

# **SALARY SURVEY REPORT**

**Prepared For:  
HASTINGS PUBLIC SCHOOLS**



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**By  
Bjorklund Compensation Consulting, LLC  
18979 Ellie Lane  
Eden Prairie, MN 55346  
952-974-9787  
[rbjorklund@earthlink.net](mailto:rbjorklund@earthlink.net)**

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## SUMMARY AND DEFINITIONS OF TERMS

Bjorklund Compensation Consulting LLC (BCC) compiled a salary survey for Hastings Public Schools based upon salary data collected from various benchmark organizations identified by the District as comparable with respect to various operating characteristics, geographic area, and/or recruiting concerns. The data was summarized from a customized survey questionnaire used to collect pay data on benchmark positions from each of the identified participant districts. Brief descriptions outlining the nature of work for each benchmark position was prepared to assist participants in matching their positions to benchmark jobs. The salary survey questionnaire was emailed to all selected survey participants.

BCC reviewed all returned salary data for accuracy and followed-up with participants, when necessary, to clarify survey responses, reported rates or to resolve questions concerning job matches, when questions arose. Survey responses were summarized by each position on the basis of participant average pay (mean), medians (50<sup>th</sup> percentile), participant 25<sup>th</sup> and 75<sup>th</sup> percentiles using reported salary average pay rates, salary range minimums and salary range maximums.

All data reported are effective as of December 2019. The data is presented in descending order based on average salary. Hastings's pay data is highlighted in each of the benchmark summaries and is the first reported rate. **The overall summary statistics *do not* include Hastings's pay data.**

On the following pages are definitions to the terms listed on the summary pages and on the comparison pages.



## SUMMARY AND DEFINITIONS OF TERMS (Continued)

### Summary Pages:

**Organizational Name:** – The name (or type) of the participating organization providing salary data. All public sector participating organizations are noted. Private and published survey data is identified numerically to protect the confidentiality of private source participants.

**Participant's Job Title:** – The title of the participant's job matched to the benchmark title and job summary description.

**Degree of Job Match (1-5):** Each respondent was asked to assess the degree of match to the survey descriptor for each benchmark position on a scale of 1-5 with 5 being an almost perfect match and 1 where the duties seem only somewhat similar.

**No. of Emp's In Job:** The number of reported employees in each organization with a corresponding job title matched to the survey.

**No. of Steps In Range:** Each respondent was asked to supply the number of steps established within the salary range for each of the benchmark titles matched. Data was to be left blank in the event that the participant established no formal steps.

**Average Hourly Salary:** The calculated average hourly salary of all employees in that benchmark job. If the responding participant provided no average salary, BCC entered the midpoint of the salary range data provided by the participant.

**Hourly Salary Range:** The formal salary range minimum, midpoint and maximum reported for each benchmark position. If the organization did not have a formal salary range, pay rates were report as average pay and maximum pay. When a formal salary range was provided but no average pay reported, BCC reported the salary range midpoint as a reflection of average pay.

**Salary Range Spread:** The percentage spread difference between the reported salary range minimum and reported salary range maximum.



## **SUMMARY AND DEFINITIONS OF TERMS (Continued)**

**Overall Summary Statistics:** Salary statistics have been summarized for each benchmark position as follows.

**Mean or Average** – The simple average (sum of all reported average salaries divided by the number of reported cases) of all salary rates reported for each job. The overall average for reported salary range minimums, midpoints and maximums was also calculated for each benchmark job.

**Median (50<sup>th</sup> percentile)** – The value where half of the reported average salaries, range minimums, midpoints or maximums fall above and below that value.

**25<sup>th</sup> Percentile:** The value where 25% of the reported average salaries, range minimums, midpoints or maximums fall below the reported value.

**75<sup>th</sup> Percentile:** The value where 75% of the reported average salaries, range minimums, midpoints or maximums fall below the reported value.

### **Comparison Exhibits & Graphs Definitions:**

Using a statistical procedure called regression analysis BCC calculated a “line of best fit” or trend line which predicts a pay line based upon the relative responsibility level (job rating or grade level) of each benchmark job and the median pay data reported by both the participant organizations and Hastings. By comparing the predicted market median average pay generated by the market data compared to Hastings’s average pay data, we are able to analyze the competitiveness of your average pay rates in relation to the market. Exhibit II shows the predicted values from the regression (i.e. trend analysis) analysis of median average salaries. Graph I illustrates graphically the outcomes of the trend analysis performed on median pay rates (i.e. minimum, average pay and maximum pay). This analysis can be particularly useful in the design new salary structures by blending internal responsibility level and market pay influences. Graph II shows a sample of Graph I data illustrating only Hasting and Market average pay lines plotted again benchmark average pay. Graph III compared market minimum and maximum pay lines compared to average reported pay rates.

## SUMMARY AND DEFINITIONS OF TERMS (Continued)

Exhibit I shows a summary of all benchmark positions and the reported averages and pay rates for Hastings Schools vs. the market median starting, median average, and median maximum salaries. The exhibit shows a summary difference between the market and each benchmark job and an overall summary % difference across all benchmarks to arrive at a comparison statistic of market competitiveness. BCC performed the market comparisons on median salaries (as a measure of central tendency) vs. mean salaries because median statistics are generally less sensitive to wide variances in pay. Exhibit I and II both try to answer the question – “Is the District’s pay structure (pay rates) greater than, less than or equal to the market and by how much?”

### Exhibit I Definitions:

#### Exhibit I: Benchmark Comparisons

**Hastings Salary Range Minimum:** Represents Hastings’s salary range minimum for each benchmark job.

**Median Market Starting:** Represents the overall median salary range minimum data derived from each of the benchmark job summaries.

**Hastings Average Salary:** Represents the mean (average) of all Hastings’s employee pay rates for employees in the reported benchmark job.

**Median Market Average Salary:** Represents the overall average median market salary data derived from each of the benchmark job summaries.

**Hastings Salary Range Maximum:** Represents Hastings’s salary range maximum salary range for each of the reported benchmark jobs.

**Median Market Maximum:** Represents the overall average median salary range maximum data derived from each of the benchmark job summaries.

**Percent Difference:** The percentage difference between Hastings’s salary data and the corresponding market salary being examined.

**SUMMARY AND DEFINITIONS OF TERMS**  
**(Continued)**

**Exhibit II Definitions:**

**Exhibit II: Trend Analysis Comparisons**

**Trend Average Hastings Salary:** The calculated Hastings predicted average salary (i.e. linear regression trend value) using the average pay rate for each reported benchmark job regressed against the job evaluation results.

**Trend Average Market Salary:** The calculated predicted market median average salary (i.e. linear regression trend value) using all reported average pay rates for each reported participant's benchmark job(s) regressed against the job evaluation results.

**Percentage Difference** - The percentage difference between the Hastings's predicted salary (trend) and the market predicted salary (trend) values.



## LIST OF BENCHMARK POSITIONS

- 1) Superintendent of Schools
- 2) Business Manager
- 3) Network Administrator
- 4) Director of Food Service
- 5) Director of Community Education
- 6) Director of Special Services
- 7) DAC/MARSS Supervisor (Eliminated-poor benchmark job)
- 8) Middle School Principal
- 9) Payroll/Benefits Supervisor
- 10) Director of Athletics
- 11) ECFE Coordinator
- 12) Classroom Teacher
- 13) Assistant Principal
- 14) Director of Teaching & Learning
- 15) Custodian
- 16) Lead Cook II
- 17) SAC Program Coordinator
- 18) Instructional Assistant
- 19) Program Assistant
- 20) SAC Program Lead
- 21) Building RN
- 22) Payroll Technician
- 23) Director of Building & Grounds
- 24) Executive Assistant
- 25) Secretary I
- 26) Secretary II
- 27) Secretary III
- 28) Secretary IV
- 29) Accounts Payable Clerk
- 30) Accounting Technician





## LIST OF BENCHMARK POSITIONS

- 31) Lead Custodian
- 32) Sr. Citizen's Program Coordinator – Insufficient data provided
- 33) Computer Technician II
- 34) Student Accounting Assistant
- 35) Adult & Youth Enrichment Coordinator
- 36) Student Assistant (Monitor
- 37) Finance Supervisor
- 38) Maintenance Specialist

## LIST OF PARTICIPATING ORGANIZATIONS

Data are provided from the 5 organizations that completed and participated in the salary survey and 5 identified participants who did not complete the survey form but listed their labor agreements online giving the study a participation rate of 63%. The District selected schools to survey using the following criteria 1) in the same geographic area; 2) districts of similar student population/demographics; and 3) districts that have an impact on recruitment or retention. The selected districts identified in the 2007 study were again replicated in this study. Outlined below are the participants in the survey.

### **Organizations Participating:**

1. South St. Paul Schools
2. Red Wing Schools
3. Cannon Falls Public Schools
4. Farmington Schools
5. Inver Grove Heights Schools

### **Non-Participating Organizations:**

South Washington Schools  
Prescott Schools, WI  
Roseville Public Schools  
Rosemount/Apple Valley/Eagan  
West St. Paul Schools  
Northfield Schools

### **Organizations With Pay Data Collected Online But Not Participating**

6. Stillwater Public Schools
7. Buffalo-Hanover-Montrose Schools
8. White Bear Lake
9. Forest Lake Schools
10. Waconia Public Schools

### **Published Sources:**


MN Occupational Wage Data, May 2019, Bureau of Labor Statistics, Data aged by 2%



Hastings Public Schools  
Analysis of Benchmark Salaries by Benchmark

Exhibit I

**Benchmark Comparison of Median Salaries**

Benchmark Title:	Hastings Salary Range Minimum	Median Market Starting	% Diff	Hastings Average Salary	Median Average Market Salary	% Diff	Hastings Salary Range Maximum	Median Market Maximum	% Diff
Superintendent	\$67.11			\$97.08	\$87.00	-11.59%	\$98.77	\$87.00	-13.53%
Director of Business	\$49.18	\$65.68	25.12%	\$62.92	\$67.47	6.74%	\$71.21	\$67.47	-5.54%
Network Administrator	\$30.13	\$34.85	13.54%	\$40.26	\$36.84	-9.30%	\$41.43	\$37.69	-9.94%
Director of Food Service	\$32.81	\$35.17	6.70%	\$36.50	\$41.38	11.79%	\$46.65	\$43.42	-7.44%
Director of Community Education	\$49.18	\$51.78	5.02%	\$57.26	\$52.45	-9.17%	\$64.07	\$58.02	-10.43%
Director of Special Services	\$49.18	\$61.33	19.81%	\$65.42	\$66.12	1.06%	\$64.07	\$68.67	6.70%
DAC/MARSS Supervisor									#DIV/0!
Middle School Principal	\$69.70	\$62.25	-11.97%	\$71.50	\$64.99	-10.02%	\$73.32	\$68.27	-7.40%
Payroll/Benefits Supervisor	\$30.13	\$24.75	-21.76%	\$32.10	\$28.06	-14.40%	\$41.43	\$31.38	-32.05%
Director of Athletics	\$40.26	\$47.22	14.73%	\$57.79	\$54.45	-6.13%	\$57.79	\$54.45	-6.13%
ECFE Coordinator	\$28.31	\$31.59	10.38%	\$48.92	\$34.41	-42.17%	\$58.82	\$36.03	-63.25%
Classroom Teacher	\$28.31	\$27.49	-3.00%	\$40.29	\$42.72	5.68%	\$58.82	\$58.40	-0.73%
Assistant Principal	\$63.00	\$53.07	-18.71%	\$65.54	\$56.80	-15.39%	\$68.12	\$60.24	-13.08%
Director of Teaching & Learning	\$44.29	\$59.95	26.12%	\$63.60	\$65.70	3.20%	\$64.07	\$65.70	2.48%
Custodian	\$16.23	\$15.86	-2.33%	\$19.01	\$18.06	-5.26%	\$22.90	\$20.42	-12.14%
Lead Cook II	\$20.96	\$20.23	-3.61%	\$24.95	\$20.77	-20.13%	\$29.65	\$22.46	-32.01%
SAC Program Coordinator	\$27.27	\$27.47	0.73%	\$33.35	\$28.44	-17.26%	\$39.97	\$29.05	-37.61%
Instructional Assistant	\$16.23	\$16.03	-1.25%	\$19.01	\$17.18	-10.68%	\$22.90	\$19.34	-18.41%
Program Assistant (Comm. Ed)	\$16.23	\$15.70	-3.38%	\$19.01	\$16.78	-13.32%	\$22.90	\$17.65	-29.75%
SAC Program Lead	\$19.09	\$17.21	-10.91%	\$22.72	\$18.07	-25.72%	\$27.14	\$19.09	-42.14%
RN	\$25.12	\$23.51	-6.87%	\$33.35	\$27.86	-19.73%	\$36.24	\$28.61	-26.69%
Payroll Technician	\$25.12	\$21.89	-14.76%	\$33.35	\$27.00	-23.52%	\$36.24	\$28.95	-25.20%
Director of Building & Grounds	\$36.34	\$46.23	21.39%	\$41.64	\$47.51	12.36%	\$51.73	\$47.51	-8.88%
Executive Assistant	\$25.12	\$29.49	14.82%	\$32.55	\$30.91	-5.29%	\$39.97	\$32.78	-21.93%
Secretary I	\$14.91	\$16.40	9.09%	\$17.37	\$17.71	1.92%	\$20.49	\$19.01	-7.79%
Secretary II	\$16.23	\$17.95	9.58%	\$19.01	\$20.20	5.89%	\$22.90	\$21.74	-5.36%
Secretary III	\$19.09	\$19.16	0.37%	\$24.95	\$21.77	-14.61%	\$27.13	\$23.39	-15.99%
Secretary IV	\$25.12	\$23.63	-6.33%	\$30.68	\$24.54	-25.02%	\$36.24	\$25.83	-40.30%
Accounts Payable Clerk	\$16.23	\$19.15	15.25%	\$19.01	\$20.58	7.63%	\$22.90	\$22.23	-3.01%
Accounting Technician	\$20.96	\$19.80	-5.86%	\$24.95	\$22.62	-10.30%	\$29.65	\$25.87	-14.61%
Lead Custodian	\$20.96	\$21.12	0.73%	\$24.95	\$22.79	-9.48%	\$29.65	\$24.40	-21.52%
Sr. Citizen's Program Coordinator									
Computer Technician	\$20.96	\$23.06	9.11%	\$22.72	\$25.19	9.81%	\$29.65	\$29.11	-1.86%
Student Accounting Assistant	\$20.96	\$20.38	-2.85%	\$24.95	\$22.33	-11.76%	\$29.65	\$22.87	-29.67%
Adult & Youth Enrichment Coord	\$25.12	\$27.63	9.07%	\$30.51	\$31.58	3.39%	\$36.24	\$32.15	-12.72%
Student Assistant (Monitor)	\$13.68	\$14.20	3.66%	\$15.94	\$15.48	-2.97%	\$18.90	\$16.99	-11.27%
Finance Supervisor	\$30.13	\$39.34	23.41%	\$34.41	\$41.70	17.48%	\$41.43	\$44.38	6.65%
Maintenance Specialist	\$20.96	\$19.41	-7.99%	\$24.95	\$25.24	1.15%	\$29.65	\$27.79	-6.69%
	\$1,007.50	\$1,069.94		\$1,332.52	\$1,262.67		\$1,512.69	\$1,338.32	
 <b>Summary Statistics:</b>	<b>Minimum Rates</b>			<b>Average Rates</b>			<b>Maximum Rates</b>		
Market Avg Difference	5.84%			-5.53%			-13.03%		

