

2006 Wage Comparability Study: North Dakota Head Start and Early Head Start

March 2007



Foreword

The purpose of this report, *2006 Wage Comparability Study: North Dakota Head Start and Early Head Start*, is to provide North Dakota Head Start and Early Head Start administrators a tool for objectively evaluating the wages and salaries of their staff relative to other Head Start programs in the state. The data are based on wage and salary reports supplied by 12 Head Start and Early Head Start programs throughout North Dakota for the program year 2006. Comparable wage/salary analysis has been conducted using data from three independent sources: Job Service North Dakota, Head Start Program Information Reports (PIR), and the U.S. Bureau of Labor Statistics.

This report is divided into two sections. The first part, using data from the three independent sources, offers a general overview of wage/salary comparison data by key occupations. It is intended to provide context for those evaluating wage/salaries both across occupational categories and over time. The second part of the report provides North Dakota Head Start and Early Head Start wage/salary comparisons for various occupations by program location. This section is intended to provide administrators a comparative tool to evaluate where their staff's wage/salaries are relative to their peers. It is important to note that these data do not take into consideration the credentials (e.g., educational level, years of service, etc.) of the staff member whose wage/salary was reported. Therefore, it is best to interpret the data by examining how closely the data cluster together. Outliers or those whose wage/salaries are distinctly higher or lower than the general group within an occupation should be scrutinized to determine if the difference is due to credentials or wage/salaries that are out of line with their peers.

This report is not intended to offer recommendations regarding wage/salary changes. Those decisions are more appropriately made by administrators who are familiar with the context of each individual situation. Rather, this report is intended to offer those administrators who evaluate wage/salaries an objective measure to assist them in making informed decisions regarding comparable wage/salaries.

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Introduction

The North Dakota Department of Human Services worksheet entitled “Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006” provides data for 12 North Dakota Head Start/Early Head Start Programs: Bismarck, Dickinson, Fargo, New Town, Grand Forks, Jamestown, Mandan, Mayville, Minot, Spirit Lake, Towner, and Williston. Analysis of the Head Start wage data occurred in two primary stages. First, data from three independent sources have been gathered in order to provide context to North Dakota Head Start and Early Head Start wages. The data sources include Job Service North Dakota, Head Start Program Information Reports, and the U.S. Bureau of Labor Statistics. Second, graphics have been created from the North Dakota Head Start and Early Head Start worksheet data with the goal of identifying clusters of wages as well as outliers for several of the occupations associated with Head Start Programs in North Dakota.

North Dakota Wage and Salary Comparison Data for Select Occupations by Experience and Education Levels

Table 1 and Figure 1 report 2006 data from Job Service North Dakota’s “Occupational Wage Survey.” Entry, average, and experienced wage levels are provided for yearly salaries, and hourly when available. Wages are provided for key occupations in similar fields: child care workers, teacher assistants, preschool teachers, kindergarten teachers, elementary teachers, and education administrators of child care centers/programs.

Table 2 and Figure 2 report Head Start Program Information Report data for North Dakota from Program Year 2005-06. Average yearly salaries are provided by level of education for Head Start teachers with a Child Development Associate Credential (or equivalent), Associate degree in Early Childhood Education (ECE) (or related), Bachelor’s degree in ECE (or related), and Graduate degree in ECE (or related).

Table 3 and Figure 3 report Head Start Program Information Report data for North Dakota from Program Years 1999-00 through 2005-06. Average wage levels are provided (yearly, and hourly when available) for Head Start teachers and Head Start Teacher Assistants.

Table 4 and Figure 4 report U.S. Bureau of Labor Statistics data for North Dakota from May 2005. Average yearly salaries, and hourly when available, are provided for key occupations in similar fields: child care workers, teacher assistants, preschool teachers, kindergarten teachers, elementary teachers, and education administrators of child care centers/programs.

North Dakota Head Start and Early Head Start Hourly Wage Comparisons for Various Occupations by Program Location

Figures 5 through 22 present wage data from the North Dakota Department of Human Services worksheet entitled “Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006” for occupations that have data for three or more programs. Altogether, data for 12 programs are available, with lows and highs for each program by occupation as well as an average low and high for that occupation. Not every program has wage data for every occupation listed in the worksheet. The wages are organized in the figures in order of size of community, from largest (Fargo) to smallest (Towner), followed by New Town and Spirit Lake. The low and high average hourly wages are plotted on the same scale in each figure, with a low of \$6/hour and a high of \$36/hour. The plotting of the wages in this manner allows for identification of not only where most of the wages cluster, but also those wages that diverge from the general trend.

North Dakota Wage and Salary Comparison Data for Select Occupations by Experience and Education Levels

Job Service North Dakota

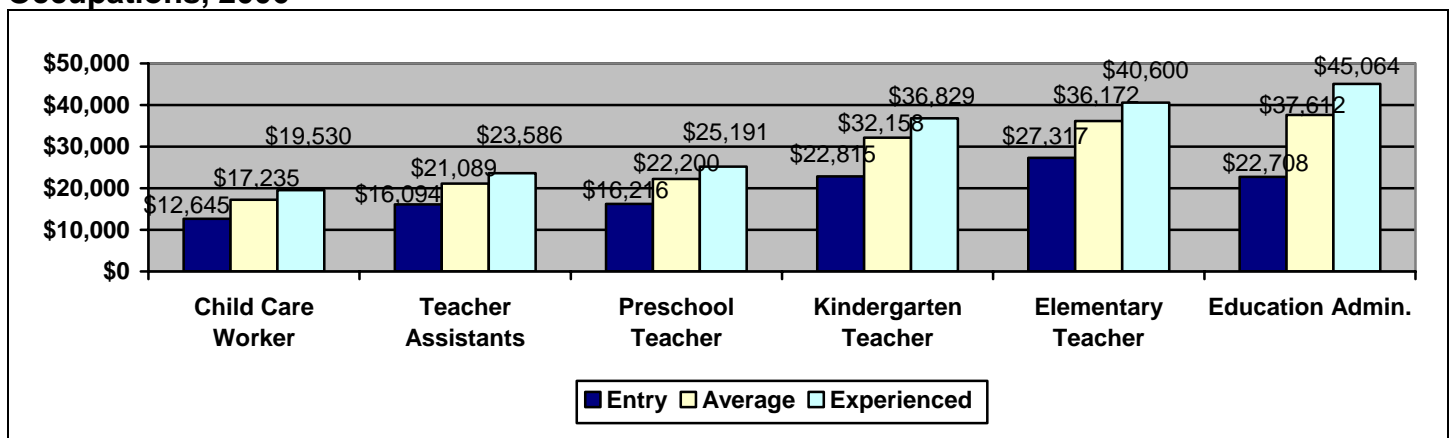
- According to Job Service North Dakota data, hourly wages and yearly salaries are lowest for Child Care Workers. Preschool Teachers tend to earn less than Kindergarten Teachers, who earn less than Elementary Teachers. Yearly salaries among Education Administrators of child care centers/programs have the biggest spread between entry and experienced pay levels.

Table 1. North Dakota Entry, Average, and Experienced Salaries, for Select Occupations, 2006

Occupation	Experience	Hourly	Yearly
Child Care Workers	Entry	\$6.08	\$12,645
	Average	\$8.29	\$17,235
	Experienced	\$9.39	\$19,530
Teacher Assistants	Entry	--	\$16,094
	Average	--	\$21,089
	Experienced	--	\$23,586
Preschool Teachers (except Special Ed.)	Entry	\$7.80	\$16,216
	Average	\$10.67	\$22,200
	Experienced	\$12.11	\$25,191
Kindergarten Teachers (except Special Ed.)	Entry	--	\$22,815
	Average	--	\$32,158
	Experienced	--	\$36,829
Elementary Teachers (except Special Ed.)	Entry	--	\$27,317
	Average	--	\$36,172
	Experienced	--	\$40,600
Education Administrators of child care centers/programs	Entry	\$10.92	\$22,708
	Average	\$18.08	\$37,612
	Experienced	\$21.66	\$45,064

Source: Job Service North Dakota "Occupational Wage Survey," 2006 Edition, <http://www.state.nd.us/jsnd/bin/lmidata.pl/wage>

Figure 1. North Dakota Entry, Average, and Experienced Yearly Salaries, for Select Occupations, 2006



Source: Job Service North Dakota "Occupational Wage Survey," 2006 Edition, <http://www.state.nd.us/jsnd/bin/lmidata.pl/wage>

Head Start Program Information Reports

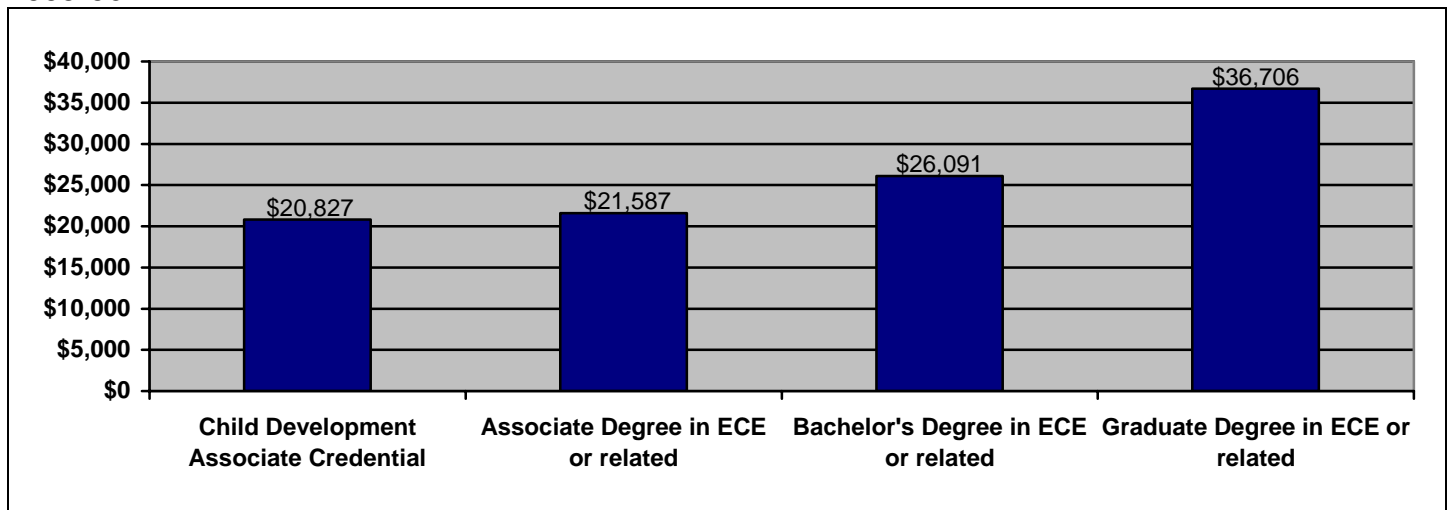
- According to North Dakota data from Head Start Program Information Reports, hourly wages and yearly salaries increase with educational attainment. However, the largest jump in average yearly salaries is between teachers with a Bachelor's degree and teachers with a Graduate degree.

