2026 Condition of Education

Staff



IOWA Department of Education

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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 in 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 purchasing services reports only the FTE for its 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 2025-26, the definition for full-time teachers was staff with at least one teaching position code (including Teacher Leaders), a full-time equivalency of 0.8 or higher for licensed positions 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, 158 in 2024-25 and 150 in 2025-26. Full-time teachers in 2025-26 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 $50,000 for teachers with less than 12 years of experience and at least $62,000 for teachers with 12 or more years of experience following legislation passed in 2024 (HF2612) which established statutory minimum salaries for teachers. Approximately 5,500 teachers in 2025-26 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, reported salaries for these teachers may be affected by 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 2025-26, 3.8% 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 2025-26 at 28.6%. Approximately 77% of the full-time teachers in public schools in Iowa were female in 2025-26 (Table 5-5). The average salary for male teachers was 4.8% 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 2025-26 was 4.0%. The average salary of white teachers was 6.8% 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, 4.7% of teachers were eligible to retire in 2025-26 (Table 5-9, Figure 5-2). Staff are also eligible to receive full retirement benefits through IPERS when they reach age 65 and are vested or when they reach age 62 and their total IPERS-covered employment is equal to or greater than 20 years (the rule of 62/20). In 2025-26, 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 as teachers between 2024-25 and 2025-26 was in the 2,500-7,499 enrollment category with 92.8% retained. The largest percentage of teachers retained as licensed staff was in the 600-999 enrollment category with 94.6% retained (Table 5-11, Figures 5-4 and 5-5). The lowest percentage of teachers retained from 2024-25 to 2025-26 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 2024-25 and 2025-26 (Table 5-13, Figure 5-8, Figure 5-9).

In 2025-26, the average total salary for full-time public school teachers was 2.8% higher than the average regular salary (Table 5-14). The average total salary of full-time public school teachers increased by 2.7% between 2024-25 and 2025-26. 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 Grant Wood AEA and lowest in Prairie Lakes AEA (Table 5-16). The National Education Association reports average teacher salaries in the United States in the Rankings of the States and Estimates of School Statistics report. In 2024-25, Iowa's national rank for average salary moved from 32nd to 30th. Iowa ranked 6th among 12 Midwest states for average salary in both 2023-24 and 2024-25 (Table 5-17).

In 2025-26, the average number of assignments held by teachers of grades 9-12 was 2.7. Approximately 55% of teachers of grades 9-12 had one or two assignments (Tables 5-20 and 5-21). The pupil-teacher ratio in 2025-26 was 12.8. The pupil-teacher ratio by enrollment category ranged from 9.6 in the smallest enrollment category to 13.5 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 3.8% between 2024-25 and 2025-26 (Table 5-23).

Table 5-1: Characteristics of Iowa Full-Time Teachers 2000-01, 2024-25 and 2025-26

Characteristics	Public			Nonpublic		
	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26
Average Age	42.2	40.9	41.0	40.3	43.4	43.0
Percent Female	70.5%	76.6%	76.7%	80.3%	80.2%	82.7%
Percent Staff of Color	1.8%	3.6%	4.0%	0.9%	4.1%	4.4%
Percent Advanced Degree	27.0%	38.7%	39.1%	13.1%	21.2%	19.9%
Average Total Experience (Years)	15.1	13.6	13.7	12.3	15.0	14.9
Average District/AEA Experience (Years)	11.9	10.0	10.1	8.8	9.7	9.6
Number of Teachers	33,610	37,892	37,709	2,437	1,549	1,362

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

Table 5-2: Characteristics of Iowa Beginning Full-Time Teachers 2000-01, 2024-25 and 2025-26

Characteristics	Public			Nonpublic		
	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26
Average Age	28.5	28.7	28.3	28.5	29.3	27.1
Percent Female	71.6%	75.3%	78.0%	83.5%	81.5%	76.0%
Percent Staff of Color	2.8%	9.2%	14.1%	1.5%	9.2%	10.7%
Percent Advanced Degree	5.9%	13.0%	11.2%	2.9%	12.3%	6.7%
Number of Teachers	1,660	1,656	1,443	206	65	75

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

Table 5-3: Iowa Full-Time Beginning Teachers as a Percentage of Total Full-Time Public School Teachers by District Size Category, 2000-01, 2024-25 and 2025-26

	Number of Beginning Full-Time Teachers			Number of Full-Time Teachers			Beginning Full-Time Teachers as % of Total Full-Time Teachers		
District Size Category	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26
Under 300	42	41	37	642	754	730	6.5%	5.4%	5.1%
300-599	281	186	167	3,970	4,365	4,463	7.1%	4.3%	3.7%
600-999	270	170	151	5,553	4,661	4,704	4.9%	3.6%	3.2%
1,000-2,499	358	279	310	8,532	8,390	8,125	4.2%	3.3%	3.8%
2,500-7,499	306	317	287	6,096	8,157	8,134	5.0%	3.9%	3.5%
7,500+	382	660	488	8,393	11,310	11,322	4.6%	5.8%	4.3%
AEA	21	3	3	424	255	231	5.0%	1.2%	1.3%
State	1,660	1,656	1,443	33,610	37,892	37,709	4.9%	4.4%	3.8%

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

Table 5-4: Characteristics of Iowa Full-Time Public School Teachers by District Size Category, 2025-26

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	730	41.3	81.6%	2.5%	17.3%	12.9	8.8
300-599	4,463	40.8	76.7%	2.2%	21.6%	13.6	9.7
600-999	4,704	40.8	76.1%	2.3%	25.1%	13.9	9.9
1,000-2,499	8,125	41.0	75.6%	2.5%	33.8%	14.3	10.2
2,500-7,499	8,134	40.9	76.8%	4.3%	46.3%	14.0	10.1
7,500+	11,322	41.1	77.1%	6.6%	51.4%	13.1	10.3
AEA	231	47.4	93.1%	1.7%	58.4%	18.4	9.7
State	37,709	41.0	76.7%	4.0%	39.1%	13.7	10.1

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

Table 5-5: Characteristics of Iowa Full-Time Public School Teachers by AEA, 2025-26

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	2,350	6.2%	41.5	77.4%	1.6%	46.6%	15.1	12.1
Central Rivers	4,886	13.0%	40.9	76.3%	3.9%	33.9%	13.9	10.4
Prairie Lakes	2,359	6.3%	41.3	77.8%	3.3%	22.8%	13.9	9.7
Mississippi Bend	3,430	9.1%	41.9	77.1%	5.5%	46.8%	14.5	11.1
Grant Wood	5,325	14.1%	41.0	74.8%	4.4%	45.3%	14.0	10.3
Heartland	10,777	28.6%	40.1	76.9%	4.5%	41.8%	13.0	9.1
Northwest	3,072	8.1%	40.9	76.4%	4.9%	36.9%	13.6	10.7
Green Hills	2,880	7.6%	41.9	77.0%	3.4%	37.6%	13.7	9.8
Great Prairie	2,630	7.0%	42.5	79.0%	2.6%	27.2%	13.8	10.1
State	37,709	100.0%	41.0	76.7%	4.0%	39.1%	13.7	10.1

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

Table 5-6: Comparison of Iowa Full-Time Public School Teachers by Sex, 2025-26

Characteristics	Female	Male
Average Age	40.9	41.4
Percent Staff of Color	3.9%	4.5%
Percent Advanced Degree	39.4%	38.2%
Average Total Experience (Years)	13.6	14.1
Average District/AEA Experience (Years)	10.1	10.2
Average Total Salary	$68,177	$71,459
Number of Teachers	28,939	8,770

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include 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, 2025-26

Characteristics	Staff of Color	White Staff
Average Age	38.3	41.1
Percent Female	74.1%	76.9%
Percent Advanced Degree	33.9%	39.3%
Average Total Experience (Years)	9.2	13.9
Average District/AEA Experience (Years)	6.4	10.2
Average Total Salary	$64,717	$69,118
Number of Teachers	1,527	36,182

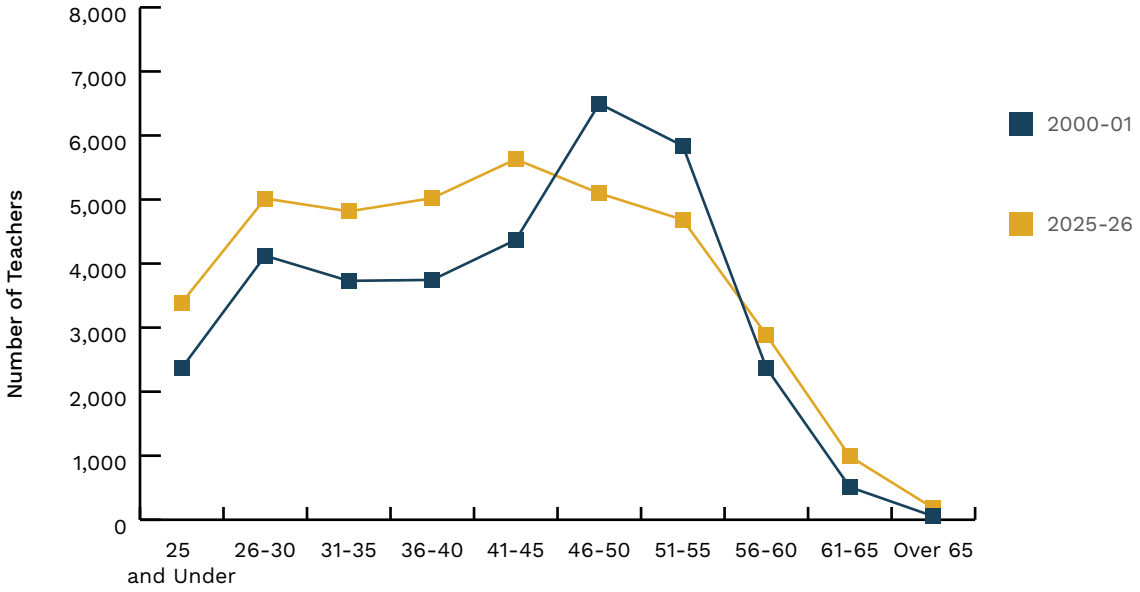
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.

