## CHSA Compensation Analysis by Job Category

## **Disabilities Services Staff: Disabilities Services Manager**

Responsible for implementation of the Americans with Disabilities Act, the Individuals with Disabilities Education Act, and other special education provisions; works with teachers, parents, local education agencies, and community agencies in planning and program development, obtaining professional diagnoses and assessments of disabled individuals, and developing Individual Education or Family Service Plans; maintains records and writes reports; may supervise some or all special education staff, therapists, etc. (disabilities specialist, disabilities services coordinator, director of special education, special education coordinator, special services manager).

Overall         \$59,652         \$45,500         \$58,240         \$69,399         \$81.24         \$26,001         \$29,001         \$33,001         \$31,066         \$3.83           Coverall         \$69,652         \$45,500         \$89,399         \$70,000         \$33,25         \$28,001         \$32,000         \$33,00         \$3         \$1,866         \$3.83           Cluster 1         \$67,141         \$65,000         \$69,939         \$70,000         \$33,25         \$28,001         \$32,500         \$41,407         \$10,000           Cluster 5         \$68,793         \$49,790         \$62,565         \$57,0998         \$30,705         \$20,000         \$33,000         \$32,000         \$32,000         \$32,000         \$31,000         \$41,076         \$10,000           Cluster 6         \$58,723         \$41,642         \$57,774         \$62,566         \$31,000         \$20,000         \$32,000         \$28,000         \$32,000         \$28		<b>Annual Salary</b>				Hourly Wage					Other		
Cluster   S67,141   S65,000   S69,939   \$70,000   \$33.25   \$28.00   \$38.50   \$4   1,840   3.8   \$1,000   \$49,927   \$57,418   \$88,693   \$40.00   \$27.50   \$30.00   \$52.50   \$4   1,840   3.8   \$1,000   \$20,000   \$28.00   \$34.50   \$4   1,767   \$10.00   \$10,000   \$20,000   \$28.00   \$34.50   \$4   1,767   \$10.00   \$10,000   \$20,000   \$28.00   \$34.50   \$4   1,767   \$10.00   \$10,000   \$20,000   \$28.00   \$34.50   \$6   1,971   \$13.00   \$10,000   \$20.000   \$28.00   \$33.00   \$6   1,971   \$13.00   \$10,000   \$20.000   \$28.00   \$33.00   \$6   1,971   \$13.00   \$10,000   \$20.000   \$28.00   \$28.00   \$29.00   \$2   \$20.000   \$4.00   \$20.0		Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper	
Cluster 1         \$67,141         \$65,000         \$69,399         \$70,000         \$33.25         \$28.00         \$32.50         \$38.50         4         1,840         3.8           Cluster 2         \$69,310         \$49,927         \$57,418         \$88,693         \$40,000         \$27.50         \$30.00         \$52.50         4         1,767         10.0           Cluster 6         \$58,793         \$41,642         \$57,774         \$62,566         \$31.00         \$20.00         \$28.00         \$33.00         6         1,971         13.0           Cluster 7         \$52,916         \$45,312         \$52,916         \$60,519         \$26,50         \$24.00         \$26.00         \$20.00	Overall	\$59,652	\$45,500	\$58,240	\$69,939	\$31.24	\$26.00	\$29.00	\$33.00	33	1,866	8.3	
Cluster 2         \$69,310         \$49,927         \$57,418         \$88,693         \$40,00         \$27.50         \$30.00         \$52.50         4         1,767         10.0           Cluster 5         \$58,799         \$49,790         \$62,566         \$70,998         \$30,75         \$27.50         \$30.00         \$34.50         8         1,918         7.4           Cluster 6         \$58,723         \$41,642         \$55,774         \$62,566         \$31.00         \$20.00         \$28.00         \$20.00         6         1,971         13.0           Cluster 8         \$46,119         \$33,858         \$50,000         \$54,500         \$23.67         \$19.00         \$26.00         \$20.00         2         2,000         4.0           Cluster 9         \$77,199         \$56,000         \$77,199         \$98,397         \$41.00         \$26.00         \$26.00         \$2.50         \$2.00         \$41.62         \$1.00         \$1.05         \$41.64         \$54,080         \$59,000         \$26.00         \$24.00         \$26.00         \$25.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00         \$2.00	Location												
