

## Turnover Rates and Average Salaries of Child-Serving Workers\*

- Social Services Specialist (DFCS)
- Economic Support Specialist (DFCS)
- Registered Nurse (DPH, DJJ)
- Corrections Officer (DJJ)
- Social Services Program Coordinator (DJJ)
- Probation/Parole Specialist (DJJ)
- Probation Officer (DJJ)
- Pre-K Teacher (DECAL)

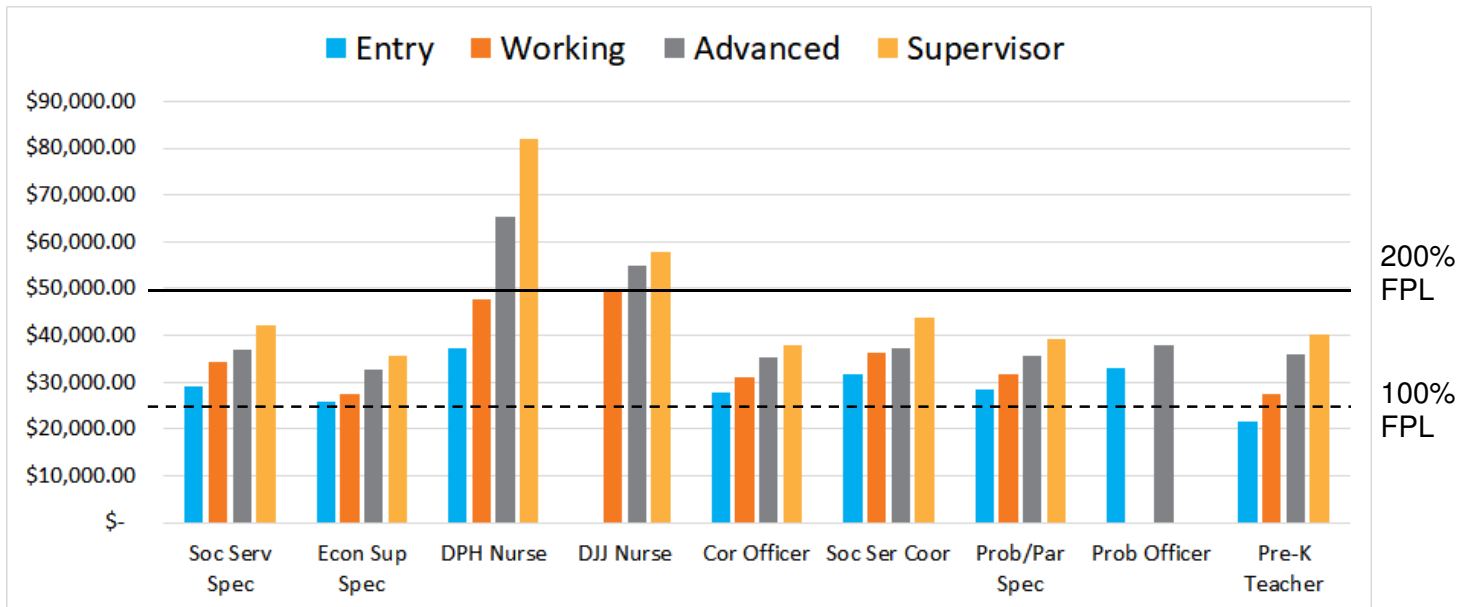
Position	Voluntary Turnover	Entry Level	Working Level	Advanced Level	Supervisor
Social Services Specialist (DFCS)	22.9%	\$29,202.69 (856 workers)	\$34,421.12 (1,944 workers)	\$36,903.06 (333 workers)	\$42,000.63 (630 workers)
Economic Support Spec. (DFCS)	14.3%	\$25,721.95 (586 workers)	\$27,540.39 (1824 workers)	32,620.57 (407 workers)	\$35,647.10 (379 workers)
Registered Nurse (DPH)	15.3%	\$37,275.32 (72 workers)	\$47,647.87 (676 workers)	\$65,221.40 (247 workers)	\$81,898.18 (8 workers)
Registered Nurse (DJJ)	13.1%		\$49,445.76 (75 workers)	\$54,802.92 (11 workers)	\$57,928.56 (17 workers)
Corrections Officer (DJJ)	NA	\$27,938.04 (812 workers)	\$30,942.24 (756 workers)	\$35,454.96 (158 worker)	\$37,948.44 (183 workers)
Social Services Prog. Coord. (DJJ)	NA	\$31,555.92 (77 workers)	\$36,248.28 (25 workers)	\$37,145.52 (44 workers)	\$43,845.96 (10 workers)
Prob/Parole Specialist (DJJ)	15.5%	\$28,297.92 (80 workers)	\$31,743.72 (374 workers)	\$35,634.36 (72 workers)	\$39,110.28 (85 workers)
Probation Officer (DJJ)	NA	\$33,129.00 (80 workers)		\$37,881.72 (41 workers)	
		<b>Lead Teacher (2 yr degree)</b>	<b>Lead Teacher (4 yr degree+)</b>	<b>Lead Teacher (Certified T4)</b>	<b>Lead Teacher (Certified T5)</b>
Pre-K Teachers (DECAL) <i>* required minimums</i>	Retained 82%	\$21,449.86 (32 workers)	\$27,315.60 (920 workers)	\$35,820.73 (2,833 workers between T4 and T5)	\$40,343.04

