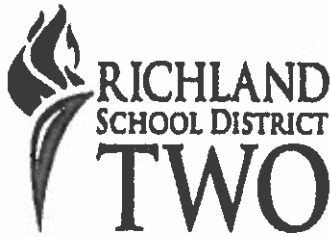


2016-2017 SALARY COMPARISON



Traci Batchelder, Richland Two Human Resources Division

EXECUTIVE SUMMARY

The purpose of this study is to analyze Richland District Two's salary schedules for various positions as they compare to those of our competing school districts. For purposes of this study, our competing school districts include Richland School District One and Lexington Districts One and Five. The support staff analysis will also consider our District's wages as they compare to those offered within our local Columbia area labor market¹.

TEACHER SCHEDULES

- (1) Overall, Richland District Two's salary schedule matches the other Midlands area school districts at the Bachelor's degree level of education.
- (2) Richland District Two's schedule exceeds the other Midlands area districts at the Bachelor's degree plus 18 credit hours level by an average of 1%.
- (3) Richland District Two's schedule exceeds the Midlands average at the Master's degree level by an average of 2%.
- (4) Richland District Two's schedule exceeds the Midlands average at the Master's plus 30 and Doctorate levels of education by an average of 1%.

CLASSIFIED/SPECIAL SCHEDULES

POSITION	GRADE	RSD2 % ABOVE/BELOW DISTRICT AVG	RSD2 % ABOVE/BELOW COLUMBIA EMPLOYER AVG
Security Officer	5	2% Above Richland One	19% Above
Secretary II	7	1% Below	4% Above
Secretary III	9	1% Below	2% Below
Secretary IV	11	2% Above	1% Above
Technology Support Technician I	11	2% Above	9% Above

¹ Local wage data based upon the May 2015 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates for Columbia, SC from the US Department of Labor's Bureau of Labor Statistics. For comparison purposes, appropriate inflation adjustments were applied.

POSITION	GRADE	RSD2 % ABOVE/BELOW DISTRICT AVG	RSD2 % ABOVE/BELOW COLUMBIA EMPLOYER AVG
Human Resources (HR) Specialist	12	6% Below	17% Below
Accounting Staff	13	2% Above	15% Above
Technology Support Technician II	13	2% Above	Comparison Data Not Available
Warehouse Worker II	5	Match Richland One	Comparison Data Not Available
Maintenance II	6	5% Below	5% Below
Maintenance Apprentice	8	Match Average	4% Below
Maintenance III	10	3% Below	Match Average
Maintenance IV	12	3% Above	7% Above
Master Technician/Preventive Maintenance Team Leader	13	Match Average	5% Below
Instructional Aide	Aide	3% Below	15% Below on Annual Earnings
Bus Monitor	Bus	14% Below	N/A
Bus Driver	Bus	5% Above Average (Match Richland One)	N/A
Administrative Assistant	A	4% Below	8% Below
LAN Support Technician I	A	8% Below	Comparison Data Not Available
Transportation Supervisor I	B	6% Below	N/A
LAN Support Technician II/Software Technician II	B	7% Below	1% Below
Hearing Impaired Interpreter	C	1% Below	28% Above
Transportation Supervisor II	C	6% Below	N/A
Accountant	D	6% Below	5% Below

2016-2017 Salary Comparison

POSITION	GRADE	RSD2 % ABOVE/BELOW DISTRICT AVG	RSD2 % ABOVE/BELOW COLUMBIA EMPLOYER AVG
School Nurse/Registered Nurse	Nurse	3% Higher Annual Salary, 4% Higher Daily Rate of Pay	See Below*
Career Development Facilitator (CDF)	CDF	5% Below	N/A
Bookkeeper	Bookkeeper	11% Above	4% Above
School Psychologist	Psychologist	1% Below on Daily Rate of Pay	N/A
Parent Educator	Parent Ed	12% Above	N/A

* Richland Two's Nurses have a mean hourly rate of \$33.59, with mean annual earnings of \$44,680 for a 190-day work schedule. Columbia area employers pay their Registered Nurses a mean hourly rate of \$28.02. Mean annual earnings for these nurses are \$58,293 for year-round work, which makes recruitment for 9-month employees challenging, despite the higher hourly rate.

