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).

Overall   \$61,394   \$52,500   \$57,372   \$70,000   \$34.92   \$26.50   \$30.50   \$38.00   36   1,882   7.9     Custer 1   \$47,834   \$27,787   \$52,181   \$67,882   \$36.50   \$22.50   \$46.50   4   1,650   7.3     Cluster 1   \$76,475   \$57,840   \$70,000   \$107,584   \$42.00   \$26.00   \$34.00   \$66.00   6   1,917   7.5     Cluster 3   \$70,562   \$55,737   \$68,500   \$33.10   \$30.00   \$33.00   \$36.00   6   1,918   7.8     Cluster 6   \$64,499   \$37,706   \$47,509   \$88,665   \$40.00   \$22.00   \$28.00   3   1,960   11.3     Cluster 8   \$47,886   \$33,858   \$64,00   \$53.00   \$22.00   \$31.00   19   1,911   7.2     Union   Non-Unionized   \$64,463   \$47,503   \$65,723   \$82,64   \$41.39   \$28.00   \$31.00   \$40.02   \$21.858   \$55.723   \$30.63		Anı	nual Sala	ry		Hour	ly Wage				Other	
Location   Str. 84   Str. 787   Str. 18   Str. 867,882   Str. 850,800   Str. 826,500   Str. 826,500   Str. 846,500   4   1,650   7.3     Cluster 1   \$70,562   \$52,500   \$84,201   \$26,000   \$34,000   \$66,000   3   1,809   10.7     Cluster 3   \$70,562   \$52,500   \$84,201   \$26,000   \$33,000   \$36,000   6   1,917   7.5     Cluster 6   \$54,480   \$37,705   \$47,509   \$88,686   \$40,800   \$23,000   \$27,00   \$45,000   5   1,872   8.4     Cluster 6   \$64,488   \$33,858   \$55,300   \$24,43   \$19,00   \$31,00   19   1,911   7.2     Non-Unionized   \$54,363   \$47,600   \$55,723   \$62,730   \$28,44   \$26,00   \$31,00   19   1,911   7.2     Non-Unionized   \$54,363   \$47,600   \$55,723   \$62,730   \$28,44   \$26,00   \$31,00   19   1,911   7.2   1,858   8.5		Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	Hours	Exper
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   \$107,844   \$42.00   \$36.00   \$36.00   \$61,008   \$107,75C     Cluster 3   \$70,562   \$52,500   \$64,261   \$95,532   \$38.67   \$26.00   \$33.00   \$33.00   \$53.00   \$61,113     Cluster 6   \$64,489   \$37,706   \$47,509   \$88,685   \$40.80   \$22.00   \$26.00   \$28.00   3<1,960	Overall	\$61,394	\$52,500	\$57,372	\$70,000	\$34.92	\$26.50	\$30.50	\$38.00	36	1,882	7.9
Cluster 2   \$76,475   \$51,840   \$70,000   \$107,584   \$42.00   \$26.00   \$33.40   \$66.00   3   1,809   10.7     Cluster 3   \$70,562   \$52,500   \$64,261   \$95,532   \$38.67   \$22.00   \$33.00   \$33.00   \$66.00   6   1,918   7.8     Cluster 6   \$64,499   \$37,706   \$47,509   \$88,685   \$40.80   \$23.00   \$22.00   \$26.00   \$28.00   3   1,960   11.3     Cluster 6   \$64,499   \$37,706   \$47,509   \$56,300   \$24.33   \$19.00   \$26.00   \$28.00   \$31.00   19   1,911   7.2     Cluster 9   \$63,455   \$56,622   \$59,497   \$82,244   \$24.00   \$30.50   \$31.00   19   1,911   7.2     Unionized   \$67,466   \$53,150   \$57,723   \$62,730   \$28.44   \$26.00   \$31.00   19   1,911   7.2     Varionized   \$67,464   \$33,150   \$57,937   \$53,515   \$7,7,13   \$63,523 <td>Location</td> <td></td>	Location											
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   \$68,650   \$33.17   \$30.00   \$33.00   \$64.00   \$1,917   7.5     Cluster 6   \$64,489   \$37,706   \$47,509   \$88,685   \$40.80   \$23.00   \$26.00   \$28.00   \$1,900   \$26.00   \$28.00   \$31.00   \$26.00   \$28.00   \$31.00   \$19.00   \$1.00   \$26.00   \$28.00   \$31.00   \$19.00   \$1.00   \$26.00   \$28.00   \$31.00   \$19.00   \$1.917   7.2     Unionized   \$54,363   \$47,600   \$55,723   \$62,730   \$28.44   \$26.00   \$31.00   \$19.00   \$1.937   7.2     Unionized   \$64,244   \$35,441   \$37,990   \$55,792   \$30.63   \$21.00   \$31.00   \$46.00   \$5   \$1,903   \$4.24     251 otiudents   \$45,244   \$33,515   \$57,913   \$63,223	Cluster 1	\$47,834	\$27,787	\$52,181	\$67,882	\$36.50	\$26.50	\$32.50	\$46.50	4	1,650	7.3
Cluster 5   \$59,916   \$57,372   \$62,730   \$68,600   \$33.17   \$33.00   \$33.00   \$43.00   \$1,918   7.8     Cluster 6   \$64,489   \$37,706   \$47,509   \$88,685   \$40.80   \$22.00   \$45.00   \$51.872   84.13     Cluster 8   \$47,866   \$33.858   \$54,500   \$55,700   \$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   \$33.50   \$31.00   19   1,911   7.6   68     Unionized   \$54,363   \$47,600   \$55,723   \$62,700   \$28.00   \$31.00   19   1,911   7.2     Unionized   \$67,466   \$53,150   \$55,792   \$30.63   \$21.00   \$35.00   16   1,948   8.0     Voloi students   \$56,773   \$53,515   \$57,813   \$63,523   \$33.69   \$28.00   \$33.00   \$4   9   1,918   7.2     S25 million   \$46,134	Cluster 2	\$76,475	\$51,840	\$70,000	\$107,584	\$42.00	\$26.00	\$34.00	\$66.00	3	1,809	10.7
