

COLORADO DEPARTMENT OF EDUCATION
 FULL-TIME EQUIVALENC (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	1.0	190,640	0	2.2	64,864	25	80.7	79,162	21	48.5	93,245	23
Females	0.0	0	0	1.0	145,388	32	13.0	74,301	18	9.1	88,265	20
New Hires	1.0	190,640	0	0.0	0	0	11.1	75,628	17	3.5	82,752	22
Total	1.0	190,640	0	3.2	89,731	27	93.7	78,489	20	57.6	92,459	22
Assistant Superintendent												
Males	2.0	125,000	0	10.2	88,679	10	60.9	89,351	14	24.0	97,644	18
Females	1.6	94,157	0	6.1	95,519	10	52.0	88,958	17	9.0	99,456	21
New Hires	3.0	123,333	0	0.0	0	0	7.9	77,773	10	5.0	91,725	13
Total	3.6	111,194	0	16.2	91,244	10	112.9	89,170	16	33.0	98,138	19
Non-Instructional Director												
Males	32.3	53,436	4	62.7	67,343	6	67.2	75,479	13	9.5	73,060	8
Females	27.8	47,130	2	67.5	57,277	5	59.4	74,263	15	7.0	79,584	21
New Hires	10.4	58,837	0	12.3	56,073	1	14.3	66,960	9	1.0	58,980	27
Total	60.1	50,518	3	130.2	62,123	5	126.6	74,908	14	16.5	75,820	13
Instructional Director												
Males	0.0	0	0	3.4	74,934	17	32.3	77,113	19	12.2	76,965	18
Females	2.1	54,810	0	2.1	56,533	7	64.0	74,147	16	17.4	81,809	15
New Hires	0.5	38,767	0	2.1	53,382	5	8.5	73,999	10	3.3	81,448	16
Total	2.1	54,810	0	5.6	67,894	13	96.3	75,143	17	29.6	79,807	16
Principal												
Males	4.2	75,945	2	45.3	64,506	11	563.4	69,227	18	57.8	77,303	20
Females	3.1	85,846	0	41.7	63,950	10	536.8	70,118	18	57.5	78,273	19
New Hires	6.3	81,743	0	8.6	65,637	8	91.9	61,756	16	12.9	72,847	18
Total	7.3	80,132	1	87.0	64,239	11	1,100.2	69,662	18	115.3	77,787	20
Assistant Principal												
Males	5.0	66,324	7	61.0	59,133	9	296.9	65,125	15	9.5	69,322	13
Females	4.0	66,869	7	38.8	59,600	10	337.1	64,392	15	11.5	66,257	16
New Hires	4.0	65,503	4	14.4	58,473	5	84.9	60,054	9	3.6	67,955	10
Total	9.0	66,566	7	99.8	59,315	9	634.0	64,735	15	21.0	67,648	14
Instructional Program Coord.												
Males	4.1	53,150	1	5.7	52,523	3	21.9	62,527	11	5.5	67,506	18
Females	6.0	47,735	5	21.8	42,102	7	74.8	61,928	14	7.6	71,902	15
New Hires	2.1	43,028	2	4.7	46,054	5	12.8	55,014	11	2.0	60,693	15
Total	10.1	49,923	3	27.5	44,252	6	96.7	62,063	13	13.1	70,054	16
Non-Instructional Program Coord.												
