

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Account Clerk I Accounting, Finance & Payroll ACE-AFSCME											
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary			
School District Data Sources											
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA			
Baltimore County PS, MD	Fiscal Assistant I	Non-Exempt	37.5	260	\$41,278	\$54,738	\$68,197	NA			
Fairfax County PS, VA	Accounting Technician I	Non-Exempt	40.0	260	\$45,165	\$58,865	\$72,566	NA			
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA			
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA			
Montgomery County PS, MD	Account Assistant I	Non-Exempt	40.0	260	\$34,983	\$42,319	\$49,656	NA			
School District of Philadelphia	Accounting Clerk	Non-Exempt	35.0	260	\$35,930	\$48,057	\$60,184	\$48,058			
Prince George's County Public Schools					Non-Exempt	260	\$34,341	\$50,409	\$66,477	\$48,358	
School District Market Average							\$39,339	\$50,995	\$62,651	\$48,058	
Prince George's County Public Schools as a % of School District Market Average								87%	99%	106%	101%
Published Data Sources											
CompAnalyst (U.S.)	Accounting Clerk I	NA	40.0	260	\$34,997	\$44,121	\$54,170	NA			
ERI (Prince George's County)	Accounting Clerk I	NA	40.0	260	\$35,722	\$41,409	\$48,398	\$42,065			
HRA-NCA (Washington-Baltimore)	Accounting Clerk I	NA	40.0	260	\$35,952	\$50,019	\$66,469	NA			
Prince George's County Public Schools					Non-Exempt	260	\$34,341	\$50,409	\$66,477	\$48,358	
Published Market Average							\$35,557	\$45,183	\$56,346	\$42,065	
Prince George's County Public Schools as a % of Published Market Average								97%	112%	118%	115%
Prince George's County Public Schools	Pay Grade	G13	Non-Exempt	40.0	260	\$34,341	\$50,409	\$66,477	\$48,358		
Prince George's County Public Schools as a % of Overall Market Average							\$37,448	\$48,089	\$59,498	\$45,061	
Overall Comparator Market Average								92%	105%	112%	107%
Adjustment To Reach Market Average								9%	-5%	-10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs moderately difficult clerical, fiscal related and data entry tasks by processing transactions and recording accounting related information. Enters, verifies, and balances cash receipt batches; sorts and files posted transactions; researches financial discrepancies; scans all accounting journal entries that are posted in Oracle and required documents to shared drive folders for staff to access. Minimum Qualifications: High School Diploma required with some clerical and accounting experience, including or supplemented by course work in data entry, bookkeeping and accounting.

APPENDIX B
Prince George's County Public Schools
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Accounts Payable Clerk II Accounting, Finance & Payroll ACE-AFSCME											
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary			
School District Data Sources											
Anne Arundel County PS, MD	AP/AR Technician	Non-Exempt	35.0	260	\$43,980	\$64,649	\$85,319	\$67,968			
Baltimore County PS, MD	Fiscal Assistant II	Non-Exempt	37.5	260	\$43,030	\$57,081	\$71,133	NA			
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA			
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA			
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA			
Montgomery County PS, MD	Accounts Payable Assistant	Non-Exempt	40.0	260	\$41,190	\$50,711	\$60,232	NA			
School District of Philadelphia	Accounting Clerk	Non-Exempt	35.0	260	\$35,930	\$48,057	\$60,184	\$48,058			
Prince George's County Public Schools						\$41,018	\$60,684	\$80,350	\$65,927		
School District Market Average						\$41,033	\$55,125	\$69,217	\$58,013		
Prince George's County Public Schools as a % of School District Market Average						100%	110%	116%	114%		
Published Data Sources											
CompAnalyst (U.S.)	Accounting Clerk II	NA	40.0	260	\$40,656	\$50,589	\$61,908	NA			
ERI (Prince George's County)	Accounts Payable Clerk II	NA	40.0	260	\$41,800	\$46,870	\$53,028	\$47,575			
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA			
Prince George's County Public Schools						\$41,018	\$60,684	\$80,350	\$65,927		
Published Market Average						\$41,228	\$48,729	\$57,468	\$47,575		
Prince George's County Public Schools as a % of Published Market Average						99%	125%	140%	139%		
Prince George's County Public Schools Pay Grade G17					Non-Exempt	40.0	260	\$41,018	\$60,684	\$80,350	\$65,927
Prince George's County Public Schools as a % of Overall Market Average						\$41,130	\$51,927	\$63,342	\$52,794		
Overall Comparator Market Average						100%	117%	127%	125%		
Adjustment To Reach Market Average						0%	-14%	-21%			

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs moderately difficult clerical tasks involving the application of bookkeeping principles and/or account keeping practices to the maintenance of financial accounts and records. Ensures invoice batches are properly reviewed, matched, recorded, validated and processed with minimal error and reclassification; provides records, requests, faxes and transmittal correspondence regarding any differences in source documents, account posting and balances. Processes all incoming invoices and provides backup support as assigned by the Accounts Payable Manager and/or the Accountant II. Minimum Qualification: High School Diploma or GED, preferably supplemented by college-level courses, and at least five (5) years of accounts payable experience; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Automotive Mechanic I Maintenance & Skilled Trades ACE-AFSCME										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	Transportation Mechanic	Non-Exempt	40.0	260	\$41,315	\$55,231	\$69,147	\$51,982		
Baltimore County PS, MD	Automotive Mechanic	Non-Exempt	40.0	260	\$39,890	\$48,378	\$56,865	NA		
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA		
Gwinnett County PS, GA	Automotive/Diesel Technician	Non-Exempt	40.0	246	\$41,844	\$55,850	\$69,856	\$64,438		
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
Montgomery County PS, MD	Automotive Technician I (Shift 1)	Non-Exempt	40.0	260	\$47,122	\$58,449	\$69,775	NA		
School District of Philadelphia	Transportation Mechanic	Non-Exempt	40.0	260	\$41,136	\$50,010	\$58,885	\$52,731		
Prince George's County Public Schools					Non-Exempt	260	\$42,141	\$62,306	\$82,472	\$59,925
School District Market Average						\$42,261	\$53,584	\$64,906	\$56,384	
Prince George's County Public Schools as a % of School District Market Average						100%	116%	127%	106%	
Published Data Sources										
CompAnalyst (U.S.)	Automotive Mechanic I	NA	40.0	260	\$34,650	\$45,161	\$58,443	NA		
ERI (Prince George's County)	Automotive Mechanic I	NA	40.0	260	\$37,887	\$45,462	\$54,300	\$46,168		
HRA-NCA (Washington-Baltimore)	Vehicle Mechanic I	NA	40.0	260	\$42,734	\$59,153	\$78,614	NA		
Prince George's County Public Schools					Non-Exempt	260	\$42,141	\$62,306	\$82,472	\$59,925
Published Market Average						\$38,424	\$49,925	\$63,786	\$46,168	
Prince George's County Public Schools as a % of Published Market Average						110%	125%	129%	130%	
Prince George's County Public Schools	Pay Grade	G16	Non-Exempt	40.0	260	\$42,141	\$62,306	\$82,472	\$59,925	
Prince George's County Public Schools as a % of Overall Market Average						\$40,342	\$51,754	\$64,346	\$51,276	
Overall Comparator Market Average						104%	120%	128%	117%	
Adjustment To Reach Market Average						-4%	-17%	-22%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs the skilled work at the journeyman level in the repair and maintenance of a variety of school vehicles and equipment. Works under the supervision of an Automotive Mechanic II and/or Automotive Foreman I/II. Conducts vehicle safety and preventive maintenance inspections; replaces and/or repairs valves, pistons and main bearings and assembles cooling, fuel, ignition and exhaust systems. Trains and may supervise Automotive Attendants and Trades Helpers. Minimum Qualifications: High School Diploma supplemented by completion of a recognized apprenticeship in the trade with experience as a trades helper, or with increasingly responsible work experience as a journeymen mechanic; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Bus Driver Transportation ACE-AFSCME										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	Bus Driver	Non-Exempt	40.0	181	\$22,192	\$29,665	\$37,138	\$29,354		
Baltimore County PS, MD	Bus Driver	Non-Exempt	40.0	191	\$31,242	\$37,886	\$44,530	NA		
Fairfax County PS, VA	Bus Driver I/II	Non-Exempt	35.0	185	\$23,665	\$33,554	\$43,443	\$32,185		
Gwinnett County PS, GA	Bus Driver	Non-Exempt	35.0	185	\$28,096	\$41,525	\$54,954	\$40,715		
Howard County PS, MD	No Match (Contracted)	NA		NA	NA	NA	NA	NA		
Montgomery County PS, MD	Bus Operator I	Non-Exempt	35.0	185	\$22,713	\$27,563	\$32,414	NA		
School District of Philadelphia	Bus Chauffeur	Non-Exempt	35.0	185	\$31,197	\$31,197	\$31,197	NA		
Prince George's County Public Schools					Non-Exempt	185	\$23,841	\$37,192	\$50,544	\$36,020
School District Market Average							\$26,518	\$33,565	\$40,613	\$34,085
Prince George's County Public Schools as a % of School District Market Average							90%	111%	124%	106%
Published Data Sources										
CompAnalyst (U.S.)	School Bus Driver	NA	40.0	260	\$15,245	\$24,162	\$34,301	NA		
ERI (Prince George's County)	Bus Driver	NA	40.0	260	\$23,352	\$27,326	\$32,010	\$27,753		
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA		
Prince George's County Public Schools					Non-Exempt	185	\$23,841	\$37,192	\$50,544	\$36,020
Published Market Average							\$19,298	\$25,744	\$33,156	\$27,753
Prince George's County Public Schools as a % of Published Market Average							124%	144%	152%	130%
Prince George's County Public Schools	Pay Grade	G4	Non-Exempt	35.0	185	\$23,841	\$37,192	\$50,544	\$36,020	
Prince George's County Public Schools as a % of Overall Market Average							\$22,908	\$29,655	\$36,884	\$30,919
Overall Comparator Market Average							104%	125%	137%	116%
Adjustment To Reach Market Average							-4%	-20%	-27%	

NA = Data Not Available

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JOB SUMMARY

Operates a school bus safely in transporting pupils and authorized personnel to and from schools. Responsible for following an assigned route and schedule in the safe operation of a school bus.

General supervision and training is received from the Lot Foreman, Assistant Lot Foreman, and/or Driver Trainer. Minimum Qualifications: High School Diploma or GED. The State Department of Education requires that anyone operating a school bus in transporting pupils have at least five (5) years driving experience and have attained the minimum age of twenty-one (21) years. Must possess a Commercial Driver's License (CDL), Class A or B with passenger endorsement or Class B Learners Permit with passenger (P) and school bus (S) endorsements.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Bus Driver Foreman Transportation ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Transportation Supervisor	Non-Exempt	40.0	260	\$55,331	\$72,116	\$88,900	\$73,582	
Gwinnett County PS, GA	Transportation Supervisor	Exempt	40.0	230	\$47,345	\$62,628	\$77,911	\$75,421	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		260	\$49,899	\$74,225	\$98,550	\$82,470	
School District Market Average					\$51,338	\$67,372	\$83,406	\$74,501	
Prince George's County Public Schools as a % of School District Market Average					97%	110%	118%	111%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		260	\$49,899	\$74,225	\$98,550	\$82,470	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G10	Non-Exempt	40.0	260	\$49,899	\$74,225	\$98,550	\$82,470
Prince George's County Public Schools as a % of Overall Market Average					\$51,338	\$67,372	\$83,406	\$74,501	
Overall Comparator Market Average					97%	110%	118%	111%	
Adjustment To Reach Market Average					3%	-9%	-15%		

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JOB SUMMARY

Performs supervisory work and coordinates the work of Transportation Attendants and Bus Drivers. Work involves the daily dispatching of Bus Drivers, Substitutes and Transportation Attendants on regularly scheduled routes. Checks buses to ensure that they are in safe mechanical condition and fully operational. Supervises work of Transportation Attendants and Bus Drivers. Minimum Qualifications: High School Diploma and considerable driving experience some of which shall have been at the level of bus driver, preferably supplemented by traffic safety courses and driving training courses; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Must possess a valid State Class A or B CDL (with passenger and air brakes endorsements) motor vehicle license.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Carpenter II Maintenance & Skilled Trades ACE-AFSCME								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Carpenter II	Non-Exempt	40.0	260	\$45,165	\$58,865	\$72,566	\$68,581
Gwinnett County PS, GA	Master Craftsman - Carpenter	Non-Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$78,426
Howard County PS, MD	Carpenter II Building Maintenance	Non-Exempt	40.0	260	\$49,288	\$66,969	\$84,649	\$81,054
Montgomery County PS, MD	Maintenance Carpenter II	Non-Exempt	40.0	260	\$44,926	\$55,640	\$66,355	NA
School District of Philadelphia	General Construction Mechanic A	Non-Exempt	40.0	260	\$49,297	\$53,724	\$58,151	\$57,183
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$74,615
School District Market Average					\$47,587	\$59,865	\$72,144	\$71,311
Prince George's County Public Schools as a % of School District Market Average					97%	114%	125%	105%
Published Data Sources								
CompAnalyst (U.S.)	Carpenter	NA	40.0	260	\$46,431	\$62,832	\$81,197	NA
ERI (Prince George's County)	Carpenter (Gen/Maint) II	NA	40.0	260	\$44,871	\$52,414	\$62,291	\$53,188
HRA-NCA (Washington-Baltimore)	Carpenter II	NA	40.0	260	\$41,357	\$57,345	\$75,336	NA
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$74,615
Published Market Average					\$44,219	\$57,530	\$72,941	\$53,188
Prince George's County Public Schools as a % of Published Market Average					105%	119%	124%	140%
Prince George's County Public Schools	Pay Grade G18	Non-Exempt	40.0	260	\$46,342	\$68,422	\$90,501	\$74,615
Prince George's County Public Schools as a % of Overall Market Average					\$45,903	\$58,698	\$72,543	\$62,249
Overall Comparator Market Average					101%	117%	125%	120%
Adjustment To Reach Market Average					-1%	-14%	-20%	

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JOB SUMMARY

Under the general supervision of the Carpenter Master Foreman, supervises and performs highly skilled work as a Journeyman Carpenter and Project Foreman in the maintenance, repair and extension of rough and finished carpentry work in school buildings and facilities. Makes and repairs cabinets, desks, tables and other office furniture; repairs doors, locks, and hardware. Supervision is often exercised over the work of Trades Helpers and Carpenters I. Minimum Qualifications: High School Diploma or GED or recognized apprenticeship in the trade with considerable experience as a journeyman carpenter,; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Clerk Typist III Administrative Support ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Office Secretary	Non-Exempt	37.5	260	\$37,683	\$49,982	\$62,281	NA	
Fairfax County PS, VA	Office Assistant	Non-Exempt	40.0	199	\$37,718	\$49,160	\$60,602	\$42,761	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	Office Assistant II	Non-Exempt	40.0	190	\$39,002	\$46,537	\$54,073	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		260	\$34,341	\$50,409	\$66,477	\$51,203	
School District Market Average					\$38,134	\$48,560	\$58,985	\$42,761	
Prince George's County Public Schools as a % of School District Market Average					90%	104%	113%	120%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	Clerk Typist III	NA	40.0	260	\$46,205	\$52,516	\$60,374	\$53,285	
HRA-NCA (Washington-Baltimore)	General Clerk II	NA	40.0	260	\$35,212	\$53,286	\$71,853	NA	
Prince George's County Public Schools		Non-Exempt		260	\$34,341	\$50,409	\$66,477	\$51,203	
Published Market Average					\$40,708	\$52,901	\$66,114	\$53,285	
Prince George's County Public Schools as a % of Published Market Average					84%	95%	101%	96%	
Prince George's County Public Schools	Pay Grade	G13	Non-Exempt	40.0	260	\$34,341	\$50,409	\$66,477	\$51,203
Prince George's County Public Schools as a % of Overall Market Average					\$39,421	\$50,730	\$62,549	\$48,023	
Overall Comparator Market Average					87%	99%	106%	107%	
Adjustment To Reach Market Average					15%	1%	-6%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs routine clerical and typing duties for a small office. Types correspondence, reports, financial or statistical data, stencils and a variety of other material from copy; rough draft, dictating machines and general instructions; and/or sets up and arranges material in appropriate formats; keys in data into a recording media for retrieval. Sets up and maintains files and records system; gathers data for record purposes; selects and disposes of obsolete file and records material. Minimum Qualifications: High School Diploma or GED with clerical experience at the level of Clerk Typist II, preferably including some experience in the assigned functional area; preferably supplemented by business school courses; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Coordinator, Before and After School Learning Program Before & Afterschool Extended Program ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	After-School Specialist	NA	40.0	260	\$37,256	\$49,096	\$60,937	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$27,332	\$40,565	\$53,799	\$39,738	
School District Market Average					\$37,256	\$49,096	\$60,937	NA	
Prince George's County Public Schools as a % of School District Market Average					73%	83%	88%	NA	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$27,332	\$40,565	\$53,799	\$39,738	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G18	Non-Exempt	35.0	190	\$27,332	\$40,565	\$53,799	\$39,738
Prince George's County Public Schools as a % of Overall Market Average					\$37,256	\$49,096	\$60,937	NA	
Overall Comparator Market Average					73%	83%	88%	NA	
Adjustment To Reach Market Average					36%	21%	13%		

NA = Data Not Available

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JOB SUMMARY

Performs work related to the administration and implementation of the Before and After School Extended Learning Program (BASELP) for kindergarten through elementary school children.

Responsible for the implementation of a program of school-related and/or non-school related activities in the custodial care of children enrolled in the school-based program site. Minimum

Qualifications: High School Diploma with at least two (2) years of volunteer or paid experience working with children, or any equivalent combination of experience and training which provides the required knowledge, skills and abilities necessary to perform effectively in the position. Must possess State specified certificates.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Electrician II Maintenance & Skilled Trades ACE-AFSCME								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Electrician II? (need pay data)	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Electrician II	Non-Exempt	40.0	260	\$46,671	\$56,547	\$66,422	NA
Fairfax County PS, VA	Industrial Electrician II	Non-Exempt	40.0	260	\$48,945	\$63,792	\$78,639	\$70,932
Gwinnett County PS, GA	Master Craftsman - Electrician	Non-Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$78,426
Howard County PS, MD	Electrician Building Maintenance	Non-Exempt	40.0	260	\$49,288	\$66,969	\$84,649	\$74,208
Montgomery County PS, MD	Maintenance Electrician II	Non-Exempt	40.0	260	\$47,122	\$58,449	\$69,775	NA
School District of Philadelphia	Electrical Mechanic A	Non-Exempt	40.0	260	\$49,297	\$53,724	\$58,151	\$57,407
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$74,138
School District Market Average					\$48,430	\$60,601	\$72,773	\$70,243
Prince George's County Public Schools as a % of School District Market Average					96%	113%	124%	106%
Published Data Sources								
CompAnalyst (U.S.)	Electrician II	NA	40.0	260	\$51,282	\$68,030	\$84,084	NA
ERI (Prince George's County)	Electrician Journeyman	NA	40.0	260	\$45,114	\$53,854	\$65,519	\$54,647
HRA-NCA (Washington-Baltimore)	Electrician II	NA	40.0	260	\$40,781	\$60,027	\$79,487	NA
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$74,138
Published Market Average					\$45,726	\$60,637	\$76,363	\$54,647
Prince George's County Public Schools as a % of Published Market Average					101%	113%	119%	136%
Prince George's County Public Schools	Pay Grade G18	Non-Exempt	40.0	260	\$46,342	\$68,422	\$90,501	\$74,138
Prince George's County Public Schools as a % of Overall Market Average					\$47,078	\$60,619	\$74,568	\$62,445
Overall Comparator Market Average					98%	113%	121%	119%
Adjustment To Reach Market Average					2%	-11%	-18%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the general supervision of the Electrician Master Foreman, supervises and performs highly skilled work as a Journeyman Electrician and Project Foreman in the maintenance, repair and extension of electrical wiring and equipment in school buildings and facilities. Repairs and installs electrical equipment, switchboards, and distribution panels; repairs switches, relays, receptacles, lights and fuses; runs underground cables and strings overhead wires; installs wire and repairs electric transformers; wires buildings and makes additions to existing wiring; installs outlets and wiring for computers and computer networks. Supervision is often exercised over the work of Trades Helpers and Electricians. Minimum Qualification: High School Diploma or GED and considerable experience as a Journeyman Electrician. Must possess a Journeyman Electrician License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Equipment Operator I Maintenance & Skilled Trades ACE-AFSCME								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Equipment Operator I? (need pay data)	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Heavy Equipment Operator	Non-Exempt	40.0	260	\$41,677	\$54,320	\$66,963	\$56,389
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Equipment Operator	Non-Exempt	40.0	260	\$65,353	\$65,353	\$65,353	\$63,407
Montgomery County PS, MD	Equipment Operator	Non-Exempt	40.0	260	\$37,939	\$46,351	\$54,764	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$35,110	\$51,646	\$68,182	\$52,351
School District Market Average					\$48,323	\$55,341	\$62,360	\$59,898
Prince George's County Public Schools as a % of School District Market Average					73%	93%	109%	87%
Published Data Sources								
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA
ERI (Prince George's County)	Equipment Operator Construction	NA	40.0	260	\$39,895	\$47,405	\$56,771	\$48,131
HRA-NCA (Washington-Baltimore)	Equipment Operator II	NA	40.0	260	\$40,504	\$52,115	\$63,592	NA
Prince George's County Public Schools		Non-Exempt		260	\$35,110	\$51,646	\$68,182	\$52,351
Published Market Average					\$40,200	\$49,760	\$60,182	\$48,131
Prince George's County Public Schools as a % of Published Market Average					87%	104%	113%	109%
Prince George's County Public Schools Pay Grade G12		Non-Exempt	40.0	260	\$35,110	\$51,646	\$68,182	\$52,351
Prince George's County Public Schools as a % of Overall Market Average					\$44,261	\$52,551	\$61,271	\$54,014
Overall Comparator Market Average					79%	98%	111%	97%
Adjustment To Reach Market Average					26%	2%	-10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs skilled work in the operation of farm-type or utility tractors, dump trucks and other similar or related power equipment. Serves a member of a construction or maintenance crew, and when the work of the crew does not require equipment operation, is expected to work as a laborer in accomplishing the tasks that have been assigned to the crew. Participates with a construction or maintenance crew in the leveling, preparation, seeding and other operations necessary for the construction and maintenance of playground and athletic fields; preparation of surfaces for asphalt topping, including driveways, playground apron extensions, roadways and similar or related surfaces. Minimum Qualifications: High School Diploma or GED and some experience in the operation of various trucks or related maintenance equipment; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Must possess an appropriate and valid State Motor Vehicle Operator's License (Class A Commercial Driver's License).