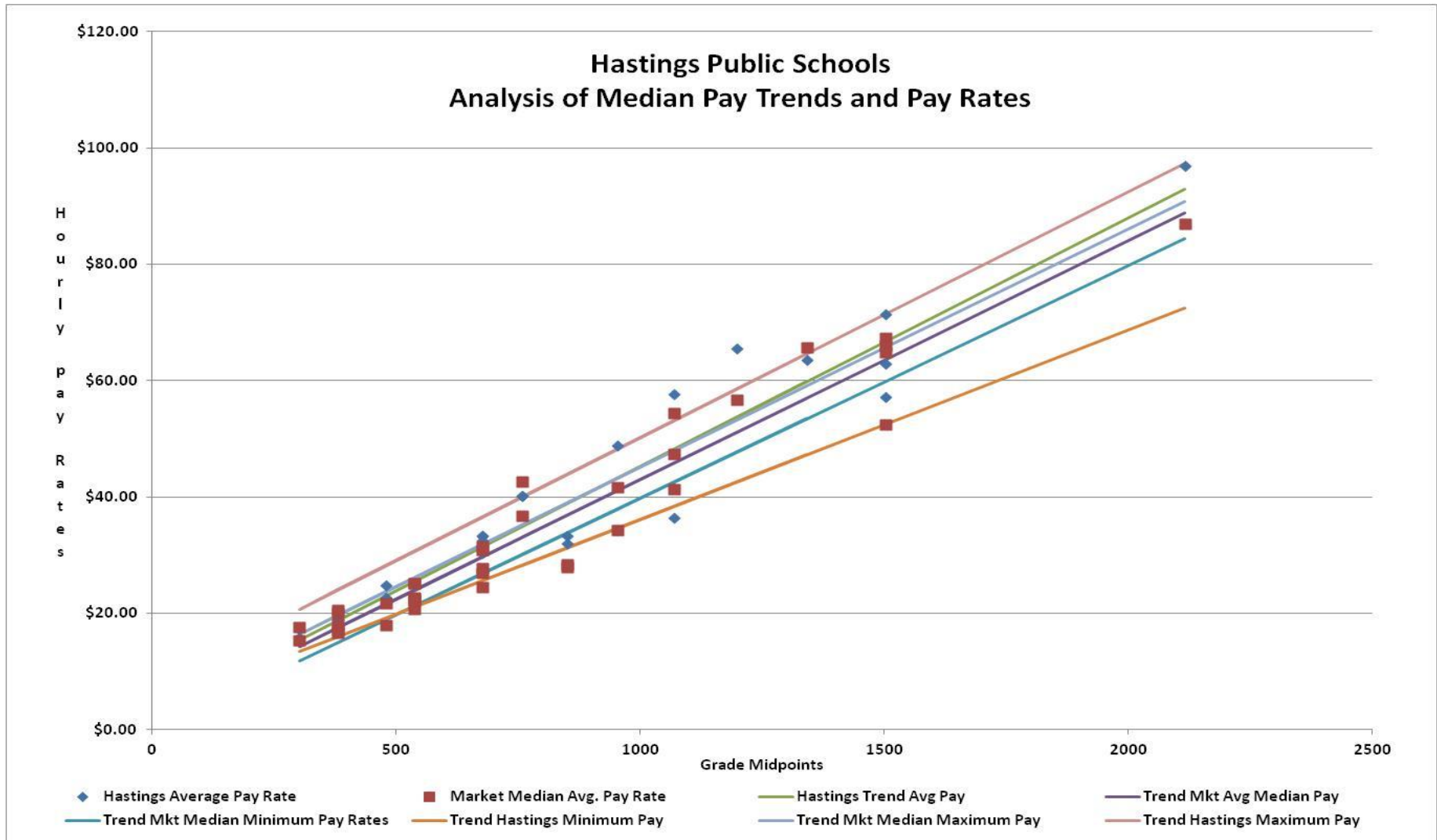
**Hastings Public Schools  
Trend Analysis of Median Pay**

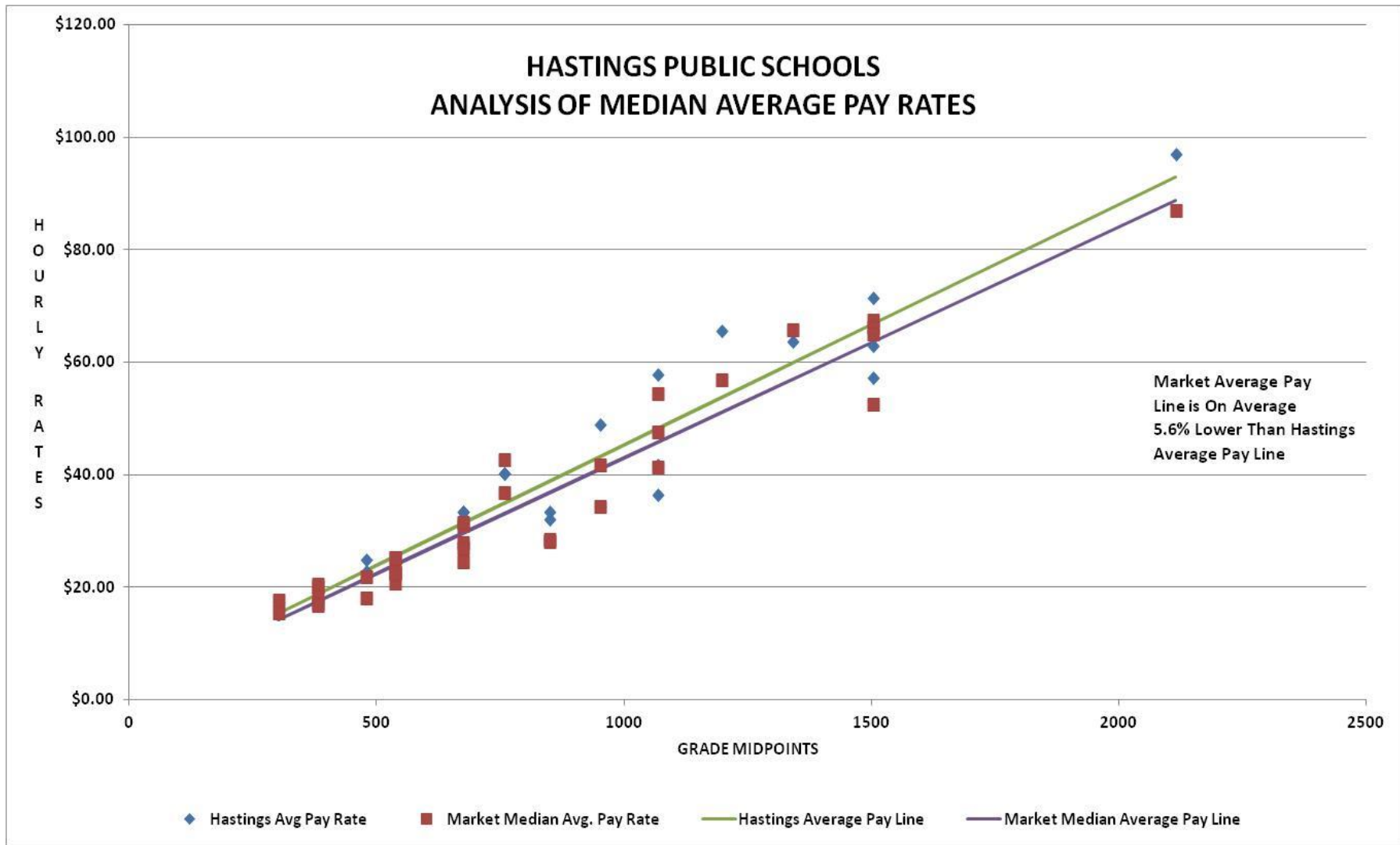
**Exhibit II**

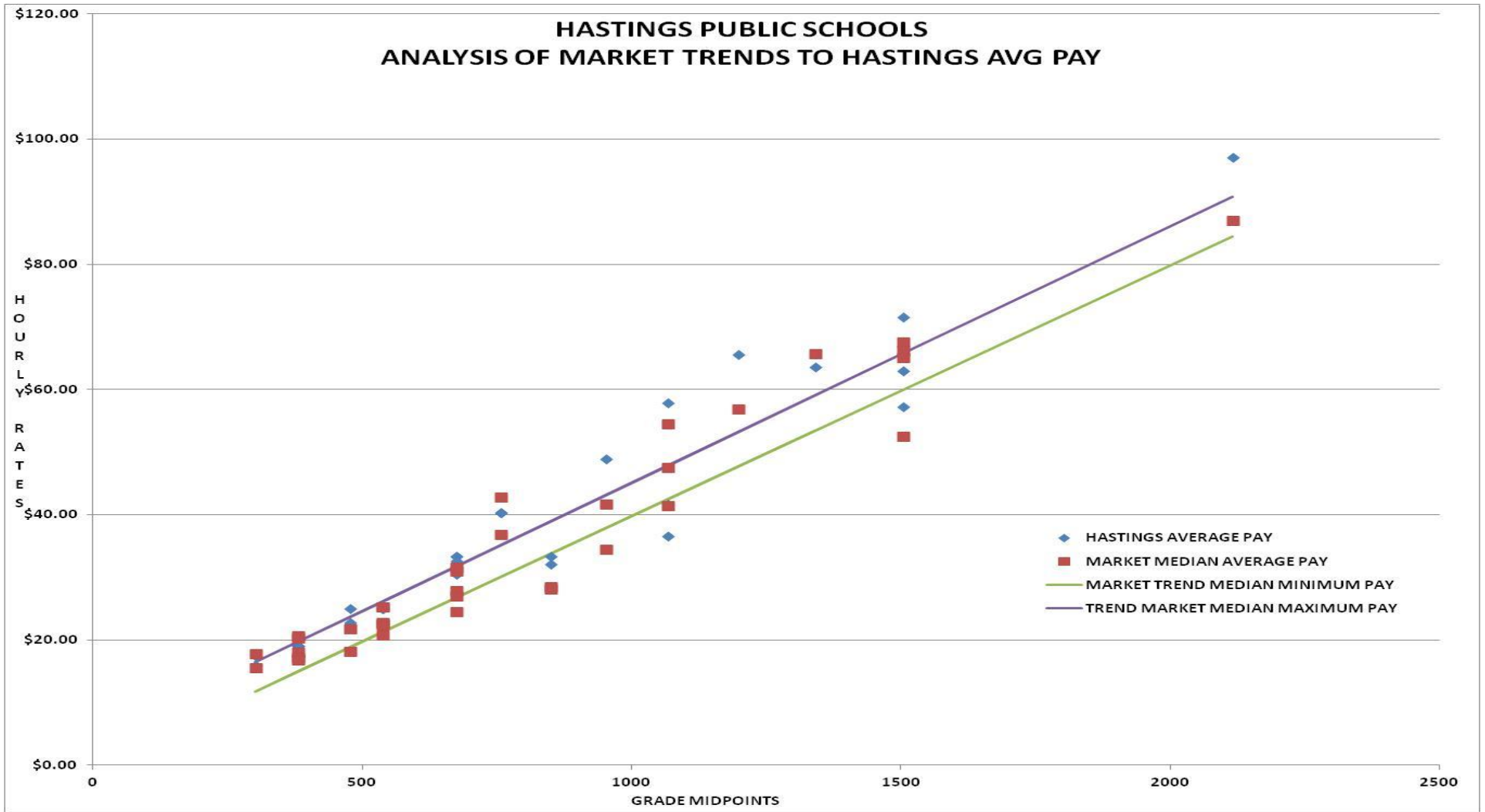
**PREDICTED PAY LINE: AVERAGE MEDIAN PAY**

