

2022 VMA Compensation Survey Data

Meta-Data				
Ready Regions		Response Rate		
	Southwest	2		
	West	1		
	Southside	3		
	Central	6		
	Southeastern	4		
	Chesapeake	3		
	Capital Area	10		
	North Central	3		
	Blue Ridge	8		
Public Funding & VQB5				
Currently Funded?		yes	no	
		17	22	
Practice Year 1		4	35	
Practice Year 2		11	28	
Infant Programs				
		Hourly	10 month	12 month
Assistants		3	0	2
Lead Guides		1	1	5
		Min	Mean	Max
Assistants	Starting Hourly	11/hr	13/hr	15/hr

	Average Hourly	12/hr	14.33/hr	18/hr
	Starting Salary	20,000	26,000	32,300
	Average Salary	22,500	27,000	31,700
Lead Guides	Starting Salary	20,300	30,7000	45,000
	Average Salary	25,600	34,400	49,000

Toddler Programs				
		Hourly	10 month	12 month
Assistants		13	3	5
Lead Guides		1	10	13
		Min	Mean	Max
Assistants	Starting Hourly	12	16	22
	Average Hourly	12	16	20
	Starting Salary	20,000	28,700	35,600
	Average Salary	24,600	29,500	33,900
Lead Guides	Starting Hourly	25	25	25
	Average Hourly	-	-	-
	Starting Salary	20,000	36,000	60,600
	Average Salary	22,100	39,300	57,700

Children's House Programs				
		Hourly	10 month	12 month

Assistants		13	4	9
Lead Guides		1	12	17
		Min	Mean	Max
Assistants	Starting Hourly	11/hr	15.90/hr	21/hr
	Average Hourly	12/hr	15.90/hr	19/hr
	Starting Salary	21,100	30,700	51,300
	Average Salary	22,200	31,000	43,500
Lead Guides	Starting Hourly	33/hr	33/hr	35/hr
	Average Hourly	34/hr	34/hr	34/hr
	Starting Salary	20,000	41,900	75,000
	Average Salary	20,000	43,800	65,500

Lower Elementary Programs				
		Hourly	10 month	12 month
Assistants		7	3	4
Lead Guides		0	8	6
		Min	Mean	Max
Assistants	Starting Hourly	11/hr	15.65/hr	18/hr
	Average Hourly	14/hr	17/hr	22/hr
	Starting Salary	21,500	32,700	51,300
	Average Salary	28,100	34,100	42,200
Lead Guides	Starting Hourly	-	-	-

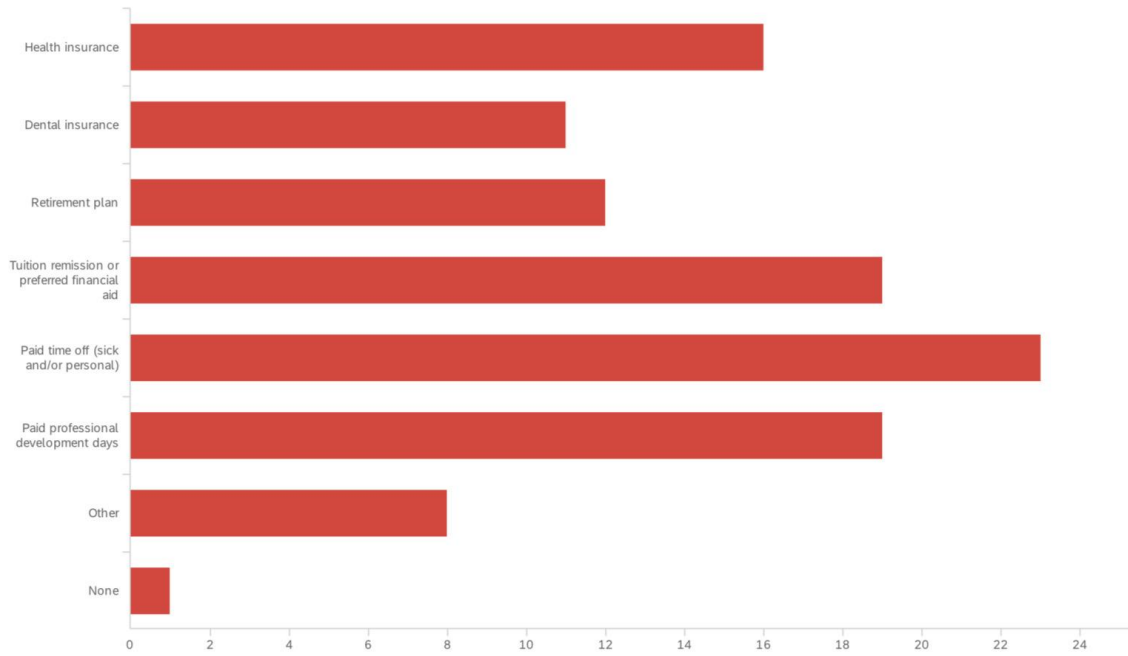
	Average Hourly	-	-	-
	Starting Salary	26,300	49,900	75,000
	Average Salary	33,300	51,800	68,600