Cluster 5         \$58,799         \$49,790         \$62,565         \$70,998         \$30.75         \$27.50         \$30.00         \$34.50         8         1,918         7.4           Cluster 6         \$58,723         \$41,642         \$57.774         \$62,566         \$31.00         \$20.00         \$28.00         \$33.00         6         1,971         13.0           Cluster 8         \$46,119         \$33,858         \$50,000         \$54,500         \$23.67         \$19.00         \$26.00	Cluster 1	\$67,141	\$65,000	\$69,939	\$70,000	\$33.25	\$28.00	\$32.50	\$38.50	4	1,840	3.8	
Cluster 6         \$58,723         \$41,642         \$57,774         \$62,566         \$31.00         \$20.00         \$28.00         \$33.00         6         1,971         13.0           Cluster 7         \$52,916         \$45,312         \$52,916         \$60,519         \$26.50         \$24.00         \$26.00         \$20.00         4.0           Cluster 8         \$46,119         \$33.858         \$50,000         \$54,500         \$23.67         \$19.00         \$26.00         \$26.00         3         1,946         6.7           Unicon         \$77,199         \$56,000         \$77,199         \$99,000         \$26.06         \$24.00         \$26.00         \$29.50         17         1,885         4.5           Uniconized         \$51,507         \$41,642         \$54,080         \$59,000         \$26.06         \$24.00         \$26.00         \$29.50         17         1,885         4.5           Uniconized         \$55,073         \$55,836         \$66,23         \$73,407         \$36.12         \$27.00         \$33.00         \$40.00         18         1,849         11.7           Total Students         \$40,60         \$40,60         \$45,821         \$54,261         \$21.67         \$19.00         \$26.00         \$60.00         \$1,991	Cluster 2	\$69,310	\$49,927	\$57,418	\$88,693	\$40.00	\$27.50	\$30.00	\$52.50	4	1,767	10.0	
Cluster 7         \$52,916         \$45,312         \$52,916         \$60,519         \$26.50         \$24.00         \$26.00         \$2         2,000         4.0           Cluster 8         \$46,119         \$33,858         \$50,000         \$54,500         \$23.67         \$19.00         \$26.00         \$26.00         \$3         1,946         6.7           Cluster 9         777,199         \$56,000         \$77,199         \$98,397         \$41.00         \$27.00         \$41.00         \$55.00         2         1,837         16.5           Union         Cluster 8         \$51,507         \$41,642         \$54,080         \$59,000         \$26.06         \$24.00         \$26.00         \$29.50         17         1,885         4.5           Unionized         \$51,507         \$41,642         \$54,080         \$59,000         \$26.06         \$24.00         \$26.00         \$29.50         17         1,885         4.5           Unionized         \$67,345         \$55,836         \$66,253         \$73,407         \$36.12         \$27.00         \$33.00         \$40.00         18         1,849         11.7           Total Students         \$40,061         \$45,821         \$54,261         \$21.67         \$19.00         \$20.00         \$26.00 </td <td>Cluster 5</td> <td>\$58,799</td> <td>\$49,790</td> <td>\$62,565</td> <td>\$70,998</td> <td>\$30.75</td> <td>\$27.50</td> <td>\$30.00</td> <td>\$34.50</td> <td>8</td> <td>1,918</td> <td>7.4</td>	Cluster 5	\$58,799	\$49,790	\$62,565	\$70,998	\$30.75	\$27.50	\$30.00	\$34.50	8	1,918	7.4	
