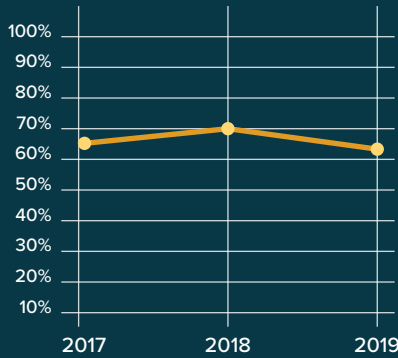


# 2019 Salary Survey Results

## for Technology Professionals Working in Schools and Districts

### No gold in the golden state



Only **63%** of senior technology directors in California reported an average salary of **\$100K** or higher.

### Majority considering a new job

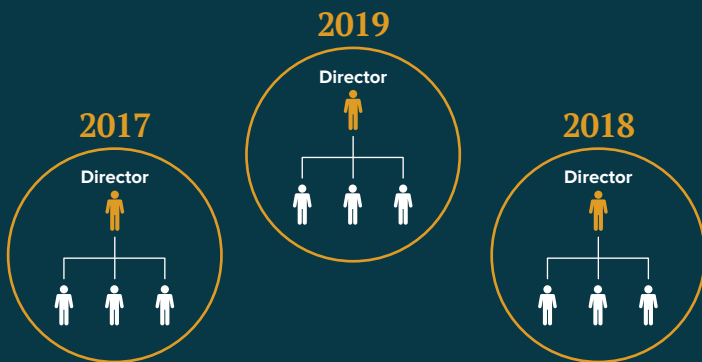
Over **55%** of technology professionals in schools remain **likely to search** for a **new job** in the next **two years**.



### Applicants worried about employer bias along with same top three job search challenge

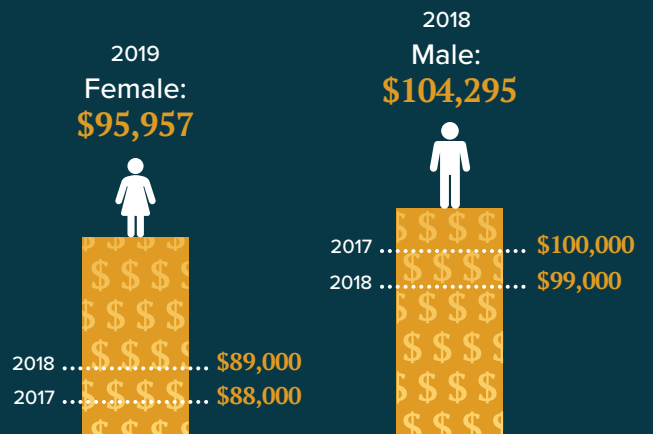
- Finding a school that matches my skills and career path
- Geographical constraints
- My current employer will find out
- Perceived employer bias (e.g., age, gender)

### Average tech team remains small



Are we giving our technology leaders the **resources they need?**

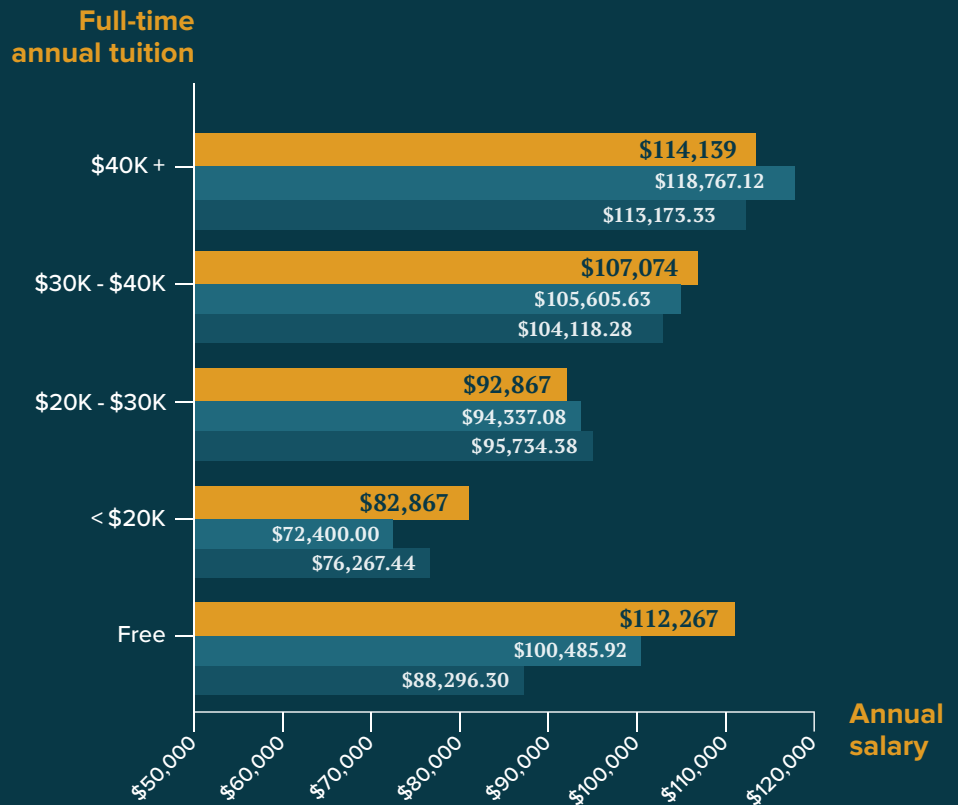
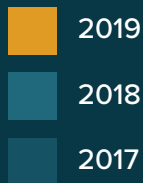
### Gender salary gap remains – but narrows



## Salaries at smaller institutions continue to lag

Tech directors are receiving **higher salaries** at public schools, universities, and large private schools.

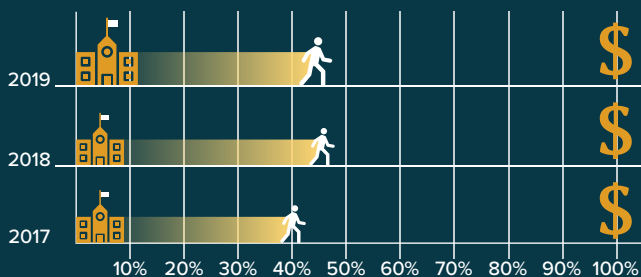
Conversely, salaries for tech directors in smaller private schools remain comparatively low.



## Wage increases are barely keeping up with inflation



## Corporate jobs remain enticing



Nearly **45%** of ed tech professionals working in schools said they would be **somewhat** or **highly likely** to consider a corporate ed tech job in the next two years.

## Job satisfaction extremely high



As in 2018, **87%** of tech professionals working in schools said they would **still** recommend their job to a friend.