Thank you for participating in the 2018 Wage and Benefits Survey. We are asking you for information about your program and employees to better understand wage distribution across Pennsylvania Head Start programs. We expect this survey to take 1-2 hours based on the number of employees you enter. We recommend that you gather all employee records before beginning the survey. We will be gathering salary information for the positions listed on this guide.

If you must leave the survey at any point, select the 'Save and Continue' button at the top of the page and enter your e-mail. You will be sent a unique link that will allow you to resume the survey at a later time. Any employee information that you provide will remain anonymous.

Please contact Nana Nimako at nnimako@phmc.org with any questions. This survey will close October 31, 2017.

Page description:
First we are going to ask you some background information about your program.

Agency Name *

Agency Address *
Street Address
City
Zip

Your E-mail Address *

Is your agency a member of the Pennsylvania Head Start Association (PHSA)? *
 ○ Yes
 ○ No

For Reference

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
You have indicated that you are not a PHSA member which means you are using the wrong survey version. Please use this link to complete your survey:

[2018 PHSA Wage and Benefits Survey: Comparable Version]

Please select your program type (Select all that apply). *

- Head Start program
- Early Head Start program
- Early Head Start-Child Care Partnership (EHS-CCP)
- Pre-K Counts program
- Maternal, Infant, and Early Childhood Home Visiting Program (MIECHV)
- Other child development program
- Non-child development program

Agency Grant Number

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Grant Number</th>
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</thead>
<tbody>
<tr>
<td>Head Start</td>
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<tr>
<td>Early Head Start</td>
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<tr>
<td>Early Head Start-Child Care Partnership (EHS-CCP)</td>
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<tr>
<td>Pre-K Counts</td>
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</tr>
</tbody>
</table>

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Please select your agency type. Select all that apply. *

- Community Action Agency (CAA)
- School system
- Charter school
- Private/Public non-profit organization (e.g., church or non-profit hospital)
- Private/Public for-profit organization (e.g., for-profit hospitals)
- Government agency
- Tribal government or consortium (American Indian/Alaskan Native)
- Institute of higher education
- Individual
- Other

Where does your funding come from? (Funding sources must add up to 100%) *

- Federal
- State
- Local (town, city, or county)
- Private
- Other

0 out of 100% Total

What is your total annual operating budget? *

What is the total number of employees at your agency? *

How many children/clients do you serve annually? *

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
What are the demographics of the area you serve? (Select all that apply) *

- [ ] Urban
- [ ] Rural
- [ ] Suburban

<table>
<thead>
<tr>
<th>Which Pennsylvanian counties do you serve? Select all that apply.</th>
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<tbody>
<tr>
<td>[ ] Adams County</td>
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<td>[ ] Allegheny County</td>
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<td>[ ] Sullivan County</td>
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<td>[ ] Susquehanna County</td>
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<td>[ ] Tioga County</td>
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<tr>
<td>[ ] Union County</td>
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<td>[ ] Venango County</td>
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</tbody>
</table>

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Next we will ask you to input salary information for your full-time and part-time employees. Please take a moment to review this **Position Description Guide** which contains descriptions for each position listed. Determine which descriptions align with the positions offered at your organization.

For each position listed below, enter the number of employees for which you will enter salary information. The number you enter will affect the number of pages that appear later in the survey so please enter an accurate number. If a position is held by multiple individuals, please select the first five (5) alphabetically and input their information.

For example, you have a 10 person staff made up of 7 teachers, 5 cooks, 2 nurses, and 1 director. You would enter salary information for the one director, both nurses, and all 5 cooks. Of the 7 teachers, you would only enter salary information for 5 of the 7. **Do not** personally choose which five teachers you will enter information for. Enter the information of the first 5 teachers alphabetically.

If an individual holds more than one position (e.g., John Doe is a cook and also a bus monitor) please wait for the "Staff with Multiple Roles" page and indicate how many staff you have at your center who fall into this category. If you have more than 5 staff with multiple roles, indicate 5.

If you have any questions about which position to choose please contact Nana Nimako at nnimako@phmc.org.

### ADMINISTRATIVE STAFF

<table>
<thead>
<tr>
<th>Position</th>
<th>How many will you be adding salary information for?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officers</td>
<td>[ ]</td>
</tr>
<tr>
<td>Directors</td>
<td>[ ]</td>
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<tr>
<td>Assistant Directors</td>
<td>[ ]</td>
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<tr>
<td>Center Managers</td>
<td>[ ]</td>
</tr>
<tr>
<td>Chief Financial Officers</td>
<td>[ ]</td>
</tr>
</tbody>
</table>
How many **Accountants** will you be adding salary information for?

How many **Fiscal Clerk/Bookkeepers** will you be adding salary information for?

How many **Systems Analysts** will you be adding salary information for?

How many **Data Processors** will you be adding salary information for?

How many **Human Resources Managers** will you be adding salary information for?

How many **Human Resources Assistants** will you be adding salary information for?

How many **Directors of Training** will you be adding salary information for?

How many **Administrative Assistants** will you be adding salary information for?

How many **Secretaries** will you be adding salary information for?