Table 5-8: Iowa Full-Time Public School Teacher Age Distributions, 2000-01 and 2025-26

	2000-01				2025-26			
Age Interval	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%	3,389	3,389	9.0%	9.0%
26-30	4,123	6,492	12.3%	19.3%	5,016	8,405	13.3%	22.3%
31-35	3,730	10,222	11.1%	30.4%	4,815	13,220	12.8%	35.1%
36-40	3,745	13,967	11.1%	41.6%	5,022	18,242	13.3%	48.4%
41-45	4,370	18,337	13.0%	54.6%	5,629	23,871	14.9%	63.3%
46-50	6,497	24,834	19.3%	73.9%	5,097	28,968	13.5%	76.8%
51-55	5,838	30,672	17.4%	91.3%	4,684	33,652	12.4%	89.2%
56-60	2,373	33,045	7.1%	98.3%	2,887	36,539	7.7%	96.9%
61-65	510	33,555	1.5%	99.8%	989	37,528	2.6%	99.5%
Over 65	55	33,610	0.2%	100.0%	181	37,709	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 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 2025-26



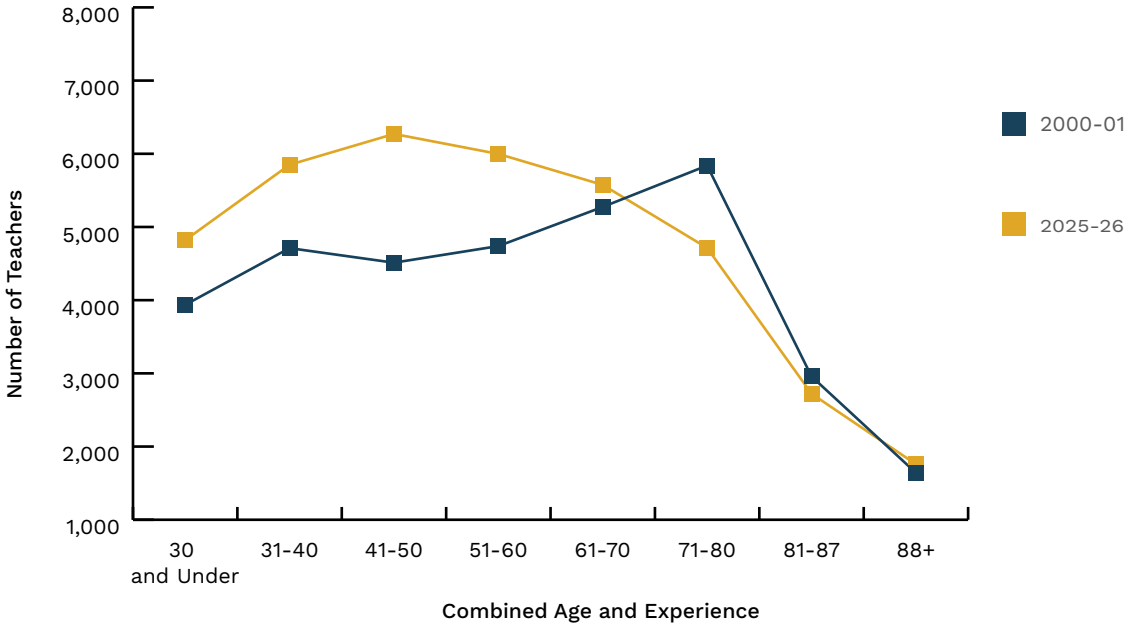
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.

Table 5-9: Combined Age and Experience Distribution of Iowa Full-Time Public School Teachers, 2000-01 and 2025-26

	2000-01				2025-26			
Combined Age and Experience Interval	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%	4,820	4,820	12.8%	12.8%
31-40	4,711	8,647	14.0%	25.7%	5,850	10,670	15.5%	28.3%
41-50	4,512	13,159	13.4%	39.2%	6,271	16,941	16.6%	44.9%
51-60	4,739	17,898	14.1%	53.3%	5,998	22,939	15.9%	60.8%
61-70	5,274	23,172	15.7%	68.9%	5,575	28,514	14.8%	75.6%
71-80	5,839	29,011	17.4%	86.3%	4,714	33,228	12.5%	88.1%
81-87	2,958	31,969	8.8%	95.1%	2,722	35,950	7.2%	95.3%
88+	1,641	33,610	4.9%	100.0%	1,759	37,709	4.7%	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 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 2025-26



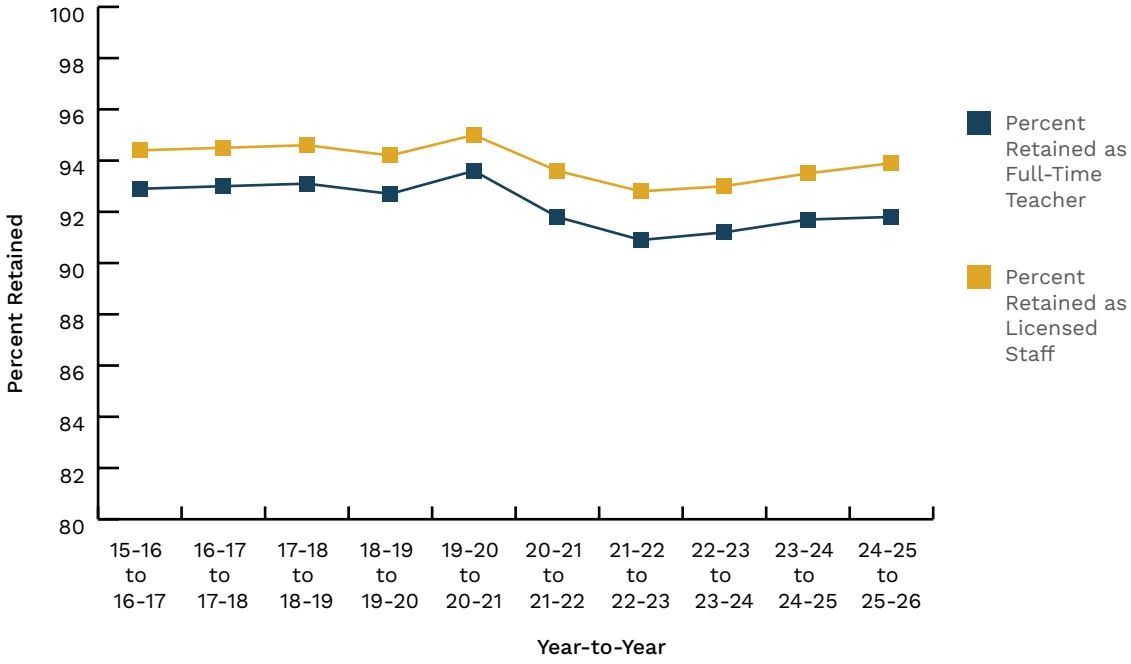
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.

Table 5-10: Iowa Full-Time Public School Teachers Year-to-Year Retention, 2016-17 to 2025-26

		Retained as Full-Time Teacher		Retained as Licensed Staff (Full-Time or Part-Time)		
Years	Base Year Number of Full-Time Teachers	Number of Teachers Retained	Percent Retained as Full-Time Teacher	Number of Teachers Retained	Percent Retained as Licensed Staff	Difference
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%
24-25 to 25-26	37,892	34,796	91.8%	35,562	93.9%	2.0%

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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-3: Iowa Full-Time Public School Teachers Year-to-Year Retention, 2016-17 to 2025-26



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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.

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.

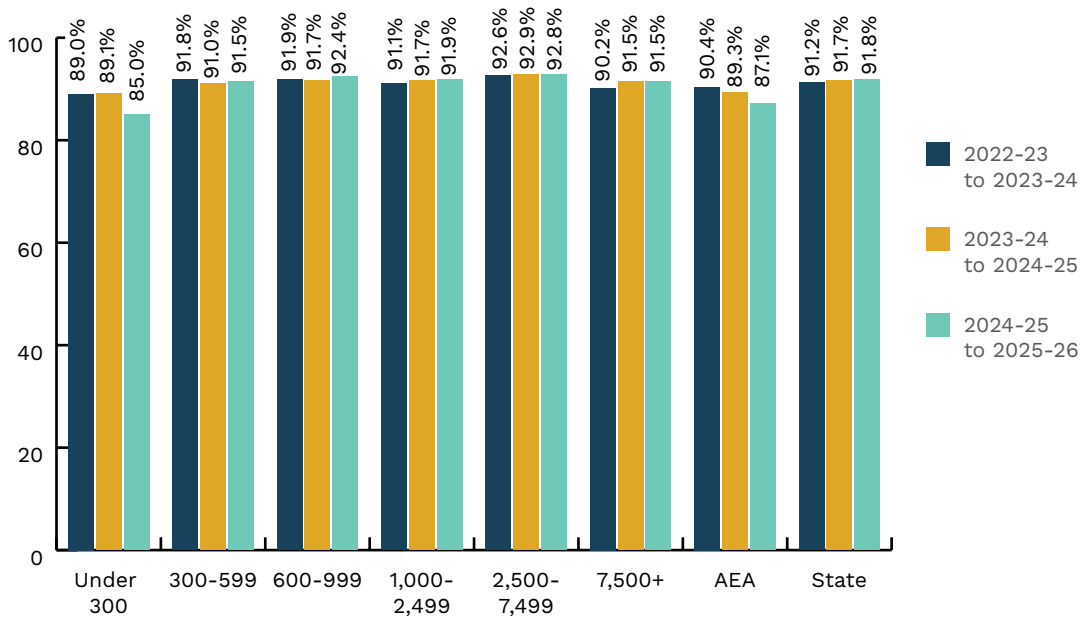
Retained as Licensed Staff: Retained teachers are full-time teachers in public schools and AEAs who were in a licensed position (including teacher) in public schools or AEAs in the following year.

Table 5-11: Iowa Full-Time Public School Teachers Year-to-Year Retention by District Size Category, 2023-24 to 2025-26

	2022-23 to 2023-24			2023-24 to 2024-25			2024-25 to 2025-26		
District Size Category	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	652	89.0%	92.0%	678	89.1%	92.3%	754	85.0%	90.2%
300-599	4,514	91.8%	93.7%	4,490	91.0%	93.5%	4,365	91.5%	94.0%
600-999	4,493	91.9%	93.0%	4,605	91.7%	93.5%	4,661	92.4%	94.6%
1,000-2,499	8,756	91.1%	93.0%	8,555	91.7%	93.6%	8,390	91.9%	93.8%
2,500-7,499	7,518	92.6%	93.9%	7,568	92.9%	94.1%	8,157	92.8%	94.1%
7,500+	11,882	90.2%	92.0%	11,798	91.5%	93.2%	11,310	91.5%	93.6%
AEA	271	90.4%	94.1%	272	89.3%	92.3%	255	87.1%	94.9%
State	38,092	91.2%	93.0%	37,982	91.7%	93.5%	37,892	91.8%	93.9%

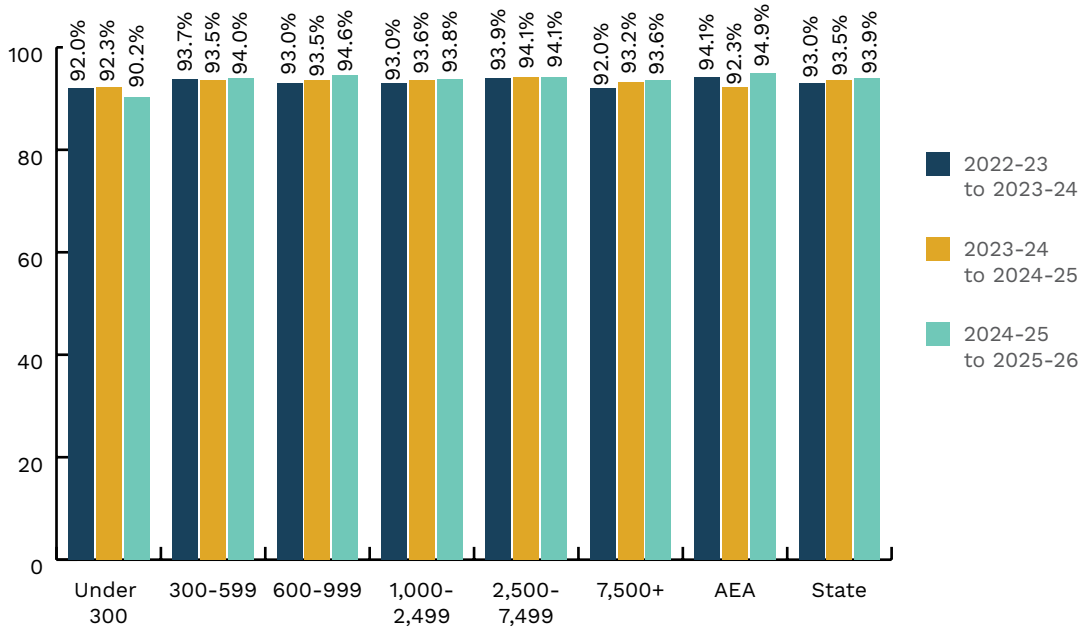
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-4: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by District Size Category, 2023-24 to 2025-26



