

2013 SALARY SURVEY

ASSOCIATION MONTESSORI INTERNATIONAL / USA



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Introduction

Almost 200 AMI recognized, affiliated and associated schools were invited to participate in the 2013 Salary Survey. The survey was conducted online and featured 49 questions. Eighty-seven schools responded.

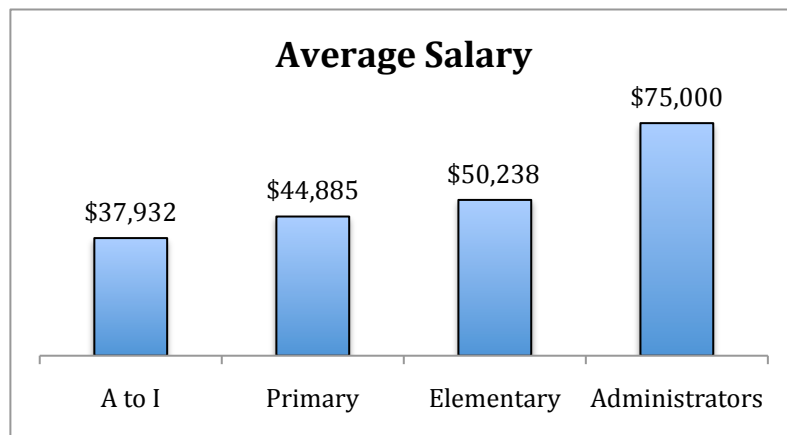
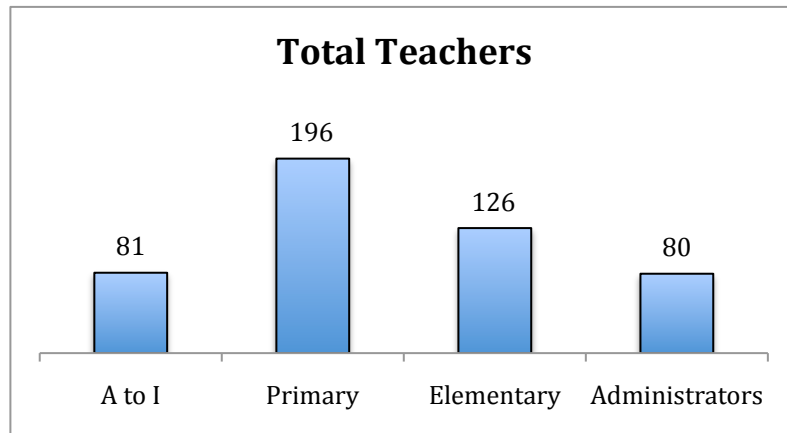
This report provides the most salient statistics from the 2013 Salary Survey. The report follows this format:

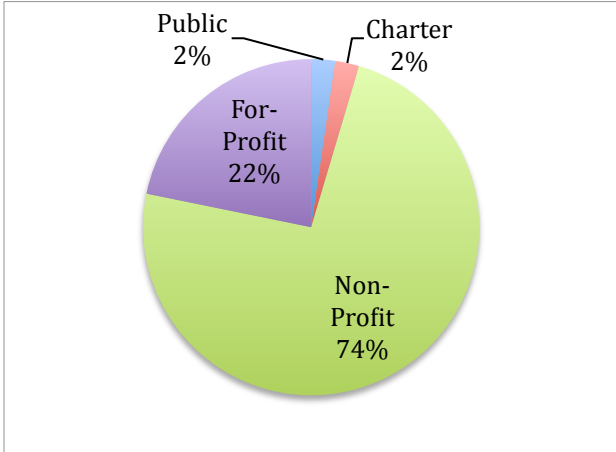
- Large scale demographics for each school
- The relationship between school demographics and salaries
- A summary of teacher and administrator qualifications
- The relationship between qualifications and salaries
- Benefits provided and tuition reduction programs
- Self reported factors that affect salaries
- Comparison to data collected in 2002, 2005, 2007, 2009 & 2011
- Information on assistants' wages

The survey was voluntary, therefore the data is not scientific and there is no basis for making inferences to all AMI schools. The results are intended to be useful for demonstrating the range of salaries offered at AMI schools. In some cases, the number of respondents for a certain category is especially small, resulting in unrepresentative numbers. These cases will be indicated.

Thank you for participating in the 2013 Salary Survey. We hope you find this report useful as you administer the work of Dr. Montessori in your community.

