

CHSA

**Compensation Analysis
by Job Category**

Education Staff

Education Manager

Responsibilities include supervision of the educational services; guides curriculum and program planning, development, and training; serves as resource for education specialists and/or teachers; analyzes data and completes reports related to provision of educational services; may supervise classroom and other education staff (director or supervisor of curriculum and instruction; kindergarten supervisor; preschool, day care, child development or children's services manager; education coordinator, education director).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$63,432	\$52,234	\$62,046	\$74,579	\$33.65	\$28.00	\$32.50	\$37.50	48	1,929	10.6
Location											
Cluster 1	\$61,715	\$45,000	\$62,400	\$69,939	\$36.00	\$22.00	\$30.00	\$42.00	7	1,882	7.1
Cluster 2	\$68,051	\$54,671	\$58,814	\$81,431	\$38.25	\$28.50	\$31.00	\$48.00	4	1,827	7.3
Cluster 3	\$71,624	\$55,120	\$75,750	\$83,200	\$37.71	\$30.00	\$36.00	\$47.00	7	1,921	12.7
Cluster 5	\$64,690	\$50,000	\$70,004	\$75,750	\$33.40	\$31.00	\$33.50	\$36.00	10	1,925	8.9
Cluster 6	\$55,569	\$41,392	\$52,355	\$77,147	\$29.00	\$20.00	\$30.00	\$37.00	7	1,962	11.6
Cluster 7	\$52,916	\$45,312	\$52,916	\$60,519	\$26.50	\$24.00	\$26.50	\$29.00	2	2,000	6.0
Cluster 8	\$62,227	\$56,460	\$61,000	\$69,221	\$32.33	\$28.00	\$29.00	\$40.00	3	1,933	20.7
Cluster 9	\$68,912	\$60,857	\$66,477	\$76,968	\$35.50	\$29.50	\$36.50	\$41.50	4	1,970	14.3
Union											
Non-Unionized	\$58,127	\$45,968	\$60,878	\$68,507	\$29.45	\$28.00	\$30.00	\$33.00	22	1,973	10.2
Unionized	\$67,921	\$52,355	\$68,231	\$82,714	\$37.19	\$29.00	\$35.50	\$42.00	26	1,894	11.0
Total Students											
0-250 students	\$57,107	\$45,000	\$56,460	\$69,221	\$32.91	\$22.00	\$30.00	\$39.00	11	1,868	11.8
251-1000 students	\$64,462	\$58,240	\$62,472	\$75,750	\$33.00	\$29.00	\$32.00	\$36.00	23	1,976	10.1
> 1000 students	\$68,309	\$52,355	\$69,000	\$82,714	\$36.31	\$31.00	\$33.00	\$42.00	13	1,876	10.6
Budget Range											
<\$2.5 million	\$56,664	\$45,000	\$55,120	\$69,221	\$33.78	\$22.00	\$34.00	\$39.00	9	1,830	10.6
\$2.5-\$7.5 million	\$62,901	\$56,460	\$61,692	\$68,507	\$31.73	\$28.00	\$30.00	\$33.00	11	2,004	12.2
\$8-\$15 million	\$63,541	\$48,900	\$60,760	\$75,750	\$33.13	\$26.00	\$31.50	\$36.00	16	1,940	8.5
>\$15 million	\$70,560	\$61,398	\$71,204	\$82,714	\$35.80	\$30.00	\$34.00	\$42.00	10	1,977	12.9
Demographics											
Urbanized	\$66,200	\$55,120	\$69,000	\$75,750	\$35.68	\$29.00	\$34.00	\$38.00	19	1,924	8.5
Suburban	\$66,142	\$47,800	\$62,472	\$83,200	\$35.36	\$29.00	\$32.00	\$42.00	11	1,885	11.5
Rural	\$58,854	\$45,968	\$61,199	\$67,241	\$30.44	\$24.00	\$30.00	\$34.00	18	1,962	12.4
Type of Program											
School District	\$96,519	\$83,200	\$102,462	\$103,896	\$56.00	\$47.00	\$58.00	\$63.00	3	1,727	16.0
Other Public Agency	\$68,978	\$52,355	\$69,357	\$86,694	\$37.17	\$31.00	\$37.50	\$42.00	6	1,887	12.5
Private Non-Profit	\$59,573	\$50,000	\$61,000	\$69,288	\$29.94	\$28.00	\$30.00	\$34.00	31	1,990	9.2
Other	\$58,769	\$45,968	\$60,400	\$69,939	\$41.33	\$22.00	\$29.00	\$73.00	3	1,707	6.0
County Educ. Dept.	\$69,956	\$67,241	\$69,221	\$73,407	\$38.67	\$35.00	\$40.00	\$41.00	3	1,813	18.3
Tribal	\$54,190	\$45,925	\$54,190	\$62,454	\$28.00	\$22.00	\$28.00	\$34.00	2	1,950	15.0
Type of Agency											
Head Start	\$64,041	\$52,355	\$62,400	\$75,750	\$33.19	\$28.00	\$32.00	\$37.00	43	1,949	11.0
Early Head Start	\$63,051	\$52,114	\$61,199	\$73,407	\$33.64	\$28.00	\$32.00	\$37.00	42	1,921	10.3
Other	\$63,869	\$52,355	\$61,545	\$73,407	\$32.86	\$28.00	\$32.50	\$37.00	22	1,973	10.8
Migrant	\$63,919	\$52,355	\$68,507	\$82,714	\$33.80	\$33.00	\$33.00	\$42.00	5	1,914	11.4

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

Education Specialist

Function as a resource and/or trainer for classroom staff, center managers, and volunteers; has specialized knowledge in services to a particular age or ability group (e.g., early childhood, infant, toddler, school age); does not generally have supervisory responsibility; observes and monitors classroom activities and children's records; reviews and analyzes data on child outcomes.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$49,357	\$39,500	\$46,010	\$58,469	\$27.03	\$22.00	\$26.00	\$30.00	29	1,857	10.3
Location											
Cluster 1	\$47,397	\$42,832	\$45,505	\$51,962	\$24.75	\$22.00	\$22.00	\$27.50	4	1,944	6.0
Cluster 2	\$48,195	\$43,522	\$48,195	\$52,867	\$29.50	\$23.00	\$29.50	\$36.00	2	1,672	10.0
Cluster 3	\$58,063	\$36,774	\$54,365	\$83,051	\$30.00	\$18.00	\$26.00	\$46.00	3	1,984	8.0
Cluster 5	\$53,158	\$39,500	\$54,072	\$66,500	\$28.86	\$26.00	\$30.00	\$32.00	7	1,827	9.9
Cluster 6	\$54,619	\$27,055	\$59,446	\$77,356	\$30.00	\$13.00	\$29.00	\$48.00	3	1,920	17.0
Cluster 8	\$32,645	\$25,250	\$34,794	\$37,890	\$21.67	\$19.00	\$20.00	\$26.00	3	1,502	8.3
Cluster 9	\$50,321	\$45,760	\$50,948	\$58,469	\$27.60	\$22.00	\$28.00	\$29.00	5	1,913	12.8
Union											
Non-Unionized	\$46,070	\$36,962	\$42,840	\$58,469	\$23.80	\$20.00	\$22.00	\$28.00	10	1,953	8.9
Unionized	\$51,087	\$39,500	\$50,948	\$59,446	\$28.74	\$22.00	\$26.00	\$35.00	19	1,806	11.0
Total Students											
0-250 students	\$41,890	\$35,878	\$37,426	\$47,903	\$24.00	\$18.50	\$22.50	\$29.50	4	1,778	9.5
251-1000 students	\$47,937	\$42,000	\$49,462	\$54,365	\$26.43	\$21.00	\$26.50	\$30.00	14	1,869	9.6
> 1000 students	\$53,879	\$40,664	\$46,010	\$73,407	\$28.91	\$22.00	\$23.00	\$35.00	11	1,871	11.6
Budget Range											
<\$2.5 million	\$41,890	\$35,878	\$37,426	\$47,903	\$24.00	\$18.50	\$22.50	\$29.50	4	1,778	9.5
\$2.5-\$7.5 million	\$46,236	\$42,000	\$45,760	\$50,948	\$27.67	\$20.00	\$22.00	\$41.00	3	1,802	7.0
\$8-\$15 million	\$50,842	\$39,500	\$47,975	\$62,730	\$27.09	\$21.00	\$28.00	\$32.00	11	1,908	10.2
>\$15 million	\$53,758	\$45,000	\$54,365	\$59,467	\$28.22	\$22.00	\$26.00	\$29.00	9	1,912	12.7
Demographics											
Urbanized	\$50,952	\$40,664	\$47,975	\$62,730	\$26.55	\$22.00	\$26.00	\$32.00	11	1,940	9.4
Suburban	\$50,066	\$39,500	\$54,365	\$59,446	\$28.11	\$22.00	\$27.00	\$29.00	9	1,778	10.8
Rural	\$46,698	\$37,890	\$45,760	\$50,948	\$26.56	\$20.00	\$22.00	\$28.00	9	1,834	10.7
Type of Program											
School District	\$64,611	\$52,867	\$57,915	\$83,051	\$38.33	\$33.00	\$36.00	\$46.00	3	1,677	10.3
Other Public Agency	\$55,521	\$42,630	\$52,614	\$68,412	\$30.25	\$22.00	\$25.50	\$38.50	4	1,894	11.5
Private Non-Profit	\$45,467	\$36,962	\$44,340	\$54,365	\$23.72	\$20.00	\$22.50	\$28.00	18	1,926	9.3
County Educ. Dept.	\$49,260	\$36,342	\$44,419	\$62,178	\$30.25	\$22.50	\$30.50	\$38.00	4	1,646	12.5
Type of Agency											
Head Start	\$50,355	\$40,664	\$47,975	\$59,446	\$27.67	\$22.00	\$26.00	\$32.00	27	1,851	10.2
Early Head Start	\$48,933	\$37,890	\$45,885	\$58,469	\$27.23	\$22.00	\$26.00	\$32.00	26	1,831	10.8
Other	\$53,758	\$43,680	\$55,391	\$62,730	\$28.43	\$22.00	\$28.50	\$33.00	14	1,921	11.5
Migrant	\$42,915	\$26,153	\$34,528	\$59,678	\$25.25	\$16.50	\$20.00	\$34.00	4	1,753	15.0