Grade Mid Points	Benchmark Title:	Hastings Average Salary	Median Average Market Salary	% Diff
2115	Superintendent	\$92.95	\$88.85	4.41%
1503	Director of Business	\$66.78	\$63.68	4.64%
757	Network Administrator	\$34.88	\$33.00	5.38%
1068	Director of Food Service	\$48.18	\$45.79	4.95%
1503	Director of Community Education	\$66.78	\$63.68	4.64%
1503	Director of Special Services	\$66.78	\$63.68	4.64%
1503	Middle School Principal	\$66.78	\$63.68	4.64%
849	Payroll/Benefits Supervisor	\$38.81	\$36.78	5.22%
1068	Director of Athletics	\$48.18	\$45.79	4.95%
952	ECFE Coordinator	\$43.21	\$41.02	5.08%
757	Classroom Teacher	\$34.88	\$33.00	5.38%
1197	Assistant Principal	\$53.69	\$51.10	4.83%
1341	Director of Teaching & Learning	\$59.85	\$57.02	4.73%
380	Custodian	\$18.75	\$17.49	6.72%
537	Lead Cook II	\$25.47	\$23.95	5.96%
849	SAC Program Coordinator	\$38.81	\$36.78	5.22%
380	Instructional Assistant	\$18.75	\$17.49	6.72%
380	Program Assistant (Comm. Ed)	\$18.75	\$17.49	6.72%
478	SAC Program Lead	\$22.95	\$21.52	6.19%
675	RN	\$31.37	\$29.63	5.56%
675	Payroll Technician	\$31.37	\$29.63	5.56%
1068	Director of Building & Grounds	\$48.18	\$45.79	4.95%
675	Executive Assistant	\$31.37	\$29.63	5.56%
301	Secretary I	\$15.38	\$14.24	7.36%
380	Secretary II	\$18.75	\$17.49	6.72%
478	Secretary III	\$22.95	\$21.52	6.19%
675	Administrative Assistant	\$31.37	\$29.63	5.56%
380	Accounts Payable Clerk	\$18.75	\$17.49	6.72%
537	Accounting Technician	\$25.47	\$23.95	5.96%
537	Lead Custodian	\$25.47	\$23.95	5.96%
675	Sr. Citizen's Program Coordinator	\$31.37	\$29.63	5.56%
537	Computer Technician	\$25.47	\$23.95	5.96%
537	Student Accounting Assistant	\$25.47	\$23.95	5.96%
675	Adult & Youth Enrichment Coord	\$31.37	\$29.63	5.56%
301	Student Assistant (Monitor)	\$15.38	\$14.24	7.36%
952	Finance Supervisor	\$43.21	\$41.02	5.08%
537	Maintenance Specialist	\$25.47	\$23.95	5.96%
		\$1,363.37	\$1,291.14	
<b>Summary Statistics:</b>		<b>Average Rates</b>		
<b>Market Average Difference</b>		<b>-5.59%</b>		

Graph I







# BENCHMARK SUMMARIES



**Benchmark 1: Superintendent of Schools:** Serves as the Chief Executive Officer of the District being responsible for the development, management and implementation of the District's long range educational mission, goals, and objectives. Informs, advises, and recommends initiatives, programs, policies and fiscal matters to the Board of Education. Responsible for overseeing the development and implementation of strategic plans and programs to carry out the policies and mission of the Board through the management team and other district personnel. Requires Superintendent licensure and a minimum of eight years experience in a leadership role.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
1	Hastings Public Schools	Superintendent of Schools	5	1	13	\$97.08	\$67.11	\$82.94	\$98.77	47.2%
1	MN Occupational Wage Survey 2018	Chief Executive	3			\$97.67			\$97.67	
1	Farmington Schools	Superintendent of Schools	5	1		\$97.39			\$97.39	
1	Inver Grove Heights Schools	Superintendent of Schools	5	1		\$93.11			\$93.11	
1	South St. Paul Schools	Superintendent of Schools	5	1		\$89.27			\$89.27	
	Forest Lake Schools	Superintendent of Schools	5	1		\$84.73			\$84.73	
1	Waconia Schools	Superintendent of Schools	5	1		\$82.01			\$82.01	
1	Red Wing Schools	Superintendent of Schools	5	1		\$73.40			\$73.40	
1	Cannon Falls	Superintendent of Schools	5	1		\$64.43			\$64.43	
<b>Average</b>			<b>5</b>							
<b>Totals</b>				<b>7</b>						

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$85.25		\$85.25	
Median	\$87.00		\$87.00	
25th Percentile	\$79.86		\$79.86	
75th Percentile	\$94.18		\$94.18	



**Benchmark 2: Director of Business Services:** This position reports to the Superintendent and serves as the Chief Financial Officer of the District. Supervises the food services, technology services and accounting/finance operations and personnel for the District. This position directs and coordinates the district's long range financial planning; development of annual budget assumptions; oversees the budget process of the district and the formulation of district financial policies, procedures and systems. Requires a minimum of a Bachelor's degree in Accounting, Finance, Business or related area and minimum of 3 years relevant experience in school finance.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical			Minimum	Midpoint	Maximum		
2	Hasting Public Schools	Director of Business Services	5	1	13	\$62.92	\$49.18	\$60.20	\$71.21	44.8%
2	Stillwater Schools #	Executive Dir of Finance & Ops	3	1	5	\$70.00	\$64.29	\$70.00	\$75.70	17.7%
2	Farmington Schools	Director of Finance	5	1	5	\$75.35	\$67.06	\$71.21	\$75.35	12.4%
2	Waconai Schools	Director of Finance & Ops	3	1		\$72.02			\$72.02	
2	Forest Lake Schools	Director of Business Services	3	1		\$67.47			\$67.47	
2	South St. Paul Schools	Director of Finance	4	1		\$65.70			\$65.70	
2	Inver Grove Heights	Director of Business Services	5	1		\$64.83			\$64.83	
2	Cannon Falls	Business Manager	3	1		\$39.37			\$39.37	
<b>Average</b>			<b>4</b>		<b>5</b>					<b>15.1%</b>
<b>Totals</b>				<b>7</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$64.96	\$65.68	\$70.60	\$65.78
Median	\$67.47	\$65.68	\$70.60	\$67.47
25th Percentile	\$65.27	\$64.98	\$70.30	\$65.27
75th Percentile	\$71.01	\$66.37	\$70.90	\$73.69



**Benchmark 3: Network Administrator:** Under the direction of the Director of Business Services, the Network Administrator is responsible for researching, planning, installing, configuring, troubleshooting, repairing and maintaining the district's LAN infrastructure and workstations. Duties of the job involve coordinating the installation of network file servers, routers, switches and network software; coordinates Administrators, maintains and monitors district email systems and servers including email spam blocking, internet filtering systems and directs technicians providing workstation help desk or 1:1 support with hardware or software problems/issues; researches, tests, evaluates and recommends new software and hardware for the district. Supervises a Lead Technician and a staff of Computer Technicians. Requires a AA degree in Computer Science, Networking, IS or related area and 3 years of networking and user support services.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
3	Hasting Public Schools	Network Administrator	5	1	13	\$40.26	\$30.13	\$35.78	\$41.43	37.5%
3	MN Occupational Wage Survey 2018	Network Administrator	3	7610		\$42.81	\$33.44	\$42.13	\$50.81	51.9%
3	Farmington Schools	Coordinator of Technology	4	1	5	\$49.47	\$45.30	\$47.39	\$49.47	9.2%
3	Cannon Falls	TOSA	4	1		\$42.97			\$42.97	
3	Stillware Schools #	Network Administrator	3		5	\$37.97	\$36.26	\$37.97	\$39.67	9.4%
3	South St. Paul Schools	Network Specialist	2	1		\$35.70			\$35.70	
3	Inver Grove Heights	Network/Desktop Technician	5	1		\$33.98			\$33.98	
3	Forest Lake Schools	Network Administrator	3	1		\$29.77			\$29.77	
3	Waconia Schools #	Network Specialist	3			\$25.05	\$20.98	\$25.05	\$29.11	38.8%
<b>Average</b>			<b>3</b>		<b>5</b>					<b>27.3%</b>
<b>Totals</b>				<b>7615</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$37.22	\$34.00	\$38.13	\$38.94
Median	\$36.84	\$34.85	\$40.05	\$37.69
25th Percentile	\$32.93	\$30.33	\$34.74	\$32.93
75th Percentile	\$42.85	\$38.52	\$43.44	\$44.60



**Benchmark 4: Director of Food Services:** Under the direction of the Director of Business Services, the Director of Food Services is responsible managing and supervising the overall development, planning, operations and personnel of school nutritional services. Duties include overseeing nutritional activities including menu planning; food production; purchasing; budget monitoring; and human resource management for the department to promote healthy food habits for children. Requires an Bachelor's degree in Nutrition, Child Nutrition, Institutional Food Management or related area and a minimum of 1 years supervisory/management experience in the planning, preparation, production, and supervision of a large food production operation(s).

Job No.	Organization Name:	Participant's Job Title:	Degree of Match	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			(1-5) 5 Almost Identical				Minimum	Midpoint	Maximum	
4	Hasting Public Schools	Director of Food & Nutrition Svs	5	1	13	\$36.50	\$32.81	\$39.73	\$46.65	42.2%
4	South St. Paul Schools	Director of Food Services	5	1		\$49.64			\$49.64	
4	Inver Grove Heights Schools	Director of Food Services	5	1		\$49.64			\$49.64	
4	Waconia Schools	Director of Nutrition Svs	2			\$45.03			\$45.03	
4	Stillwater Schools #	Supervisor of Food Servces	3		5	\$41.38	\$39.34	\$41.38	\$43.42	10.4%
4	Forest Lake Schools	Food Service Supervisor	1			\$39.37			\$39.37	
4	Red Wing Schools #	Director of Food Services	5	1	15	\$34.59	\$30.99	\$34.59	\$38.19	23.2%
4	Cannon Falls	Food Service Coordinator	1	1		\$21.00			\$21.00	
<b>Average</b>			<b>3</b>		<b>10</b>					<b>16.8%</b>
<b>Totals</b>				<b>4</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$40.09	\$35.17	\$37.99	\$40.90
Median	\$41.38	\$35.17	\$37.99	\$43.42
25th Percentile	\$36.98	\$33.08	\$36.29	\$38.78
75th Percentile	\$47.34	\$37.25	\$39.68	\$47.34



**Benchmark 5: Director of Community Education:** This position reports directly to the Superintendent of Schools and is responsible for the overall management of the staff and programs of community education across the district. Programs include all ECFE programs; Kid's Company (Before and after school programs); the preschool program; adult and youth enrichment; and youth recreation. Manages and oversees all staff directly or through designated supervisory and coordinator personnel. Requires a Community Education Director's Licensure and a minimum of 3 years community education experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
5	Hasting Public Schools	Director of Community Education	5	1	13	\$57.26	\$49.18	\$56.63	\$64.07	30.3%
5	Stillwater Schools #	Dir. Comm Ed & Comm Rel	3	1	5	\$64.77	\$59.49	\$64.77	\$70.04	17.7%
5	Forest Lake Schools	Director of Community Education	5	1		\$67.47			\$67.47	
5	Farmington Schools	Director of Community Education	5	1	5	\$51.78	\$51.78	\$55.32	\$58.85	13.7%
5	South St. Paul Schools	Director of Community Education	3	1		\$58.27			\$58.27	
5	Red Wing Schools #	Director of Comm Ed/Recreation	5	1		\$49.10	\$40.43	\$49.10	\$57.77	42.9%
5	Waconia Schools	Director of Community Education	5	1		\$53.12			\$53.12	
5	Inver Grove Heights Schools	Director of Community Education	5	1		\$39.71			\$39.71	
5	Cannon Falls	Community Ed. & Activities Dir	5	1		\$36.30			\$36.30	
<b>Average</b>			<b>5</b>		<b>5</b>					<b>24.8%</b>
<b>Totals</b>				<b>8</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$52.57	\$50.57	\$56.39	\$55.19
Median	\$52.45	\$51.78	\$55.32	\$58.02
25th Percentile	\$46.75	\$46.11	\$52.21	\$49.77
75th Percentile	\$59.90	\$55.64	\$60.04	\$61.01



