

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	37,178	38,665	43,126	46,101	46,473
1-5	39,780	41,268	45,729	48,703	49,075
6-10	45,357	47,216	51,306	54,652	54,652
11-15	51,677	53,536	57,626	60,600	60,972
16-20	57,998	59,485	63,946	66,920	67,292
21-25	62,459	64,318	68,408	71,754	71,754
26-30	64,690	66,549	70,638	73,612	73,984
31+	65,433	66,920	71,382	74,356	74,728

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	15,392	18,324	20,706	16,492	18,690	21,256
1-5	16,125	19,057	21,622	17,225	19,423	22,172
6-10	17,408	20,523	22,905	18,690	20,889	23,455
11-15	19,057	22,172	24,554	20,340	22,355	25,104
16+	19,423	22,355	24,737	20,523	22,722	25,287

SALARY MATRIX for School Administrators

State-wide Average Salary **91,049**

PRINCIPAL
ASSISTANT PRINCIPAL
TEACHING PRINCIPAL

Actual FTEs:		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	School Enrollment 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	80,123	83,765	87,407	91,959	95,601	101,064	107,438	112,901
1. B. Asst. Principals	School Enrollment 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	63,734	66,466	71,018	75,571	79,213	84,676	90,139	96,512

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	29,153
1-5	1.08	31,485
6-10	1.18	34,401
11-15	1.27	37,024
16+	1.30	37,899

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

		Years of Experience				
		<1	1-5	6-10	11-15	16+
Secretaries	FTE	1.00	1.00	1.00	1.00	1.00
Secretaries	Salary	29,153	31,485	34,401	37,024	37,899

SALARY MATRIX for Health staff

State-wide Average Salary **56,204**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	47,773
1-5	0.93	52,270
6-10	0.94	52,832
11-15	1.06	59,576
16+	1.11	62,386

NURSE

		Years of Experience				
		<1	1-5	6-10	11-15	16+
Health	FTE	1.00	1.00	1.00	1.00	1.00
Health	Salary	47,773	52,270	52,832	59,576	62,386