

CHSA

**Compensation Analysis
by Job Category**

Social Services Staff

Family Services Manager

Coordinates social service activities; contacts and makes referrals to community resources; supervises social workers or case managers; keeps records, writes reports, and maintains confidentiality of records; supports families in transitions in and out of programs and services; may be involved with clients in counseling and/or carrying a caseload (social service coordinator, social work supervisor, family services coordinator, family/community partnerships manager, director of social services).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$62,434	\$50,000	\$61,918	\$73,500	\$32.48	\$25.50	\$30.00	\$36.50	40	1,901	10.1
Location											
Cluster 1	\$67,162	\$60,320	\$69,250	\$77,122	\$31.80	\$29.00	\$31.00	\$35.00	5	1,898	4.8
Cluster 2	\$79,958	\$60,425	\$87,192	\$99,491	\$44.50	\$33.50	\$44.50	\$55.50	4	1,791	8.3
Cluster 3	\$63,943	\$48,880	\$62,081	\$62,577	\$34.40	\$30.00	\$30.00	\$30.00	5	1,834	12.8
Cluster 5	\$59,705	\$50,000	\$62,537	\$73,080	\$30.71	\$27.00	\$30.00	\$35.00	7	1,933	11.4
Cluster 6	\$56,523	\$38,667	\$56,826	\$70,907	\$29.43	\$19.00	\$27.00	\$34.00	7	1,986	11.7
Cluster 7	\$51,225	\$45,312	\$51,225	\$57,138	\$25.50	\$24.00	\$25.50	\$27.00	2	2,000	14.0
Cluster 8	\$51,281	\$46,109	\$54,360	\$56,453	\$27.25	\$23.50	\$26.50	\$31.00	4	1,890	9.0
Cluster 9	\$70,721	\$67,241	\$71,084	\$79,264	\$36.80	\$34.00	\$38.00	\$41.00	5	1,934	10.0
Union											
Non-Unionized	\$56,076	\$46,184	\$54,500	\$69,680	\$28.18	\$25.00	\$27.00	\$34.00	17	1,989	10.0
Unionized	\$66,758	\$56,826	\$62,577	\$79,264	\$35.65	\$27.00	\$33.00	\$42.00	25	1,844	10.1
Total Students											
0-250 students	\$51,375	\$38,667	\$51,764	\$58,405	\$24.63	\$20.00	\$24.50	\$28.50	8	1,872	10.0
251-1000 students	\$62,689	\$54,500	\$60,320	\$71,084	\$32.78	\$27.00	\$29.50	\$35.00	18	1,907	11.6
> 1000 students	\$69,198	\$62,147	\$72,204	\$80,848	\$36.57	\$30.00	\$34.50	\$44.00	14	1,900	7.8
Budget Range											
<\$2.5 million	\$52,954	\$37,998	\$53,643	\$62,577	\$25.20	\$21.00	\$24.00	\$30.00	5	1,781	10.0
\$2.5-\$7.5 million	\$57,690	\$51,764	\$55,960	\$60,320	\$29.56	\$27.00	\$27.00	\$29.00	9	1,908	13.0
\$8-\$15 million	\$69,291	\$54,500	\$69,680	\$78,150	\$35.62	\$26.00	\$34.00	\$38.00	13	1,991	9.3
>\$15 million	\$66,522	\$62,309	\$67,954	\$79,641	\$34.75	\$30.00	\$33.50	\$40.00	12	1,915	8.8
Demographics											
Urbanized	\$67,099	\$57,138	\$62,577	\$77,122	\$33.50	\$25.50	\$30.00	\$36.50	16	1,954	9.1
Suburban	\$64,704	\$44,132	\$66,690	\$80,018	\$36.11	\$27.00	\$34.00	\$42.00	9	1,740	14.4
Rural	\$55,634	\$45,312	\$56,000	\$65,000	\$29.20	\$24.00	\$27.00	\$34.00	15	1,946	8.7
Type of Program											
School District	\$85,174	\$44,132	\$103,908	\$107,482	\$62.00	\$58.00	\$62.00	\$66.00	2	1,432	15.3
Other Public Agency	\$72,008	\$62,147	\$79,264	\$80,018	\$38.80	\$33.00	\$38.00	\$44.00	5	1,923	9.4
Private Non-Profit	\$57,409	\$48,880	\$56,826	\$69,680	\$28.88	\$25.00	\$27.00	\$34.00	25	1,984	10.0
Other	\$66,107	\$47,902	\$67,130	\$84,311	\$30.00	\$19.00	\$27.00	\$44.00	3	1,800	10.3
County Educ. Dept.	\$61,406	\$58,405	\$62,537	\$67,241	\$33.80	\$30.00	\$35.00	\$41.00	5	1,824	7.8
Type of Agency											
Head Start	\$63,044	\$51,764	\$61,918	\$73,500	\$33.08	\$27.00	\$30.00	\$38.00	37	1,919	9.7
Early Head Start	\$63,416	\$51,764	\$61,918	\$77,122	\$32.92	\$26.00	\$30.00	\$38.00	37	1,914	9.7
Other	\$64,073	\$53,842	\$62,342	\$72,082	\$33.65	\$26.00	\$32.00	\$35.00	20	1,931	11.0
Migrant	\$64,686	\$56,826	\$62,147	\$80,848	\$35.80	\$27.00	\$33.00	\$42.00	5	1,829	8.5

