

COLORADO DEPARTMENT OF EDUCATION
 FULL-TIME EQUIVALENCE (FTE), AVERAGE SALARY, AND AVERAGE EXPERIENCE
 OF ADMINISTRATORS, PROFESSIONAL-INSTRUCTIONAL, PARAPROFESSIONALS
 BY COLLEGE PREPARATION

POSITION	LESS THAN BACHELORS			BACHELORS			MASTERS			DOCTORATE		
	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Superintendent												
Males	0.0	0	0	1.1	81,345	37	72.2	75,359	21	50.0	85,989	21
Females	0.0	0	0	1.0	139,528	5	11.6	85,003	22	12.1	84,981	20
New Hires	0.0	0	0	0.0	0	0	9.3	76,131	16	17.5	78,014	21
Total	0.0	0	0	2.1	108,967	21	83.8	76,697	21	62.0	85,792	21
Assistant Superintendent												
Males	2.0	97,777	8	10.5	83,425	9	60.4	84,369	14	27.8	90,644	20
Females	1.0	71,000	1	7.0	77,688	6	49.0	84,630	14	9.7	86,282	15
New Hires	1.0	71,000	1	0.0	0	0	9.6	85,884	9	8.0	87,318	16
Total	3.0	88,851	5	17.5	81,124	8	109.4	84,486	14	37.5	89,517	19
Non-Instructional Director												
Males	23.0	42,605	3	71.5	64,113	3	82.1	71,940	14	12.2	73,662	11
Females	25.2	42,782	5	54.4	52,799	4	68.6	72,896	16	5.8	80,306	19
New Hires	5.6	41,340	0	9.0	54,013	0	16.8	69,337	14	2.0	93,608	13
Total	48.3	42,698	4	125.9	59,225	3	150.7	72,375	15	18.0	75,794	14
Instructional Director												
Males	0.7	87,212	3	3.0	46,298	9	20.6	76,096	19	11.4	72,140	8
Females	0.8	81,715	1	8.0	50,791	12	55.2	71,901	16	14.9	78,604	16
New Hires	0.0	0	0	1.2	16,741	0	8.6	68,203	3	3.0	70,083	6
Total	1.5	84,306	2	11.0	49,557	11	75.8	73,041	17	26.3	75,808	12
Principal												
Males	0.0	0	0	40.6	60,981	10	587.5	65,954	17	67.3	73,407	18
Females	0.9	29,572	13	41.6	62,815	10	513.6	66,940	16	70.3	72,831	18
New Hires	0.0	0	0	8.3	54,378	3	116.4	58,443	14	19.5	67,753	15
Total	0.9	29,572	13	82.3	61,909	10	1,101.0	66,414	16	137.6	73,113	18
Assistant Principal												
Males	4.0	60,936	7	43.8	58,004	9	313.7	61,602	14	13.4	65,933	15
Females	3.0	60,498	8	40.1	55,827	10	348.5	61,583	14	13.3	63,680	15
New Hires	4.0	61,421	5	9.3	54,913	2	66.0	56,109	6	3.0	58,897	16
Total	7.0	60,747	8	84.0	56,963	9	662.2	61,592	14	26.7	64,812	15
Instructional Program Coord.												
Males	4.0	55,136	1	7.6	41,916	8	18.1	57,254	15	6.2	62,230	10
Females	3.3	41,662	1	16.7	39,660	9	82.0	59,893	16	9.8	72,664	21
New Hires	2.1	48,034	0	2.9	32,566	3	10.0	51,462	6	2.0	43,798	7
Total	7.3	49,091	1	24.2	40,364	9	100.2	59,415	16	16.0	68,628	16
Non-Instructional Program Coord.												