Of the schools that responded to this survey:





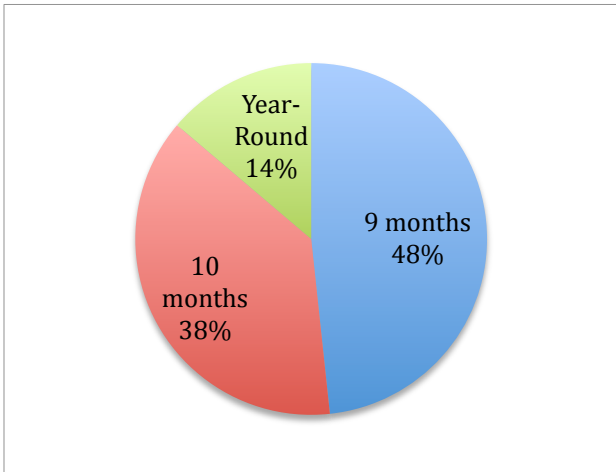
School Type (financial)

Salary by School Type

Both teachers' and administrators' salaries are higher at non-profit schools.

*Fewer than 5 respondents; values are included for informational purposes.

	Nonprofit	For-Profit	Charter	Public
A to I	\$40,192	\$33,611	\$37,500*	n/a
Primary	\$47,332	\$36,280	\$42,500	n/a
Elementary	\$51,683	\$42,143	\$45,625	n/a
Administrators	\$80,738	\$54,412	\$75,000*	n/a



School Year

AMI schools represent many different types of educational environments: from daycare to schools embedded in the public sector.

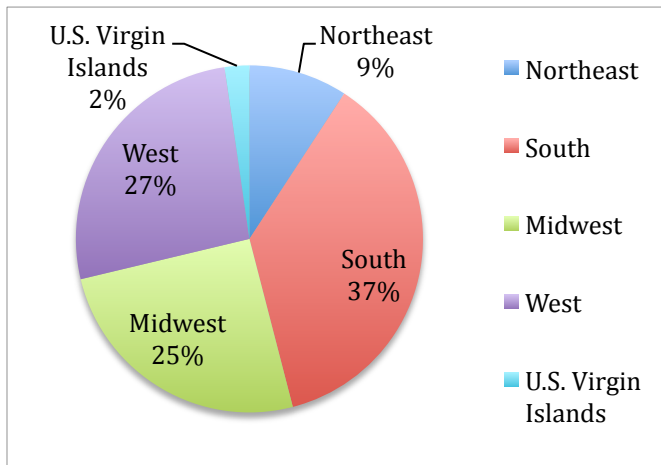
Almost half of the schools have a 9-month school year (analogous to a public school format).

Salary by School Year

Overall, salaries are higher at 9 month schools.

*Ten or fewer respondents

	9 Months	10 Months	Year Round
A to I	\$40,887	\$36,014	\$36,346
Primary	\$50,444	\$40,256	\$39,821
Elementary	\$53,500	\$46,429	\$45,357
Administrators	\$86,282	\$62,742	\$69,000*



Region

Midwest: Illinois, Indiana, Michigan, Minnesota, Missouri, Ohio, South Dakota, Wisconsin

West: Arizona, California, New Mexico, Oregon, Washington

Northeast: Connecticut, New Jersey, New York, Pennsylvania

South: District of Columbia, Florida, Georgia, Kentucky, Maryland, North Carolina, South Carolina, Texas, Virginia

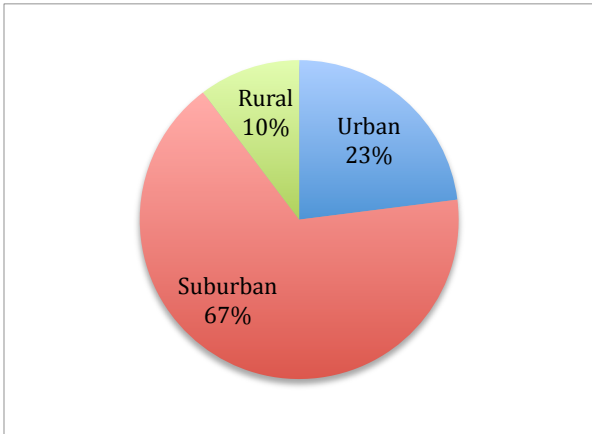
States not listed do not have representation in this survey.

Salary by Region

Salaries are highest amongst teachers and administrators in the Northeast.

*Ten or fewer respondents

	Northeast	South	Midwest	West
A to I	\$45,625*	\$36,638	\$37,995	\$37,197
Primary	\$54,559	\$44,968	\$44,295	\$42,583
Elementary	\$60,417	\$50,142	\$46,848	\$49,211
Administrators	\$116,667*	\$75,000	\$71,667	\$68,636



Community

The community plays an important role in the culture of the school and in the salaries earned.

