

FY 23 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 TEACHER
- TITLE I TEACHER
- ENGLISH LEARNER 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	37,736	39,245	43,774	46,793	47,170
1-5	40,378	41,887	46,415	49,434	49,812
6-10	46,038	47,925	52,076	55,472	55,472
11-15	52,453	54,340	58,491	61,510	61,887
16-20	58,868	60,378	64,906	67,925	68,302
21-25	63,396	65,283	69,434	72,830	72,830
26-30	65,661	67,547	71,698	74,717	75,095
31+	66,415	67,925	72,453	75,472	75,849

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	15,623	18,599	21,017	16,739	18,971	21,575
1-5	16,367	19,343	21,947	17,483	19,715	22,505
6-10	17,669	20,831	23,249	18,971	21,203	23,807
11-15	19,343	22,505	24,923	20,645	22,691	25,481
16+	19,715	22,691	25,109	20,831	23,063	25,667

SALARY MATRIX for School Administrators

State-wide Average Salary **92,415**

PRINCIPAL
ASSISTANT PRINCIPAL
TEACHING PRINCIPAL

Actual FTEs:		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	School Enrollment 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	81,325	85,022	88,718	93,339	97,036	102,581	109,050	114,595
1. B. Asst. Principals	School Enrollment 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	64,691	67,463	72,084	76,704	80,401	85,946	91,491	97,960

SALARY MATRIX for Clerical staff

Years of Experience	Secretaries Salary Factor	Secretaries Salary
<1	1.00	29,590
1-5	1.08	31,957
6-10	1.18	34,916
11-15	1.27	37,579
16+	1.30	38,467

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		29,590	31,957	34,916	37,579	38,467

SALARY MATRIX for Health staff

State-wide Average Salary **57,047**

Years of Experience	Health Salary Factor	Health Salary
<1	0.85	48,490
1-5	0.93	53,054
6-10	0.94	53,624
11-15	1.06	60,470
16+	1.11	63,322

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		48,490	53,054	53,624	60,470	63,322