How many **Clerks** will you be adding salary information for?

How many **Receptionists** will you be adding salary information for?

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
EDUCATION STAFF

For only the teacher positions, you are permitted to report more than five employees if your agency does not braid funding and you want to portray a more accurate picture of teacher salary. If you are reporting more than five employees, still report those that come first alphabetically.

<table>
<thead>
<tr>
<th>Position</th>
<th>How many will you be adding salary information for?</th>
</tr>
</thead>
<tbody>
<tr>
<td>EHS Teachers I</td>
<td></td>
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<tr>
<td>EHS Teachers II</td>
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<tr>
<td>EHS Teachers III</td>
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<tr>
<td>Education Managers</td>
<td></td>
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<tr>
<td>Education Specialists</td>
<td></td>
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<tr>
<td>Lead Teachers</td>
<td></td>
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<tr>
<td>Teachers I</td>
<td></td>
</tr>
<tr>
<td>Teachers II</td>
<td></td>
</tr>
<tr>
<td>Teachers III</td>
<td></td>
</tr>
</tbody>
</table>

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
How many **Teacher Assistants I** will you be adding salary information for?

How many **Teacher Assistants II** will you be adding salary information for?

How many **Teacher Assistants III** will you be adding salary information for?

How many **Home Visitors I** will you be adding salary information for?

How many **Home Visitor II** will you be adding salary information for?

How many **Home Visitor III** will you be adding salary information for?

How many **Coaches** will you be adding salary information for?

How many **Health/ Nutrition Managers** will you be adding salary information for?

How many **Nurses** will you be adding salary information for?

How many **Health Assistants** will you be adding salary information for?

---

**HEALTH STAFF**

How many **Health Assistants** will you be adding salary information for?

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
How many **Nutritionists** will you be adding salary information for?

How many **Food Services Managers** will you be adding salary information for?

How many **Cooks** will you be adding salary information for?

How many **Assistant Cooks** will you be adding salary information for?

How many **Mental Health Specialists** will you be adding salary information for?

---

**SOCIAL SERVICES STAFF**

How many **Family Services Managers** will you be adding salary information for?

How many **Social Workers** will you be adding salary information for?

How many **Family Service Workers** will you be adding salary information for?

How many **Parent Engagement Managers** will you be adding salary information for?

How many **Parent Engagement Assistants** will you be adding salary information for?

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This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
How many Disabilities Services Managers will you be adding salary information for?

How many Behavioral Health/Inclusion Specialists will you be adding salary information for?

How many Disabilities Assistants will you be adding salary information for?

How many Transportation Managers will you be adding salary information for?

How many Bus Managers will you be adding salary information for?

How many Bus Drivers will you be adding salary information for?

How many Bus Monitors will you be adding salary information for?

How many Custodians will you be adding salary information for?

How many Maintenance Persons will you be adding salary information for?

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
How many **Staff with Multiple Roles/Titles** will you be adding salary information for? This would be staff who do not have only one title. For example, if you have one staff member who serves as both a bus driver and custodian you would enter 1 here.


**Chief Executive Officer Salary Information**

**Employee Initials**


**Employee’s county of residence**

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County
Chester County
Clarion County
Clearfield County
Clinton County
Columbia County
Crawford County
Cumberland County
Dauphin County
Delaware County
Elk County
Erie County
Fayette County
Forest County
Franklin County
Fulton County
Greene County
Huntingdon County
Indiana County

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](#).

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
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</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

**Education Level**

- ○ No high school diploma/ No GED
- ○ High school diploma
- ○ GED
- ○ Some college coursework
- ○ Associate’s degree
- ○ Bachelor's degree
- ○ Some graduate school
- ○ Master's degree
- ○ Postgraduate degree (EdD, PhD, JD, etc)

This document is for reference only. You may access the online survey using this link: [http://bit.ly/2018PHSAWageSurvey](http://bit.ly/2018PHSAWageSurvey)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist

- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.


If applicable, please enter the number of people who report directly to this employee.


Director Salary Information

Employee Initials

Employee's county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
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</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Licensed or Certified Social Worker
- Certified Nurse Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Certified Public Accountant (CPA)
- Other
- Child Development Associate (CDA)
- Licensed or Certified Psychologist
- Registered Dietician (RD)
- Commercial Driver's License (CDL)
- Registered Nurse (RN)
- Educational Administration or Supervision
- Teaching Certificate

How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Assistant Director Salary Information

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
<table>
<thead>
<tr>
<th>Employee's county of residence</th>
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</thead>
<tbody>
<tr>
<td>Adams County</td>
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<tr>
<td>Allegheny County</td>
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<td>Armstrong County</td>
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<td>Sullivan County</td>
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<td>Venango County</td>
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<td>Warren County</td>
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<td>Washington County</td>
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<td>Wayne County</td>
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<tr>
<td>Westmoreland County</td>
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<tr>
<td>Wyoming County</td>
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<tr>
<td>York County</td>
</tr>
</tbody>
</table>
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

