

CHSA

**Compensation Analysis
by Job Category**

Chief Executive Officer

Top administrative executive within a multi-unit system (president, superintendent, executive director, executive officer, hospital administrator).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$150,790	\$108,763	\$145,500	\$179,609	\$76.05	\$52.50	\$75.00	\$88.50	40	1,964	16.6
Location											
Cluster 1	\$177,920	\$127,579	\$153,666	\$192,500	\$87.75	\$61.50	\$76.50	\$92.50	8	2,044	16.3
Cluster 2	\$235,994	\$235,992	\$235,994	\$235,997	\$118.00	\$113.00	\$118.00	\$123.00	2	2,000	5.0
Cluster 3	\$193,999	\$128,592	\$186,876	\$270,529	\$97.20	\$73.00	\$90.00	\$134.00	5	1,992	9.5
Cluster 5	\$132,662	\$126,250	\$146,512	\$166,400	\$66.00	\$61.00	\$70.00	\$80.00	5	1,874	12.6
Cluster 6	\$132,170	\$69,699	\$121,325	\$171,995	\$68.17	\$34.00	\$64.50	\$87.00	6	1,976	13.0
Cluster 7	\$101,922	\$71,040	\$114,726	\$120,000	\$50.00	\$37.00	\$55.00	\$58.00	3	2,027	25.5
Cluster 8	\$109,455	\$99,000	\$109,366	\$120,000	\$53.00	\$48.00	\$53.00	\$58.00	3	2,080	24.7
Cluster 9	\$109,912	\$54,500	\$144,488	\$155,791	\$63.40	\$52.00	\$77.00	\$81.00	5	1,694	19.4
Union											
Non-Unionized	\$150,697	\$99,000	\$134,406	\$175,000	\$75.89	\$50.00	\$64.50	\$84.00	18	1,943	17.9
Unionized	\$150,866	\$120,000	\$149,069	\$186,876	\$76.18	\$58.00	\$79.00	\$90.00	22	1,981	15.5
Total Students											
0-250 stud	\$101,185	\$89,000	\$105,000	\$109,366	\$50.40	\$46.00	\$50.00	\$53.00	5	2,022	13.5
251-1000	\$142,375	\$103,580	\$137,552	\$179,109	\$72.15	\$52.00	\$71.50	\$88.50	20	1,931	16.9
> 1000	\$178,545	\$133,332	\$171,995	\$235,992	\$89.80	\$64.00	\$83.00	\$113.00	15	1,989	17.0
Budget Range											
<\$2.5MM	\$102,519	\$69,699	\$105,000	\$132,859	\$51.00	\$34.00	\$50.00	\$69.00	3	2,027	8.3
\$2.5-\$7.5MM	\$148,851	\$109,366	\$128,592	\$174,000	\$75.78	\$53.00	\$73.00	\$88.00	9	1,983	17.3
\$8-\$15MM	\$158,656	\$99,000	\$136,381	\$200,000	\$79.86	\$52.00	\$65.50	\$96.00	14	1,974	18.8
>\$15MM	\$164,542	\$144,488	\$171,995	\$186,876	\$82.00	\$77.00	\$83.00	\$90.00	13	1,997	17.1
Demographics											
Urbanized	\$170,374	\$120,000	\$146,512	\$235,992	\$83.80	\$58.00	\$70.00	\$113.00	15	2,030	14.1
Suburban	\$153,142	\$124,296	\$164,674	\$173,500	\$77.25	\$65.50	\$81.00	\$83.50	12	1,933	19.9
Rural	\$126,021	\$71,040	\$109,366	\$155,791	\$66.00	\$46.00	\$53.00	\$88.00	13	1,916	16.0
Type of Program											
School District	\$81,514	\$34,436	\$81,514	\$128,592	\$46.00	\$19.00	\$46.00	\$73.00	2	1,776	13.5
Other Public Agency	\$166,348	\$144,488	\$153,650	\$160,347	\$87.00	\$77.00	\$81.00	\$87.00	5	1,923	17.8
Private Non-Profit	\$156,523	\$108,160	\$166,400	\$186,876	\$77.72	\$52.00	\$80.00	\$90.00	29	1,989	16.8
Other	\$113,953	\$89,000	\$120,000	\$132,859	\$57.67	\$46.00	\$58.00	\$69.00	3	1,983	15.0
Type of Agency											
Head Start	\$149,276	\$109,366	\$146,512	\$175,000	\$75.24	\$53.00	\$77.00	\$88.00	37	1,963	17.3
Early Head Start	\$151,877	\$108,160	\$144,488	\$175,000	\$76.74	\$52.00	\$77.00	\$88.00	35	1,956	17.5
Other	\$152,959	\$114,726	\$167,700	\$200,000	\$77.06	\$55.00	\$82.00	\$96.00	18	1,960	17.8
Migrant	\$153,268	\$120,000	\$153,650	\$184,218	\$77.14	\$58.00	\$83.00	\$89.00	7	2,009	18.1

Responses are generally presented for segments/cells that have at least two responses.

Program Director

Supervisory position of an individual who is responsible for the operation of a major unit or program within a system (principal, federal programs coordinator, program director, program administrator, chief operating officer, vice president).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$105,972	\$85,051	\$106,660	\$128,482	\$53.22	\$41.00	\$52.00	\$65.00	59	1,995	15.0
Location											
Cluster 1	\$107,839	\$79,578	\$92,000	\$145,000	\$54.27	\$38.00	\$48.00	\$70.00	11	2,017	10.8
Cluster 2	\$129,361	\$100,984	\$140,000	\$140,000	\$65.60	\$53.00	\$67.00	\$67.00	5	1,988	15.8
Cluster 3	\$111,714	\$101,000	\$108,101	\$118,914	\$55.89	\$49.00	\$52.00	\$57.00	9	2,017	11.1
Cluster 5	\$107,459	\$85,051	\$114,400	\$120,000	\$55.44	\$52.00	\$55.00	\$65.00	9	1,936	15.6
Cluster 6	\$108,412	\$57,827	\$94,817	\$158,752	\$52.83	\$28.00	\$45.50	\$72.00	6	2,071	22.4
Cluster 7	\$80,709	\$55,680	\$90,810	\$95,638	\$39.67	\$29.00	\$44.00	\$46.00	3	2,027	16.7
Cluster 8	\$80,871	\$63,000	\$79,000	\$98,741	\$43.50	\$34.00	\$41.00	\$53.00	4	1,890	14.8
Cluster 9	\$108,803	\$110,000	\$114,974	\$128,482	\$61.40	\$53.00	\$62.00	\$64.00	5	1,755	21.8
Union											
Non-Unionized	\$94,900	\$70,000	\$92,500	\$112,000	\$46.78	\$36.00	\$46.00	\$55.00	26	2,009	15.0
Unionized	\$114,321	\$91,529	\$110,000	\$140,000	\$58.29	\$44.00	\$58.00	\$69.00	31	1,987	14.8
Total Students											
0-250 students	\$92,996	\$67,560	\$91,765	\$108,792	\$44.88	\$32.00	\$43.00	\$52.00	17	2,054	11.1
251-1000 students	\$99,393	\$75,648	\$100,819	\$114,400	\$50.95	\$43.00	\$52.00	\$57.00	22	1,959	16.7
> 1000 students	\$126,377	\$100,984	\$124,351	\$145,000	\$64.32	\$53.00	\$64.00	\$76.00	19	1,979	16.8
Budget Range											
<\$2.5MM	\$88,024	\$68,664	\$90,765	\$108,101	\$42.93	\$28.00	\$40.00	\$52.00	15	2,042	9.5
\$2.5-\$7.5MM	\$101,573	\$75,648	\$101,000	\$112,000	\$48.73	\$36.00	\$49.00	\$57.00	11	2,079	18.3
\$8-\$15MM	\$102,352	\$84,171	\$103,490	\$118,761	\$53.56	\$45.00	\$52.00	\$61.50	16	1,934	16.1
>\$15MM	\$130,661	\$110,000	\$128,482	\$148,013	\$65.47	\$53.00	\$64.00	\$76.00	15	2,008	18.3
Demographics											
Urbanized	\$113,572	\$93,584	\$107,711	\$138,030	\$56.29	\$47.00	\$52.50	\$68.00	24	2,032	14.0
Suburban	\$110,450	\$90,000	\$112,000	\$128,482	\$57.59	\$44.00	\$57.00	\$65.00	17	1,935	17.4
Rural	\$90,764	\$56,000	\$70,600	\$110,000	\$45.00	\$28.00	\$38.50	\$53.00	18	2,001	14.1
Type of Program											
School District	\$135,066	\$135,000	\$140,000	\$156,486	\$72.43	\$67.00	\$76.00	\$88.00	7	1,887	12.7
Other Public Agency	\$122,260	\$110,000	\$117,521	\$128,482	\$63.43	\$53.00	\$62.00	\$65.00	7	1,949	14.5
Private Non-Profit	\$98,642	\$85,051	\$100,980	\$112,000	\$49.27	\$43.00	\$51.00	\$55.00	33	2,004	16.2
Other	\$98,406	\$78,993	\$93,584	\$117,819	\$48.25	\$39.00	\$47.00	\$57.50	4	2,040	19.7
City Educ. Dept.	\$119,718	\$82,741	\$128,748	\$156,695	\$62.25	\$46.00	\$67.50	\$78.50	4	1,930	13.5
Tribal	\$72,465	\$50,400	\$70,600	\$96,395	\$30.25	\$25.00	\$30.50	\$35.50	4	2,307	4.0
Type of Agency											
Head Start	\$107,536	\$79,578	\$107,801	\$136,060	\$54.16	\$40.00	\$52.00	\$67.00	51	1,989	16.0
Early Head Start	\$108,631	\$88,000	\$108,792	\$135,000	\$55.60	\$44.00	\$53.00	\$67.00	50	1,969	16.2
Other	\$117,776	\$95,000	\$112,200	\$148,013	\$60.15	\$49.00	\$56.50	\$72.00	26	1,971	15.7
Migrant	\$120,542	\$79,000	\$116,317	\$162,689	\$60.63	\$41.00	\$56.00	\$81.50	8	1,998	18.4

Responses are generally presented for segments/cells that have at least two responses.

