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

School Nutrition		WSFCS		Gullford Co		Durham Public		Wake Co		Forsyth Co	NCDPI
Position Title	10	School Nutrition	WHEN THE PROPERTY OF	School Nutrition		School Nutrition		School Nutrition	No.	Program Chef	School Nutrition
Minimum	S	15.90	\$	15.86	S	17.76	\$	17.00	\$	14.68	\$ 15.00
Average	S	19.64	\$	18.09	\$	20.00	S	21.00	\$	19.82	\$ 20.51
Maximum	S	23.37	S	20.31	S	22.24	S	25.00	\$	24.95	\$ 26.01

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

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

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analysis Average		WFSCS Rate vs Analysis AVG %	
Minimum	S	16.20	S	16.64	-2.7%	
Average	S	20.01	S	21.26	-5.9%	
Maximum	S	23.81	S	25.87	-8.0%	

Custodians	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Custodians	Custodians	Custodians I, II	Custodians	Custodians	Custodians
Minimum	\$ 15.90	S 15.60	\$ 17.76	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	S 17.13	\$ 18.83	\$ 21.40	\$ 19.82	\$ 18.20
Maximum	\$ 23.41	S 18,66	\$ 19.89	\$ 25.40	\$ 24.95	\$ 21.40

WSFCS Pay Versus Avg Market Analysis	WSFCS		Analysis Average		WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	16.09	-1.2%	
Average	S	19.66	S	19.07	3.0%	
Maximum	S	23.41	S	22.06	6.1%	

WSFCS	Guilford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Lead Custodians	Lead Custodians I, II	Custodians Crew Leader	Custodians Head	Senior Custodians	Custodian Site Supervisor
5 15.90	\$ 15.68	\$ 17.98	\$ 18,20	\$ 16.18	\$ 15.00
20.59	\$ 17.27	\$ 19.10	\$ 22.20	\$ 21.85	\$ 20.51
25.28	\$ 18.85	\$ 20.22	\$ 26.20	\$ 27.51	\$ 26.01
	Lead Custodians 15.90 20.59	Lead Custodians Lead Custodians I, II 15.90 \$ 15.68 20.59 \$ 17.27	Lead Custodians Lead Custodians I, II Custodians Crew Leader 15.90 \$ 15.68 \$ 17.98 20.59 \$ 17.27 \$ 19.10	Lead Custodians Lead Custodians I, II Custodians Crew Leader Custodians Head 15.90 \$ 15.68 \$ 17.98 \$ 18.20 20.59 \$ 17.27 \$ 19.10 \$ 22.20	Lead Custodians Lead Custodians I, II Custodians Crew Leader Custodians Head Senior Custodians 15.90 \$ 15.68 \$ 17.98 \$ 18.20 \$ 16.18 20.59 \$ 17.27 \$ 19.10 \$ 22.20 \$ 21.85

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

Teacher Assistants	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Teacher Assistants	Teacher Assistants	Teacher Assistants	Instructional Assistant Regular Education	N/A	Teacher Assistants	
Minimum	\$ 15.90	\$ 15,60	\$ 18.34	\$ 18.20	s -	S 15.00	
Average	\$ 19.85	S 17.13	\$ 20.34	\$ 22.20	s -	S 21.16	
Maximum	\$ 23.79	\$ 18.66	\$ 22.34	\$ 26.20	S -	\$ 27.31	

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %
Minimum	S	15.90	S	16.79	-5,3%
Average	S	19,85	S	20.21	-1.8%
Maximum	S	23.79	S	23.63	0.7%

EC Teacher Assistants	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	EC Teacher Assistants	EC Teacher Assistants	Teacher Assistants	Instructional Assistant Special Education	N/A	Teacher Assistants
Minimum	\$ 15.90	\$ 15,68	S 18.46	\$ 18.60	s -	S 15.00
Average	\$ 20.16	\$ 17.22	S 20.74	\$ 22.60	s -	S 21.16
Maximum	\$ 24.42	\$ 18.76	\$ 23.02	\$ 26.60	s -	S 27.31

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analysis Average		WFSCS Rate vs Analysis AVG %	
Minimum	S	15,90	s	16.94	-6.1%	
Average	S	20.16	S	20.43	-1.3%	
Maximum	S	24.42	s	23.92	2.1%	

Grounds Keeper		WSFCS	Guilford Co	Durham Public		Wake Co		Forsyth Co		NCDPI
Position		Grounds Keeper	Grounds Keeper I	Grounds Keeper I	Cr	raftsman Environmental & Grounds		Landscape Technician		Grounds Keeper
Minimum	S	16,20	\$ 15.60	\$ 18.46	S	18.60	S	17.84	S	15,00
· Average	S	20.13	\$ 17.13	\$ 20.74	S	22.60	\$	24.09	S	19.30
Maximum	S	24.06	\$ 18.66	\$ 23,02	S	26,60	S	30,33	S	23.59

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	16.20	S	17.10	-5.3%	
Average	S	20.13	\$	20.77	-3.1%	
Maximum	S	24.06	S	24.44	-1.5%	

Senior Grounds Keeper	WSFCS	Gullford Co	Durham Public	' Wake Co	Forsyth Co	NCDPI
Position	Grounds Keeper Sr	Grounds Keeper II	Grounds Keeper II	Master Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	S 15.68	\$ 18.69	\$ 19.80	S 17.84	S 15.00
Average	\$ 20.2	S 17.22	\$ 21.64	\$ 23.80	S 24.09	\$ 20.51
Maximum	\$ 24.2	S 18.76	\$ 24.58	\$ 27.80	S 30,33	\$ 26.01

WSFCS Pay Versus Avg Market Analysis	WSFCS	Anal	ysis Average	WFSCS Rate vs Analysis AVG %
Minimum	\$ 16.20	S	17.402	-6.9%
Average	\$ 20.21	S	21.45	-5.8%
Maximum	\$ 24.21	S	25.50	-5.0%

Mechanic I		WSFCS		Gullford Co	Durham Public		Wake Co	Forsy	h Co		NCDPI
Position		Mechanic I		Mechanic I	Mechanic I		Mechanic I	Mecha	nic I	Transpor	tation Mechanic
Minimum	S	16.20	S	16.13	\$ 18.81	S	18.60	S	16.99	S	15.87
Average	S	20.21	S	19.60	\$ 22.19	S	22.60	S	22.94	\$	24,54
Maximum	S	24.21	S	23.06	\$ 25.57	S	26.60	S	28.88	\$	33.20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %
Minimum	S	16.20	S	17.28	-6.2%
Average	S	20.21	\$	22.37	-9.7%
Maximum	S	24.21	\$	27.46	-11.8%

Mechanic II	WSFCS		Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI
Position	Mechanic II	1000	Mechanic II		Mechanic II		Mechanic II	ALC: N	Mechanic II	Tr	ansportation Mechanic
Minimum	\$ 17.07	S	17,80	\$	19.53	S	19.40	S	18.73	S	15.87
Average	\$ 21.33	S	21.62	S	24.55	\$	23.40	S	25.29	S	24.54
Maximum	\$ 25,60	S	25.44	S	29.57	\$	27.40	\$	31.84	S	33,20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	17.07	S	18.27	-6.6%	
Average	S	21.33	S	23.88	-10.7%	
Maximum	S	25,60	S	29.49	-13.2%	

Mechanic III	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Mechanic III	Mechanic III	Mechanic III	Mechanic III	Mechanic II	Transportation Mechanic
Minimum	S 18.61	\$ 19.10	S 20.41	\$ 19.80	S 18.73	\$ 15.87
Average	S 23.32	\$ 23.20	\$ 26,18	\$ 23.80	S 25.29	S 24.54
Maximum	S 28.02	\$ 27.30	S 31.95	\$ 27.80	S 31.84	S 33.20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analysis Average	WFSCS Rate vs Analysis AVG %
Minimum	S	18.61	S 18.78	-0.9%
Average	S	23.32	S 24.60	-5.2%
Maximum	\$	28.02	S 30,42	-7.9%

Plumber	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Plumber	Plumber I	Plumber I	Craftsman Plumbing	Maintenance Tech I	Plumber
Minimum	S 18.61	\$ 15.99	S 18.81	S 19.40	\$ 16.99	S 16.38
Average	S 23.32	\$ 19.53	S 22.19	\$ 23.40	\$ 22.94	\$ 24.00
Maximum	S 28.02	\$ 23.06	S 25.57	\$ 27.40	\$ 28.88	\$ 31,62

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %	
Minimum	\$	18.61	S	17.51	6.3%	
Average	S	23.32	S	22.41	4.1%	
Maximum	S	28.02	S	27.31	2.6%	

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

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %
Minimum	\$	18.61	S	17.77	4.7%
Average	\$	23.32	S	22.44	3.9%
Maximum	S	28.02	S	27.11	3.4%

HVAC	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	HVAC	HVACI	HVACI	Craftsman HVAC	Maintenance Tech I	HVAC
Minimum	\$ 20.26	\$ 16.07	S 20.41	\$ 20,20	\$ 16.99	\$ 17.20
Average	\$ 25.46	\$ 18.87	S 26.18	\$ 24.58	\$ 22.94	\$ 25.20
Maximum	S 30.65	\$ 21.66	S 31.95	\$ 28.95	S 28.88	\$ 33.20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	S	20.26	\$	18.17	11.5%		
Average	S	25.46	S	23.55	8.1%		
Maximum	S	30.65	S	28.93	6.0%		

Behavior Assistant	wsfcs	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Behavior Assistant	General Assistant	Admin Support I	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	S 15.90	S 15.60	\$ 18.34	\$ 17.40	S 14.68	S 15.00
Average	\$ 19.66	\$ 17.13	\$ 20.68	\$ 21.40	S 19.64	S 19.89
Maximum	\$ 23.41	\$ 18.66	S 23.02	\$ 25.40	S 24.59	S 24.77

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	S	15.90	S	16.20	-1.9%		
Average	S	19.66	S	19.75	-0.5%		
Maximum	S	23.41	S	23.29	0.5%		

Local Clerical		WSFCS		Gullford Co	Durham Public		Wake Co		Forsyth Co		NCDPI
Position		Clerical Assistant		General Assistant	Admin Support I		Clerical Assistant	8	Support Services Assoc	0	ffice Admin NC01-NC04
Minimum	S	15.90	S	15.60	\$ 18.34	\$	17.40	S	14.68	S	15.00
Average	\$	19.66	S	17.13	\$ 20,68	\$	21.40	S	19.64	S	19,89
Maximum	\$	23.41	S	18.66	\$ 23.02	S	25,40	S	24.59	S	24.77
WCFOC Day Versus And Market Analysis		WSFCS	_	Amelyala Avanada	WFSCS Rate vs	ľ					
WSFCS Pay Versus Avg Market Analysis		Warta	-	Analysis Average	Analysis AVG %						
Minimum	\$	15.90	S	16,20	 -1.9%						
Average	S	19.66	S	19.75	-0,5%						
Maximum	S	23.41	S	23.29	0.5%						

School Clerical & 2nd Secretary	WSFCS	Guilford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	School Secretary	School Secretary	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC01-NC04
Minimum	S 15.90	S 15.76	\$ 18,46	\$ 17.40	S 14.68	S 15.00
Average	S 21.05	\$ 17.31	\$ 21.15	\$ 21.40	S 19.64	S 19.89
Maximum	S 26.19	S 18.85	S 23.84	\$ 25.40	S 24.59	s 24.77
WSFCS Pay Versus Avg Market Analysis	WSFCS	Analysis Average	WFSCS Rate vs Analysis AVG %			
Minimum	S 15.90	S 16,26	-2.2%			
Average	\$ 21.05	\$ 19.88	5.9%			
Maximum	S 26.19	\$ 23.49	11.5%			

