

2019 SALARY SURVEY

Association Montessori International / USA



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Introduction

Over 200 AMI Recognized, Affiliated and Associated schools were invited to participate in the 2019 Salary Survey. The survey was conducted online and featured 65 questions. Ninety-nine schools responded.

This report provides the most salient statistics from the 2019 Salary Survey. The report follows this format:

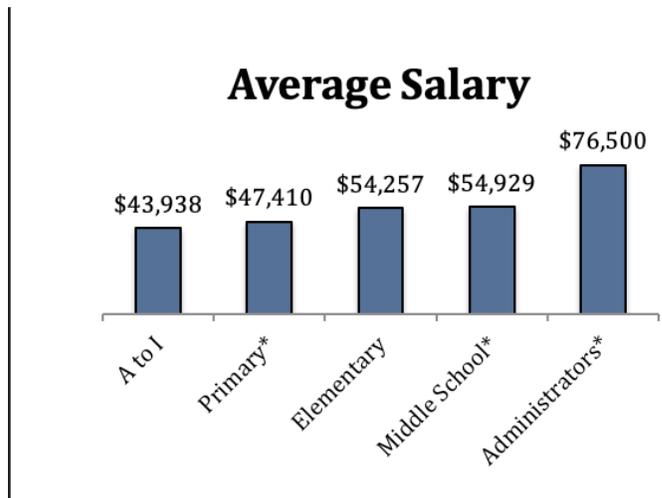
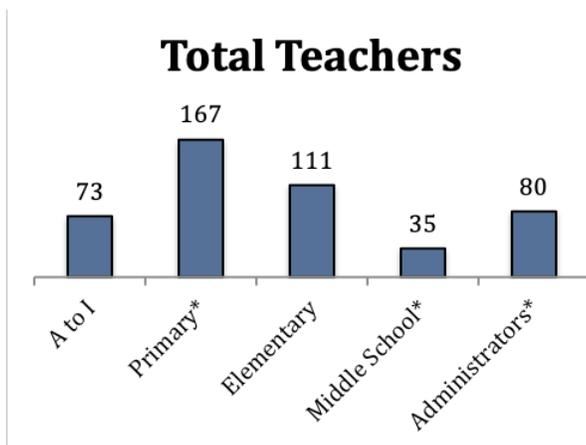
- Large scale demographics for each school
- The relationship between school demographics and salaries
- A summary of teacher and administrator qualifications
- The relationship between qualifications and salaries
- Benefits provided and tuition reduction programs
- Self reported factors that affect salaries
- Comparison to data collected in 2002, 2005, 2007, 2009, 2011, 2013, 2015 & 2017
- 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.

Middle and High School information was collected for the first time in 2017. One High School teacher response was provided in 2017 and none in 2019. Data is not presented here for this population.

We hope you find this report useful as you administer the work of Dr. Montessori in your community and thank those schools who participated in the survey.

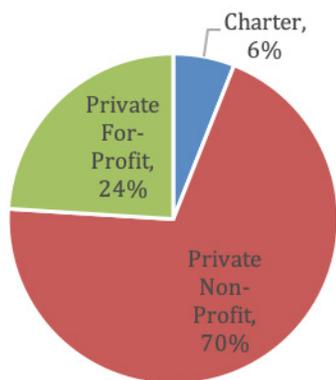
Of the schools that responded to this survey:



* Some responses fell in the extremely low or high salary ranges and were excluded. Results in this document do not include the following:

- Primary: 1 salary <\$10,000
- Middle School: 1 salary <\$20,000
- Administrator: 1 salary <\$10,000 & 1 salary > \$240,000

School Type (financial)



Salary by School Type

No data was provided from public schools. Teachers' and administrators' salaries appear to be higher at Private Non-Profit schools.