**Hourly Wage**

**Total Hours Worked Per Year**
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

<table>
<thead>
<tr>
<th>Funding Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Head Start</td>
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<tr>
<td>State Head Start</td>
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<tr>
<td>Early Head Start</td>
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<tr>
<td>Pre-K Counts</td>
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<tr>
<td>MIECHV</td>
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<tr>
<td>CCIS</td>
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<tr>
<td>Private Pay</td>
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<tr>
<td>Other</td>
</tr>
</tbody>
</table>

0 out of 100% Total

### Education Level

- [ ] No high school diploma/ No GED
- [ ] High school diploma
- [ ] GED
- [ ] Some college coursework
- [ ] Associate’s degree
- [ ] Bachelor’s degree
- [ ] Some graduate school
- [ ] Master’s degree
- [ ] Postgraduate degree (EdD, PhD, JD, etc)

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Please select and provide credentials, certifications, or licenses this employee holds. Select all that apply.

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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Center Manager Salary Information

Employee Initials

Employee's county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County
Chester County
Clarion County
Clearfield County
Clinton County
Columbia County
Crawford County
Cumberland County
Dauphin County
Delaware County
Elk County
Erie County
Fayette County
Forest County
Franklin County
Fulton County
Greene County
Huntingdon County
Indiana County
Jefferson County
Juniata County
Lackawanna County
Lancaster County
Lawrence County
Lebanon County
Lehigh County
Luzerne County
Lycoming County
McKean County
Mercer County
Mifflin County
Monroe County
Montgomery County
Montour County
Northampton County
Northumberland County
Perry County
Philadelphia County
Pike County
Potter County
Schuylkill County
Snyder County
Somerset County
Sullivan County
Susquehanna County
Tioga County
Union County
Venango County
Warren County
Washington County
Wayne County
Westmoreland County
Wyoming County
York County

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Chief Financial Officer Salary Information

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter ‘0’.

If applicable, please enter the number of people who report directly to this employee.

Chief Financial Officer Salary Information

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Employee's county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County
Chester County
Clarion County
Clearfield County
Clinton County
Columbia County
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Dauphin County
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Jefferson County
Juniata County
Lackawanna County
Lancaster County
Lawrence County
Lebanon County
Lehigh County
Luzerne County
Lycoming County
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- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
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- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Accountant Salary Information

Employee Initials

[ ]

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County

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Hourly Wage

Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total
Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
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- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter '0'.


If applicable, please enter the number of people who report directly to this employee.

Fiscal Clerk/Bookkeeper Salary Information

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Employee's zip code of residence

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

For Reference
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Systems Analyst Salary Information

Employee Initials

[ ]

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
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- Juniata County
- Lackawanna County
- Lancaster County
- Lawrence County
- Lebanon County
- Lehigh County
- Luzerne County
- Lycoming County
- McKean County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

- **Hourly Wage**
- **Total Hours Worked Per Year**

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Human Resources Manager Salary Information

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
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- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter ‘0’.

If applicable, please enter the number of people who report directly to this employee.

Human Resources Manager Salary Information

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Employee's zip code of residence

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Hourly Wage ________________________________ Total Hours Worked Per Year ________________________________
Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
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- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter ‘0’.

   

If applicable, please enter the number of people who report directly to this employee.

   

Director of Training Salary Information

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Employee's zip code of residence

[ ]

Hourly Wage [ ]

Total Hours Worked Per Year [ ]

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
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- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

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- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?  
*If an employee has worked for less than a year, enter '0'.*

If applicable, please enter the number of people who report directly to this employee.

**Administrative Assistant Salary Information**

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
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- Luzerne County
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- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
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- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
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- Washington County
- Wayne County
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- Wyoming County
- York County

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Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage [ ]

Total Hours Worked Per Year [ ]

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Secretary Salary Information
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Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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<table>
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<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)
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- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


Clerk Salary Information

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
- Chester County
- Clarion County
- Clearfield County
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- Columbia County
- Crawford County
- Cumberland County
- Dauphin County
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- Elk County
- Erie County
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- Greene County
- Huntingdon County
- Indiana County
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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

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Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
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- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate
- Other

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter ‘0’.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Receptionist Salary Information

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</table>
Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage

Total Hours Worked Per Year

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Federal Head Start</td>
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<tr>
<td>State Head Start</td>
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<td>MIECHV</td>
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<td>CCIS</td>
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<tr>
<td>Private Pay</td>
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<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

0 out of 100% Total

Education Level

- [ ] No high school diploma/ No GED
- [ ] High school diploma
- [ ] GED
- [ ] Some college coursework
- [ ] Associate's degree
- [ ] Bachelor's degree
- [ ] Some graduate school
- [ ] Master's degree
- [ ] Postgraduate degree (EdD, PhD, JD, etc)

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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

EHS Teacher I Salary Information

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County

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Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage  Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total
Education Level
- No high school diploma/No GED
- High school diploma
- GED
- Some college coursework
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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

EHS Teacher II Salary Information

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

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<tr>
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<td>Pre-K Counts</td>
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<tr>
<td>Private Pay</td>
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<td>Other</td>
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0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
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- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist

- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

If applicable, please enter the number of people who report directly to this employee.