Media Assistant		WSFCS		Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI
Position		Media Assistant		Media Assistant		Admin Support II		Clerical Assistant	Si	upport Services Assoc	O	fice Admin NC01-NC04
Minimum	S	15.90	\$	15.60	S	18,46	\$	17.40	S	14.68	S	15.00
Average	S	21.05	S	17.13	S	21.15	S	21.40	S	19.64	S	19.89
Maximum	S	26.19	S	18.66	S	23.84	S	25.40	S	24.59	S	24.77

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %
Minimum	S	15.90	\$	16.23	-2.0%
Average	S	21.05	S	19.84	6.1%
Maximum	S	26.19	S	23.45	11.7%

Behavior Specialist	WSFCS			Guilford Co		Durham Public		Wake Co	Forsyth Co		NCDPI	
Position		Behavior Specialist		Behavior Specialist	500	Admin Support II		Clerical Assistant	Support Services Assoc	0	Office Admin NC02-NC05	
Minimum	\$	15.90	S	15,68	\$	18.46	S	17.40	S 14.68	\$	15,00	
Average	S	21.05	S	17.22	S	21.15	S	21.40	\$ 19.64	\$	20.51	
Maximum	\$	26.19	S	18.76	S	23.84	S	25.40	\$ 24.59	\$	26.01	

WSFCS Pay Versus Avg Market Analysis	N	VSFCS	Analys	ls Average	WFSCS Rate vs Analysis AVG %		
Minimum	S	15,90	\$	16.24	-2.1%		
Average	S	21.05	\$	19.98	5.3%		
Maximum	S	26.19	\$	23.72	10,4%		

Parent Assistant	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Parent Assistant	Parent Assistant	Admin Support II	Clerical Assistant	Support Services Assoc	Office Admin NC02-NC05	
Minimum	S 15.90	\$ 15.68	S 18.46	\$ 17.40	\$ 14.68	\$ 15.00	
Average	S 21.05	\$ 17.22	S 21.15	S 21.40	S 19.64	\$ 20.51	
Maximum	\$ 26.19	S 18.76	S 23.84	\$ 25.40	S 24.59	\$ 26,01	

WSFCS Pay Versus Avg Market Analysis		WSFCS		sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	\$	16.24	-2.1%	
Average	S	21.05	S	19.98	5.3%	
Maximum	S	26.19	S	23.72	10.4%	

Operational Admin Support	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Operations Support	Operations Support	Admin Support III	Operations Support	Support Services	Office Admin NC03-NC06	
Minimum	S 15.90	5 15.92	S 18.81	\$ 19.00	S 18.73	S 15.00	
Average	S 21.43	S S 18.12	S 22.67	\$ 23.00	\$ 25.29	S 21.16	
Maximum	S 26.90	5 \$ 20,31	S 26.52	\$ 27.00	S 31.84	S 27.31	

WSFCS Pay Versus Avg Market Analysis		WSFCS		sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	17.49	-9.1%	
Average	S	21.43	S	22.04	-2.8%	
Maximum	S	26.96	\$	26.60	1.4%	

Registrar	WSFCS	Guilford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Registrar	Registrar	Admin Support IV	Registrar	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 16.07	\$ 18.93	\$ 18.20	S 18.73	S 15,00
Average	\$ 21.43	\$ 18.87	\$ 23.22	\$ 22.20	\$ 25.29	S 21.84
Maximum	\$ 26.96	\$ 21.66	\$ 27.51	\$ 26.20	S 31.84	S 28.68

WSFCS Pay Versus Avg Market Analysis		WSFCS		sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	17.39	-8.5%	
Average	S	21.43	S	22.28	-3.8%	
Maximum	s	26.96	S	27.18	-0.8%	

Testing Coordinator	WSFCS	Gullford Co	Guilford Co Durham Public		Forsyth Co	NCDPI	
Position	Testing Coordinator	Testing Coordinator	Admin Support IV	Testing Coordinator	Support Services	Office Admin NC04-NC07	
Minimum	\$ 15.90	\$ 16.07	S 18.93	\$ 19.00	\$ 18.73	\$ 15.00	
Average	S 21.43	S 18.87	S 23.22	\$ 23.00	\$ 25.29	S 21.84	
Maximum	\$ 26.96	\$ 21.66	S 27.51	S 27.00	S 31.84	S 28.68	

WSFCS Pay Versus Avg Market Analysis		WSFCS		sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	17.55	-9.4%	
Average	S	21.43	S	22.44	-4.5%	
Maximum	S	26.96	S	27.34	-1.4%	

Central Office Admin Clerical	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Admin Clerical	Admin Clerical	Admin Support IV	Admin Clerical	Support Services	Office Admin NC04-NC07	
Minimum	S 15.90	\$ 16.07	S 18.93	S 18.20	\$ 18.73	S 15.00	
Average	S 21.43	\$ 18.87	S 23.22	S 22.20	\$ 25.29	\$ 21.84	
Maximum	S 26.96	S 21.66	S 27.51	S 26.20	\$ 31.84	\$ 28.68	

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analysis Average		WFSCS Rate vs Analysis AVG %	
Minimum	S	15,90	S	17.39	-8.5%	
Average	S	21.43	S	22.28	-3.8%	
Maximum	S	26,96	S	27.18	-0.8%	

Data Manager ES MS	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
· Position	Data Manager	Data Manager I	Data Manager I	Data Processing	Support Services	Office Admin NC04-NC07
Minimum	\$ 15.90	\$ 15.99	\$ 19.11	S 19.00	\$ 18.73	\$ 15,00
Average	S 21.43	\$ 18.15	S 23.31	S 23.00	\$ 25.29	\$ 21.84
Maximum	\$ 26.96	\$ 20.31	S 27.51	S 27.00	\$ 31.84	\$ 28.68

WSFCS Pay Versus Avg Market Analysis		WSFCS		sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15,90	S	17.57	-9.5%	
Average	S	21.43	S	22.32	-4.0%	
Maximum	S	26.96	\$	27.07	-0.4%	

School Finance Mgr. ES MS		WSFCS		Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI
Position		School Finance Mgr.	S	School Finance Mgr.	1	School Finance Mgr. I		Bookkeeper		Support Services	O	ffice Admin NC04-NC07
Minimum	S	15.90	S	15,99	S	19.11	S	19.00	S	18.73	\$	15.00
Average	S	21.38	\$	18.15	S	23.31	S	23.00	\$	25.29	\$	21.84
Maximum	S	26.85	S	20,31	S	27.51	S	27.00	\$	31.84	\$	28.68

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15,90	S	17.57	-9.5%	
Average	S	21.38	S	22.32	-4.2%	
Maximum	\$	26.85	S	27.07	-0.8%	

Data Manager HS	WSFCS		Guilford Co		Durham Public		Wake Co		Forsyth Co	NCDPI
Position	Data Manager	12 March	Data Manager II		Data Manager II		Data Manager HS	Mary Mary	Data Specialist	Office Admin NC05-NC0
Minimum	\$ 16.	35 S	\$ 16.07	\$	19.53	S	19,40	\$	19.67	\$ 15.00
Average	S 22.	02 S	S 18.87	8	24.55	S	23.40	\$	26.56	\$ 22.56
Maximum	S 27.	68 \$	\$ 21.66	S	29.57	S	27.40	\$	33.44	\$ 30.11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	16.35	S	17.93	-8.8%	
Average	S	22.02	S	23.19	-5.0%	
Maximum	S	27.68	\$	28.44	-2.7%	

School Finance Mgr. HS		WSFCS		Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI
Position		Finance Manager)	Finance Manager II		Finance Manager II		Bookkeeper HS		Data Specialist	0	ffice Admin NC05-NC08
Minimum	S	16,99	S	16.07	S	19.53	S	19.40	S	19.67	S	15.00
Average	S	22.93	S	18.87	S	24.55	S	23.40	S	26.56	S	22.56
Maximum	S	28.87	\$	21.66	S	29.57	S	27.40	\$	33.44	\$	30.11
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WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	16.99	\$	17.93	-5.3%	
Average	S	22.93	\$	23.19	-1.1%	
Maximum	S	28.87	\$	28.44	1.5%	

Central Office Admin Assistant	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Cenral Office Admin Assistant	Admin Assistant	Admin Support V	Admin-Secretary	Admin Assistant	Office Admin NC06-NC08
Minimum	S 15.90	S 18,21	S 19.21	\$ 18.60	S 19.67	S 15.87
Average	S 21.38	S 22.21	\$ 24.39	\$ 22.60	S 26,56	\$ 22.99
Maximum	\$ 26.85	\$ 26.20	\$ 29.57	\$ 26.60	S 33.44	S 30.11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	18.31	-13.2%	
Average	S	21.38	S	23.75	-10.0%	
Maximum	S	26.85	S	29.18	-8.0%	

PR Specialist Operations	WSFCS	Guilford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	PR Operations	PR Specialist Operations	Admin Support V	Payroll Technician	Office Assistant	Office Admin NC06-NC08
Minimum	\$ 15.90	S 16,66	\$ 19.21	\$ 19.40	S 16.18	S 15.87
Average	\$ 21.38	S 20.24	\$ 23.36	\$ 23.40	S 21.85	S 22.99
Maximum	\$ 26.85	S 23.82	\$ 27.51	\$ 27.40	S 27.51	\$ 30,11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	is Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	15.90	S	17.46	-9.0%	
Average	S	21.38	S	22.37	-4.4%	
Maximum	S	26.85	S	27.27	-1.5%	

				The second secon		
Position	Purchasing	Purchasing	Admin Support V	Procurement Specialist	Office Assistant Purchasing	Office Admin NC06-NC08
Minimum S	16.35	\$ 16,66	S 19,21	S 19.00	\$ 16.18	\$ 15.87
Average S	22.02	\$ 20.24	S 23.36	S 23.40	\$ 21.85	\$ 22.99
Maximum S	27.68	\$ 23.82	S 27.51	S 27.80	\$ 27.51	\$ 30.11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	16.35	S	17.38	-5.9%	
Average	S	22.02	S	22.37	-1.6%	
Maximum	S	27.68	S	27.35	1.2%	

Parent Involument Coordinator	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Parent Involement Coordin	Parent Family Liaison	Admin Support V	Parent Liason	Social Worker	Office Admin NC06-NC08
Minimum	\$ 17.67	S 16.66	\$ 19.21	S 18.20	\$ 19.67	\$ 15.87
Average	\$ 23.95	S 20.62	\$ 23,36	S 22.20	\$ 26.56	\$ 22.99
Maximum	\$ 30.22	S 24.58	\$ 27.51	S 26.20	\$ 33.44	\$ 30.11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	\$	17.67	S	17.92	-1.4%	
Average	\$	23.95	S	23.15	3.5%	
Maximum	\$	30,22	S	28.37	6,5%	

Behavior Tech or Interventionist		WSFCS	Guliford Co Durham Public			Wake Co		Vake Co Forsyth Co		NCDPI		
Position		Behavior Tech	1	Behavior Coordin		Admin Support VI	Soc	cial Emotional Learning Coach		Social Worker	0	ffice Admin NC06-NC08
Minimum	\$	17,67	S	16,66	\$	19.53	\$	19.40	S	19.67	S	15.87
Average	\$	23.95	S	20.62	S	25.12	S	23.40	S	26,56	\$	22.99
Maximum	S	30.22	S	24.58	\$	30.71	S	27.40	S	33.44	S	30.11

