

## **Summary: ELCA Schools and ECE Centers Survey 2004-2005**

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The Schools and Early Childhood Ministry Team of the Division for Higher Education and Schools (DHES) is collecting summary statistics annually from ELCA schools and early childhood education (ECE) centers. This data is important for being able to describe and share information about ELCA centers and schools including their diverse enrollment and evangelism opportunities. In addition, eventually, this data will be used to illustrate enrollment, membership, and financial trends across grades Pre-K – 12 and ECE centers.

The 2004-2005 survey is the second annual survey. It was changed, slightly, from the 2003-2004 version in response to problems that ECE centers, especially, encountered when completing financial information. Many respondents expressed appreciation for the changes, though a few issues still need to be addressed. The primary issue is related to the classification of “Pre-Kindergarten,” (Pre-K) which some schools and ECE centers found confusing and, therefore, likely completed the survey in differing ways. This issue will be examined, further, and addressed in the 2005-2006 survey.

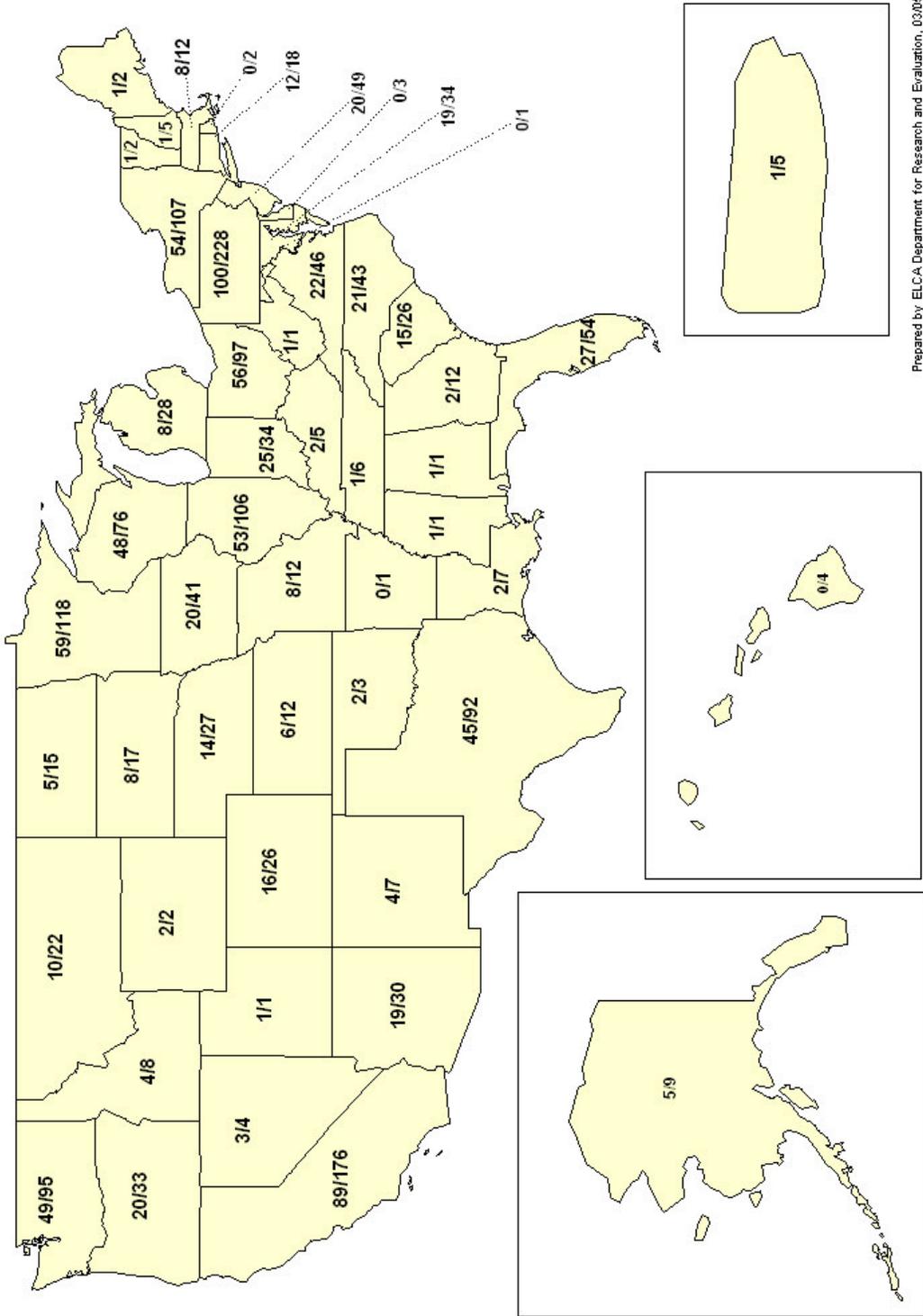
This report summarizes only the results from the 2004-2005 survey. There is not enough data yet compiled to begin to report on trends across years. In addition, direct comparisons between the 2004-2005 and the 2003-2004 data will not easily be made because there was a lower response rate for the 2004-2005 survey and, because of the confusion that existed among some schools and ECE centers with the category of Pre-K.

A total of 1,766 surveys were mailed and 891 completed surveys were returned for a 50 percent response rate. (An additional 8 surveys were returned that were not completed – this may have been due to a closing or to some other reason.) In 2003-2004, there was a 55 percent response rate and a total of 993 completed surveys. One reason the response rate was lower may have been because of technical difficulties with the Internet version of the survey that lasted for about a week. Some schools and ECE centers may have tried to complete the Internet version and been unsuccessful. This hypothesis for a lower response rate is supported by the fact that the Internet response was 21 percent as compared to 39 percent for the 2003-2004 survey. Increasing the Internet response rate for next year is a high priority for the DHES schools staff.

As shown in Figure 1, responses came from nearly every state and from Puerto Rico. On the map, the first number in each state represents the total number of responses received and the second number indicates the total number of ELCA schools or ECE centers known to be located in the state. States with the highest number of schools and ECE centers include Pennsylvania, California, Minnesota, New York, and Illinois.

There are significantly more ECE centers than schools across the country. Consequently, the majority of responses were received from ECE centers. Of the 891 survey responses, 510 were from ECE centers only, 146 were from ECE centers that also provided data for grade Pre-K, 152 were

Figure 1: Responses by State  
 Showing the Number of Centers or Schools Responding and the Total Number of Centers or Schools in Each State



from schools with any combination of grades Pre-K through 12 only, and 83 were from places with both an ECE center and at least two grade levels.

For most of this report, data such as student enrollment or student and teacher church membership is separated into the following four categories or settings:

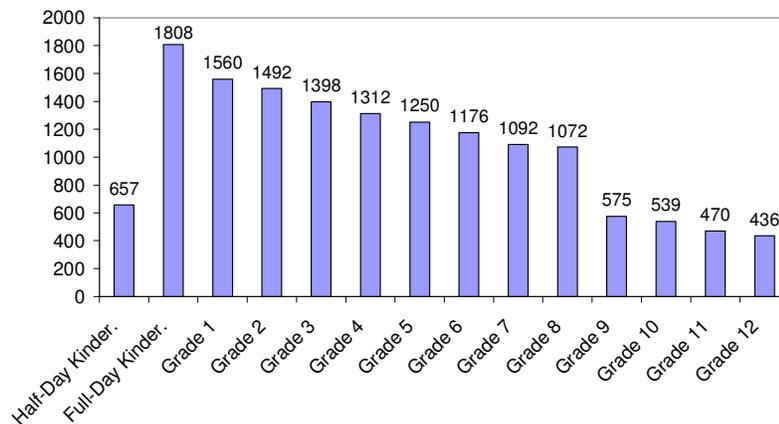
- A. ECE centers,
- B. Grade Pre-K only with ECE centers,
- C. Grades Pre-K – 8, and
- D. Grades 9 – 12.

A copy of all the survey responses is attached to this report. What follows is a summary of the data that was collected.

### Student Enrollment and Types of Programs

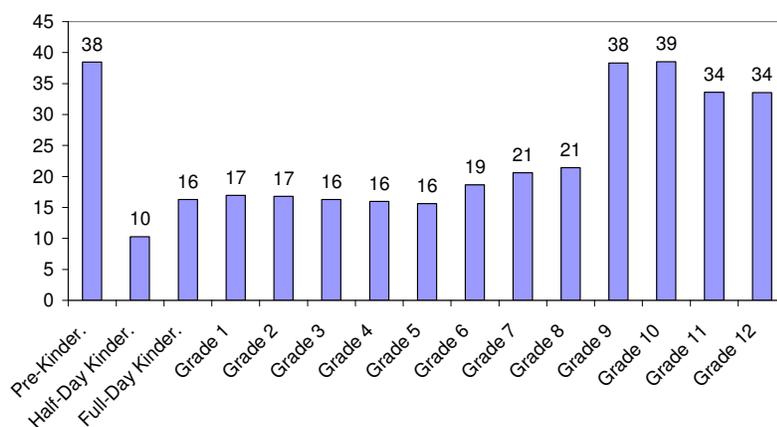
Student enrollment for Pre-K through Grade 12 was reported at 27,877. Of this, 13,040 were enrolled in Pre-K, leaving a total of 14,837 in Kindergarten through Grade 12. As shown in Figure 2, the lower grade levels show the highest total number of students reported. This is not surprising given that there are more schools serving the lower grades than the higher grades.