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

EHS Teacher I

Possesses at minimum a high school diploma or GED with an infant toddler CDA credential and has been trained (or has equivalent coursework) in early childhood development with a focus on infant toddler development; has major responsibility for maintaining a classroom environment that is nurturing, consistent, stable, and supportive of establishing close relationships with the infants and toddlers in care and their parents. S/he develops appropriate plans, and individualized learning experiences for infants and toddlers in care. S/he supervises classroom volunteers; may also supervise and/or mentor teacher(s) (no assistant teachers). Participates in parent/teacher conferences and works to fully involve families in the program and, meets all Head Start record-keeping and recording requirements.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$30,448	\$25,230	\$30,413	\$35,090	\$16.18	\$13.00	\$16.00	\$18.00	34	1,883	5.9
Location											
Cluster 1	\$37,066	\$30,000	\$37,000	\$45,000	\$19.71	\$15.00	\$18.00	\$25.00	7	1,925	5.4
Cluster 5	\$30,287	\$24,659	\$32,053	\$33,836	\$16.00	\$14.00	\$16.00	\$17.50	8	1,891	4.8
Cluster 6	\$27,905	\$24,552	\$28,059	\$32,760	\$14.50	\$13.00	\$13.50	\$16.00	6	1,907	7.2
Cluster 7	\$25,339	\$20,796	\$25,230	\$29,990	\$13.67	\$12.00	\$12.00	\$17.00	3	1,858	5.3
Cluster 8	\$25,136	\$20,255	\$26,284	\$30,017	\$15.50	\$13.50	\$15.50	\$17.50	4	1,603	7.8
Cluster 9	\$33,696	\$27,539	\$36,109	\$37,440	\$16.00	\$13.00	\$17.00	\$18.00	3	2,080	8.7
Union											
Non-Unionized	\$29,929	\$25,776	\$30,017	\$33,821	\$15.86	\$13.00	\$16.00	\$18.00	14	1,886	4.9
Unionized	\$30,812	\$24,883	\$30,413	\$36,535	\$16.40	\$13.00	\$15.50	\$17.50	20	1,882	6.7
Total Students											
0-250 students	\$30,642	\$24,552	\$30,000	\$33,821	\$16.57	\$13.00	\$16.00	\$18.00	7	1,853	5.0
251-1000 students	\$28,796	\$23,255	\$28,371	\$33,540	\$15.13	\$13.00	\$14.50	\$17.00	16	1,905	5.7
> 1000 students	\$32,728	\$25,776	\$33,872	\$37,000	\$17.45	\$15.00	\$16.00	\$19.00	11	1,854	6.8
Budget Range											
<\$2.5 million	\$32,506	\$30,000	\$32,000	\$33,821	\$18.00	\$16.00	\$17.00	\$18.00	5	1,814	5.4
\$2.5-\$7.5 million	\$30,339	\$24,552	\$33,280	\$35,090	\$15.00	\$13.00	\$16.00	\$17.00	7	1,993	6.3
\$8-\$15 million	\$27,424	\$25,230	\$27,786	\$28,704	\$14.40	\$13.00	\$13.50	\$16.00	10	1,889	4.4
>\$15 million	\$33,423	\$31,949	\$34,990	\$37,000	\$17.60	\$15.00	\$16.50	\$19.00	10	1,879	7.1
Demographics											
Urbanized	\$31,885	\$26,907	\$33,810	\$36,045	\$16.33	\$14.00	\$16.00	\$17.50	12	1,952	4.3
Suburban	\$29,053	\$21,053	\$30,000	\$33,280	\$16.56	\$13.00	\$16.00	\$17.00	9	1,771	6.3
Rural	\$30,089	\$27,414	\$28,704	\$32,000	\$15.77	\$13.00	\$15.00	\$18.00	13	1,893	7.1
Type of Program											
Other Public Agency	\$34,091	\$32,000	\$36,535	\$37,440	\$17.67	\$17.00	\$18.00	\$19.00	6	1,923	9.5
Private Non-Profit	\$28,672	\$25,776	\$28,704	\$32,760	\$15.05	\$13.00	\$15.00	\$16.00	21	1,901	5.1
Other	\$30,653	\$22,674	\$29,821	\$38,631	\$16.75	\$12.50	\$15.00	\$21.00	4	1,838	4.8
County Educ. Dept.	\$35,324	\$24,535	\$33,872	\$47,566	\$20.33	\$16.00	\$17.00	\$28.00	3	1,731	5.7
Type of Agency											
Head Start	\$29,976	\$24,552	\$29,990	\$35,090	\$15.97	\$13.00	\$16.00	\$18.00	31	1,876	6.2
Early Head Start	\$30,448	\$25,230	\$30,413	\$35,090	\$16.18	\$13.00	\$16.00	\$18.00	34	1,883	5.9
Other	\$31,419	\$27,414	\$30,000	\$36,962	\$16.16	\$13.00	\$16.00	\$18.00	19	1,940	6.3
Migrant	\$31,892	\$17,038	\$32,000	\$45,000	\$18.00	\$13.00	\$18.00	\$22.00	7	1,748	8.3

