

CHSA

**Compensation Analysis
by Job Category**

Health Staff

Health/Nutrition Manager

Manages overall health and/or nutrition/food service activities of the organization; includes supervision of staff in health roles, report writing and maintaining, monitoring, tracking, overseeing and assuring confidentiality of health records; may or may not perform nursing, dietician, or health care duties (supervisor or director of nursing, health services manager, health coordinator, health services director).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$61,394	\$52,500	\$57,372	\$70,000	\$34.92	\$26.50	\$30.50	\$38.00	36	1,882	7.9
Location											
Cluster 1	\$47,834	\$27,787	\$52,181	\$67,882	\$36.50	\$26.50	\$32.50	\$46.50	4	1,650	7.3
Cluster 2	\$76,475	\$51,840	\$70,000	\$107,584	\$42.00	\$26.00	\$34.00	\$66.00	3	1,809	10.7
Cluster 3	\$70,562	\$52,500	\$64,261	\$95,532	\$38.67	\$26.00	\$38.50	\$50.00	6	1,917	7.5
Cluster 5	\$59,916	\$57,372	\$62,730	\$68,500	\$33.17	\$30.00	\$33.00	\$36.00	6	1,918	7.8
Cluster 6	\$64,489	\$37,706	\$47,509	\$88,685	\$40.80	\$23.00	\$27.00	\$45.00	5	1,872	8.4
Cluster 8	\$47,886	\$33,858	\$54,500	\$55,300	\$24.33	\$19.00	\$26.00	\$28.00	3	1,960	11.3
Cluster 9	\$63,455	\$56,862	\$59,497	\$70,048	\$34.00	\$30.50	\$35.00	\$37.50	4	1,870	6.8
Union											
Non-Unionized	\$54,363	\$47,600	\$55,723	\$62,730	\$28.44	\$26.00	\$28.00	\$31.00	19	1,911	7.2
Unionized	\$67,466	\$53,150	\$59,497	\$88,264	\$41.39	\$28.00	\$37.50	\$50.00	22	1,858	8.5
Total Students											
0-250 students	\$45,244	\$35,441	\$37,990	\$55,792	\$30.63	\$21.50	\$25.50	\$38.50	8	1,625	10.4
251-1000 students	\$59,573	\$53,515	\$57,813	\$63,523	\$33.69	\$28.00	\$30.50	\$35.00	16	1,948	8.0
> 1000 students	\$76,783	\$56,742	\$73,407	\$88,685	\$39.42	\$27.00	\$36.50	\$41.50	12	1,926	6.1
Budget Range											
<\$2.5 million	\$46,134	\$33,858	\$37,024	\$56,283	\$34.60	\$22.00	\$31.00	\$46.00	5	1,503	7.2
\$2.5-\$7.5 million	\$57,384	\$52,500	\$55,300	\$63,523	\$30.89	\$26.00	\$28.00	\$34.00	9	1,931	10.6
\$8-\$15 million	\$62,173	\$53,170	\$57,933	\$66,381	\$35.00	\$28.00	\$30.00	\$36.00	13	1,956	7.3
>\$15 million	\$81,927	\$56,742	\$79,000	\$88,685	\$39.00	\$27.00	\$35.00	\$38.00	9	1,998	6.7
Demographics											
Urbanized	\$61,768	\$51,840	\$61,525	\$73,407	\$35.47	\$27.00	\$31.00	\$38.00	15	1,893	7.9
Suburban	\$64,697	\$54,966	\$57,933	\$79,102	\$35.56	\$28.00	\$28.00	\$38.00	9	1,878	6.8
Rural	\$58,336	\$38,275	\$55,300	\$58,000	\$33.75	\$24.50	\$28.00	\$35.00	12	1,872	8.8
Type of Program											
School District	\$99,079	\$88,264	\$101,388	\$107,584	\$57.67	\$50.00	\$57.00	\$66.00	3	1,727	15.3
Other Public Agency	\$87,174	\$68,500	\$79,102	\$88,685	\$47.40	\$38.00	\$38.00	\$45.00	5	1,941	7.6
Private Non-Profit	\$55,605	\$51,840	\$55,723	\$60,320	\$29.29	\$26.00	\$28.00	\$31.00	21	1,954	6.9
Other	\$42,350	\$23,125	\$45,712	\$61,575	\$36.67	\$21.00	\$34.00	\$55.00	3	1,531	6.3
County Educ. Dept.	\$56,086	\$33,858	\$60,993	\$73,407	\$30.33	\$19.00	\$35.00	\$37.00	3	1,840	11.3
Type of Agency											
Head Start	\$63,619	\$54,008	\$57,813	\$71,704	\$34.84	\$27.00	\$30.50	\$37.50	32	1,931	8.2
Early Head Start	\$61,150	\$49,920	\$57,499	\$71,704	\$35.29	\$27.00	\$31.00	\$38.00	31	1,871	7.8
Other	\$65,475	\$51,840	\$58,000	\$73,407	\$36.71	\$28.00	\$28.50	\$35.00	14	1,933	8.9
Migrant	\$76,932	\$38,728	\$71,100	\$115,135	\$46.75	\$27.00	\$36.50	\$66.50	4	1,937	3.5