**Figure 2: Total Number of Students by Grade Level**

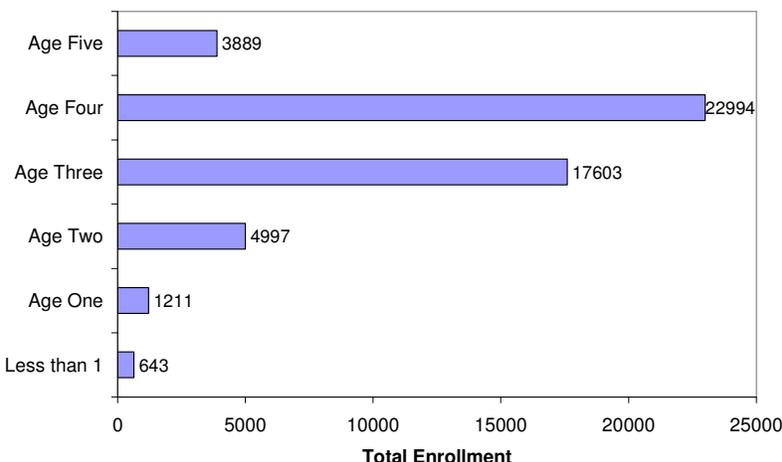


The survey does not ask respondents to list the total number of classes offered for each grade level, so it is not possible to calculate the average class size. However, for the responding schools, Figure 3 shows the average number of students in each grade level from Kindergarten through Grade 12 at the entire school. These numbers indicate that, on average, there are fewer than 20 students total in each of the grades from Kindergarten through Grade 6 at ELCA schools.

**Figure 3: Average Number of Students per School by Grade Level**



**Figure 4: ECE Center Enrollment by Age**



ECE centers also reported enrollment figures, by age, for children through age five. ECE centers reported a total of 51,237 children enrolled. As shown in Figure 4, the largest enrollments for ECE centers are for ages three and four.

ECE centers were asked to indicate the type of care/programs they provide. Nearly 100 percent indicate they provide preschool programs as compared to 14 percent and 33 percent that provide infant care and toddler care programs, respectively. Also, ECE centers report various months of operation, though most operate for either nine months (55 percent) or 12 months (30 percent).

All respondents—ECE centers and schools—were asked about Before and After School Care programs. Twenty-one percent of respondents provide before school care and 23 percent provide after school care. The percentages are higher for schools than for ECE centers.

With respect to congregational affiliation, nearly all respondents are affiliated with just one ELCA congregation (94 percent for ECE centers, 90 percent for Grade Pre-K with an ECE center; 86 percent for Grades Pre-K - 12), as opposed to at least one ELCA congregation and one or more

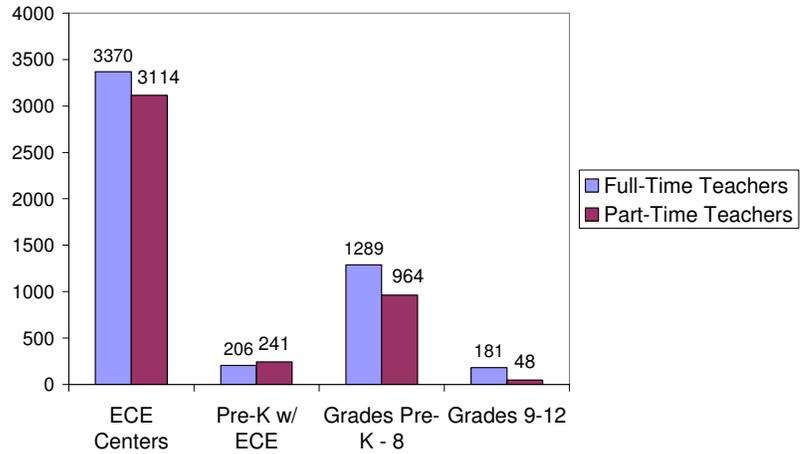
other entities. Approximately 10 percent of respondents reported accreditation from ELEA (Evangelical Lutheran Education Association) and approximately 10 percent reported accreditation from NAEYC (National Association for the Education of Young Children).

### Number of Teachers

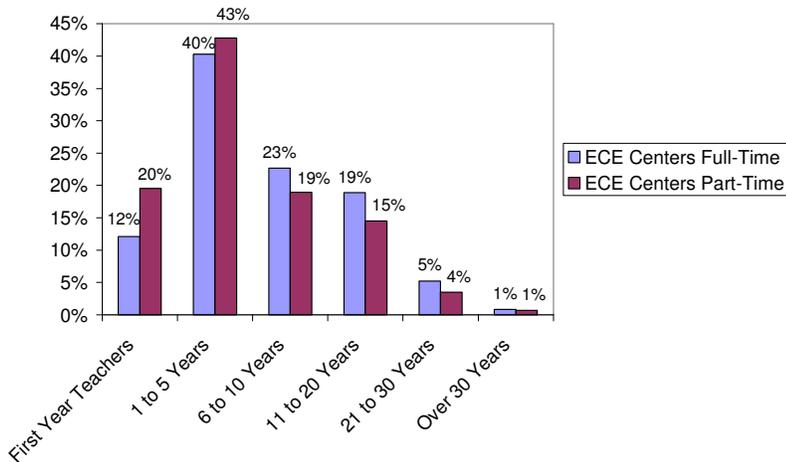
Figure 5 shows the number of full- and part-time teachers reported by setting. The ECE centers employ the most teachers, both full- and part-time, with a total of 6,484 teachers reported. Grades 9-12 report the highest percentage of full-time teachers with 79 percent of their 229 teachers reported as full-time.

The total number of teachers reported across all the settings was 9,413. It is important to note that some of these teachers may have been counted twice if they teach both children under the age of 5 and students over the age of 5 at their setting.

**Figure 5: Number of Teachers by Setting**



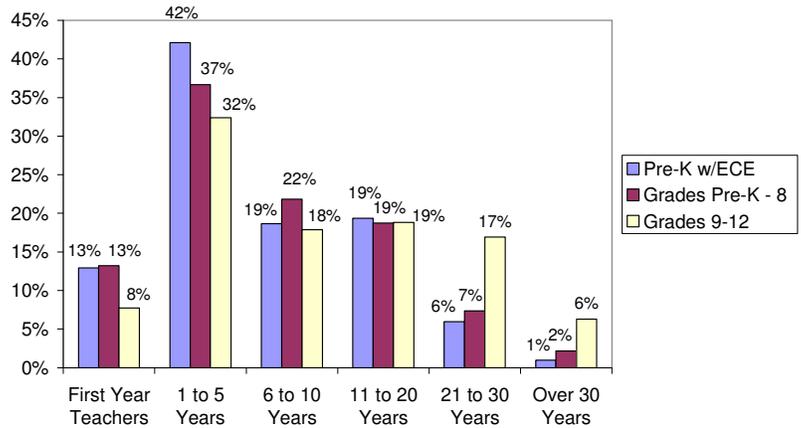
**Figure 6: Teacher Experience for ECE Centers**



Teachers with one to five years of teaching experience in Lutheran settings make up the highest percentage for all teachers across all settings, as shown in Figures 6 and 7. Additionally, part-time teachers comprise a higher percentage of First Year teachers for ECE centers than do full-time teachers – 20 percent as compared to 12 percent.

Teachers in Grades 9-12 have the lowest percentage of First Year Teachers (8 percent) and the highest percentage of teachers with over 30 years of experience (6 percent).

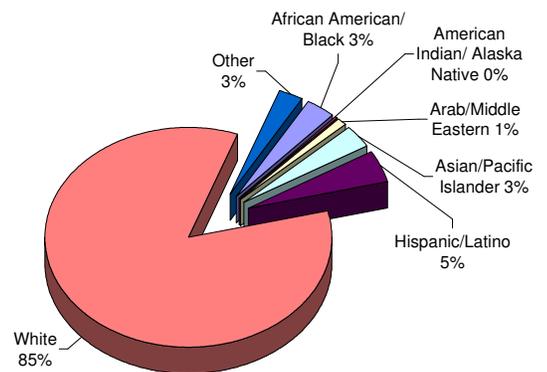
**Figure 7: Teacher Experience for Grades Pre-K - 12**



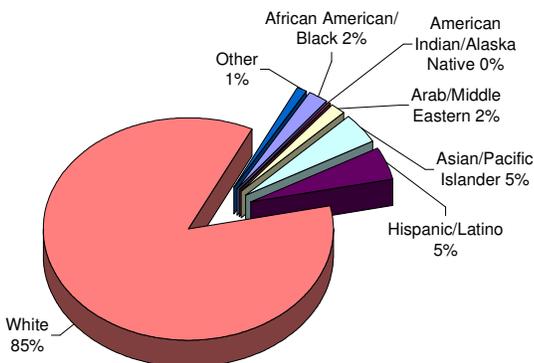
### Race and Ethnicity

Data regarding race and ethnicity were gathered both for students and for teachers. Not all centers and schools reported data for these questions, and some indicated they do not collect this data. This data is important to DHES because it represents an indicator of outreach. This data illustrates the extent of racial and ethnic diversity present among students and among teachers. Figures 8 through 12 show the reported percentages for students, and Figures 13 through 17 show the reported percentages for teachers. Overall, for both students and teachers, White is the majority race, with over 75 percent representation at all age levels except for the students in grades 9 through 12.