---

**EHS Teacher III Salary Information**

**Employee Initials**

**Employee’s county of residence**

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County

For Reference
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Education Level

- No high school diploma / No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
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- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter ‘0’.*


If applicable, please enter the number of people who report directly to this employee.


Education Manager Salary Information

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Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Employee's zip code of residence

Hourly Wage

Total Hours Worked Per Year

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


Education Specialist Salary Information

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
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- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County

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Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage

Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total
Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

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- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Lead Teacher Salary Information

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

**Hourly Wage**  
**Total Hours Worked Per Year**
Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver's License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


**Teacher I Salary Information**

Employee Initials

Employee's county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
Butler County
Cambria County
Cameron County
Carbon County
Centre County

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage  Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Licensed or Certified Social Worker
- Certified Nurse Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Certified Public Accountant (CPA)
- Other
- Child Development Associate (CDA)
- Licensed or Certified Psychologist
- Registered Dietician (RD)
- Commercial Driver’s License (CDL)
- Registered Nurse (RN)
- Educational Administration or Supervision
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter ‘0’.*

If applicable, please enter the number of people who report directly to this employee.

Teacher II Salary Information

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**Employee's county of residence**

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
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- Luzerne County
- Lycoming County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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<th>Total Hours Worked Per Year</th>
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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
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- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

If applicable, please enter the number of people who report directly to this employee.

Employee’s county of residence

For Reference
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](#).

**Hourly Wage**  

Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
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- Private Pay
- Other

0 out of 100% Total

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### Teacher Assistant I Salary Information

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- [ ] Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- [ ] Licensed or Certified Social Worker
- [ ] Certified Nurse Assistant (CNA)
- [ ] Licensed Practical Nurse (LPN)
- [ ] Certified Public Accountant (CPA)
- [ ] Other
- [ ] Licensed or Certified Psychologist
- [ ] Registered Dietician (RD)
- [ ] Child Development Associate (CDA)
- [ ] Registered Nurse (RN)
- [ ] Commercial Driver’s License (CDL)
- [ ] Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

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Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Teacher Assistant II Salary Information

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
- Chester County
- Clarion County
- Clearfield County
- Clinton County
- Columbia County
- Crawford County
- Cumberland County
- Dauphin County
- Delaware County
- Elk County
- Erie County
- Fayette County
- Forest County
- Franklin County
- Fulton County
- Greene County
- Huntingdon County
- Indiana County
- Jefferson County
- Juniata County
- Lackawanna County
- Lancaster County
- Lawrence County
- Lebanon County
- Lehigh County
- Luzerne County
- Lycoming County
- McKean County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

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<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
### Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

### Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver's License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Licensed or Certified Social Worker
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

### How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter '0'.*

### If applicable, please enter the number of people who report directly to this employee.

---

**Teacher Assistant III Salary Information**

This document is for reference only. You may access the online survey using this link: [http://bit.ly/2018PHSAWageSurvey](http://bit.ly/2018PHSAWageSurvey)
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Employee Initials

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Employee's zip code of residence

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Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver's License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Home Visitor I Salary Information

Employee Initials

[ ]

Employee's county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
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- Federal Head Start
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- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Education Level
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- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
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- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Home Visitor II Salary Information

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<td>Luzerne County</td>
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Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage

Total Hours Worked Per Year

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- [ ] Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- [ ] Certified Nurse Assistant (CNA)
- [ ] Certified Public Accountant (CPA)
- [ ] Child Development Associate (CDA)
- [ ] Commercial Driver’s License (CDL)
- [ ] Educational Administration or Supervision
- [ ] Licensed or Certified Psychologist
- [ ] Licensed or Certified Social Worker
- [ ] Licensed Practical Nurse (LPN)
- [ ] Other
  - [ ] Registered Dietician (RD)
  - [ ] Registered Nurse (RN)
  - [ ] Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Home Visitor III Salary Information

Employee Initials

[ ]

Employee’s county of residence

- [ ] Adams County
- [ ] Allegheny County
- [ ] Armstrong County
- [ ] Beaver County
- [ ] Bedford County
- [ ] Berks County
- [ ] Blair County
- [ ] Bradford County
- [ ] Bucks County
- [ ] Butler County
- [ ] Cambria County
- [ ] Cameron County
- [ ] Carbon County
- [ ] Centre County
- [ ] Chester County
- [ ] Clarion County
- [ ] Clearfield County
- [ ] Clinton County
- [ ] Columbia County
- [ ] Crawford County
- [ ] Cumberland County
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- [ ] Lycoming County
- [ ] McKean County
- [ ] Mercer County
- [ ] Mifflin County
- [ ] Monroe County
- [ ] Montgomery County
- [ ] Montour County
- [ ] Northampton County
- [ ] Northumberland County
- [ ] Perry County
- [ ] Philadelphia County
- [ ] Pike County
- [ ] Potter County
- [ ] Schuylkill County
- [ ] Snyder County
- [ ] Somerset County
- [ ] Sullivan County
- [ ] Susquehanna County
- [ ] Tioga County
- [ ] Union County
- [ ] Venango County
- [ ] Warren County
- [ ] Washington County
- [ ] Wayne County
- [ ] Westmoreland County
- [ ] Wyoming County
- [ ] York County

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
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- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Licensed or Certified Social Worker
- Certified Nurse Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Certified Public Accountant (CPA)
- Registered Dietician (RD)
- Child Development Associate (CDA)
- Registered Nurse (RN)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Teaching Certificate
- Licensed or Certified Psychologist
- Other

How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter ‘0’.*

If applicable, please enter the number of people who report directly to this employee.