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

EHS Teacher II

Possesses at minimum an associate's degree in early childhood education or a related field with coursework related to early childhood education and has been trained (or has equivalent coursework) in early childhood development with a focus on infant toddler development; has major responsibility for maintaining a classroom environment that is nurturing, consistent, stable, and supportive of establishing close relationships with the infants and toddlers in care and their parents. Develops appropriate plans, and individualized learning experiences for infants and toddlers in care.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$34,856	\$30,160	\$36,005	\$39,915	\$18.53	\$16.00	\$18.00	\$20.00	30	1,875	6.6
Location											
Cluster 1	\$35,898	\$35,880	\$38,646	\$44,000	\$19.40	\$17.00	\$19.00	\$21.00	5	1,841	4.0
Cluster 2	\$38,466	\$37,224	\$38,466	\$39,707	\$19.50	\$19.00	\$19.50	\$20.00	2	1,980	5.0
Cluster 3	\$38,094	\$33,965	\$38,094	\$42,224	\$19.00	\$18.00	\$19.00	\$20.00	2	2,000	5.0
Cluster 5	\$35,482	\$28,624	\$35,537	\$45,632	\$19.17	\$18.00	\$18.50	\$22.00	6	1,828	6.2
Cluster 6	\$31,850	\$27,100	\$34,278	\$37,960	\$16.50	\$15.00	\$16.50	\$18.00	6	1,907	6.8
Cluster 7	\$35,389	\$31,486	\$35,389	\$39,291	\$18.50	\$18.00	\$18.50	\$19.00	2	1,920	4.0
Cluster 8	\$29,480	\$17,750	\$34,561	\$36,130	\$18.00	\$14.00	\$17.00	\$23.00	3	1,603	8.7
Cluster 9	\$39,899	\$28,933	\$45,198	\$45,565	\$20.67	\$14.00	\$22.00	\$26.00	3	1,981	12.7
Union											
Non-Unionized	\$33,769	\$28,933	\$33,965	\$39,707	\$17.62	\$15.00	\$18.00	\$19.00	13	1,904	5.1
Unionized	\$35,687	\$31,486	\$37,224	\$39,915	\$19.24	\$17.00	\$19.00	\$22.00	17	1,853	7.8
Total Students											
0-250 students	\$35,108	\$33,675	\$34,561	\$36,130	\$19.40	\$16.00	\$17.00	\$23.00	5	1,836	6.4
251-1000 students	\$33,807	\$29,546	\$32,726	\$39,499	\$17.75	\$16.00	\$18.00	\$19.00	12	1,914	5.3
> 1000 students	\$35,727	\$35,880	\$38,093	\$44,000	\$18.92	\$17.00	\$19.00	\$21.00	13	1,854	8.2
Budget Range											
<\$2.5 million	\$39,317	\$34,561	\$39,317	\$44,072	\$24.50	\$23.00	\$24.50	\$26.00	2	1,600	8.0
\$2.5-\$7.5 million	\$34,153	\$30,388	\$34,902	\$37,918	\$16.75	\$15.50	\$16.50	\$18.00	4	2,015	5.3
\$8-\$15 million	\$32,955	\$28,933	\$31,486	\$38,646	\$17.27	\$15.00	\$18.00	\$19.00	11	1,917	4.2
>\$15 million	\$37,174	\$35,880	\$38,093	\$45,198	\$19.36	\$17.00	\$20.00	\$22.00	11	1,889	8.7
Demographics											
Urbanized	\$38,292	\$33,965	\$39,811	\$44,072	\$20.00	\$18.00	\$19.50	\$22.00	14	1,913	6.6
Suburban	\$31,577	\$19,100	\$34,060	\$39,291	\$17.67	\$15.00	\$18.00	\$19.00	6	1,770	8.0
Rural	\$32,013	\$28,933	\$34,118	\$35,880	\$17.00	\$15.00	\$17.00	\$18.00	10	1,884	5.9
Type of Program											
Other Public Agency	\$34,227	\$19,390	\$38,093	\$45,198	\$18.33	\$14.00	\$19.00	\$22.00	3	1,821	9.0
Private Non-Profit	\$33,636	\$30,160	\$34,882	\$38,646	\$17.62	\$16.00	\$18.00	\$19.00	21	1,896	5.7
Other	\$36,960	\$27,100	\$39,707	\$44,072	\$20.00	\$15.00	\$19.00	\$26.00	3	1,873	4.3
County Educ. Dept.	\$40,097	\$34,561	\$40,097	\$45,632	\$22.50	\$22.00	\$22.50	\$23.00	2	1,780	8.5
Type of Agency											
Head Start	\$34,538	\$30,160	\$35,880	\$39,707	\$18.28	\$16.00	\$18.00	\$20.00	29	1,880	6.6
Early Head Start	\$34,856	\$30,160	\$36,005	\$39,915	\$18.53	\$16.00	\$18.00	\$20.00	30	1,875	6.6
Other	\$36,152	\$31,486	\$35,880	\$39,291	\$18.59	\$16.00	\$18.00	\$20.00	17	1,951	6.9
Migrant	\$27,529	\$18,570	\$27,136	\$36,487	\$16.00	\$14.00	\$15.50	\$18.00	4	1,679	7.5

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

EHS Teacher III

Possesses at minimum a bachelor's degree in early childhood education or a related field with coursework related to early childhood education and has been trained (or has equivalent coursework) in early childhood development with a focus on infant toddler development; has major responsibility for maintaining a classroom environment that is nurturing, consistent, stable, and supportive of establishing close relationships with the infants and toddlers in care and their parents. S/he develops appropriate plans, and individualized learning experiences for infants and toddlers in care. S/he supervises classroom volunteers; may also supervise and/or mentor teacher(s) (no assistant teachers). Participates in parent/teacher conferences and works to fully involve families in the program and, meets all Head Start record-keeping and recording requirements.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$38,846	\$33,883	\$39,656	\$41,974	\$20.47	\$18.00	\$19.00	\$21.00	17	1,909	7.3
Location											
Cluster 1	\$43,291	\$40,518	\$43,291	\$46,064	\$23.00	\$19.00	\$23.00	\$27.00	2	1,900	7.0
Cluster 3	\$34,804	\$34,560	\$34,804	\$35,048	\$17.50	\$17.00	\$17.50	\$18.00	2	2,000	4.5
Cluster 5	\$40,744	\$30,432	\$43,326	\$48,473	\$21.00	\$19.00	\$21.00	\$23.00	3	1,920	9.7
Cluster 6	\$34,934	\$28,465	\$39,811	\$41,080	\$18.40	\$16.00	\$20.00	\$20.00	5	1,888	7.8
Cluster 8	\$36,770	\$33,883	\$36,770	\$39,656	\$19.50	\$16.00	\$19.50	\$23.00	2	1,912	7.0
Union											
Non-Unionized	\$35,836	\$33,883	\$35,048	\$40,518	\$17.71	\$16.00	\$18.00	\$19.00	7	2,020	4.5
Unionized	\$40,954	\$33,053	\$40,446	\$46,064	\$22.40	\$19.00	\$21.00	\$23.00	10	1,831	9.0
Total Students											
0-250 students	\$37,515	\$33,883	\$37,352	\$41,974	\$19.83	\$16.00	\$18.50	\$23.00	6	1,921	5.0
251-1000 students	\$35,554	\$33,053	\$34,560	\$36,400	\$19.00	\$18.00	\$19.00	\$19.00	5	1,888	6.8
> 1000 students	\$42,921	\$39,811	\$40,799	\$48,473	\$22.33	\$19.00	\$20.50	\$23.00	6	1,914	10.6
Budget Range											
<\$2.5 million	\$40,256	\$35,048	\$39,656	\$46,064	\$22.33	\$17.00	\$23.00	\$27.00	3	1,848	6.3
\$2.5-\$7.5 million	\$34,774	\$28,465	\$33,883	\$41,974	\$17.33	\$16.00	\$16.00	\$20.00	3	1,993	3.7
\$8-\$15 million	\$34,993	\$33,053	\$34,560	\$36,400	\$18.60	\$18.00	\$19.00	\$19.00	5	1,888	6.8
>\$15 million	\$43,402	\$39,811	\$41,080	\$48,473	\$23.00	\$20.00	\$21.00	\$23.00	5	1,881	10.6
Demographics											
Urbanized	\$42,841	\$34,804	\$41,922	\$47,269	\$22.50	\$18.50	\$20.00	\$25.00	8	1,918	7.4
Suburban	\$38,740	\$36,400	\$38,740	\$41,080	\$19.00	\$18.00	\$19.00	\$20.00	2	2,080	10.5
Rural	\$34,312	\$28,465	\$33,883	\$39,811	\$18.57	\$16.00	\$19.00	\$21.00	7	1,849	6.3
Type of Program											
Other Public Agency	\$31,575	\$23,338	\$31,575	\$39,811	\$18.00	\$15.00	\$18.00	\$21.00	2	1,730	10.0
Private Non-Profit	\$37,028	\$33,883	\$35,724	\$41,080	\$18.70	\$18.00	\$19.00	\$20.00	10	1,984	6.9
Other	\$37,264	\$28,465	\$37,264	\$46,064	\$21.50	\$16.00	\$21.50	\$27.00	2	1,770	4.0
County Educ. Dept.	\$44,065	\$39,656	\$44,065	\$48,473	\$23.00	\$23.00	\$23.00	\$23.00	2	1,912	10.0
Type of Agency											
Head Start	\$38,619	\$33,053	\$39,656	\$41,974	\$20.27	\$18.00	\$19.00	\$21.00	15	1,910	7.6
Early Head Start	\$38,846	\$33,883	\$39,656	\$41,974	\$20.47	\$18.00	\$19.00	\$21.00	17	1,909	7.3
Other	\$40,899	\$36,400	\$39,811	\$41,974	\$21.67	\$19.00	\$20.00	\$23.00	9	1,896	8.6
Migrant	\$31,575	\$23,338	\$31,575	\$39,811	\$18.00	\$15.00	\$18.00	\$21.00	2	1,730	10.0