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	17.67	S	18,23	-3.1%	
Average	S	23.95	S	23.74	0.9%	
Maximum	S	30.22	S	29.25	3.3%	

AP Specialist	WSFCS		Gullford Co		Durham Public		Wake Co	Forsyth Co		NCDPI
Position	AP Specialist		AP Coordinator		Admin Support VI		AP Processing Tech	Fiscal Te	ch	Office Admin NC06-NC08
Minimum	\$ 17	7.67	S 16.66	\$	19.53	S	19.40	\$	19.67	S 15.87
Average	\$ 23	3.95	S 19.97	\$	25.12	S	23.40	\$	26,56	\$ 22.99
Maximum	\$ 30).22	S 23.28	\$	30.71	S	27.40	S	33.44	\$ 30.11
	2/									
WCECC Day Vareue Avd Market Analysis	WEECE		Analysis Avarada		WFSCS Rate vs]				

WSFCS Pay Versus Avg Market Analysis Minimum		WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %	
	S	17.67	S	18.23	-3.1%	
Average	S	23.95	S	23.61	1.4%	
Maximum	S	30.22	S	28.99	4.3%	

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

WSFCS Pay Versus Avg Market Analysis Minimum		WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %	
	S	18.47	S	19.20	-3.8%	
Average	S	25.06	S	25.19	-0.5%	
Maximum	S	31.65	S	31.18	1.5%	

PR Specialist	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	PR Specialist	PR Specialist	Admin Support VI	PR Specialist	PR Specialist	Office Admin NC07-NC10
Minimum	S 18.47	\$ 18.21	\$ 19.53	S 20.20	\$ 21.69	\$ 16.38
Average	\$ 25.06	S 22.21	\$ 25.12	S 24.58	\$ 29.28	\$ 24.79
Maximum	S 31.65	\$ 26,20	S 30.71	S 28.95	\$ 36.86	\$ 33.20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	is Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	18.47	S	19.20	-3,8%	
Average	S	25.06	S	25.19	-0.5%	
Maximum	S	31.65	S	31.18	1.5%	

Executive Assistant - Sr Management	0	WSFCS Gullford Co		Durham Public		Wake Co	Forsyth Co	NCDPI	
Position		Executive Assistant	H	Executive Assistant	Admin Support VII		Executive Assistant	Office Assistant Supervisor	Office Admin NC07-NC10
Minimum	\$	20.22	S	19.82	\$ 19.82	S	20.20	\$ 21.69	\$ 16.38
Average	\$	27.46	S	24.09	\$ 25.89	S	24.58	\$ 29.28	\$ 24.79
Maximum	\$	34.69	S	28.35	\$ 31.95	\$	28,95	\$ 36.86	S 33.20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	20.22	S	19.58	3.3%	
Average	S	27.46	S	25.72	6.7%	
Maximum	\$	34.69	S	31.86	8.9%	

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

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analys	ls Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	20.22	S	19.66	2.8%	
Average	S	27.46	S	25.85	6.2%	
Maximum	S	34.69	S	32.04	8.3%	

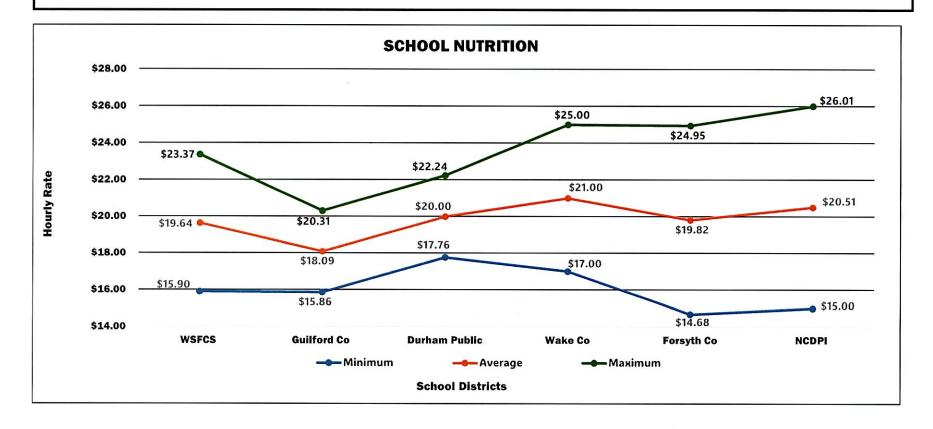
Technology Services Tech	WSFCS	Gullford Co	Durham Public	Wake Co	Wake Co Forsyth Co	
Position	Technology Services Tech	Tech Support Specialist I	Admin Support VIII	Data Analyst	IT Support Technician	Office Admin NC07-NC10
Minimum	\$ 21.22	S 19.82	\$ 20.41	\$ 20.60	S 19.67	S 16.38
Average	\$ 26.67	S 24.09	\$ 26.82	\$ 25.05	S 26.56	S 24.79
Maximum	\$ 32.12	S 28.35	\$ 33.22	\$ 29.50	\$ 33.44	\$ 33,20

WSFCS Pay Versus Avg Market Analysis		WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %	
Minimum	S	21.22	S	19.38	9.5%	
Average	\$	26.67	S	25.46	4.8%	
Maximum	S	32.12	S	31.54	1.8%	

School Nutrition

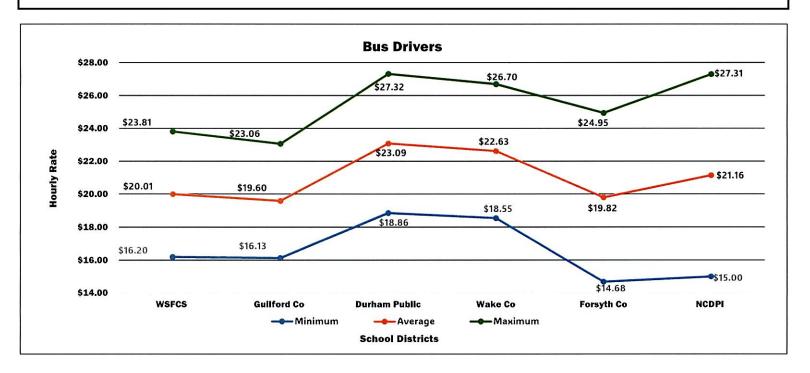
School Nutrition		WSFCS Gu		Guilford Co Durham Public		Durham Public		Wake Co	Forsyth Co		NCDPI	
Position Title	Sch	ool Nutrition		School Nutrition		School Nutrition	Sch	hool Nutrition	Pr	ogram Chef	Scho	ol Nutrition
Minimum	\$	15.90	\$	15.86	\$	17.76	\$	17.00	\$	14.68	\$	15.00
Average	\$	19.64	\$	18.09	\$	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	Ana	lysis Average	WFSCS 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%	



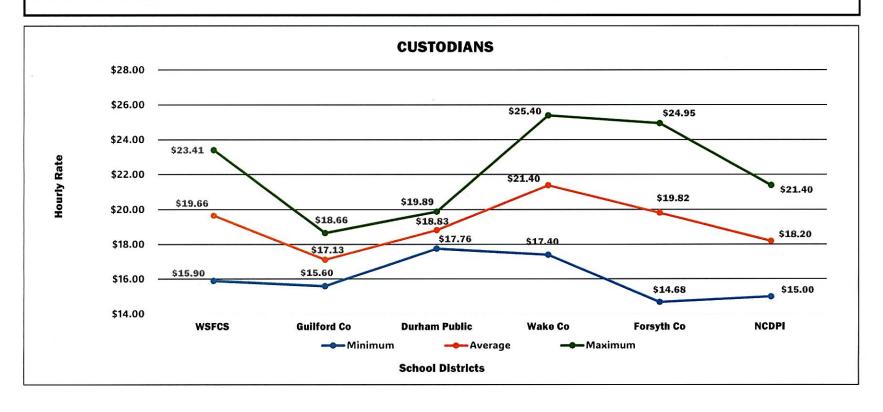
Bus Driver	WSFCS	Guilford Co		Durham Public		Wake Co	Forsyth Co		NCDPI	
Position	Bus Driver		Bus Driver	Bus Driver		Bus Driver	Transportation Aid		Bus Driver	
Minimum	\$ 16.20	\$	16.13	\$ 18.86	\$	18.55	\$ 14.68	\$	15.00	
Average	\$ 20.01	\$	19.60	\$ 23.09	\$	22.63	\$ 19.82	S	21.16	
Maximum	\$ 23.81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

WSFCS Pay Versus Avg Market Analysis	Forsy	ton Salem th County chools	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	S	16.20	S	16.64	-2.7%		
Average	\$	20.01	S	21.26	-5.9%		
Maximum	S	23.81	S	25.87	-8.0%		



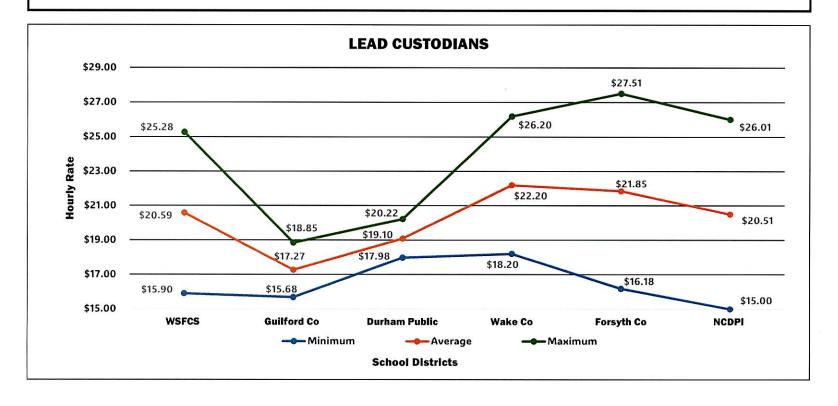
Custodians Position	WSFCS Custodians	Gullford Co Custodians		Ourham Public	Wake Co	Forsyth Co	NCDPI Custodians
Minimum	\$ 15.90	\$ 15.60	7777777	17.76	\$ 17.40	\$ 14.68	\$ 15.00
Average	\$ 19.66	\$ 17.13	\$	18.83	\$ 21.40	\$ 19.82	\$ 18.20
Maximum	\$ 23.41	\$ 18.66	\$	19.89	\$ 25.40	\$ 24.95	\$ 21.40

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



Lead Custodians	ad Custodians WSFCS		Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Lead Custodians	Lead Custodians I,	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	

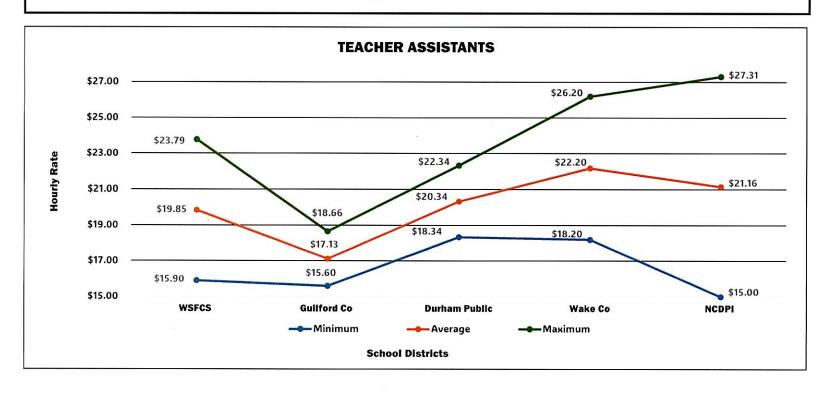
WSFCS Pay Versus Avg Market Analysis	WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %
Minimum	\$ 15.90	\$	16.61	-4.3%
Average	\$ 20.59	\$	20.18	2.0%
Maximum	\$ 25.28	\$	23.76	6.4%



