



Regional Arts Education Salary Survey Findings

**Compiled by the Performing Arts Center Eastside
(PACE) Education Department**

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This survey was requested by those participating in the Education Director's Forum. The questions were culled from several salary surveys conducted nationally, with focus given to areas of interest expressed by those participating in the forum. While not perfect, as each of our departments are unique in structure, budget, size and programmatic offerings, the results do provide a snapshot of the current arts education salary market in Bellevue, Edmonds, Kirkland, Mercer Island and Seattle.

Of the 26 performing arts organizations invited to participate, 17 filled out and returned the survey. For those arts organizations that also included touring performer pay or accompanist pay rate, I did not include those numbers. However, for those who have touring artists, we can always do another survey specific to that field.

In compiling the data received, the format used by the Americans for the Arts Salary Survey conducted in 2018 was adopted. For further national research, that report can be found here:

https://www.americansforthearts.org/sites/default/files/00_FINAL_FullStatisticalReport2.pdf

***Important note: some answers were left blank by respondents while others chose to answer salary questions with a range. Each range amount was tallied as a separate respondent. In breaking out the teaching artist pay rate tiers, those arts organizations that only listed a range were included, with the lowest pay rate being tallied in tier 1 and the higher pay rate being included in tier 3. ***

Following is a summation of the Regional Arts Salary Survey:

Full Time Paid Positions Only					
ALL LOCAL ARTS AGENCIES	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
All FULL-TIME Positions	\$58,224	\$55,000	\$30,000	\$135,000	39
Education Directors (or Equivalent)	\$66,431	\$65,000	\$40,000	\$135,000	16
Education Managers (or Equivalent)	\$51,552	\$52,000	\$30,000	\$70,000	19
Education Coordinators (or Equivalent)	\$49,090	\$41,000	\$35,360	\$75,000	4
Part Time Paid Positions Only (hourly rate)					
ALL PART TIME Positions	\$18/hour	\$18/hour	\$16/hour	\$22/hour	6
Education Directors (or Equivalent)	**	\$22/hour	**	**	1
Education Managers (or Equivalent)	**	\$16/hour	**	**	2
Education Coordinator (or Equivalent)	\$17/hour	\$17/hour	\$16/hour	\$18/hour	3
*** 1 respondent provided a \$19,000/year salary for a Part Time Education Coordinator Position ***					

Teaching Artists					
Contact Hours	\$39/hour	\$40/hour	\$15/hour	\$83/hour	40
Prep Time	\$20/hour	\$20/hour	\$15/hour	\$36/hour	16

FULL TIME SALARY BREAKDOWN BY OPERATING BUDGET – Education Director (or Equivalent)					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	0
\$500,000 to \$999,999	\$69,033	\$70,000	\$47,100	\$90,000	3
\$1,000,000 to \$4,999,999	\$52,428	\$48,000	\$40,000	\$75,000	7
\$5,000,000 to \$9,999,999	\$72,500	**	\$65,000	\$80,000	2
\$10,000,000 or more	\$66,900	\$77,000	\$56,800	\$135,000	4

FULL TIME SALARY BREAKDOWN BY OPERATING BUDGET – Education Manager (or Equivalent)					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	0
\$500,000 to \$999,999	\$57,500	**	\$45,000	\$70,000	2
\$1,000,000 to \$4,999,999	\$36,000	**	\$35,000	\$37,000	2
\$5,000,000 to \$9,999,999	\$42,500	\$45,000	\$30,000	\$55,000	4
\$10,000,000 or more	\$56,136	\$58,000	\$36,000	\$65,000	11

FULL TIME SALARY BREAKDOWN BY OPERATING BUDGET – Education Coordinator (or Equivalent)					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	**	**	**	**	0
\$250,000 to \$499,999	**	**	**	**	0
\$500,000 to \$999,999	\$60,000	**	\$45,000	\$75,000	2
\$1,000,000 to \$4,999,999	\$38,180	**	\$35,360	\$41,000	2
\$5,000,000 to \$9,999,999	**	**	**	**	0
\$10,000,000 or more	**	**	**	**	0

PART TIME PAID TEACHING ARTIST POSITION SALARY					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	**	**	**	**	0
\$250,000 to \$499,999	**	\$30,400	**	**	1
\$500,000 to \$999,999	\$22,000	**	\$20,000	\$24,000	2
\$1,000,000 to \$4,999,999	**	**	**	**	0
\$5,000,000 to \$9,999,999	**	**	**	**	0
\$10,000,000 or more	**	**	**	**	0