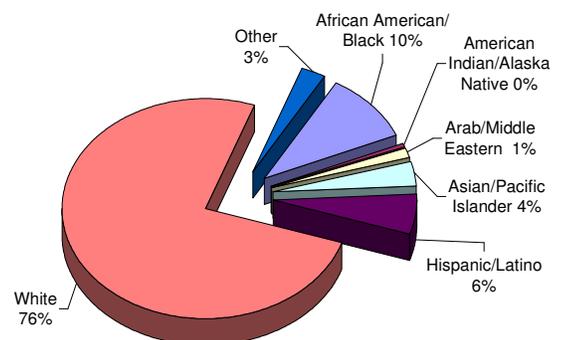
**Figure 8: Student Race/Ethnicity ECE Centers**



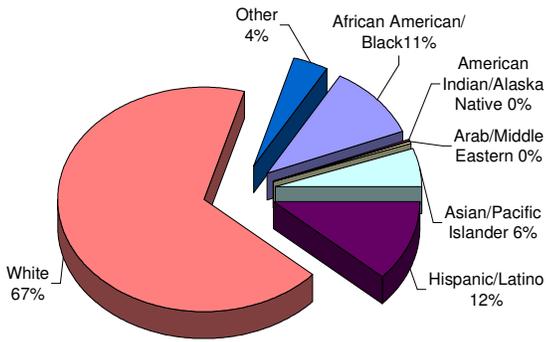
**Figure 9: Student Race/Ethnicity in Grade Pre-K only with an ECE Center**



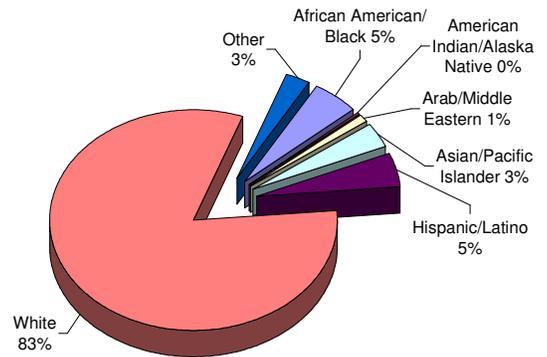
**Figure 10: Student Race/Ethnicity Grades Pre-K through 8**



**Figure 11: Student Race/Ethnicity  
Grades 9 through 12**



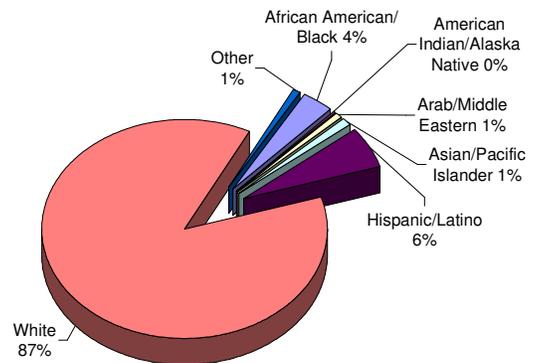
**Figure 12: Student Race/Ethnicity  
All Age Levels**



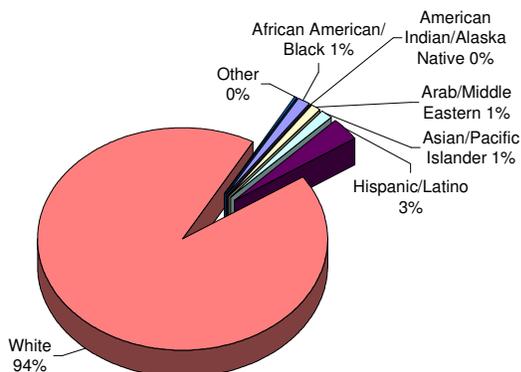
In addition to the data showing some racial and ethnic diversity in the aggregate for ECE centers and schools, it also shows that individual centers and schools are diverse. For example, 48 percent of ECE centers had student enrollments of less than 90 percent White. This percentage increases as the age level increases with 51 percent of Pre-K through Grade 8 having student enrollments of less than 90 percent White and 75 percent of grades 9-12 having student enrollments of less than 90 percent White.

Student populations are more diverse in terms of race and ethnicity than are the teacher populations. This is especially true for students in grades Pre-K through 12. For example, as shown in Figure 11, the student population for grades 9 through 12 is reported as the most diverse, based on race and ethnicity, with 33 percent of the students a race or ethnicity other than White.

**Figure 13: Teacher Race/Ethnicity ECE Centers**

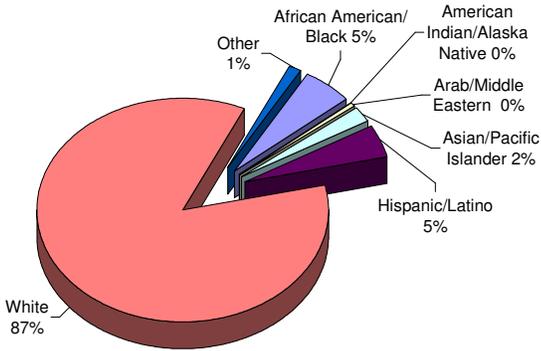


**Figure 14: Teacher Race/Ethnicity in  
Grade Pre-K only with an ECE Center**

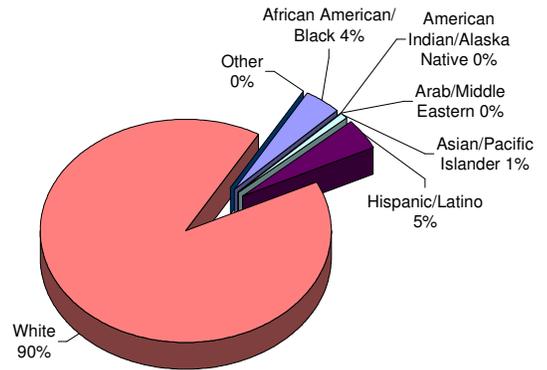


In comparison, Figure 16 shows the teacher data for grades 9-12 at 10 percent that are a race or ethnicity other than White. However, both the student and teacher populations reported for all age levels have achieved a higher percentage of diversity based on race and ethnicity than have ELCA congregations as a whole.

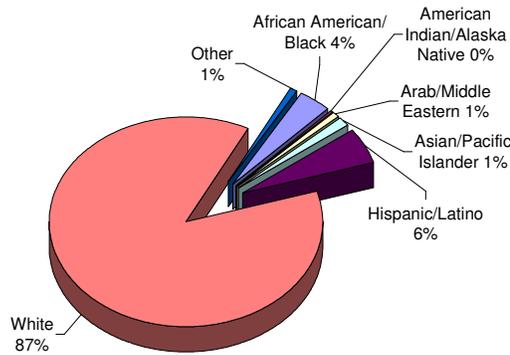
**Figure 15: Teacher Race/Ethnicity  
Grades Pre-K through 8**



**Figure 16: Teacher Race/Ethnicity  
Grades 9 through 12**



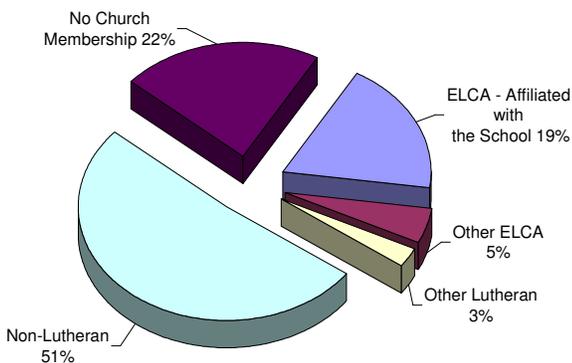
**Figure 17: Teacher Race/Ethnicity  
All Age Levels**



## Church Membership

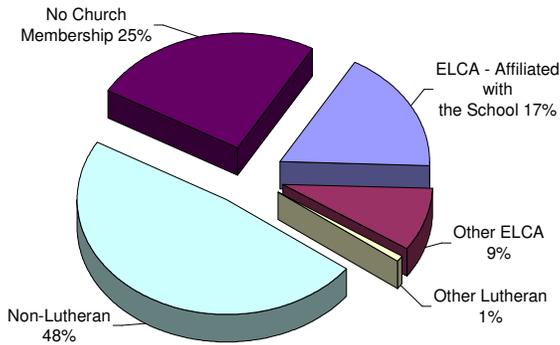
Data regarding church membership were gathered both for students and for teachers. Not all centers and schools reported data for these questions, and some indicated they do not collect this data. This data is important to DHES because it, too, represents an indicator of outreach. Figures 18 through 22 show the reported percentages for students, and Figures 23 through 27 show the reported percentages for teachers.

**Figure 18: Student Church Membership  
ECE Centers**

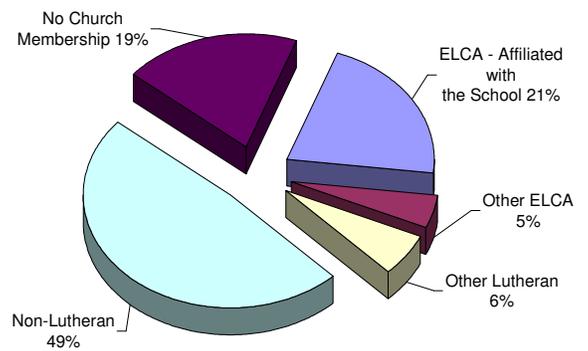


For the reported student population, the responses show a range from 17 to 25 percent with no church membership. The responses also show that as the age level increases, the total percentage of students who are Lutheran increases – from 27 percent in both ECE centers and for Grade Pre-K only with an ECE center, to 32 percent in grades Pre-K through 8, to 42 percent in grades 9 through 12. The category of “Other Lutheran” is high in grades 9 through 12 (25 percent) relative to the other age levels. This would be expected given the cooperation of high schools with the Lutheran Church Missouri Synod (LCMS).