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Food Services Assistant Food Services ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Food Service Worker I	Non-Exempt	35.0	185	\$12,722	\$17,013	\$21,304	\$15,006	
Baltimore County PS, MD	Cafeteria Worker	Non-Exempt	40.0	191	\$15,619	\$19,241	\$22,862	NA	
Fairfax County PS, VA	Food Services Worker	Non-Exempt	40.0	260	\$13,803	\$17,296	\$20,789	\$14,685	
Gwinnett County PS, GA	SNP Worker - ES/MS	Non-Exempt	35.0	180	\$10,386	\$12,883	\$15,379	\$22,290	
Howard County PS, MD	Food Service Assistant	Non-Exempt	30.0	194	\$13,012	\$17,599	\$22,187	\$13,948	
Montgomery County PS, MD	Cafeteria Worker I 12 mo	Non-Exempt	40.0	260	\$14,464	\$16,807	\$19,150	NA	
School District of Philadelphia	Food Services Assistant II	Non-Exempt	40.0	202	\$13,254	\$13,254	\$13,254	\$10,017	
Prince George's County Public Schools		Non-Exempt		190	\$11,951	\$17,133	\$22,316	\$16,632	
School District Market Average					\$13,323	\$16,299	\$19,275	\$15,189	
Prince George's County Public Schools as a % of School District Market Average					90%	105%	116%	109%	
Published Data Sources									
CompAnalyst (U.S.)	Food Preparation & Svc. Worker	NA	40.0	260	\$12,133	\$15,562	\$20,784	NA	
ERI (Prince George's County)	Food Service Worker	NA	40.0	260	\$12,195	\$12,873	\$14,424	\$13,110	
HRA-NCA (Washington-Baltimore)	Cook I	NA	40.0	260	\$11,803	\$16,050	\$22,465	NA	
Prince George's County Public Schools		Non-Exempt		190	\$11,951	\$17,133	\$22,316	\$16,632	
Published Market Average					\$12,044	\$14,828	\$19,224	\$13,110	
Prince George's County Public Schools as a % of Published Market Average					99%	116%	116%	127%	
Prince George's County Public Schools	Pay Grade	G2	Non-Exempt	25.0	190	\$11,951	\$17,133	\$22,316	\$16,632
Prince George's County Public Schools as a % of Overall Market Average					\$12,683	\$15,564	\$19,250	\$14,150	
Overall Comparator Market Average					94%	110%	116%	118%	
Adjustment To Reach Market Average					6%	-9%	-14%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for all aspects of food preparation and service as well as the cleaning of the various types of kitchen machines and equipment. May act as cashier and collect money, maintain accurate account of cash received and lunches served, and prepare daily snack bar sales report. Washes dishes, pots, pans, and other utensils; cleans kitchen equipment, work areas and dining room tables. Minimum Qualifications: High School Diploma or GED with some experience as homemaker or food services worker preferred; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Food Services Manager Food Services ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Food Services Manager	Non-Exempt	40.0	187	\$22,272	\$37,508	\$52,744	\$39,423	
Baltimore County PS, MD	Cafeteria Manager	Exempt	37.5	191	\$37,792	\$49,854	\$61,916	NA	
Fairfax County PS, VA	Food Services Kitchen Manager IV	Non-Exempt	40.0	192	\$46,392	\$60,465	\$74,537	\$58,077	
Gwinnett County PS, GA	SNP Manager? (need pay data)	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Food Service Satellite Manager	Non-Exempt	30.0	196	\$30,284	\$42,709	\$55,133	\$36,533	
Montgomery County PS, MD	Cafeteria Manager I - IV	Non-Exempt	40.0	195	\$33,058	\$44,177	\$55,296	NA	
School District of Philadelphia	Food Services Manager II	Non-Exempt	37.5	217	\$31,749	\$40,430	\$49,112	NA	
Prince George's County Public Schools		Non-Exempt		195	\$31,122	\$45,864	\$60,606	\$43,206	
School District Market Average					\$33,591	\$45,857	\$58,123	\$44,678	
Prince George's County Public Schools as a % of School District Market Average					93%	100%	104%	97%	
Published Data Sources									
CompAnalyst (U.S.)	Food Services Manager	NA	40.0	260	\$41,840	\$60,984	\$82,900	NA	
ERI (Prince George's County)	Food Services Supervisor	NA	40.0	260	\$27,912	\$32,310	\$37,637	\$32,815	
HRA-NCA (Washington-Baltimore)	Food Services Supervisor	NA	40.0	260	\$30,910	\$49,497	\$75,637	NA	
Prince George's County Public Schools		Non-Exempt		195	\$31,122	\$45,864	\$60,606	\$43,206	
Published Market Average					\$33,554	\$47,597	\$65,391	\$32,815	
Prince George's County Public Schools as a % of Published Market Average					93%	96%	93%	132%	
Prince George's County Public Schools	Pay Grade	G16	Non-Exempt	40.0	195	\$31,122	\$45,864	\$60,606	\$43,206
Prince George's County Public Schools as a % of Overall Market Average					\$33,572	\$46,727	\$61,757	\$38,746	
Overall Comparator Market Average					93%	98%	98%	112%	
Adjustment To Reach Market Average					8%	2%	2%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Supervises lower-level food service staff. Oversees the day-to-day food services operations in a school facility and supports one or more satellite operations as needed. Oversees menu preparation; orders appropriate quantities of food and supplies; prepares work schedules; assigns, directs, and trains employees; enforces work production standards; evaluates work performance; supervises all food sales and collection procedures; follows approved housekeeping and safety practices to ensure that sanitary and safe conditions are maintained in the kitchen, food serving areas, and in dining areas. Minimum Qualifications: High School Diploma or GED and minimum of one (1) year of school food services management experience or five (5) years of experience in commercial or institutional Food Services Management or any equivalent combinations of experience and training which provides the required knowledge, skills, and abilities. ServSafe certification and County Certified Food Service Manager Identification Card is required within sixty (60) days of employment.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Group Activity Assistant Child Care ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$13,348	\$19,247	\$25,147	\$18,145	
School District Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of School District Market Average					NA	NA	NA	NA	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$13,348	\$19,247	\$25,147	\$18,145	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G9	Non-Exempt	25.0	190	\$13,348	\$19,247	\$25,147	\$18,145
Prince George's County Public Schools as a % of Overall Market Average					NA	NA	NA	NA	
Overall Comparator Market Average					NA	NA	NA	NA	
Adjustment To Reach Market Average									

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Reports to the Before and Afterschool Learning Program Site Coordinator. Performs necessary tasks to implement licensed before/after school extended learning program for pre-kindergarten through elementary grade students. Assists the coordinator with curriculum planning, maintaining appropriate learning environments and licensing regulations; performs required record keeping tasks; maintains appropriate records; performs routine housekeeping and monitoring tasks. Minimum Qualifications: High School Diploma and two (2) years of volunteer or paid experience working with children, or any equivalent combination of experience and training which provides the required knowledge, skills and abilities necessary to perform effectively in the position. Must possess State specified certificates.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

HVAC Refrigeration Mechanic II Maintenance & Skilled Trades ACE-AFSCME								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	HVAC Mechanic III	Non-Exempt	40.0	260	\$43,388	\$58,022	\$72,655	\$69,805
Baltimore County PS, MD	Mechanic III, HVACR	Non-Exempt	40.0	260	\$46,671	\$56,547	\$66,422	NA
Fairfax County PS, VA	HVAC Technician II	Non-Exempt	40.0	260	\$50,952	\$66,407	\$81,862	\$72,492
Gwinnett County PS, GA	Master Craftsman - HVAC	Non-Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$78,426
Howard County PS, MD	HVAC Master Mechanic	Non-Exempt	40.0	260	\$53,816	\$73,056	\$92,295	\$82,840
Montgomery County PS, MD	Mechanical Systems Technician II	Non-Exempt	40.0	260	\$47,122	\$58,449	\$69,775	NA
School District of Philadelphia	HVAC Mechanic A	Non-Exempt	40.0	260	\$49,297	\$53,724	\$58,151	\$58,151
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$73,584
School District Market Average					\$48,643	\$61,476	\$74,309	\$72,343
Prince George's County Public Schools as a % of School District Market Average					95%	111%	122%	102%
Published Data Sources								
CompAnalyst (U.S.)	HVAC Mechanic II	NA	40.0	260	\$51,629	\$64,565	\$79,464	NA
ERI (Prince George's County)	HVAC Mechanic II	NA	40.0	260	\$55,652	\$64,761	\$76,654	\$65,660
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$73,584
Published Market Average					\$53,640	\$64,663	\$78,059	\$65,660
Prince George's County Public Schools as a % of Published Market Average					86%	106%	116%	112%
Prince George's County Public Schools	Pay Grade G18	Non-Exempt	40.0	260	\$46,342	\$68,422	\$90,501	\$73,584
Prince George's County Public Schools as a % of Overall Market Average					\$51,142	\$63,069	\$76,184	\$69,001
Overall Comparator Market Average					91%	108%	119%	107%
Adjustment To Reach Market Average					10%	-8%	-16%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for supervising and performing the more difficult technical tasks involved in operating, maintaining, installing and repairing a variety of heating, ventilation, air conditioning and refrigeration equipment. Participates in planning, servicing and scheduling the maintenance program for heating, ventilation, air conditioning, and other building mechanical equipment. Provides technical guidance to HVAC/Refrigeration Mechanics engaged in maintenance and repairs of systems. Acts as crew leader, as assigned. Minimum Qualifications: High School Diploma supplemented by completion of a recognized apprenticeship or trade school and at least two (2) years experience at the HVAC/Refrigeration Mechanic I level; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Must possess a commercial CFC license (Universal) and an appropriate and valid State Motor Vehicle operator's license.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

In School Suspension Monitor School Support ACE-AFSCME								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA
Gwinnett County PS, GA	Teacher In School Suspension	Exempt	40.0	190	\$44,606	\$71,615	\$98,623	\$68,814
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		190	\$25,071	\$36,961	\$48,851	\$36,364
School District Market Average					\$44,606	\$71,615	\$98,623	\$68,814
Prince George's County Public Schools as a % of School District Market Average					56%	52%	50%	53%
Published Data Sources								
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		190	\$25,071	\$36,961	\$48,851	\$36,364
Published Market Average					NA	NA	NA	NA
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA
Prince George's County Public Schools	Pay Grade G16	Non-Exempt	35.0	190	\$25,071	\$36,961	\$48,851	\$36,364
Prince George's County Public Schools as a % of Overall Market Average					\$44,606	\$71,615	\$98,623	\$68,814
Overall Comparator Market Average					56%	52%	50%	53%
Adjustment To Reach Market Average					78%	94%	102%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs tasks which are in support of the monitoring and supervision of students serving in-school suspension. Work involves the implementation of behavior plans and monitoring assigned student work. May be assigned to reinforce the teacher's initial instructions. Monitors arrival and dismissal of students assuring that they get to correct classrooms, student behavior and maintains discipline in the in-school suspension room. Minimum Qualifications: At least two (2) years of college (min 60 college credits) with an emphasis on coursework in education or counseling.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

IT Technician II Information Technology ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Technical Support Technician	Non-Exempt	35.0	191	\$46,213	\$67,952	\$89,692	\$83,460	
Baltimore County PS, MD	Computer Support Technician	Non-Exempt	37.5	260	\$52,633	\$69,813	\$86,993	NA	
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Computer Technician	Non-Exempt	40.0	260	\$49,288	\$66,969	\$84,649	\$72,875	
Montgomery County PS, MD	Technical Help Desk Specialist I	Non-Exempt	40.0	260	\$54,617	\$67,654	\$80,690	NA	
School District of Philadelphia	Technical Support Specialist	Non-Exempt	33.8	260	\$42,207	\$58,359	\$74,512	\$71,785	
Prince George's County Public Schools		Non-Exempt		260	\$49,358	\$73,102	\$96,845	\$78,285	
School District Market Average					\$48,992	\$66,149	\$83,307	\$76,040	
Prince George's County Public Schools as a % of School District Market Average					101%	111%	116%	103%	
Published Data Sources									
CompAnalyst (U.S.)	Desktop Support Tech II	NA	40.0	260	\$50,705	\$63,641	\$79,580	NA	
ERI (Prince George's County)	IT Technician II	NA	40.0	260	\$48,121	\$56,542	\$67,327	\$57,359	
HRA-NCA (Washington-Baltimore)	IT/Helpdesk Support Specialist II	NA	40.0	260	\$45,148	\$61,455	\$78,439	NA	
Prince George's County Public Schools		Non-Exempt		260	\$49,358	\$73,102	\$96,845	\$78,285	
Published Market Average					\$47,991	\$60,546	\$75,115	\$57,359	
Prince George's County Public Schools as a % of Published Market Average					103%	121%	129%	136%	
Prince George's County Public Schools	Pay Grade	G21	Non-Exempt	40.0	260	\$49,358	\$73,102	\$96,845	\$78,285
Prince George's County Public Schools as a % of Overall Market Average					\$48,491	\$63,348	\$79,211	\$66,700	
Overall Comparator Market Average					102%	115%	122%	117%	
Adjustment To Reach Market Average					-2%	-13%	-18%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for managing the technology infrastructure in schools and administrative buildings which includes: desktops, laptops, printers, copiers, peripheral devices, operating systems, productivity software, administrative software, educational software; inventory management of all computer related equipment; maintaining inventory of all wiring closet equipment and school/office based servers; tracking and managing all service requests; providing excellent customer service to all school/administrative office staff. Provides technical support for all technology related services in the assigned school. Minimum Qualifications: Associate's degree in a technology field, A-Plus Certification, MCP, (MCSE desired), or two (2) years related work experience which provides the required knowledge, skills and abilities required.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Itinerant Special Education Assistant Child Care ACE-AFSCME										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	SPED Teacher Assistant	Non-Exempt	32.5	191	\$21,976	\$32,309	\$42,642	\$30,589		
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
Fairfax County PS, VA	Instructional Assistant	Non-Exempt	40.0	218	\$19,622	\$27,527	\$35,432	\$25,753		
Gwinnett County PS, GA	Paraprofessional - SPED	Non-Exempt	40.0	190	\$13,068	\$24,354	\$35,639	\$26,041		
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
Montgomery County PS, MD	Paraeducator SPED Itinerant	Non-Exempt	40.0	190	\$24,259	\$30,468	\$36,678	NA		
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA		
Prince George's County Public Schools					Non-Exempt	190	\$18,687	\$26,946	\$35,205	\$21,066
School District Market Average							\$19,731	\$28,665	\$37,598	\$27,461
Prince George's County Public Schools as a % of School District Market Average							95%	94%	94%	77%
Published Data Sources										
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA		
ERI (Prince George's County)	Special Education Teacher Aide	NA	40.0	260	\$17,994	\$19,809	\$23,044	\$20,163		
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA		
Prince George's County Public Schools					Non-Exempt	190	\$18,687	\$26,946	\$35,205	\$21,066
Published Market Average							\$17,994	\$19,809	\$23,044	\$20,163
Prince George's County Public Schools as a % of Published Market Average							104%	136%	153%	104%
Prince George's County Public Schools	Pay Grade	G9	Non-Exempt	35.0	190	\$18,687	\$26,946	\$35,205	\$21,066	
Prince George's County Public Schools as a % of Overall Market Average							\$18,863	\$24,237	\$30,321	\$23,812
Overall Comparator Market Average							99%	111%	116%	88%
Adjustment To Reach Market Average							1%	-10%	-14%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs tasks in schools that support the teaching and learning process for an individual student, students, or small group of students with special needs. Performs required record keeping tasks such as data collection and maintains records or logs as appropriate; routine housekeeping tasks and performs monitoring to tasks as appropriate; addresses children's personal care needs as well as learning and behavioral needs under the direction of classroom teacher(s) or program coordinator; participates in a wide variety of activities that meet the developmental learning needs of students with disabilities; maintains an attractive, safe, appropriate environment as required by the local educational agency. Minimum Qualifications: High School Diploma and minimum of two (2) years of experience working with students with special needs.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Licensed Practical Nurse Health Services ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$30,218	\$44,602	\$58,986	\$54,629	
School District Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of School District Market Average					NA	NA	NA	NA	
Published Data Sources									
CompAnalyst (U.S.)	Licensed Practical Nurse	NA	40.0	260	\$29,320	\$35,450	\$43,573	NA	
ERI (Prince George's County)	Licensed Practical Nurse	NA	40.0	260	\$26,915	\$30,798	\$35,491	\$31,262	
HRA-NCA (Washington-Baltimore)	Licensed Practical Nurse (LPN) II	NA	40.0	260	\$24,421	\$56,936	\$74,590	NA	
Prince George's County Public Schools		Non-Exempt		190	\$30,218	\$44,602	\$58,986	\$54,629	
Published Market Average					\$26,885	\$41,061	\$51,218	\$31,262	
Prince George's County Public Schools as a % of Published Market Average					112%	109%	115%	175%	
Prince George's County Public Schools	Pay Grade	G6	Non-Exempt	35.0	190	\$30,218	\$44,602	\$58,986	\$54,629
Prince George's County Public Schools as a % of Overall Market Average					\$26,885	\$41,061	\$51,218	\$31,262	
Overall Comparator Market Average					112%	109%	115%	175%	
Adjustment To Reach Market Average					-11%	-8%	-13%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides day-to-day screening services, health services, special care and technical procedures for children in assigned schools within the scope of his/her practice under the supervision of a registered nurse. Responsible for implementing plans for the health and safety of students, providing appropriate first aid services and health maintenance making appropriate nursing judgments within the scope of his/her practice. Work is performed in a team relationship under the general supervision of a registered nurse. Minimum Qualifications: Graduation from an accredited Licensed Practical Nursing school is preferred with at least one (1) year prior experience in a health care setting. Must possess a current State License, current Cardiopulmonary Pulmonary Resuscitation and First Aid certifications and a valid Motor Vehicle Operator's License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Painter II Maintenance & Skilled Trades ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Maintenance Painter III	Non-Exempt	40.0	260	\$41,315	\$55,232	\$69,148	\$63,903	
Baltimore County PS, MD	Lead Painter	Non-Exempt	40.0	260	\$39,890	\$48,378	\$56,865	NA	
Fairfax County PS, VA	Painter II	Non-Exempt	40.0	260	\$32,748	\$42,683	\$52,617	\$42,139	
Gwinnett County PS, GA	Master Craftsman - Painter	Non-Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$78,426	
Howard County PS, MD	Painter	Non-Exempt	40.0	260	\$43,167	\$58,788	\$74,410	\$60,855	
Montgomery County PS, MD	Maintenance Painter II	Non-Exempt	40.0	260	\$41,190	\$50,711	\$60,232	NA	
School District of Philadelphia	Painter Mechanic A	Non-Exempt	40.0	260	\$49,297	\$53,724	\$58,151	\$54,685	
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$81,240	
School District Market Average					\$42,409	\$53,378	\$64,346	\$60,002	
Prince George's County Public Schools as a % of School District Market Average					109%	128%	141%	135%	
Published Data Sources									
CompAnalyst (U.S.)	Painter II	NA	40.0	260	\$41,234	\$56,711	\$77,963	NA	
ERI (Prince George's County)	Painter II	NA	40.0	260	\$40,232	\$46,531	\$54,551	\$47,242	
HRA-NCA (Washington-Baltimore)	Painter III	NA	40.0	260	\$41,121	\$58,578	\$77,833	NA	
Prince George's County Public Schools		Non-Exempt		260	\$46,342	\$68,422	\$90,501	\$81,240	
Published Market Average					\$40,862	\$53,940	\$70,116	\$47,242	
Prince George's County Public Schools as a % of Published Market Average					113%	127%	129%	172%	
Prince George's County Public Schools	Pay Grade	G18	Non-Exempt	40.0	260	\$46,342	\$68,422	\$90,501	\$81,240
Prince George's County Public Schools as a % of Overall Market Average					\$41,636	\$53,659	\$67,231	\$53,622	
Overall Comparator Market Average					111%	128%	135%	152%	
Adjustment To Reach Market Average					-10%	-22%	-26%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs supervisory and skilled work in the painting of building interiors and exteriors and in refinishing furniture and fixtures. Supervises Journeyman Painter I (s) in the painting of interiors and exteriors of buildings involving all types of rough and finished surfaces, equipment and furnishings. Minimum Qualifications: High School Diploma, GED or recognized apprenticeship in the trade with considerable experience in the painting trade, some of which shall have been at the level of Painter I; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities. Must possess an appropriate and valid State Motor Vehicle Operator's License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Paraprofessional Educator Instructional Support ACE-AFSCME											
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary			
School District Data Sources											
Anne Arundel County PS, MD	Paraprofessional Educator	Non-Exempt	32.5	191	\$23,083	\$33,957	\$44,831	\$31,545			
Baltimore County PS, MD	Paraeducator	Non-Exempt	32.5	191	\$23,309	\$30,068	\$36,827	NA			
Fairfax County PS, VA	Instructional Assistant	Non-Exempt	40.0	218	\$19,622	\$27,527	\$35,432	\$25,753			
Gwinnett County PS, GA	Paraprofessional	Non-Exempt	40.0	190	\$13,068	\$24,354	\$35,639	\$26,041			
Howard County PS, MD	Paraeducator	Non-Exempt	35.0	204	\$24,270	\$33,218	\$42,166	\$32,916			
Montgomery County PS, MD	Paraeducator (grades 12 -13)	Non-Exempt	40.0	190	\$27,663	\$34,745	\$41,826	NA			
School District of Philadelphia	Teaching Assistant, Head Start	Non-Exempt	40.0	217	\$14,832	\$14,832	\$14,832	NA			
Prince George's County Public Schools					Non-Exempt	190	\$19,099	\$33,742	\$48,385	\$32,655	
School District Market Average							\$20,835	\$28,386	\$35,936	\$29,064	
Prince George's County Public Schools as a % of School District Market Average							92%	119%	135%	112%	
Published Data Sources											
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA			
ERI (Prince George's County)	Teacher Aide	NA	40.0	260	\$17,475	\$18,662	\$21,076	\$19,001			
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA			
Prince George's County Public Schools					Non-Exempt	190	\$19,099	\$33,742	\$48,385	\$32,655	
Published Market Average							\$17,475	\$18,662	\$21,076	\$19,001	
Prince George's County Public Schools as a % of Published Market Average							109%	181%	230%	172%	
Prince George's County Public Schools Pay Grade G6					Non-Exempt	35.0	190	\$19,099	\$33,742	\$48,385	\$32,655
Prince George's County Public Schools as a % of Overall Market Average							\$19,155	\$23,524	\$28,506	\$24,032	
Overall Comparator Market Average							100%	143%	170%	136%	
Adjustment To Reach Market Average							0%	-30%	-41%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Assists in the implementation of teacher plans and instructional programs and performs tasks, which are in support of the teaching-learning process. Works with teachers by assisting in guiding class discussions; assisting students experiencing difficulties; taking charge of a group of students working on a project; and providing activities for the class while the teacher is working with a small group or is otherwise engaged. May be assigned to assist one or more teachers on a regular or as required basis in the planning and conducting of appropriate programs to reinforce the teacher's initial instructions. Work is performed under the direction and leadership of the classroom teacher and/or assisting teachers and principals. Minimum Qualifications: At least two (2) years of volunteer or paid experience working with children. Must meet the requirements for the designation of being a Highly Qualified paraprofessional by: obtaining an Associate's Degree or higher or obtaining a minimum of 48 earned college credits or a passing score of 455 on the Paraprofessional Praxis exam.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Parent Engagement Assistant Parent Engagement & Community Outreach ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Parent Liaison	Non-Exempt	37.5	190	\$22,202	\$30,691	\$39,180	\$30,226	
Gwinnett County PS, GA	Parent Liaison	Non-Exempt	40.0	190	\$17,819	\$28,002	\$38,185	\$35,313	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	Family Engagement Liaison	Non-Exempt	33.8	217	\$29,726	\$37,469	\$45,212	\$40,349	
Prince George's County Public Schools		Non-Exempt		190	\$29,284	\$43,463	\$57,641	\$41,516	
School District Market Average					\$23,249	\$32,054	\$40,859	\$35,296	
Prince George's County Public Schools as a % of School District Market Average					126%	136%	141%	118%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$29,284	\$43,463	\$57,641	\$41,516	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G18	Non-Exempt	37.5	190	\$29,284	\$43,463	\$57,641	\$41,516
Prince George's County Public Schools as a % of Overall Market Average					\$23,249	\$32,054	\$40,859	\$35,296	
Overall Comparator Market Average					126%	136%	141%	118%	
Adjustment To Reach Market Average					-21%	-26%	-29%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Serves as a liaison that educates administrators, teachers and staff on how to communicate and work effectively and share power with parents as equal partners. Advises and educates parents through specific research-based engagement strategies on: 1) how to navigate the educational system; 2) specific literacy improvement strategies so they can become better advocates for their children's education; 3) how to address concerns with staff in school meetings; 4) how to access referrals to community-based services for families; 5) how to expand opportunities for continued learning, voluntary community service and civic participation; and 6) how to develop community collaborations. Minimum Qualifications: High School Diploma or equivalent combination of applicable education, training, and experience which provides the knowledge, skills, and abilities necessary to perform effectively in the position may be considered.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Plumber II Maintenance & Skilled Trades ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Plumber III	Non-Exempt	40.0	260	\$43,388	\$58,022	\$72,655	\$66,723	
Baltimore County PS, MD	Plumber IV	Non-Exempt	40.0	260	\$46,671	\$56,547	\$66,422	NA	
Fairfax County PS, VA	Plumber II	Non-Exempt	40.0	260	\$48,945	\$63,792	\$78,639	\$69,951	
Gwinnett County PS, GA	Master Craftsman - Plumber	Non-Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$78,426	
Howard County PS, MD	Plumber Journeyman Building Maint.	Non-Exempt	40.0	260	\$49,288	\$66,969	\$84,649	\$81,731	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	Plumber A	Non-Exempt	40.0	260	\$49,297	\$53,724	\$58,151	\$57,365	
Prince George's County Public Schools						\$46,342	\$68,422	\$90,501	\$78,203
School District Market Average						\$47,808	\$60,530	\$73,253	\$70,839
Prince George's County Public Schools as a % of School District Market Average						97%	113%	124%	110%
Published Data Sources									
CompAnalyst (U.S.)	Plumber II	NA	40.0	260	\$50,474	\$68,030	\$85,586	NA	
ERI (Prince George's County)	Plumber II	NA	40.0	260	\$52,078	\$61,684	\$74,332	\$62,554	
HRA-NCA (Washington-Baltimore)	Plumber III	NA	40.0	260	\$46,309	\$64,774	\$84,101	NA	
Prince George's County Public Schools						\$46,342	\$68,422	\$90,501	\$78,203
Published Market Average						\$49,620	\$64,829	\$81,339	\$62,554
Prince George's County Public Schools as a % of Published Market Average						93%	106%	111%	125%
Prince George's County Public Schools	Pay Grade	G18	Non-Exempt	40.0	260	\$46,342	\$68,422	\$90,501	\$78,203
Prince George's County Public Schools as a % of Overall Market Average						\$48,714	\$62,680	\$77,296	\$66,697
Overall Comparator Market Average						95%	109%	117%	117%
Adjustment To Reach Market Average						5%	-8%	-15%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Supervises and performs highly skilled work as a Journeyman Plumber and Project Foreman in the maintenance and repair of plumbing, heating and cooling systems in school buildings and facilities. Supervision is often exercised over the work of Trades Helpers and Plumbers I. Minimum Qualifications: High School Diploma, GED or recognized apprenticeship in the trade with considerable experience as a Journeyman Plumber, some of which shall have been at the level of a Plumbing I; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities. Must possess a Journeyman Plumbing Certificate, Back Flow Prevention Card and valid State Motor Vehicle Operator's License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