Assistant Director

Reports to a program director and either assists the director in managing broad program operations or oversees an identifiable unit of the program (service area manager, division director, division manager, associate director, unit manager).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$83,821	\$67,688	\$84,860	\$101,909	\$43.42	\$34.50	\$41.50	\$55.50	36	1,948	12.7
Location											
Cluster 1	\$78,673	\$54,744	\$76,500	\$102,602	\$39.00	\$29.00	\$36.50	\$49.00	4	1,997	7.0
Cluster 2	\$96,042	\$80,290	\$91,400	\$111,793	\$51.00	\$42.00	\$46.50	\$60.00	4	1,903	9.3
Cluster 3	\$91,208	\$72,280	\$88,000	\$110,000	\$47.43	\$35.00	\$44.00	\$60.00	7	1,953	11.7
Cluster 5	\$89,174	\$78,948	\$87,675	\$95,297	\$46.13	\$40.00	\$42.00	\$49.00	8	1,918	14.8
Cluster 6	\$83,813	\$60,434	\$93,867	\$107,192	\$44.25	\$29.50	\$48.50	\$59.00	4	1,947	8.0
Cluster 7	\$65,518	\$60,659	\$65,518	\$70,376	\$31.50	\$29.00	\$31.50	\$34.00	2	2,080	11.5
Cluster 8	\$59,932	\$50,000	\$54,000	\$75,795	\$30.00	\$26.00	\$28.00	\$36.00	3	1,973	20.0
Cluster 9	\$96,920	\$90,471	\$96,920	\$103,368	\$54.50	\$51.00	\$54.50	\$58.00	2	1,780	16.0
Union											
Non-Unionized	\$64,881	\$44,489	\$68,640	\$82,590	\$33.64	\$27.00	\$35.50	\$40.00	14	1,935	13.8
Unionized	\$95,201	\$82,800	\$90,471	\$105,533	\$49.29	\$40.00	\$48.00	\$58.00	21	1,957	12.0
Total Students											
0-250 students	\$56,266	\$44,324	\$53,265	\$72,280	\$28.00	\$23.00	\$27.50	\$35.00	6	2,005	18.0
251-1000 students	\$84,943	\$73,896	\$86,925	\$90,471	\$44.50	\$40.00	\$42.50	\$48.00	14	1,927	13.6
> 1000 students	\$93,172	\$79,991	\$94,225	\$109,426	\$48.25	\$39.50	\$50.00	\$57.50	16	1,937	10.0
Budget Range											
<\$2.5 million	\$55,783	\$47,162	\$53,265	\$64,405	\$28.25	\$25.00	\$27.50	\$31.50	4	1,968	17.5
\$2.5-\$7.5 million	\$77,198	\$70,376	\$75,795	\$90,471	\$40.00	\$34.00	\$36.00	\$51.00	7	1,973	20.4
\$8-\$15MM	\$89,073	\$82,800	\$88,000	\$100,449	\$46.27	\$40.00	\$43.00	\$55.00	11	1,935	9.4
>\$15MM	\$95,212	\$79,991	\$95,684	\$109,426	\$48.17	\$39.50	\$49.00	\$57.50	12	1,991	10.8
Demographics											
Urbanized	\$87,748	\$72,280	\$85,849	\$100,000	\$44.29	\$35.00	\$42.00	\$48.00	17	1,992	10.2
Suburban	\$80,698	\$60,659	\$82,396	\$100,449	\$43.70	\$36.00	\$40.00	\$55.00	10	1,878	16.3
Rural	\$79,872	\$50,000	\$88,000	\$105,533	\$41.44	\$28.00	\$42.00	\$56.00	9	1,937	13.6
Type of Program											
School District	\$110,480	\$103,368	\$107,730	\$120,468	\$60.33	\$57.00	\$59.00	\$67.00	6	1,842	16.6
Other Public Agency	\$96,408	\$100,449	\$105,533	\$108,852	\$51.40	\$55.00	\$56.00	\$57.00	5	1,894	10.3
Private Non-Profit	\$74,039	\$62,830	\$79,991	\$85,785	\$37.30	\$33.00	\$40.00	\$42.00	20	1,984	11.3
Other	\$54,522	\$38,667	\$54,522	\$70,376	\$26.50	\$19.00	\$26.50	\$34.00	2	2,080	10.0
County Educ. Dept.	\$119,242	\$90,471	\$119,242	\$148,013	\$61.00	\$51.00	\$61.00	\$71.00	2	1,928	15
Type of Agency											
Head Start	\$84,940	\$70,376	\$85,849	\$103,368	\$44.15	\$36.00	\$42.00	\$56.00	33	1,940	13.2
Early Head Start	\$83,871	\$70,376	\$84,000	\$100,449	\$43.39	\$35.00	\$41.00	\$55.00	33	1,949	11.3
Other	\$95,499	\$82,396	\$88,750	\$107,192	\$48.56	\$40.00	\$44.00	\$57.50	16	1,984	11.9
Migrant	\$86,363	\$54,000	\$94,062	\$108,852	\$44.67	\$28.00	\$48.00	\$57.00	6	1,938	11.8

Responses are generally presented for segments/cells that have at least two responses.

Center Manager

Responsible for the day-to-day operation of a relatively small unit or single site within a program; may include some supervision, maintenance of administrative records, enrollment and waiting lists; may be responsible for licensing and maintenance of a facility (program manager, site manager, site supervisor, center director, center supervisor).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$54,321	\$47,000	\$49,920	\$58,000	\$27.61	\$23.00	\$26.00	\$28.00	33	1,973	9.7
<u>Location</u>											
Cluster 1	\$64,228	\$47,977	\$52,327	\$75,164	\$32.88	\$25.50	\$26.50	\$38.00	8	1,975	7.2
Cluster 2	\$74,032	\$48,152	\$58,945	\$115,000	\$35.33	\$23.00	\$28.00	\$55.00	3	2,079	2.5
Cluster 3	\$50,649	\$48,048	\$50,649	\$53,250	\$24.50	\$23.00	\$24.50	\$26.00	2	2,080	4.5
Cluster 5	\$51,270	\$47,000	\$57,888	\$58,979	\$26.86	\$23.00	\$28.00	\$29.00	7	1,927	9.4
Cluster 6	\$42,852	\$30,638	\$43,857	\$55,065	\$21.25	\$15.50	\$21.50	\$27.00	4	2,012	13.5
Cluster 7	\$39,357	\$32,528	\$39,357	\$46,185	\$20.50	\$19.00	\$20.50	\$22.00	2	1,907	8.5
Cluster 8	\$43,200	\$30,100	\$45,000	\$54,500	\$24.67	\$22.00	\$26.00	\$26.00	3	1,747	16.7
Cluster 9	\$61,584	\$51,168	\$61,584	\$72,000	\$30.00	\$25.00	\$30.00	\$35.00	2	2,080	11.5
<u>Union</u>											
Non-Unionized	\$50,050	\$47,677	\$49,537	\$55,500	\$25.79	\$24.00	\$26.00	\$28.00	14	1,953	9.4
Unionized	\$57,469	\$46,185	\$51,168	\$70,000	\$28.95	\$22.00	\$25.00	\$34.00	19	1,987	9.9
<u>Total Students</u>											
0-250 students	\$55,094	\$46,000	\$47,524	\$64,188	\$28.50	\$23.00	\$24.50	\$34.00	4	1,960	10.5
251-1000 students	\$53,909	\$46,185	\$53,250	\$58,945	\$27.20	\$23.00	\$26.00	\$29.00	15	1,985	8.7
> 1000 students	\$54,542	\$47,677	\$50,161	\$57,298	\$27.79	\$23.00	\$25.50	\$28.00	14	1,956	11.0
<u>Budget Range</u>											
<\$2.5 million	\$55,094	\$46,000	\$47,524	\$64,188	\$28.50	\$23.00	\$24.50	\$34.00	4	1,960	10.5
\$2.5-\$7.5 million	\$52,832	\$40,192	\$53,401	\$65,473	\$26.25	\$21.00	\$25.50	\$31.50	4	1,993	9.5
\$8-\$15MM	\$55,116	\$47,000	\$49,920	\$58,000	\$27.00	\$23.00	\$26.00	\$28.00	11	2,041	8.2
>\$15MM	\$55,563	\$45,916	\$52,000	\$58,138	\$28.17	\$22.50	\$25.50	\$28.50	12	1,967	11.7
<u>Demographics</u>											
Urbanized	\$57,976	\$48,048	\$55,500	\$58,979	\$28.67	\$23.00	\$27.00	\$28.00	15	2,021	7.3
Suburban	\$51,460	\$43,680	\$47,428	\$51,168	\$27.40	\$22.00	\$23.50	\$25.00	10	1,893	11.0
Rural	\$51,044	\$39,941	\$51,389	\$63,649	\$25.88	\$22.00	\$26.00	\$31.50	8	1,976	12.6
<u>Type of Program</u>											
Other Public Agency	\$55,058	\$45,000	\$54,233	\$70,000	\$27.83	\$25.00	\$27.50	\$34.00	6	1,995	13.6
Private Non-Profit	\$47,647	\$47,000	\$48,152	\$53,250	\$24.38	\$23.00	\$25.00	\$26.00	21	1,967	9.1
Other	\$57,267	\$32,528	\$58,945	\$80,328	\$29.67	\$19.00	\$28.00	\$42.00	3	1,911	9.3
County Educ. Dept.	\$87,434	\$58,979	\$87,434	\$115,889	\$44.00	\$28.00	\$44.00	\$60.00	2	2,000	11.5
<u>Type of Agency</u>											
Head Start	\$53,907	\$46,185	\$50,544	\$58,000	\$27.43	\$23.00	\$26.00	\$28.00	30	1,968	10.0
Early Head Start	\$52,207	\$46,185	\$49,154	\$57,888	\$26.68	\$23.00	\$26.00	\$28.00	31	1,968	10.2
Other	\$57,818	\$47,000	\$49,920	\$59,195	\$28.37	\$23.00	\$25.00	\$29.00	19	2,042	9.5
Migrant	\$52,905	\$32,491	\$44,340	\$63,649	\$27.88	\$19.50	\$24.00	\$31.50	8	1,901	13.7

Responses are generally presented for segments/cells that have at least two responses.