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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-5: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by District Size Category, 2023-24 to 2025-26



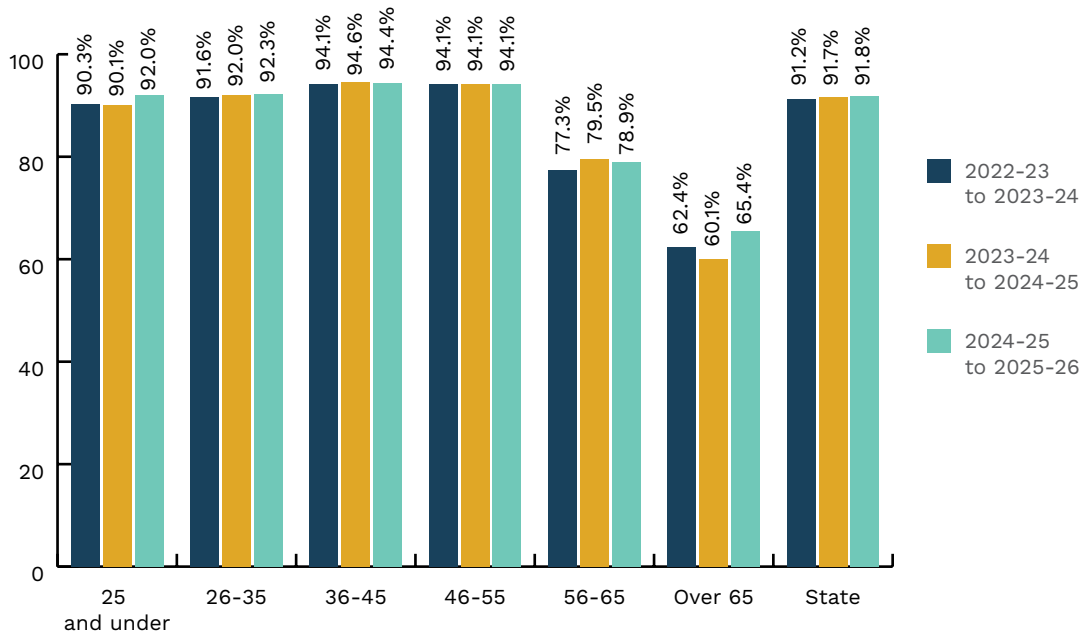
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Table 5-12: Iowa Full-Time Public School Teachers Year-to-Year Retention by Age Category, 2023-24 to 2025-26

	2022-23 to 2023-24			2023-24 to 2024-25			2024-25 to 2025-26		
Age Category	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	3,443	90.3%	90.9%	3,495	90.1%	90.9%	3,404	92.0%	92.8%
26-35	10,211	91.6%	93.5%	10,109	92.0%	93.8%	10,006	92.3%	94.7%
36-45	11,037	94.1%	96.3%	10,901	94.6%	96.5%	10,769	94.4%	96.5%
46-55	9,358	94.1%	95.5%	9,476	94.1%	95.8%	9,669	94.1%	95.9%
56-65	3,873	77.3%	78.9%	3,818	79.5%	82.0%	3,865	78.9%	81.3%
Over 65	170	62.4%	64.7%	183	60.1%	63.4%	179	65.4%	69.8%
State	38,092	91.2%	93.0%	37,982	91.7%	93.5%	37,892	91.8%	93.9%

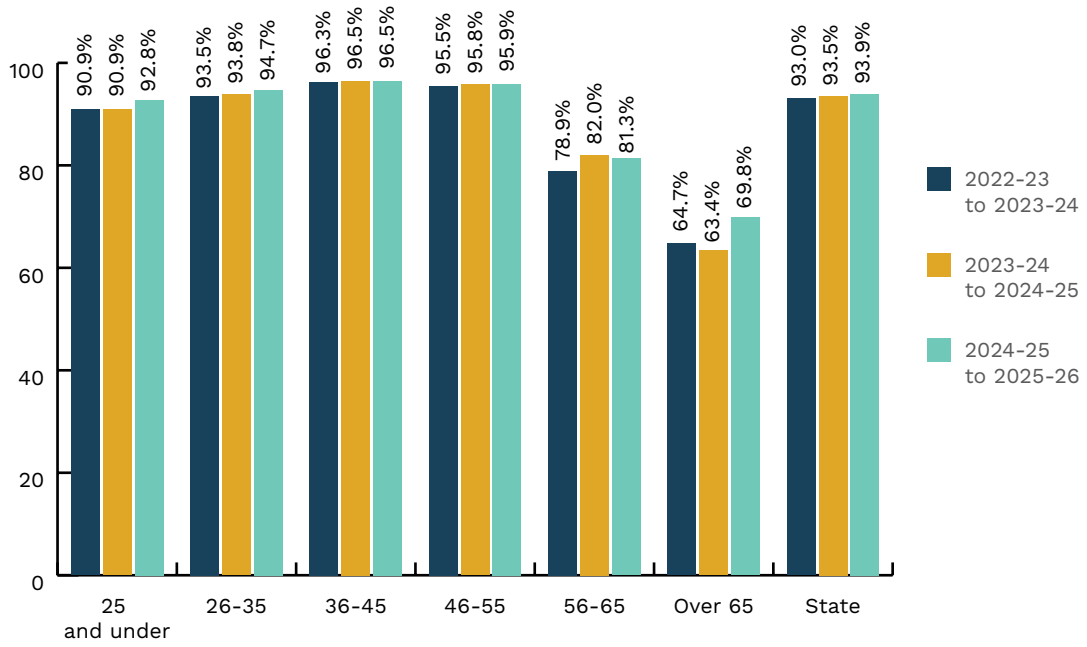
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-6: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by Age Category, 2023-24 to 2025-26



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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-7: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by Age Category, 2023-24 to 2025-26



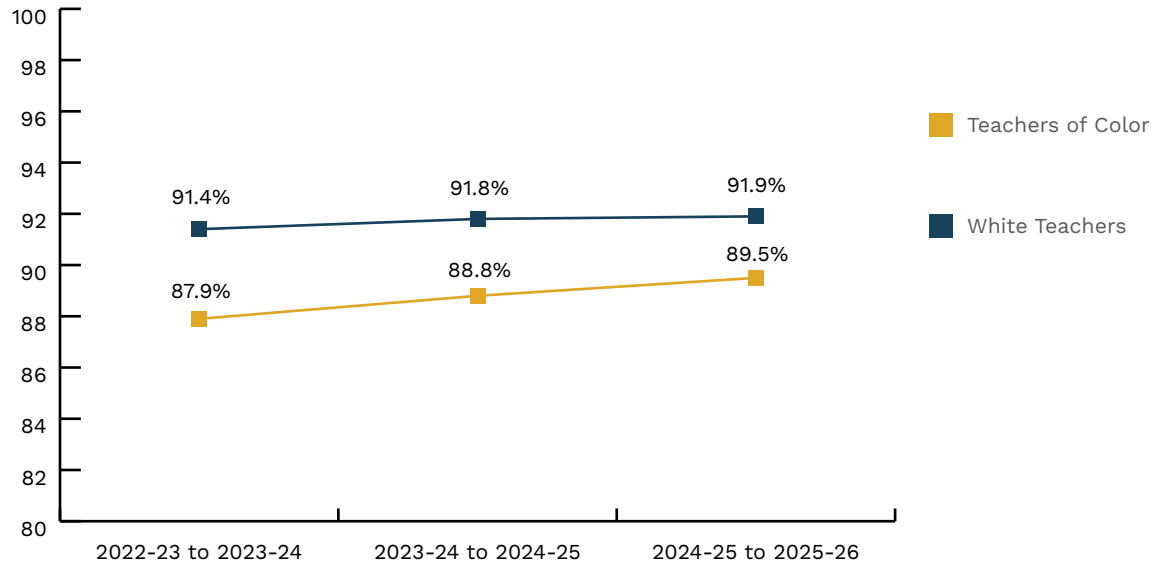
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Table 5-13: Iowa Full-Time Public School Teachers Year-to-Year Retention by Race/Ethnicity, 2023-24 to 2025-26

Race/ Ethnicity	2022-23 to 2023-24			2023-24 to 2024-25			2024-25 to 2025-26		
	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	1,184	87.9%	90.5%	1,246	88.8%	90.4%	1,366	89.5%	91.9%
White Teachers	36,908	91.4%	93.0%	36,736	91.8%	93.6%	36,526	91.9%	93.9%
State	38,092	91.2%	93.0%	37,982	91.7%	93.5%	37,892	91.8%	93.9%

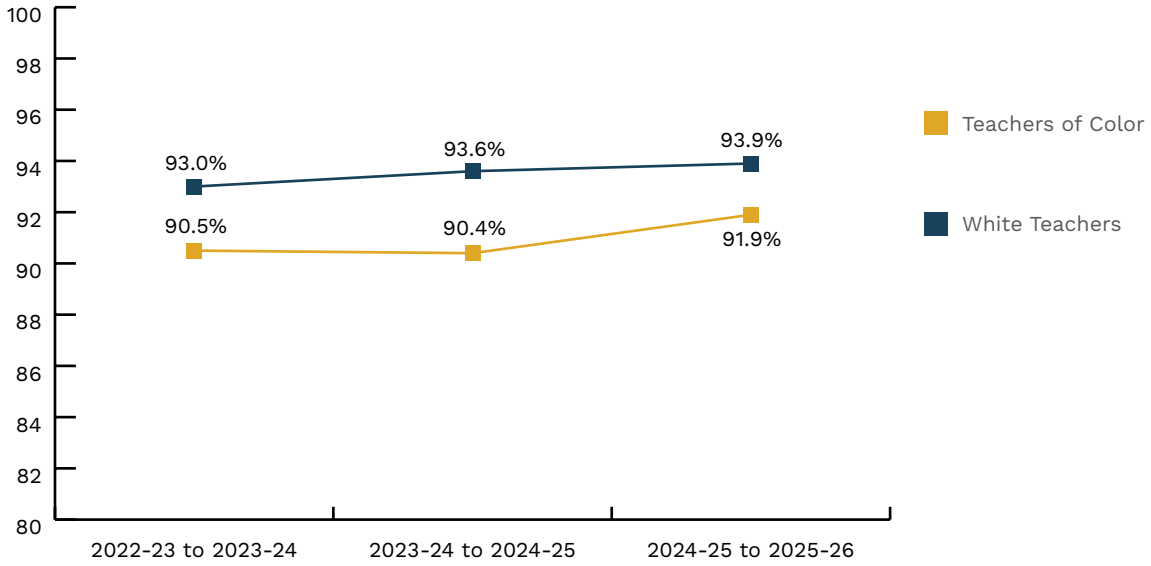
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes all staff with a teaching assignment (Preschool, General Education, Special Education, Teacher Leaders). Includes AEA teachers. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-8: Iowa Full-Time Public School Teachers Year-to-Year Retention as Full-Time Teacher by Race/Ethnicity, 2023-24 to 2025-26



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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Figure 5-9: Iowa Full-Time Public School Teachers Year-to-Year Retention as Licensed Staff by Race/Ethnicity, 2023-24 to 2025-26



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. Includes public charter schools established by a founding group created independently of a school district only in 2022-23 and 2023-24.
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.

Table 5-14: Iowa Full-Time Teacher Average Regular Salary vs. Full-Time Teacher Average Total Salary, 2000-01, 2024-25 and 2025-26

Measure	2000-01	2024-25	2025-26
Average Regular Salary	N/A	$65,220	$67,039
Average Total Salary	$36,479	$67,145	$68,940
Difference	N/A	$1,925	$1,901
Percent Total Salary Greater Than Regular Salary	N/A	3.0%	2.8%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.
Teacher figures for 2024-25 and 2025-26 represent average salaries for full-time public school staff with teaching position codes. There were approximately 5,500 full-time public staff in 2025-26 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.

