

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	1.0	200,000	1	8.0	66,814	15	89.2	83,490	23	32.6	116,475	26
Females	0.0	0	0	0.0	0	0	12.5	89,174	24	14.1	116,206	25
New Hires	0.0	0	0	0.0	0	0	15.7	76,668	22	5.8	114,930	25
Total	1.0	200,000	1	8.0	66,814	15	101.7	84,191	23	46.7	116,393	26
Assistant Superintendent												
Males	4.0	113,307	5	12.8	109,663	12	69.0	97,447	16	17.5	104,967	17
Females	2.0	117,832	1	10.0	98,083	6	61.2	97,516	20	11.5	103,445	9
New Hires	0.0	0	0	0.0	0	0	8.7	66,676	13	4.7	112,109	15
Total	6.0	114,814	4	22.8	104,587	10	130.2	97,479	18	29.0	104,364	14
Non-Instructional Director												
Males	57.2	64,557	2	72.3	74,563	5	93.4	81,717	12	11.4	77,689	8
Females	56.4	56,974	2	62.5	69,203	4	80.3	77,448	14	3.3	87,466	18
New Hires	4.0	71,825	0	11.9	68,509	0	12.7	71,589	10	4.2	77,253	7
Total	113.6	60,793	2	134.8	72,078	4	173.7	79,744	13	14.8	79,892	10
Instructional Director												
Males	2.4	71,249	7	7.0	83,395	12	34.7	87,461	17	10.4	79,287	18
Females	6.9	66,817	4	6.7	72,255	11	80.2	82,333	17	17.5	89,395	13
New Hires	1.0	95,316	0	2.0	101,500	23	10.7	76,913	7	2.0	89,788	0
Total	9.3	67,969	5	13.7	77,935	11	114.8	83,882	17	27.9	85,631	15
Principal												
Males	14.4	85,401	9	45.3	70,356	11	592.8	75,796	19	41.8	81,525	20
Females	15.4	83,887	6	65.5	71,780	14	632.2	76,236	19	46.4	84,609	19
New Hires	6.9	81,238	0	8.9	70,741	13	106.3	69,773	14	11.9	79,182	12
Total	29.8	84,618	7	110.8	71,198	13	1,225.0	76,023	19	88.1	83,147	19
Assistant Principal												
Males	5.5	79,620	12	60.6	63,940	10	371.3	69,580	15	12.2	73,607	16
Females	3.9	70,100	3	55.2	62,347	11	374.5	69,973	15	13.9	72,368	14
New Hires	2.0	72,863	0	18.4	61,398	9	80.3	66,116	9	7.0	67,253	1
Total	9.4	75,704	8	115.8	63,181	11	745.8	69,777	15	26.0	72,947	15
Instructional Program Coord.												
Males	2.8	53,573	10	6.8	52,019	11	24.6	71,093	15	5.2	70,403	19
Females	8.7	38,876	1	31.1	52,374	10	106.6	66,218	15	7.9	72,290	19
New Hires	4.4	28,346	1	1.7	12,741	0	12.5	63,417	8	3.9	77,751	19
Total	11.5	42,473	3	37.9	52,310	10	131.1	67,131	15	13.0	71,544	19
Non-Instructional Program Coord.												
Males	14.9	48,399	2	16.0	65,151	7	18.3	65,015	10	1.5	83,521	11
Females	15.8	51,389	3	21.0	51,518	3	35.5	65,535	9	5.1	66,972	8
New Hires	1.8	48,030	0	3.0	55,518	0	5.6	59,182	5	0.0	0	0
Total	30.7	49,935	3	36.9	57,419	5	53.9	65,358	9	6.6	70,758	9
BOCES Director												
Males	0.0	0	0	1.0	90,106	5	3.4	85,245	18	3.6	79,351	28
Females	0.0	0	0	0.0	0	0	4.8	68,541	21	2.5	78,408	8
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	90,106	5	8.3	75,473	20	6.1	78,967	18

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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	92.4	37,002	7	5,682.6	38,257	8	4,953.4	50,315	15	140.9	51,287	13
Females	103.3	27,735	5	15,709.6	38,163	8	12,793.6	50,301	14	149.1	52,262	14
New Hires	31.6	27,971	3	3,593.6	32,124	3	1,545.3	39,134	7	46.4	41,113	5
Total	195.8	32,110	6	21,392.2	38,188	8	17,747.0	50,305	14	289.9	51,788	13
Teacher, Special Education												