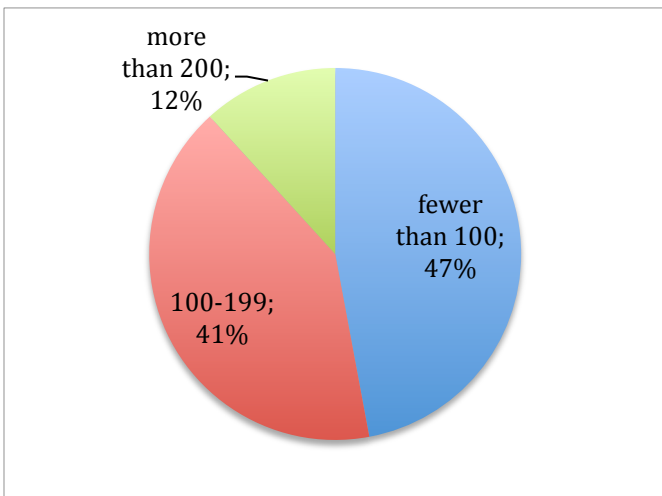
The majority (67%) of the schools that responded to this survey serve suburban communities.

Salary by Community

A to I teacher salaries are comparable regardless of community type. Primary and elementary teachers' salaries are lower in rural schools.

*Ten or fewer respondents

	Urban	Suburban	Rural
A to I	\$37,500	\$36,528	\$37,083
Primary	\$42,174	\$41,727	\$38,676
Elementary	\$45,539	\$49,824	\$40,000
Administrators	\$70,862	\$73,548	\$51,667*



School Size

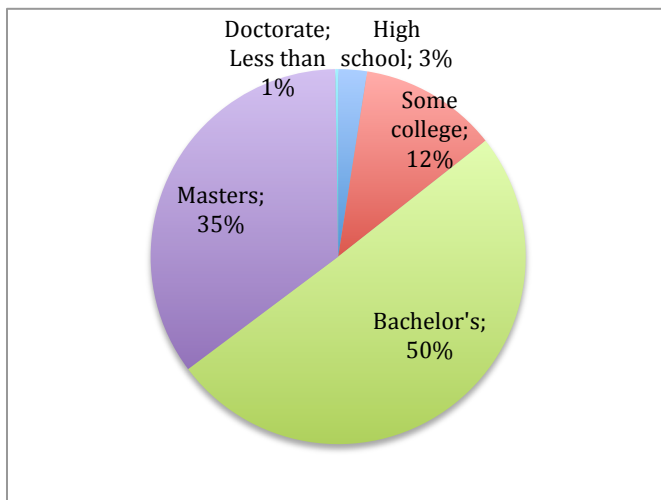
The majority of the schools responding have fewer than 200 students.

Salary by School Size

For both teachers and administrators, the highest salaries are at schools with 200+ students.

*Ten or fewer respondents

	Fewer than 100	100-199	200 or more
A to I	\$33,182	\$37,500	\$46,167
Primary	\$40,854	\$46,136	\$51,983
Elementary	\$39,914	\$52,649	\$54,833
Administrators	\$58,947	\$81,667	\$118,333*



Education: Teachers

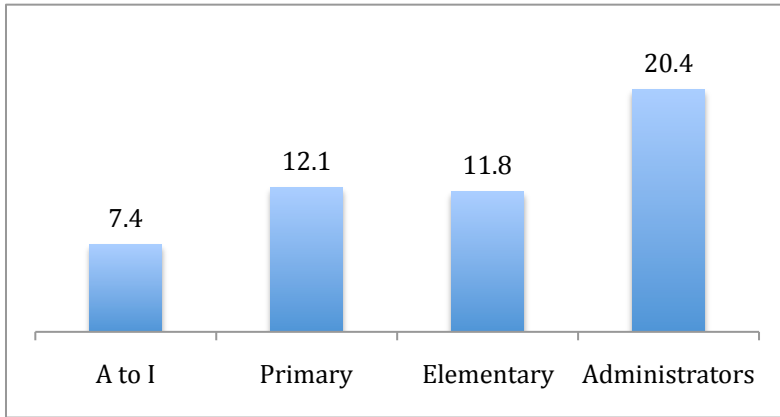
The vast majority of teachers at AMI schools have a college education (85%). Twenty-two percent more reported having a master's compared to 2011.

Salary by Education

In general, more education correlates to higher salaries.