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

Social Worker

Formally trained and/or credentialed individual who serves as resource and/or trainer for family service staff, center managers, and volunteers; has specialized knowledge in social services; collaborates with community agencies; does not generally have supervisory responsibility; may monitor social services, client records and case notes, and provide direct social services through case management or counseling (case manager, case worker, counselor, family services specialist, family development worker).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$51,475	\$28,975	\$45,312	\$80,138	\$30.67	\$16.00	\$24.00	\$52.00	3	1,773	8.7
<u>Union</u>											
Unionized	\$62,725	\$45,312	\$62,725	\$80,138	\$38.00	\$24.00	\$38.00	\$52.00	2	1,732	12.0
<u>Total Students</u>											
> 1000 students	\$54,557	\$28,975	\$54,557	\$80,138	\$34.00	\$16.00	\$34.00	\$52.00	2	1,700	8.0
<u>Budget Range</u>											
\$8-\$15 million	\$37,144	\$28,975	\$37,144	\$45,312	\$20.00	\$16.00	\$20.00	\$24.00	2	1,888	6.0
<u>Demographics</u>											
Urbanized	\$54,557	\$28,975	\$54,557	\$80,138	\$34.00	\$16.00	\$34.00	\$52.00	2	1,700	8.0
<u>Type of Program</u>											
Private Non-Profit	\$37,144	\$28,975	\$37,144	\$45,312	\$20.00	\$16.00	\$20.00	\$24.00	2	1,888	6.0
<u>Type of Agency</u>											
Head Start	\$51,475	\$28,975	\$45,312	\$80,138	\$30.67	\$16.00	\$24.00	\$52.00	3	1,773	8.7
Early Head Start	\$51,475	\$28,975	\$45,312	\$80,138	\$30.67	\$16.00	\$24.00	\$52.00	3	1,773	8.7
Other	\$62,725	\$45,312	\$62,725	\$80,138	\$38.00	\$24.00	\$38.00	\$52.00	2	1,732	12.0

