

**Study Data with Graphs**  
**Board of Education Meeting**  
**November 12, 2024**

School Nutrition	WSFCS	Gulford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position Title	School Nutrition	School Nutrition	School Nutrition	School Nutrition	Program Chef	School Nutrition
Minimum	\$ 15.90	\$ 15.86	\$ 17.76	\$ 17.00	\$ 14.68	\$ 15.00
Average	\$ 19.64	\$ 18.09	\$ 20.00	\$ 21.00	\$ 19.82	\$ 20.51
Maximum	\$ 23.37	\$ 20.31	\$ 22.24	\$ 25.00	\$ 24.95	\$ 26.01
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.06	-1.0%			
Average	\$ 19.64	\$ 19.88	-1.2%			
Maximum	\$ 23.37	\$ 23.70	-1.4%			

Bus Driver	WSFCS	Gulford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Bus Driver	Bus Driver	Bus Driver	Bus Driver	Transportation Aid	Bus Driver
Minimum	\$ 16.20	\$ 16.13	\$ 18.86	\$ 18.55	\$ 14.68	\$ 15.00
Average	\$ 20.01	\$ 19.60	\$ 23.09	\$ 22.63	\$ 19.82	\$ 21.16
Maximum	\$ 23.81	\$ 23.06	\$ 27.32	\$ 26.70	\$ 24.95	\$ 27.31
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.20	\$ 16.64	-2.7%			
Average	\$ 20.01	\$ 21.26	-5.9%			
Maximum	\$ 23.81	\$ 25.87	-8.0%			

Custodians	WSFCS	Gulford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Custodians	Custodians	Custodians I, II	Custodians	Custodians	Custodians
Minimum	\$ 15.90	\$ 15.60	\$ 17.76	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 18.83	\$ 21.40	\$ 19.82	\$ 18.20
Maximum	\$ 23.41	\$ 18.66	\$ 19.89	\$ 25.40	\$ 24.95	\$ 21.40
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.09	-1.2%			
Average	\$ 19.66	\$ 19.07	3.0%			
Maximum	\$ 23.41	\$ 22.06	6.1%			

<b>Lead Custodians</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Lead Custodians	Lead Custodians I, II	Custodians Crew Leader	Custodians Head	Senior Custodians	Custodian Site Supervisor
Minimum	\$ 15.90	\$ 15.68	\$ 17.98	\$ 18.20	\$ 16.18	\$ 15.00
Average	\$ 20.59	\$ 17.27	\$ 19.10	\$ 22.20	\$ 21.85	\$ 20.51
Maximum	\$ 25.28	\$ 18.85	\$ 20.22	\$ 26.20	\$ 27.51	\$ 26.01
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.61	-4.3%			
Average	\$ 20.59	\$ 20.18	2.0%			
Maximum	\$ 25.28	\$ 23.76	6.4%			

<b>Teacher Assistants</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Teacher Assistants	Teacher Assistants	Teacher Assistants	Instructional Assistant Regular Education	N/A	Teacher Assistants
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 18.20	-	\$ 15.00
Average	\$ 19.85	\$ 17.13	\$ 20.34	\$ 22.20	-	\$ 21.16
Maximum	\$ 23.79	\$ 18.66	\$ 22.34	\$ 26.20	-	\$ 27.31
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.79	-5.3%			
Average	\$ 19.85	\$ 20.21	-1.8%			
Maximum	\$ 23.79	\$ 23.63	0.7%			

<b>EC Teacher Assistants</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	EC Teacher Assistants	EC Teacher Assistants	Teacher Assistants	Instructional Assistant Special Education	N/A	Teacher Assistants
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 18.60	-	\$ 15.00
Average	\$ 20.16	\$ 17.22	\$ 20.74	\$ 22.60	-	\$ 21.16
Maximum	\$ 24.42	\$ 18.76	\$ 23.02	\$ 26.60	-	\$ 27.31
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.94	-6.1%			
Average	\$ 20.16	\$ 20.43	-1.3%			
Maximum	\$ 24.42	\$ 23.92	2.1%			



Pay Analysis

<b>Grounds Keeper</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Grounds Keeper	Grounds Keeper I	Grounds Keeper I	Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	\$ 15.60	\$ 18.46	\$ 18.60	\$ 17.84	\$ 15.00
Average	\$ 20.13	\$ 17.13	\$ 20.74	\$ 22.60	\$ 24.09	\$ 19.30
Maximum	\$ 24.06	\$ 18.66	\$ 23.02	\$ 26.60	\$ 30.33	\$ 23.59
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.20	\$ 17.10	-5.3%			
Average	\$ 20.13	\$ 20.77	-3.1%			
Maximum	\$ 24.06	\$ 24.44	-1.5%			

<b>Senior Grounds Keeper</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Grounds Keeper Sr	Grounds Keeper II	Grounds Keeper II	Master Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	\$ 15.68	\$ 18.69	\$ 19.80	\$ 17.84	\$ 15.00
Average	\$ 20.21	\$ 17.22	\$ 21.64	\$ 23.80	\$ 24.09	\$ 20.51
Maximum	\$ 24.21	\$ 18.76	\$ 24.58	\$ 27.80	\$ 30.33	\$ 26.01
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.20	\$ 17.402	-6.9%			
Average	\$ 20.21	\$ 21.45	-5.8%			
Maximum	\$ 24.21	\$ 25.50	-5.0%			

<b>Mechanic I</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic I	Mechanic I	Mechanic I	Mechanic I	Mechanic I	Transportation Mechanic
Minimum	\$ 16.20	\$ 16.13	\$ 18.81	\$ 18.60	\$ 16.99	\$ 15.87
Average	\$ 20.21	\$ 19.60	\$ 22.19	\$ 22.60	\$ 22.94	\$ 24.54
Maximum	\$ 24.21	\$ 23.06	\$ 25.57	\$ 26.60	\$ 28.88	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.20	\$ 17.28	-6.2%			
Average	\$ 20.21	\$ 22.37	-9.7%			
Maximum	\$ 24.21	\$ 27.46	-11.8%			



<b>Mechanic II</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic II	Mechanic II	Mechanic II	Mechanic II	Mechanic II	Transportation Mechanic
Minimum	\$ 17.07	\$ 17.80	\$ 19.53	\$ 19.40	\$ 18.73	\$ 15.87
Average	\$ 21.33	\$ 21.62	\$ 24.55	\$ 23.40	\$ 25.29	\$ 24.54
Maximum	\$ 25.60	\$ 25.44	\$ 29.57	\$ 27.40	\$ 31.84	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 17.07	\$ 18.27	-6.6%			
Average	\$ 21.33	\$ 23.88	-10.7%			
Maximum	\$ 25.60	\$ 29.49	-13.2%			

<b>Mechanic III</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic III	Mechanic III	Mechanic III	Mechanic III	Mechanic II	Transportation Mechanic
Minimum	\$ 18.61	\$ 19.10	\$ 20.41	\$ 19.80	\$ 18.73	\$ 15.87
Average	\$ 23.32	\$ 23.20	\$ 26.18	\$ 23.80	\$ 25.29	\$ 24.54
Maximum	\$ 28.02	\$ 27.30	\$ 31.95	\$ 27.80	\$ 31.84	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 18.61	\$ 18.78	-0.9%			
Average	\$ 23.32	\$ 24.60	-5.2%			
Maximum	\$ 28.02	\$ 30.42	-7.9%			

<b>Plumber</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Plumber	Plumber I	Plumber I	Craftsman Plumbing	Maintenance Tech I	Plumber
Minimum	\$ 18.61	\$ 15.99	\$ 18.81	\$ 19.40	\$ 16.99	\$ 16.38
Average	\$ 23.32	\$ 19.53	\$ 22.19	\$ 23.40	\$ 22.94	\$ 24.00
Maximum	\$ 28.02	\$ 23.06	\$ 25.57	\$ 27.40	\$ 28.88	\$ 31.62
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 18.61	\$ 17.51	6.3%			
Average	\$ 23.32	\$ 22.41	4.1%			
Maximum	\$ 28.02	\$ 27.31	2.6%			

Pay Analysis

<b>Electrician</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Electrician	Electrician I	Electrician I	Craftsman Electrical	Maintenance Tech I	Electrician
Minimum	\$ 18.61	\$ 16.07	\$ 18.81	\$ 19.80	\$ 16.99	\$ 17.20
Average	\$ 23.32	\$ 18.87	\$ 22.19	\$ 23.80	\$ 22.94	\$ 24.41
Maximum	\$ 28.02	\$ 21.66	\$ 25.57	\$ 27.80	\$ 28.88	\$ 31.62
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 18.61	\$ 17.77	4.7%			
Average	\$ 23.32	\$ 22.44	3.9%			
Maximum	\$ 28.02	\$ 27.11	3.4%			

<b>HVAC</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	HVAC	HVAC I	HVAC I	Craftsman HVAC	Maintenance Tech I	HVAC
Minimum	\$ 20.26	\$ 16.07	\$ 20.41	\$ 20.20	\$ 16.99	\$ 17.20
Average	\$ 25.46	\$ 18.87	\$ 26.18	\$ 24.58	\$ 22.94	\$ 25.20
Maximum	\$ 30.65	\$ 21.66	\$ 31.95	\$ 28.95	\$ 28.88	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 20.26	\$ 18.17	11.5%			
Average	\$ 25.46	\$ 23.55	8.1%			
Maximum	\$ 30.65	\$ 28.93	6.0%			

<b>Behavior Assistant</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Behavior Assistant	General Assistant	Admin Support I	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 20.68	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 23.41	\$ 18.66	\$ 23.02	\$ 25.40	\$ 24.59	\$ 24.77
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.20	-1.9%			
Average	\$ 19.66	\$ 19.75	-0.5%			
Maximum	\$ 23.41	\$ 23.29	0.5%			



<b>Local Clerical</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Clerical Assistant	General Assistant	Admin Support I	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 20.68	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 23.41	\$ 18.66	\$ 23.02	\$ 25.40	\$ 24.59	\$ 24.77
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.20	-1.9%			
Average	\$ 19.66	\$ 19.75	-0.5%			
Maximum	\$ 23.41	\$ 23.29	0.5%			

<b>School Clerical &amp; 2nd Secretary</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	School Secretary	School Secretary	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	\$ 15.90	\$ 15.76	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.31	\$ 21.15	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 26.19	\$ 18.85	\$ 23.84	\$ 25.40	\$ 24.59	\$ 24.77
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.26	-2.2%			
Average	\$ 21.05	\$ 19.88	5.9%			
Maximum	\$ 26.19	\$ 23.49	11.5%			

<b>Media Assistant</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Media Assistant	Media Assistant	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.13	\$ 21.15	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 26.19	\$ 18.66	\$ 23.84	\$ 25.40	\$ 24.59	\$ 24.77
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.23	-2.0%			
Average	\$ 21.05	\$ 19.84	6.1%			
Maximum	\$ 26.19	\$ 23.45	11.7%			



<b>Behavior Specialist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Behavior Specialist	Behavior Specialist	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC03-NC05
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.22	\$ 21.15	\$ 21.40	\$ 19.64	\$ 20.51
Maximum	\$ 26.19	\$ 18.76	\$ 23.84	\$ 25.40	\$ 24.59	\$ 26.01
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.24	-2.1%			
Average	\$ 21.05	\$ 19.98	5.3%			
Maximum	\$ 26.19	\$ 23.72	10.4%			

<b>Parent Assistant</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Parent Assistant	Parent Assistant	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC03-NC05
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.22	\$ 21.15	\$ 21.40	\$ 19.64	\$ 20.51
Maximum	\$ 26.19	\$ 18.76	\$ 23.84	\$ 25.40	\$ 24.59	\$ 26.01
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 16.24	-2.1%			
Average	\$ 21.05	\$ 19.98	5.3%			
Maximum	\$ 26.19	\$ 23.72	10.4%			

<b>Operational Admin Support</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Operations Support	Operations Support	Admin Support III	Operations Support	Support Services	Office Admin NC03-NC06
Minimum	\$ 15.90	\$ 15.92	\$ 18.81	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.12	\$ 22.67	\$ 23.00	\$ 25.29	\$ 21.16
Maximum	\$ 26.96	\$ 20.31	\$ 26.52	\$ 27.00	\$ 31.84	\$ 27.31
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.49	-9.1%			
Average	\$ 21.43	\$ 22.04	-2.8%			
Maximum	\$ 26.96	\$ 26.60	1.4%			

<b>Registrar</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Registrar	Registrar	Admin Support IV	Registrar	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 18.20	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 22.20	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 26.20	\$ 31.84	\$ 28.68
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.39	-8.5%			
Average	\$ 21.43	\$ 22.28	-3.8%			
Maximum	\$ 26.96	\$ 27.18	-0.8%			

<b>Testing Coordinator</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Testing Coordinator	Testing Coordinator	Admin Support IV	Testing Coordinator	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.55	-9.4%			
Average	\$ 21.43	\$ 22.44	-4.5%			
Maximum	\$ 26.96	\$ 27.34	-1.4%			

<b>Central Office Admin Clerical</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Admin Clerical	Admin Clerical	Admin Support IV	Admin Clerical	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 18.20	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 22.20	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 26.20	\$ 31.84	\$ 28.68
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.39	-8.5%			
Average	\$ 21.43	\$ 22.28	-3.8%			
Maximum	\$ 26.96	\$ 27.18	-0.8%			

<b>Data Manager ES MS</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Data Manager	Data Manager I	Data Manager I	Data Processing	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 15.99	\$ 19.11	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.15	\$ 23.31	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 20.31	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.57	-9.5%			
Average	\$ 21.43	\$ 22.32	-4.0%			
Maximum	\$ 26.96	\$ 27.07	-0.4%			

<b>School Finance Mgr. ES MS</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	School Finance Mgr.	School Finance Mgr.	School Finance Mgr. I	Bookkeeper	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 15.99	\$ 19.11	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.38	\$ 18.15	\$ 23.31	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.85	\$ 20.31	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.57	-9.5%			
Average	\$ 21.38	\$ 22.32	-4.2%			
Maximum	\$ 26.85	\$ 27.07	-0.8%			

<b>Data Manager HS</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Data Manager	Data Manager II	Data Manager II	Data Manager HS	Data Specialist	Office Admin NC06-NC0
Minimum	\$ 16.35	\$ 16.07	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.00
Average	\$ 22.02	\$ 18.87	\$ 24.55	\$ 23.40	\$ 26.56	\$ 22.56
Maximum	\$ 27.68	\$ 21.66	\$ 29.57	\$ 27.40	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.35	\$ 17.93	-8.8%			
Average	\$ 22.02	\$ 23.19	-5.0%			
Maximum	\$ 27.68	\$ 28.44	-2.7%			



<b>School Finance Mgr. HS</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Finance Manager	Finance Manager II	Finance Manager II	Bookkeeper HS	Data Specialist	Office Admin NC05-NC08
Minimum	\$ 16.99	\$ 16.07	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.00
Average	\$ 22.93	\$ 18.87	\$ 24.55	\$ 23.40	\$ 26.56	\$ 22.56
Maximum	\$ 28.87	\$ 21.66	\$ 29.57	\$ 27.40	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.99	\$ 17.93	-5.3%			
Average	\$ 22.93	\$ 23.19	-1.1%			
Maximum	\$ 28.87	\$ 28.44	1.5%			

<b>Central Office Admin Assistant</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Central Office Admin Assistant	Admin Assistant	Admin Support V	Admin-Secretary	Admin Assistant	Office Admin NC06-NC08
Minimum	\$ 15.90	\$ 18.21	\$ 19.21	\$ 18.60	\$ 19.67	\$ 15.87
Average	\$ 21.38	\$ 22.21	\$ 24.39	\$ 22.60	\$ 26.56	\$ 22.99
Maximum	\$ 26.85	\$ 26.20	\$ 29.57	\$ 26.60	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 18.31	-13.2%			
Average	\$ 21.38	\$ 23.75	-10.0%			
Maximum	\$ 26.85	\$ 29.18	-8.0%			

<b>PR Specialist Operations</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	PR Operations	PR Specialist Operations	Admin Support V	Payroll Technician	Office Assistant	Office Admin NC06-NC08
Minimum	\$ 15.90	\$ 16.66	\$ 19.21	\$ 19.40	\$ 16.18	\$ 15.87
Average	\$ 21.38	\$ 20.24	\$ 23.36	\$ 23.40	\$ 21.85	\$ 22.99
Maximum	\$ 26.85	\$ 23.82	\$ 27.51	\$ 27.40	\$ 27.51	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 15.90	\$ 17.46	-9.0%			
Average	\$ 21.38	\$ 22.37	-4.4%			
Maximum	\$ 26.85	\$ 27.27	-1.5%			

Pay Analysis

<b>Purchasing Specialist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Purchasing	Purchasing	Admin Support V	Procurement Specialist	Office Assistant Purchasing	Office Admin NC06-NC08
Minimum	\$ 16.35	\$ 16.66	\$ 19.21	\$ 19.00	\$ 16.18	\$ 15.87
Average	\$ 22.02	\$ 20.24	\$ 23.36	\$ 23.40	\$ 21.85	\$ 22.99
Maximum	\$ 27.68	\$ 23.82	\$ 27.51	\$ 27.80	\$ 27.51	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 16.35	\$ 17.38	-5.9%			
Average	\$ 22.02	\$ 22.37	-1.6%			
Maximum	\$ 27.68	\$ 27.35	1.2%			

<b>Parent Involvement Coordinator</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Parent Involvement Coordin	Parent Family Liaison	Admin Support V	Parent Liason	Social Worker	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.21	\$ 18.20	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 20.62	\$ 23.36	\$ 22.20	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 24.58	\$ 27.51	\$ 26.20	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 17.67	\$ 17.92	-1.4%			
Average	\$ 23.95	\$ 23.15	3.5%			
Maximum	\$ 30.22	\$ 28.37	6.5%			

<b>Behavior Tech or Interventionist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Behavior Tech	Behavior Coordin	Admin Support VI	Social Emotional Learning Coach	Social Worker	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 20.62	\$ 25.12	\$ 23.40	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 24.58	\$ 30.71	\$ 27.40	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 17.67	\$ 18.23	-3.1%			
Average	\$ 23.95	\$ 23.74	0.9%			
Maximum	\$ 30.22	\$ 29.25	3.3%			



<b>AP Specialist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	AP Specialist	AP Coordinator	Admin Support VI	AP Processing Tech	Fiscal Tech	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 19.97	\$ 25.12	\$ 23.40	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 23.28	\$ 30.71	\$ 27.40	\$ 33.44	\$ 30.11
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 17.67	\$ 18.23	-3.1%			
Average	\$ 23.95	\$ 23.61	1.4%			
Maximum	\$ 30.22	\$ 28.99	4.3%			

<b>HR Specialists</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	HR Specialists	HR Specialists	Admin Support VI	HR Specialists	HR Technician	Office Admin NC07-NC10
Minimum	\$ 18.47	\$ 18.21	\$ 19.53	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 25.06	\$ 22.21	\$ 25.12	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 31.65	\$ 26.20	\$ 30.71	\$ 28.95	\$ 36.86	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 18.47	\$ 19.20	-3.8%			
Average	\$ 25.06	\$ 25.19	-0.5%			
Maximum	\$ 31.65	\$ 31.18	1.5%			

<b>PR Specialist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	PR Specialist	PR Specialist	Admin Support VI	PR Specialist	PR Specialist	Office Admin NC07-NC10
Minimum	\$ 18.47	\$ 18.21	\$ 19.53	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 25.06	\$ 22.21	\$ 25.12	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 31.65	\$ 26.20	\$ 30.71	\$ 28.95	\$ 36.86	\$ 33.20
<b>WSFCS Pay Versus Avg Market Analysis</b>						
	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>			
Minimum	\$ 18.47	\$ 19.20	-3.8%			
Average	\$ 25.06	\$ 25.19	-0.5%			
Maximum	\$ 31.65	\$ 31.18	1.5%			



<b>Executive Assistant - Sr Management</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Executive Assistant	Executive Assistant	Admin Support VII	Executive Assistant	Office Assistant Supervisor	Office Admin NC07-NC10
Minimum	\$ 20.22	\$ 19.82	\$ 19.82	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 27.46	\$ 24.09	\$ 25.89	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 34.69	\$ 28.35	\$ 31.95	\$ 28.95	\$ 36.86	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WFSCS Rate vs Analysis AVG %</b>
Minimum	\$ 20.22	\$ 19.58	3.3%
Average	\$ 27.46	\$ 25.72	6.7%
Maximum	\$ 34.69	\$ 31.86	8.9%

<b>SR Payroll Specialist</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	SR Payroll Specialist	SR Payroll Specialist	Admin Support VII	PR Team Leader	PR Specialist	Office Admin NC07-NC10
Minimum	\$ 20.22	\$ 19.82	\$ 19.82	\$ 20.60	\$ 21.69	\$ 16.38
Average	\$ 27.46	\$ 24.09	\$ 25.89	\$ 25.23	\$ 29.28	\$ 24.79
Maximum	\$ 34.69	\$ 28.35	\$ 31.95	\$ 29.85	\$ 36.86	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WFSCS Rate vs Analysis AVG %</b>
Minimum	\$ 20.22	\$ 19.66	2.8%
Average	\$ 27.46	\$ 25.85	6.2%
Maximum	\$ 34.69	\$ 32.04	8.3%

<b>Technology Services Tech</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Technology Services Tech	Tech Support Specialist I	Admin Support VIII	Data Analyst	IT Support Technician	Office Admin NC07-NC10
Minimum	\$ 21.22	\$ 19.82	\$ 20.41	\$ 20.60	\$ 19.67	\$ 16.38
Average	\$ 26.67	\$ 24.09	\$ 26.82	\$ 25.05	\$ 26.56	\$ 24.79
Maximum	\$ 32.12	\$ 28.35	\$ 33.22	\$ 29.50	\$ 33.44	\$ 33.20