Table 5-15: Average Total Salaries of Iowa Full-Time Public School Teachers by District Size Category, 2000-01, 2024-25 and 2025-26

	Average Total Salary			Percent Salary Change	
District Size Category	2000-01	2024-25	2025-26	2000-01 to 2025-26	2024-25 to 2025-26
Under 300	$28,811	$58,713	$60,635	110.5%	3.3%
300-599	$31,557	$60,838	$63,098	99.9%	3.7%
600-999	$33,809	$62,491	$64,566	91.0%	3.3%
1,000-2,499	$35,912	$65,725	$67,616	88.3%	2.9%
2,500-7,499	$38,266	$69,159	$71,143	85.9%	2.9%
7,500+	$40,452	$71,489	$72,824	80.0%	1.9%
AEA	$36,196	$74,780	$75,761	109.3%	1.3%
State	$36,479	$67,145	$68,940	89.0%	2.7%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.
Teacher figures for 2024-25 and 2025-26 represent average salaries for full-time public school staff with teaching position codes. There were approximately 5,500 full-time public staff in 2025-26 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.

Table 5-16: Average Salaries of Iowa Full-Time Public School Teachers by AEA, 2025-26

AEA	Regular Salary	Total Salary
Keystone	$64,267	$65,922
Central Rivers	$65,547	$67,330
Prairie Lakes	$63,543	$65,621
Mississippi Bend	$66,491	$68,554
Grant Wood	$69,004	$71,639
Heartland	$69,460	$70,797
Northwest	$67,199	$69,436
Green Hills	$65,215	$67,340
Great Prairie	$64,081	$66,205
State	$67,041	$68,940

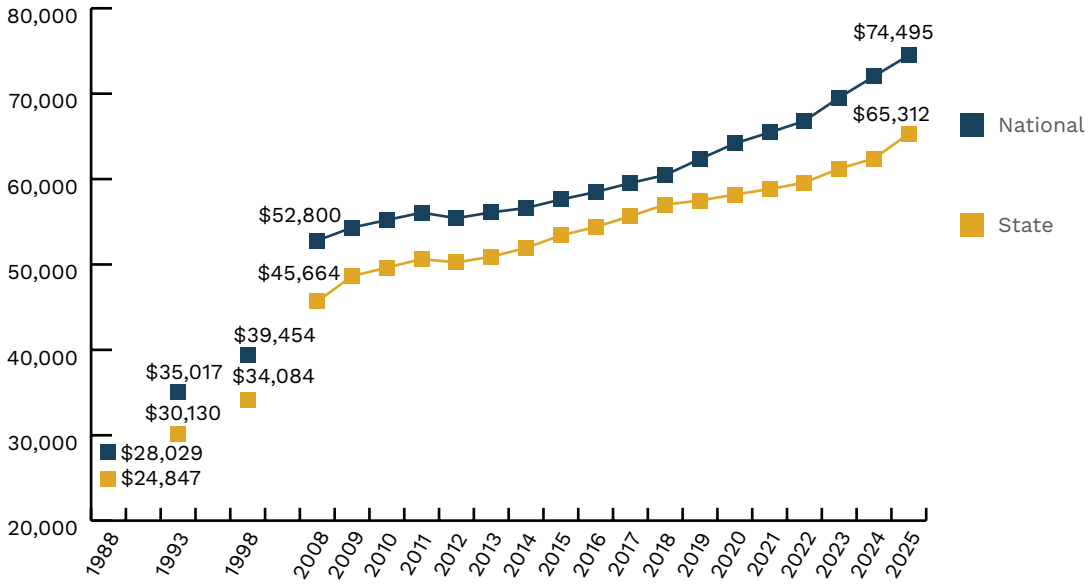
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Includes AEA teachers. Does not include public charter schools established by a founding group created independently of a school district.
Teacher figures for 2024-25 and 2025-26 represent average salaries for full-time public school staff with teaching position codes. There were approximately 5,500 full-time public staff in 2025-26 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.

Table 5-17: Average Salaries of Public School Teachers for Iowa, Midwest States and the Nation, 2023-24 and 2024-25

	2023-24			2024-25		
Nation and State	Salary	National Rank	Midwest Rank	Salary	National Rank	Midwest Rank
Nation	$71,985			$74,495		
Illinois	$75,978	13	1	$78,495	13	1
Indiana	$58,620	38	8	$61,661	38	8
Iowa	**$62,399**	**32**	**6**	**$65,312**	**30**	**6**
Kansas	$58,276	44	10	$61,470	39	9
Michigan	$69,068	19	3	$71,023	22	3
Minnesota	$72,430	15	2	$76,234	15	2
Missouri	$55,132	49	12	$57,366	48	12
Nebraska	$60,239	37	7	$63,326	34	7
North Dakota	$58,581	40	9	$60,704	41	10
Ohio	$68,236	22	4	$70,586	23	4
South Dakota	$56,328	46	11	$58,486	46	11
Wisconsin	$65,762	27	5	$67,794	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 2024-25



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

Table 5-18: Iowa Salary Comparisons by Occupation, 2023-24 and 2024-25

Occupation	Average Salary		Percent Change 2023-24 to 2024-25
	2023-24	2024-25	
Accountants and Auditors	$80,540	$83,640	3.8%
Child, Family, and School Social Workers	$56,840	$57,120	0.5%
Civil Engineers	$96,450	$99,950	3.6%
Computer Programmers	$88,310	$87,010	-1.5%
Dental Hygienists	$85,130	$86,640	1.8%
Electrical Engineers	$126,950	$113,330	-10.7%
Heavy and Tractor-Trailer Truck Drivers	$58,350	$60,070	2.9%
Interior Designers	$68,640	$68,360	-0.4%
Machinists	$54,950	$56,960	3.7%
Paralegals and Legal Assistants	$56,060	$58,780	4.9%
Registered Nurse	$77,780	$80,540	3.5%
Software Developers	$116,000	$118,780	2.4%
Speech-Language Pathologists	$85,230	$83,760	-1.7%
Teachers	$64,339	$65,220	1.4%
Welders, Cutters, Solderers, and Brazers	$52,280	$55,580	6.3%

Source: U.S. Bureau of Labor Statistics, State Occupational Employment and Wage Estimates, Iowa, May 2024 and May 2025.
Note: Teacher average salaries are average regular 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, 2024-25 and 2025-26

	Number of Teachers			Percent			Cumulative Percent		
Number of Contract Days	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26
<= 185	2,089	3,131	3,705	6.2%	8.3%	9.8%	6.2%	8.3%	9.8%
186-190	16,449	17,747	17,913	49.0%	46.8%	47.5%	55.2%	55.1%	57.3%
191-195	13,136	14,523	13,655	39.1%	38.3%	36.2%	94.3%	93.4%	93.5%
>= 196	1,932	2,491	2,436	5.8%	6.6%	6.5%	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. Does not include data on teachers at public charter schools established by a founding group created independently of a school district.

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, 2024-25 and 2025-26

	2000-01			2024-25			2025-26		
District Size Category	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	40	289	3.4	40	289	3.4
300-599	116	2,084	3.4	103	2,037	3.1	105	2,081	3.2
600-999	104	2,587	3.1	72	1,881	3.0	72	1,877	3.0
1,000-2,499	83	3,335	2.7	73	2,854	2.7	71	2,735	2.8
2,500-7,499	24	2,052	2.2	26	2,436	2.4	26	2,448	2.3
7,500+	9	2,480	2.1	11	3,293	2.3	11	3,253	2.5
State	374	12,817	2.7	325	12,790	2.7	325	12,683	2.7

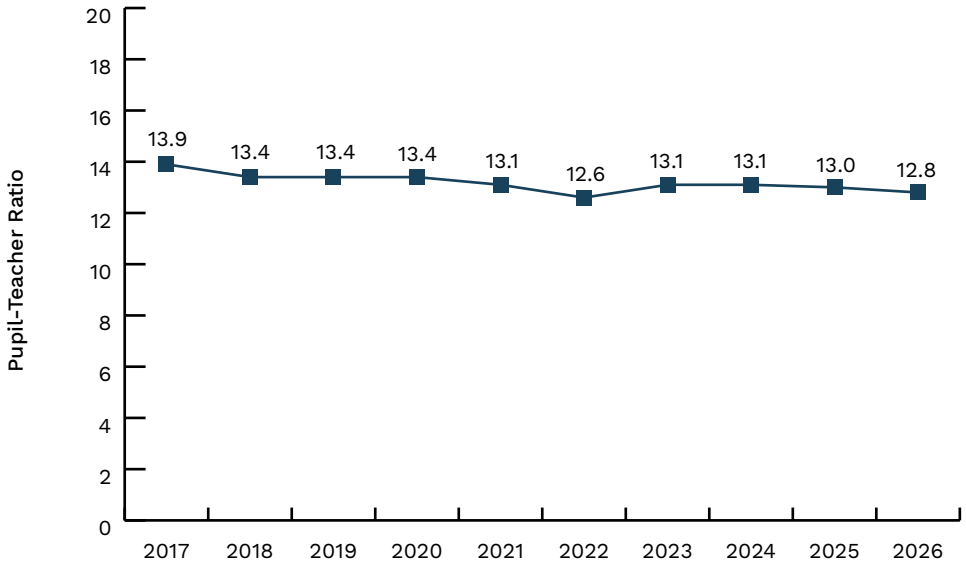
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Notes: Only includes grade 9-12 teaching assignments for 2024-25 and 2025-26 for a teacher who has at least one grade 9-12 assignment.
Includes AEA teachers. Does not include data on 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, 2025-26

Number of Unique Assignments	Number of Teachers	Percent	Cumulative Percent
1	4,403	34.7%	34.7%
2	2,589	20.4%	55.1%
3	1,983	15.6%	70.8%
4	1,596	12.6%	83.3%
5	909	7.2%	90.5%
6	599	4.7%	95.2%
7	307	2.4%	97.7%
8	176	1.4%	99.0%
9	65	0.5%	99.6%
10	44	0.3%	99.9%
11	7	0.1%	100.0%
12	3	0.0%	100.0%
13	1	0.0%	100.0%
14	0	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, 2016-17 to 2025-26



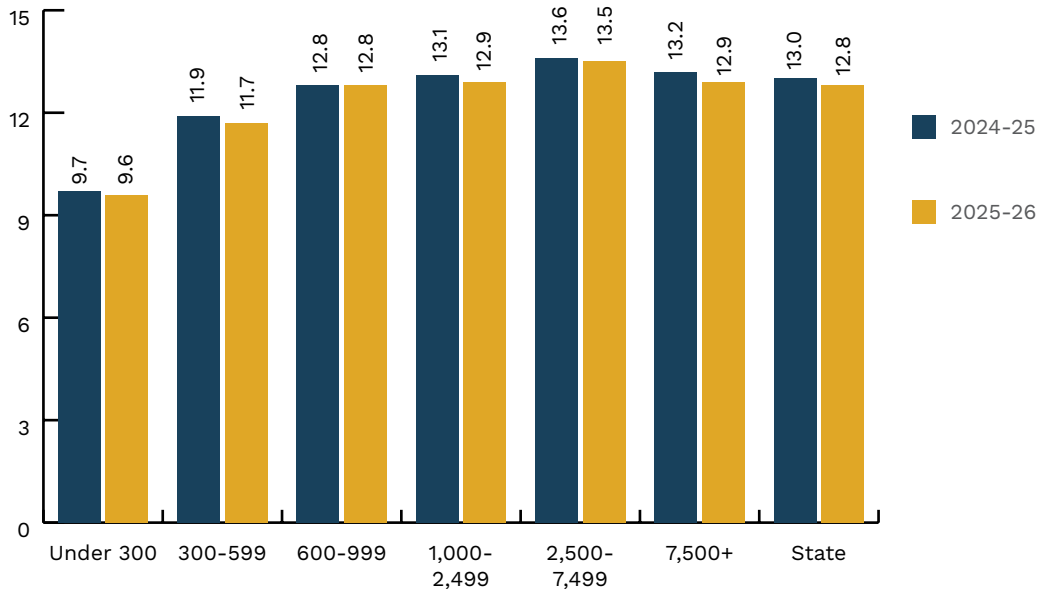
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include public charter schools established by a founding group created independently of a school district.