Cluster 8         \$46,119         \$33,858         \$50,000         \$54,500         \$23,677         \$1900         \$26,000         \$26,000         \$77,199         \$88,397         \$41,00         \$27,00         \$41,00         \$55,00         \$2         1,837         16.5           Union         Union         \$51,507         \$41,642         \$54,080         \$59,000         \$26,06         \$24,00         \$26,00         \$29,00         17         1,885         4.5           Unionized         \$51,507         \$41,642         \$54,080         \$59,000         \$26,06         \$24,00         \$26,00         \$29,00         17         1,885         4.5           Unionized         \$67,345         \$55,836         \$66,253         \$73,407         \$36,12         \$27.00         \$33,00         \$40,00         18         1,849         1.17           Total Students         \$48,060         \$40,262         \$45,821         \$54,261         \$21,607         \$19,00         \$20,00         \$26,00         \$6         1,695         5.5           251 1000 students         \$66,388         \$55,80         \$86,200         \$22,507         \$31,14         \$20,00         \$20,00         \$40,00         \$40,00         \$40,00         \$40,00         \$40,00	Cluster 6	\$58,723	\$41,642	\$57,774	\$62,566	\$31.00	\$20.00	\$28.00	\$33.00	6	1,971	13.0	
Cluster 9   \$77,199   \$56,000   \$77,199   \$98,397   \$41.00   \$27.00   \$41.00   \$55.00   \$2   1,837   \$16.5   \$10   \$10   \$10   \$15	Cluster 7	\$52,916	\$45,312	\$52,916	\$60,519	\$26.50	\$24.00	\$26.50	\$29.00	2	2,000	4.0	
Union         Non-Unionized         \$51,507         \$41,642         \$54,080         \$59,000         \$26.06         \$24.00         \$26.00         \$29.50         17         1,885         4.5           Unionized         \$67,345         \$55,366         \$66,253         \$73,407         \$36.12         \$27.00         \$33.00         \$40.00         18         1,849         11.7           Total Students           0-250 students         \$48,060         \$40,262         \$45,821         \$54,261         \$21.67         \$19.00         \$20.00         \$26.00         14         1,941         5.4           251-1000 students         \$60,021         \$54,080         \$56,200         \$62,730         \$31.14         \$26.00         \$28.50         \$30.00         14         1,941         5.4           > 1000 students         \$66,388         \$55,836         \$65,000         \$73,407         \$35.77         \$30.00         \$20.00         14         1,941         5.4           1000 students         \$66,388         \$55,336         \$65,000         \$73,407         \$35.77         \$30.00         \$20.00         14         1,941         5.4           Budget Range         ***********************************	Cluster 8	\$46,119	\$33,858	\$50,000	\$54,500	\$23.67	\$19.00	\$26.00	\$26.00	3	1,946	6.7	
Non-Unionized   \$51,507   \$41,642   \$54,080   \$59,000   \$26.06   \$24.00   \$26.00   \$29.50   17   1,885   4.5	Cluster 9	\$77,199	\$56,000	\$77,199	\$98,397	\$41.00	\$27.00	\$41.00	\$55.00	2	1,837	16.5	
Unionized   \$67,345   \$55,836   \$66,253   \$73,407   \$36.12   \$27.00   \$33.00   \$40.00   18   1,849   11.7     Total Students   \$48,060   \$40,262   \$45,821   \$54,261   \$21.67   \$19.00   \$20.00   \$26.00   6   1,695   5.5     251-1000 students   \$66,021   \$54,080   \$58,620   \$62,730   \$31.14   \$26.00   \$28.50   \$30.00   14   1,941   5.4     > 1000 students   \$66,388   \$55,836   \$65,000   \$73,407   \$35.77   \$30.00   \$33.00   \$40.00   13   1,868   14.7     Budget Range   \$48,240   \$39,131   \$45,696   \$55,120   \$21.00   \$19.00   \$19.50   \$23.00   4   1,567   5.7     \$2.5-\$7.5 million   \$44,240   \$39,131   \$45,696   \$55,120   \$21.00   \$19.00   \$19.50   \$23.00   4   1,567   5.7     \$2.5-\$7.5 million   \$54,578   \$53,402   \$55,040   \$59,000   \$26.17   \$26.00   \$29.00   \$32.00   11   1,953   7.3     \$8.515 million   \$62,096   \$47,635   \$58,240   \$62,730   \$32.64   \$25.00   \$29.00   \$32.00   11   1,953   7.3     \$8.15 million   \$68,758   \$62,147   \$67,500   \$83,133   \$36.80   \$30.00   \$33.50   \$43.00   10   1,882   15.9     Demographics   Urbanized   \$62,007   \$47,635   \$60,700   \$69,939   \$32.17   \$26.00   \$30.00   \$33.00   12   1,807   7.1     Suburban   \$61,882   \$54,080   \$60,519   \$72,000   \$33.67   \$28.00   \$29.00   \$30.00   \$1.00   1,882   15.9    Type of Program   Urber Public Agency   \$71,622   \$56,000   \$67,073   \$91,190   \$39.67   \$27.00   \$36.50   \$55.00   6   1,890   18.0     Tyivate Non-Profit   \$53,578   \$45,312   \$54,810   \$62,566   \$27.38   \$25.00   \$28.00   \$30.00   \$20.00	<u>Union</u>												