Males	1.5	36,477	12	220.7	36,128	5	432.6	49,214	13	7.0	53,385	10
Females	7.9	26,924	5	1,158.0	37,450	7	2,663.2	50,913	14	27.9	57,473	14
New Hires	1.0	27,707	0	363.6	33,259	3	339.2	42,118	8	9.9	52,064	9
Total	9.4	28,445	7	1,378.6	37,239	7	3,095.8	50,676	14	34.9	56,652	13
Teacher, Permanent Substitute												
Males	0.1	9,302	0	2.1	23,224	2	0.0	0	0	0.0	0	0
Females	4.3	23,343	1	7.6	22,632	3	3.4	30,629	17	0.0	0	0
New Hires	0.0	0	0	2.9	20,211	1	1.4	32,309	16	0.0	0	0
Total	4.3	23,148	1	9.7	22,759	3	3.4	30,629	17	0.0	0	0
Teacher, Title I												
Males	0.0	0	0	29.7	33,868	5	17.4	43,581	14	0.0	0	0
Females	1.5	29,570	4	407.1	36,114	8	341.4	49,307	16	2.3	59,528	19
New Hires	0.0	0	0	67.8	31,929	3	24.9	37,039	6	0.3	39,436	0
Total	1.5	29,570	4	436.8	35,962	8	358.8	49,029	16	2.3	59,528	19
Activities Advisor/Coach												
Males	0.4	27,093	0	20.4	41,568	15	16.4	53,737	22	0.0	0	0
Females	0.0	0	0	5.8	30,613	8	6.3	54,451	19	0.0	0	0
New Hires	0.4	27,093	0	1.4	34,582	6	1.7	45,857	19	0.0	0	0
Total	0.4	27,093	0	26.3	39,131	12	22.7	53,936	21	0.0	0	0
Counselor												
Males	0.5	33,099	0	30.0	40,729	9	317.0	50,893	15	11.4	61,218	19
Females	4.2	34,985	0	87.4	41,375	9	978.8	48,854	12	20.8	61,480	18
New Hires	0.0	0	0	20.6	32,629	2	170.5	38,897	5	3.0	49,804	3
Total	4.7	34,790	0	117.4	41,210	9	1,295.7	49,353	13	32.2	61,387	18
Curriculum Specialist Consultant												
Males	1.1	54,155	16	12.7	46,863	8	31.4	51,895	12	5.3	60,530	19
Females	2.5	44,539	1	64.6	48,067	13	219.8	57,855	17	4.5	53,442	8
New Hires	1.3	60,445	0	6.9	39,219	5	10.7	48,022	11	1.1	62,087	1
Total	3.6	47,412	6	77.3	47,869	12	251.2	57,110	17	9.8	57,284	14
Dean												
Males	0.0	0	0	42.3	42,118	10	87.7	52,352	14	0.0	0	0
Females	1.0	26,348	0	25.9	44,253	14	86.5	54,613	16	0.0	0	0
New Hires	0.0	0	0	6.4	33,188	6	15.1	50,332	13	0.0	0	0
Total	1.0	26,348	0	68.1	42,929	11	174.2	53,475	15	0.0	0	0
Education Diagnostician												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	1.1	52,745	13	11.6	50,348	15	0.0	0	0
New Hires	0.0	0	0	0.1	12,841	0	1.0	53,934	14	0.0	0	0
Total	0.0	0	0	1.1	52,745	13	11.6	50,348	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	4.2	44,912	7	13.2	53,343	13	1.0	46,856	9
Females	1.6	35,159	1	29.7	39,511	7	88.0	53,463	15	0.6	64,668	13
New Hires	0.0	0	0	3.9	30,775	0	8.8	45,692	4	0.0	0	0
Total	1.6	35,159	1	34.0	40,185	7	101.3	53,447	15	1.6	53,534	11
Librarian/Media Consultant												
Males	0.6	15,669	0	17.2	43,971	9	89.3	52,444	16	1.0	65,773	24
Females	7.8	21,480	1	143.9	41,362	10	570.1	54,387	17	8.3	65,753	23
New Hires	1.5	13,328	0	18.1	32,686	4	41.9	43,855	11	1.0	65,773	24
Total	8.4	21,067	1	161.1	41,641	10	659.4	54,124	17	9.3	65,755	23
Teacher Mentor												
Males	0.0	0	0	37.2	43,784	10	65.6	57,226	17	4.0	62,674	15
Females	1.0	42,280	2	159.9	45,191	11	428.9	56,139	16	14.9	61,005	15
New Hires	1.0	42,280	2	16.8	39,647	5	20.8	44,195	10	1.0	52,973	0
Total	1.0	42,280	2	197.1	44,926	11	494.4	56,283	16	18.8	61,356	15
Instructional Intern												
Males	0.0	0	0	2.0	39,581	12	0.8	45,071	6	0.0	0	0