Table 5-22: Iowa Public School K-12 Pupil-Teacher Ratios by District Size Category, 2025-26

District Size Category	Number of Students	Number of FTE Teachers	Ratio
Under 300	6,953	727.5	9.6
300-599	50,580	4,307.6	11.7
600-999	58,111	4,549.6	12.8
1,000-2,499	102,018	7,926.9	12.9
2,500-7,499	106,911	7,907.5	13.5
7,500+	141,979	11,009.3	12.9
State	466,552	36,428.4	12.8

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

Figure 5-12: Iowa Public School K-12 Pupil-Teacher Ratios by District Size Category, 2024-25 and 2025-26



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

Table 5-23: Instructional Aides in Iowa Public Schools by District Size Category, 2000-01, 2024-25 and 2025-26

	Number of Full-Time Equivalent (FTE) Aides				
District Size Category	2000-01	2024-25	2025-26	% Change in FTE Aides 2000-01 to 2025-26	% Change in FTE Aides 2024-25 to 2025-26
Under 300	113.4	381.7	350.6	209.2%	-8.2%
300-599	685.9	1,816.1	1,889.2	175.4%	4.0%
600-999	1,054.0	1,933.4	1,976.1	87.5%	2.2%
1,000-2,499	2,023.3	3,544.7	3,496.6	72.8%	-1.4%
2,500-7,499	1,681.6	3,268.0	3,446.9	105.0%	5.5%
7,500+	2,204.5	4,162.4	4,524.7	105.2%	8.7%
State	7,762.7	15,106.3	15,684.2	102.0%	3.8%

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

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 total salary of male principals was 5.4% higher than that of female principals. The percentage of principals with advanced degrees and the average years of district experience were higher for females than males. The average years of total experience was about the same for female and male principals (Table 5-26). In 2025-26, 7.4% 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 total salary of full-time public school principals increased by 2.3% between 2024-25 and 2025-26. The average total salary of principals in the largest enrollment category was 40.4% higher than that of principals in the smallest enrollment category (Table 5-29).

Table 5-24: Characteristics of Iowa Full-Time Principals, 2000-01, 2024-25 and 2025-26

	Public			Nonpublic		
Characteristics	2000-01	2024-25	2025-26	2000-01	2024-25	2025-26
Average Age	47.8	46.0	46.0	49.0	47.8	47.3
Percent Female	30.6%	46.6%	47.9%	50.5%	65.5%	63.0%
Percent Staff of Color	3.5%	4.7%	4.2%	1.0%	1.2%	1.4%
Percent Advanced Degree	96.0%	77.3%	77.1%	90.5%	89.3%	83.6%
Average Total Experience (Years)	22.4	18.8	18.7	23.3	22.0	20.6
Average District/AEA Experience (Years)	11.8	10.4	10.4	8.7	10.4	10.1
Number of Principals	1,124	1,175	1,176	105	84	73

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

Table 5-25: Characteristics of Iowa Full-Time Public School Principals by District Size Category, 2025-26

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	46	44.4	56.5%	2.2%	87.0%	17.3	8.1
300-599	205	45.5	46.8%	1.0%	70.7%	20.0	9.1
600-999	188	45.1	35.1%	1.1%	70.7%	19.7	8.3
1,000-2,499	269	45.6	44.2%	0.4%	75.8%	18.4	9.2
2,500-7,499	202	47.3	52.0%	5.9%	82.2%	18.5	10.8
7,500+	265	46.6	56.6%	11.7%	82.3%	17.8	14.3
AEA	1	42.0	100.0%	0.0%	100.0%	19.0	17.0
State	1,176	46.0	47.9%	4.2%	77.1%	18.7	10.4

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

Table 5-26: Comparison of Iowa Full-Time Public School Principals by Sex, 2025-26

Characteristics	Female	Male
Average Age	46.2	45.8
Percent Staff of Color	4.3%	4.1%
Percent Advanced Degree	80.5%	74.1%
Average Total Experience (Years)	18.8	18.7
Average District/AEA Experience (Years)	11.1	9.8
Average Total Salary	$118,474	$124,873
Number of Principals	563	613

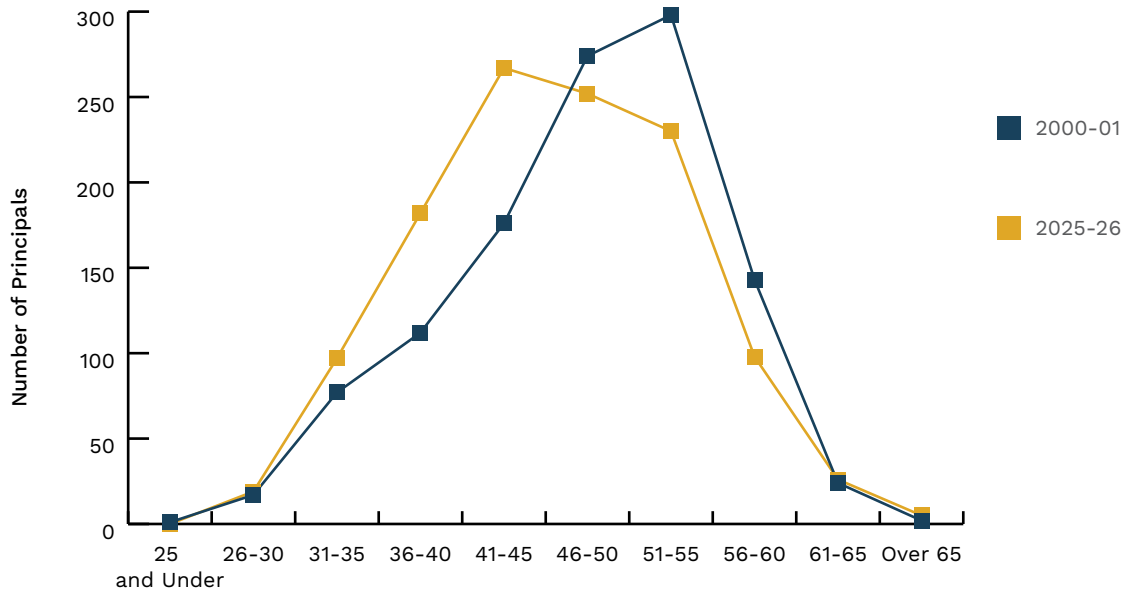
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-27: Iowa Full-Time Public School Principal Age Distributions, 2000-01 and 2025-26

	2000-01				2025-26			
Age Interval	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%	19	19	1.6%	1.6%
31-35	77	95	6.9%	8.5%	97	116	8.2%	9.9%
36-40	112	207	10.0%	18.4%	182	298	15.5%	25.3%
41-45	176	383	15.7%	34.1%	267	565	22.7%	48.0%
46-50	274	657	24.4%	58.5%	252	817	21.4%	69.5%
51-55	298	955	26.5%	85.0%	230	1,047	19.6%	89.0%
56-60	143	1,098	12.7%	97.7%	98	1,145	8.3%	97.4%
61-65	24	1,122	2.1%	99.8%	26	1,171	2.2%	99.6%
Over 65	2	1,124	0.2%	100.0%	5	1,176	0.4%	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 2025-26



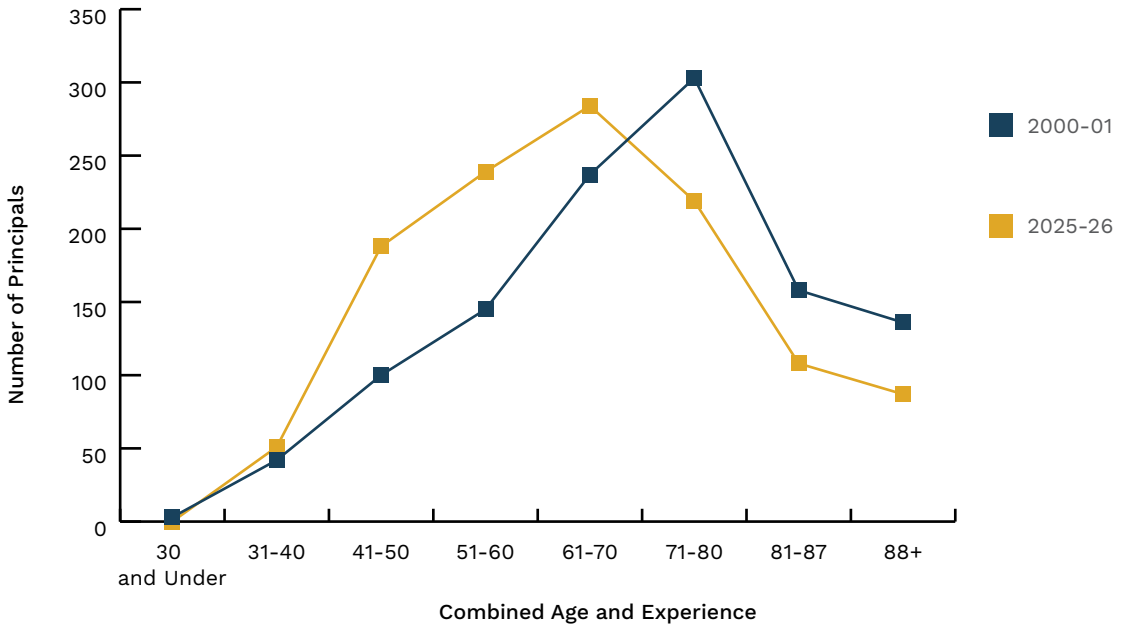
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-28: Combined Age and Experience Distribution of Iowa Full-Time Public School Principals, 2000-01 and 2025-26

	2000-01				2025-26			
Combined Age and Experience Interval	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%	51	51	4.3%	4.3%
41-50	100	145	8.9%	12.9%	188	239	16.0%	20.3%
51-60	145	290	12.9%	25.8%	239	478	20.3%	40.6%
61-70	237	527	21.1%	46.9%	284	762	24.1%	64.8%
71-80	303	830	27.0%	73.8%	219	981	18.6%	83.4%
81-87	158	988	14.1%	87.9%	108	1,089	9.2%	92.6%
88+	136	1,124	12.1%	100.0%	87	1,176	7.4%	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 2025-26



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, 2024-25 and 2025-26

	Average Total Salary				Percent Salary Change	
District Size Category	2000-01	2024-25	2025-26	Number of Principals 2025-26	2000-01 to 2025-26	2024-25 to 2025-26
Under 300	$51,775	$94,480	$98,339	46	89.9%	4.1%
300-599	$54,331	$105,186	$106,755	205	96.5%	1.5%
600-999	$58,539	$108,665	$113,076	188	93.2%	4.1%
1,000-2,499	$64,381	$118,672	$121,388	269	88.5%	2.3%
2,500-7,499	$69,145	$127,225	$129,566	202	87.4%	1.8%
7,500+	$71,935	$135,100	$138,031	265	91.9%	2.2%
AEA	$69,796	$163,758	$154,014	1	120.7%	-6.0%
State	$63,409	$119,107	$121,809	1,176	92.1%	2.3%

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 between 2024-25 and 2025-26. The percentage of superintendents of color remained the same between 2024-25 and 2025-26 (Table 5-30). The percentage of female superintendents was highest in the largest enrollment category in 2025-26. The percentage of superintendents with specialist/doctorate degrees was highest in the 2,500-7,499 enrollment category (Table 5-31). The average total salary of female superintendents was 6.6% higher than that of 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 2025-26 was 13.7% (Table 5-34). The average total salary of superintendents increased by 2.8% between 2024-25 and 2025-26 (Table 5-35).