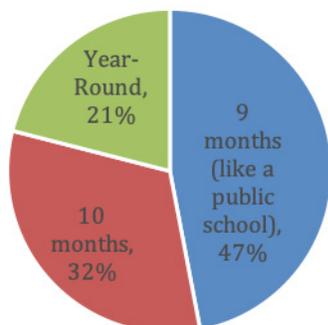
*Five or fewer respondents; values are included for informational purposes.

	Private Non-Profit	Private For-Profit	Charter
A to I	\$46,630	\$39,352	n/a
Primary	\$49,194	\$41,824	\$46,389
Elementary	\$55,930	\$45,500	\$53,000
Middle School	\$55,667	\$50,500	n/a
Administrators	\$84,474	\$53,421	\$75,000*

School Year

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

A little less than half of the schools have a 9-month school year (analogous to a public school format).



Salary by School Year

*Five or fewer respondents.

	9 months	10 months	Year Round
A to I	\$46,210	\$46,000	\$38,864
Primary	\$50,625	\$43,077	\$45,278
Elementary	\$54,865	\$53,796	\$50,000
Middle School	\$54,891	\$56,000	\$50,000*
Administrators	\$79,359	\$80,385	\$63,750

Region

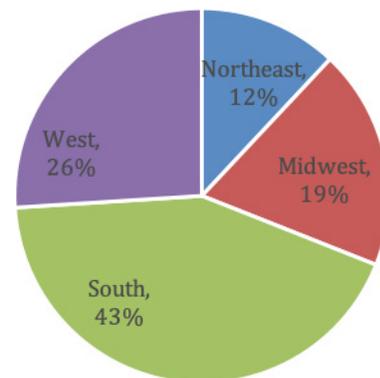
Respondents selected the region of their school based on the following:

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, U.S. Virgin Islands, Virginia, West Virginia



Salary by Region

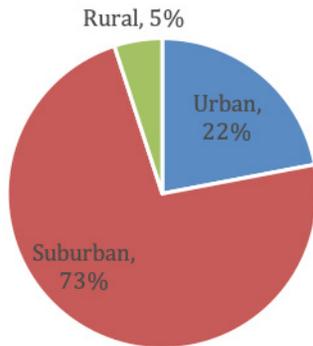
Salaries are mostly highest amongst teachers and administrators in the Northeast (similar to 2015 results) whereas higher salaries were reported in the West in 2017.

	Northeast	South	Midwest	West
A to I	\$52,500	\$42,750	\$42,000	\$43,833
Primary	\$50,577	\$48,117	\$45,431	\$46,477
Elementary	\$55,417	\$54,045	\$49,674	\$59,167
Middle School	n/a	\$52,500	\$52,500	\$63,125
Administrators	\$95,000	\$78,611	\$75,588	\$67,000

Community

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

The majority (73%) of the schools that responded to this survey serve suburban communities.



Salary by Community

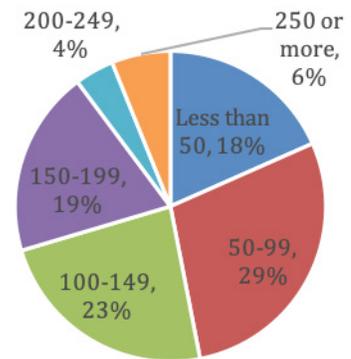
Rural administrator salaries are shown as quite low compared to their counterparts; however there were fewer respondents from rural communities.

*Five or fewer respondents.

	Urban	Suburban	Rural
A to I	\$42,500	\$44,467	\$27,500*
Primary	\$49,375	\$47,169	\$39,167
Elementary	\$51,731	\$55,648	\$42,500*
Middle School	\$50,833*	\$55,833	\$47,500*
Administrators	\$79,444	\$77,456	\$55,000*

School Size

90% of the schools responding have fewer than 200 students.

