

CHSA

**Compensation Analysis
by Job Category**

Service Personnel

Transportation Manager

Responsible for compliance with federal, state and local transportation and vehicle safety regulations; coordinates and plans transportation for clients; develops transportation routing plans and strategies; oversees routine maintenance, annual inspections and storage of vehicles; supervises training of bus and other vehicle operators in compliance with transportation regulations and Commercial Driver's License (CDL) requirements (director of pupil transportation, transportation supervisor, transportation director).

| | Annual Salary | | | | Hourly Wage | | | | Other | | |
|------------------------|---------------|----------|----------|----------|-------------|---------|---------|---------|-------|-------|-------|
| | Mean | 25%ile | Median | 75%ile | Mean | 25%ile | Median | 75%ile | N | Hours | Exper |
| Overall | \$48,399 | \$41,995 | \$47,229 | \$54,803 | \$23.25 | \$20.00 | \$22.50 | \$26.50 | 4 | 2,080 | 9.0 |
| Union | | | | | | | | | | | |
| Unionized | \$48,399 | \$41,995 | \$47,229 | \$54,803 | \$23.25 | \$20.00 | \$22.50 | \$26.50 | 4 | 2,080 | 9.0 |
| Total Students | | | | | | | | | | | |
| > 1000 students | \$50,402 | \$41,600 | \$52,067 | \$57,538 | \$24.33 | \$20.00 | \$25.00 | \$28.00 | 3 | 2,080 | 7.0 |
| Budget Range | | | | | | | | | | | |
| >\$15 million | \$50,402 | \$41,600 | \$52,067 | \$57,538 | \$24.33 | \$20.00 | \$25.00 | \$28.00 | 3 | 2,080 | 7.0 |
| Demographics | | | | | | | | | | | |
| Rural | \$47,229 | \$42,390 | \$47,229 | \$52,067 | \$22.50 | \$20.00 | \$22.50 | \$25.00 | 2 | 2,080 | 7.5 |
| Type of Program | | | | | | | | | | | |
| Private Non-Profit | \$45,352 | \$41,600 | \$42,390 | \$52,067 | \$21.67 | \$20.00 | \$20.00 | \$25.00 | 3 | 2,080 | 5.3 |
| Type of Agency | | | | | | | | | | | |
| Head Start | \$48,399 | \$41,995 | \$47,229 | \$54,803 | \$23.25 | \$20.00 | \$22.50 | \$26.50 | 4 | 2,080 | 9.0 |
| Early Head Start | \$48,399 | \$41,995 | \$47,229 | \$54,803 | \$23.25 | \$20.00 | \$22.50 | \$26.50 | 4 | 2,080 | 9.0 |
| Other | \$50,665 | \$42,390 | \$52,067 | \$57,538 | \$24.33 | \$20.00 | \$25.00 | \$28.00 | 3 | 2,080 | 11.7 |
| Migrant | \$41,995 | \$41,600 | \$41,995 | \$42,390 | \$20.00 | \$20.00 | \$20.00 | \$20.00 | 2 | 2,080 | 8.0 |

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

Bus Driver

Drives bus for the purpose of transporting children or adults to school, center, program related activities, etc.; ensures safety of passengers and pedestrians; transports equipment and supplies from site to site; maintains valid and current CDL; may be responsible for daily vehicle inspections and routine maintenance such as filling the gas tank, changing or having the oil changed, checking and filling tires with air, washing and cleaning vehicle, etc.

