

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	200,000	0	5.0	66,580	17	76.0	84,142	23	46.5	100,288	25
Females	0.0	0	0	0.0	0	0	11.0	82,509	19	11.0	99,170	24
New Hires	0.0	0	0	1.0	57,500	11	4.4	72,983	24	5.4	96,629	26
Total	1.0	200,000	0	5.0	66,580	17	87.0	83,936	22	57.5	100,075	25
Assistant Superintendent												
Males	3.0	112,505	0	10.7	98,814	9	57.8	96,533	15	16.0	102,206	18
Females	3.0	110,870	0	9.0	95,909	5	50.3	94,593	20	10.0	97,401	21
New Hires	2.0	105,056	0	2.0	103,108	0	6.0	87,900	6	5.0	89,017	15
Total	6.0	111,688	0	19.7	97,484	7	108.2	95,630	17	26.0	100,358	19
Non-Instructional Director												
Males	39.2	52,720	4	67.7	72,253	6	79.8	78,745	13	8.7	78,775	11
Females	37.3	49,365	4	69.6	64,705	5	67.0	75,731	16	6.0	82,246	21
New Hires	4.8	52,287	0	4.6	58,049	3	13.8	75,232	8	2.0	86,244	11
Total	76.4	51,085	4	137.4	68,427	6	146.8	77,370	14	14.8	80,194	15
Instructional Director												
Males	0.9	28,924	0	4.3	63,518	10	33.5	83,718	18	13.1	77,190	16
Females	3.2	62,304	5	9.8	64,287	8	67.8	79,739	16	22.7	85,679	18
New Hires	0.9	28,924	0	0.6	23,689	0	4.4	69,400	12	7.0	75,038	14
Total	4.1	54,985	4	14.1	64,051	9	101.4	81,056	17	35.8	82,581	17
Principal												
Males	13.4	80,540	9	44.7	66,831	10	571.7	72,465	19	46.8	80,815	19
Females	9.4	77,131	4	48.2	64,974	11	585.5	73,700	18	51.2	81,510	19
New Hires	15.3	80,022	7	8.9	63,523	6	101.0	66,732	14	6.7	69,237	12
Total	22.8	79,133	7	92.8	65,867	11	1,157.2	73,090	19	98.0	81,178	19
Assistant Principal												
Males	5.0	70,087	3	66.3	60,341	7	314.4	67,468	14	10.0	71,605	15
Females	5.0	71,559	6	51.8	62,408	9	345.1	67,749	16	11.2	72,832	18
New Hires	3.0	66,309	0	14.4	61,461	4	65.7	61,878	10	4.0	65,454	18
Total	10.0	70,823	4	118.1	61,247	8	659.5	67,615	15	21.2	72,254	17
Instructional Program Coord.												
Males	2.8	56,501	1	8.6	47,905	5	22.6	66,676	14	4.4	66,981	17
Females	5.7	53,711	3	30.9	47,517	8	80.5	64,071	16	4.9	78,376	17
New Hires	0.7	28,701	0	9.2	32,747	4	10.4	55,876	8	1.0	67,076	22
Total	8.5	54,634	2	39.5	47,601	8	103.1	64,641	15	9.3	73,027	17
Non-Instructional Program Coord.												