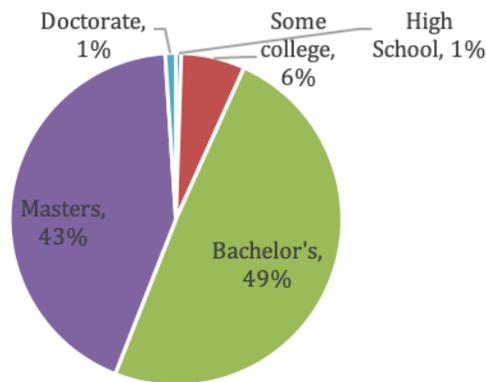


Salary by School Size

Salaries are mostly higher in larger schools.

*Five or fewer respondents.

	Less than 50	50-99	100-149	150-199	200-249	250 or more
A to I	\$36,786	\$38,250	\$45,000	\$47,500	\$52,500*	\$58,750
Primary	\$41,591	\$44,200	\$45,455	\$53,643	\$46,667	\$88,750*
Elementary	\$40,357	\$45,250	\$52,206	\$56,912	\$56,591	\$100,500*
Middle School	\$42,500*	\$55,833*	\$48,125	\$54,583	\$52,500*	\$66,071
Administrators	\$48,333	\$61,800	\$87,941	\$103,667	\$115,000*	\$127,500*



Education: Teachers

Ninety-three percent of teachers at AMI schools have a college education as shown by this chart.

Salary by Education

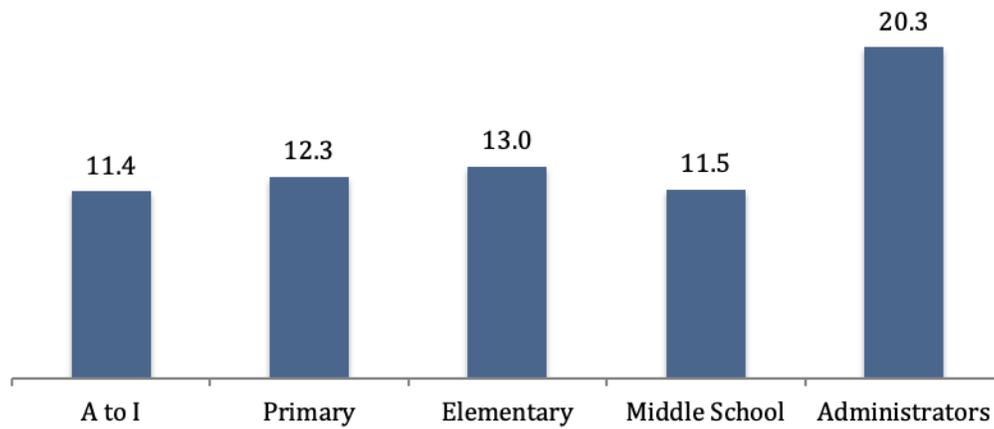
In general, more education correlates to higher salaries.

*Five or fewer respondents.

	High School	Some College	Bachelors	Masters	Doctorate
A to I	\$35,000*	\$39,773	\$44,048	\$47,222	n/a
Primary	n/a	\$46,250	\$47,885	\$46,944	\$47,500*
Elementary	n/a	\$42,500*	\$53,314	\$54,766	\$60,833*
Middle School	n/a	n/a	\$55,357	\$54,643	n/a
Administrators	n/a	\$40,000*	\$67,500	\$80,909	\$127,500*

Experience

This graph represents the average number years of classroom/ school experience for each population.

