



2022 SALARY REPORT

Photo Credit: El Sistema Texas



El Sistema USA®

El Sistema USA® released a salary survey in Spring 2022. A total of 44 organizations responded. Of these 44 organizations, 25 are independent nonprofits and 19 are part of an umbrella organization. Below are the survey results.

Organizational Profile Summary

Below is a summary of the organizations that responded to the survey.

Organizational Budget	Number of Programs
\$20,000 or less	3
\$20,001-\$49,999	1
\$50,000-\$99,999	3
\$100,00-\$199,999	13
\$200,000-\$499,999	7
\$500,000-\$999,999	9
\$1,000,000-\$1,999,999	3
\$2,000,000 or more	4
Grand Total	43

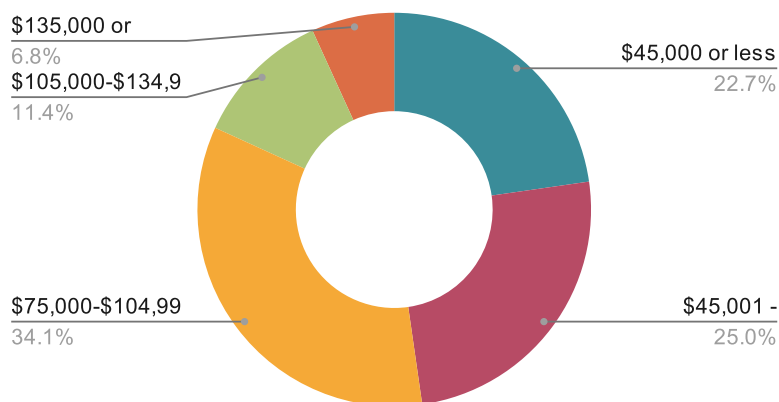
Executive Director Salary

Executive Director Pay by Organization Type

Executive Director Pay	Independent		Umbrella	
	Count	Percentage	Count	Percentage
\$45,000 or less	10	40%	0	0%
\$45,001 - \$75,999	7	28%	4	21.05%
\$75,000-\$104,999	6	24%	9	47.37%
\$105,000-\$134,999	1	4%	4	21.05%
\$135,000 or more	1	4%	2	10.53%
Grand Total	25	100%	19	100%

Independent El Sistema Programs are more likely to have volunteer or part time executive leadership than executives at an umbrella organization.

Executive Director Pay - Organization Types Combined



Executive Director Salary by Organizational Budget Size

Salary of Primary Executive In Organization	El Sistema Program Budget Size								Grand Total
	\$20,000 or less	\$20,001 - \$49,999	\$50,000 - \$99,999	\$100,000 - \$199,999	\$200,000 - \$499,999	\$500,000 - \$999,999	\$1,000,000 - \$1,999,999	\$2,000,000 or more	
\$45,000 or less	3	1	1	4		1			10
\$45,001 - \$75,999			1	5	1	2	1	1	11
\$75,000-\$104,999			1	4	2	2			9
\$76,000-\$104,999					2	2	2		6
\$105,000-\$134,999					2	1		1	4
\$135,000 or more						1		2	3
Grand Total	3	1	3	13	7	9	3	4	43

Program Staff Salary

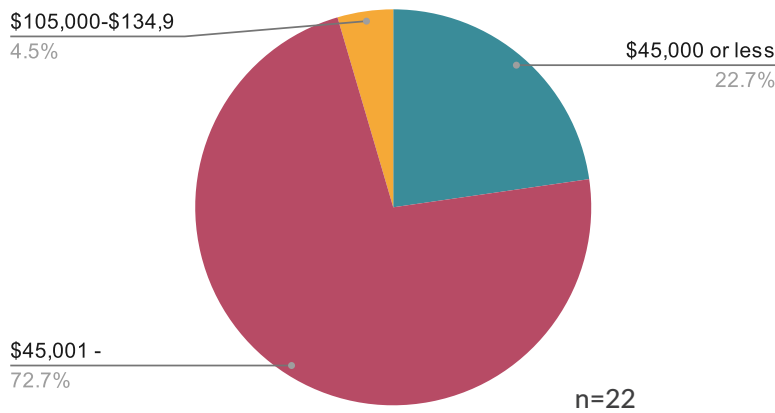
Salary by Job Category

		Salary			Grand Total
		\$45,000 or less	\$45,001-\$75,999	\$105,000-\$134,999	
Job Category	Director Level	5	16	1	22
	Manager	9	8		17
	Coordinator	5	4		9
Grand Total		19	28	1	48