Males	13.4	53,264	2	17.4	64,582	8	15.4	66,653	9	0.0	0	0
Females	17.9	51,864	3	18.4	50,756	4	29.7	59,769	9	2.2	64,735	13
New Hires	3.2	39,775	0	2.1	31,289	0	4.9	55,884	1	1.2	54,720	0
Total	31.2	52,464	3	35.8	57,471	6	45.2	62,122	9	2.2	64,735	13
BOCES Director												
Males	0.0	0	0	1.0	81,994	3	6.7	82,780	14	2.8	54,669	28
Females	0.0	0	0	0.0	0	0	5.0	71,080	21	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	1.0	78,444	27	1.0	87,000	20
Total	0.0	0	0	1.0	81,994	3	11.7	77,823	16	2.8	54,669	28

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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	82.7	35,856	7	5,865.1	36,937	8	4,501.4	49,615	15	133.0	49,346	12
Females	98.9	25,495	5	16,029.5	37,168	8	11,370.7	49,599	15	127.7	53,976	14
New Hires	38.3	26,184	2	3,704.3	31,090	3	1,289.8	38,185	6	40.4	40,732	8
Total	181.5	30,213	5	21,894.5	37,106	8	15,872.0	49,604	15	260.8	51,614	13
Teacher, Special Education												
Males	0.0	0	0	224.1	35,295	5	424.5	47,834	13	6.8	53,144	15
Females	7.3	26,586	4	1,140.9	36,731	6	2,485.9	49,566	14	26.4	53,984	14
New Hires	1.0	27,791	1	365.5	32,207	3	299.1	40,235	7	8.1	45,962	10
Total	7.3	26,586	4	1,365.0	36,495	6	2,910.4	49,313	14	33.1	53,812	14
Teacher, Substitute												
Males	0.1	9,409	0	4.5	17,873	1	0.0	0	0	0.0	0	0
Females	3.7	16,893	1	14.6	20,225	6	1.3	45,034	17	0.0	0	0
New Hires	0.1	9,412	0	8.8	19,859	5	0.3	16,373	3	0.0	0	0
Total	3.8	16,601	0	19.1	19,668	5	1.3	45,034	17	0.0	0	0
Teacher, Title I												
Males	0.0	0	0	35.6	31,122	4	14.1	47,424	16	0.0	0	0
Females	1.0	21,446	0	401.3	34,910	8	320.3	48,626	16	3.5	54,598	19
New Hires	0.0	0	0	60.0	30,370	3	24.2	40,089	6	0.0	0	0
Total	1.0	21,446	0	436.9	34,601	8	334.4	48,575	16	3.5	54,598	19
Activities Advisor/Coach												
Males	0.0	0	0	18.5	40,771	14	21.2	52,634	18	0.0	0	0
Females	0.1	11,086	1	4.9	36,089	7	9.0	49,119	19	0.1	22,348	20
New Hires	0.1	11,086	1	3.2	33,203	2	3.5	33,893	10	0.0	0	0
Total	0.1	11,086	1	23.4	39,787	11	30.3	51,584	18	0.1	22,348	20
Counselor												
Males	0.0	0	0	27.4	36,066	6	309.6	50,345	16	20.0	57,869	17
Females	1.0	33,097	0	85.2	40,365	8	905.6	48,411	13	22.6	62,918	19
New Hires	0.0	0	0	25.1	32,119	2	147.0	37,247	5	3.0	53,703	6
Total	1.0	33,097	0	112.6	39,319	7	1,215.2	48,904	14	42.6	60,545	18
Curriculum Specialist Consultant												
Males	1.0	51,462	14	9.2	43,010	9	19.2	55,413	19	2.2	60,772	17
Females	1.2	26,702	0	39.7	45,379	9	153.9	53,553	16	9.8	56,015	16
New Hires	0.0	0	0	6.0	45,249	4	15.8	47,427	6	1.2	54,894	0
Total	2.3	38,161	7	48.9	44,933	9	173.1	53,759	16	12.0	56,882	16
Dean												
Males	0.0	0	0	35.2	42,496	9	66.2	52,689	17	1.0	68,924	14
Females	0.0	0	0	20.4	43,691	16	53.9	53,169	16	1.3	55,695	21
