



Head Start Total Compensation Study Overview


City of Oakland- Human Services

1

Introduction

- Purpose: Assess the competitiveness of the compensation for 8 Head Start benchmark classifications.
 - The labor market included 7 agencies, which later expanded to 8.
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2



Project Scope & Methodology

- Collected data from selected agencies effective March 2024.
- Updated data through July 1, 2024, where available.
- Data analysis excluded Oakland to determine external competitiveness.

3



Labor Market Agencies

1. ABCD Head Start - Boston, MA
2. Contra Costa County – Employment and Human Services Department
3. **Garvey School District**
4. Kidango (Oakland, CA)
5. Oakland Unified School District
6. Unity Council (Oakland, CA)
7. YMCA (Oakland, CA)
8. Wu Yee (San Francisco, CA)

4

Survey Classifications

1. Head Start Instructor
2. Early Head Start Instructor
3. Early Childhood Center Director
4. Head Start Family Advocate
5. Head Start Coach
6. Head Start Program Coordinator
7. Head Start Assistant Instructors
8. Head Start Associate Instructors

5

Benefits Elements

- Retirement
- Health (Medical, Dental, Vision), Cafeteria
- Incentives:
 - Education,
 - Licenses/Certifications,
 - Professional Development
- Recruitment and Referral Pay

6

Base Salary Results

Comparable Classification Title	City of Oakland - Head Start Annual Max Salary	Annual Max Salary Mean	% above or below the Market Mean	Number of Matches
Head Start Instructor	\$60,684.00	\$75,538.07	-19.66%	8
Early Head Start Instructor	\$60,684.00	\$76,519.46	-20.69%	7
Early Childhood Center Director	\$81,412.50	\$87,746.65	-7.22%	7
Family Advocate	\$68,601.00	\$72,713.00	-5.66%	7
Head Start Coach	\$66,319.50	\$77,997.14	-14.97%	5
Head Start Program Coordinator	\$90,830.76	\$50,337.53	Insufficient Data	2
Head Start/Early Head Start Assistant Instructor	\$40,989.00	\$46,603.13	-12.05%	4
Head Start/Early Head Start Associate Instructor	\$48,574.50	\$56,829.99	-14.53%	6

7

Total Compensation Results

Comparable Classification Title	Total Comp Annual Maximum Salary	City of Oakland - Head Start Total Comp Annual Salary Mean	% above or below the Market Mean
Head Start Instructor	\$101,640.00	\$100,171.56	Insufficient Data
Early Head Start Instructor	\$101,640.00	\$97,173.78	Insufficient Data
Early Childhood Center Director	\$124,913.96	\$117,378.65	Insufficient Data
Family Advocate	\$110,529.20	\$93,525.96	Insufficient Data
Head Start Coach	\$107,967.53	\$97,008.26	Insufficient Data
Head Start Program Coordinator	\$135,488.78	\$72,040.35	Insufficient Data
Head Start/Early Head Start Assistant Instructor	\$79,526.45	\$83,314.30	Insufficient Data
Head Start/Early Head Start Associate Instructor	\$88,043.45	\$81,664.70	Insufficient Data

8



9