

**Head Start, Inc. Average Market Wage Survey
March 2006**

Position/Title	MT Dept. of Labor Average Wage*	Associated Employers of MT Average Wage*	National HS Prog. w/similar size or region Avg Wage *	MT Head Start Average State Wages	Factored Average Market Wage
Year of Survey Information	2003	2004	2003	2006	2006
Dietary Aide/Dishwasher	\$8.08	\$8.47	\$7.81	\$7.97	\$8.08
Bus Aide			\$7.52	\$7.67	\$7.60
Child Care Aide	\$8.08	\$8.35	\$7.85	\$7.45	\$7.93
Bus Driver	\$13.90	\$13.64	\$9.97	\$9.70	\$11.80
Classroom Aide/Teacher Assist.	\$9.16		\$8.13	\$8.04	\$8.44
Cook	\$9.41	\$9.76	\$8.94	\$8.86	\$9.24
Custodian	\$9.65	\$10.15	\$8.64	\$7.52	\$8.99
Receptionist	\$9.68	\$9.05	\$8.67	\$8.53	\$8.98
Health Assistant	\$11.70	\$11.27	\$9.46	\$10.67	\$10.78
Social Services Asst.	\$11.84	\$11.62	\$9.98	\$9.08	\$10.63
Route Manager		\$11.62		\$9.98	\$10.80
Secretary/Office Manager	\$10.97	\$11.62	\$9.30	\$10.75	\$10.66
Data Entry Clerk	\$10.82	\$9.94	\$8.63	\$10.41	\$9.95
Accounts Payable Clerk	\$12.48	\$9.87	\$12.07	\$11.43	\$11.46
Enrollment/Eligibility Specialist	\$11.04		\$11.41	\$11.84	\$11.43
Payroll Clerk	\$12.84	\$13.19	\$12.46	\$11.68	\$12.54
Administrative Asst.	\$14.21	\$16.66	\$11.53	\$11.99	\$13.60
Fiscal Assistant/Bookkeeper	\$12.03	\$16.18		\$13.65	\$13.95

Position/Title	MT Dept. of Labor Average Wage*	Associated Employers of MT Average Wage	Other National HS Prog. w/similar size or region*	MT Head Start Average State Wages	Factored Average Market Wage
Year of Survey Information	2003	2004	2003	2006	
Child Dev. Specialist			\$13.09	\$11.96	\$12.53
Teacher CDA	\$9.72		\$10.73	\$10.76	\$10.40
Teacher AA			\$12.01	\$11.08	\$11.55
Teacher BA	\$17.65		\$13.09	\$11.97	\$14.24
Coordinator of Volunteer Services	\$10.88	\$14.64	\$14.39	\$11.41	\$12.83
Education Coord.	\$16.43	\$20.13	\$14.72	\$14.36	\$16.41
Health/Wellness Coordinator	\$18.88	\$13.60	\$14.74	\$13.88	\$15.28
Nutrition Coordinator	\$14.53	\$13.90	\$11.06	\$15.14	\$13.66
Parent Involvement Coordinator	\$11.70	\$14.64	\$14.40	\$12.90	\$13.41
Social Services Coordinator/Social Worker	\$17.06	\$12.94	\$12.96	\$13.44	\$14.10
Health Special Needs Coordinator			\$14.55	\$12.59	\$13.57
Special Needs Coordinator			\$14.36	\$13.25	\$13.81
Transportation Coordinator	\$14.70	\$20.13	\$12.68	\$13.40	\$15.23
Director Finance	\$24.70	\$22.03	\$21.35	\$18.36	\$21.61
Site/Program Directors	\$22.10	\$26.22	\$18.34	\$18.33	\$21.25
Director Human Resources	\$26.76	\$26.52	\$22.41	\$19.17	\$23.72
Computer Specialist/IT/Network Admin.	\$22.81	\$23.96	\$19.81	\$24.06	\$22.66
Executive Director	\$36.87	\$30.00	\$28.34	\$20.28	\$28.87

*All wages have been adjusted or "aged" by 3% (annually) for 2004 & 2005 to reflect current Montana market wages. MT DOL reports a 3% Average Annual Wage increases for 2004 and 2005.