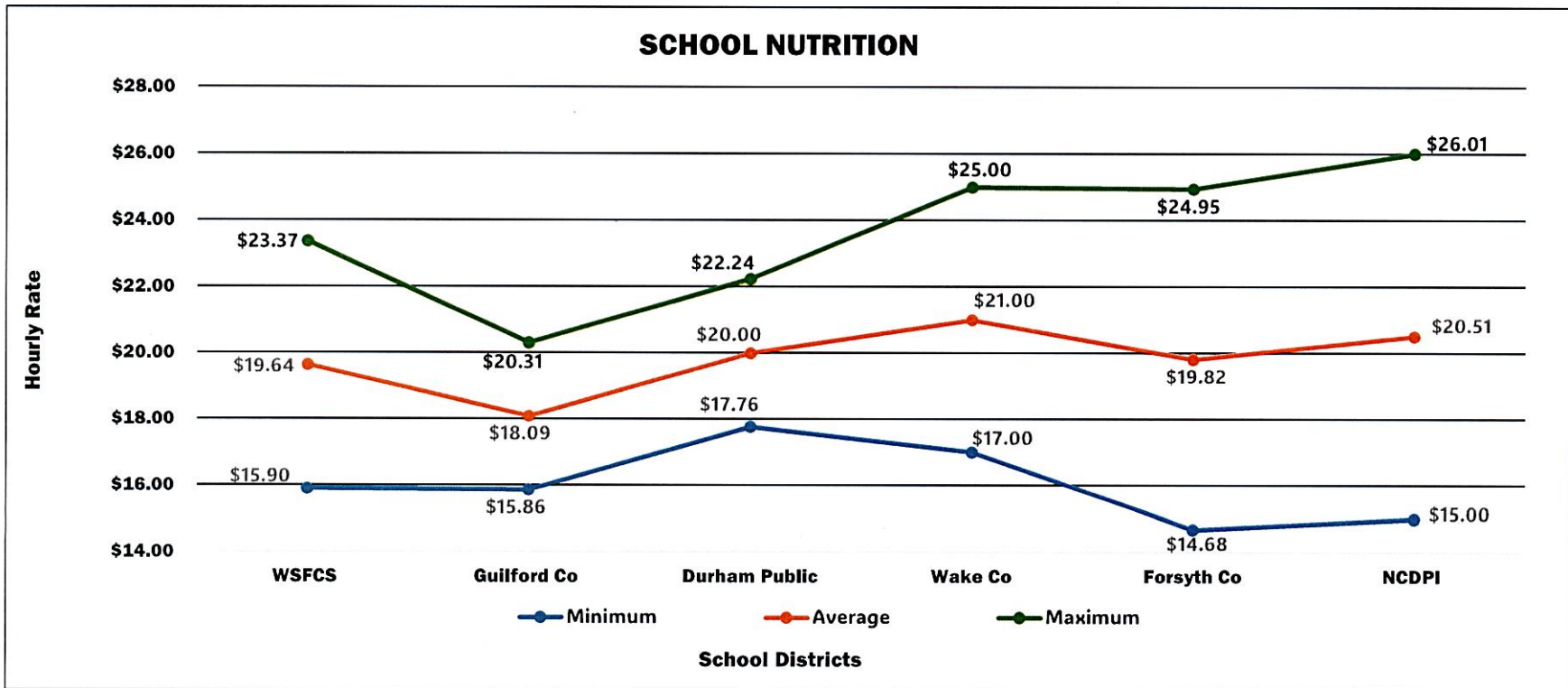
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WFSCS Rate vs Analysis AVG %</b>
Minimum	\$ 21.22	\$ 19.38	9.5%
Average	\$ 26.67	\$ 25.46	4.8%
Maximum	\$ 32.12	\$ 31.54	1.8%

School Nutrition

School Nutrition	WSFCS	Gulford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position Title	School Nutrition	School Nutrition	School Nutrition	School Nutrition	Program Chef	School Nutrition
Minimum	\$ 15.90	\$ 15.86	\$ 17.76	\$ 17.00	\$ 14.68	\$ 15.00
Average	\$ 19.64	\$ 18.09	\$ 20.00	\$ 21.00	\$ 19.82	\$ 20.51
Maximum	\$ 23.37	\$ 20.31	\$ 22.24	\$ 25.00	\$ 24.95	\$ 26.01

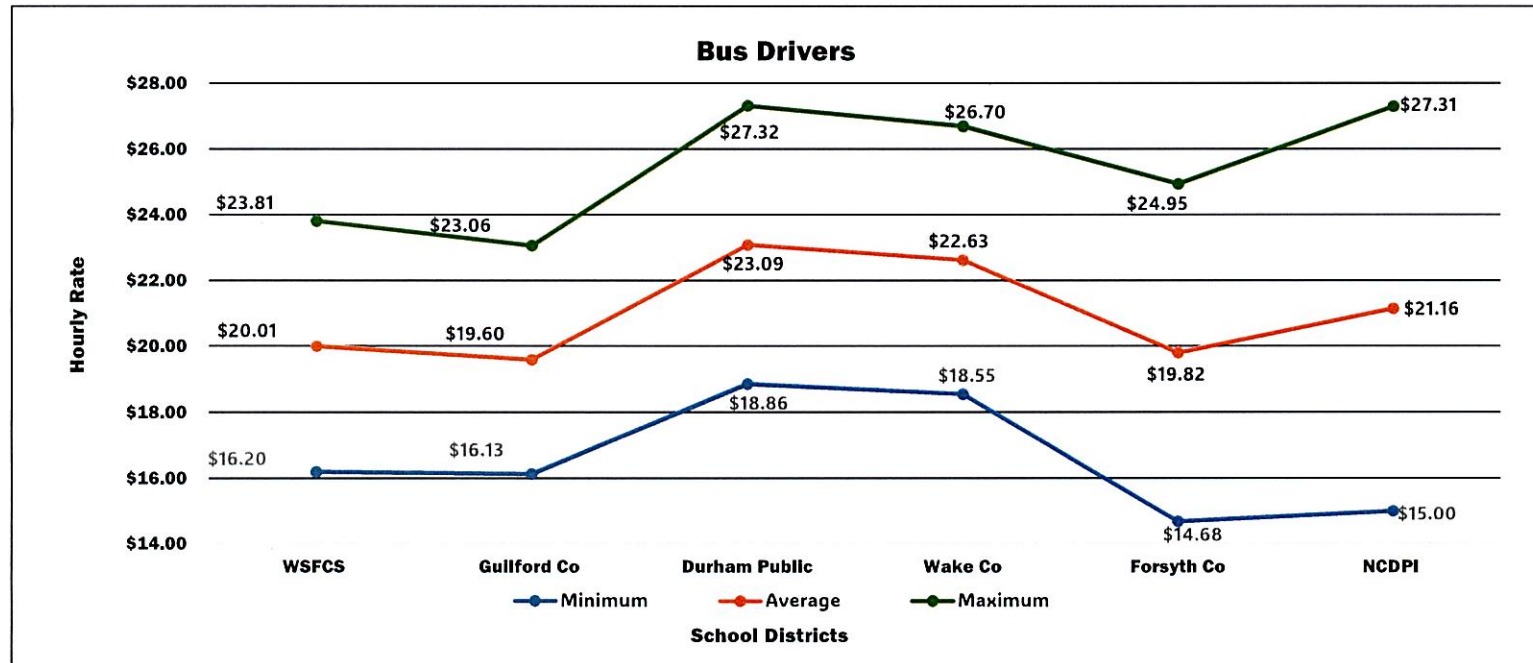
WSFCS Pay Versus Avg Market Analysis	WSFCS	Analysis Average	WSFCS Rate vs Analysis AVG %
Minimum	\$ 15.90	\$ 16.06	-1.0%
Average	\$ 19.64	\$ 19.88	-1.2%
Maximum	\$ 23.37	\$ 23.70	-1.4%



Bus Driver

<b>Bus Driver</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
<b>Position</b>	<b>Bus Driver</b>	<b>Bus Driver</b>	<b>Bus Driver</b>	<b>Bus Driver</b>	<b>Transportation Aid</b>	<b>Bus Driver</b>
Minimum	\$ 16.20	\$ 16.13	\$ 18.86	\$ 18.55	\$ 14.68	\$ 15.00
Average	\$ 20.01	\$ 19.60	\$ 23.09	\$ 22.63	\$ 19.82	\$ 21.16
Maximum	\$ 23.81	\$ 23.06	\$ 27.32	\$ 26.70	\$ 24.95	\$ 27.31

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>Winston Salem Forsyth County Schools</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.20	\$ 16.64	-2.7%
Average	\$ 20.01	\$ 21.26	-5.9%
Maximum	\$ 23.81	\$ 25.87	-8.0%



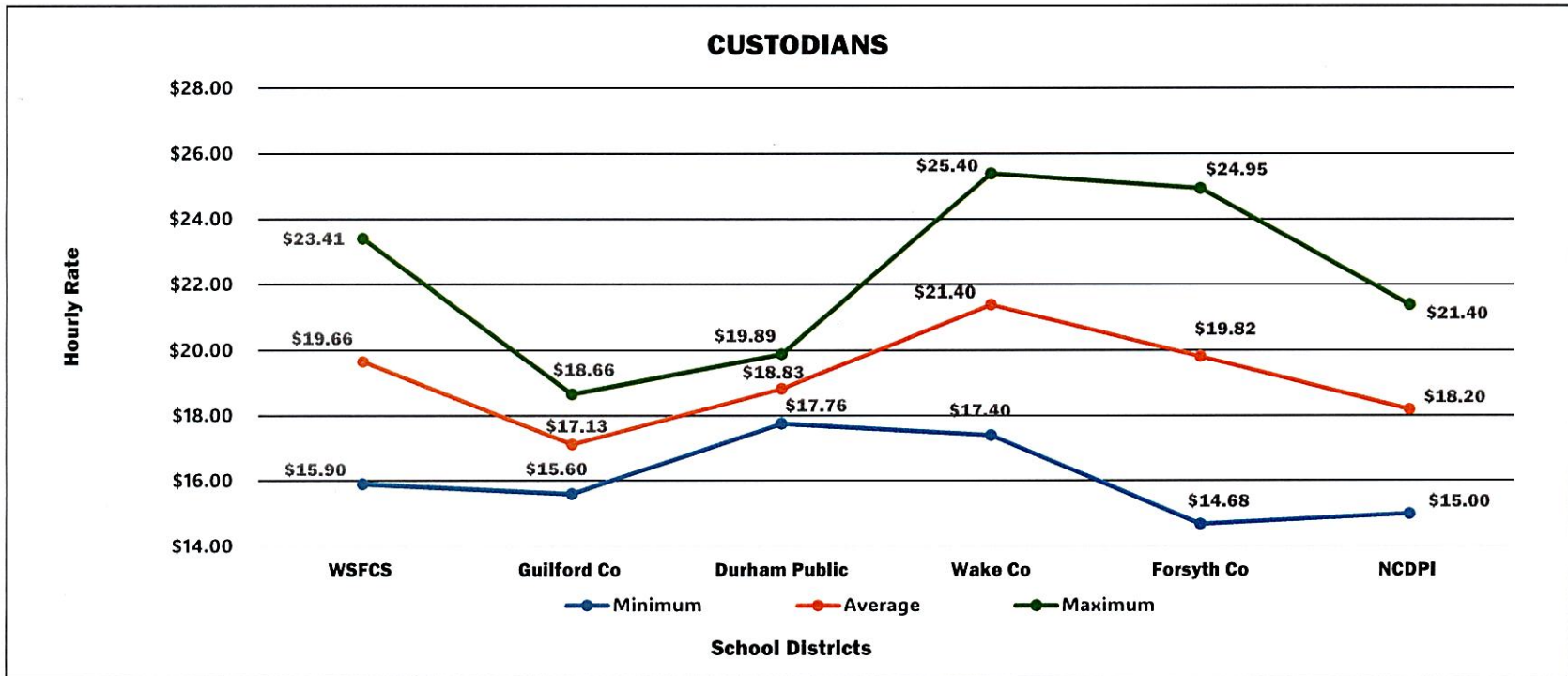


Custodians

<b>Custodians</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
<b>Position</b>	<b>Custodians</b>	<b>Custodians</b>	<b>Custodians I, II</b>	<b>Custodians</b>	<b>Custodians</b>	<b>Custodians</b>
Minimum	\$ 15.90	\$ 15.60	\$ 17.76	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 18.83	\$ 21.40	\$ 19.82	\$ 18.20
Maximum	\$ 23.41	\$ 18.66	\$ 19.89	\$ 25.40	\$ 24.95	\$ 21.40

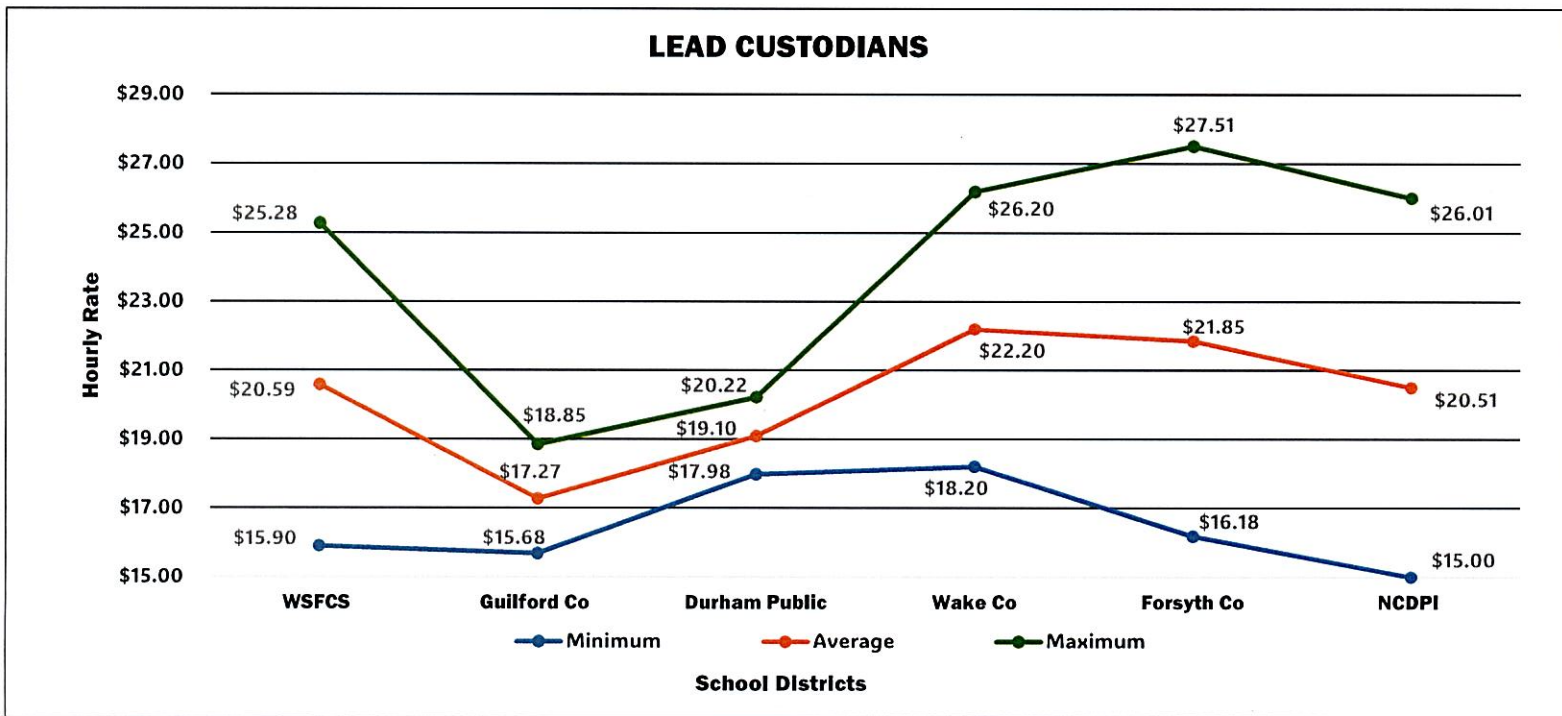
<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>Winston Salem Forsyth County Schools</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.09	-1.2%
Average	\$ 19.66	\$ 19.07	3.0%
Maximum	\$ 23.41	\$ 22.06	6.1%



Lead Custodians

Lead Custodians	WSFCS	Gulford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Lead Custodians	Lead Custodians I, II	Custodians Crew Leader	Custodians Head	Senior Custodians	Custodian Site Supervisor
Minimum	\$ 15.90	\$ 15.68	\$ 17.98	\$ 18.20	\$ 16.18	\$ 15.00
Average	\$ 20.59	\$ 17.27	\$ 19.10	\$ 22.20	\$ 21.85	\$ 20.51
Maximum	\$ 25.28	\$ 18.85	\$ 20.22	\$ 26.20	\$ 27.51	\$ 26.01

WSFCS Pay Versus Avg Market Analysis	WSFCS	Analysis Average	WSFCS Rate vs Analysis AVG %
Minimum	\$ 15.90	\$ 16.61	-4.3%
Average	\$ 20.59	\$ 20.18	2.0%
Maximum	\$ 25.28	\$ 23.76	6.4%

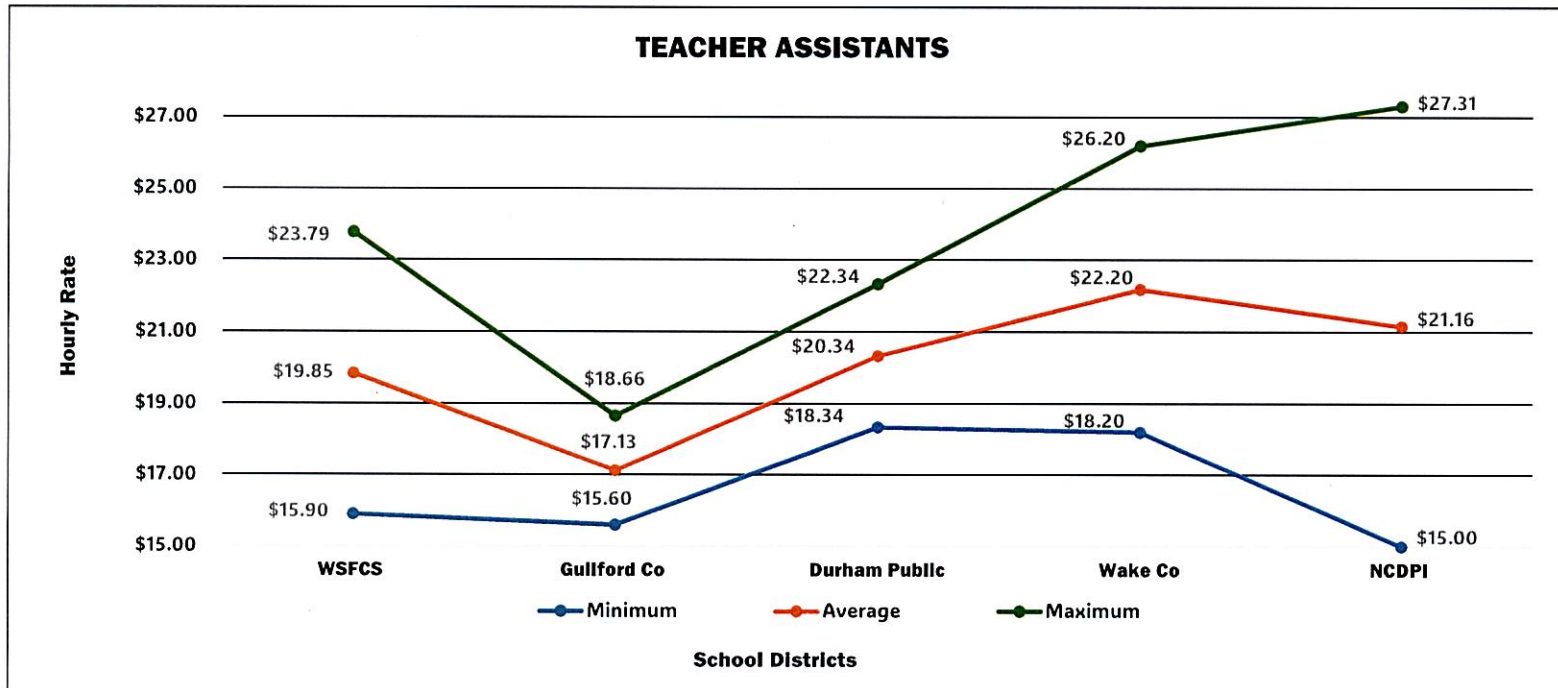


Teacher Assistants

<b>Teacher Assistants</b>	<b>WFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Teacher Assistants	Teacher Assistants	Teacher Assistants	Instructional Assistant Regular Education	N/A	Teacher Assistants
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 18.20	\$ -	\$ 15.00
Average	\$ 19.85	\$ 17.13	\$ 20.34	\$ 22.20	\$ -	\$ 21.16
Maximum	\$ 23.79	\$ 18.66	\$ 22.34	\$ 26.20	\$ -	\$ 27.31

<b>WFCS Pay Versus Avg Market Analysis</b>	<b>WFCS</b>	<b>Analysis Average</b>	<b>WFCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.79	-5.3%
Average	\$ 19.85	\$ 20.21	-1.8%
Maximum	\$ 23.79	\$ 23.63	0.7%

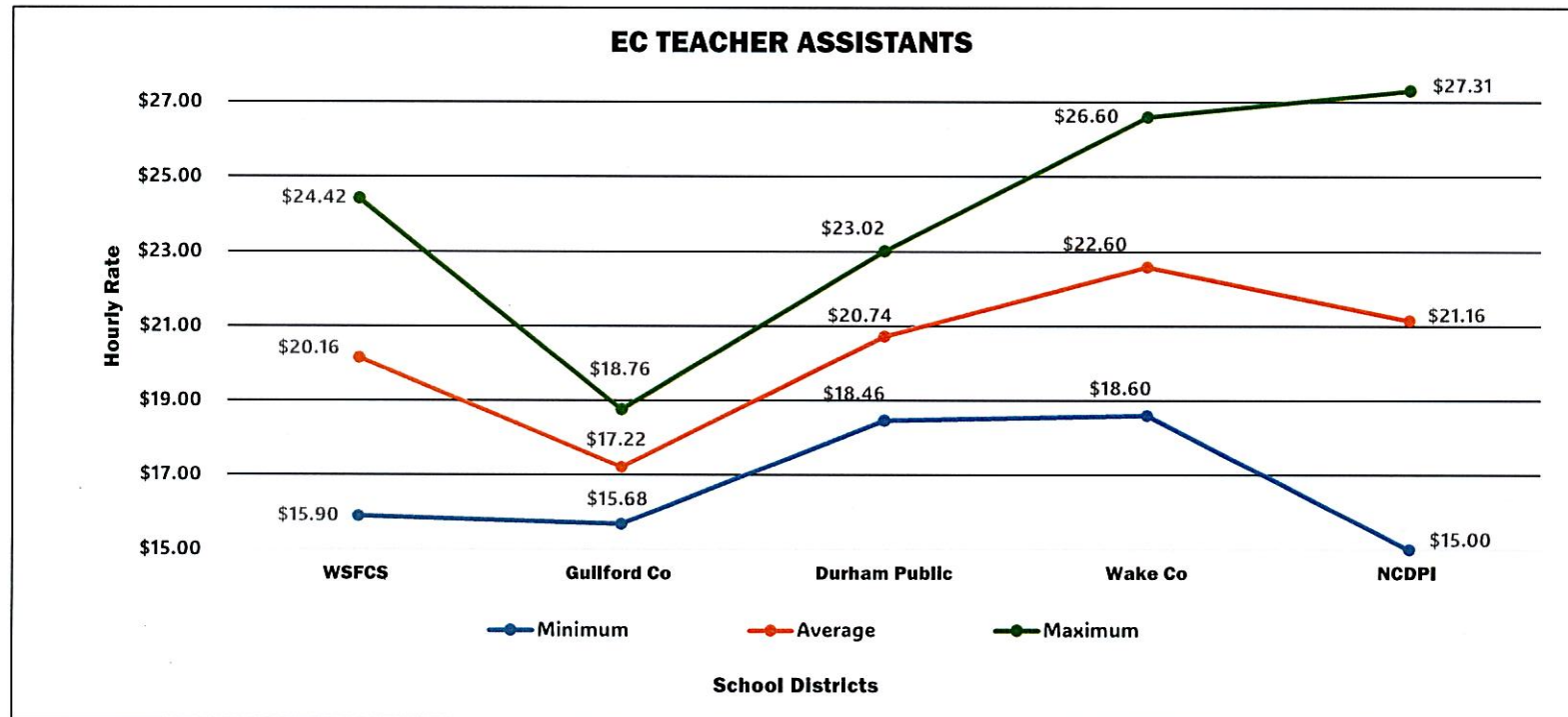




EC Teacher Assistants

<b>EC Teacher Assistants</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	EC Teacher Assistants	EC Teacher Assistants	Teacher Assistants	Instructional Assistant Special Education	N/A	Teacher Assistants
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 18.60	\$ -	\$ 15.00
Average	\$ 20.16	\$ 17.22	\$ 20.74	\$ 22.60	\$ -	\$ 21.16
Maximum	\$ 24.42	\$ 18.76	\$ 23.02	\$ 26.60	\$ -	\$ 27.31