Teacher Assistants

Teacher Assistants	WSFCS	Guilford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
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	

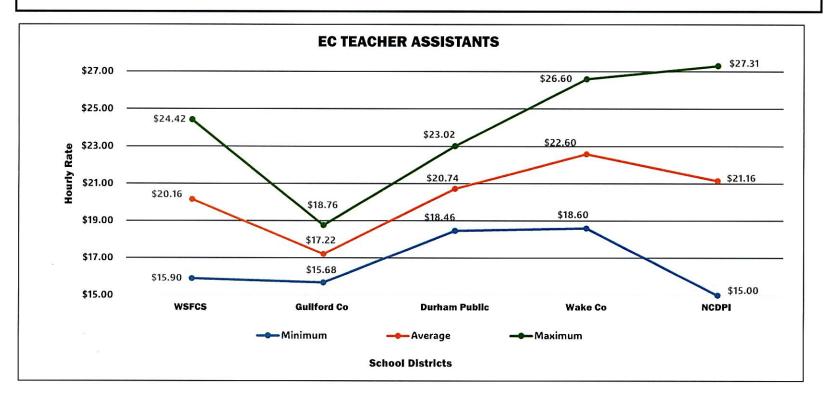
WSFCS Pay Versus Avg Market Analysis	WSFCS	Analysis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$ 15.90	\$ 16.79	-5.3%		
Average	\$ 19.85	\$ 20.21	-1.8%		
Maximum	\$ 23.79	\$ 23.63	0.7%		



EC Teacher Assistants

EC Teacher Assistants	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
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	

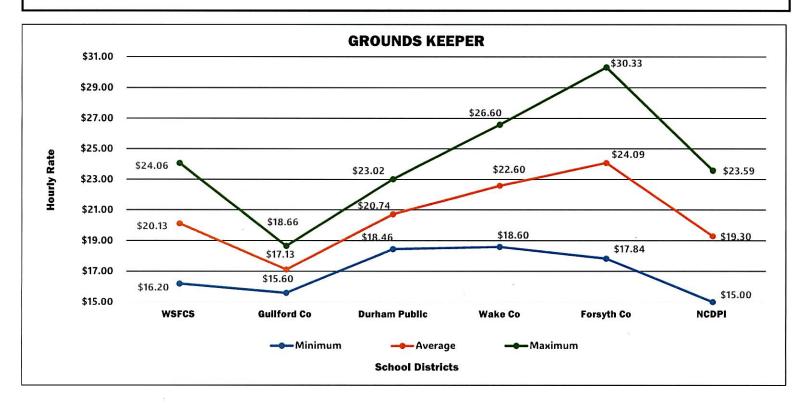
WSFCS Pay Versus Avg Market Analysis	2	WSFCS	Analys	ils Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$	15.90	\$	16.94	-6.1%		
Average	\$	20.16	\$	20.43	-1.3%		
Maximum	\$	24.42	\$	23.92	2.1%		



Grounds Keeper

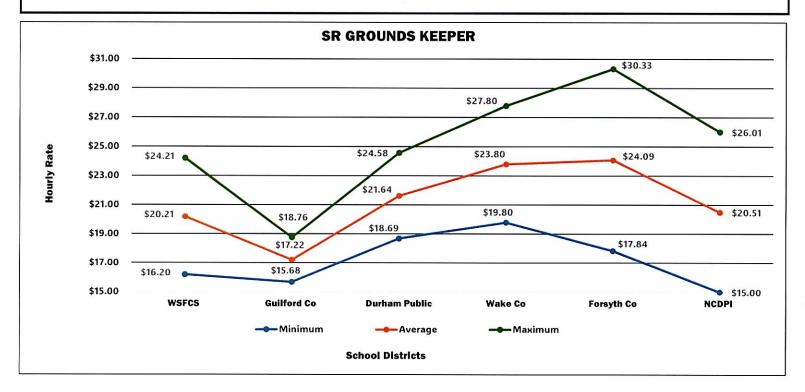
Grounds Keeper	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI	
Position	Grounds Keeper	Grounds Keeper I	Grounds Keeper I	Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper	
Minimum	\$ 16.20	\$ 15.60	\$ 18.46	\$ 18.60	\$ 17.84	\$ 15.00	
Average	\$ 20.13	\$ 17.13	\$ 20.74	\$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

WSFCS Pay Versus Avg Market Analysis	WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$ 16.20	\$	17.10	-5.3%		
Average	\$ 20.13	\$	20.77	-3.1%		
Maximum	\$ 24.06	\$	24.44	-1.5%		



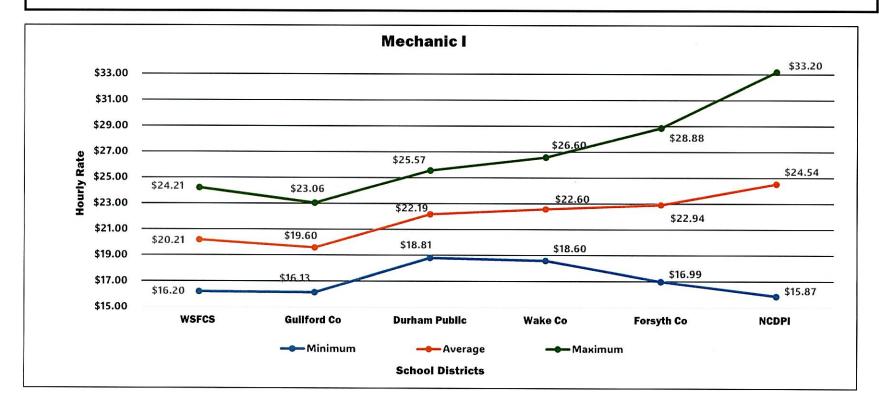
Senior Grounds Keeper	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	Grounds Keeper Sr	Grounds Keeper II	Grounds Keeper II	Master Craftsman Environmental & Grounds	Landscape Technician	Grounds Keeper
Minimum	\$ 16.20	\$ 15.68	\$ 18.69	\$ 19.80	\$ 17.84	\$ 15.00
Average	\$ 20.21	\$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

WSFCS Pay Versus Avg Market Analysis	WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$ 16.20	\$	17.402	-6.9%		
Average	\$ 20.21	\$	21.45	-5.8%		
Maximum	\$ 24.21	\$	25.50	-5.0%		



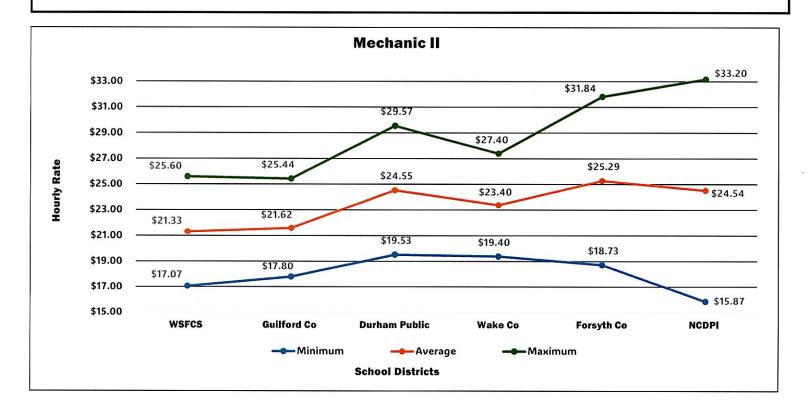
<u>Mechanic I</u>	WSFCS	Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI	
Position	Mechanic I	Mechan	nic I	Mech	anic I	N	Mechanic I	Mechar	nic I		sportation echanic
Minimum	\$ 16.20	\$	16.13	\$	18.81	\$	18.60	\$	16.99	\$	15.87
Average	\$ 20.21	\$	19.60	\$	22.19	\$	22.60	\$	22.94	\$	24.54
Maximum	\$ 24.21	\$	23.06	\$	25.57	\$	26.60	\$	28.88	\$	33.20

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



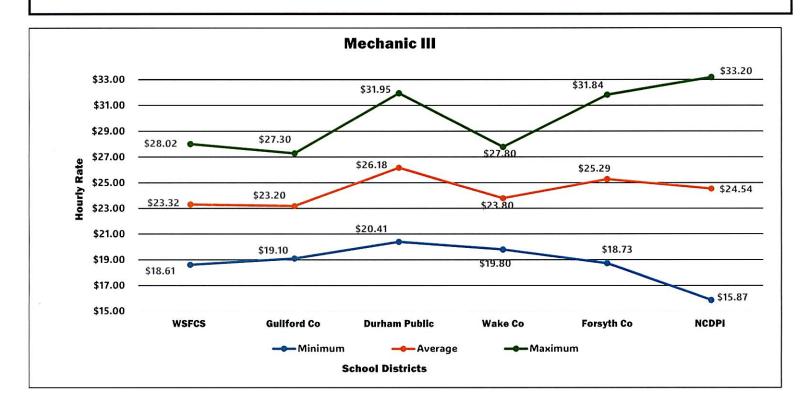
Mechanic II	1	WSFCS	Gullford Co		Durham Public		Wake Co		Forsyth Co		NCDPI	
Position	Me	echanic II		Mechanic II		Mechanic II	Med	hanic II	I	Mechanic II	r	ransportation Mechanic
Minimum	\$	17.07	\$	17.80	\$	19.53	\$	19.40	\$	18.73	\$	15.87
Average	\$	21.33	\$	21.62	\$	24.55	\$	23.40	\$	25.29	\$	24.54
Maximum	\$	25.60	\$	25.44	\$	29.57	\$	27.40	\$	31.84	\$	33.20

WSFCS Pay Versus Avg Market Analysis	WSFCS	Analy	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$ 17.07	\$	18.27	-6.6%		
Average	\$ 21.33	\$	23.88	-10.7%		
Maximum	\$ 25.60	\$	29.49	-13.2%		



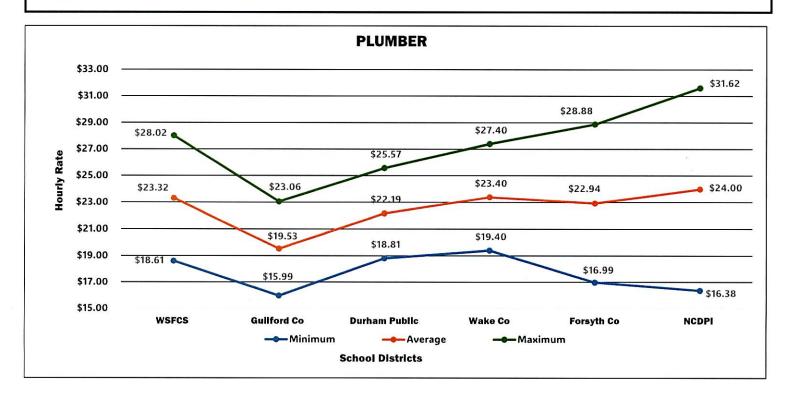
Mechanic III	ws	FCS	Gullford Co	Durham Public		Wake Co		For	syth Co	NCDPI			
Position	Mecha	ınic III	Mechanic III		Mechanic III		Mechanic III		chanic III	Mechanic II			nsportation Iechanic
Minimum	\$	18.61	\$ 19.10	\$	20.41	\$	19.80	\$	18.73	\$	15.87		
Average	\$	23.32	\$ 23.20	\$	26.18	\$	23.80	\$	25.29	\$	24.54		
Maximum	\$	28.02	\$ 27.30	\$	31.95	\$	27.80	\$	31.84	\$	33.20		