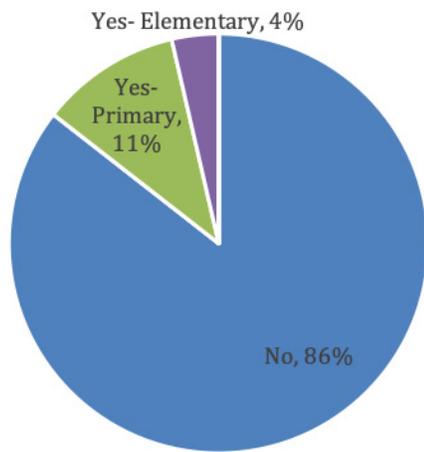


Salary by Experience

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

*Five 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	\$35,938	\$44,808	\$44,833	\$45,833	\$55,000	\$47,500*	\$47,500*	n/a
Primary	\$40,167	\$44,886	\$49,214	\$50,577	\$47,917	\$63,056	\$67,500*	\$68,750*
Elementary	\$47,870	\$48,036	\$49,853	\$63,250	\$74,167	\$65,833	\$68,750*	\$57,500*
Middle School	\$47,500*	\$56,429	\$57,500	\$51,786	\$62,500*	n/a	n/a	n/a
Administrators	\$61,667*	\$77,308	\$82,143	\$65,000	\$77,500	\$73,889	\$115,000*	\$76,111



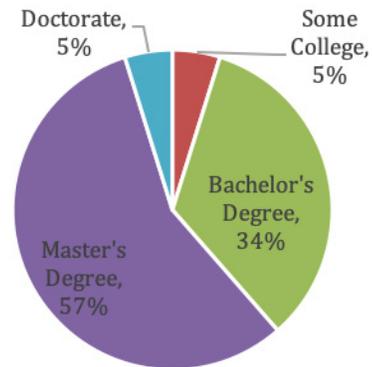
Administrators Who Are Teachers

The majority of administrators are not teachers at their school.

Ninety-nine percent of the 80 administrators who responded indicated their position is fulltime.

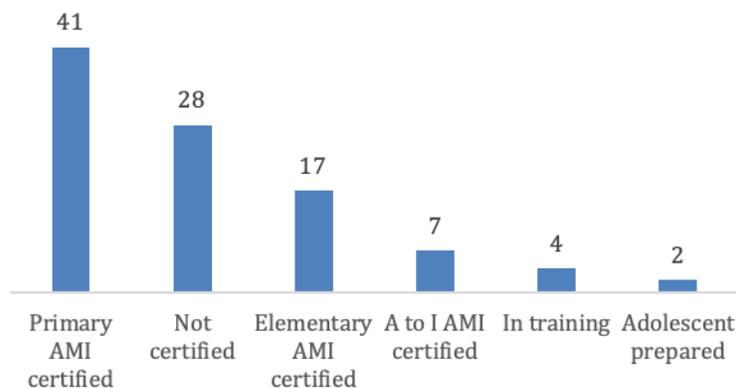
Education: Administrators

95% of administrators have a college education.