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

Family Services Worker

Works under the supervision of a social worker or social services supervisor/manager; makes home visits and assists clients and families by providing resources and making referrals; assists or locates assistance in crisis; keeps and maintains confidentiality of records on individual cases; serves as a family advocate and liaison between family/client and community services; implements eligibility, recruitment, selection, enrollment and attendance services; may provide transportation, babysitting and other social services (social service aide/assistant, family advocate, family partner, family service worker, family worker, case aide).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$36,627	\$26,240	\$33,280	\$40,656	\$18.84	\$15.00	\$18.00	\$20.00	51	1,784	8.1
<u>Location</u>											
Cluster 1	\$45,524	\$30,139	\$33,565	\$42,390	\$18.00	\$15.00	\$17.00	\$21.00	7	1,684	6.9
Cluster 2	\$38,607	\$31,861	\$39,955	\$45,353	\$18.60	\$15.00	\$19.00	\$20.00	5	1,566	4.8
Cluster 3	\$38,577	\$33,684	\$35,100	\$46,578	\$19.14	\$16.00	\$18.00	\$23.00	7	2,023	6.5
Cluster 5	\$44,648	\$38,438	\$41,350	\$54,600	\$24.10	\$18.00	\$20.00	\$26.00	10	1,865	6.4
Cluster 6	\$28,044	\$22,338	\$28,475	\$31,013	\$15.20	\$14.00	\$14.00	\$15.00	5	1,843	8.5
Cluster 7	\$29,595	\$24,262	\$31,930	\$32,594	\$15.67	\$14.00	\$16.00	\$17.00	3	1,911	7.0
Cluster 8	\$25,081	\$25,913	\$25,958	\$26,096	\$14.80	\$14.00	\$15.00	\$15.00	5	1,705	7.6
Cluster 9	\$32,448	\$28,799	\$31,937	\$37,440	\$20.00	\$17.00	\$18.50	\$22.00	6	1,696	12.4
<u>Union</u>											
Non-Unionized	\$32,262	\$25,913	\$32,016	\$36,400	\$17.30	\$15.00	\$17.00	\$18.00	23	1,864	8.1
Unionized	\$40,213	\$28,531	\$34,987	\$44,245	\$20.11	\$15.00	\$18.50	\$22.50	28	1,722	8.1
<u>Total Students</u>											
