

FY 26 SALARY MATRIXES

SALARY MATRIX for Teachers, Guidance/Social Workers, and Librarians

Education Category					
Years of Experience	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

Education Category					
Years of Experience	BA only	BA+15 BA+30	MA or MA+15	MA+30 or CAS	Doctorate
<1	41,820	44,747	48,511	53,530	53,530
1-5	43,911	46,838	50,602	55,621	55,621
6-10	48,929	52,275	55,621	60,639	60,639
11-15	56,039	59,384	62,730	67,748	67,748
16-20	62,312	65,657	69,003	74,021	74,021
21-25	67,330	70,676	74,021	79,040	79,040
26-30	69,839	73,185	76,531	81,549	81,549
31+	71,512	74,440	78,203	83,222	83,222

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	1.00	1.10	1.20	1.00	1.10	1.20
1-5	1.02	1.11	1.22	1.02	1.11	1.22
6-10	1.08	1.18	1.28	1.08	1.18	1.28
11-15	1.14	1.24	1.34	1.14	1.24	1.34
16+	1.19	1.28	1.39	1.19	1.28	1.39

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	23,145	25,460	27,774	23,145	25,460	27,774
1-5	23,608	25,691	28,237	23,608	25,691	28,237
6-10	24,997	27,311	29,626	24,997	27,311	29,626
11-15	26,385	28,700	31,014	26,385	28,700	31,014
16+	27,543	29,626	32,172	27,543	29,626	32,172

SALARY MATRIX for School Administrators

State-wide Average Salary **98,745**

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	86,896	90,845	94,795	99,732	103,682	109,607	116,519	122,444
	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. 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	69,122	72,084	77,021	81,958	85,908	91,833	97,758	104,670

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	33,885
1-5	1.08	36,596
6-10	1.18	39,984
11-15	1.27	43,034
16+	1.30	44,051

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	33,885	36,596	39,984	43,034	44,051

SALARY MATRIX for Health staff

State-wide Average Salary **60,955**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	51,812
1-5	0.93	56,688
6-10	0.94	57,298
11-15	1.06	64,612
16+	1.11	67,660

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	51,812	56,688	57,298	64,612	67,660