

## 2011 SALARY SURVEY

ASSOCIATION MONTESSORI INTERNATIONAL / USA



Association Montessori International/USA • 410 Alexander Street • Rochester, NY 14607-1028  
(585) 461-5920; (800) 872-2643 • (585) 461-0075 fax • [montessori@amiusa.org](mailto:montessori@amiusa.org) • [www.amiusa.org](http://www.amiusa.org)

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## Introduction

Over 180 AMI recognized, affiliated and associated schools were invited to participate in the 2011 Salary Survey. The survey was conducted online and featured 46 questions. One hundred and seventeen schools (64%) responded.

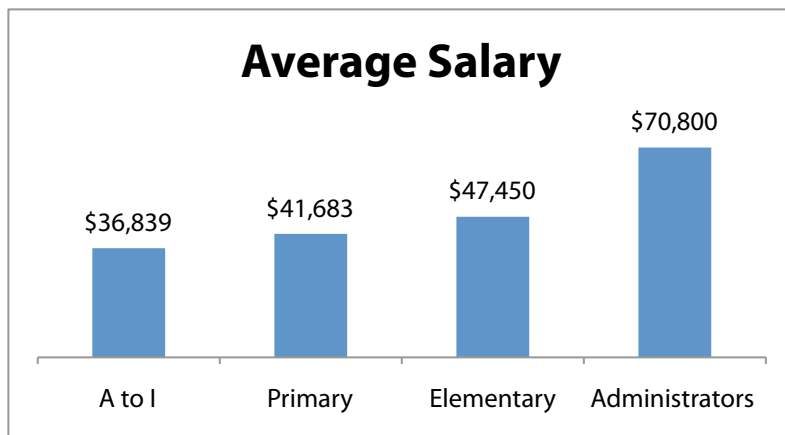
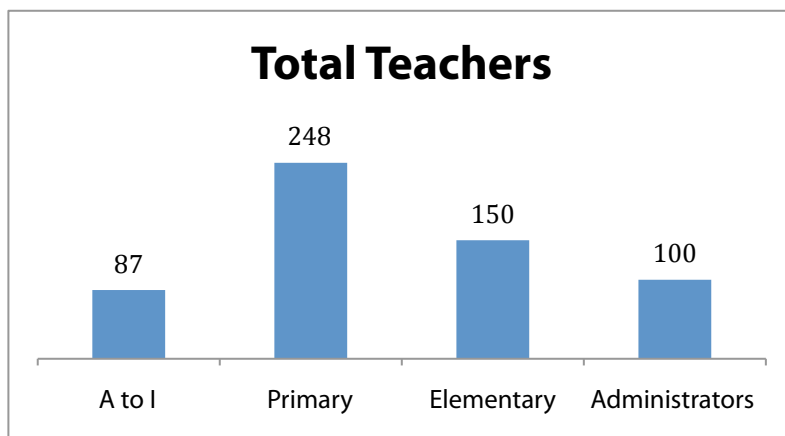
This report provides the most salient statistics from the 2011 Salary Survey. The report follows this format:

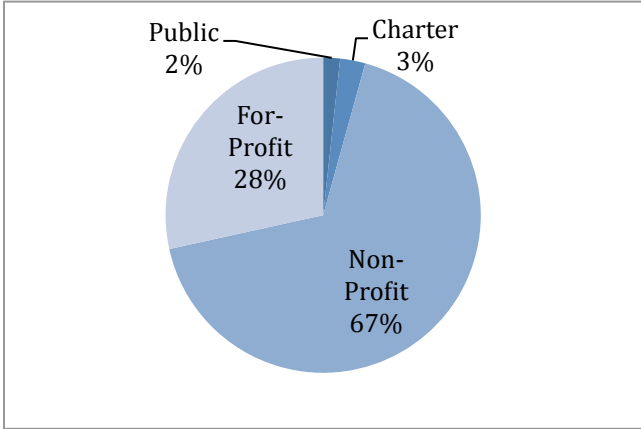
- Large scale demographics for each school
- The relationship between school demographics and salaries
- A summary of teacher and administrator qualifications
- The relationship between qualifications and salaries
- Benefits provided and tuition reduction programs
- Self-reported factors that affect salaries
- Comparison to data collected in 2002, 2005, 2007 & 2009
- 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 your participation in the 2011 Salary Survey. We hope you find this report useful to you as you administer the work of Dr. Montessori in your community.