WSFCS Pay Versus Avg Market Analysis	5.8	WSFCS	Analys	sis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$	18.61	\$	18.78	-0.9%		
Average	\$	23.32	\$	24.60	-5.2%		
Maximum	\$	28.02	\$	30.42	-7.9%		



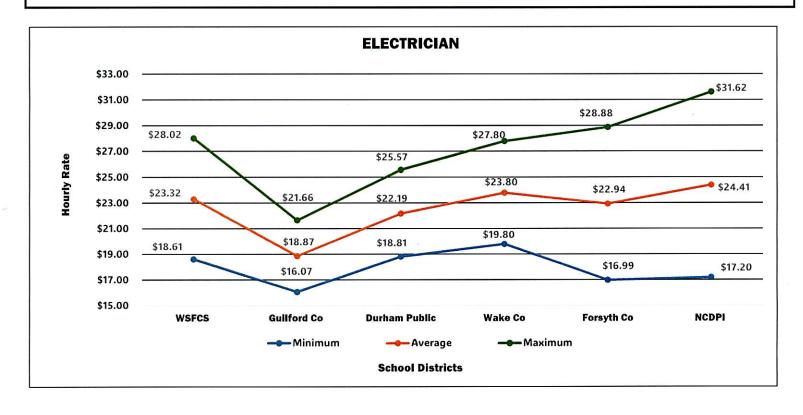
Plumber	WSFCS	Gullford Co		Durham Public			Wake Co	Forsyth Co			NCDPI
Position	Plumber		Plumber I		Plumber I		Craftsman Plumbing		Maintenance Technician I		Plumber
Minimum	\$ 18.61	\$	15.99	\$	18.81	\$	19.40	\$	16.99	\$	16.38
Average	\$ 23.32	\$	19.53	\$	22.19	\$	23.40	\$	22.94	\$	24.00
Maximum	\$ 28.02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

WSFCS Pay Versus Avg Market Analysis		WSFCS	Anal	ysis Average	WFSCS Rate vs Analysis AVG %		
Minimum	\$	18.61	\$	17.51	6.3%		
Average	\$	23.32	\$	22.41	4.1%		
Maximum	\$	28.02	\$	27.31	2.6%		



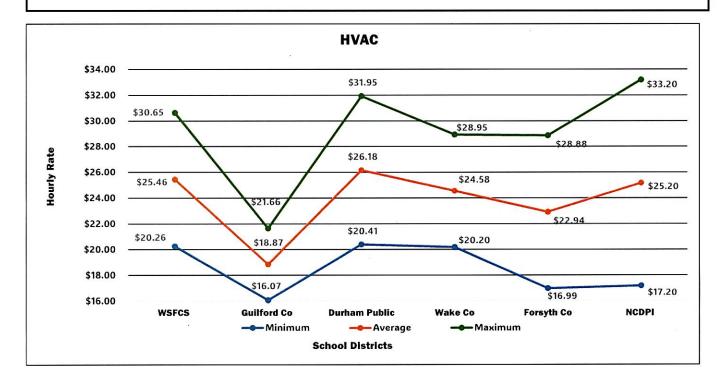
<u>Electrician</u>	WSFCS	Gullford Co	ı	Durham Public		Wake Co		Forsyth Co		NCDPI		
Position	Electrician	Electrician I		Hilpermeian		Craftsman Electrical		SERVED IN A SERVED AND A SERVED S		Maintenance Technician I		Electrician
Minimum	\$ 18.61	\$ 16.07	\$	18.81	\$	19.80	\$	16.99	\$	17.20		
Average	\$ 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		

WSFCS Pay Versus Avg Market Analysis		wsrcs	Ana	ilysis Average	WFSCS Rate vs Analysis AVG %
Minimum	\$	18.61	\$	17.77	4.7%
Average	\$	23.32	\$	22.44	3.9%
Maximum	\$	28.02	\$	27.11	3.4%



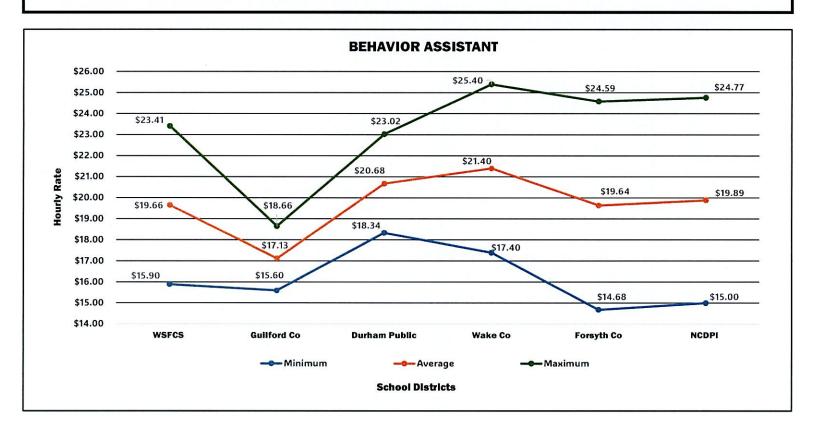
HVAC	WSFCS	Gullford Co	Durham Public	Wake Co	Forsyth Co	NCDPI
Position	HVAC	HVACI	HVACI	Craftsman HVAC	Maintenance Technician I	HVAC
Minimum	\$ 20.26	\$ 16.07	\$ 20.41	\$ 20.20	\$ 16.99	\$ 17.20
Average	\$ 25.46	\$ 18.87	\$ 26.18	\$ 24.58	\$ 22.94	\$ 25.20
Maximum	\$ 30.65	\$ 21.66	\$ 31.95	\$ 28.95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

WSFCS Pay Versus Avg Market Analysis	v	/SFCS	ı	alysis ⁄erage	WFSCS Rate vs Analysis AVG %		
Minimum	\$	20.26	\$	18.17	11.5%		
Average	\$	25.46	\$	23.55	8.1%		
Maximum	\$	30.65	\$	28.93	6.0%		



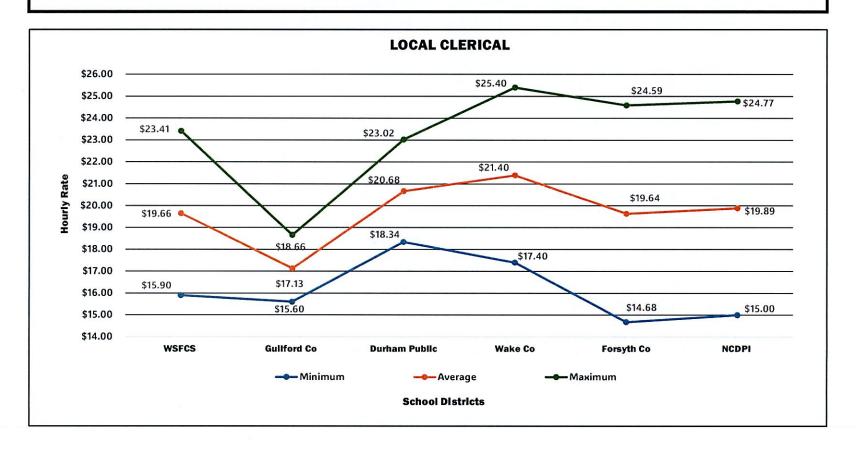
Behavior Assistant	w	S/FCS	Guilford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Behavi	vior Assistant General Assistant Admin Support I Clerical Assistan		Assistant	sistant Support Services Assoc		Office Admin NOO NOO4					
Minimum	S	15.90	S	15.60	\$	18.34	S	17.40	S	14.68	S	15.00
Average	S	19.66	S	17.13	\$	20.68	S	21.40	\$	19.64	S	19.89
Maximum	S	23.41	\$	18.66	\$	23.02	S	25.40	\$	24.59	\$	24.77

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



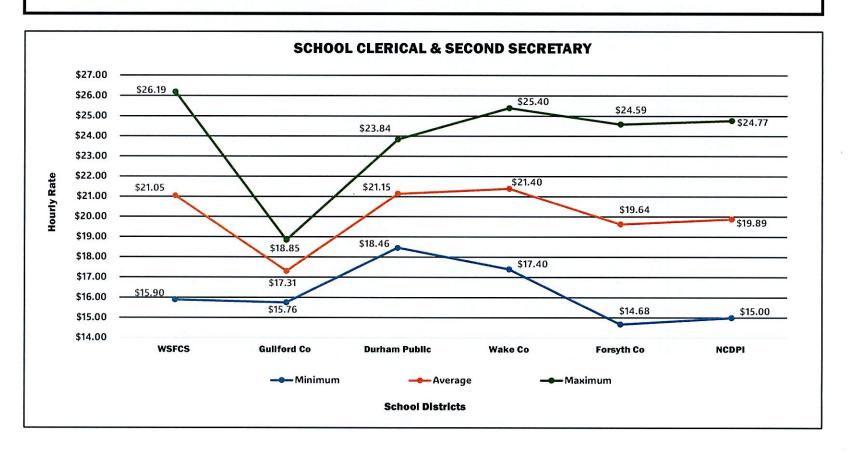
Local Clerical	W	WS/FCS Clerical Assistant		Gullford Co Schools General Assistant		Durham Public Schools Admin Support I		Wake Co Schools Clerical Assistant		Forsyth County Support Services Assoc		NCDPI
Position	Clerica											Office Admin NC0 NC04
Minimum	\$	15.90	\$	15.60	\$	18.34	\$	17.40	\$	14.68	\$	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

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



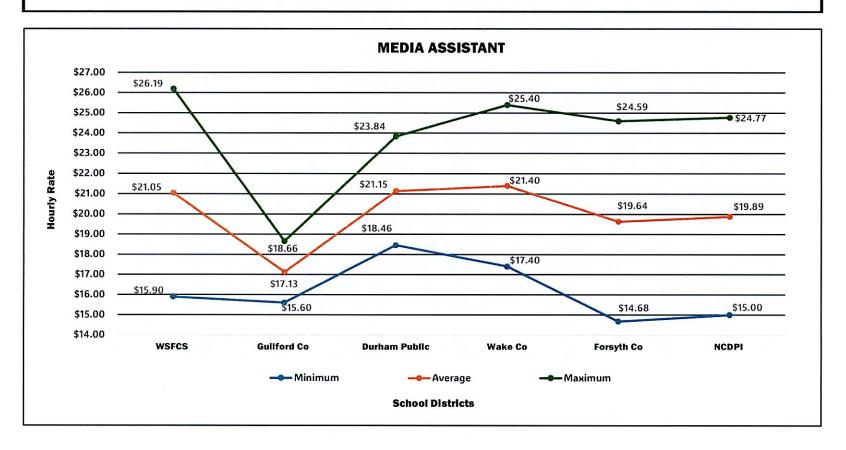
School Clerical & 2nd Secretary	w	S/FCS	Gullford Co Schools		Di	Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Schoo	l Secretary	Schoo	l Secretary	Ad	min Support II	Clerio	al Assistant	Supp	oort Services Assoc	Offic	e Admin NC0 NC04	
Minimum	\$	15.90	\$	15.76	\$	18.46	\$	17.40	\$	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	