*Ten or fewer respondents
**One respondent

	High School	Some College	Bachelors	Masters	Doctorate
A to I	\$32,500*	\$36,250	\$39,295	\$39,038	n/a
Primary	\$50,000*	\$40,476	\$44,893	\$44,409	\$57,500**
Elementary	\$40,833*	\$45,833*	\$47,926	\$52,295	n/a
Administrators	n/a	\$62,000	\$71,471	\$80,882	\$100,000*



AMI Experience

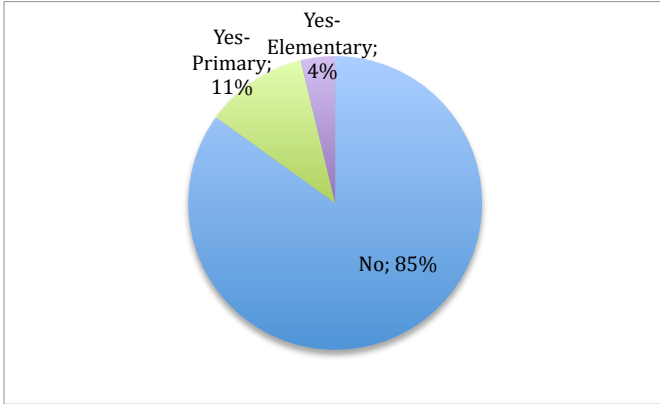
This graph represents the average number of years of AMI experience for each population. This experience is at any AMI school, including, but not limited to, the participant's current position.

Salary by Experience

Overall, experience appears to correlate to higher salaries with some exceptions.

*Ten or fewer respondents

	0-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	31-35+ years	Over 35 years
A to I	\$34,265	\$37,045	\$44,643*	\$47,500*	n/a	\$47,500*	\$62,500*	\$57,500*
Primary	\$38,281	\$43,214	\$42,593	\$52,500	\$48,542	\$55,357*	\$56,875*	\$49,375*
Elementary	\$41,184	\$48,088	\$54,375	\$56,731	\$55,000*	\$62,500*	\$75,000*	\$68,929*
Administrators	\$68,333	\$60,714*	\$55,000*	\$95,833	\$68,333*	\$81,429	\$61,667*	\$86,667

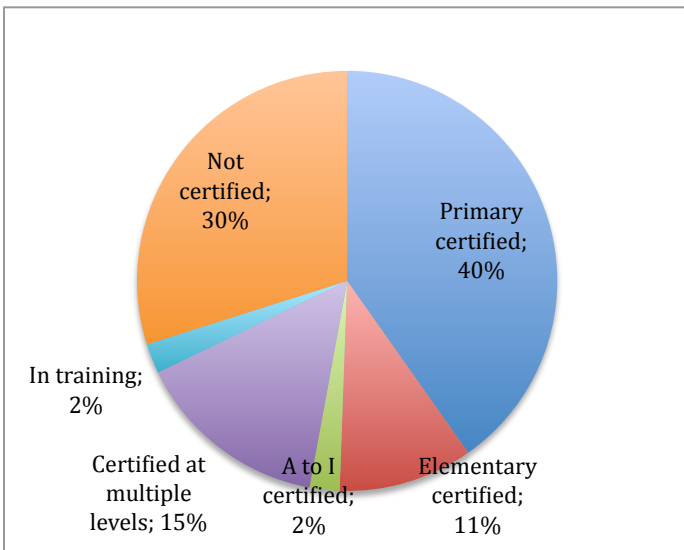
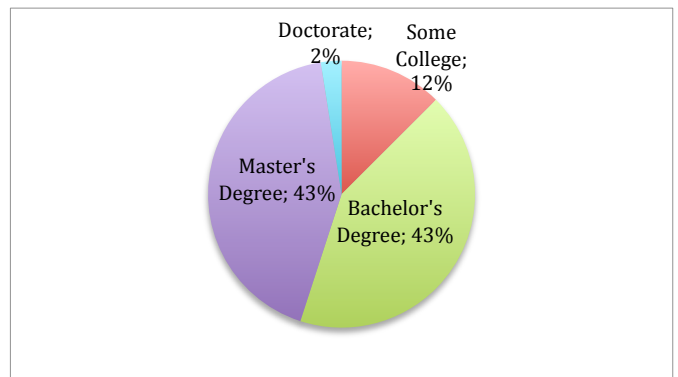


Administrators Who Also Teach

Eighty of the administrators who responded to this question indicated their position was fulltime. Fifteen percent of respondents concurrently fill administrative and teaching responsibilities.