Coach Salary Information

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0 out of 100% Total

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Education Level

- No high school diploma/ No GED
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- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


Health/Nutrition Manager Salary Information

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County

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Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Employee's zip code of residence

Hourly Wage __________  Total Hours Worked Per Year __________

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total
Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Nurse Salary Information

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**Employee's county of residence**

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<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
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Employee's zip code of residence: 

For Reference

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Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

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- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist

- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Health Assistant Salary Information

Employee Initials

[ ]

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

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Nutritionist Salary Information

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate
- Other

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

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Employee's zip code of residence

Hourly Wage  Total Hours Worked Per Year

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
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- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

If applicable, please enter the number of people who report directly to this employee.

Food Services Manager Salary Information

Employee Initials

Employee’s county of residence:
- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
- Chester County
- Clarion County
- Clearfield County
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- Fayette County
- Forest County
- Franklin County
- Fulton County
- Greene County
- Huntingdon County
- Indiana County
- Jefferson County
- Juniata County
- Lackawanna County
- Lancaster County
- Lawrence County
- Lebanon County
- Lehigh County
- Luzerne County
- Lycoming County
- McKean County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage
Total Hours Worked Per Year

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total
### Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

### Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- [ ] Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- [ ] Certified Nurse Assistant (CNA)
- [ ] Certified Public Accountant (CPA)
- [ ] Child Development Associate (CDA)
- [ ] Commercial Driver's License (CDL)
- [ ] Educational Administration or Supervision
- [ ] Licensed or Certified Psychologist
- [ ] Licensed or Certified Social Worker
- [ ] Licensed Practical Nurse (LPN)
- [ ] Other
- [ ] Registered Dietician (RD)
- [ ] Registered Nurse (RN)
- [ ] Teaching Certificate

### How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter '0'.*

- [ ]

### If applicable, please enter the number of people who report directly to this employee.

- [ ]

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**Cook Salary Information**

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0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
-Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Assistant Cook Salary Information

Employee Initials

[ ]

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County

For Reference

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

<table>
<thead>
<tr>
<th>0 out of 100% Total</th>
</tr>
</thead>
</table>

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
### Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

### Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Licensed or Certified Social Worker
- Licensed Practitioner Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

### How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

- [ ]

### If applicable, please enter the number of people who report directly to this employee.

- [ ]

---

**Mental Health Specialist Salary Information**

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
<table>
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<td>Lycoming County</td>
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</table>

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For Reference

Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage [ ]

Total Hours Worked Per Year [ ]

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Family Services Manager Salary Information

Employee Initials

Employee's county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
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- Cambria County
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- Lycoming County
- McKean County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County

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Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage [ ] Total Hours Worked Per Year [ ]

Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

Federal Head Start
State Head Start
Early Head Start
Pre-K Counts
MIECHV
CCIS
Private Pay
Other

0 out of 100% Total

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Education Level
- No high school diploma/ No GED
- High school diploma
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- Some college coursework
- Associate's degree
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- Some graduate school
- Master's degree
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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

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- Child Development Associate (CDA)
- Commercial Driver's License (CDL)
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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate
- Other

How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Social Worker Salary Information

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Please enter the employee’s **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).
Which funding sources contribute to this employee's salary? Funding sources must equal 100%.

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<th>Funding Source</th>
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<td>Early Head Start</td>
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<td>Pre-K Counts</td>
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<tr>
<td>CCIS</td>
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<tr>
<td>Private Pay</td>
</tr>
<tr>
<td>Other</td>
</tr>
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0 out of 100% Total

Education Level

- [ ] No high school diploma/ No GED
- [ ] High school diploma
- [ ] GED
- [ ] Some college coursework
- [ ] Associate's degree
- [ ] Bachelor's degree
- [ ] Some graduate school
- [ ] Master's degree
- [ ] Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver's License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

If applicable, please enter the number of people who report directly to this employee.

---

**Family Service Worker Salary Information**

**Employee Initials**

**Employee’s county of residence**

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
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- Centre County
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- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County
Employee's zip code of residence

Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage

Total Hours Worked Per Year

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

Federal Head Start

State Head Start

Early Head Start

Pre-K Counts

MIECHV

CCIS

Private Pay

Other

0 out of 100% Total
Education Level
- No high school diploma / No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency / Speech Pathologist (CCCSP)
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- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Parent Engagement Manager Salary Information

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Employee Initials

Employee's county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
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Fayette County
Forest County
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Lawrence County
Lebanon County
Lehigh County
Luzerne County
Lycoming County
Please enter the employee's hourly wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this wage calculator.