Total Students         \$48,060         \$40,262         \$45,821         \$54,261         \$21.67         \$19.00         \$20.00         \$26.00         6         1,695         5.5           251-1000 students         \$60,021         \$54,080         \$58,620         \$62,730         \$31.14         \$26.00         \$28.50         \$30.00         14         1,941         5.4           > 1000 students         \$66,388         \$55,836         \$65,000         \$73,407         \$35.77         \$30.00         \$33.00         \$40.00         13         1,868         14.7           Budget Range           <2.5.5 million	Non-Unionized	\$51,507	\$41,642	\$54,080	\$59,000	\$26.06	\$24.00	\$26.00	\$29.50	17	1,885	4.5	
0-250 students         \$48,060         \$40,262         \$45,821         \$54,261         \$21.67         \$19.00         \$20.00         \$26.00         6         1,695         5.5           251-1000 students         \$60,021         \$54,080         \$58,620         \$62,730         \$31.14         \$26.00         \$28.50         \$30.00         14         1,941         5.4           > 1000 students         \$66,388         \$55,836         \$66,000         \$73,407         \$35.77         \$30.00         \$33.00         \$40.00         13         1,868         14.7           Budget Range           <\$2.5 million	Unionized	\$67,345	\$55,836	\$66,253	\$73,407	\$36.12	\$27.00	\$33.00	\$40.00	18	1,849	11.7	
251-1000 students   \$60,021   \$54,080   \$58,620   \$62,730   \$31.14   \$26.00   \$28.50   \$30.00   14   1,941   5.4     > 1000 students   \$66,388   \$55,836   \$65,000   \$73,407   \$35.77   \$30.00   \$33.00   \$40.00   13   1,868   14.7     Budget Range	Total Students												
Note	0-250 students	\$48,060	\$40,262	\$45,821	\$54,261	\$21.67	\$19.00	\$20.00	\$26.00	6	1,695	5.5	
Section   Sect	251-1000 students	\$60,021	\$54,080	\$58,620	\$62,730	\$31.14	\$26.00	\$28.50	\$30.00	14	1,941	5.4	
<\$2.5 million	> 1000 students	\$66,388	\$55,836	\$65,000	\$73,407	\$35.77	\$30.00	\$33.00	\$40.00	13	1,868	14.7	
\$2.5-\$7.5 million \$54,578 \$53,402 \$55,040 \$59,000 \$26.17 \$26.00 \$26.50 \$28.00 \$6 2,017 3.7 \$8-\$15 million \$62,096 \$47,635 \$58,240 \$62,730 \$32.64 \$25.00 \$29.00 \$32.00 11 1,953 7.3 \$15 million \$68,758 \$62,147 \$67,500 \$83,133 \$36.80 \$30.00 \$33.50 \$43.00 10 1,882 15.9 \$	Budget Range												
\$8-\$15 million         \$62,096         \$47,635         \$58,240         \$62,730         \$32.64         \$25.00         \$29.00         \$32.00         11         1,953         7.3           >\$15 million         \$68,758         \$62,147         \$67,500         \$83,133         \$36.80         \$30.00         \$33.50         \$43.00         10         1,882         15.9           Demographics         Urbanized         \$62,007         \$47,635         \$60,700         \$69,939         \$32.17         \$26.00         \$30.00         \$33.00         12         1,807         7.1           Suburban         \$61,882         \$54,080         \$60,519         \$72,000         \$33.67         \$28.00         \$29.00         \$40.00         9         1,838         9.6           Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312	<\$2.5 million	\$48,240	\$39,131	\$45,696	\$55,120	\$21.00	\$19.00	\$19.50	\$23.00	4	1,567	5.7	