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

Nurse

Formally trained health caregiver (RN or LPN) who performs direct health services, such screening, examinations and immunizations; performs first aid; reviews child and family health data and develops individual health plans; confers with staff and parents about health-related issues; reviews emergency information; may administer medication; offers health education, training and counseling; maintains and tracks health records; may provide training in first aid and CPR (school nurse).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$46,208	\$36,052	\$45,566	\$56,926	\$35.50	\$24.00	\$34.50	\$46.50	12	1,440	3.8
<u>Location</u>											
Cluster 2	\$53,680	\$36,237	\$50,000	\$74,803	\$28.33	\$24.00	\$24.00	\$37.00	3	1,863	1.5
Cluster 3	\$35,955	\$16,940	\$35,955	\$54,971	\$45.50	\$41.00	\$45.50	\$50.00	2	763	4.0
Cluster 6	\$40,844	\$35,867	\$40,844	\$45,821	\$27.00	\$22.00	\$27.00	\$32.00	2	1,540	4.0
Cluster 9	\$67,254	\$58,880	\$67,254	\$75,628	\$48.00	\$43.00	\$48.00	\$53.00	2	1,436	2.5
<u>Union</u>											
Non-Unionized	\$28,563	\$16,940	\$28,563	\$40,186	\$33.50	\$26.00	\$33.50	\$41.00	2	988	1.5
Unionized	\$49,737	\$36,237	\$47,910	\$58,880	\$35.90	\$24.00	\$34.50	\$50.00	10	1,522	4.2
<u>Total Students</u>											
251-1000 students	\$47,035	\$40,186	\$47,656	\$54,971	\$33.67	\$24.00	\$31.50	\$41.00	6	1,518	2.7
> 1000 students	\$50,486	\$36,237	\$45,821	\$58,880	\$37.33	\$24.00	\$37.50	\$50.00	6	1,488	4.6
<u>Budget Range</u>											
\$2.5-\$7.5 million	\$35,955	\$16,940	\$35,955	\$54,971	\$45.50	\$41.00	\$45.50	\$50.00	2	763	4.0
\$8-\$15 million	\$52,575	\$42,749	\$47,656	\$62,402	\$27.75	\$24.00	\$25.00	\$31.50	4	1,895	2.0
>\$15 million	\$50,486	\$36,237	\$45,821	\$58,880	\$37.33	\$24.00	\$37.50	\$50.00	6	1,488	4.6
<u>Demographics</u>											
Urbanized	\$54,980	\$43,118	\$54,440	\$66,842	\$34.50	\$24.00	\$30.50	\$45.00	4	1,755	2.3
Suburban	\$41,847	\$18,395	\$37,411	\$65,300	\$44.67	\$41.00	\$43.00	\$50.00	3	847	3.8
Rural	\$41,796	\$38,026	\$42,749	\$45,566	\$30.80	\$24.00	\$26.00	\$32.00	5	1,640	4.6
<u>Type of Program</u>											
School District	\$51,701	\$50,000	\$54,971	\$58,880	\$41.00	\$30.50	\$43.50	\$51.50	4	1,281	3.6
Other Public Agency	\$52,439	\$35,867	\$45,821	\$75,628	\$36.75	\$27.00	\$37.50	\$46.50	4	1,732	4.8
Private Non-Profit	\$34,668	\$26,588	\$38,211	\$42,749	\$28.75	\$24.00	\$25.00	\$33.50	4	1,347	2.7
<u>Type of Agency</u>											
Head Start	\$48,869	\$36,237	\$45,821	\$58,880	\$35.00	\$24.00	\$32.00	\$50.00	11	1,525	3.8
Early Head Start	\$47,741	\$36,237	\$45,312	\$58,880	\$35.20	\$24.00	\$34.50	\$43.00	10	1,544	3.7
Other	\$49,560	\$36,237	\$45,821	\$58,880	\$33.25	\$24.00	\$28.00	\$43.50	8	1,671	4.3
Migrant	\$40,844	\$35,867	\$40,844	\$45,821	\$34.67	\$22.00	\$32.00	\$50.00	3	1,540	6.0