0-250 students	\$40,142	\$26,027	\$30,100	\$41,339	\$17.45	\$14.00	\$16.00	\$21.00	11	1,699	11.8
251-1000 students	\$37,522	\$31,930	\$36,400	\$40,789	\$20.04	\$16.00	\$18.00	\$20.00	25	1,900	6.4
> 1000 students	\$32,017	\$26,240	\$30,179	\$36,290	\$17.87	\$15.00	\$17.00	\$20.00	15	1,638	7.9
<\$2.5 million	\$45,018	\$29,000	\$32,130	\$48,149	\$18.50	\$15.00	\$17.50	\$22.00	8	1,678	12.7
<u>Budget Range</u>											
\$2.5-\$7.5 million	\$33,844	\$27,217	\$35,750	\$40,113	\$18.50	\$15.00	\$18.00	\$20.00	12	1,872	7.5
\$8-\$15 million	\$37,395	\$28,000	\$33,280	\$40,656	\$19.72	\$15.00	\$17.00	\$23.00	18	1,769	5.5
>\$15 million	\$32,791	\$26,240	\$31,013	\$36,290	\$18.00	\$15.00	\$16.00	\$20.00	11	1,810	10.3
<u>Demographics</u>											
Urbanized	\$40,433	\$32,016	\$38,821	\$48,380	\$20.74	\$17.00	\$19.00	\$24.00	23	1,868	6.9
Suburban	\$39,162	\$28,000	\$33,280	\$40,373	\$18.00	\$16.00	\$18.00	\$19.00	14	1,700	10.1
Rural	\$27,931	\$24,230	\$27,179	\$29,000	\$16.57	\$14.00	\$15.00	\$18.00	14	1,729	8.0
<u>Type of Program</u>											
School District	\$52,767	\$32,130	\$40,656	\$50,000	\$21.83	\$21.00	\$22.00	\$23.00	6	1,579	13.1
Other Public Agency	\$34,221	\$29,000	\$36,290	\$37,440	\$18.00	\$18.00	\$18.00	\$19.00	5	1,919	6.3
Private Non-Profit	\$34,045	\$25,958	\$32,594	\$38,438	\$18.06	\$15.00	\$16.50	\$18.00	32	1,823	6.8
Other	\$33,863	\$23,184	\$32,484	\$44,543	\$18.25	\$14.00	\$17.00	\$22.50	4	1,823	5.0
County Educ. Dept.	\$37,478	\$26,096	\$28,799	\$57,538	\$23.67	\$14.00	\$28.00	\$29.00	3	1,653	5.0
<u>Type of Agency</u>											
Head Start	\$36,318	\$26,096	\$32,362	\$40,373	\$18.76	\$15.00	\$17.50	\$20.00	46	1,759	8.2
Early Head Start	\$34,064	\$26,240	\$32,130	\$39,204	\$18.61	\$15.00	\$17.00	\$20.00	46	1,802	7.3
Other	\$35,119	\$28,262	\$32,362	\$39,204	\$18.30	\$15.00	\$17.00	\$21.00	23	1,813	9.0
Migrant	\$26,461	\$22,338	\$26,240	\$29,000	\$15.80	\$15.00	\$15.00	\$16.00	5	1,668	6.5