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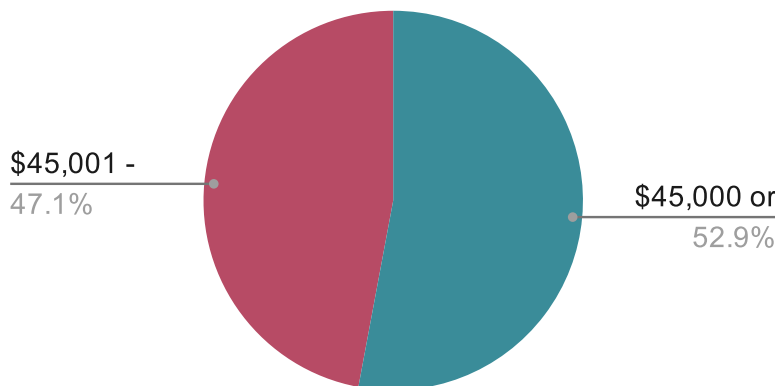
Director Level Positions by Salary Bracket

Titles Include Director, Program Director, Senior Director, Director of Education, Director of Operations, Deputy Director



Manager Level Positions by Salary Bracket

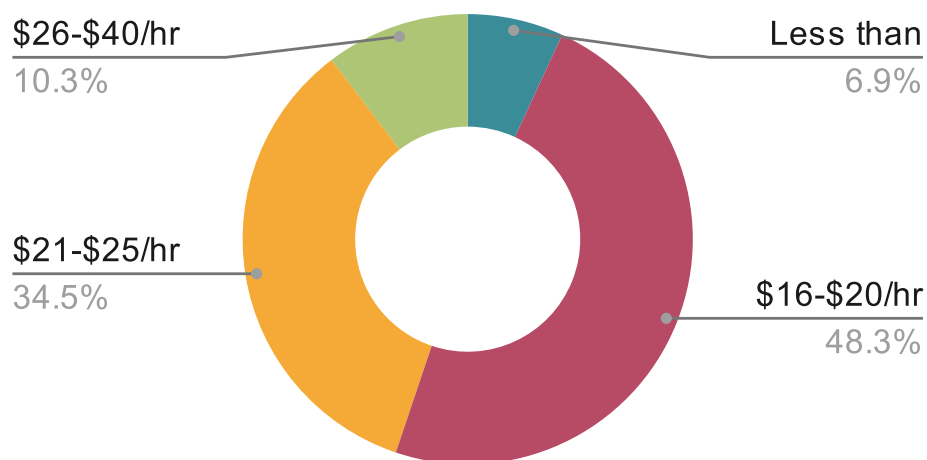
Titles Include Program Manager, Site Manager, Site Director



Entry Level Hourly Admin Pay by Organization Type

Entry Level Hourly				
	Independent		Umbrella	
Less than \$15/hr	1	6.67%	1	7.14%
\$16-\$20/hr	4	26.67%	10	71.43%
\$21-\$25/hr	7	46.67%	3	21.43%
\$26-\$40/hr	3	20%	0	0%
Grand Total	15	100%	14	100%

Entry Level Hourly Admin Pay - Organization Types Combined



Teaching Artist Pay by Organization Type

Teaching Artists				
	Independent		Umbrella	
\$20-\$25/hr	0	0%	2	10%
\$26-\$40/hr	8	34.78%	8	40%
\$41-\$55/hr	10	43.48%	9	45%
\$56-\$70/hr	2	8.7%	1	5%
\$71/hr or more	3	13.04%	0	0%
Grand Total	23	100%	20	100%

Teaching Artist Pay - Organization Type Combined