| | Annual Salary | | | | Hourly Wage | | | | Other | | |
|------------------------|---------------|----------|----------|----------|-------------|---------|---------|---------|-------|-------|-------|
| | Mean | 25%ile | Median | 75%ile | Mean | 25%ile | Median | 75%ile | N | Hours | Exper |
| Overall | \$26,885 | \$22,494 | \$26,708 | \$28,700 | \$18.10 | \$16.00 | \$17.50 | \$19.00 | 10 | 1,525 | 7.8 |
| Location | | | | | | | | | | | |
| Cluster 8 | \$21,210 | \$19,925 | \$21,210 | \$22,494 | \$15.50 | \$15.00 | \$15.50 | \$16.00 | 2 | 1,363 | 4.0 |
| Union | | | | | | | | | | | |
| Non-Unionized | \$25,695 | \$22,494 | \$26,629 | \$28,064 | \$17.50 | \$15.00 | \$18.00 | \$19.00 | 6 | 1,513 | 11.0 |
| Unionized | \$28,671 | \$23,138 | \$28,521 | \$34,204 | \$19.00 | \$16.00 | \$16.50 | \$22.00 | 4 | 1,544 | 3.8 |
| Total Students | | | | | | | | | | | |
| 0-250 students | \$26,629 | \$26,191 | \$26,629 | \$27,066 | \$16.50 | \$14.00 | \$16.50 | \$19.00 | 2 | 1,661 | 24.5 |
| 251-1000 students | \$27,256 | \$22,494 | \$26,350 | \$28,064 | \$19.40 | \$16.00 | \$18.00 | \$21.00 | 5 | 1,440 | 3.4 |
| > 1000 students | \$26,439 | \$19,925 | \$28,700 | \$30,691 | \$17.00 | \$16.00 | \$17.00 | \$18.00 | 3 | 1,577 | 2.0 |
| Budget Range | | | | | | | | | | | |
| <\$2.5 million | \$26,629 | \$26,191 | \$26,629 | \$27,066 | \$16.50 | \$14.00 | \$16.50 | \$19.00 | 2 | 1,661 | 24.5 |
| \$8-\$15 million | \$28,656 | \$24,422 | \$27,207 | \$32,891 | \$19.00 | \$15.50 | \$17.00 | \$22.50 | 4 | 1,541 | 4.0 |
| >\$15 million | \$26,439 | \$19,925 | \$28,700 | \$30,691 | \$17.00 | \$16.00 | \$17.00 | \$18.00 | 3 | 1,577 | 2.0 |
| Demographics | | | | | | | | | | | |
| Suburban | \$24,313 | \$19,925 | \$24,313 | \$28,700 | \$17.00 | \$16.00 | \$17.00 | \$18.00 | 2 | 1,445 | 4.0 |
| Rural | \$26,073 | \$22,494 | \$26,350 | \$28,064 | \$17.14 | \$15.00 | \$17.00 | \$19.00 | 7 | 1,568 | 9.3 |
| Type of Program | | | | | | | | | | | |
| Private Non-Profit | \$25,411 | \$21,653 | \$26,350 | \$28,700 | \$17.29 | \$16.00 | \$17.00 | \$18.00 | 7 | 1,507 | 3.3 |
| Tribal | \$26,629 | \$26,191 | \$26,629 | \$27,066 | \$16.50 | \$14.00 | \$16.50 | \$19.00 | 2 | 1,661 | 24.5 |
| Type of Agency | | | | | | | | | | | |
| Head Start | \$26,885 | \$22,494 | \$26,708 | \$28,700 | \$18.10 | \$16.00 | \$17.50 | \$19.00 | 10 | 1,525 | 7.8 |
| Early Head Start | \$27,706 | \$22,494 | \$28,064 | \$30,691 | \$18.14 | \$16.00 | \$17.00 | \$18.00 | 7 | 1,556 | 3.3 |
| Other | \$30,304 | \$28,064 | \$28,700 | \$30,691 | \$19.20 | \$17.00 | \$18.00 | \$18.00 | 5 | 1,633 | 3.0 |
| Migrant | \$24,157 | \$20,789 | \$24,001 | \$27,525 | \$17.75 | \$16.00 | \$17.00 | \$19.50 | 4 | 1,408 | 5.0 |

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

Bus Monitor

Rides bus with clients to ensure safety and assist in keeping order; may help children, disabled or elderly get on or off vehicle and remind them of which stop is theirs; may assist with vehicle maintenance and track client arrivals and departures; ensures that children are secured in appropriate restraints; may communicate with parents/caregivers about individual clients and/or program activities or ensure that written communiqués are transmitted to parents/care givers (bus aide).