>\$15 million         \$68,758         \$62,147         \$67,500         \$83,133         \$36.80         \$30.00         \$33.50         \$43.00         10         1,882         15.9           Demographics           Urbanized         \$62,007         \$47,635         \$60,700         \$69,939         \$32.17         \$26.00         \$30.00         \$33.00         12         1,807         7.1           Suburban         \$61,882         \$54,080         \$60,519         \$72,000         \$33.67         \$28.00         \$29.00         \$40.00         9         1,838         9.6           Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         2         1,707         3.7           County Educ. Dept.         \$63,466 <td>\$2.5-\$7.5 million</td> <td>\$54,578</td> <td>\$53,402</td> <td>\$55,040</td> <td>\$59,000</td> <td>\$26.17</td> <td>\$26.00</td> <td>\$26.50</td> <td>\$28.00</td> <td>6</td> <td>2,017</td> <td>3.7</td>	\$2.5-\$7.5 million	\$54,578	\$53,402	\$55,040	\$59,000	\$26.17	\$26.00	\$26.50	\$28.00	6	2,017	3.7	
Demographics           Urbanized         \$62,007         \$47,635         \$60,700         \$69,939         \$32.17         \$26.00         \$30.00         \$33.00         12         1,807         7.1           Suburban         \$61,882         \$54,080         \$60,519         \$72,000         \$33.67         \$28.00         \$29.00         \$40.00         9         1,838         9.6           Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,993         \$24.00         \$20.00         \$24.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466	\$8-\$15 million	\$62,096	\$47,635	\$58,240	\$62,730	\$32.64	\$25.00	\$29.00	\$32.00	11	1,953	7.3	
Urbanized         \$62,007         \$47,635         \$60,700         \$69,939         \$32.17         \$26.00         \$30.00         \$33.00         12         1,807         7.1           Suburban         \$61,882         \$54,080         \$60,519         \$72,000         \$33.67         \$28.00         \$29.00         \$40.00         9         1,838         9.6           Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.03         \$26	>\$15 million	\$68,758	\$62,147	\$67,500	\$83,133	\$36.80	\$30.00	\$33.50	\$43.00	10	1,882	15.9	
Suburban         \$61,882         \$54,080         \$60,519         \$72,000         \$33.67         \$28.00         \$29.00         \$40.00         9         1,838         9.6           Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$28.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960	<u>Demographics</u>							-					
Rural         \$55,232         \$43,477         \$53,951         \$62,746         \$28.50         \$22.00         \$26.00         \$31.50         12         1,953         8.7           Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,5	Urbanized	\$62,007	\$47,635	\$60,700	\$69,939	\$32.17	\$26.00	\$30.00	\$33.00	12	1,807	7.1	
Type of Program           Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,4	Suburban	\$61,882	\$54,080	\$60,519	\$72,000	\$33.67	\$28.00	\$29.00	\$40.00	9	1,838	9.6	
Other Public Agency         \$71,622         \$56,000         \$67,073         \$91,190         \$39.67         \$27.00         \$36.50         \$55.00         6         1,890         18.0           Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$24.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519	Rural	\$55,232	\$43,477	\$53,951	\$62,746	\$28.50	\$22.00	\$26.00	\$31.50	12	1,953	8.7	
Private Non-Profit         \$53,578         \$45,312         \$54,810         \$62,566         \$27.38         \$25.00         \$28.00         \$30.00         21         1,892         4.6           Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$24.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Type of Program												
Other         \$56,860         \$41,642         \$59,000         \$69,939         \$24.00         \$20.00         \$24.00         \$28.00         2         1,707         3.7           County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Other Public Agency	\$71,622	\$56,000	\$67,073	\$91,190	\$39.67	\$27.00	\$36.50	\$55.00	6	1,890	18.0	
County Educ. Dept.         \$63,466         \$33,858         \$73,407         \$83,133         \$32.33         \$19.00         \$35.00         \$43.00         3         1,860         13.3           Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Private Non-Profit	\$53,578	\$45,312	\$54,810	\$62,566	\$27.38	\$25.00	\$28.00	\$30.00	21	1,892	4.6	