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

Lead Teacher

Possesses at least a bachelor's degree in early childhood education; has major responsibility for classroom operation including, planning, carrying out activities, maintaining the classroom environment, supervising children, parent/teacher conferences, and supervision of classroom volunteers; may also supervise and/or mentor teacher(s) and teacher assistant(s) at a site; assumes classroom responsibilities in addition to light supervisory, record keeping, and/or planning duties (head teacher, supervising teacher, grade coordinator, resource teacher, mentor teacher).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$41,617	\$33,594	\$38,480	\$48,473	\$22.24	\$19.00	\$20.00	\$25.00	29	1,796	7.0
Location											
Cluster 1	\$40,532	\$30,659	\$40,000	\$43,680	\$22.60	\$19.00	\$19.00	\$21.00	5	1,869	3.0
Cluster 2	\$49,715	\$48,144	\$50,000	\$51,000	\$27.00	\$25.00	\$26.00	\$30.00	3	1,861	5.0
Cluster 3	\$41,076	\$30,429	\$33,984	\$58,815	\$26.33	\$18.00	\$28.00	\$33.00	3	1,603	11.3
Cluster 5	\$43,620	\$38,016	\$43,110	\$48,473	\$22.29	\$19.00	\$23.00	\$24.00	7	1,853	7.6
Cluster 6	\$41,128	\$34,011	\$36,846	\$48,246	\$21.50	\$19.00	\$19.50	\$24.00	4	1,905	8.0
Cluster 8	\$30,581	\$27,364	\$32,755	\$33,797	\$18.25	\$17.50	\$18.50	\$19.00	4	1,672	6.8
Union											
Non-Unionized	\$37,585	\$33,594	\$35,024	\$43,680	\$20.13	\$18.50	\$19.00	\$22.00	15	1,842	5.5
Unionized	\$45,938	\$32,997	\$45,600	\$57,824	\$24.85	\$19.00	\$24.00	\$28.00	14	1,747	8.6
Total Students											
0-250 students	\$33,559	\$31,916	\$34,360	\$35,024	\$18.50	\$17.00	\$19.00	\$20.00	6	1,851	4.7
251-1000 students	\$40,922	\$33,984	\$38,480	\$47,740	\$22.14	\$19.00	\$22.00	\$25.00	14	1,824	7.9
> 1000 students	\$47,356	\$30,659	\$48,309	\$58,815	\$24.89	\$19.00	\$23.00	\$30.00	9	1,696	7.3
Budget Range											
<\$2.5 million	\$32,693	\$30,514	\$34,360	\$34,872	\$18.75	\$17.50	\$19.50	\$20.00	4	1,783	6.0
\$2.5-\$7.5 million	\$38,855	\$31,916	\$38,054	\$43,680	\$21.33	\$18.00	\$20.00	\$25.00	6	1,885	8.8
\$8-\$15 million	\$41,650	\$33,789	\$40,768	\$49,072	\$23.08	\$19.00	\$22.50	\$25.50	12	1,813	6.1
>\$15 million	\$49,028	\$30,659	\$48,473	\$64,912	\$23.67	\$18.00	\$21.00	\$28.00	6	1,765	8.1
Demographics											
Urbanized	\$45,616	\$38,480	\$47,740	\$50,000	\$22.75	\$19.00	\$23.50	\$25.00	12	1,850	6.4
Suburban	\$45,041	\$30,429	\$43,056	\$58,815	\$26.00	\$19.50	\$25.50	\$30.50	8	1,639	10.8
Rural	\$33,178	\$31,916	\$33,594	\$34,720	\$18.22	\$17.00	\$19.00	\$19.00	9	1,852	4.4
Type of Program											
School District	\$54,440	\$40,215	\$54,408	\$68,666	\$29.00	\$26.00	\$28.00	\$33.00	3	1,474	12.8
Private Non-Profit	\$38,352	\$32,997	\$37,728	\$43,680	\$20.89	\$18.00	\$19.00	\$24.00	19	1,811	6.7
Other	\$44,834	\$38,667	\$44,834	\$51,000	\$22.00	\$19.00	\$22.00	\$25.00	2	2,080	3.0
County Educ. Dept.	\$56,693	\$48,473	\$56,693	\$64,912	\$31.00	\$23.00	\$31.00	\$39.00	2	1,880	6.5
Tribal	\$30,874	\$27,028	\$30,874	\$34,720	\$18.00	\$16.00	\$18.00	\$20.00	2	1,806	1.5
Type of Agency											
Head Start	\$41,617	\$33,594	\$38,480	\$48,473	\$22.24	\$19.00	\$20.00	\$25.00	29	1,796	7.0
Early Head Start	\$42,694	\$33,594	\$38,667	\$51,000	\$22.22	\$19.00	\$19.00	\$25.00	23	1,812	6.9
Other	\$48,447	\$38,480	\$48,144	\$51,570	\$23.92	\$19.00	\$23.50	\$27.00	12	1,888	8.1
Migrant	\$38,680	\$27,905	\$33,499	\$49,456	\$23.75	\$18.50	\$19.00	\$29.00	4	1,598	6.8

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

Teacher I (Associate's degree)

Possesses an associate's degree in early childhood education or a related field with coursework related to early childhood education; has primary responsibility for classroom operation including planning, carrying out activities, maintaining the classroom environment, supervising children; conducts parent/teacher conferences; supervises classroom volunteers; may also supervise teacher assistant.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$31,469	\$25,477	\$31,104	\$37,623	\$18.58	\$15.00	\$18.00	\$20.00	45	1,726	6.5
Location											
Cluster 1	\$33,214	\$30,507	\$32,890	\$34,702	\$18.17	\$16.00	\$18.00	\$19.00	6	1,846	3.3
Cluster 2	\$42,418	\$32,262	\$40,045	\$52,574	\$28.75	\$18.00	\$21.50	\$39.50	4	1,658	6.3
Cluster 3	\$28,254	\$23,593	\$30,248	\$32,915	\$17.75	\$16.50	\$18.50	\$19.00	4	1,618	6.7
Cluster 5	\$35,838	\$31,772	\$36,233	\$42,983	\$19.25	\$17.00	\$19.50	\$22.00	8	1,861	4.9
Cluster 6	\$27,819	\$24,003	\$25,857	\$34,866	\$15.86	\$14.00	\$15.00	\$18.00	7	1,742	7.0
Cluster 7	\$24,256	\$20,917	\$25,560	\$26,291	\$14.00	\$12.00	\$13.00	\$17.00	3	1,771	6.3
Cluster 8	\$27,155	\$20,979	\$26,926	\$33,331	\$16.50	\$14.00	\$16.50	\$19.00	4	1,600	6.5
Cluster 9	\$33,237	\$27,000	\$37,440	\$37,805	\$21.00	\$18.00	\$22.00	\$23.00	5	1,623	9.8
Union											
Non-Unionized	\$30,018	\$24,168	\$30,160	\$34,702	\$16.85	\$15.00	\$16.00	\$19.00	19	1,777	5.6
Unionized	\$32,573	\$25,857	\$31,700	\$37,960	\$19.96	\$15.00	\$18.00	\$22.00	25	1,686	7.0
Total Students											
0-250 students	\$29,982	\$24,003	\$26,752	\$38,204	\$17.00	\$14.50	\$15.50	\$19.00	8	1,731	6.0
251-1000 students	\$31,410	\$25,395	\$30,160	\$37,440	\$19.04	\$15.00	\$17.00	\$19.00	23	1,731	6.0
> 1000 students	\$32,310	\$29,435	\$33,009	\$37,805	\$18.71	\$17.00	\$19.00	\$22.00	14	1,714	7.7
Budget Range											
<\$2.5 million	\$30,876	\$21,917	\$27,605	\$39,835	\$17.40	\$15.00	\$16.00	\$18.00	5	1,721	6.2
\$2.5-\$7.5 million	\$28,220	\$20,917	\$27,000	\$35,090	\$17.27	\$15.00	\$17.00	\$18.00	11	1,673	5.8
\$8-\$15 million	\$33,472	\$25,857	\$30,160	\$38,500	\$20.00	\$15.00	\$17.00	\$22.00	15	1,774	5.3
>\$15 million	\$32,401	\$28,337	\$33,009	\$37,883	\$18.42	\$16.00	\$19.00	\$21.50	12	1,742	8.8
Demographics											
Urbanized	\$35,754	\$31,845	\$34,334	\$40,747	\$20.11	\$16.00	\$19.00	\$22.00	18	1,856	6.3
Suburban	\$30,029	\$19,100	\$30,160	\$37,960	\$18.27	\$15.00	\$18.00	\$22.00	11	1,654	7.3
Rural	\$27,384	\$24,080	\$25,857	\$30,507	\$17.06	\$15.00	\$16.50	\$18.00	16	1,621	6.1
Type of Program											
School District	\$42,633	\$37,805	\$45,000	\$51,212	\$29.60	\$23.00	\$24.00	\$28.00	5	1,512	10.4
Other Public Agency	\$32,998	\$31,700	\$34,866	\$37,440	\$19.20	\$18.00	\$21.00	\$22.00	5	1,726	6.6
Private Non-Profit	\$29,938	\$25,560	\$30,160	\$33,966	\$16.85	\$15.00	\$17.00	\$19.00	27	1,777	5.7
Other	\$24,273	\$19,000	\$22,460	\$29,546	\$13.50	\$11.00	\$13.50	\$16.00	4	1,786	3.8
County Educ. Dept.	\$33,696	\$27,000	\$28,457	\$45,632	\$22.33	\$18.00	\$22.00	\$27.00	3	1,540	6.3
Type of Agency											
Head Start	\$31,804	\$25,560	\$31,700	\$37,805	\$18.77	\$15.00	\$18.00	\$20.00	44	1,726	6.6
Early Head Start	\$31,204	\$25,560	\$30,507	\$35,090	\$18.38	\$15.00	\$17.00	\$20.00	37	1,744	6.3
Other	\$33,624	\$26,166	\$31,176	\$37,960	\$19.41	\$15.00	\$18.00	\$21.00	22	1,791	7.1
Migrant	\$23,654	\$17,347	\$23,491	\$26,166	\$15.67	\$13.00	\$15.00	\$17.00	6	1,500	6.8