Chief Financial Officer

Has the responsibility of administering the finances of the organization; responsible for financial policies and fiscal matters which may include establishing and overseeing bookkeeping procedures, authorizing disbursement of funds, assuring adherence to fiscal policy, and maintaining adequate internal controls, etc. (fiscal manager, finance director, comptroller).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$110,326	\$80,870	\$111,134	\$130,000	\$55.33	\$39.50	\$54.50	\$66.00	40	1,952	10.4
Location											
Cluster 1	\$133,800	\$85,884	\$130,000	\$170,000	\$66.00	\$42.00	\$63.00	\$82.00	7	2,044	9.0
Cluster 2	\$129,998	\$119,995	\$120,000	\$150,000	\$64.33	\$58.00	\$63.00	\$72.00	3	2,027	5.0
Cluster 3	\$147,857	\$120,702	\$149,988	\$158,000	\$78.00	\$64.50	\$74.00	\$91.50	4	1,601	8.0
Cluster 5	\$95,404	\$71,760	\$100,000	\$117,645	\$51.14	\$44.00	\$48.00	\$65.00	7	1,873	9.4
Cluster 6	\$94,789	\$61,048	\$89,906	\$140,005	\$47.00	\$29.00	\$44.50	\$67.00	6	2,035	17.2
Cluster 7	\$80,838	\$55,680	\$76,836	\$109,999	\$39.67	\$29.00	\$37.00	\$53.00	3	2,027	2.5
Cluster 8	\$76,414	\$70,393	\$79,435	\$82,435	\$38.50	\$37.50	\$38.50	\$39.50	4	1,990	12.5
Cluster 9	\$105,527	\$89,853	\$111,134	\$115,592	\$53.67	\$43.00	\$53.00	\$65.00	3	1,984	18.0
Union											
Non-Unionized	\$113,476	\$78,334	\$104,803	\$142,500	\$56.26	\$39.00	\$45.00	\$72.00	20	1,917	9.9
Unionized	\$107,326	\$85,884	\$111,134	\$120,000	\$54.48	\$45.00	\$57.00	\$65.00	21	1,984	10.9
Total Students											
0-250 students	\$86,370	\$62,786	\$71,843	\$120,702	\$39.60	\$30.00	\$37.00	\$39.00	5	1,691	6.2
251-1000 students	\$105,955	\$76,836	\$100,000	\$135,000	\$53.32	\$40.00	\$48.00	\$71.00	19	1,989	8.0
> 1000 students	\$124,500	\$102,722	\$118,412	\$142,887	\$62.63	\$51.50	\$58.50	\$71.00	16	1,999	15.2
Budget Range											
<\$2.5 million	\$94,076	\$62,801	\$91,759	\$125,351	\$43.33	\$30.00	\$37.00	\$63.00	3	1,496	5.3
\$2.5-\$7.5 million	\$110,825	\$76,315	\$98,680	\$133,178	\$54.13	\$37.00	\$47.50	\$64.00	8	2,064	9.5
\$8-\$15MM	\$106,807	\$76,836	\$100,000	\$120,000	\$53.80	\$37.00	\$48.00	\$65.00	15	2,003	8.4
>\$15MM	\$124,019	\$111,134	\$119,828	\$145,770	\$61.46	\$53.00	\$59.00	\$72.00	13	2,025	15.0
Demographics											
Urbanized	\$125,291	\$100,000	\$119,995	\$150,000	\$62.36	\$48.00	\$60.50	\$72.00	14	1,912	8.6
Suburban	\$111,124	\$78,000	\$113,363	\$130,000	\$57.07	\$44.00	\$57.50	\$65.00	14	1,945	11.0
Rural	\$90,689	\$61,917	\$82,435	\$116,676	\$45.08	\$29.50	\$39.50	\$57.50	12	2,014	11.7
Type of Program											
Other Public Agency	\$122,373	\$113,363	\$116,294	\$131,383	\$63.50	\$56.00	\$62.00	\$71.00	4	1,968	22.5
Private Non-Profit	\$111,957	\$78,000	\$117,000	\$135,000	\$55.72	\$39.00	\$56.00	\$67.00	29	1,947	8.4
Other	\$107,016	\$61,048	\$109,999	\$150,000	\$51.33	\$29.00	\$53.00	\$72.00	3	2,080	5.0
County Educ. Dept.	\$84,242	\$62,786	\$85,884	\$104,055	\$44.00	\$37.00	\$45.00	\$50.00	3	1,907	10.7
Type of Agency											
Head Start	\$106,933	\$78,000	\$107,027	\$120,000	\$53.76	\$39.00	\$53.00	\$65.00	38	1,996	11.1
Early Head Start	\$110,837	\$80,870	\$111,134	\$130,000	\$55.83	\$39.50	\$55.00	\$66.00	36	1,939	10.7
Other	\$104,990	\$81,360	\$110,526	\$125,000	\$51.95	\$40.00	\$54.00	\$63.00	20	2,024	9.9
Migrant	\$100,705	\$78,000	\$116,355	\$119,828	\$50.43	\$38.00	\$56.00	\$59.00	7	2,018	13.2

Responses are generally presented for segments/cells that have at least two responses.

Accountant

Provides support in preparing, analyzes and verifies financial documents, financial statements and tax returns; maintains journals, ledgers and other financial records; prepares reports; develops financial plans and forecasts; prepares and monitors budgets; performs in-house audits of financial records; interfaces with auditors.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$64,152	\$53,622	\$65,715	\$72,592	\$31.94	\$26.00	\$32.00	\$36.00	35	2,007	6.8
Location											
Cluster 1	\$67,656	\$66,743	\$69,475	\$75,000	\$33.50	\$34.00	\$35.50	\$36.00	6	2,034	5.6
Cluster 2	\$82,012	\$69,000	\$70,000	\$75,920	\$40.40	\$33.00	\$34.00	\$37.00	5	2,054	9.5
Cluster 3	\$48,111	\$33,372	\$51,844	\$62,850	\$27.25	\$24.50	\$27.00	\$30.00	4	1,736	3.3
Cluster 5	\$68,588	\$60,204	\$69,256	\$82,800	\$33.67	\$31.00	\$34.50	\$40.00	6	2,036	5.0
Cluster 6	\$64,593	\$50,564	\$71,016	\$78,622	\$32.50	\$25.50	\$35.00	\$39.50	4	1,980	13.7
Cluster 7	\$46,297	\$34,560	\$50,710	\$53,622	\$22.67	\$18.00	\$24.00	\$26.00	3	2,027	3.3
Cluster 8	\$59,055	\$52,166	\$61,000	\$64,000	\$28.33	\$25.00	\$29.00	\$31.00	3	2,083	8.3
Cluster 9	\$64,110	\$62,504	\$64,110	\$65,715	\$31.00	\$30.00	\$31.00	\$32.00	2	2,080	8.0
Union											
Non-Unionized	\$56,043	\$46,010	\$62,500	\$65,715	\$28.21	\$24.00	\$30.00	\$32.00	14	1,973	5.3
Unionized	\$69,559	\$60,204	\$69,000	\$75,000	\$34.43	\$30.00	\$35.00	\$36.00	21	2,028	7.7
Total Students											
0-250 students	\$52,167	\$31,688	\$64,000	\$68,391	\$29.00	\$26.00	\$31.00	\$36.00	5	1,774	5.8
251-1000 students	\$61,012	\$52,166	\$64,480	\$68,444	\$29.44	\$25.00	\$31.00	\$32.50	16	2,064	4.5
> 1000 students	\$72,022	\$60,204	\$69,999	\$75,920	\$35.86	\$30.00	\$35.00	\$37.00	14	2,019	10.4
Budget Range											
<\$2.5 million	\$57,287	\$42,878	\$66,196	\$71,696	\$32.25	\$28.50	\$33.50	\$36.00	4	1,731	5.8
\$2.5-\$7.5 million	\$48,679	\$44,987	\$46,010	\$50,710	\$23.80	\$22.00	\$23.00	\$24.00	5	2,028	1.8
\$8-\$15MM	\$69,177	\$61,000	\$66,358	\$74,032	\$33.93	\$31.00	\$32.00	\$36.00	14	2,040	6.6
>\$15MM	\$67,026	\$58,470	\$68,092	\$74,256	\$32.92	\$28.00	\$34.50	\$36.00	12	2,044	9.8
Demographics											
Urbanized	\$68,405	\$57,595	\$68,696	\$75,581	\$34.31	\$28.50	\$33.50	\$36.50	16	1,989	5.8
Suburban	\$60,840	\$53,622	\$60,204	\$66,743	\$30.00	\$26.00	\$30.00	\$35.00	11	2,030	6.8
Rural	\$60,202	\$47,780	\$64,858	\$69,999	\$29.88	\$23.50	\$31.50	\$34.50	8	2,011	8.9
Type of Program											
School District	\$68,444	\$67,888	\$68,444	\$69,000	\$32.50	\$32.00	\$32.50	\$33.00	2	2,094	8.5
Other Public Agency	\$68,160	\$62,504	\$64,000	\$69,440	\$34.60	\$31.00	\$33.00	\$35.00	5	1,992	10.8
Private Non-Profit	\$63,514	\$52,166	\$64,480	\$74,032	\$31.59	\$26.00	\$31.00	\$36.00	22	2,003	5.4
Other	\$55,197	\$41,199	\$59,551	\$69,196	\$27.50	\$20.00	\$29.00	\$35.00	4	2,008	4.3
County Educ. Dept.	\$74,772	\$66,743	\$74,772	\$82,800	\$37.50	\$35.00	\$37.50	\$40.00	2	2,000	11.0
Type of Agency											
Head Start	\$65,651	\$58,240	\$65,715	\$72,592	\$32.16	\$28.00	\$32.00	\$35.00	31	2,045	7.3
Early Head Start	\$64,171	\$53,622	\$65,715	\$72,592	\$32.03	\$26.00	\$32.00	\$36.00	33	2,002	6.9
Other	\$71,497	\$64,480	\$69,220	\$75,920	\$35.17	\$31.00	\$34.50	\$37.00	18	2,040	8.0
Migrant	\$65,874	\$58,240	\$65,372	\$69,440	\$33.00	\$28.00	\$33.00	\$35.00	6	2,010	9.8