Table 2. Average North Dakota Head Start Teacher Yearly Salaries by Level of Education, 2005-06

Level of Education	Yearly
Child Development Associate Credential or equivalent	\$20,827
Associate degree in Early Childhood Education (ECE) or related	\$21,587
Bachelor's degree in ECE or related	\$26,091
Graduate degree in ECE or related	\$36,706

Source: Head Start Program Information Reports, for North Dakota, Program Year 2005-06

Figure 2. Average North Dakota Head Start Teacher Yearly Salaries by Level of Education, 2005-06



Source: Head Start Program Information Reports, for North Dakota, Program Year 2005-06

Head Start Program Information Reports (Continued)

- According to North Dakota data from Head Start Program Information Reports, average yearly salaries for Head Start Teachers and Head Start Teacher Assistants declined between 2004-05 and 2005-06.

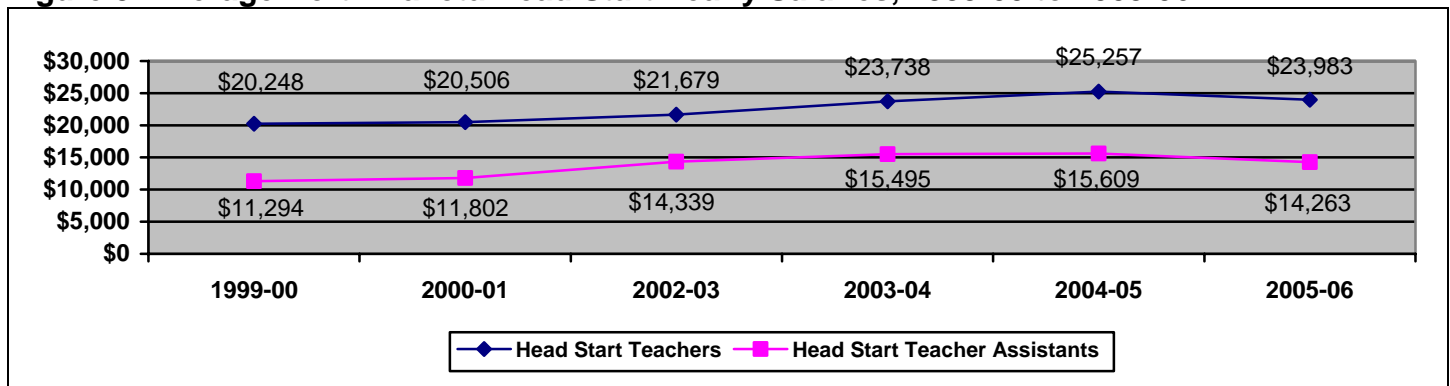
Table 3. Average North Dakota Head Start Salaries, 1999-00 to 2005-06

Program Year and Occupation	Hourly	Yearly
2005-06		
Head Start Teachers	\$14.14	\$23,983
Head Start Teacher Assistants	\$9.15	\$14,263
2004-05		
Head Start Teachers	\$14.58	\$25,257
Head Start Teacher Assistants	\$9.18	\$15,609
2003-04		
Head Start Teachers	\$14.25	\$23,738
Head Start Teacher Assistants	\$9.20	\$15,495
2002-03		
Head Start Teachers	--	\$21,679
Head Start Teacher Assistants	--	\$14,339
2001-02		
Head Start Teachers	--	--
Head Start Teacher Assistants	--	--
2000-01		
Head Start Teachers	--	\$20,506
Head Start Teacher Assistants	--	\$11,802
1999-00		
Head Start Teachers	--	\$20,248
Head Start Teacher Assistants	--	\$11,294

Note: Data for 2001-02 are not available.

Source: Head Start Program Information Reports, for North Dakota, Program Years 1999-00 through 2005-06

Figure 3. Average North Dakota Head Start Yearly Salaries, 1999-00 to 2005-06



Note: Data for 2001-02 are not available.

Source: Head Start Program Information Reports, for North Dakota, Program Years 1999-00 through 2005-06

U.S. Bureau of Labor Statistics

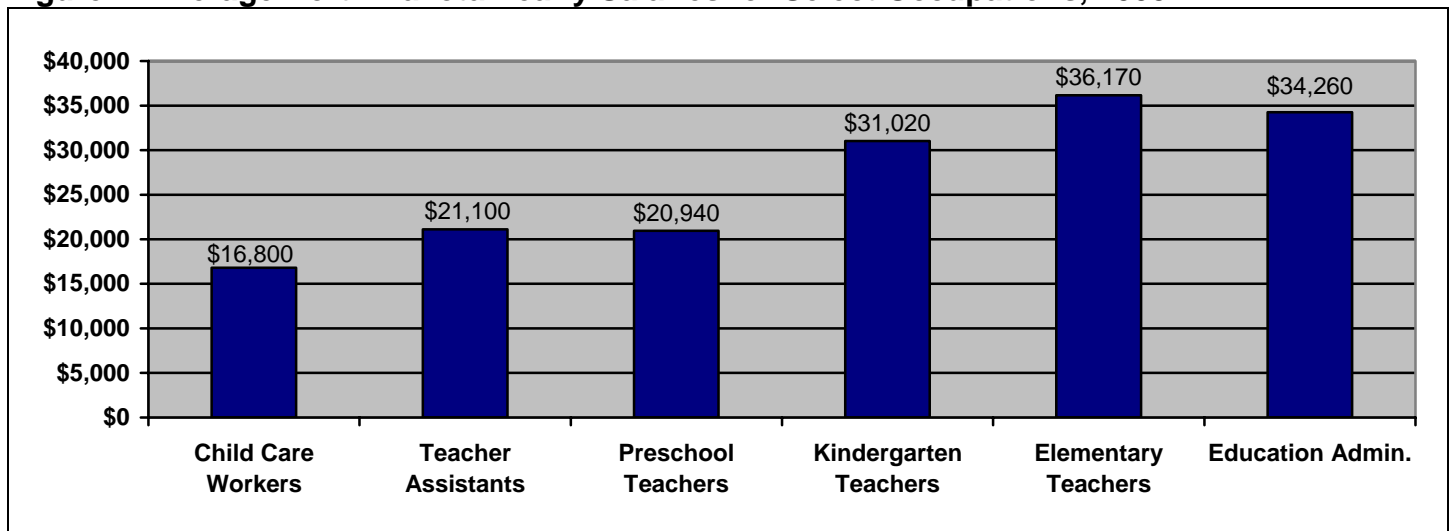
- According to U.S. Bureau of Labor Statistics data, average yearly salaries are lowest for Child Care Workers in North Dakota. Preschool Teachers earn significantly less, on average, than Kindergarten Teachers. Elementary Teachers earn more, on average, than Education Administrators of child care centers/programs.

Table 4. Average North Dakota Salaries for Select Occupations, 2005

Program Year	Hourly	Yearly
Child Care Workers	\$8.08	\$16,800
Teacher Assistants	--	\$21,100
Preschool Teachers (except Special Ed.)	\$10.07	\$20,940
Kindergarten Teachers (except Special Ed.)	--	\$31,020
Elementary Teachers (except Special Ed.)	--	\$36,170
Education Administrators of child care centers/programs	\$16.47	\$34,260

Source: U.S. Bureau of Labor Statistics, May 2005, http://www.bls.gov/oes/current/oes_nd.htm