Males	14.6	46,566	1	16.0	49,779	7	20.6	57,457	13	2.0	63,383	19
Females	11.1	46,383	1	22.7	41,249	3	30.1	53,450	13	2.9	64,891	28
New Hires	2.9	38,779	0	4.3	27,261	0	6.3	52,174	14	0.0	0	0
Total	25.7	46,487	1	38.8	44,781	5	50.7	55,080	13	4.9	64,278	24
BOCES Director												
Males	0.0	0	0	0.0	0	0	6.1	71,301	15	4.1	74,271	31
Females	0.0	0	0	0.0	0	0	8.9	60,736	16	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	3.0	56,833	8	0.0	0	0
Total	0.0	0	0	0.0	0	0	15.0	65,041	16	4.1	74,271	31

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POSITION	LESS THAN BACHELORS			BACHELORS			MASTERS			DOCTORATE		
	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Teacher, Regular												
Males	68.0	34,931	8	5,700.2	34,096	8	4,529.8	46,182	15	136.1	48,001	15
Females	109.4	29,479	4	15,534.1	34,100	8	10,950.2	45,388	14	119.4	48,425	14
New Hires	51.2	28,888	1	3,793.4	27,730	2	1,272.3	33,865	6	47.8	36,809	5
Total	177.4	31,568	5	21,234.3	34,099	8	15,480.0	45,620	14	255.5	48,199	14
Teacher, Special Education												
Males	0.7	27,002	3	181.8	33,605	6	379.1	44,326	13	10.1	46,636	10
Females	3.7	25,896	1	870.4	33,869	7	2,234.8	44,511	13	19.7	52,546	15
New Hires	2.7	25,828	1	272.2	29,041	3	274.2	35,006	5	6.0	43,615	9
Total	4.4	26,083	2	1,052.2	33,823	7	2,613.9	44,484	13	29.8	50,539	14
Teacher, Substitute												
Males	0.6	14,642	0	4.0	16,077	1	0.0	0	0	0.0	0	0
Females	3.8	19,940	0	15.1	18,916	5	1.1	12,492	23	0.0	0	0
New Hires	2.5	19,656	0	9.4	16,621	2	1.0	12,180	21	0.0	0	0
Total	4.4	19,205	0	19.1	18,314	4	1.1	12,492	23	0.0	0	0
Teacher, Title I												
Males	0.0	0	0	36.8	32,009	5	26.1	43,606	14	0.0	0	0
Females	1.0	18,608	24	391.8	33,182	9	410.7	45,636	17	7.7	47,555	15
New Hires	0.0	0	0	65.1	27,488	1	16.8	35,745	10	0.1	28,880	12
Total	1.0	18,608	24	428.6	33,082	8	436.9	45,515	16	7.7	47,555	15
Activities Advisor/Coach												
Males	2.0	37,051	1	19.0	31,193	12	19.5	50,607	22	0.0	0	0
Females	0.6	12,486	1	10.0	33,863	10	12.4	54,071	21	0.0	0	0
New Hires	0.2	8,244	1	2.1	18,416	0	1.0	49,050	0	0.0	0	0
Total	2.5	31,680	1	29.0	32,113	12	31.9	51,949	22	0.0	0	0
Counselor												
Males	3.7	12,393	1	29.6	36,253	12	322.0	46,879	17	15.3	53,753	18
Females	3.4	28,565	4	74.0	37,074	9	812.1	45,427	14	22.4	56,182	19
New Hires	4.7	25,186	4	23.2	26,585	3	105.4	34,150	5	4.2	35,842	2
Total	7.1	20,188	3	103.6	36,839	10	1,134.1	45,839	15	37.7	55,196	19
Curriculum Specialist Consultant												
Males	2.0	39,232	1	11.5	43,761	9	14.7	50,723	25	0.0	0	0
Females	12.6	43,780	1	30.7	40,507	12	79.2	48,965	16	8.0	40,947	7
New Hires	2.9	39,765	0	1.4	33,425	3	4.1	42,189	10	0.0	0	0
Total	14.5	43,166	1	42.2	41,396	11	93.9	49,240	17	8.0	40,947	7
Dean												
Males	2.0	37,514	22	23.2	40,918	13	46.9	50,082	19	2.0	61,524	19
Females	0.0	0	0	15.0	40,003	18	43.2	50,041	17	1.1	32,570	28
New Hires	0.0	0	0	0.0	0	0	5.7	43,640	9	1.1	32,570	28