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

Enrollment (ERSEA) Manager

Manages, trains and supervises Coordinators who are responsible for eligibility, recruitment, enrollment, selection and attendance. Analyzes community assessment data, develops agency plans, prepares federal reports and oversees agency implementation.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$62,026	\$49,736	\$59,504	\$76,021	\$32.67	\$27.00	\$29.00	\$40.00	27	1,893	8.1
Location											
Cluster 1	\$71,166	\$63,500	\$65,000	\$77,122	\$34.50	\$30.00	\$31.00	\$39.00	4	1,867	5.4
Cluster 2	\$68,970	\$57,083	\$68,970	\$80,856	\$35.50	\$27.00	\$35.50	\$44.00	2	1,968	6.0
Cluster 3	\$58,245	\$45,240	\$56,994	\$59,007	\$33.60	\$27.00	\$28.00	\$41.00	5	1,842	13.7
Cluster 5	\$58,009	\$38,202	\$61,196	\$77,816	\$31.50	\$25.50	\$32.00	\$37.50	4	1,823	7.5
Cluster 6	\$53,685	\$45,594	\$53,685	\$61,776	\$26.00	\$22.00	\$26.00	\$30.00	2	2,080	6.0
Cluster 7	\$51,431	\$45,312	\$51,431	\$57,549	\$26.00	\$24.00	\$26.00	\$28.00	2	2,000	7.0
Cluster 8	\$58,914	\$55,328	\$59,328	\$62,500	\$32.50	\$28.50	\$30.00	\$36.50	4	1,875	9.8
Cluster 9	\$85,647	\$82,524	\$85,647	\$88,769	\$45.00	\$40.00	\$45.00	\$50.00	2	1,936	8.0
Union											
Non-Unionized	\$56,633	\$45,240	\$58,656	\$63,500	\$29.44	\$28.00	\$28.00	\$31.00	9	1,918	9.1
Unionized	\$64,580	\$52,000	\$60,000	\$80,712	\$34.28	\$27.00	\$30.50	\$42.00	19	1,882	7.7
Total Students											
0-250 students	\$64,313	\$58,656	\$59,504	\$77,122	\$29.60	\$28.00	\$28.00	\$29.00	5	1,896	10.2
251-1000 students	\$53,365	\$45,312	\$56,994	\$58,240	\$29.73	\$24.00	\$28.00	\$31.00	11	1,866	8.8
> 1000 students	\$69,439	\$60,000	\$65,000	\$82,524	\$37.00	\$30.00	\$36.00	\$44.00	11	1,901	6.4
Budget Range											
<\$2.5 million	\$60,342	\$52,124	\$59,504	\$68,561	\$26.33	\$22.00	\$28.00	\$29.00	3	1,805	12.3
\$2.5-\$7.5 million	\$62,879	\$44,132	\$58,656	\$85,850	\$39.67	\$28.00	\$41.00	\$50.00	3	1,681	8.5
\$8-\$15 million	\$61,293	\$51,338	\$57,895	\$72,856	\$30.38	\$25.50	\$28.00	\$35.00	8	2,032	8.1
>\$15 million	\$67,270	\$56,994	\$63,500	\$82,524	\$35.45	\$29.00	\$31.00	\$42.00	11	1,924	6.6
Demographics											
Urbanized	\$68,571	\$57,083	\$74,920	\$80,856	\$33.10	\$27.00	\$33.50	\$40.00	10	1,969	8.4
Suburban	\$58,288	\$44,280	\$57,272	\$61,776	\$35.70	\$28.00	\$29.00	\$47.00	10	1,686	8.1
Rural	\$57,080	\$45,594	\$60,000	\$65,000	\$27.71	\$24.00	\$29.00	\$31.00	7	2,059	7.7
Type of Program											
School District	\$61,246	\$44,132	\$57,083	\$82,524	\$39.00	\$27.00	\$40.00	\$50.00	3	1,692	12.0
Other Public Agency	\$69,590	\$60,000	\$60,000	\$88,769	\$36.00	\$29.00	\$29.00	\$50.00	3	2,011	7.3
Private Non-Profit	\$57,998	\$45,594	\$58,240	\$65,000	\$30.21	\$27.00	\$28.00	\$31.00	19	1,937	7.8
County Educ. Dept.	\$82,564	\$74,920	\$82,564	\$90,207	\$41.50	\$36.00	\$41.50	\$47.00	2	2,000	6.0
Type of Agency											
Head Start	\$61,230	\$49,736	\$59,328	\$69,960	\$32.96	\$27.50	\$29.50	\$39.50	24	1,907	7.7
Early Head Start	\$62,908	\$52,000	\$60,000	\$77,122	\$32.20	\$28.00	\$29.00	\$39.00	25	1,923	7.8
Other	\$63,334	\$57,083	\$60,000	\$74,920	\$31.77	\$27.00	\$29.00	\$36.00	13	2,004	7.2
Migrant	\$58,680	\$45,594	\$56,000	\$60,000	\$32.67	\$27.00	\$29.00	\$42.00	6	1,843	6.8