Males	22.6	48,265	1	17.1	60,803	6	16.9	64,769	12	3.0	50,736	7
Females	12.9	52,532	3	17.6	49,949	2	24.6	58,686	11	3.2	48,300	13
New Hires	4.2	42,537	5	4.5	50,918	2	4.7	54,215	7	0.0	0	0
Total	35.5	49,819	2	34.7	55,294	4	41.5	61,161	12	6.2	49,489	10
BOCES Director												
Males	0.0	0	0	1.0	75,005	2	5.4	83,616	13	1.9	76,291	31
Females	0.0	0	0	1.0	90,000	13	6.3	64,968	17	1.1	79,859	27
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	1.1	79,859	27
Total	0.0	0	0	2.0	82,502	8	11.7	73,555	15	3.0	77,567	30

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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, Regular												
Males	71.6	34,203	6	5,780.6	35,258	8	4,363.5	47,690	15	129.7	48,553	13
Females	108.4	23,785	4	15,632.8	35,400	8	10,910.0	47,285	14	127.1	50,959	13
New Hires	50.7	24,479	1	4,227.0	29,580	3	1,379.3	36,492	6	52.5	41,862	7
Total	180.0	27,928	5	21,413.4	35,362	8	15,273.4	47,401	14	256.7	49,744	13
Teacher, Special Education												
Males	2.1	35,025	0	196.7	33,782	4	406.7	45,754	13	7.5	50,621	14
Females	7.0	30,482	6	996.5	34,968	6	2,390.5	46,945	13	26.4	53,326	14
New Hires	3.0	31,340	3	352.6	31,349	3	320.6	38,828	7	8.2	45,052	9
Total	9.1	31,512	4	1,193.1	34,773	6	2,797.2	46,771	13	33.9	52,727	14
Teacher, Substitute												
Males	0.1	8,408	0	3.5	14,821	4	2.0	24,190	0	0.0	0	0
Females	3.4	18,137	2	14.7	20,793	7	2.0	21,789	6	0.0	0	0
New Hires	0.0	0	0	7.7	18,971	6	3.4	24,182	1	0.0	0	0
Total	3.5	17,808	2	18.2	19,639	7	3.9	22,983	4	0.0	0	0
Teacher, Title I												
Males	0.0	0	0	34.9	30,399	4	15.6	44,223	16	0.0	0	0
Females	1.0	19,836	26	374.3	33,219	8	346.6	46,963	17	2.9	50,395	13
New Hires	0.0	0	0	77.5	28,206	3	20.0	39,773	11	0.0	0	0
Total	1.0	19,836	26	409.2	32,979	8	362.2	46,845	17	2.9	50,395	13
Activities Advisor/Coach												
Males	0.0	0	0	18.8	37,329	13	23.3	51,604	22	0.0	0	0
Females	0.0	0	0	4.9	38,910	14	6.6	45,930	19	0.0	0	0
New Hires	0.0	0	0	2.0	36,898	4	2.5	31,148	14	0.0	0	0
Total	0.0	0	0	23.8	37,657	13	29.9	50,355	21	0.0	0	0
Counselor												
Males	1.6	31,244	1	22.2	35,323	10	316.6	48,749	16	14.1	57,866	19
Females	0.0	0	0	71.8	38,162	7	859.5	46,642	14	21.5	58,355	20
New Hires	0.5	44,536	0	19.5	28,088	2	134.0	35,492	5	2.8	40,392	23
Total	1.6	31,244	1	94.1	37,491	8	1,176.2	47,209	14	35.6	58,161	20
Curriculum Specialist Consultant												
Males	4.5	40,798	7	11.3	37,828	10	19.2	53,218	23	1.0	64,121	33
Females	6.8	49,200	1	38.5	42,227	11	125.2	51,661	17	9.6	48,144	17
New Hires	3.2	51,952	0	0.2	35,413	17	10.2	36,486	8	0.0	0	0
Total	11.3	45,882	3	49.9	41,228	11	144.4	51,868	18	10.6	49,606	18
Dean												
Males	0.0	0	0	25.8	39,775	12	60.1	49,646	17	1.0	64,305	14
Females	0.0	0	0	12.6	43,500	18	45.0	47,891	15	0.0	0	0
New Hires	0.0	0	0	4.4	36,034	9	13.1	39,535	9	0.0	0	0