Cluster 6   \$64,499   \$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   \$55,500   \$24.33   \$19.00   \$26.00   \$22.00   \$3   1,960   11.3     Cluster 9   \$63,455   \$56,862   \$55,723   \$62,730   \$28.44   \$26.00   \$31.00   19   1,910   7.2     Unionized   \$67,466   \$53,150   \$55,723   \$62,730   \$28.44   \$26.00   \$31.00   19   1,911   7.2     Unionized   \$67,466   \$53,150   \$55,723   \$62,730   \$28.44   \$26.00   \$31.00   18   1,961   1.2     Unionized   \$67,783   \$56,742   \$73.07   \$88,685   \$21.50   \$38.50   8   8   8   8   8   8   8   \$30.50   \$41.50   12   1,926   6.1     Buidet Mange   \$45,701   \$57,933   \$66,831   \$30.00   \$22.00 <t< td=""><td>Cluster 3</td><td>\$70,562</td><td>\$52,500</td><td>\$64,261</td><td>\$95,532</td><td>\$38.67</td><td>\$26.00</td><td>\$38.50</td><td>\$50.00</td><td>6</td><td>1,917</td><td>7.5</td></t<>	Cluster 3	\$70,562	\$52,500	\$64,261	\$95,532	\$38.67	\$26.00	\$38.50	\$50.00	6	1,917	7.5
Cluster 8 \$47,886 \$33,858 \$54,500 \$52,300 \$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   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 \$45,244 \$35,411 \$37,990 \$55,792 \$30.63 \$21.50 \$23.50 \$41.50 12 1,926 6.1   Budget Range \$25,7813 \$63,523 \$39.42 \$27.00 \$36.50 \$41.50 12 1,926 6.1   Budget Range \$25,710 \$31.00 \$46.00 \$5 1,503 7.2 \$2.5 \$37.50 \$38.00 \$3 1,931 1,06 \$33.00 \$31.00 \$46.00 \$5 1	Cluster 5	\$59,916	\$57,372	\$62,730	\$68,500	\$33.17	\$30.00	\$33.00	\$36.00	6	1,918	7.8
Cluster 9   \$63,455   \$56,862   \$9,9497   \$70,048   \$34.00   \$33.00   \$37.50   4   1,870   6.8     Union   Non-Unionized   \$54,363   \$47,600   \$55,723   \$62,730   \$28,444   \$26.00   \$23.00   \$23.00   22.00   \$23.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   22.00   23.00   24.00   23.00   23.00   24.00   23.00   24.00   23.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   24.00   25.00   25.00   25.00   25.00	Cluster 6	\$64,489	\$37,706	\$47,509	\$88,685	\$40.80	\$23.00	\$27.00	\$45.00	5	1,872	8.4
Union   Non-Unionized   \$54,363   \$47,600   \$55,723   \$62,730   \$28,44   \$26,00   \$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   \$45,244   \$35,441   \$37,900   \$55,792   \$30,63   \$21.500   \$38,500   8   1,625   10.4     250 students   \$45,244   \$35,441   \$37,900   \$55,792   \$30,63   \$21.500   \$38,500   8   1,625   10.4     250 students   \$46,744   \$33,858   \$57,421   \$73,407   \$88,685   \$39,42   \$27.00   \$36,500   \$41.50   12   1,926   6.1     Budget Range   \$57,573   \$51100   \$46,134   \$33,858   \$37,024   \$56,283   \$34.60   \$22.00   \$31.00   \$46.00   5   1,503   7.2     \$25-\$75.5 million   \$62,173   \$53,170   \$57,933   \$66,381   \$35.00	Cluster 8	\$47,886	\$33,858	\$54,500	\$55,300	\$24.33	\$19.00	\$26.00	\$28.00	3	1,960	11.3
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   \$45,244   \$35,441   \$37,900   \$55,792   \$30.63   \$21.50   \$25.50   \$38.50   8   1,625   10.4     250 students   \$59,573   \$53,515   \$57,813   \$63,523   \$33.69   \$26.00   \$30.50   \$41.50   12   1,926   6.1     Budget Range   \$25.701   \$86,685   \$39.42   \$27.00   \$36.50   \$41.50   5   1,503   7.2     \$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 million   \$61,738   \$55,702   \$66,381   \$35.00   \$28.00   \$33.00   \$36.00   13 <td< td=""><td>Cluster 9</td><td>\$63,455</td><td>\$56,862</td><td>\$59,497</td><td>\$70,048</td><td>\$34.00</td><td>\$30.50</td><td>\$35.00</td><td>\$37.50</td><td>4</td><td>1,870</td><td>6.8</td></td<>	Cluster 9	\$63,455	\$56,862	\$59,497	\$70,048	\$34.00	\$30.50	\$35.00	\$37.50	4	1,870	6.8