New Hires	0.0	0	0	4.2	41,531	8	5.4	44,981	10	1.0	55,350	12
Total	0.0	0	0	55.6	42,934	12	120.1	52,905	17	2.3	61,373	19
Librarian/Media Consultant												
Males	1.9	19,319	0	19.2	41,965	9	67.9	51,509	17	2.0	64,153	25
Females	10.0	17,491	1	159.1	40,530	10	513.3	53,933	17	6.1	49,610	15
New Hires	3.1	15,940	0	18.5	34,699	6	25.5	45,452	10	0.0	0	0
Total	11.9	17,779	1	178.3	40,685	10	581.3	53,650	17	8.1	53,182	18

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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	44,641	14	58.8	53,777	17	2.0	68,081	23
Females	1.8	32,704	3	99.9	45,281	13	257.6	54,680	16	11.0	61,278	18
New Hires	0.6	15,615	1	6.4	38,693	4	20.8	46,626	11	1.0	59,521	0
Total	1.8	32,704	3	122.2	45,164	13	316.4	54,512	16	13.0	62,309	19
Instructional Intern												
Males	0.0	0	0	1.9	28,534	2	2.0	45,621	9	0.0	0	0
Females	0.9	17,350	2	4.0	28,229	7	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	3.0	19,030	0	0.0	0	0	0.0	0	0
Total	0.9	17,350	2	5.9	28,327	5	2.0	45,621	9	0.0	0	0
Audiologist												
Males	0.0	0	0	0.0	0	0	0.0	0	0	1.0	56,186	4
Females	0.0	0	0	3.2	42,784	12	30.0	46,605	8	2.6	57,198	9
New Hires	0.0	0	0	0.0	0	0	3.4	39,579	0	0.0	0	0
Total	0.0	0	0	3.2	42,784	12	30.0	46,605	8	3.6	56,917	8
Licensed Practical Nurse												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	10.6	24,965	0	9.0	25,857	4	0.0	0	0	0.0	0	0
New Hires	1.4	30,942	0	2.0	21,643	5	0.0	0	0	0.0	0	0
Total	10.6	24,965	0	9.0	25,857	4	0.0	0	0	0.0	0	0
Registered Nurse												
Males	1.0	25,340	0	2.4	29,192	4	2.0	54,462	6	0.0	0	0
Females	6.9	24,352	2	239.3	38,041	6	86.2	51,828	12	2.8	52,174	8
New Hires	1.3	23,855	0	32.0	31,571	1	7.6	45,282	5	0.8	44,091	9
Total	7.9	24,474	1	241.7	37,952	6	88.2	51,888	12	2.8	52,174	8
Occupational Therapist												
Males	0.0	0	0	0.3	75,436	4	3.5	37,304	3	0.0	0	0
Females	0.9	28,861	0	158.6	42,205	8	72.2	46,526	8	0.6	60,600	20
New Hires	0.0	0	0	26.2	34,798	3	10.5	36,290	1	0.0	0	0
Total	0.9	28,861	0	158.8	42,259	8	75.7	46,095	8	0.6	60,600	20
Physical Therapist												
Males	0.0	0	0	2.3	49,395	4	0.3	76,810	19	0.4	71,215	23
Females	0.0	0	0	33.6	47,751	10	24.3	47,223	5	1.6	56,413	13
New Hires	0.0	0	0	2.0	43,993	1	6.4	38,144	2	1.0	50,259	3
Total	0.0	0	0	35.9	47,854	10	24.5	47,535	6	2.0	59,373	16
Psychologist												
Males	0.0	0	0	5.0	54,022	6	73.5	52,572	14	46.1	59,703	13
Females	0.0	0	0	33.8	43,436	4	236.2	50,744	10	94.8	55,004	11
New Hires	0.0	0	0	12.4	40,860	1	38.3	43,457	5	17.3	48,107	7
Total	0.0	0	0	38.8	44,812	4	309.7	51,178	11	140.9	56,542	12
Social Worker												
Males	0.0	0	0	2.8	39,903	7	58.5	55,244	15	0.0	0	0
Females	0.0	0	0	9.9	43,743	5	271.9	50,564	10	4.0	50,413	12
New Hires	0.0	0	0	4.5	46,312	3	35.5	40,189	2	0.0	0	0