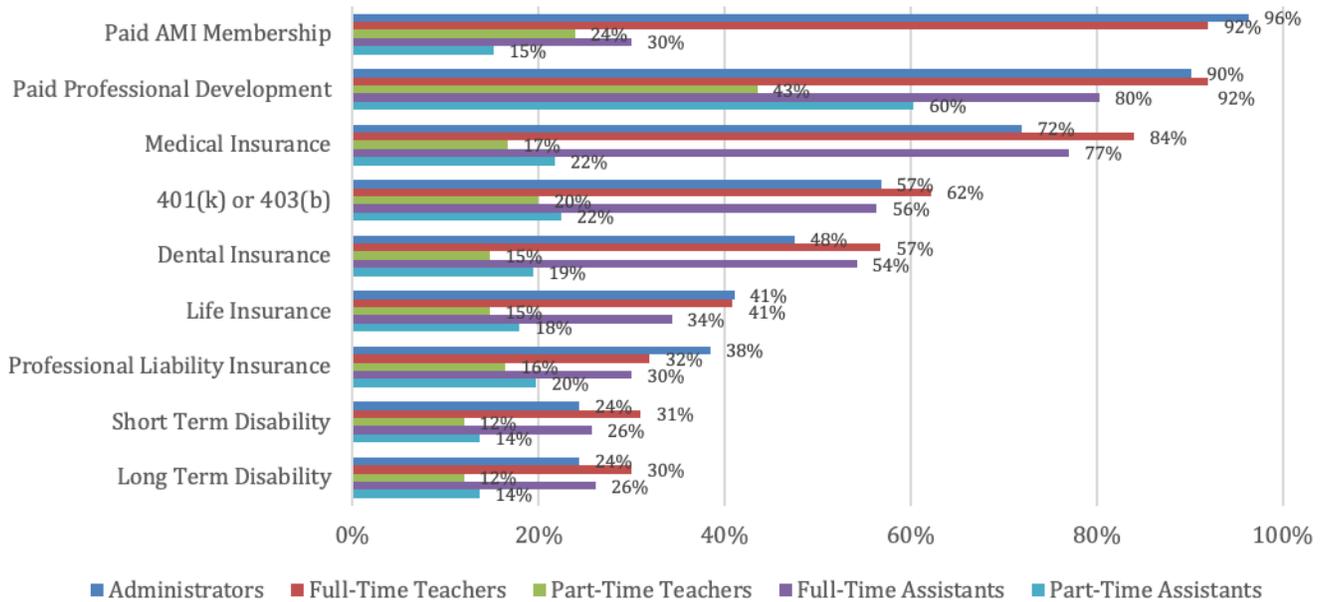
AMI Training: Administrators

51% of the 80 administrators are Primary AMI certified.



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.).