### Of the schools that responded to this survey:





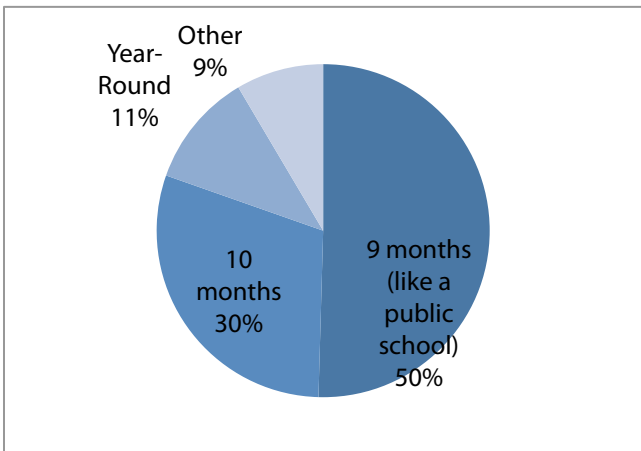
### School Type (financial)

### Average Salary by School Type

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

\*Fewer than 5 respondents in these categories, however, the values are included for informational purposes.

	Non-Profit	For-Profit	Charter	Public
<b>A to I</b>	\$39,592	\$33,176	\$37,500*	n/a
<b>Primary</b>	\$44,516	\$36,154	\$39,500	n/a
<b>Elementary</b>	\$48,427	\$41,591	\$48,750	n/a
<b>Administrators</b>	\$77,537	\$47,963	\$75,000*	\$95,000*



### School Year

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

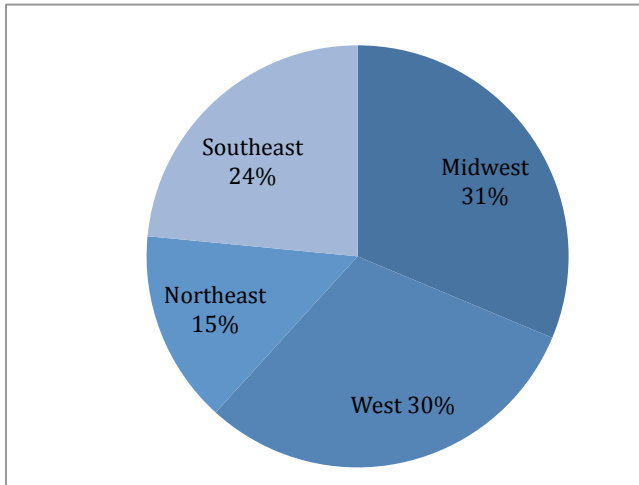
Half of the schools have a 9-month school year (analogous to a public school format).

### Average Salary by School Year

Overall, salaries are higher at 9-month schools compared to year-round schools.

\*Ten or less respondents.

	9 Months	10 Months	Year Round	Other
<b>A to I</b>	\$38,300	\$37,878	\$32,237	\$38,500
<b>Primary</b>	\$43,761	\$40,179	\$36,406	\$45,167
<b>Elementary</b>	\$46,250	\$48,500	\$45,500*	\$53,750*
<b>Administrators</b>	\$77,453	\$65,537	\$44,000*	\$78,333*