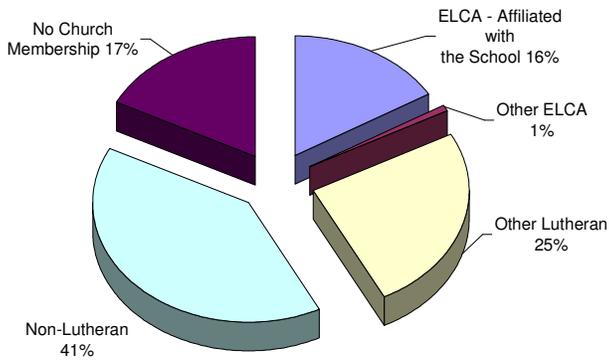
**Figure 19: Student Church Membership for Grade Pre-K only with an ECE Center**



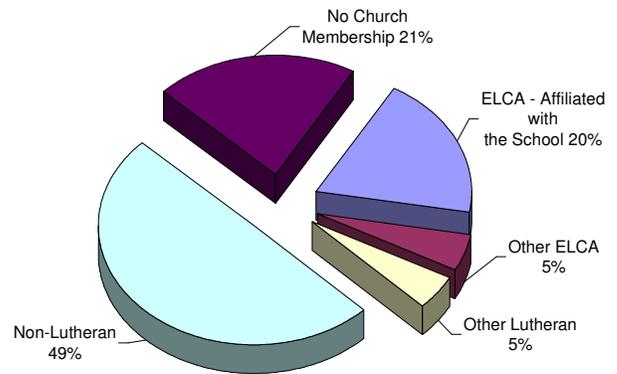
**Figure 20: Student Church Membership Grades Pre-K through 8**



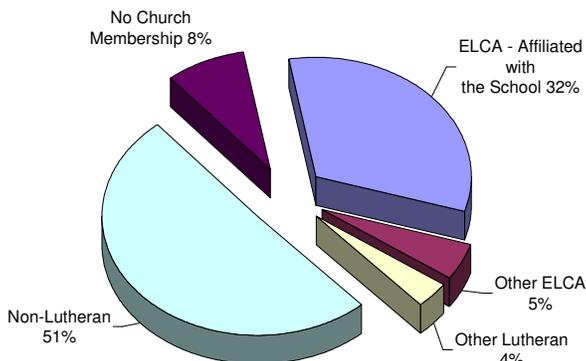
**Figure 21: Student Church Membership Grades 9 through 12**



**Figure 22: Student Church Membership All Age Levels**

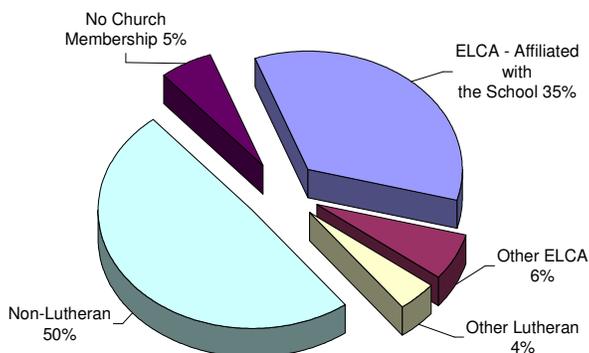


**Figure 23: Teacher Church Membership ECE Centers**

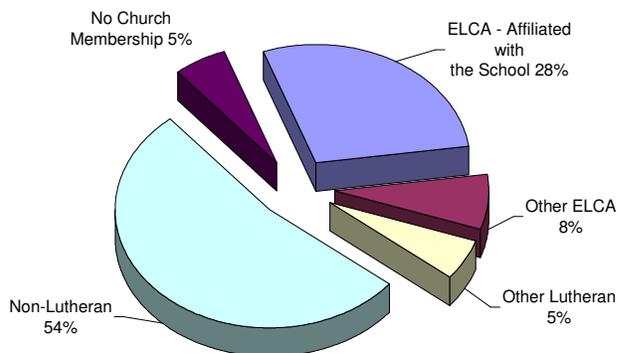


For teachers, the reported percentage with no church membership is smaller than for students, and decreases, slightly, as the age level increases. The category of “Other Lutheran” is, again, high in grades 9 through 12 relative to the other age levels. As with the reported student population, this would be expected among teachers given the cooperation of high schools with LCMS.

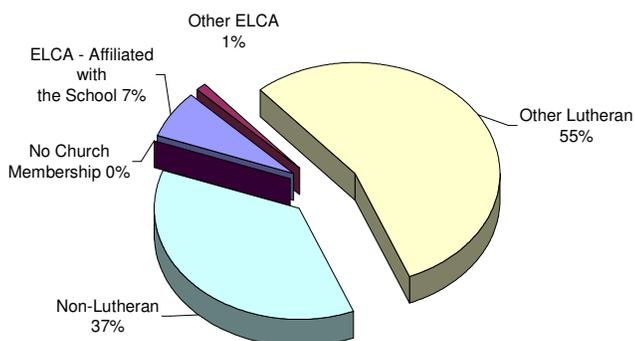
**Figure 24: Teacher Church Membership for Grade Pre-K only with an ECE Center**



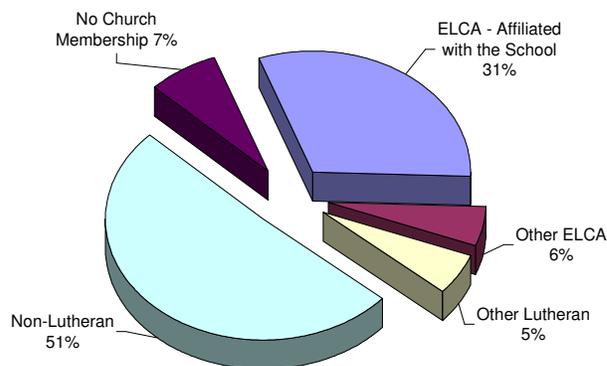
**Figure 25: Teacher Church Membership Grades Pre-K through 8**



**Figure 26: Teacher Church Membership Grades 9 through 12**



**Figure 27: Teacher Church Membership All Age Levels**



ECE centers and schools were also asked to estimate the total number of members brought into the facility's sponsoring congregation, as the result of the children attending the facility, during the past year (September 2003-September 2004). Many centers and schools did not provide data for this question. Of those ECE centers and schools that did report, most reported between one and ten new members. Table 1 shows that a total of 505 centers and schools reported a total of 3,274 new members.

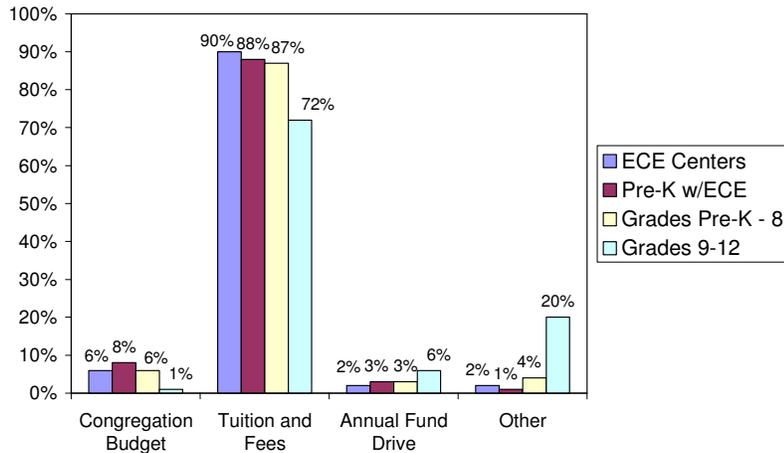
**Table 1: New Members Resulting from Child/Student Enrollment**

Setting	Number Reporting	Total New Members	Average Number of New Members per Setting
ECE Center	342	2,105	6
PRE-K only with an ECE Center	40	145	4
Schools with Grades Pre-K through 12 ( <i>any combination</i> )	123	1,024	8
TOTAL	505	3,274	

**Funding and Tuition**

On average, all centers and schools reported that the majority of their funding comes from tuition and fees. However, as shown in Figure 28, this percentage decreases as the age level increases – from a high of 90 percent in ECE centers to a low of 72 percent in schools with grades 9-12. On average, for grades 9-12, over 25 percent of funding comes from a combination of an annual fund drive (6 percent) and other resources (20 percent), which could include donations or a variety of sales events.

**Figure 28: Funding Sources by Setting**



ECE centers were asked to provide tuition information. Table 2 shows the median tuition amounts by age level and by various timeframes used for collecting tuition. The median is the exact middle of the range of data provided for that age level and timeframe. Medians are used instead of averages to provide amounts that are not as affected by extremely high or extremely low data that is provided.

