	0.2%	\$34,014
Social Worker (no BOEE folder)	25.4	0.1%	25	0.1%	\$54,175	1	0.0%	\$8,802
AEA Supervisors/Managers	12.8	0.0%	16	0.0%	\$102,941	0	0.0%	-
Records Transfer Staff	12.4	0.0%	16	0.0%	\$44,893	0	0.0%	-
College and Career Transition Coordinator	11.7	0.0%	7	0.0%	\$57,711	18	0.2%	\$20,290
Dietitian	6.8	0.0%	6	0.0%	\$73,661	1	0.0%	\$60,819
Recreation and Therapeutic Recreation Specialists	2.3	0.0%	2	0.0%	\$47,179	1	0.0%	\$14,900
Recruiters	1.0	0.0%	1	0.0%	\$91,224	0	0.0%	-
Total	34,373.7	100.0%	33,664	100.0%	\$33,825	9,799	100.0%	\$15,823

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Note: The total is not an unduplicated count. One person could have more than one position.

Includes AEA non-licensed staff.

Contract type (full-time or part-time) is determined by FTE over all positions. Full-time staff are staff with FTE >=0.8 over all positions.

This may cause FTE counts to be lower than full-time counts.

Data on non-licensed staff at public charter schools established by a founding group created independently of a school district were not valid in school year 2024-25, but are included for all other applicable years



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