Figure 4. Average North Dakota Yearly Salaries for Select Occupations, 2005

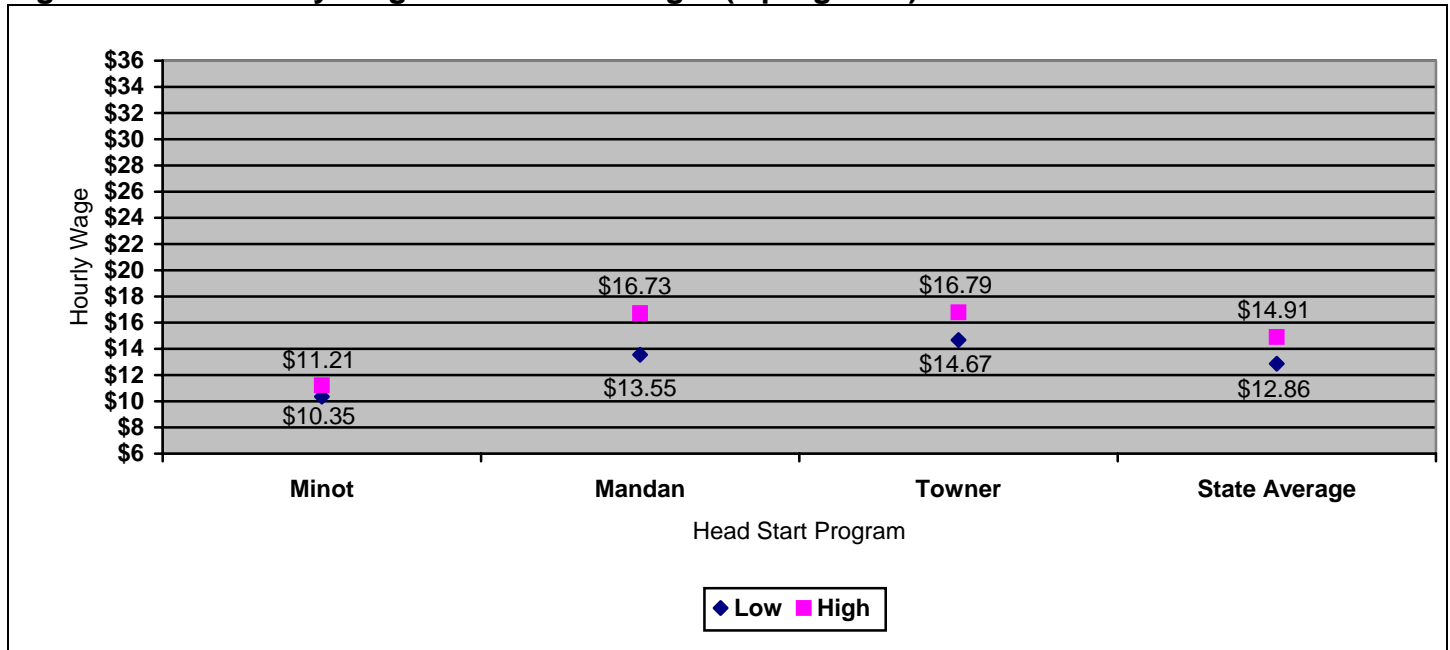


Source: U.S. Bureau of Labor Statistics, May 2005, http://www.bls.gov/oes/current/oes_nd.htm

North Dakota Head Start and Early Head Start Hourly Wage Comparisons for Various Occupations by Program Location

- The wages for Area Manager cluster together fairly well. The lowest wage is in Minot (\$10.35) and the highest wages are in Towner (\$16.79) and Mandan (\$16.73).

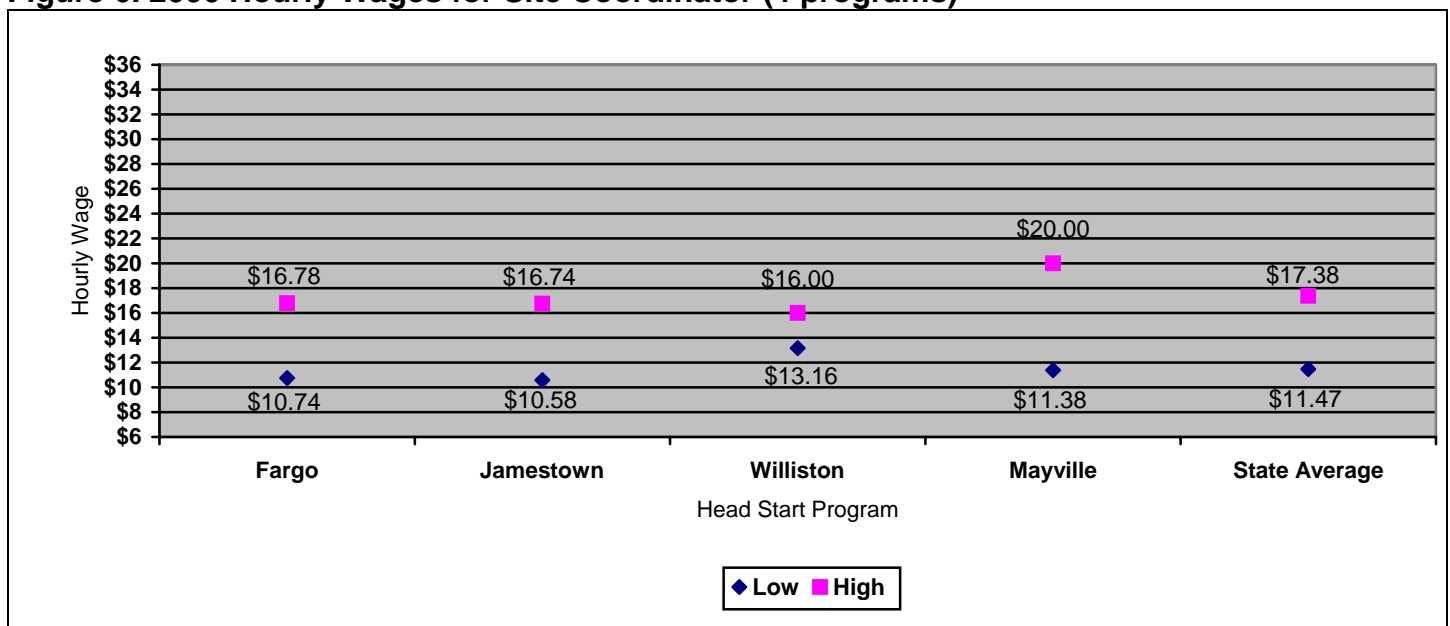
Figure 5. 2006 Hourly Wages for Area Manager (3 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- The wages for Site Coordinator cluster together fairly well. The lowest wage is in Jamestown (\$10.58) and the highest is in Mayville (\$20.00). Mayville has the biggest spread between low and high hourly wages.

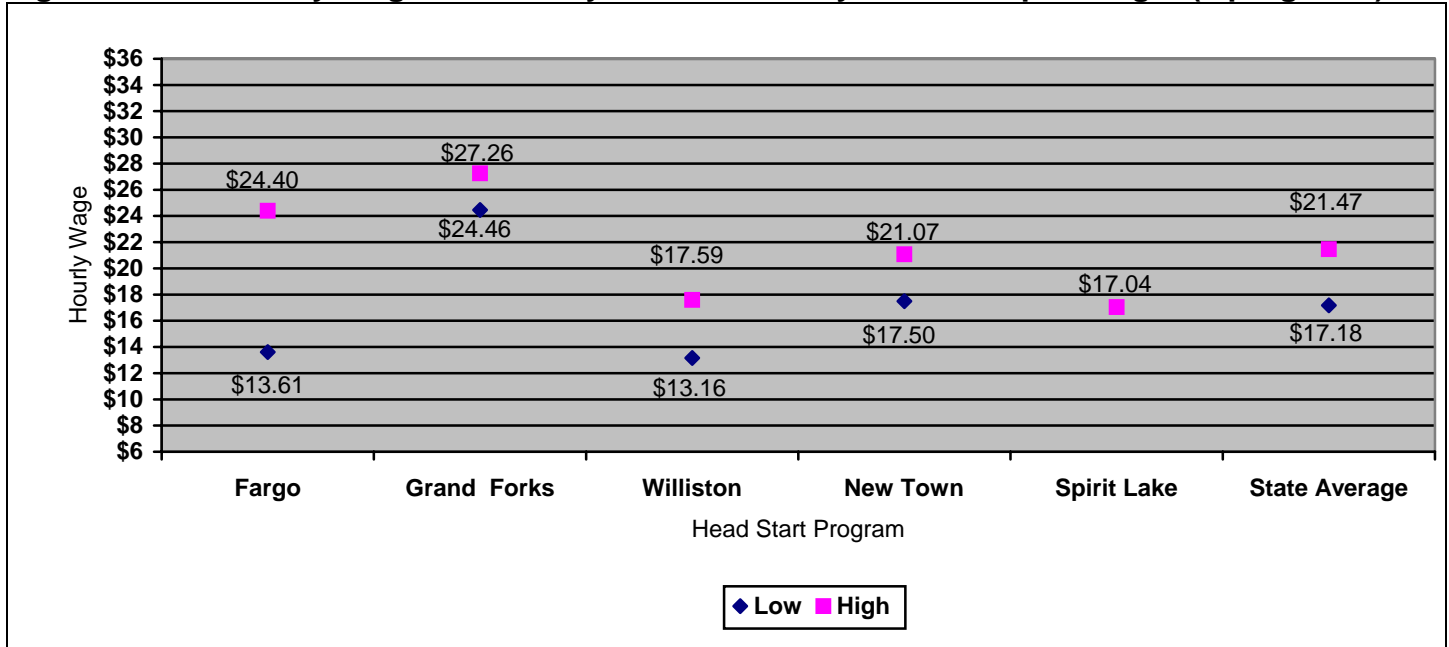
Figure 6. 2006 Hourly Wages for Site Coordinator (4 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Grand Forks trends high for Family and Community Partnership Manager, for both low and high hourly wages. The lowest wage is in Williston (\$13.16) and the highest is in Grand Forks (\$27.26). Fargo has the biggest spread between low and high hourly wages.