Responses are generally presented for segments/cells that have at least two responses.

Fiscal-Clerk/Bookkeeper

Responsibility entails posting details of transactions; logs, writes, and/or distributes payroll checks; monitors and reconciles accounts payable and/or receivable; types and files purchase orders; checks time sheets; makes benefits payments (accounting clerk, purchasing clerk, accounts payable or accounts receivable clerk).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$43,971	\$34,715	\$43,233	\$53,000	\$22.05	\$17.00	\$22.00	\$26.00	39	1,954	7.3
Location											
Cluster 1	\$56,134	\$45,000	\$57,162	\$60,000	\$27.40	\$22.00	\$29.00	\$29.00	5	2,060	5.8
Cluster 2	\$34,384	\$24,807	\$33,157	\$43,962	\$20.00	\$17.00	\$18.50	\$23.00	4	1,722	4.0
Cluster 3	\$47,155	\$39,293	\$44,778	\$58,175	\$24.33	\$20.00	\$24.00	\$28.00	6	1,682	5.2
Cluster 5	\$51,395	\$45,760	\$52,483	\$57,741	\$24.67	\$22.00	\$25.00	\$28.00	6	2,080	11.0
Cluster 6	\$38,924	\$27,817	\$40,310	\$42,973	\$19.67	\$15.00	\$19.50	\$22.00	6	1,948	7.0
Cluster 8	\$33,354	\$31,034	\$34,000	\$34,715	\$16.60	\$15.00	\$17.00	\$17.00	5	2,014	8.2
Cluster 9	\$51,669	\$49,519	\$51,911	\$53,819	\$24.75	\$24.00	\$25.00	\$25.50	4	2,080	10.3
Union											
Non-Unionized	\$39,531	\$34,000	\$39,520	\$45,000	\$19.81	\$17.00	\$19.50	\$22.00	15	1,908	6.9
Unionized	\$46,866	\$34,923	\$51,302	\$57,741	\$23.61	\$18.00	\$25.00	\$28.00	23	1,984	7.6
Total Students											
0-250 students	\$39,271	\$25,420	\$34,715	\$57,162	\$20.75	\$15.50	\$19.00	\$27.50	8	1,712	5.3
251-1000 students	\$44,457	\$33,956	\$45,269	\$55,370	\$22.19	\$18.00	\$22.00	\$27.00	16	1,999	8.8
> 1000 students	\$45,645	\$37,814	\$43,493	\$52,445	\$22.60	\$18.00	\$22.00	\$25.00	15	2,026	6.7
Budget Range											
<\$2.5 million	\$43,878	\$34,000	\$42,806	\$57,162	\$22.67	\$17.00	\$23.50	\$29.00	6	1,676	5.8
\$2.5-\$7.5 million	\$39,748	\$34,715	\$39,293	\$45,760	\$20.00	\$17.00	\$20.00	\$22.00	5	1,952	12.0
\$8-\$15MM	\$43,781	\$31,391	\$43,493	\$57,741	\$22.27	\$17.00	\$21.00	\$28.00	15	1,965	6.5
>\$15MM	\$45,849	\$39,520	\$44,778	\$51,302	\$22.31	\$19.00	\$22.00	\$25.00	13	2,059	7.5
Demographics											
Urbanized	\$44,227	\$35,006	\$45,000	\$52,520	\$22.64	\$19.00	\$23.50	\$26.00	14	1,853	6.7
Suburban	\$46,250	\$39,293	\$45,269	\$57,162	\$22.79	\$19.00	\$22.00	\$28.00	14	2,042	7.5
Rural	\$40,767	\$27,817	\$34,715	\$52,520	\$20.36	\$15.00	\$17.00	\$25.00	11	1,978	7.9
Type of Program											
School District	\$49,398	\$51,302	\$55,081	\$58,175	\$26.83	\$25.00	\$27.00	\$29.00	6	1,817	10.2
Other Public Agency	\$47,110	\$34,000	\$45,355	\$55,117	\$23.17	\$17.00	\$22.50	\$26.00	6	2,024	6.2
Private Non-Profit	\$43,182	\$34,923	\$41,600	\$52,520	\$21.17	\$17.00	\$20.50	\$25.00	24	1,982	6.6
County Educ. Dept.	\$38,933	\$25,420	\$38,933	\$52,445	\$19.50	\$14.00	\$19.50	\$25.00	2	1,976	9.5
Type of Agency											
Head Start	\$43,655	\$34,358	\$43,233	\$52,760	\$21.81	\$17.00	\$21.50	\$25.50	36	2,000	7.9
Early Head Start	\$42,795	\$34,000	\$41,600	\$52,520	\$21.59	\$17.00	\$20.50	\$25.00	34	1,935	7.1
Other	\$44,832	\$32,906	\$44,367	\$57,162	\$22.45	\$17.00	\$22.00	\$28.00	22	1,988	7.9
Migrant	\$46,038	\$34,000	\$41,600	\$61,339	\$22.57	\$17.00	\$20.00	\$29.00	7	2,024	8.0

Responses are generally presented for segments/cells that have at least two responses.

Systems Analyst

Responsible for solving computer problems and applies technology to meet the needs of the organization; coordinates automated data processing systems or information technology for agency or program; may have programming and troubleshooting responsibilities (systems administrator, network administrator, chief information officer, management information director, management information specialist, director of management information systems, database administrator).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$61,081	\$46,080	\$51,792	\$67,000	\$29.42	\$23.00	\$25.00	\$32.00	24	1,980	8.4
Location											
Cluster 1	\$60,940	\$60,000	\$60,940	\$61,880	\$29.50	\$29.00	\$29.50	\$30.00	2	2,080	10.0
Cluster 3	\$85,543	\$62,790	\$67,000	\$126,840	\$37.25	\$28.00	\$32.00	\$46.50	4	1,567	2.3
Cluster 5	\$78,092	\$56,000	\$76,435	\$100,184	\$37.50	\$27.00	\$36.50	\$48.00	4	2,080	7.8
Cluster 6	\$44,710	\$34,291	\$48,048	\$51,792	\$22.00	\$18.00	\$23.00	\$25.00	3	2,021	9.3
Cluster 7	\$52,998	\$46,080	\$52,998	\$59,916	\$26.50	\$24.00	\$26.50	\$29.00	2	2,000	4.0
Cluster 8	\$42,588	\$35,256	\$42,588	\$49,920	\$20.50	\$17.00	\$20.50	\$24.00	2	2,080	15.0
Cluster 9	\$69,737	\$50,000	\$70,054	\$89,158	\$33.67	\$24.00	\$34.00	\$43.00	3	2,080	14.0
Union											
Non-Unionized	\$56,415	\$42,973	\$60,000	\$65,000	\$27.08	\$21.50	\$27.00	\$31.50	11	1,909	5.6
Unionized	\$65,359	\$47,524	\$50,896	\$78,962	\$31.75	\$23.50	\$24.50	\$38.00	12	2,052	10.6
Total Students											
251-1000 students	\$61,961	\$46,080	\$54,958	\$67,000	\$30.07	\$23.00	\$26.50	\$32.00	14	2,059	7.2
> 1000 students	\$61,437	\$50,492	\$55,896	\$65,967	\$29.88	\$24.50	\$27.00	\$32.00	8	2,058	11.5
Budget Range											
\$2.5-\$7.5 million	\$51,921	\$42,973	\$50,000	\$62,790	\$25.67	\$21.00	\$24.00	\$32.00	3	2,037	7.3
\$8-\$15 million	\$58,793	\$46,080	\$59,916	\$67,000	\$28.45	\$23.00	\$29.00	\$32.00	11	2,065	7.1
>\$15 million	\$69,557	\$50,492	\$55,896	\$91,276	\$33.75	\$24.50	\$27.00	\$44.00	8	2,058	11.5
Demographics											
Urbanized	\$71,607	\$60,000	\$65,000	\$87,870	\$33.13	\$26.50	\$30.50	\$37.00	8	1,840	6.9
Suburban	\$63,987	\$50,492	\$55,854	\$66,422	\$31.13	\$24.50	\$27.00	\$33.00	8	2,064	8.8
Rural	\$48,966	\$39,114	\$46,003	\$49,024	\$24.00	\$19.50	\$22.50	\$24.00	8	2,038	9.4
Type of Program											
Other Public Agency	\$51,448	\$34,291	\$50,000	\$70,054	\$25.33	\$18.00	\$24.00	\$34.00	3	2,021	13.0
Private Non-Profit	\$60,673	\$47,000	\$55,854	\$65,000	\$29.16	\$23.00	\$25.00	\$32.00	19	1,963	7.1
Type of Agency											
Head Start	\$61,004	\$46,080	\$51,428	\$67,000	\$29.55	\$23.00	\$25.00	\$32.00	22	2,065	9.0
Early Head Start	\$58,812	\$47,000	\$51,792	\$65,000	\$28.36	\$23.00	\$25.00	\$32.00	22	1,971	8.7
Other	\$57,864	\$46,540	\$50,532	\$62,458	\$28.17	\$23.00	\$24.50	\$30.00	12	2,052	9.0
Migrant	\$45,259	\$42,973	\$48,048	\$49,920	\$22.20	\$21.00	\$23.00	\$24.00	5	2,045	8.8

