



SALARY STUDY PROGRESS REPORT

MARCH 31, 2015

OVERVIEW

- Board approved salary study for 2014-15
 - Performed by Student-Center Education Consulting Group, LLC (“SCECG”)
- Why?
 - Competitiveness of salaries
 - Comparisons to other districts
 - Succession planning
 - Improvements

SCOPE

- Study covers:
 - Classified pay scale
 - Administrative pay scale
 - Assistant principals pay scale
 - Deputy superintendent pay scale
 - Compared to 7 districts
- Does not cover teacher scale
- Does not cover supplements

SCOPE

- Compared Aiken's pay scales to:
 - Berkeley County School District
 - Columbia County School District (GA)
 - Dorchester 2 School District
 - Lexington 1 School District
 - Richland 1 School District
 - Richland 2 School District
 - Richmond County School District (GA)

TEACHER SCALE

- Why wasn't it included in scope of study?
 - Information already available
 - SCDE compiles information annually
 - Information available for each SC district
 - By degree
 - By step
 - Aiken compares very favorably to other district
 - Among highest paying districts regardless of step or degree
 - See comparisons

TEACHER SCALE

- Aiken salary ranking for 2014-15
 - 81 school districts with “1” indicating highest pay

YEARS EXPERIENCE	DEGREE				
	DOCT	MAST + 30	MAST	BACH + 18	BACH
0	1	1	1	1	1
1	1	1	1	1	1
2	1	1	1	1	1
3	1	1	2	2	3
4	1	1	2	2	4
5	1	1	2	2	3
6	1	1	2	2	3
7	1	1	2	2	3
8	1	1	2	2	2

TEACHER SCALE

YEARS EXPERIENCE	DEGREE				
	DOCT	MAST + 30	MAST	BACH + 18	BACH
9	1	1	2	2	2
10	1	1	2	2	2
11	1	1	2	2	2
12	1	1	2	2	1
13	1	1	2	2	1
14	1	2	2	2	1
15	1	2	2	2	1
16	1	2	2	2	1
17	1	2	3	3	1
18	3	3	4	4	1
19	4	4	6	5	5

TEACHER SCALE

YEARS EXPERIENCE	DEGREE				
	DOCT	MAST + 30	MAST	BACH + 18	BACH
20	5	7	7	6	7
21	7	7	7	7	8
22	6	5	6	5	6
23	7	8	8	6	7
24	13	13	13	13	12
25	16	15	16	15	14
26	17	17	17	16	15
27	18	19	18	18	17
28	20	19	18	18	17
29	20	19	18	19	18
30	20	20	19	19	18

PROGRESS REPORT

- Summary page
- 202 pages of bar graphs and related information
- Two charts for each position or group of positions
 - Average annual salary or average hourly pay within for each district
 - For average annual salary, also identifies the average for all sampled districts
 - Minimum, median, maximum and average for annual salary or for hourly pay by district

NEXT STEPS

- Continued review of salary comparisons
- Meet with SCEGG to receive & review recommendations
- Work with SCEGG to prepare cost estimates
- SCEGG to provide final report to the Board
 - Tentatively scheduled for May 12, 2015

QUESTIONS AND COMMENTS