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



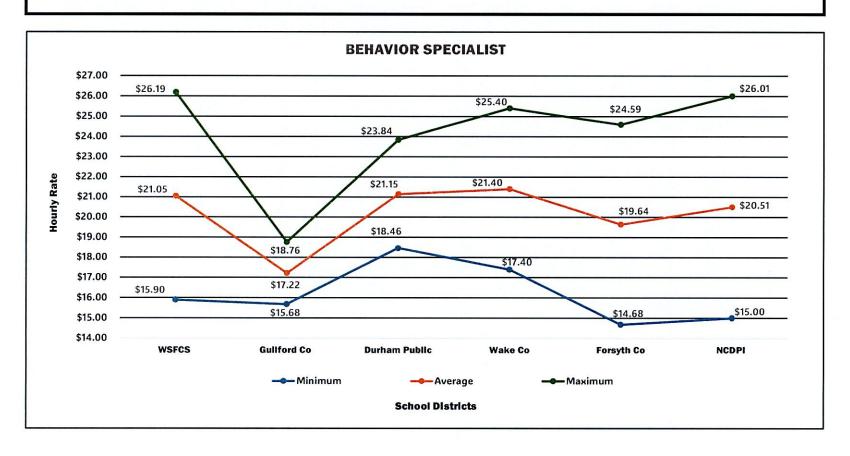
Media Assistant WS/FCS		S/FCS	Guilford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Media	a Assistant	Medi	a Assistant	Admi	n Support II	Cleri	cal Assistant	Su	pport Services Assoc	Office	e Admin NC0 NC04
Minimum	\$	15.90	\$	15.60	\$	18.46	\$	17.40	\$	14.68	\$	15.00
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

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



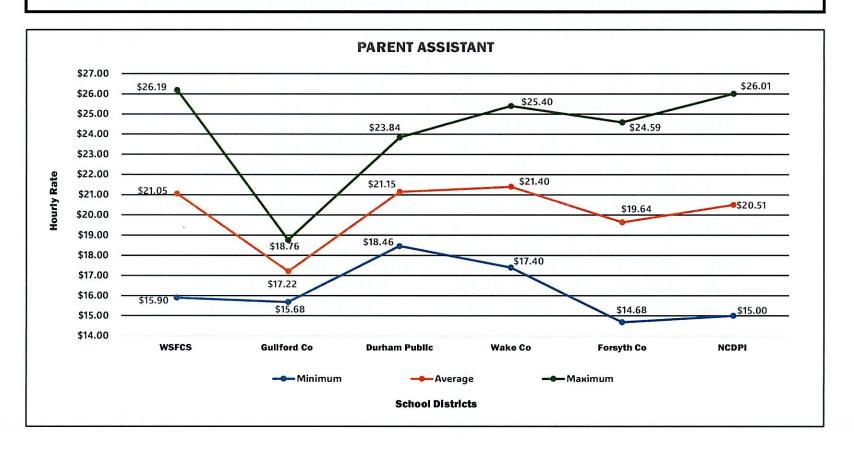
Behavior Specialist	WS/FCS		WS/FCS Guilford Co Schools		D	Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI
Position	Behavio	or Specialist		Behavior Specialist	Ac	lmin Support П	Cleri	cal Assistant	Su	pport Services Assoc	Offic	e Admin NC08 NC05
Minimum	\$	15.90	\$	15.68	\$	18.46	\$	17.40	\$	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

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



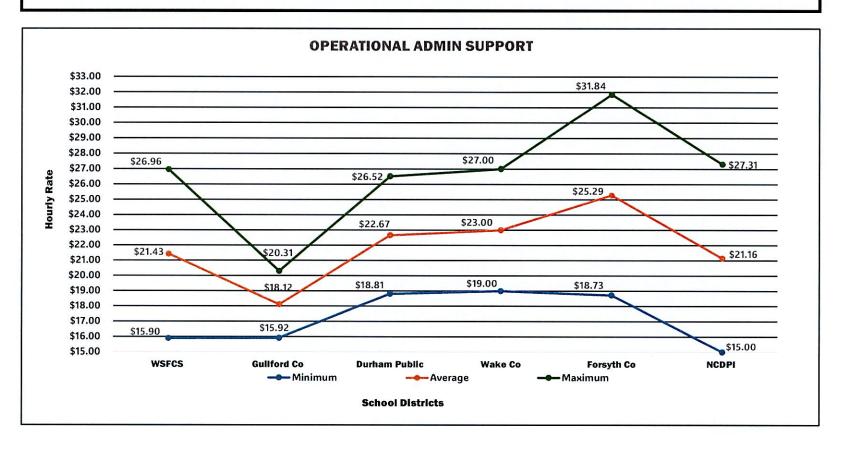
Parent Assistant	w	S/FCS	Gullford Co Schools		Durham Public Schools		Wake Co Schools Clerical Assistant		Forsyth County Support Services Assoc		NCDPI	
Position	ition Parent Assistant Parent Assista		t Assistant	Adm	in Support II	Office					Office Admin NC02 NC05	
Minimum	\$	15.90	\$	15.68	\$	18.46	\$	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

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



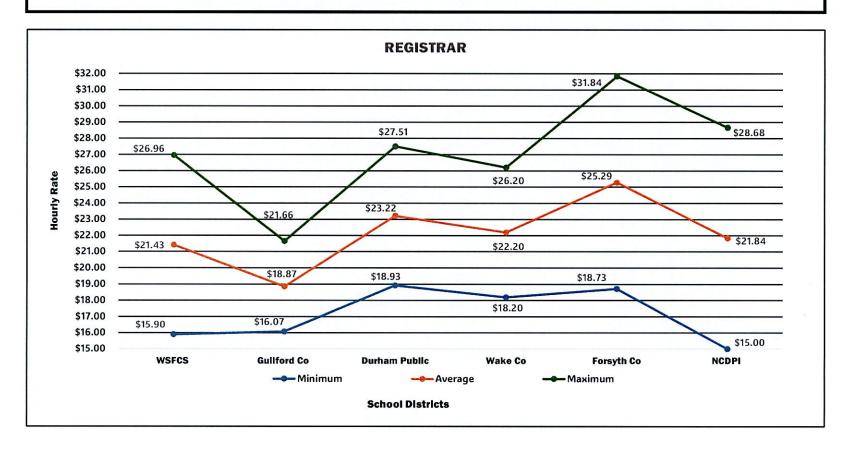
Operational Admin Support	WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Operati	ons Support	Operat	ions Support	Admin	Support III		Operations Support	Supp	port Services	Offic	ee Admin NC03 NC06
Minimum	\$	15.90	\$	15.92	\$	18.81	\$	19.00	\$	18.73	\$	15.00
Average	\$	21.43	\$	18.12	\$	22.67	\$	23.00	\$	25.29	\$	21.16
Maximum	S	26.96	\$	20.31	\$	26.52	8	27.00	S	31.84	\$	27.31

WS/FCS Pay Versus Avg Market Analysis	v	/S/FCS	200	nalysis verage	WS/FCS Rate vs Analysis AVG %		
Minimum	\$	15.90	\$	17.49	-9.1%		
Average	\$	21.43	\$	22.04	-2.8%		
Maximum	\$	26.96	\$	26.60	1.4%		



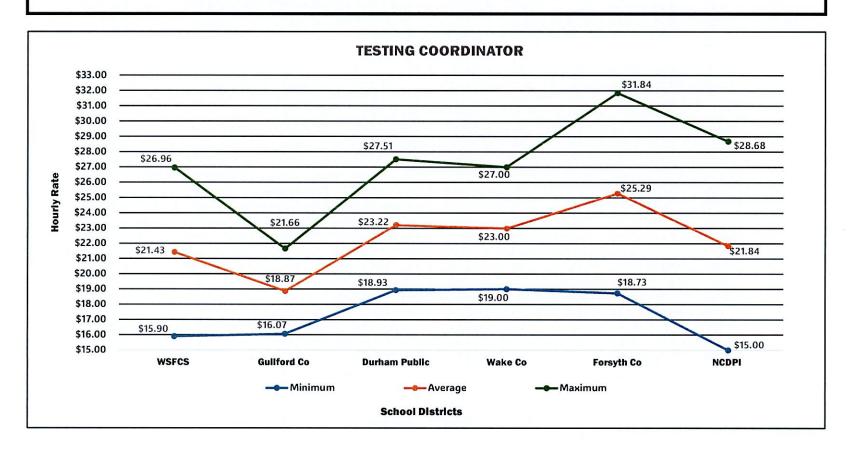
Registrar	rar WS/FCS		Guliford Co Durham Public Schools Schools			Wake Co Schools			rsyth County	NCDPI			
Position		Registrar		Registrar		Admin Support IV		Registrar		Support Services		Office Admin NC04 NC07	
Minimum	\$	15.90	\$	16.07	\$	18.93	\$	18.20	\$	18.73	\$	15.00	
Average	\$	21.43	\$	18.87	\$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

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



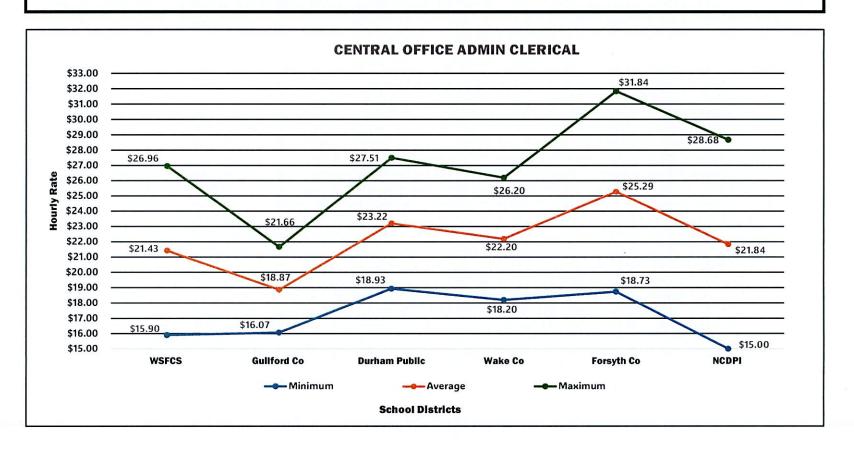
Testing Coordinator	W	S/FCS		iuliford Co Schools		rham Public Schools	Wake Co Schools Forsyth County		NCDPI		
Position	Testing	Coordinator	(Testing Coordinator	Adn	in Support IV	Testing Coordinator	St	apport Services	Offic	ce Admin NC04 NC07
Minimum	\$	15.90	\$	16.07	\$	18.93	\$ 19.00	\$	18.73	\$	15.00
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

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



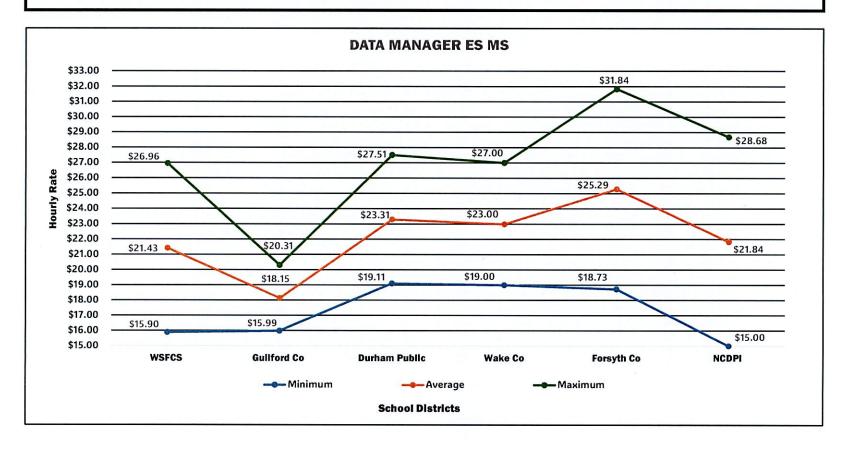
Central Office Admin Clerical	W	S/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI
Position	Adm	in Clerical	Adm	in Clerical	Admi	n Support IV	Admin Clerical		Support Services		Office Admin NC04 NC07	
Minimum	\$	15.90	\$	16.07	\$	18.93	\$	18.20	\$	18.73	\$	15.00
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