Hourly Wage [ ]

Total Hours Worked Per Year [ ]
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
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For Reference

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Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


**Parent Engagement Assistant Salary Information**

Employee Initials

Employee’s county of residence

- Adams County
- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
- Butler County
- Cambria County
- Cameron County
- Carbon County
- Centre County
- Chester County
- Clarion County
- Columbia County
- Crawford County
- Cumberland County
- Dauphin County
- Delaware County
- Elk County
- Erie County
- Fayette County
- Forest County
- Franklin County
- Fulton County
- Greene County
- Huntingdon County
- Indiana County
- Jefferson County
- Juniata County
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- Luzerne County
- Lycoming County
- McKean County
- Mercer County
- Mifflin County
- Monroe County
- Montgomery County
- Montour County
- Northampton County
- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
- Sullivan County
- Susquehanna County
- Tioga County
- Union County
- Venango County
- Warren County
- Washington County
- Wayne County
- Westmoreland County
- Wyoming County
- York County

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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</tr>
</thead>
</table>

Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

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Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor's degree
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- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

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- Child Development Associate (CDA)
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- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate
- Other

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*


If applicable, please enter the number of people who report directly to this employee.


**Disabilities Services Manager Salary Information**

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Employee's zip code of residence

Hourly Wage

Total Hours Worked Per Year
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
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- [ ] Certified Nurse Assistant (CNA)
- [ ] Certified Public Accountant (CPA)
- [ ] Child Development Associate (CDA)
- [ ] Commercial Driver’s License (CDL)
- [ ] Educational Administration or Supervision
- [ ] Licensed or Certified Psychologist
- [ ] Licensed or Certified Social Worker
- [ ] Licensed Practical Nurse (LPN)
- [ ] Other
- [ ] Registered Dietician (RD)
- [ ] Registered Nurse (RN)
- [ ] Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Behavioral Health/Inclusion Specialist Salary Information

Employee Initials

[ ]

Employee’s county of residence

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- Allegheny County
- Armstrong County
- Beaver County
- Bedford County
- Berks County
- Blair County
- Bradford County
- Bucks County
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- Northumberland County
- Perry County
- Philadelphia County
- Pike County
- Potter County
- Schuylkill County
- Snyder County
- Somerset County
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- Tioga County
- Union County
- Venango County
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- Wyoming County
- York County

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- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Education Level
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- High school diploma
- GED
- Some college coursework
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- Teaching Certificate

How many years has this employee worked at your agency?
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If applicable, please enter the number of people who report directly to this employee.


Disabilities Assistant Salary Information

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Employee's zip code of residence

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Hourly Wage

Total Hours Worked Per Year

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)
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- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Transportation Manager Salary Information

Employee Initials

Employee’s county of residence

Adams County
Allegheny County
Armstrong County
Beaver County
Bedford County
Berks County
Blair County
Bradford County
Bucks County
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Mifflin County
Monroe County
Montgomery County
Montour County
Northampton County
Northumberland County
Perry County
Philadelphia County
Pike County
Potter County
Schuylkill County
Snyder County
Somerset County
Sullivan County
Susquehanna County
Tioga County
Union County
Venango County
Warren County
Washington County
Wayne County
Westmoreland County
Wyoming County
York County

For Reference
Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

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- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total
Bus Manager Salary Information

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor’s degree
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Hourly Wage

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- Federal Head Start
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- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
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Bus Monitor Salary Information

Education Level
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Monroe County
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Montour County
Northampton County
Northumberland County
Perry County
Philadelphia County
Pike County
Potter County
Schuylkill County
Snyder County
Somerset County
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Hourly Wage  
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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

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0 out of 100% Total

For Reference

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Maintenance Person Salary Information

Education Level
- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate’s degree
- Bachelor's degree
- Some graduate school
- Master’s degree
- Postgraduate degree (EdD, PhD, JD, etc)

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.
- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?
*If an employee has worked for less than a year, enter ‘0’.

If applicable, please enter the number of people who report directly to this employee.

Maintenance Person Salary Information

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<table>
<thead>
<tr>
<th>Employee Initials</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Employee's county of residence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams County</td>
</tr>
<tr>
<td>Allegheny County</td>
</tr>
<tr>
<td>Armstrong County</td>
</tr>
<tr>
<td>Beaver County</td>
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<tr>
<td>Bedford County</td>
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<tr>
<td>Berks County</td>
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<tr>
<td>Blair County</td>
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<tr>
<td>Bradford County</td>
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<tr>
<td>Bucks County</td>
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<tr>
<td>Butler County</td>
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<tr>
<td>Cambria County</td>
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<tr>
<td>Cameron County</td>
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<tr>
<td>Carbon County</td>
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<tr>
<td>Centre County</td>
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<tr>
<td>Chester County</td>
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<td>Clarion County</td>
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<tr>
<td>Clearfield County</td>
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<tr>
<td>Clinton County</td>
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<tr>
<td>Columbia County</td>
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<tr>
<td>Crawford County</td>
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<tr>
<td>Cumberland County</td>
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<tr>
<td>Dauphin County</td>
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<tr>
<td>Delaware County</td>
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<tr>
<td>Elk County</td>
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<td>Erie County</td>
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<tr>
<td>Fayette County</td>
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<td>Forest County</td>
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<tr>
<td>Franklin County</td>
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<td>Fulton County</td>
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<td>Greene County</td>
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<tr>
<td>Huntingdon County</td>
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<tr>
<td>Indiana County</td>
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<tr>
<td>Jefferson County</td>
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<td>Juniata County</td>
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<tr>
<td>Lackawanna County</td>
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<tr>
<td>Lancaster County</td>
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<tr>
<td>Lawrence County</td>
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<tr>
<td>Lebanon County</td>
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<tr>
<td>Lehigh County</td>
</tr>
<tr>
<td>Luzerne County</td>
</tr>
<tr>
<td>Lycoming County</td>
</tr>
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For Reference