SCHOOL ADMINISTRATOR SALARIES²

POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG	POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG
High School Principal	1% Below	High School Assistant Principal	1% Below
Middle School Principal	3% Below	Middle School Assistant Principal	3% Below
Elementary School Principal	4% Below	Elementary School Assistant Principal	5% Below

² This administrative comparison includes salaries as published in the salary schedules only. Performance incentives or other adjustments are not included.

ATHLETIC SUPPLEMENT SCHEDULES

POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG	POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG
Head Football Coach	7% Lower than RSD1	Head 8th Grade Basketball Coach	2% Higher
Head Basketball Coach	2% Higher	B Team Head Football	1% Higher
High School Head Trainer	9% Higher	Head JV Competitive Cheerleading Coach	1% Higher
Head Strength Coach	1% Higher	Head Swimming Coach	1% Lower
Head Baseball/Head Softball Coaches	3% Lower	Assistant Basketball Coach	1% Lower
Head Track Coach	3% Lower	JV Basketball Coach	2% Lower
Head Competitive Cheerleading Coach	Match Average	Assistant Baseball/Softball, JV Baseball/Softball	Match Average
Head Soccer Coach	2% Lower	Assistant Volleyball Coach	1% Higher
Head Lacrosse Coach	Match Average	JV Volleyball Coach	Match Average
Head Wrestling Coach	Match Average	Assistant Track Coach	Match Average
Head Volleyball Coach	1% Lower	Assistant Soccer Coach	2% Higher
Head Cross Country Coach	Match Average	Assistant Lacrosse Coach	2% Higher
Head Tennis Coach	Match Average	Assistant Wrestling Coach	2% Higher
Head Golf Coach	1% Higher	B Team Basketball Coach	Match Average
Assistant Football Coach	2% Higher	Head B Team Competitive Cheerleading Coach	2% Higher
Head 8th Grade Football	1% Higher	Intramurals	1% Higher than Lexington One

SUBSTITUTE TEACHERS

Daily rates of pay for Substitute Teachers over the 2015-2016 school year are as follows:

HIGH SCHOOL DIPLOMA

Richland Two - \$70.00 per day

Lexington One - \$63.00 per day

Lexington Five - Uses Kelly Services

Richland One - \$60.00 per day

FOUR YEAR COLLEGE DEGREE

Richland Two - \$80.00 per day

Lexington One - \$68.00 per day

Lexington Five - Uses Kelly Services

Richland One - \$75.00 per day

TEACHER CERTIFICATION

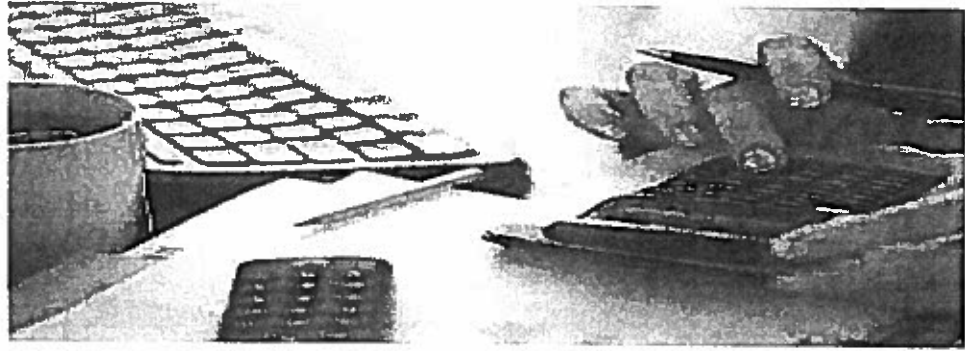
Richland Two - \$90.00 per day

Lexington One - \$80.00 per day

Lexington Five - Uses Kelly Services

Richland One - \$100.00 per day

2016-2017 SALARY COMPARISON



Traci Borchelder, Richland Two Human Resources Division

The purpose of this study is to analyze Richland District Two's salary schedules for various positions as they compare to those of our competing school districts. For purposes of this study, our competing school districts include Richland School District One and Lexington Districts One and Five. The support staff analysis will also consider our District's wages as they compare to those offered within our local Columbia area labor market¹.