Unionized   \$67,466   \$53,150   \$59,997   \$88,264   \$41.39   \$28.00   \$37.50   \$50.00   22   1,858   8.5.     Total 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   \$59,73   \$53,515   \$57,813   \$63,523   \$33.69   \$22.00   \$33.50   \$41.50   12   1,948   8.0     > 1000 students   \$59,733   \$56,742   \$73,407   \$88,685   \$39.42   \$27.00   \$31.00   \$46.00   5   1,503   7.2     \$25.57.5   \$511100   \$46,134   \$33,858   \$37,024   \$56,283   \$34.60   \$22.00   \$31.00   \$46.00   5   1,503   7.2     \$25.57.5   \$511100   \$66,173   \$53,170   \$57,393   \$66,81   \$35.00   \$28.00   \$30.00   \$38.00   13   1,956   7.3     \$25.51100   \$61,768   \$51,840   \$61,525   \$73,407	<u>Union</u>											
Total Students   Sector   Sector <th< td=""><td>Non-Unionized</td><td>\$54,363</td><td>\$47,600</td><td>\$55,723</td><td>\$62,730</td><td>\$28.44</td><td>\$26.00</td><td>\$28.00</td><td>\$31.00</td><td>19</td><td>1,911</td><td>7.2</td></th<>	Non-Unionized	\$54,363	\$47,600	\$55,723	\$62,730	\$28.44	\$26.00	\$28.00	\$31.00	19	1,911	7.2
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	Unionized	\$67,466	\$53,150	\$59,497	\$88,264	\$41.39	\$28.00	\$37.50	\$50.00	22	1,858	8.5
251-1000 students\$59,573\$53,515\$57,813\$63,523\$33.69\$28.00\$30.50\$35.00161,9488.0> 1000 students\$76,783\$56,742\$73,407\$88,685\$39.42\$27.00\$36.50\$41.50121,9266.1Budget Range<\$2.5 million\$46,134\$33,858\$37,024\$56,283\$34.60\$22.00\$31.00\$46.0051,5037.2\$2.5 million\$57,384\$52,500\$55,300\$63,523\$30.89\$26.00\$38.00\$34.0091,93110.6\$8.4515 million\$62,173\$53,170\$57,933\$66,381\$35.00\$28.00\$30.00\$36.00131,9567.3\$15 million\$62,173\$53,170\$57,933\$66,881\$35.00\$27.00\$35.00\$36.00\$36.00131,9567.3\$215 million\$81,927\$56,742\$79,000\$88,685\$39.00\$27.00\$35.00\$36.00131,9567.3Subtrban\$66,697\$56,742\$79,000\$88,685\$39.00\$27.00\$31.00\$38.00151,8937.9Subtrban\$64,697\$54,966\$57,933\$79,102\$35.47\$27.00\$31.00\$38.00121,8728.8Type of Program\$55,05\$53.00\$55,00\$35.73\$72.40\$30.00\$31.00\$38.00\$11,72715.3School District\$99,79\$88,264\$101,388\$	Total Students											
> 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     \$25.5   \$7.5   \$81.00   \$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   \$33.00   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   \$31.00   \$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     Subarban   \$64,697   \$54,966   \$57,933   \$79,102   \$35.65   \$2	0-250 students	\$45,244	\$35,441	\$37,990	\$55,792	\$30.63	\$21.50	\$25.50	\$38.50	8	1,625	10.4
Budget Range     <\$2.5 million	251-1000 students	\$59,573	\$53,515	\$57,813	\$63,523	\$33.69	\$28.00	\$30.50	\$35.00	16	1,948	8.0
<\$2.5 million\$46,134\$33,858\$37,024\$56,283\$34.60\$22.00\$31.00\$46.0051,5037.2\$2.5-\$7.5 million\$57,384\$52,500\$55,300\$63,523\$30.89\$26.00\$28.00\$34.0091,93110.6\$8-\$15 million\$62,173\$53,170\$57,933\$66,381\$35.00\$28.00\$30.00\$36.00131,9567.3>\$15 million\$81,927\$56,742\$79,000\$88,685\$39.00\$27.00\$35.00\$38.0091,9986.7DemographicsUrbanized\$61,768\$51,840\$61,525\$73,407\$35.47\$27.00\$31.00\$38.0091,8786.8Rural\$56,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086 <td< td=""><td>&gt; 1000 students</td><td>\$76,783</td><td>\$56,742</td><td>\$73,407</td><td>\$88,685</td><td>\$39.42</td><td>\$27.00</td><td>\$36.50</td><td>\$41.50</td><td>12</td><td>1,926</td><td>6.1</td></td<>	> 1000 students	\$76,783	\$56,742	\$73,407	\$88,685	\$39.42	\$27.00	\$36.50	\$41.50	12	1,926	6.1
\$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   \$61,927   \$56,742   \$79,000   \$88,685   \$39.00   \$27.00   \$35.00   \$38.00   13   1,956   7.3     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   \$35.66   \$28.00   \$28.00   \$38.00   12   1,878   6.8     Rural   \$56,336   \$38.75   \$55,300   \$58,000   \$33.75   \$24.50   \$28.00   \$35.00   12   1,878   6.8     Other Public Agency   \$87,174   \$68,500   \$79,102   \$88,685   \$47.40 <td>Budget Range</td> <td></td>	Budget Range											
\$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 \$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 1,878 6.8   Type of Program \$56,615 \$51,840 \$57,73 \$57.67 \$50.00 \$56.00 3 1,727 15.3   Other Public Agency \$87,174 \$68,500 \$79,102 \$88,685 \$47.40 \$38.00 \$45.00 5 1,941 7.6   Private Non-Profit \$55,605 \$51,840 \$55,723	<\$2.5 million	\$46,134	\$33,858	\$37,024	\$56,283	\$34.60	\$22.00	\$31.00	\$46.00	5	1,503	7.2