Females	0.0	0	0	3.3	23,910	0	2.0	42,760	2	0.0	0	0
New Hires	0.0	0	0	3.3	23,910	0	1.0	45,332	0	0.0	0	0
Total	0.0	0	0	5.3	29,810	4	2.8	43,380	3	0.0	0	0
Behavioral Specialist												
Males	0.0	0	0	0.0	0	0	1.0	44,483	3	0.0	0	0
Females	0.0	0	0	1.0	36,668	10	4.3	43,635	5	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	1.0	40,646	0	0.0	0	0
Total	0.0	0	0	1.0	36,668	10	5.3	43,795	5	0.0	0	0
Autism Specialist												
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
Audiologist												
Males	0.0	0	0	0.0	0	0	1.0	30,872	0	1.0	62,419	4
Females	0.0	0	0	1.0	51,588	9	39.9	48,622	9	5.1	53,748	7
New Hires	0.0	0	0	0.0	0	0	5.1	38,798	6	0.1	64,734	0
Total	0.0	0	0	1.0	51,588	9	40.9	48,188	9	6.1	55,158	7
Licensed Practical Nurse												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	10.0	24,483	1	5.4	27,342	5	1.6	53,449	12	0.0	0	0
New Hires	0.3	39,058	0	0.0	0	0	0.8	24,676	0	0.0	0	0
Total	10.0	24,483	1	5.4	27,342	5	1.6	53,449	12	0.0	0	0
Registered Nurse												
Males	0.0	0	0	3.9	30,061	2	2.0	57,224	7	0.0	0	0
Females	13.4	28,017	4	240.3	39,763	7	106.2	53,893	13	3.4	55,582	10
New Hires	4.3	22,809	2	25.4	34,019	3	8.8	49,997	6	0.0	0	0
Total	13.4	28,017	4	244.2	39,609	7	108.2	53,954	13	3.4	55,582	10

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Occupational Therapist												
Males	0.0	0	0	1.3	45,706	3	3.0	40,335	4	0.0	0	0
Females	0.8	30,831	2	157.4	43,566	9	102.8	48,249	10	0.6	63,175	23
New Hires	0.0	0	0	14.5	38,735	2	17.2	36,150	4	0.0	0	0
Total	0.8	30,831	2	158.8	43,584	9	105.8	48,025	9	0.6	63,175	23
Physical Therapist												
Males	0.0	0	0	2.3	48,039	4	0.0	0	0	0.0	0	0
Females	0.0	0	0	38.1	50,131	12	32.9	48,766	7	2.9	43,105	4
New Hires	0.0	0	0	2.3	31,692	11	6.3	41,153	1	1.9	36,849	3
Total	0.0	0	0	40.4	50,012	12	32.9	48,766	7	2.9	43,105	4
Psychologist												
Males	1.0	5,559	0	4.5	45,067	2	75.2	55,530	13	42.2	61,780	16
Females	0.0	0	0	39.3	36,924	3	252.0	52,542	10	126.5	56,500	11
New Hires	0.0	0	0	19.0	29,032	1	45.6	44,814	5	17.1	43,925	6
Total	1.0	5,559	0	43.8	37,753	3	327.3	53,229	11	168.7	57,820	12
Social Worker												
Males	0.0	0	0	3.5	38,462	9	60.0	54,448	14	0.0	0	0
Females	4.7	32,976	2	17.9	36,512	3	293.0	50,481	10	6.0	56,948	19
New Hires	1.0	15,138	12	8.2	33,004	3	41.1	40,411	4	1.0	33,199	4
Total	4.7	32,976	2	21.4	36,829	4	353.0	51,155	11	6.0	56,948	19
Speech-Language Pathologist												
Males	1.0	48,534	0	2.0	52,275	15	26.7	52,578	14	1.0	74,975	29
Females	1.0	38,923	0	55.7	39,225	7	731.8	50,254	12	8.7	58,148	14
New Hires	0.0	0	0	12.3	35,523	2	98.5	40,431	4	4.7	47,424	7
Total	2.0	43,703	0	57.7	39,678	7	758.5	50,336	12	9.7	59,879	16
Speech-Language Pathology Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	0.0	0	0	20.6	25,932	1	0.8	41,498	0	0.0	0	0
New Hires	0.0	0	0	11.0	24,865	1	0.8	41,498	0	0.0	0	0
Total	0.0	0	0	20.6	25,932	1	0.8	41,498	0	0.0	0	0
School Orientation and Mobility Spe												
Males	0.0	0	0	1.0	50,878	16	0.0	0	0	0.0	0	0
Females	0.0	0	0	1.0	37,515	0	1.0	61,660	25	0.0	0	0
New Hires	0.0	0	0	1.0	37,515	0	0.0	0	0	0.0	0	0