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.94	-6.1%
Average	\$ 20.16	\$ 20.43	-1.3%
Maximum	\$ 24.42	\$ 23.92	2.1%

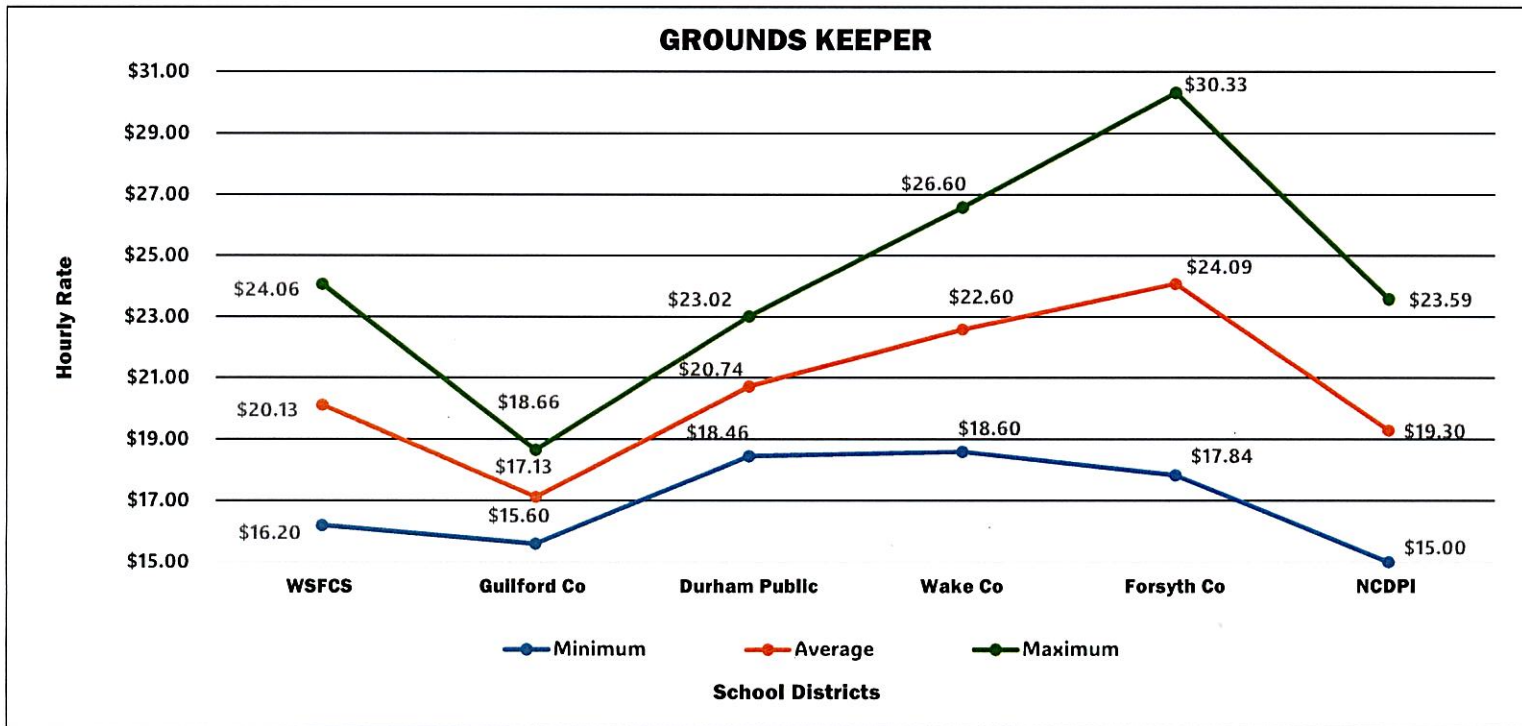


Grounds Keeper

<b>Grounds Keeper</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Grounds Keeper	Grounds Keeper I	Grounds Keeper I	Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	\$ 15.60	\$ 18.46	\$ 18.60	\$ 17.84	\$ 15.00
Average	\$ 20.13	\$ 17.13	\$ 20.74	\$ 22.60	\$ 24.09	\$ 19.30
Maximum	\$ 24.06	\$ 18.66	\$ 23.02	\$ 26.60	\$ 30.33	\$ 23.59

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.20	\$ 17.10	-5.3%
Average	\$ 20.13	\$ 20.77	-3.1%
Maximum	\$ 24.06	\$ 24.44	-1.5%

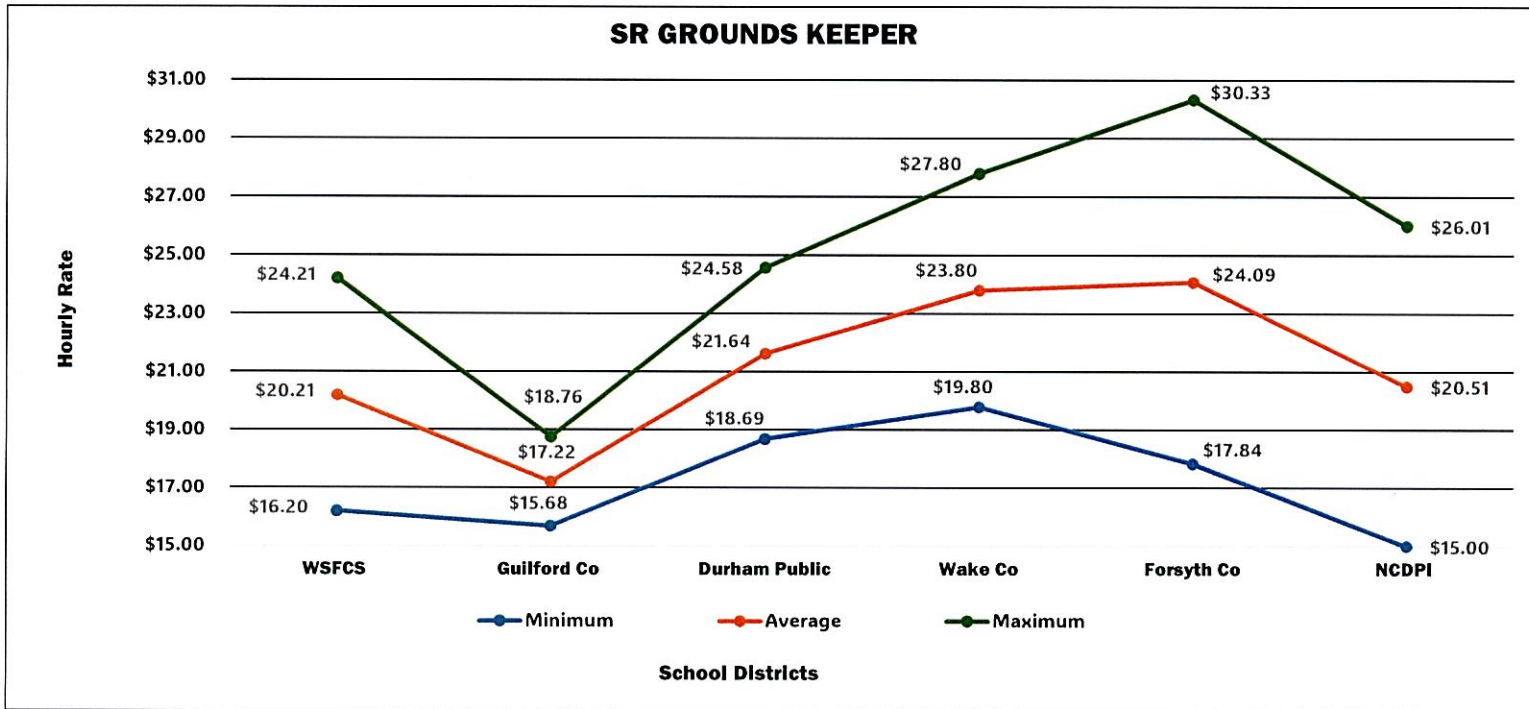


SR Grounds Keeper

<b>Senior Grounds Keeper</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Grounds Keeper Sr	Grounds Keeper II	Grounds Keeper II	Master Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	\$ 15.68	\$ 18.69	\$ 19.80	\$ 17.84	\$ 15.00
Average	\$ 20.21	\$ 17.22	\$ 21.64	\$ 23.80	\$ 24.09	\$ 20.51
Maximum	\$ 24.21	\$ 18.76	\$ 24.58	\$ 27.80	\$ 30.33	\$ 26.01

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.20	\$ 17.402	-6.9%
Average	\$ 20.21	\$ 21.45	-5.8%
Maximum	\$ 24.21	\$ 25.50	-5.0%



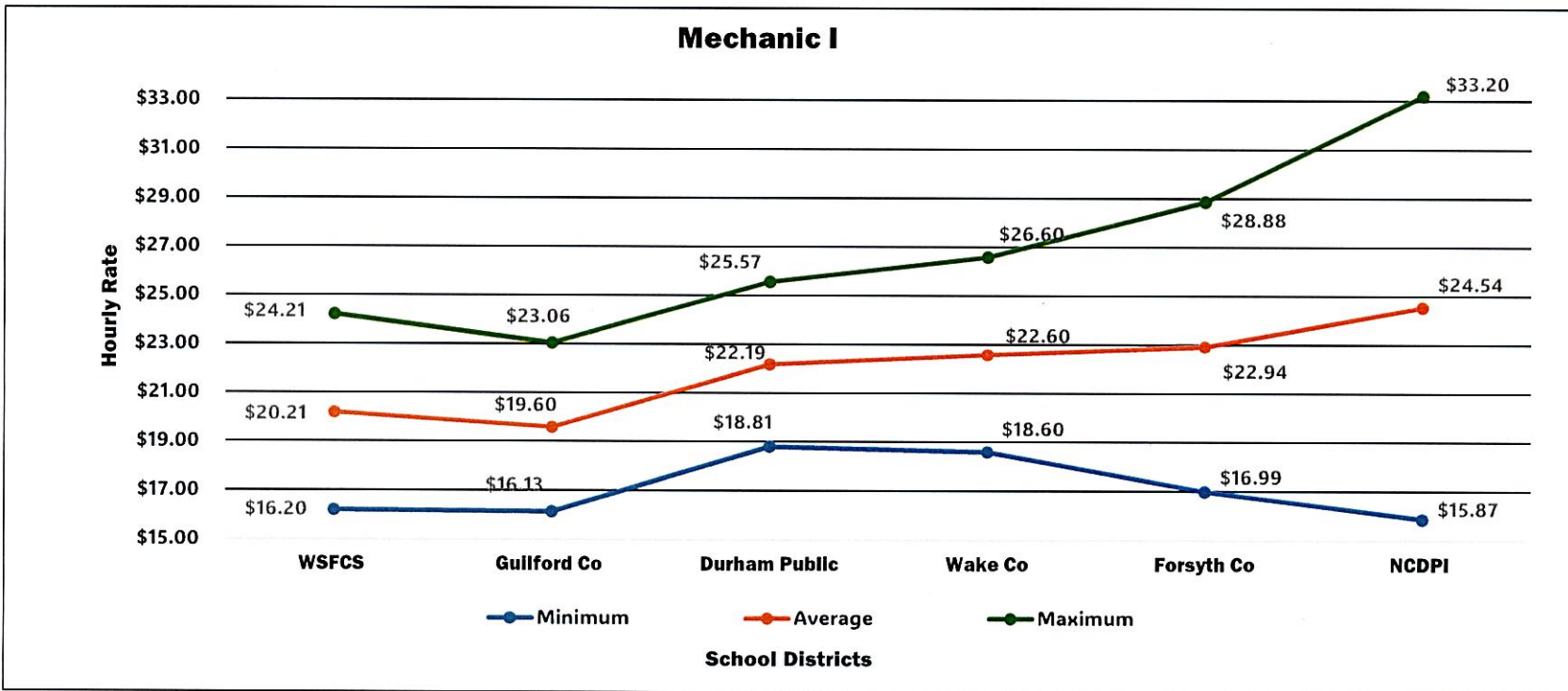


Mechanic I

<b>Mechanic I</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic I	Mechanic I	Mechanic I	Mechanic I	Mechanic I	Transportation Mechanic
Minimum	\$ 16.20	\$ 16.13	\$ 18.81	\$ 18.60	\$ 16.99	\$ 15.87
Average	\$ 20.21	\$ 19.60	\$ 22.19	\$ 22.60	\$ 22.94	\$ 24.54
Maximum	\$ 24.21	\$ 23.06	\$ 25.57	\$ 26.60	\$ 28.88	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WFSCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.200	\$ 17.280	-6.2%
Average	\$ 20.21	\$ 22.37	-9.7%
Maximum	\$ 24.21	\$ 27.46	-11.8%

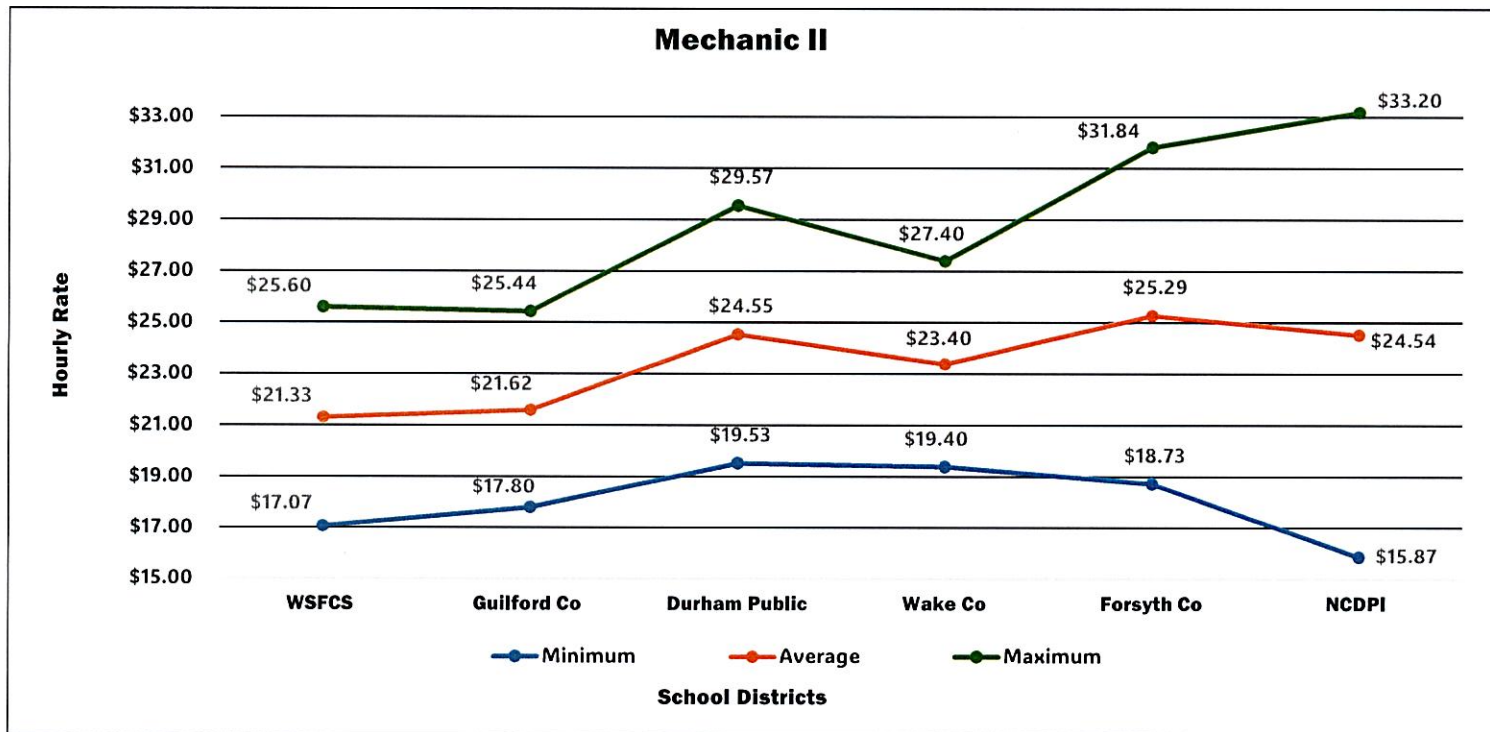


Mechanic II

<b>Mechanic II</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic II	Mechanic II	Mechanic II	Mechanic II	Mechanic II	Transportation Mechanic
Minimum	\$ 17.07	\$ 17.80	\$ 19.53	\$ 19.40	\$ 18.73	\$ 15.87
Average	\$ 21.33	\$ 21.62	\$ 24.55	\$ 23.40	\$ 25.29	\$ 24.54
Maximum	\$ 25.60	\$ 25.44	\$ 29.57	\$ 27.40	\$ 31.84	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 17.07	\$ 18.27	-6.6%
Average	\$ 21.33	\$ 23.88	-10.7%
Maximum	\$ 25.60	\$ 29.49	-13.2%

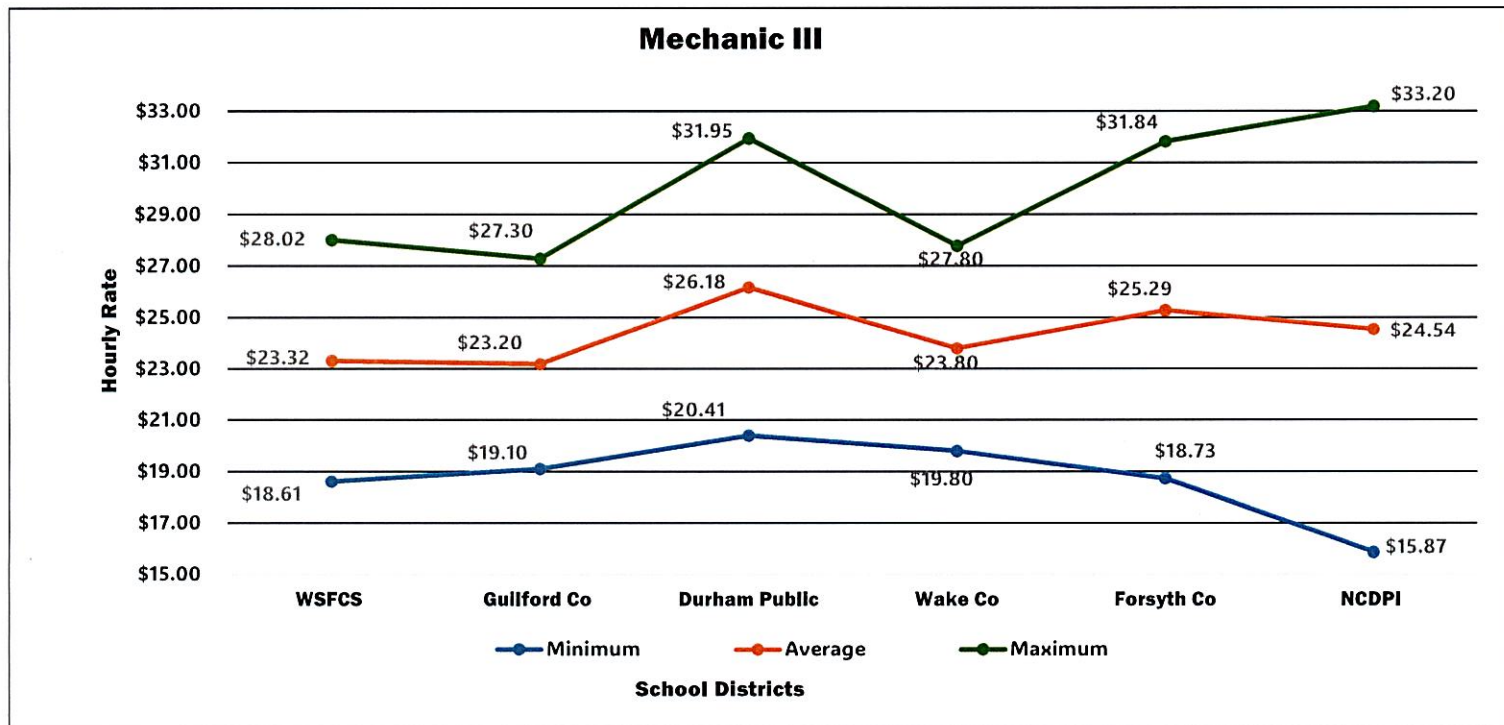


Mechanic III

<b>Mechanic III</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Mechanic III	Mechanic III	Mechanic III	Mechanic III	Mechanic II	Transportation Mechanic
Minimum	\$ 18.61	\$ 19.10	\$ 20.41	\$ 19.80	\$ 18.73	\$ 15.87
Average	\$ 23.32	\$ 23.20	\$ 26.18	\$ 23.80	\$ 25.29	\$ 24.54
Maximum	\$ 28.02	\$ 27.30	\$ 31.95	\$ 27.80	\$ 31.84	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 18.61	\$ 18.78	-0.9%
Average	\$ 23.32	\$ 24.60	-5.2%
Maximum	\$ 28.02	\$ 30.42	-7.9%