**Table 2: ECE Center Median Tuition**

	<b>Tuition per Hour</b>	<b>Tuition per Week</b>	<b>Tuition per Month</b>	<b>Tuition per Year</b>
<b>Infants (&lt; age 1)</b>				
Part-time (<20 hrs/wk)	\$5.00	\$105.00	\$295.00	\$2,970.00
Full-time (>20 hrs/wk)	\$3.50	\$150.00	\$665.50	\$8,528.00
<b>Toddlers (ages 1 and 2)</b>				
Part-time (<20 hrs/wk)	\$5.00	\$95.00	\$135.00	\$1,050.00
Full-time (>20 hrs/wk)	\$2.72	\$135.00	\$520.00	\$5,937.00
<b>Part-Time Preschool</b> (ages 3 and up, less than 3 hours per day)				
Two Days per Week	\$4.50	\$38.50	\$90.00	\$815.00
Three Days per Week	\$4.30	\$55.00	\$118.00	\$1,125.00
Four Days per Week	\$4.50	\$68.00	\$168.00	\$1,560.00
Five Days per Week	\$4.50	\$90.00	\$240.00	\$2,610.00
<b>Full-Time Preschool</b> (ages 3 and up, more than 3 hours per day)				
Two Days per Week	\$4.00	\$60.00	\$182.00	\$1,800.00
Three Days per Week	\$3.82	\$85.00	\$264.00	\$2,628.00
Four Days per Week	\$3.48	\$107.30	\$383.50	\$4,420.00
Five Days per Week	\$3.02	\$118.50	\$451.00	\$4,615.00

Respondents were also asked to provide the tuition charged for the first child of a family to attend an ELCA school (grades Pre-K through 12). Again, median tuition amounts for both church members and non-members are provided, as shown in Table 3. For most schools, tuition for non-members is equal to the member tuition or higher. The reason the medians do not always reflect this is because more schools completed the member data and there was more variation among the member data than among the non-member data.

**Table 3: Median Tuition per Year for Grades Pre-K through 12**

<b>Grade Level</b>	<b>Member</b>	<b>Non-Member</b>
Pre-Kindergarten (with an ECE center)	\$790.00	\$810.00
Pre-Kindergarten	\$1,053.50	\$962.50*
Half-Day Kindergarten (3 or fewer hours per day)	\$1,500.00	\$1,448.50*
Full-Day Kindergarten (more than 3 hours per day)	\$3,287.50	\$3,317.50
Grades 1 – 5	\$2,945.00	\$3,200.00
Grades 6 – 8	\$3,250.00	\$3,567.50
Grades 9 - 12	\$4,025.00	\$5,337.50

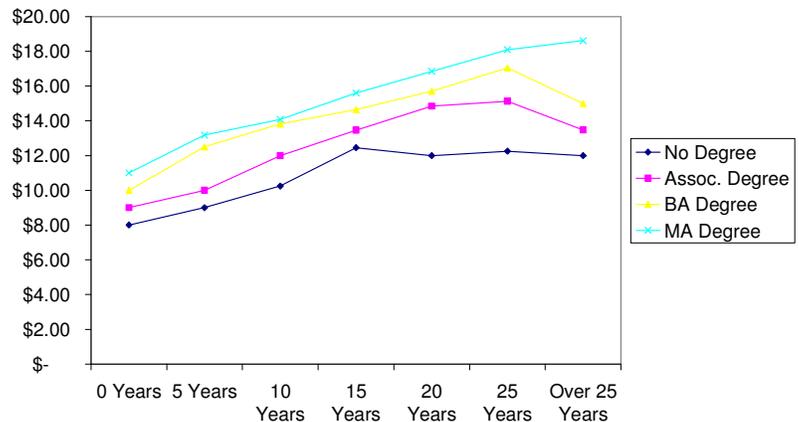
\*As noted, the median Non-Member tuition may be lower than the median Member tuition because more schools completed the member data and there was more variation among the member data than among the non-member data.

## Teacher Salary and Benefits

ECE center respondents were asked to provide average salary information for both teachers and administrators based upon the following criteria: 1) Experience, 2) Level of Education, and 3) Pay Period Timeframe (i.e., Hourly, Per Session, or Annual).

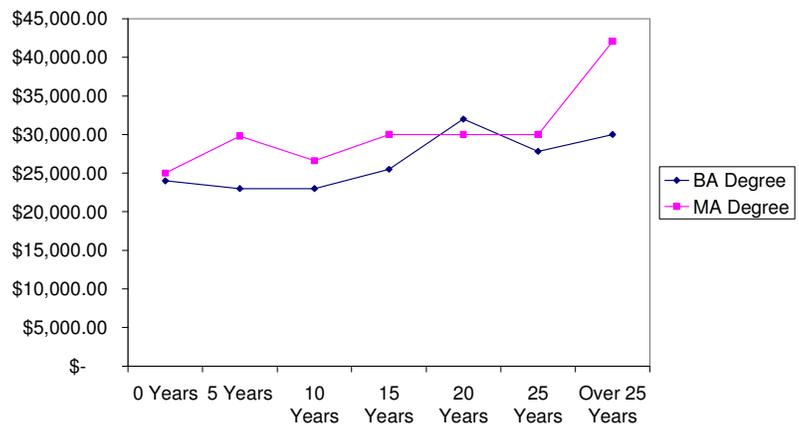
The largest number of respondents reported data for teachers based upon an hourly pay period. As shown in Figure 29, the hourly median average salary for ECE center teachers generally increases with both years of experience and with higher levels of education. An exception to this seems to be a decrease for those with over 25 years of experience with all levels of education except MA degree. The reported hourly median average salary for an ECE center teacher with no experience and no degree was \$8.00. This is compared to \$18.62 per hour for an ECE center teacher with over 25 years of experience and an MA degree.

**Figure 29: ECE Center Teacher Hourly Median Average Salary by Years of Experience**



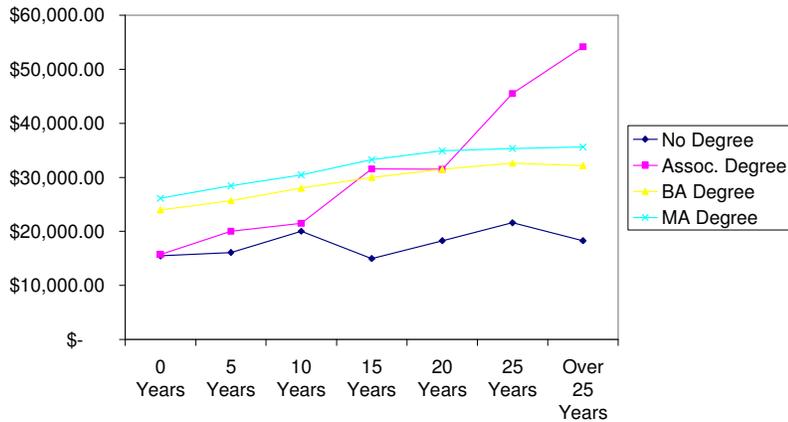
The largest number of respondents reported data for administrators based upon an annual pay period. As shown in Figure 30, the trends are not quite as clear as with ECE center teachers. In general, annual median average salary is higher for those with an MA Degree than those with a BA Degree. However, salary increases based upon years of experience is not as clear.

**Figure 30: ECE Center Administrator Annual Median Average Salary by Years of Experience**



School respondents were also asked to provide salary information. Annual salary information for full-time teachers and administrators was provided based upon experience and education level. Salary information for part-time teachers and administrators was provided based upon the three criteria of experience, education level, and pay period timeframe, similar to ECE centers data.

**Figure 31: Grades Pre-K - 12 Median Average Annual Salary for Full-Time Teachers**



More schools completed the annual average salary information for full-time teachers and administrators than completed the information for part-time teachers and administrators. Figure 31 shows the median average annual salary for full-time teachers for grades Pre-K – 12. In general, median average salary is higher for those with higher education levels. An exception to this data is the data reported for teachers with an Associates Degree. One reason for this exception may be that the fewest number of schools reported data for teachers with Associates Degrees so the wide variation reported in average salaries has more of an effect than it does for teachers at the other education levels.

**Figure 32: Grades Pre-K - 12 Median Average Annual Salary for Full-Time Administrators**

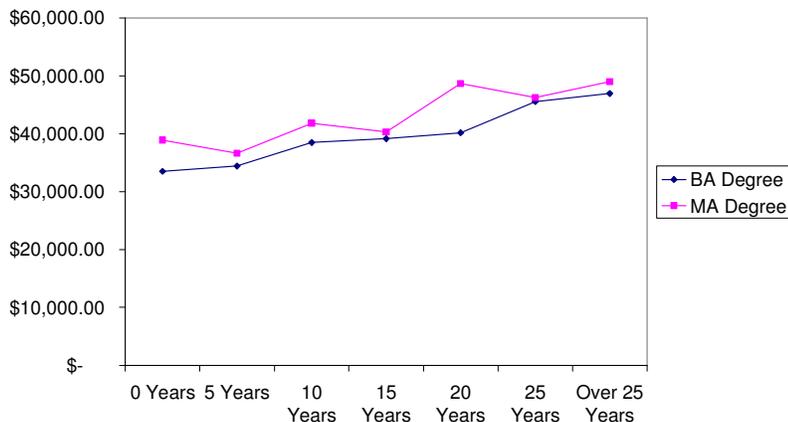
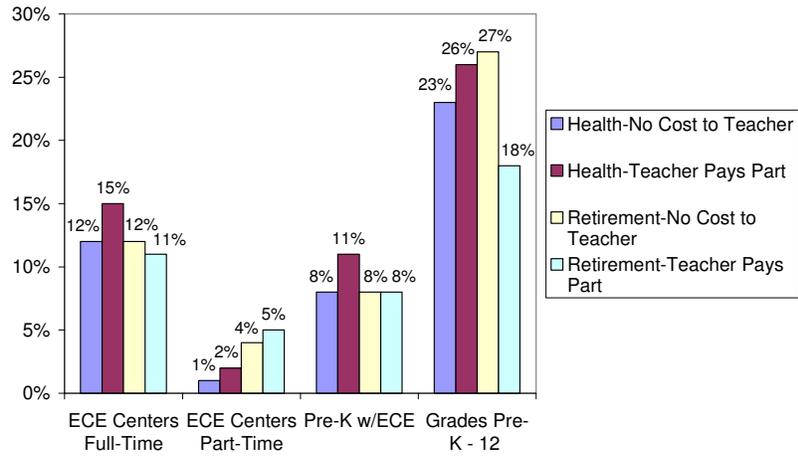


Figure 32 shows the median average annual salary for full-time administrators for grades Pre-K – 12. For most years of experience, the median averages are not very different between those with BA degrees and those with MA degrees.