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

Health Assistant

Works under the supervision of health manager to ensure that health services are provided; may include client transportation, making appointments, record keeping and referrals (health services aide).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$36,595	\$30,059	\$35,447	\$44,664	\$19.45	\$16.00	\$18.00	\$23.00	33	1,876	8.9
<u>Location</u>											
Cluster 1	\$42,665	\$36,694	\$42,635	\$48,635	\$22.50	\$20.50	\$23.50	\$24.50	4	1,938	6.3
Cluster 2	\$19,025	\$14,239	\$19,025	\$23,812	\$15.33	\$14.00	\$14.00	\$18.00	3	1,258	1.0
Cluster 3	\$38,050	\$30,658	\$31,793	\$40,380	\$18.75	\$15.00	\$15.50	\$21.00	8	2,030	8.5
Cluster 5	\$36,633	\$23,040	\$35,360	\$51,500	\$20.50	\$17.50	\$20.00	\$23.50	4	1,737	4.8
Cluster 6	\$32,591	\$23,409	\$27,648	\$46,717	\$18.33	\$14.00	\$19.00	\$22.00	3	1,747	11.0
Cluster 7	\$43,711	\$35,506	\$43,711	\$51,917	\$21.00	\$17.00	\$21.00	\$25.00	2	2,080	25.0
Cluster 8	\$23,473	\$21,563	\$23,473	\$25,384	\$15.00	\$13.00	\$15.00	\$17.00	2	1,575	6.0
Cluster 9	\$41,677	\$37,502	\$40,952	\$43,857	\$21.40	\$20.00	\$21.00	\$24.00	5	1,976	11.4
<u>Union</u>											
Non-Unionized	\$38,112	\$31,229	\$35,716	\$42,635	\$20.31	\$16.00	\$18.00	\$24.00	12	1,912	7.1
Unionized	\$35,584	\$27,648	\$35,447	\$44,664	\$18.90	\$16.00	\$18.00	\$22.50	18	1,854	9.8
<u>Total Students</u>											
0-250 students	\$40,628	\$31,512	\$35,388	\$37,502	\$20.60	\$15.00	\$18.00	\$23.00	5	1,971	5.5
251-1000 students	\$33,682	\$30,369	\$34,320	\$36,096	\$18.50	\$16.00	\$17.00	\$22.00	14	1,838	10.7
> 1000 students	\$38,071	\$25,730	\$42,405	\$46,994	\$20.00	\$17.00	\$20.50	\$24.00	14	1,861	7.9
<u>Budget Range</u>											
<\$2.5 million	\$33,615	\$30,786	\$33,450	\$36,445	\$17.50	\$14.50	\$16.50	\$20.50	4	1,944	5.5
\$2.5-\$7.5 million	\$42,807	\$33,226	\$35,801	\$52,388	\$20.75	\$16.50	\$17.00	\$25.00	4	2,050	15.3
\$8-\$15 million	\$36,150	\$25,384	\$35,360	\$47,270	\$19.82	\$15.00	\$18.00	\$25.00	11	1,826	9.1
>\$15 million	\$37,148	\$27,648	\$39,476	\$46,717	\$19.25	\$16.00	\$19.50	\$22.50	12	1,897	9.3
<u>Demographics</u>											
Urbanized	\$37,420	\$31,512	\$35,506	\$40,952	\$18.73	\$15.00	\$18.00	\$20.00	15	1,952	6.3
Suburban	\$37,320	\$30,658	\$35,742	\$45,690	\$20.54	\$17.00	\$22.00	\$23.00	13	1,845	10.1
Rural	\$32,711	\$25,384	\$27,648	\$37,112	\$18.80	\$14.00	\$19.00	\$24.00	5	1,740	12.2
<u>Type of Program</u>											
School District	\$34,268	\$35,388	\$36,096	\$40,952	\$20.60	\$18.00	\$20.00	\$23.00	5	1,655	10.2
Other Public Agency	\$38,775	\$27,648	\$43,857	\$48,963	\$20.40	\$19.00	\$21.00	\$24.00	5	1,913	9.0
Private Non-Profit	\$36,691	\$30,059	\$34,320	\$46,717	\$19.09	\$15.00	\$17.50	\$23.00	22	1,912	8.2
<u>Type of Agency</u>											
Head Start	\$35,966	\$27,648	\$35,506	\$44,664	\$19.50	\$17.00	\$18.50	\$23.50	28	1,842	9.1
Early Head Start	\$36,836	\$28,854	\$35,447	\$45,690	\$19.68	\$16.00	\$18.00	\$24.00	31	1,862	8.3
Other	\$36,336	\$27,648	\$35,388	\$46,717	\$19.93	\$17.00	\$20.00	\$24.00	15	1,794	11.3
Migrant	\$30,655	\$22,486	\$25,529	\$38,824	\$19.40	\$17.00	\$19.00	\$23.00	5	1,623	9.0