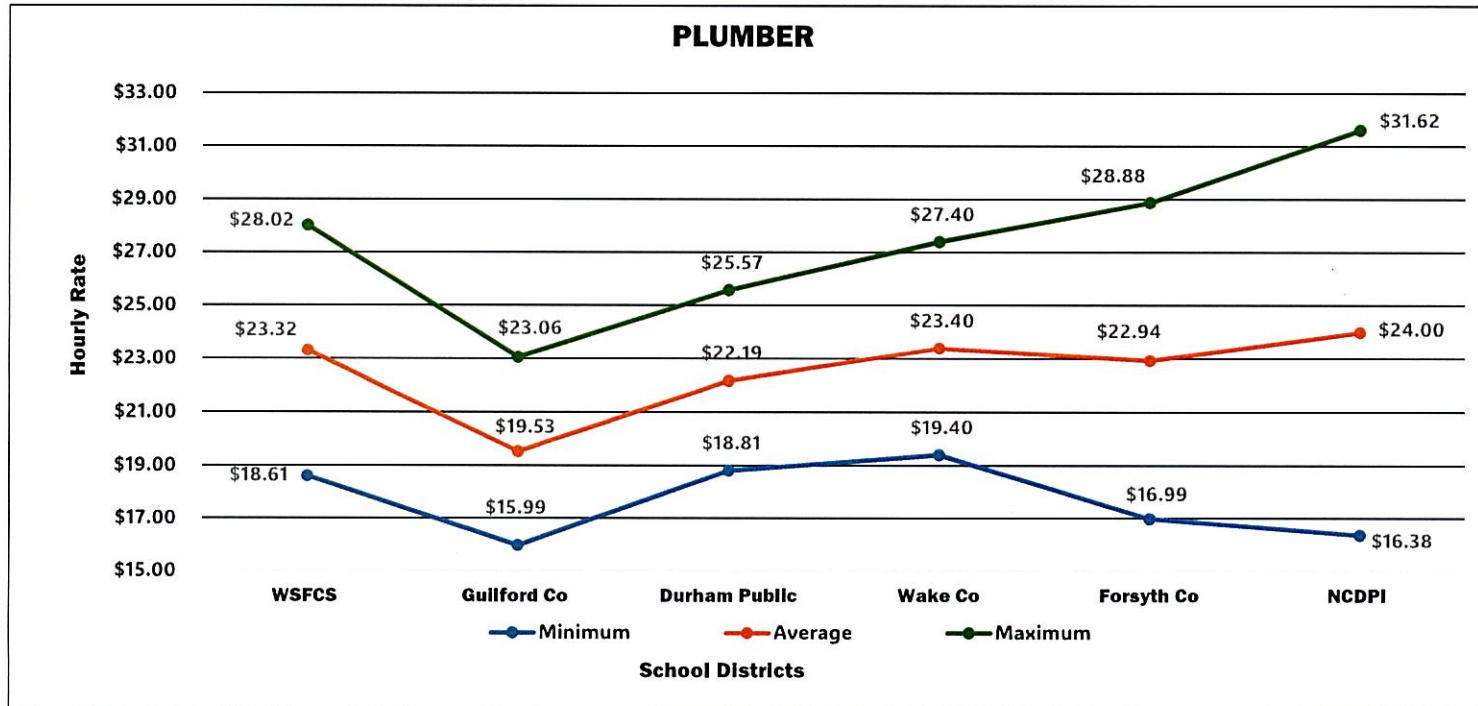


Plumber

<b>Plumber</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Plumber	Plumber I	Plumber I	Craftsman Plumbing	Maintenance Technician I	Plumber
Minimum	\$ 18.61	\$ 15.99	\$ 18.81	\$ 19.40	\$ 16.99	\$ 16.38
Average	\$ 23.32	\$ 19.53	\$ 22.19	\$ 23.40	\$ 22.94	\$ 24.00
Maximum	\$ 28.02	\$ 23.06	\$ 25.57	\$ 27.40	\$ 28.88	\$ 31.62

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 18.61	\$ 17.51	6.3%
Average	\$ 23.32	\$ 22.41	4.1%
Maximum	\$ 28.02	\$ 27.31	2.6%

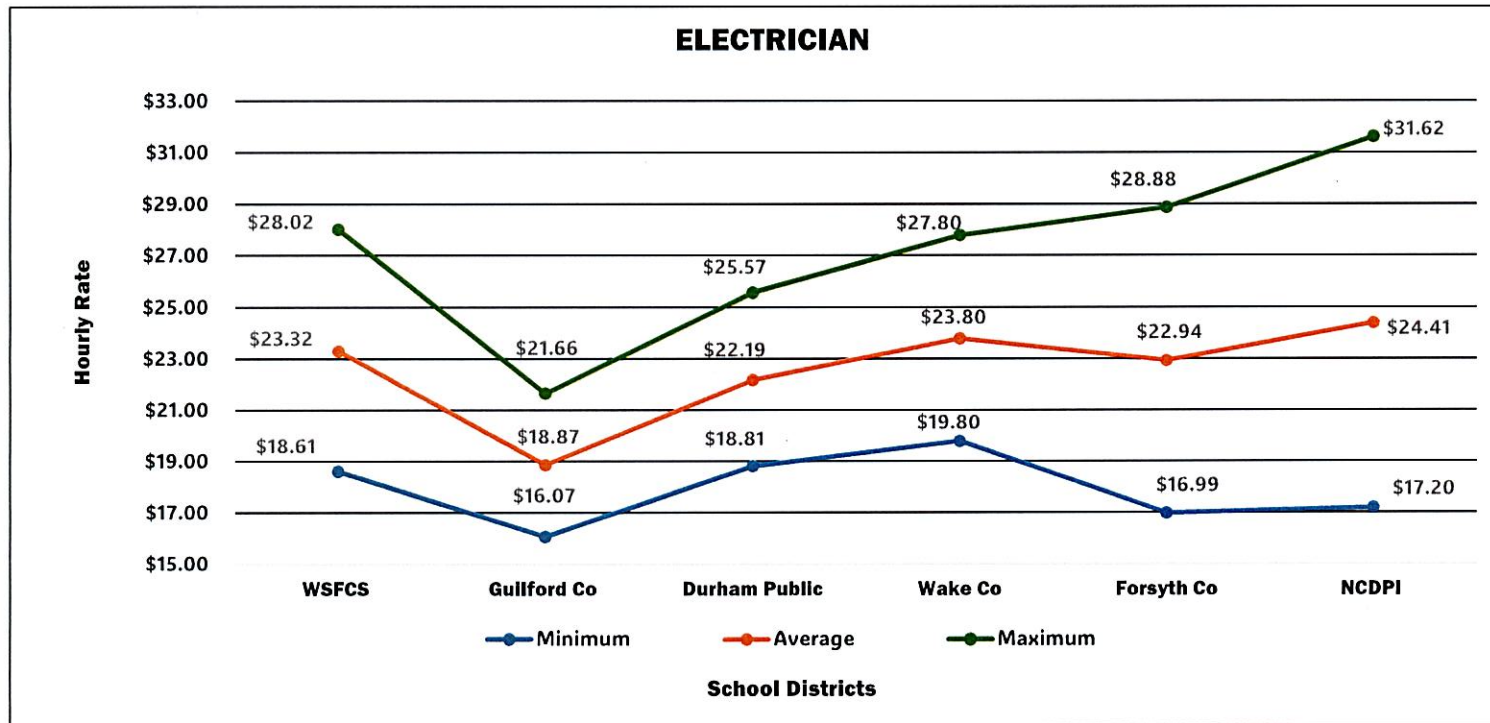


Electrician

<b>Electrician</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	Electrician	Electrician I	Electrician I	Craftsman Electrical	Maintenance Technician I	Electrician
Minimum	\$ 18.61	\$ 16.07	\$ 18.81	\$ 19.80	\$ 16.99	\$ 17.20
Average	\$ 23.32	\$ 18.87	\$ 22.19	\$ 23.80	\$ 22.94	\$ 24.41
Maximum	\$ 28.02	\$ 21.66	\$ 25.57	\$ 27.80	\$ 28.88	\$ 31.62

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 18.61	\$ 17.77	4.7%
Average	\$ 23.32	\$ 22.44	3.9%
Maximum	\$ 28.02	\$ 27.11	3.4%

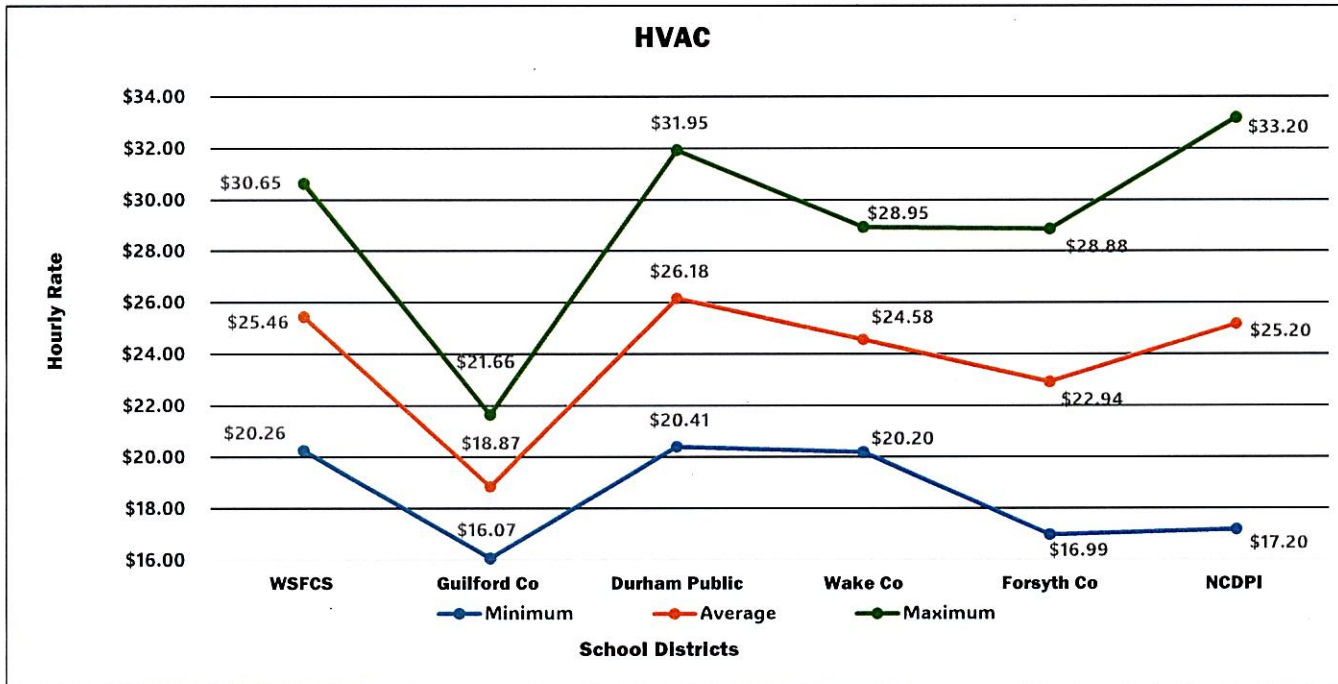


HVAC

<b>HVAC</b>	<b>WSFCS</b>	<b>Gulford Co</b>	<b>Durham Public</b>	<b>Wake Co</b>	<b>Forsyth Co</b>	<b>NCDPI</b>
Position	HVAC	HVAC I	HVAC I	Craftsman HVAC	Maintenance Technician I	HVAC
Minimum	\$ 20.26	\$ 16.07	\$ 20.41	\$ 20.20	\$ 16.99	\$ 17.20
Average	\$ 25.46	\$ 18.87	\$ 26.18	\$ 24.58	\$ 22.94	\$ 25.20
Maximum	\$ 30.65	\$ 21.66	\$ 31.95	\$ 28.95	\$ 28.88	\$ 33.20

<b>WSFCS Pay Versus Avg Market Analysis</b>	<b>WSFCS</b>	<b>Analysis Average</b>	<b>WSFCS Rate vs Analysis AVG %</b>
Minimum	\$ 20.26	\$ 18.17	11.5%
Average	\$ 25.46	\$ 23.55	8.1%
Maximum	\$ 30.65	\$ 28.93	6.0%

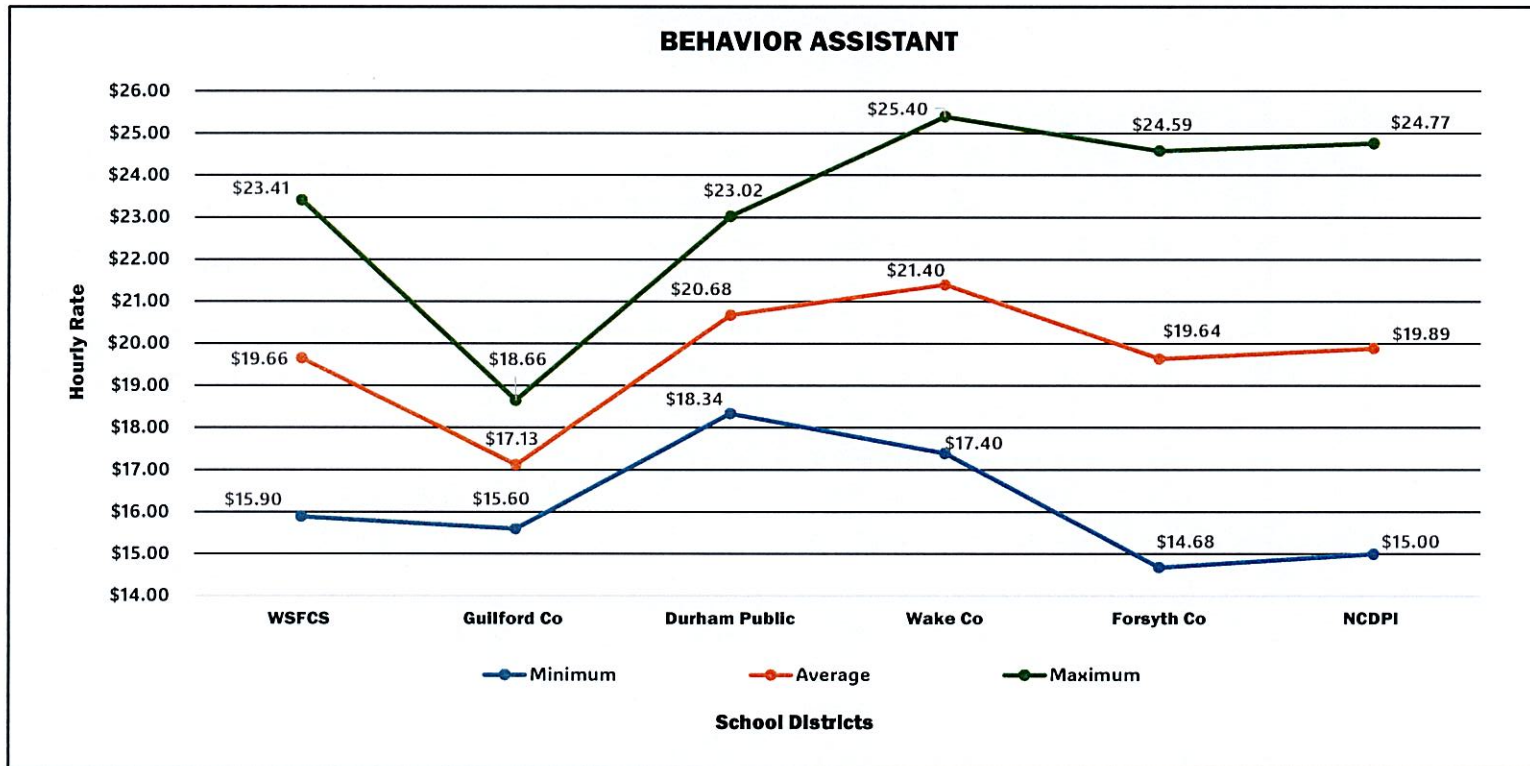




Behavior Assistant

<b>Behavior Assistant</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Behavior Assistant	General Assistant	Admin Support I	Clerical Assistant	Support Services Assoc	Office Admin NC01 NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 20.68	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 23.41	\$ 18.66	\$ 23.02	\$ 25.40	\$ 24.59	\$ 24.77

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.20	-1.9%
Average	\$ 19.66	\$ 19.75	-0.5%
Maximum	\$ 23.41	\$ 23.29	0.5%

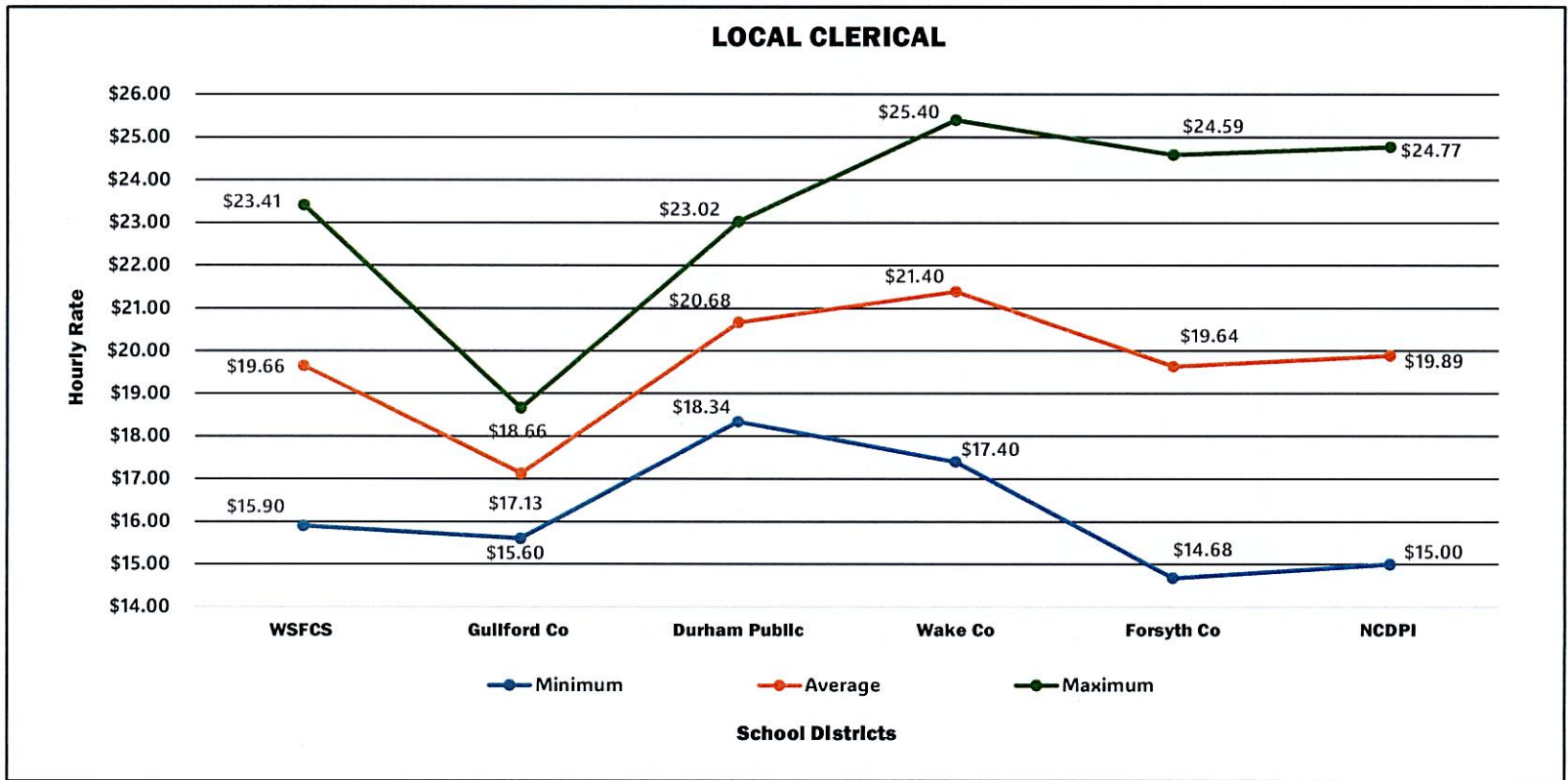


Local Clerical

<b>Local Clerical</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Clerical Assistant	General Assistant	Admin Support I	Clerical Assistant	Support Services Assoc	Office Admin NC01 NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.34	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$ 20.68	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 23.41	\$ 18.66	\$ 23.02	\$ 25.40	\$ 24.59	\$ 24.77

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.20	-1.9%
Average	\$ 19.66	\$ 19.75	-0.5%
Maximum	\$ 23.41	\$ 23.29	0.5%

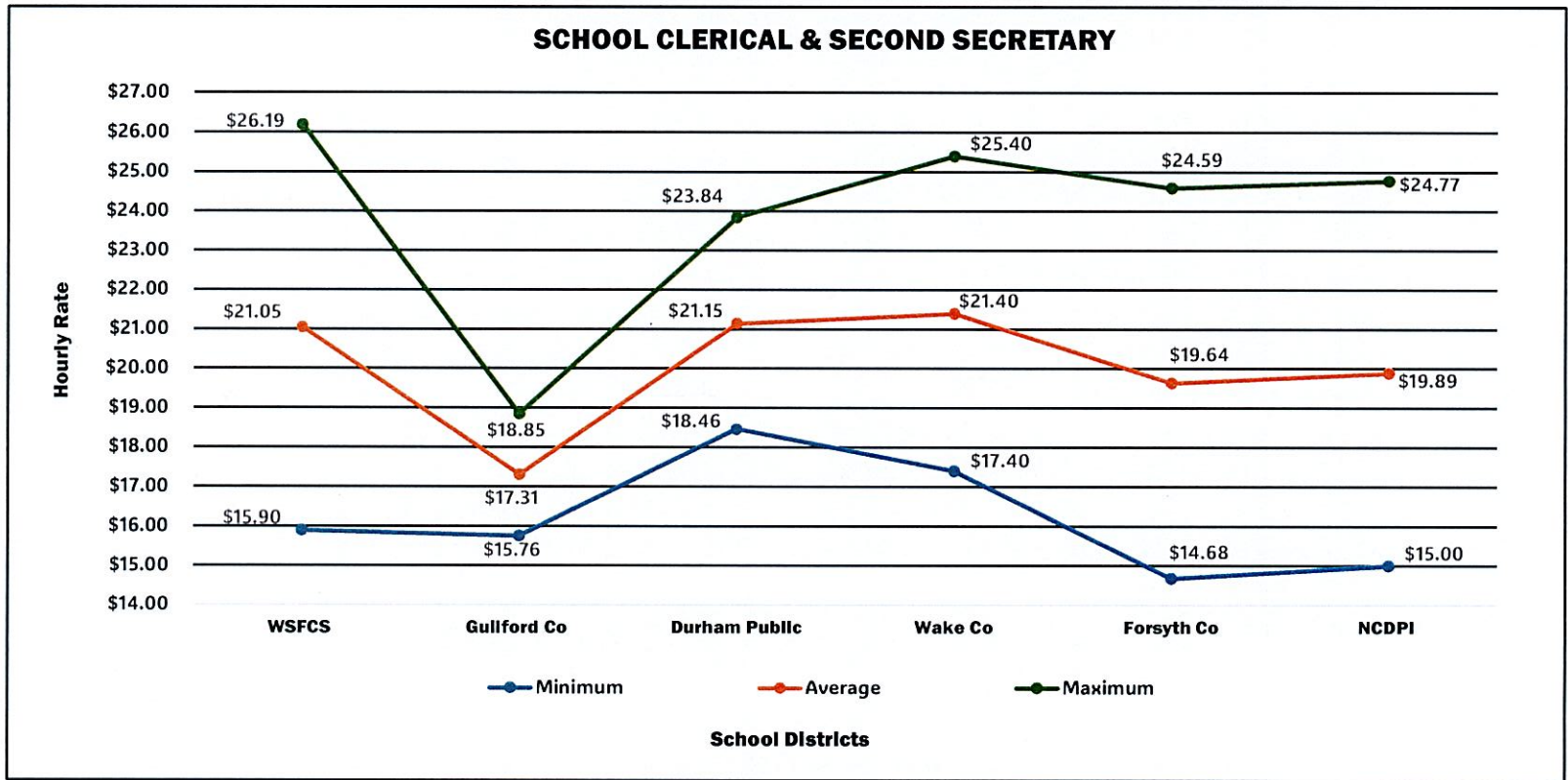


School Clerical & 2nd Secretary

<b>School Clerical &amp; 2nd Secretary</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	School Secretary	School Secretary	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC01 NC04
Minimum	\$ 15.90	\$ 15.76	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.31	\$ 21.15	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 26.19	\$ 18.85	\$ 23.84	\$ 25.40	\$ 24.59	\$ 24.77

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.26	-2.2%
Average	\$ 21.05	\$ 19.88	5.9%
Maximum	\$ 26.19	\$ 23.49	11.5%