**NOTE on the TA hourly Breakdown: 1 respondent did not list an operating budget amount. While their TA hourly and prep rate are reflected in the overall average listed on the top of page 2, they are not included here. **

HOURLY BREAKDOWN BY OPERATING BUDGET – Teaching Artist (Contact Hours)					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	\$31/hour	\$30/hour	\$25/hour	\$35/hour	4
\$250,000 to \$499,999	**	\$40/hour	**	**	1
\$500,000 to \$999,999	\$34/hour	\$28/hour	\$15/hour	\$60/hour	6
\$1,000,000 to \$4,999,999	\$38/hour	\$40/hour	\$16/hour	\$83/hour	19
\$5,000,000 to \$9,999,999	\$32.50/hour	**	\$25/hour	\$40/hour	2
\$10,000,000 or more	\$40/hour	\$41/hour	\$30/hour	\$55/hour	6

HOURLY BREAKDOWN BY OPERATING BUDGET – Teaching Artist (Prep Time Hours)					
OPERATING BUDGET	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
\$100,000 to \$249,999	**	**	**	**	
\$250,000 to \$499,999	**	\$20/hour	**	**	1
\$500,000 to \$999,999	**	\$15/hour	**	**	1
\$1,000,000 to \$4,999,999	\$20/hour	\$18/hour	\$15.75/hour	\$36/hour	8
\$5,000,000 to \$9,999,999	**	\$15/hour	**	**	1
\$10,000,000 or more	\$21/hour	\$20.60/hour	\$20/hour	\$25/hour	4

Following is a break-down from the answers received. The first chart represents a basic overview of each respondent's organization size, operating budget, and education department.

ORAGANIZATION INFORMATION			
Question	# of respondents by category	High/Low	Additional Notes
Arts Discipline:	Performing Arts (2) Theatre (7) Education Theatre (1) Youth Recreational Theatre (1) Visual Arts (1) Dance (2) Music (1) Music and Dance (1) Multiple (1)		
Size of Organization (# of Full time Staff)	0 - 5 (5) 6 - 10 (1) 11 - 15 (4) 21 - 25 (1) 35 - 45 (1) 150 - 250 (2)	HIGH = 250 full time staff LOW = 0 full time staff	3 respondents did not answer this question
Operating Budget	\$0 - \$500,000 (3) \$500,001 - \$1,000,000 (2) \$1,000,001 - \$2,000,000 (3) \$2,000,001 - \$3,000,000 (3) \$8,000,001 - \$9,000,000 (1) \$15,000,000 - \$25,000,000 (3) \$26,000,000 (1)	HIGH = \$26,000,000 LOW = \$110,000	1 respondent did not answer this question
# of full time Education Staff	0 - 3 (12) 4 - 10 (3) 11 - 20 (2)	HIGH = 18 LOW = 0	
# of part time Education Staff	0 - 3 (14) 4 - 10 (1) 11 - 20 (1) 30 - 40 (1)	HIGH = 30 LOW = 0	
# of TA's	0 - 5 (6) 6 - 10 (4) 11 - 15 (1) 15 - 20 (2) 25 + (4)	HIGH = 50 LOW = 0	1 respondent answered with 4 – 50 depending on the year; another responded 25-40 depending on season; another 4-6

Department Head Category: The responsibilities of these positions can include identification of community outreach opportunities; implementation of arts education policy and advocacy programs; and the creation of partnerships with local arts organizations and artists, businesses, and schools/school districts. **Titles** can include Ed Director/Director of Education, Artistic Director, Director of Programming, Deputy Director, Education and Public Engagement, Director of Education and Outreach, Director of Arts Engagement, Director of Community Education and Community Services Administrator

** 1 respondent noted that this position also includes/requires up to 200 hours/year of TA work **

EDUCATION DIRECTOR INFORMATION			
Question	# of respondents by category	High/Low	Additional Notes
To whom does this position report to?	Director/CEO (2) Executive Director (1) Artistic Director (4) Managing Director (2) School Managing Director (1) Administrator and Director (1) General Manager (1) Associate Artistic Director (1) N/A (2)		2 respondents did not answer this question
# of staff who report to this position:	0 - 5 (5) 6 - 10 (3) 11-20 (3) 21-30 (3) 50 (1)	HIGH = 50 LOW = 0	2 respondents did not answer this question; 1 respondent reported they had 1-8 depending on the year
Is this position full time?	YES (14) No (1)		2 respondents did not answer this question
Does this position receive benefits?	YES (13) NO (2)		2 respondents did not answer this question
# of years' experience	1 - 5 (2) 6 - 10 (6) 11 - 15 (3) 16 - 20 (2) 30+ (2)	HIGH = 34 years LOW = 1 year	2 respondents did not answer this question
Is this position part time?	1 respondent answered in the affirmative		2 respondents did not answer this question
# of hours this position is paid	20 - 30 (1) 31 - 40 (1) 40 + (9)		6 respondents did not answer this question
What is the salary for this part time position	\$22/hour		16 respondents did not answer this question

Education Manager: The responsibilities of these positions can include management of arts education programs; and the manager of partnerships with local arts organizations and artists, businesses, and schools/school districts. **Titles** can include Education Manager, Tour Manager, Youth Engagement Manager, Programs Manager, Associate Director of Education, School Manager, Community Education Programs Manager, Community Engagement Manager or Youth and Family Manager.