School Guidance Secretary Administrative Support ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	MS Counseling Secretary	Non-Exempt	33.3	260	\$37,956	\$54,021	\$70,085	\$54,373	
Baltimore County PS, MD	School Guidance Secretary	Non-Exempt	37.5	260	\$39,503	\$52,382	\$65,262	NA	
Fairfax County PS, VA	Administrative Assistant I	Non-Exempt	40.0	260	\$41,677	\$54,320	\$66,963	\$55,345	
Gwinnett County PS, GA	Administrative Assistant - HS	Non-Exempt	40.0	230	\$32,540	\$46,105	\$59,669	\$58,328	
Howard County PS, MD	Guidance Secretary	Non-Exempt	35.0	210	\$39,344	\$54,396	\$69,449	\$49,690	
Montgomery County PS, MD	School Secretary I	Non-Exempt	40.0	190	\$43,263	\$52,857	\$62,451	NA	
School District of Philadelphia	Secretary II	Non-Exempt	33.8	217	\$35,053	\$46,846	\$58,639	NA	
Prince George's County Public Schools		Non-Exempt		260	\$35,755	\$52,666	\$69,576	\$53,484	
School District Market Average					\$38,477	\$51,561	\$64,646	\$54,434	
Prince George's County Public Schools as a % of School District Market Average					93%	102%	108%	98%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		260	\$35,755	\$52,666	\$69,576	\$53,484	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G14	Non-Exempt	40.0	260	\$35,755	\$52,666	\$69,576	\$53,484
Prince George's County Public Schools as a % of Overall Market Average					\$38,477	\$51,561	\$64,646	\$54,434	
Overall Comparator Market Average					93%	102%	108%	98%	
Adjustment To Reach Market Average					8%	-2%	-7%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs clerical support for the school guidance function in a middle or high school office. Performs varied and complex clerical tasks in maintaining student records relative to registration and/or transfer of students, class schedules, and counseling activities. Work includes assignments in support of other administrative program activities such as data entry, accounting and library. Minimum Qualifications: High School Diploma or GED with considerable school secretary experience at the School Secretary I level, some of which shall have involved the maintenance of student records; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

School Registered Nurse Health Services ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match (County job)	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	School Nurse	Exempt	32.5	191	\$56,704	\$60,699	\$64,695	NA	
Fairfax County PS, VA	No Match (County Job)	NA		NA	NA	NA	NA	NA	
Gwinnett County PS, GA	School Nurse	Exempt	40.0	190	\$40,780	\$53,091	\$65,403	\$62,324	
Howard County PS, MD	Nurse	Non-Exempt	35.0	204	\$47,419	\$64,728	\$82,036	\$70,802	
Montgomery County PS, MD	No Match (County Job)	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	School Nurse	Non-Exempt	32.9	260	\$37,612	\$54,758	\$71,905	\$59,644	
Prince George's County Public Schools					190	\$36,735	\$59,817	\$82,899	\$64,185
School District Market Average						\$45,629	\$58,319	\$71,010	\$64,256
Prince George's County Public Schools as a % of School District Market Average						81%	103%	117%	100%
Published Data Sources									
CompAnalyst (U.S.)	School Nurse	NA	40.0	260	\$22,451	\$36,484	\$54,725	NA	
ERI (Prince George's County)	School Nurse	NA	40.0	260	\$35,710	\$41,433	\$48,945	\$42,008	
HRA-NCA (Washington-Baltimore)	Occupational Health Nurse II	NA	40.0	260	\$41,017	\$52,988	\$66,995	NA	
Prince George's County Public Schools					190	\$36,735	\$59,817	\$82,899	\$64,185
Published Market Average						\$33,060	\$43,635	\$56,889	\$42,008
Prince George's County Public Schools as a % of Published Market Average						111%	137%	146%	153%
Prince George's County Public Schools	Pay Grade	G12	Non-Exempt	35.0	190	\$36,735	\$59,817	\$82,899	\$64,185
Prince George's County Public Schools as a % of Overall Market Average						\$39,344	\$50,977	\$63,949	\$53,132
Overall Comparator Market Average						93%	117%	130%	121%
Adjustment To Reach Market Average						7%	-15%	-23%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides professional nursing services to students located at one or more schools, expertise and oversight in the prevention of illness and early detection and correction of health problems. May be responsible for preventive health, health assessments, referral procedures, crisis intervention, school health electronic record data management, and emergency preparedness. Performs health screenings; serves as a liaison between school personnel, family, and community to advocate for a healthy school environment; and travels to and from local schools and homes of students during school hours. Delegates nursing procedures to unlicensed school based personnel in accordance with state laws. Minimum Qualifications: Associate's Degree in Nursing (ADN) and two (2) years of pediatric nursing experience. Must possess a current State Nursing License, First Aid, CPR (cardiopulmonary resuscitation) and AED (automated external defibrillator) Certifications; and a valid Motor Vehicle Operator's Driving License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

School Secretary II Administrative Support ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	School Secretary II	Non-Exempt	33.3	260	\$41,850	\$59,599	\$77,348	\$61,570	
Baltimore County PS, MD	Administrative Secretary III	Non-Exempt	37.5	260	\$43,030	\$57,081	\$71,133	NA	
Fairfax County PS, VA	Administrative Assistant II/III	Non-Exempt	40.0	260	\$43,386	\$57,886	\$72,385	\$62,221	
Gwinnett County PS, GA	Administrative Assistant - ES/MS	Non-Exempt	40.0	220	\$31,616	\$45,514	\$59,412	\$57,775	
Howard County PS, MD	Principal Secretary	Non-Exempt	40.0	260	\$41,937	\$58,412	\$74,886	\$67,968	
Montgomery County PS, MD	School Secretary II	Non-Exempt	40.0	190	\$45,237	\$55,325	\$65,412	NA	
School District of Philadelphia	Secretary II	Non-Exempt	33.8	217	\$35,053	\$46,846	\$58,639	NA	
Prince George's County Public Schools		Non-Exempt		260	\$37,440	\$55,338	\$73,237	\$58,252	
School District Market Average					\$40,301	\$54,380	\$68,459	\$62,384	
Prince George's County Public Schools as a % of School District Market Average					93%	102%	107%	93%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	School Secretary II	NA	40.0	260	\$37,295	\$43,860	\$51,545	\$44,544	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		260	\$37,440	\$55,338	\$73,237	\$58,252	
Published Market Average					\$37,295	\$43,860	\$51,545	\$44,544	
Prince George's County Public Schools as a % of Published Market Average					100%	126%	142%	131%	
Prince George's County Public Schools	Pay Grade	G15	Non-Exempt	40.0	260	\$37,440	\$55,338	\$73,237	\$58,252
Prince George's County Public Schools as a % of Overall Market Average					\$38,798	\$49,120	\$60,002	\$53,464	
Overall Comparator Market Average					96%	113%	122%	109%	
Adjustment To Reach Market Average					4%	-11%	-18%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs responsible secretarial and clerical work in an elementary, middle or high school. Employees in this class include the head secretary in an elementary school and the most responsible secretarial position in a middle or high school such as the head secretary in the main office or the secretary to the Principal. Work may include assignments in support of other administrative program activities such as data entry, guidance and library. Supervision may be exercised over subordinate clerical personnel. The work is performed under the general supervision of a Principal or Vice Principal. Minimum Qualifications: High School Diploma with considerable progressively responsible experience in clerical work, some of which shall have been at the level of School Secretary I, with business school training highly desirable; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Secretary I Administrative Support ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Administrative Associate	Non-Exempt	35.0	260	\$27,769	\$39,534	\$51,299	\$43,182	
Baltimore County PS, MD	Office Secretary	Non-Exempt	37.5	260	\$28,987	\$38,448	\$47,908	NA	
Fairfax County PS, VA	Administrative Assistant I	Non-Exempt	40.0	260	\$32,059	\$41,785	\$51,510	\$43,800	
Gwinnett County PS, GA	School Clerk I	Non-Exempt	40.0	190	\$16,164	\$27,153	\$38,142	\$33,340	
Howard County PS, MD	Clerk Support Services I	Non-Exempt	40.0	260	\$27,324	\$35,813	\$44,302	\$35,813	
Montgomery County PS, MD	School Secretary I	Non-Exempt	40.0	190	\$33,279	\$40,659	\$48,039	NA	
School District of Philadelphia	Secretary I	Non-Exempt	35.0	260	\$27,639	\$36,967	\$46,295	\$46,295	
Prince George's County Public Schools		Non-Exempt		200	\$26,416	\$38,776	\$51,136	\$36,835	
School District Market Average					\$27,603	\$37,194	\$46,785	\$40,486	
Prince George's County Public Schools as a % of School District Market Average					96%	104%	109%	91%	
Published Data Sources									
CompAnalyst (U.S.)	Secretary I	NA	40.0	260	\$27,187	\$34,295	\$42,735	NA	
ERI (Prince George's County)	Secretary I	NA	40.0	260	\$26,158	\$30,614	\$36,394	\$31,109	
HRA-NCA (Washington-Baltimore)	Administrative Assistant I	NA	40.0	260	\$26,502	\$35,496	\$46,206	NA	
Prince George's County Public Schools		Non-Exempt		200	\$26,416	\$38,776	\$51,136	\$36,835	
Published Market Average					\$26,615	\$33,468	\$41,778	\$31,109	
Prince George's County Public Schools as a % of Published Market Average					99%	116%	122%	118%	
Prince George's County Public Schools	Pay Grade	G13	Non-Exempt	40.0	200	\$26,416	\$38,776	\$51,136	\$36,835
Prince George's County Public Schools as a % of Overall Market Average					\$27,109	\$35,331	\$44,282	\$35,797	
Overall Comparator Market Average					97%	110%	115%	103%	
Adjustment To Reach Market Average					3%	-9%	-13%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs varied secretarial and clerical work of average difficulty. Assists with day-to-day operations and handles routine problems encountered with a minimum amount of detailed supervision.

Minimum Qualifications: High School Diploma with progressively responsible experience in office and general clerical work, or any equivalent combination of applicable education, training and experience which provides the required knowledge, skills and abilities necessary to perform effectively in the position.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Security Assistant Security & Investigations ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Safety & Security Assistant	Non-Exempt	37.5	187	\$31,094	\$40,526	\$49,959	\$43,437	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Security Assistant	Non-Exempt	40.0	204	\$25,897	\$35,805	\$45,713	\$48,100	
Montgomery County PS, MD	Security Assistant	Non-Exempt	40.0	190	\$41,190	\$50,711	\$60,232	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		190	\$25,095	\$36,837	\$48,579	\$33,073	
School District Market Average					\$32,727	\$42,348	\$51,968	\$45,769	
Prince George's County Public Schools as a % of School District Market Average					77%	87%	93%	72%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	Security Guard I (Unarmed)	NA	40.0	260	\$24,095	\$31,176	\$40,329	NA	
Prince George's County Public Schools		Non-Exempt		190	\$25,095	\$36,837	\$48,579	\$33,073	
Published Market Average					\$24,095	\$31,176	\$40,329	NA	
Prince George's County Public Schools as a % of Published Market Average					104%	118%	120%	NA	
Prince George's County Public Schools	Pay Grade	G13	Non-Exempt	40.0	190	\$25,095	\$36,837	\$48,579	\$33,073
Prince George's County Public Schools as a % of Overall Market Average					\$28,411	\$36,762	\$46,149	\$45,769	
Overall Comparator Market Average					88%	100%	105%	72%	
Adjustment To Reach Market Average					13%	0%	-5%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for maintaining a safe, professional and customer service orientated environment in greeting and receiving visitors at their designated location. Assists Principals in developing programs that will reduce the levels of vulnerability to criminal acts; detects weaknesses in building security such as faulty locks, broken windows and inadequate lighting; maintains a high visibility posture within the school and/or school property to discourage illegal or disruptive acts from occurring. Minimum Qualifications: High School Diploma and two (2) years of work experience beyond high school, preferably in a security field.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Security Investigator Security & Investigations ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	HR Investigator	Exempt	40.0	200	\$49,434	\$74,702	\$99,970	\$74,922	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Security Officer	Non-Exempt	40.0	260	\$32,059	\$41,785	\$51,510	\$44,464	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Officer Investigation/Security	Exempt	35.0	260	\$76,941	\$94,514	\$112,088	\$94,515	
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		200	\$36,160	\$53,544	\$70,928	\$42,314	
School District Market Average					\$52,811	\$70,334	\$87,856	\$71,300	
Prince George's County Public Schools as a % of School District Market Average					68%	76%	81%	59%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	Investigator	NA	40.0	260	\$40,925	\$49,138	\$60,101	\$49,827	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		200	\$36,160	\$53,544	\$70,928	\$42,314	
Published Market Average					\$40,925	\$49,138	\$60,101	\$49,827	
Prince George's County Public Schools as a % of Published Market Average					88%	109%	118%	85%	
Prince George's County Public Schools	Pay Grade	G20	Non-Exempt	40.0	200	\$36,160	\$53,544	\$70,928	\$42,314
Prince George's County Public Schools as a % of Overall Market Average					\$46,868	\$59,736	\$73,979	\$60,564	
Overall Comparator Market Average					77%	90%	96%	70%	
Adjustment To Reach Market Average					30%	12%	4%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs duties in the investigation and detection of criminal and quasi-criminal activity in the school system; assists the school administration in the maintenance of law and order in the school creating a safe environment for study. Maintains records and prepares reports of investigation, juvenile arbitration reports and charging documents as necessary to officially bring criminal actions to court. Identifies those involved in such activity by interviewing complainants and witnesses, by observation and collection of physical evidence. Minimum Qualifications: High School Diploma supplemented by college level training in law enforcement and criminal investigation; or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Good knowledge of modern methods and practices of the criminal investigative field, preferably some experience as a police officer or related law enforcement field.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Trades Helper Maintenance & Skilled Trades ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Apprentice I/II	Non-Exempt	40.0	260	\$35,489	\$48,640	\$61,791	\$41,291	
Gwinnett County PS, GA	Craftsman	Non-Exempt	40.0	246	\$44,266	\$58,555	\$72,844	\$68,570	
Howard County PS, MD	HVAC Apprentice	Non-Exempt	40.0	260	\$45,078	\$61,359	\$77,641	\$49,345	
Montgomery County PS, MD	General Maintenance Worker II	Non-Exempt	40.0	260	\$34,983	\$42,319	\$49,656	NA	
School District of Philadelphia	Trades Apprentice	Non-Exempt	40.0	260	\$22,367	\$33,089	\$43,811	\$26,257	
Prince George's County Public Schools		Non-Exempt		260	\$33,571	\$49,234	\$64,896	\$46,630	
School District Market Average					\$36,437	\$48,793	\$61,149	\$46,366	
Prince George's County Public Schools as a % of School District Market Average					92%	101%	106%	101%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	Trades Helper I	NA	40.0	260	\$32,983	\$45,302	\$58,372	NA	
Prince George's County Public Schools		Non-Exempt		260	\$33,571	\$49,234	\$64,896	\$46,630	
Published Market Average					\$32,983	\$45,302	\$58,372	NA	
Prince George's County Public Schools as a % of Published Market Average					102%	109%	111%	NA	
Prince George's County Public Schools Pay Grade		G11	Non-Exempt	40.0	260	\$33,571	\$49,234	\$64,896	\$46,630
Prince George's County Public Schools as a % of Overall Market Average					\$34,710	\$47,047	\$59,760	\$46,366	
Overall Comparator Market Average					97%	105%	109%	101%	
Adjustment To Reach Market Average					3%	-4%	-8%		

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs semiskilled and routine tasks as a helper to a journeyman tradesman. Carries materials, tools and supplies for journeyman tradesman; performs trades tasks of the journeyman level on occasion; assists with the work of Carpenters, Masons, Electricians and Electronics Technicians, Plumbers, HVAC Mechanics, Roofers, Painters, and Glaziers. Minimum Qualifications: High School Diploma preferably supplemented by completion of a recognized apprenticeship or trade school and/or experience as a helper to a skilled tradesman; or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Must possess an appropriate and valid State Motor Vehicle Operator's License

