

**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 TEACHER
- TITLE I TEACHER
- ENGLISH LEARNER 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	36,521	37,982	42,364	45,286	45,651
1-5	39,077	40,538	44,921	47,843	48,208
6-10	44,556	46,382	50,399	53,686	53,686
11-15	50,764	52,590	56,608	59,529	59,894
16-20	56,973	58,434	62,816	65,738	66,103
21-25	61,355	63,181	67,199	70,486	70,486
26-30	63,547	65,373	69,390	72,312	72,677
31+	64,277	65,738	70,120	73,042	73,407

**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	15,120	18,000	20,340	16,200	18,360	20,880
1-5	15,840	18,720	21,240	16,920	19,080	21,780
6-10	17,100	20,160	22,500	18,360	20,520	23,040
11-15	18,720	21,780	24,120	19,980	21,960	24,660
16+	19,080	21,960	24,300	20,160	22,320	24,840

**SALARY MATRIX for School Administrators**

State-wide Average Salary **89,439**

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	78,706	82,284	85,861	90,333	93,911	99,277	105,538	110,904
<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	62,607	65,290	69,762	74,234	77,812	83,178	88,545	94,805

**SALARY MATRIX for Clerical staff**

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	<b>28,638</b>
1-5	1.08	30,929
6-10	<b>1.18</b>	33,793
11-15	<b>1.27</b>	36,370
16+	<b>1.30</b>	37,229

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	28,638	30,929	33,793	36,370	37,229

**SALARY MATRIX for Health staff**

State-wide Average Salary **55,210**

Years of Experience	Health Salary Factor	Health Salary
<1	<b>0.85</b>	46,929
1-5	<b>0.93</b>	51,345
6-10	0.94	51,897
11-15	<b>1.06</b>	58,523
16+	<b>1.11</b>	61,283

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	46,929	51,345	51,897	58,523	61,283