Total	0.0	0	0	2.0	44,142	8	1.0	61,660	25	0.0	0	0
Bilingual Assistant												
Males	23.0	16,426	0	4.1	15,573	1	0.9	25,869	0	0.0	0	0
Females	256.4	16,879	0	16.2	15,205	0	0.1	14,515	0	0.0	0	0
New Hires	44.4	15,071	0	6.9	12,901	0	0.0	0	0	0.0	0	0
Total	279.4	16,842	0	20.2	15,279	1	1.1	24,519	0	0.0	0	0
Career Assistant												
Males	1.5	18,462	0	1.7	18,570	0	1.4	16,906	0	0.0	0	0
Females	20.5	19,807	0	8.4	18,320	0	7.6	18,627	0	1.1	60,272	14
New Hires	4.7	16,169	0	2.2	17,556	0	2.9	18,354	0	0.0	0	0
Total	22.0	19,716	0	10.1	18,363	0	9.0	18,356	0	1.1	60,272	14

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	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP	FTE	AVG SALARY	AVG EXP
Child Care Provider/Group Leader												
Males	26.3	17,936	0	2.8	17,490	1	5.4	16,352	1	0.0	0	0
Females	394.5	20,171	0	145.6	21,496	1	69.8	19,341	0	0.0	0	0
New Hires	66.3	14,149	0	42.6	18,826	0	18.1	17,676	1	0.0	0	0
Total	420.8	20,031	0	148.4	21,421	1	75.2	19,127	1	0.0	0	0
Community Liaison												
Males	16.2	19,382	0	5.7	20,699	0	3.0	17,186	10	0.0	0	0
Females	107.2	19,562	1	40.2	22,635	2	3.2	20,846	5	0.0	0	0
New Hires	30.3	16,260	0	15.4	21,085	2	1.0	13,249	29	0.0	0	0
Total	123.3	19,539	1	45.9	22,395	2	6.2	19,072	7	0.0	0	0
Counselor Assistant												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	7.5	15,561	0	4.9	24,170	3	1.0	41,480	2	1.0	20,146	0
New Hires	1.7	17,543	0	3.1	21,374	0	0.0	0	0	1.0	20,146	0
Total	7.5	15,561	0	4.9	24,170	3	1.0	41,480	2	1.0	20,146	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	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	0.0	0	0	0.0	0	0	1.3	35,294	1	0.0	0	0
Health Care Technician												
Males	2.0	15,255	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	233.3	16,361	0	29.3	17,736	0	16.3	16,429	0	0.0	0	0
New Hires	29.0	14,215	0	7.1	14,846	0	4.8	14,669	0	0.0	0	0
Total	235.3	16,351	0	29.3	17,736	0	16.3	16,429	0	0.0	0	0
Educational Interpreter												
Males	2.2	26,132	0	1.6	22,835	0	0.0	0	0	0.0	0	0
Females	59.9	26,196	0	8.3	29,116	0	7.7	27,522	0	0.0	0	0
New Hires	15.4	22,542	0	4.2	22,400	0	3.8	25,495	0	0.0	0	0
Total	62.2	26,193	0	9.9	28,106	0	7.7	27,522	0	0.0	0	0
Library/Media Assistant												
Males	14.3	17,321	0	7.9	17,313	0	0.9	15,914	0	0.0	0	0
Females	388.9	17,777	1	98.1	17,279	1	43.2	18,486	0	0.0	0	0
New Hires	30.4	14,759	0	18.9	14,881	0	9.1	17,594	0	0.0	0	0
Total	403.2	17,761	1	106.0	17,282	1	44.1	18,431	0	0.0	0	0
Speech-Language Paraprofessional												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	23.8	15,940	3	21.9	23,056	1	4.1	19,899	0	0.0	0	0
New Hires	8.7	14,542	2	5.4	25,612	1	1.1	20,322	0	0.0	0	0
Total	23.8	15,940	3	21.9	23,056	1	4.1	19,899	0	0.0	0	0

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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
Student Monitor												
Males	86.9	23,282	0	24.9	17,740	0	14.3	17,388	0	0.0	0	0
Females	191.1	17,717	0	33.8	16,942	0	32.3	17,383	0	0.0	0	0
New Hires	44.8	15,148	0	24.4	15,173	0	10.4	16,587	0	0.0	0	0
