

COLORADO DEPARTMENT OF EDUCATION
 FULL-TIME EQUIVALEENCE (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	6.0	64,493	13	87.8	83,875	21	34.5	107,328	26
Females	0.0	0	0	0.0	0	0	11.5	80,624	23	15.3	106,184	21
New Hires	0.0	0	0	0.0	0	0	17.9	80,527	15	14.4	100,828	22
Total	1.0	200,000	0	6.0	64,493	13	99.3	83,498	21	49.8	106,977	25
Assistant Superintendent												
Males	6.6	109,557	7	15.0	101,484	10	64.7	94,056	16	17.3	104,544	18
Females	2.0	117,027	0	12.0	99,796	7	56.1	96,986	21	15.9	102,105	19
New Hires	0.0	0	0	1.0	131,000	21	3.2	82,852	3	2.9	104,736	11
Total	8.6	111,296	6	27.0	100,734	9	120.8	95,416	18	33.2	103,374	18
Non-Instructional Director												
Males	53.8	63,556	2	70.5	74,524	6	93.3	79,481	13	8.6	81,733	11
Females	52.5	58,315	4	74.1	65,851	4	58.5	76,567	15	3.8	83,688	13
New Hires	9.9	81,211	0	12.4	67,397	2	15.5	68,272	4	3.6	75,725	7
Total	106.3	60,968	3	144.7	70,079	5	151.9	78,358	14	12.4	82,327	12
Instructional Director												
Males	2.0	75,145	9	5.8	74,696	7	30.6	85,465	19	10.7	89,120	20
Females	2.5	43,694	3	6.8	60,763	9	83.8	80,169	19	17.9	86,151	16
New Hires	0.0	0	0	1.0	78,211	0	4.3	56,784	15	2.0	86,169	0
Total	4.5	57,672	5	12.6	67,144	8	114.4	81,588	19	28.6	87,260	18
Principal												
Males	15.4	81,354	9	51.8	68,257	12	580.6	73,956	19	49.9	80,298	21
Females	13.6	81,769	5	54.6	67,208	12	644.4	75,020	19	50.7	82,829	20
New Hires	4.0	80,426	5	8.6	56,484	9	89.0	66,802	14	4.8	70,215	17
Total	29.0	81,548	7	106.4	67,719	12	1,224.9	74,516	19	100.6	81,574	21
Assistant Principal												
Males	7.0	79,785	9	56.0	62,141	10	366.1	67,845	14	10.6	77,368	19
Females	9.0	73,606	7	55.5	60,514	11	372.6	68,446	16	14.1	73,948	19
New Hires	2.0	81,632	0	5.8	57,616	7	73.2	64,024	9	4.4	80,601	21
Total	16.0	76,309	8	111.5	61,331	11	738.7	68,148	15	24.7	75,416	19
Instructional Program Coord.												
Males	3.0	65,580	0	9.8	46,976	9	31.9	71,667	17	6.2	71,598	15
Females	6.6	52,459	1	27.0	49,405	10	100.5	65,035	16	8.5	74,174	19
New Hires	0.0	0	0	2.6	44,731	7	12.1	57,442	8	2.0	85,000	0
Total	9.6	56,550	1	36.8	48,760	10	132.4	66,634	16	14.7	73,094	17
Non-Instructional Program Coord.												
