

APPENDIX A – SALARY MATRICIES

The following information applies to the salary matrices which follow.

1. The matrices are one-year documents that reflect placement only. Matrices do not ensure or predict future salary levels or movement.
2. Official transcripts are to be on file by September 15 of the current school year for initial placement on the salary matrix and for movement across the salary matrix.
3. Matrices are based on the following number of workdays:
 - Matrices AT-1, AT-2 and AT-3: 184 days
 - Matrix A-2: 184 days
 - Matrices A-3/4: 194 days
4. Five hundred and seventy (570) hours of verified experience in a single school year will count as a year of experience on salary Matrices AT-1, AT-2, AT-3 and A-2. Eight hundred (800) hours of verified experience in a single school year will count as a year of experience on salary matrices A-3/4. Hours of experience in different school years may not be totaled for experience.
5. Securing written verification of experience is the employee's responsibility.
6. Substitute teaching is not recognized as teaching experience.

Please Note: Salary figures presented on the following matrices are rounded up or down to the nearest dollar amount.

Appendix A.1, 2019-2020 Salary Matrix AT-1

APPENDIX A.1

2019-2020 Salary Matrix AT-1

Licensure Level 1 Teachers & Librarians and Career Pathway Level 1 Counselors, Nurses, Social Workers & Interpreters

STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$41,000	\$41,133	\$41,265	\$41,398	\$41,531	\$41,663	\$41,796
2	\$41,001	\$41,134	\$41,266	\$41,399	\$41,532	\$41,665	\$41,797
3	\$41,002	\$41,135	\$41,268	\$41,400	\$41,533	\$41,666	\$41,798
4	\$41,003	\$41,136	\$41,269	\$41,401	\$41,534	\$41,667	\$41,799
5	\$41,004	\$41,137	\$41,270	\$41,402	\$41,535	\$41,668	\$41,800
6	\$41,005	\$41,138	\$41,271	\$41,403	\$41,536	\$41,669	\$41,801
7	\$41,007	\$41,139	\$41,272	\$41,405	\$41,537	\$41,670	\$41,803
8	\$41,008	\$41,140	\$41,273	\$41,406	\$41,538	\$41,671	\$41,804
9	\$41,009	\$41,141	\$41,274	\$41,407	\$41,539	\$41,672	\$41,805
10	\$41,010	\$41,142	\$41,275	\$41,408	\$41,540	\$41,673	\$41,806
11	\$41,442	\$41,575	\$41,708	\$41,840	\$41,973	\$42,106	\$42,238
12	\$41,443	\$41,576	\$41,709	\$41,841	\$41,974	\$42,107	\$42,239
13	\$41,444	\$41,577	\$41,710	\$41,842	\$41,975	\$42,108	\$42,240
14	\$41,446	\$41,578	\$41,711	\$41,844	\$41,976	\$42,109	\$42,242
15	\$41,447	\$41,579	\$41,712	\$41,845	\$41,977	\$42,110	\$42,243
16	\$41,448	\$41,580	\$41,713	\$41,846	\$41,978	\$42,111	\$42,244
17	\$41,449	\$41,581	\$41,714	\$41,847	\$41,979	\$42,112	\$42,245
18	\$41,450	\$41,582	\$41,715	\$41,848	\$41,980	\$42,113	\$42,246
19	\$41,451	\$41,584	\$41,716	\$41,849	\$41,982	\$42,114	\$42,247
20	\$41,452	\$41,585	\$41,717	\$41,850	\$41,983	\$42,115	\$42,248

