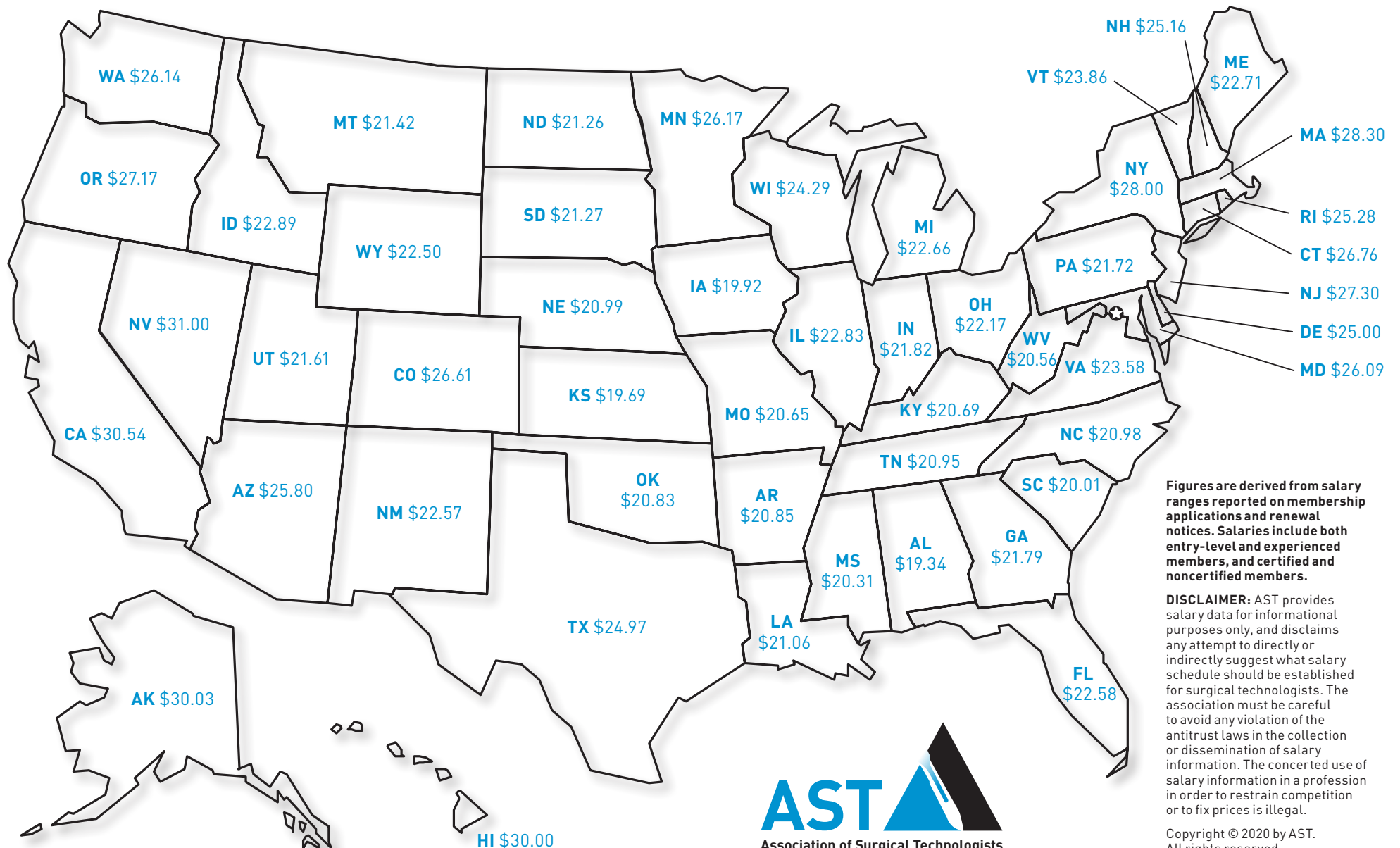


# 2020 AVERAGE HOURLY PAY RATE OF AST MEMBERS BY STATE



Figures are derived from salary ranges reported on membership applications and renewal notices. Salaries include both entry-level and experienced members, and certified and noncertified members.

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