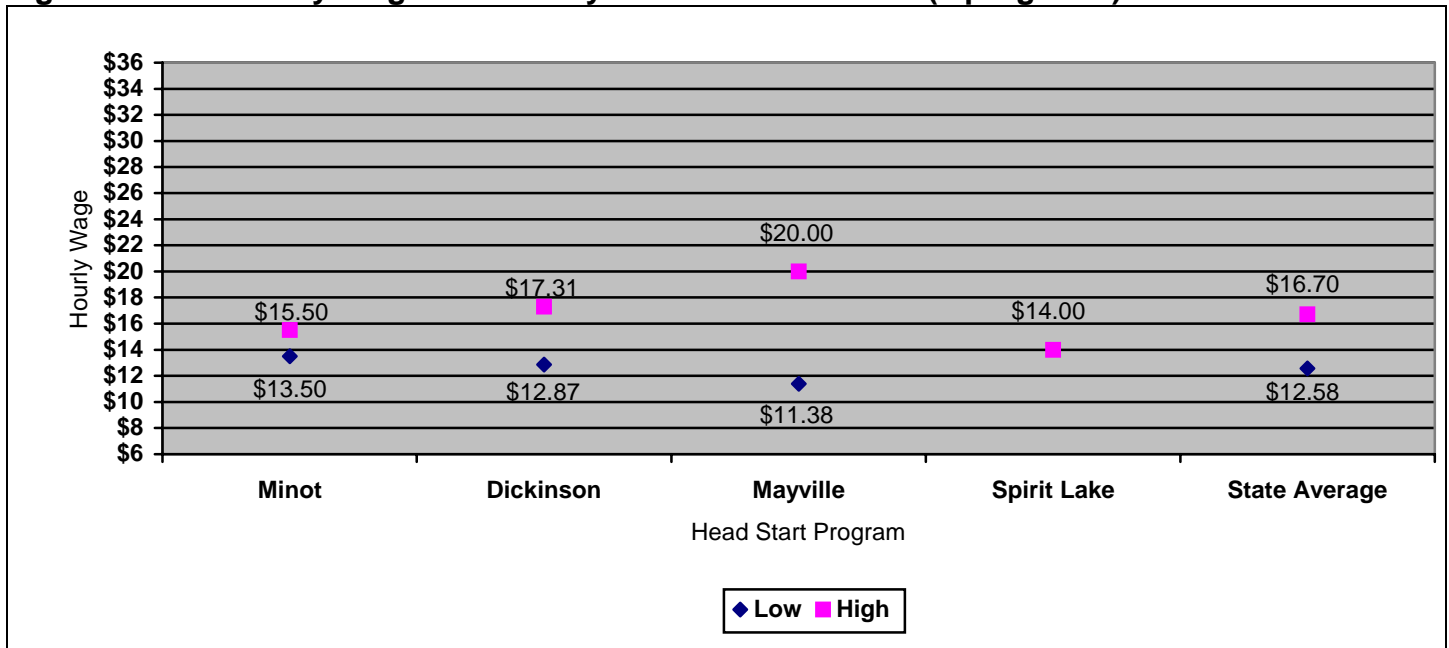
Figure 7. 2006 Hourly Wages for Family and Community Partnership Manager (5 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- The lowest wage (\$11.38) and the highest wage (\$20.00) for Family Service Coordinator are both found in Mayville. Mayville also has the biggest spread between low and high hourly wages.

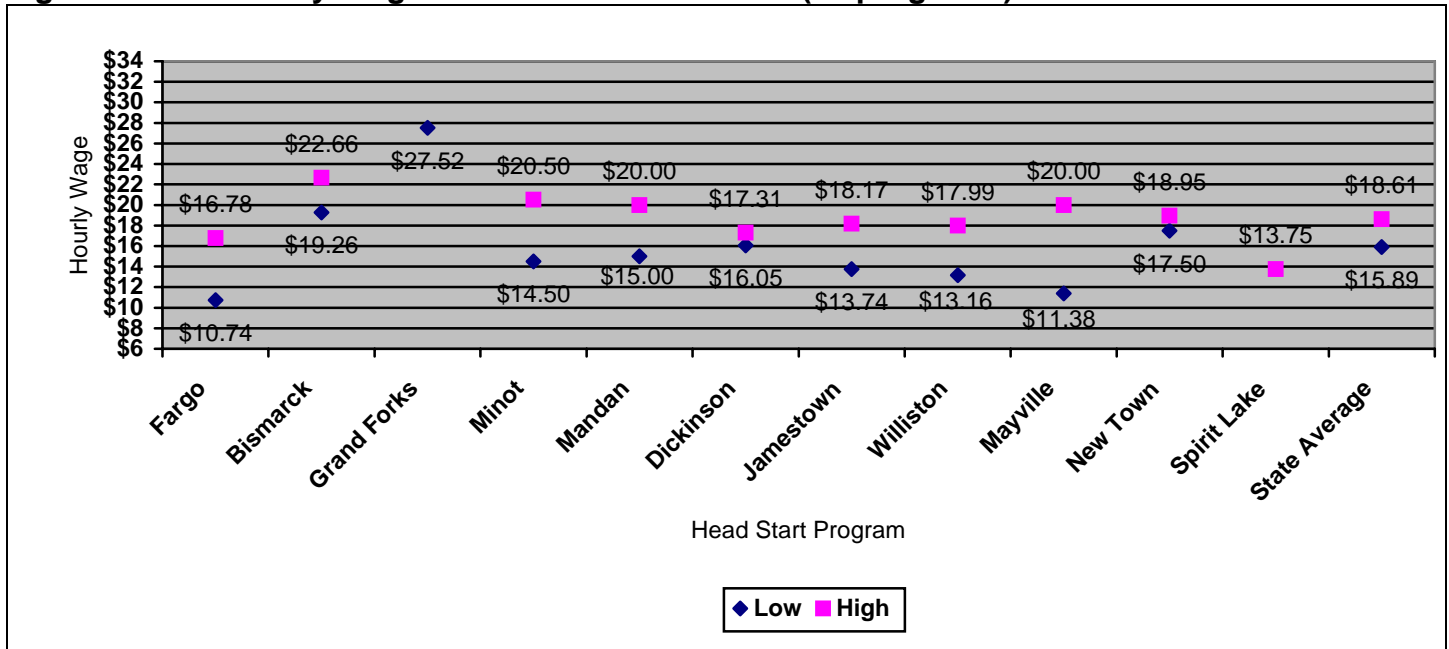
Figure 8. 2006 Hourly Wages for Family Service Coordinator (4 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- The wages for Health Coordinator cluster together fairly well. However, Grand Forks trends high and Fargo trends low. The lowest wage is in Fargo (\$10.74) and the highest is in Grand Forks (\$27.52). Mayville has the biggest spread between low and high hourly wages.

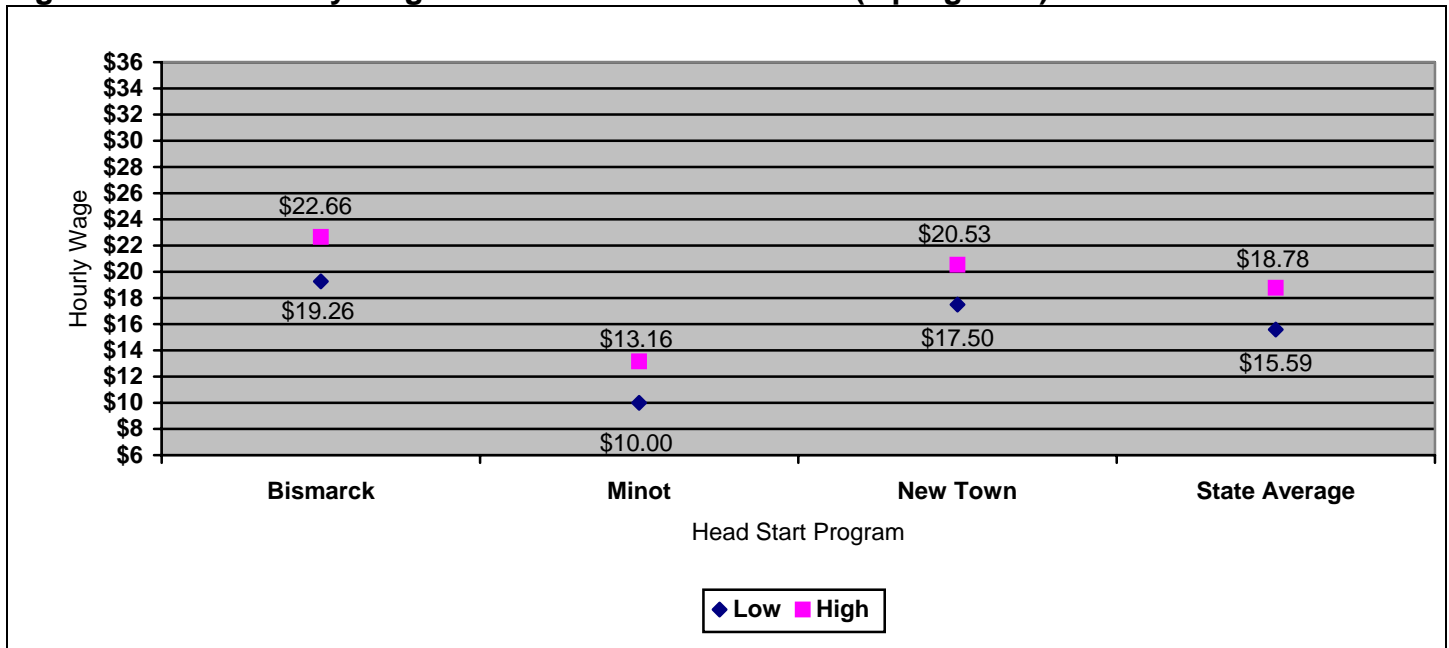
Figure 9. 2006 Hourly Wages for Health Coordinator (11 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Minot trends low for Nutrition Coordinator in both low and high hourly wages. The lowest wage is in Minot (\$10.00) and the highest is in Bismarck (\$22.66).