Responses are generally presented for segments/cells that have at least two responses.

Data Processor

Responsible for data collection, data entry, and generation of reports and other computer output; facility with software programs; maintenance of computerized files and records (data entry technician, data input worker).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$39,497	\$27,817	\$40,720	\$51,193	\$20.56	\$15.00	\$20.00	\$25.00	27	1,926	6.0
<u>Location</u>											
Cluster 1	\$38,418	\$31,200	\$34,944	\$49,109	\$18.67	\$15.00	\$17.00	\$24.00	3	2,080	1.5
Cluster 2	\$39,024	\$21,047	\$39,024	\$57,000	\$19.50	\$12.00	\$19.50	\$27.00	2	1,902	5.0
Cluster 3	\$39,031	\$31,518	\$40,720	\$46,800	\$21.29	\$17.00	\$22.00	\$23.00	7	1,873	7.2
Cluster 5	\$49,371	\$41,912	\$54,995	\$61,582	\$26.60	\$20.00	\$26.00	\$30.00	5	1,821	4.8
Cluster 6	\$36,060	\$27,817	\$36,060	\$44,303	\$18.50	\$15.00	\$18.50	\$22.00	2	1,944	7.5
Cluster 8	\$29,346	\$22,983	\$27,409	\$35,709	\$15.50	\$13.00	\$14.50	\$18.00	4	1,880	2.8
Cluster 9	\$44,103	\$23,920	\$51,604	\$56,784	\$21.33	\$12.00	\$25.00	\$27.00	3	2,080	13.7
<u>Union</u>											
Non-Unionized	\$34,258	\$25,000	\$32,526	\$41,912	\$18.22	\$15.00	\$19.00	\$20.00	9	1,880	2.9
Unionized	\$42,117	\$29,818	\$42,951	\$54,995	\$21.72	\$15.00	\$22.00	\$27.00	18	1,948	7.5
<u>Total Students</u>											
0-250 students	\$32,551	\$25,000	\$29,818	\$40,720	\$16.80	\$13.00	\$16.00	\$20.00	5	1,921	6.4
251-1000 students	\$36,421	\$24,210	\$32,022	\$46,800	\$19.70	\$15.00	\$19.50	\$23.00	10	1,860	4.9
> 1000 students	\$44,955	\$33,072	\$46,706	\$54,194	\$22.83	\$16.00	\$23.00	\$28.00	12	1,982	6.8
<u>Budget Range</u>											
<\$2.5 million	\$35,447	\$27,409	\$35,269	\$43,485	\$17.75	\$14.50	\$18.00	\$21.00	4	2,012	7.8
\$2.5-\$7.5 million	\$28,707	\$23,920	\$24,210	\$32,526	\$17.00	\$13.00	\$17.00	\$20.00	5	1,743	5.2
\$8-\$15 million	\$47,458	\$39,021	\$50,151	\$55,998	\$24.25	\$19.00	\$25.00	\$28.00	8	1,967	3.9
>\$15 million	\$42,372	\$31,518	\$41,600	\$51,604	\$20.67	\$15.00	\$20.00	\$25.00	9	2,050	8.0
<u>Demographics</u>											
Urbanized	\$45,656	\$40,720	\$46,800	\$54,995	\$22.18	\$20.00	\$23.00	\$26.00	11	2,048	7.1
Suburban	\$39,715	\$31,242	\$32,526	\$51,193	\$22.56	\$17.00	\$20.00	\$27.00	9	1,775	6.6
Rural	\$29,538	\$23,920	\$27,817	\$34,944	\$15.43	\$13.00	\$15.00	\$17.00	7	1,927	3.9
<u>Type of Program</u>											
School District	\$46,002	\$37,702	\$51,399	\$54,302	\$26.00	\$24.00	\$26.00	\$28.00	4	1,748	13.0
Other Public Agency	\$41,017	\$25,000	\$36,060	\$56,784	\$21.17	\$13.00	\$18.50	\$27.00	6	1,971	7.5
Private Non-Profit	\$36,328	\$31,200	\$34,944	\$46,249	\$18.53	\$15.00	\$19.00	\$22.00	15	1,945	3.2
County Educ. Dept.	\$45,700	\$29,818	\$45,700	\$61,582	\$23.00	\$16.00	\$23.00	\$30.00	2	2,000	6.5
<u>Type of Agency</u>											
Head Start	\$39,455	\$26,409	\$38,272	\$51,399	\$20.67	\$15.00	\$20.00	\$25.50	24	1,911	5.9
Early Head Start	\$39,737	\$28,818	\$41,160	\$50,151	\$20.42	\$15.00	\$20.00	\$24.50	24	1,950	5.4
Other	\$39,843	\$27,817	\$34,944	\$54,995	\$19.73	\$15.00	\$17.00	\$26.00	11	2,008	6.1
Migrant	\$34,680	\$26,409	\$34,709	\$42,951	\$17.50	\$14.00	\$17.50	\$21.00	4	1,982	4.5

Responses are generally presented for segments/cells that have at least two responses.

Human Resources Director/Manager

Chief personnel administrator of the organization; responsible for the overall personnel functions which may include employee recruitment and selection, EEO, personnel records, performance appraisal design and system maintenance, compensation planning, and benefits administration (personnel manager, personnel director, human resources director, human capital manager).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$78,983	\$63,113	\$80,940	\$94,890	\$39.55	\$35.00	\$40.00	\$47.00	31	1,954	6.9
Location											
Cluster 1	\$92,086	\$81,881	\$83,549	\$90,000	\$44.80	\$40.00	\$42.00	\$43.00	5	2,054	4.5
Cluster 2	\$96,002	\$92,000	\$96,000	\$100,006	\$47.33	\$44.00	\$48.00	\$50.00	3	2,027	5.0
Cluster 3	\$84,786	\$71,682	\$91,532	\$97,890	\$46.67	\$45.00	\$46.00	\$49.00	3	1,567	3.7
Cluster 5	\$78,732	\$69,160	\$84,400	\$97,800	\$40.83	\$37.00	\$40.50	\$47.00	6	1,908	7.3
Cluster 6	\$56,239	\$43,994	\$54,881	\$68,484	\$27.00	\$21.50	\$26.00	\$32.50	4	2,048	7.0
Cluster 7	\$61,470	\$49,920	\$62,500	\$71,990	\$30.33	\$26.00	\$30.00	\$35.00	3	2,027	6.5
Cluster 8	\$72,262	\$62,786	\$74,000	\$80,000	\$37.00	\$36.00	\$37.00	\$38.00	3	1,960	10.7
Cluster 9	\$87,980	\$75,953	\$87,980	\$100,006	\$42.50	\$37.00	\$42.50	\$48.00	2	2,080	8.0
Union											
Non-Unionized	\$74,170	\$58,760	\$75,477	\$90,642	\$38.00	\$33.00	\$37.00	\$46.00	16	1,871	7.5
Unionized	\$83,795	\$67,388	\$84,400	\$96,985	\$41.00	\$35.50	\$40.50	\$47.50	16	2,038	6.3
Total Students											
0-250 students	\$66,971	\$48,422	\$54,080	\$62,786	\$35.75	\$21.50	\$30.00	\$50.00	4	1,597	6.3
251-1000 students	\$79,017	\$65,830	\$80,977	\$95,790	\$39.44	\$34.00	\$39.00	\$46.50	16	1,998	6.7
> 1000 students	\$84,392	\$75,629	\$82,799	\$96,000	\$41.09	\$36.00	\$40.00	\$48.00	11	2,054	7.6
Budget Range											
<\$2.5 million	\$73,822	\$51,251	\$58,433	\$96,393	\$41.00	\$23.00	\$37.00	\$63.00	3	1,509	6.3
\$2.5-\$7.5 million	\$70,837	\$51,033	\$75,892	\$90,642	\$35.00	\$25.00	\$37.00	\$45.00	4	2,015	5.0
\$8-\$15 million	\$82,106	\$71,990	\$82,715	\$97,800	\$40.07	\$35.00	\$40.50	\$47.00	14	2,048	6.4
>\$15 million	\$84,518	\$75,629	\$82,799	\$93,780	\$40.56	\$36.00	\$40.00	\$45.00	9	2,080	7.3
Demographics											
Urbanized	\$84,339	\$75,000	\$84,775	\$97,800	\$42.08	\$40.00	\$42.00	\$47.00	13	1,922	5.4
Suburban	\$84,471	\$71,990	\$84,642	\$100,006	\$42.80	\$36.00	\$41.50	\$48.00	10	1,964	7.6
Rural	\$62,748	\$49,171	\$62,063	\$74,977	\$31.38	\$24.50	\$32.50	\$37.00	8	1,999	8.6
Type of Program											
Private Non-Profit	\$80,299	\$69,160	\$80,940	\$96,000	\$40.28	\$36.00	\$40.00	\$47.00	25	1,944	6.1
Other	\$64,689	\$39,566	\$62,500	\$92,000	\$31.33	\$20.00	\$30.00	\$44.00	3	2,037	5.0
County Educ. Dept.	\$72,793	\$62,786	\$72,793	\$82,799	\$38.50	\$37.00	\$38.50	\$40.00	2	1,900	20.5
Type of Agency											
Head Start	\$77,727	\$63,440	\$80,000	\$93,780	\$38.52	\$35.00	\$38.00	\$45.00	29	2,012	7.5
Early Head Start	\$79,865	\$63,440	\$81,881	\$96,000	\$40.18	\$36.00	\$40.00	\$47.00	28	1,941	7.3
Other	\$82,171	\$66,300	\$79,376	\$96,900	\$40.31	\$34.00	\$38.50	\$47.50	16	2,038	8.1
Migrant	\$68,260	\$61,339	\$63,440	\$80,000	\$32.67	\$29.00	\$31.00	\$38.00	3	2,080	1.5