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

Enrollment (ERSEA) Coordinator

Responsible for eligibility, recruitment, enrollment, selection and attendance, including record keeping. Supports family services staff and/or works directly with families. Accountable to the agency's ERSEA Manager.

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$47,908	\$35,589	\$45,312	\$54,579	\$24.27	\$19.00	\$22.50	\$26.00	30	1,904	7.7
<u>Location</u>											
Cluster 1	\$66,704	\$49,998	\$51,584	\$68,664	\$33.25	\$23.00	\$24.50	\$43.50	4	1,669	3.5
Cluster 3	\$46,704	\$33,608	\$41,066	\$59,800	\$26.75	\$20.50	\$27.50	\$33.00	4	1,788	8.0
Cluster 5	\$52,190	\$45,178	\$51,878	\$58,500	\$25.83	\$22.00	\$25.00	\$28.00	6	2,036	5.2
Cluster 6	\$35,145	\$28,226	\$36,837	\$40,373	\$17.00	\$14.00	\$18.00	\$19.00	3	2,080	4.7
Cluster 7	\$40,450	\$35,589	\$40,450	\$45,312	\$20.50	\$17.00	\$20.50	\$24.00	2	2,000	10.0
Cluster 8	\$35,622	\$31,415	\$34,794	\$36,650	\$19.80	\$18.00	\$19.00	\$20.00	5	1,807	8.8
Cluster 9	\$51,868	\$47,840	\$50,029	\$54,579	\$25.00	\$23.00	\$24.00	\$26.00	5	2,082	15.5
<u>Union</u>											
Non-Unionized	\$45,696	\$35,641	\$46,250	\$53,082	\$22.67	\$17.50	\$23.00	\$26.00	12	2,022	5.0
Unionized	\$49,304	\$35,589	\$45,312	\$57,538	\$25.33	\$19.00	\$22.50	\$28.00	19	1,830	9.1
<u>Total Students</u>											
0-250 students	\$45,397	\$31,415	\$34,794	\$68,664	\$23.50	\$16.00	\$22.50	\$31.00	6	1,584	9.2
251-1000 students	\$44,931	\$40,373	\$45,312	\$47,840	\$21.85	\$19.00	\$22.00	\$24.00	13	2,058	6.9
> 1000 students	\$53,023	\$36,837	\$49,998	\$64,000	\$27.55	\$20.00	\$24.00	\$31.00	11	1,926	7.9
<u>Budget Range</u>											
<\$2.5 million	\$40,947	\$31,415	\$33,689	\$50,000	\$21.20	\$16.00	\$19.00	\$26.00	5	1,502	9.2
\$2.5-\$7.5 million	\$51,835	\$47,500	\$47,840	\$50,029	\$25.20	\$23.00	\$24.00	\$24.00	5	2,056	7.7
\$8-\$15 million	\$46,744	\$36,650	\$45,765	\$54,579	\$23.10	\$18.00	\$23.00	\$26.00	10	2,038	7.0
>\$15 million	\$51,963	\$36,837	\$45,000	\$57,538	\$27.00	\$20.00	\$22.00	\$28.00	9	1,921	8.3
<u>Demographics</u>											
Urbanized	\$47,990	\$41,704	\$45,178	\$57,538	\$24.64	\$21.00	\$22.00	\$28.00	11	1,985	7.4
Suburban	\$54,226	\$35,589	\$47,500	\$64,043	\$28.00	\$17.50	\$22.00	\$33.00	8	1,667	7.6
Rural	\$42,656	\$34,794	\$45,312	\$50,000	\$21.18	\$18.00	\$23.00	\$24.00	11	2,017	8.1
<u>Type of Program</u>											
Other Public Agency	\$56,471	\$48,920	\$57,000	\$64,022	\$28.75	\$24.50	\$28.50	\$33.00	4	1,984	10.7
Private Non-Profit	\$42,785	\$35,110	\$43,352	\$48,749	\$22.15	\$18.00	\$22.00	\$24.50	20	1,950	6.7
County Educ. Dept.	\$58,410	\$34,794	\$50,029	\$57,538	\$29.80	\$19.00	\$24.00	\$28.00	5	1,966	9.2
<u>Type of Agency</u>											
Head Start	\$48,080	\$36,650	\$45,312	\$54,579	\$23.81	\$18.00	\$22.00	\$26.00	26	1,932	7.3
Early Head Start	\$47,871	\$36,650	\$45,312	\$51,584	\$24.62	\$19.00	\$23.00	\$26.00	29	1,957	8.2
Other	\$49,768	\$36,837	\$45,312	\$54,579	\$24.85	\$18.00	\$23.00	\$26.00	13	2,011	7.8
Migrant	\$52,355	\$27,880	\$40,373	\$50,000	\$28.80	\$19.00	\$20.00	\$26.00	5	1,770	7.8