PROPOSED FLSA OVERTIME EXEMPTION RULE CHANGES

On May 18, 2016, President Obama and U.S. Secretary of Labor Thomas Perez announced the publication of the U.S. Department of Labor's (USDOL's) final rule updating the USDOL's overtime regulations. This final rule more than doubled the minimum salary necessary for a worker to be classified as "Exempt" from the Fair Labor Standards Act's (FLSA) overtime regulations. The final rule raised the salary threshold from \$455 per week (the equivalent of \$23,660 a year) to \$913 a week (\$47,476 a year). The USDOL also intended to automatically update the salary threshold moving forward. The effective date of this final rule was scheduled to occur on December 1, 2016. Just 10 days before the implementation date, a federal judge in Texas put a hold on these changes to the FLSA. Twenty-one states filed an emergency motion for a preliminary injunction in October to halt the rule. They claimed that the USDOL had exceeded its authority by raising the salary threshold too high and by providing for automatic adjustments to the threshold every three years. The preliminary injunction preserves the status quo while the court determines the department's authority to make the final rule as well as the final rule's validity. Clearly, an increase in the FLSA's salary threshold would impact our labor costs for affected Richland Two employees. The district is carefully monitoring these developments.

TEACHER SCHEDULES

In examining our salary schedule for teachers, we found that our overall competitive stance relative to the other Midlands area districts is as follows (see Table 1 on page 11):

- (1) Overall, Richland District Two's salary schedule matches the other Midlands area school districts at the Bachelor's degree level of education.
- (2) Richland District Two's schedule exceeds the other Midlands area districts at the Bachelor's degree plus 18 credit hours level by an average of 1%.

¹ Local wage data based upon the *May 2015 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates* for Columbia, SC from the US Department of Labor's Bureau of Labor Statistics. For comparison purposes, appropriate inflation adjustments were applied.

- (3) Richland District Two's schedule exceeds the Midlands average at the Master's degree level by an average of 2%.
- (4) Richland District Two's schedule exceeds the Midlands average at the Master's plus 30 and Doctorate levels of education by an average of 1%.

Comparison to Individual Districts

In comparing our salary schedule to each district individually, our findings are as follows:

Bachelor's Degree Level

- (1) Richland District Two's salary schedule matches that of Lexington Five.
- (2) Richland District Two's salary schedule exceeds that of Lexington One by an average of 2%.
- (3) Richland Two's salary schedule matches that of Richland One.

Bachelor's Degree + 18 Credit Hours Level

- (1) Overall, Richland Two's salary schedule exceeds that of Lexington Five by an average of 1%.
- (2) Richland District Two's salary schedule exceeds that of Lexington One by an average of 2%.
- (3) Overall, Richland Two's salary schedule exceeds that of Richland One by an average of 1%.

Master's Degree Level

- (1) Richland District Two's salary schedule exceeds that of Lexington Five by an average of 2%.
- (2) Richland Two's schedule exceeds that of Lexington One by an average of 3%.
- (3) Richland Two's schedule exceeds that of Richland One by an average of 1%.

Master's Degree + 30 Credit Hours Level

- (1) Our salary schedule exceeds that of Lexington Five by an average of 1%.
- (2) Overall, our schedule exceeds that of Lexington One by an average of 2%.
- (3) Richland Two's salary schedule exceeds that of Richland One by an average of 1%.