\$15 million\$81,927\$56,742\$79,000\$88,685\$39.00\$27.00\$35.00\$38.0091,9986.7DemographicsUrbanized\$61,768\$51,840\$61,525\$73,407\$35.47\$27.00\$31.00\$38.00151,8937.9Suburban\$64,697\$54,966\$57,933\$79,102\$35.56\$28.00\$38.00\$38.0091,8786.8Rural\$58,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Larly Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,	\$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
DemographicsUrbanized\$61,768\$51,840\$61,525\$73,407\$35.47\$27.00\$31.00\$38.00151,8937.9Suburban\$64,697\$54,966\$57,933\$79,102\$35.56\$28.00\$28.00\$38.0091,8786.8Rural\$58,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$66,068\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.5031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$34.80\$28.00\$28.50\$35.00141,9338.9Other<	\$8-\$15 million	\$62,173	\$53,170	\$57,933	\$66,381	\$35.00	\$28.00	\$30.00	\$36.00	13	1,956	7.3
Urbanized\$61,768\$51,840\$61,525\$73,407\$35.47\$27.00\$31.00\$38.00151,8937.9Suburban\$64,697\$54,966\$57,933\$79,102\$35.56\$28.00\$28.00\$38.0091,8786.8Rural\$58,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$30.50\$37.50321,9318.2Head Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$35.00141,9338.9Other\$65,475\$51,840\$58,000\$73,407\$36.71<	>\$15 million	\$81,927	\$56,742	\$79,000	\$88,685	\$39.00	\$27.00	\$35.00	\$38.00	9	1,998	6.7
Suburban\$64,697\$54,966\$57,933\$79,102\$35.56\$28.00\$28.00\$38.0091,8786.8Rural\$58,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,636.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.5031,84011.3Type of Agency\$42,350\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Head Start\$63,619\$54,920\$57,499\$71,704\$34.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	<b>Demographics</b>											
Rural\$58,336\$38,275\$55,300\$58,000\$33.75\$24.50\$28.00\$35.00121,8728.8Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$31.00\$36.00311,8717.8Other\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$35.00311,8717.8Other\$65,475\$51,840\$58,000<	Urbanized	\$61,768	\$51,840	\$61,525	\$73,407	\$35.47	\$27.00	\$31.00	\$38.00	15	1,893	7.9
Type of ProgramSchool District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	Suburban	\$64,697	\$54,966	\$57,933	\$79,102	\$35.56	\$28.00	\$28.00	\$38.00	9	1,878	6.8
School District\$99,079\$88,264\$101,388\$107,584\$57.67\$50.00\$57.00\$66.0031,72715.3Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	Rural	\$58,336	\$38,275	\$55,300	\$58,000	\$33.75	\$24.50	\$28.00	\$35.00	12	1,872	8.8
Other Public Agency\$87,174\$68,500\$79,102\$88,685\$47.40\$38.00\$38.00\$45.0051,9417.6Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	Type of Program		2				-	-			-	
Private Non-Profit\$55,605\$51,840\$55,723\$60,320\$29.29\$26.00\$28.00\$31.00211,9546.9Other\$42,350\$23,125\$45,712\$61,575\$36.67\$21.00\$34.00\$55.0031,5316.3County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	School District	\$99,079	\$88,264	\$101,388	\$107,584	\$57.67	\$50.00	\$57.00	\$66.00	3	1,727	15.3
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   \$31.00   \$38.00   31   1,871   7.8	Other Public Agency	\$87,174	\$68,500	\$79,102	\$88,685	\$47.40	\$38.00	\$38.00	\$45.00	5	1,941	7.6
County Educ. Dept.\$56,086\$33,858\$60,993\$73,407\$30.33\$19.00\$35.00\$37.0031,84011.3Type of AgencyHead Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	Private Non-Profit	\$55,605	\$51,840	\$55,723	\$60,320	\$29.29	\$26.00	\$28.00	\$31.00	21	1,954	6.9
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	Other	\$42,350	\$23,125	\$45,712	\$61,575	\$36.67	\$21.00	\$34.00	\$55.00	3	1,531	6.3
Head Start\$63,619\$54,008\$57,813\$71,704\$34.84\$27.00\$30.50\$37.50321,9318.2Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	County Educ. Dept.	\$56,086	\$33,858	\$60,993	\$73,407	\$30.33	\$19.00	\$35.00	\$37.00	3	1,840	11.3
Early Head Start\$61,150\$49,920\$57,499\$71,704\$35.29\$27.00\$31.00\$38.00311,8717.8Other\$65,475\$51,840\$58,000\$73,407\$36.71\$28.00\$28.50\$35.00141,9338.9	Type of Agency											
Other   \$65,475   \$51,840   \$58,000   \$73,407   \$36.71   \$28.00   \$28.50   \$35.00   14   1,933   8.9	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
Migrant   \$76,932   \$38,728   \$71,100   \$115,135   \$46.75   \$27.00   \$36.50   \$66.50   4   1,937   3.5	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