| | Annual Salary | | | | Hourly Wage | | | | Other | | |
|------------------------|---------------|----------|----------|----------|-------------|---------|---------|---------|-------|-------|-------|
| | Mean | 25%ile | Median | 75%ile | Mean | 25%ile | Median | 75%ile | N | Hours | Exper |
| Overall | \$16,470 | \$14,513 | \$17,160 | \$20,240 | \$11.75 | \$11.00 | \$11.00 | \$12.00 | 8 | 1,328 | 5.6 |
| Union | | | | | | | | | | | |
| Non-Unionized | \$17,329 | \$16,505 | \$17,160 | \$17,232 | \$12.17 | \$11.00 | \$11.00 | \$13.00 | 5 | 1,320 | 6.2 |
| Unionized | \$14,321 | \$8,402 | \$14,321 | \$20,240 | \$10.50 | \$10.00 | \$10.50 | \$11.00 | 2 | 1,353 | 4.0 |
| Total Students | | | | | | | | | | | |
| 251-1000 students | \$14,825 | \$12,453 | \$16,832 | \$17,196 | \$12.00 | \$10.50 | \$11.00 | \$13.50 | 4 | 1,267 | 4.3 |
| > 1000 students | \$17,376 | \$14,513 | \$17,376 | \$20,240 | \$11.00 | \$11.00 | \$11.00 | \$11.00 | 2 | 1,595 | 0.0 |
| Budget Range | | | | | | | | | | | |
| \$8-\$15 million | \$14,265 | \$8,402 | \$17,160 | \$17,232 | \$10.67 | \$10.00 | \$11.00 | \$11.00 | 3 | 1,342 | 5.3 |
| >\$15 million | \$17,376 | \$14,513 | \$17,376 | \$20,240 | \$11.00 | \$11.00 | \$11.00 | \$11.00 | 2 | 1,595 | 0.0 |
| Demographics | | | | | | | | | | | |
| Suburban | \$15,836 | \$14,513 | \$15,836 | \$17,160 | \$11.00 | \$11.00 | \$11.00 | \$11.00 | 2 | 1,455 | 3.0 |
| Rural | \$18,803 | \$16,868 | \$18,736 | \$20,738 | \$12.40 | \$11.00 | \$11.00 | \$13.00 | 5 | 1,370 | 5.6 |
| Type of Program | | | | | | | | | | | |
| Private Non-Profit | \$17,130 | \$16,505 | \$17,160 | \$17,232 | \$12.00 | \$11.00 | \$11.00 | \$11.00 | 5 | 1,478 | 2.3 |
| Type of Agency | | | | | | | | | | | |
| Head Start | \$16,470 | \$14,513 | \$17,160 | \$20,240 | \$11.75 | \$11.00 | \$11.00 | \$12.00 | 8 | 1,328 | 5.6 |
| Early Head Start | \$15,509 | \$14,513 | \$17,160 | \$17,232 | \$10.80 | \$11.00 | \$11.00 | \$11.00 | 5 | 1,443 | 4.0 |
| Other | \$15,509 | \$14,513 | \$17,160 | \$17,232 | \$10.80 | \$11.00 | \$11.00 | \$11.00 | 5 | 1,443 | 4.0 |
| Migrant | \$15,509 | \$14,513 | \$15,509 | \$16,505 | \$13.50 | \$11.00 | \$13.50 | \$16.00 | 2 | 1,195 | 1.0 |

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

Custodian

Responsible for cleaning, general care and upkeep of a building or area; may perform routine maintenance, maintain cleaning supplies, etc. (janitor, cleaner, housekeeper).