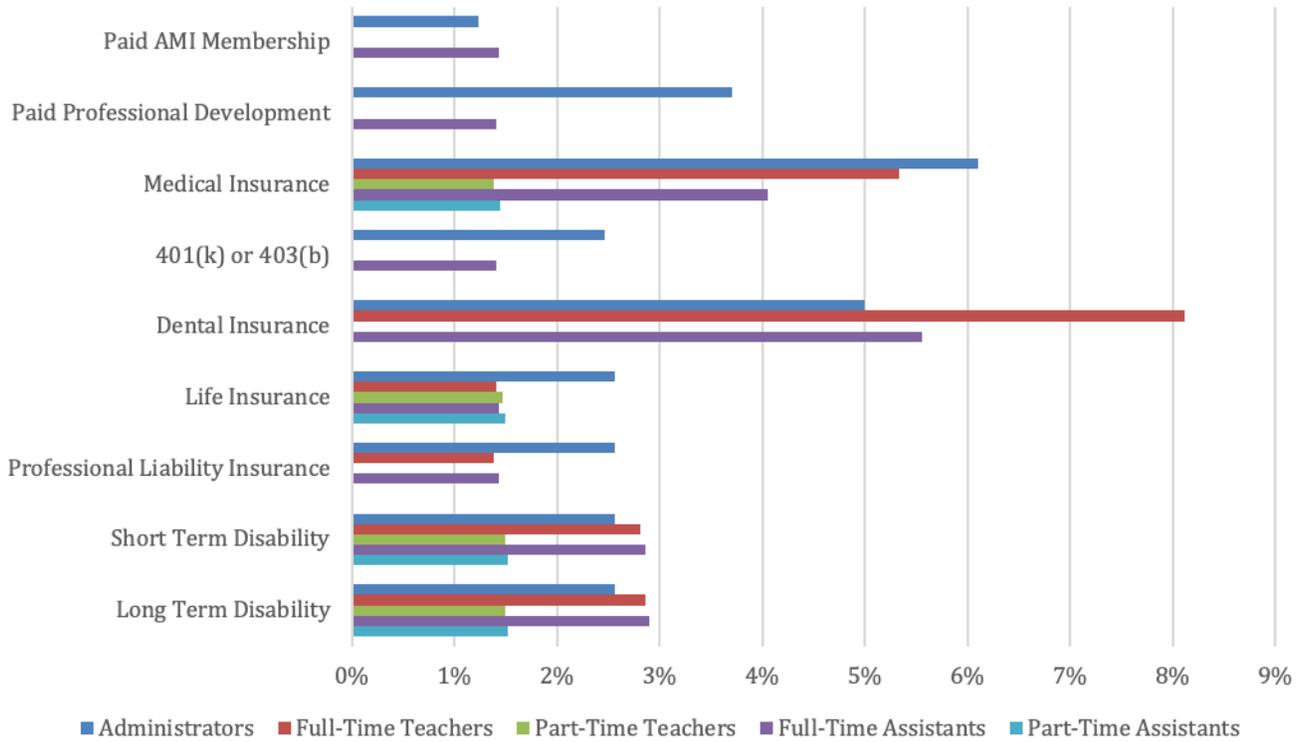
Benefits Percent Contribution

This chart represents the average contribution percentage the school makes for each benefit (not including cafeteria plans & set amounts). *Note that this is only representative of the schools that give said benefit.*

	Adminis-trators	Full-Time Teachers	Part-Time Teachers	Full-Time Assistants	Part-time Assistants
AMI Membership	96%	97%	98%	98%	98%
Professional Development	84%	90%	87%	88%	89%
Medical Insurance	78%	78%	46%	76%	55%
401(k) or 403(b)	14%	12%	18%	12%	16%
Professional Liability Insurance	94%	93%	89%	92%	90%
Dental Insurance	71%	65%	36%	61%	38%
Long Term Disability	74%	86%	76%	84%	76%
Life Insurance	70%	75%	70%	72%	73%
Short Term Disability	71%	85%	78%	81%	78%

Benefits Via Cafeteria Plan

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



Benefits Via Cafeteria Plan

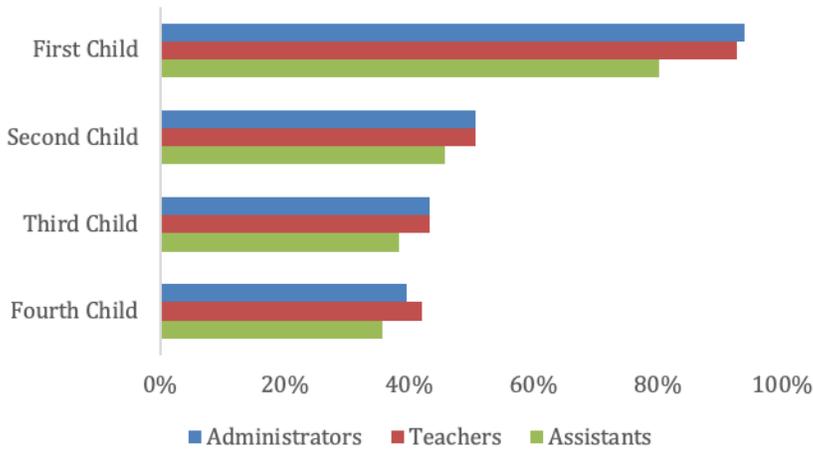
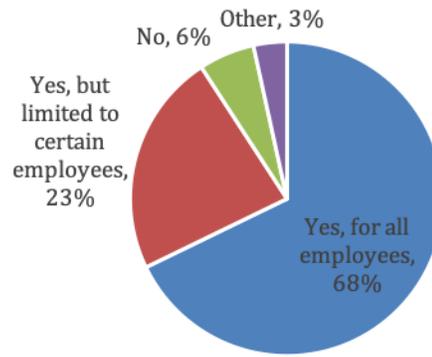
Of the schools that provide a cafeteria plan, the percentage of schools that allocate money in these ranges is shown in this chart.

No schools indicated allocations between \$3,001-\$3,500 and \$4,501-\$5,000.