#### 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).

	Annu	al Salary	,		Hour	ly Wage			Other			
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	Hours	Exper	
Overall	\$46,208	\$36,052	\$45,566	\$56,926	\$35.50	\$24.00	\$34.50	\$46.50	12	1,440	3.8	
Location												
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	
Total Students												
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	
Budget Range												
\$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	
<b>Demographics</b>												
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	
Type of Program												
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	
Type of Agency												
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	

### **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).

	Ann	ual Salar	у		Hourly Wage					Other	
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	Hours	Exper
Overall	\$36,595	\$30,059	\$35,447	\$44,664	\$19.45	\$16.00	\$18.00	\$23.00	33	1,876	8.9
Location											
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
Total Students											
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
Budget Range											
<\$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
Demographics											
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
Type of Program											
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
Type of Agency											
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

## 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				Но	ourly Wag	ge		Other			
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	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	
<u>Union</u>						- -						
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	

## **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).

Location   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   \$26,640   \$41,316   \$16,75   \$12,00   \$24,00   \$22,150   4   1,932   14.3     Cluster 7   \$42,436   \$38,688   \$43,308   \$45,704   \$22,07   \$19,00   \$24,00   \$22,000   2   2,080   7.0     Unionized   \$40,742   \$29,765   \$37,000   \$45,920   \$21,60   \$16,00   \$17,50   \$19,00   \$22   1,812   5.0     Vinonized   \$40,742   \$29,765   \$33,512   \$37,000   \$17,50   \$16,00   \$17,50   \$19,00   \$2   1,812   5.0     250 students   \$31,512   \$26,025   \$31,512   \$37,000   \$17,50   \$19,00		Ann	ual Salar	у		Hou	rly Wage	ł			Other	
Location   Ki Al 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   \$56,392   \$65,024   \$27,00   \$20,50   \$30,00   \$33,50   4   2,014   10.8     Cluster 6   \$32,419   \$23,252   \$26,540   \$41,312   \$21,60   \$12,00   \$14,50   \$21,50   \$1,900   \$24,00   \$25,00   3   1,911   14.0     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   \$40,074   \$29,765   \$37,000   \$21,60   \$16,00   \$19,00   \$28,00   5   1,885   5.0     Unionized   \$40,742   \$29,765   \$37,000   \$17,50   \$16,00   \$21,00   \$2   1,812   5.0     Unionized   \$40,446   \$30,056   \$43,100   \$21,33   \$21,00   \$21,00		Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	Hours	Exper
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   \$23.50   \$4   2,014   10.8     Cluster 6   \$32,419   \$23,522   \$26,540   \$41,316   \$16.75   \$12.00   \$24.00   \$22.00   3   1,911   14.0     Cluster 7   \$42,436   \$38,688   \$43,308   \$45,512   \$22.00   \$22.00   \$22.00   \$2   2.000   7.0     Union   \$40,742   \$29,765   \$37,000   \$45,520   \$21.60   \$16.00   \$19.00   \$28.00   5   1,885   5.0     Unionized   \$40,742   \$29,765   \$37,000   \$45,520   \$21.60   \$16.00   \$19.00   \$2   1,815   5.0   1.21     Total Students   \$31,512   \$37,000   \$45,312   \$20.43   \$14.00   \$21.00   \$2   1,812	Overall	\$44,398	\$30,056	\$43,308	\$55,704	\$23.05	\$16.00	\$24.00	\$29.00	19	1,937	10.3
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 \$45,920 \$21.60 \$16.00 \$19.00 \$28.00 5 1,885 5.0   Union S40,742 \$29,765 \$37,000 \$45,920 \$21.60 \$16.00 \$19.00 \$28.00 5 1,885 5.0   Unionized \$40,742 \$29,765 \$31,512 \$37,000 \$17.50 \$16.00 \$17.50 \$19.00 \$2 1,812 5.0   Dionized \$40,742 \$26,025 \$31,512 \$37,000 \$17.50 \$19.00 \$2 1,812 5.0   Dionoized \$31,512 \$26,025 \$31,512 \$37,000 <t< td=""><td>Location</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Location											