Upper Elementary Programs				
		Hourly	10 month	12 month
Assistants		5	1	6
Lead Guides		0	6	7
		Min	Mean	Max
Assistants	Starting Hourly	16/hr	17.25/hr	18/hr
	Average Hourly	17/hr	17.75/hr	19/hr
	Starting Salary	28,400	39,200	51,500
	Average Salary	31,200	41,000	44,900
Lead Guides	Starting Hourly	-	-	-
	Average Hourly	-	-	-
	Starting Salary	21,000	47,600	75,000
	Average Salary	37,600	53,000	72,300

Middle School Programs				
		Hourly	10 month	12 month
Assistants		2	0	0
Lead Guides		0	2	3
		Min	Mean	Max

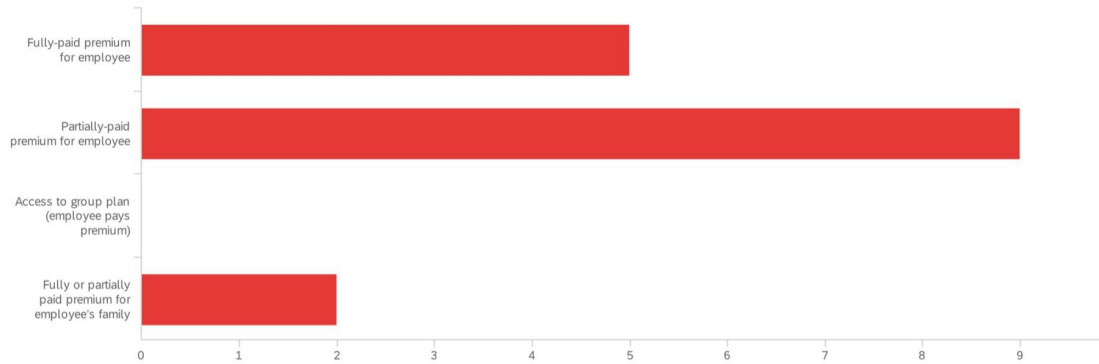
Assistants	Starting Hourly	10/hr	14.50/hr	19/hr
	Average Hourly	12	12	12
	Starting Salary	-	-	-
	Average Salary	-	-	-
Lead Guides	Starting Hourly	-	-	-
	Average Hourly	-	-	-
	Starting Salary	20,000	37,650	50,000
	Average Salary	22,100	40,100	53,500

Q13 - My school offers the following benefits to full-time employees (check all that apply):



#	Field	Choice Count
1	Health insurance	14.68% 16
2	Dental insurance	10.09% 11
3	Retirement plan	11.01% 12
4	Tuition remission or preferred financial aid	17.43% 19
5	Paid time off (sick and/or personal)	21.10% 23
6	Paid professional development days	17.43% 19
7	Other	7.34% 8
8	None	0.92% 1

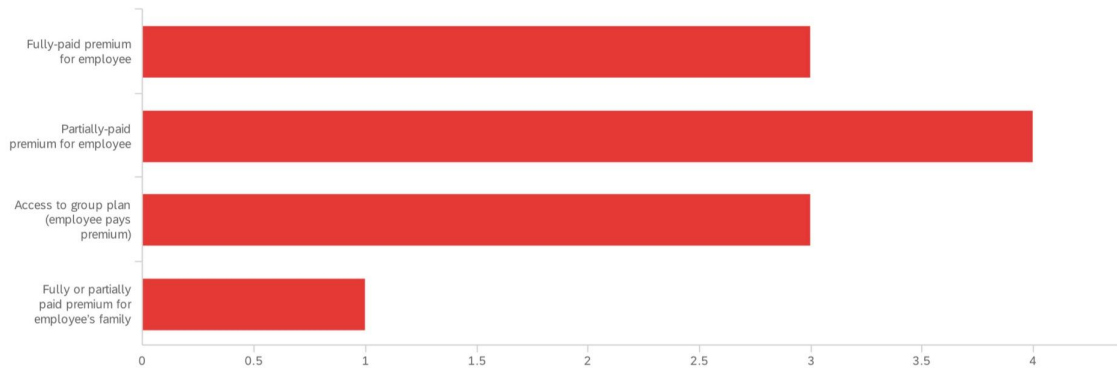
Q14 - Health Insurance Details: My school offers full-time employees:



#	Field	Choice Count
1	Fully-paid premium for employee	31.25% 5
2	Partially-paid premium for employee	56.25% 9
3	Access to group plan (employee pays premium)	0.00% 0
4	Fully or partially paid premium for employee's family	12.50% 2

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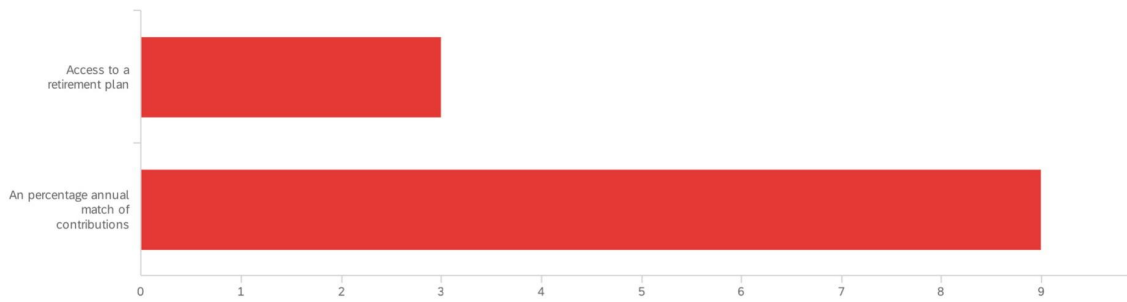
Q15 - Dental Insurance Details: My school offers full-time employees:



#	Field	Choice Count
1	Fully-paid premium for employee	27.27% 3
2	Partially-paid premium for employee	36.36% 4
3	Access to group plan (employee pays premium)	27.27% 3
4	Fully or partially paid premium for employee's family	9.09% 1

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Q16 - Retirement Plan Details: My school offers full-time employees:



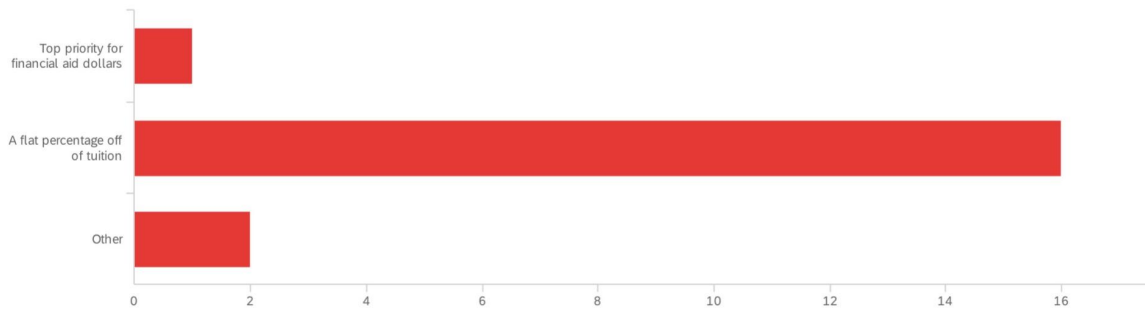
#	Field	Choice Count
1	Access to a retirement plan	25.00% 3
2	An percentage annual match of contributions	75.00% 9

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Q17 - Retirement Plan Details: Annual percentage match to employee contributions:

#	Field	Minimum	Maximum	Mean
1	School will match employee contributions up to this % of salary	2.00	5.00	3.56

Q18 - Tuition benefit details: My school offers employees



#	Field	Choice Count
1	Top priority for financial aid dollars	5.26% 1
2	A flat percentage off of tuition	84.21% 16
3	Other	10.53% 2
		19

Q19 - Tuition Benefit Details: What percent discount off of full tuition is provided to employees?

#	Field	Minimum	Maximum	Mean
1	Click to write Choice 1	30.00	100.00	59.57

Q23 - You noted "other" benefits your school offers that did not appear on the survey.

Please list:

Other benefit:	Other benefit:	Other benefit
Vision	N/A	N/A
AFLAC Plans	Discounted Gym membership	Life Insurance
Paid professional development for continuing education (Montessori credentials, advanced degrees etc.)	N/A	N/A
4 weeks of school-wide breaks	N/A	N/A
holiday bonus	federal holidays off	winter/spring break off
paid teacher training, if applicable	N/A	N/A
2 weeks paid vacation (winter break)	Bonuses	Snacks specifically for staff