| | Annual Salary | | | | Hourly Wage | | | | Other | | |
|------------------------|---------------|----------|----------|----------|-------------|---------|---------|---------|-------|-------|-------|
| | Mean | 25%ile | Median | 75%ile | Mean | 25%ile | Median | 75%ile | N | Hours | Exper |
| Overall | \$28,585 | \$20,919 | \$28,798 | \$32,715 | \$15.04 | \$11.00 | \$14.00 | \$16.00 | 26 | 1,767 | 5.9 |
| Location | | | | | | | | | | | |
| Cluster 1 | \$26,612 | \$25,713 | \$27,913 | \$29,162 | \$15.00 | \$13.00 | \$14.00 | \$15.00 | 5 | 1,797 | 7.0 |
| Cluster 2 | \$32,256 | \$23,173 | \$29,406 | \$41,339 | \$17.00 | \$14.00 | \$15.50 | \$20.00 | 4 | 1,889 | 1.7 |
| Cluster 3 | \$36,315 | \$26,110 | \$38,905 | \$46,521 | \$18.25 | \$12.50 | \$18.50 | \$24.00 | 4 | 2,010 | 9.0 |
| Cluster 5 | \$31,244 | \$31,158 | \$31,200 | \$32,150 | \$15.60 | \$15.00 | \$15.00 | \$16.00 | 5 | 2,027 | 5.0 |
| Cluster 8 | \$17,408 | \$15,915 | \$17,408 | \$18,900 | \$11.00 | \$11.00 | \$11.00 | \$11.00 | 2 | 1,650 | 7.5 |
| Union | | | | | | | | | | | |
| Non-Unionized | \$26,625 | \$17,630 | \$30,033 | \$31,346 | \$14.00 | \$13.00 | \$14.50 | \$15.00 | 7 | 1,746 | 5.4 |
| Unionized | \$29,392 | \$20,963 | \$28,434 | \$34,088 | \$15.50 | \$11.00 | \$14.00 | \$18.00 | 17 | 1,776 | 6.1 |
| Total Students | | | | | | | | | | | |
| 0-250 students | \$24,031 | \$18,900 | \$24,031 | \$29,162 | \$15.00 | \$11.00 | \$12.00 | \$22.00 | 3 | 1,406 | 9.7 |
| 251-1000 students | \$32,052 | \$28,434 | \$31,273 | \$35,000 | \$15.64 | \$14.00 | \$15.00 | \$17.00 | 11 | 1,812 | 5.6 |
| > 1000 students | \$26,455 | \$20,602 | \$24,762 | \$31,092 | \$14.50 | \$11.00 | \$14.00 | \$15.50 | 12 | 1,816 | 4.9 |
| Budget Range | | | | | | | | | | | |
| <\$2.5 million | \$24,031 | \$18,900 | \$24,031 | \$29,162 | \$15.00 | \$11.00 | \$12.00 | \$22.00 | 3 | 1,406 | 9.7 |
| \$2.5-\$7.5 million | \$30,777 | \$14,976 | \$30,777 | \$46,578 | \$18.00 | \$14.00 | \$18.00 | \$22.00 | 2 | 1,564 | 20.0 |
| \$8-\$15 million | \$33,206 | \$29,233 | \$31,273 | \$34,140 | \$16.38 | \$14.00 | \$15.00 | \$17.00 | 13 | 1,846 | 4.1 |
| >\$15 million | \$22,245 | \$18,935 | \$20,919 | \$24,123 | \$12.13 | \$11.00 | \$11.00 | \$13.50 | 8 | 1,826 | 5.0 |
| Demographics | | | | | | | | | | | |
| Urbanized | \$31,373 | \$28,173 | \$31,179 | \$33,684 | \$15.67 | \$14.00 | \$15.00 | \$16.00 | 12 | 1,997 | 4.7 |
| Suburban | \$29,311 | \$19,252 | \$27,438 | \$39,307 | \$16.63 | \$11.00 | \$15.50 | \$22.00 | 8 | 1,767 | 8.2 |
| Rural | \$18,770 | \$16,938 | \$19,570 | \$20,602 | \$11.67 | \$11.00 | \$11.00 | \$12.00 | 6 | 1,307 | 6.0 |
| Type of Program | | | | | | | | | | | |
| School District | \$39,828 | \$34,088 | \$40,732 | \$46,578 | \$21.00 | \$17.00 | \$22.00 | \$23.00 | 6 | 1,908 | 7.5 |
| Other Public Agency | \$26,557 | \$20,963 | \$26,557 | \$32,150 | \$14.50 | \$11.00 | \$14.50 | \$18.00 | 2 | 1,860 | 6.0 |
| Private Non-Profit | \$24,953 | \$20,240 | \$25,862 | \$31,158 | \$13.33 | \$11.00 | \$14.00 | \$15.00 | 15 | 1,729 | 4.2 |
| County Educ.Dept. | \$22,307 | \$18,900 | \$22,307 | \$25,713 | \$12.00 | \$11.00 | \$12.00 | \$13.00 | 2 | 1,860 | 11.0 |
| Type of Agency | | | | | | | | | | | |
| Head Start | \$29,006 | \$20,963 | \$29,162 | \$33,280 | \$15.20 | \$12.00 | \$14.00 | \$16.00 | 25 | 1,766 | 5.6 |
| Early Head Start | \$28,285 | \$20,963 | \$28,434 | \$32,150 | \$15.05 | \$11.00 | \$14.00 | \$16.00 | 20 | 1,773 | 5.3 |
| Other | \$28,651 | \$22,534 | \$29,162 | \$33,280 | \$14.93 | \$11.00 | \$14.50 | \$16.00 | 14 | 1,758 | 4.1 |
| Migrant | \$19,039 | \$15,915 | \$17,630 | \$20,963 | \$12.00 | \$11.00 | \$11.00 | \$13.00 | 5 | 1,601 | 7.0 |