Total	2.0	37,514	22	38.2	40,559	15	90.1	50,062	18	3.1	51,114	22
Librarian/Media Consultant												
Males	0.0	0	0	23.4	39,452	8	82.3	47,513	18	3.0	53,616	14
Females	8.7	16,117	2	138.3	35,840	9	529.8	49,253	16	5.0	55,566	11
New Hires	1.8	12,619	0	19.1	30,846	3	28.7	38,888	5	0.0	0	0
Total	8.7	16,117	2	161.7	36,364	9	612.2	49,019	17	8.0	54,837	12

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Teacher on Special Assignment												
Males	0.0	0	0	22.3	39,310	12	51.0	49,969	12	5.1	58,758	21
Females	0.6	23,678	1	95.7	40,292	10	290.8	50,995	15	12.0	55,018	17
New Hires	0.6	23,678	1	10.9	33,247	6	24.9	39,648	7	1.0	46,056	0
Total	0.6	23,678	1	118.0	40,107	10	341.8	50,842	14	17.1	56,136	18
Instructional Intern												
Males	0.0	0	0	2.8	26,106	1	2.6	42,745	0	0.0	0	0
Females	0.0	0	0	1.9	26,207	0	4.5	43,998	2	0.0	0	0
New Hires	0.0	0	0	3.8	26,157	0	1.6	37,170	0	0.0	0	0
Total	0.0	0	0	4.8	26,147	0	7.1	43,535	2	0.0	0	0
Audiologist												
Males	0.0	0	0	0.0	0	0	2.0	34,827	9	0.0	0	0
Females	0.0	0	0	4.0	38,820	9	31.8	43,358	9	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	4.0	38,042	4	0.0	0	0
Total	0.0	0	0	4.0	38,820	9	33.8	42,853	9	0.0	0	0
Licensed Practical Nurse												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	13.6	20,055	0	3.9	29,857	0	1.4	26,962	8	0.0	0	0
New Hires	3.9	22,714	0	1.5	33,207	0	0.9	16,281	0	0.0	0	0
Total	13.6	20,055	0	3.9	29,857	0	1.4	26,962	8	0.0	0	0
Registered Nurse												
Males	0.0	0	0	1.0	38,166	0	1.0	55,513	8	0.0	0	0
Females	8.4	21,920	1	225.5	33,637	7	87.3	46,138	12	1.0	39,616	3
New Hires	4.4	21,162	0	45.8	27,759	1	12.6	35,593	3	0.0	0	0
Total	8.4	21,920	1	226.5	33,657	7	88.3	46,245	12	1.0	39,616	3
Occupational Therapist												
Males	0.0	0	0	1.0	27,584	5	3.1	30,089	2	0.0	0	0
Females	0.9	11,476	0	130.1	38,545	7	54.7	42,552	9	1.1	52,106	12
New Hires	0.9	11,476	0	16.7	32,423	2	9.5	31,660	2	0.1	22,802	1
Total	0.9	11,476	0	131.1	38,461	7	57.8	41,879	8	1.1	52,106	12
Physical Therapist												
Males	0.0	0	0	0.8	48,308	10	0.0	0	0	1.2	40,396	13
Females	0.0	0	0	31.9	41,805	8	18.0	42,918	6	0.5	57,944	21
New Hires	0.0	0	0	5.5	34,980	3	2.8	33,027	0	0.0	0	0
Total	0.0	0	0	32.7	41,965	8	18.0	42,918	6	1.7	45,557	15
Psychologist												
Males	0.0	0	0	2.2	32,559	2	93.7	47,033	12	51.4	52,443	16
Females	2.6	17,513	0	15.3	40,141	7	217.5	44,925	9	93.7	49,314	12
New Hires	2.6	17,513	0	5.8	26,984	0	44.9	37,836	4	15.0	42,329	4
Total	2.6	17,513	0	17.6	39,188	6	311.2	45,559	10	145.1	50,422	13
Social Worker												
Males	0.0	0	0	1.6	46,953	8	65.9	49,007	14	1.0	46,874	14
Females	0.0	0	0	14.5	37,797	8	251.9	46,781	11	3.4	50,370	17
New Hires	0.0	0	0	4.5	30,342	4	39.8	35,597	1	0.4	44,625	0
Total	0.0	0	0	16.1	38,696	8	317.9	47,242	11	4.4	49,576	16

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Speech-Language Pathologist												
Males	0.0	0	0	1.9	26,936	1	24.0	44,644	12	0.0	0	0