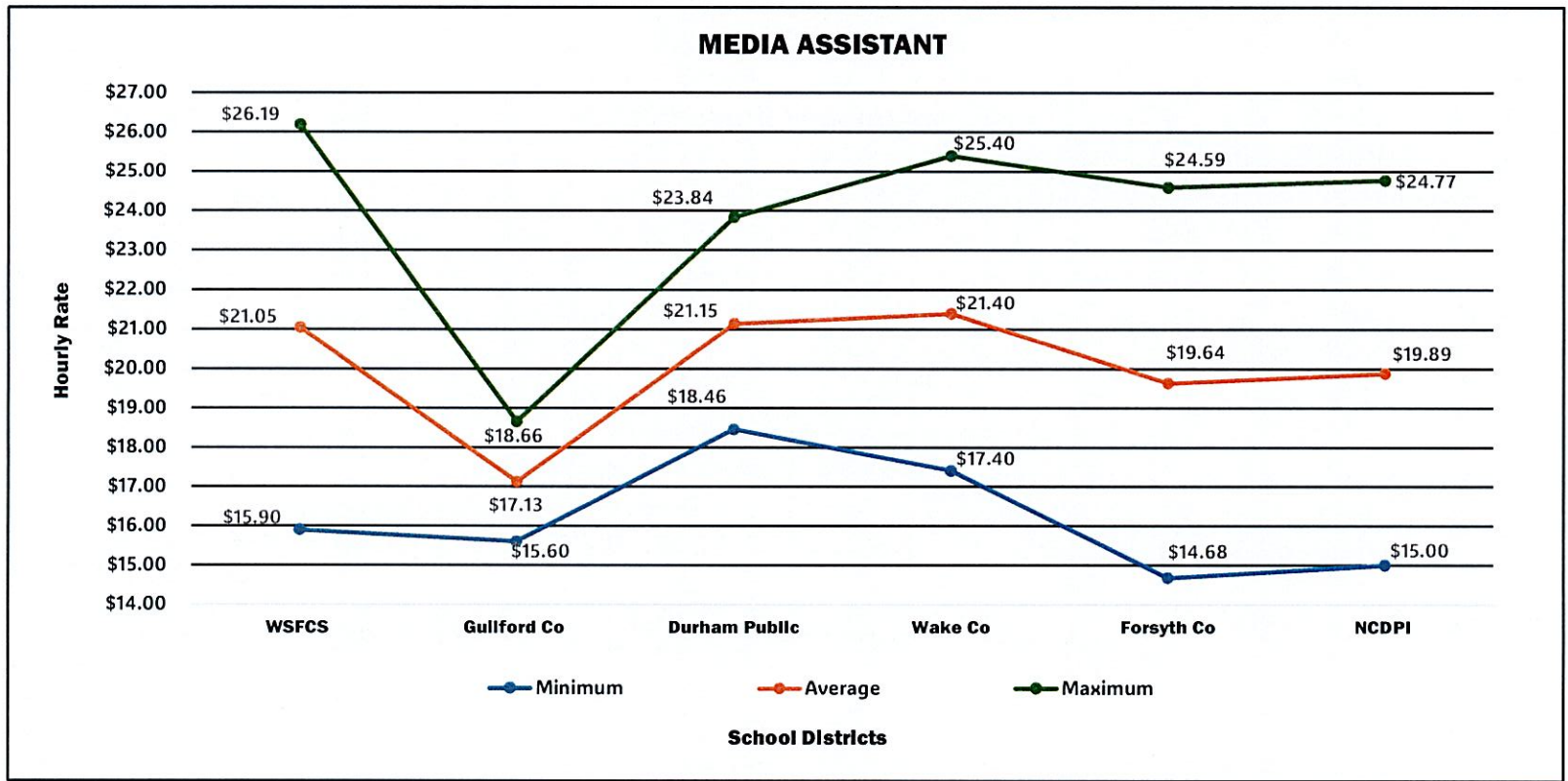


Media Assistant

<b>Media Assistant</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Media Assistant	Media Assistant	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC01 NC04
Minimum	\$ 15.90	\$ 15.60	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.13	\$ 21.15	\$ 21.40	\$ 19.64	\$ 19.89
Maximum	\$ 26.19	\$ 18.66	\$ 23.84	\$ 25.40	\$ 24.59	\$ 24.77

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.23	-2.0%
Average	\$ 21.05	\$ 19.84	6.1%
Maximum	\$ 26.19	\$ 23.45	11.7%

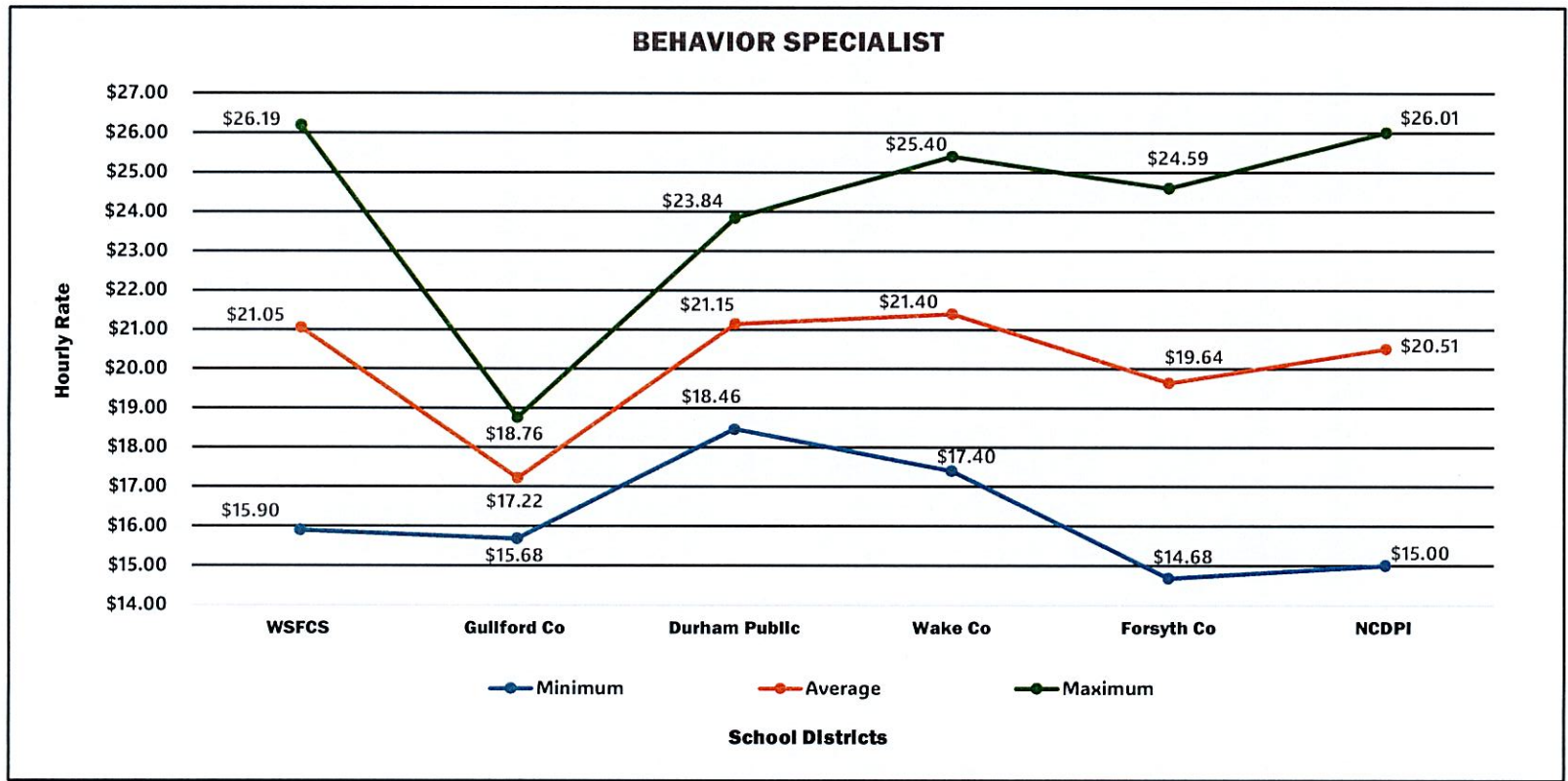


Behavior Specialist

<b>Behavior Specialist</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Behavior Specialist	Behavior Specialist	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC02 NC05
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.22	\$ 21.15	\$ 21.40	\$ 19.64	\$ 20.51
Maximum	\$ 26.19	\$ 18.76	\$ 23.84	\$ 25.40	\$ 24.59	\$ 26.01

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.24	-2.1%
Average	\$ 21.05	\$ 19.98	5.3%
Maximum	\$ 26.19	\$ 23.72	10.4%

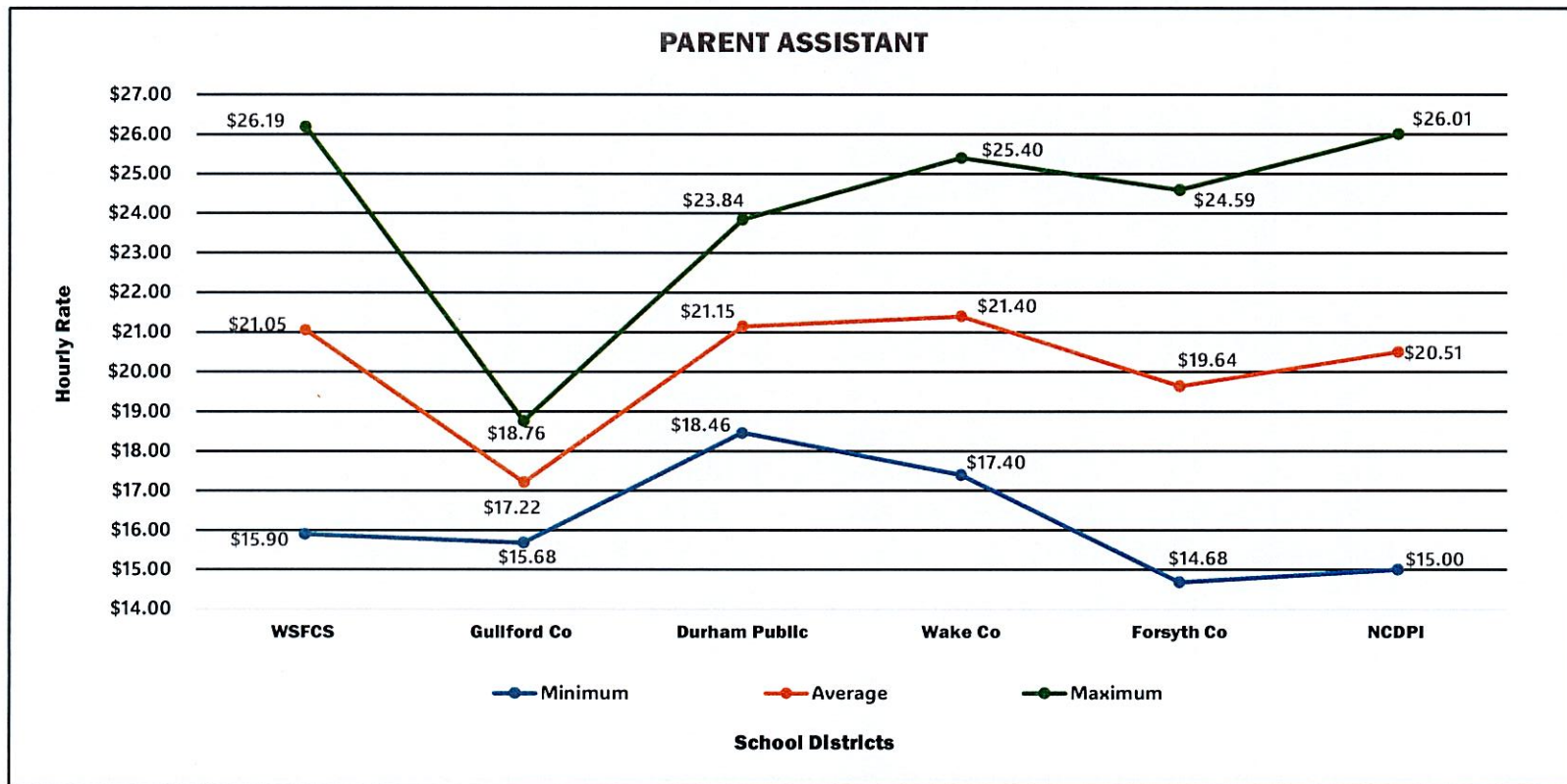


Parent Assistant

<b>Parent Assistant</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Parent Assistant	Parent Assistant	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC02 NC05
Minimum	\$ 15.90	\$ 15.68	\$ 18.46	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 21.05	\$ 17.22	\$ 21.15	\$ 21.40	\$ 19.64	\$ 20.51
Maximum	\$ 26.19	\$ 18.76	\$ 23.84	\$ 25.40	\$ 24.59	\$ 26.01

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 16.24	-2.1%
Average	\$ 21.05	\$ 19.98	5.3%
Maximum	\$ 26.19	\$ 23.72	10.4%



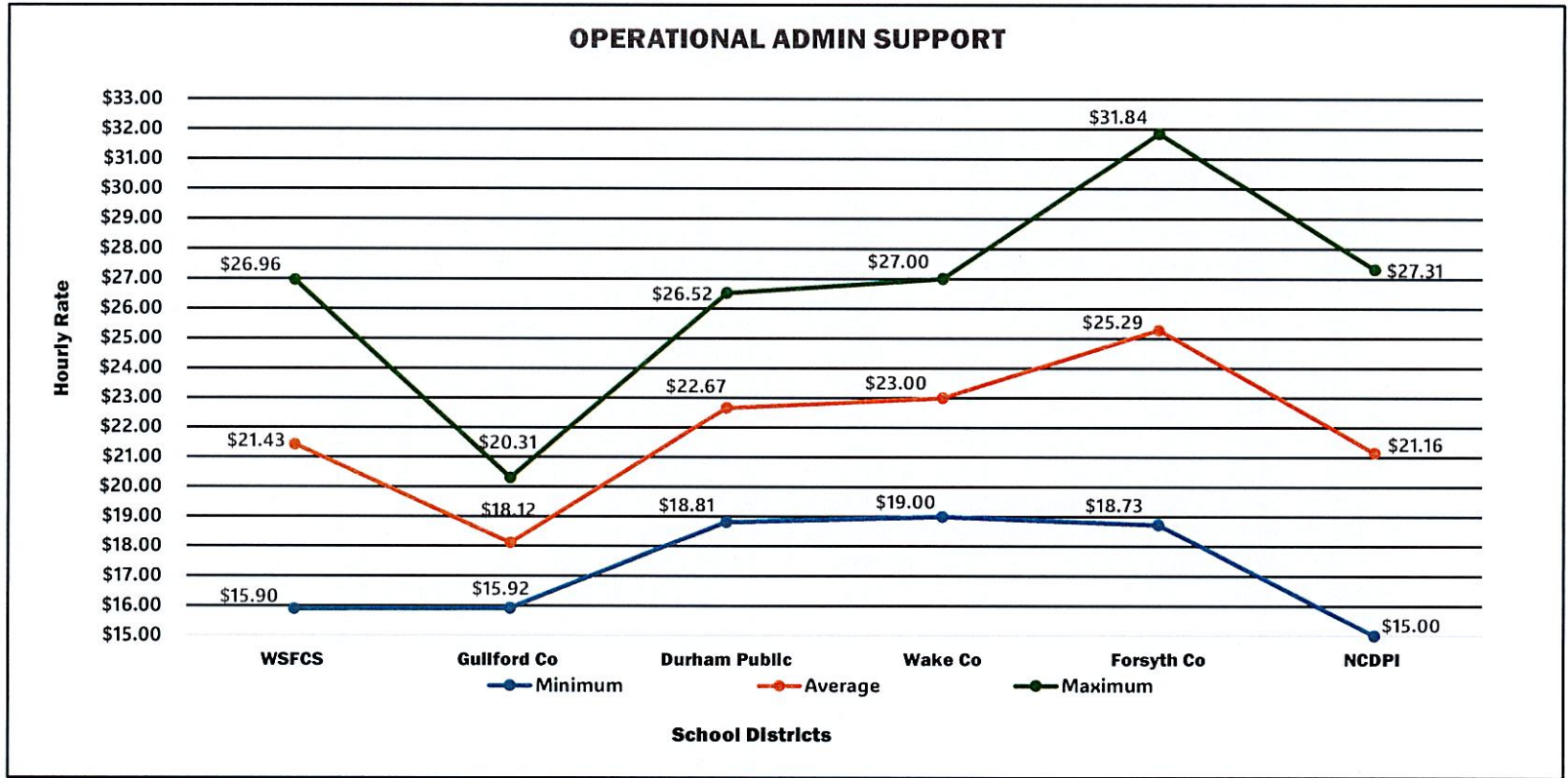


Operational Admin Support

<b>Operational Admin Support</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Operations Support	Operations Support	Admin Support III	Operations Support	Support Services	Office Admin NC03 NC06
Minimum	\$ 15.90	\$ 15.92	\$ 18.81	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.12	\$ 22.67	\$ 23.00	\$ 25.29	\$ 21.16
Maximum	\$ 26.96	\$ 20.31	\$ 26.52	\$ 27.00	\$ 31.84	\$ 27.31

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.49	-9.1%
Average	\$ 21.43	\$ 22.04	-2.8%
Maximum	\$ 26.96	\$ 26.60	1.4%

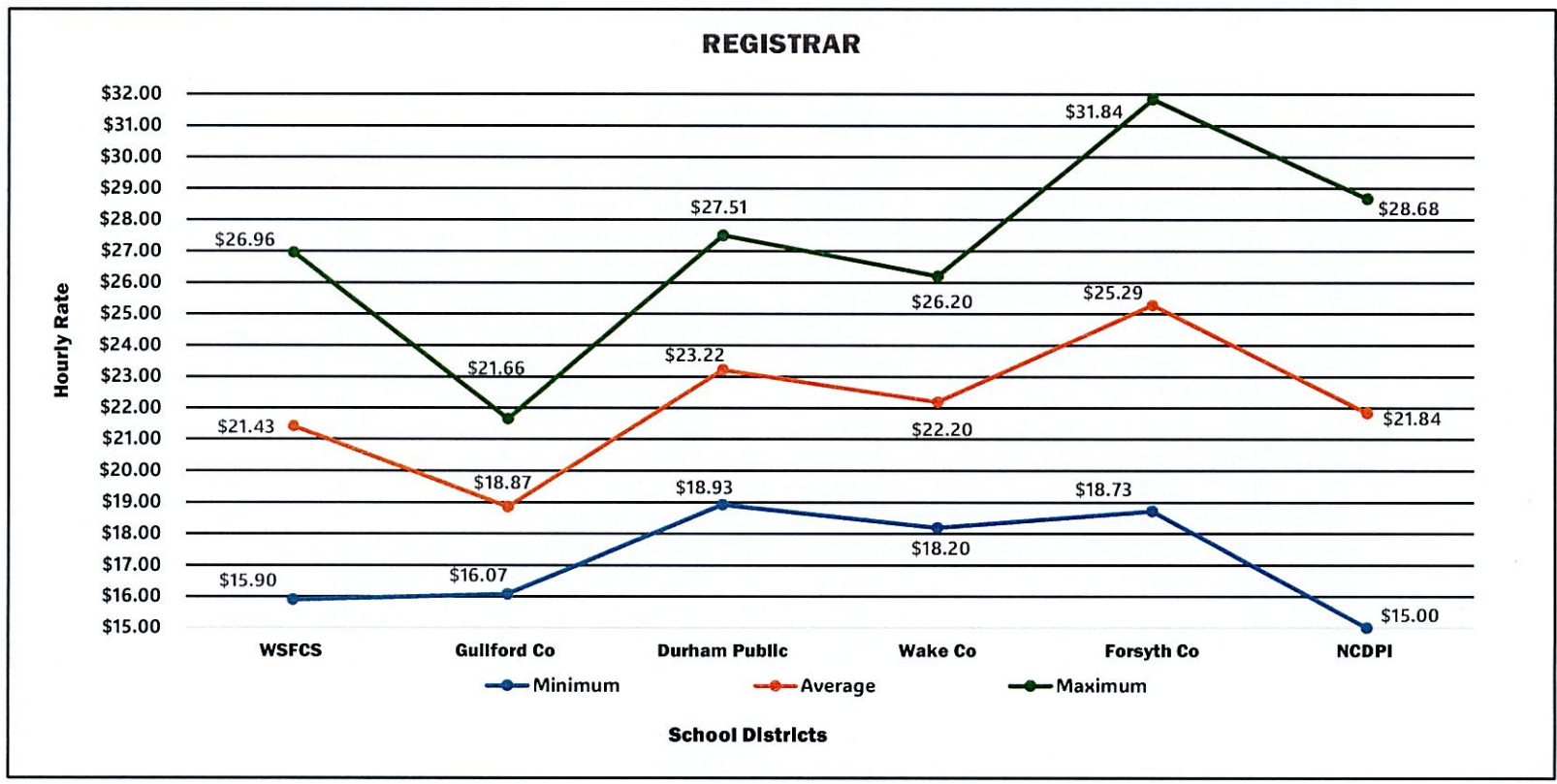


Registrar

<b>Registrar</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Registrar	Registrar	Admin Support IV	Registrar	Support Services	Office Admin NC04 NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 18.20	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 22.20	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 26.20	\$ 31.84	\$ 28.68

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.39	-8.5%
Average	\$ 21.43	\$ 22.28	-3.8%
Maximum	\$ 26.96	\$ 27.18	-0.8%