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



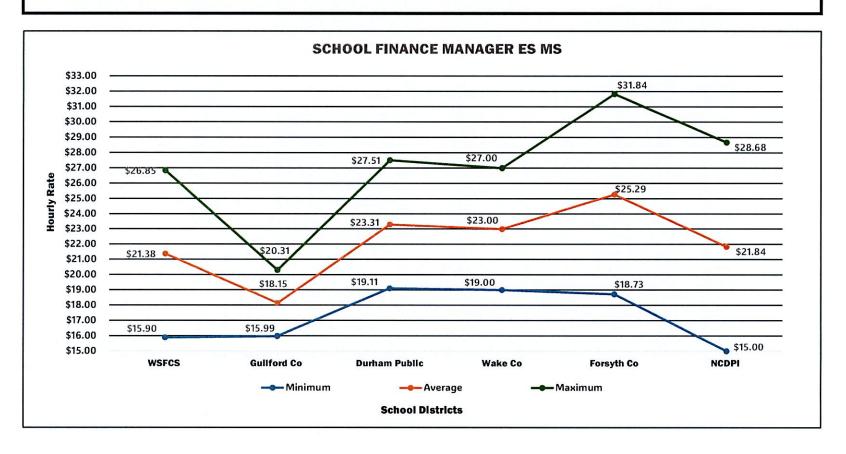
Data Manager ES MS	w	S/FCS	10.00	lford Co chools	nools Schools Schools				Forsyth County		NCDPI
Position	Data	Manager	Data	Manager I			Support Services		Office Admin NC04 NC07		
Minimum	\$	15.90	\$	15.99	\$	19.11	\$ 19.00	\$	18.73	\$	15.00
Average	\$	21.43	\$	18.15	\$	23.31	\$ 23.00	\$	25.29	\$	21.84
Maximum	\$	26.96	\$	20.31	\$	27.51	\$ 27.00	\$	31.84	\$	28.68

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



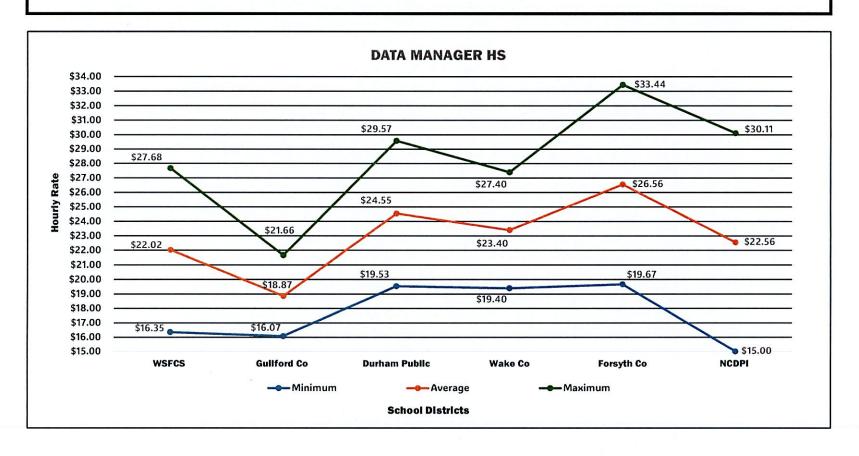
School Finance Mgr. ES MS	Position Position Position School Finance Mgr. School Finance Mgr. Mgr. Guilford Co Schools School Finance Mgr.				Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position				School	hool Finance Mgr. Bookkeeper				Support Services		Office Admin NC04 NC07	
Minimum	\$	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

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



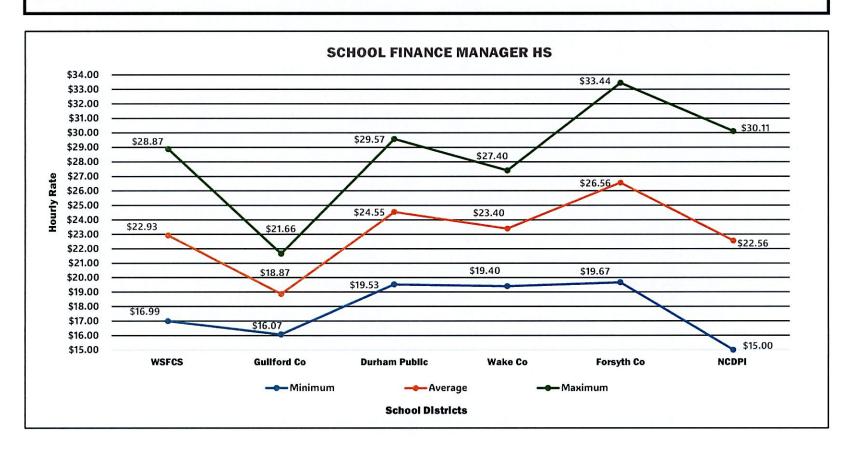
Data Manager HS	w	S/FCS	115	liford Co ichools		Durham Public Wake Co Schools Schools Forsyth		yth County	NCDPI			
Position	Data	Manager	Data	Manager II	Data	Manager II	Data	Manager HS	Dat	a Specialist	Office A	dmin NC05- NC0
Minimum	\$	16.35	\$	16.07	\$	19.53	\$	19.40	\$	19.67	\$	15.00
Average	\$	22.02	\$	18.87	\$	24.55	\$	23.40	\$	26.56	\$	22.56
Maximum	\$	27.68	\$	21.66	\$	29.57	\$	27.40	\$	33.44	\$	30.11

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



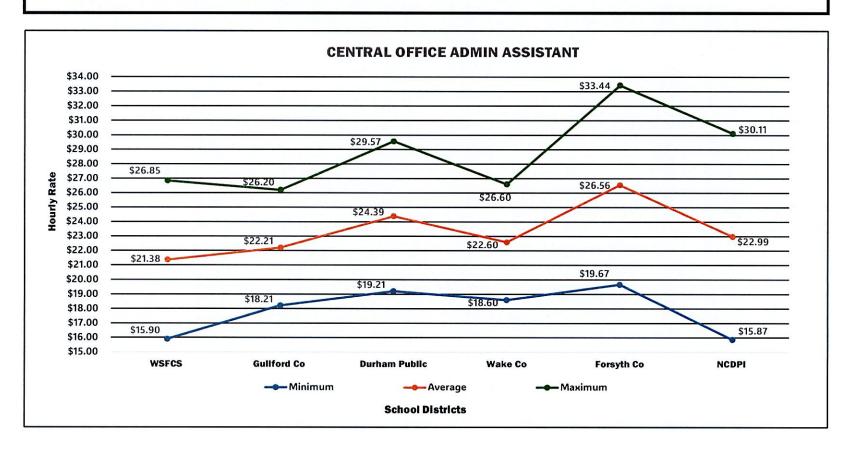
School Finance Mgr. HS	nce Mgr. HS WS/FCS		Guilford Co Schools			Wake Co Schools	Forsyth County	NCDPI
Position	Finance M	lanager	Finance Manager II	Finance Mana	ager II	Bookkeeper HS	Data Specialist	Office Admin NC05- NC08
Minimum	\$	16.99	\$ 16.07	\$	19.53	\$ 19.40	\$ 19.67	\$ 15.00
Average	\$	22.93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

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



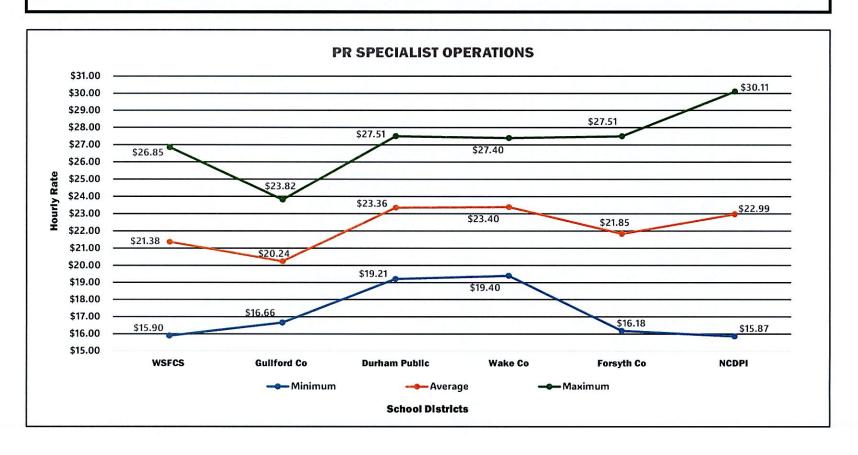
Central Office Admin Assistant	WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	T. SECTION OF SAID	ral Office n Assistant	Admii	n Assistant	Admi	n Support V	Adm	in-Secretary	Adm	nin Assistant	Office	Admin NC06- NC08
Minimum	\$	15.90	\$	18.21	\$	19.21	\$	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

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



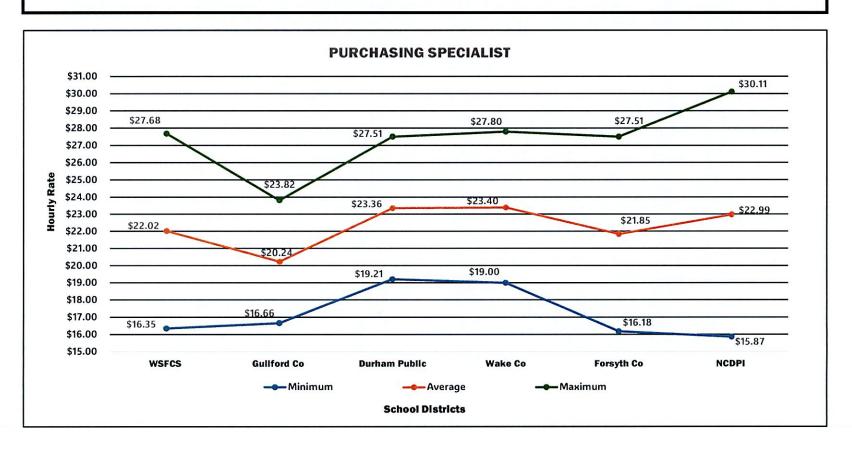
PR Specialist Operations	WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		For	syth County	NCDPI	
Position	PR C)perations	NAME OF TAXABLE PARTY.	Specialist erations	Adı	nin Support V		Payroll Technician	Off	ice Assistant	Office	Admin NC06- NC08
Minimum	\$	15.90	\$	16.66	\$	19.21	\$	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