Responses are generally presented for segments/cells that have at least two responses.

Human Resources Assistant

Responsible for maintaining personnel records of an organization's employees; sends out announcements of job openings, issues application forms, and screens applications; may perform other clerical duties (personnel clerk, human resources clerk, personnel assistant).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$43,807	\$37,440	\$43,493	\$49,920	\$21.62	\$18.00	\$21.00	\$25.00	29	2,018	4.9
<u>Location</u>											
Cluster 1	\$47,503	\$42,546	\$46,706	\$52,460	\$22.75	\$20.50	\$22.50	\$25.00	4	2,080	7.3
Cluster 2	\$35,712	\$33,817	\$35,712	\$37,606	\$18.50	\$18.00	\$18.50	\$19.00	2	1,952	2.0
Cluster 3	\$43,952	\$36,400	\$43,150	\$51,504	\$22.50	\$18.00	\$20.50	\$27.00	4	1,976	6.0
Cluster 5	\$54,178	\$49,900	\$55,016	\$57,246	\$26.20	\$24.00	\$26.00	\$28.00	5	2,080	3.0
Cluster 6	\$32,307	\$24,798	\$32,781	\$39,815	\$16.75	\$13.50	\$15.50	\$20.00	4	1,893	1.7
Cluster 7	\$37,636	\$32,640	\$37,440	\$42,827	\$18.67	\$17.00	\$18.00	\$21.00	3	2,027	7.7
Cluster 8	\$41,960	\$30,920	\$41,960	\$53,000	\$20.00	\$15.00	\$20.00	\$25.00	2	2,040	1.5
Cluster 9	\$48,092	\$47,882	\$48,092	\$48,302	\$24.00	\$23.00	\$24.00	\$25.00	2	2,015	7.5
<u>Union</u>											
Non-Unionized	\$42,580	\$39,520	\$43,493	\$49,900	\$20.92	\$19.00	\$21.00	\$24.00	13	2,010	5.7
Unionized	\$44,804	\$36,754	\$43,195	\$54,008	\$22.19	\$18.00	\$21.00	\$25.50	16	2,025	4.4
<u>Total Students</u>											
251-1000 students	\$43,949	\$35,040	\$43,888	\$49,910	\$21.38	\$17.50	\$21.00	\$24.50	16	2,049	5.1
> 1000 students	\$45,592	\$38,563	\$43,528	\$54,000	\$22.67	\$19.00	\$22.00	\$25.50	12	2,020	4.4
<u>Budget Range</u>											
\$2.5-\$7.5 million	\$37,433	\$31,200	\$37,440	\$48,506	\$18.80	\$16.00	\$18.00	\$23.00	5	1,940	6.7
\$8-\$15 million	\$44,789	\$33,817	\$43,285	\$52,000	\$22.36	\$19.00	\$21.00	\$25.00	14	2,015	5.4
>\$15 million	\$45,618	\$39,520	\$44,132	\$53,000	\$22.00	\$19.00	\$22.00	\$25.00	10	2,062	3.1
<u>Demographics</u>											
Urbanized	\$47,480	\$39,603	\$46,696	\$55,008	\$23.08	\$19.50	\$22.50	\$26.00	12	2,059	4.4
Suburban	\$45,056	\$39,520	\$44,700	\$52,000	\$22.22	\$19.00	\$21.00	\$25.00	9	2,034	7.7
Rural	\$36,891	\$30,207	\$37,120	\$45,933	\$18.75	\$14.50	\$18.50	\$23.00	8	1,940	2.3
<u>Type of Program</u>											
Other Public Agency	\$45,723	\$43,564	\$45,723	\$47,882	\$23.00	\$23.00	\$23.00	\$23.00	2	1,992	4.5
Private Non-Profit	\$43,733	\$36,067	\$43,077	\$49,920	\$21.26	\$18.00	\$21.00	\$25.00	23	2,047	4.4
Other	\$28,771	\$20,102	\$28,771	\$37,440	\$15.50	\$13.00	\$15.50	\$18.00	2	1,794	3.0
<u>Type of Agency</u>											
Head Start	\$44,257	\$37,523	\$43,528	\$50,960	\$21.82	\$18.50	\$21.00	\$25.00	28	2,021	5.1
Early Head Start	\$43,620	\$36,067	\$43,160	\$52,000	\$21.62	\$18.00	\$21.00	\$25.00	26	2,011	4.7
Other	\$42,845	\$36,067	\$42,827	\$49,900	\$21.13	\$18.00	\$21.00	\$25.00	15	2,032	4.4
Migrant	\$42,817	\$39,520	\$43,564	\$48,506	\$20.80	\$19.00	\$23.00	\$23.00	5	2,045	1.3

Responses are generally presented for segments/cells that have at least two responses.

Director of Training

Responsible for planning and managing training and professional development opportunities for staff and sometimes for clients as well; conducts needs assessments and compiles data related to training needs; identifies trainers, classes and other training resources; maintains records of training; may also provide training or orientation (professional development manager, career development coordinator, T/TA manager).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$71,122	\$55,680	\$78,463	\$83,549	\$36.10	\$29.00	\$39.00	\$43.00	10	1,969	7.4
<u>Location</u>											
Cluster 1	\$86,275	\$83,549	\$86,275	\$89,000	\$41.50	\$40.00	\$41.50	\$43.00	2	2,080	0.0
Cluster 6	\$60,972	\$41,964	\$47,070	\$93,883	\$30.67	\$22.00	\$23.00	\$47.00	3	1,989	9.7
<u>Union</u>											
Non-Unionized	\$80,849	\$79,040	\$79,957	\$83,549	\$39.67	\$38.00	\$40.00	\$41.00	3	2,037	4.0
Unionized	\$66,953	\$47,070	\$63,188	\$89,000	\$34.57	\$23.00	\$35.00	\$43.00	7	1,939	8.4
<u>Total Students</u>											
251-1000 students	\$71,559	\$55,680	\$79,040	\$79,957	\$36.00	\$29.00	\$38.00	\$41.00	3	1,983	6.0
> 1000 students	\$70,934	\$47,070	\$77,886	\$89,000	\$36.14	\$23.00	\$40.00	\$43.00	7	1,962	8.2
<u>Budget Range</u>											
\$8-\$15 million	\$70,364	\$59,434	\$71,114	\$81,295	\$35.50	\$32.00	\$36.50	\$39.00	4	1,974	8.3
>\$15 million	\$69,961	\$47,070	\$77,886	\$89,000	\$35.60	\$23.00	\$43.00	\$43.00	5	1,968	7.8
<u>Demographics</u>											
Suburban	\$69,428	\$63,188	\$77,886	\$79,040	\$36.00	\$35.00	\$38.00	\$41.00	5	1,944	6.8
Rural	\$70,132	\$48,822	\$72,340	\$91,441	\$35.25	\$25.50	\$36.00	\$45.00	4	1,972	8.3
<u>Type of Program</u>											
Other Public Agency	\$69,230	\$52,576	\$70,537	\$85,884	\$36.75	\$28.50	\$39.00	\$45.00	4	1,874	10.8
Private Non-Profit	\$72,383	\$55,680	\$79,499	\$83,549	\$35.67	\$29.00	\$39.00	\$41.00	6	2,032	4.8
<u>Type of Agency</u>											
Head Start	\$70,140	\$55,680	\$77,886	\$83,549	\$35.56	\$29.00	\$38.00	\$43.00	9	1,971	8.0
Early Head Start	\$71,122	\$55,680	\$78,463	\$83,549	\$36.10	\$29.00	\$39.00	\$43.00	10	1,969	7.4
Other	\$67,773	\$47,070	\$67,360	\$89,000	\$33.67	\$23.00	\$33.50	\$43.00	6	2,008	7.3
Migrant	\$67,924	\$41,964	\$67,924	\$93,883	\$34.50	\$22.00	\$34.50	\$47.00	2	1,944	11.5

Responses are generally presented for segments/cells that have at least two responses.

