

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	34,687	36,074	40,237	43,012	43,359
1-5	37,115	38,503	42,665	45,440	45,787
6-10	42,318	44,052	47,868	50,990	50,990
11-15	48,215	49,949	53,765	56,540	56,887
16-20	54,112	55,499	59,662	62,437	62,783
21-25	58,274	60,009	63,824	66,946	66,946
26-30	60,355	62,090	65,905	68,680	69,027
31+	61,049	62,437	66,599	69,374	69,721

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	14,361	17,097	19,320	15,387	17,439	19,833
1-5	15,045	17,781	20,174	16,071	18,123	20,687
6-10	16,242	19,149	21,371	17,439	19,491	21,884
11-15	17,781	20,687	22,910	18,978	20,858	23,423
16+	18,123	20,858	23,081	19,149	21,200	23,594

SALARY MATRIX for School Administrators

State-wide Average Salary	84,947	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+
1. A. Principals	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		74,753	78,151	81,549	85,796	89,194	94,291	100,237	105,334
1. B. Asst. Principals	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		59,463	62,011	66,259	70,506	73,904	79,001	84,098	90,044

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	27,200
1-5	1.08	29,376
6-10	1.18	32,096
11-15	1.27	34,544
16+	1.30	35,360

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

Secretaries	Years of Experience				
	<1	1-5	6-10	11-15	16+
FTE	1.00	1.00	1.00	1.00	1.00
Salary	27,200	29,376	32,096	34,544	35,360

SALARY MATRIX for Health staff

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	44,571
1-5	0.93	48,766
6-10	0.94	49,291
11-15	1.06	55,583
16+	1.11	58,205

NURSE

Health	Years of Experience				
	<1	1-5	6-10	11-15	16+
FTE	1.00	1.00	1.00	1.00	1.00
Salary	44,571	48,766	49,291	55,583	58,205