**Benchmark 6: Director of Special Services:** Under the direction of the Superintendent, the Director of Special Services is responsible for managing, directing and overseeing Special Education, Section 504 and other state and federal special education programs in order to provide free and appropriate public education to children B-21 with disabilities while ensuring compliance with state and federal laws, mandates and requirements. Duties involve the supervision of special education staff, program development, program evaluation, fiscal/budget administration of special needs programming, and oversight of due process and compliance requirements. Requires a Master's Degree and a Director of Special Education licensure by the State of MN and minimum of 3 years administrative and supervisory experience in special education.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
6	Hasting Public Schools	Director of Special Services	5	1	13	\$65.42	\$49.18	\$56.63	\$64.07	30.3%
6	Farmington Schools	Director of Special Services	5	1	5	\$71.23	\$63.17	\$67.20	\$71.23	12.8%
6	Stillwater Schools #	Director of Student Support Services	5	1	5	\$64.77	\$59.49	\$64.77	\$70.04	17.7%
6	Inver Grove Heights Schools	Director of Special Services	5	1		\$69.87			\$69.87	
6	Forest Lake Schools	Director of Speicla Education	5	1		\$67.47			\$67.47	
6	South St. Paul Schools	Director of Special Services	5	1		\$63.15			\$63.15	
6	Waconia Schools	Director of Special Education	5	1		\$57.04			\$57.04	
<b>Average</b>			<b>5</b>		<b>5</b>					<b>15.2%</b>
<b>Totals</b>				<b>6</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$65.59	\$61.33	\$65.98	\$66.47
<b>Median</b>	\$66.12	\$61.33	\$65.98	\$68.67
<b>25th Percentile</b>	\$63.56	\$60.41	\$65.37	\$64.23
<b>75th Percentile</b>	\$69.27	\$62.25	\$66.59	\$70.00





**Benchmark 8: Middle Principal:** Under the direction of the Superintendent, the Middle School Principal supervises a Assistant Principal(s), all instructional personnel, and building support staff. Serves as the building instructional leader overseeing and supervising all building level instructional programs, support services, co-curricular activities; facilities, student discipline and community relations. Requires a Master's Degree in Educational Administration and Secondary School Principal's Licensure and a minimum of 3 years experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
8	Hasting Public Schools	Middle School Principal	5	1	3	\$71.50	\$69.70	\$71.51	\$73.32	5.2%
8	Stillwater Schools #	Middle School Principal	5		5	\$69.51	\$66.56	\$69.51	\$72.46	8.9%
8	White Bear Lake Schools #	Middle School Principal	4		5	\$66.16	\$62.25	\$66.16	\$70.07	12.6%
8	Farmington Schools	Middle School Principal	5	2	5	\$67.50	\$64.57	\$66.93	\$69.29	7.3%
8	Inver Grove Heights Schools	Middle School Principal	5	1	3	\$68.47			\$68.47	
8	Buffalo-Hanover-Montrose #	Middle School Principal	4				\$65.87	\$67.07	\$68.27	3.6%
8	Waconia Schools #	MS Principal	5			\$63.82	\$59.48	\$63.82	\$68.16	14.6%
8	Red Wing Schools #	Middle School Principal	5	1	6	\$58.41	\$57.00	\$58.41	\$59.81	4.9%
8	Forest Lake Schools	MS Principal	5	1		\$58.88			\$58.88	
8	Cannon Falls	Principal	5	2		\$47.59	\$46.09	\$47.59	\$49.08	6.5%
<b>Average</b>			<b>5</b>		<b>5</b>					<b>8.3%</b>
<b>Totals</b>				<b>7</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$62.54	\$60.26	\$62.78	\$64.94
Median	\$64.99	\$62.25	\$66.16	\$68.27
25th Percentile	\$58.76	\$58.24	\$61.11	\$59.81
75th Percentile	\$67.74	\$65.22	\$67.00	\$69.29





**Benchmark 9: Payroll/Benefits Supervisor:** Under the direction of the Director of Business, the Payroll Benefits Supervisor is responsible for providing professional, accurate and timely payroll and benefit services to employees of the school district. Duties involve supervising and monitoring the generation of the district payroll; preparing and submitting payroll, retirement, tax and related reports/forms/filings; enrolls employees in benefit plans/elections; coordinates and oversees Cobra participants; assists in audit procedures by preparing payroll work papers. Requires a Bachelor's Degree in Accounting, Finance or Business and a minimum of 3 years payroll, school finance or accounting experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
9	Hasting Public Schools	Payroll/Benefits Supervisor	5	1	13	\$32.10	\$30.13	\$35.78	\$41.43	37.5%
9	Farmington Schools	Payroll Benefits Supervisor	5	1	5	\$38.55	\$33.14	\$35.85	\$38.55	16.3%
9	Stillwater Schools #	Accountant	3		5	\$30.93	\$26.92	\$30.93	\$34.94	29.8%
9	Red Wing Schools #	Human Resources Coordinator	2	1	15	\$25.19	\$22.57	\$25.19	\$27.81	23.2%
9	Forest Lake Schools #	Payroll Coordinator	3	1	5	\$23.40	\$22.10	\$23.40	\$24.70	11.8%
<b>Average</b>			<b>3</b>		<b>8</b>					<b>20.3%</b>
<b>Totals</b>				<b>3</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$29.52	\$26.18	\$28.84	\$31.50
<b>Median</b>	\$28.06	\$24.75	\$28.06	\$31.38
<b>25th Percentile</b>	\$24.74	\$22.45	\$24.74	\$27.03
<b>75th Percentile</b>	\$32.84	\$28.48	\$32.16	\$35.84



**Benchmark 10: Director of Athletics:** Under the direction of the Sr. High Principal, the Athletics Director is responsible for providing leadership and direction in all areas of the High School athletics program. Duties and responsibilities of the classification include such tasks as scheduling contests; making arrangements for transportation and facility usage; recruitment, hiring and evaluation of coaches; and maintaining indoor and outdoor athletic facilities. Requires a Bachelor's Degree in Education and a minimum of 3 years coaching or related experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			(1-5) 5 Almost Identical				Minimum	Midpoint	Maximum	
10	Hasting Public Schools	Director of Athletics	5	1	13	\$57.79	\$40.26	\$49.03	\$57.79	43.5%
10	Farmington Schools	Director of Athletics/Activities	4	1	5	\$61.72	\$57.56	\$59.64	\$61.72	7.2%
10	Inver Grove Heights Schools	Activities Director	5	1		\$55.03			\$55.03	
10	Forest Lake Schools	Director of Activities	1			\$54.77			\$54.77	
10	South St. Paul Schools	Director of Athletics/Activities	4	1	5	\$54.45	\$50.38	\$52.42	\$54.45	8.1%
10	Waconia Schools	Activities Director	4			\$50.01			\$50.01	
10	Stillwater Schools #	Supervisor of Activities	3		5	\$46.14	\$44.05	\$46.14	\$48.22	9.5%
10	Red Wing Schools #	Director of Athletics/Activities	4	1	15	\$40.90	\$36.64	\$40.90	\$45.15	23.2%
<b>Average</b>			<b>4</b>		<b>8</b>					<b>12.0%</b>
<b>Totals</b>				<b>4</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$51.86	\$47.16	\$49.77	\$52.76
Median	\$54.45	\$47.22	\$49.28	\$54.45
25th Percentile	\$48.08	\$42.20	\$44.83	\$49.12
75th Percentile	\$54.90	\$52.18	\$54.22	\$54.90



**Benchmark 11: ECFE Coordinator:** Under the direction of the Director of Community Education, the ECFE Programs Coordinator is responsible for overseeing, directing and supervising the operations and staff involved in the delivery and implementation of early childhood, preschool and school readiness programs for families with children B-5. Duties involve supervising and evaluating program personnel; developing and monitoring program budgets; coordinating registration; evaluating ECFE programs; and working with the public and community in promoting awareness of programs, strengthening programs, and addressing community needs. Requires a Bachelor's Degree in Early Childhood or Parent Education and a minimum of 3 years teaching experience in ECFE/Parent Education or directly related area.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
11	Hasting Public Schools	Early Childhood Prog. Coord	5	1	21	\$48.92	\$28.31	\$43.57	\$58.82	107.8%
11	Stillwater Schools	ECFE/ABE	3	1	13	\$42.02	\$30.61	\$42.02	\$53.43	74.6%
11	Forest Lake Schools #	ECFE Coordinator	5	1	5	\$40.77	\$39.30	\$40.77	\$42.24	7.5%
11	Waconia Schools #	ECFE Superv	3	1		\$34.41	\$30.36	\$34.41	\$38.46	26.7%
11	Farmington Schools	Coordinator of Early Learning	5	1	5	\$36.03	\$32.57	\$34.30	\$36.03	10.6%
11	South St. Paul Schools	Early Childhood Coordinator	3	1		\$33.92			\$33.92	
11	Inver Grove Heights	Early Learning Coordinator	5	1		\$33.40			\$33.40	
11	Cannon Falls	ECFE Coordinator	5	1		\$23.25			\$23.25	
<b>Average</b>			<b>4</b>		<b>8</b>					<b>29.8%</b>
<b>Totals</b>				<b>7</b>						

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$34.83	\$33.21	\$37.88	\$37.25
<b>Median</b>	\$34.41	\$31.59	\$37.59	\$36.03
<b>25th Percentile</b>	\$33.66	\$30.55	\$34.38	\$33.66
<b>75th Percentile</b>	\$38.40	\$34.25	\$41.08	\$40.35



**Benchmark 12: Classroom Teacher (K-12):** This classification comprises a wide variety of professional instructional positions in the K-12 program of the District. Positions typically report directly to the building administrator (Principal). Duties typically include such responsibilities as preparation of lesson plans; classroom instruction or the delivery of lesson plans; the evaluation of student performance; classroom management/discipline; participation in/on various committees to discuss curriculum improvements, building issues, or general instructional issues. Requires a Bachelor's degree in Education and licensed by the State of MN in relevant subject area(s).

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
12	Hasting Public Schools	Classroom Teacher	5	282	21	\$40.29	\$28.31	\$43.57	\$58.82	107.8%
12	South St. Paul Schools	Teacher	5	193	20	\$48.92	\$28.77	\$47.34	\$65.90	129.1%
12	Farmington Schools	Teacher	5	540	39	\$46.76	\$46.76	\$55.02	\$63.27	35.3%
12	Waconia Schools #	Teachers	5			\$45.75	\$30.08	\$45.75	\$61.41	104.2%
12	Inver Grove Heights Schools	Teacher	5	222	12	\$42.53	\$27.06	\$43.50	\$59.94	121.5%
12	Stillwater Schools #	Classroom Teachers	5		22	\$43.60	\$28.47	\$43.60	\$58.73	106.3%
12	White Bear Lake Schools #	Classroom Teacher	5		13	\$42.90	\$27.91	\$42.99	\$58.06	108.0%
12	Buffalo-Hanover-Montrose #	Licensed Teacher	5		18	\$41.28	\$26.82	\$41.28	\$55.73	107.8%
12	Forest Lake Schools #	Licensed Teachers	5			\$38.38	\$26.77	\$38.38	\$49.98	86.7%
12	Cannon Falls #	Classroom Teacher	5	95	18	\$37.18	\$26.65	\$37.18	\$47.71	79.0%
12	Red Wing Schools #	Teacher K-12	5	197	11	\$36.60	\$26.40	\$36.60	\$46.80	77.3%
<b>Average</b>			<b>5</b>		<b>19</b>				<b>95.5%</b>	
<b>Totals</b>				<b>1247</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$42.39	\$29.57	\$43.16	\$56.75
<b>Median</b>	\$42.72	\$27.49	\$43.24	\$58.40
<b>25th Percentile</b>	\$39.11	\$26.78	\$39.10	\$51.42
<b>75th Percentile</b>	\$45.21	\$28.70	\$45.21	\$61.04



**Benchmark 13: Assistant Principal:** Under the direction of the Principal, the Assistant Principal provides support and assistance to the Building Principal in evaluating and observing instructional staff, assists in overseeing student responsibilities (e.g. discipline, recognition, academic issues, student supervision, etc.); works closely with the Principal in assuming leadership or assisting in various projects and building programs such as achievement testing; building security; master schedule development, special event planning, etc. Requires a Master's Degree in Educational Leadership/Administration and a minimum of 3 years teaching experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
13	Hasting Public Schools	Assistant Principal	5	4	6	\$65.54	\$63.00	\$65.56	\$68.12	32.6%
13	Stillwater Schools #	Asst. Principal - HS	4			\$64.20	\$60.78	\$64.20	\$67.61	11.2%
13	Inver Grove Heights Schools	Asst. Principal	5	4	3	\$59.19	\$53.42	\$58.06	\$62.69	17.4%
13	Farmington Schools	Assistant Principal	5	6	5	\$59.67	\$54.90	\$58.78	\$62.65	14.1%
13	Buffalo-Hanover-Montrose #	Secondary Assistant Principal	3			\$60.67	\$59.10	\$60.67	\$62.23	5.3%
13	Waconia Schools #	Assistant Principal	5			\$54.41	\$50.56	\$54.41	\$58.25	15.2%
13	Red Wing Schools #	Asst Principal	5	2	6	\$49.99	\$45.11	\$49.99	\$54.86	21.6%
13	Forest Lake Schools #	Assistant Principal	5			\$53.75	\$52.72	\$53.75	\$54.77	3.9%
13	South St. Paul Schools	Assistant Principal	5	6	5	\$53.98	\$49.08	\$51.77	\$54.45	10.9%
<b>Average</b>			<b>5</b>		<b>5</b>					<b>12.5%</b>
<b>Totals</b>				<b>18</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$56.98	\$53.21	\$56.45	\$59.69
<b>Median</b>	\$56.80	\$53.07	\$56.23	\$60.24
<b>25th Percentile</b>	\$53.92	\$50.19	\$53.25	\$54.84
<b>75th Percentile</b>	\$59.92	\$55.95	\$59.25	\$62.66