Males	16.6	49,560	1	19.0	62,861	7	22.1	62,271	14	0.0	0	0
Females	19.5	51,052	3	28.5	51,553	4	31.6	60,859	9	2.8	68,565	9
New Hires	4.3	43,774	0	5.7	51,615	2	5.9	43,376	7	0.7	65,427	0
Total	36.1	50,366	2	47.5	56,068	5	53.6	61,440	11	2.8	68,565	9
BOCES Director												
Males	0.0	0	0	1.0	87,734	4	6.4	72,981	21	3.5	89,044	30
Females	0.0	0	0	0.0	0	0	4.5	67,694	25	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	1.0	87,734	4	10.9	70,811	23	3.5	89,044	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	97.9	36,662	8	5,898.7	37,428	8	4,842.4	49,921	15	145.9	50,887	13
Females	113.7	29,719	6	15,902.3	37,681	9	12,467.0	50,003	15	147.6	53,829	14
New Hires	32.9	29,746	3	2,892.3	30,901	3	1,201.6	38,389	7	28.3	43,522	4
Total	211.7	32,931	6	21,801.0	37,612	8	17,309.4	49,980	15	293.5	52,367	14
Teacher, Special Education												
Males	4.1	35,804	9	205.2	35,843	5	455.3	48,365	14	4.6	50,750	11
Females	9.0	29,998	6	1,117.7	36,703	6	2,598.6	50,042	14	25.0	54,900	13
New Hires	4.1	23,479	1	307.2	32,405	3	292.9	40,102	7	6.5	44,934	5
Total	13.2	31,814	7	1,322.9	36,570	6	3,053.9	49,792	14	29.6	54,250	13
Teacher, Permanent Substitute												
Males	2.8	16,036	0	6.0	22,200	2	0.9	17,354	5	0.0	0	0
Females	4.1	18,654	1	15.2	23,077	3	3.4	21,100	9	0.0	0	0
New Hires	0.8	22,876	0	3.5	23,064	0	1.4	15,281	0	0.0	0	0
Total	6.9	17,577	1	21.2	22,828	3	4.3	20,279	8	0.0	0	0
Teacher, Title I												
Males	0.0	0	0	35.1	32,771	4	16.5	49,438	17	0.0	0	0
Females	0.5	23,088	0	410.7	35,493	8	344.0	49,239	16	2.0	61,442	28
New Hires	0.0	0	0	54.5	30,892	2	17.0	36,161	7	0.0	0	0
Total	0.5	23,088	0	445.8	35,278	8	360.5	49,248	16	2.0	61,442	28
Activities Advisor/Coach												
Males	0.4	21,568	0	16.2	38,628	13	23.5	51,986	18	0.0	0	0
Females	0.1	31,961	2	3.1	38,155	7	10.2	56,441	22	0.0	0	0
New Hires	0.4	21,568	0	2.3	23,987	2	3.3	40,484	11	0.0	0	0
Total	0.5	23,342	1	19.2	38,552	11	33.7	53,330	19	0.0	0	0
Counselor												
Males	2.1	25,299	1	26.8	39,110	7	316.9	50,981	16	21.6	58,300	19
Females	2.6	51,296	9	81.7	42,762	9	950.4	48,524	13	16.4	62,343	22
New Hires	1.6	28,298	4	10.1	32,466	2	108.5	37,038	4	0.3	44,749	4
Total	4.7	39,603	5	108.5	41,859	9	1,267.2	49,138	14	38.0	60,048	21
Curriculum Specialist Consultant												
Males	4.0	44,115	4	8.2	45,163	14	23.1	52,650	16	2.1	59,423	18
Females	4.0	42,709	0	48.1	44,936	12	164.6	54,995	17	8.3	54,644	19
New Hires	5.1	47,725	0	0.5	29,762	0	4.9	45,661	11	0.0	0	0
Total	8.0	43,407	2	56.3	44,969	12	187.7	54,706	17	10.4	55,606	19
Dean												
Males	0.0	0	0	32.7	42,060	10	75.8	53,170	15	1.0	69,268	15
Females	0.0	0	0	22.1	42,891	13	69.5	53,464	17	1.0	64,919	39
New Hires	0.0	0	0	3.7	32,343	3	6.9	46,282	4	0.0	0	0
Total	0.0	0	0	54.8	42,395	11	145.3	53,310	16	2.0	67,094	27
Education Diagnostician												
Males	0.0	0	0	0.2	43,206	9	0.0	0	0	0.0	0	0
Females	0.0	0	0	3.3	49,918	14	12.0	49,263	15	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.7	40,448	24	0.0	0	0
Total	0.0	0	0	3.5	49,593	13	12.0	49,263	15	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
