

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 | 33,636 | 34,981 | 39,018 | 41,709 | 42,045 |
| 1-5 | 35,991 | 37,336 | 41,372 | 44,063 | 44,400 |
| 6-10 | 41,036 | 42,718 | 46,418 | 49,445 | 49,445 |
| 11-15 | 46,754 | 48,436 | 52,136 | 54,827 | 55,163 |
| 16-20 | 52,472 | 53,818 | 57,854 | 60,545 | 60,881 |
| 21-25 | 56,508 | 58,190 | 61,890 | 64,917 | 64,917 |
| 26-30 | 58,527 | 60,208 | 63,908 | 66,599 | 66,936 |
| 31+ | 59,199 | 60,545 | 64,581 | 67,272 | 67,608 |

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 | 13,926 | 16,579 | 18,734 | 14,921 | 16,911 | 19,232 |
| 1-5 | 14,590 | 17,242 | 19,563 | 15,584 | 17,574 | 20,061 |
| 6-10 | 15,750 | 18,568 | 20,724 | 16,911 | 18,900 | 21,221 |
| 11-15 | 17,242 | 20,061 | 22,216 | 18,403 | 20,226 | 22,713 |
| 16+ | 17,574 | 20,226 | 22,382 | 18,568 | 20,558 | 22,879 |

SALARY MATRIX for School Administrators

| | | |
|----------------------------------|---------------|----------------------------|
| State-wide Average Salary | 82,374 | PRINCIPAL |
| | | ASSISTANT 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 | | 72,489 | 75,784 | 79,079 | 83,198 | 86,493 | 91,435 | 97,201 | 102,144 |
| 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 | | 57,662 | 60,133 | 64,252 | 68,370 | 71,665 | 76,608 | 81,550 | 87,316 |

SALARY MATRIX for Clerical staff

| Years of Experience | Secretaries Salary Factor | Secretaries Salary |
|---------------------|---------------------------|--------------------|
| <1 | 1.00 | 26,376 |
| 1-5 | 1.08 | 28,486 |
| 6-10 | 1.18 | 31,124 |
| 11-15 | 1.27 | 33,498 |
| 16+ | 1.30 | 34,289 |

ADMINISTRATIVE ASSISTANT/SECRETARY
School 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 | | 26,376 | 28,486 | 31,124 | 33,498 | 34,289 |

SALARY MATRIX for Health staff

| Years of Experience | Health Salary Factor | Health Salary |
|---------------------|----------------------|---------------|
| <1 | 0.85 | 43,221 |
| 1-5 | 0.93 | 47,289 |
| 6-10 | 0.94 | 47,797 |
| 11-15 | 1.06 | 53,899 |
| 16+ | 1.11 | 56,441 |

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 | | 43,221 | 47,289 | 47,797 | 53,899 | 56,441 |