Table 5-30: Characteristics of Iowa Full-Time Public School Superintendents, 2000-01, 2024-25 and 2025-26

	Public		
Characteristics	2000-01	2024-25	2025-26
Average Age	52.1	50.9	51.1
Percent Female	5.8%	14.1%	15.7%
Percent Staff of Color	0.9%	2.7%	2.7%
Percent Specialist/Doctorate Degree	59.2%	42.0%	38.4%
Average Total Experience (Years)	26.9	22.2	22.9
Average District Experience (Years)	8.0	6.7	7.0
Number of Superintendents	326	255	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, 2025-26

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	12	49.9	0.0%	0.0%	16.7%	22.7	6.3
300-599	68	51.1	7.4%	0.0%	39.7%	24.9	6.9
600-999	68	49.9	13.2%	1.5%	30.9%	24.0	6.7
1,000-2,499	70	51.6	24.3%	4.3%	44.3%	21.6	6.4
2,500-7,499	26	52.7	23.1%	0.0%	53.8%	21.5	8.2
7,500+	11	52.0	27.3%	27.3%	27.3%	15.8	10.8
State	255	51.1	15.7%	2.7%	38.4%	22.9	7.0

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

Table 5-32: Comparison of Iowa Full-Time Public School Superintendents by Sex, 2025-26

Characteristics	Female	Male
Average Age	52.6	50.8
Percent Staff of Color	2.5%	2.8%
Percent Specialist/Doctorate Degree	50.0%	36.3%
Average Total Experience (Years)	19.8	23.5
Average District Experience (Years)	4.8	7.3
Average Total Salary	$197,240	$184,986
Number of Superintendents	40	215

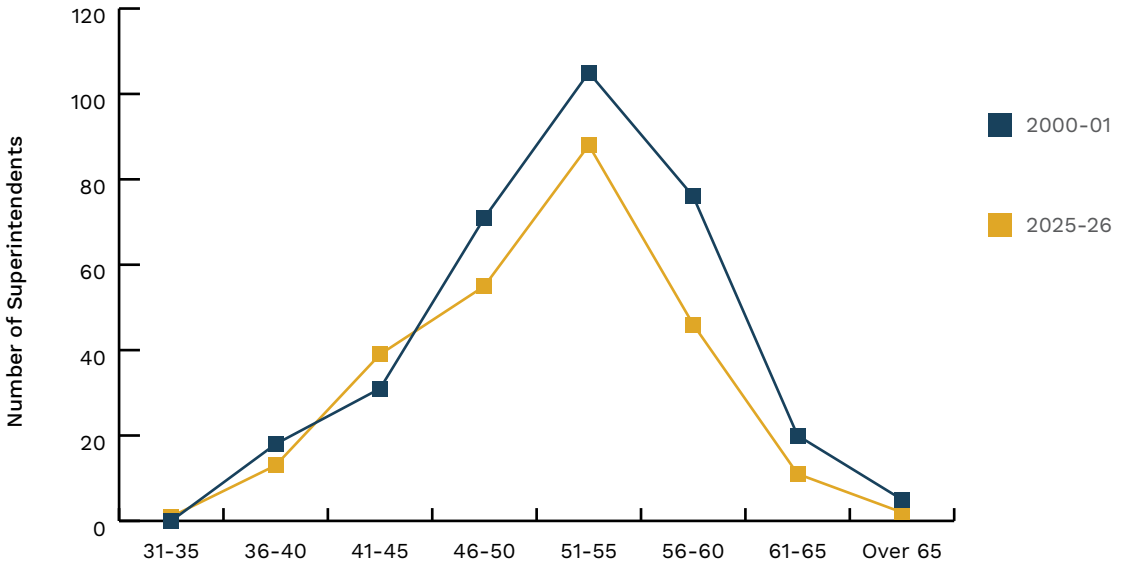
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.

Table 5-33: Age Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2025-26

	2000-01				2025-26			
Age Interval	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%	1	1	0.4%	0.4%
36-40	18	18	5.5%	5.5%	13	14	5.1%	5.5%
41-45	31	49	9.5%	15.0%	39	53	15.3%	20.8%
46-50	71	120	21.8%	36.8%	55	108	21.6%	42.4%
51-55	105	225	32.2%	69.0%	88	196	34.5%	76.9%
56-60	76	301	23.3%	92.3%	46	242	18.0%	94.9%
61-65	20	321	6.1%	98.5%	11	253	4.3%	99.2%
Over 65	5	326	1.5%	100.0%	2	255	0.8%	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 2025-26



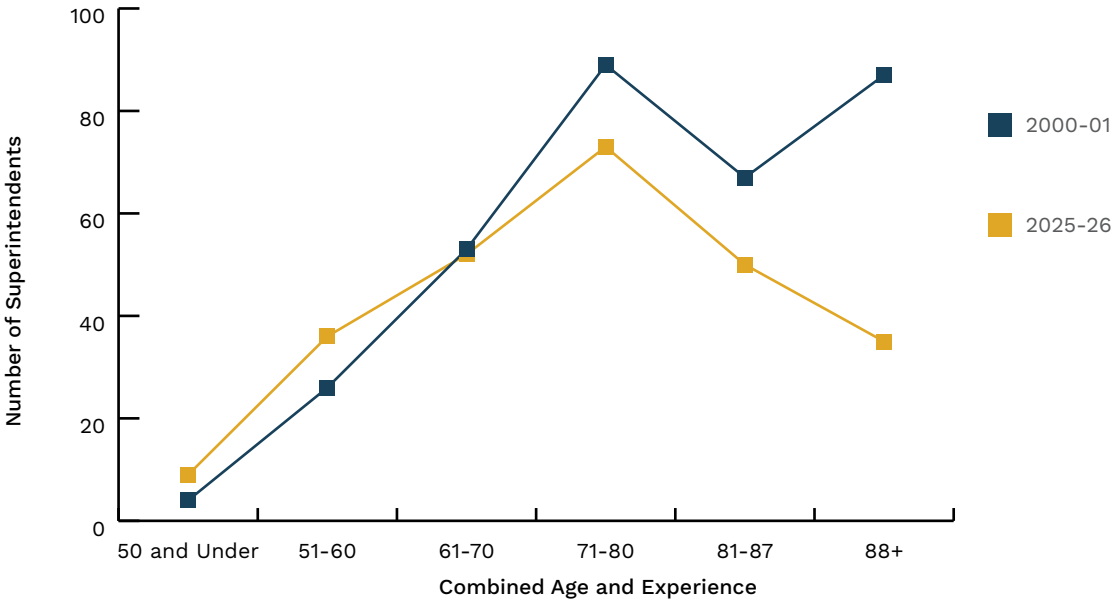
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Every district is required to have a superintendent. There are a number of smaller districts that share superintendents.

Table 5-34: Combined Age and Experience Distribution of Iowa Full-Time Public School Superintendents, 2000-01 and 2025-26

	2000-01				2025-26			
Combined Age and Experience Interval	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent	Number of Superintendents	Cumulative Total	Percent	Cumulative Percent
50 and Under	4	4	1.2%	1.2%	9	9	3.5%	3.5%
51-60	26	30	8.0%	9.2%	36	45	14.1%	17.6%
61-70	53	83	16.3%	25.5%	52	97	20.4%	38.0%
71-80	89	172	27.3%	52.8%	73	170	28.6%	66.7%
81-87	67	239	20.6%	73.3%	50	220	19.6%	86.3%
88+	87	326	26.7%	100.0%	35	255	13.7%	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 2025-26



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, 2024-25 and 2025-26

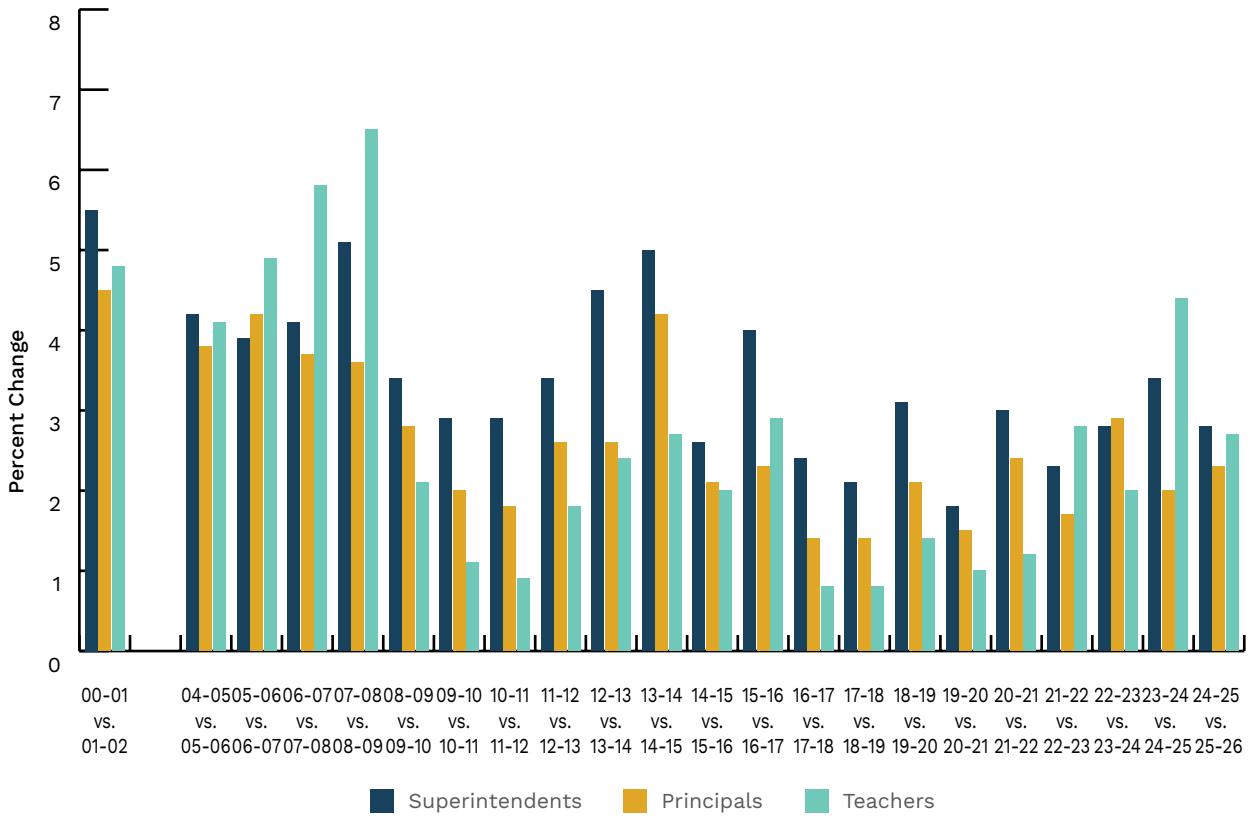
	Average Total Salary				Percent Salary Change	
District Size Category	2000-01	2024-25	2025-26	Number of Superintendents 2025-26	2000-01 to 2025-26	2024-25 to 2025-26
Under 300	$63,569	$151,051	$152,630	12	140.1%	1.0%
300-599	$71,049	$162,113	$167,338	68	135.5%	3.2%
600-999	$76,935	$167,677	$174,545	68	126.9%	4.1%
1,000-2,499	$85,772	$188,866	$193,658	70	125.8%	2.5%
2,500-7,499	$104,464	$226,828	$234,370	26	124.4%	3.3%
7,500+	$125,036	$262,055	$266,562	11	113.2%	1.7%
AEA	-	$188,557	-	0	-	-
State	$79,836	$181,770	$186,908	255	134.1%	2.8%

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 2024-25, the superintendent at the AEA is AEA staff who also served as a superintendent in a public district (there was no case of this in 2000-01 and 2025-26).