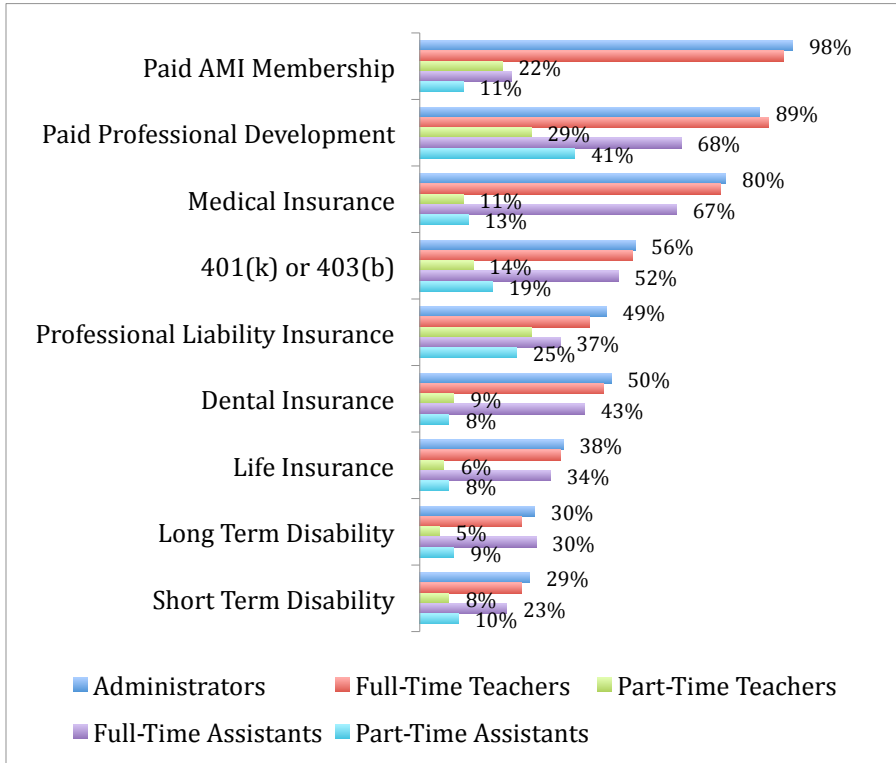
Education: Administrators

Eighty-eight percent of administrators have a college education.



AMI Training: Administrators

Seventy percent of administrators are AMI certified or are currently in training. Fifteen percent have certification at multiple levels.



Benefits Offered

This graph shows the percentage of schools that offer each benefit. A reading of 100% would indicate that every school offers this benefit to a particular population (administrators, full-time teachers, part-time teachers, etc.).

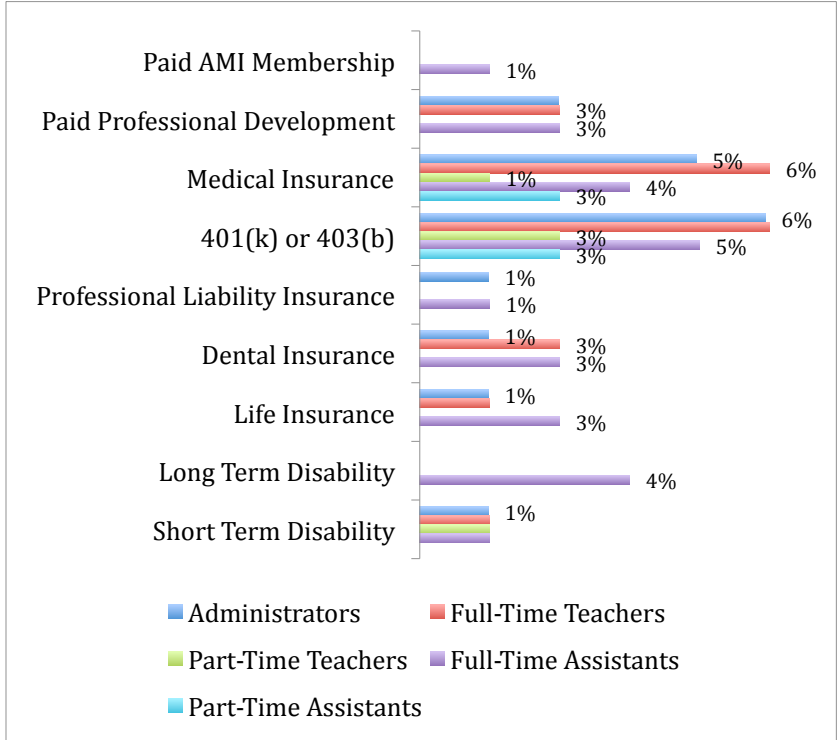
Benefits Percent Contribution

This chart represents the average contribution percentage the school makes for each benefit (not including cafeteria plans).