Appendix A.2, 2019-2020 Salary Matrix AT-2

Appendix A.2

2019-2020 Salary Matrix AT-2 Licensure Level 2 Teachers & Librarians and Career Pathway Level 2 Counselors, Nurses, Social Workers & Interpreters
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STEP	BA	BA+15	BA+45	MA	MA+15	MA+45	Doctorate
1	\$50,000	\$50,200	\$50,400	\$50,601	\$50,801	\$51,001	\$51,201
2	\$50,001	\$50,201	\$50,402	\$50,602	\$50,802	\$51,002	\$51,202
3	\$50,002	\$50,202	\$50,403	\$50,603	\$50,803	\$51,003	\$51,203
4	\$50,003	\$50,203	\$50,404	\$50,604	\$50,804	\$51,004	\$51,204
5	\$50,004	\$50,205	\$50,405	\$50,605	\$50,805	\$51,005	\$51,205
6	\$50,005	\$50,206	\$50,406	\$50,606	\$50,806	\$51,006	\$51,206
7	\$50,007	\$50,207	\$50,407	\$50,607	\$50,807	\$51,007	\$51,208
8	\$50,008	\$50,208	\$50,408	\$50,608	\$50,808	\$51,008	\$51,209
9	\$50,009	\$50,209	\$50,409	\$50,609	\$50,809	\$51,010	\$51,210
10	\$50,010	\$50,210	\$50,410	\$50,610	\$50,810	\$51,011	\$51,211
11	\$50,130	\$50,330	\$50,530	\$50,731	\$50,931	\$51,131	\$51,331
12	\$50,131	\$50,331	\$50,531	\$50,732	\$50,932	\$51,132	\$51,332
13	\$50,132	\$50,332	\$50,533	\$50,733	\$50,933	\$51,133	\$51,333
14	\$50,133	\$50,333	\$50,534	\$50,734	\$50,934	\$51,134	\$51,334
15	\$50,134	\$50,335	\$50,535	\$50,735	\$50,935	\$51,135	\$51,335
16	\$50,135	\$50,336	\$50,536	\$50,736	\$50,936	\$51,136	\$51,336
17	\$50,137	\$50,337	\$50,537	\$50,737	\$50,937	\$51,137	\$51,338
18	\$50,138	\$50,338	\$50,538	\$50,738	\$50,938	\$51,138	\$51,339
19	\$50,139	\$50,339	\$50,539	\$50,739	\$50,939	\$51,140	\$51,340
20	\$50,140	\$50,340	\$50,540	\$50,740	\$50,940	\$51,141	\$51,341
21	\$50,602	\$50,802	\$51,002	\$51,202	\$51,403	\$51,603	\$51,803
22	\$50,603	\$50,803	\$51,003	\$51,203	\$51,404	\$51,604	\$51,804
23	\$50,604	\$50,804	\$51,004	\$51,205	\$51,405	\$53,542	\$53,742
24	\$50,605	\$50,805	\$51,460	\$51,660	\$51,860	\$53,543	\$53,743
25	\$50,606	\$50,806	\$51,461	\$51,661	\$51,861	\$54,450	\$54,650
26	\$50,607	\$50,848	\$51,463	\$51,663	\$54,085	\$54,451	\$54,651
27	\$50,608	\$50,849	\$51,464	\$51,664	\$54,086	\$54,452	\$54,652
28	\$50,609	\$50,850	\$51,465	\$51,665	\$54,087	\$54,453	\$57,386
29	\$50,611	\$50,851	\$52,954	\$53,154	\$54,088	\$54,454	\$57,387
30	\$50,612	\$50,852	\$52,955	\$53,155	\$54,089	\$54,455	\$57,388
31	\$50,642	\$53,982	\$54,182	\$54,382	\$54,582	\$57,939	\$58,139
32	\$51,094	\$53,983	\$54,183	\$54,383	\$54,583	\$57,940	\$58,140
33	\$51,095	\$53,984	\$54,904	\$55,104	\$55,304	\$57,941	\$58,141
34	\$53,983	\$53,985	\$54,905	\$55,105	\$55,305	\$57,942	\$58,142
35	\$53,984	\$54,012	\$55,737	\$55,937	\$56,137	\$57,943	\$58,143

36	\$53,985	\$54,828	\$55,738	\$55,938	\$59,272	\$59,471	\$59,671
37	\$53,986	\$56,179	\$58,542	\$58,742	\$59,273	\$65,434	\$65,634
38	\$53,987	\$57,526	\$58,543	\$58,743	\$61,989	\$66,796	\$66,996
39	\$53,988	\$58,872	\$59,072	\$59,272	\$61,990	\$66,797	\$66,997
40	\$53,990	\$60,223	\$63,157	\$63,357	\$63,557	\$66,798	\$66,998
41	\$54,068	\$60,302	\$64,592	\$64,792	\$64,991	\$66,877	\$72,585
42	\$54,069	\$64,589	\$65,954	\$66,154	\$66,354	\$66,878	\$72,586
43	\$54,070	\$65,458	\$67,316	\$67,516	\$67,716	\$67,916	\$72,587
44	\$54,072	\$65,459	\$67,317	\$67,517	\$70,354	\$73,580	\$73,780
45	\$54,073	\$65,460	\$69,955	\$70,155	\$71,812	\$73,581	\$73,781
46	\$54,074	\$68,391	\$71,413	\$71,613	\$71,813	\$73,582	\$73,782
47	\$54,075	\$71,009	\$71,414	\$71,614	\$71,814	\$73,583	\$73,783
48	\$54,076	\$71,010	\$71,415	\$71,615	\$71,815	\$73,584	\$73,784
49	\$54,077	\$71,011	\$71,416	\$71,616	\$71,816	\$73,585	\$73,785
50	\$54,078	\$71,012	\$71,417	\$71,617	\$71,817	\$73,586	\$73,786