	Less than \$500	\$500-\$1,000	\$1,001-\$1,500	\$1,501-\$2,000	\$2,001-\$2,500	\$2,501-\$3,000	\$3,501-\$4,000	\$4,001-\$4,500	Over \$5,000	Over \$7,000
Administrators	33%	11%	11%	6%	0%	17%	11%	0%	n/a	11%
Full-Time Teachers	30%	10%	10%	10%	10%	10%	0%	10%	10%	n/a
Part-Time Teachers	67%	33%	0%	0%	0%	0%	0%	0%	0%	n/a
Full-Time Assistants	22%	22%	22%	11%	0%	0%	0%	11%	11%	n/a
Part-Time Assistants	50%	33%	0%	0%	17%	0%	0%	0%	0%	n/a

Child Tuition Assistance Offered to Employees

"Certain employees" may consist of full-time, financially eligible, etc.



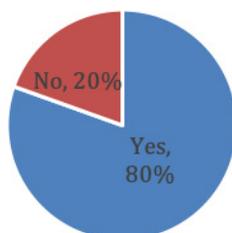
Tuition Assistance By Child

This shows the percentage of schools that indicated they provide some tuition assistance.

Average Tuition Assistance By Child

Average percentage of tuition assistance offered.

	Administrators	Teachers	Assistants
First Child	71%	68%	60%
Second Child	65%	61%	52%
Third Child	61%	59%	51%
Fourth Child	62%	58%	51%

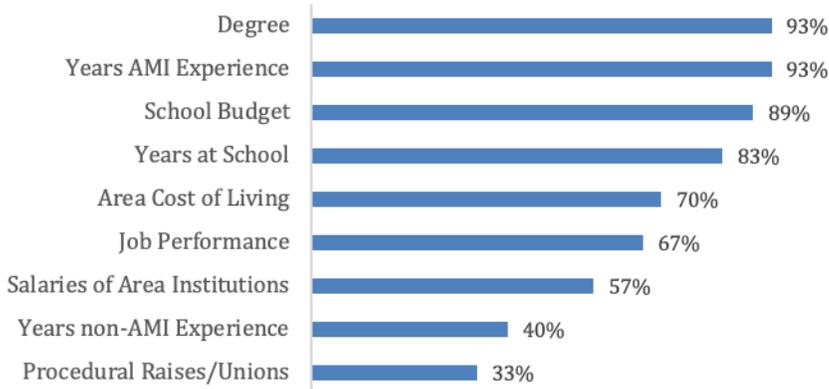
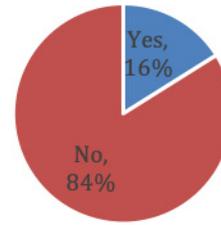


Scholarships or Financial Aid

More than three quarters of the schools provide some sort of tuition assistance via scholarships or financial aid. Most assistance is based on financial need.

State or Local Funding

Only 16% of the schools indicate that they receive state or local funding to help low income students.



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.

School budget and degree were the top 2 factors in 2013 & 2015. Degree and Years AMI Experience have been the top 2 in 2017 & 2019.