Total	0.0	0	0	38.4	40,994	14	105.1	48,895	17	1.0	64,305	14
Librarian/Media Consultant												
Males	1.6	18,029	0	26.4	38,647	9	66.7	49,269	16	2.0	60,562	24
Females	23.3	22,221	2	154.6	38,377	9	507.1	51,425	17	6.5	59,509	18
New Hires	4.3	17,416	0	24.3	34,596	3	29.0	39,183	9	0.0	0	0
Total	24.9	21,945	2	181.1	38,416	9	573.8	51,174	17	8.5	59,757	20

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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	28.2	42,056	11	51.9	49,435	16	4.0	57,260	20
Females	2.5	28,014	0	92.9	42,422	11	257.3	51,969	15	10.4	56,367	15
New Hires	0.2	25,654	0	9.4	34,641	3	24.4	41,511	8	3.4	48,396	5
Total	2.5	28,014	0	121.1	42,337	11	309.2	51,543	15	14.4	56,614	16
Instructional Intern												
Males	0.0	0	0	0.6	32,434	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	2.0	29,455	0	4.0	38,511	0	0.0	0	0
New Hires	0.0	0	0	0.9	15,999	0	1.1	18,275	0	0.0	0	0
Total	0.0	0	0	2.6	30,120	0	4.0	38,511	0	0.0	0	0
Audiologist												
Males	0.0	0	0	0.0	0	0	1.0	27,545	0	1.0	52,610	16
Females	0.0	0	0	3.6	35,033	8	29.8	47,710	9	1.6	52,661	7
New Hires	0.0	0	0	0.6	28,557	1	3.3	41,444	4	0.0	0	0
Total	0.0	0	0	3.6	35,033	8	30.8	47,056	8	2.6	52,641	10
Licensed Practical Nurse												
Males	0.8	13,908	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	10.7	22,335	0	7.2	27,849	3	1.6	37,110	6	0.0	0	0
New Hires	3.6	16,637	0	1.8	35,840	8	0.5	37,477	0	0.0	0	0
Total	11.5	21,749	0	7.2	27,849	3	1.6	37,110	6	0.0	0	0
Registered Nurse												
Males	0.0	0	0	1.8	24,928	1	1.9	51,326	5	0.0	0	0
Females	13.2	23,856	1	229.7	35,314	6	82.7	49,226	12	2.0	51,521	7
New Hires	2.1	24,462	0	47.0	30,196	2	7.3	40,459	0	0.0	0	0
Total	13.2	23,856	1	231.5	35,234	6	84.6	49,272	12	2.0	51,521	7
Occupational Therapist												
Males	0.0	0	0	1.1	43,280	1	3.5	33,549	3	0.0	0	0
Females	0.0	0	0	140.1	40,346	9	69.0	44,696	9	0.6	57,100	19
New Hires	0.0	0	0	21.7	34,762	3	19.4	36,684	2	0.0	0	0
Total	0.0	0	0	141.1	40,368	8	72.5	44,157	9	0.6	57,100	19
Physical Therapist												
Males	0.0	0	0	2.2	47,477	4	0.3	76,810	18	0.4	67,758	23
Females	0.0	0	0	36.5	45,106	9	21.7	41,901	4	0.6	62,713	22
New Hires	0.0	0	0	2.4	47,910	5	9.0	31,146	1	0.0	0	0
Total	0.0	0	0	38.8	45,244	9	22.0	42,312	5	1.0	64,731	23
Psychologist												
Males	0.0	0	0	4.1	48,930	4	89.3	49,003	12	45.4	56,929	14
Females	1.0	32,822	0	27.2	43,150	5	221.2	47,857	10	90.4	52,559	12
New Hires	0.0	0	0	6.0	36,824	0	43.5	39,455	5	17.4	45,150	6
Total	1.0	32,822	0	31.4	43,912	5	310.5	48,187	10	135.7	54,019	13
Social Worker												
Males	0.0	0	0	3.8	30,844	8	56.9	53,115	14	1.0	41,600	14
Females	1.0	33,727	0	13.7	34,738	5	263.5	48,492	10	4.0	47,182	11
New Hires	1.0	33,727	0	3.0	35,067	0	50.0	40,957	3	0.0	0	0