### Region

**Midwest:** Illinois, Kansas, Minnesota, Missouri, Ohio, Texas, Wisconsin

**West:** Alaska, Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Oregon, Washington

**Northeast:** Connecticut, Maine, Maryland, New Jersey, New York, Pennsylvania

**Southeast:** District of Columbia, Florida, Georgia, Kentucky, South Carolina, Virginia

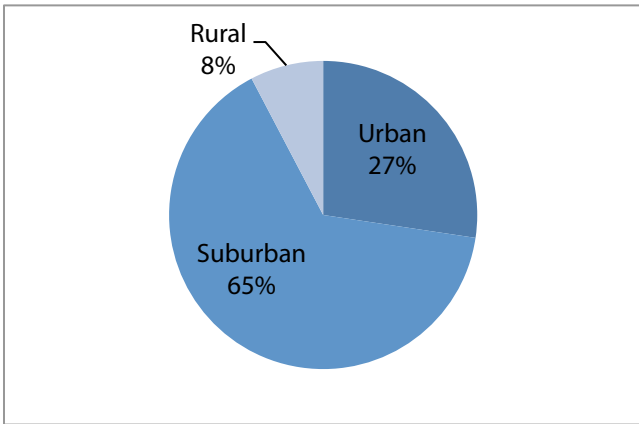
States not listed do not have representation in this survey.

### Average Salary by Region

Salaries are highest amongst teachers and administrators in the Northeast.

Administrators are the lowest paid in the Southeast.

	Northeast	Southeast	Midwest	West
<b>A to I</b>	\$42,500	\$32,222	\$38,571	\$35,781
<b>Primary</b>	\$47,500	\$34,875	\$44,054	\$39,753
<b>Elementary</b>	\$55,100	\$43,409	\$47,000	\$47,898
<b>Administrators</b>	\$91,000	\$45,476	\$83,710	\$66,724



## Community

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

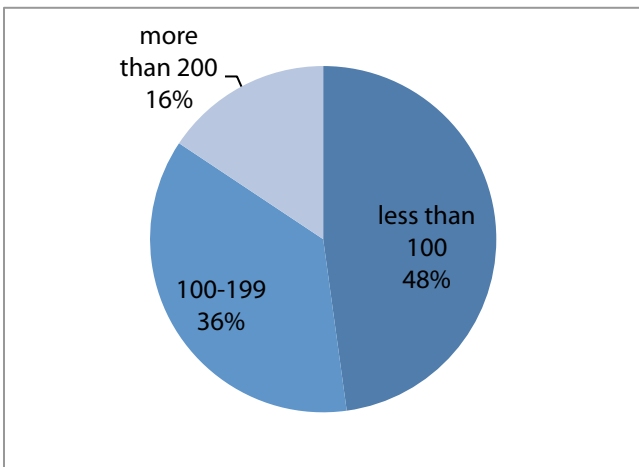
The majority (65%) of the schools that responded to this survey serve suburban communities.

## Average Salary by Community

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

\*Fewer than 10 respondents.

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



## School Size

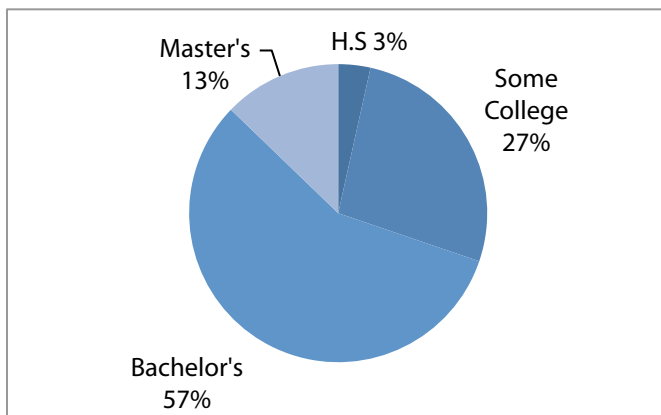
The average number of students in surveyed schools is 124, slightly lower than 2009's average of 131.

2% of the schools reported having more than 500 students.

## Average Salary by School Size

For both teachers and administrators, the highest salaries are at large schools.