Instructional Program Consultant												
Males	0.0	0	0	3.0	56,688	11	4.9	49,985	9	1.0	43,716	9
Females	0.7	20,088	4	19.5	40,592	7	37.5	54,000	17	1.0	55,187	10
New Hires	0.0	0	0	1.0	46,592	0	6.0	49,270	11	1.0	43,716	9
Total	0.7	20,088	4	22.5	42,741	8	42.5	53,536	16	2.0	49,452	10
Librarian/Media Consultant												
Males	0.6	14,958	0	19.3	42,431	11	91.8	50,635	16	1.0	64,919	28
Females	15.1	22,849	2	148.2	40,663	10	554.4	54,160	17	8.5	60,585	21
New Hires	1.0	8,156	0	16.1	31,413	3	22.3	38,982	5	0.0	0	0
Total	15.7	22,536	2	167.5	40,866	10	646.2	53,660	17	9.5	61,042	22
Teacher Mentor												
Males	0.0	0	0	24.1	43,812	11	58.9	56,749	17	2.5	66,724	23
Females	2.1	46,295	4	95.5	45,193	12	288.1	55,385	17	10.0	64,760	20
New Hires	0.0	0	0	10.5	37,449	8	19.8	43,449	13	0.0	0	0
Total	2.1	46,295	4	119.6	44,915	12	347.0	55,617	17	12.5	65,147	21
Instructional Intern												
Males	0.0	0	0	1.0	17,216	0	2.0	54,093	13	0.0	0	0
Females	0.0	0	0	4.8	11,707	0	6.0	41,108	7	0.0	0	0
New Hires	0.0	0	0	4.9	13,905	0	2.0	19,782	0	0.0	0	0
Total	0.0	0	0	5.8	12,672	0	8.0	44,346	9	0.0	0	0
Audiologist												
Males	0.0	0	0	0.0	0	0	0.2	36,411	0	1.0	58,236	4
Females	0.0	0	0	2.2	44,845	15	30.0	51,669	10	4.0	55,361	9
New Hires	0.0	0	0	0.0	0	0	3.3	42,298	8	1.0	56,175	6
Total	0.0	0	0	2.2	44,845	15	30.2	51,591	10	5.0	55,936	8
Licensed Practical Nurse												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	11.5	23,189	1	5.7	30,800	3	0.5	41,995	26	0.0	0	0
New Hires	2.0	24,381	1	0.6	18,818	0	0.0	0	0	0.0	0	0
Total	11.5	23,189	1	5.7	30,800	3	0.5	41,995	26	0.0	0	0
Registered Nurse												
Males	0.6	25,340	0	2.8	33,286	2	2.0	55,736	6	0.0	0	0
Females	8.6	26,954	1	248.6	37,700	7	101.8	51,546	12	3.3	53,671	10
New Hires	2.0	35,172	0	33.9	33,164	3	6.0	46,267	7	0.3	42,912	16
Total	9.2	26,847	1	251.4	37,651	7	103.8	51,627	12	3.3	53,671	10
Occupational Therapist												
Males	0.0	0	0	3.3	35,131	3	2.5	37,922	3	0.0	0	0
Females	1.9	34,174	1	158.3	44,804	9	84.1	47,988	9	2.6	37,404	13
New Hires	0.0	0	0	16.5	37,957	2	20.0	40,200	3	1.0	38,439	1
Total	1.9	34,174	1	161.6	44,608	9	86.7	47,693	9	2.6	37,404	13
Physical Therapist												
Males	0.0	0	0	2.7	46,282	5	0.0	0	0	0.0	0	0
Females	0.0	0	0	37.1	49,176	11	27.1	47,828	6	1.0	52,901	4
New Hires	0.0	0	0	3.9	49,483	2	5.1	37,196	1	0.0	0	0
Total	0.0	0	0	39.8	48,977	10	27.1	47,828	6	1.0	52,901	4

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Psychologist												
Males	1.5	94,667	20	7.3	48,282	1	77.6	54,682	13	42.1	60,105	14
Females	7.7	65,352	13	34.8	42,266	3	253.7	52,264	10	110.8	56,102	12
New Hires	1.1	47,459	1	15.4	36,063	1	40.8	44,928	5	16.5	50,171	10
Total	9.2	70,114	14	42.1	43,303	3	331.3	52,830	11	152.9	57,204	12
Social Worker												
Males	0.0	0	0	3.7	40,601	6	58.7	55,793	14	0.0	0	0
Females	1.1	36,012	0	17.7	39,905	5	279.6	50,476	10	3.0	55,702	17
New Hires	0.0	0	0	9.8	33,428	2	23.0	38,064	2	0.0	0	0
Total	1.1	36,012	0	21.5	40,026	5	338.3	51,398	11	3.0	55,702	17
Speech-Language Pathologist												