Note that this is only representative of the schools that give said benefit.

For example, the medical insurance for administrators (75%) indicates that 80% of AMI schools (see graph above) offer an average of 75% of the cost of medical insurance for full-time teachers. The remaining 20% of schools do not offer medical insurance coverage for administrators.

	Adminis-trators	Full-Time Teachers	Part-Time Teachers	Full-Time Assistants	Part-time Assistants
AMI Membership	98%	95%	92%	97%	93%
Professional Development	92%	92%	89%	85%	88%
Medical Insurance	75%	78%	66%	79%	70%
401(k)	7%	9%	10%	9%	8%
Professional Liability Insurance	90%	95%	97%	97%	97%
Dental Insurance	73%	73%	63%	71%	57%
Long Term Disability	80%	84%	93%	84%	85%
Life Insurance	82%	91%	59%	89%	81%
Short Term Disability	81%	91%	77%	89%	79%



Benefits via Cafeteria Plan

This graph shows the percentage of schools that offer each benefit via a cafeteria plan.

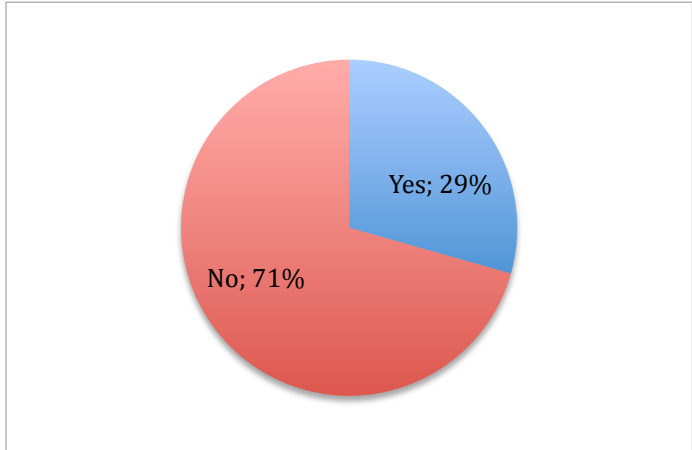
A cafeteria plan is a benefits plan that allows employees to choose among various options to create a tailored plan best suited to their individual needs and the needs of their family. In a cafeteria plan, an employee will receive XX number of dollars from the employer to purchase plan components such as health insurance, dental coverage, retirement options, etc.

Benefits via Cafeteria Plan

Of the schools that provide a cafeteria plan, the percentage of schools that allocate money in these ranges is shown in this chart.

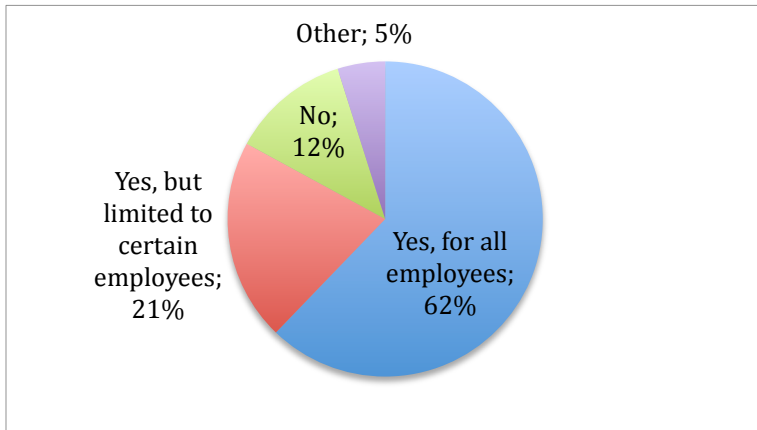
Note that most allocations are either on the lower or higher ends. For the ranges not included (\$1,001-\$1,500 & \$2,001-\$4,500) there were no responses.