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Transportation Attendant Transportation ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Bus Aide	Non-Exempt	40.0	181	\$18,389	\$24,417	\$30,444	\$23,527	
Baltimore County PS, MD	Bus Attendant	Non-Exempt	40.0	191	\$22,872	\$27,713	\$32,554	NA	
Fairfax County PS, VA	Transportation Attendant	Non-Exempt	35.0	185	\$19,308	\$25,945	\$32,582	\$26,263	
Gwinnett County PS, GA	Bus Monitor	Non-Exempt	35.0	185	\$18,148	\$24,560	\$30,972	\$25,625	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	Bus Attendant, Special Education	Non-Exempt	40.0	185	\$28,448	\$33,325	\$38,202	NA	
School District of Philadelphia	Bus Attendant	Non-Exempt	30.0	217	\$19,129	\$21,204	\$23,279	\$19,957	
Prince George's County Public Schools		Non-Exempt		185	\$17,534	\$26,036	\$34,538	\$27,819	
School District Market Average					\$21,049	\$26,194	\$31,339	\$23,843	
Prince George's County Public Schools as a % of School District Market Average					83%	99%	110%	117%	
Published Data Sources									
CompAnalyst (U.S.)	No Match	NA		NA	NA	NA	NA	NA	
ERI (Prince George's County)	No Match	NA		NA	NA	NA	NA	NA	
HRA-NCA (Washington-Baltimore)	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools		Non-Exempt		185	\$17,534	\$26,036	\$34,538	\$27,819	
Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools as a % of Published Market Average					NA	NA	NA	NA	
Prince George's County Public Schools	Pay Grade	G1	Non-Exempt	35.0	185	\$17,534	\$26,036	\$34,538	\$27,819
Prince George's County Public Schools as a % of Overall Market Average					\$21,049	\$26,194	\$31,339	\$23,843	
Overall Comparator Market Average					83%	99%	110%	117%	
Adjustment To Reach Market Average					20%	1%	-9%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for the safety and comfort of handicapped and elementary school children riding on a school bus. Work is performed under the supervision of the Bus Driver and Bus Driver Foreman. Minimum Qualifications: High School Diploma preferably supplemented by training in child behavior and traffic safety. Must have some experience in working with physically handicapped and/or children with special needs

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Warehouseman I Purchasing & Supply ACE-AFSCME									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Warehouse Person I? (need pay data)	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Material Handler II	Non-Exempt	40.0	260	\$31,539	\$38,195	\$44,850	NA	
Fairfax County PS, VA	Warehouse Worker/Driver I/II	Non-Exempt	40.0	260	\$38,405	\$51,365	\$64,325	\$55,220	
Gwinnett County PS, GA	Lead Distribution Processor	Non-Exempt	40.0	246	\$34,855	\$48,055	\$61,254	\$61,254	
Howard County PS, MD	Materials Handler Warehouse	Non-Exempt	40.0	260	\$39,458	\$55,307	\$71,156	\$53,574	
Montgomery County PS, MD	Warehouse Worker	Non-Exempt	40.0	260	\$34,201	\$40,810	\$47,418	NA	
School District of Philadelphia	Warehouse/Truck Helper	Non-Exempt	40.0	260	\$38,505	\$41,956	\$45,407	NA	
Prince George's County Public Schools		Non-Exempt		260	\$35,110	\$51,646	\$68,182	\$45,906	
School District Market Average					\$36,160	\$45,948	\$55,735	\$56,683	
Prince George's County Public Schools as a % of School District Market Average					97%	112%	122%	81%	
Published Data Sources									
CompAnalyst (U.S.)	Warehouse Material Handler	NA	40.0	260	\$29,799	\$36,036	\$43,890	NA	
ERI (Prince George's County)	Warehouse Laborer I	NA	40.0	260	\$27,991	\$30,975	\$35,690	\$31,523	
HRA-NCA (Washington-Baltimore)	Shipping/Receiving Clerk I	NA	40.0	260	\$30,167	\$40,864	\$51,642	NA	
Prince George's County Public Schools		Non-Exempt		260	\$35,110	\$51,646	\$68,182	\$45,906	
Published Market Average					\$29,319	\$35,958	\$43,741	\$31,523	
Prince George's County Public Schools as a % of Published Market Average					120%	144%	156%	146%	
Prince George's County Public Schools	Pay Grade	G12	Non-Exempt	40.0	260	\$35,110	\$51,646	\$68,182	\$45,906
Prince George's County Public Schools as a % of Overall Market Average					\$32,740	\$40,953	\$49,738	\$44,103	
Overall Comparator Market Average					107%	126%	137%	104%	
Adjustment To Reach Market Average					-7%	-21%	-27%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs routine manual and clerical work in receiving, storing and issuing supplies, materials and equipment. Receives property, checks against appropriate documents, notes and reports any discrepancies in physical count, identity or condition; unpacks and stores property in proper location and manner in accordance with established routines and methods. May be required to participate in inventories, maintaining records, operating gas or electric powered materials handling equipment, and operating passenger vehicles, pickup trucks and vans in connection with pickup and delivery activities. Minimum Qualifications: High school diploma or GED, with some experience and training in warehousing, storekeeping, automotive parts storeroom or tool maintenance, including some clerical work; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Possession of an appropriate and valid State Motor Vehicle Operators License

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Academic Dean School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Executive Principal	Exempt	40.0	260	\$98,103	\$116,964	\$135,825	\$129,512
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Instructional Specialist, Title I	Exempt	40.0	260	\$52,014	\$78,722	\$105,430	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		210	\$83,494	\$103,054	\$122,614	\$99,762
School District Market Average					\$75,058	\$97,843	\$120,628	\$129,512
Prince George's County Public Schools as a % of School District Market Average					111%	105%	102%	77%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$83,494	\$103,054	\$122,614	\$99,762
Prince George's County Public Schools as a % of Overall Market Average					\$75,058	\$97,843	\$120,628	\$129,512
Overall Comparator Market Average					111%	105%	102%	77%
Adjustment To Reach Market Average					-10%	-5%	-2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Collaborates with administrators, teachers, and parents to ensure that all students are successful and develop strong character skills to help them succeed. Works to ensure that every child reaches ambitious targets for school-wide levels of mastery. Coaches a portfolio of teachers and frequently owns a particular subject or grade level. Works with Principal, Team Curriculum and Talent Development to plan the instructional schedule and curriculum to be most effective for students; works with the principal to regularly analyze school wide data, plan interventions and make curricular adjustments; manages the interim assessment process to ensure that teachers are using data to drive instruction. Serve as an active member of the school leadership team to support school-wide success; and helps teacher leaders (coaches and grade level chairs) grow their leadership skills. Minimum Qualifications: Master's degree with an emphasis in supervision, educational administration, elementary/secondary school curriculum and five (5) years teaching experience. Must possess State Advanced Professional Certificate and Administrator I Certification.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Assistant Principal (Elementary School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Assistant Principal	Exempt	40.0	260	\$73,627	\$96,987	\$120,347	\$94,980
Baltimore County PS, MD	Assistant Principal, Elementary	Exempt	37.5	260	\$79,879	\$98,124	\$116,369	NA
Fairfax County PS, VA	Assistant Principal, Elementary School	Exempt	40.0	219	\$81,030	\$96,609	\$112,188	\$104,716
Gwinnett County PS, GA	Assistant Principal - ES	Exempt	40.0	200	\$79,149	\$94,443	\$109,736	\$100,561
Howard County PS, MD	Assistant Principal Elementary School	Exempt	35.0	237	\$82,513	\$111,643	\$140,774	\$116,607
Montgomery County PS, MD	Assistant Principal, Elementary School	Exempt	40.0	260	\$84,069	\$96,881	\$109,693	NA
School District of Philadelphia	Assistant Principal	Non-Exempt	40.0	260	\$77,712	\$87,549	\$97,385	\$85,279
Prince George's County Public Schools		Exempt		210	\$83,494	\$99,535	\$115,575	\$99,125
School District Market Average					\$79,711	\$97,462	\$115,213	\$100,429
Prince George's County Public Schools as a % of School District Market Average					105%	102%	100%	99%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$83,494	\$99,535	\$115,575	\$99,125
Prince George's County Public Schools as a % of Overall Market Average					\$79,711	\$97,462	\$115,213	\$100,429
Overall Comparator Market Average					105%	102%	100%	99%
Adjustment To Reach Market Average					-5%	-2%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the Principal's supervision, responsible for assisting with operating the instructional program and providing educational leadership for the staff, students and community. Minimum Qualifications: Master's degree with an emphasis in supervision, educational administration, or elementary/secondary school curriculum is preferred. Three years teaching experience required. State Advanced Professional Certificate; Administrator I Certification required. Must complete Framework for Teaching (FFT) certification within six months of assuming the role.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Assistant Principal (High School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Assistant Principal	Exempt	40.0	260	\$73,627	\$96,987	\$120,347	\$98,664
Baltimore County PS, MD	Assistant Principal, High	Exempt	37.5	260	\$89,728	\$106,089	\$122,450	NA
Fairfax County PS, VA	Assistant Principal (High School)	Exempt	40.0	260	\$77,322	\$92,188	\$107,054	\$104,899
Gwinnett County PS, GA	Assistant Principal - HS	Exempt	40.0	200	\$82,624	\$100,281	\$117,938	\$109,979
Howard County PS, MD	Assistant Principal High School	Exempt	35.0	237	\$90,675	\$117,709	\$144,743	\$122,928
Montgomery County PS, MD	Assistant Principal, High School	Exempt	40.0	260	\$84,069	\$96,881	\$109,693	NA
School District of Philadelphia	Assistant Principal	Non-Exempt	40.0	260	\$77,712	\$87,549	\$97,385	\$85,279
Prince George's County Public Schools		Exempt		210	\$88,579	\$105,597	\$122,614	\$109,439
School District Market Average					\$82,251	\$99,669	\$117,087	\$104,350
Prince George's County Public Schools as a % of School District Market Average					108%	106%	105%	105%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$88,579	\$105,597	\$122,614	\$109,439
Prince George's County Public Schools as a % of Overall Market Average					\$82,251	\$99,669	\$117,087	\$104,350
Overall Comparator Market Average					108%	106%	105%	105%
Adjustment To Reach Market Average					-7%	-6%	-5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the Principal's supervision, responsible for assisting with operating the instructional program and providing educational leadership for the staff, students and community. Minimum Qualifications: Master's degree with an emphasis in supervision, educational administration, or elementary/secondary school curriculum is preferred. Three years teaching experience required. State Advanced Professional Certificate; Administrator I Certification required. Must complete Framework for Teaching (FFT) certification within six months of assuming the role.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Assistant Principal (Middle School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Assistant Principal	Exempt	40.0	260	\$73,627	\$96,987	\$120,347	\$96,606
Baltimore County PS, MD	Assistant Principal, Middle	Exempt	37.5	260	\$84,660	\$103,997	\$123,333	NA
Fairfax County PS, VA	Assistant Principal, Middle School	Exempt	40.0	219	\$83,055	\$99,024	\$114,992	\$104,090
Gwinnett County PS, GA	Assistant Principal - MS	Exempt	40.0	200	\$79,852	\$96,601	\$113,350	\$102,862
Howard County PS, MD	Assistant Principal Middle School	Exempt	35.0	237	\$82,513	\$111,643	\$140,774	\$119,489
Montgomery County PS, MD	Assistant Principal, Middle School	Exempt	40.0	260	\$84,069	\$96,881	\$109,693	NA
School District of Philadelphia	Assistant Principal	Non-Exempt	40.0	260	\$77,712	\$87,549	\$97,385	\$85,279
Prince George's County Public Schools		Exempt		210	\$85,998	\$102,520	\$119,041	\$104,855
School District Market Average					\$80,784	\$98,955	\$117,125	\$101,665
Prince George's County Public Schools as a % of School District Market Average					106%	104%	102%	103%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$85,998	\$102,520	\$119,041	\$104,855
Prince George's County Public Schools as a % of Overall Market Average					\$80,784	\$98,955	\$117,125	\$101,665
Overall Comparator Market Average					106%	104%	102%	103%
Adjustment To Reach Market Average					-6%	-3%	-2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the Principal's supervision, responsible for assisting with operating the instructional program and providing educational leadership for the staff, students and community. Minimum Qualifications: Master's degree with an emphasis in supervision, educational administration, or elementary/secondary school curriculum is preferred. Three years teaching experience required. State Advanced Professional Certificate; Administrator I Certification required. Must complete Framework for Teaching (FFT) certification within six months of assuming the role.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Comprehensive Special Education Program (CSEP) Coordinator Instructional Programs & Curriculum Support ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Special Services	Exempt	40.0	260	\$80,881	\$104,173	\$127,465	\$109,022
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Assist. Principal, SPED (MS, HS)	Exempt	40.0	260	\$75,070	\$91,062	\$107,054	\$96,912
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Instructional Facilitator Special Education	Exempt	35.0	245	\$79,818	\$107,998	\$136,178	\$121,088
Montgomery County PS, MD	Program Specialist, SPED (Teacher scale)	Exempt	40.0	190	\$55,086	\$88,935	\$122,784	NA
School District of Philadelphia	Coordinator, Specialized Services	Non-Exempt	35.0	260	\$81,269	\$90,141	\$99,014	\$89,345
Prince George's County Public Schools		Exempt		210	\$85,998	\$102,520	\$119,041	\$111,257
School District Market Average					\$74,425	\$96,462	\$118,499	\$104,092
Prince George's County Public Schools as a % of School District Market Average					116%	106%	100%	107%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$85,998	\$102,520	\$119,041	\$111,257
Prince George's County Public Schools as a % of Overall Market Average					\$74,425	\$96,462	\$118,499	\$104,092
Overall Comparator Market Average					116%	106%	100%	107%
Adjustment To Reach Market Average					-13%	-6%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the direction of the Principal, coordinates the Comprehensive Special Education program, including all special education and general education services as they relate to students. Identifies and assesses the instructional needs, learning styles and appropriate techniques for use with students assigned to the Comprehensive Special Education Program; assists classroom teachers and related services personnel in designing and implementing an individual educational plan for each student; coordinates communication within the building with school administrators, families, IEP Team and with the students' base schools, outside agencies, and/or personnel from other programs. Observes and supervises instructional practices of special education instructional staff. Minimum Qualifications: Master's degree and a minimum of five (5) years successful teaching experience; minimum of three (3) years of teaching experience in special education. Must possess Administrator I Certification and Advanced Professional Certification in Special Education.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Instructional Specialist Instructional Support ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Compliance Specialist, Title I	Exempt	37.5	260	\$88,040	\$108,148	\$128,257	NA
Fairfax County PS, VA	Educational Specialist, Title I	Exempt	40.0	260	\$75,338	\$99,281	\$123,223	\$111,936
Gwinnett County PS, GA	Instructional Specialist	Exempt	40.0	190	\$69,760	\$111,999	\$154,237	\$109,430
Howard County PS, MD	Specialist Title I	Exempt	35.0	260	\$81,549	\$105,446	\$129,343	\$105,446
Montgomery County PS, MD	Instructional Spec., School Improvement	Exempt	40.0	260	\$64,398	\$97,465	\$130,532	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools					\$93,708	\$111,712	\$129,715	\$112,624
School District Market Average					\$75,817	\$104,468	\$133,118	\$108,938
Prince George's County Public Schools as a % of School District Market Average					124%	107%	97%	103%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	260	\$93,708	\$111,712	\$129,715	\$112,624
Prince George's County Public Schools as a % of Overall Market Average					\$75,817	\$104,468	\$133,118	\$108,938
Overall Comparator Market Average					124%	107%	97%	103%
Adjustment To Reach Market Average					-19%	-6%	3%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Reports to the Instructional Supervisor. Assists principal and school improvement resource teacher in facilitating the development, monitoring, implementation, and assessment of the School Improvement Program as it relates to the Title I school improvement grant. Collaborates with School Improvement Team (SIT) and principal to provide direction for developing a knowledge base about school improvement, the change process, effective learner centered instruction. Assists schools with the alignment of curriculum, instruction, and assessment. Monitors the use of resources, including the expenditure of funds, use of non-classroom instructional personnel, and use of student learning time. Minimum Qualifications: Master's degree and five (5) years successful teaching experience. Must hold an Advanced Professional Certificate and Administration I Certificate.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Instructional Supervisor Instructional Support ASASP II									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Supervisor, Curriculum & Instruction	Exempt	37.5	260	\$98,898	\$121,487	\$144,075	NA	
Fairfax County PS, VA	Coordinator III, Educational	Exempt	40.0	260	\$95,732	\$114,138	\$132,544	\$127,790	
Gwinnett County PS, GA	Instructional Coach	Exempt	40.0	210	\$83,574	\$103,997	\$124,421	\$110,972	
Howard County PS, MD	Curriculum Coordinator	Exempt	35.0	245	\$108,598	\$140,976	\$173,354	\$154,445	
Montgomery County PS, MD	Curriculum Supervisor	Exempt	40.0	260	\$110,331	\$125,746	\$141,161	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools					260	\$99,417	\$118,517	\$137,616	\$127,243
School District Market Average						\$99,426	\$121,269	\$143,111	\$131,069
Prince George's County Public Schools as a % of School District Market Average						100%	98%	96%	97%
Prince George's County Public Schools Pay Grade	G4	Exempt	40.0	260	\$99,417	\$118,517	\$137,616	\$127,243	
Prince George's County Public Schools as a % of Overall Market Average						\$99,426	\$121,269	\$143,111	\$131,069
Overall Comparator Market Average						100%	98%	96%	97%
Adjustment To Reach Market Average						0%	2%	4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for providing guidance to staff and external stakeholders in participating schools. Responsibilities involve monitoring department programs and initiatives and executing administrative responsibilities as required. Assists the Director in developing an operational framework for the unit, developing a budget based on analysis of needs, and implementing the process and procedures for evaluating programs and personnel in unit. Provides leadership and support to instructional personnel and content coaches assigned to the various regions and schools to assure compliance with laws, policies, and regulations pertaining to departmental goals. Minimum Qualifications: Master's degree and at least two (2) years supervisory experience and five (5) years of successful teaching experience; or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Must hold an Advanced Professional Certificate and Administration I Certificate.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Principal (Elementary School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Principal	Exempt	40.0	260	\$100,139	\$135,275	\$170,412	\$133,973
Baltimore County PS, MD	Principal Elementary	Exempt	37.5	260	\$117,745	\$144,641	\$171,537	NA
Fairfax County PS, VA	Principal, Elementary School	Exempt	40.0	260	\$107,452	\$128,111	\$148,770	\$140,992
Gwinnett County PS, GA	Principal - ES	Exempt	40.0	246	\$124,473	\$140,608	\$156,743	\$145,861
Howard County PS, MD	Principal Elementary School	Exempt	35.0	237	\$116,790	\$150,259	\$183,729	\$170,827
Montgomery County PS, MD	Principal, Elementary School	Exempt	40.0	260	\$110,331	\$125,746	\$141,161	NA
School District of Philadelphia	Principal	Non-Exempt	40.0	260	\$139,423	\$149,528	\$159,633	\$149,750
Prince George's County Public Schools		Exempt		260	\$102,479	\$122,169	\$141,858	\$128,844
School District Market Average					\$116,622	\$139,167	\$161,712	\$148,281
Prince George's County Public Schools as a % of School District Market Average					88%	88%	88%	87%
Prince George's County Public Schools	Pay Grade G6	Exempt	40.0	260	\$102,479	\$122,169	\$141,858	\$128,844
Prince George's County Public Schools as a % of Overall Market Average					88%	88%	88%	87%
Overall Comparator Market Average					88%	88%	88%	87%
Adjustment To Reach Market Average					14%	14%	14%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for operating the instructional program and providing educational leadership for the staff, students, and community. Minimum Qualifications: Doctorate preferred; Master's degree in Supervision and Administration or Curriculum and Instruction from an accredited college or university required; previous successful experience as a school-based administrator, (or other comparable leadership experience). Comparable leadership experience includes but is not limited to: school Dean, or Assistant Principal equivalent position; district or central office level Supervisor, Director or Manager. State Advanced Professional Certificate, Administrator II Certification required.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Principal (High School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Principal	Exempt	40.0	260	\$100,139	\$135,275	\$170,412	\$138,479
Baltimore County PS, MD	Principal High	Exempt	37.5	260	\$132,297	\$162,515	\$192,732	NA
Fairfax County PS, VA	Principal, High School	Exempt	40.0	260	\$119,666	\$142,673	\$165,680	\$154,256
Gwinnett County PS, GA	Principal - HS	Exempt	40.0	246	\$130,434	\$149,656	\$168,878	\$174,905
Howard County PS, MD	High School Principal	Exempt	35.0	237	\$126,606	\$160,077	\$193,548	\$180,983
Montgomery County PS, MD	Principal, High School	Exempt	40.0	260	\$123,968	\$141,287	\$158,607	NA
School District of Philadelphia	Principal	Non-Exempt	40.0	260	\$139,423	\$149,528	\$159,633	\$149,750
Prince George's County Public Schools		Exempt		260	\$109,277	\$134,409	\$159,541	\$141,774
School District Market Average					\$124,648	\$148,716	\$172,784	\$159,675
Prince George's County Public Schools as a % of School District Market Average					88%	90%	92%	89%
Prince George's County Public Schools	Pay Grade G6	Exempt	40.0	260	\$109,277	\$134,409	\$159,541	\$141,774
Prince George's County Public Schools as a % of Overall Market Average					88%	90%	92%	89%
Overall Comparator Market Average					88%	90%	92%	89%
Adjustment To Reach Market Average					14%	11%	8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for operating the instructional program and providing educational leadership for the staff, students, and community. Minimum Qualifications: Doctorate preferred; Master's degree in Supervision and Administration or Curriculum and Instruction from an accredited college or university required; previous successful experience as a school-based administrator, (or other comparable leadership experience). Comparable leadership experience includes but is not limited to: school Dean, or Assistant Principal equivalent position; district or central office level Supervisor, Director or Manager. State Advanced Professional Certificate, Administrator II Certification required.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Principal (Middle School) School Administration ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Principal	Exempt	40.0	260	\$100,139	\$135,275	\$170,412	\$137,544
Baltimore County PS, MD	Principal Middle	Exempt	37.5	260	\$124,809	\$153,316	\$181,824	NA
Fairfax County PS, VA	Principal, Middle School	Exempt	40.0	260	\$111,532	\$132,975	\$154,418	\$146,184
Gwinnett County PS, GA	Principal - MS	Exempt	40.0	246	\$126,384	\$144,542	\$162,700	\$155,520
Howard County PS, MD	Middle School Principal	Exempt	35.0	237	\$116,790	\$150,259	\$183,729	\$170,075
Montgomery County PS, MD	Principal, Middle School	Exempt	40.0	260	\$116,949	\$133,290	\$149,631	NA
School District of Philadelphia	Principal	Non-Exempt	40.0	260	\$139,423	\$149,528	\$159,633	\$149,750
Prince George's County Public Schools		Exempt		260	\$102,479	\$122,169	\$141,858	\$126,690
School District Market Average					\$119,432	\$142,741	\$166,050	\$151,814
Prince George's County Public Schools as a % of School District Market Average					86%	86%	85%	83%
Prince George's County Public Schools	Pay Grade G6	Exempt	40.0	260	\$102,479	\$122,169	\$141,858	\$126,690
Prince George's County Public Schools as a % of Overall Market Average					86%	86%	85%	83%
Overall Comparator Market Average					86%	86%	85%	83%
Adjustment To Reach Market Average					17%	17%	17%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for operating the instructional program and providing educational leadership for the staff, students, and community. Minimum Qualifications: Doctorate preferred; Master's degree in Supervision and Administration or Curriculum and Instruction from an accredited college or university required; previous successful experience as a school-based administrator, (or other comparable leadership experience). Comparable leadership experience includes but is not limited to: school Dean, or Assistant Principal equivalent position; district or central office level Supervisor, Director or Manager. State Advanced Professional Certificate, Administrator II Certification required.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Technology Instructional Specialist Instructional Support ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Educational SPED, Instructional Techgy.	Exempt	40.0	260	\$75,338	\$99,281	\$123,223	\$109,799
Gwinnett County PS, GA	Instructional Specialist	Exempt	40.0	190	\$69,760	\$111,999	\$154,237	\$109,430
Howard County PS, MD	Media Specialist	Exempt	35.0	195	\$72,217	\$110,971	\$149,725	\$116,988
Montgomery County PS, MD	Instructional Spec., Instructional Techn.	Exempt	40.0	260	\$64,398	\$97,465	\$130,532	NA
School District of Philadelphia	Technology Program Specialist	Non-Exempt	35.0	260	\$68,198	\$99,862	\$131,527	\$124,633
Prince George's County Public Schools		Exempt		260	\$93,708	\$111,712	\$129,715	\$114,402
School District Market Average					\$69,982	\$103,916	\$137,849	\$115,213
Prince George's County Public Schools as a % of School District Market Average					134%	108%	94%	99%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	260	\$93,708	\$111,712	\$129,715	\$114,402
Prince George's County Public Schools as a % of Overall Market Average					\$69,982	\$103,916	\$137,849	\$115,213
Overall Comparator Market Average					134%	108%	94%	99%
Adjustment To Reach Market Average					-25%	-7%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible developing, implementing and evaluating strategies to expand the present use of technology for students and staff. Serves as master coordinator for technology involved projects including database, spreadsheet, presentation and document design. Develops, implements and facilitates systemic professional development workshops in computer literacy, computer-assisted instruction and computer software usage to Title I principals, teachers, students and parents; participates and conducts professional development presentations on a county, state and national level. Minimum Qualifications: Master's Degree and five (5) years of successful teaching experience. Must hold or be eligible for an Advanced Professional Certificate with Administrative I endorsement.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Wing Coordinator Instructional Programs & Curriculum Support ASASP II								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Assist. Principal, SPED (MS, HS)	Exempt	40.0	260	\$75,070	\$91,062	\$107,054	\$96,912
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Program Specialist, SPED (Teacher scale)	Exempt	40.0	190	\$55,086	\$88,935	\$122,784	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		210	\$85,998	\$102,520	\$119,041	\$100,360
School District Market Average					\$65,078	\$89,999	\$114,919	\$96,912
Prince George's County Public Schools as a % of School District Market Average					132%	114%	104%	104%
Prince George's County Public Schools	Pay Grade G2	Exempt	40.0	210	\$85,998	\$102,520	\$119,041	\$100,360
Prince George's County Public Schools as a % of Overall Market Average					\$65,078	\$89,999	\$114,919	\$96,912
Overall Comparator Market Average					132%	114%	104%	104%
Adjustment To Reach Market Average					-24%	-12%	-3%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the direction of the Principal, coordinates the instructional program including all educational services as they relate to the medical, emotional, social, behavioral and academic needs for students with disabilities. Assists classroom teachers and related services personnel in developing and implementing an appropriate individual educational program (IEP) for all students in the various special education programs. Provides instructional leadership for the alignment of curriculum, instruction and assessment for students within the various special education programs; identifies and assesses the instructional and environmental modification needs, learning styles and appropriate techniques for use with special education students to facilitate placement in the least restrictive environment. Minimum Qualifications: Master's degree in Special Education or related field and three (3) years successful teaching experience in special education, including experience working with peers in instructional setting; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities. Must hold and advanced Professional Certificate in Special Education and Admin I certification.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Accountant II Accounting, Finance & Payroll ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Accountant II	Exempt	40.0	260	\$54,580	\$81,662	\$108,743	\$99,922
Baltimore County PS, MD	Accountant II	Exempt	37.5	260	\$72,548	\$92,353	\$112,159	NA
Fairfax County PS, VA	Accounting Analyst II	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$95,612
Gwinnett County PS, GA	Accountant I	Exempt	40.0	246	\$49,258	\$64,129	\$79,000	\$79,000
Howard County PS, MD	Accountant III	Exempt	35.0	260	\$72,083	\$95,750	\$119,417	\$89,169
Montgomery County PS, MD	Senior Accountant	Exempt	40.0	260	\$73,048	\$89,631	\$106,215	NA
School District of Philadelphia	Staff Accountant	Non-Exempt	35.0	260	\$52,472	\$66,020	\$79,568	\$79,568
Prince George's County Public Schools		Exempt		260	\$63,909	\$89,540	\$115,170	\$94,975
School District Market Average					\$63,766	\$83,559	\$103,353	\$88,654
Prince George's County Public Schools as a % of School District Market Average					100%	107%	111%	107%
Prince George's County Public Schools	Pay Grade G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$94,975
Prince George's County Public Schools as a % of Overall Market Average					\$63,766	\$83,559	\$103,353	\$88,654
Overall Comparator Market Average					100%	107%	111%	107%
Adjustment To Reach Market Average					0%	-7%	-10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex professional accounting operations applying principles and methods in accordance with established accounting regulations and procedures. Performs work involving the design, maintenance review and analysis of financial records and controls. Supervision may be exercised over employees. Minimum Qualifications: Bachelor's degree in Accounting, Finance or a related field. Must possess a minimum of two (2) years of progressively responsible professional experience as an accountant preferably in a government agency and ideally in a school system working with restricted programs; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Administrative Secretary IV Administrative Support ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Executive Administ. Secretary	Exempt	40.0	260	\$39,966	\$74,355	\$108,743	\$76,595
Baltimore County PS, MD	Executive Admin. Secretary III	Non-Exempt	37.5	260	\$70,100	\$86,100	\$102,100	NA
Fairfax County PS, VA	Executive Admin. Assistant I/II	Non-Exempt	40.0	260	\$50,952	\$69,926	\$88,900	\$72,945
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Administrative Secretary III	Non-Exempt	40.0	260	\$44,926	\$55,640	\$66,355	NA
School District of Philadelphia	Executive Assistant	Exempt	35.0	260	\$57,952	\$72,331	\$86,709	\$74,607
Prince George's County Public Schools					\$57,966	\$81,218	\$104,469	\$98,804
School District Market Average					\$52,779	\$71,670	\$90,561	\$74,716
Prince George's County Public Schools as a % of School District Market Average					110%	113%	115%	132%
Prince George's County Public Schools	Pay Grade G26	Exempt	40.0	260	\$57,966	\$81,218	\$104,469	\$98,804
Prince George's County Public Schools as a % of Overall Market Average					\$52,779	\$71,670	\$90,561	\$74,716
Overall Comparator Market Average					110%	113%	115%	132%
Adjustment To Reach Market Average					-9%	-12%	-13%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly responsible executive secretarial work of an administrative nature for a Division Chief. Requires broad knowledge of day-to-day operations of an executive level office, frequent contacts with top level officials and handling of a wide variety of administrative matters with a view toward conserving the time of an executive. Considerable independent judgment and tact are required in handling the many and diverse problems. Supervision is exercised over a clerical staff. General supervision is received from the Division Chief and periodically from the Chief of Staff. Minimum Qualifications: High School Diploma

