

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	35,735	37,164	41,452	44,311	44,668
1-5	38,236	39,665	43,954	46,812	47,170
6-10	43,596	45,383	49,314	52,530	52,530
11-15	49,671	51,458	55,389	58,248	58,605
16-20	55,746	57,176	61,464	64,323	64,680
21-25	60,034	61,821	65,752	68,968	68,968
26-30	62,178	63,965	67,896	70,755	71,112
31+	62,893	64,323	68,611	71,470	71,827

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	14,795	17,613	19,903	15,852	17,965	20,431
1-5	15,499	18,318	20,783	16,556	18,670	21,312
6-10	16,732	19,727	22,016	17,965	20,079	22,545
11-15	18,318	21,312	23,601	19,550	21,488	24,130
16+	18,670	21,488	23,778	19,727	21,840	24,306

SALARY MATRIX for School Administrators

State-wide Average Salary	87,514	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	77,012	80,513	84,013	88,389	91,890	97,141	103,267	108,517
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	61,260	63,885	68,261	72,637	76,137	81,388	86,639	92,765

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	28,022
1-5	1.08	30,264
6-10	1.18	33,066
11-15	1.27	35,588
16+	1.30	36,429

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	28,022	30,264	33,066	35,588	36,429

SALARY MATRIX for Health staff

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	45,919
1-5	0.93	50,240
6-10	0.94	50,781
11-15	1.06	57,263
16+	1.11	59,964

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	45,919	50,240	50,781	57,263	59,964