** 1 respondent noted that this position also includes/requires up to 200 hours/year of TA work **

EDUCATION ADMINISTRATIVE TEAM INFORMATION: (Manager or Equivalent Level)			
Question	# of respondents by category	HIGH/LOW	Additional Notes
To whom does this position report to?	Director of Ed (4) Associate Producer (1) Director of Arts Engagement (1) Department Director (2) School Managing Director (1) Director of Community Ed. (1) N/A (1)		9 respondents did not answer this question; 3 companies employ multiple education manager roles
# of staff that reports to this position:	0 - 1 (7) 2 - 3 (1) 4+ (1)	HIGH = 4 LOW = 0	7 respondents did not answer this question
Is this position full time?	YES (8) NO (1)		7 respondents did not answer this question
Does this position receive benefits?	YES (7) NO (2)		7 respondents did not answer this question
# of years' experience:	1 - 5 (2) 6 – 10 (4) 11-15 (1) 16-20 (1)	HIGH = 19 LOW = 1	8 respondents did not answer this question
Is this position part time?	1 respondent answered yes		
# of hours per week this position is paid for:	25-30 hours (2) 40+ (6)	HIGH = 40 LOW = 25	10 respondents did not answer this question
What is the salary for this part time position?	\$16/hour		14 respondents did not answer this question

Education Coordinator: The responsibilities of these positions can include coordination of arts education programs and partnerships with local arts organizations and artists, businesses, and schools/school districts. **Titles** can include Education Coordinator, Outreach Coordinator, Recreation Program Coordinator, ArtReach Coordinator, Education and Outreach Summer associate, Education and Outreach Program Coordinator, and Program and Event Coordinator.

EDUCATION ADMINISTRATIVE TEAM INFORMATION: (Coordinator or Equivalent Level)			
Question	# of respondents by category	HIGH/LOW	Additional Notes
To whom does this position report to?	Director of Education (1) Production Manager (1) Department Director (1) Theatre Administrator (1) Director of Programming (1) Theatre Manager (1) Artistic Director (1)		10 respondents did not answer this question
# of staff that reports to this position:	10 (1) 20 (1)		15 respondents did not answer this question
Is this position full time?	YES (5) NO (4)		9 respondents did not answer this question
Does this position receive benefits?	YES (4) NO (4)		9 respondents did not answer this question
# of years' experience:	0-5 (3) 6-10 (1) 11-20 (1) 21 + (2)	HIGH = 30+ LOW = 0	10 respondents did not answer this question
Is this position part time?	YES (4) NO (4)		9 respondents did not answer this question
# of hours per week this position is paid for:	40 hours/week 35-36 hours/week 30+/week 30/week (only over the summer months) 20 hours/week 10-12 hours/week		7 respondents did not answer this question; a
What is the salary for this part time position?	\$19,000/season \$18/hour \$16/hour (2)		14 respondents did not answer this question

Teaching Artist: The responsibilities of these positions can include curriculum development, classroom management, curriculum implementation and assessment. **Titles for Tier 1 teaching artists can include: Novice, New TA, Year 1 or Assistant TA**