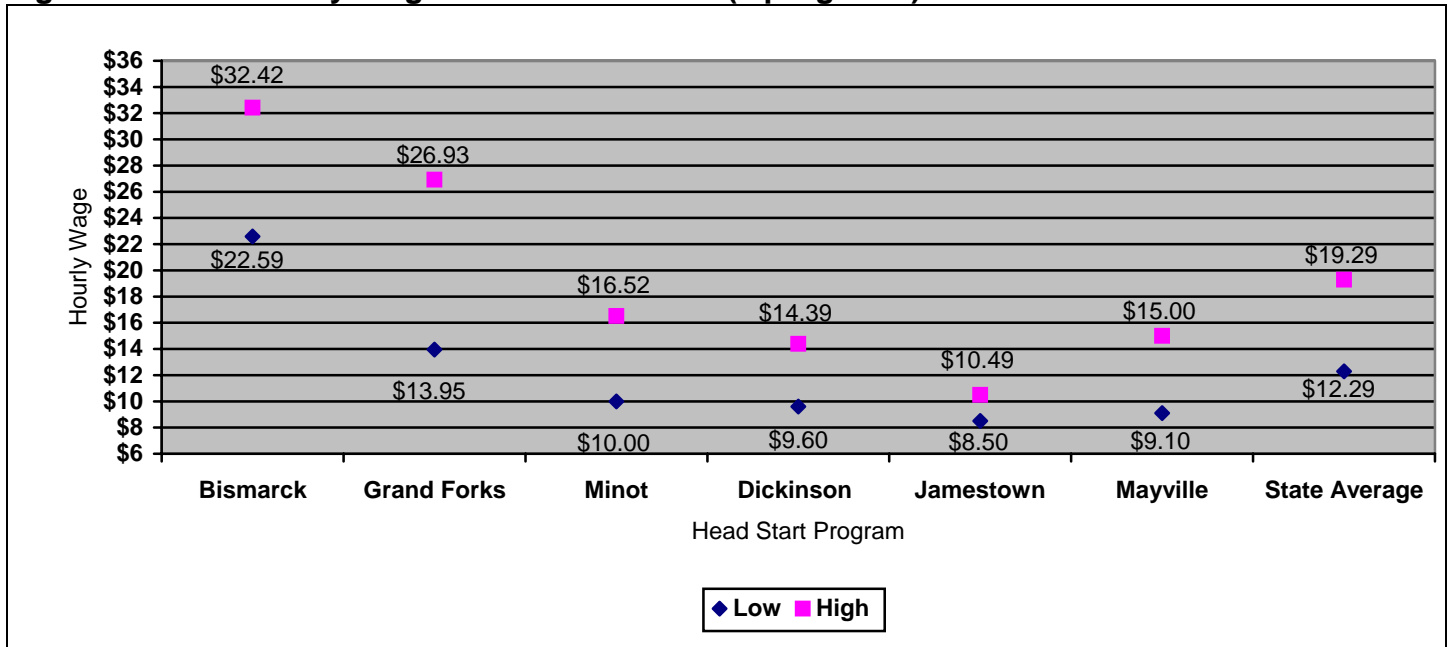
Figure 10. 2006 Hourly Wages for Nutrition Coordinator (3 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Bismarck trends high for Home Visitor in both low and high hourly wages, while Jamestown trends low in both. The lowest wage is in Jamestown (\$8.50) and the highest is in Bismarck (\$32.42). Grand Forks has the biggest spread between low and high hourly wages.

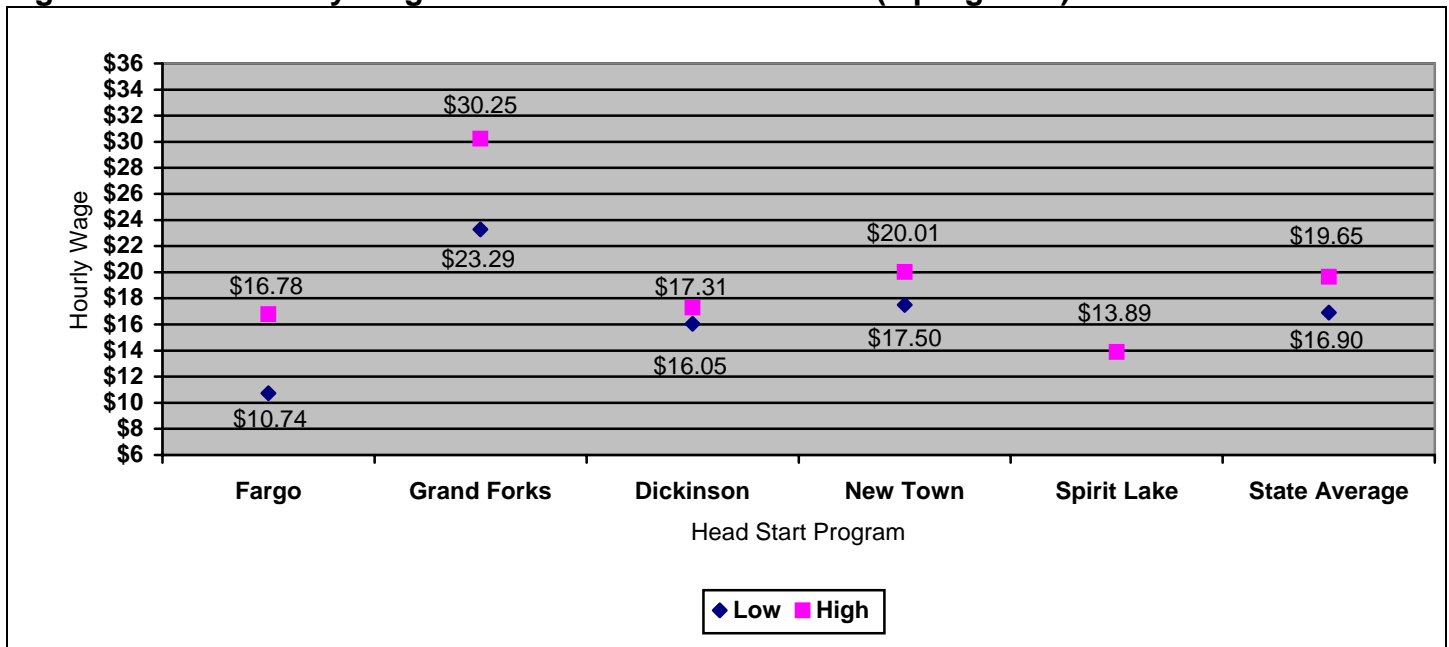
Figure 11. 2006 Hourly Wages for Home Visitor (6 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Grand Forks trends high for Education Coordinator in both low and high hourly wages, while Fargo trends low, especially in the low hourly wage. The lowest wage is in Fargo (\$10.74) and the highest is in Grand Forks (\$30.25).

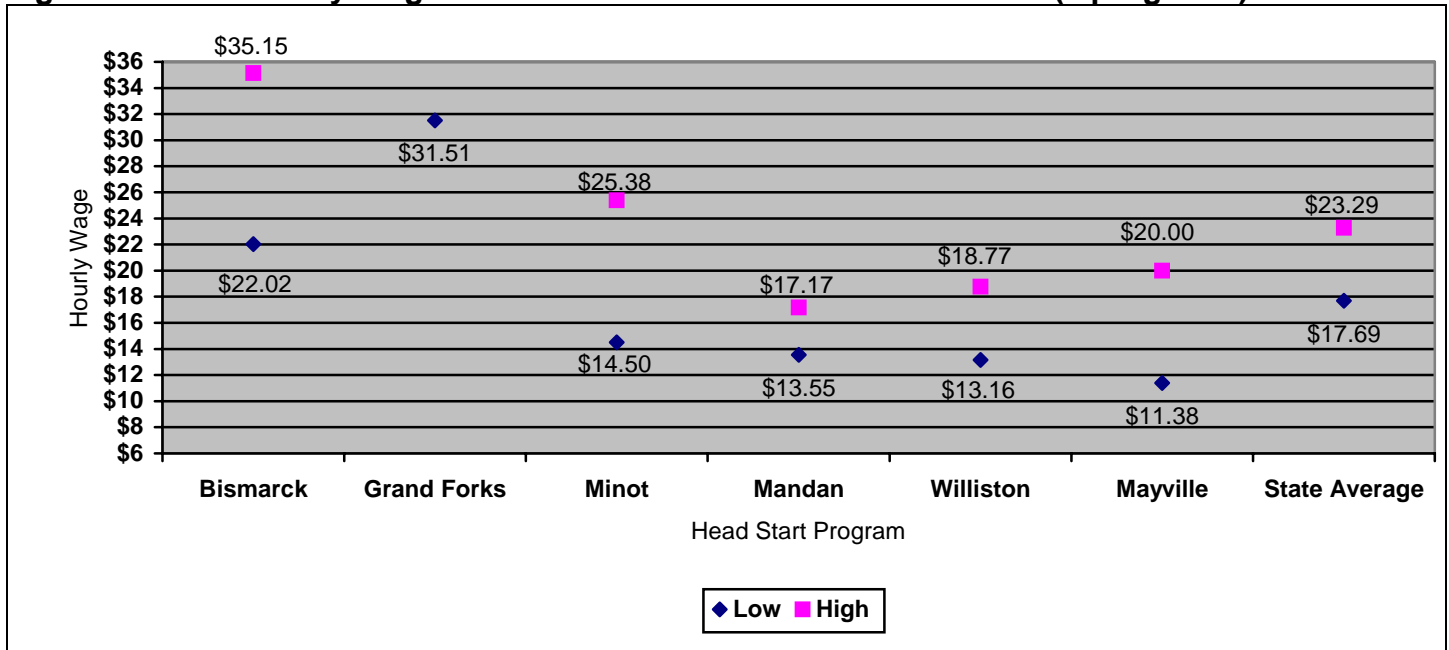
Figure 12. 2006 Hourly Wages for Education Coordinator (5 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Bismarck trends high for Education/Disabilities Coordinator in both low and high hourly wages, and also has the biggest spread between low and high hourly wages. The lowest wage is in Mayville (\$11.38) and the highest is in Bismarck (\$35.15). Hourly wages for Education/Disabilities Coordinator trend higher overall among other occupations. This occupation tied with Teacher with MA/MS Degree for the highest reported hourly salary of all occupations (\$35.15).