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

Teacher II (Bachelor's degree)

Possesses at least a bachelor's degree in early childhood education or a related field with coursework related to early childhood education; has primary responsibility for classroom operation including planning, carrying out activities, maintaining the classroom environment, supervising children; conducts parent/teacher conferences; supervises classroom volunteers; may also supervise teacher assistant.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$35,857	\$29,401	\$36,492	\$40,800	\$20.96	\$19.00	\$20.00	\$22.00	45	1,707	7.3
Location											
Cluster 1	\$36,589	\$34,104	\$35,866	\$38,480	\$21.83	\$19.00	\$20.50	\$24.00	6	1,714	5.3
Cluster 2	\$42,283	\$35,323	\$44,098	\$49,244	\$23.20	\$20.00	\$20.00	\$26.00	5	1,773	5.8
Cluster 3	\$35,336	\$30,404	\$35,040	\$40,268	\$23.75	\$20.00	\$22.00	\$27.50	4	1,512	9.7
Cluster 5	\$36,151	\$34,950	\$38,334	\$40,800	\$20.00	\$18.00	\$21.00	\$22.00	9	1,832	5.3
Cluster 6	\$32,895	\$24,540	\$32,771	\$41,080	\$17.83	\$14.00	\$17.50	\$21.00	6	1,816	10.7
Cluster 7	\$27,620	\$27,069	\$27,620	\$28,170	\$17.50	\$16.00	\$17.50	\$19.00	2	1,617	4.5
Cluster 8	\$28,858	\$23,551	\$29,534	\$34,166	\$18.25	\$15.50	\$19.00	\$21.00	4	1,555	5.8
Cluster 9	\$46,364	\$37,737	\$40,947	\$54,990	\$29.25	\$21.00	\$25.00	\$37.50	4	1,651	11.0
Union											
Non-Unionized	\$34,138	\$28,721	\$36,492	\$39,092	\$18.50	\$17.00	\$19.50	\$21.00	16	1,798	6.3
Unionized	\$36,915	\$29,401	\$36,501	\$41,600	\$22.59	\$19.00	\$21.00	\$24.00	26	1,650	7.8
Total Students											
0-250 students	\$35,012	\$29,401	\$35,232	\$38,664	\$18.71	\$15.00	\$21.00	\$21.00	7	1,721	7.6
251-1000 students	\$34,720	\$27,069	\$38,016	\$39,707	\$20.29	\$18.00	\$20.00	\$21.00	21	1,741	5.9
> 1000 students	\$37,613	\$34,072	\$36,492	\$41,129	\$22.71	\$20.00	\$21.00	\$23.00	17	1,658	8.8
Budget Range											
<\$2.5 million	\$32,317	\$29,401	\$32,317	\$35,232	\$18.50	\$14.50	\$19.00	\$22.50	4	1,452	7.3
\$2.5-\$7.5 million	\$34,350	\$27,069	\$38,334	\$39,707	\$20.09	\$18.00	\$20.00	\$21.00	11	1,741	7.4
\$8-\$15 million	\$36,236	\$29,668	\$36,483	\$40,800	\$21.07	\$18.00	\$20.00	\$24.00	14	1,742	5.7
>\$15 million	\$37,796	\$34,879	\$36,500	\$41,080	\$22.21	\$20.00	\$20.50	\$22.00	14	1,701	9.5
Demographics											
Urbanized	\$39,868	\$35,200	\$38,438	\$43,326	\$21.89	\$19.00	\$20.00	\$22.00	18	1,853	6.5
Suburban	\$34,509	\$30,404	\$35,858	\$40,687	\$22.33	\$20.00	\$21.50	\$24.00	12	1,557	8.4
Rural	\$31,857	\$27,773	\$29,668	\$37,769	\$18.73	\$15.00	\$19.00	\$21.00	15	1,654	7.3
Type of Program											
School District	\$45,561	\$35,232	\$46,912	\$50,000	\$30.50	\$24.00	\$28.50	\$31.00	6	1,493	10.8
Other Public Agency	\$35,366	\$34,950	\$37,769	\$40,295	\$20.60	\$20.00	\$22.00	\$23.00	5	1,711	9.6
Private Non-Profit	\$33,744	\$28,919	\$35,842	\$38,572	\$19.16	\$19.00	\$20.00	\$21.00	25	1,762	6.1
Other	\$31,517	\$27,069	\$27,773	\$39,707	\$16.67	\$15.00	\$16.00	\$19.00	3	1,878	3.3
County Educ. Dept.	\$37,848	\$32,291	\$38,179	\$43,405	\$24.75	\$21.50	\$25.00	\$28.00	4	1,563	7.5
Tribal	N/A	N/A	N/A	N/A	\$14.50	\$12.00	\$14.50	\$17.00	2	N/A	7.0
Type of Agency											
Head Start	\$35,857	\$29,401	\$36,492	\$40,800	\$20.96	\$19.00	\$20.00	\$22.00	45	1,707	7.3
Early Head Start	\$36,034	\$29,668	\$36,500	\$40,295	\$21.16	\$19.00	\$20.00	\$22.00	38	1,727	7.2
Other	\$38,065	\$30,938	\$38,104	\$41,600	\$21.70	\$19.00	\$20.00	\$23.00	23	1,777	8.2
Migrant	\$28,715	\$21,122	\$24,540	\$37,769	\$19.14	\$14.00	\$20.00	\$23.00	7	1,484	8.4