Administrative Assistant

Responsible for supporting the a administrator; duties may include gathering data, record keeping, completing reports, and working on special projects assigned by the administrator; possesses basic knowledge of computers and software.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$43,660	\$32,533	\$42,380	\$53,874	\$22.31	\$17.00	\$21.00	\$26.00	45	1,952	8.0
<u>Location</u>											
Cluster 1	\$50,391	\$47,507	\$54,000	\$55,316	\$25.20	\$23.00	\$26.00	\$29.00	5	2,016	8.5
Cluster 2	\$51,784	\$38,519	\$45,050	\$65,050	\$24.20	\$19.00	\$22.00	\$23.00	5	1,955	7.5
Cluster 3	\$35,907	\$30,680	\$31,281	\$42,744	\$21.20	\$16.00	\$21.00	\$24.00	5	1,770	10.0
Cluster 5	\$53,463	\$40,560	\$45,718	\$60,000	\$27.56	\$20.00	\$25.00	\$31.00	9	1,936	8.9
Cluster 6	\$32,047	\$25,076	\$32,552	\$36,525	\$16.86	\$14.00	\$16.00	\$20.00	7	1,920	4.7
Cluster 8	\$36,332	\$25,394	\$31,414	\$47,270	\$19.25	\$15.00	\$17.50	\$23.50	4	1,869	3.3
Cluster 9	\$46,237	\$42,850	\$49,647	\$54,759	\$22.33	\$21.00	\$24.00	\$26.00	6	2,081	13.2
<u>Union</u>											
Non-Unionized	\$41,995	\$32,614	\$37,294	\$53,747	\$21.42	\$17.00	\$18.00	\$26.00	19	1,963	9.1
Unionized	\$44,925	\$32,515	\$45,100	\$54,759	\$22.96	\$18.00	\$22.00	\$27.00	25	1,944	7.3
<u>Total Students</u>											
0-250 students	\$37,887	\$25,428	\$32,614	\$49,402	\$19.67	\$15.00	\$16.00	\$24.00	9	1,918	4.5
251-1000 students	\$45,271	\$34,950	\$42,380	\$49,872	\$23.35	\$18.00	\$22.00	\$26.00	20	1,962	10.2
> 1000 students	\$44,974	\$32,515	\$42,850	\$55,557	\$22.50	\$17.50	\$20.50	\$26.50	16	1,960	7.0
<u>Budget Range</u>											
<\$2.5 million	\$39,420	\$25,428	\$32,614	\$55,316	\$20.29	\$15.00	\$16.00	\$29.00	7	1,945	4.1
\$2.5-\$7.5 million	\$36,471	\$28,121	\$35,360	\$44,361	\$19.88	\$15.50	\$19.00	\$24.00	8	1,887	9.2
\$8-\$15 million	\$48,860	\$37,294	\$42,744	\$56,789	\$24.27	\$18.00	\$21.00	\$29.00	15	2,018	8.7
>\$15 million	\$45,708	\$33,937	\$44,198	\$54,778	\$22.46	\$17.00	\$21.00	\$26.00	13	1,982	6.9
<u>Demographics</u>											
Urbanized	\$50,426	\$40,560	\$45,050	\$55,316	\$24.53	\$19.00	\$22.00	\$29.00	19	2,015	7.8
Suburban	\$41,015	\$33,321	\$36,982	\$50,776	\$22.83	\$17.50	\$22.00	\$28.50	12	1,838	9.6
Rural	\$37,227	\$25,076	\$33,578	\$47,507	\$18.86	\$14.00	\$17.50	\$23.00	14	1,970	6.6
<u>Type of Program</u>											
School District	\$51,058	\$37,066	\$43,975	\$65,050	\$28.75	\$22.00	\$26.50	\$35.50	4	1,784	14.3
Other Public Agency	\$42,920	\$25,076	\$45,546	\$56,789	\$22.00	\$13.00	\$22.00	\$29.00	7	1,958	5.0
Private Non-Profit	\$41,238	\$32,614	\$37,367	\$45,996	\$20.70	\$17.00	\$19.00	\$23.00	27	1,985	8.4
Other	\$40,547	\$21,325	\$45,000	\$55,316	\$21.67	\$14.00	\$22.00	\$29.00	3	1,853	4.0
County Educ. Dept.	\$55,632	\$38,630	\$56,298	\$72,635	\$27.75	\$19.50	\$28.00	\$36.00	4	1,972	5.67
<u>Type of Agency</u>											
Head Start	\$44,556	\$32,614	\$42,744	\$54,000	\$22.68	\$17.50	\$21.00	\$26.00	40	1,960	8.5
Early Head Start	\$42,300	\$32,515	\$42,744	\$53,747	\$21.45	\$17.00	\$21.00	\$25.50	40	1,962	6.9
Other	\$47,079	\$35,360	\$42,850	\$53,747	\$23.00	\$17.00	\$20.50	\$26.00	22	2,020	7.6
Migrant	\$38,373	\$30,401	\$33,956	\$46,598	\$19.88	\$16.50	\$17.00	\$24.50	8	1,934	4.0

Responses are generally presented for segments/cells that have at least two responses.

Secretary

Serves as a support for general office tasks such as; typing, filing, answering phones, directing calls, copying materials, handling correspondence and scheduling of activities and events.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$41,413	\$31,200	\$43,767	\$51,341	\$20.68	\$15.00	\$21.00	\$25.00	22	2,002	5.5
<u>Location</u>											
Cluster 1	\$41,574	\$34,785	\$46,546	\$48,363	\$21.50	\$18.00	\$23.50	\$25.00	4	1,958	7.0
Cluster 3	\$43,177	\$34,910	\$44,241	\$51,445	\$21.75	\$17.00	\$21.00	\$26.50	4	1,978	11.0
Cluster 5	\$55,971	\$52,981	\$56,430	\$58,962	\$27.75	\$27.00	\$28.00	\$28.50	4	2,014	2.5
Cluster 6	\$26,408	\$21,159	\$26,408	\$31,658	\$14.00	\$13.00	\$14.00	\$15.00	2	1,885	5.0
Cluster 9	\$38,642	\$33,405	\$39,071	\$43,880	\$18.50	\$16.00	\$18.50	\$21.00	4	2,082	4.3
<u>Union</u>											
Non-Unionized	\$39,411	\$29,757	\$33,280	\$54,621	\$19.60	\$15.00	\$16.00	\$26.00	5	1,976	2.3
Unionized	\$42,001	\$31,658	\$45,000	\$48,633	\$21.00	\$15.00	\$22.00	\$25.00	17	2,009	6.4
<u>Total Students</u>											
0-250 students	\$34,840	\$22,864	\$34,785	\$46,817	\$18.50	\$13.50	\$18.00	\$23.50	4	1,870	6.7
251-1000 students	\$41,817	\$31,200	\$42,644	\$52,407	\$20.20	\$15.00	\$20.50	\$25.00	10	2,056	5.3
> 1000 students	\$44,193	\$33,634	\$45,313	\$52,905	\$22.38	\$16.00	\$22.50	\$28.50	8	1,991	5.4
<u>Budget Range</u>											
<\$2.5 million	\$39,401	\$24,570	\$45,000	\$48,633	\$20.33	\$14.00	\$22.00	\$25.00	3	1,930	6.7
\$2.5-\$7.5 million	\$35,152	\$29,757	\$31,200	\$45,226	\$17.60	\$15.00	\$15.00	\$22.00	5	1,979	8.0
\$8-\$15 million	\$47,045	\$33,280	\$52,407	\$54,621	\$23.71	\$16.00	\$26.00	\$28.00	7	1,983	4.7
>\$15 million	\$41,114	\$31,658	\$40,062	\$48,092	\$20.00	\$15.00	\$19.00	\$25.00	7	2,057	4.7
<u>Demographics</u>											
Urbanized	\$56,238	\$53,514	\$56,430	\$58,962	\$27.00	\$25.50	\$27.00	\$28.50	4	2,086	4.0
Suburban	\$40,256	\$31,658	\$41,298	\$48,420	\$20.29	\$15.00	\$19.50	\$25.00	14	1,988	6.6
Rural	\$30,636	\$23,059	\$28,080	\$38,213	\$15.75	\$13.00	\$14.00	\$18.50	4	1,945	1.5
<u>Type of Program</u>											
School District	\$45,700	\$48,420	\$48,633	\$52,407	\$23.40	\$23.00	\$25.00	\$25.00	5	1,940	12.0
Other Public Agency	\$40,171	\$33,405	\$39,071	\$46,937	\$20.00	\$16.00	\$18.50	\$24.00	4	2,027	4.3
Private Non-Profit	\$38,637	\$30,160	\$33,280	\$45,000	\$18.78	\$15.00	\$16.00	\$22.00	9	2,048	2.1
County Educ. Dept.	\$51,001	\$45,226	\$48,092	\$59,684	\$25.33	\$22.00	\$25.00	\$29.00	3	2,029	5.5
<u>Type of Agency</u>											
Head Start	\$41,816	\$31,429	\$43,880	\$51,874	\$20.90	\$15.00	\$21.00	\$25.50	20	2,001	6.0
Early Head Start	\$41,300	\$31,200	\$43,767	\$51,341	\$20.72	\$15.00	\$21.00	\$25.00	18	2,003	4.4
Other	\$44,343	\$31,658	\$48,092	\$54,621	\$21.73	\$15.00	\$25.00	\$26.00	11	2,043	3.9
Migrant	\$39,126	\$30,160	\$39,126	\$48,092	\$20.00	\$15.00	\$20.00	\$25.00	2	2,000	4.5