Doctorate Level

- (1) Overall, Richland Two's salary schedule matches that of Lexington Five.
- (2) Our schedule exceeds that of Lexington One by an average of 3%.
- (3) Our salary schedule matches that of Richland One.

CLASSIFIED SCHEDULES

In comparing our classified salary schedule to those of our competing districts, we naturally found that there is variation in the location of specific positions on each grade within the salary structures. Further, each district may assign differing levels of responsibility to positions that are similarly titled. In order to facilitate comparison of the schedules, we assigned benchmark positions to each grade and conducted the analysis based on the benchmarked positions. It is important to note that making comparisons to wage data for local Columbia area employers was difficult, given that Richland Two is a major employer in the area. The reported data often did not list a sufficient range of similar positions in our various job categories. Comparisons for each pay grade are as follows (see [Table 2](#) on page 13):

Security Officer (Grade 5)

Aside from Richland Two, Richland School District One was the only school district that reported a wage schedule for Security Officers. Richland Two's Security Officers earned a mean hourly rate of \$14.76, which was 2% more than Richland One's mean hourly rate of \$14.55. Other Columbia area employers pay their most similar workers a mean hourly rate of \$12.41.

Secretary II (Grade 7)

Richland Two Secretary II employees are paid an average of 1% less than the average they would earn in the other Midlands area school districts. Richland Two Secretary II employees have a hiring range of \$14.07 to \$14.79 per hour, and a mean hourly rate of \$17.41. When analyzing secretarial salaries paid within the local Columbia area, we found that there were several positions that could be considered similar to many of the Secretary II positions that exist in our district. Some of those similar secretaries can expect to earn a mean hourly rate of \$16.71.

Secretary III (Grade 9)

Richland Two's Secretary III employees are paid 1% lower hourly rates than the combined Midlands districts' average. Richland Two's Secretary III employees have a mean hourly rate of \$19.57. Other Midlands area school districts pay a mean hourly rate of \$19.83. Columbia area employers pay positions similar to that of Secretary III a mean hourly rate of \$20.00.

Secretary IV (Grade 11)

Richland Two Secretary IV employees are paid 2% higher hourly rates than the combined Midlands districts' average. Richland Two Secretary IV employees have a mean hourly rate of \$21.57. Other Midlands area districts pay a mean hourly rate of \$21.23. Columbia area employers pay their most similar positions a mean hourly rate of \$21.28.

Technology Support Technician I (Grade 11)

Richland Two's Technology Support Technician I employees are paid 2% higher hourly rates than the combined Midlands districts' average. Richland Two's Technology Support Technician I employees have a mean hourly rate of \$21.57. Other Midlands area districts pay a mean hourly rate of \$21.24. While other Columbia area employers did not have a range of comparable positions, their most similar positions had a mean hourly rate of \$19.81.

Human Resources (HR) Specialist (Grade 12)

Richland Two's HR Specialists are paid 6% lower hourly rates than the combined Midlands districts' average. Richland Two's HR Specialists have a mean hourly rate of \$22.86. Other Midlands area districts pay a mean hourly rate of \$24.34. Columbia area employers pay their most similar positions a mean hourly rate of \$27.46.

Accounting Staff (Grade 13)

Richland Two's Accounting Staff are paid 2% higher hourly rates than the combined Midlands districts' average. Richland Two's Accounting Staff have a mean hourly rate of \$25.64. Other Midlands area districts

pay a mean hourly rate of \$25.18. Columbia area employers pay their most similar positions a mean hourly rate of \$22.21.

Technology Support Technician II (Grade 13)

Richland District Two pays its Technology Support Technician II employees a mean hourly rate of \$25.64, which is 2% higher than the combined Midlands districts' average of \$25.25. Other Columbia area employers did not have a range of comparable positions.