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

Teacher Assistant I

Possesses a high school diploma or GED and is enrolled in a CDA credential or equivalent program that will be completed within 2 years; assists teacher in conducting classroom activities, maintaining classroom environment, and supervising children; may also assist in planning and record keeping and other classroom related duties (teacher aide, classroom assistant, classroom aide, child services aide, day care worker, care giver, child care provider, classroom paraprofessional).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$22,463	\$18,065	\$20,277	\$26,929	\$13.63	\$12.00	\$13.00	\$15.00	38	1,640	3.9
Location											
Cluster 1	\$24,960	\$18,313	\$23,000	\$33,247	\$15.80	\$13.00	\$15.00	\$16.00	5	1,562	3.3
Cluster 3	\$22,752	\$18,894	\$23,069	\$26,609	\$13.50	\$12.50	\$13.50	\$14.50	4	1,672	3.7
Cluster 5	\$25,842	\$16,800	\$30,723	\$32,386	\$15.14	\$15.00	\$15.00	\$16.00	7	1,716	3.4
Cluster 6	\$19,701	\$18,887	\$19,193	\$20,170	\$11.50	\$11.00	\$11.00	\$12.00	6	1,709	3.0
Cluster 7	\$13,595	\$7,728	\$13,595	\$19,462	\$12.00	\$11.00	\$12.00	\$13.00	2	1,167	5.0
Cluster 8	\$20,695	\$16,624	\$21,796	\$25,000	\$12.20	\$11.00	\$13.00	\$13.00	5	1,701	5.4
Cluster 9	\$18,639	\$11,299	\$18,639	\$25,979	\$12.00	\$12.00	\$12.00	\$12.00	2	1,530	2.5
Union											
Non-Unionized	\$22,989	\$19,170	\$20,983	\$26,166	\$13.84	\$13.00	\$13.00	\$15.00	18	1,653	3.5
Unionized	\$21,937	\$17,468	\$20,178	\$28,000	\$13.42	\$11.00	\$13.00	\$15.00	18	1,627	4.2
Total Students											
0-250 students	\$20,511	\$18,066	\$19,678	\$22,585	\$12.89	\$12.00	\$13.00	\$13.00	9	1,612	4.4
251-1000 students	\$23,056	\$18,887	\$20,384	\$31,200	\$14.00	\$13.00	\$14.00	\$16.00	15	1,641	3.4
> 1000 students	\$21,950	\$17,642	\$22,919	\$26,073	\$13.46	\$12.00	\$13.00	\$14.00	13	1,621	4.1
Budget Range											
<\$2.5 million	\$24,070	\$20,141	\$22,585	\$26,806	\$13.86	\$13.00	\$13.00	\$15.00	7	1,721	5.3
\$2.5-\$7.5 million	\$23,592	\$19,170	\$19,338	\$33,280	\$13.17	\$11.00	\$12.50	\$16.00	6	1,757	3.5
\$8-\$15 million	\$20,571	\$17,816	\$19,500	\$27,053	\$13.55	\$13.00	\$13.00	\$15.00	11	1,520	2.7
>\$15 million	\$22,476	\$17,468	\$23,000	\$26,166	\$13.42	\$11.50	\$12.50	\$14.50	12	1,666	4.4
Demographics											
Urbanized	\$25,048	\$19,462	\$26,609	\$31,200	\$14.20	\$13.00	\$15.00	\$16.00	15	1,732	3.9
Suburban	\$20,966	\$16,962	\$19,736	\$23,296	\$13.90	\$12.00	\$13.00	\$15.00	10	1,531	3.0
Rural	\$20,695	\$18,177	\$19,678	\$23,398	\$12.77	\$11.00	\$13.00	\$13.00	13	1,624	4.5
Type of Program											
School District	\$18,519	\$14,131	\$17,389	\$22,908	\$14.00	\$12.50	\$14.00	\$15.50	4	1,305	2.3
Other Public Agency	\$22,816	\$17,468	\$25,000	\$25,979	\$12.00	\$11.00	\$12.00	\$13.00	3	1,881	5.7
Private Non-Profit	\$21,873	\$18,313	\$20,277	\$26,166	\$13.39	\$12.00	\$13.00	\$15.00	23	1,626	3.0
Other	\$19,338	\$19,215	\$19,338	\$19,462	\$11.50	\$11.00	\$11.50	\$12.00	2	1,673	8.0
County Educ. Dept.	\$30,259	\$26,806	\$30,723	\$33,247	\$16.67	\$13.00	\$15.00	\$22.00	3	1,873	7.0
Tribal	\$27,740	\$20,141	\$27,740	\$35,340	\$15.00	\$13.00	\$15.00	\$17.00	3	1,726	6.0
Type of Agency											
Head Start	\$22,463	\$18,065	\$20,277	\$26,929	\$13.63	\$12.00	\$13.00	\$15.00	38	1,640	3.9
Early Head Start	\$22,928	\$18,313	\$22,317	\$27,053	\$13.58	\$12.00	\$13.00	\$15.00	31	1,680	3.9
Other	\$22,129	\$17,468	\$22,838	\$28,000	\$13.88	\$12.50	\$13.00	\$15.00	16	1,591	4.2
Migrant	\$21,782	\$17,468	\$20,863	\$25,000	\$13.67	\$11.00	\$12.00	\$14.00	6	1,609	5.0

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

Teacher Assistant II

Possesses at least a high school diploma or GED and a CDA or equivalent credential, or has an associate or baccalaureate degree in any area, or is enrolled in a program leading to such a degree; assists teacher in conducting classroom activities, maintaining classroom environment, and supervising children; may also assist in planning and record keeping and other classroom related duties (teacher aide, classroom assistant, classroom aide, child services aide, day care worker, care giver, child care provider, classroom paraprofessional).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$25,635	\$21,120	\$25,243	\$29,213	\$14.89	\$13.00	\$15.00	\$16.00	27	1,656	4.7
Location											
Cluster 1	\$24,868	\$23,019	\$25,992	\$26,718	\$15.00	\$14.00	\$15.00	\$16.00	3	1,493	3.7
Cluster 2	\$28,788	\$23,576	\$28,788	\$34,000	\$16.67	\$15.00	\$15.00	\$20.00	3	1,640	3.5
Cluster 3	\$25,428	\$18,200	\$28,871	\$29,213	\$17.00	\$14.00	\$17.00	\$20.00	3	1,505	5.0
Cluster 5	\$28,416	\$22,500	\$27,500	\$33,872	\$16.20	\$15.00	\$16.00	\$18.00	5	1,740	4.4
Cluster 6	\$22,022	\$19,812	\$22,712	\$24,231	\$12.25	\$11.50	\$12.00	\$13.00	4	1,786	6.5
Cluster 8	\$20,394	\$18,778	\$20,000	\$22,404	\$13.33	\$11.00	\$13.00	\$16.00	3	1,529	2.7
Cluster 9	\$26,298	\$17,056	\$27,040	\$34,798	\$13.67	\$11.00	\$13.00	\$17.00	3	1,920	6.0
Union											
Non-Unionized	\$24,587	\$18,778	\$22,500	\$28,871	\$14.27	\$12.00	\$15.00	\$16.00	11	1,713	4.0
Unionized	\$26,404	\$21,120	\$25,484	\$32,781	\$15.31	\$13.50	\$15.00	\$16.50	15	1,617	5.1
Total Students											
0-250 students	\$20,781	\$19,377	\$21,259	\$22,184	\$13.00	\$12.00	\$13.00	\$14.00	3	1,359	4.3
251-1000 students	\$26,398	\$21,120	\$25,250	\$32,781	\$14.55	\$13.00	\$14.00	\$16.00	11	1,699	3.8
> 1000 students	\$26,618	\$24,289	\$26,718	\$29,042	\$15.62	\$15.00	\$16.00	\$17.00	13	1,716	5.7
Budget Range											
<\$2.5 million	\$20,240	\$18,200	\$20,554	\$21,965	\$13.00	\$12.00	\$13.00	\$14.00	2	1,246	5.0
\$2.5-\$7.5 million	\$24,722	\$22,404	\$24,722	\$27,040	\$13.00	\$13.00	\$13.00	\$13.00	2	1,888	2.0
\$8-\$15 million	\$26,474	\$22,500	\$26,935	\$30,160	\$15.50	\$14.00	\$15.00	\$18.00	14	1,629	4.0
>\$15 million	\$26,523	\$22,501	\$25,992	\$31,372	\$14.78	\$14.00	\$15.00	\$16.00	9	1,800	6.4
Demographics											
Urbanized	\$27,266	\$22,500	\$26,718	\$33,872	\$15.82	\$15.00	\$15.00	\$17.00	11	1,703	4.3
Suburban	\$27,501	\$22,778	\$28,357	\$31,470	\$16.43	\$15.00	\$16.00	\$19.00	7	1,646	6.1
Rural	\$21,731	\$18,219	\$22,184	\$24,472	\$12.56	\$11.00	\$13.00	\$14.00	9	1,613	3.8
Type of Program											
School District	\$27,922	\$20,554	\$29,213	\$34,000	\$20.00	\$20.00	\$20.00	\$20.00	2	1,296	5.7
Other Public Agency	\$26,750	\$22,350	\$27,270	\$31,149	\$15.00	\$12.00	\$15.00	\$18.00	4	1,801	7.0
Private Non-Profit	\$24,549	\$21,120	\$23,518	\$26,935	\$14.30	\$13.00	\$14.50	\$15.50	20	1,660	3.8
Type of Agency											
Head Start	\$25,933	\$21,965	\$25,484	\$29,213	\$14.92	\$13.00	\$15.00	\$16.00	26	1,670	4.8
Early Head Start	\$25,568	\$20,554	\$25,484	\$29,213	\$14.79	\$13.00	\$15.00	\$16.00	24	1,655	4.5
Other	\$26,607	\$22,500	\$25,484	\$32,781	\$14.75	\$13.50	\$15.00	\$16.00	16	1,689	4.8
Migrant	\$20,373	\$17,660	\$20,000	\$23,460	\$13.67	\$11.00	\$14.00	\$16.00	3	1,518	6.7