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   \$43,300   \$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   \$22.00   \$2   2,080   7.0     Mon-Unionized   \$40,742   \$29,765   \$37,000   \$45,920   \$21.60   \$16.00   \$19.00   \$28.00   \$   1.885   5.0     Non-Unionized   \$40,744   \$37,966   \$44,310   \$55,704   \$23.57   \$19.00   \$24.50   \$29.00   14   1,956   11.2     Total Students   \$31,512   \$26,025   \$31,512   \$37,000   \$11.50   \$11.00   \$21.00   \$22.00   7   2,008   12.1     >1000 students   \$51,961   \$45,920   \$55,578   \$61,080   \$21.00   \$21.00   \$22.00	Cluster 2	\$44,903	\$37,966	\$44,903	\$51,840	\$26.50	\$23.00	\$26.50	\$30.00	2	1,684	3.0
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     Unionized   \$40,742   \$29,765   \$37,000   \$45,920   \$21.60   \$16.00   \$19.00   \$28.00   5   1,885   5.0     Unionized   \$40,742   \$29,765   \$37,000   \$45,920   \$21.60   \$16.00   \$17.50   \$19.00   \$2   1,812   5.0     Unionized   \$30,512   \$20,025   \$31,512   \$37,000   \$17.50   \$16.00   \$17.50   \$19.00   \$2   1,812   5.0     250 students   \$31,512   \$20,025   \$31,812   \$20,025   \$37,33   \$27.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.00   \$21.0	Cluster 5	\$53,952	\$42,880	\$58,392	\$65,024	\$27.00	\$20.50	\$30.00	\$33.50	4	2,014	10.8
Cluster 9\$51,639\$43,000\$51,639\$60,278\$22.00\$21.00\$22.00\$29.0022,0807.0UnionNon-Unionized\$40,742\$29,765\$37,000\$45,920\$21.60\$16.00\$19.00\$28.0051,8855.0Unionized\$45,704\$37,960\$44,310\$55,704\$23.57\$19.00\$24.50\$19.00\$28.00721,812Total Students\$31,512\$26,025\$31,512\$37,000\$17.50\$16.00\$17.50\$19.00\$21,8125.0251-1000 students\$40,446\$30,056\$43,000\$45,312\$20.43\$14.00\$21.00\$25.0072,00812.1> 1000 students\$40,444\$30,056\$43,000\$45,312\$20.43\$14.00\$21.00\$21.00\$25.0072,00812.1> 24.5 million\$33,383\$29,765\$33,383\$37,000\$17.50\$16.50\$14.00\$16.50\$19.0021,82411.3> 54.5 fr.3 million\$50,676\$33,986\$55,78\$65,000\$26.00\$23.00\$28.00\$31.0071,92911.4DemographicsUrbanized\$50,676\$37,966\$51,840\$65,078\$27.00\$23.00\$21.00\$21.00\$21.0071,9179.3Suburban\$52,039\$37,400\$29,055,78\$65,070\$22.40\$21.00\$21.00\$21.00\$21.0071,9179.3 <td>Cluster 6</td> <td>\$32,419</td> <td>\$23,523</td> <td>\$26,540</td> <td>\$41,316</td> <td>\$16.75</td> <td>\$12.00</td> <td>\$14.50</td> <td>\$21.50</td> <td>4</td> <td>1,932</td> <td>14.3</td>	Cluster 6	\$32,419	\$23,523	\$26,540	\$41,316	\$16.75	\$12.00	\$14.50	\$21.50	4	1,932	14.3
Union   Signal   Signal </td <td>Cluster 7</td> <td>\$42,436</td> <td>\$38,688</td> <td>\$43,308</td> <td>\$45,312</td> <td>\$22.67</td> <td>\$19.00</td> <td>\$24.00</td> <td>\$25.00</td> <td>3</td> <td>1,911</td> <td>14.0</td>	Cluster 7	\$42,436	\$38,688	\$43,308	\$45,312	\$22.67	\$19.00	\$24.00	\$25.00	3	1,911	14.0
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     Total Students   \$31,512   \$26,025   \$31,512   \$37,000   \$17.50   \$16.00   \$17.50   \$19.00   \$2   1,812   5.0     20-250 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     Budget Range	Cluster 9	\$51,639	\$43,000	\$51,639	\$60,278	\$25.00	\$21.00	\$25.00	\$29.00	2	2,080	7.0
Unionized\$45,704\$37,966\$44,310\$55,704\$23.57\$19.00\$24.50\$29.00141,95611.2Total Students0-250 students\$31,512\$26,025\$31,512\$37,000\$17.50\$16.00\$17.50\$19.00\$21,8125.0251-1000 students\$40,446\$30,056\$43,000\$45,312\$20.43\$14.00\$21.00\$25.0072,00812.1> 1000 students\$51,961\$45,920\$55,578\$61,080\$27.33\$27.00\$29.00\$31.0091,8949.3Budget Range\$33,383\$29,765\$33,383\$37,000\$16.50\$14.00\$16.50\$19.00\$22,0205.0\$2.5 \$7.5 million\$37,444\$26,025\$43,000\$43,388\$22.33\$14.00\$21.00\$25.0031,82611.0\$45.515 million\$50,766\$55,578\$65,000\$26.00\$23.00\$28.00\$31.0071,92911.4DemographicsUrbanized\$50,406\$37,966\$55,578\$60,000\$26.14\$23.00\$27.00\$28.00\$21.0071,9398.5Type of ProgramRural\$32,740\$26,025\$29,765\$43,000\$16.66\$13.00\$16.00\$21.00\$21,9419.5Other Public Agency\$44,476\$37,906\$45,616\$55,578\$22.80\$19.00\$21.00\$	<u>Union</u>											
Total Students   S31,512   \$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     Budget Range	Non-Unionized	\$40,742	\$29,765	\$37,000	\$45,920	\$21.60	\$16.00	\$19.00	\$28.00	5	1,885	5.0