Finally, respondents were also asked to indicate whether health and retirement benefits are provided to teachers. Benefit types included benefits provided at no cost to teachers and benefits provided for which teachers also contribute. The percentages shown in Figure 33 are based upon the percentage of centers or schools for each setting. Because of the design of the survey, data for teachers in Pre-K through Grade 8 and data for teachers in grades 9 – 12 needed to be combined. As shown, the percentage of those centers or schools offering benefits is low, especially among ECE centers. Benefits are virtually non-existent for part-time teachers in ECE centers.

**Figure 33: Teacher Benefits by Setting**



## ELCA Schools and ECE Centers Survey 2004-2005

### SURVEY RESPONSES

A total of 891 schools and ECE centers completed a survey. Response data is in brackets [ ]. Where percentages are calculated, the percentages for ECE centers are based on a total of 739, the percentages for Grade Pre-K only with an ECE center are based on a total of 146, and the percentages for Grades Pre-K through 12 are based on a total of 235.

**School Type** (choose all that apply, be sure to choose a response even if you have only some of the grades listed)

- a) **Early Childhood Education Center** (ECE - Includes all children from infants up to pre-kindergarten status, please mark option 'b' if there are also pre-kindergarten students at the facility)

[721 total - 433 that are ECE centers only. It is important to note, however, that the Pre-Kindergarten category was confusing and some schools and ECE centers did not complete the survey the same way that they responded to this question.]

- b) **Pre-Kindergarten through Grade 8** (Please mark this option even if your facility only has pre-kindergarten students)

[449 total - 156 that are Pre-K through Grade 8 only. Again, it is important to note that the Pre-Kindergarten category was confusing and some schools and ECE centers did not complete the survey in the same way they responded to this question.]

- c) **High School** (Grades 9 through 12)

[9 total - 1 that is High School only.]

[6 schools or ECE centers that completed a survey did not answer this question about School Type]

**Affiliation** (choose only one of the following responses)

- The facility is affiliated with one ELCA congregation [ECE: 705 - 95%; Pre-K with ECE: 132 - 90%; Pre-K - 12: 86%]  
 The facility is affiliated with at least one ELCA congregation and one or more other entities (which could include another congregation) [ECE: 15 - 2%; Pre-K with ECE: 6 - 4%; Pre-K - 12: 23 - 10%]

**Accreditation/Certification** - This does not include state licensing - (choose all that apply)

- The facility has accreditation from the ELEA [ECE: 74 - 10%; Pre-K with ECE: 19 - 13%; Pre-K - 12: 29 - 12%]  
 The facility has accreditation from NAEYC [ECE: 73 - 10%; Pre-K with ECE: 18 - 12%; Pre-K - 12: 17 - 7%]  
 Other accrediting agency: \_\_\_\_\_ [ECE: 31 - 4%; Pre-K with ECE: 7 - 5%; Pre-K - 12: 31 - 13%]

**Type of Care/Programs** (choose all that apply) [This question applies to ECE centers only]

- Infant Care [107 - 14%]  
 Toddler Care/Programs [243 - 33%]  
 Preschool Programs [730 - 99%]

**Enrollment by Age** [This question applies to ECE centers only]

(Please put the total number enrolled under each age category - use your current enrollment)

Less than One	One	Two	Three	Four	Five
[643]	[1,211]	[4,997]	[17,567]	[22,932]	[3,887]

## ELCA Schools and ECE Centers Survey 2004-2005

### Before and/or After School Care Program

(please check all that apply)

- Yes, we provide before school care [ECE: 117 - 16%; Pre-K with ECE: 20 - 14%; Pre-K - 12: 105 - 45%]  
 Yes, we provide after school care [ECE: 125 - 17%; Pre-K with ECE: 22 - 15%; Pre-K - 12: 117 - 50%]

### Race/Ethnicity for those Enrolled

Race/Ethnicity	ECE center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
African American / Black	[1,501]	[78]	[1,800]	[157]
American Indian / Alaska Native	[136]	[6]	[63]	[5]
Arab / Middle Eastern	[565]	[57]	[233]	[3]
Asian / Pacific Islander	[1,470]	[155]	[629]	[84]
Hispanic / Latino	[2,173]	[157]	[1,035]	[171]
White	[38,818]	[2,898]	[13,106]	[1,006]
Other (include multicultural families)	[1,318]	[38]	[477]	[59]

### Church Membership for those Enrolled

Church Membership	ECE Center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
An ELCA congregation that is affiliated with the school	[5,028]	[302]	[3,079]	[284]
An ELCA congregation not affiliated with the school	[1,360]	[154]	[663]	[18]
A non-ELCA Lutheran congregation	[744]	[17]	[871]	[441]
A non-Lutheran congregation	[13,764]	[843]	[6,920]	[699]
No church membership	[5,828]	[437]	[2,790]	[304]

### New Church Membership

Total number of new members brought into the facility's sponsoring congregation as the result of the children attending the facility, during the past year - Sept. 2003 through Sept. 2004. (Include the children attending the facility and all family members, where appropriate)	<b>Total Number:</b> [2,105 from 342 reporting ECE centers, average of 6 per center]	<b>Total Number:</b> [145 from 40 reporting for Grade Pre-K with an ECE center, average of 4 per school]	<b>Total Number:</b> [1,024 from 123 reporting for Grades Pre-K - 12, average of 8 per school]
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## ELCA Schools and ECE Centers Survey 2004-2005

### Funding Sources

*(Indicate the percentage of total funding for the facility that comes from the following sources. All four items should total 100%)*

Source	ECE Center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
Tuition and Fees	[90%]	[88%]	[87%]	[72%]
Congregation Budget	[6%]	[8%]	[6%]	[1%]
Annual Fund Drive	[2%]	[3%]	[3%]	[6%]
Other	[2%]	[1%]	[4%]	[20%]

### Number of Teachers/Staff

*(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)*

Type of Staff	ECE Center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
Full-Time	[3,370]	[206]	[1,289]	[181]
Part-Time <i>(fewer than 20 hours per week)</i>	[3,114]	[241]	[964]	[48]

### Teacher/Staff Experience

*(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)*

Length of Time Teaching in Lutheran Schools	ECE Center, Full-Time Teachers	ECE Center, Part-Time Teachers (<20 hrs/wk)	Grade Pre-K with an ECE Center, all Teachers	Grades Pre-K - 8, all Teachers	Grades 9 - 12, all Teachers
First year teachers	[401]	[579]	[54]	[256]	[16]
1 to 5 years	[1,332]	[1,270]	[176]	[711]	[67]
6 to 10 years	[750]	[562]	[78]	[423]	[37]
11 to 15 years	[385]	[284]	[47]	[218]	[24]
16 to 20 years	[239]	[147]	[34]	[145]	[15]
21 to 25 years	[120]	[66]	[13]	[78]	[19]
26 to 30 years	[53]	[38]	[12]	[65]	[16]
More than 30 years	[28]	[21]	[4]	[42]	[13]

## ELCA Schools and ECE Centers Survey 2004-2005

### Race/Ethnicity for Teachers/Staff

*(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)*

Race/Ethnicity	ECE Center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
African American / Black	[225]	[7]	[108]	[9]
American Indian / Alaska Native	[24]	[0]	[2]	[0]
Arab / Middle Eastern	[48]	[5]	[9]	[0]
Asian / Pacific Islander	[67]	[7]	[45]	[2]
Hispanic / Latino	[370]	[17]	[97]	[10]
White	[5,408]	[467]	[1,696]	[199]
Other <i>(include multicultural staff)</i>	[57]	[1]	[25]	[0]

### Church Membership for Teachers/Staff

*(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)*

Church Membership	ECE Center	Grade Pre-K with an ECE center	Grades Pre-K - 8	Grades 9 - 12
An ELCA congregation that is affiliated with the school	[1,827]	[146]	[511]	[15]
An ELCA congregation not affiliated with the school	[279]	[27]	[139]	[2]
A non-ELCA Lutheran congregation	[204]	[17]	[97]	[118]
A non-Lutheran congregation	[2,851]	[207]	[963]	[78]
No church membership	[465]	[23]	[98]	[0]

### Teacher/Staff Benefits

*(Include all who receive a salary/wages such as directors, teachers, aides, and those who offer specialized programming)*

*(Place an X in all the squares for which the benefit is offered)*

Benefit	ECE Center, Full-Time Teachers	ECE Center, Part-Time Teachers (<20 hrs/wk)	Grade Pre-K with an ECE Center, all Teachers	Grades Pre-K - 12, all Teachers
Health coverage, no cost to teacher/staff	[91 - 12%]	[6 - 1%]	[11 - 8%]	[53 - 23%]
Health coverage, teacher/staff pays part	[112 - 15%]	[12 - 2%]	[16 - 11%]	[62 - 26%]
Retirement contributions, no cost to teacher/staff	[92 - 12%]	[27 - 4%]	[12 - 8%]	[63 - 27%]
Retirement plan supplemented by teacher/staff contributions	[83 - 11%]	[35 - 5%]	[11 - 8%]	[43 - 18%]

## ELCA Schools and ECE Centers Survey 2004-2005

### Months of Operation [This question applies to ECE centers only]

How many months during the year does the facility operate?