	Less than 100	100-199	200 or more
<b>A to I</b>	\$33,750	\$35,774	\$44,559
<b>Primary</b>	\$40,147	\$40,218	\$50,203
<b>Elementary</b>	\$39,758	\$47,933	\$52,046
<b>Administrators</b>	\$51,889	\$76,250	\$113,000



## Education: Teachers

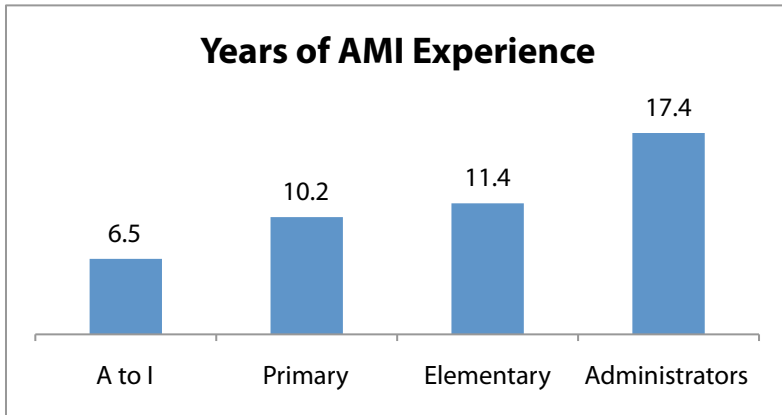
The vast majority of teachers at AMI schools have a college education (70%). 12% more reported some college education compared to 2009, and fewer have only a high school education.

## Average Salary by Education

In general, more education correlates to higher salaries.

\*Fewer than 10 respondents.

	High School / Some College	Bachelor's	Master's/ Doctorate
<b>A to I</b>	\$34,423	\$37,449	\$40,227
<b>Primary</b>	\$37,429	\$42,646	\$41,908
<b>Elementary</b>	\$40,313*	\$47,708	\$48,000
<b>Administrators</b>	\$53,000	\$67,766	\$78,256



### 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

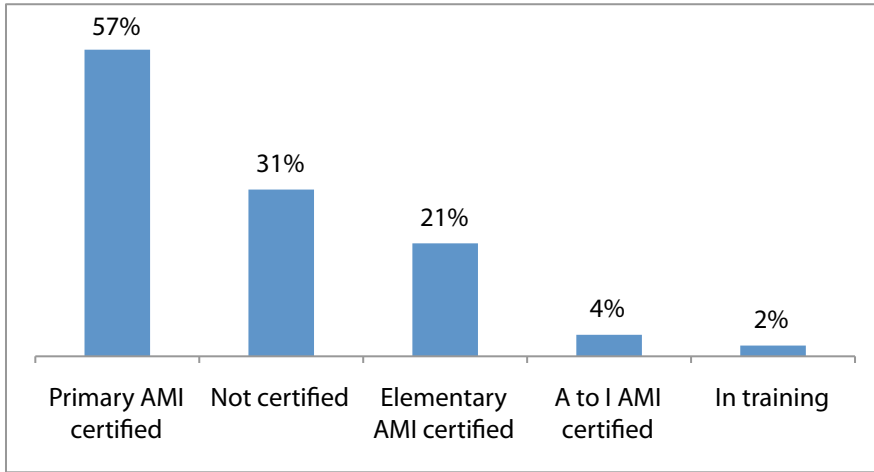
Overall, experience appears to correlate to higher salaries with some exceptions.

\*Fewer than 10 respondents.

	0-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	31-35+ years
A to I	\$33,962	\$38,571	\$42,200	\$40,833*	\$42,500*	n/a	\$77,500*
Primary	\$36,667	\$40,682	\$44,342	\$50,192	\$50,000	\$53,750*	\$46,250*
Elementary	\$39,350	\$46,667	\$49,674	\$48,750*	\$58,409	\$64,500*	\$65,000
Administrators	\$57,778	\$49,737	\$64,091	\$72,273	\$93,750	\$81,000	\$85,667