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

Nutritionist

Plans and analyzes menus; designs special diets; conducts nutrition assessments, reviews individual child and family nutrition data and develops individual nutrition plans; confers with staff and parents about nutrition-related issues; may provide nutrition education, training and counseling; may oversee food services operations, including food safety and sanitation checks; may develop, track and oversee food services budget; possesses formal credentials in nutrition/dietetics (dietitian).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$55,668	\$42,000	\$48,814	\$67,241	\$34.67	\$24.00	\$33.00	\$44.00	12	1,552	6.7
Location											
Cluster 1	\$77,604	\$65,000	\$77,604	\$90,207	\$44.33	\$31.00	\$47.00	\$55.00	3	1,453	6.0
Cluster 6	\$44,154	\$37,890	\$44,154	\$50,419	\$22.00	\$20.00	\$22.00	\$24.00	2	1,992	11.0
Union											
Non-Unionized	\$53,500	\$42,000	\$53,500	\$65,000	\$36.00	\$17.00	\$31.00	\$60.00	2	1,390	3.5
Unionized	\$56,210	\$41,656	\$48,814	\$70,324	\$34.22	\$24.00	\$35.00	\$41.00	8	1,585	7.3
Total Students											
251-1000 students	\$50,440	\$43,656	\$46,260	\$57,225	\$41.67	\$24.00	\$41.00	\$60.00	3	1,420	6.3
> 1000 students	\$63,385	\$50,419	\$65,000	\$73,407	\$28.43	\$20.00	\$25.00	\$35.00	7	2,013	8.0
Budget Range											
\$8-\$15 million	\$43,656	\$42,000	\$43,656	\$45,312	\$42.00	\$24.00	\$42.00	\$60.00	2	1,310	6.0
>\$15 million	\$63,385	\$50,419	\$65,000	\$73,407	\$28.43	\$20.00	\$25.00	\$35.00	7	2,013	8.0
Demographics											
Urbanized	\$55,904	\$42,604	\$56,104	\$69,204	\$36.60	\$31.00	\$35.00	\$37.00	5	1,485	3.8
Suburban	\$70,313	\$50,419	\$70,313	\$90,207	\$29.33	\$17.00	\$24.00	\$47.00	3	1,680	10.0
Rural	\$48,111	\$39,945	\$43,656	\$56,277	\$36.25	\$22.00	\$32.50	\$50.50	4	1,541	7.8
Type of Program											
Private Non-Profit	\$47,990	\$42,000	\$46,260	\$50,419	\$31.14	\$24.00	\$25.00	\$37.00	7	1,564	5.7
County Educ. Dept.	\$76,952	\$67,241	\$73,407	\$90,207	\$41.00	\$35.00	\$41.00	\$47.00	3	1,880	8.3
Type of Agency											
Head Start	\$57,632	\$45,312	\$50,419	\$67,241	\$32.40	\$24.00	\$28.00	\$41.00	10	1,744	7.5
Early Head Start	\$55,668	\$42,000	\$48,814	\$67,241	\$34.67	\$24.00	\$33.00	\$44.00	12	1,599	6.4
Other	\$59,447	\$45,312	\$50,419	\$73,407	\$27.43	\$20.00	\$24.00	\$35.00	7	1,981	9.0
Migrant	\$64,048	\$37,890	\$64,048	\$90,207	\$28.00	\$17.00	\$20.00	\$47.00	3	1,912	6.0

