

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).

	Annual Salary				Hourly Wage				Other		
	Mean	25%ile	Median	75%ile	Mean	25%ile	Median	75%ile	N	Hours	Exper
Overall	\$59,652	\$45,500	\$58,240	\$69,939	\$31.24	\$26.00	\$29.00	\$33.00	33	1,866	8.3
Location											
Cluster 1	\$67,141	\$65,000	\$69,939	\$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	\$40.00	\$27.50	\$30.00	\$52.50	4	1,767	10.0
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 7	\$52,916	\$45,312	\$52,916	\$60,519	\$26.50	\$24.00	\$26.50	\$29.00	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	\$77,199	\$56,000	\$77,199	\$98,397	\$41.00	\$27.00	\$41.00	\$55.00	2	1,837	16.5
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	\$55,836	\$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	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 million	\$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	\$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
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	\$69,939	\$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
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				Hourly Wage				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
Location											
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
Union											
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
Demographics											
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
Location											
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
Union											
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
Demographics											
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.