

FY 27 SALARY MATRICES

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	43,284	46,314	50,209	55,404	55,404
1-5	45,448	48,478	52,374	57,568	57,568
6-10	50,642	54,105	57,568	62,762	62,762
11-15	58,001	61,463	64,926	70,120	70,120
16-20	64,493	67,956	71,419	76,613	76,613
21-25	69,687	73,150	76,613	81,807	81,807
26-30	72,284	75,747	79,210	84,404	84,404
31+	74,016	77,046	80,941	86,135	86,135

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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	23,955	26,351	28,746	23,955	26,351	28,746
1-5	24,434	26,590	29,225	24,434	26,590	29,225
6-10	25,871	28,267	30,662	25,871	28,267	30,662
11-15	27,309	29,704	32,100	27,309	29,704	32,100
16+	28,506	30,662	33,297	28,506	30,662	33,297

SALARY MATRIX for School Administrators

State-wide Average Salary **102,201**

PRINCIPAL
 ASSISTANT PRINCIPAL
 TEACHING PRINCIPAL

Actual FTEs:		School Enrollment							
	School Enroll	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	89,937	94,025	98,113	103,223	107,311	113,443	120,597	126,729
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	71,541	74,607	79,717	84,827	88,915	95,047	101,179	108,333

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SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	35,071
1-5	1.08	37,877
6-10	1.18	41,384
11-15	1.27	44,540
16+	1.30	45,592

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		35,071	37,877	41,384	44,540	45,592

SALARY MATRIX for Health staff

State-wide Average Salary **63,088**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	53,625
1-5	0.93	58,672
6-10	0.94	59,303
11-15	1.06	66,873
16+	1.11	70,028

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		53,625	58,672	59,303	66,873	70,028