Appendix A.3, 2019-2020 Salary Matrix AT-3

Appendix A.3

2019-2020 Salary Matrix AT-3

Licensure Level 3 Teachers & Librarians and Career Pathway Level 3 Counselors, Nurses, Social Workers & Interpreters

STEP	MA or NBC	MA+15	MA+45	Doctorate
1	\$60,000	\$60,292	\$60,583	\$60,875
2	\$60,001	\$60,293	\$60,584	\$60,876
3	\$60,002	\$60,294	\$60,585	\$60,877
4	\$60,003	\$60,295	\$60,587	\$60,878
5	\$60,004	\$60,296	\$60,588	\$60,879
6	\$60,005	\$60,297	\$60,589	\$60,880
7	\$60,006	\$60,298	\$60,590	\$60,881
8	\$60,008	\$60,299	\$60,591	\$60,883
9	\$60,009	\$60,300	\$60,592	\$60,884
10	\$60,010	\$60,301	\$60,593	\$60,885
11	\$60,011	\$60,302	\$60,594	\$60,886
12	\$60,012	\$60,303	\$60,595	\$60,887
13	\$60,013	\$60,305	\$60,596	\$60,888
14	\$60,014	\$60,306	\$60,597	\$60,889
15	\$60,015	\$60,307	\$60,598	\$60,890
16	\$60,016	\$60,308	\$60,599	\$60,891
17	\$60,017	\$60,309	\$60,601	\$60,892
18	\$60,018	\$60,310	\$60,602	\$60,893
19	\$60,019	\$60,311	\$60,603	\$60,894
20	\$60,020	\$60,312	\$60,604	\$60,895

21	\$60,770	\$61,062	\$61,353	\$61,645
22	\$61,051	\$61,343	\$61,635	\$61,927
23	\$61,052	\$61,344	\$61,636	\$61,928
24	\$61,053	\$61,345	\$61,637	\$61,929
25	\$61,054	\$61,346	\$61,639	\$61,930
26	\$61,055	\$61,347	\$61,640	\$61,931
27	\$61,056	\$61,348	\$61,641	\$61,932
28	\$61,057	\$61,349	\$61,642	\$61,933
29	\$61,059	\$61,351	\$61,643	\$61,935
30	\$61,060	\$61,352	\$61,644	\$61,936
31	\$61,061	\$61,353	\$61,645	\$61,937
32	\$61,062	\$61,354	\$61,646	\$61,938
33	\$61,063	\$61,355	\$61,647	\$61,939
34	\$61,064	\$61,356	\$61,648	\$61,940
35	\$61,065	\$61,590	\$63,351	\$63,643
36	\$61,066	\$61,591	\$63,352	\$63,644
37	\$61,067	\$61,592	\$63,963	\$67,610
38	\$61,068	\$63,000	\$65,848	\$67,611
39	\$61,402	\$63,587	\$66,788	\$67,612
40	\$62,764	\$65,352	\$66,789	\$67,613
41	\$62,849	\$66,480	\$66,874	\$67,698
42	\$66,945	\$67,667	\$71,551	\$71,843
43	\$68,307	\$69,029	\$72,180	\$72,472
44	\$68,308	\$69,030	\$73,581	\$73,872
45	\$68,309	\$71,758	\$73,582	\$73,874
46	\$68,310	\$71,759	\$74,976	\$75,268
47	\$76,267	\$76,559	\$76,851	\$77,143
48	\$76,268	\$76,560	\$79,543	\$79,835
49	\$76,269	\$76,561	\$89,058	\$89,350
50	\$76,270	\$76,562	\$89,059	\$89,351

Appendix A.4 2019-2020 TAN Salary Matrix

Appendix A.4

2019-2020 TAN Salary Matrix Therapist Assistants & other 90% Eligible Staff

Step	Level 1	Level 2
1	\$36,900	\$45,000
2	\$36,901	\$45,001
3	\$36,902	\$45,002
4	\$36,903	\$45,003
5	\$36,904	\$45,004
6	\$36,905	\$45,005
7	\$36,906	\$45,006