Responses are generally presented for segments/cells that have at least two responses

Clerk

Performs such tasks as logging packages, distributes mail, answers phones, types, files, and copies; may handle basic intake functions.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$35,875	\$30,888	\$32,219	\$44,260	\$18.24	\$15.00	\$19.00	\$22.00	21	1,959	4.6
<u>Location</u>											
Cluster 1	\$36,166	\$32,574	\$36,566	\$39,758	\$19.25	\$17.00	\$19.50	\$21.50	4	1,930	3.0
Cluster 2	\$33,951	\$21,047	\$25,806	\$55,000	\$18.33	\$12.00	\$17.00	\$26.00	3	1,789	5.0
Cluster 3	\$43,248	\$32,074	\$48,420	\$49,249	\$21.67	\$15.00	\$23.00	\$27.00	3	1,987	8.3
Cluster 5	\$47,721	\$46,218	\$47,721	\$49,225	\$23.00	\$22.00	\$23.00	\$24.00	2	2,080	2.0
Cluster 6	\$25,745	\$20,601	\$25,745	\$30,888	\$13.00	\$11.00	\$13.00	\$15.00	2	1,992	3.5
Cluster 8	\$29,455	\$25,651	\$31,327	\$31,387	\$15.67	\$13.00	\$15.00	\$19.00	3	1,886	5.0
Cluster 9	\$42,316	\$40,373	\$42,316	\$44,260	\$20.00	\$19.00	\$20.00	\$21.00	2	2,080	7.5
<u>Union</u>											
Non-Unionized	\$30,814	\$25,651	\$31,387	\$32,074	\$14.80	\$13.00	\$15.00	\$15.00	5	2,048	3.6
Unionized	\$37,456	\$31,107	\$36,566	\$47,319	\$19.31	\$15.00	\$19.50	\$23.00	16	1,933	4.9
<u>Total Students</u>											
0-250 students	\$32,110	\$31,327	\$31,387	\$33,615	\$19.00	\$15.00	\$19.00	\$23.00	3	1,729	3.3
251-1000 students	\$36,293	\$25,729	\$32,146	\$47,319	\$17.88	\$14.00	\$16.00	\$22.50	8	1,996	5.5
> 1000 students	\$36,669	\$30,888	\$39,758	\$44,260	\$18.30	\$15.00	\$19.00	\$21.00	10	1,986	4.3
<u>Budget Range</u>											
<\$2.5 million	\$32,471	\$31,327	\$32,471	\$33,615	\$21.00	\$19.00	\$21.00	\$23.00	2	1,553	4.5
\$2.5-\$7.5 million	\$39,904	\$31,387	\$39,904	\$48,420	\$19.00	\$15.00	\$19.00	\$23.00	2	2,084	8.0
\$8-\$15 million	\$34,692	\$25,651	\$32,074	\$46,218	\$17.67	\$13.00	\$15.00	\$22.00	9	1,933	4.1
>\$15 million	\$37,049	\$31,210	\$39,758	\$42,316	\$18.00	\$15.00	\$19.00	\$20.50	8	2,043	4.4
<u>Demographics</u>											
Urbanized	\$38,481	\$25,806	\$40,000	\$49,225	\$19.29	\$15.00	\$19.00	\$24.00	7	1,971	3.7
Suburban	\$38,167	\$32,219	\$39,516	\$44,260	\$19.44	\$15.00	\$20.00	\$23.00	9	1,965	5.7
Rural	\$28,100	\$25,651	\$31,327	\$31,387	\$14.60	\$13.00	\$15.00	\$15.00	5	1,928	4.0
<u>Type of Program</u>											
School District	\$42,418	\$33,615	\$48,420	\$49,249	\$23.20	\$23.00	\$23.00	\$26.00	5	1,794	8.0
Other Public Agency	\$35,078	\$20,601	\$40,373	\$44,260	\$17.00	\$11.00	\$19.00	\$21.00	3	2,036	6.7
Private Non-Profit	\$31,598	\$25,651	\$31,460	\$32,219	\$15.30	\$13.00	\$15.00	\$15.00	10	2,029	2.2
County Educ. Dept.	\$40,023	\$31,327	\$39,516	\$49,225	\$21.00	\$19.00	\$20.00	\$24.00	3	1,899	5.0
<u>Type of Agency</u>											
Head Start	\$35,875	\$30,888	\$32,219	\$44,260	\$18.24	\$15.00	\$19.00	\$22.00	21	1,959	4.6
Early Head Start	\$34,208	\$25,806	\$32,074	\$40,373	\$17.58	\$15.00	\$17.00	\$21.00	19	1,947	4.1
Other	\$32,978	\$25,383	\$31,430	\$36,566	\$17.42	\$13.50	\$16.00	\$21.50	12	1,895	3.6
Migrant	\$30,059	\$20,601	\$30,059	\$39,516	\$15.50	\$11.00	\$15.50	\$20.00	2	1,932	5.0

Responses are generally presented for segments/cells that have at least two responses.

Receptionist

Greets visitors, and parents, answer phones, page staff and maintain visitor log.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$31,337	\$26,087	\$31,200	\$35,714	\$16.00	\$13.00	\$15.00	\$18.00	23	1,956	5.3
Location											
Cluster 1	\$32,399	\$27,040	\$30,358	\$35,000	\$16.50	\$14.00	\$16.00	\$18.00	6	1,990	4.0
Cluster 3	\$35,600	\$29,250	\$31,087	\$46,464	\$18.67	\$15.00	\$15.00	\$26.00	3	1,941	9.5
Cluster 5	\$36,624	\$35,700	\$35,714	\$38,458	\$17.33	\$17.00	\$17.00	\$18.00	3	2,080	1.7
Cluster 6	\$31,961	\$30,888	\$31,961	\$33,034	\$16.00	\$15.00	\$16.00	\$17.00	2	2,032	1.5
Cluster 8	\$20,979	\$18,900	\$21,158	\$22,880	\$11.33	\$11.00	\$11.00	\$12.00	3	1,890	5.7
Cluster 9	\$27,255	\$14,136	\$27,255	\$40,373	\$15.50	\$12.00	\$15.50	\$19.00	2	1,630	16.5
Union											
Non-Unionized	\$28,905	\$27,040	\$31,200	\$35,000	\$14.78	\$13.00	\$15.00	\$17.00	9	1,933	7.4
Unionized	\$32,900	\$26,087	\$32,060	\$40,373	\$16.79	\$14.00	\$17.00	\$19.00	14	1,970	4.1
Total Students											
0-250 students	\$22,494	\$18,900	\$22,494	\$26,087	\$14.50	\$11.00	\$14.50	\$18.00	2	1,624	7.5
251-1000 students	\$29,554	\$27,040	\$31,087	\$35,700	\$15.11	\$13.00	\$15.00	\$17.00	9	1,933	5.8
> 1000 students	\$34,148	\$30,150	\$34,017	\$39,415	\$16.92	\$14.50	\$17.00	\$18.50	12	2,019	4.4
Budget Range											
<\$2.5 million	\$22,494	\$18,900	\$22,494	\$26,087	\$14.50	\$11.00	\$14.50	\$18.00	2	1,624	7.5
\$2.5-\$7.5 million	\$32,332	\$27,040	\$29,250	\$40,706	\$16.00	\$13.00	\$15.00	\$20.00	3	2,037	3.0
\$8-\$15 million	\$29,590	\$21,102	\$31,252	\$35,707	\$15.75	\$12.00	\$15.00	\$17.00	8	1,851	7.7
>\$15 million	\$34,204	\$30,888	\$34,017	\$38,458	\$16.50	\$15.00	\$17.00	\$18.00	10	2,070	3.4
Demographics											
Urbanized	\$33,121	\$29,172	\$35,350	\$37,086	\$16.13	\$14.00	\$17.00	\$17.50	8	2,041	3.0
Suburban	\$32,621	\$29,250	\$31,087	\$35,360	\$16.78	\$15.00	\$15.00	\$18.00	9	1,963	5.9
Rural	\$27,032	\$18,900	\$25,285	\$33,034	\$14.67	\$12.00	\$13.00	\$17.00	6	1,819	7.2
Type of Program											
School District	\$36,276	\$26,087	\$36,276	\$46,464	\$22.00	\$18.00	\$22.00	\$26.00	2	1,620	10.5
Other Public Agency	\$39,653	\$33,034	\$40,373	\$45,552	\$19.33	\$17.00	\$19.00	\$22.00	3	2,056	4.0
Private Non-Profit	\$28,745	\$22,880	\$30,888	\$35,000	\$14.47	\$12.00	\$15.00	\$17.00	15	1,969	4.7
County Educ. Dept.	\$28,679	\$18,900	\$28,679	\$38,458	\$14.50	\$11.00	\$14.50	\$18.00	2	1,940	7.0
Type of Agency											
Head Start	\$32,028	\$27,040	\$31,304	\$35,714	\$16.29	\$14.00	\$17.00	\$18.00	21	1,964	5.1
Early Head Start	\$31,348	\$26,087	\$31,252	\$35,714	\$16.05	\$13.00	\$16.00	\$18.00	22	1,951	5.3
Other	\$30,988	\$26,087	\$31,200	\$35,700	\$16.09	\$14.00	\$17.00	\$18.00	11	1,900	4.3
Migrant	\$34,206	\$27,957	\$34,197	\$40,456	\$16.75	\$14.00	\$17.00	\$19.50	4	2,056	1.3

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