TEACHING ARTIST INFORMATION: Tier 1		
Question	# of respondents by category	Additional Notes
To whom does this position report to?	Executive Director (1) Artistic Director (1) Theatre Administrator (1) Director of Education (7) Director of Education and Outreach (1) Director of Community Education (1) Youth Engagement Manager (1) Arts Program Manager (1) Department Head (1)	** 1 respondent notes that TA's have the option to check out art supplies for their community-based workshop at no cost to the TA. They must pick up the material at the office, sign them out and have a week to return them. Should TA's choose not to use the organization's materials, they must supply their own. **
# of hours per week this position is paid for:	Varies/depends (3) N/A (10) 12 hours/week (1) 20 hours/week (1)	
What is the pay rate for contact hours?	\$15/hour (1) \$16-\$17/hour (1) \$25/hour (3) \$28/hour (1) \$30/hour (2) \$40/hour (4) \$41/hour (1) \$42/hour (1) \$50/hour (1)	1 respondent answered yes to this position being part time and this part time position gets paid \$20,000.00; 1 respondent answered yes to this position being part time and this part time position gets paid \$30,400.00
Does this position receive prep compensation?	YES (8) NO (6) Sometimes (1)	
What is the hourly rate for prep time?	\$15/hour (3) \$15.75/hour \$20.60/hour \$18/hour \$20/hour (2)	1 respondent replied that total # of contact hours was equivalent to total # of prep hours
Does this position receive travel compensation?	YES (8) NO (7)	1 respondent replied with yes, but if over 10 miles; 1 replied with rate from organization, outside city limits; 1 replied with yes, only if out of King County; 1 replied with reimbursement for travel between 2 or more assigned work locations in a single day; 1 replied that mileage is calculated to/from office to where the workshop is being taught.
What is the rate for travel?	0.53.5/mile (1) 0.56/mile (1) Federal Mileage 0.58/mile (3) Varies (2) Reimburse for mileage (1)	NOTE: 2019 IRS mileage rate is .58/mile

Teaching Artist: The responsibilities of these positions can include curriculum development, classroom management, curriculum implementation and assessment. **Titles for Tier 2 teaching artists can include: Classroom facilitator, Professional, Experienced, Lead or Offsite TA, Production Camp Director, Lead Camp TA, Year 2 TA**

TEACHING ARTIST INFORMATION: Tier 2		
Question	# of respondents by category	Additional Notes
To whom does this position report to?	Artistic Director (1) Director of Education (8) Director of Education and Outreach (2) School Programs, Youth and Family Programs, Community Engagement Managers (1)	
# of hours per week this position is paid for:	N/A (11) 12 hours/week (1)	
What is the pay rate for contact hours?	\$25/hour (3) \$32/hour (1) \$30-\$34/hour (1) \$40/hour (3) \$45/hour (1) \$60/hour (3)	1 respondent answered yes to this position being part time and this part time position gets paid \$24,000.00
Does this position receive prep compensation?	YES (4) NO (8)	
What is the hourly rate for prep time?	\$15.75/hour \$16/hour (up to 25 hours) \$20/hour (2)	1 respondent replied that total # of contact hours was equivalent to total # of prep hours
Does this position receive travel compensation?	YES (3) NO (9)	1 replied with yes, only if out of King County; 1 replied yes, if 30 miles from office location, tools, ferry
What is the rate for travel?	Federal Mileage 0.58/mile (3)	NOTE: 2019 IRS mileage rate is .58/mile

Teaching Artist: The responsibilities of these positions can include curriculum development, classroom management, curriculum implementation and assessment. **Titles for Tier 3 teaching artists can include: Master, Offsite TA, or Highly Qualified TA**

For organizations that gave TA hourly ranges, the highest range is indicated in this tier, and the lowest range is listed in tier 1.

TEACHING ARTIST INFORMATION: Tier 3		
Question	# of respondents by category	Additional Notes
To whom does this position report to?	Director of Education (6) Director of Education & Outreach (1) Director of Community (1) Arts Program Manager/CEO (1) Department Head (1) Various staff (1)	** 1 respondent notes that TA's have the option to check out art supplies for their community-based workshop at no cost to the TA. They must pick up the material at the office, sign them out and have a week to return them. Should TA's choose not to use the organization's materials, they must supply their own. **
# of hours per week this position is paid for:	N/A (8) Depends (2) 2 to 15 hours/week (1)	
What is the pay rate for contact hours?	\$35/hour (3) \$40/hour (1) \$50/hour (1) \$54/hour (1) \$55/hour (1) \$60/hour (3) \$83/hour (1)	
Does this position receive prep compensation?	YES (5) NO (5) Sometimes (1)	
What is the hourly rate for prep time?	\$15/hour \$20/hour (When applicable) \$20.60/hour \$25/hour \$36/hour	1 respondent replied that total # of contact hours was equivalent to total # of prep hours
Does this position receive travel compensation?	YES (8) NO (3)	1 replied with yes, only if out of King County; 1 replied yes, if over 10 miles; 1 replied with yes, for travel between 2 more assigned work locations in a single day; 1 replied with yes, when outside the city limits
What is the rate for travel?	\$0.53.5/mile (1) .56/mile (1) Federal Mileage 0.58/mile (3) Reimburse for mileage (1) Varies (1) \$25 (1)	NOTE: 2019 IRS mileage rate is .58/mile

Thank you all very much for participating!
Additional comments can be directed to: annied@pacelive.org