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

Food Services Manager

Responsible for the day-to-day operation of a food service operation; may include some supervision, maintenance of records, purchasing, and distribution of meals and snacks (cafeteria manager, kitchen supervisor).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$44,398	\$30,056	\$43,308	\$55,704	\$23.05	\$16.00	\$24.00	\$29.00	19	1,937	10.3
<u>Location</u>											
Cluster 2	\$44,903	\$37,966	\$44,903	\$51,840	\$26.50	\$23.00	\$26.50	\$30.00	2	1,684	3.0
Cluster 5	\$53,952	\$42,880	\$58,392	\$65,024	\$27.00	\$20.50	\$30.00	\$33.50	4	2,014	10.8
Cluster 6	\$32,419	\$23,523	\$26,540	\$41,316	\$16.75	\$12.00	\$14.50	\$21.50	4	1,932	14.3
Cluster 7	\$42,436	\$38,688	\$43,308	\$45,312	\$22.67	\$19.00	\$24.00	\$25.00	3	1,911	14.0
Cluster 9	\$51,639	\$43,000	\$51,639	\$60,278	\$25.00	\$21.00	\$25.00	\$29.00	2	2,080	7.0
<u>Union</u>											
Non-Unionized	\$40,742	\$29,765	\$37,000	\$45,920	\$21.60	\$16.00	\$19.00	\$28.00	5	1,885	5.0
Unionized	\$45,704	\$37,966	\$44,310	\$55,704	\$23.57	\$19.00	\$24.50	\$29.00	14	1,956	11.2
<u>Total Students</u>											
0-250 students	\$31,512	\$26,025	\$31,512	\$37,000	\$17.50	\$16.00	\$17.50	\$19.00	2	1,812	5.0
251-1000 students	\$40,446	\$30,056	\$43,000	\$45,312	\$20.43	\$14.00	\$21.00	\$25.00	7	2,008	12.1
> 1000 students	\$51,961	\$45,920	\$55,578	\$61,080	\$27.33	\$27.00	\$29.00	\$31.00	9	1,894	9.3
<u>Budget Range</u>											
<\$2.5 million	\$33,383	\$29,765	\$33,383	\$37,000	\$16.50	\$14.00	\$16.50	\$19.00	2	2,020	5.0
\$2.5-\$7.5 million	\$37,444	\$26,025	\$43,000	\$43,308	\$20.67	\$16.00	\$21.00	\$25.00	3	1,826	11.0
\$8-\$15 million	\$42,339	\$30,056	\$42,000	\$51,840	\$22.33	\$14.00	\$21.50	\$30.00	6	1,951	11.3
>\$15 million	\$50,676	\$37,966	\$55,578	\$65,000	\$26.00	\$23.00	\$28.00	\$31.00	7	1,929	11.4
<u>Demographics</u>											
Urbanized	\$50,406	\$37,966	\$51,840	\$65,000	\$26.14	\$23.00	\$27.00	\$31.00	7	1,917	9.3
Suburban	\$52,309	\$45,920	\$55,578	\$60,278	\$27.40	\$27.00	\$28.00	\$29.00	5	1,939	8.5
<u>Type of Program</u>											
Rural	\$32,740	\$26,025	\$29,765	\$43,000	\$16.86	\$13.00	\$16.00	\$21.00	7	1,955	13.0
Other Public Agency	\$44,476	\$37,000	\$43,000	\$60,278	\$22.80	\$19.00	\$21.00	\$29.00	5	1,968	8.4
Private Non-Profit	\$45,312	\$37,966	\$45,616	\$55,578	\$23.60	\$19.00	\$25.50	\$28.00	10	1,941	9.5
Other	\$34,666	\$26,025	\$34,666	\$43,308	\$20.50	\$16.00	\$20.50	\$25.00	2	1,699	10.0
<u>Type of Agency</u>											
Head Start	\$44,398	\$30,056	\$43,308	\$55,704	\$23.05	\$16.00	\$24.00	\$29.00	19	1,937	10.3
Early Head Start	\$44,398	\$30,056	\$43,308	\$55,704	\$23.05	\$16.00	\$24.00	\$29.00	19	1,937	10.3
Other	\$42,309	\$30,056	\$43,000	\$51,840	\$22.09	\$14.00	\$23.00	\$28.00	11	1,937	13.9
Migrant	\$32,749	\$24,038	\$32,028	\$41,460	\$17.75	\$12.00	\$16.00	\$23.50	4	1,896	14.3