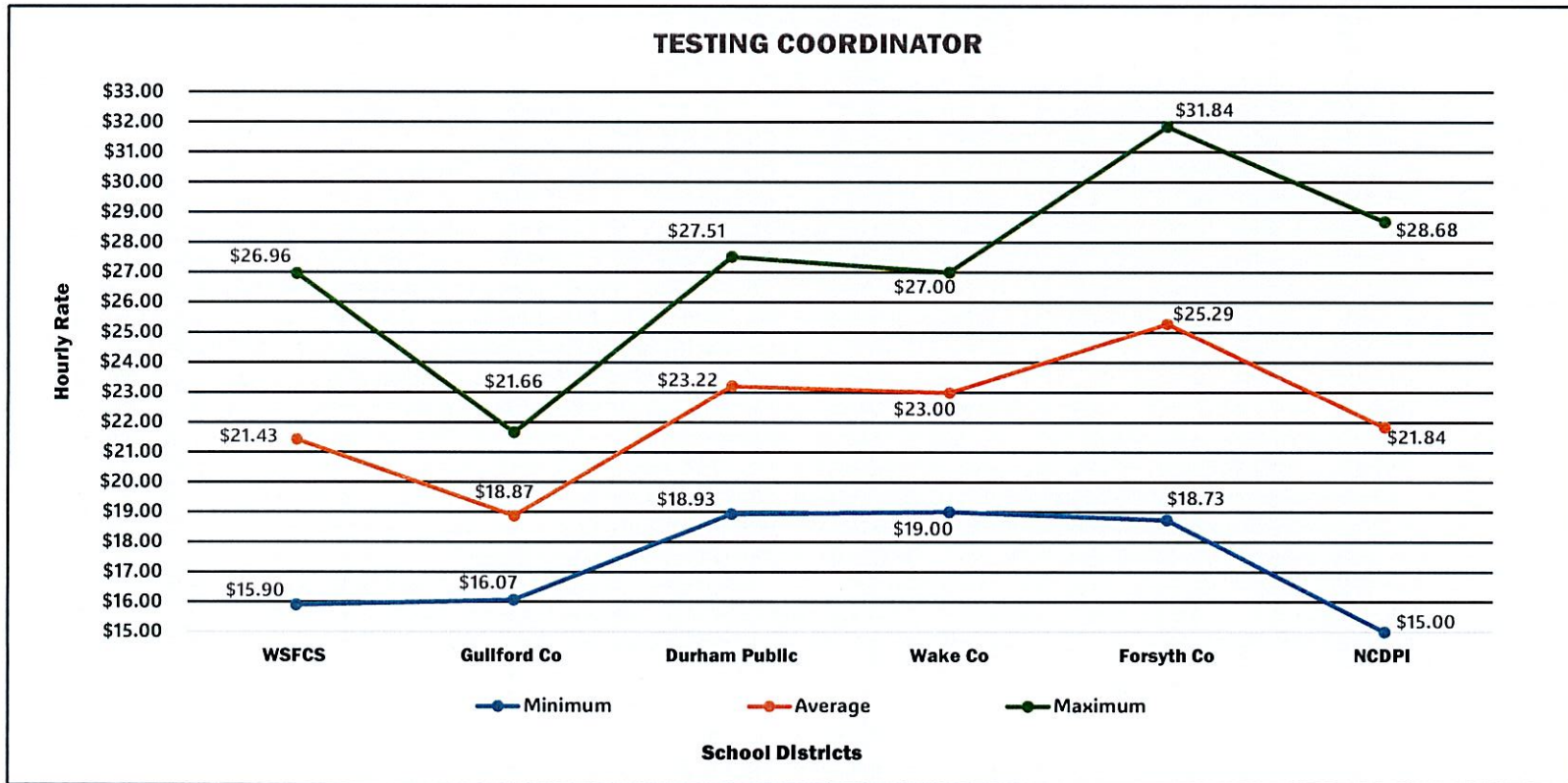


Testing Coordinator

<b>Testing Coordinator</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Testing Coordinator	Testing Coordinator	Admin Support IV	Testing Coordinator	Support Services	Office Admin NC04 NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.55	-9.4%
Average	\$ 21.43	\$ 22.44	-4.5%
Maximum	\$ 26.96	\$ 27.34	-1.4%



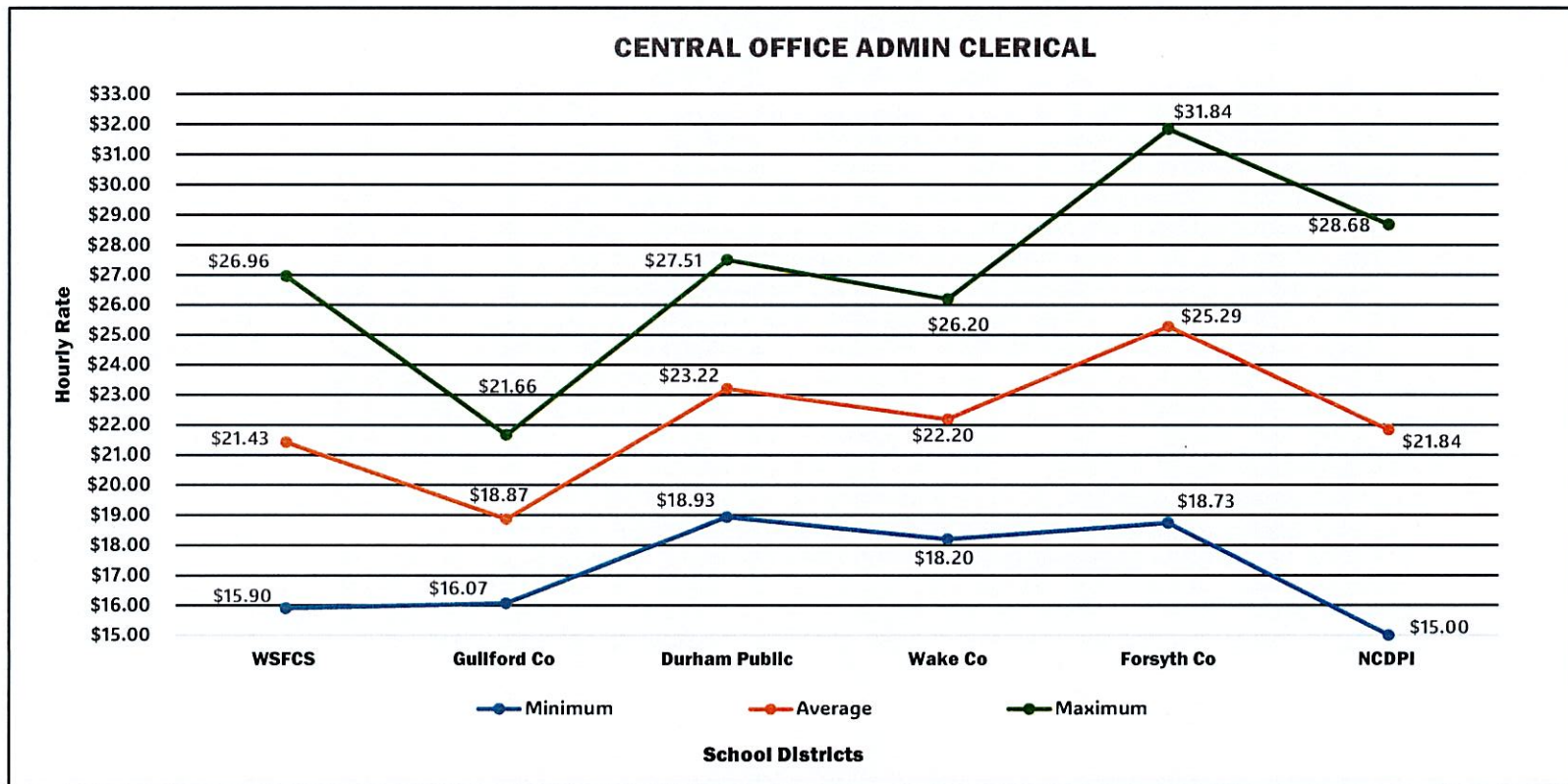


Central Office Admin Clerical

<b>Central Office Admin Clerical</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Admin Clerical	Admin Clerical	Admin Support IV	Admin Clerical	Support Services	Office Admin NC04 NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 18.20	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 22.20	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 26.20	\$ 31.84	\$ 28.68

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.39	-8.5%
Average	\$ 21.43	\$ 22.28	-3.8%
Maximum	\$ 26.96	\$ 27.18	-0.8%

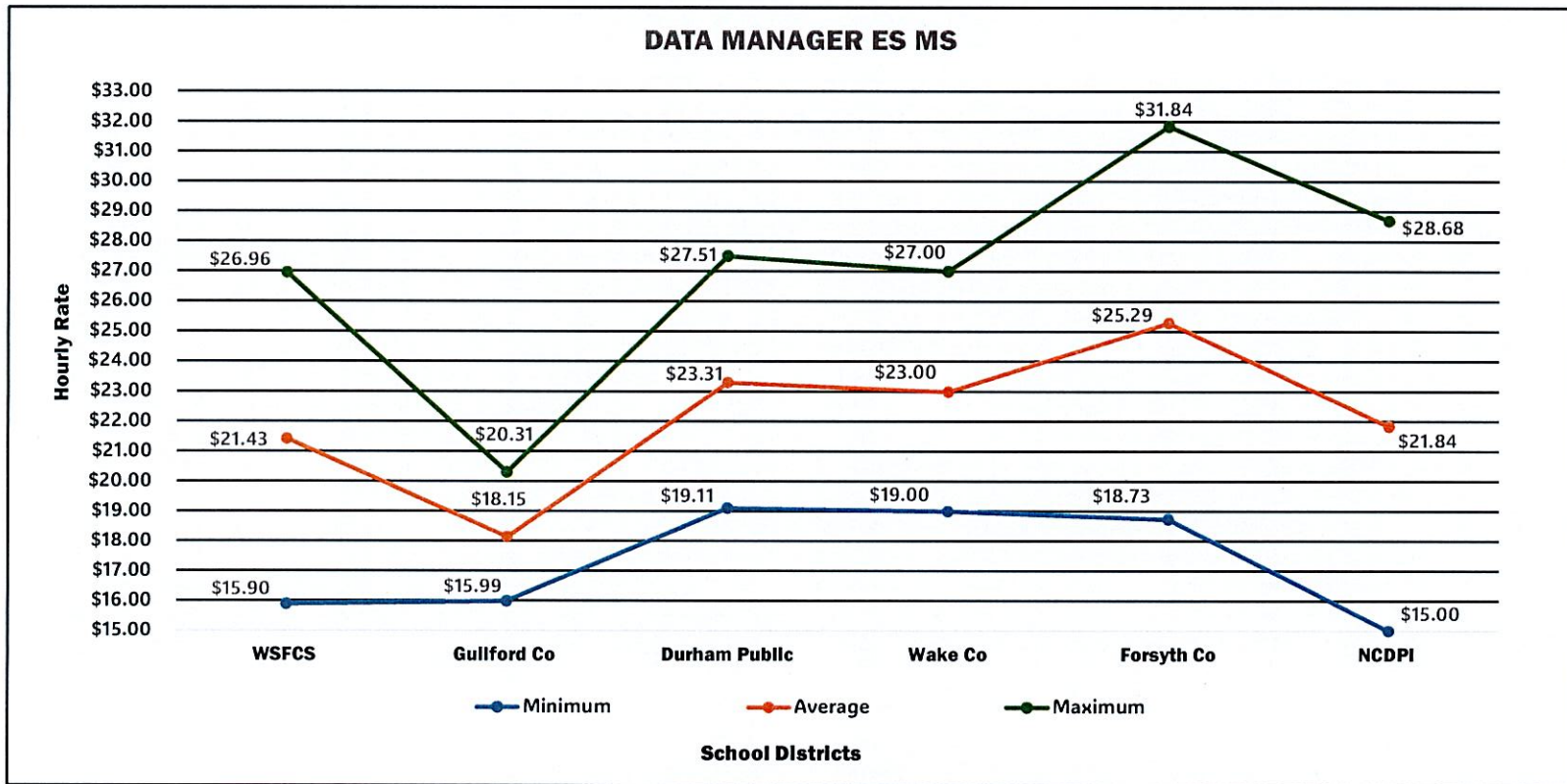


Data Manager ES MS

<b>Data Manager ES MS</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Data Manager	Data Manager I	Data Manager I	Data Processing	Support Services	Office Admin NC04 NC07
Minimum	\$ 15.90	\$ 15.99	\$ 19.11	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.43	\$ 18.15	\$ 23.31	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 20.31	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.57	-9.5%
Average	\$ 21.43	\$ 22.32	-4.0%
Maximum	\$ 26.96	\$ 27.07	-0.4%



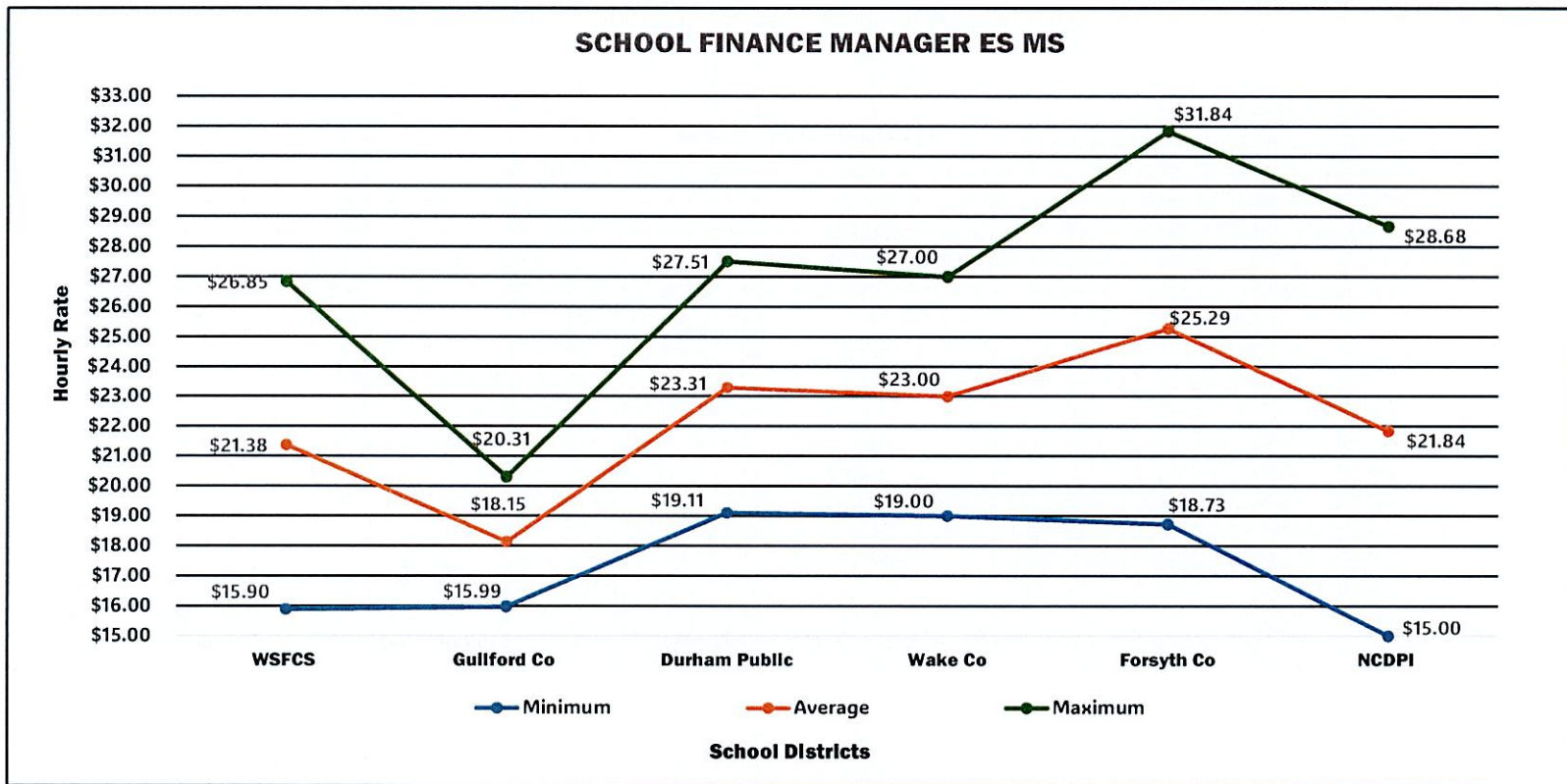


School Finance Manager ES MS

<b>School Finance Mgr. ES MS</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	School Finance Mgr.	School Finance Mgr.	School Finance Mgr. I	Bookkeeper	Support Services	Office Admin NC04 NC07
Minimum	\$ 15.90	\$ 15.99	\$ 19.11	\$ 19.00	\$ 18.73	\$ 15.00
Average	\$ 21.38	\$ 18.15	\$ 23.31	\$ 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.85	\$ 20.31	\$ 27.51	\$ 27.00	\$ 31.84	\$ 28.68

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.57	-9.5%
Average	\$ 21.38	\$ 22.32	-4.2%
Maximum	\$ 26.85	\$ 27.07	-0.8%



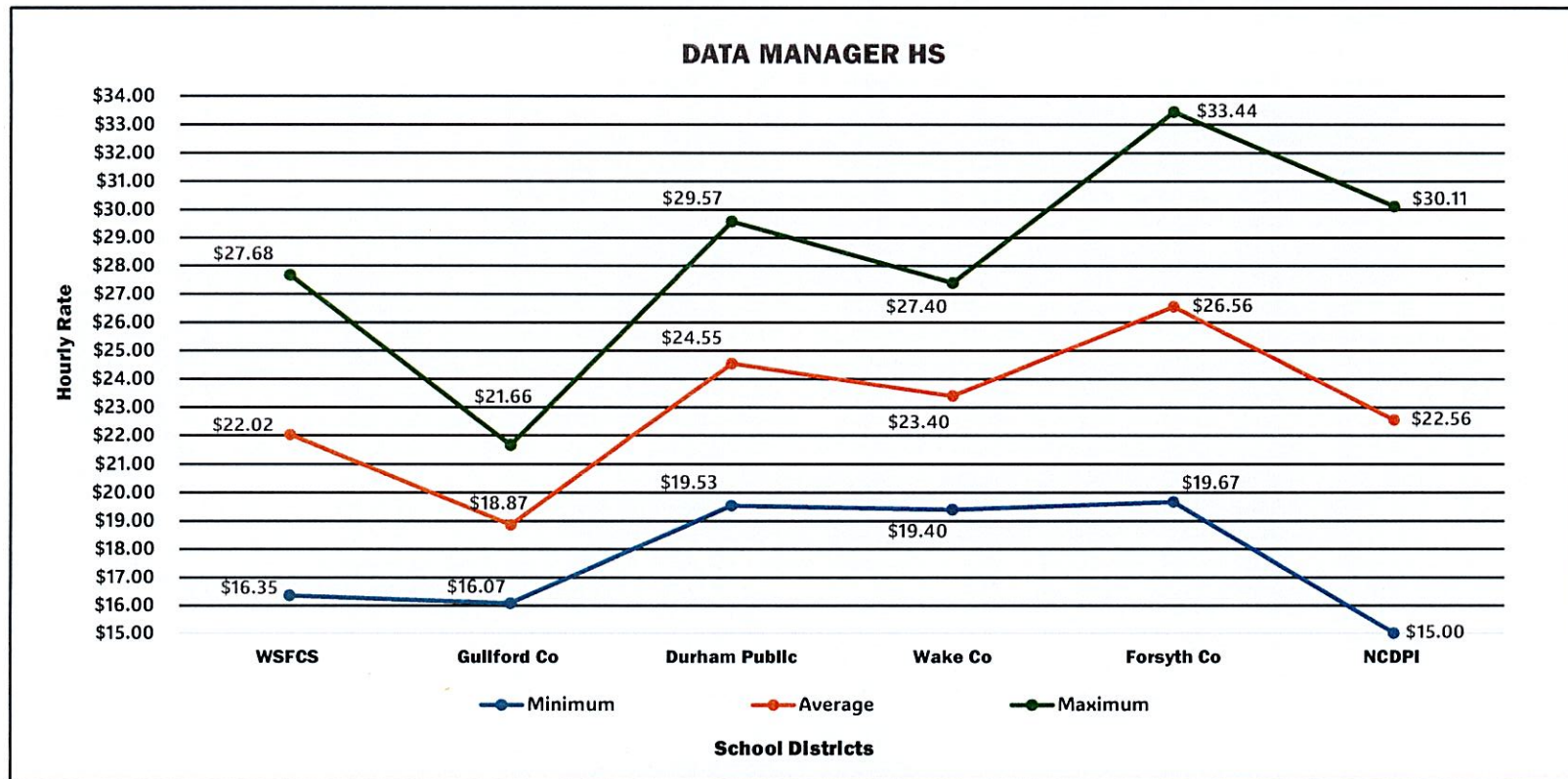


Data Manager HS

<b>Data Manager HS</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Data Manager	Data Manager II	Data Manager II	Data Manager HS	Data Specialist	Office Admin NC05-NC0
Minimum	\$ 16.35	\$ 16.07	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.00
Average	\$ 22.02	\$ 18.87	\$ 24.55	\$ 23.40	\$ 26.56	\$ 22.56
Maximum	\$ 27.68	\$ 21.66	\$ 29.57	\$ 27.40	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.35	\$ 17.93	-8.8%
Average	\$ 22.02	\$ 23.19	-5.0%
Maximum	\$ 27.68	\$ 28.44	-2.7%

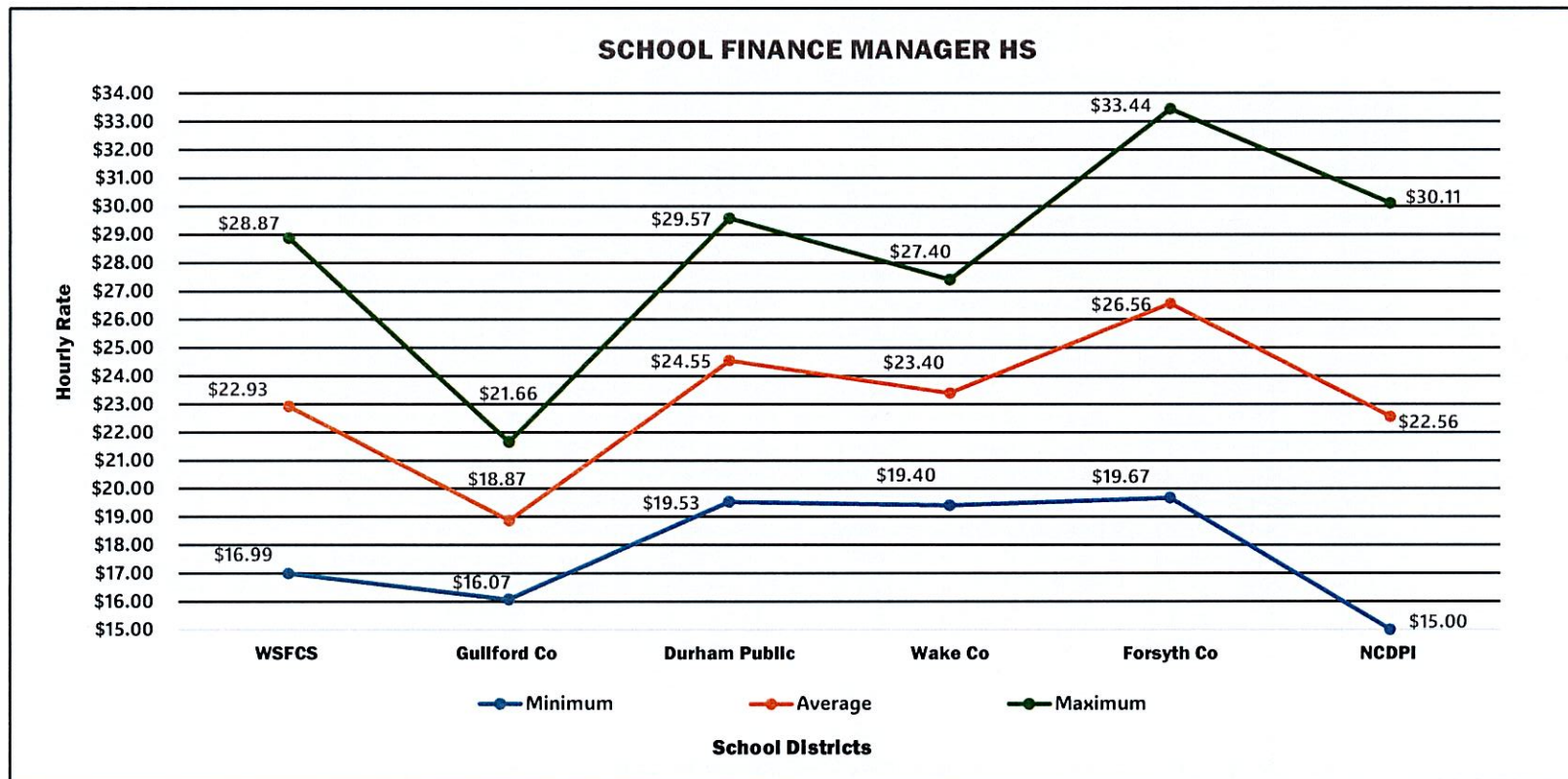


School Finance Manager HS

<b>School Finance Mgr. HS</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Finance Manager	Finance Manager II	Finance Manager II	Bookkeeper HS	Data Specialist	Office Admin NC05-NC08
Minimum	\$ 16.99	\$ 16.07	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.00
Average	\$ 22.93	\$ 18.87	\$ 24.55	\$ 23.40	\$ 26.56	\$ 22.56
Maximum	\$ 28.87	\$ 21.66	\$ 29.57	\$ 27.40	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.99	\$ 17.93	-5.3%
Average	\$ 22.93	\$ 23.19	-1.1%
Maximum	\$ 28.87	\$ 28.44	1.5%