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

Parental Engagement Manager

Parental Involvement Specialists serve as a resource and/or trainer for family service staff, center managers, parents and volunteers; has specialized knowledge in working with adults, adult education, recreation, etc.; collaborates with community agencies and adult education resources; does not generally have supervisory responsibilities; may monitor family records, parent training and other activities, work with parent groups, and provide parent training and support (adult educator, adult activities coordinator, volunteer coordinator, family literacy coordinator, parent trainer, PTA/PTO liaison).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$53,741	\$43,723	\$54,945	\$66,748	\$27.44	\$21.00	\$27.00	\$34.00	18	1,818	7.1
<u>Location</u>											
Cluster 1	\$52,990	\$39,746	\$43,723	\$73,500	\$26.80	\$18.00	\$21.00	\$35.00	5	1,976	4.0
Cluster 2	\$51,545	\$48,144	\$51,545	\$54,945	\$27.00	\$26.00	\$27.00	\$28.00	2	1,920	5.0
Cluster 3	\$63,684	\$60,620	\$63,684	\$66,748	\$31.50	\$29.00	\$31.50	\$34.00	2	2,015	6.0
Cluster 5	\$56,333	\$20,591	\$73,407	\$75,000	\$32.00	\$20.00	\$35.00	\$41.00	3	1,649	8.7
<u>Union</u>											
Non-Unionized	\$50,316	\$37,913	\$52,620	\$63,684	\$26.25	\$21.00	\$26.00	\$31.50	8	1,876	7.2
Unionized	\$56,786	\$45,312	\$54,945	\$73,407	\$28.40	\$21.00	\$27.00	\$35.00	9	1,776	7.0
<u>Total Students</u>											
0-250 students	\$44,917	\$27,131	\$47,000	\$60,620	\$22.50	\$18.50	\$21.50	\$26.50	4	1,441	9.3
251-1000 students	\$49,167	\$45,312	\$54,945	\$58,240	\$26.40	\$24.00	\$26.00	\$28.00	5	1,822	7.8
> 1000 students	\$59,224	\$43,723	\$62,566	\$73,500	\$30.22	\$22.00	\$30.00	\$35.00	9	1,954	5.8
<\$2.5 million	\$37,066	\$27,131	\$37,066	\$47,000	\$20.33	\$18.00	\$19.00	\$24.00	3	1,227	9.3
<u>Budget Range</u>											
\$2.5-\$7.5 million	\$63,684	\$60,620	\$63,684	\$66,748	\$31.50	\$29.00	\$31.50	\$34.00	2	2,015	6.0
\$8-\$15 million	\$53,565	\$45,312	\$51,545	\$58,240	\$27.50	\$24.00	\$27.00	\$28.00	6	1,970	7.5
>\$15 million	\$61,687	\$43,723	\$67,987	\$73,500	\$30.83	\$22.00	\$32.50	\$35.00	6	1,980	5.8
<u>Demographics</u>											
Urbanized	\$58,394	\$48,144	\$57,783	\$73,407	\$28.50	\$26.00	\$28.50	\$35.00	6	2,047	6.8
Suburban	\$53,400	\$31,606	\$60,403	\$70,874	\$29.38	\$21.00	\$29.00	\$37.50	8	1,758	6.4
Rural	\$45,345	\$43,723	\$45,312	\$47,000	\$22.00	\$20.00	\$22.50	\$24.00	4	1,539	8.5
<u>Type of Program</u>											
School District	\$41,038	\$27,131	\$41,038	\$54,945	\$22.00	\$18.00	\$22.00	\$26.00	2	1,820	5.5
Other Public Agency	\$61,000	\$47,000	\$61,000	\$75,000	\$32.50	\$24.00	\$32.50	\$41.00	2	1,952	9.0
Private Non-Profit	\$50,479	\$39,746	\$48,144	\$62,566	\$26.27	\$21.00	\$28.00	\$30.00	11	1,896	5.8
County Educ. Dept.	\$77,128	\$73,407	\$77,128	\$80,848	\$32.00	\$19.00	\$35.00	\$42.00	3	1,398	10.7
<u>Type of Agency</u>											
Head Start	\$52,416	\$39,746	\$48,144	\$73,407	\$27.47	\$21.00	\$26.00	\$35.00	15	1,895	6.6
Early Head Start	\$53,741	\$43,723	\$54,945	\$66,748	\$27.44	\$21.00	\$27.00	\$34.00	18	1,818	7.1
Other	\$53,040	\$43,723	\$51,545	\$62,566	\$27.40	\$22.00	\$27.00	\$30.00	10	1,917	6.6
Migrant	\$54,643	\$36,080	\$47,000	\$80,848	\$29.33	\$22.00	\$24.00	\$42.00	3	1,840	7.5

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Parental Engagement Assistant