Maintenance Schedule (see Table 3 on page 16)

Groundskeeper (Grade 2)

Richland One was the only other district that had a salary schedule for a position similar to that of Richland Two's Groundskeepers. Our district's Groundskeepers earn a mean hourly wage that is 16% below the average that is paid by Richland One. Groundskeepers in Richland Two start at \$10.71 per hour, and earn a mean hourly rate of \$13.25. Local Columbia area employers pay approximately comparable positions a mean hourly rate of \$11.09. Currently, there are no Grade 2 Groundskeepers in the district.

Maintenance I/Warehouse Worker I (Grade 3)

Richland One was the only other district that had a salary schedule for a position similar to that of Richland Two's Maintenance Worker I/Warehouse Worker Is. Richland Two's Maintenance I and Warehouse Worker I employees earn a mean hourly wage that is 3% below the average that is paid by Richland School District One. Maintenance I and Warehouse Worker I employees in Richland Two start at \$11.35 per hour, and earn a mean hourly rate of \$14.05. Local Columbia area employers pay approximately comparable positions a mean hourly rate of \$13.52. Currently, there are no Grade 3 Maintenance Worker I employees in the district.

Warehouse Worker II (Grade 5)

Richland One was the only other district that had a salary schedule for a position similar to that of Richland Two's Warehouse Worker IIs. Our Warehouse Worker II employees earn hourly rates that roughly match the average hourly rates paid by Richland One. Richland Two's Warehouse Worker II employees earn a mean hourly rate of \$15.79. Hourly rates for similar positions in the local Columbia area were not available.

Maintenance II (Grade 6)

Maintenance II employees earn 5% less than the average hourly rates paid by the other Midlands area school Districts. Richland Two Maintenance II workers have a mean hourly rate of \$16.73, as compared to the average of \$17.58 that is paid by the other Midlands area districts. The most similar workers in the Columbia area have a mean hourly rate of \$17.54.

Maintenance Apprentice (Grade 8)

Maintenance Apprentice employees in our District are paid average hourly rates that roughly match the mean hourly rates paid by the other Midlands area school districts. Richland Two Maintenance Apprentice

employees have a mean hourly rate of \$18.93. Columbia area employers pay their most similar positions a mean hourly rate of \$19.81.

Maintenance III Workers (Grade 10)

Richland Two Maintenance III Workers are paid hourly rates that are 3% lower than the combined Midlands districts' average. Richland Two Maintenance III Workers have a hiring range of \$17.05 to \$17.93 and a mean hourly rate of \$21.12. Similar Columbia area maintenance workers can expect to earn a mean hourly rate of \$21.14.

Maintenance IV (Grade 12)

Richland District Two pays its Maintenance IV workers an average hourly rate that is 3% higher than the combined Midlands districts' average. Richland Two Maintenance IV workers have a hiring range of \$19.17 to \$20.15, with a mean hourly rate of \$23.73. Similar positions within the Columbia area earn a mean hourly rate of \$22.18.

Master Technician/Preventive Maintenance Team Leader (Grade 13)

Richland District Two pays its Grade 13 maintenance workers an average hourly rate that roughly matches the combined Midlands districts' average. Richland Two Master Technicians/Preventive Maintenance Team Leaders have a hiring range of \$20.33 to \$21.37, with a mean hourly rate of \$25.16. The most similar positions within the Columbia area earn a mean hourly rate of \$26.38.

Instructional Aide Schedule

Instructional Aides in Richland Two can expect to earn an average of 3% less than the combined average hourly rates offered by the other Midlands area school districts (see [Table 4](#) on page 18). Instructional Aides in Richland Two earn a mean hourly rate of \$16.31, with mean annual earnings of \$21,121. Other Midlands area school districts pay a mean hourly rate of \$16.74, with mean annual earnings of \$21,678. Columbia area employers pay mean hourly rates of \$11.90, with mean annual earnings of \$24,766, for similar year-round positions.