- 9 Months [405 - 55%]
- 10 Months [84 - 11%]
- 12 Months [223 - 30%]
- Other \_\_\_\_\_ [27 - 4%]

**Tuition** [Median tuition amounts are reported in the table below. The number after the dollar amount indicates the total number of centers that provided data for that response.]

*(Complete only the rows and column(s) that are relevant to your program(s))*

<b>Infants (less than age 1)</b>	<b>Tuition Per Hour</b>	<b>Tuition Per Week</b>	<b>Tuition Per Month</b>	<b>Tuition Per Year</b>
Part-Time (<20 hrs/wk)	[\$5.00 - 14]	[\$105.00 - 19]	[\$295.00 - 23]	[\$2,970.00 - 4]
Full-Time (>20 hrs/wk)	[\$3.50 - 7]	[\$150.00 - 53]	[\$665.50 - 38]	[\$8,528.00 - 5]
<b>Toddlers (ages 1 and 2)</b>	<b>Tuition Per Hour</b>	<b>Tuition Per Week</b>	<b>Tuition Per Month</b>	<b>Tuition Per Year</b>
Part-Time (<20 hrs/wk)	[\$5.00 - 32]	[\$95.00 - 43]	[\$135.00 - 130]	[\$1,050.00 - 31]
Full-Time (>20 hrs/wk)	[\$2.72 - 12]	[\$135.00 - 84]	[\$520.00 - 75]	[\$5,937.00 - 10]
<b>Part-Time Preschool (ages 3 and up for fewer than 3 hours per day)</b>	<b>Tuition Per Hour</b>	<b>Tuition Per Week</b>	<b>Tuition Per Month</b>	<b>Tuition Per Year</b>
Two Days per Week	[\$4.50 - 30]	[\$38.50 - 52]	[\$90.00 - 448]	[\$815.00 - 109]
Three Days per Week	[\$4.30 - 30]	[\$55.00 - 49]	[\$118.00 - 459]	[\$1,125.00 - 111]
Four Days per Week	[\$4.50 - 17]	[\$68.00 - 33]	[\$168.00 - 137]	[\$1,560.00 - 33]
Five Days per Week	[\$4.50 - 17]	[\$90.00 - 43]	[\$240.00 - 153]	[\$2,610.00 - 38]
<b>Full-Time Preschool (ages 3 and up for more than 3 hours per day)</b>	<b>Tuition Per Hour</b>	<b>Tuition Per Week</b>	<b>Tuition Per Month</b>	<b>Tuition Per Year</b>
Two Days per Week	[\$4.00 - 28]	[\$60.00 - 68]	[\$182.00 - 122]	[\$1,800.00 - 21]
Three Days per Week	[\$3.82 - 23]	[\$85.00 - 74]	[\$264.00 - 137]	[\$2,628.00 - 29]
Four Days per Week	[\$3.48 - 20]	[\$107.30 - 62]	[\$383.00 - 70]	[\$4,420.00 - 13]
Five Days per Week	[\$3.02 - 23]	[\$118.50 - 108]	[\$451.00 - 125]	[\$4,615.00 - 30]

## ELCA Schools and ECE Centers Survey 2004-2005

**Tuition** [Median tuition amounts are reported in the table below. The number after the dollar amount indicates the total number of schools that provided data for that response.]

*(Provide only the tuition charged for the 1<sup>st</sup> child of a family to attend the school)*

Grade Level	Member	Non-Member
Pre-Kindergarten <i>(with an ECE center)</i>	[\$790.00 - 88]	[\$810.00 - 61]
Pre-Kindergarten	[\$1,053.50 - 140]	[\$962.50 - 118]
Half-Day Kindergarten <i>(3 or fewer hours per day)</i>	[\$1,500.00 - 41]	[\$1,448.50 - 36]
Full-Day Kindergarten <i>(more than 3 hours per day)</i>	[\$3,287.50 - 94]	[\$3,317.50 - 82]
Grades 1 - 5	[\$2,945.00 - 76]	[\$3,200.00 - 65]
Grades 6 - 8	[\$3,250.00 - 53]	[\$3,567.50 - 46]
Grades 9 - 12	[\$4,025.00 - 14]	[\$5,337.50 - 12]

## ELCA Schools and ECE Centers Survey 2004-2005

**Average Salary - ECE Center Teachers and Administrators** [Median average salary amounts are reported in all of the following tables. The number after the dollar amount indicates the total number of centers that provided data for that response.]

[Hourly for ECE Center Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$8.00 - 188]	[\$9.00 - 164]	[\$10.00 - 144]	[\$11.00 - 48]	[\$12.00 - 21]	[\$13.13 - 3]
5 Years	[\$9.00 - 154]	[\$10.00 - 145]	[\$12.50 - 139]	[\$13.18 - 36]	[\$14.75 - 24]	[\$14.49 - 3]
10 Years	[\$10.25 - 86]	[\$12.00 - 102]	[\$13.82 - 96]	[\$14.08 - 26]	[\$15.00 - 19]	[\$12.53 - 2]
15 Years	[\$12.46 - 53]	[\$13.46 - 71]	[\$14.64 - 71]	[\$15.60 - 21]	[\$15.19 - 18]	[\$19.02 - 2]
20 Years	[\$12.00 - 38]	[\$14.85 - 47]	[\$15.70 - 35]	[\$16.85 - 14]	[\$17.62 - 7]	[\$17.62 - 1]
25 Years	[\$12.25 - 25]	[\$15.13 - 19]	[\$17.05 - 18]	[\$18.10 - 9]	[\$18.08 - 4]	[\$18.32 - 1]
Over 25 Yrs	[\$12.00 - 21]	[\$13.48 - 14]	[\$15.00 - 13]	[\$18.62 - 6]	[\$15.25 - 10]	[\$22.56 - 2]

[Per Session for ECE Center Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$29.00 - 21]	[\$27.45 - 19]	[\$33.84 - 21]	[\$51.00 - 4]	[\$2,000.00 - 3]	[no responses]
5 Years	[\$31.34 - 12]	[\$38.00 - 19]	[\$44.30 - 24]	[\$43.60 - 5]	[\$2,250.00 - 3]	[no responses]
10 Years	[\$37.00 - 9]	[\$42.50 - 14]	[\$44.03 - 21]	[\$76.23 - 4]	[\$120.50 - 2]	[no responses]
15 Years	[\$48.90 - 8]	[\$43.06 - 10]	[\$45.59 - 13]	[\$69.68 - 2]	[\$87.85 - 2]	[\$60.00 - 1]
20 Years	[\$44.76 - 8]	[\$56.00 - 8]	[\$53.60 - 12]	[\$113.33 - 2]	[\$103.50 - 2]	[no responses]
25 Years	[\$54.90 - 2]	[\$59.00 - 2]	[\$45.00 - 7]	[no responses]	[no responses]	[no responses]
Over 25 Yrs	[\$55.00 - 1]	[\$62.00 - 3]	[\$64.50 - 6]	[\$75.00 - 1]	[\$31,240 - 1]	[no responses]

[Annual for ECE Center Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$5,583 - 34]	[\$12,000 - 19]	[\$17,250 - 32]	[\$24,200 - 8]	[\$24,000 - 48]	[\$25,000 - 20]
5 Years	[\$6,275 - 26]	[\$8,300 - 31]	[\$10,825 - 37]	[\$10,710 - 13]	[\$23,000 - 57]	[\$29,800 - 15]
10 Years	[\$7,500 - 15]	[\$9,900 - 19]	[\$11,250 - 25]	[\$13,346 - 12]	[\$23,000 - 41]	[\$26,600 - 15]
15 Years	[\$6,527 - 16]	[\$12,973 - 11]	[\$15,000 - 17]	[\$9,625 - 6]	[\$25,500 - 38]	[\$30,000 - 13]
20 Years	[\$8,744 - 5]	[\$18,340 - 6]	[\$11,000 - 13]	[\$11,383 - 4]	[\$32,000 - 32]	[\$30,000 - 10]
25 Years	[\$7,931 - 5]	[\$9,813 - 4]	[\$9,784 - 6]	[\$22,730 - 2]	[\$27,826 - 18]	[\$30,000 - 5]
Over 25 Yrs	[\$6,465 - 4]	[\$9,805 - 1]	[\$19,359 - 10]	[\$14,000 - 5]	[\$30,000 - 19]	[\$42,086 - 12]

## ELCA Schools and ECE Centers Survey 2004-2005

**Average Salary - Grade Pre-K only with an ECE Center, Full-Time Teachers and Administrators** [Median average salary amounts are reported in the table below. The number after the dollar amount indicates the total number of centers that provided data for that response.]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$10,990 - 4]	[\$21,800 - 5]	[\$21,800 - 3]	[\$12,000 - 4]	[\$26,000 - 5]	[\$24,290 - 3]
5 Years	[\$15,046 - 3]	[\$12,000 - 4]	[\$17,213 - 4]	[\$25,462 - 1]	[\$29,000 - 3]	[\$8,027 - 3]
10 Years	[\$16,946 - 1]	[\$8,925 - 4]	[no responses]	[\$9,158 - 1]	[\$32,000 - 3]	[\$850 - 1]
15 Years	[\$17,174 - 2]	[no responses]	[\$11,952 - 1]	[no responses]	[\$22,000 - 3]	[no responses]
20 Years	[\$14,079 - 2]	[\$1,350 - 1]	[\$16,000 - 5]	[no responses]	[\$29,000 - 3]	[\$1,350 - 1]
25 Years	[\$21,173 - 1]	[no responses]	[\$10,900 - 2]	[no responses]	[\$23,659 - 1]	[no responses]
Over 25 Yrs	[no responses]	[\$15,000 - 1]	[\$11,650 - 2]	[\$27,090 - 1]	[\$26,717 - 3]	[\$8,505 - 1]