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

Maintenance Person

Provides maintenance and related upkeep for facilities, vehicles, and/or equipment; maintains maintenance records (handyman, facilities associate/assistant).

| | Annual Salary | | | | Hourly Wage | | | | Other | | |
|------------------------|---------------|----------|----------|----------|-------------|---------|---------|---------|-------|-------|-------|
| | Mean | 25%ile | Median | 75%ile | Mean | 25%ile | Median | 75%ile | N | Hours | Exper |
| Overall | \$35,456 | \$30,347 | \$33,051 | \$41,392 | \$17.35 | \$15.00 | \$17.00 | \$19.00 | 26 | 1,907 | 7.7 |
| Location | | | | | | | | | | | |
| Cluster 1 | \$38,009 | \$33,280 | \$38,314 | \$42,432 | \$18.00 | \$16.00 | \$18.00 | \$20.00 | 3 | 2,080 | 8.5 |
| Cluster 2 | \$41,116 | \$32,503 | \$38,644 | \$49,728 | \$19.33 | \$18.00 | \$20.00 | \$20.00 | 3 | 1,890 | 2.7 |
| Cluster 5 | \$35,953 | \$28,434 | \$31,430 | \$42,640 | \$17.67 | \$13.00 | \$14.00 | \$26.00 | 3 | 2,036 | 6.3 |
| Cluster 6 | \$30,669 | \$27,817 | \$30,971 | \$32,781 | \$15.40 | \$15.00 | \$15.00 | \$16.00 | 5 | 1,993 | 14.3 |
| Cluster 7 | \$31,738 | \$30,347 | \$32,045 | \$32,822 | \$16.00 | \$15.00 | \$16.00 | \$17.00 | 3 | 2,027 | 9.0 |
| Cluster 8 | \$31,173 | \$27,931 | \$32,273 | \$34,415 | \$16.75 | \$15.50 | \$16.50 | \$18.00 | 4 | 1,873 | 7.3 |
| Union | | | | | | | | | | | |
| Non-Unionized | \$38,181 | \$31,138 | \$35,984 | \$42,640 | \$18.36 | \$16.00 | \$17.00 | \$20.00 | 11 | 1,809 | 6.2 |
| Unionized | \$33,879 | \$29,651 | \$32,460 | \$35,422 | \$16.60 | \$15.00 | \$16.00 | \$18.00 | 19 | 1,971 | 8.7 |
| Total Students | | | | | | | | | | | |
| 0-250 students | \$29,977 | \$25,257 | \$29,599 | \$34,696 | \$16.60 | \$16.00 | \$17.00 | \$17.00 | 5 | 1,506 | 5.8 |
| 251-1000 students | \$38,019 | \$30,971 | \$33,280 | \$42,683 | \$17.25 | \$15.00 | \$16.00 | \$18.50 | 12 | 2,007 | 8.9 |
| > 1000 students | \$33,954 | \$29,651 | \$32,781 | \$38,314 | \$17.89 | \$17.00 | \$18.00 | \$20.00 | 9 | 1,928 | 6.6 |