Transportation Schedules (see [Table 5](#) on page 19)

Bus Monitor Schedule

Richland Two's Bus Monitors earn an hourly rate that is 14% less than the combined average hourly rates offered by Lexington District Five and Richland District One. When compared to each district individually, Richland Two Bus Monitors earn 22% less than Lexington Five, and 4% less than Richland One. Hourly rates were not available for similar positions in Lexington One.

Bus Driver Schedule

Richland Two's Bus Drivers earn an hourly rate that is 5% higher than the combined average hourly rates offered by the other Midlands area school districts. When compared to each district individually, Richland

Two Bus Drivers earn 7% more than Lexington District One, 7% more than Lexington District Five, and roughly match the average hourly rates that are paid by Richland One.

Professional Assistant Schedule (see [Table 6](#) on page 20)

Administrative Assistant

Administrative Assistants in Richland Two have mean annual earnings that are 4% lower than the combined average annual salaries paid by the other Midlands area school districts. Richland Two's Administrative Assistants have mean annual earnings of \$44,483. Other Midlands area school districts have mean annual earnings of \$46,444. Local Columbia area employers pay similar positions mean annual earnings of \$48,358.

LAN Support Technician I

LAN Support Technician I employees have mean annual earnings that are 8% less than the average annual salaries paid by the other Midlands area school districts. Richland Two's LAN Support Technician I employees have mean annual earnings of \$44,483. Other Midlands area school districts have mean annual earnings of \$48,648. Other Columbia area employers did not have a range of comparable positions.

Transportation Supervisor I

Richland Two's Transportation Supervisor I employees have mean annual earnings that are 6% less than the average annual salaries paid by Lexington District Five and Richland District One. Richland Two's Transportation Supervisor I employees have mean annual earnings of \$47,101. Lexington Five and Richland One had average annual earnings of \$49,829. Lexington One did not report wages for similar positions.

LAN Support Technician II/Software Technician

LAN Support Technician IIs and Software Technicians have mean annual earnings that are 7% less than the average annual salaries paid by the other Midlands area school districts. Richland Two's LAN Support Technician IIs and Software Technicians have mean annual earnings of \$47,101. Other Midlands area school districts have mean annual earnings of \$50,729. Local Columbia employers pay positions that are the most similar to that of LAN Support Technician IIs and Software Technicians mean annual earnings of \$47,654.

Hearing Impaired Interpreter

Hearing Impaired Interpreters in Richland Two earn an average of 1% less than the combined average annual salaries paid by Lexington District Five and Richland District One (no wage data was available for Lexington One). Richland Two's Hearing Impaired Interpreters have a mean hourly rate of \$25.98, with mean annual earnings of \$38,456. Lexington Five and Richland One reported mean annual earnings of \$38,975. Other Columbia area employers pay a mean hourly rate of \$20.32 for their most similar positions.

Transportation Supervisor II

Richland Two Transportation Supervisor IIs can expect to earn an average of 6% less than the combined Midlands district average. Richland Two's Transportation Supervisor IIs have mean annual earnings of \$50,929. Mean annual earnings for our competing districts are \$54,216.

Accountant

Accountants in Richland Two can expect to earn an average of 6% less than the combined average annual salaries paid by the other Midlands area school districts. Richland Two's Accountants have mean annual earnings of \$53,851. Other Midlands area school districts have mean annual earnings of \$57,060. Local Columbia employers pay similar positions mean annual earnings of \$56,661.

School Nurse Schedule

Registered Nurses in Richland Two are paid annual salaries that are 3% higher than those that are paid by the other Midlands area school districts (see [Table 7](#) on page 23). Our daily rate of pay is 4% higher than the combined Midlands districts' average. Richland Two pays its Registered Nurses a mean hourly rate of \$33.59, with mean annual earnings of \$44,680 for a 190-day work schedule.

Columbia area employers pay their Registered Nurses a mean hourly rate of \$28.02. Mean annual earnings for these nurses are \$58,293 for year-round work, which makes recruitment for 9-month employees challenging, despite the higher hourly rate.