Total	0.0	0	0	12.7	42,891	6	330.4	51,393	11	4.0	50,413	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	36,079	6	29.0	46,853	10	0.8	61,849	28
Females	0.6	36,120	29	58.3	38,110	6	644.8	47,944	11	4.5	58,952	25
New Hires	0.6	36,120	29	21.7	30,181	2	97.4	38,818	5	1.3	57,060	29
Total	0.6	36,120	29	61.3	38,010	6	673.8	47,897	11	5.3	59,409	26
Health Specialists												
Males	0.0	0	0	0.9	16,919	5	1.3	47,728	4	0.0	0	0
Females	2.2	16,310	2	3.2	28,524	1	6.1	43,059	4	1.1	33,533	0
New Hires	0.0	0	0	0.0	0	0	0.3	46,823	0	1.1	33,533	0
Total	2.2	16,310	2	4.1	25,878	2	7.4	43,888	4	1.1	33,533	0
Bilingual Assistant												
Males	26.5	17,025	0	1.1	12,355	0	1.0	25,115	0	0.0	0	0
Females	244.1	17,205	0	5.2	21,550	4	0.5	43,055	14	0.0	0	0
New Hires	69.0	15,382	0	4.0	16,002	4	0.5	43,055	14	0.0	0	0
Total	270.6	17,188	0	6.3	19,979	3	1.5	30,841	7	0.0	0	0
Career Assistant												
Males	2.8	28,431	4	0.0	0	0	1.3	17,708	0	0.0	0	0
Females	7.2	17,673	0	1.0	12,117	0	4.0	19,208	3	0.0	0	0
New Hires	2.8	16,485	0	1.0	12,117	0	0.0	0	0	0.0	0	0
Total	10.0	20,672	1	1.0	12,117	0	5.4	18,832	2	0.0	0	0
Child Care Provider/Group Leader												
Males	19.5	16,709	1	0.7	17,415	4	0.2	14,000	0	0.0	0	0
Females	176.8	17,186	0	68.1	21,699	1	8.1	19,359	3	0.0	0	0
New Hires	50.2	15,179	0	24.6	20,615	1	0.2	14,000	0	0.0	0	0
Total	196.3	17,139	0	68.9	21,655	1	8.3	19,237	3	0.0	0	0
Community Liaison												
Males	8.7	18,211	0	5.9	19,411	0	2.1	30,936	0	0.0	0	0
Females	62.4	19,594	0	28.6	22,266	1	5.1	29,322	5	1.0	18,325	0
New Hires	17.8	18,725	0	17.0	20,982	0	2.7	33,406	2	0.0	0	0
Total	71.0	19,426	0	34.4	21,780	1	7.2	29,793	4	1.0	18,325	0
Counselor Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	3.9	16,453	0	2.2	17,856	4	0.0	0	0	0.0	0	0
New Hires	0.7	9,468	0	1.6	15,657	0	0.0	0	0	0.0	0	0
Total	3.9	16,453	0	2.2	17,856	4	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	0.0	0	0	1.1	17,187	12	1.3	35,294	1	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	1.1	17,187	12	1.3	35,294	1	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	2.3	15,514	0	1.0	14,893	3	0.0	0	0	0.0	0	0
Females	115.9	15,301	0	21.0	17,477	0	6.3	16,769	0	0.0	0	0
New Hires	23.1	14,479	0	2.6	12,438	0	0.8	13,828	0	0.0	0	0
Total	118.2	15,305	0	22.0	17,359	1	6.3	16,769	0	0.0	0	0
Interpreter												
Males	1.6	16,580	5	0.0	0	0	0.0	0	0	0.0	0	0
Females	18.8	23,040	1	9.1	25,590	1	0.8	19,398	0	0.0	0	0
New Hires	8.0	19,009	0	1.0	24,552	7	0.0	0	0	0.0	0	0
Total	20.4	22,534	1	9.1	25,590	1	0.8	19,398	0	0.0	0	0
Library/Media Assistant												
Males	11.2	18,910	4	4.4	24,335	1	1.0	14,354	0	0.0	0	0
Females	239.6	16,014	0	36.3	16,051	2	10.3	14,317	2	0.0	0	0
New Hires	20.3	14,159	0	6.1	13,474	5	0.9	12,796	0	0.0	0	0