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

Cook

Responsible for the preparation and service of meals, receiving and storing of food stuffs and supplies, and sanitation related to these activities; may be asked to keep general records and/or inventory; locates, follows, and/or adapts recipes.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$24,758	\$20,601	\$24,977	\$27,613	\$13.71	\$12.50	\$13.00	\$15.00	28	1,779	7.8
Location											
Cluster 1	\$27,292	\$27,000	\$27,292	\$27,585	\$13.50	\$13.00	\$13.50	\$14.00	2	2,046	5.5
Cluster 2	\$26,295	\$24,977	\$26,295	\$27,613	\$15.50	\$15.00	\$15.50	\$16.00	2	1,684	3.0
Cluster 5	\$30,973	\$27,500	\$29,224	\$36,195	\$16.67	\$14.00	\$17.00	\$19.00	3	1,870	10.7
Cluster 6	\$21,961	\$20,601	\$22,053	\$22,882	\$12.40	\$12.00	\$13.00	\$13.00	5	1,801	6.3
Cluster 7	\$22,214	\$20,293	\$22,214	\$24,134	\$12.50	\$12.00	\$12.50	\$13.00	2	1,827	7.5
Cluster 8	\$22,279	\$17,564	\$22,870	\$26,993	\$12.75	\$11.50	\$12.50	\$14.00	4	1,722	4.8
Cluster 9	\$28,870	\$17,472	\$33,280	\$35,859	\$14.67	\$11.00	\$16.00	\$17.00	3	1,907	9.7
Union											
Non-Unionized	\$23,112	\$20,500	\$22,902	\$27,040	\$13.14	\$13.00	\$13.00	\$14.00	13	1,714	7.2
Unionized	\$26,287	\$22,882	\$25,551	\$29,224	\$14.29	\$12.00	\$13.50	\$16.00	14	1,843	8.3
Total Students											
0-250 students	\$24,181	\$22,053	\$23,944	\$28,000	\$13.57	\$13.00	\$13.00	\$15.00	7	1,681	9.8
251-1000 students	\$23,506	\$20,293	\$23,508	\$27,040	\$12.90	\$12.00	\$13.00	\$14.00	10	1,810	6.4
> 1000 students	\$26,212	\$20,601	\$27,000	\$27,613	\$14.55	\$13.00	\$14.00	\$17.00	11	1,813	7.7
Budget Range											
<\$2.5 million	\$25,489	\$22,477	\$25,451	\$28,500	\$14.00	\$13.00	\$14.00	\$15.00	5	1,671	10.4
\$2.5-\$7.5 million	\$22,344	\$18,143	\$20,293	\$24,987	\$13.40	\$12.00	\$13.00	\$14.00	5	1,654	8.3
\$8-\$15 million	\$24,911	\$22,882	\$27,040	\$27,585	\$13.78	\$13.00	\$13.00	\$14.00	9	1,817	5.0
>\$15 million	\$25,622	\$20,601	\$24,977	\$27,000	\$13.67	\$12.00	\$13.00	\$15.00	9	1,870	9.3
Demographics											
Urbanized	\$27,555	\$24,977	\$27,585	\$29,224	\$14.43	\$13.00	\$14.00	\$16.00	7	1,908	9.3
Suburban	\$25,194	\$20,500	\$26,125	\$27,500	\$14.14	\$12.00	\$13.00	\$17.00	7	1,809	5.8
Rural	\$23,017	\$20,601	\$22,882	\$24,987	\$13.14	\$12.00	\$13.00	\$14.00	14	1,700	7.8
Type of Program											
Other Public Agency	\$29,248	\$27,500	\$29,000	\$33,280	\$15.60	\$15.00	\$16.00	\$17.00	5	1,895	8.8
Private Non-Profit	\$23,335	\$20,753	\$24,961	\$27,000	\$13.12	\$13.00	\$13.00	\$14.00	17	1,784	4.7
Other	\$19,218	\$18,143	\$19,218	\$20,293	\$12.00	\$12.00	\$12.00	\$12.00	2	1,647	12.0
Tribal	\$25,451	\$22,902	\$25,451	\$28,000	\$14.00	\$13.00	\$14.00	\$15.00	3	1,545	14.7
Type of Agency											
Head Start	\$24,758	\$20,601	\$24,977	\$27,613	\$13.71	\$12.50	\$13.00	\$15.00	28	1,779	7.8
Early Head Start	\$25,252	\$20,601	\$25,556	\$27,613	\$13.77	\$12.00	\$13.00	\$15.00	22	1,832	7.2
Other	\$25,837	\$21,742	\$25,551	\$28,419	\$13.75	\$13.00	\$13.00	\$15.50	12	1,874	8.0
Migrant	\$20,396	\$15,018	\$20,551	\$22,882	\$13.00	\$12.00	\$13.00	\$14.00	6	1,582	5.4