## Administrators

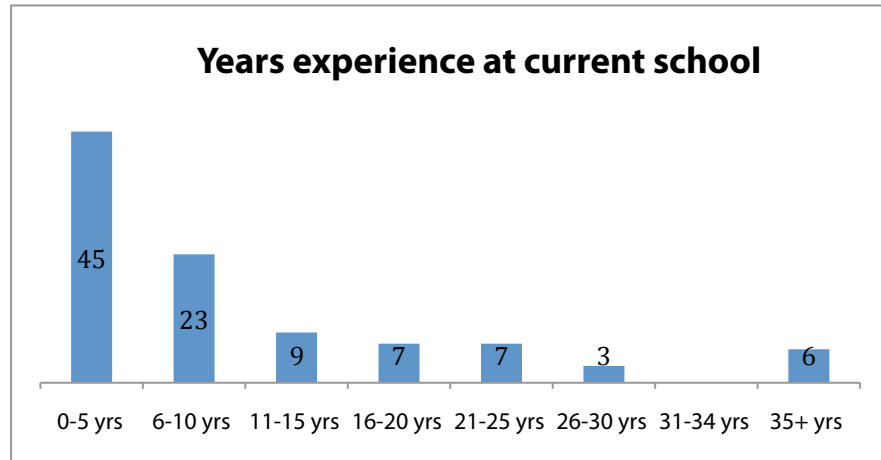
- The majority (86%) are not teachers at their school
- 90% have a college education
- 95% are full-time employees



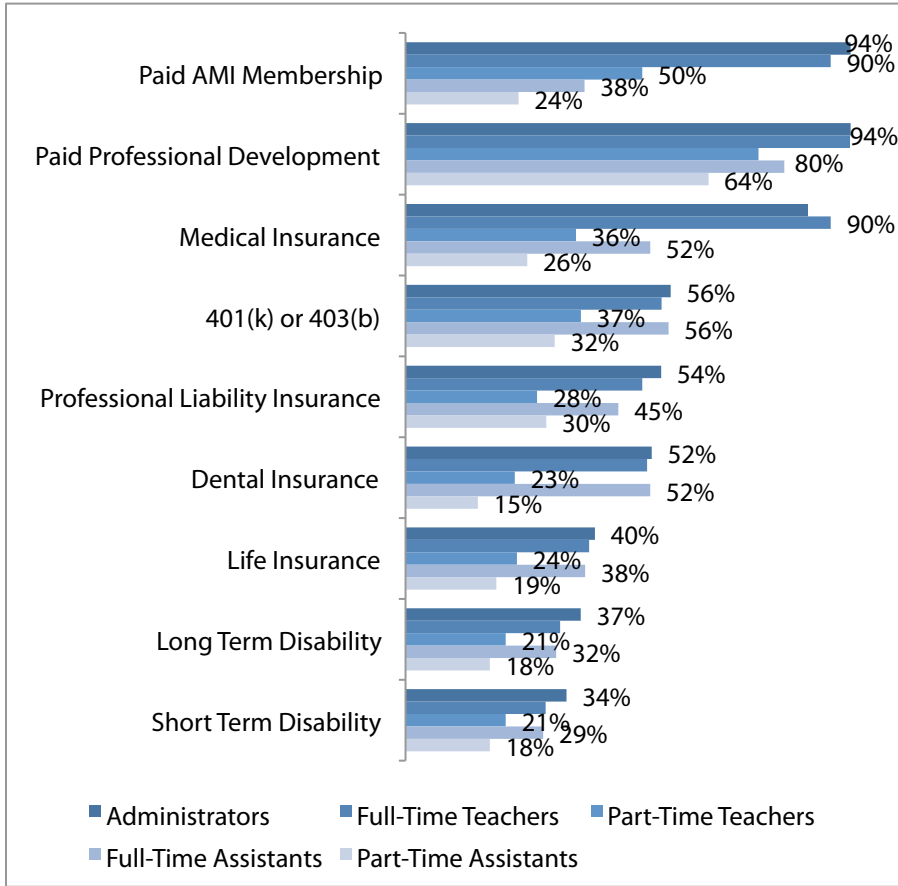
### AMI Certification

82% of administrators are AMI trained.