Total	1.0	33,727	0	17.5	33,887	5	320.4	49,312	11	5.0	46,065	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
Speech-Language Pathologist												
Males	0.0	0	0	3.0	25,924	1	24.4	46,330	8	0.0	0	0
Females	1.0	40,094	0	51.0	38,078	6	658.7	45,317	10	6.2	51,077	17
New Hires	1.0	40,094	0	15.8	32,293	1	88.6	36,019	3	0.0	0	0
Total	1.0	40,094	0	54.0	37,403	6	683.2	45,354	10	6.2	51,077	17
Health Specialists												
Males	1.1	8,143	0	0.0	0	0	1.0	45,602	7	0.0	0	0
Females	2.2	14,952	1	4.3	25,913	2	5.4	39,870	9	0.0	0	0
New Hires	1.0	9,828	0	1.0	31,515	0	0.0	0	0	0.0	0	0
Total	3.3	12,683	1	4.3	25,913	2	6.4	40,787	9	0.0	0	0
Bilingual Assistant												
Males	29.7	16,806	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	247.3	16,748	0	4.4	18,131	2	1.0	13,952	0	0.0	0	0
New Hires	80.7	15,548	0	0.5	14,904	3	0.0	0	0	0.0	0	0
Total	277.0	16,755	0	4.4	18,131	2	1.0	13,952	0	0.0	0	0
Career Assistant												
Males	3.0	30,567	3	0.0	0	0	0.0	0	0	0.0	0	0
Females	5.3	17,932	0	4.3	16,871	1	2.9	20,259	3	0.0	0	0
New Hires	2.3	16,603	0	1.3	15,188	0	0.0	0	0	0.0	0	0
Total	8.3	22,536	1	4.3	16,871	1	2.9	20,259	3	0.0	0	0
Child Care Provider/Group Leader												
Males	20.0	16,577	0	0.6	25,900	1	0.0	0	0	0.0	0	0
Females	139.4	16,625	0	56.6	21,459	1	9.3	27,149	3	0.0	0	0
New Hires	64.2	15,720	0	13.2	19,684	0	1.7	16,137	0	0.0	0	0
Total	159.4	16,619	0	57.2	21,508	1	9.3	27,149	3	0.0	0	0
Community Liaison												
Males	7.8	18,472	0	0.0	0	0	0.5	15,321	0	0.0	0	0
Females	62.1	18,166	1	14.3	23,916	3	7.3	28,096	6	1.0	18,025	0
New Hires	24.5	16,333	0	3.9	31,334	7	3.0	30,326	0	0.0	0	0
Total	69.9	18,200	1	14.3	23,916	3	7.8	27,276	5	1.0	18,025	0
Counselor Assistant												
Males	1.0	23,271	2	0.0	0	0	0.0	0	0	0.0	0	0
Females	7.8	16,672	1	2.1	15,798	8	0.0	0	0	0.0	0	0
New Hires	2.5	14,779	0	0.6	10,463	0	0.0	0	0	0.0	0	0
Total	8.8	17,422	1	2.1	15,798	8	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	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	0.2	16,560	0	0.0	0	0	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	1.6	17,841	2	0.0	0	0	0.0	0	0
Females	86.2	15,030	0	18.4	18,744	1	8.1	16,300	0	0.5	32,000	0
New Hires	21.0	14,399	0	5.2	15,415	0	2.6	16,327	0	0.5	32,000	0
Total	86.2	15,030	0	20.0	18,672	1	8.1	16,300	0	0.5	32,000	0
Interpreter												
Males	0.9	14,782	9	0.7	28,603	0	0.0	0	0	0.0	0	0
Females	23.1	22,348	1	12.9	23,283	1	2.3	28,308	1	0.0	0	0
New Hires	3.4	18,170	0	5.9	23,107	0	1.0	27,666	2	0.0	0	0
Total	24.0	22,060	1	13.6	23,565	1	2.3	28,308	1	0.0	0	0
Library/Media Assistant												
Males	7.3	16,712	1	3.8	23,947	2	0.0	0	0	0.0	0	0
Females	176.0	14,590	1	47.9	16,688	2	17.1	21,936	5	0.0	0	0
New Hires	24.1	12,849	0	6.9	16,276	1	0.4	49,031	0	0.0	0	0
Total	183.3	14,675	1	51.8	17,227	2	17.1	21,936	5	0.0	0	0