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

Assistant Cook

Assists cook in preparation, service, and cleanup activities; may perform other related kitchen duties.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$23,298	\$17,546	\$23,504	\$29,120	\$13.37	\$11.00	\$13.00	\$15.00	19	1,513	5.5
Location											
Cluster 5	\$26,861	\$23,504	\$25,000	\$31,158	\$14.60	\$14.00	\$15.00	\$16.00	5	1,840	5.6
Cluster 8	\$17,383	\$13,263	\$13,888	\$25,000	\$11.67	\$11.00	\$11.00	\$13.00	3	1,486	3.3
Cluster 9	\$32,146	\$29,120	\$32,146	\$35,173	\$15.50	\$14.00	\$15.50	\$17.00	2	2,080	12.5
Union											
Non-Unionized	\$19,643	\$17,546	\$18,900	\$22,880	\$12.29	\$11.00	\$12.00	\$13.00	5	1,450	5.3
Unionized	\$25,126	\$21,140	\$24,470	\$31,158	\$14.00	\$12.00	\$14.00	\$15.50	10	1,549	5.7
Total Students											
0-250 students	\$21,273	\$17,546	\$21,273	\$25,000	\$13.60	\$13.00	\$13.00	\$15.00	5	1,151	6.8
251-1000 students	\$22,450	\$15,460	\$22,880	\$29,120	\$12.57	\$11.00	\$12.00	\$14.00	7	1,763	5.7
> 1000 students	\$24,964	\$18,900	\$24,470	\$33,505	\$14.00	\$11.00	\$14.00	\$17.00	7	1,521	4.4
Budget Range											
<\$2.5 million	\$21,273	\$17,546	\$21,273	\$25,000	\$13.60	\$13.00	\$13.00	\$15.00	5	1,151	6.8
\$8-\$15 million	\$21,982	\$15,460	\$23,192	\$25,000	\$13.00	\$11.00	\$12.00	\$15.00	7	1,458	3.3
>\$15 million	\$24,956	\$18,900	\$23,941	\$33,505	\$13.40	\$11.00	\$12.00	\$16.00	5	1,838	5.8
Demographics											
Urbanized	\$25,641	\$21,140	\$23,504	\$31,158	\$13.43	\$11.00	\$14.00	\$15.00	7	1,481	4.6
Suburban	\$24,051	\$22,880	\$23,941	\$25,000	\$13.83	\$11.00	\$13.50	\$17.00	6	1,596	5.2
Rural	\$20,203	\$15,460	\$17,546	\$25,000	\$12.83	\$12.00	\$12.50	\$14.00	6	1,467	7.0
Type of Program											
Other Public Agency	\$28,573	\$25,000	\$27,060	\$32,146	\$15.25	\$13.50	\$15.50	\$17.00	4	1,892	8.0
Private Non-Profit	\$20,459	\$15,460	\$21,140	\$23,504	\$12.27	\$11.00	\$12.00	\$14.00	11	1,474	3.8
Type of Agency											
Head Start	\$23,298	\$17,546	\$23,504	\$29,120	\$13.39	\$11.00	\$13.50	\$15.00	18	1,546	5.7
Early Head Start	\$23,709	\$18,900	\$23,722	\$29,120	\$13.35	\$11.00	\$13.00	\$15.00	17	1,558	4.9
Other	\$26,011	\$22,880	\$26,530	\$31,158	\$13.63	\$12.00	\$14.00	\$15.00	8	1,538	5.3
Migrant	\$19,131	\$13,263	\$19,131	\$25,000	\$12.00	\$11.00	\$12.00	\$13.00	2	1,605	4.0