**Benchmark 14: Director of Teaching & Learning:** Under the direction of the Superintendent, the Director of Teaching & Learning provides district-wide coordination and leadership in the establishment of systems for continuous improvement; curriculum evaluation; testing assessment; and student learning performance and staff development at all levels. Requires a minimum of a Master's Degree and administrative licensure and at least three years teaching experience and experience in curriculum development, assessment and staff development responsibilities.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical			Minimum	Midpoint	Maximum		
14	Hasting Public Schools	Dir Teaching & Learning	5	1	13	\$63.60	\$44.29	\$54.18	\$64.07	32.6%
14	Stillwater Schools #	Director of Learning & Innovation	3	1	5	\$71.66	\$65.82	\$71.66	\$77.49	17.7%
14	Inver Grove Heights	Director of Teaching & Learning	5	1		\$67.83			\$67.83	
14	Forest Lake Schools	Dir Teaching & Learning				\$67.47			\$67.47	
14	South St. Paul Schools	Director of Learning	4	1		\$65.70			\$65.70	
14	Farmington Schools	Dir of Continuous Improvement	4	1	5	\$64.66	\$59.95	\$62.31	\$64.66	7.9%
14	Waconia Schools	Dir. Teaching & Learning	4			\$62.98			\$62.98	
14	Red Wing Schools #	Curriculum Coordinator	4	1	15	\$34.59	\$30.99	\$34.59	\$38.19	23.2%
<b>Average</b>			<b>4</b>		<b>8</b>					<b>16.3%</b>
<b>Totals</b>				<b>5</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$62.13	\$52.25	\$56.18	\$63.47
Median	\$65.70	\$59.95	\$62.31	\$65.70
25th Percentile	\$63.82	\$45.47	\$48.45	\$63.82
75th Percentile	\$67.65	\$62.89	\$66.98	\$67.65



**Benchmark 15: Custodian:** Under the direction of the Building & Maintenance Supervisor and guidance of the Lead Custodian, the Custodian is responsible for performing general cleaning within assigned areas, hallways, restrooms, gyms, locker rooms, cafeterias, and school areas in accordance with cleaning schedules and work assignments in providing a safe, clean learning environment for students, staff, and faculty. The Custodian may assist in the set up and tear downs in preparation for building events, evening activities or classes within the building. The predominate nature of the job is building cleaning and care duties but may perform some routine repairs and maintenance duties, as needed. Duties are primarily cleaning, but may be required to obtain a boiler's license after employment.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
15	Hasting Public Schools	Custodian	5	32	21	\$19.01	\$16.23	\$19.57	\$22.90	41.1%
15	MN Occupational Wage Survey 2018 ^	Building Workers	3	24730		\$22.15	\$19.60	\$22.52	\$25.44	29.8%
15	White Bear Lake Schools #	Custodian (Sp. Class Boiler Lic)	3		3	\$22.23	\$21.40	\$22.23	\$23.05	7.7%
15	Buffalo-Hanover-Montrose #	Custodian	3		7	\$18.06	\$14.39	\$18.06	\$21.72	50.9%
15	Inver Grove Heights	Custodian	5	28	4	\$20.31	\$16.95	\$19.10	\$21.25	25.4%
15	Stillwater Schools #	Regulaer Custodian	3		4	\$18.62	\$16.46	\$18.62	\$20.77	26.2%
15	Farmington Schools	Custodian	5	37		\$20.42			\$20.42	
15	Red Wing Schools #	Custodian	5	30		\$17.13	\$15.25	\$17.13	\$19.00	24.6%
15	Waconia Schools #	Custodian/Cleaner	3			\$16.21	\$14.11	\$16.21	\$18.30	29.7%
15	Forest Lake Schools #	Custodian	4		5	\$16.55	\$15.26	\$16.55	\$17.84	16.9%
15	Cannon Falls	Custodian	5	11		\$17.54			\$17.54	
15	South St. Paul Schools	Cleaner	3	49		\$16.99			\$16.99	
<b>Average</b>			<b>4</b>		<b>5</b>					<b>26.4%</b>
<b>Totals</b>				<b>24885</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	<b>\$18.75</b>	<b>\$16.68</b>	<b>\$18.80</b>	<b>\$20.21</b>
<b>Median</b>	<b>\$18.06</b>	<b>\$15.86</b>	<b>\$18.34</b>	<b>\$20.42</b>
<b>25th Percentile</b>	<b>\$17.06</b>	<b>\$15.04</b>	<b>\$16.98</b>	<b>\$18.07</b>
<b>75th Percentile</b>	<b>\$20.37</b>	<b>\$17.61</b>	<b>\$19.88</b>	<b>\$21.49</b>



**Benchmark 16: Lead Cook II:** Under the direction of the Director of Food Services, the Lead Cook II is responsible for coordinating the operations and staff involved in the purchasing, production and serving of meals to students and staff in accordance with district procedures, health regulations/standards, nutritional and quality standards. This classification differs from the classification of Lead Cook I in that positions assigned to Lead Cook II coordinates a larger production staff making the coordinative responsibilities of the job higher in complexity than Lead Cook I.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
16	Hasting Public Schools	Lead Cook II	5	2	21	\$24.95	\$20.96	\$25.31	\$29.65	41.5%
16	Buffalo-Hanover-Montrose #	Food Service Manager-	3			\$25.38	\$25.38	\$25.62	\$25.85	1.9%
16	Inver Grove Heights Schools	Cook Managers	5	4	2	\$24.04	\$23.59	\$24.50	\$25.40	7.7%
16	Waconia Schools #	Head Cook	4			\$20.46	\$17.45	\$20.46	\$23.47	34.5%
16	Farmington Schools	Head Cook	5	1		\$22.51			\$22.51	
16	Stillwater Schools #	Secondary Managers	4		3	\$21.80	\$21.13	\$21.80	\$22.46	6.3%
16	Forest Lake Schools	Head Cook	4		5	\$20.75	\$19.39	\$20.75	\$22.11	14.0%
16	White Bear Lake Schools \$	HS Head Cook	4		3	\$20.77	\$20.23	\$20.77	\$21.31	5.3%
16	Red Wing Schools #	Head Cook	5	5	5	\$16.38	\$15.60	\$16.38	\$17.16	10.0%
16	Cannon Falls	Cook Managers	5	6		\$17.03			\$17.03	
<b>Average</b>			<b>4</b>		<b>4</b>					<b>11.4%</b>
<b>Totals</b>				<b>16</b>						

# Used midpoint for average pay when none provided.

\$ Aged data by 2%

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$21.01	\$20.40	\$21.47	\$21.92
<b>Median</b>	\$20.77	\$20.23	\$20.77	\$22.46
<b>25th Percentile</b>	\$20.46	\$18.42	\$20.61	\$21.31
<b>75th Percentile</b>	\$22.51	\$22.36	\$23.15	\$23.47





**Benchmark 17: School Aged Care Program Coordinator (SAC Program Coordinator):** Under the direction of the Director of Community Services, the School Age Care Program Coordinator is responsible for daily supervision and operations of the school aged care program to assist parents in the community meet their child care needs. Duties include the supervision and evaluation of all program staff; development of school aged services and programs; the implementation and evaluation of program activities and objectives; monitoring programs activities and functions to assure compliance with district policies, laws or guidelines pertaining to program activities/functions; and for assisting the Director of Community Services in promoting, coordinating and implementing new programs and services for the department. Requires a Bachelor's degree in Child Development, Education, Community Education or related area and 3 years experience in school aged care programs.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
17	Hasting Public Schools	SAC Program Coordinator	5	1	21	\$33.35	\$27.27	\$33.62	\$39.97	46.6%
17	Waconia Schools #	Kid's Company Supervisor	4			\$34.40	\$30.35	\$34.40	\$38.45	26.7%
17	Stillwater Schools #	Coordinator SAC	3		5	\$31.32	\$27.47	\$31.32	\$35.17	28.0%
17	Farmington Schools	Supervisor of School Aged Care	4	4	5	\$31.25	\$29.45	\$30.35	\$31.25	6.1%
17	Inver Grove Heights	Spartan Kid/s Care Coordinator	5	1		\$29.64			\$29.64	
17	Forest Lake Schools #	SAC Coord	4		5	\$27.24	\$26.03	\$27.24	\$28.45	9.3%
17	Red Wing Schools #	School Aged Care Coord	4	1	15	\$22.64	\$20.28	\$22.64	\$25.00	23.3%
17	South St. Paul Schools	SAC Supervisor	4	2		\$21.93			\$21.93	
17	Cannon Falls	SAC Program Coordinator	2	1		\$21.36			\$21.36	
<b>Average</b>			<b>4</b>		<b>8</b>					<b>18.7%</b>
<b>Totals</b>				<b>9</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$27.47	\$26.72	\$29.19	\$28.91
Median	\$28.44	\$27.47	\$30.35	\$29.05
25th Percentile	\$22.46	\$26.03	\$27.24	\$24.23
75th Percentile	\$31.27	\$29.45	\$31.32	\$32.23



**Benchmark 18: Instructional Assistant-Classroom (Paraprofessional K-12, includes Title I Assistants):** Under the direction of the classroom teacher, the Instructional Assistant provides reinforcement to students in groups in various subject areas such as reading, math, science, English, etc., in the K-12 program. Provides assistance to the instructor by typing classroom materials, assembling supplies, worksheets or materials needed for lesson plans, assists the teacher in maintaining classroom learning environment, and provides clerical support and assistance, as assigned by licensed personnel. Requires a AA degree, Educational Assistant certification from approved technical college or related experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
18	Hasting Public Schools	Instructional Assistant	5	92	21	\$19.01	\$16.23	\$19.57	\$22.90	41.1%
18	Waconia Schools #	Educational Assistants	3			\$18.34	\$16.03	\$18.34	\$20.64	28.8%
18	Stillwater Schools #	Paraprofessionals	4		7	\$18.15	\$16.12	\$18.15	\$20.17	25.1%
18	White Bear Lake Schools #	Instructional Assistant	4		3	\$19.25	\$18.33	\$19.25	\$20.16	10.0%
18	Inver Grove Heights Schools	Special Ed, Title I, Para's	5	56	2	\$19.33	\$17.39	\$18.66	\$19.92	14.5%
18	Buffalo-Hanover-Montrose #	Paraprofessional	5		3	\$17.05	\$14.43	\$17.05	\$19.67	36.3%
18	Forest Lake Schools #	Instructional Assistants	3		5	\$17.14	\$15.26	\$17.14	\$19.01	24.6%
18	South St. Paul Schools	Educational Assistant	3		2	\$17.21	\$16.96	\$17.21	\$17.46	2.9%
18	Red Wing Schools #	Ed. Asst/Sp. Ed Asst	5	83	8	\$14.59	\$12.02	\$14.59	\$17.15	42.7%
18	Cannon Falls #	Paraprofessional	5	26	10	\$14.88	\$13.75	\$14.88	\$16.00	16.4%
18	Farmington Schools	Paraprofessional	4	145		\$15.00			\$15.00	
<b>Average</b>			<b>4</b>		<b>5</b>				<b>22.4%</b>	
<b>Totals</b>				<b>310</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$17.09	\$15.59	\$17.25	\$18.52
<b>Median</b>	\$17.18	\$16.03	\$17.21	\$19.34
<b>25th Percentile</b>	\$15.51	\$14.43	\$17.05	\$17.23
<b>75th Percentile</b>	\$18.29	\$16.96	\$18.34	\$20.10



**Benchmark 19: Program Assistant (Community Education):** Under the direction of the EFCE Coordinator and ECFE Teacher or other Community Education staff, the Program Assistant assists staff by preparing community education classrooms or child care rooms prior to classes by laying out art supplies, toys, mats, etc. needed for planned activities; assists the teacher during class times by greeting parents, observing children play and interacting with the children; supervises students in after-school activities/events; prepares snacks for children and cleans work areas after snacks and at the end of classes. Requires a HS diploma and some previous experience working with children.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
19	Hasting Public Schools	Early Childhood Prog Asst	5	10	21	\$19.01	\$16.23	\$19.57	\$22.90	41.1%
19	White Bear Lake Schools #	Early Childhood Assistant	3		3	\$19.23	\$17.63	\$19.23	\$20.82	18.1%
19	Stillwater Schools #	ECFE Prog Asst	3		10	\$17.00	\$15.00	\$17.00	\$19.00	26.7%
19	Inver Grove Heights Schools	ECFE, Preschool Kid's Care Paras	5	23	2	\$17.01	\$16.14	\$17.40	\$18.65	15.6%
19	Forest Lake Schools #	Program Asst. (SAC)	3		5	\$16.55	\$15.26	\$16.55	\$17.84	16.9%
19	South St. Paul Schools	Early Learning Assistant	5	14	2	\$17.42	\$16.96	\$17.21	\$17.46	2.9%
19	Waconia Schools #	Preschool Assistant	3			\$15.23	\$13.26	\$15.23	\$17.20	29.7%
19	Farmington Schools	Comm Ed Classroom Suppt Asst	5	49	1	\$14.55			\$14.44	
19	Cannon Falls Schools	Community Ed. Assistant	3	3		\$14.00			\$14.00	
<b>Average</b>			<b>4</b>		<b>4</b>					<b>18.3%</b>
<b>Totals</b>				<b>89</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$16.37	\$15.71	\$17.10	\$17.43
Median	\$16.78	\$15.70	\$17.11	\$17.65
25th Percentile	\$15.06	\$15.07	\$16.66	\$16.51
75th Percentile	\$17.11	\$16.76	\$17.35	\$18.74