Career Development Facilitator Schedule

Richland Two's Career Development Facilitators (CDFs) have daily rates of pay that are, on average, 5% lower than the daily rates of pay that are paid by Lexington Districts One and Five (see [Table 8](#) on page 24). Richland Two pays its CDFs a mean daily rate of \$210.11. Lexington Districts One and Five pay an average daily rate of \$222.72. Richland One did not report a pay schedule for CDFs.

Bookkeeper Schedule

Richland Two's Bookkeepers have mean hourly rates that are, on average, 11% higher than the mean hourly rates that are paid by the other Midlands area school districts (see [Table 9](#) on page 25). Richland Two's Bookkeepers have mean annual earnings of \$43,218. Columbia area employers pay their most similar positions mean annual earnings of \$41,585.

School Psychologist Schedule

Richland Two School Psychologists have mean daily rates of pay that are, on average, 1% lower than the daily rates of pay that are paid by the other Midlands area school districts. (see [Table 10](#) on page 26). Richland Two's School Psychologists earn a mean daily rate of \$340.71. Other Midlands area school districts pay an average daily rate of \$341.56.

Parent Educator Schedule

Richland Two Parent Educators have mean annual earnings that are, on average, 12% higher than the mean annual earnings that are paid by the other Midlands area school districts (see [Table 11](#) on page 27). Richland Two's Parent Educators have a mean daily rate of pay of \$210.21. Other Midlands districts have a mean daily rate of pay of \$182.15, which is 16% lower than that of Richland Two for their most similar positions. Other Columbia area employers did not report pay for similar positions.

SCHOOL ADMINISTRATOR SALARIES

In an effort to analyze the competitiveness of our school administrator salary schedules, we compared the annual salaries paid to Richland Two's principals to those of the other Midlands area school districts. Due to the variation in the number of contract days assigned to Assistant Principals, we compared the daily rates of pay offered to these employees as compared to the daily rates offered by our competitors (see [Table 12](#) on page 28)². Our findings were as follows:

High School Principals

Richland Two's minimum annual salary for High School Principals as given in our administrative schedule is 11% higher than the combined average paid by the other Midlands area districts. Richland Two's maximum annual salary as given in the schedule roughly matches the combined average paid by the other Midlands area districts. Overall, Richland Two pays its High School Principals scheduled annual salaries that are 1% less than those of our competitors. It is important to note, however, that Richland Two has used the latitude given by our Board of Trustees to ensure competitive salaries through negotiated contracts with our High School Principals as necessary and/or appropriate.

Middle School Principals

Richland Two's minimum annual salary for Middle School Principals as given in our administrative schedule is 8% higher than the combined average paid by the other Midlands area school districts. Richland Two's maximum annual salary as given in the schedule is 1% less than the combined average paid by the other Midlands area districts. Overall, Richland Two pays its Middle School Principals scheduled annual salaries that are 3% less than those of our competitors. Again, it is important to note that Richland Two has used the latitude given by our Board of Trustees to ensure competitive salaries through negotiated contracts with our Middle School Principals as necessary and/or appropriate.

Elementary School Principals

Richland Two's minimum annual salary for Elementary School Principals as given in our administrative schedule is 5% higher than the combined average paid by the other Midlands area school districts. Richland Two's maximum annual salary as given in the schedule is 1% less than the combined average paid by the other Midlands area districts. Overall, Richland Two pays its Elementary Principals scheduled annual salaries that are 4% less than those of our competitors. Again, it is important to note that Richland Two has used the latitude given by our Board of Trustees to ensure competitive salaries through negotiated contracts with our Elementary School Principals as necessary and/or appropriate.

High School Assistant Principals (see [Table 13](#) on page 29)

Richland Two's minimum daily rate of pay for High School Assistant Principals is 9% higher than the combined average paid by the other Midlands area school districts. Richland Two's maximum daily rate of pay is 1% higher than the combined average paid by the other Midlands area districts. Overall, Richland Two pays its High School Assistant Principals daily rates of pay that are 1% lower than the daily rates earned in our comparison districts.