**Average Salary - Grades Pre-K - 12 Full-Time Teachers and Administrators** [Median average salary amounts are reported in the table below. The number after the dollar amount indicates the total number of centers that provided data for that response.]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$15,500 - 20]	[\$15,750 - 18]	[\$24,000 - 65]	[\$26,125 - 46]	[\$33,500 - 30]	[\$38,900 - 21]
5 Years	[\$16,100 - 18]	[\$20,000 - 13]	[\$25,679 - 66]	[\$28,438 - 42]	[\$34,413 - 26]	[\$36,634 - 16]
10 Years	[\$20,028 - 12]	[\$21,500 - 9]	[\$28,000 - 60]	[\$30,472 - 41]	[\$38,482 - 20]	[\$41,816 - 11]
15 Years	[\$15,000 - 11]	[\$31,575 - 5]	[\$30,000 - 45]	[\$33,257 - 33]	[\$39,156 - 14]	[\$40,311 - 9]
20 Years	[\$18,300 - 10]	[\$31,500 - 6]	[\$31,500 - 39]	[\$34,900 - 29]	[\$40,170 - 14]	[\$48,668 - 13]
25 Years	[\$21,600 - 7]	[\$45,500 - 3]	[\$32,636 - 27]	[\$35,339 - 20]	[\$45,561 - 10]	[\$46,247 - 10]
Over 25 Yrs	[\$18,300 - 4]	[\$54,168 - 2]	[\$32,165 - 29]	[\$35,608 - 19]	[\$46,958 - 14]	[\$49,000 - 18]

## ELCA Schools and ECE Centers Survey 2004-2005

**Average Salary Grade Pre-K only with an ECE Center, Part-Time Teachers and Administrators** [Median average salary amounts are reported in all of the following tables. The number after the dollar amount indicates the total number of centers that provided data for that response.]

[Hourly for Grade Pre-K with an ECE Center, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$8.00 - 15]	[\$10.20 - 10]	[\$11.00 - 7]	[\$11.75 - 2]	[\$12.47 - 2]	[\$16.50 - 1]
5 Years	[\$8.80 - 7]	[\$10.00 - 7]	[\$12.00 - 8]	[\$20.00 - 1]	[\$12.00 - 4]	[no responses]
10 Years	[\$11.63 - 4]	[\$12.00 - 5]	[\$11.00 - 3]	[no responses]	[\$14.64 - 2]	[no responses]
15 Years	[\$10.94 - 2]	[\$12.94 - 4]	[\$10.00 - 2]	[no responses]	[\$15.69 - 2]	[no responses]
20 Years	[\$16.55 - 1]	[\$16.55 - 1]	[\$13.00 - 2]	[no responses]	[\$16.55 - 1]	[no responses]
25 Years	[\$17.83 - 1]	[\$17.83 - 1]	[\$12.00 - 2]	[no responses]	[\$17.83 - 1]	[no responses]
Over 25 Yrs	[\$12.00 - 1]	[no responses]	[no responses]	[no responses]	[\$12.38 - 2]	[no responses]

[Per Session for Grade Pre-K with an ECE Center, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[no responses]	[\$26.00 - 1]	[\$30.00 - 1]	[no responses]	[\$44.00 - 1]	[no responses]
5 Years	[no responses]	[\$34.00 - 1]	[\$2,897.00 - 1]	[no responses]	[\$52.00 - 1]	[no responses]
10 Years	[no responses]	[\$44.00 - 1]	[\$37.00 - 2]	[no responses]	[no responses]	[no responses]
15 Years	[no responses]	[no responses]	[\$30.00 - 1]	[no responses]	[no responses]	[no responses]
20 Years	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]
25 Years	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]
Over 25 Yrs	[no responses]	[no responses]	[\$30.00 - 1]	[no responses]	[no responses]	[no responses]

[Annual for Grade Pre-K with an ECE Center, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$5,000 - 3]	[no responses]	[no responses]	[no responses]	[\$27,000 - 1]	[\$16,100 - 2]
5 Years	[no responses]	[\$7,700 - 3]	[no responses]	[no responses]	[\$16,000 - 3]	[\$6,000 - 1]
10 Years	[\$4,959 - 1]	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]
15 Years	[\$2,487 - 4]	[\$9,000 - 1]	[\$12,000 - 1]	[no responses]	[\$19,800 - 2]	[no responses]
20 Years	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]	[no responses]
25 Years	[no responses]	[no responses]	[\$5,013 - 1]	[no responses]	[no responses]	[no responses]
Over 25 Yrs	[no responses]	[no responses]	[\$3,149 - 2]	[no responses]	[no responses]	[no responses]

## ELCA Schools and ECE Centers Survey 2004-2005

**Average Salary Grades Pre-K - 12, Part-Time Teachers and Administrators** [Median average salary amounts are reported in all of the following tables. The number after the dollar amount indicates the total number of centers that provided data for that response.]

[Hourly for Grades Pre-K - 12, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$8.00 - 29]	[\$8.88 - 26]	[\$11.00 - 19]	[\$14.89 - 5]	[\$14.00 - 3]	[\$20.00 - 1]
5 Years	[\$9.00 - 18]	[\$11.00 - 16]	[\$13.48 - 18]	[\$15.27 - 2]	[\$11.70 - 6]	[no responses]
10 Years	[\$10.50 - 8]	[\$11.15 - 11]	[\$16.65 - 11]	[\$16.99 - 3]	[\$10.50 - 2]	[no responses]
15 Years	[\$13.62 - 6]	[\$12.04 - 7]	[\$16.00 - 8]	[\$17.49 - 1]	[no responses]	[no responses]
20 Years	[\$14.90 - 6]	[\$14.95 - 5]	[\$20.66 - 4]	[\$16.00 - 3]	[no responses]	[no responses]
25 Years	[\$17.49 - 3]	[\$22.64 - 2]	[\$22.79 - 2]	[\$18.49 - 1]	[no responses]	[no responses]
Over 25 Yrs	[\$8.00 - 1]	[\$8.00 - 1]	[\$8.00 - 1]	[\$8.00 - 1]	[no responses]	[no responses]

[Per Session for Grades Pre-K - 12, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$27.00 - 7]	[\$57.00 - 2]	[\$1,869.00 - 2]	[\$4,071.00 - 1]	[no responses]	[no responses]
5 Years	[\$1,816.00 - 2]	[\$36.58 - 4]	[\$70.00 - 3]	[\$4,674.00 - 1]	[no responses]	[no responses]
10 Years	[\$418.50 - 2]	[\$42.00 - 1]	[\$2,607.00 - 2]	[\$5,366.00 - 1]	[\$94.55 - 1]	[no responses]
15 Years	[\$570.50 - 2]	[\$20.00 - 1]	[\$5,944.00 - 1]	[\$6,160.00 - 1]	[no responses]	[no responses]
20 Years	[no responses]	[no responses]	[\$2,992.00 - 2]	[\$7,073.00 - 1]	[no responses]	[no responses]
25 Years	[no responses]	[no responses]	[\$5,944.00 - 1]	[\$7,617.00 - 1]	[no responses]	[no responses]
Over 25 Yrs	[no responses]	[no responses]	[\$5,944.00 - 1]	[\$7,617.00 - 1]	[no responses]	[\$5,000.00 - 1]

[Annual for Grades Pre-K - 12, Part-Time Teachers and Administrators]

Experience	Teacher, No Degree	Teacher, Associate Degree / Certification	Teacher, BA	Teacher, MA	Administrator, BA	Administrator, MA
0 Years	[\$15,000 - 9]	[\$9,000 - 5]	[\$10,745 - 12]	[\$14,000 - 3]	[\$15,375 - 1]	[\$13,324 - 2]
5 Years	[\$8,586 - 4]	[\$11,000 - 4]	[\$12,767 - 15]	[\$13,384 - 5]	[\$18,450 - 3]	[\$19,834 - 1]
10 Years	[\$6,937 - 3]	[\$9,000 - 3]	[\$18,000 - 7]	[\$15,720 - 2]	[\$20,756 - 1]	[\$30,070 - 2]
15 Years	[\$7,320 - 3]	[\$10,000 - 1]	[\$15,722 - 4]	[\$17,510 - 3]	[\$22,293 - 3]	[\$24,089 - 2]
20 Years	[\$7,008 - 3]	[\$20,000 - 3]	[\$15,517 - 4]	[\$18,008 - 2]	[\$23,831 - 1]	[\$28,108 - 2]
25 Years	[\$11,024 - 1]	[no responses]	[\$19,000 - 3]	[\$18,831 - 4]	[\$24,215 - 1]	[\$25,599 - 1]
Over 25 Yrs	[\$11,272 - 3]	[no responses]	[\$19,300 - 2]	[\$16,911 - 1]	[\$21,800 - 2]	[\$31,745 - 2]