**Benchmark 20: School Aged Care - Program Lead:** Under the direction of the SAC Program Coordinator, the Program Lead is responsible for assisting in the planning, organizing, implementing and monitoring the daily activities of staff and children in the before and after school program for children B-5 to provide a safe, caring and stimulating environment. Requires a AA degree in Child Development or related area and a minimum of 1 years experience working in school aged care programs.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
20	Hasting Public Schools	SAC-Program Lead	5	3	21	\$22.72	\$19.09	\$23.12	\$27.14	42.2%
20	Stillwater Schools #	Site Leaders	3		10	\$21.27	\$19.39	\$21.27	\$23.15	19.4%
20	Forest Lake Schools #	Site Manager	3		5	\$19.68	\$18.37	\$19.68	\$20.98	14.2%
20	Inver Grove Heights Schools	Spartan Kids Care Lead	5	5		\$20.30	\$19.11	\$19.86	\$20.60	7.8%
20	Waconia Schools #	Kids Company Site Lead	3			\$16.83	\$14.81	\$16.83	\$18.84	27.2%
20	Red Wing Schools #	Kids Junction Lead	4	2	15	\$16.06	\$14.38	\$16.06	\$17.73	23.3%
20	Farmington Schools	CE Classroom Support Instructor	5	39		\$16.88			\$16.88	
20	Cannon Falls	Community Ed. Lead	3	2		\$15.48			\$15.48	
<b>Average</b>			<b>4</b>		<b>10</b>				<b>18.4%</b>	
<b>Totals</b>				<b>48</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$18.07	\$17.21	\$18.74	\$19.09
Median	\$16.88	\$18.37	\$19.68	\$18.84
25th Percentile	\$16.45	\$14.81	\$16.83	\$17.31
75th Percentile	\$19.99	\$19.11	\$19.86	\$20.79



**Benchmark 21: Building R.N.:** Under the direction of the Health Services Coordinator, the Building RN is responsible for providing professional and skilled nursing treatments, assessments, observations, evaluations, prevention and health education services to students to address their health needs according to district policies, health service procedures and state laws and regulations. The RN provides nursing services to assist students in maximizing their health to support and aid in their academic success. Is a Registered Nurse in the State of MN and a minimum of 1 years previous nursing experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
21	Hasting Public Schools	Building RN	5	5	21	\$33.35	\$25.12	\$30.68	\$36.24	44.3%
21	Stillwater Schools #	Health Specialist	3		5	\$31.58	\$27.46	\$31.58	\$35.70	30.0%
21	Cannon Falls	School Nurse	5	1		\$33.27			\$33.27	
21	MN Occupational Wage Survey 2018 ^	RN	3			\$29.57	\$25.38	\$29.27	\$33.15	30.6%
21	Red Wing Schools #	School Nurse	4	5	7	\$28.00	\$26.50	\$28.00	\$29.50	11.3%
21	Farmington Schools	Building Nurse	5	8		\$27.71			\$27.71	
21	White Bear Lake Schools #	Nurse Para (LPN)	3		3	\$22.01	\$19.32	\$22.01	\$24.69	\$12.35
21	Waconia Schools #	Health Associates	3			\$21.13	\$18.03	\$21.13	\$24.23	34.4%
21	White Bear Lake Schools #	Health Assistant (RN)	5		3	\$22.65	\$21.63	\$22.65	\$23.67	9.4%
<b>Average</b>			<b>4</b>		<b>5</b>					<b>225.0%</b>
<b>Totals</b>				<b>14</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	<b>\$26.99</b>	<b>\$23.05</b>	<b>\$25.77</b>	<b>\$28.99</b>
<b>Median</b>	<b>\$27.86</b>	<b>\$23.51</b>	<b>\$25.33</b>	<b>\$28.61</b>
<b>25th Percentile</b>	<b>\$22.49</b>	<b>\$19.90</b>	<b>\$22.17</b>	<b>\$24.58</b>
<b>75th Percentile</b>	<b>\$30.07</b>	<b>\$26.22</b>	<b>\$28.95</b>	<b>\$33.18</b>



**Benchmark 22: Payroll Technician:** Under the direction of the Payroll/Benefits Supervisor, the Payroll Technician is responsible for performing payroll personnel functions and activities involved in the daily preparation, recording and disbursement of wages, salaries, payroll transactions and liabilities including the distribution of payroll checks. Performs payroll duties and responsibilities in accordance with contracts, plan rules, and applicable laws, rules and procedures of the department. Requires an AA degree in Accounting and 1 years of related payroll processing experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
22	Hasting Public Schools	Payroll Specialist	5	1	21	\$33.35	\$25.12	\$30.68	\$36.24	44.3%
22	White Bear Lake Schools #	Finance Specialist	3		5	\$30.13	\$28.74	\$30.13	\$31.52	
22	Farmington Schools	HR Generalist	4	1	5	\$29.90	\$24.79	\$27.35	\$29.90	20.6%
22	MN Occupational Wage Survey 2018 ^	Payroll & Timekeepers	3	2550		\$25.28	\$21.21	\$25.22	\$29.22	37.8%
22	Waconia Schools #	Payroll Specialist	3			\$25.05	\$20.98	\$25.05	\$29.11	38.8%
22	Inver Grove Heights Schools	District Office Specialist/Payroll	5	1	5	\$28.78			\$28.78	
22	South St. Paul Schools	Payroll Coordinator	5	1		\$28.72			\$28.72	
22	Red Wing Schools #	Payroll Coordinator	4	1	15	\$25.19	\$22.57	\$25.19	\$27.81	23.2%
22	Stillwater Schools #	Technician Payroll	3		5	\$20.75	\$19.46	\$20.75	\$22.04	13.3%
<b>Average</b>			<b>4</b>		<b>7</b>				<b>26.7%</b>	
<b>Totals</b>				<b>2554</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	<b>\$26.73</b>	<b>\$22.96</b>	<b>\$25.61</b>	<b>\$28.39</b>
<b>Median</b>	<b>\$27.00</b>	<b>\$21.89</b>	<b>\$25.20</b>	<b>\$28.95</b>
<b>25th Percentile</b>	<b>\$25.16</b>	<b>\$21.04</b>	<b>\$25.08</b>	<b>\$28.49</b>
<b>75th Percentile</b>	<b>\$29.06</b>	<b>\$24.24</b>	<b>\$26.81</b>	<b>\$29.39</b>



**Benchmark 23: Director of Buildings & Maintenance:** Under the direction of the Superintendent, the Director of Buildings & Maintenance is responsible for overseeing, directing and coordinating the operations and personnel engaged in the care, maintenance, and repair of district buildings and grounds. Bachelor's degree in Engineering, Architecture, Business, Management, or a related field. Experience may be substituted for education. Minimum of 3 years experience in leading, supervising and overseeing custodial and maintenance operations.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
23	Hasting Public Schools	Dir. Of Bldg & Maintenance	5	1	13	\$41.64	\$36.34	\$44.04	\$51.73	42.4%
23	Farmington Schools	Director of Operations	5	1	5	\$71.23	\$63.17	\$67.20	\$71.23	12.8%
23	Red Wing Schools #	Dir. Bldg. Grds & Technology	2	1		\$49.10	\$40.43	\$49.10	\$57.76	42.9%
23	Stillwater Schools #	Manager of Facilities & Site Ops	3	1		\$50.01	\$46.23	\$50.01	\$53.79	16.4%
23	South St. Paul Schools	Director of Bldg & Grds	5	1		\$48.12			\$48.12	
23	Inver Grove Heights	Director of Building & Grounds	5	1		\$46.90			\$46.90	
23	Cannon Falls	Head of Operations & Maintenance	5	1		\$44.59			\$44.59	
23	Waconia Schools	Director of Bldg & Grds	4			\$41.58			\$41.58	
23	Forest Lake Schools	Building & Grounds Supervisor	3	1		\$39.37			\$39.37	
<b>Average</b>			<b>4</b>		<b>5</b>					<b>24.0%</b>
<b>Totals</b>				<b>7</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$48.86	\$49.94	\$55.44	\$50.42
Median	\$47.51	\$46.23	\$50.01	\$47.51
25th Percentile	\$43.84	\$43.33	\$49.55	\$43.84
75th Percentile	\$49.33	\$54.70	\$58.61	\$54.78



**Benchmark 24: Executive Assistant:** This position provides administrative support and secretarial responsibilities involving significant diversity and complexity for the chief executive officer/Superintendent. Duties involve the application, knowledge and judgment to apply existing operational processes, procedures and routines to problems and situations encountered in the performance of the job and the highest level of discretion, confidentiality, and tact in interactions with the public and staff. Duties may involve; leading other clerical and secretary support staff; providing liaison administrative support to other staff across the district in determining how to process or handle certain activities consistently across the district; performing administrative support functions such as screening calls/correspondence; making arrangements and monitoring calendars/appointments; coordinating board elections; serves as School Board Clerk; preparing complex forms/reports/summaries; composing, proofing and typing correspondence for the executive; working closely with and providing administrative support to Board members. Requires 3-5 years of previous administrative support experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
24	Hasting Public Schools	Admin Asst To Superintendent/Dir Teaching & Learning	5	1	21		\$25.12	\$32.55	\$39.97	59.1%
24	Farmington Schools	Executive Asst To Supt & Board	5	1	5	\$38.34	\$32.93	\$35.64	\$38.34	16.4%
24	Cannon Falls	Executive Assistant To Supt & Board	5	1		\$38.17			\$38.17	
24	White Bear Lake Schools #	Executive Assistant-Supt	3		5	\$34.51	\$33.11	\$34.51	\$35.90	8.4%
24	Stillwater Schools #	Executive Asst-Supt & Board	5	1	5	\$31.31	\$29.49	\$31.31	\$33.13	12.3%
24	MN Occupational Wage Survey 2018 ^	Executive Secretaries	4	12510		\$28.89	\$23.03	\$27.91	\$32.78	42.3%
24	South St. Paul Schools	Admin Asst To Superintendent	4	1		\$30.91			\$30.91	
24	Inver Grove Heights Schools	Office Specialist/Superintendent	4	1	5	\$29.28			\$29.28	
24	Waconia Schools #	Executive Assistant	4	1		\$25.05	\$20.98	\$25.05	\$29.11	38.8%
24	Forest Lake Schools #	Admin Asst. to Supt	4	1		\$24.43			\$24.43	
<b>Average</b>			<b>4</b>		<b>5</b>					<b>23.7%</b>
<b>Totals</b>				<b>12517</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$31.21	\$27.91	\$30.88	\$32.45
<b>Median</b>	\$30.91	\$29.49	\$31.31	\$32.78
<b>25th Percentile</b>	\$28.89	\$23.03	\$27.91	\$29.28
<b>75th Percentile</b>	\$34.51	\$32.93	\$34.51	\$35.90





**Benchmark 25: Level I - Clerical/Secretarial:** This is the first level of a three level clerical/secretarial series. This classification title represents the "entry level" clerical type of jobs within the District. Under immediate supervision, performs routine general clerical/office activities to assist administrative and/or professional personnel. The work performed by incumbents follows established, defined procedures and requires a limited knowledge of the rules or regulations pertaining to the programs/services offered by the District. Duties may include: receptionist duties; duplicating tasks; providing standard information upon request; performing data entry by entering statistical and/or narrative data into computer files according to established procedures; opening, sorting and distributing mail; performing cashing duties; preparing and maintaining files; typing various documents. High School Diploma or GED and less than 1 of previous general office/clerical experience. (*Note: Please select a job/classification in your organization that best fits this description and supply the necessary pay information. Potential titles might be: mail clerk, receptionist, duplicating operator, office clerk, etc.*)

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
25	Hasting Public Schools	Secretary I	5	6	21	\$17.37	\$14.91	\$17.70	\$20.49	37.4%
25	South St. Paul Schools	Attendance Assistant	4	6		\$21.65			\$21.65	
25	Buffalo-Hanover-Montrose #	Level I Clerical	3		3	\$18.72	\$16.60	\$18.72	\$20.84	25.5%
25	White Bear Lake Schools #	Secretarial Level I	3		3	\$19.23	\$17.63	\$19.23	\$20.82	18.1%
25	Stillwater Schools #	Level I - Clerical	3		5	\$19.15	\$17.95	\$19.15	\$20.34	13.3%
25	Forest Lake Schools #	Level III-Clerical/Secretarial	3		5	\$17.71	\$16.40	\$17.71	\$19.01	15.9%
25	Waconia Schools #	Admin Asst IA	3			\$16.60	\$14.40	\$16.60	\$18.80	30.6%
25	MN Occupational Wage Survey 2018 ^	Records & Information Clerks	3	16980		\$15.58	\$12.21	\$15.35	\$18.49	51.4%
25	Red Wing Schools #	Class B Secretary	4	3	7	\$15.79	\$14.42	\$15.79	\$17.15	18.9%
25	Cannon Falls	Clerk	3	1	7	\$11.74			\$11.71	
<b>Average</b>			<b>3</b>		<b>7</b>					<b>24.8%</b>
<b>Totals</b>				<b>16990</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$17.35	\$15.66	\$17.50	\$18.76
Median	\$17.71	\$16.40	\$17.71	\$19.01
25th Percentile	\$15.79	\$14.41	\$16.19	\$18.49
75th Percentile	\$19.15	\$17.12	\$18.93	\$20.82



**Benchmark 26: Level II - Clerical/Secretarial:** This benchmark represents the second level in a four level clerical/secretarial occupational series. Positions assigned to this level generally require between 2-3 years of general office experience. Responsibilities associated with the job are generally structured and defined affording little freedom to change what or how the job is performed. Duties generally involve a wide variety of different tasks and generally require considerable attention to detail and accuracy associated with carrying out assignments and thus makes the work more complex than compared to Level I jobs. Incumbents need an understanding of the operation and use of district applications and programs to perform the requirements of the job. Requires a HS diploma and 2-3 years of general office experience. (Note: Please select a job/classification in your organization that best fits this description and supply the necessary pay information.)

