

**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
- TITLE I TEACHER
- ELL TEACHER
- 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	34,174	35,541	39,642	42,376	42,718
1-5	36,566	37,933	42,034	44,768	45,110
6-10	41,692	43,401	47,160	50,236	50,236
11-15	47,502	49,211	52,970	55,704	56,045
16-20	53,311	54,678	58,779	61,513	61,855
21-25	57,412	59,121	62,880	65,956	65,956
26-30	59,463	61,171	64,931	67,665	68,006
31+	60,146	61,513	65,614	68,348	68,690

**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	14,149	16,844	19,034	15,160	17,181	19,539
1-5	14,823	17,518	19,876	15,833	17,855	20,381
6-10	16,002	18,865	21,055	17,181	19,202	21,560
11-15	17,518	20,381	22,571	18,697	20,550	23,076
16+	17,855	20,550	22,739	18,865	20,887	23,245

**SALARY MATRIX for School Administrators**

<b>State-wide Average Salary</b>	<b>83,692</b>	PRINCIPAL
		ASSISTANT PRINCIPAL
		TEACHING PRINCIPAL

Actual FTEs:		School Enrollment								
		School Enrollment	1 to 124	125 to 174	175 to 249	250 to 349	350 to 499	500 to 699	700 to 999	1000+
<b>1. A. Principals</b>	Ratio:		.88	.92	.96	1.01	1.05	1.11	1.18	1.24
	FTE		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	Salary		73,649	76,997	80,344	84,529	87,877	92,898	98,757	103,778
<b>1. B. Asst. Principals</b>	Ratio:		.70	.73	.78	.83	.87	.93	.99	1.06
	FTE		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	Salary		58,584	61,095	65,280	69,464	72,812	77,834	82,855	88,714

**SALARY MATRIX for Clerical staff**

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	26,798
1-5	1.08	28,942
6-10	1.18	31,622
11-15	1.27	34,033
16+	1.30	34,837

ADMINISTRATIVE ASSISTANT/SECRETARY  
School Level Administrative Asst./Secretaries only

		Years of Experience				
Secretaries		<1	1-5	6-10	11-15	16+
FTE		1.00	1.00	1.00	1.00	1.00
Salary		26,798	28,942	31,622	34,033	34,837

**SALARY MATRIX for Health staff**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	43,913
1-5	0.93	47,289
6-10	0.94	47,797
11-15	1.06	53,899
16+	1.11	56,441

NURSE

		Years of Experience				
Health		<1	1-5	6-10	11-15	16+
FTE		1.00	1.00	1.00	1.00	1.00
Salary		43,913	47,289	47,797	53,899	56,441