Males	0.0	0	0	1.1	1,496	0	29.7	48,862	13	1.0	60,151	29
Females	1.0	65,526	20	54.1	37,129	7	688.0	49,430	12	7.4	60,905	23
New Hires	0.0	0	0	15.2	30,296	1	83.7	39,984	5	1.9	49,535	21
Total	1.0	65,526	20	55.2	36,434	7	717.7	49,406	12	8.4	60,815	24
Speech-Language Pathology Assistant												
Males	0.0	0	0	2.0	25,945	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	9.4	28,561	2	1.1	22,242	2	0.0	0	0
New Hires	0.0	0	0	5.0	24,895	1	0.0	0	0	0.0	0	0
Total	0.0	0	0	11.4	28,103	1	1.1	22,242	2	0.0	0	0
Bilingual Assistant												
Males	32.0	16,730	0	6.0	18,149	0	1.0	25,238	0	0.0	0	0
Females	264.5	16,632	0	10.9	17,233	1	0.6	13,622	0	0.0	0	0
New Hires	59.2	14,954	0	3.2	16,916	0	0.0	0	0	0.0	0	0
Total	296.5	16,643	0	16.9	17,557	1	1.6	20,771	0	0.0	0	0
Career Assistant												
Males	5.1	29,607	3	0.0	0	0	0.5	14,089	0	0.0	0	0
Females	30.8	18,257	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	6.8	16,234	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	35.9	19,862	0	0.0	0	0	0.5	14,089	0	0.0	0	0
Child Care Provider/Group Leader												
Males	34.9	16,936	0	1.9	21,964	1	1.1	23,021	0	0.0	0	0
Females	538.7	18,705	0	96.8	22,207	1	9.8	21,281	2	0.0	0	0
New Hires	102.0	15,437	0	25.2	18,820	2	0.7	39,689	0	0.0	0	0
Total	573.7	18,598	0	98.6	22,202	1	10.9	21,454	2	0.0	0	0
Community Liaison												
Males	12.4	22,081	0	7.2	20,443	0	3.1	26,301	0	0.0	0	0
Females	104.3	19,904	1	35.1	21,284	1	9.3	27,674	3	0.0	0	0
New Hires	13.4	15,506	0	12.3	19,803	0	3.1	20,951	0	0.0	0	0
Total	116.7	20,135	1	42.3	21,141	1	12.4	27,326	2	0.0	0	0
Counselor Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	6.2	15,879	0	2.8	25,548	5	2.0	30,529	1	0.0	0	0
New Hires	1.5	15,298	0	1.0	20,144	0	2.0	30,529	1	0.0	0	0
Total	6.2	15,879	0	2.8	25,548	5	2.0	30,529	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
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	1.5	23,747	0	0.0	0	0	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	1.5	23,747	0	0.0	0	0	1.3	35,294	1	0.0	0	0
Health Care Technician												
Males	3.8	14,077	0	1.3	13,488	2	0.0	0	0	0.0	0	0
Females	251.3	16,172	0	25.4	18,458	0	4.5	18,381	0	0.0	0	0
New Hires	28.6	13,761	0	5.3	18,742	0	1.1	14,601	0	0.0	0	0
Total	255.1	16,140	0	26.7	18,225	0	4.5	18,381	0	0.0	0	0
Educational Interpreter												
Males	2.9	26,083	0	1.0	19,450	1	0.0	0	0	0.0	0	0
Females	63.9	26,286	0	7.2	23,724	0	1.7	20,561	0	0.0	0	0
New Hires	8.1	22,702	0	2.8	16,953	0	0.0	0	0	0.0	0	0
Total	66.9	26,277	0	8.2	23,206	1	1.7	20,561	0	0.0	0	0
Library/Media Assistant												
Males	13.6	16,932	0	5.1	15,426	0	1.0	14,890	0	0.0	0	0
Females	455.6	17,274	0	51.7	16,227	2	9.7	16,743	1	0.0	0	0
New Hires	25.5	13,808	0	7.8	12,312	2	0.5	13,922	0	0.0	0	0
Total	469.2	17,264	0	56.8	16,155	2	10.7	16,569	1	0.0	0	0
Speech-Language Paraprofessional												
Males	0.0	0	0	1.0	22,357	1	0.9	45,460	15	0.0	0	0
Females	19.1	16,698	0	12.6	19,703	2	0.9	18,986	0	0.0	0	0
New Hires	4.2	14,754	0	6.3	19,263	0	0.0	0	0	0.0	0	0
Total	19.1	16,698	0	13.6	19,898	2	1.8	31,840	8	0.0	0	0