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
26	Hasting Public Schools	Secretary II	5	10	21	\$19.01	\$16.23	\$19.57	\$22.90	41.1%
26	Inver Grove Heights	Admin Asst/Asst Principal/Dean	5	10		\$21.70	\$21.70	\$22.54	\$23.37	7.7%
26	Farmington Schools	Administrative Assistant A	4	33	5	\$22.00	\$21.54	\$22.08	\$22.62	5.0%
26	South St. Paul Schools	Asst To Food Svs, Early Learning, Comm Ed	4	3		\$22.37			\$22.37	
26	Buffalo-Hanover-Montrose #	:Level II Clerical	3		3	\$20.09	\$17.95	\$20.09	\$22.23	23.8%
26	White Bear Lake #	Level III-Clerical Secretarial	3		3	\$20.31	\$18.72	\$20.31	\$21.90	17.0%
26	Stillwater Schools #	Level II-Clerical Secretarial	3		5	\$20.31	\$19.04	\$20.31	\$21.57	13.3%
26	Forest Lake Schools #	Level IV-Clerical Secretarial	3		5	\$18.75	\$17.44	\$18.75	\$20.06	15.0%
26	Waconia Schools #	Admin Asst IC	3			\$16.95	\$14.83	\$16.95	\$19.07	28.6%
26	Red Wing Schools #	Class C Secretary	4	8	7	\$16.67	\$15.34	\$16.67	\$18.00	17.3%
26	Cannon Falls	Cashier	4	3	7	\$13.19	\$12.99	\$13.17	\$13.34	2.7%
<b>Average</b>			<b>4</b>		<b>5</b>					<b>14.5%</b>
<b>Totals</b>				<b>57</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	<b>\$19.23</b>	<b>\$17.73</b>	<b>\$18.98</b>	<b>\$20.45</b>
<b>Median</b>	<b>\$20.20</b>	<b>\$17.95</b>	<b>\$20.09</b>	<b>\$21.74</b>
<b>25th Percentile</b>	<b>\$17.40</b>	<b>\$15.34</b>	<b>\$16.95</b>	<b>\$19.32</b>
<b>75th Percentile</b>	<b>\$21.35</b>	<b>\$19.04</b>	<b>\$20.31</b>	<b>\$22.34</b>



**Benchmark 27: Level III - Clerical/Secretarial:** This benchmark represents the third level in a level four clerical/secretarial occupational series. Positions assigned to this level generally require 3 years of general office experience in lower level support positions and are generally expected or have at least one year of additional specialized. Positions assigned to this classification generally require judgment, discretion and understanding of district policies and administrative procedures in carrying out job assignments and duties. Positions are considered more secretarial and administrative support in nature. When making matches to this level, it is important to note that positions responsible to higher level District directors and managers are assigned to a higher level not this level. For comparison purposes, a representative position at this level might be Principal's Secretary. *(Note: Please select a job/classification in your organization that best fits this description and supply the necessary pay information).*

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
27	Hasting Public Schools	Secretary III	5	13	21	\$24.95	\$19.09	\$23.11	\$27.13	42.1%
27	Waconia Schools #	Admin Asst II	3			\$21.32	\$18.02	\$21.32	\$24.61	36.6%
27	MN Occupational Wage Survey 2018 ^	Administrative Secretaries	3	31920		\$20.29	\$16.57	\$20.41	\$24.24	46.3%
27	White Bear Lake Schools #	Level IV-Clerical Secretarial	3		3	\$22.93	\$21.63	\$22.93	\$24.23	12.0%
27	Buffalo-Hanover-Montrose #	Level III - Clerical	3		3	\$21.89	\$19.95	\$21.89	\$23.83	19.4%
27	Inver Grove Heights	Admin Asst./Principal	5	5		\$23.22	\$22.78	\$23.15	\$23.52	3.2%
27	Farmington Schools	Specialist	4	5	5	\$23.39	\$22.28	\$22.84	\$23.39	5.0%
27	South St. Paul Schools	Admin Asst./Principal/Sp Svs/Activities	5	7		\$23.11			\$23.11	
27	Stillwater Schools #	Level V-Secretary/Clerical	3		5	\$21.77	\$20.43	\$21.77	\$23.11	13.1%
27	Cannon Falls	Secretary	5	6	6	\$17.76	\$15.68	\$18.62	\$21.56	37.5%
27	Forest Lake Schools #	Level V-Secretary/Clerical	3		5	\$19.68	\$18.37	\$19.68	\$20.98	14.2%
27	Red Wing Schools #	Class D Secretary	4	8	7	\$17.22	\$15.87	\$17.22	\$18.56	17.0%
<b>Average</b>			<b>4</b>		<b>5</b>					<b>20.4%</b>
<b>Totals</b>				<b>31951</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$21.14	\$19.16	\$20.98	\$22.83
Median	\$21.77	\$19.16	\$21.54	\$23.39
25th Percentile	\$19.99	\$16.93	\$19.86	\$22.34
75th Percentile	\$23.02	\$21.33	\$22.60	\$24.03



**Benchmark 28: Level IV - Clerical/Secretarial:** This classification represents the fourth level within a clerical and secretarial occupational series. Positions assigned to this level perform administrative support and secretarial responsibilities involving significant diversity and complexity generally for programs having district-wide responsibilities or for high level executives and administrators across the district. Duties involve the application, knowledge and judgment to apply existing operational processes, procedures and routines to problems and situations encountered in the performance of the job. Duties may involve; leading other clerical and secretary support staff; providing liaison administrative support to other staff across the district in determining how to process or handle certain activities consistently across the district; performing administrative support functions such as screening calls/correspondence; making arrangements and monitoring calendars/appointments for administrators; assisting gathering financial data in preparation for budget preparation and tracking budgets and line items once approved; preparing complex forms/reports/summaries regarding department/program activities; composing, proofing and typing correspondence for administrators; recommend changes in office procedures and methods. Requires 3 years of previous administrative support experience and generally 1-2 years of specialized/vocational training beyond HS. Please note that the Superintendent's Secretary is listed separately under "Executive Assistant" or Benchmark 24. *(Note: Please select a job/classification in your organization that best fits this description and supply the necessary pay information).*

Job No.	Organization Name:	Participant's Job Title:	Degree of Match	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			(1-5) 5 Almost Identical				Minimum	Midpoint	Maximum	
28	Hastings Schools	Vacant	5		21		\$25.12	\$30.68	\$36.24	44.3%
28	Stillwater Schools #	Level VII-Secretarial/Clerical	3		5	\$25.54	\$24.00	\$25.54	\$27.08	12.8%
28	White Bear Lake Schools #	Level VI-Clerical Secretarial	3		3	\$24.54	\$23.25	\$24.54	\$25.83	11.1%
28	Forest Lake Schools	Admin Asst To Dir of Business	3			\$23.50			\$23.50	
<b>Average</b>			<b>3</b>		<b>4</b>					<b>12.0%</b>
<b>Totals</b>										

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

Summary of Salary Range Data				
	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$24.53	\$23.63	\$25.04	\$25.47
<b>Median</b>	\$24.54	\$23.63	\$25.04	\$25.83
<b>25th Percentile</b>	\$24.02	\$23.44	\$24.79	\$24.67
<b>75th Percentile</b>	\$25.04	\$23.81	\$25.29	\$26.46



**Benchmark 29: Accounts Payable Clerk:** Under the direction of the Finance Supervisor, the Accounts Payable Clerk is responsible for collecting purchase orders and vendor invoices; reviews codes for appropriateness and assures all support documents are provided for payment; cuts and mails checks and popsts payments to general ledger; addresses discrepancies, reviews vendor statements and researches aged items. Requires a HS diploma and no previous experience is required.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
29	Hasting Public Schools	Accounts Payable Clerk	5	2	21	\$19.01	\$16.23	\$19.57	\$22.90	41.1%
29	Buffalo-Hanover-Montrose #	Accounts Payable Clerk	3		3	\$21.89	\$19.95	\$21.89	\$23.83	19.4%
29	Farmington Schools	Accounts Payable/Admin Asst	5	1	5	\$22.62	\$21.54	\$22.08	\$22.62	5.0%
29	While Bear Lake Schools #	Accounts Payable Clerk	3		3	\$20.85	\$19.26	\$20.85	\$22.44	16.5%
29	Red Wing Schools #	Accounts Payable Clerk	5	1	15	\$19.95	\$17.87	\$19.95	\$22.02	23.2%
29	Waconia Schools #	Accounting Clerk	3			\$19.25	\$16.70	\$19.25	\$21.80	30.5%
29	Stillwater Schools #	Technician - Accounts Processing	3		5	\$20.31	\$19.04	\$20.31	\$21.57	13.3%
<b>Average</b>			<b>4</b>		<b>6</b>					<b>18.0%</b>
<b>Totals</b>				<b>2</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$20.81	\$19.06	\$20.72	\$22.38
Median	\$20.58	\$19.15	\$20.58	\$22.23
25th Percentile	\$20.04	\$18.16	\$20.04	\$21.86
75th Percentile	\$21.63	\$19.78	\$21.63	\$22.58



**Benchmark 30: Accounting Technician:** Under the direction of the Finance Supervisor, the Accounting Technician performs a variety of accounting functions associated with accounts receivables; maintenance of fixed assets; coordinating purchasing and bidding processes; maintaining and reconciling the general ledger. Requires an Associates Degree in Accounting, Business or related area and 1 year of accounting experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
30	Hasting Public Schools	Accounting Technician	5	1	21	\$24.95	\$20.96	\$16.76	\$29.65	41.5%
30	Forest Lake Schools	Sr. Accountant (AA degree)	3	1		\$30.46			\$30.46	
30	Inver Grove Heights	District Office Specialist/Accounting	5	1		\$29.28			\$29.28	
30	MN Occupational Wage Survey 2018 ^	Bookkeeper	3	31110		\$22.11	\$17.57	\$21.72	\$25.87	47.2%
30	White Bear Lake Schools #	Level V-Clerical Secretarial	3		3	\$21.39	\$19.80	\$21.39	\$22.98	16.1%
30	Farmington Schools	Finance/Bldg & Grds Admin Asst	3	1	5	\$22.62	\$21.54	\$22.08	\$22.62	5.0%
<b>Average</b>			<b>3</b>		<b>4</b>					<b>22.8%</b>
<b>Totals</b>				<b>31113</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$25.17	\$19.64	\$21.73	\$26.24
Median	\$22.62	\$19.80	\$21.72	\$25.87
25th Percentile	\$22.11	\$18.69	\$21.56	\$22.98
75th Percentile	\$29.28	\$20.67	\$21.90	\$29.28



**Benchmark 31: Lead Custodian:** Under the direction of the Building & Maintenance Supervisor and guidance of the Building Principal, the Lead Custodian is responsible for leading and coordinating the daily cleaning and maintenance activities within the building during assigned shift. Duties and responsibilities include monitoring and ensuring that established standards of cleanliness are maintained; operates and runs building boiler/HVAC equipment and systems; coordinates, leads and monitors work of custodians in a school building to ensure a clean and safe environment. Requires a 1st Class Boiler License and a minimum of three years previous custodial experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			(1-5) 5 Almost Identical				Minimum	Midpoint	Maximum	
31	Hasting Public Schools	Lead Custodian	5	5	21	\$24.95	\$20.96	\$25.31	\$29.65	41.5%
31	South St. Paul Schools	Head Engineer	4	3		\$28.25	\$27.89	\$28.44	\$28.98	
31	Forest Lake Schools #	Head Custodian Sr.	3		5	\$25.80	\$24.49	\$25.80	\$27.10	10.7%
31	Buffalo-Hanover-Montrose #	HS Head Engineer	3		7	\$21.71	\$18.04	\$21.71	\$25.37	40.6%
31	Stillwater Schools #	Head Custodian Engineer	4			\$24.40	\$24.15	\$24.40	\$24.65	2.1%
31	White Bear Lake Schools #	Assistant Head Custodial Engineer	3		3	\$23.33	\$22.25	\$23.33	\$24.40	9.7%
31	Waconia Schools #	Day Lead Custodian	3			\$21.14	\$17.97	\$21.14	\$24.31	35.3%
31	Farmington Schools	Head Custodian	5	8		\$22.79			\$22.79	
31	Red Wing Schools #	Head Custodian	3	1	5	\$20.00	\$18.12	\$20.00	\$21.87	20.7%
31	Inver Grove Heights Schools	Lead Custodian	5	4	4	\$20.52	\$19.98	\$20.78	\$21.58	8.0%
<b>Average</b>			<b>4</b>		<b>5</b>					<b>18.1%</b>
<b>Totals</b>				<b>16</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$23.10	\$21.61	\$23.20	\$24.56
Median	\$22.79	\$21.12	\$22.52	\$24.40
25th Percentile	\$21.14	\$18.10	\$21.05	\$22.79
75th Percentile	\$24.40	\$24.24	\$24.75	\$25.37