² This comparison includes salaries as published in the salary schedules only. Performance incentives or other adjustments are not included.

Middle School Assistant Principals

Richland Two's minimum daily rate of pay for Middle School Assistant Principals is 7% higher than the combined average paid by the other Midlands area school districts. Richland Two's maximum daily rate of pay roughly matches the combined average paid by the other Midlands area districts. Overall, Richland Two pays its Middle School Assistant Principals daily rates of pay that 3% lower than the daily rates earned in our comparison districts.

Elementary School Assistant Principals

Richland Two's minimum daily rate of pay for Elementary School Assistant Principals is 4% higher than the combined average paid by the other Midlands area school districts. Richland Two's maximum daily rate of pay is 2% less than the combined average paid by the other Midlands area districts. Overall, Richland Two pays its Elementary School Assistant Principals daily rates of pay that are 5% less than the daily rates earned in our comparison districts.

SUBSTITUTE TEACHERS

There were no changes in the daily rates of pay for Substitute Teachers at any of the Midlands area school districts as compared to the 2015-2016 school year. Daily rates of pay for the 2016-2017 school year are as follows:

HIGH SCHOOL DIPLOMA

Richland Two - \$70.00 per day
Lexington One - \$63.00 per day
Lexington Five - Uses Kelly Services
Richland One - \$60.00 per day

FOUR YEAR COLLEGE DEGREE

Richland Two - \$80.00 per day
Lexington One - \$68.00 per day
Lexington Five - Uses Kelly Services
Richland One - \$75.00 per day

TEACHER CERTIFICATION

Richland Two - \$90.00 per day
Lexington One - \$80.00 per day
Lexington Five - Uses Kelly Services
Richland One - \$100.00 per day

ATHLETIC SUPPLEMENT SCHEDULE

Supplement schedules can be difficult to compare for various coaching positions, given that some districts pay supplements, some grant additional contract days, and some grant a combination of

the two to the varying categories of coaches. To isolate the earnings from coaching alone, in this study we will hold the employee's regular salary constant across the districts by assuming that the individual being compared is a teacher making \$40,000 per year at each district. Assuming this constant salary, we can then add in supplements and additional contract days to facilitate our comparison.

ATHLETIC SUPPLEMENTS (SEE TABLE 14 ON PAGE 30)

POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG	POSITION	RSD2 % ABOVE/BELOW DISTRICT AVG
Head Football Coach	7% Lower than RSD1	Head Golf Coach	1% Higher
Head Basketball Coach	2% Higher	Assistant Football Coach	2% Higher
High School Head Trainer	9% Higher	Head 8th Grade Football Coach	1% Higher
Head Strength Coach	1% Higher	Head 8th Grade Basketball	2% Higher
Head Baseball/Head Softball Coaches	3% Lower	B Team Head Football	1% Higher
Head Track Coach	3% Lower	Head JV Competitive Cheerleading	1% Higher
Head Competitive Cheerleading Coach	Match Average	Head Swimming Coach	1% Lower
Head Soccer Coach	2% Lower	Assistant Basketball Coach	1% Lower
Head Lacrosse Coach	Match Average	JV Basketball Coach	2% Lower
Head Wrestling Coach	Match Average	Assistant Baseball/Softball, JV Baseball/Softball Coaches	Match Average
Head Volleyball Coach	1% Lower	Assistant Volleyball Coach	1% Higher
Head Cross Country Coach	Match Average	JV Volleyball Coach	Match Average
Head Tennis Coach	Match Average	Assistant Track Coach	Match Average

2015-2016 Salary Comparison

Assistant Soccer Coach	2% Higher	B Team Basketball Coach	Match Average
Assistant Lacrosse Coach	2% Higher	Head B Team Competitive Cheerleading	2% Higher
Assistant Wrestling Coach	2% Higher	Intramurals	1% Higher than Lexington One