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

Teacher Assistant III

Possesses at least an associate's degree in any area; assists teacher in conducting classroom activities, maintaining classroom environment, and supervising children; may also assist in planning and record keeping and other classroom related duties (teacher aide, classroom assistant, classroom aide, child services aide, day care worker, care giver, child care provider, classroom paraprofessional).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$27,904	\$20,303	\$28,600	\$35,152	\$15.88	\$13.50	\$15.50	\$18.00	16	1,658	6.9
Location											
Cluster 1	\$27,887	\$27,174	\$27,887	\$28,600	\$14.50	\$14.00	\$14.50	\$15.00	2	1,920	7.0
Cluster 2	\$31,456	\$22,912	\$31,456	\$40,000	\$20.00	\$17.00	\$20.00	\$23.00	2	1,520	7.5
Cluster 5	\$30,503	\$25,090	\$31,386	\$35,916	\$16.75	\$14.50	\$17.00	\$19.00	4	1,800	4.5
Cluster 6	\$26,470	\$17,788	\$26,470	\$35,152	\$14.00	\$11.00	\$14.00	\$17.00	2	1,842	10.0
Cluster 9	\$29,747	\$17,392	\$34,242	\$37,606	\$16.33	\$11.00	\$18.00	\$20.00	3	1,797	9.3
Union											
Non-Unionized	\$25,302	\$17,392	\$27,174	\$28,600	\$14.60	\$14.00	\$15.00	\$15.00	5	1,712	4.3
Unionized	\$29,206	\$21,280	\$31,386	\$35,152	\$16.45	\$13.00	\$17.00	\$20.00	10	1,634	7.7
Total Students											
251-1000 students	\$25,033	\$17,392	\$21,280	\$37,960	\$15.38	\$12.50	\$14.50	\$17.50	8	1,462	4.2
> 1000 students	\$30,417	\$27,887	\$31,386	\$34,697	\$16.38	\$14.50	\$16.50	\$19.00	8	1,855	9.3
Budget Range											
\$8-\$15 million	\$27,945	\$21,280	\$27,174	\$37,960	\$16.38	\$13.50	\$16.00	\$19.00	8	1,515	4.3
>\$15 million	\$29,652	\$20,303	\$33,872	\$35,152	\$15.43	\$12.00	\$16.00	\$18.00	7	1,910	10.0
Demographics											
Urbanized	\$30,755	\$25,043	\$31,236	\$36,101	\$17.00	\$14.50	\$16.50	\$19.00	8	1,794	7.1
Suburban	\$30,490	\$24,602	\$32,026	\$36,379	\$16.75	\$14.50	\$17.50	\$19.00	4	1,834	6.0
Rural	\$16,854	\$15,382	\$17,392	\$17,788	\$12.75	\$11.00	\$12.50	\$14.50	4	1,211	7.3
Type of Program											
School District	\$32,385	\$22,912	\$34,242	\$40,000	\$20.00	\$17.00	\$20.00	\$23.00	3	1,584	10.0
Other Public Agency	\$28,098	\$17,788	\$28,900	\$37,606	\$16.33	\$11.00	\$18.00	\$20.00	3	1,708	9.3
Private Non-Profit	\$25,405	\$18,848	\$24,227	\$31,876	\$14.33	\$13.00	\$14.00	\$15.00	9	1,619	3.7
Type of Agency											
Head Start	\$27,904	\$20,303	\$28,600	\$35,152	\$15.88	\$13.50	\$15.50	\$18.00	16	1,658	6.9
Early Head Start	\$28,573	\$22,096	\$28,750	\$34,697	\$15.69	\$14.00	\$16.00	\$18.00	13	1,694	7.1
Other	\$29,915	\$20,350	\$34,057	\$36,556	\$16.33	\$14.00	\$17.00	\$18.00	9	1,644	7.6
Migrant	\$16,585	\$15,382	\$16,585	\$17,788	\$13.00	\$11.00	\$13.00	\$15.00	2	1,322	15.0

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

Home Visitor I (high school or Associate's degree)

Possesses at least a high school diploma or GED and a Home Based CDA or equivalent credential, or is enrolled in a program leading to an associate or baccalaureate degree in an area; has primary responsibility for planning, carrying out and keeping records of home-based education; provides educational activities for child and parent in the child's home (home visitor, home-based teacher).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$35,405	\$28,993	\$35,662	\$42,209	\$18.69	\$16.00	\$17.00	\$21.00	32	1,888	7.5
Location											
Cluster 1	\$37,938	\$30,213	\$42,173	\$42,245	\$19.60	\$16.00	\$20.00	\$24.00	5	1,926	6.0
Cluster 3	\$48,189	\$33,800	\$48,189	\$62,577	\$23.00	\$16.00	\$23.00	\$30.00	2	2,084	11.0
Cluster 5	\$36,271	\$38,834	\$38,854	\$40,040	\$20.20	\$19.00	\$19.00	\$19.00	5	1,794	8.2
Cluster 6	\$30,975	\$27,591	\$31,327	\$36,899	\$16.67	\$15.00	\$16.00	\$18.00	6	1,830	8.5
Cluster 7	\$35,106	\$30,729	\$35,547	\$39,042	\$17.67	\$17.00	\$17.00	\$19.00	3	2,003	5.3
Cluster 8	\$26,141	\$24,444	\$26,000	\$30,903	\$14.60	\$13.00	\$14.00	\$16.00	5	1,783	4.6
Cluster 9	\$41,662	\$37,440	\$43,083	\$45,594	\$22.00	\$18.00	\$22.00	\$24.00	5	1,934	10.0
Union											
Non-Unionized	\$31,924	\$26,796	\$33,197	\$37,315	\$16.42	\$15.00	\$16.50	\$18.00	12	1,927	4.9
Unionized	\$37,494	\$30,816	\$38,137	\$44,338	\$20.05	\$17.00	\$18.50	\$24.00	20	1,865	9.0
Total Students											
0-250 students	\$34,206	\$27,591	\$30,903	\$33,800	\$17.89	\$15.00	\$16.00	\$17.00	9	1,910	6.8
251-1000 students	\$34,955	\$34,882	\$35,776	\$38,854	\$17.82	\$17.00	\$17.00	\$19.00	11	1,965	5.9
> 1000 students	\$36,718	\$27,636	\$42,601	\$45,613	\$20.08	\$14.50	\$21.00	\$24.00	12	1,801	9.5
Budget Range											
<\$2.5 million	\$36,650	\$26,000	\$32,352	\$42,173	\$19.17	\$14.00	\$16.50	\$25.00	6	1,912	7.3
\$2.5-\$7.5 million	\$33,882	\$27,773	\$35,017	\$38,854	\$17.00	\$15.00	\$17.00	\$19.00	6	1,993	5.6
\$8-\$15 million	\$34,955	\$32,805	\$35,454	\$37,908	\$17.13	\$17.00	\$17.00	\$18.00	8	2,030	5.6
>\$15 million	\$37,331	\$30,213	\$43,020	\$45,632	\$20.80	\$16.00	\$23.00	\$24.00	10	1,762	10.1
Demographics											
Urbanized	\$41,031	\$38,834	\$40,040	\$43,083	\$21.00	\$19.00	\$19.00	\$25.00	11	1,971	9.0
Suburban	\$33,511	\$17,997	\$35,547	\$45,594	\$19.00	\$17.00	\$17.00	\$22.00	7	1,749	5.9
Rural	\$31,932	\$27,591	\$30,816	\$35,776	\$16.71	\$15.00	\$16.50	\$17.00	14	1,892	7.2
Type of Program											
Other Public Agency	\$37,737	\$26,000	\$42,957	\$46,419	\$20.14	\$13.00	\$22.00	\$24.00	7	1,857	9.2
Private Non-Profit	\$34,209	\$30,213	\$35,121	\$38,834	\$17.56	\$16.00	\$17.00	\$19.00	18	1,927	6.2
Other	\$36,329	\$27,773	\$39,042	\$42,173	\$19.67	\$15.00	\$19.00	\$25.00	3	1,873	4.0
County Educ. Dept.	\$33,660	\$24,444	\$30,903	\$45,632	\$19.33	\$14.00	\$17.00	\$27.00	3	1,768	11.3
Type of Agency											
Head Start	\$34,642	\$28,993	\$35,662	\$41,142	\$18.32	\$16.00	\$17.00	\$19.50	28	1,883	7.3
Early Head Start	\$35,405	\$28,993	\$35,662	\$42,209	\$18.69	\$16.00	\$17.00	\$21.00	32	1,888	7.5
Other	\$35,800	\$30,816	\$35,662	\$41,499	\$18.63	\$17.00	\$17.00	\$21.50	16	1,915	9.2
Migrant	\$31,059	\$16,763	\$30,441	\$42,957	\$17.00	\$13.00	\$15.00	\$24.00	6	1,758	9.2

