

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
- TITLE I TEACHER
- ELL 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	35,138	36,544	40,760	43,571	43,923
1-5	37,598	39,003	43,220	46,031	46,382
6-10	42,868	44,625	48,490	51,653	51,653
11-15	48,842	50,599	54,464	57,275	57,626
16-20	54,815	56,221	60,437	63,248	63,600
21-25	59,032	60,789	64,654	67,816	67,816
26-30	61,140	62,897	66,762	69,573	69,925
31+	61,843	63,248	67,465	70,276	70,627

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	14,548	17,319	19,570	15,587	17,665	20,090
1-5	15,241	18,012	20,436	16,280	18,358	20,956
6-10	16,453	19,397	21,649	17,665	19,744	22,168
11-15	18,012	20,956	23,207	19,224	21,129	23,727
16+	18,358	21,129	23,381	19,397	21,476	23,900

SALARY MATRIX for School Administrators

State-wide Average Salary	86,051	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	75,725	79,167	82,609	86,912	90,354	95,517	101,540	106,703
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	60,236	62,817	67,120	71,422	74,864	80,027	85,190	91,214

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	27,554
1-5	1.08	29,758
6-10	1.18	32,514
11-15	1.27	34,994
16+	1.30	35,820

ADMINISTRATIVE ASSISTANT/SECRETARY
 School Level Administrative Asst./Secretaries only

Secretaries	Years of Experience				
	<1	1-5	6-10	11-15	16+
FTE	1.00	1.00	1.00	1.00	1.00
Salary	27,554	29,758	32,514	34,994	35,820

SALARY MATRIX for Health staff

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	45,151
1-5	0.93	49,401
6-10	0.94	49,932
11-15	1.06	56,306
16+	1.11	58,962

NURSE

Health	Years of Experience				
	<1	1-5	6-10	11-15	16+
FTE	1.00	1.00	1.00	1.00	1.00
Salary	45,151	49,401	49,932	56,306	58,962