Salary Comparison Across the Years

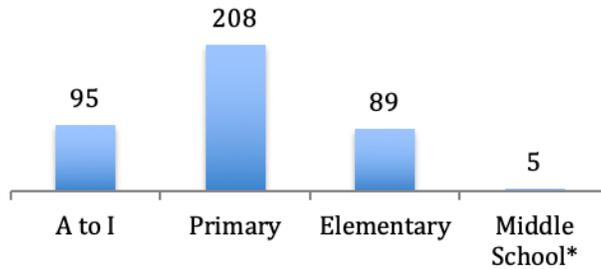
*Five or fewer responses

	2002 (63 schools responded)	2005 (86 schools responded)	2007 (100 schools responded)	2009 (91 schools responded)	2011 (117 schools responded)	2013 (87 schools responded)	2015 (92 schools responded)	2017 (94 schools responded)	2019 (99 schools responded)
A to I	\$35,903	\$32,995	\$35,556	\$38,265	\$36,839	\$37,932	\$40,097	\$39,430	\$43,938
Primary	\$33,325	\$38,168	\$38,355	\$41,435	\$41,683	\$44,885	\$44,791	\$46,301	\$47,410
Elementary	\$37,373	\$43,068	\$45,138	\$51,346	\$47,450	\$50,238	\$50,587	\$53,073	\$54,257
Middle School	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	\$54,333	\$54,929
High School	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	(no data)	\$102,500*	(no data)
Administrators	(no data)	\$64,938	\$70,307	\$70,366	\$70,800	\$75,000	\$69,474	\$71,538	\$76,500

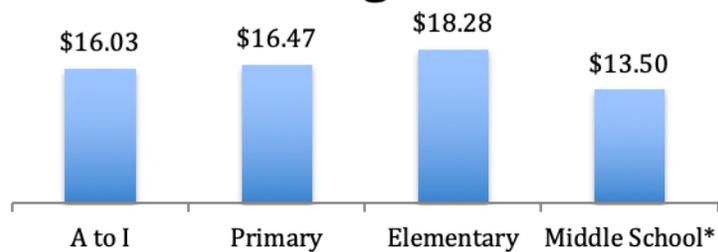
Assistant Salary Information

*Five or fewer responses

Total Assistants



Average Assistant's Hourly Wages

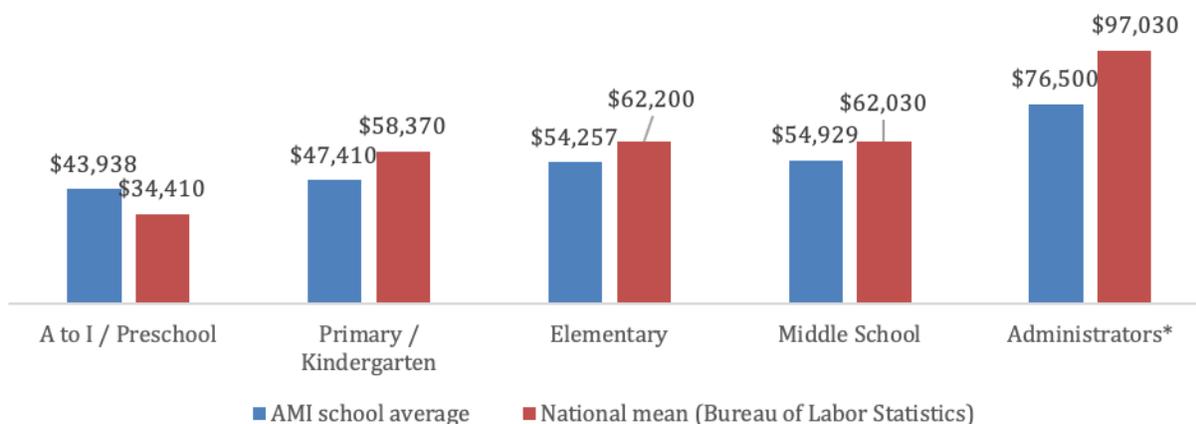


Conclusion

Average salaries for all populations, including Assistants, were higher this year compared to the 2017 salary survey data with the exception of Middle School Assistants' which was quite a bit lower. That could be due to the low sample numbers in that category. Average Administrator salaries increased by 7% compared to what was reported in 2017. Assistants to Infancy teachers saw the largest change with an 11% average increase.

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 2018). AMI teachers at the A to I level make quite a bit more than their preschool counterparts. It's difficult to compare AMI primary teachers with one single population in BLS's data: AMI primary teachers make more than preschool teachers, but less than kindergarten teachers. AMI elementary and middle school average salaries are less than the national average where AMI administrators' average is low compared to overall Education Administrators salaries, but extremely high compared to preschool programs.



*The national mean administrator salary shown here is overall for Education Administrators. The national mean for preschool & childcare programs only is \$53,990.

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