Parental Involvement Specialists serve as a resource and/or trainer for family service staff, center managers, parents and volunteers; has specialized knowledge in working with adults, adult education, recreation, etc.; collaborates with community agencies and adult education resources; does not generally have supervisory responsibilities; may monitor family records, parent training and other activities, work with parent groups, and provide parent training and support (adult educator, adult activities coordinator, volunteer coordinator, family literacy coordinator, parent trainer, PTA/PTO liaison).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$42,224	\$35,693	\$41,912	\$47,270	\$21.12	\$18.00	\$20.00	\$25.00	17	1,992	10.0
Location											
Cluster 1	\$44,885	\$42,500	\$44,885	\$47,270	\$22.50	\$20.00	\$22.50	\$25.00	2	2,000	5.0
Cluster 3	\$37,565	\$34,050	\$37,565	\$41,080	\$18.00	\$16.00	\$18.00	\$20.00	2	2,080	5.0
Cluster 5	\$49,901	\$41,912	\$51,630	\$56,160	\$24.00	\$20.00	\$25.00	\$27.00	3	2,080	5.7
Cluster 6	\$41,115	\$27,817	\$41,115	\$54,413	\$20.50	\$15.00	\$20.50	\$26.00	2	1,992	12.5
Cluster 7	\$37,606	\$35,693	\$37,606	\$39,520	\$18.00	\$17.00	\$18.00	\$19.00	2	2,080	10.5
Cluster 8	\$36,276	\$28,296	\$35,980	\$44,552	\$20.00	\$16.00	\$18.00	\$26.00	3	1,840	10.0
Cluster 9	\$52,890	\$46,603	\$52,890	\$59,176	\$25.00	\$22.00	\$25.00	\$28.00	2	2,080	21.0
Union											
Non-Unionized	\$42,416	\$35,980	\$41,912	\$47,270	\$21.11	\$19.00	\$20.00	\$25.00	9	2,004	4.9
Unionized	\$42,009	\$31,994	\$42,036	\$50,508	\$21.13	\$16.50	\$20.50	\$26.00	8	1,978	14.5
Total Students											
0-250 students	\$37,976	\$28,296	\$41,080	\$44,552	\$20.67	\$16.00	\$20.00	\$26.00	3	1,867	12.0
251-1000 students	\$42,135	\$35,693	\$39,520	\$51,630	\$20.29	\$17.00	\$19.00	\$25.00	7	2,069	6.0
> 1000 students	\$44,134	\$31,160	\$46,603	\$54,413	\$22.14	\$19.00	\$22.00	\$26.00	7	1,969	14.4
Budget Range											
<\$2.5 million	\$37,976	\$28,296	\$41,080	\$44,552	\$20.67	\$16.00	\$20.00	\$26.00	3	1,867	12.0
\$2.5-\$7.5 million	\$40,716	\$39,520	\$40,716	\$41,912	\$19.50	\$19.00	\$19.50	\$20.00	2	2,080	11.5
\$8-\$15 million	\$43,464	\$35,693	\$41,625	\$51,630	\$21.33	\$17.00	\$21.50	\$25.00	6	2,040	3.8
>\$15 million	\$43,612	\$31,160	\$44,552	\$54,413	\$21.67	\$19.00	\$21.00	\$26.00	6	1,977	14.4
Demographics											
Urbanized	\$44,525	\$41,080	\$42,500	\$47,270	\$21.56	\$20.00	\$20.00	\$25.00	9	2,062	7.8
Suburban	\$45,110	\$33,426	\$45,053	\$56,794	\$22.50	\$18.00	\$22.50	\$27.00	4	1,970	16.7
Rural	\$34,161	\$28,057	\$32,138	\$40,266	\$18.75	\$15.50	\$17.00	\$22.00	4	1,856	9.5
Type of Program											
Other Public Agency	\$43,497	\$27,817	\$43,497	\$59,176	\$21.50	\$15.00	\$21.50	\$28.00	2	1,992	16.0
Private Non-Profit	\$42,895	\$35,693	\$41,912	\$51,630	\$21.18	\$18.00	\$20.00	\$25.00	11	2,018	6.7
County Educ. Dept.	\$36,424	\$28,296	\$36,424	\$44,552	\$21.00	\$16.00	\$21.00	\$26.00	2	1,760	14.0
Type of Agency											
Head Start	\$43,229	\$35,693	\$42,500	\$51,630	\$21.53	\$18.00	\$20.00	\$26.00	15	1,999	9.5
Early Head Start	\$41,353	\$34,871	\$41,496	\$46,937	\$20.75	\$17.50	\$20.00	\$25.00	16	1,987	10.6
Other	\$43,504	\$33,426	\$45,578	\$53,021	\$22.13	\$18.00	\$23.50	\$26.00	8	1,958	9.7
Migrant	\$29,489	\$27,817	\$29,489	\$31,160	\$17.00	\$15.00	\$17.00	\$19.00	2	1,772	8.0

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