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Assistant Controller Accounting, Finance & Payroll ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Assistant Comptroller, Accounting	Exempt	40.0	260	\$100,998	\$120,415	\$139,833	\$131,988	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Accounting Manager	Exempt	35.0	260	\$104,307	\$128,759	\$153,210	\$128,759	
Montgomery County PS, MD	Assistant Controller	Exempt	40.0	260	\$104,085	\$119,948	\$135,810	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools					Exempt	260	\$77,678	\$108,837	\$139,996
School District Market Average							\$103,130	\$123,041	\$142,951
Prince George's County Public Schools as a % of School District Market Average							75%	88%	98%
Prince George's County Public Schools Pay Grade	G32	Exempt	40.0	260	\$77,678	\$108,837	\$139,996	\$139,996	
Prince George's County Public Schools as a % of Overall Market Average							\$103,130	\$123,041	\$142,951
Overall Comparator Market Average							75%	88%	98%
Adjustment To Reach Market Average							33%	13%	2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides operational and programmatic support: to include overseeing the general fund, accounting standards and practices, along with the annual financial audit. Ensures timely and accurate financial statements and annual audits; interprets and follows guidelines prescribed by the School Board, local, state and federal authorities as relates to accounting and financial reporting. Provides direct supervision of capital programs, self-insurance, student activity funds, grant finance and Medicaid recovery, ensuring that guidelines prescribed by the School Board, local, state and federal authorities are adhered to. Oversees and provides guidance and direction to department staff members. Minimum Qualifications: Bachelor's degree with major work in governmental or public school administration, business administration, public administration, or accounting required; Master's preferred; along with seven (7) years of governmental or public school administrative or budgetary experience. Considerable experience in progressively responsible administrative work, including supervisory or public accounting experience; some experience or familiarity with large scale computerized accounting systems; or any equivalent combinations of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Automotive Foreman III Maintenance & Skilled Trades ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Garage Manager	Exempt	40.0	260	\$54,580	\$82,478	\$110,375	\$74,365
Baltimore County PS, MD	Shop Supervisor	Exempt	37.5	260	\$57,509	\$73,209	\$88,909	NA
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA
Gwinnett County PS, GA	Fleet Foreman (Need pay data)	NA		246	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Transportation Supervisor II, Fleet Maint.	Exempt	40.0	260	\$74,725	\$89,080	\$103,435	NA
School District of Philadelphia	Transportation Mechanic Foreman	Non-Exempt	33.8	260	\$71,045	\$76,780	\$82,515	NA
Prince George's County Public Schools		Exempt		260	\$63,909	\$89,540	\$115,170	\$89,248
School District Market Average					\$64,465	\$80,387	\$96,309	\$74,365
Prince George's County Public Schools as a % of School District Market Average					99%	111%	120%	120%
Prince George's County Public Schools	Pay Grade G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$89,248
Prince George's County Public Schools as a % of Overall Market Average					\$64,465	\$80,387	\$96,309	\$74,365
Overall Comparator Market Average					99%	111%	120%	120%
Adjustment To Reach Market Average					1%	-10%	-16%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Administrative and supervisory position involving accountability for the administration and supervision of assigned Central Garage Services personnel and all fleet maintenance activities and operations. Responsible for the oversight of multiple work locations and shifts (day, night, midnight and weekend) within the school district's various regions. Supervision is exercised over all Central Garage Services lower grade positions. Minimum Qualifications: High School Diploma and extensive experience as a journeyman automotive mechanic and garage coordinator including some experience in a administrative supervisory or management capacity. Automotive Service Excellence (ASE) master certifications (school bus; truck; automobile) are strongly encouraged, recommended and preferred for consideration at the Automotive Foreman III, Administrative and Supervisory level.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Board Administrative Assistant Administrative Support ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Executive Assistant BOE	Exempt	40.0	260	\$49,434	\$74,702	\$99,970	\$86,066
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Executive Admin. Assistant I/II	Non-Exempt	40.0	260	\$50,952	\$69,926	\$88,900	\$72,945
Gwinnett County PS, GA	Coordinator Board Services	Exempt	40.0	246	\$46,737	\$61,316	\$75,894	\$75,894
Howard County PS, MD	Executive Assistant BOE	Exempt	35.0	260	\$53,955	\$77,181	\$100,406	\$77,181
Montgomery County PS, MD	Administrative Secretary III	Non-Exempt	40.0	260	\$44,926	\$55,640	\$66,355	NA
School District of Philadelphia	Executive Assistant	Exempt	35.0	260	\$57,952	\$72,331	\$86,709	\$74,607
Prince George's County Public Schools					\$57,966	\$81,218	\$104,469	\$75,615
School District Market Average					\$50,659	\$68,516	\$86,372	\$77,338
Prince George's County Public Schools as a % of School District Market Average					114%	119%	121%	98%
Prince George's County Public Schools	Pay Grade G26	Exempt	40.0	260	\$57,966	\$81,218	\$104,469	\$75,615
Prince George's County Public Schools as a % of Overall Market Average					\$50,659	\$68,516	\$86,372	\$77,338
Overall Comparator Market Average					114%	119%	121%	98%
Adjustment To Reach Market Average					-13%	-16%	-17%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of complex administrative and secretarial functions and works exclusively and confidentially for individual member(s) of the Board of Education. Responsible for the day-to-day operations of the Board of Education individual member(s). Exercises independent judgment in handling the many and diverse problems that occur and issues that are referred to the Board of Education. Minimum Qualifications: High School Diploma with additional coursework in Business Administration and/or English on the college level preferred.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Budget Analyst II Accounting, Finance & Payroll ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Lead Budget Analyst	Exempt	40.0	260	\$73,819	\$105,528	\$137,236	\$118,210
Baltimore County PS, MD	Fiscal Analyst II	Exempt	37.5	260	\$76,885	\$97,876	\$118,866	NA
Fairfax County PS, VA	Budget Analyst II	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$86,910
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Budget Analyst	Exempt	35.0	260	\$81,549	\$105,446	\$129,343	\$105,446
Montgomery County PS, MD	Budget Specialist I	Exempt	40.0	260	\$66,270	\$81,671	\$97,073	NA
School District of Philadelphia	Budget Analyst III	Non-Exempt	33.8	260	\$68,411	\$85,302	\$102,192	\$102,192
Prince George's County Public Schools		Exempt		260	\$63,909	\$89,540	\$115,170	\$104,024
School District Market Average					\$73,218	\$95,199	\$117,180	\$103,190
Prince George's County Public Schools as a % of School District Market Average					87%	94%	98%	101%
Prince George's County Public Schools	Pay Grade G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$104,024
Prince George's County Public Schools as a % of Overall Market Average					87%	94%	98%	101%
Overall Comparator Market Average					87%	94%	98%	101%
Adjustment To Reach Market Average					15%	6%	2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Participates individually or as a project leader in the collection, tabulation, summary, and analysis of preliminary budgetary statistical accounting, and departmental program data together with management studies with respect to divisional requests regarding program expansion, reduction, deletion, or other modifications. Minimum Qualifications: Bachelor's degree with major coursework in accounting, public administration, business administration, or a related field; and four (4) years of experience in the field of budgeting which provides the required knowledge, skills, and abilities necessary to perform effectively in this position.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Database Administrator Information Technology ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Database Administrator	Exempt	40.0	260	\$66,533	\$101,885	\$137,236	\$124,295	
Baltimore County PS, MD	ERP Database Administrator	Exempt	37.5	260	\$86,363	\$109,939	\$133,516	NA	
Fairfax County PS, VA	Database Engineer I/II	Exempt	40.0	260	\$78,428	\$105,486	\$132,544	NA	
Gwinnett County PS, GA	Database Administrator	Exempt	40.0	246	\$77,438	\$95,580	\$113,722	\$108,611	
Howard County PS, MD	Database Administrator	Non-Exempt	35.0	260	\$104,307	\$128,759	\$153,210	\$128,759	
Montgomery County PS, MD	Database Administrator II	Exempt	40.0	260	\$69,607	\$85,567	\$101,527	NA	
School District of Philadelphia	Database Administrator	Exempt	35.0	260	\$96,347	\$119,494	\$142,641	\$115,086	
Prince George's County Public Schools					Exempt	260	\$77,678	\$108,837	\$139,996
School District Market Average							\$82,717	\$106,673	\$130,628
Prince George's County Public Schools as a % of School District Market Average							94%	102%	107%
Prince George's County Public Schools Pay Grade	G32	Exempt	40.0	260	\$77,678	\$108,837	\$139,996	\$135,117	
Prince George's County Public Schools as a % of Overall Market Average							\$82,717	\$106,673	\$130,628
Overall Comparator Market Average							94%	102%	107%
Adjustment To Reach Market Average							6%	-2%	-7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides Oracle Applications DBA and Database Administration support for the school district's Oracle E-Business Suite and Harris SchoolMAX Student Information system. Coordinates physical and logical changes to databases, database security, backup/recovery, performance management, availability, maintenance and 24/7 support of major Oracle enterprise systems. Minimum

Qualifications: Bachelor's degree in Computer Science or Information Systems Management, or a related field and six (6) years of experience; a minimum of two (2) years experience as an Oracle Applications DBA; experience with database Version 10g or later and applications release 11.5.10 or later; experience as a DBA in the public sector, preferably in a K-12 environment. Oracle Certified Professional (OCP) DBA credentials preferred.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Employee and Labor Relations Advisor Human Resources ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Labor Relations Specialist	Exempt	40.0	260	\$66,533	\$94,197	\$121,861	\$108,083
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Equity & Employee Relations Specialist	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$100,842
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	Labor Relations Officer	Exempt	35.0	260	\$85,743	\$103,994	\$122,245	\$99,845
Prince George's County Public Schools		Exempt		260	\$70,457	\$98,719	\$126,980	\$108,015
School District Market Average					\$74,883	\$97,854	\$120,826	\$102,923
Prince George's County Public Schools as a % of School District Market Average					94%	101%	105%	105%
Prince George's County Public Schools	Pay Grade G30	Exempt	40.0	260	\$70,457	\$98,719	\$126,980	\$108,015
Prince George's County Public Schools as a % of Overall Market Average					94%	101%	105%	105%
Overall Comparator Market Average					94%	101%	105%	105%
Adjustment To Reach Market Average					6%	-1%	-5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Serves as expert advisor to management, legal staff and other personnel on union and employee relations matters. Advises and assists management regarding employee grievance negotiations and union contract administration. Provides hands on technical assistance including the preparation of notices of proposed adverse actions (including performance-based actions) and decisions; and develops and leads briefings and training sessions for various management groups. Minimum Qualifications: Bachelor's Degree in Human Resources, Business Administration, Public Administration or related field and five (5) years of professional level Human Resources experience, at least four (4) years specializing in employee and labor relations in a large unionized environment, with strong Labor Relations background.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Financial Analyst - Title I Accounting, Finance & Payroll ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Financial Analyst II	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$94,962
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	Financial Analyst	Non-Exempt	33.8	260	\$54,416	\$68,465	\$82,515	\$63,490
Prince George's County Public Schools		Exempt		260	\$52,576	\$73,665	\$94,753	\$63,267
School District Market Average					\$63,394	\$81,918	\$100,443	\$79,226
Prince George's County Public Schools as a % of School District Market Average					83%	90%	94%	80%
Prince George's County Public Schools	Pay Grade G24	Exempt	40.0	260	\$52,576	\$73,665	\$94,753	\$63,267
Prince George's County Public Schools as a % of Overall Market Average					83%	90%	94%	80%
Overall Comparator Market Average					83%	90%	94%	80%
Adjustment To Reach Market Average					21%	11%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs responsible duties in the planning and preparation of the annual budget, monitoring the day-to-day financial operations of grants, analysis and control of the expenditure budget, and ensures fiscal controls and accountability. Gathers preliminary budgetary data, tabulates expenditures and unit cost information, and provides related services directed toward the compilation and evaluation of division preliminary budgetary requests. Analyzes and reconciles reports generated by departments within the system for accuracy. Minimum Qualifications: Bachelor's degree with major coursework in accounting, public administration, business administration, or a related field, with three (3) years of grant experience in public and/or private sector, or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Food Services Supervisor Food Services ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Area Supervisor, Food Services	Exempt	37.5	260	\$86,363	\$109,939	\$133,516	NA	
Fairfax County PS, VA	Food Services Operational Specialist	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$92,281	
Gwinnett County PS, GA	Coordinator of School Nutrition Ops.	Exempt	40.0	246	\$68,385	\$85,475	\$102,566	\$99,533	
Howard County PS, MD	Area Representative Food & Nutrition Svcs	Exempt	35.0	260	\$76,580	\$94,071	\$111,563	\$88,361	
Montgomery County PS, MD	Food Services Supervisor I	Exempt	40.0	260	\$70,496	\$84,038	\$97,581	NA	
School District of Philadelphia	Food Services Field Ops. Supervisor	Non-Exempt	35.0	217	\$87,592	\$98,194	\$108,797	NA	
Prince George's County Public Schools		Exempt		260	\$57,966	\$81,218	\$104,469	\$94,376	
School District Market Average					\$76,964	\$94,515	\$112,066	\$93,392	
Prince George's County Public Schools as a % of School District Market Average					75%	86%	93%	101%	
Prince George's County Public Schools	Pay Grade	G26	Exempt	40.0	260	\$57,966	\$81,218	\$104,469	\$94,376
Prince George's County Public Schools as a % of Overall Market Average					75%	86%	93%	101%	
Overall Comparator Market Average					75%	86%	93%	101%	
Adjustment To Reach Market Average					33%	16%	7%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Reports to the Director of Food and Nutrition Services and Supervisor of Operations. Responsible for food service operations in assigned region. Supports the goals and objectives of the department and provides technical, training, and supervisory expertise including: administering, planning, analyzing, directing, assessing, promoting and evaluating operations in order to meet operational, financial, accountability, fiscal reporting, daily reporting, and profitability goals of the department. Supervises Food Service Field Specialist, Food Service Managers, Satellite Leaders, and Food Service Assistants. Minimum Qualifications: Bachelor's degree in Food Services Management, Hotel Administration, Institutional Management, Dietetics, or a related field and five (5) years of multi-unit, administrative or supervisory experience in school food service, institutional, contract food service, restaurant management; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. ServSafe certification or Certified Food Service Manager candidate must possess an appropriate Driver's License, insurance, and a reliable vehicle; certification as Registration Dietitian, and or School Nutrition Specialist (SNS), and 12 hours of annual continuing education/training.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Health Services Manager Health Services ASASP III										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
Baltimore County PS, MD	Supervisor, Health Services	Exempt	37.5	260	\$98,898	\$121,487	\$144,075	NA		
Fairfax County PS, VA	School Health Services Specialist	Exempt	40.0	260	\$60,655	\$79,976	\$99,297	NA		
Gwinnett County PS, GA	Lead School Nurse	Exempt	40.0	220	\$79,775	\$99,270	\$118,765	\$120,289		
Howard County PS, MD	Specialist Health Services	Exempt	35.0	215	\$95,254	\$117,011	\$138,767	\$111,733		
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
School District of Philadelphia	Health Services Coordinator	Non-Exempt	40.0	260	\$75,025	\$90,995	\$106,964	NA		
Prince George's County Public Schools					Exempt	260	\$60,865	\$85,280	\$109,694	\$106,347
School District Market Average							\$81,921	\$101,748	\$121,574	\$116,011
Prince George's County Public Schools as a % of School District Market Average							74%	84%	90%	92%
Prince George's County Public Schools	Pay Grade	G27	Exempt	40.0	260	\$60,865	\$85,280	\$109,694	\$106,347	
Prince George's County Public Schools as a % of Overall Market Average							\$81,921	\$101,748	\$121,574	\$116,011
Overall Comparator Market Average							74%	84%	90%	92%
Adjustment To Reach Market Average							35%	19%	11%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides professional nursing services, supervision of assigned staff, and follow-ups for medically complex students in assigned schools. Provides consultation to educational teams with appropriate medical information and care plans to facilitate students' educational program; assists nursing staff in the development of health care plans; plans and implements programs for the management of students with medical needs at the school level. Minimum Qualifications: Bachelor's of Science in Nursing and at least (3) years administrative supervisory experience. Must possess current State Nursing License, current CPR and First Aid Certification and an appropriate and valid Motor Vehicle Operator's License.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

