

FY 25 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 | 1.07 | 1.16 | 1.28 | 1.28 |
| 1-5 | 1.05 | 1.12 | 1.21 | 1.33 | 1.33 |
| 6-10 | 1.17 | 1.25 | 1.33 | 1.45 | 1.45 |
| 11-15 | 1.34 | 1.42 | 1.50 | 1.62 | 1.62 |
| 16-20 | 1.49 | 1.57 | 1.65 | 1.77 | 1.77 |
| 21-25 | 1.61 | 1.69 | 1.77 | 1.89 | 1.89 |
| 26-30 | 1.67 | 1.75 | 1.83 | 1.95 | 1.95 |
| 31+ | 1.71 | 1.78 | 1.87 | 1.99 | 1.99 |

- 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 | 40,760 | 43,613 | 47,282 | 52,173 | 52,173 |
| 1-5 | 42,798 | 45,651 | 49,320 | 54,211 | 54,211 |
| 6-10 | 47,689 | 50,950 | 54,211 | 59,102 | 59,102 |
| 11-15 | 54,618 | 57,879 | 61,140 | 66,031 | 66,031 |
| 16-20 | 60,732 | 63,993 | 67,254 | 72,145 | 72,145 |
| 21-25 | 65,624 | 68,884 | 72,145 | 77,036 | 77,036 |
| 26-30 | 68,069 | 71,330 | 74,591 | 79,482 | 79,482 |
| 31+ | 69,700 | 72,553 | 76,221 | 81,112 | 81,112 |

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 | 0.83 | 1.00 | 1.16 | 0.83 | 1.00 | 1.16 |
| 1-5 | 0.98 | 1.15 | 1.31 | 0.98 | 1.15 | 1.31 |
| 6-10 | 1.12 | 1.29 | 1.44 | 1.12 | 1.29 | 1.44 |
| 11-15 | 1.21 | 1.37 | 1.53 | 1.21 | 1.37 | 1.53 |
| 16+ | 1.25 | 1.41 | 1.57 | 1.25 | 1.41 | 1.57 |

- 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 | 16,076 | 19,369 | 22,468 | 16,076 | 19,369 | 22,468 |
| 1-5 | 18,982 | 22,274 | 25,373 | 18,982 | 22,274 | 25,373 |
| 6-10 | 21,693 | 24,986 | 27,891 | 21,693 | 24,986 | 27,891 |
| 11-15 | 23,436 | 26,536 | 29,635 | 23,436 | 26,536 | 29,635 |
| 16+ | 24,211 | 27,310 | 30,409 | 24,211 | 27,310 | 30,409 |

SALARY MATRIX for School Administrators

| | | |
|----------------------------------|---------------|---------------------|
| State-wide Average Salary | 96,715 | 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 | 84,694 | 88,544 | 92,393 | 97,205 | 101,055 | 106,830 | 113,567 | 119,341 | |
| 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 | 67,370 | 70,257 | 75,070 | 79,882 | 83,731 | 89,506 | 95,281 | 102,018 | |

SALARY MATRIX for Clerical staff

| Years of Experience | Secretaries Salary Factor | Secretaries Salary | |
|---------------------|---------------------------|--------------------|---|
| <1 | 1.00 | 30,967 | ADMINISTRATIVE ASSISTANT/SECRETARY <i>School Level Administrative Asst./Secretaries only</i> |
| 1-5 | 1.08 | 33,444 | |
| 6-10 | 1.18 | 36,541 | |
| 11-15 | 1.27 | 39,328 | |
| 16+ | 1.30 | 40,257 | |

| | | Years of Experience | | | | |
|-------------|--|---------------------|--------|--------|--------|--------|
| Secretaries | | <1 | 1-5 | 6-10 | 11-15 | 16+ |
| FTE | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Salary | | 30,816 | 33,281 | 36,363 | 39,136 | 40,061 |

SALARY MATRIX for Health staff

| | |
|----------------------------------|---------------|
| State-wide Average Salary | 59,701 |
|----------------------------------|---------------|

| Years of Experience | Health Salary Factor | Health Salary | |
|---------------------|----------------------|---------------|-------|
| <1 | 0.85 | 50,746 | NURSE |
| 1-5 | 0.93 | 55,522 | |
| 6-10 | 0.94 | 56,119 | |
| 11-15 | 1.06 | 63,283 | |
| 16+ | 1.11 | 66,268 | |

| | | Years of Experience | | | | |
|--------|--|---------------------|--------|--------|--------|--------|
| Health | | <1 | 1-5 | 6-10 | 11-15 | 16+ |
| FTE | | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Salary | | 50,499 | 55,251 | 55,845 | 62,975 | 65,945 |