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th>Total Hours Worked Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Head Start</td>
<td></td>
</tr>
<tr>
<td>State Head Start</td>
<td></td>
</tr>
<tr>
<td>Early Head Start</td>
<td></td>
</tr>
<tr>
<td>Pre-K Counts</td>
<td></td>
</tr>
<tr>
<td>MIECHV</td>
<td></td>
</tr>
<tr>
<td>CCIS</td>
<td></td>
</tr>
<tr>
<td>Private Pay</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

0 out of 100% Total

Education Level

- [ ] No high school diploma/ No GED
- [ ] High school diploma
- [ ] GED
- [ ] Some college coursework
- [ ] Associate's degree
- [ ] Bachelor's degree
- [ ] Some graduate school
- [ ] Master's degree
- [ ] Postgraduate degree (EdD, PhD, JD, etc)
Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.*

[ ]

If applicable, please enter the number of people who report directly to this employee.

[ ]

Staff with Multiple Positions' Salary Information

Employee Initials

[ ]

What are this staff person's titles and what is the percent of time they devote to each of these positions?

(E.g. 40% of time spent as custodian, 60% of time spent as bus monitor)

[ ]

Employee's county of residence

- Adams County
- Allegheny County
- Armstrong County

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Employee's zip code of residence

Please enter the employee's **hourly** wage and the total hours worked per year. Total hours worked is the number of weeks worked in the year multiplied by the number of hours worked per week. If needed, please utilize this [wage calculator](http://bit.ly/2018PHSAWageSurvey).

**Hourly Wage** [ ]

**Total Hours Worked Per Year** [ ]

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Which funding sources contribute to this employee’s salary? Funding sources must equal 100%.

- Federal Head Start
- State Head Start
- Early Head Start
- Pre-K Counts
- MIECHV
- CCIS
- Private Pay
- Other

0 out of 100% Total

Education Level

- No high school diploma/ No GED
- High school diploma
- GED
- Some college coursework
- Associate's degree
- Bachelor's degree
- Some graduate school
- Master's degree
- Postgraduate degree (EdD, PhD, JD, etc)

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Now we will ask you to enter benefits information for the following four benchmark positions at your agency: director, teacher, administrative assistant, and custodian. Each position represents a different classification within the employee system. For each position, please enter information about the benefits that employee receives. If there are multiple people in one position, choose the first employee alphabetically.

Please select and credentials, certifications, or licenses this employee holds. Select all that apply.

- Certificate of Clinical Competency/Speech Pathologist (CCCSP)
- Certified Nurse Assistant (CNA)
- Certified Public Accountant (CPA)
- Child Development Associate (CDA)
- Commercial Driver’s License (CDL)
- Educational Administration or Supervision
- Licensed or Certified Psychologist
- Licensed or Certified Social Worker
- Licensed Practical Nurse (LPN)
- Other
- Registered Dietician (RD)
- Registered Nurse (RN)
- Teaching Certificate

How many years has this employee worked at your agency?

*If an employee has worked for less than a year, enter '0'.

If applicable, please enter the number of people who report directly to this employee.

Do you have a **Director** or equivalent position at your organization? *

- Yes
- No

Do you have a **Teacher** or equivalent position at your organization? *

- Yes
- No

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
Do you have an **Administrative Assistant** or equivalent position at your organization? *

- Yes
- No

Do you have a **Custodian** or equivalent position at your organization? *

- Yes
- No

Please enter this employee’s **hourly** wage and hours worked per year. *

<table>
<thead>
<tr>
<th>Hourly Wage</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Hours Worked Per Year</th>
</tr>
</thead>
</table>

Which of the following benefits does this employee receive? Select all that apply. *

- None of these benefits are provided
- **Insurance Benefits**
  - Medical Insurance (HMO/PPO/HSA) for employee
  - Medical insurance coverage for spouse or children
  - Vision Insurance for employee
  - Vision insurance coverage for spouse or children
- **Dental Insurance** for employee
- Dental insurance coverage for spouse or children
- **Medical Insurance**
- Disability Insurance for employee
- Life Insurance for employee
- **Financial Benefits**
  - Matching contributions for a pension or 403(b), 401(k) style program
- **Bonus**
- Tuition assistance
- **Other Benefits**
  - Employee Assistance Program (EAP)
  - Child care voucher
  - Child care discounts
  - Reimbursement for acquiring or maintaining professional license/credentials
  - Payment or subsidy for membership fees (e.g., NAEYC)

This document is for reference only. You may access the online survey using this link: http://bit.ly/2018PHSAWageSurvey
For each potential benefit listed below, please enter the employer’s contribution (the **percentage** of the employee’s salary that is paid by the employer).