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     Budget Range   *   *   \$33,383   \$29,765   \$33,383   \$37,000   \$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     \$4.5 \$15 million   \$42,339   \$30,056   \$42,000   \$51.840   \$26.00   \$28.00   \$31.00   7   1,929   11.4     Demographics   Urbanized   \$50,406   \$37,966   \$51,840   \$60,078   \$27.00   \$28.	Unionized	\$45,704	\$37,966	\$44,310	\$55,704	\$23.57	\$19.00	\$24.50	\$29.00	14	1,956	11.2
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     Budget Range   \$25.57.5   \$61,080   \$27.33   \$27.00   \$29.00   \$31.00   \$2   2,020   5.0     \$25.57.5   \$33,383   \$29,765   \$33,383   \$37,000   \$41.00   \$16.50   \$14.00   \$21.00   \$25.00   3   1,826   11.0     \$25.57.5   \$30,056   \$42,000   \$51,840   \$22.33   \$14.00   \$21.00   \$30.00   6   1,951   11.3     \$151 million   \$42,339   \$30,056   \$55,578   \$66,000   \$24.41   \$23.00   \$27.00   \$28.00   \$31.00   7   1,917   9.3     Suburban   \$52,309   \$45,920   \$55,578   \$60,278   \$27.40   \$27.00   \$28.00 <td< td=""><td>Total Students</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Total Students											
> 1000 students   \$51,961   \$45,920   \$55,578   \$61,080   \$27.33   \$27.00   \$29.00   \$31.00   9   1,894   9.3     Budget Range	0-250 students	\$31,512	\$26,025	\$31,512	\$37,000	\$17.50	\$16.00	\$17.50	\$19.00	2	1,812	5.0
Budget Range<\$2.5 million	251-1000 students	\$40,446	\$30,056	\$43,000	\$45,312	\$20.43	\$14.00	\$21.00	\$25.00	7	2,008	12.1
\$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 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 \$21.00 \$30.00 6 1,951 11.3   \$\$15 million \$50,676 \$37,966 \$55,578 \$65,000 \$22.00 \$28.00 \$31.00 7 1,929 11.4   Demographics Urbanized \$50,406 \$37,966 \$51,840 \$66,078 \$22.40 \$27.00 \$28.00 \$29.00 5 1,939 8.5   Suburban \$52,309 \$45,920 \$55,578 \$60,278 \$27.40 \$27.00 \$31.00 7 1,917 9.3   Suburban \$32,740 \$26,025 \$29,765 \$43,000 \$16.86 \$13.00 \$16.00 \$21.00 \$2 5 1,939 8.5   Other Public Agency	> 1000 students	\$51,961	\$45,920	\$55,578	\$61,080	\$27.33	\$27.00	\$29.00	\$31.00	9	1,894	9.3
\$2.5-\$7.5 million   \$37,444   \$26,025   \$43,000   \$43,308   \$20.67   \$16.00   \$21.00   \$25.00   6   1,926   11.3     \$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     Demographics   Urbanized   \$50,406   \$37,966   \$55,578   \$66,000   \$26.14   \$23.00   \$27.00   \$31.00   7   1,917   9.3     Suburban   \$52,309   \$45,920   \$55,578   \$60,278   \$27.40   \$28.00   \$21.00   \$21.00   \$21.00   \$1.939   8.5     Type of Program   \$20.05   \$43,000   \$16.86   \$13.00   \$16.00   \$21.00   \$21.00   \$1   1,935   13.0     Other Public Agency   \$44,476   \$37,000   \$43,000   \$60,578   \$23.60   <	Budget Range											
\$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 \$22.00 \$28.00 \$31.00 7 1,929 11.4   Demographics Urbanized \$50,406 \$37,966 \$51,840 \$65,000 \$22.14 \$23.00 \$27.00 \$31.00 7 1,917 9.3   Suburban \$50,406 \$37,966 \$51,840 \$65,000 \$27.40 \$27.00 \$31.00 7 1,917 9.3   Suburban \$52,309 \$45,920 \$55,578 \$60,278 \$27.40 \$28.00 \$29.00 55 1,939 8.5   Type of Program Rural \$32,740 \$26,025 \$29,765 \$43,000 \$16.86 \$13.00 \$16.00 \$21.00 \$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 84.4 9 34.666	<\$2.5 million	\$33,383	\$29,765	\$33,383	\$37,000	\$16.50	\$14.00	\$16.50	\$19.00	2	2,020	5.0
>\$15 million   \$50,676   \$37,966   \$55,578   \$65,000   \$22.00   \$28.00   \$31.00   7   1,929   11.4     Demographics   \$50,406   \$37,966   \$51,840   \$65,000   \$26.14   \$23.00   \$27.00   \$31.00   7   1,929   11.4     Dubmographics   \$50,406   \$37,966   \$51,840   \$65,000   \$26.14   \$23.00   \$27.00   \$28.00   \$29.00   5   1,939   8.5     Suburban   \$52,309   \$45,920   \$55,578   \$60,278   \$27.40   \$27.00   \$28.00   \$29.00   5   1,939   8.5     Type of Program   Starpe of Program   \$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   \$21.00   1,941   9.5     Other Start   \$45,312   \$37,966   \$45,616   \$55,578   \$23.05	\$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
DemographicsUrbanized\$50,406\$37,966\$51,840\$65,000\$26.14\$23.00\$27.00\$31.0071,9179.3Suburban\$52,309\$45,920\$55,578\$60,278\$27.40\$27.00\$28.00\$29.0051,9398.5Type of ProgramRural\$32,740\$26,025\$29,765\$43,000\$16.86\$13.00\$16.00\$21.0071,95513.0Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$29.0051,9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$28.00101,9419.5Urban Colspan="4">Urban Colspan="4">State Colspan="4">Urban Cols	\$8-\$15 million	\$42,339	\$30,056	\$42,000	\$51,840	\$22.33	\$14.00	\$21.50	\$30.00	6	1,951	11.3