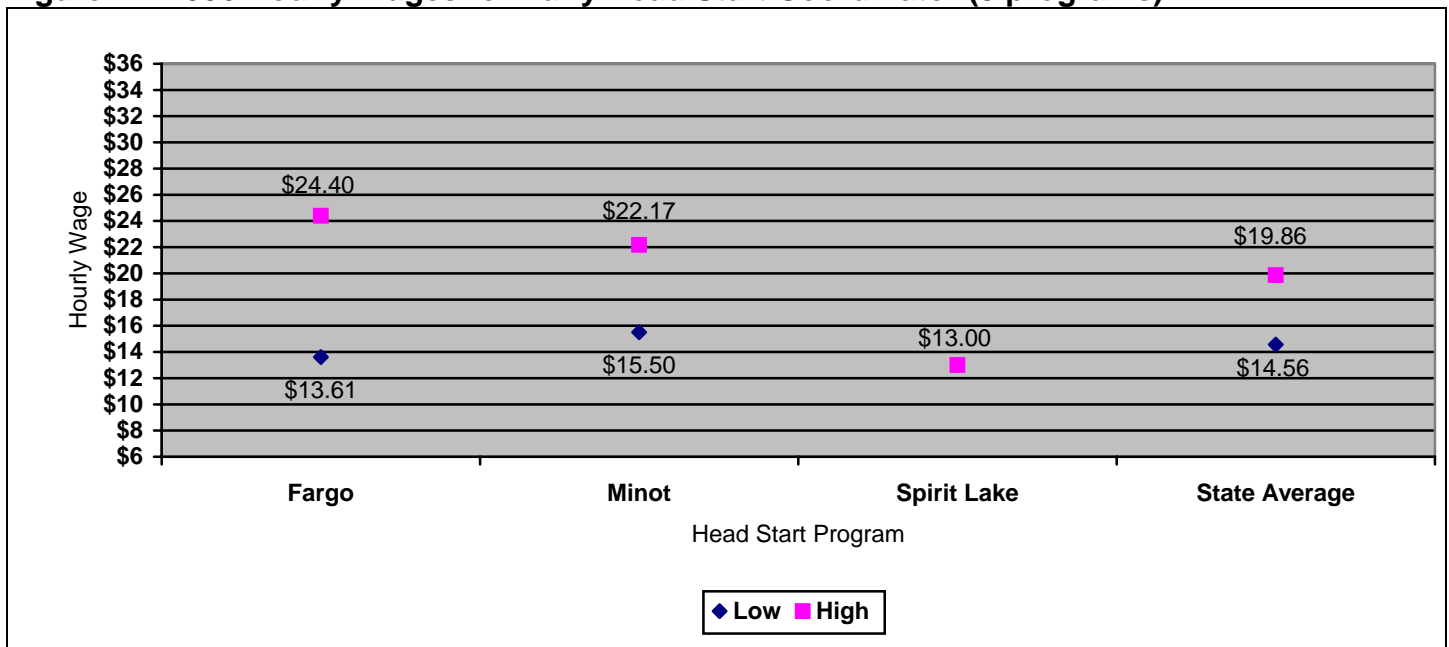
Figure 13. 2006 Hourly Wages for Education/Disabilities Coordinator (6 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- The lowest wage for Early Head Start Coordinator is found in Spirit Lake (\$13.00) and the highest is in Fargo (\$24.40). Fargo has the biggest spread between low and high hourly wages.

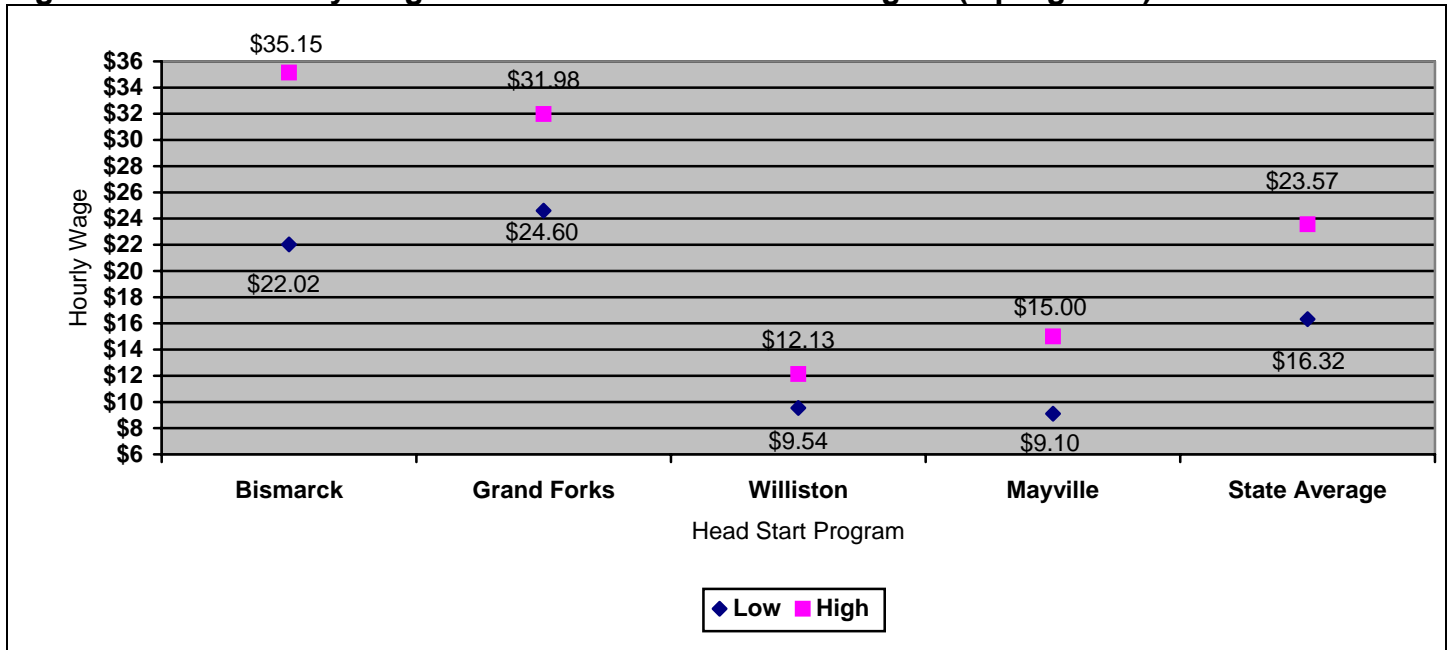
Figure 14. 2006 Hourly Wages for Early Head Start Coordinator (3 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- There are large differences in hourly wages for Teacher with MA/MS Degree. Bismarck and Grand Forks trend high in both low and high hourly wages, while Williston and Mayville trend low in both. The lowest wage is in Mayville (\$9.10) and the highest is in Bismarck (\$35.15). Bismarck has the biggest spread between low and high hourly wages. This occupation tied with Education/Disabilities Coordinator for the highest reported salary of all occupations (\$35.15).

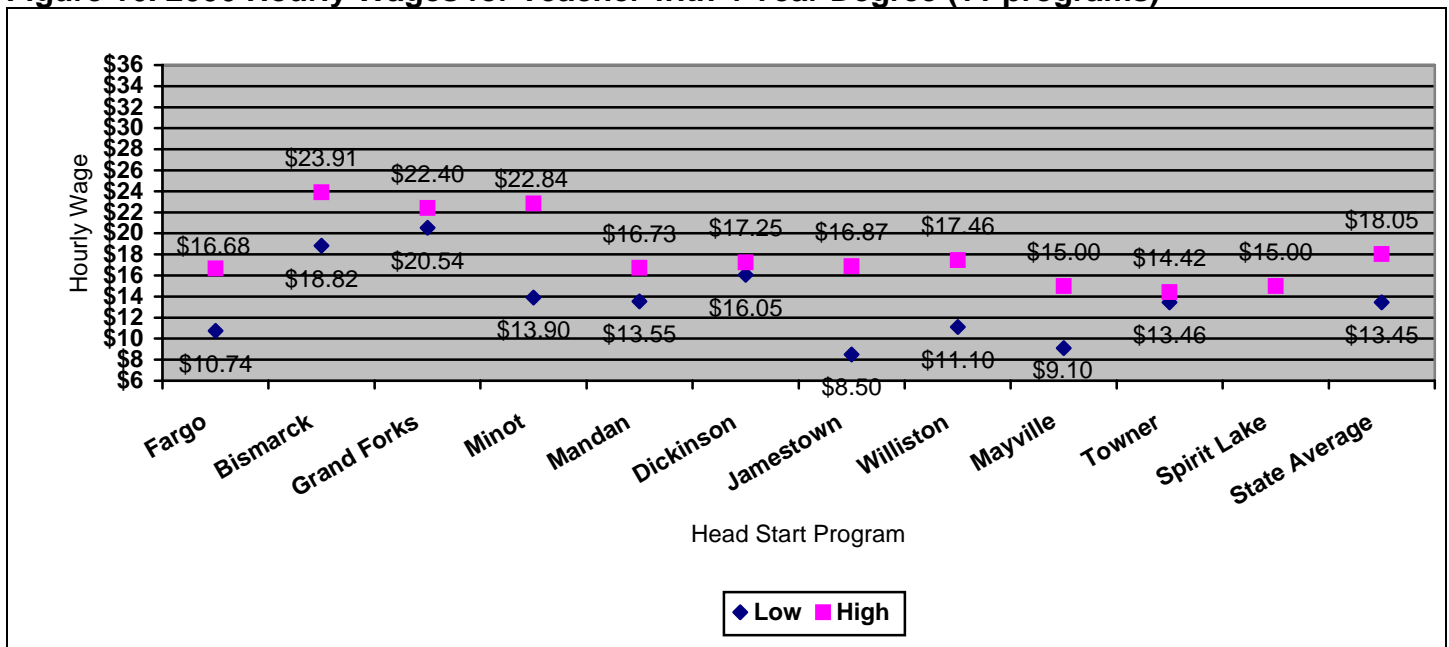
Figure 15. 2006 Hourly Wages for Teacher with MA/MS Degree (4 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Hourly wages for Teacher with 4 Year Degree cluster together fairly well. However, Fargo trends near the bottom in low and high wages. The lowest wage is in Jamestown (\$8.50) and the highest is in Bismarck (\$23.91). Minot has the biggest spread between low and high hourly wages.