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



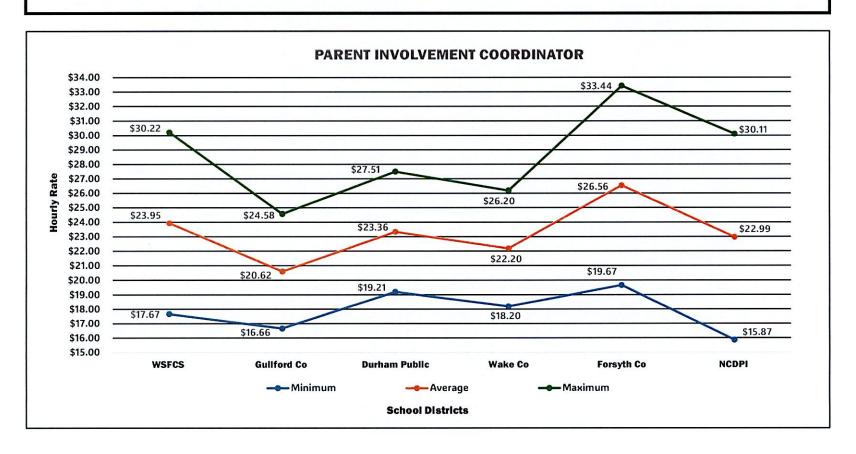
Purchasing Specialist	alist WS/FCS		Guilford Co Schools		Durham Public Schools		Wake Co Schools		Fo	orsyth County		NCDPI
Position	Pt	rchasing	2	Purchasing	A	dmin Support V		Procurement Specialist	0	ffice Assistant Purchasing	Offi	ce Admin NC06- NC08
Minimum	\$	16.35	\$	16.66	\$	19.21	\$	19.00	\$	16.18	\$	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

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



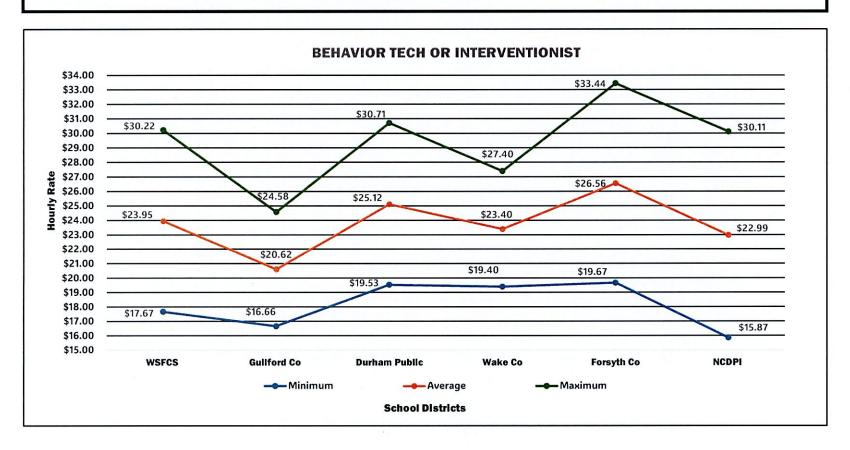
Parent Involement Coordinator	WS/FCS		/FCS Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Call Street Street House	t Involement Coordin	Pa	rent Family Liaison	Ad	min Support V	1	Parent Liason	S	ocial Worker	Office	Admin NC06- NC08
Minimum	\$	17.67	\$	16.66	\$	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

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



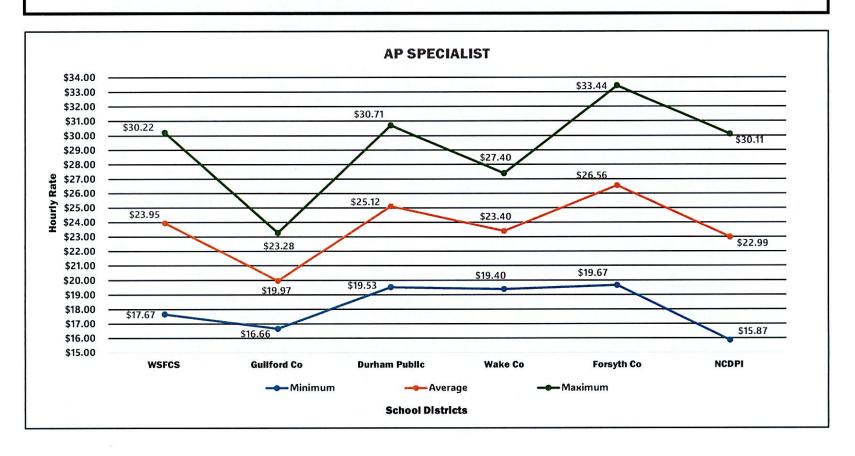
Behavior Tech or interventionist	w	WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI
Position	Beha	wior Tech	Behav	ior Coordin	Admin	Support VI	CENTRALINE	Emotional ning Coach	Soc	cial Worker	OF ESTABLISHED IN PROPERTY.	Admin NC06- NC08
Minimum	\$	17.67	\$	16.66	\$	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

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



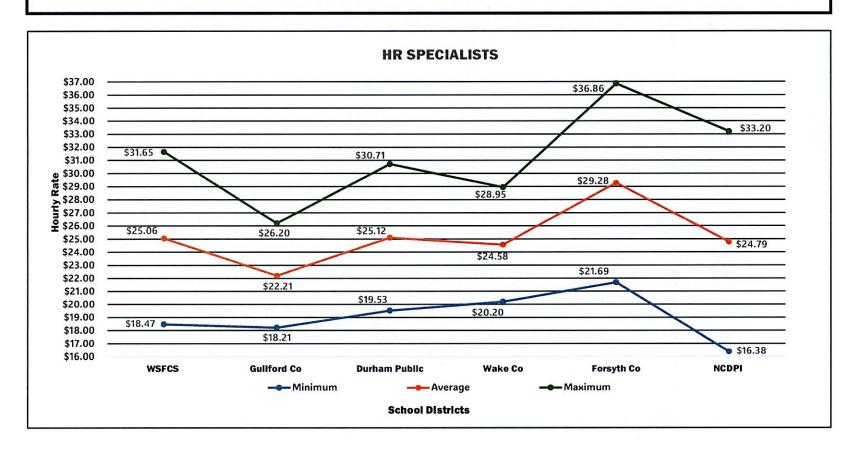
AP Specialist	AP Specialist WS/FCS			Guliford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI
Position	AP 8	Specialist	AP C	AP Coordinator		Admin Support VI		AP Processing Tech		Fiscal Tech		Admin NC06- NC08
Minimum	\$	17.67	\$	16.66	\$	19.53	\$	19.40	\$	19.67	\$	15.87
Average	\$	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

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



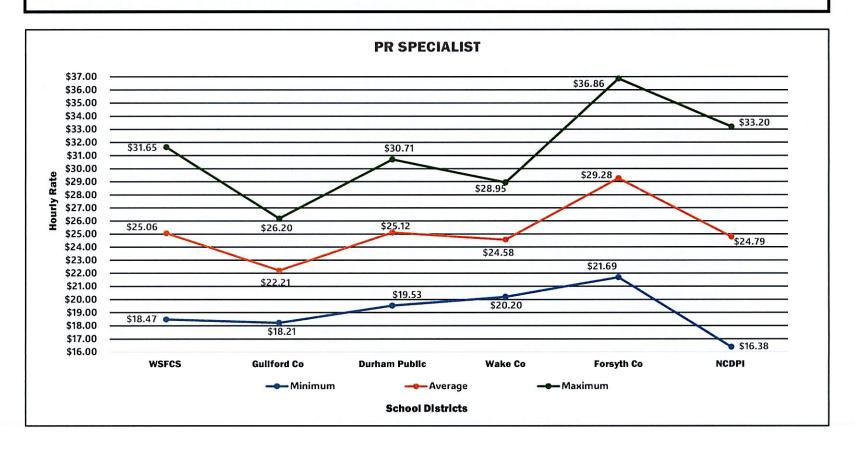
HR Specialists	R Specialists WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	HRS	pecialists	HRS	Specialists	Admin	Support VI	HR	Specialists	HR	Technician	Office	Admin NC07- NC10
Minimum	\$	18.47	\$	18.21	\$	19.53	\$	20.20	\$	21.69	\$	16.38
Average	\$	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

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



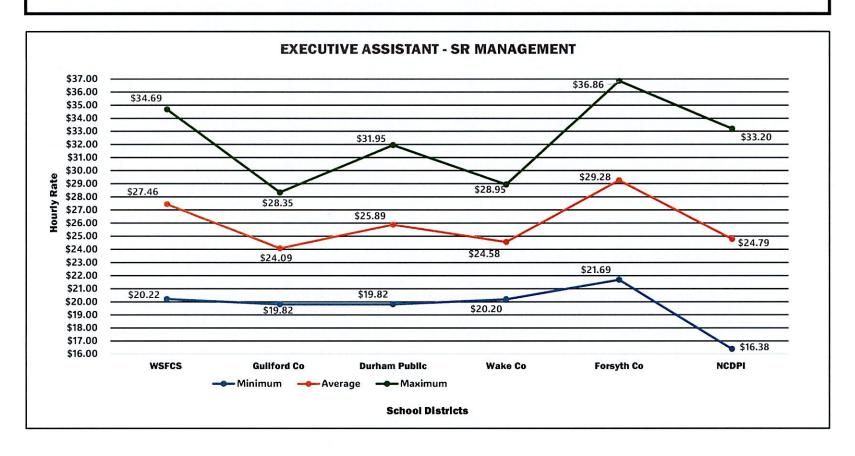
PR Specialist	PR Specialist WS/FCS		Guliford Co Schools		Durham Public Schools		Wake Co Schools		Fors	th County	NCDPI		
Position	PR S	pecialist PR Specialist Admin Support VI PR Specialist		R Specialist	PR	Specialist	Office Admin NC07- NC10						
Minimum	\$	18.47	\$	18.21	\$.	19.53	\$	20.20	\$	21.69	\$	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	

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



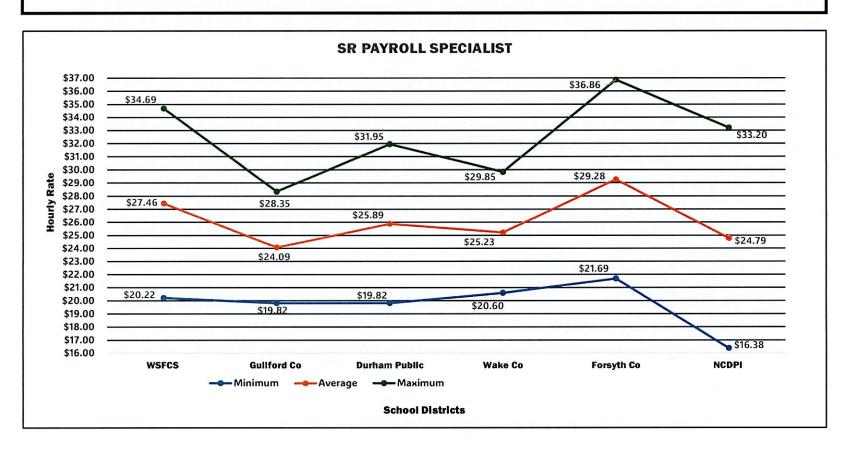
Executive Assistant - Sr Management	WS/FCS		Gullford Co Schools	Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position	Executive Assistant		Executive Assistant	Admin Suppo	ort VII	No.	Executive Assistant	0	Office Assistant Supervisor	Office	e Admin NC07- NC10
Minimum	\$ 20.22	\$	19.82	\$	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

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



SR Payroll Specialist	R Payroll Specialist WS/FCS		Gullford Co Schools		Durham Public Schools		Wake Co Schools		Forsyth County		NCDPI	
Position		SR Payroll Specialist		SR Payroll Specialist	Ad	min Support VII	P	R Team Leader		PR Specialist	Off	ice 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

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



Technology Services Tech	WS/FCS Technology Services Tech		Gullford Co Schools Tech Support Specialist I		Durham Public Schools Admin Support VIII		Wake Co Schools Data Analyst		Forsyth County IT Support Technician		NCDPI Office Admin NC07-NC10	
Position												
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

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