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

Home Visitor II (Bachelor's degree)

Possesses at least an associate degree in any area; has primary responsibility for planning, carrying out and keeping records of home-based education; provides educational activities for child and parent in the child's home (home visitor, home-based teacher).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$39,246	\$33,904	\$38,438	\$43,375	\$20.33	\$17.00	\$19.00	\$23.00	30	1,877	7.9
Location											
Cluster 1	\$39,030	\$38,183	\$39,520	\$43,375	\$21.60	\$19.00	\$20.00	\$26.00	5	1,846	9.0
Cluster 2	\$44,751	\$33,280	\$44,751	\$56,222	\$24.00	\$16.00	\$24.00	\$32.00	2	1,932	13.0
Cluster 3	\$43,280	\$34,070	\$35,506	\$54,900	\$22.20	\$17.00	\$17.00	\$30.00	5	1,955	8.3
Cluster 5	\$38,238	\$35,219	\$39,676	\$41,257	\$19.40	\$18.00	\$20.00	\$20.00	5	1,821	4.4
Cluster 6	\$34,938	\$25,627	\$37,118	\$44,249	\$18.75	\$14.50	\$18.00	\$23.00	4	1,855	8.5
Cluster 8	\$33,299	\$31,734	\$33,904	\$34,258	\$16.00	\$15.00	\$16.00	\$17.00	4	1,803	5.8
Cluster 9	\$44,782	\$41,600	\$43,946	\$48,801	\$23.33	\$20.00	\$23.00	\$27.00	3	1,923	15.0
Union											
Non-Unionized	\$36,811	\$34,164	\$36,327	\$40,217	\$18.00	\$16.00	\$18.00	\$20.00	12	1,978	4.8
Unionized	\$40,965	\$32,000	\$41,600	\$48,801	\$21.89	\$17.00	\$19.50	\$27.00	17	1,810	9.9
Total Students											
0-250 students	\$40,680	\$33,904	\$35,027	\$44,072	\$21.71	\$16.00	\$18.00	\$29.00	7	1,903	7.1
251-1000 students	\$39,894	\$34,258	\$40,914	\$41,600	\$20.58	\$17.50	\$20.00	\$20.50	12	1,882	7.1
> 1000 students	\$37,686	\$32,000	\$37,148	\$48,801	\$19.18	\$14.00	\$18.00	\$23.00	11	1,854	9.2
Budget Range											
<\$2.5 million	\$43,166	\$34,070	\$43,375	\$44,072	\$23.80	\$18.00	\$26.00	\$29.00	5	1,832	9.6
\$2.5-\$7.5 million	\$39,152	\$35,027	\$40,217	\$41,600	\$19.83	\$17.00	\$19.50	\$20.00	6	2,002	5.0
\$8-\$15 million	\$40,955	\$34,258	\$38,438	\$41,600	\$21.33	\$18.00	\$20.00	\$20.00	9	1,938	6.4
>\$15 million	\$35,423	\$30,000	\$35,506	\$39,208	\$17.67	\$14.00	\$17.00	\$19.00	9	1,849	10.0
Demographics											
Urbanized	\$41,783	\$35,506	\$39,520	\$44,072	\$20.85	\$17.00	\$20.00	\$23.00	13	2,015	7.4
Suburban	\$39,654	\$32,000	\$39,208	\$43,375	\$21.13	\$17.50	\$19.50	\$25.00	8	1,659	9.1
Rural	\$35,264	\$31,734	\$34,258	\$41,600	\$18.89	\$16.00	\$17.00	\$20.00	9	1,871	7.4
Type of Program											
School District	\$50,825	\$46,088	\$51,851	\$55,561	\$28.75	\$26.00	\$30.00	\$31.50	4	1,782	13.8
Other Public Agency	\$34,779	\$24,113	\$36,800	\$45,445	\$19.25	\$15.00	\$19.00	\$23.50	4	1,789	10.0
Private Non-Profit	\$37,703	\$33,904	\$37,148	\$39,520	\$18.33	\$16.00	\$17.50	\$20.00	18	1,934	6.1
Other	\$39,550	\$35,027	\$39,550	\$44,072	\$21.50	\$17.00	\$21.50	\$26.00	2	1,900	3.0
County Educ. Dept.	\$37,840	\$31,734	\$37,840	\$43,946	\$22.50	\$18.00	\$22.50	\$27.00	2	1,705	10.5
Type of Agency											
Head Start	\$38,627	\$33,904	\$38,438	\$41,600	\$20.00	\$17.00	\$19.00	\$21.00	26	1,870	7.9
Early Head Start	\$39,600	\$33,987	\$38,823	\$43,661	\$20.45	\$17.00	\$19.00	\$23.00	29	1,882	7.9
Other	\$39,549	\$35,506	\$40,404	\$43,375	\$20.77	\$17.00	\$20.00	\$23.00	13	1,924	9.6
Migrant	\$34,221	\$16,226	\$37,148	\$49,290	\$17.67	\$12.00	\$14.00	\$27.00	3	1,503	11.0

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

Home Visitor III (Master's degree)

Possesses at least a baccalaureate degree in any area; has primary responsibility for planning, carrying out and keeping records of home-based education; provides educational activities for child and parent in the child's home (home visitor, home-based teacher).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$49,758	\$42,224	\$44,560	\$62,577	\$24.86	\$18.00	\$22.00	\$30.00	7	1,806	6.3
Location											
Cluster 3	\$45,519	\$31,756	\$42,224	\$62,577	\$22.67	\$18.00	\$20.00	\$30.00	3	1,967	5.0
Union											
Non-Unionized	\$43,612	\$42,224	\$43,612	\$45,000	\$21.00	\$20.00	\$21.00	\$22.00	2	2,080	7.0
Unionized	\$52,831	\$37,938	\$53,348	\$67,724	\$26.40	\$18.00	\$27.00	\$30.00	4	1,696	6.0
Total Students											
251-1000 students	\$52,313	\$31,756	\$52,313	\$72,870	\$29.50	\$18.00	\$29.50	\$41.00	2	1,759	15.0
> 1000 students	\$43,781	\$42,224	\$44,119	\$45,000	\$21.25	\$18.00	\$21.00	\$24.50	4	1,759	5.0
Budget Range											
>\$15 million	\$40,775	\$36,990	\$43,172	\$44,560	\$20.60	\$18.00	\$20.00	\$22.00	5	1,754	5.0
Demographics											
Urbanized	\$55,668	\$43,612	\$53,789	\$67,724	\$28.25	\$21.00	\$26.00	\$35.50	4	2,008	8.0
Suburban	\$37,938	\$31,756	\$37,938	\$44,119	\$20.33	\$16.00	\$18.00	\$27.00	3	1,536	3.0
Type of Program											
Private Non-Profit	\$45,389	\$36,990	\$43,612	\$53,789	\$21.20	\$18.00	\$20.00	\$22.00	5	1,846	5.5
Type of Agency											
Head Start	\$47,194	\$42,224	\$44,119	\$45,000	\$24.00	\$18.00	\$21.00	\$27.00	6	1,759	7.0
Early Head Start	\$53,358	\$44,119	\$45,000	\$62,577	\$26.00	\$20.00	\$24.50	\$30.00	6	1,818	6.3
Other	\$57,547	\$42,224	\$57,547	\$72,870	\$30.50	\$20.00	\$30.50	\$41.00	2	1,932	11.0

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