**Benchmark 32: Sr. Citizen's Program Coordinator:** Under the direction of the Director of Community Education, the Senior Citizen Coordinator is responsible for planning, implementing, promoting and evaluating the programs, needs, resources and operations of senior programs within the District. This classification is responsible for maintaining the Senior Center facility; scheduling senior activities; oversees the administration of the budget and engages in fundraising activities; and the planning and coordination of adult mini tours. Requires a bachelor's degree in Community Education, Social Work, Psychology or related area and one year directly related work experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
32	Hasting Public Schools	Sr. Citizen's Program Coordinator	5	1	21	\$30.51	\$25.12	\$32.55	\$39.97	59.1%
32	Farmington Schools	Coordinator of Adult Programs	3	1	5	\$27.79	\$29.28	\$29.72	\$30.16	3.0%
<b>Average</b>			<b>3</b>		<b>5</b>					<b>3.0%</b>
<b>Totals</b>				<b>1</b>						

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$27.79	\$29.28	\$29.72	\$30.16
<b>Median</b>	\$27.79	\$29.28	\$29.72	\$30.16
<b>25th Percentile</b>	\$27.79	\$29.28	\$29.72	\$30.16
<b>75th Percentile</b>	\$27.79	\$29.28	\$29.72	\$30.16





**Benchmark 33: Computer Technician:** Under the guidance of the Lead Technician and direction of the Network Administrator, the Computer Technician is responsible for troubleshooting and repairing computers and peripherals; installing and testing operating systems and software; assisting in moving and setting up computer equipment in new locations; implementing security procedures for hardware and software within the buildings and maintaining inventories within the building(s). Requires an AA degree in Computer Science, Technology or related area.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
33	Hasting Public Schools	Computer Technician II	5	3	21	\$22.72	\$20.96	\$25.31	\$29.65	41.5%
33	Farmington Schools	Technology Support	4	7	5	\$31.58	\$24.89	\$31.78	\$38.66	55.3%
33	South St. Paul Schools	Systems Specialist	3	1		\$29.13			\$29.13	
33	Inver Grove Heights Schools	Desktop Technicians	5	2		\$26.70	\$24.27	\$26.70	\$29.12	20.0%
33	Waconia Schools #	Newtork Specialist	3			\$25.05	\$20.98	\$25.05	\$29.11	38.8%
33	Red Wing Schools #	Network & Server Technician	4	1	15	\$25.19	\$22.57	\$25.19	\$27.81	23.2%
33	Stillwater Schools #	Technician IT Support	3		5	\$25.06	\$23.55	\$25.06	\$26.56	12.8%
33	Forest Lake Schools #	IT Specialist	3			\$19.88	\$18.64	\$19.88	\$21.11	13.3%
<b>Average</b>			<b>4</b>		<b>8</b>					<b>27.2%</b>
<b>Totals</b>				<b>11</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$26.08	\$22.48	\$25.61	\$28.79
<b>Median</b>	\$25.19	\$23.06	\$25.12	\$29.11
<b>25th Percentile</b>	\$25.06	\$21.38	\$25.05	\$27.19
<b>75th Percentile</b>	\$27.92	\$24.09	\$26.32	\$29.13



**Benchmark 34: Student Accounting Assistant:** Under the direction of the DAC/MARSS Supervisor, the Student Accounting Assistant is responsible for assisting in the gathering, compiling, entering and verifying student data and information necessary for accuracy enrollment and student information for all students enrolled in public or private schools within the District's boundaries, open enrollment, non-resident agreements and special placements. Requires a HS diploma and 1 year clerical experience.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
34	Hasting Public Schools	Student Accounting Assistant	5	2	21	\$24.95	\$20.96	\$25.31	\$29.65	41.5%
34	Inver Grove Heights Schools	District Office Specialist/Student Accounting	5	1		\$27.88			\$27.88	
34	South St. Paul Schools	MARSS Coordinator	5	1		\$23.11			\$23.11	
34	Farmington Schools	Administraive Asst. MARSS	4	1	5	\$21.54	\$21.50	\$22.06	\$22.62	5.2%
34	White Bear Lake Schools #	Level IV-Clerical Secretarial	3		3	\$20.85	\$19.26	\$20.85	\$22.44	16.5%
<b>Average</b>			<b>4</b>		<b>4</b>					<b>10.9%</b>
<b>Totals</b>				<b>3</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$23.35	\$20.38	\$21.46	\$24.01
Median	\$22.33	\$20.38	\$21.46	\$22.87
25th Percentile	\$21.37	\$19.82	\$21.15	\$22.58
75th Percentile	\$24.30	\$20.94	\$21.76	\$24.30



**Benchmark 35: Adult & Youth Enrichment Coordinator:** Under the direction of the Director of Community Education, the Adult & Youth Enrichment Coordinator is responsible for coordinating all aspects of the adult and youth enrichment programs including the production of program catalogs; monitoring program budget(s); developing recreational programs; hiring and evaluating building supervisory that monitor community programs/events within the building. requires a Bachelor's degree in Community Education, recreation or related area.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5) 5 Almost Identical	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
							Minimum	Midpoint	Maximum	
35	Hasting Public Schools	Adult & Youth Enrichment Coord	5	1	21	\$30.51	\$25.12	\$30.68	\$36.24	44.3%
35	White Bear Lake Schools #	Youth Recreation-Adult Prog. Coord	3	1	3	\$36.30	\$33.52	\$36.30	\$39.07	16.6%
35	Stillwater Schools #	Coordinator-Adult Enrichment/Youth Enrichment	3	1	5	\$31.58	\$27.46	\$31.58	\$35.70	30.0%
35	Forest Lake Schools #	Youth & Adult Coordinator	3	1		\$32.15			\$32.15	
35	Farmington Schools	Coordinator of Youth Programs	3	1	5	\$28.56	\$27.79	\$28.98	\$30.16	8.5%
35	Waconia Schools #	Youth & Adult Coordinator	3	1		\$22.61	\$20.00	\$22.61	\$25.21	26.1%
<b>Average</b>			<b>3</b>		<b>4</b>					<b>20.3%</b>
<b>Totals</b>				<b>5</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Pay	Minimum	Midpoint	Maximum	
<b>Average</b>	<b>\$30.24</b>	<b>\$27.19</b>	<b>\$29.86</b>	<b>\$32.46</b>
<b>Median</b>	<b>\$31.58</b>	<b>\$27.63</b>	<b>\$30.28</b>	<b>\$32.15</b>
<b>25th Percentile</b>	<b>\$28.56</b>	<b>\$25.60</b>	<b>\$27.38</b>	<b>\$30.16</b>
<b>75th Percentile</b>	<b>\$32.15</b>	<b>\$29.22</b>	<b>\$32.76</b>	<b>\$35.70</b>



**Benchmark 36: Student Assistant (Supervisory Aide/Student Monitor):** Under the direction of the Building Principal, the Student Assistant is responsible for observing, monitoring and enforcing building safety rules and behavioral guidelines to assure the safety of students in hallways, cafeteria, playgrounds, bus loading/unloading, study halls, or other areas requiring student monitoring and supervision. Requires a HS diploma.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
36	Hasting Public Schools	Student Assistant	5	10	21	\$15.94	\$13.68	\$16.29	\$18.90	38.2%
36	White Bear Lake Schools #	Playground/Lunchroom Assistant	5		3	\$19.23	\$17.63	\$19.23	\$20.82	18.1%
36	South St. Paul Schools	Student Support Assistant	4	7		\$18.91			\$18.91	
36	Red Wing Schools #	Student Monitor	5	4	7	\$15.46	\$13.75	\$15.46	\$17.17	24.9%
36	Forest Lake Schools #	Supervisory/Noon Duty	3		5	\$15.50	\$14.20	\$15.50	\$16.80	18.3%
36	Inver Grover Heights	Lunchroom Monitors	5	18		\$15.00			\$15.00	
36	Farmington Schools	Paraprofessional	5	25		\$15.00			\$15.00	
<b>Average</b>			<b>5</b>		<b>5</b>					<b>20.4%</b>
<b>Totals</b>				<b>54</b>						

# Used midpoint for average pay when none provided.

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	\$16.52	\$15.19	\$16.73	\$17.28
<b>Median</b>	\$15.48	\$14.20	\$15.50	\$16.99
<b>25th Percentile</b>	\$15.12	\$13.98	\$15.48	\$15.45
<b>75th Percentile</b>	\$18.06	\$15.92	\$17.36	\$18.48



**Benchmark 37: Finance Supervisor:** Under the direction of the Director of Business, the Finance Supervisor is responsible for planning, supervising and coordinating the staff and operations of the finance department including the reviewing all purchase orders, vouchers, timesheets and business leave requests for proper coding, budget compliance and authorization; coordinates the processing of accounts payable, accounts receivable and the reconciliation of general ledger accounts; assists in preparing and monitoring cash flow analysis and making recommendations concerning availability of funds for investment; assists in providing department budget information, balances and summary reports; and assists in the preparation of audit papers and documentation. Requires a Bachelor's Degree in Accounting, Finance or Business Administration and a minimum of 1 years experience in school finance and accounting.

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical			Minimum	Midpoint	Maximum		
37	Hasting Public Schools	Finance Supervisor	5	1	13	\$34.41	\$30.13	\$35.78	\$41.43	37.5%
37	Farmington Schools	Controller	3	1	5	\$46.66	\$45.30	\$47.19	\$49.08	8.3%
37	Forest Lake Schools	Controller	3	1		\$47.98			\$47.98	
37	Waconia Schools #	Controller	3	1		\$39.83	\$35.27	\$39.83	\$44.38	25.8%
37	Stillwater Schools #	Finance Supervisor	3	1	5	\$41.70	\$39.34	\$41.70	\$44.06	12.0%
37	South St. Paul Schools	Asst Dir of Business Services	3	1		\$32.20			\$32.20	
<b>Average</b>			<b>3</b>		<b>5</b>					<b>15.4%</b>
<b>Totals</b>				<b>5</b>						

# Used midpoint for average pay when none provided.

Descriptive Summary Statistics (Excludes Hastings Schools)				
Summary of Salary Range Data				
Average Pay	Range Minimum	Range Midpoint	Range Maximum	
Average	\$41.67	\$39.97	\$42.91	\$43.54
Median	\$41.70	\$39.34	\$41.70	\$44.38
25th Percentile	\$39.83	\$37.31	\$40.76	\$44.06
75th Percentile	\$46.66	\$42.32	\$44.45	\$47.98



**Benchmark 38: Maintenance Specialist:** Under the direction of the Director Building & Maintenance, the Maintenance Specialist is responsible for performing a wide variety of semi-skilled preventive maintenance, troubleshooting and repair activities within the building of a mechanical, electrical, HVAC, carpentry or plumbing nature to ensure building are in proper running order and safe for students, staff and the public. Minimum of 5 years experience in performing semi-skilled facility maintenance repairs and service. Upon hire-1st Class Boilers License; MN Drivers License; (HMS)-Pool Operators License. Required within 1 year-Non-Licensed Electrical License; Chief Boilers License

Job No.	Organization Name:	Participant's Job Title:	Degree of Match (1-5)	No. of Emp's In Job	No. Steps In Range	Average Hourly Salary	HOURLY SALARY RANGE			Salary Range Spread
			5 Almost Identical				Minimum	Midpoint	Maximum	
38	Hasting Public Schools	Maintenance Specialist	5	4	21	\$24.95	\$20.96	\$25.31	\$29.65	41.5%
38	Inver Grove Heights	Mechanical Chief	5	1	4	\$32.30			\$32.30	
38	MN Occupational Wage Survey 2018 ^	Construction/Painter/Maintenance	2	3910		\$25.24	\$18.38	\$24.95	\$31.51	71.4%
38	South St. Paul Schools	Maintenance Speciaist	5	4		\$31.22			\$31.22	
38	Red Wing Schools #	District Maintenance Worker and Master Electrician	2	6		\$25.85	\$20.91	\$25.85	\$30.78	47.2%
38	Farmington Schools	Maintenance Technician	5	1		\$27.79			\$27.79	
38	White Bear Lake Schools #	District Maintenance Person	3		3	\$24.69	\$23.79	\$24.69	\$25.59	7.6%
38	Buffalo-Hanover-Montrose #	District Maintenance	3		7	\$21.71	\$18.04	\$21.71	\$25.37	40.6%
38	Waconia Schools #	Custodian-Maintenance	3			\$21.14	\$17.97	\$21.14	\$24.30	35.2%
38	Forest Lake Schools #	Maintenance Mechanic	3		5	\$21.74	\$20.44	\$21.74	\$23.04	12.7%
<b>Average</b>			<b>3</b>		<b>5</b>				<b>35.8%</b>	
<b>Totals</b>				<b>3922</b>						

# Used midpoint for average pay when none provided.

^Aged by 2% annually

**Descriptive Summary Statistics (Excludes Hastings Schools)**

**Summary of Salary Range Data**

	Average Pay	Range Minimum	Range Midpoint	Range Maximum
<b>Average</b>	<b>\$25.74</b>	<b>\$19.92</b>	<b>\$23.34</b>	<b>\$27.99</b>
<b>Median</b>	<b>\$25.24</b>	<b>\$19.41</b>	<b>\$23.22</b>	<b>\$27.79</b>
<b>25th Percentile</b>	<b>\$21.74</b>	<b>\$18.13</b>	<b>\$21.71</b>	<b>\$25.37</b>
<b>75th Percentile</b>	<b>\$27.79</b>	<b>\$20.79</b>	<b>\$24.88</b>	<b>\$31.22</b>