\*All positions and salaries from DFCS and DPH represent FY17. All positions and salaries from DJJ represent FY16. DECAL teacher salaries represent the required minimums for the 2017-2018 school year.

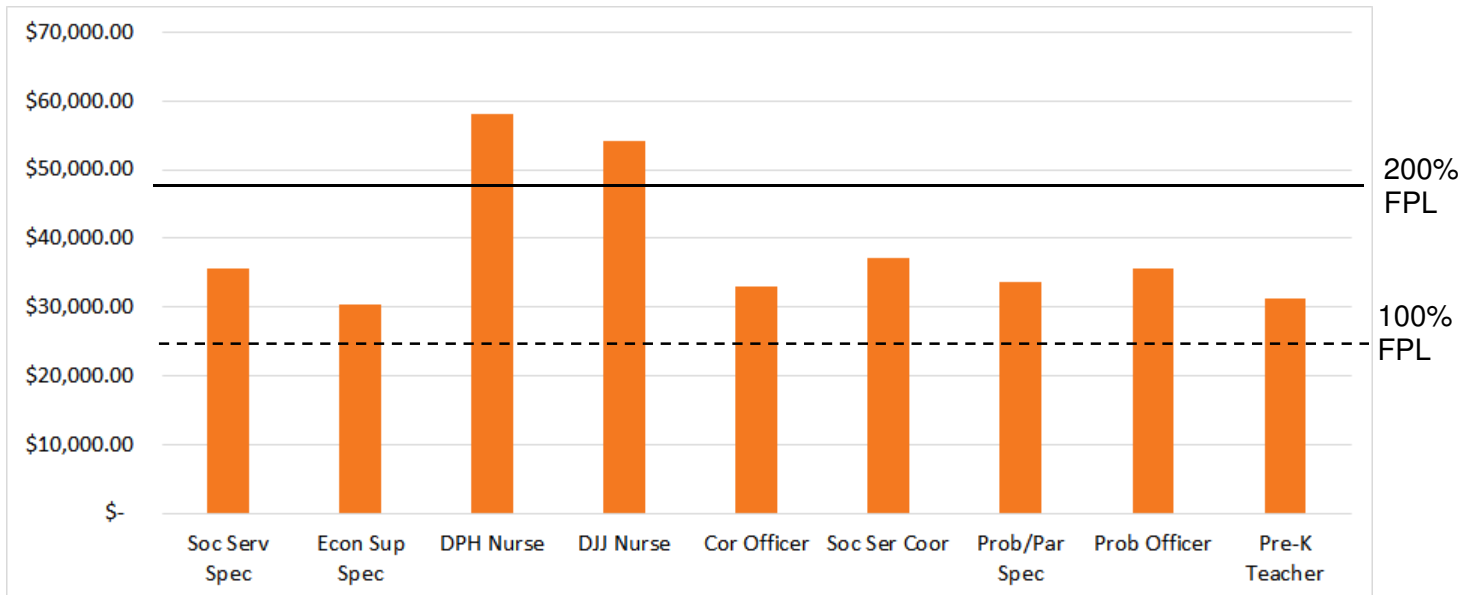
Revised 12/4/18

For sources please visit: <https://tinyurl.com/ybw3dfb6>

## Average Salaries of Child-Serving Positions (by level)



## Average Salaries of Child-Serving Positions (levels combined)



Note: FPL (Federal Poverty Level) for a family of 4 in FY17 (100%: \$24,600 and 200%: \$49,200)

Increased funding could provide salary increases and strengthen recruitment and retention efforts for these positions that play an important role in the lives of children.

Revised 12/4/18

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