Urbanized\$50,406\$37,966\$51,840\$65,000\$26.14\$23.00\$27.00\$31.0071,9179.3Suburban\$52,309\$45,920\$55,578\$60,278\$27.40\$27.00\$28.00\$29.0051,9398.5Type of ProgramRural\$32,740\$26,025\$29,765\$43,000\$16.86\$13.00\$16.00\$21.0071,95513.0Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$21.9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$20.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704 <t< td=""><td>&gt;\$15 million</td><td>\$50,676</td><td>\$37,966</td><td>\$55,578</td><td>\$65,000</td><td>\$26.00</td><td>\$23.00</td><td>\$28.00</td><td>\$31.00</td><td>7</td><td>1,929</td><td>11.4</td></t<>	>\$15 million	\$50,676	\$37,966	\$55,578	\$65,000	\$26.00	\$23.00	\$28.00	\$31.00	7	1,929	11.4
Suburban\$52,309\$45,920\$55,578\$60,278\$27.40\$27.00\$28.00\$29.0051,9398.5Type of ProgramRural\$32,740\$26,025\$29,765\$43,000\$16.86\$13.00\$16.00\$21.0071,95513.0Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$29.0051,9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of Agency\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$2	Demographics											
Type of ProgramRural\$32,740\$26,025\$29,765\$43,000\$16.86\$13.00\$16.00\$21.0071,95513.0Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$29.0051,9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Urbanized	\$50,406	\$37,966	\$51,840	\$65,000	\$26.14	\$23.00	\$27.00	\$31.00	7	1,917	9.3
Rural\$32,740\$26,025\$29,765\$43,000\$16.86\$13.00\$16.00\$21.0071,95513.0Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$29.0051,9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Suburban	\$52,309	\$45,920	\$55,578	\$60,278	\$27.40	\$27.00	\$28.00	\$29.00	5	1,939	8.5
Other Public Agency\$44,476\$37,000\$43,000\$60,278\$22.80\$19.00\$21.00\$29.0051,9688.4Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Type of Program											
Private Non-Profit\$45,312\$37,966\$45,616\$55,578\$23.60\$19.00\$25.50\$28.00101,9419.5Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Rural	\$32,740	\$26,025	\$29,765	\$43,000	\$16.86	\$13.00	\$16.00	\$21.00	7	1,955	13.0
Other\$34,666\$26,025\$34,666\$43,308\$20.50\$16.00\$20.50\$25.0021,69910.0Type of AgencyHead Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Other Public Agency	\$44,476	\$37,000	\$43,000	\$60,278	\$22.80	\$19.00	\$21.00	\$29.00	5	1,968	8.4
Type of Agency     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	Private Non-Profit	\$45,312	\$37,966	\$45,616	\$55,578	\$23.60	\$19.00	\$25.50	\$28.00	10	1,941	9.5
Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Other	\$34,666	\$26,025	\$34,666	\$43,308	\$20.50	\$16.00	\$20.50	\$25.00	2	1,699	10.0
Early Head Start\$44,398\$30,056\$43,308\$55,704\$23.05\$16.00\$24.00\$29.00191,93710.3Other\$42,309\$30,056\$43,000\$51,840\$22.09\$14.00\$23.00\$28.00111,93713.9	Type of Agency											
Other   \$42,309   \$30,056   \$43,000   \$51,840   \$22.09   \$14.00   \$23.00   \$28.00   11   1,937   13.9	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
Migrant   \$32,749   \$24,038   \$32,028   \$41,460   \$17.75   \$12.00   \$16.00   \$23.50   4   1,896   14.3	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

### 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.

	Annu	ial Salary	,		Hour	ly Wage			(	Other	
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	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
<u>Union</u>											
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
<b>Demographics</b>											
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

## **Assistant Cook**

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

	Ar	nual Sal	ary		Но	ourly Wa	ge		Other			
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	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	
<u>Union</u>						-	2			-		
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	
<b>Demographics</b>												
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						-	2			-		
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	

### **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.

	Anı	nual Sala	ry		Hou	rly Wage	2			Other	
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	Ν	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
<u>Union</u>											
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
<b>Demographics</b>											
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
	-										