	Less than \$500	\$500-1,000	\$1,501-2,000	\$4,501-5,000	Over \$5,000
Full-Time Teachers	13%	33%	7%	20%	27%
Part-Time Teachers	33%	33%	0%	0%	33%
Full-Time Assistants	31%	23%	8%	15%	23%
Part-Time Assistants	57%	14%	0%	0%	29%



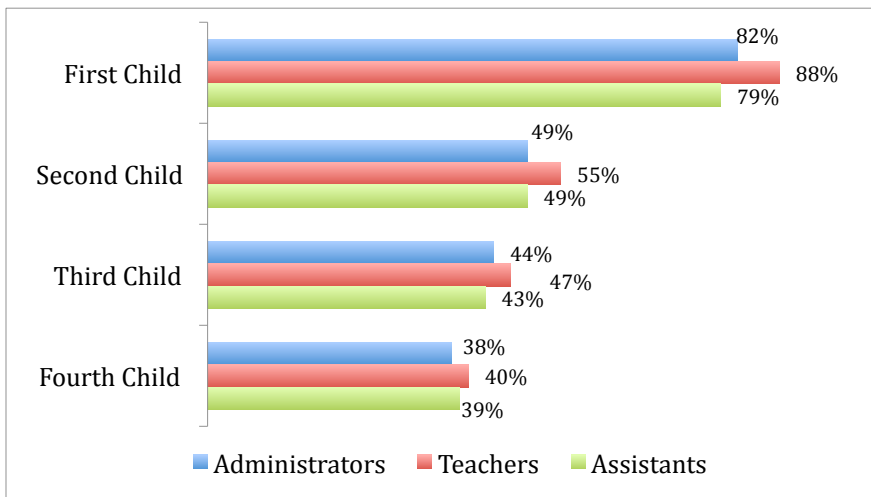
Adolescent Programs

Twenty-nine percent of the schools offer an adolescent program with an average class size of 19 students.



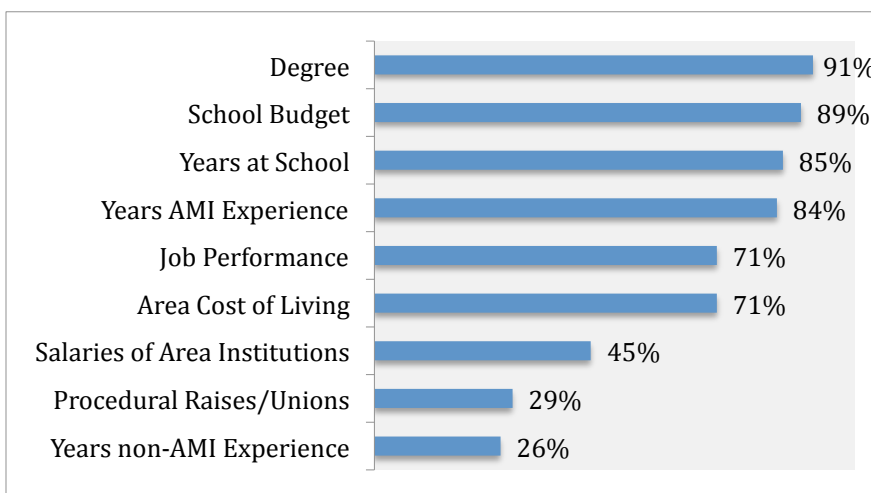
Child Tuition Assistance Offered to Employees

“Other” responses indicate that employees apply and are offered financial assistance based on need.



Tuition Assistance by Child

Overall, teachers receive the most tuition assistance, followed by administrators and assistants.



Salary Factors

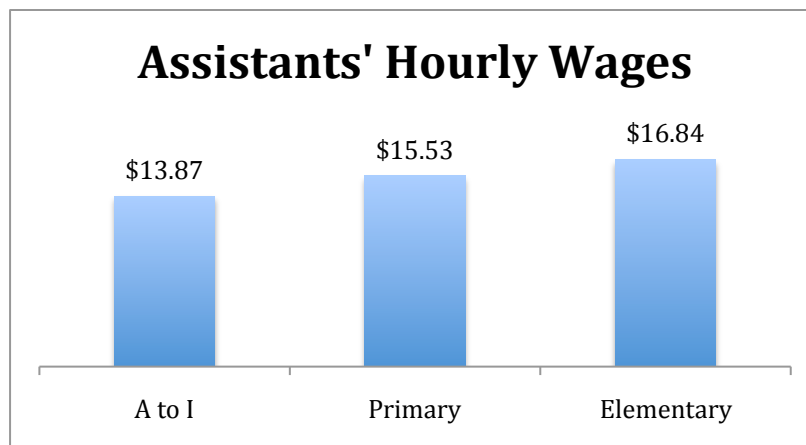
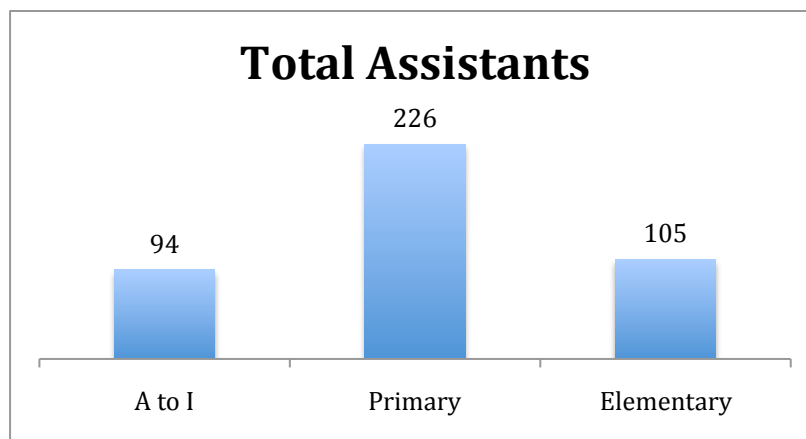
(% agree or strongly agree)