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 2025-26, superintendents 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 2005-06 vs. 2006-07 to 2024-25 vs. 2025-26



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: 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 2025-26

	2000-01			2025-26		
District Size Category	Teachers	Principals	Superintendents	Teachers	Principals	Superintendents
Under 300	$28,811	$51,775	$63,569	$60,652	$98,339	$152,630
300-599	$31,557	$54,331	$71,049	$63,093	$106,755	$167,338
600-999	$33,809	$58,539	$76,935	$64,566	$113,076	$174,545
1,000-2,499	$35,912	$64,381	$85,772	$67,616	$121,388	$193,658
2,500-7,499	$38,266	$69,145	$104,464	$71,145	$129,566	$234,370
7,500+	$40,452	$71,935	$125,036	$72,824	$138,031	$266,562
AEA	$36,196	$69,796	-	$75,777	$154,014	-
State	$36,479	$63,409	$79,836	$68,943	$121,809	$186,908

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Teacher figures for 2025-26 represent average salaries for full-time public school staff with teaching position codes. There were approximately 5,500 full-time public staff in 2025-26 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 2024-25 and 2025-26 (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 can share professional school counselors with another district; 28 were shared between more than one district in 2025-26. 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 2025-26 (Table 5-39). The average salary of professional school counselors increased by 2.4% between 2024-25 and 2025-26 (Table 5-40).

Table 5-37: Characteristics of Iowa Full-Time Public School Professional School Counselors 2000-01, 2024-25 and 2025-26

Characteristics	2000-01	2024-25	2025-26
Average Age	46.4	41.6	41.9
Percent Female	64.2%	84.1%	84.2%
Percent Staff of Color	1.6%	4.8%	5.2%
Percent Advanced Degree	86.9%	79.9%	79.0%
Average Total Experience (Years)	18.8	13.3	13.5
Average District Experience (Years)	12.1	9.0	9.3
Number of Professional School Counselors	1,194	1,508	1,491

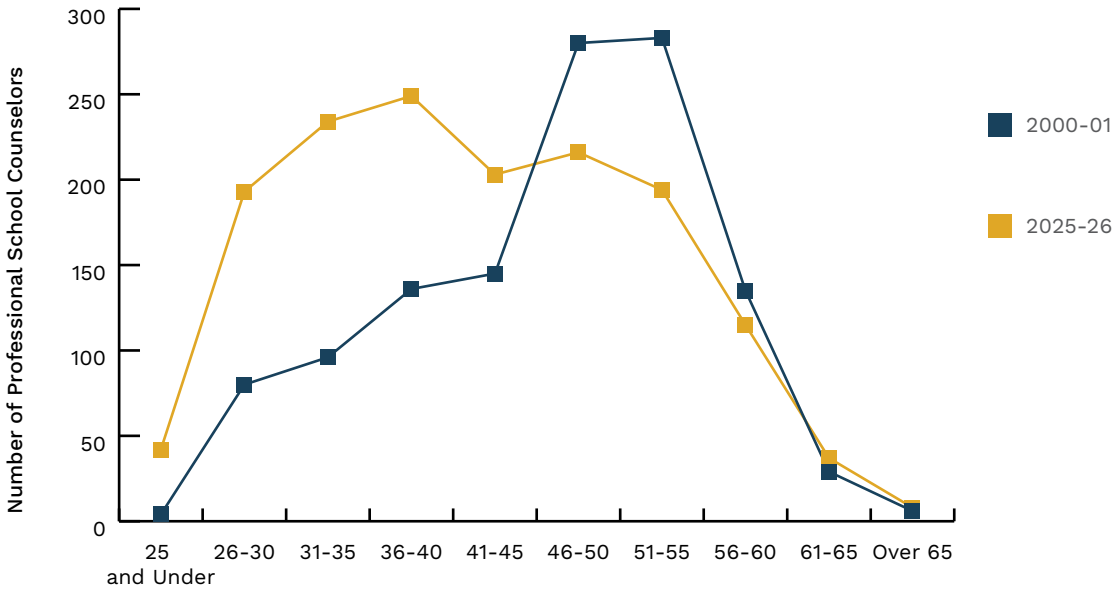
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include pubic charter schools established by a founding group created indepently of a school district.

Table 5-38: Iowa Full-Time Public School Professional School Counselors Age Distributions, 2000-01 and 2025-26

	2000-01				2025-26			
Age Interval	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%	42	42	2.8%	2.8%
26-30	80	84	6.7%	7.0%	193	235	12.9%	15.8%
31-35	96	180	8.0%	15.1%	234	469	15.7%	31.5%
36-40	136	316	11.4%	26.5%	249	718	16.7%	48.2%
41-45	145	461	12.1%	38.6%	203	921	13.6%	61.8%
46-50	280	741	23.5%	62.1%	216	1,137	14.5%	76.3%
51-55	283	1,024	23.7%	85.8%	194	1,331	13.0%	89.3%
56-60	135	1,159	11.3%	97.1%	115	1,446	7.7%	97.0%
61-65	29	1,188	2.4%	99.5%	37	1,483	2.5%	99.5%
Over 65	6	1,194	0.5%	100.0%	8	1,491	0.5%	100.0%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include pubic charter schools established by a founding group created indepently of a school district.

Figure 5-18: Iowa Full-Time Public School Professional School Counselors Age Distributions, 2000-01 and 2025-26



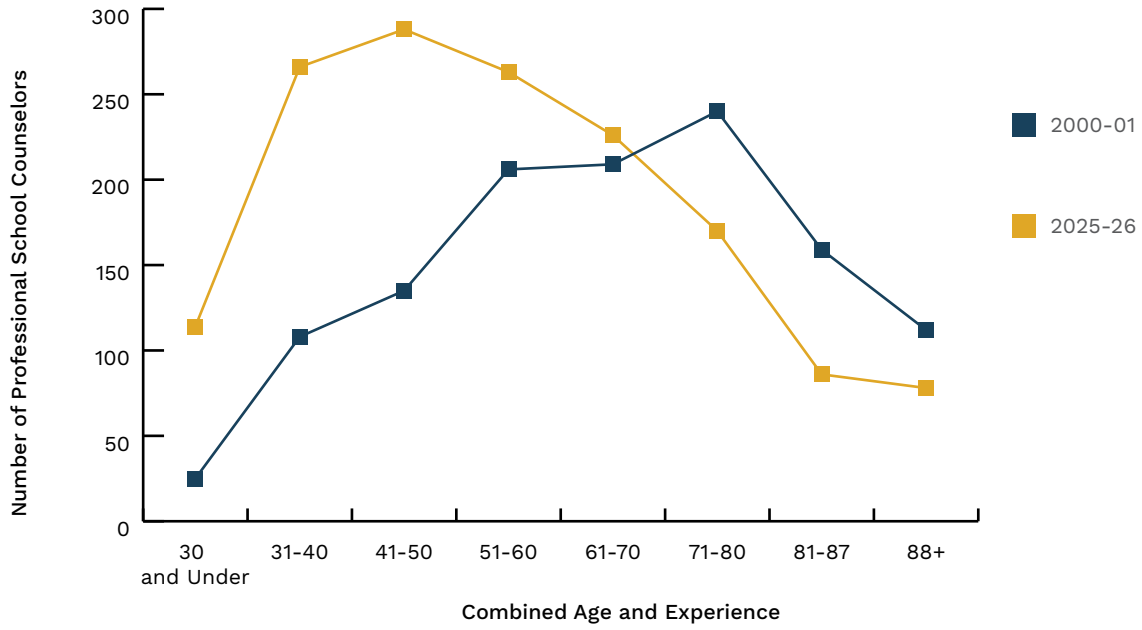
Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include pubic charter schools established by a founding group created indepently of a school district.

Table 5-39: Combined Age and Experience Distribution of Iowa Full-Time Public School Professional School Counselors, 2000-01 and 2025-26

	2000-01				2025-26			
Combined Age and Experience Interval	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%	114	114	7.6%	7.6%
31-40	108	133	9.0%	11.1%	266	380	17.8%	25.5%
41-50	135	268	11.3%	22.4%	288	668	19.3%	44.8%
51-60	206	474	17.3%	39.7%	263	931	17.6%	62.4%
61-70	209	683	17.5%	57.2%	226	1,157	15.2%	77.6%
71-80	240	923	20.1%	77.3%	170	1,327	11.4%	89.0%
81-87	159	1,082	13.3%	90.6%	86	1,413	5.8%	94.8%
88+	112	1,194	9.4%	100.0%	78	1,491	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. Does not include pubic charter schools established by a founding group created indepently of a school district.

Figure 5-19: Combined Age and Experience Distribution of Iowa Full-Time Public School Professional School Counselors, 2000-01 and 2025-26



Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include pubic charter schools established by a founding group created indepently of a school district.

Table 5-40: Average Total Salary of Iowa Full-Time Public School Professional School Counselors by District Size Category, 2000-01, 2024-25 and 2025-26

	Average Total Salary				Percent Salary Change	
District Size Category	2000-01	2024-25	2025-26	Number of Full-Time Professional School Counselors 2025-26	2000-01 to 2025-26	2024-25 to 2025-26
Under 300	$33,912	$57,600	$58,593	26	72.8%	1.7%
300-599	$35,907	$62,225	$64,782	174	80.4%	4.1%
600-999	$37,702	$64,291	$66,994	179	77.7%	4.2%
1,000-2,499	$41,062	$68,363	$69,394	335	69.0%	1.5%
2,500-7,499	$44,628	$72,489	$74,329	326	66.6%	2.5%
7,500+	$46,886	$75,456	$76,858	451	63.9%	1.9%
State	$42,126	$70,014	$71,716	1,491	70.2%	2.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include pubic charter schools established by a founding group created indepently of a school district.

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, Iowa Code (256.11) required districts 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 can share library/media specialists with another district; 18 were shared between more than one district in 2025-26. The percentage of library/media specialists with advanced degrees decreased between 2024-25 and 2025-26 (Table 5-41). The number of full-time licensed library/media specialists decreased between 2024-25 and 2025-26 (Table 5-41). The average total salary of library/media specialists increased by 1.3% between 2024-25 and 2025-26 (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 decreased by 2.7% between 2024-25 and 2025-26.