Females	1.2	32,409	0	54.8	35,584	8	664.6	42,611	9	7.6	42,893	14
New Hires	1.2	32,409	0	9.2	30,002	0	91.2	33,717	2	1.6	26,425	7
Total	1.2	32,409	0	56.7	35,288	7	688.6	42,682	9	7.6	42,893	14
Health Specialists												
Males	1.1	18,095	2	0.0	0	0	1.0	41,516	7	0.0	0	0
Females	2.1	23,344	1	3.7	27,458	4	3.1	35,940	4	0.0	0	0
New Hires	1.1	21,714	0	0.8	31,298	11	0.0	0	0	0.0	0	0
Total	3.2	21,516	1	3.7	27,458	4	4.2	37,320	5	0.0	0	0
Bilingual Assistant												
Males	20.8	16,015	0	0.8	14,753	1	0.0	0	0	0.0	0	0
Females	215.9	15,379	0	3.4	14,788	2	1.8	23,661	4	0.0	0	0
New Hires	77.8	14,428	0	1.0	9,563	0	0.8	36,492	8	0.0	0	0
Total	236.6	15,435	0	4.2	14,782	2	1.8	23,661	4	0.0	0	0
Career Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	3.2	14,953	0	4.5	18,092	3	1.8	13,096	0	0.0	0	0
New Hires	0.4	8,660	0	0.9	11,049	0	0.0	0	0	0.0	0	0
Total	3.2	14,953	0	4.5	18,092	3	1.8	13,096	0	0.0	0	0
Child Care Provider/Group Leader												
Males	10.9	14,449	0	1.3	13,780	0	0.0	0	0	0.0	0	0
Females	160.3	16,108	0	46.7	21,908	1	4.9	24,806	7	0.0	0	0
New Hires	72.3	14,926	0	12.4	19,477	1	0.8	31,031	3	0.0	0	0
Total	171.1	16,002	0	48.0	21,696	1	4.9	24,806	7	0.0	0	0
Community Liaison												
Males	8.5	18,821	1	0.6	11,477	0	0.0	0	0	0.0	0	0
Females	52.6	17,711	1	12.2	18,269	3	5.2	31,431	9	1.0	17,500	0
New Hires	22.0	17,237	0	1.9	15,438	3	0.9	16,377	5	0.0	0	0
Total	61.2	17,866	1	12.9	17,939	2	5.2	31,431	9	1.0	17,500	0
Counselor Assistant												
Males	1.3	19,334	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	6.0	12,563	0	1.3	19,057	6	0.0	0	0	0.0	0	0
New Hires	3.1	12,295	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	7.3	13,731	0	1.3	19,057	6	0.0	0	0	0.0	0	0
Extra-Curricular Activity/Coach												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Financial Aid Specialist												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	0.2	16,560	0	1.1	11,900	3	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	0.2	16,560	0	1.1	11,900	3	0.0	0	0	0.0	0	0

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Health Care Technician												
Males	0.0	0	0	1.0	11,289	3	0.0	0	0	0.0	0	0
Females	81.8	14,789	0	20.2	16,233	0	3.1	17,081	0	0.0	0	0
New Hires	27.8	14,241	0	4.3	13,335	0	1.3	24,329	0	0.0	0	0
Total	81.8	14,789	0	21.2	15,999	1	3.1	17,081	0	0.0	0	0
Interpreter												
Males	1.0	14,587	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	26.7	19,762	1	6.8	20,531	1	1.6	25,645	1	0.0	0	0
New Hires	7.8	17,181	0	2.0	19,051	0	0.5	24,130	1	0.0	0	0
Total	27.7	19,585	1	6.8	20,531	1	1.6	25,645	1	0.0	0	0
Library/Media Assistant												
Males	10.5	17,255	0	4.0	14,326	0	0.0	0	0	0.0	0	0
Females	197.4	14,311	1	61.7	15,799	3	17.1	15,664	2	1.0	17,364	0
New Hires	32.8	13,146	0	12.1	13,395	1	3.1	18,390	5	0.0	0	0
Total	207.9	14,459	1	65.7	15,708	2	17.1	15,664	2	1.0	17,364	0
Speech-Language Technician												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	2.5	13,683	1	3.2	22,169	3	1.9	23,845	3	0.0	0	0