Type of Agency           Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Other	\$56,860	\$41,642	\$59,000	\$69,939	\$24.00	\$20.00	\$24.00	\$28.00	2	1,707	3.7	
Head Start         \$60,960         \$47,635         \$59,000         \$69,996         \$32.03         \$26.00         \$29.00         \$34.00         31         1,929         8.4           Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	County Educ. Dept.	\$63,466	\$33,858	\$73,407	\$83,133	\$32.33	\$19.00	\$35.00	\$43.00	3	1,860	13.3	
Early Head Start         \$60,011         \$46,568         \$57,120         \$69,968         \$31.70         \$26.00         \$28.50         \$34.00         30         1,847         8.9           Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Type of Agency												
Other         \$62,978         \$53,402         \$60,519         \$70,000         \$33.11         \$26.00         \$30.00         \$34.00         19         1,940         9.3	Head Start	\$60,960	\$47,635	\$59,000	\$69,996	\$32.03	\$26.00	\$29.00	\$34.00	31	1,929	8.4	
	Early Head Start	\$60,011	\$46,568	\$57,120	\$69,968	\$31.70	\$26.00	\$28.50	\$34.00	30	1,847	8.9	
Migrant \$64,589 \$50,000 \$62,746 \$83,133 \$35.33 \$26.00 \$31.50 \$43.00 6 1,851 13.4	Other	\$62,978	\$53,402	\$60,519	\$70,000	\$33.11	\$26.00	\$30.00	\$34.00	19	1,940	9.3	
	Migrant	\$64,589	\$50,000	\$62,746	\$83,133	\$35.33	\$26.00	\$31.50	\$43.00	6	1,851	13.4	

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

## **Behavioral Health/Inclusion Specialist**

Assists children experiencing behavioral health issues in everyday classroom activities; serves as a resources and/or trainer for center managers, classroom staff and parents; has specialized knowledge in working with children with behavioral health issues; may assist in the development and implementation of Individual Education Plans; maintains records and contributes to reports.

	Annual Salary				Ηοι	Other					
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$49,350	\$39,469	\$47,237	\$58,713	\$26.50	\$21.50	\$24.00	\$29.50	12	1,890	8.3
<u>Location</u>											
Cluster 1	\$42,784	\$35,567	\$42,784	\$50,000	\$21.50	\$19.00	\$21.50	\$24.00	2	2,000	1.0
Cluster 3	\$72,464	\$58,991	\$72,464	\$85,936	\$39.50	\$28.00	\$39.50	\$51.00	2	1,876	17.0
Cluster 9	\$44,684	\$39,579	\$45,760	\$48,714	\$24.33	\$22.00	\$23.00	\$28.00	3	1,856	7.7
<u>Union</u>											
Non-Unionized	\$43,155	\$39,469	\$41,629	\$46,840	\$24.25	\$22.50	\$24.00	\$26.00	4	1,802	5.3
Unionized	\$52,448	\$40,664	\$53,574	\$61,470	\$27.63	\$20.50	\$25.50	\$32.50	8	1,929	9.6
Total Students											
251-1000 students	\$45,699	\$39,579	\$44,720	\$58,991	\$23.83	\$21.00	\$25.00	\$28.00	6	1,910	4.4
> 1000 students	\$51,915	\$39,360	\$48,714	\$50,000	\$28.20	\$23.00	\$24.00	\$24.00	5	1,862	7.8
Budget Range											
\$2.5-\$7.5 million	\$33,997	\$22,234	\$33,997	\$45,760	\$17.50	\$13.00	\$17.50	\$22.00	2	1,907	3.5
\$8-\$15 million	\$56,398	\$39,579	\$43,680	\$85,936	\$33.33	\$21.00	\$28.00	\$51.00	3	1,720	10.3
>\$15 million	\$46,526	\$39,360	\$48,714	\$50,000	\$23.60	\$23.00	\$24.00	\$24.00	5	1,944	4.7
<u>Demographics</u>											
Urbanized	\$45,394	\$22,234	\$50,000	\$63,948	\$22.67	\$13.00	\$24.00	\$31.00	3	1,993	2.0
Suburban	\$55,336	\$43,680	\$48,714	\$58,991	\$29.40	\$23.00	\$24.00	\$28.00	5	1,910	12.0
Rural	\$44,835	\$37,573	\$42,669	\$52,098	\$25.75	\$20.50	\$25.00	\$31.00	4	1,762	10.3
Type of Program											
Other Public Agency	\$47,237	\$45,760	\$47,237	\$48,714	\$22.50	\$22.00	\$22.50	\$23.00	2	2,080	8.0
Private Non-Profit	\$47,304	\$39,360	\$43,680	\$58,991	\$25.00	\$21.00	\$24.00	\$28.00	7	1,887	3.4
Type of Agency											
Head Start	\$49,350	\$39,469	\$47,237	\$58,713	\$26.50	\$21.50	\$24.00	\$29.50	12	1,890	8.3
Early Head Start	\$48,474	\$39,360	\$45,760	\$58,435	\$26.36	\$21.00	\$24.00	\$31.00	11	1,874	8.3
Other	\$43,730	\$39,360	\$41,629	\$45,760	\$24.67	\$21.00	\$23.00	\$28.00	6	1,795	9.6

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

## **Disabilities Assistant**

Assists disabled children or adults with therapy, self-help skills, transportation, etc.; accompanies clients to services (aide to the disabled children and adults).