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fica/Medicaid</td>
<td></td>
</tr>
<tr>
<td>Worker’s compensation</td>
<td></td>
</tr>
<tr>
<td>Disability insurance</td>
<td></td>
</tr>
<tr>
<td>Unemployment insurance</td>
<td></td>
</tr>
<tr>
<td>Retirement/pension</td>
<td></td>
</tr>
</tbody>
</table>

For each benefit listed below, please enter the amount in dollars that the employer pays per month and how many months of the year the benefit is paid.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount ($)</th>
<th>Number of months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dental insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Life insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vision insurance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enter the number of hours per year that the employee in this position receives for each type of leave. *

<table>
<thead>
<tr>
<th>Leave Type</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual leave</td>
<td></td>
</tr>
<tr>
<td>Sick leave</td>
<td></td>
</tr>
<tr>
<td>Paid holidays</td>
<td></td>
</tr>
<tr>
<td>Other leave</td>
<td></td>
</tr>
</tbody>
</table>

**TEACHER**
Please enter this employee's **hourly** wage and hours worked per year. *

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours Worked Per Year</td>
<td></td>
</tr>
</tbody>
</table>

**Which of the following benefits does this employee receive? Select all that apply. **

- [ ] None of these benefits are provided
- [ ] Medical Insurance (HMO/PPO/HSA) for employee
- [ ] Medical insurance coverage for spouse or children
- [ ] Vision Insurance for employee
- [ ] Vision insurance coverage for spouse or children
- [ ] Dental Insurance for employee
- [ ] Dental insurance coverage for spouse or children
- [ ] Disability Insurance for employee
- [ ] Life Insurance for employee
- [ ] Bonus
- [ ] Tuition assistance
- [ ] Employee Assistance Program (EAP)
- [ ] Child care voucher
- [ ] Child care discounts
- [ ] Reimbursement for acquiring or maintaining professional license/credentials
- [ ] Payment or subsidy for membership fees (e.g., NAEYC)
- [ ] Matching contributions for a pension or 403(b), 401(k) style program

**For each potential benefit listed below, please enter the employer's contribution (the **percentage** of the employee's salary that is paid by the employer).**

<table>
<thead>
<tr>
<th>Benefit</th>
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<tbody>
<tr>
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<td></td>
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Enter the number of hours per year that the employee in this position receives for each type of leave. *

<table>
<thead>
<tr>
<th>Leave</th>
<th>Hours worked per year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual leave</td>
<td></td>
</tr>
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<td></td>
</tr>
<tr>
<td>Other leave</td>
<td></td>
</tr>
</tbody>
</table>

**ADMINISTRATIVE ASSISTANT**

Please enter this employee's **hourly wage** and hours worked per year. *

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Wage</td>
<td></td>
</tr>
<tr>
<td>Hours Worked Per Year</td>
<td></td>
</tr>
</tbody>
</table>
Which of the following benefits does this employee receive? Select all that apply. *

- None of these benefits are provided
- Dental Insurance for employee
- Dental insurance coverage for spouse or children
- Disability Insurance for employee
- Life Insurance for employee
- Medical Insurance (HMO/PPO/HSA) for employee
- Medical insurance coverage for spouse or children
- Vision Insurance for employee
- Vision insurance coverage for spouse or children

**Insurance Benefits**

**Financial Benefits**
- Matching contributions for a pension or 403(b), 401(k) style program

**Other Benefits**
- Bonus
- Tuition assistance
- Employee Assistance Program (EAP)
- Child care voucher
- Child care discounts
- Reimbursement for acquiring or maintaining professional license/credentials
- Payment or subsidy for membership fees (e.g., NAEYC)

For each potential benefit listed below, please enter the employer’s contribution (the percentage of the employee’s salary that is paid by the employer).

- Fica/Medicaid
- Worker’s compensation
- Disability insurance
- Unemployment insurance
- Retirement/pension

For Reference
For each benefit listed below, please enter the amount in dollars that the employer pays per month and how many months of the year the benefit is paid.

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For Reference
Which of the following benefits does this employee receive? Select all that apply. *

- None of these benefits are provided

**Insurance Benefits**
- Medical Insurance (HMO/PPO/HSA) for employee
- Medical insurance coverage for spouse or children
- Vision Insurance for employee
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**Financial Benefits**
- Dental Insurance for employee
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- Disability Insurance for employee
- Life Insurance for employee
- Matching contributions for a pension or 403(b), 401(k) style program

**Other Benefits**
- Bonus
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Enter the number of hours per year that the employee in this position receives for each type of leave. *

- Annual leave
- Sick leave
- Paid holidays
- Other leave

Please take this opportunity to enter any additional information you would like to share about the data you entered.

Thank you for completing the 2018 Pennsylvania Head Start Association Wage and Benefit Survey! A copy of your responses will be emailed to you shortly.