

SALARY MATRIXES

SALARY MATRIX for Teachers, Guidance/Social Workers, and Librarians

Years of Experience	Education Category				
	BA only	BA+15 BA+30	MA or MA+15	MA+30 or CAS	Doctorate
<1	1.00	1.04	1.16	1.24	1.25
1-5	1.07	1.11	1.23	1.31	1.32
6-10	1.22	1.27	1.38	1.47	1.47
11-15	1.39	1.44	1.55	1.63	1.64
16-20	1.56	1.60	1.72	1.80	1.81
21-25	1.68	1.73	1.84	1.93	1.93
26-30	1.74	1.79	1.90	1.98	1.99
31+	1.76	1.80	1.92	2.00	2.01

- CLASSROOM TEACHER
- LITERACY SPECIALIST
- LONG TERM SUBSTITUTE
- SCHOOL SOCIAL WORKER
- DIRECTOR OF GUIDANCE
- GUIDANCE COUNSELOR
- LIBRARIAN/MEDIA SPECIALIST

Years of Experience	Education Category				
	BA only	BA+15 BA+30	MA or MA+15	MA+30 or CAS	Doctorate
<1	33,106	34,430	38,403	41,051	41,383
1-5	35,423	36,748	40,720	43,369	43,700
6-10	40,389	42,045	45,686	48,666	48,666
11-15	46,017	47,673	51,314	53,963	54,294
16-20	51,645	52,970	56,942	59,591	59,922
21-25	55,618	57,273	60,915	63,895	63,895
26-30	57,604	59,260	62,901	65,550	65,881
31+	58,267	59,591	63,564	66,212	66,543

SALARY MATRIX for Education Technicians and Library Technicians/Media Assistants

Years of Experience	Tech I	Tech II	Tech III	Media Tech I	Media Tech II	Media Tech III
<1	0.84	1.00	1.13	0.90	1.02	1.16
1-5	0.88	1.04	1.18	0.94	1.06	1.21
6-10	0.95	1.12	1.25	1.02	1.14	1.28
11-15	1.04	1.21	1.34	1.11	1.22	1.37
16+	1.06	1.22	1.35	1.12	1.24	1.38

- ED TECH I
- ED TECH II
- ED TECH III
- ED TECH I - LIBRARY/MEDIA
- ED TECH II - LIBRARY/MEDIA
- ED TECH III - LIBRARY/MEDIA

Base Salary for Matrix Education Technician II with zero experience

Years of Experience	Tech I	Tech II	Tech III	Media Tech I	Media Tech II	Media Tech III
<1	13,707	16,318	18,439	14,686	16,644	18,929
1-5	14,360	16,971	19,255	15,339	17,297	19,745
6-10	15,502	18,276	20,398	16,644	18,603	20,887
11-15	16,971	19,745	21,866	18,113	19,908	22,356
16+	17,297	19,908	22,029	18,276	20,234	22,519

SALARY MATRIX for School Administrators

State-wide Average Salary	81,077	PRINCIPAL
		ASSISTANT PRINCIPAL

Actual FTEs:		School Enrollment								Total
	School Enrollment	1 to 124	125 to 174	175 to 249	250 to 349	350 to 499	500 to 699	700 to 999	1000+	
1. A. Principals	Ratio:	.88	.92	.96	1.01	1.05	1.11	1.18	1.24	
	FTE	0.00	0.00	0.00	3.00	0.00	0.00	1.00	0.00	4.00
	Salary	71,348 0	74,591 0	77,834 0	81,888 245,663	85,131 0	89,995 0	95,671 95,671	100,535 0	341,334
1. B. Asst. Principals	Ratio:	.70	.73	.78	.83	.87	.93	.99	1.06	
	FTE	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00
	Salary	56,754 0	59,186 0	63,240 0	67,294 0	70,537 0	75,402 0	80,266 80,266	85,942 0	80,266

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	25,961
1-5	1.08	28,038
6-10	1.18	30,634
11-15	1.27	32,970
16+	1.30	33,749

ADMINISTRATIVE ASSISTANT/SECRETARY
School Administrative Asst./Secretaries only

Secretaries	Years of Experience					Total
	<1	1-5	6-10	11-15	16+	
FTE	0.00	0.00	1.00	0.00	0.00	1.00
Salary	0	0	30,634	0	0	30,634

SALARY MATRIX for Health staff

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	42,540
1-5	0.93	46,544
6-10	0.94	47,044
11-15	1.06	53,050
16+	1.11	55,552

NURSE

Health	Years of Experience					Total
	<1	1-5	6-10	11-15	16+	
FTE	1.00	1.00	1.00	1.00	1.00	5.00
Salary	42,540	46,544	47,044	53,050	55,552	244,730