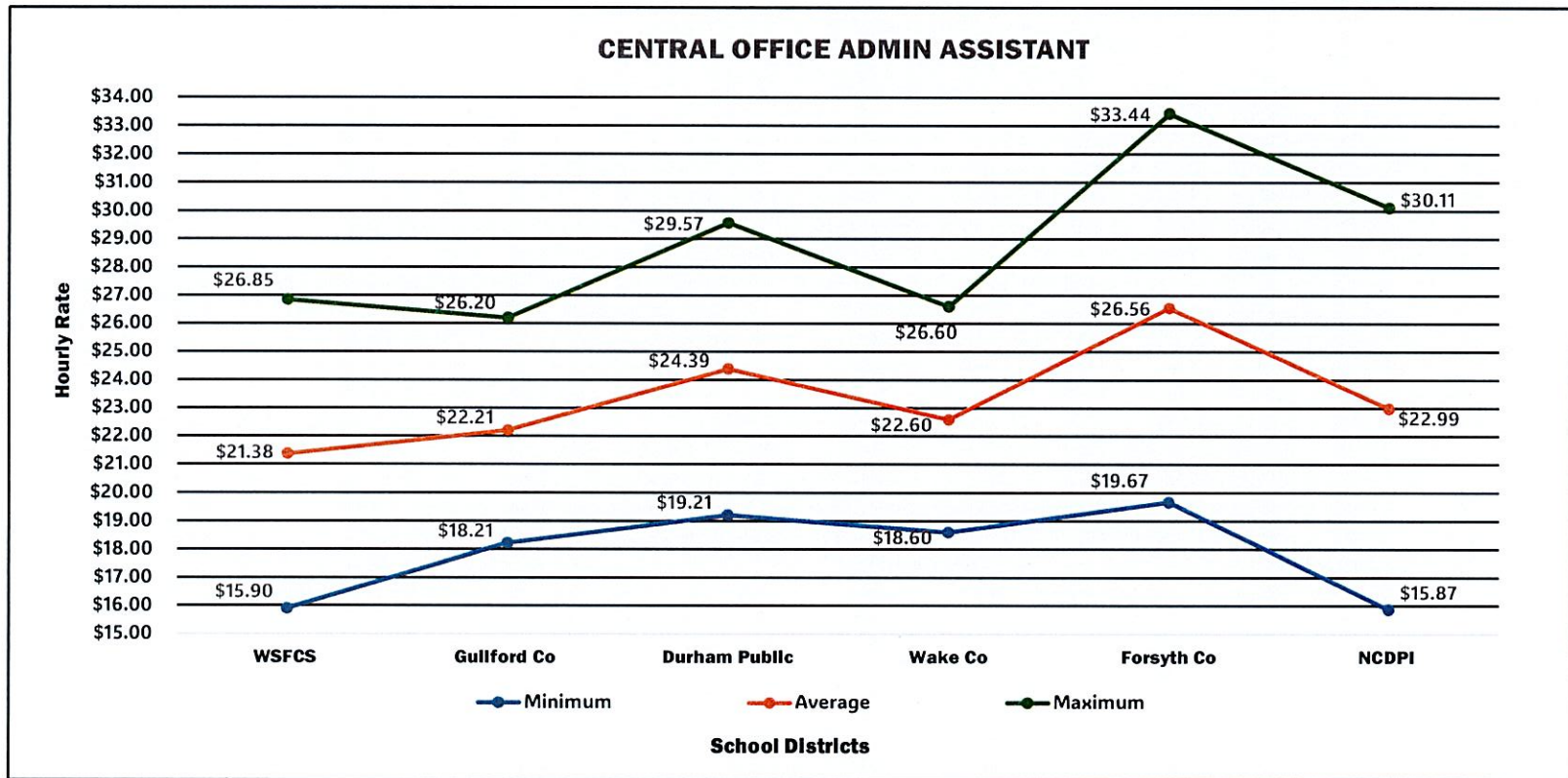


Central Office Admin Assistant

<b>Central Office Admin Assistant</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Central Office Admin Assistant	Admin Assistant	Admin Support V	Admin-Secretary	Admin Assistant	Office Admin NC06-NC08
Minimum	\$ 15.90	\$ 18.21	\$ 19.21	\$ 18.60	\$ 19.67	\$ 15.87
Average	\$ 21.38	\$ 22.21	\$ 24.39	\$ 22.60	\$ 26.56	\$ 22.99
Maximum	\$ 26.85	\$ 26.20	\$ 29.57	\$ 26.60	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 18.31	-13.2%
Average	\$ 21.38	\$ 23.75	-10.0%
Maximum	\$ 26.85	\$ 29.18	-8.0%



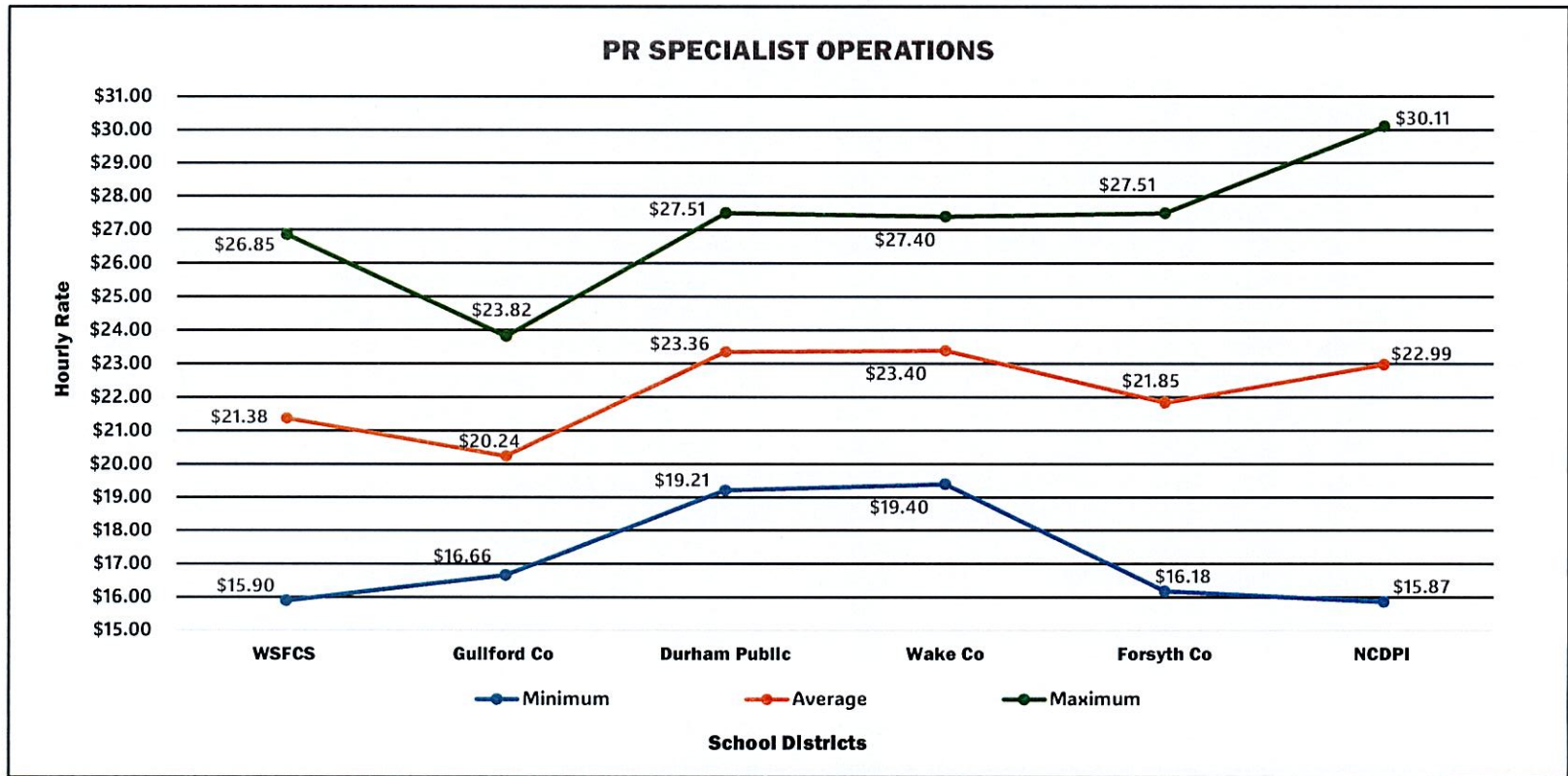


PR Specialist Operations

<b>PR Specialist Operations</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	PR Operations	PR Specialist Operations	Admin Support V	Payroll Technician	Office Assistant	Office Admin NC06-NC08
Minimum	\$ 15.90	\$ 16.66	\$ 19.21	\$ 19.40	\$ 16.18	\$ 15.87
Average	\$ 21.38	\$ 20.24	\$ 23.36	\$ 23.40	\$ 21.85	\$ 22.99
Maximum	\$ 26.85	\$ 23.82	\$ 27.51	\$ 27.40	\$ 27.51	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 15.90	\$ 17.46	-9.0%
Average	\$ 21.38	\$ 22.37	-4.4%
Maximum	\$ 26.85	\$ 27.27	-1.5%

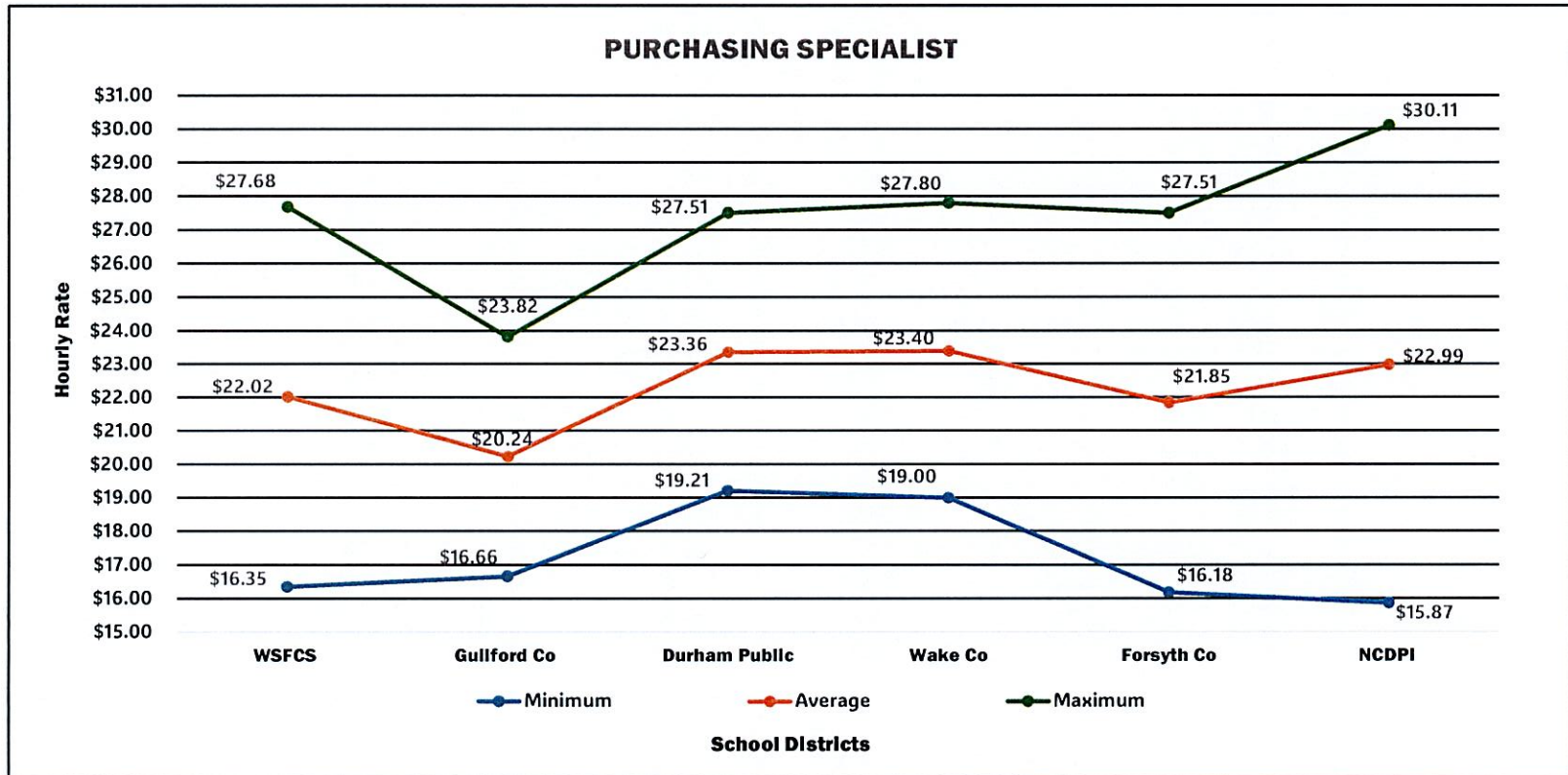


Purchasing Specialist

<b>Purchasing Specialist</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Purchasing	Purchasing	Admin Support V	Procurement Specialist	Office Assistant Purchasing	Office Admin NC06-NC08
Minimum	\$ 16.35	\$ 16.66	\$ 19.21	\$ 19.00	\$ 16.18	\$ 15.87
Average	\$ 22.02	\$ 20.24	\$ 23.36	\$ 23.40	\$ 21.85	\$ 22.99
Maximum	\$ 27.68	\$ 23.82	\$ 27.51	\$ 27.80	\$ 27.51	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 16.35	\$ 17.38	-5.9%
Average	\$ 22.02	\$ 22.37	-1.6%
Maximum	\$ 27.68	\$ 27.35	1.2%



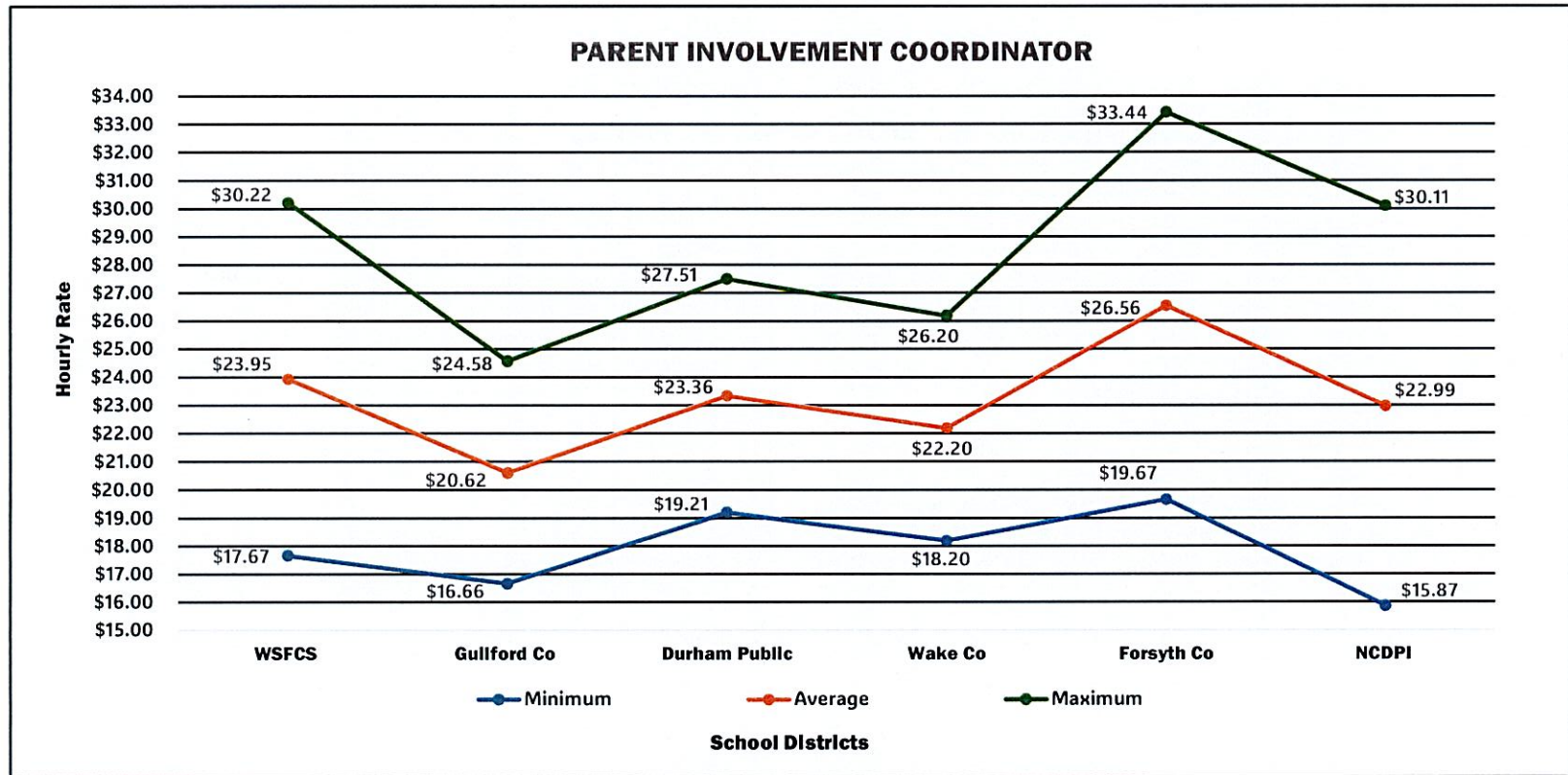


Parent Involvement Coordinator

<b>Parent Involment Coordinator</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Parent Involment Coordin	Parent Family Liaison	Admin Support V	Parent Liason	Social Worker	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.21	\$ 18.20	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 20.62	\$ 23.36	\$ 22.20	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 24.58	\$ 27.51	\$ 26.20	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 17.67	\$ 17.92	-1.4%
Average	\$ 23.95	\$ 23.15	3.5%
Maximum	\$ 30.22	\$ 28.37	6.5%



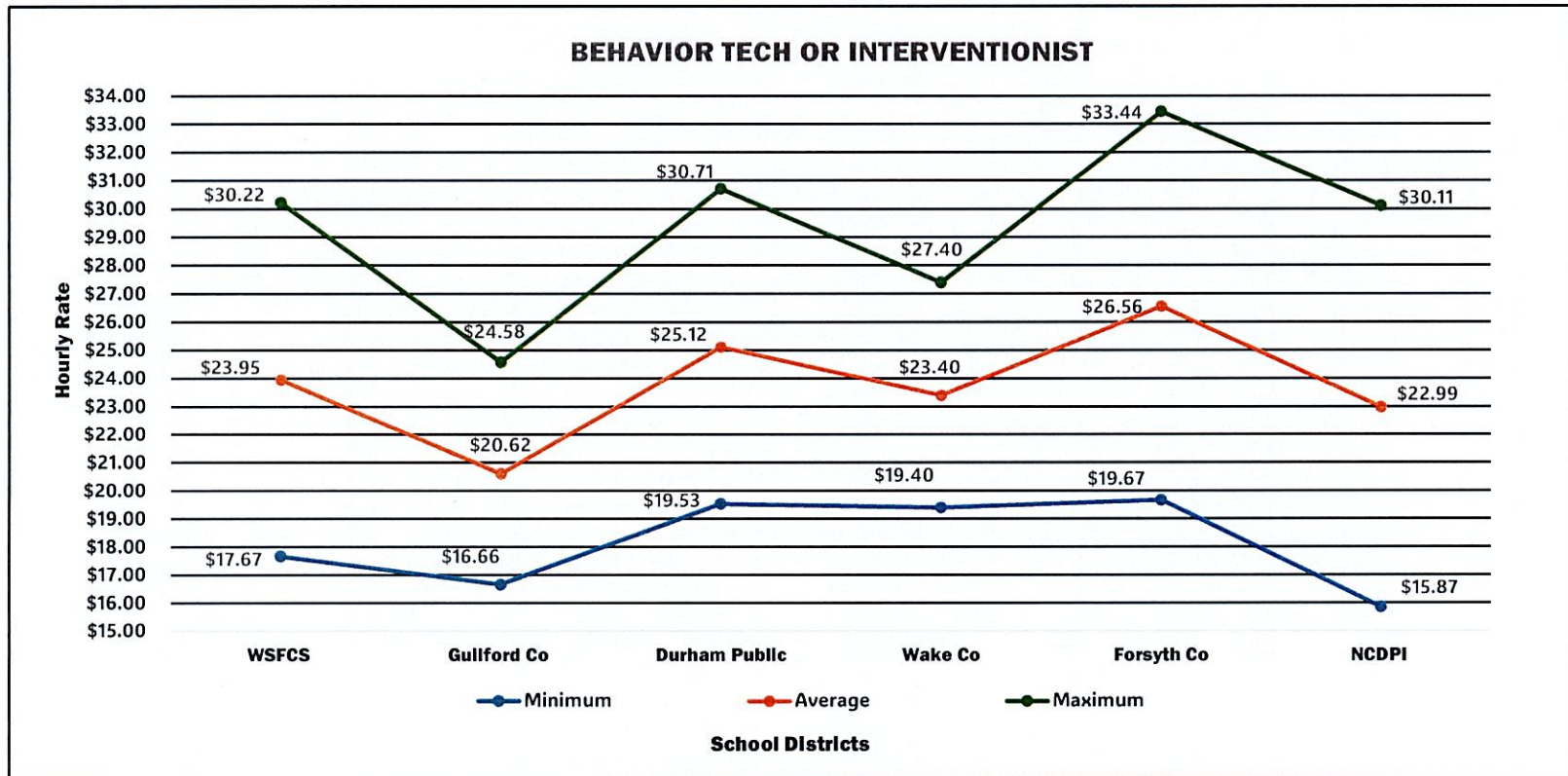


BehaviorTech or Interventionist

<b>Behavior Tech or Interventionist</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Behavior Tech	Behavior Coordin	Admin Support VI	Social Emotional Learning Coach	Social Worker	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 20.62	\$ 25.12	\$ 23.40	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 24.58	\$ 30.71	\$ 27.40	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 17.67	\$ 18.23	-3.1%
Average	\$ 23.95	\$ 23.74	0.9%
Maximum	\$ 30.22	\$ 29.25	3.3%