Total	250.9	16,143	1	40.7	16,951	2	11.3	14,320	2	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	7.3	13,849	1	6.3	21,528	3	0.9	18,462	0	0.0	0	0
New Hires	2.9	11,902	2	3.2	18,475	1	0.0	0	0	0.0	0	0
Total	7.3	13,849	1	6.3	21,528	3	0.9	18,462	0	0.0	0	0
Student Monitor												
Males	45.9	21,289	0	12.0	21,055	0	2.6	12,679	1	0.0	0	0
Females	105.9	15,230	0	14.3	15,794	0	6.2	13,120	0	0.0	0	0
New Hires	35.3	15,242	0	7.6	17,360	0	0.7	11,956	0	0.0	0	0
Total	151.8	17,063	0	26.3	18,198	0	8.8	12,992	0	0.0	0	0
Teaching Assistant, Regular Ed												
Males	118.2	17,064	0	26.7	15,351	1	2.3	19,848	5	1.0	13,827	0
Females	1,409.0	14,938	0	230.4	13,975	1	31.1	14,343	3	0.0	0	0
New Hires	353.4	13,808	0	96.5	12,784	1	10.7	13,492	3	0.0	0	0
Total	1,527.1	15,102	0	257.2	14,118	1	33.5	14,725	3	1.0	13,827	0
Teaching Assistant, Special Ed												
Males	147.2	15,958	0	20.6	15,709	0	3.3	15,323	0	0.0	0	0
Females	1,225.6	15,787	0	156.4	14,858	1	28.4	13,770	2	0.9	22,062	0
New Hires	371.8	14,522	0	59.1	14,858	1	6.2	14,264	2	0.0	0	0
Total	1,372.8	15,805	0	176.9	14,957	1	31.7	13,932	1	0.9	22,062	0
Tutor												
Males	15.1	17,711	1	4.6	18,411	4	2.0	26,631	14	0.1	53,218	12
Females	75.9	19,851	0	35.7	19,864	3	13.0	21,335	4	0.0	0	0
New Hires	24.1	18,996	0	6.6	17,547	0	1.4	7,133	21	0.0	0	0
Total	91.0	19,495	0	40.3	19,697	3	15.0	22,036	7	0.1	53,218	12
Teaching Assistant, Title I												
Males	6.0	14,976	1	0.0	0	0	0.7	20,529	11	0.0	0	0
Females	75.5	15,074	0	11.3	14,498	2	4.1	15,868	3	0.0	0	0
New Hires	9.8	13,658	2	3.4	15,953	2	0.0	0	0	0.0	0	0
Total	81.5	15,067	0	11.3	14,498	2	4.9	16,556	5	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	2.6	22,470	0	0.0	0	0	0.3	60,885	23	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	2.6	22,470	0	0.0	0	0	0.3	60,885	23	0.0	0	0
Occupational Therapist Assistant												
Males	0.0	0	0	0.7	39,578	3	0.0	0	0	0.0	0	0
Females	9.3	22,410	2	6.2	23,163	6	1.5	19,552	1	0.0	0	0
New Hires	0.6	22,609	1	0.8	16,965	0	0.7	20,056	2	0.0	0	0
Total	9.3	22,410	2	6.9	24,824	5	1.5	19,552	1	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	2.1	22,607	1	1.2	44,125	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	2.1	22,607	1	1.2	44,125	3	0.0	0	0	0.0	0	0
SWAP Specialist												
Males	1.4	11,196	2	1.0	26,254	0	0.0	0	0	0.0	0	0
Females	2.6	17,020	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	0.0	0	0	1.0	26,254	0	0.0	0	0	0.0	0	0
Total	4.0	15,036	1	1.0	26,254	0	0.0	0	0	0.0	0	0
** STATE TOTAL												
Males	571.7	26,259	2	6,584.2	37,739	8	6,847.5	53,774	15	364.7	66,890	16
Females	4,012.9	16,976	0	19,420.6	36,898	8	18,807.1	51,006	14	441.6	62,800	15
New Hires	1,066.3	16,591	0	4,584.8	30,675	3	2,267.0	41,152	7	109.4	54,782	10
Total	4,584.7	18,134	1	26,004.9	37,111	8	25,654.6	51,745	15	806.3	64,650	15