Student Monitor												
Males	110.3	20,633	0	11.2	19,749	0	2.2	17,986	1	0.0	0	0
Females	255.5	16,306	0	16.4	16,224	1	3.0	14,051	1	0.0	0	0
New Hires	64.7	13,235	0	9.4	15,962	0	1.8	13,404	0	0.0	0	0
Total	365.8	17,610	0	27.6	17,657	1	5.2	15,736	1	0.0	0	0
Teaching Assistant, Regular Ed												
Males	186.0	15,167	0	42.4	14,086	1	6.5	14,662	3	2.9	13,734	0
Females	3,677.4	14,335	0	487.9	13,542	1	61.1	14,058	2	2.0	8,423	0
New Hires	645.5	12,646	0	171.2	12,556	1	25.7	11,777	2	2.4	10,970	0
Total	3,863.4	14,375	0	530.3	13,585	1	67.6	14,116	2	4.9	11,530	0
Teaching Assistant, Special Ed												
Males	261.5	15,347	0	66.0	14,198	0	11.9	15,475	4	1.1	13,648	5
Females	3,778.4	15,253	1	482.5	14,845	1	45.7	14,053	2	1.9	13,091	0
New Hires	726.5	13,683	0	196.7	13,619	0	15.2	14,483	1	0.8	12,829	0
Total	4,040.0	15,259	1	548.5	14,767	1	57.5	14,347	2	3.0	13,300	3

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
Teaching/Classroom Technician												
Males	27.9	16,511	0	0.3	11,197	1	0.0	0	0	0.0	0	0
Females	177.0	15,418	0	3.4	12,600	0	1.4	10,101	5	0.0	0	0
New Hires	27.6	13,603	0	1.0	11,873	0	0.4	8,025	10	0.0	0	0
Total	204.9	15,566	0	3.7	12,481	0	1.4	10,101	5	0.0	0	0
Tutor												
Males	33.0	15,506	1	11.8	17,648	3	5.3	26,784	9	0.0	0	0
Females	220.7	19,114	0	64.8	18,779	1	21.6	21,535	3	0.6	16,672	0
New Hires	30.0	14,311	0	15.5	16,414	2	6.7	19,409	2	0.0	0	0
Total	253.7	18,645	0	76.7	18,604	1	26.8	22,567	4	0.6	16,672	0
Teaching Assistant, Title I												
Males	5.1	11,877	0	2.0	15,353	4	0.7	20,549	11	0.0	0	0
Females	209.6	14,716	1	38.4	13,613	1	3.3	13,177	0	0.0	0	0
New Hires	17.1	11,772	0	19.4	13,236	0	0.0	0	0	0.0	0	0
Total	214.8	14,649	1	40.4	13,699	1	4.0	14,490	3	0.0	0	0
Braillist												
Males	0.2	80,451	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	10.3	21,014	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	10.6	22,412	0	0.0	0	0	0.0	0	0	0.0	0	0
Occupational Therapist Assistant												
Males	1.0	26,327	0	1.0	26,110	5	0.0	0	0	0.0	0	0
Females	16.4	24,801	2	4.5	25,810	6	1.3	21,694	1	0.0	0	0
New Hires	3.0	21,255	5	0.0	0	0	0.0	0	0	0.0	0	0
Total	17.4	24,889	2	5.5	25,865	6	1.3	21,694	1	0.0	0	0
Physical Therapist Assistant												
Males	1.6	23,859	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	6.6	22,502	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	0.6	17,363	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	8.2	22,762	0	0.0	0	0	0.0	0	0	0.0	0	0
SWAP Specialist												
Males	1.5	17,717	2	1.0	27,304	0	0.0	0	0	0.0	0	0
Females	7.6	19,849	0	0.0	0	0	0.0	0	0	0.0	0	0
New Hires	4.2	22,238	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	9.1	19,503	0	1.0	27,304	0	0.0	0	0	0.0	0	0
** STATE TOTAL												
Males	952.4	24,863	1	6,693.6	38,042	8	7,400.6	54,159	15	369.0	67,296	16
Females	10,385.0	16,259	1	20,039.1	36,598	8	20,512.2	51,454	14	485.6	63,459	15
New Hires	1,840.0	14,663	0	3,921.2	29,325	2	2,147.2	41,076	7	94.7	60,721	9
Total	11,337.3	16,982	1	26,732.6	36,960	8	27,912.8	52,171	15	854.5	65,116	16