Administrators were asked to rank these factors in order of most to least important when determining salaries.

Salary Comparison Across the Years

	2002 (63 schools responded)	2005 (86 schools responded)	2007 (100 schools responded)	2009 (91 schools responded)	2011 (117 schools responded)	2013 (87 schools responded)
A to I	\$35,903	\$32,995	\$35,556	\$38,265	\$36,839	\$37,932
Primary	\$33,325	\$38,168	\$38,355	\$41,435	\$41,683	\$44,885
Elementary	\$37,373	\$43,068	\$45,138	\$51,346	\$47,450	\$50,238
Administrators	(no data)	\$64,938	\$70,307	\$70,366	\$70,800	\$75,000

Assistant Salary Information

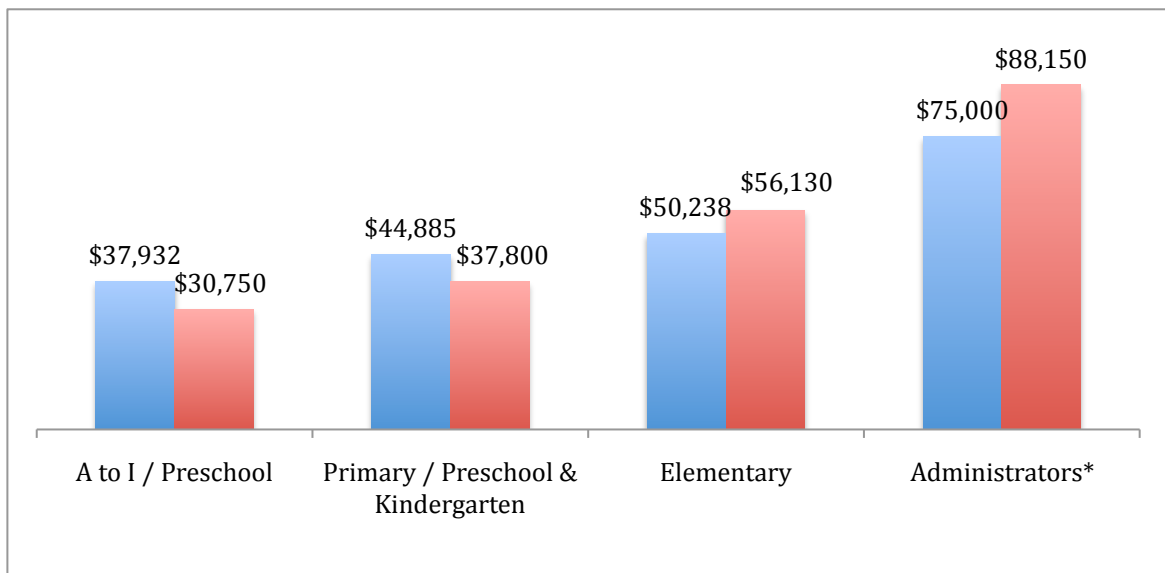


Conclusion

Average salaries for all populations were reported as higher this year compared to 2011.

Comparison data can be found at the Bureau of Labor Statistics (<http://www.bls.gov>) for comparing to traditional public and other private school teachers, as well as salaries by region.

The final graph below represents the comparison of AMI teacher and administrator salaries (blue columns) to national average salaries (red columns) using the most recent data available from the Bureau of Labor Statistics (May 2012). AMI teachers at A to I and primary levels make more than their national counterparts, elementary level teachers make less. AMI administrators, as reported via this survey, make quite a bit less than most school principals.



*The administrator salary shown here is the national average for all education administrators. The figure for administrators of preschool & childcare programs (exclusively) is only \$51,060.

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