| Budget Range | | | | | | | | | | | |
| <\$2.5 million | \$31,372 | \$24,725 | \$33,408 | \$35,984 | \$17.25 | \$16.50 | \$17.00 | \$18.00 | 4 | 1,428 | 5.8 |
| \$2.5-\$7.5 million | \$32,837 | \$28,068 | \$31,814 | \$37,606 | \$17.80 | \$15.00 | \$16.00 | \$20.00 | 5 | 1,820 | 8.0 |
| \$8-\$15 million | \$37,873 | \$30,971 | \$33,051 | \$42,640 | \$17.20 | \$15.00 | \$16.00 | \$20.00 | 10 | 2,027 | 8.0 |
| >\$15 million | \$34,221 | \$29,651 | \$32,781 | \$38,314 | \$17.29 | \$16.00 | \$17.00 | \$18.00 | 7 | 1,963 | 8.3 |
| Demographics | | | | | | | | | | | |
| Urbanized | \$39,019 | \$30,347 | \$35,355 | \$42,640 | \$17.90 | \$15.00 | \$17.50 | \$20.00 | 10 | 1,911 | 6.3 |
| Suburban | \$34,531 | \$31,590 | \$33,051 | \$38,407 | \$17.00 | \$16.00 | \$16.50 | \$17.00 | 6 | 1,992 | 8.3 |
| Rural | \$31,132 | \$27,817 | \$31,138 | \$33,408 | \$17.00 | \$15.00 | \$16.50 | \$18.00 | 10 | 1,833 | 9.3 |
| Type of Program | | | | | | | | | | | |
| Other Public Agency | \$33,203 | \$27,817 | \$30,400 | \$41,392 | \$17.50 | \$15.00 | \$17.50 | \$20.00 | 2 | 1,970 | 11.7 |
| Private Non-Profit | \$35,894 | \$31,054 | \$33,280 | \$40,373 | \$17.47 | \$16.00 | \$17.00 | \$18.00 | 19 | 1,889 | 7.5 |
| Other | \$32,690 | \$25,789 | \$30,347 | \$41,933 | \$16.33 | \$14.00 | \$15.00 | \$20.00 | 3 | 1,993 | 6.0 |
| County Educ. Dept. | \$30,198 | \$24,725 | \$32,460 | \$33,408 | \$17.50 | \$16.00 | \$17.50 | \$19.00 | 2 | 1,803 | 8.3 |
| Type of Agency | | | | | | | | | | | |
| Head Start | \$35,527 | \$30,347 | \$32,822 | \$41,392 | \$17.29 | \$15.00 | \$16.50 | \$19.00 | 24 | 1,962 | 7.6 |
| Early Head Start | \$34,458 | \$29,651 | \$32,781 | \$38,314 | \$16.70 | \$15.00 | \$16.00 | \$18.00 | 23 | 1,919 | 8.5 |
| Other | \$34,978 | \$28,734 | \$32,620 | \$36,834 | \$17.15 | \$16.00 | \$16.00 | \$18.00 | 13 | 1,950 | 8.6 |
| Migrant | \$30,420 | \$27,644 | \$29,394 | \$33,197 | \$17.60 | \$15.00 | \$17.00 | \$17.00 | 5 | 1,749 | 13.8 |

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