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Mental Health Specialist

Provides mental health services or interfaces with mental health professional/consultant; does not generally have supervisory responsibility; collaborates with community mental health agencies to serve clients; plans or implements mental health intervention; observes in classrooms, provides staff support in behavior management, and provides mental health education, training and consultation to staff and parents.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$51,420	\$41,510	\$46,880	\$54,705	\$31.36	\$22.00	\$28.00	\$38.00	22	1,744	6.7
Location											
Cluster 1	\$40,782	\$20,944	\$26,516	\$60,620	\$33.50	\$16.00	\$34.50	\$51.00	4	1,434	6.5
Cluster 2	\$48,520	\$41,510	\$49,344	\$54,705	\$26.67	\$24.00	\$27.00	\$29.00	3	1,834	4.0
Cluster 3	\$72,334	\$37,440	\$68,680	\$110,883	\$39.00	\$18.00	\$33.00	\$66.00	3	1,944	4.5
Cluster 5	\$67,305	\$54,600	\$67,305	\$80,010	\$45.00	\$38.00	\$45.00	\$52.00	2	1,565	7.5
Cluster 6	\$46,030	\$41,642	\$46,030	\$50,419	\$22.00	\$20.00	\$22.00	\$24.00	2	2,080	5.5
Cluster 8	\$40,888	\$33,776	\$40,888	\$48,000	\$27.00	\$23.00	\$27.00	\$31.00	2	1,586	14.0
Cluster 9	\$52,432	\$44,295	\$45,760	\$67,241	\$31.00	\$22.00	\$30.00	\$41.00	3	1,740	7.0
Union											
Non-Unionized	\$45,961	\$41,642	\$44,280	\$48,000	\$27.33	\$21.00	\$23.00	\$30.00	9	1,781	5.9
Unionized	\$55,200	\$41,510	\$50,419	\$67,241	\$34.15	\$24.00	\$30.00	\$41.00	13	1,721	7.3
Total Students											
0-250 students	\$37,197	\$22,000	\$33,776	\$41,642	\$29.80	\$20.00	\$31.00	\$33.00	5	1,526	7.3
251-1000 students	\$49,730	\$44,295	\$48,000	\$54,600	\$29.33	\$22.00	\$27.00	\$30.00	9	1,819	7.7
> 1000 students	\$62,211	\$42,895	\$49,882	\$85,109	\$34.63	\$24.00	\$28.00	\$42.50	8	1,789	5.0
Budget Range											
<\$2.5 million	\$25,221	\$19,888	\$22,000	\$33,776	\$32.00	\$10.00	\$31.00	\$55.00	3	1,156	9.3
\$2.5-\$7.5 million	\$55,035	\$45,760	\$51,851	\$67,241	\$29.20	\$22.00	\$30.00	\$33.00	5	1,923	6.5
\$8-\$15 million	\$52,422	\$40,560	\$46,148	\$52,025	\$29.50	\$21.50	\$25.00	\$29.50	8	1,836	5.5
>\$15 million	\$61,285	\$44,280	\$50,419	\$80,010	\$32.00	\$24.00	\$27.00	\$38.00	5	1,894	7.3
Demographics											
Urbanized	\$48,508	\$37,440	\$49,344	\$54,705	\$30.67	\$24.00	\$29.00	\$33.00	9	1,701	4.6
Suburban	\$59,137	\$43,680	\$50,419	\$90,207	\$35.29	\$21.00	\$27.00	\$52.00	7	1,774	7.7
Rural	\$46,786	\$41,642	\$45,028	\$48,000	\$27.83	\$22.00	\$26.50	\$31.00	6	1,770	8.3
Type of Program											
School District	\$61,825	\$19,888	\$54,705	\$110,883	\$34.33	\$10.00	\$27.00	\$66.00	3	1,891	8.0
Private Non-Profit	\$46,662	\$41,510	\$44,295	\$50,419	\$27.55	\$22.00	\$24.00	\$30.00	11	1,786	6.6
Other	\$38,498	\$22,000	\$41,642	\$51,851	\$35.00	\$20.00	\$30.00	\$55.00	3	1,404	4.0
County Educ. Dept.	\$67,809	\$50,509	\$73,626	\$85,109	\$39.25	\$34.50	\$39.50	\$44.00	4	1,683	9.0
Type of Agency											
Head Start	\$52,028	\$41,576	\$46,880	\$54,653	\$30.10	\$22.00	\$27.00	\$34.50	20	1,793	6.8
Early Head Start	\$52,922	\$41,642	\$48,000	\$54,705	\$32.38	\$23.00	\$29.00	\$38.00	21	1,734	6.3
Other	\$52,544	\$43,680	\$45,760	\$54,705	\$29.09	\$24.00	\$27.00	\$31.00	11	1,825	5.2
Migrant	\$67,244	\$44,280	\$67,244	\$90,207	\$37.00	\$27.00	\$37.00	\$47.00	2	1,780	5.0

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