Total	278.0	19,457	0	58.8	17,280	0	46.6	17,385	0	0.0	0	0
Teaching Assistant, Regular Ed												
Males	196.7	15,367	0	60.1	13,846	0	9.1	14,076	3	0.9	14,810	0
Females	3,180.3	14,740	0	639.8	14,184	1	196.6	14,039	1	0.0	0	0
New Hires	686.6	12,961	0	226.9	13,119	1	59.2	13,403	1	0.0	0	0
Total	3,377.0	14,777	0	699.9	14,155	1	205.8	14,041	1	0.9	14,810	0
Teaching Assistant, Special Ed												
Males	255.6	15,879	0	87.3	16,853	0	19.8	15,833	1	0.0	0	0
Females	3,538.1	15,690	1	751.2	15,564	1	222.7	15,356	1	2.5	25,740	1
New Hires	774.3	13,876	0	300.3	15,116	0	81.5	14,584	1	0.0	0	0
Total	3,793.7	15,703	1	838.5	15,698	1	242.4	15,395	1	2.5	25,740	1
Teaching/Classroom Technician												
Males	7.1	14,262	0	3.5	14,449	0	0.0	0	0	0.0	0	0
Females	119.0	15,121	0	9.0	14,046	0	2.1	14,309	0	0.0	0	0
New Hires	21.7	14,599	0	5.9	13,716	0	0.5	13,574	1	0.0	0	0
Total	126.2	15,072	0	12.5	14,160	0	2.1	14,309	0	0.0	0	0
Tutor												
Males	20.8	18,691	1	18.9	17,275	3	9.3	18,440	10	0.0	0	0
Females	179.4	20,853	0	91.2	19,010	2	50.7	18,447	5	0.0	0	0
New Hires	48.8	17,671	0	28.0	16,296	1	9.9	16,707	5	0.0	0	0
Total	200.3	20,629	1	110.1	18,712	2	60.0	18,446	6	0.0	0	0
Teaching Assistant, Title I												
Males	6.9	12,575	0	5.9	14,519	4	1.0	1,400	31	0.0	0	0
Females	192.4	15,237	1	49.2	13,768	1	6.1	14,516	7	0.0	0	0
New Hires	13.9	12,734	0	18.4	12,799	1	2.1	9,519	12	0.0	0	0
Total	199.3	15,145	1	55.1	13,849	1	7.1	12,674	9	0.0	0	0
Brailist												
Males	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	6.3	22,467	0	1.0	26,750	0	2.0	20,253	0	0.0	0	0
New Hires	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	6.3	22,467	0	1.0	26,750	0	2.0	20,253	0	0.0	0	0
Occupational Therapist Assistant												
Males	2.0	27,339	3	0.0	0	0	0.0	0	0	0.0	0	0
Females	16.8	24,832	2	4.5	24,568	2	2.1	23,680	0	0.0	0	0
New Hires	2.7	14,847	4	2.1	18,476	1	0.0	0	0	0.0	0	0
Total	18.8	25,098	2	4.5	24,568	2	2.1	23,680	0	0.0	0	0
Physical Therapist Assistant												
Males	1.0	27,665	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	4.1	23,432	0	0.0	0	0	1.3	25,756	0	0.0	0	0
New Hires	1.1	25,226	0	0.0	0	0	0.0	0	0	0.0	0	0
Total	5.1	24,269	0	0.0	0	0	1.3	25,756	0	0.0	0	0

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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
SWAP Specialist												
Males	1.5	11,775	4	1.0	28,936	0	0.0	0	0	0.0	0	0
Females	7.1	20,568	0	4.5	19,229	0	0.0	0	0	0.0	0	0
New Hires	2.0	20,424	0	2.1	19,568	0	0.0	0	0	0.0	0	0
Total	8.5	19,052	0	5.5	20,980	0	0.0	0	0	0.0	0	0
Health Screener												
Males	0.7	13,105	0	0.0	0	0	0.0	0	0	0.0	0	0
Females	1.6	15,076	0	0.0	0	0	1.1	14,206	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	14,468	0	0.0	0	0	1.1	14,206	0	0.0	0	0
** STATE TOTAL												
Males	865.6	25,418	1	6,574.9	38,699	8	7,555.5	54,628	15	351.9	68,670	16
Females	9,202.3	16,723	1	20,591.0	36,521	7	21,819.1	51,171	14	508.3	63,022	14
New Hires	1,889.4	14,722	0	4,959.2	30,075	3	2,864.5	40,748	7	128.0	56,960	8
Total	10,067.9	17,471	1	27,165.8	37,048	8	29,374.6	52,060	14	860.2	65,333	15