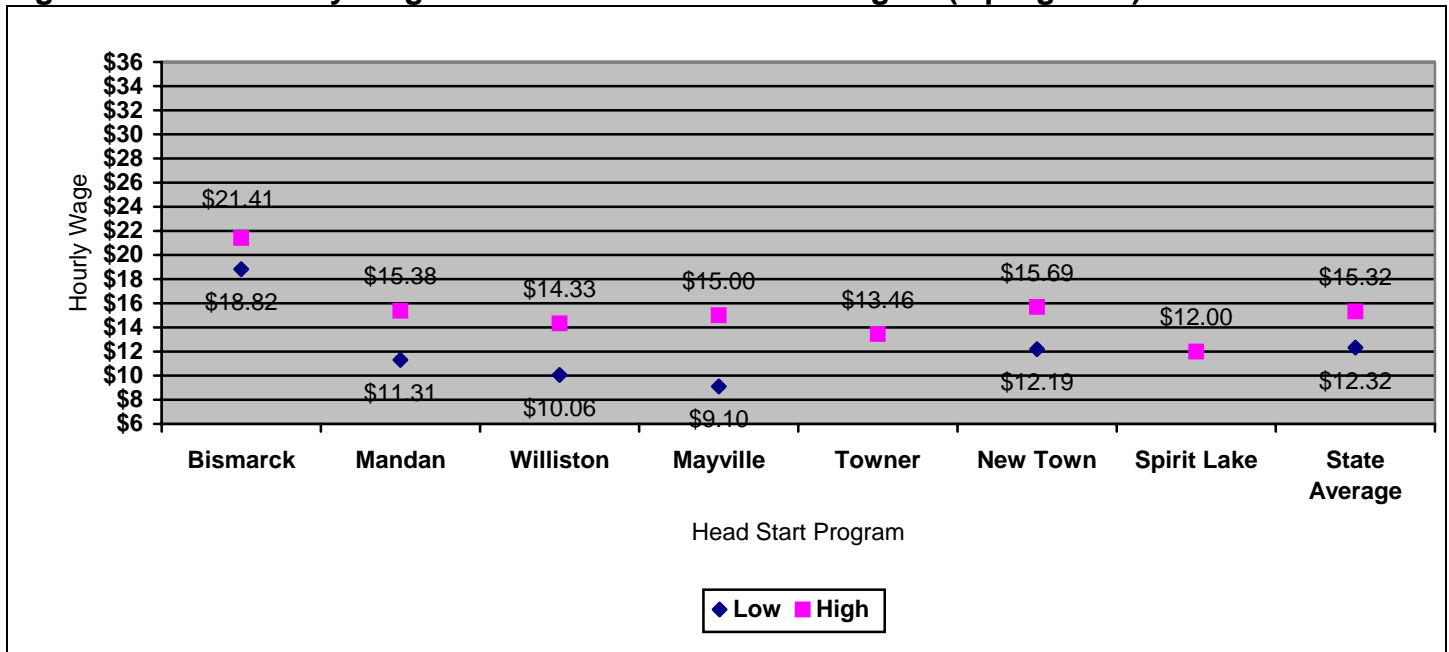
Figure 16. 2006 Hourly Wages for Teacher with 4 Year Degree (11 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Bismarck trends high for Teacher with 2 Year Degree in both low and high hourly wages. The lowest wage is in Mayville (\$9.10) and the highest is in Bismarck (\$21.41).

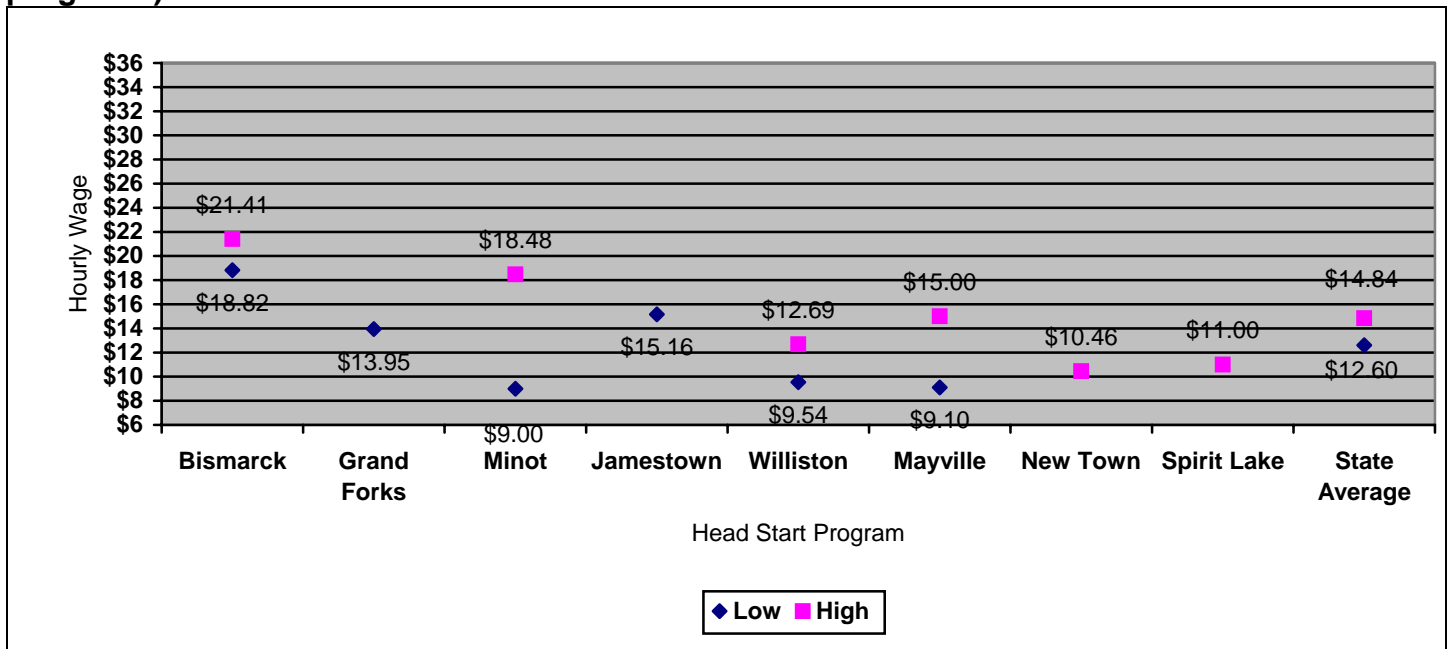
Figure 17. 2006 Hourly Wages for Teacher with 2 Year Degree (7 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Bismarck trends a little higher for Teacher with Child Development Associate Credential in both low and high hourly wages. The lowest wage is in Minot (\$9.00) and the highest is in Bismarck (\$21.41). Minot has the biggest spread between low and high hourly wages.

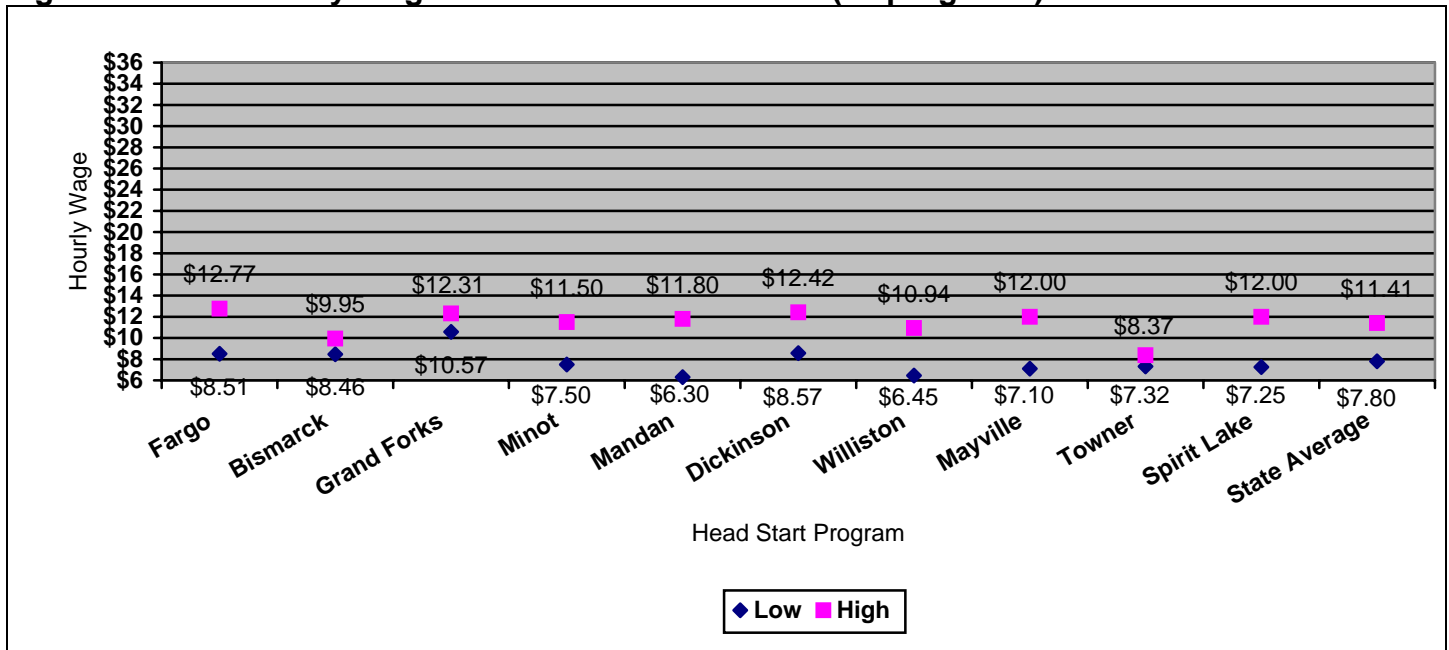
Figure 18. 2006 Hourly Wages for Teacher with Child Development Associate Credential (8 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Hourly wages for Teacher's Assistant cluster together well and there is relatively little spread between low and high wages. The lowest wage is in Mandan (\$6.30) and the highest wage is in Fargo (\$12.77). The hourly wages for Teacher's Assistant trend lower overall among other occupations. This occupation has the lowest reported hourly salary of all occupations (\$6.30).