New Hires	2.5	13,683	1	0.0	0	0	0.9	8,859	0	0.0	0	0
Total	2.5	13,683	1	3.2	22,169	3	1.9	23,845	3	0.0	0	0
Student Monitor												
Males	30.2	16,595	0	10.4	20,578	4	2.9	13,142	2	0.0	0	0
Females	68.9	12,711	0	7.6	11,768	0	6.1	13,697	0	0.0	0	0
New Hires	44.3	14,360	0	4.5	12,389	0	1.7	13,100	4	0.0	0	0
Total	99.1	13,895	0	18.0	16,863	2	9.1	13,516	1	0.0	0	0
Teaching Assistant, Regular Ed												
Males	124.0	15,671	0	13.0	12,736	2	1.1	11,988	1	0.8	15,079	0
Females	1,153.8	13,839	0	172.8	12,618	1	27.3	12,808	2	1.1	15,287	0
New Hires	413.2	12,890	0	70.4	12,950	0	9.3	12,182	2	1.9	15,203	0
Total	1,277.8	14,017	0	185.8	12,626	1	28.4	12,776	2	1.9	15,203	0
Teaching Assistant, Special Ed												
Males	90.4	13,739	0	17.2	13,832	0	2.7	14,313	0	1.0	15,250	0
Females	885.9	13,328	1	162.5	12,704	1	27.8	13,412	2	0.0	0	0
New Hires	343.8	12,592	0	70.1	12,452	0	9.2	12,165	3	0.0	0	0
Total	976.3	13,366	1	179.7	12,812	1	30.4	13,491	2	1.0	15,250	0
Tutor												
Males	6.3	15,124	0	3.2	23,237	0	2.5	27,590	10	0.1	37,456	10
Females	58.9	16,513	0	41.2	17,635	2	9.6	18,633	2	0.0	0	0
New Hires	21.9	15,936	0	11.6	17,767	0	1.9	20,350	2	0.0	0	0
Total	65.2	16,379	0	44.4	18,034	2	12.1	20,483	5	0.1	37,456	10
Teaching Assistant, Title I												
Males	0.1	10,440	1	0.2	10,728	0	0.4	9,238	2	0.0	0	0
Females	53.4	13,122	0	9.0	13,257	1	2.4	16,097	0	0.0	0	0
New Hires	9.0	12,362	0	1.5	11,951	1	0.0	0	0	0.0	0	0
Total	53.5	13,115	0	9.2	13,205	1	2.7	15,196	0	0.0	0	0

COLORADO DEPARTMENT OF EDUCATION
 FULL-TIME EQUIVALECE (FTE), AVERAGE SALARY, AND AVERAGE EXPERIENCE
 OF ADMINISTRATORS, PROFESSIONAL-INSTRUCTIONAL, PARAPROFESSIONALS
 BY COLLEGE PREPARATION

POSITION	LESS THAN BACHELORS			BACHELORS			MASTERS			DOCTORATE		
	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Braillist												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	2.3	21,320	1	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	2.3	21,320	1	0.0	0	0	0.0	0	0	0.0	0	0
Occupational Therapist Assistant												
Males	0.0	0	0	0.6	41,281	0	0.0	0	0	0.0	0	0
Females	6.9	20,454	1	3.6	22,208	4	0.0	0	0	0.0	0	0
New Hires	2.0	18,084	0	0.1	25,994	16	0.0	0	0	0.0	0	0
Total	6.9	20,454	1	4.2	25,044	4	0.0	0	0	0.0	0	0
Physical Therapist Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
SWAP Specialist												
Males	1.1	12,876	2	0.0	0	0	0.0	0	0	0.0	0	0
Females	1.6	14,980	1	1.0	20,093	1	1.4	19,849	0	0.0	0	0
New Hires	1.1	12,876	2	0.0	0	0	1.4	19,849	0	0.0	0	0
Total	2.7	14,139	1	1.0	20,093	1	1.4	19,849	0	0.0	0	0
** STATE TOTAL												
Males	433.4	22,481	2	6,309.7	34,811	8	6,855.7	49,704	15	421.4	62,670	16
Females	3,196.2	15,330	1	18,410.9	33,801	8	17,978.8	46,572	13	444.5	57,160	15
New Hires	1,178.0	14,729	0	4,518.3	27,387	2	2,219.1	36,964	6	134.0	52,365	9
Total	3,629.5	16,184	1	24,720.6	34,059	8	24,834.5	47,437	14	865.8	59,842	16