HR Partner Human Resources ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	HR Recruiter	Exempt	40.0	260	\$49,434	\$74,702	\$99,970	\$71,391	
Baltimore County PS, MD	HR Analyst/Officer	Exempt	37.5	260	\$72,548	\$107,028	\$141,509	NA	
Fairfax County PS, VA	Employment Specialist	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$92,755	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	Recruitment Specialist	Exempt	35.0	260	\$103,930	\$127,668	\$151,406	\$106,819	
Montgomery County PS, MD	Staffing Specialist	Exempt	40.0	260	\$73,048	\$89,631	\$106,215	NA	
School District of Philadelphia	Talent Partner	Exempt	35.0	260	\$77,181	\$94,484	\$111,787	\$84,230	
Prince George's County Public Schools					Exempt	260	\$63,909	\$89,540	\$115,170
School District Market Average							\$74,752	\$98,147	\$121,543
Prince George's County Public Schools as a % of School District Market Average							85%	91%	95%
Prince George's County Public Schools	Pay Grade	G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$95,798
Prince George's County Public Schools as a % of Overall Market Average							\$74,752	\$98,147	\$121,543
Overall Comparator Market Average							85%	91%	95%
Adjustment To Reach Market Average							17%	10%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Accountable for the quality and effective staffing of schools and departments to include creating and maintaining process and content procedures, policies, tools, templates and standards. Serves as the customer service point of contact for principals and managers and supports all phases of the employment lifecycle (recruiting, selection, hiring, performance management and retention). Actively participates in data collection, analysis and reporting for workforce effectiveness. Routine reporting required. May supervise assigned administrative support staff. Minimum Qualifications: Bachelor's degree in Education, Human Resources, Business Administration, Public Administration, or a closely related field and five (5) years of progressive work experience in Human Resources/human capital management or education (teaching, building leadership) some of which has been in a large organization.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Internal Auditor II Accounting, Finance & Payroll ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Auditor II	Exempt	40.0	260	\$59,370	\$84,057	\$108,743	\$82,723	
Baltimore County PS, MD	Senior Auditor	Exempt	37.5	260	\$88,040	\$108,148	\$128,257	NA	
Fairfax County PS, VA	Auditor II	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$81,407	
Gwinnett County PS, GA	Internal Auditor	Exempt	40.0	246	\$59,863	\$75,964	\$92,064	\$91,500	
Howard County PS, MD	Auditor Internal BOE	Exempt	35.0	260	\$104,307	\$128,759	\$153,210	\$128,759	
Montgomery County PS, MD	Supervisor, Internal Audit	Exempt	40.0	260	\$110,331	\$125,746	\$141,161	NA	
School District of Philadelphia	Auditor II	Non-Exempt	33.8	260	\$59,149	\$74,250	\$89,351	\$79,284	
Prince George's County Public Schools					Exempt	260	\$63,909	\$89,540	\$115,170
School District Market Average							\$79,062	\$98,899	\$118,737
Prince George's County Public Schools as a % of School District Market Average								81%	91%
Prince George's County Public Schools Pay Grade	G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$91,140	
Prince George's County Public Schools as a % of Overall Market Average								81%	91%
Overall Comparator Market Average								97%	98%
Adjustment To Reach Market Average								24%	10%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional accounting work requiring the full range of duties involved in planning and conducting audits, compilations, and reviews of financial activities and operations. Responsible for performing audits on selected operating and school based funds and accounts. Assists in performing interim tests of transactions and internal accounts, compiling periodic financial and management performance reviews and analyses. Serves as In-Charge Auditor on operational audits and special projects; may supervise Auditor I or Financial Analyst. Minimum Qualifications: Bachelor's Degree in Accounting, Finance or a related field of four (4) year's experience, with two (2) years as an auditor and two (2) years in accounting or a related field. Internal Auditor (CIA), CGAP, CGFM; Certified Public Accountant or other applicable certification preferred.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Network Engineer II Information Technology ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Senior Network Analyst	Exempt	40.0	260	\$66,533	\$101,885	\$137,236	\$115,058
Baltimore County PS, MD	Network Analyst	Exempt	37.5	260	\$72,548	\$92,353	\$112,159	NA
Fairfax County PS, VA	Network Engineer	Exempt	40.0	260	\$75,338	\$99,281	\$123,223	\$109,851
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Senior Network Engineer	Exempt	35.0	260	\$103,930	\$127,668	\$151,406	\$128,636
Montgomery County PS, MD	IT Systems Engineer, LAN/WAN Engineer	Exempt	40.0	260	\$76,594	\$93,916	\$111,239	NA
School District of Philadelphia	Senior Network Engineer	Exempt	35.0	260	\$95,357	\$115,621	\$135,884	\$104,344
Prince George's County Public Schools					\$67,104	\$94,017	\$120,930	\$95,988
School District Market Average					\$81,717	\$105,121	\$128,525	\$114,472
Prince George's County Public Schools as a % of School District Market Average					82%	89%	94%	84%
Prince George's County Public Schools	Pay Grade G29	Exempt	40.0	260	\$67,104	\$94,017	\$120,930	\$95,988
Prince George's County Public Schools as a % of Overall Market Average					\$81,717	\$105,121	\$128,525	\$114,472
Overall Comparator Market Average					82%	89%	94%	84%
Adjustment To Reach Market Average					22%	12%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for the design, installation, maintenance and repair of all computer networks, computer related hardware and electronics in schools and offices. Supports design, selection and implementation of new technologies and platforms covering wired and wireless LAN access infrastructure, network performance monitoring & diagnostics, data center technologies including virtualization, cloud computing and hyper-convergence. Minimum Qualifications: Bachelor's degree with major work in Computer Science, Electrical Engineering or Information Sciences and at least seven (7) years of experience. Must have familiarity with large scale computerized systems; or any equivalent combinations of experience and training which provides the required knowledge, skills, and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Operations Supervisor Transportation ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Supervisor of Transportation	Exempt	40.0	260	\$91,370	\$130,871	\$170,371	\$151,174
Baltimore County PS, MD	Assist. Director, Transportation Ops.	Exempt	37.5	260	\$97,014	\$123,496	\$149,979	NA
Fairfax County PS, VA	Manager, Transportation Operations	Exempt	40.0	260	\$75,338	\$99,281	\$123,223	\$94,297
Gwinnett County PS, GA	Assistant Director of Transportation	Exempt	40.0	246	\$83,776	\$102,656	\$121,536	\$118,992
Howard County PS, MD	Area Manager (Transportation)	Exempt	35.0	260	\$95,647	\$119,888	\$144,129	\$127,237
Montgomery County PS, MD	Assist. Director, Dept. of Transportation	Exempt	40.0	260	\$110,331	\$125,746	\$141,161	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$73,979	\$103,656	\$133,332	\$112,699
School District Market Average					\$92,246	\$116,990	\$141,733	\$122,925
Prince George's County Public Schools as a % of School District Market Average					80%	89%	94%	92%
Prince George's County Public Schools	Pay Grade G31	Exempt	40.0	260	\$73,979	\$103,656	\$133,332	\$112,699
Prince George's County Public Schools as a % of Overall Market Average					80%	89%	94%	92%
Overall Comparator Market Average					80%	89%	94%	92%
Adjustment To Reach Market Average					25%	13%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under direction of the Director of Transportation, performs high level administrative duties, assisting in the overall direction of the school transportation services, supervises transportation supervisors, acts for the Director in his/her absence; does related work as required. Supervises and works with Transportation Supervisors on daily operational challenges. Minimum Qualifications: Bachelor's degree with major work in Transportation, Education, Public Administration, Business or other related area. Must have considerable experience in the school transportation field including field and office functions.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Oracle Developer II Information Technology ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Senior Technical Analyst	Exempt	40.0	260	\$66,533	\$101,885	\$137,236	\$109,163
Baltimore County PS, MD	Software Engineer	Exempt	37.5	260	\$81,485	\$103,730	\$125,975	NA
Fairfax County PS, VA	Software Developer I/II	Exempt	40.0	260	\$69,521	\$96,372	\$123,223	\$96,705
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	IT Systems Engineer	Exempt	40.0	260	\$76,594	\$93,916	\$111,239	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$63,909	\$89,540	\$115,170	\$115,170
School District Market Average					\$73,533	\$98,976	\$124,418	\$102,934
Prince George's County Public Schools as a % of School District Market Average					87%	90%	93%	112%
Prince George's County Public Schools	Pay Grade G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$115,170
Prince George's County Public Schools as a % of Overall Market Average					87%	90%	93%	112%
Overall Comparator Market Average					87%	90%	93%	112%
Adjustment To Reach Market Average					15%	11%	8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides systems development support for the school district's Oracle ERP system involving moderate to full-range tasks in the analysis, design/development and testing of Oracle 11i applications; customizations across related functional areas and the development of conversion and system implementation plans. Ensures software that is developed and deployed to the production environment adheres to specified requirements, satisfies end-user needs and expectations, and meets the objectives of school district. Minimum Qualifications: Bachelor's degree in Computer Science or a related field and five (5) years of Oracle ERP application development experience. Must have a proven record of success as an Oracle Developer.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Program Coordinator - Capital Programs Capital Programs ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Capitol Projects	Exempt	40.0	260	\$59,370	\$90,616	\$121,861	\$115,195	
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Fairfax County PS, VA	Coordinator III, Capital Projects	NA	40.0	260	\$95,732	\$114,138	\$132,544	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	Planner II, Capital Projects Spec.	Exempt	40.0	260	\$66,270	\$81,671	\$97,073	NA	
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA	
Prince George's County Public Schools					260	\$63,909	\$89,540	\$115,170	\$111,008
School District Market Average						\$73,791	\$95,475	\$117,159	\$115,195
Prince George's County Public Schools as a % of School District Market Average						87%	94%	98%	96%
Prince George's County Public Schools	Pay Grade G28	Exempt	40.0	260	\$63,909	\$89,540	\$115,170	\$111,008	
Prince George's County Public Schools as a % of Overall Market Average						\$73,791	\$95,475	\$117,159	\$115,195
Overall Comparator Market Average						87%	94%	98%	96%
Adjustment To Reach Market Average						15%	7%	2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for working with the supervisors, project managers and staff within the Capital Program to ensure departmental information management and reporting across the organization; specifically, supports seamless communications internally, and effective communications with external stakeholders. Collects and manages program schedule data, and provide progress reports to the director; monitors the overall utilization of Consultant Planners, Designers, Inspectors, and Contractors assigned to projects; monitors the effectiveness of information management systems and compliance with protocols; helps facilitate and monitor compliance with state and local regulations in regard to approvals processes, information management, project initiation and close-out, and reporting. Minimum Qualifications: Bachelor's degree in Planning, Business Administration, Project Management, Library Science, or any equivalent combination of experience and training which provides the required knowledge skills and abilities necessary to perform effectively in the position.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Property Equipment Auditor Internal Audit ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Facilities Svcs. Asset Mgmt. Specialist	Non-Exempt	40.0	260	\$50,952	\$66,407	\$81,862	\$81,862
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Property Control Specialist, DMM	Non-Exempt	40.0	260	\$57,340	\$70,968	\$84,596	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$49,946	\$69,979	\$90,012	\$58,499
School District Market Average					\$54,146	\$68,688	\$83,229	\$81,862
Prince George's County Public Schools as a % of School District Market Average					92%	102%	108%	71%
Prince George's County Public Schools	Pay Grade G23	Exempt	40.0	260	\$49,946	\$69,979	\$90,012	\$58,499
Prince George's County Public Schools as a % of Overall Market Average					92%	102%	108%	71%
Overall Comparator Market Average					92%	102%	108%	71%
Adjustment To Reach Market Average					8%	-2%	-8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs responsible and specialized work in the operation of a property inventory, accountability and control system including the full range of duties involved in planning and conducting property audits of schools and operations. Conducts inventories and property assessments to confirm that property counts reflect the status of property in accountable units, that inventory control procedures are adequate, and that records provide the necessary data for reports, budgetary and other purposes; troubleshoots discrepancies. Evaluates the condition and adequacy of property for reporting to management; analyzes justification for supplying property above normal allowances; reviews assigned responsibility for and causes of inordinate property losses; prepares analysis reports for submission to the Director of Internal Audit. Minimum Qualifications: High School Diploma and considerable experience in property, plant and equipment, property inventory controls system, and supply management operations; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Senior Systems Engineer Information Technology ASASP III									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Enterprise System Engineer	Exempt	37.5	260	\$91,533	\$116,521	\$141,509	NA	
Fairfax County PS, VA	Technology Assessment Engineer	NA	40.0	260	\$75,338	\$99,281	\$123,223	NA	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	IT Systems Engineer	Exempt	40.0	260	\$76,594	\$93,916	\$111,239	NA	
School District of Philadelphia	Senior Enterprise Systems Engineer	Exempt	35.0	260	\$96,347	\$119,494	\$142,641	\$128,551	
Prince George's County Public Schools						\$77,678	\$108,837	\$139,996	\$114,354
School District Market Average						\$84,953	\$107,303	\$129,653	\$128,551
Prince George's County Public Schools as a % of School District Market Average						91%	101%	108%	89%
Prince George's County Public Schools	Pay Grade G32	Exempt	40.0	260	\$77,678	\$108,837	\$139,996	\$114,354	
Prince George's County Public Schools as a % of Overall Market Average						\$84,953	\$107,303	\$129,653	\$128,551
Overall Comparator Market Average						91%	101%	108%	89%
Adjustment To Reach Market Average						9%	-1%	-7%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for providing technical support to schools and administrative offices in the school district. Serves as technical expert in the research, planning, design, and implementation of systems, networks & storage for data, video and voice. Resolves problems that arise from the use of enterprise computer servers and network technologies, which includes providing advanced troubleshooting assistance through on-site visits for servers, SAN, network (LAN/WAN) hardware and application problems. Minimum Qualifications: Bachelor's degree in Information Technology and at least five (5) years of related work experience in a large scale enterprise network environment. Must have extensive experience supporting a large scale IT data, video and voice networks, SAN, AIX, Redhat and Microsoft environment. Web content filtering experience and other technologies including voice and video.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Supervisor - Web Services Communications ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Manager Web Services	Exempt	40.0	260	\$66,533	\$101,885	\$137,236	\$117,039
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Coordinator, Social Media/Web Services	Exempt	35.0	260	\$109,400	\$134,388	\$159,375	\$134,387
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	Web Content Manager	Exempt	35.0	260	\$85,743	\$103,994	\$122,245	\$105,496
Prince George's County Public Schools		Exempt		260	\$77,678	\$108,837	\$139,996	\$139,996
School District Market Average					\$87,225	\$113,422	\$139,619	\$118,974
Prince George's County Public Schools as a % of School District Market Average					89%	96%	100%	118%
Prince George's County Public Schools	Pay Grade G32	Exempt	40.0	260	\$77,678	\$108,837	\$139,996	\$139,996
Prince George's County Public Schools as a % of Overall Market Average					89%	96%	100%	118%
Overall Comparator Market Average					89%	96%	100%	118%
Adjustment To Reach Market Average					12%	4%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Manages Web Services and performs duties essential to the overall daily support of the Office of Communications. Responsible for maintaining the Office of Communications' webpage and electronic information and for a wide variety of communications projects. Assists with specialized public and employee communication activities through the school system's website. Oversees the operation and management of all internal and external communications through the school system's website and the intranet website used by schools and offices. Provides guidance and direction to department staff members. Minimum Qualifications: Bachelor's degree in Information Technology, Instructional Technology or related field, with at least ten (10) years of progressively responsible experience, five (5) of which are related to web site editing software and using the Web as a promotion and marketing tool. Any equivalent combination of experience and training that provides the required knowledge, skills and abilities.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

System Support Specialist Information Technology ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Computer Software Analyst	Exempt	40.0	260	\$49,434	\$79,904	\$110,375	\$87,796
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Functional Applications Specialist II	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$99,541
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Desktop Support Specialist	Exempt	35.0	260	\$81,549	\$105,446	\$129,343	\$93,673
Montgomery County PS, MD	IT Systems Specialist I, Division of Maint.	Exempt	40.0	260	\$50,734	\$76,131	\$101,527	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$52,576	\$73,665	\$94,753	\$92,277
School District Market Average					\$63,522	\$89,213	\$114,904	\$93,670
Prince George's County Public Schools as a % of School District Market Average					83%	83%	82%	99%
Prince George's County Public Schools	Pay Grade G24	Exempt	40.0	260	\$52,576	\$73,665	\$94,753	\$92,277
Prince George's County Public Schools as a % of Overall Market Average					83%	83%	82%	99%
Overall Comparator Market Average					83%	83%	82%	99%
Adjustment To Reach Market Average					21%	21%	21%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex multi-platform hardware and software installations and introductory training for administrative-based work stations and networks. Provides technical assistance to customers, other Programmer/Analysts and Computer Operators. Schedules and implements maintenance of existing administrative workstations and server installations and upgrading to new equipment and software, connectivity to multi-platform system and the Internet. Develops and documents Help Desk problem resolution procedures and validates hardware and software problems reported by users. Minimum Qualifications: Bachelor's degree in Computer Science or related field preferred; considerable experience in analysis and resolution of multi-platform computer problems and specialized or technical training courses in related field required; "A+ Certification" by professional institution; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Technology Project Manager Information Technology ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Senior Systems Analyst	Exempt	40.0	260	\$73,819	\$105,528	\$137,236	\$121,652
Baltimore County PS, MD	IT Project Management Specialist	Exempt	37.5	260	\$81,485	\$103,730	\$125,975	NA
Fairfax County PS, VA	Project Manager, Information Technology	Exempt	40.0	260	\$78,428	\$103,352	\$128,276	\$114,738
Gwinnett County PS, GA	Coordinator Project Management Office	Exempt	40.0	246	\$83,776	\$102,656	\$121,536	\$103,929
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Information Technology Project Manager	Exempt	40.0	260	\$76,594	\$93,916	\$111,239	NA
School District of Philadelphia	Senior Project Manager	Exempt	35.0	260	\$95,357	\$115,621	\$135,884	\$110,445
Prince George's County Public Schools		Exempt		260	\$70,457	\$98,719	\$126,980	\$103,227
School District Market Average					\$81,577	\$104,134	\$126,691	\$112,691
Prince George's County Public Schools as a % of School District Market Average					86%	95%	100%	92%
Prince George's County Public Schools Pay Grade	G30	Exempt	40.0	260	\$70,457	\$98,719	\$126,980	\$103,227
Prince George's County Public Schools as a % of Overall Market Average					\$81,577	\$104,134	\$126,691	\$112,691
Overall Comparator Market Average					86%	95%	100%	92%
Adjustment To Reach Market Average					16%	5%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides overall leadership and management of IT project resources including all project stakeholders and third party resources; prepares project scope and develops project plans, define resource loading, skill requirements, milestones, and metrics per standard methods and practices; consults with school system divisions on business requirements and specifications; manages project plans, sponsor expectations and schedules for project. Minimum Qualifications: Bachelor's degree and at least three (3) years of project management experience and/or any equivalent combination of experience, education and training.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Test Administration Specialist - Data Management School Support ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Specialist, Assessment	Exempt	37.5	260	\$86,363	\$109,939	\$133,516	NA
Fairfax County PS, VA	Data Specialist, Student Testing	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$95,044
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Data Reporting Assess Specialist	Exempt	35.0	260	\$81,549	\$105,446	\$129,343	\$101,414
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$70,457	\$98,719	\$126,980	\$105,484
School District Market Average					\$80,094	\$103,585	\$127,076	\$98,229
Prince George's County Public Schools as a % of School District Market Average					88%	95%	100%	107%
Prince George's County Public Schools	Pay Grade G30	Exempt	40.0	260	\$70,457	\$98,719	\$126,980	\$105,484
Prince George's County Public Schools as a % of Overall Market Average					88%	95%	100%	107%
Overall Comparator Market Average					88%	95%	100%	107%
Adjustment To Reach Market Average					14%	5%	0%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs specialized database work (Oracle, Oracle Apex, SQL, XML, FileMaker Pro) and testing and research functions in the implementation and coordination of assessment programs at the elementary, middle and high school level for the Department of Testing, Research, and Evaluation (DTRE). Uses computer-based database techniques and procedures to capture, process, provide technical training and report assessment data and other school related or student based data. The assessment program includes, but is not limited to, Partnership for Assessment of Readiness for College and Careers (PARCC), State Integrated Science Assessment, High School Assessments (HSA), Stanford Achievement Tests, Formative Assessment System Tests (FAST), and other county and state tests that support a variety of instructional programs. Minimum Qualifications: Master's degree with substantial course work in computer science, information management, educational measurement, statistics, testing, research, evaluation or a related area; or any equivalent combination of database experience and training which provides the required knowledge, skills and abilities necessary to perform effectively in this position.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Transportation Supervisor Transportation ASASP III								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Transportation Specialist	Exempt	40.0	260	\$66,533	\$94,197	\$121,861	\$92,957
Baltimore County PS, MD	Sr Ops Supervisor, Transportation	Exempt	37.5	260	\$86,363	\$109,939	\$133,516	NA
Fairfax County PS, VA	Coordinator III, Transportation	Exempt	40.0	260	\$95,732	\$114,138	\$132,544	\$111,236
Gwinnett County PS, GA	Transportation Support Manager	Exempt	40.0	246	\$77,438	\$95,580	\$113,722	\$115,085
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$70,457	\$98,719	\$126,980	\$107,207
School District Market Average					\$81,517	\$103,464	\$125,411	\$106,426
Prince George's County Public Schools as a % of School District Market Average					86%	95%	101%	101%
Prince George's County Public Schools Pay Grade	G30	Exempt	40.0	260	\$70,457	\$98,719	\$126,980	\$107,207
Prince George's County Public Schools as a % of Overall Market Average					\$81,517	\$103,464	\$125,411	\$106,426
Overall Comparator Market Average					86%	95%	101%	101%
Adjustment To Reach Market Average					16%	5%	-1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the direction of the Director of Transportation, manages the daily operation of pupil transportation services. Work involves planning, organizing, coordinating, reporting and resolving issues and managing functions related to the safe and efficient operation of the school bus system. Supervises all transportation personnel in assigned geographic area or as directed. Minimum Qualifications:

Bachelor's degree in transportation, education or public administration or related transportation leadership experience beyond six (6) years. At least five (5) years of experience in the school transportation field. Must possess or have the ability and willingness to obtain a Commercial Driver License (CDL).