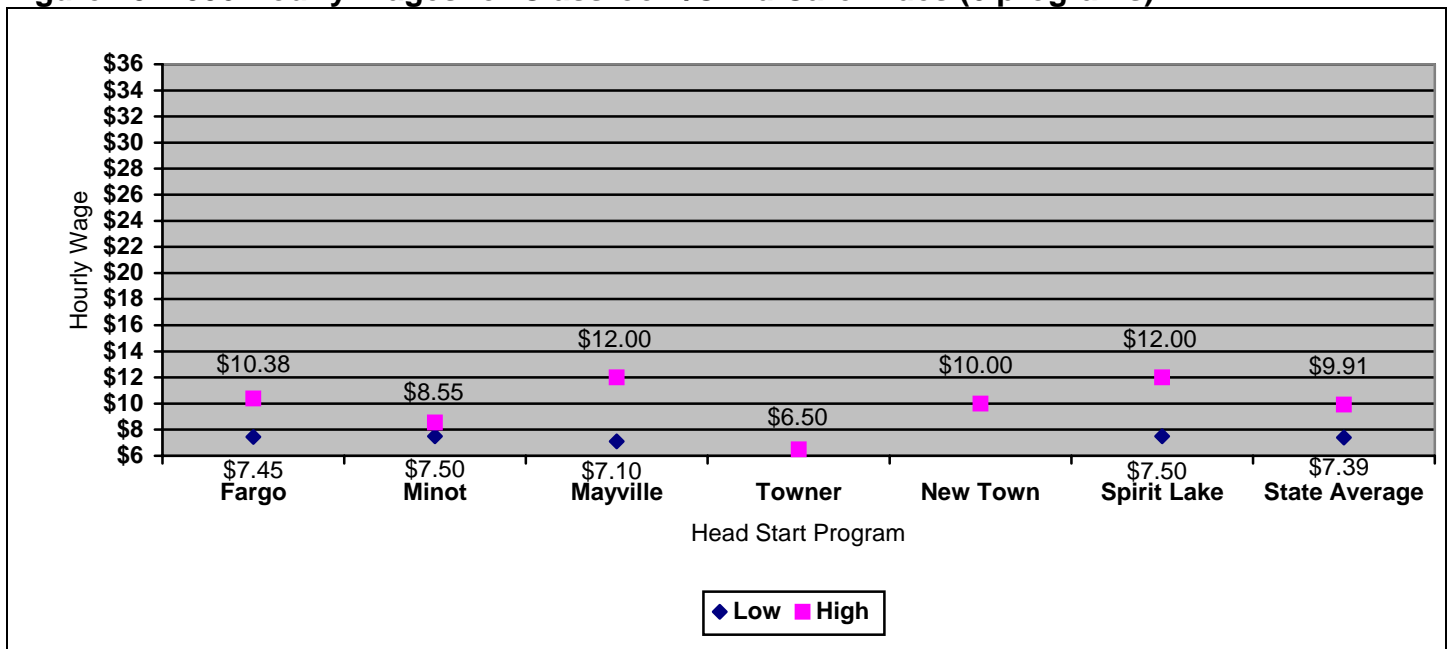
Figure 19. 2006 Hourly Wages for Teacher's Assistant (10 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Hourly wages for Classroom/Child Care Aides cluster together fairly well. The lowest wage is in Mayville (\$7.10) and the highest wages are in Mayville and Spirit Lake (\$12.00). The hourly wages for Classroom/Child Care Aides trend lowest overall among other occupations.

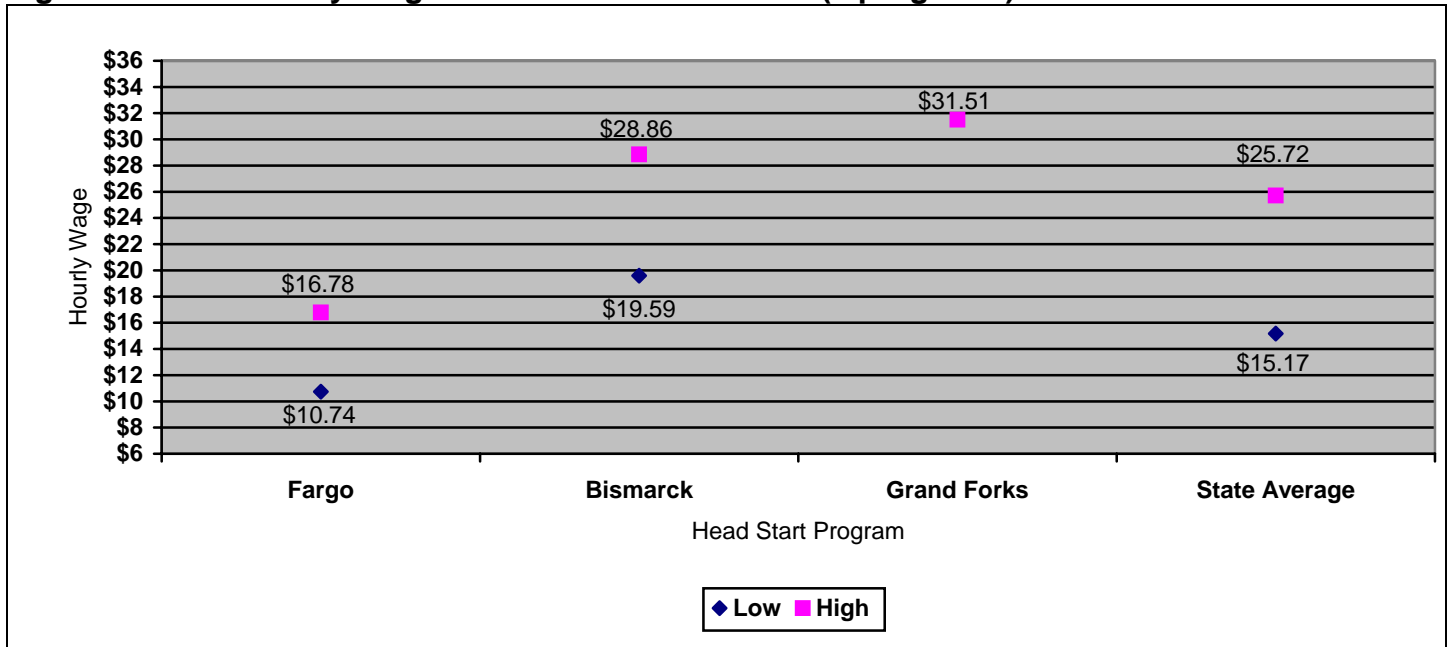
Figure 20. 2006 Hourly Wages for Classroom/Child Care Aides (6 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- The hourly wages for Parent Coordinator do not cluster together very closely. Fargo trends much lower than Bismarck and Grand Forks. The highest wage is in Grand Forks (\$31.51) and the lowest is in Fargo (\$10.74).

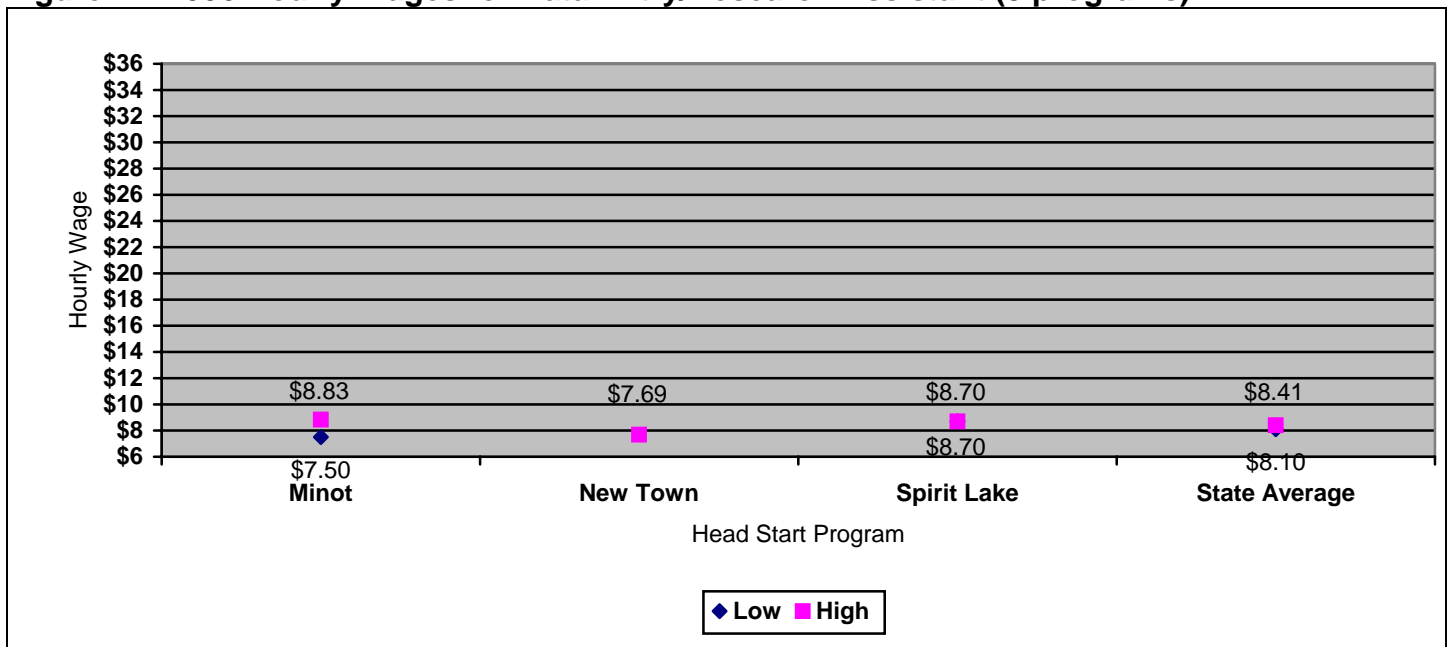
Figure 21. 2006 Hourly Wages for Parent Coordinator (3 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet

- Hourly wages for Data Entry/Research Assistant cluster together very closely and there is very little spread between low and high wages. The lowest wage (\$7.50) and the highest wage (\$8.83) are in Minot. The hourly wages for Data Entry/Research Assistant trend lower overall among other occupations.

Figure 22. 2006 Hourly Wages for Data Entry/Research Assistant (3 programs)



Source: North Dakota Department of Human Services "Wage and Salary Comparison Among Head Start/Early Head Start Programs 2006" worksheet



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