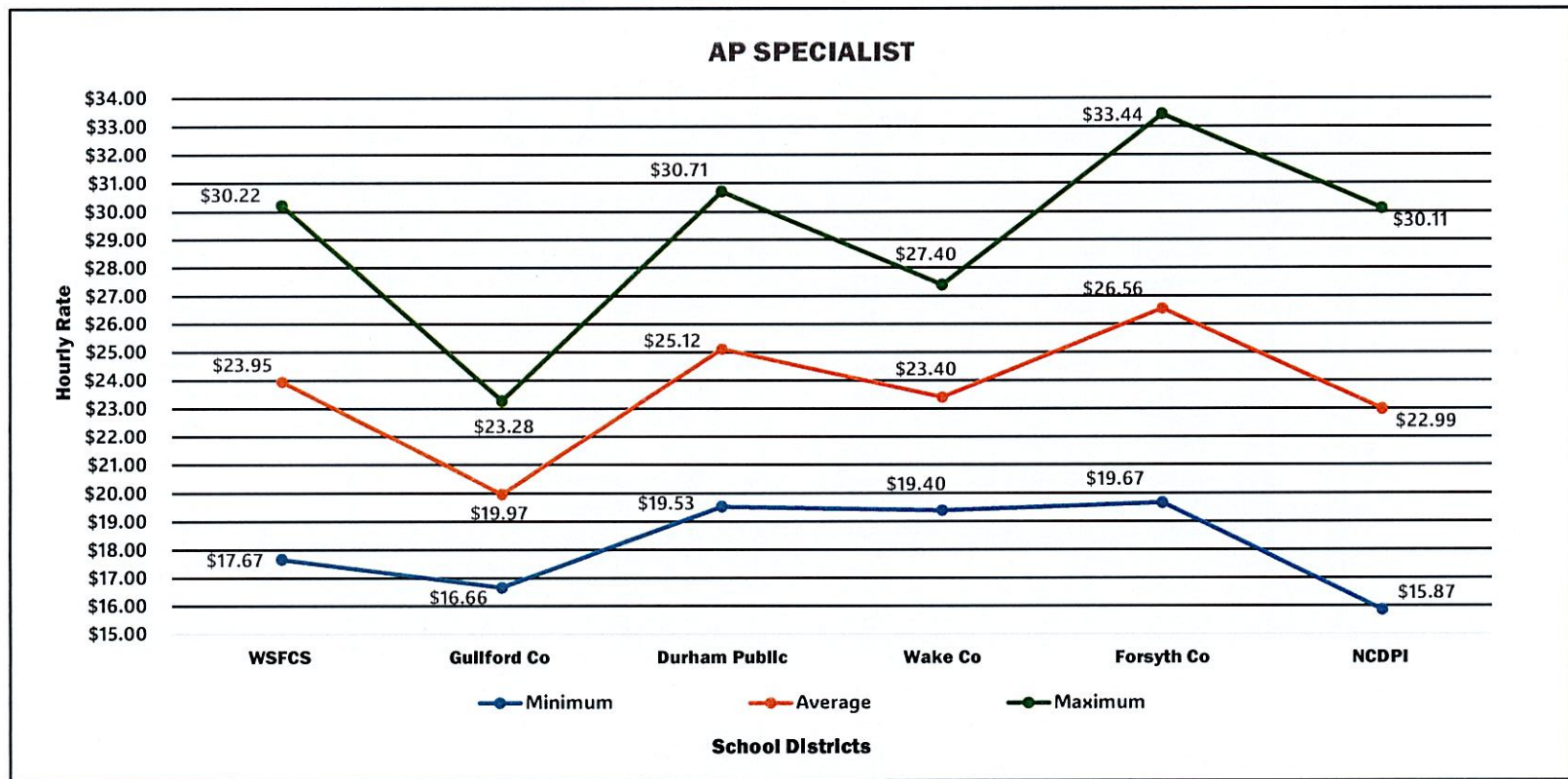


AP Specialist

<b>AP Specialist</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	AP Specialist	AP Coordinator	Admin Support VI	AP Processing Tech	Fiscal Tech	Office Admin NC06-NC08
Minimum	\$ 17.67	\$ 16.66	\$ 19.53	\$ 19.40	\$ 19.67	\$ 15.87
Average	\$ 23.95	\$ 19.97	\$ 25.12	\$ 23.40	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	\$ 23.28	\$ 30.71	\$ 27.40	\$ 33.44	\$ 30.11

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 17.67	\$ 18.23	-3.1%
Average	\$ 23.95	\$ 23.61	1.4%
Maximum	\$ 30.22	\$ 28.99	4.3%



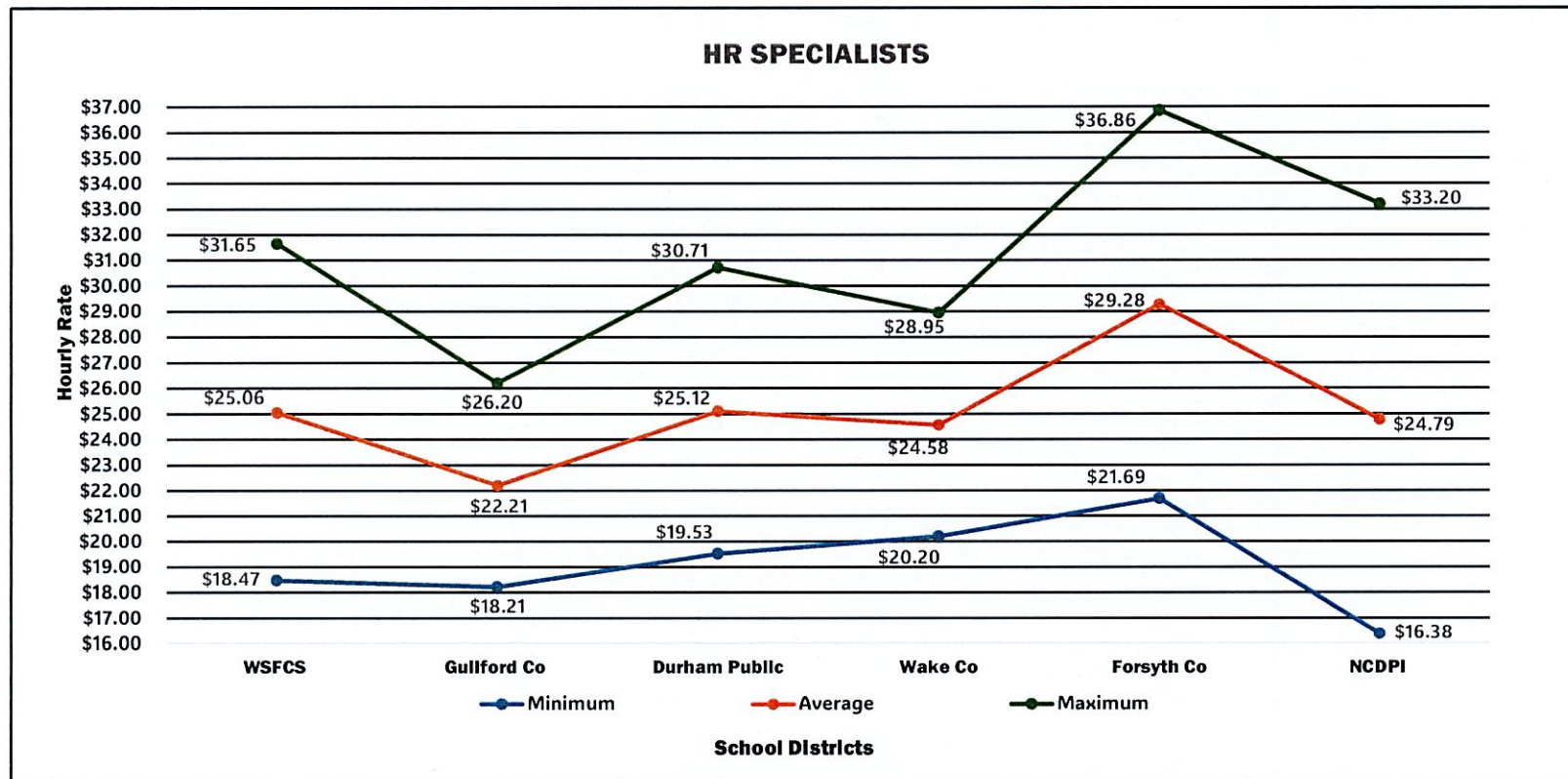


HR Specialists

<b>HR Specialists</b>	<b>WS/FCS</b>	<b>Gullford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	HR Specialists	HR Specialists	Admin Support VI	HR Specialists	HR Technician	Office Admin NC07-NC10
Minimum	\$ 18.47	\$ 18.21	\$ 19.53	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 25.06	\$ 22.21	\$ 25.12	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 31.65	\$ 26.20	\$ 30.71	\$ 28.95	\$ 36.86	\$ 33.20

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 18.47	\$ 19.20	-3.8%
Average	\$ 25.06	\$ 25.19	-0.5%
Maximum	\$ 31.65	\$ 31.18	1.5%



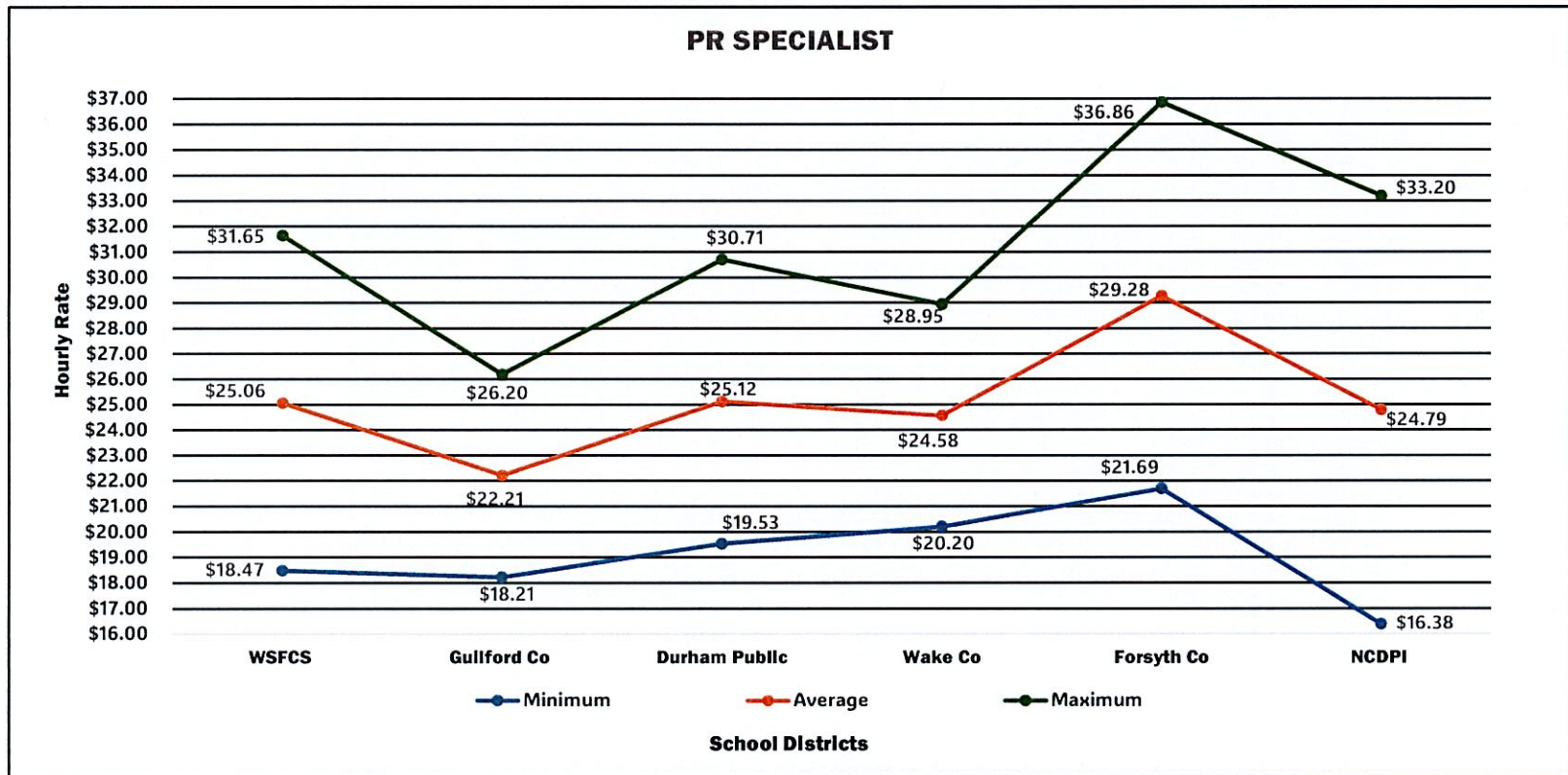


PR Specialist

<b>PR Specialist</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	PR Specialist	PR Specialist	Admin Support VI	PR Specialist	PR Specialist	Office Admin NC07-NC10
Minimum	\$ 18.47	\$ 18.21	\$ 19.53	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 25.06	\$ 22.21	\$ 25.12	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 31.65	\$ 26.20	\$ 30.71	\$ 28.95	\$ 36.86	\$ 33.20

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 18.47	\$ 19.20	-3.8%
Average	\$ 25.06	\$ 25.19	-0.5%
Maximum	\$ 31.65	\$ 31.18	1.5%

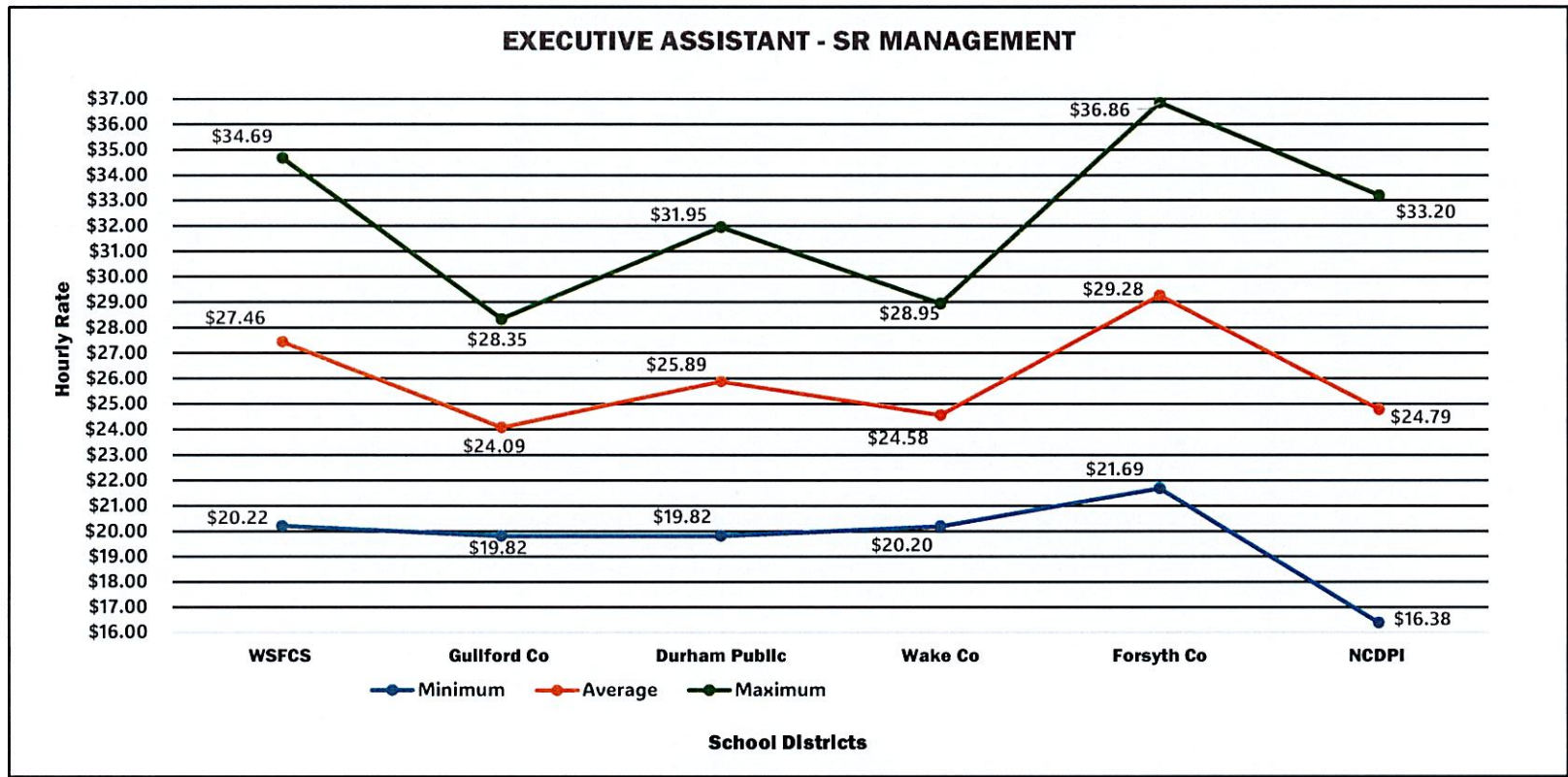


Exec Assistant-Sr Management

<b>Executive Assistant - Sr Management</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Executive Assistant	Executive Assistant	Admin Support VII	Executive Assistant	Office Assistant Supervisor	Office Admin NC07-NC10
Minimum	\$ 20.22	\$ 19.82	\$ 19.82	\$ 20.20	\$ 21.69	\$ 16.38
Average	\$ 27.46	\$ 24.09	\$ 25.89	\$ 24.58	\$ 29.28	\$ 24.79
Maximum	\$ 34.69	\$ 28.35	\$ 31.95	\$ 28.95	\$ 36.86	\$ 33.20

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 20.22	\$ 19.58	3.3%
Average	\$ 27.46	\$ 25.72	6.7%
Maximum	\$ 34.69	\$ 31.86	8.9%



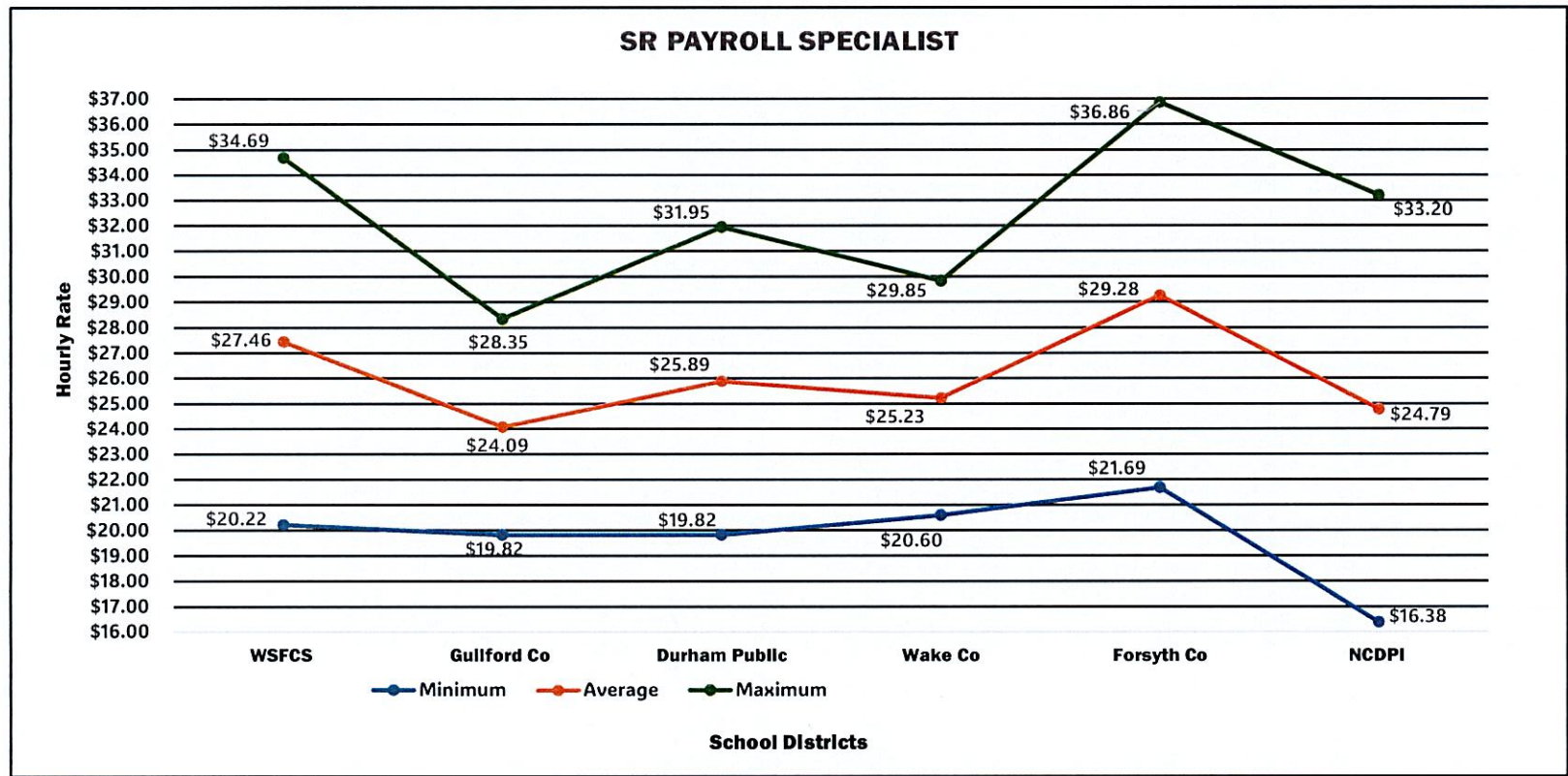


SR Payroll Specialist

<b>SR Payroll Specialist</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	SR Payroll Specialist	SR Payroll Specialist	Admin Support VII	PR Team Leader	PR Specialist	Office Admin NC07-NC10
Minimum	\$ 20.22	\$ 19.82	\$ 19.82	\$ 20.60	\$ 21.69	\$ 16.38
Average	\$ 27.46	\$ 24.09	\$ 25.89	\$ 25.23	\$ 29.28	\$ 24.79
Maximum	\$ 34.69	\$ 28.35	\$ 31.95	\$ 29.85	\$ 36.86	\$ 33.20

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 20.22	\$ 19.66	2.8%
Average	\$ 27.46	\$ 25.85	6.2%
Maximum	\$ 34.69	\$ 32.04	8.3%





Tech Services Tech

<b>Technology Services Tech</b>	<b>WS/FCS</b>	<b>Gulford Co Schools</b>	<b>Durham Public Schools</b>	<b>Wake Co Schools</b>	<b>Forsyth County</b>	<b>NCDPI</b>
Position	Technology Services Tech	Tech Support Specialist I	Admin Support VIII	Data Analyst	IT Support Technician	Office Admin NC07-NC10
Minimum	\$ 21.22	\$ 19.82	\$ 20.41	\$ 20.60	\$ 19.67	\$ 16.38
Average	\$ 26.67	\$ 24.09	\$ 26.82	\$ 25.05	\$ 26.56	\$ 24.79
Maximum	\$ 32.12	\$ 28.35	\$ 33.22	\$ 29.50	\$ 33.44	\$ 33.20

<b>WS/FCS Pay Versus Avg Market Analysis</b>	<b>WS/FCS</b>	<b>Analysis Average</b>	<b>WS/FCS Rate vs Analysis AVG %</b>
Minimum	\$ 21.22	\$ 19.38	9.5%
Average	\$ 26.67	\$ 25.46	4.8%
Maximum	\$ 32.12	\$ 31.54	1.8%