Speech-Language Technician												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	3.6	15,003	3	4.3	22,698	4	1.2	28,017	2	0.0	0	0
New Hires	1.9	15,997	3	2.7	21,782	4	0.3	67,469	3	0.0	0	0
Total	3.6	15,003	3	4.3	22,698	4	1.2	28,017	2	0.0	0	0
Student Monitor												
Males	38.5	20,519	0	13.1	23,934	2	3.3	12,141	1	0.2	29,120	2
Females	70.1	14,237	0	10.8	14,541	0	5.7	14,499	0	0.0	0	0
New Hires	41.2	16,940	0	10.9	17,688	0	2.7	13,812	0	0.0	0	0
Total	108.5	16,463	0	23.9	19,692	1	9.0	13,634	1	0.2	29,120	2
Teaching Assistant, Regular Ed												
Males	109.4	16,110	0	10.5	15,020	2	2.1	11,996	4	0.0	0	0
Females	1,241.6	14,717	0	181.2	13,247	1	26.0	13,658	3	1.2	11,861	1
New Hires	447.8	13,962	0	53.7	12,994	1	6.2	13,258	4	0.9	12,078	0
Total	1,351.0	14,830	0	191.7	13,344	1	28.1	13,534	3	1.2	11,861	1
Teaching Assistant, Special Ed												
Males	130.8	15,689	0	16.9	14,519	0	4.5	17,743	0	0.0	0	0
Females	1,035.4	14,856	1	141.4	13,723	1	25.6	13,671	1	0.0	0	0
New Hires	450.3	14,810	0	59.6	13,207	1	7.1	14,750	0	0.0	0	0
Total	1,166.2	14,949	1	158.4	13,808	1	30.1	14,277	1	0.0	0	0
Tutor												
Males	11.2	16,467	0	7.1	19,433	2	4.3	29,876	7	0.1	39,298	20
Females	78.8	18,419	0	39.0	18,386	2	12.8	19,930	3	0.1	31,820	8
New Hires	28.3	18,313	0	15.1	17,353	0	2.2	16,917	0	0.1	31,652	6
Total	90.0	18,177	0	46.1	18,546	2	17.1	22,408	4	0.3	35,559	14
Teaching Assistant, Title I												
Males	6.0	14,716	0	0.2	11,671	0	0.7	19,497	11	0.0	0	0
Females	79.9	15,476	0	5.7	15,509	3	4.2	15,358	3	1.6	12,078	0
New Hires	21.3	13,980	0	0.7	10,749	0	0.9	15,761	13	0.8	12,078	0
Total	85.8	15,424	0	5.9	15,386	3	4.9	15,965	5	1.6	12,078	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	22,703	1	0.0	0	0	0.2	82,560	22	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	22,703	1	0.0	0	0	0.2	82,560	22	0.0	0	0
Occupational Therapist Assistant												
Males	0.0	0	0	0.0	0	0	1.3	12,904	0	0.0	0	0
Females	11.4	21,727	2	3.1	25,232	12	0.0	0	0	0.0	0	0
New Hires	3.7	19,902	2	0.0	0	0	1.3	12,904	0	0.0	0	0
Total	11.4	21,727	2	3.1	25,232	12	1.3	12,904	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	1.0	25,000	1	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	1.0	25,000	1	0.0	0	0	0.0	0	0	0.0	0	0
Total	1.0	25,000	1	0.0	0	0	0.0	0	0	0.0	0	0
SWAP Specialist												
Males	1.0	13,949	1	0.0	0	0	0.0	0	0	0.0	0	0
Females	1.6	16,127	2	2.5	18,390	1	0.0	0	0	0.0	0	0
New Hires	1.0	13,949	1	1.5	16,992	0	0.0	0	0	0.0	0	0
Total	2.6	15,298	2	2.5	18,390	1	0.0	0	0	0.0	0	0
** STATE TOTAL												
Males	521.1	25,043	1	6,428.3	36,061	8	6,666.0	51,563	15	379.3	65,863	17
Females	3,512.1	16,373	1	18,655.6	35,151	8	18,099.1	48,558	14	437.4	59,498	15
New Hires	1,321.1	16,675	0	5,053.0	29,499	3	2,424.9	39,283	7	118.9	51,593	10
Total	4,033.2	17,493	1	25,083.8	35,384	8	24,765.1	49,367	14	816.7	62,454	15