	Annual Salary				Hourly Wage					Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper	
Overall	\$40,410	\$25,644	\$35,191	\$54,413	\$20.27	\$15.00	\$17.00	\$26.00	11	1,760	6.5	
<u>Location</u>												
Cluster 1	\$52,499	\$49,998	\$52,499	\$55,000	\$25.00	\$24.00	\$25.00	\$26.00	2	2,080	2.5	
Cluster 2	\$24,991	\$24,338	\$24,991	\$25,644	\$15.00	\$15.00	\$15.00	\$15.00	2	1,684	3.0	
Cluster 3	\$48,642	\$25,459	\$48,642	\$71,825	\$26.00	\$12.00	\$26.00	\$40.00	2	1,936	5.5	
Cluster 6	\$45,237	\$36,062	\$45,237	\$54,413	\$22.50	\$19.00	\$22.50	\$26.00	2	1,992	14.5	
<u>Union</u>												
Non-Unionized	\$35,455	\$26,250	\$30,680	\$44,660	\$18.00	\$14.50	\$17.00	\$21.50	4	1,960	5.0	
Unionized	\$43,713	\$25,644	\$43,030	\$54,413	\$21.57	\$15.00	\$19.00	\$26.00	6	1,646	7.5	
Total Students												
251-1000 students	\$28,940	\$25,459	\$27,040	\$34,320	\$14.50	\$12.00	\$14.50	\$17.00	4	1,515	4.8	
> 1000 students	\$45,326	\$25,644	\$49,998	\$55,000	\$23.57	\$15.00	\$24.00	\$26.00	7	1,901	7.7	
Budget Range												
\$8-\$15 million	\$36,858	\$25,644	\$27,040	\$34,320	\$18.83	\$12.00	\$16.00	\$17.00	6	1,597	5.2	
>\$15 million	\$43,962	\$36,062	\$49,998	\$54,413	\$22.00	\$19.00	\$24.00	\$26.00	5	1,957	8.5	
<u>Demographics</u>												
Urbanized	\$32,610	\$24,898	\$25,551	\$40,322	\$17.00	\$13.50	\$15.00	\$20.50	4	1,882	3.3	
Suburban	\$53,519	\$34,320	\$54,413	\$71,825	\$27.67	\$17.00	\$26.00	\$40.00	3	1,984	9.0	
Rural	\$37,700	\$27,040	\$36,062	\$49,998	\$18.00	\$14.50	\$18.00	\$21.50	4	1,471	7.0	
Type of Program												
Private Non-Profit	\$37,026	\$25,551	\$30,680	\$52,205	\$18.22	\$15.00	\$17.00	\$24.00	9	1,741	5.3	
Type of Agency												
Head Start	\$40,410	\$25,644	\$35,191	\$54,413	\$20.27	\$15.00	\$17.00	\$26.00	11	1,760	6.5	
Early Head Start	\$40,410	\$25,644	\$35,191	\$54,413	\$20.27	\$15.00	\$17.00	\$26.00	11	1,760	6.5	
Other	\$37,462	\$25,644	\$35,191	\$49,998	\$18.29	\$15.00	\$17.00	\$24.00	7	1,687	6.5	

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