Table 5-41: Characteristics of Iowa Full-Time Public School Licensed Library/Media Specialists 2000-01, 2024-25 and 2025-26

Characteristics	2000-01	2024-25	2025-26
Average Age	48.5	46.7	47.0
Percent Female	90.6%	94.9%	94.2%
Percent Staff of Color	0.8%	1.1%	1.4%
Percent Advanced Degree	59.6%	69.7%	68.0%
Average Total Experience	19.6	18.3	18.8
Average District Experience	14.3	12.5	12.9
Number of Library/Media Specialists	636	376	359

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

Table 5-42: Average Total Salary of Iowa Full-Time Public School Licensed Library/Media Specialists by District Size Category, 2000-01, 2024-25 and 2025-26

	Average Total Salary				Percent Salary Change	
District Size Category	2000-01	2024-25	2025-26	Number of Full-Time Licensed Library/Media Specialists 2025-26	2000-01 to 2025-26	2024-25 to 2025-26
Under 300	$28,997	$54,776	$52,793	5	82.1%	-3.6%
300-599	$33,415	$65,920	$62,386	34	86.7%	-5.4%
600-999	$35,926	$68,427	$70,851	38	97.2%	3.5%
1,000-2,499	$39,377	$69,670	$71,531	69	81.7%	2.7%
2,500-7,499	$42,276	$76,756	$79,223	110	87.4%	3.2%
7,500+	$45,636	$80,855	$80,152	103	75.6%	-0.9%
State	$39,797	$74,184	$75,162	359	88.9%	1.3%

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

Table 5-43: Iowa Public School Non-Licensed Library/Media Associates by District Size Category, 2000-01, 2024-25 and 2025-26

	Number of Full-Time Equivalent (FTE) Associates				
District Size Category	2000-01	2024-25	2025-26	% Change in FTE Aides 2000-01 to 2025-26	% Change in FTE Aides 2024-25 to 2025-26
Under 300	26.3	10.7	7.7	-70.7%	-28.1%
300-599	143.9	59.4	56.6	-60.7%	-4.8%
600-999	204.2	61.4	58.7	-71.3%	-4.4%
1,000-2,499	284.1	139.8	132.9	-53.2%	-4.9%
2,500-7,499	246.8	57.9	61.4	-75.1%	6.1%
7,500+	180.1	70.1	71.1	-60.5%	1.4%
State	1,085.4	399.3	388.3	-64.2%	-2.7%

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

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 2025-26. As seen in Table 5-44, the percentages of AEA staff of color, female AEA staff and AEA staff with advanced degrees remained about the same between 2024-25 and 2025-26. The average total salary of AEA staff increased by 1.1% between 2024-25 and 2025-26. A little over half of the AEA staff (51.7%) in 2025-26 held a Special Education Support position (Table 5-45).

Table 5-44: Characteristics of Iowa Full-Time Licensed AEA Staff 2000-01, 2024-25 and 2025-26

Characteristics	2000-01	2024-25	2025-26
Average Age	44.8	44.2	44.2
Percent Female	77.3%	93.9%	94.2%
Percent Staff of Color	1.0%	2.2%	2.2%
Percent Advanced Degree	79.4%	90.2%	90.0%
Average Total Experience	17.2	17.2	17.1
Average Number of Contract Days	197.3	194.8	193.4
Average Total Salary	$44,351	$81,895	$82,794
Number of AEA Staff	2,225	2,225	2,066

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, 2025-26

Position	Number	Percent
AEA Chief Administrator	8	0.4%
AEA Zone/Regional Coordinator	54	2.6%
Assistant Principal	-	0.0%
Behavior Analyst	1	0.0%
Content/Curriculum Consultant	109	5.2%
Director/Coordinator/Department Head	31	1.5%
Counselor	1	0.0%
Early Childhood Reg Ed Teacher	3	0.1%
Early Childhood Special Ed Teacher	53	2.5%
Home Intervention Teacher	9	0.4%
Itinerant Teacher	78	3.7%
Juvenile Home Teacher	33	1.6%
Mental Health Professional	1	0.0%
Nurse	2	0.1%
Other Administrator	17	0.8%
Principal	1	0.0%
Regular Education Teacher	6	0.3%
School Business Official	7	0.3%
Social Worker	155	7.4%
Special Ed Support	1,084	51.7%
Special Education Consultant	371	17.7%
Special Education Director	11	0.5%
Special Education Teacher	50	2.4%
Specialist	2	0.1%
Superintendent	-	0.0%
Supervisor-Licensed	1	0.0%
Teacher Leader	-	0.0%
Teacher Librarian/Media Specialist	8	0.4%
Total	2,096	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 2025-26. 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 28.9%, while districts in the Keystone AEA service area had the highest percentage of nonpublic school licensed staff at 21.3%.

Table 5-46: Distribution of Iowa Public and Nonpublic School Total Full-Time Licensed Staff by AEAs, 2025-26

	Districts		Public School Licensed Staff		Nonpublic School Licensed Staff	
AEA	Number of Districts	Percent	Number of Staff	Percent	Number of Staff	Percent
Keystone	21	6.5%	2,784	6.2%	320	21.3%
Central Rivers	53	16.3%	5,761	12.9%	211	14.0%
Prairie Lakes	36	11.1%	2,740	6.1%	153	10.2%
Mississippi Bend	21	6.5%	4,099	9.2%	133	8.8%
Grant Wood	32	9.8%	6,292	14.1%	266	17.7%
Heartland	53	16.3%	12,944	28.9%	159	10.6%
Northwest	34	10.5%	3,593	8.0%	224	14.9%
Green Hills	43	13.2%	3,423	7.6%	0	0.0%
Great Prairie	32	9.8%	3,130	7.0%	37	2.5%
State	325	100.0%	44,766	100.0%	1,503	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. Does not include public charter schools established by a founding group created independently of a school district.

PUBLIC SCHOOL NURSES

Iowa Code (256.11) requires each school district to have a nurse licensed by the Iowa Board of Nursing. Some districts share a nurse with another district or contract out for nurses. Six nurses were shared between districts in 2025-26. 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 licensed by the Board of Nursing who 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 and without an SPR. The FTE count of nurses increased between 2024-25 and 2025-26.

Table 5-47: Iowa Public School Nurse FTE by District Size Category, 2024-25 and 2025-26

District Size Category	2024-25	2025-26	% Change in FTE Nurses 2024-25 to 2025-26
Under 300	21.0	19.0	-9.5%
300-599	90.0	94.2	4.7%
600-999	87.9	89.1	1.4%
1,000-2,499	160.5	160.8	0.2%
2,500-7,499	156.6	154.5	-1.3%
7,500+	194.4	209.7	7.9%
State	710.3	727.3	2.4%

Source: Iowa Department of Education, Bureau of Performance and Analytics, Basic Educational Data Survey, staff files.
Note: Does not include AEA staff. Does not include public charter schools established by a founding group created independently of a school district. 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, 2024-25 and 2025-26. 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 3.2% between 2024-25 and 2025-26, while most of the other characteristics remained about the same. The percent of staff of color increased by less than 1 percentage point between 2024-25 and 2025-26. The number and average salary of non-licensed staff by position are listed in Table 5-49. The largest percentage of non-licensed staff based on full-time equivalency (FTE) was paraprofessionals/aides (45.3%).

Table 5-48: Characteristics of Iowa Full-Time Non-Licensed Staff 2010-11, 2024-25 and 2025-26

Characteristics	2010-11	2024-25	2025-26
Average Age	47.8	45.0	44.7
Percent Female	77.6%	77.3%	76.9%
Percent Staff of Color	5.0%	10.8%	11.7%
Average Total Experience (Years)	4.9	7.4	7.4
Average Number of Contract Days	209.5	202.8	202.1
Average Total Salary	$23,753	$35,567	$36,689
Number of Non-Licensed Staff	24,154	32,143	33,124

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

Table 5-49: Number and Average Salary of Non-Licensed Staff by Position, 2025-26

	FTE		Full-Time Non-Licensed Staff			Part-Time Non-Licensed Staff		
Position Name	Number of FTEs	Percent	Number of Staff	Percent	Average Total Salary	Number of Staff	Percent	Average Total Salary
Paraprofessionals/Aides	15,838.8	45.3%	15,840	45.5%	$23,804	2,482	25.6%	$18,774
Operations and Maintenance	4,233.3	12.1%	4,166	12.0%	$45,860	305	3.1%	$21,298
Food Service	3,248.0	9.3%	2,016	5.8%	$25,252	2,540	26.2%	$15,647
School Administrative Support	2,150.6	6.2%	2,145	6.2%	$36,556	116	1.2%	$20,195
Pupil Transportation	1,936.5	5.5%	1,120	3.2%	$36,193	2,397	24.7%	$19,352
Student Support	1,457.1	4.2%	3,045	8.8%	$58,757	570	5.9%	$7,619
District Wide Administrative Support	1,022.6	2.9%	1,042	3.0%	$53,433	40	0.4%	$22,899
Other Support	661.3	1.9%	820	2.4%	$45,537	372	3.8%	$9,110
Day Care Worker	522.8	1.5%	468	1.3%	$32,105	348	3.6%	$14,214
Other Professional	464.5	1.3%	479	1.4%	$62,533	38	0.4%	$10,120
Library Media Associate	403.8	1.2%	411	1.2%	$26,915	73	0.8%	$18,485
Technology Support	390.7	1.1%	398	1.1%	$60,850	15	0.2%	$24,340
Nurse (No BOEE Folder)	324.8	0.9%	311	0.9%	$53,238	55	0.6%	$25,599
Technology	322.6	0.9%	340	1.0%	$83,153	9	0.1%	$48,620
Supervisor - Non-Licensed	286.8	0.8%	300	0.9%	$75,841	28	0.3%	$16,599
Food Service Director	216.6	0.6%	227	0.7%	$56,245	7	0.1%	$34,942
Operations Director	198.8	0.6%	208	0.6%	$81,580	4	0.0%	$21,324
Health Assistant	193.5	0.6%	209	0.6%	$27,766	27	0.3%	$19,639
Transportation Director	176.7	0.5%	203	0.6%	$75,802	4	0.0%	$31,035
Security	165.6	0.5%	166	0.5%	$41,014	46	0.5%	$8,158
Transportation - Other than pupil transportation	158.7	0.5%	140	0.4%	$51,082	99	1.0%	$16,743
HR/Personnel Manager	151.6	0.4%	175	0.5%	$84,726	5	0.1%	$26,835
Sign Language Interpreters	93.2	0.3%	96	0.3%	$48,115	3	0.0%	$50,668
Board Secretary	64.1	0.2%	203	0.6%	$84,383	5	0.1%	$27,437
School Business Officials - Other	50.2	0.1%	63	0.2%	$83,024	2	0.0%	$34,535
School Resource Officer	49.5	0.1%	36	0.1%	$61,121	29	0.3%	$42,723

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

Table 5-49: Number and Average Salary of Non-Licensed Staff by Position, 2025-26 Continued

	FTE		Full-Time Non-Licensed Staff			Part-Time Non-Licensed Staff		
Position Name	Number of FTEs	Percent	Number of Staff	Percent	Average Total Salary	Number of Staff	Percent	Average Total Salary
Other Technical	46.5	0.1%	42	0.1%	$53,364	38	0.4%	$5,629
Mental Health Counselors	45.7	0.1%	47	0.1%	$56,095	0	0.0%	-
College and Career Transition Coordinator	20.6	0.1%	16	0.0%	$62,645	26	0.3%	$20,989
Records Transfer Staff	17.5	0.1%	21	0.1%	$45,640	0	0.0%	-
Social Worker (no BOEE folder)	15.6	0.0%	15	0.0%	$57,868	2	0.0%	$28,288
AEA Supervisors/Managers	12.1	0.0%	16	0.0%	$98,399	1	0.0%	$47,005
Dietitian	7.1	0.0%	7	0.0%	$72,996	1	0.0%	$10,441
Recreation and Therapeutic Recreation Specialists	3.0	0.0%	3	0.0%	$45,784	0	0.0%	$14,900
Recruiters	0.0	0.0%	0	0.0%	-	0	0.0%	-
Total	34,950.6	100.0%	34,794	100.0%	$36,689	9,687	100.0%	$17,053

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



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