Almost half of the administrators who answered this question have been at their school for 5 years or less.







### Benefits Offered

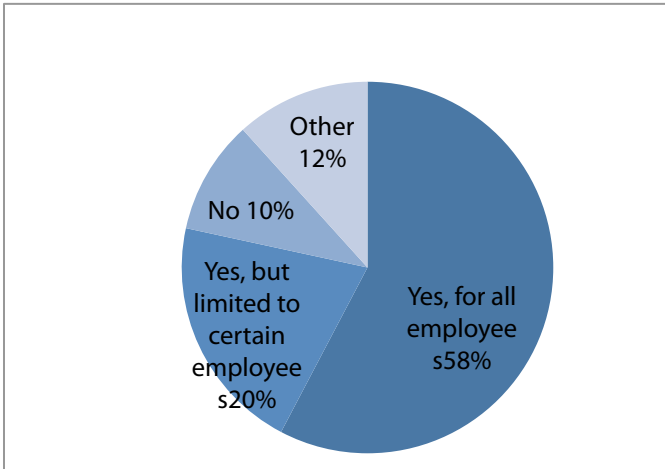
This graph shows the percent of schools that offer each benefit. A reading of 100% would indicate that every school offers this benefit to a particular population (administrators, full-time teachers, part-time teachers, etc.).

### Benefits Contribution

This chart represents the average percent contribution the school makes for each benefit. *Note: this is only representative of the schools that give said benefit.*

For example, the 71% number for medical insurance for full-time teachers indicates that 90% of AMI schools (see graph above) offer an average of 71% of the cost of medical insurance for full-time teachers. The remaining 10% of schools do not offer medical insurance coverage for full-time teachers.

	Adminis-trators	Full-Time Teachers	Part-Time Teachers	Full-Time Assistants	Part-time Assistants
<b>AMI Membership</b>	97%	95%	94%	90%	85%
<b>Professional Development</b>	89%	88%	86%	89%	82%
<b>Medical Insurance</b>	71%	71%	54%	71%	52%
<b>401(k)</b>	13%	14%	11%	12%	12%
<b>Professional Liability Insurance</b>	89%	90%	88%	87%	91%
<b>Dental Insurance</b>	63%	61%	47%	58%	40%
<b>Long Term Disability</b>	57%	66%	51%	64%	50%
<b>Life Insurance</b>	71%	74%	65%	69%	63%
<b>Short Term Disability</b>	56%	67%	56%	65%	55%