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Behavior Intervention Specialist Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Behavior Intervention Specialist (TS)	Exempt	37.5	191	\$56,999	\$89,383	\$121,767	\$86,745
Baltimore County PS, MD	Social Emotional Learning Teacher (TS)	Exempt	32.5	191	\$58,751	\$89,819	\$120,887	NA
Fairfax County PS, VA	Educational Spec., Behavior Intervention	Exempt	40.0	260	\$61,430	\$80,952	\$100,474	\$100,474
Gwinnett County PS, GA	Teacher SPED - Beh. Interv. Supp. (TS)	Exempt	40.0	190	\$56,881	\$91,322	\$125,763	\$84,638
Howard County PS, MD	Behavior Specialist (TS)	Exempt	35.0	195	\$60,915	\$97,604	\$134,292	\$108,913
Montgomery County PS, MD	Spec., Prgm. Seriously Emot. Distur. (TS) Non-Exempt		40.0	260	\$52,509	\$79,471	\$106,434	NA
School District of Philadelphia	Positive Behavior Interv. & Sup. Co.	Exempt	35.0	260	\$48,629	\$60,812	\$72,995	\$57,143
Prince George's County Public Schools		Exempt		212	\$52,560	\$83,381	\$114,201	\$84,716
School District Market Average					\$56,588	\$84,195	\$111,802	\$87,583
Prince George's County Public Schools as a % of School District Market Average					93%	99%	102%	97%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	212	\$52,560	\$83,381	\$114,201	\$84,716
Prince George's County Public Schools as a % of Overall Market Average					\$56,588	\$84,195	\$111,802	\$87,583
Overall Comparator Market Average					93%	99%	102%	97%
Adjustment To Reach Market Average					8%	1%	-2%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Works under the direction of a supervisor in the Department of Special Education. Responsible for providing the school community, parents, students and teachers with an exemplary, ongoing professional student behavior management program which includes behavioral and academic assessments and interventions to improve the quality of life for children. Coaches Classroom Teachers and Instructional Assistants on the implementation of behavior models and general classroom management; guides the teacher learning process toward working with student behavior and classroom management in order to better implement the personal learning plans of students; assists targeted teachers to develop class-wide systems of reinforcement to promote a healthy class environment and effective planning, organization and implementation of strategies for optimum behavior management. Minimum Qualifications: Bachelor's Degree (Master's Degree preferred) in Education, Social Work, Counseling or related area and three (3) years of experience working with students with challenging behaviors. Must hold or be eligible for a Professional Certificate appropriate to area of assignment issued by the State Department of Education.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Data Coach Teachers, Teacher Specialists & Others on Teacher PGCEA									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Baltimore County PS, MD	Resource Teacher (TS)	Exempt	32.5	191	\$53,208	\$81,345	\$109,482	NA	
Fairfax County PS, VA	Data Specialist, Instructional Support	Exempt	40.0	260	\$53,444	\$70,428	\$87,412	\$82,158	
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA	
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA	
Montgomery County PS, MD	Instrl. Spec., Stud. Assess. Data Spec.(TS)	Exempt	40.0	260	\$47,555	\$71,974	\$96,393	NA	
School District of Philadelphia	Dashboard Developer and Data Coach	Exempt	35.0	260	\$66,016	\$80,045	\$94,074	\$70,655	
Prince George's County Public Schools					192	\$47,781	\$75,800	\$103,819	\$78,099
School District Market Average						\$55,056	\$75,948	\$96,840	\$76,407
Prince George's County Public Schools as a % of School District Market Average						87%	100%	107%	102%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$78,099	
Prince George's County Public Schools as a % of Overall Market Average						\$55,056	\$75,948	\$96,840	\$76,407
Overall Comparator Market Average						87%	100%	107%	102%
Adjustment To Reach Market Average						15%	0%	-7%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for analyzing data and working with the school administration and faculty in understanding assessment data in order to generate effective responses to the school/students' needs.

Provides training to school staff in using formative assessments to enhance and engage student learning; interprets test results and provides written interpretation and analysis for school and individual teacher use and analyzes data to assist in the development of school improvement plans. Minimum Qualifications: Bachelor's degree and five (5) years of teaching experience, or equivalent experience in a leadership position (i.e., grade-level, department, or committee chair, current school test coordinator); experience in workshop presentations; and training in data-driven instruction. Must hold a Standard Professional Certificate and be eligible for an Advanced Professional Certificate.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

ESOL Teacher Coach Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Resource Teacher, ESOL (TS)	Exempt	32.5	191	\$53,208	\$81,345	\$109,482	NA
Fairfax County PS, VA	Educational Specialist, ESOL	Exempt	40.0	260	\$55,634	\$73,315	\$90,995	\$84,327
Gwinnett County PS, GA	Instructional Specialist (TS)	Exempt	40.0	190	\$51,515	\$82,707	\$113,898	\$80,810
Howard County PS, MD	Instructional Facilitator	Exempt	35.0	245	\$72,977	\$98,741	\$124,505	\$98,741
Montgomery County PS, MD	Teacher, ESOL (TS)	Exempt	40.0	192	\$49,748	\$80,419	\$111,091	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		192	\$47,781	\$75,800	\$103,819	\$89,199
School District Market Average					\$56,617	\$83,305	\$109,994	\$87,960
Prince George's County Public Schools as a % of School District Market Average					84%	91%	94%	101%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$89,199
Prince George's County Public Schools as a % of Overall Market Average					84%	91%	94%	101%
Overall Comparator Market Average					84%	91%	94%	101%
Adjustment To Reach Market Average					18%	10%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Works with ESOL and content-area teachers, central office staff and school-based administrators. Responsible for assisting teachers in differentiating instruction to meet the needs of English Language Learners. Assigned to support specific schools and coordinate workshops. Conducts needs assessments to determine type of training and resources new and current ESOL schools require. Provides on-going training and other types of support to classroom teachers at new ESOL schools. Minimum Qualifications: Bachelor's degree and three (3) years of ESOL teaching experience required. Must hold Advanced Certification in ESOL.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Literacy Coach Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Literacy Coach (TS)	Exempt	37.5	195	\$56,999	\$89,383	\$121,768	\$91,993
Baltimore County PS, MD	Resource Teacher, ELA (TS)	Exempt	32.5	191	\$58,751	\$89,819	\$120,887	NA
Fairfax County PS, VA	Educational Spec., Language Arts	Exempt	40.0	260	\$61,430	\$80,952	\$100,474	\$98,775
Gwinnett County PS, GA	Instructional Specialist (TS)	Exempt	40.0	190	\$56,881	\$91,322	\$125,763	\$89,228
Howard County PS, MD	Reading Specialist (TS)	Exempt	35.0	195	\$56,854	\$89,469	\$122,083	\$104,016
Montgomery County PS, MD	Literacy Coach (TS)	Exempt	40.0	190	\$61,153	\$92,553	\$123,954	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		212	\$52,560	\$83,381	\$114,201	\$82,663
School District Market Average					\$58,678	\$88,916	\$119,155	\$96,003
Prince George's County Public Schools as a % of School District Market Average					90%	94%	96%	86%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	212	\$52,560	\$83,381	\$114,201	\$82,663
Prince George's County Public Schools as a % of Overall Market Average					90%	94%	96%	86%
Overall Comparator Market Average					90%	94%	96%	86%
Adjustment To Reach Market Average					12%	7%	4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Organizes, facilitates, and supports a school's literacy initiatives. Coordinates the literacy acceleration and intervention programs for students. Works directly with adults to support the implementation of the Emphasize Rigorous Literacy instructional plan and the State College and Career-Ready Standards plan for the district. Provides feedback to teachers to assist them in improving teaching and learning. Communicates the components of the literacy plan to the community, and works with teachers to build their capacity to employ effective literacy strategies into their daily classroom practices to meet the demands of State College and Career-Ready Standards. Minimum Qualifications: Bachelor's degree and experience providing professional development training to teachers. Must have a minimum of five (5) years of effective or highly effective teaching experience with three (3) years in School System. Must hold a Standard Professional Certificate and be eligible for an Advanced Professional Certificate.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Media Specialist Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Library Media Specialist (TS)	Exempt	37.5	193	\$52,070	\$81,746	\$111,423	\$78,758
Baltimore County PS, MD	Library Media Specialist (TS)	Exempt	32.5	191	\$53,208	\$81,345	\$109,482	NA
Fairfax County PS, VA	Librarian (ES, MS, HS) (TS)	Exempt	40.0	194	\$49,584	\$76,492	\$103,400	\$80,444
Gwinnett County PS, GA	Media Specialist (TS)	Exempt	40.0	190	\$51,515	\$82,707	\$113,898	\$80,007
Howard County PS, MD	Media Specialist (TS)	Exempt	35.0	195	\$51,491	\$81,028	\$110,566	\$87,382
Montgomery County PS, MD	School Library Media Spec. (TS)	Exempt	40.0	192	\$54,807	\$82,949	\$111,091	NA
School District of Philadelphia	Teacher, Library Science	NA	32.9	217	\$48,792	\$72,830	\$96,867	NA
Prince George's County Public Schools		Exempt		192	\$47,781	\$75,800	\$103,819	\$81,970
School District Market Average					\$51,638	\$79,871	\$108,104	\$81,648
Prince George's County Public Schools as a % of School District Market Average					93%	95%	96%	100%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$81,970
Prince George's County Public Schools as a % of Overall Market Average					\$51,638	\$79,871	\$108,104	\$81,648
Overall Comparator Market Average					93%	95%	96%	100%
Adjustment To Reach Market Average					8%	5%	4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Reports to a school principal. Performs library related services. Responsible for establishing policies and procedures for the efficient operation of the media center. Arranges schedules and supervises the daily operation of the media center; analyzes requests to determine needed information, and assisting in furnishing or locating that information; codes, classifies, and catalogs books, publications, films, audiovisual aids, and other library materials based on subject matter or standard library classification systems. Minimum Qualifications: Master's degree in School Library Media that included student teaching or a practicum from a program at an institute of higher education or equivalent requirements for State Department of Education certification as a Library Media Specialist. Must hold or be eligible for a Professional Certificate appropriate to area of assignment issued by the State Department of Education.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Occupational Therapist Teachers, Teacher Specialists & Others on Teacher PGCEA									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Occupational Therapist (TS)	Exempt	37.5	191	\$62,845	\$95,033	\$127,222	\$99,479	
Baltimore County PS, MD	Occupational Therapist (TS)	Exempt	32.5	191	\$54,463	\$81,973	\$109,482	NA	
Fairfax County PS, VA	Occupational Therapist (TS)	Exempt	40.0	194	\$49,584	\$76,492	\$103,400	\$73,191	
Gwinnett County PS, GA	Occupational Therapist	Exempt	40.0	190	\$52,063	\$66,858	\$81,653	\$73,945	
Howard County PS, MD	Occupational Therapist (TS)	Exempt	35.0	195	\$55,168	\$88,396	\$121,623	\$87,931	
Montgomery County PS, MD	Occupational Therapist (TS)	Exempt	40.0	192	\$49,748	\$80,419	\$111,091	NA	
School District of Philadelphia	Occupational Therapist	NA	32.9	217	\$48,792	\$80,363	\$111,934	\$78,872	
Prince George's County Public Schools					192	\$47,781	\$75,800	\$103,819	\$84,634
School District Market Average						\$53,238	\$81,362	\$109,486	\$82,684
Prince George's County Public Schools as a % of School District Market Average						90%	93%	95%	102%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$84,634	
Prince George's County Public Schools as a % of Overall Market Average						\$53,238	\$81,362	\$109,486	\$82,684
Overall Comparator Market Average						90%	93%	95%	102%
Adjustment To Reach Market Average						11%	7%	5%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Address child/student needs in the areas of feeding/oral motor, self-management and self-regulation, adaptive skills/activities of daily living, fine motor, social participation and support of written work production. These needs may be addressed through early-intervening consultation, assessment, intervention and support to students, families and school teams for program planning and training.

Services may include therapeutic interventions, strategies, modifications/accommodations, and technical support as well as monitoring the effectiveness of interventions and strategies to promote the child's/student's ability to access, participate and make progress in his/her natural environment/educational program. Minimum Qualifications: Bachelor's degree, Master's degree or Doctoral degree in Occupational Therapy. Must possess a State Board of Occupational Therapy Practice License; National OT Certification Board for Pediatrics or Feeding (preferred).

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Peer Assistance and Review Consulting Teacher Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Consulting Teacher (TS)	Exempt	32.5	191	\$58,751	\$89,819	\$120,887	NA
Fairfax County PS, VA	No Match	NA		NA	NA	NA	NA	NA
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Teacher, Consulting (TS)	Exempt	40.0	190	\$55,509	\$89,731	\$123,954	NA
School District of Philadelphia	Consulting Teacher (TS)	NA	32.9	217	\$55,460	\$81,209	\$106,957	\$95,145
Prince George's County Public Schools		Exempt		212	\$52,560	\$83,381	\$114,201	\$92,030
School District Market Average					\$56,573	\$86,920	\$117,266	\$95,145
Prince George's County Public Schools as a % of School District Market Average					93%	96%	97%	97%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	212	\$52,560	\$83,381	\$114,201	\$92,030
Prince George's County Public Schools as a % of Overall Market Average					93%	96%	97%	97%
Overall Comparator Market Average					93%	96%	97%	97%
Adjustment To Reach Market Average					8%	4%	3%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provide differentiated instructional support to new and non-tenured teachers identified as below standard or underperforming. Support is provided through coaching, demonstration lessons, shared lesson planning and professional development sessions for teachers with a focus on Framework for Teaching. Observes classroom performance and provides feedback to teachers assigned to their caseload, builds the teacher's knowledge base and repertoire of teaching skills, and supports the teacher's efforts for improved student achievement. Works under the direction of the Peer Assistance and Review Panel, and collaborates with the principal and other local school staff as needed to provide maximum assistance to assigned teachers. Responsible for preparing and submitting to the PAR panel summary documentation of support provided for each teacher as well as documentation that illustrates the progress of teachers on their caseload toward district standards. Minimum Qualifications: Master's degree and a minimum of ten (10) years successful teaching experience. Advanced Professional Certificate required for elementary and secondary candidates; an endorsement in a core content area preferred for secondary candidates. National Board Certification preferred.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Physical Therapist Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Physical Therapist (TS)	Exempt	37.5	260	\$46,167	\$69,813	\$93,459	\$80,410
Baltimore County PS, MD	Physical Therapist (TS)	Exempt	32.5	191	\$54,463	\$81,973	\$109,482	NA
Fairfax County PS, VA	Physical Therapist (TS)	Exempt	40.0	194	\$49,584	\$76,492	\$103,400	\$76,361
Gwinnett County PS, GA	Physical Therapist	Exempt	40.0	190	\$52,063	\$66,858	\$81,653	\$84,519
Howard County PS, MD	Physical Therapist (TS)	Exempt	35.0	195	\$55,168	\$88,396	\$121,623	\$103,816
Montgomery County PS, MD	Physical Therapist (TS)	Exempt	40.0	192	\$49,748	\$80,419	\$111,091	NA
School District of Philadelphia	Physical Therapist	NA	32.9	217	\$48,792	\$80,363	\$111,934	\$88,605
Prince George's County Public Schools		Exempt		192	\$47,781	\$75,800	\$103,819	\$92,587
School District Market Average					\$50,855	\$77,759	\$104,663	\$86,742
Prince George's County Public Schools as a % of School District Market Average					94%	97%	99%	107%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$92,587
Prince George's County Public Schools as a % of Overall Market Average					94%	97%	99%	107%
Overall Comparator Market Average					94%	97%	99%	107%
Adjustment To Reach Market Average					6%	3%	1%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for the delivery of Physical Therapy (PT) services in order to meet the unique needs of eligible children/students who require PT to support their Individual Family Service Plans (IFSPs), Individualized Education Programs (IEP) or 504 Plans. Facilitates the development of children/student abilities to access and participate in their natural environments and make progress in their educational programs. Selects, administers and interprets a variety of assessment instruments and standardized measurement tools appropriate to early intervention and/or school practice for children with special needs; designs strategies and adaptations focusing on access, functional mobility and safe participation in home, school and community activities and routines. Acts as an active participant in the development of IFSPs/ IEPs and is responsible for the delivery of PT services to meet the unique needs of a child/student and their family/caregivers/school teams. Minimum Qualifications: Bachelor of Science, Master of Science and/or Doctorate of Physical Therapy degree. Must hold current State Physical Therapy licensure.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Professional School Counselor Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	School Counselor (TS)	Exempt	37.5	260	\$45,029	\$70,621	\$96,214	\$65,011
Baltimore County PS, MD	School Counselor (TS)	Exempt	32.5	191	\$54,463	\$81,973	\$109,482	NA
Fairfax County PS, VA	School Counselor (MS)	Exempt	40.0	208	\$49,583	\$76,492	\$103,400	\$79,319
Gwinnett County PS, GA	Counselor (TS)	Exempt	40.0	190	\$51,515	\$82,707	\$113,898	\$78,016
Howard County PS, MD	School Counselor (TS)	Exempt	35.0	195	\$55,168	\$88,396	\$121,623	\$85,202
Montgomery County PS, MD	Counselor, Secondary School (TS)	Exempt	40.0	192	\$54,807	\$82,949	\$111,091	NA
School District of Philadelphia	School Counselor (TS)	NA	32.9	217	\$48,792	\$72,830	\$96,867	\$78,190
Prince George's County Public Schools		Exempt		192	\$47,781	\$75,800	\$103,819	\$76,487
School District Market Average					\$51,337	\$79,424	\$107,511	\$77,148
Prince George's County Public Schools as a % of School District Market Average					93%	95%	97%	99%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$76,487
Prince George's County Public Schools as a % of Overall Market Average					\$51,337	\$79,424	\$107,511	\$77,148
Overall Comparator Market Average					93%	95%	97%	99%
Adjustment To Reach Market Average					7%	5%	4%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides counseling services that are comprehensive in scope, preventive in design and developmental in nature in the areas of academic achievement, college and/or career readiness and personal/social development for all students. Minimum Qualifications: Master's degree in School Counseling, with two years of experience as a school counselor preferred; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities. Must hold an Advanced Professional Certificate.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Regional Technology Coordinator Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	STAT Teacher (TS)	Exempt	32.5	191	\$72,053	\$110,155	\$148,257	NA
Fairfax County PS, VA	Educational Spec., Instructional Techngy.	Exempt	40.0	260	\$75,338	\$99,281	\$123,223	\$109,799
Gwinnett County PS, GA	Local School Technology Coord. (TS)	Exempt	40.0	190	\$69,760	\$111,999	\$154,237	\$110,151
Howard County PS, MD	Coordinator Instructional Technology	Exempt	35.0	245	\$108,598	\$140,976	\$173,354	\$140,977
Montgomery County PS, MD	Coord., Dept.Techngy, Integration & Supp.	Exempt	40.0	260	\$104,085	\$119,948	\$135,810	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Exempt		260	\$57,338	\$90,960	\$124,582	\$98,288
School District Market Average					\$85,967	\$116,472	\$146,976	\$120,309
Prince George's County Public Schools as a % of School District Market Average					67%	78%	85%	82%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	260	\$57,338	\$90,960	\$124,582	\$98,288
Prince George's County Public Schools as a % of Overall Market Average					67%	78%	85%	82%
Overall Comparator Market Average					67%	78%	85%	82%
Adjustment To Reach Market Average					50%	28%	18%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for designing and delivering professional learning for cluster and school-based staff in the administrative and instructional use of technology. Provides support for all users on systemic tools to include the Student Information System, communication tools, student data systems, and other enterprise tools. Facilitates communication between central offices and their assigned schools to share technology-related information. Minimum Qualifications: Bachelor's degree in Instructional Technology or related field and five (5) years of successful teaching experience for adult learners and/or school based staff; or the equivalent combination of experience and training which provides the required knowledge, skills and abilities necessary to perform effectively in the position. Must hold a Standard Professional Certificate.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

