

**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
- 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	32,617	33,922	37,836	40,445	40,771
1-5	34,900	36,205	40,119	42,728	43,054
6-10	39,793	41,424	45,011	47,947	47,947
11-15	45,338	46,968	50,556	53,166	53,492
16-20	50,883	52,187	56,101	58,711	59,037
21-25	54,797	56,427	60,015	62,951	62,951
26-30	56,754	58,384	61,972	64,582	64,908
31+	57,406	58,711	62,625	65,234	65,560

**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

Years of Experience	Education Technician II with zero experience					
	Tech I	Tech II	Tech III	Media Tech I	Media Tech II	Media Tech III
<1	13,505	16,077	18,167	14,469	16,399	18,649
1-5	14,148	16,720	18,971	15,112	17,042	19,453
6-10	15,273	18,006	20,096	16,399	18,328	20,579
11-15	16,720	19,453	21,543	17,845	19,614	22,025
16+	17,042	19,614	21,704	18,006	19,935	22,186

**SALARY MATRIX for School Administrators**

State-wide Average Salary	79,879	PRINCIPAL
		ASSISTANT PRINCIPAL

Actual FTEs:	School Enrollment									Total
	School Enroll Ratio:	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>		.88	.92	.96	1.01	1.05	1.11	1.18	1.24	
	FTE	0.00	0.00	0.00	3.00	0.00	0.00	1.00	0.00	4.00
	Salary	70,294	73,489	76,684	80,678	83,873	88,666	94,257	99,050	336,291
		0	0	0	242,033	0	0	94,257	0	
<b>1. B. Asst. Principals</b>		.70	.73	.78	.83	.87	.93	.99	1.06	
	FTE	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00
	Salary	55,915	58,312	62,306	66,300	69,495	74,287	79,080	84,672	79,080
		0	0	0	0	0	0	79,080	0	

**SALARY MATRIX for Clerical staff**

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	25,577
1-5	1.08	27,623
6-10	1.18	30,181
11-15	1.27	32,483
16+	1.30	33,250

ADMINISTRATIVE ASSISTANT/SECRETARY  
School Administrative Asst./Secretaries only

Secretaries	Years of Experience					Total
	<1	1-5	6-10	11-15	16+	
FTE	0.00	0.00	1.00	0.00	0.00	1.00
Salary	0	0	30,181	0	0	30,181

**SALARY MATRIX for Health staff**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	41,911
1-5	0.93	45,856
6-10	0.94	46,349
11-15	1.06	52,265
16+	1.11	54,731

NURSE

Health	Years of Experience					Total
	<1	1-5	6-10	11-15	16+	
FTE	1.00	1.00	1.00	1.00	1.00	5.00
Salary	41,911	45,856	46,349	52,265	54,731	241,111