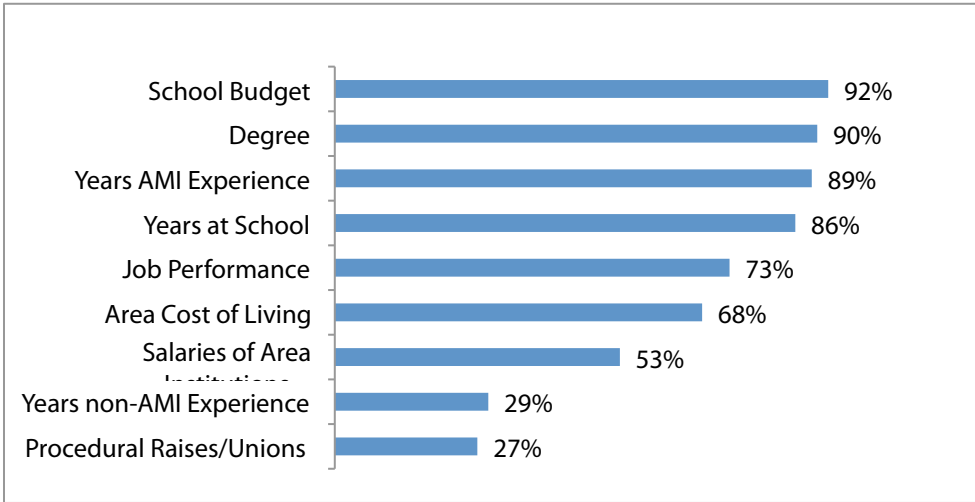
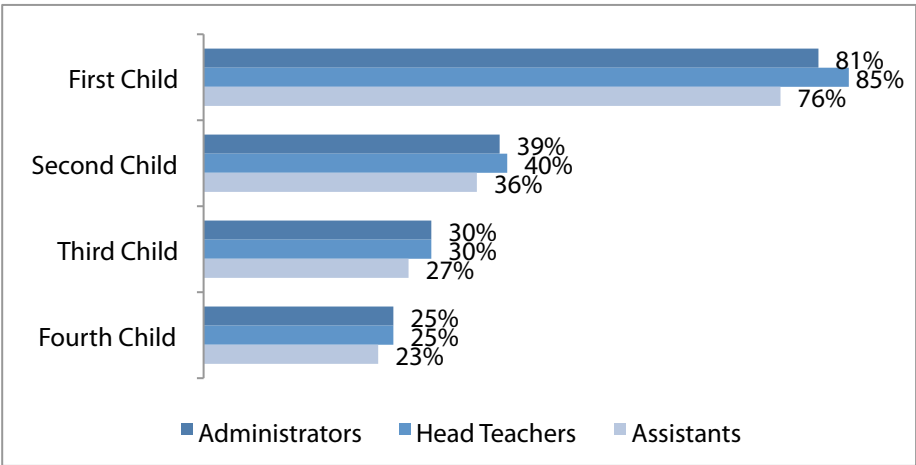


### Child Tuition Assistance Offered to Employees

Some of the "Other" responses include: available for all full-time employees, incremental depending on # of years employed, need based tuition assistance to qualifying employees, flexible benefit that may be applied to tuition or insurance and before & after school care are free.

### Tuition Assistance by Child

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



### Salary Factors

(% agree or strongly agree)

Administrators were asked to report how strongly they agree that these factors are taken into consideration when deciding salary.

Compared to the 2009 results, school budget is now a little more important as it swapped places with the importance of having a degree.

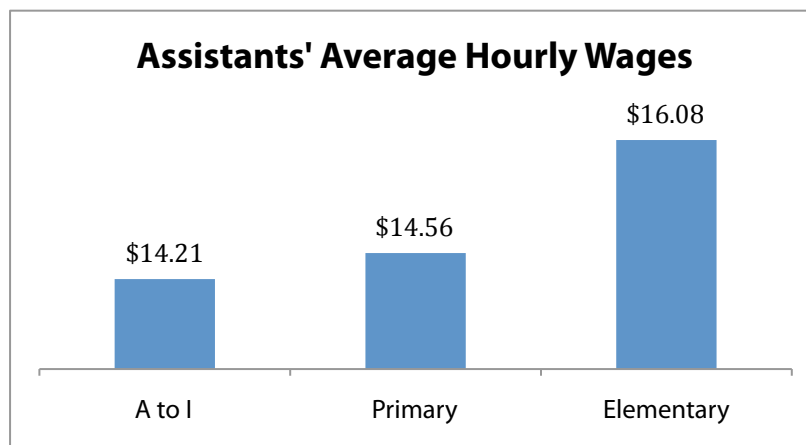
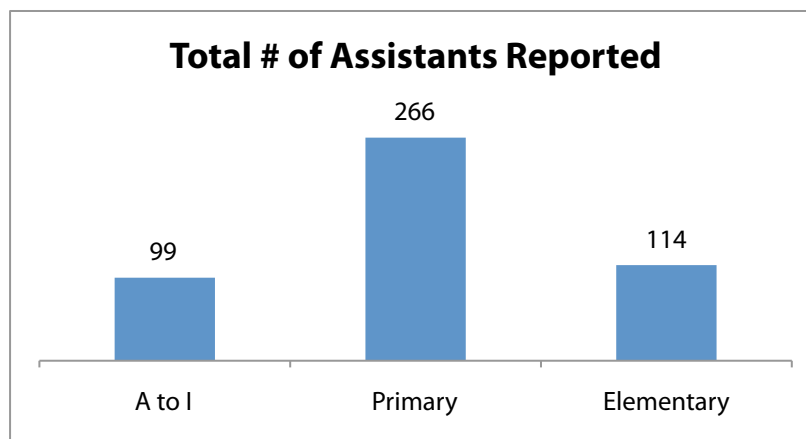
	<b>2002</b> (63 schools responded)	<b>2005</b> (86 schools responded)	<b>2007</b> (100 schools responded)	<b>2009</b> (91 schools responded)	<b>2011</b> (117 schools responded)
<b>A to I</b>	\$35,903	\$32,995	\$35,556	\$38,265	\$36,839
<b>Primary</b>	\$33,325	\$38,168	\$38,355	\$41,435	\$41,683
<b>Elementary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