School Psychologist Teachers, Teacher Specialists & Others on Teacher PGCEA								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	School Psychologist (TS)	Exempt	37.5	260	\$77,236	\$105,068	\$132,900	\$103,231
Baltimore County PS, MD	School Psychologist (TS)	Exempt	32.5	191	\$73,752	\$111,005	\$148,257	NA
Fairfax County PS, VA	Psychologist	Exempt	40.0	260	\$72,371	\$95,371	\$118,370	\$100,334
Gwinnett County PS, GA	Psychologist I	Exempt	40.0	200	\$77,060	\$97,260	\$117,460	\$116,297
Howard County PS, MD	Psychologist	Exempt	35.0	215	\$101,927	\$128,843	\$155,759	\$144,035
Montgomery County PS, MD	Psychologist (TS)	Exempt	40.0	260	\$64,398	\$97,465	\$130,532	NA
School District of Philadelphia	School Psychologist	NA	32.5	217	\$86,305	\$126,452	\$166,599	\$131,531
Prince George's County Public Schools		Exempt		260	\$66,375	\$95,479	\$124,582	\$110,101
School District Market Average					\$79,007	\$108,781	\$138,554	\$119,086
Prince George's County Public Schools as a % of School District Market Average					84%	88%	90%	92%
Prince George's County Public Schools	Pay Grade G5 - G7	Exempt	37.5	260	\$66,375	\$95,479	\$124,582	\$110,101
Prince George's County Public Schools as a % of Overall Market Average					84%	88%	90%	92%
Overall Comparator Market Average					84%	88%	90%	92%
Adjustment To Reach Market Average					19%	14%	11%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Works within the school system, utilizing their specialized knowledge in education law, instruction, mental health and cognitive functioning and working with educators, parents and other mental health professionals to ensure that every child learns in a safe, healthy, and supportive environment. The services provided by school psychologists assure positive interaction between instructional programming and the individual student's unique development and learning style. Minimum Qualifications: Master's or higher degree in school psychology from a State-approved program. Must possess or be eligible for a State School Psychologist's Certificate; or possession of or eligible for Certification as a Nationally Certified School Psychologist (NCSP) issued by the National School Psychology Certification Board.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

School Social Worker Teachers, Teacher Specialists & Others on Teacher PGCEA									
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary	
School District Data Sources									
Anne Arundel County PS, MD	Social Worker (TS)	Exempt	37.5	200	\$63,377	\$96,779	\$130,182	\$98,770	
Baltimore County PS, MD	Social Worker (TS)	Exempt	32.5	191	\$60,136	\$90,511	\$120,887	NA	
Fairfax County PS, VA	Social Worker	Exempt	40.0	260	\$59,011	\$77,764	\$96,517	\$89,908	
Gwinnett County PS, GA	Social Worker I	Exempt	40.0	200	\$60,038	\$76,186	\$92,334	\$82,819	
Howard County PS, MD	School Social Worker	Exempt	35.0	215	\$83,110	\$105,057	\$127,004	\$114,843	
Montgomery County PS, MD	Social Worker (TS)	Exempt	40.0	192	\$60,516	\$91,589	\$122,663	NA	
School District of Philadelphia	School Social Worker	NA	33.8	217	\$47,716	\$57,933	\$68,151	NA	
Prince George's County Public Schools					212	\$57,946	\$78,299	\$98,652	\$92,823
School District Market Average						\$61,986	\$85,117	\$108,248	\$96,585
Prince George's County Public Schools as a % of School District Market Average						93%	92%	91%	96%
Prince George's County Public Schools	Pay Grade	G4	Exempt	37.5	212	\$57,946	\$78,299	\$98,652	\$92,823
Prince George's County Public Schools as a % of Overall Market Average						\$61,986	\$85,117	\$108,248	\$96,585
Overall Comparator Market Average						93%	92%	91%	96%
Adjustment To Reach Market Average						7%	9%	10%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Serves in the primary role of promoting the mission of the School System by serving as an advocate for all students, as the consultant to the principal, school staff, parents/guardians and appropriate resource staff. Establishes home/school community partnerships and serves as a liaison between various departments within School System. Minimum Qualifications: Master's degree in Social Work required and two (2) years of related experience. Must hold or be eligible for a Standard Professional Certificate. Must hold license from the State Board of Social Work Examiners as a Licensed Certified Social Worker-Clinical (LCSW-C).

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Speech Therapist Teachers, Teacher Specialists & Others on Teacher PGCEA										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	Speech Pathologist (TS)	Exempt	37.5	191	\$62,845	\$95,033	\$127,222	\$83,145		
Baltimore County PS, MD	Speech Language Pathologist (TS)	Exempt	32.5	191	\$54,463	\$81,973	\$109,482	NA		
Fairfax County PS, VA	Speech Language Pathologist	Exempt	40.0	218	\$49,583	\$76,492	\$103,400	\$79,230		
Gwinnett County PS, GA	Speech & Language Pathologist (TS)	Exempt	40.0	190	\$51,515	\$82,707	\$113,898	\$77,571		
Howard County PS, MD	Speech Pathologist (TS)	Exempt	35.0	195	\$51,491	\$86,557	\$121,623	\$88,859		
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
School District of Philadelphia	Tchr, Speech/Language Impaired (TS)	NA	32.9	217	\$49,689	\$73,278	\$96,867	NA		
Prince George's County Public Schools					Exempt	192	\$47,781	\$75,800	\$103,819	\$86,998
School District Market Average							\$53,264	\$82,673	\$112,082	\$82,201
Prince George's County Public Schools as a % of School District Market Average							90%	92%	93%	106%
Prince George's County Public Schools	Pay Grade G2 - G7	Exempt	37.5	192	\$47,781	\$75,800	\$103,819	\$86,998		
Prince George's County Public Schools as a % of Overall Market Average							\$53,264	\$82,673	\$112,082	\$82,201
Overall Comparator Market Average							90%	92%	93%	106%
Adjustment To Reach Market Average							11%	9%	8%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for providing comprehensive speech and language services to meet the needs of students with oral communication and speech/language impairments. Responsible for screening, evaluation, assessment, diagnosis, goal development, program planning, remediation and implementation of appropriate speech and language services to improve students learning in natural environments or that supports student's ability to participate in and access the general education curriculum. Minimum Qualifications: Master's degree in Speech and Language Pathology. Must possess or be eligible for a Limited or Full License in Speech-Language Pathology issued by State Department of Mental health and Hygiene. Must hold or be eligible for a Professional Certificate appropriate to area of assignment issued by the State Department of Education.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Assistant Building Supervisor I Maintenance & Skilled Trades SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Assistant Building Opers Supervisor	Non-Exempt	40.0	260	\$34,133	\$41,346	\$48,560	NA
Fairfax County PS, VA	Assistant Building Supervisor	Non-Exempt	40.0	260	\$36,944	\$48,151	\$59,358	\$50,154
Gwinnett County PS, GA	Assistant Head Custodian	Non-Exempt	40.0	246	\$24,101	\$36,045	\$47,989	\$47,989
Howard County PS, MD	Custodian Night Supervisor I/II	Non-Exempt	40.0	260	\$37,660	\$52,235	\$66,809	\$50,224
Montgomery County PS, MD	Building Services Assistant Manager I - V	Non-Exempt	40.0	260	\$34,983	\$47,608	\$60,232	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$34,278	\$47,289	\$60,299	\$45,657
School District Market Average					\$33,564	\$45,077	\$56,590	\$49,456
Prince George's County Public Schools as a % of School District Market Average					102%	105%	107%	92%
Prince George's County Public Schools	Pay Grade G11	Non-Exempt	40.0	260	\$34,278	\$47,289	\$60,299	\$45,657
Prince George's County Public Schools as a % of Overall Market Average					\$33,564	\$45,077	\$56,590	\$49,456
Overall Comparator Market Average					102%	105%	107%	92%
Adjustment To Reach Market Average					-2%	-5%	-6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for planning and supervising cleaning and related building operation activities at a school building during the evening hours. Oversees all aspects of custodial operations including timekeeping. Performs supervisory duties over a crew engaged in the cleaning and maintenance of buildings; does related work as required. Conducts routine inspections of facilities in assigned area and reports conditions and develops action plans to correct deficiencies. Minimum Qualifications: High School Diploma or GED and (2) years of successful progressive school system custodial experience with a minimum of one (1) year experience at lower grade including one (1) year supervisory experience. Any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
 Prince George's County Public Schools
 Detailed Market Data (Adjusted)

Auditorium Technician Building Services Support SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Multimedia Production Technician I/II/III	NA	40.0	260	\$45,165	\$61,902	\$78,639	NA
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Technician AV Electronics	Non-Exempt	40.0	260	\$49,288	\$66,969	\$84,649	\$65,181
Montgomery County PS, MD	Media Services Technician	Non-Exempt	40.0	190	\$53,736	\$66,652	\$79,569	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$43,763	\$60,247	\$76,731	\$57,537
School District Market Average					\$49,396	\$65,174	\$80,952	\$65,181
Prince George's County Public Schools as a % of School District Market Average					89%	92%	95%	88%
Prince George's County Public Schools	Pay Grade G17	Non-Exempt	40.0	260	\$43,763	\$60,247	\$76,731	\$57,537
Prince George's County Public Schools as a % of Overall Market Average					\$49,396	\$65,174	\$80,952	\$65,181
Overall Comparator Market Average					89%	92%	95%	88%
Adjustment To Reach Market Average					13%	8%	6%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Serves as technical advisor for events and activities staged in the auditorium. Works extensively with the instructional staff, students and community groups in the planning, staging and execution of auditorium-theatre productions; trains technical crews (students, community representatives) in set construction, props location, lighting, hook-up of audio and video projection equipment, arrangements of special effects. Assists in coordinating events of floor production during rehearsals and live presentations; draws up and enforces operational safety and security standards with regard to proper usage of the auditorium facility. Supervision may be required for students, community groups, etc. Minimum Qualifications: Completion of two (2) years of college with major coursework in theatre arts or stagecraft; experience in the operation of a variety of sophisticated sound/lighting systems; or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Building Equipment Operator II Maintenance & Skilled Trades SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Fairfax County PS, VA	Preventative Maintenance Technician	Non-Exempt	40.0	260	\$40,036	\$52,181	\$64,325	\$50,755
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Plant Equipment Operator II	Non-Exempt	40.0	260	\$36,481	\$44,272	\$52,062	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$38,480	\$53,030	\$67,579	\$58,609
School District Market Average					\$38,259	\$48,226	\$58,194	\$50,755
Prince George's County Public Schools as a % of School District Market Average					101%	110%	116%	115%
Prince George's County Public Schools	Pay Grade G14	Non-Exempt	40.0	260	\$38,480	\$53,030	\$67,579	\$58,609
Prince George's County Public Schools as a % of Overall Market Average					\$38,259	\$48,226	\$58,194	\$50,755
Overall Comparator Market Average					101%	110%	116%	115%
Adjustment To Reach Market Average					-1%	-9%	-14%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Works and maintains low pressure boilers, auxiliary equipment, air conditioning and refrigeration equipment. Responsible for the skilled, safe, economical operation and maintenance of heating, ventilating and air conditioning apparatus. Performs weekly inspections in accordance with Occupational Safety and Health Act (OSHA) and keeps required inspection forms. Checks water level and steam pressure to ensure safe and constant generation of steam, blowing down boilers, cleaning burners and flues. Keeps continuous check of all safety valves and oil gauges assigned, lubricating equipment. Minimum Qualifications: High School Diploma or GED and three (3) years successful progressive school system custodial experience with a minimum of one (1) year experience at the level 1 and one (1) year building supervisory experience, any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Building Supervisor III Maintenance & Skilled Trades SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Chief Custodian	Non-Exempt	40.0	260	\$35,644	\$47,647	\$59,650	\$48,332
Baltimore County PS, MD	Building Operations Supervisor	Non-Exempt	40.0	260	\$36,863	\$49,140	\$61,416	NA
Fairfax County PS, VA	Building Supervisor II	Non-Exempt	40.0	260	\$41,677	\$54,320	\$66,963	\$55,956
Gwinnett County PS, GA	Custodial Services Mgr.?(need pay data)	NA		NA	NA	NA	NA	NA
Howard County PS, MD	Custodian Day Supervisor III	Non-Exempt	40.0	260	\$40,436	\$55,238	\$70,041	\$68,281
Montgomery County PS, MD	Building Service Manager II - V	Non-Exempt	40.0	260	\$37,939	\$50,701	\$63,463	NA
School District of Philadelphia	Building Engineer Group I	Non-Exempt	40.0	260	\$39,929	\$44,130	\$48,331	\$46,254
Prince George's County Public Schools		Non-Exempt		260	\$35,485	\$48,838	\$62,192	\$51,888
School District Market Average					\$38,748	\$50,196	\$61,644	\$54,706
Prince George's County Public Schools as a % of School District Market Average					92%	97%	101%	95%
Prince George's County Public Schools Pay Grade	G12	Non-Exempt	40.0	260	\$35,485	\$48,838	\$62,192	\$51,888
Prince George's County Public Schools as a % of Overall Market Average					\$38,748	\$50,196	\$61,644	\$54,706
Overall Comparator Market Average					92%	97%	101%	95%
Adjustment To Reach Market Average					9%	3%	-1%	

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Working supervisor position which plans, performs and supervises the general cleaning, maintenance and operation of a school plant, facilities and grounds. Responsible for maintaining the prescribed sanitary and safe operating standards in a school plant on a 24-hour basis and maintaining logs and records as required. Responsible for the correction of minor repairs and initiating work orders requests to the Department of Facilities Services. Requisitions and distributes building services materials and preparing reports on employees' work hours and performance. Minimum Qualifications: High School Diploma or GED and two (2) years successful progressive school system custodial experience with a minimum one (1) year experience at lower grade including one (1) year supervisory experience.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Cleaner Maintenance & Skilled Trades SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	Custodian I	Non-Exempt	40.0	260	\$29,221	\$39,061	\$48,901	\$34,356
Baltimore County PS, MD	Building Service Worker	Non-Exempt	40.0	260	\$26,988	\$31,960	\$36,932	NA
Fairfax County PS, VA	Custodian I	Non-Exempt	40.0	260	\$30,220	\$39,387	\$48,554	\$34,495
Gwinnett County PS, GA	Custodian	Non-Exempt	40.0	246	\$20,089	\$31,569	\$43,048	\$39,498
Howard County PS, MD	Custodian	Non-Exempt	40.0	260	\$33,974	\$44,668	\$55,363	\$41,982
Montgomery County PS, MD	Building Service Worker (Shift I)	Non-Exempt	40.0	260	\$31,668	\$36,798	\$41,929	NA
School District of Philadelphia	General Cleaner	Non-Exempt	40.0	260	\$29,512	\$32,416	\$35,321	\$32,041
Prince George's County Public Schools		Non-Exempt		260	\$29,931	\$41,974	\$54,018	\$34,866
School District Market Average					\$28,810	\$36,551	\$44,292	\$36,474
Prince George's County Public Schools as a % of School District Market Average					104%	115%	122%	96%
Prince George's County Public Schools Pay Grade	G8	Non-Exempt	40.0	260	\$29,931	\$41,974	\$54,018	\$34,866
Prince George's County Public Schools as a % of Overall Market Average					\$28,810	\$36,551	\$44,292	\$36,474
Overall Comparator Market Average					104%	115%	122%	96%
Adjustment To Reach Market Average					-4%	-13%	-18%	

NA = Data Not Available

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The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of custodial duties requiring manual work to keep equipment, buildings and grounds in a clean and orderly condition. Sweeps, mops, scrubs, oils, waxes, seals and polishes floors using hand and power equipment; vacuums carpeted areas; strips and re-waxes or reseals floors when required; removes gum or other foreign matter; cleans and polishes office, classroom and other furniture and equipment; cleans woodwork, windows, doors, mirrors, walls, blackboards, venetian blinds, ceilings, light fixtures, and ventilators. Supplies lavatories, shower rooms and maintains the facilities in a clean and sanitary condition. Minimum Qualifications: Completion of eighth grade, preferably some building cleaning experience; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Custodial Equipment Mechanic Maintenance & Skilled Trades SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Equipment Repair Tech II	Non-Exempt	40.0	260	\$39,890	\$48,378	\$56,865	NA
Fairfax County PS, VA	Appliance and Equipment Technician I	Non-Exempt	40.0	260	\$41,677	\$54,320	\$66,963	\$57,930
Gwinnett County PS, GA	Equipment Repair Technician	Non-Exempt	40.0	246	\$34,855	\$48,055	\$61,254	\$61,254
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools		Non-Exempt		260	\$41,974	\$57,741	\$73,507	\$67,620
School District Market Average					\$38,807	\$50,251	\$61,694	\$59,592
Prince George's County Public Schools as a % of School District Market Average					108%	115%	119%	113%
Prince George's County Public Schools	Pay Grade G16	Non-Exempt	40.0	260	\$41,974	\$57,741	\$73,507	\$67,620
Prince George's County Public Schools as a % of Overall Market Average					108%	115%	119%	113%
Overall Comparator Market Average					108%	115%	119%	113%
Adjustment To Reach Market Average					-8%	-13%	-16%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Responsible for the maintenance and repair work on a variety of mechanical equipment used by the custodial staff in all county schools. Maintains a wide variety of mechanical equipment such as two-motored vacuum cleaners, high speed buffers, 72" four-wheel drive tractors, mulching mowers, snow blowers, water cooled engines, weed wackers, trimmers, and portable generators. Minimum Qualifications: High School Diploma supplemented by completion of vocational or trade school coursework, with progressively responsible experience in engine and mechanical work; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Night Cleaner Leadman Maintenance & Skilled Trades SEIU										
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary		
School District Data Sources										
Anne Arundel County PS, MD	Lead Custodian	Non-Exempt	40.0	260	\$33,913	\$45,337	\$56,762	\$42,243		
Baltimore County PS, MD	Assistant Building Opers Supervisor	Non-Exempt	40.0	260	\$34,133	\$41,346	\$48,560	NA		
Fairfax County PS, VA	Custodian II	Non-Exempt	40.0	260	\$31,459	\$41,002	\$50,545	\$42,882		
Gwinnett County PS, GA	No Match	NA		NA	NA	NA	NA	NA		
Howard County PS, MD	Custodian Night Supervisor I/II	Non-Exempt	40.0	260	\$37,660	\$52,235	\$66,809	\$50,224		
Montgomery County PS, MD	No Match	NA		NA	NA	NA	NA	NA		
School District of Philadelphia	Cleaning Leader	Non-Exempt	40.0	260	\$41,809	\$45,694	\$49,579	\$49,579		
Prince George's County Public Schools					Non-Exempt	260	\$31,637	\$43,566	\$55,494	\$40,883
School District Market Average						\$35,795	\$45,123	\$54,451	\$46,232	
Prince George's County Public Schools as a % of School District Market Average						88%	97%	102%	88%	
Prince George's County Public Schools	Pay Grade G9	Non-Exempt	40.0	260	\$31,637	\$43,566	\$55,494	\$40,883		
Prince George's County Public Schools as a % of Overall Market Average						\$35,795	\$45,123	\$54,451	\$46,232	
Overall Comparator Market Average						88%	97%	102%	88%	
Adjustment To Reach Market Average						13%	4%	-2%		

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Working leader responsible for a small crew of three or less Cleaners. Performs the same basic duties as a Cleaner, but has been assigned the responsibility for inspecting the completed work of others and deciding whether it is acceptable. Responsibilities include, but not limited to maintaining time and material records, sweeping, moping, waxing, and buffing floors, halls, and stairways; securing buildings at night; receiving, storing and dispensing cleaning supplies and equipment; reporting maintenance and repair needs to supervisor. Minimum Qualifications: Completion of the eighth grade, preferably with some building cleaning experience at the level of Cleaner, or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities.

APPENDIX B
Prince George's County Public Schools
Detailed Market Data (Adjusted)

Pest Controller Environmental Compliance & Safety SEIU								
Respondent	Matching Job Title	FLSA Status	Workweek	Contract Days	Pay Range Minimum Base Salary	Pay Range Midpoint Base Salary	Pay Range Maximum Base Salary	Average Salary
School District Data Sources								
Anne Arundel County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Baltimore County PS, MD	Integrated Pest Management Rep.	Non-Exempt	40.0	260	\$50,448	\$61,143	\$71,838	NA
Fairfax County PS, VA	Pest Controller II	Non-Exempt	40.0	260	\$45,165	\$58,865	\$72,566	\$62,034
Gwinnett County PS, GA	Pest Control Operator	Non-Exempt	40.0	246	\$32,616	\$45,554	\$58,493	\$55,841
Howard County PS, MD	No Match	NA		NA	NA	NA	NA	NA
Montgomery County PS, MD	Integrated Pest Mgmt. Associate II	Non-Exempt	40.0	260	\$42,942	\$53,202	\$63,463	NA
School District of Philadelphia	No Match	NA		NA	NA	NA	NA	NA
Prince George's County Public Schools					\$43,763	\$60,247	\$76,731	\$52,647
School District Market Average					\$42,793	\$54,691	\$66,590	\$58,938
Prince George's County Public Schools as a % of School District Market Average					102%	110%	115%	89%
Prince George's County Public Schools	Pay Grade G17	Non-Exempt	40.0	260	\$43,763	\$60,247	\$76,731	\$52,647
Prince George's County Public Schools as a % of Overall Market Average					\$42,793	\$54,691	\$66,590	\$58,938
Overall Comparator Market Average					102%	110%	115%	89%
Adjustment To Reach Market Average					-2%	-9%	-13%	

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in contract days and workweek definition, as applicable.

The overall market average is an average of the school district's market average and the published data market average (if applicable). The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs lead supervisory and skilled work in the control and extermination of rodents and insects. Responsible for safeguarding the health of students, faculty and staff through the informed use of appropriate pest control measures in compliance with federal and state laws. Minimum Qualifications: High School Diploma or GED and at least one (1) year of experience as a pest control serviceman.