### Average Salary Comparison to 2002, 2005, 2007 & 2009

The average A to I and elementary salaries are reportedly lower compared to 2009, however the sample size was much larger.

Administrator salaries appear to remain steady across the years.

### Salary Information for Classroom Assistants

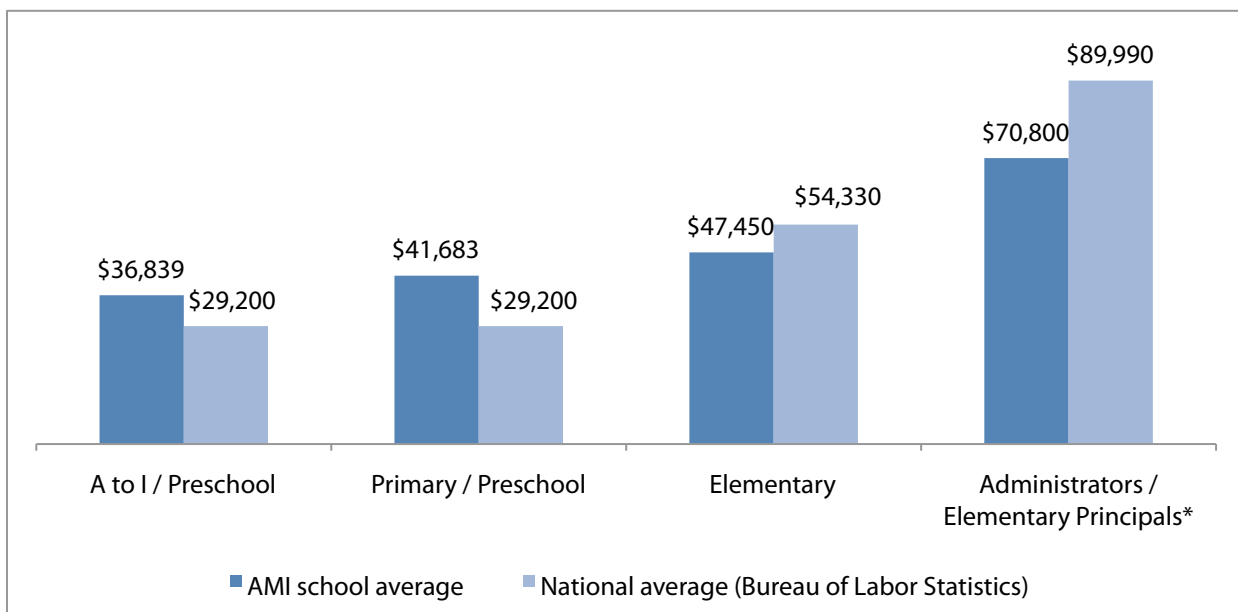


## Conclusion

Overall average salaries for A to I and elementary teachers were reported lower this year compared to 2009 although the number of schools responding was much greater which could skew results. Primary and administrator salaries remained constant.

Comparison data can be found at the Bureau of Labor Statistics ([bls.gov](http://bls.gov)) for comparing to public 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 2010). 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 other school principals



\*The national average administrator salary for preschool & childcare programs is \$50,410.

## Contact

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