

**Appendix A.1**  
**2015-2016 Salary Matrix AT-1**  
**Licensure Level 1 Teachers and Librarians**  
**And**  
**Career Pathway Level 1**  
**Counselors, Nurses, Social Workers and Interpreters**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+45</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+45</b>	<b>Doctorate</b>
1	\$34,000	\$34,131	\$34,266	\$34,403	\$34,540	\$34,842	\$34,867
2	\$34,001	\$34,136	\$34,271	\$34,408	\$34,545	\$34,847	\$34,872
3	\$34,002	\$34,141	\$34,276	\$34,413	\$34,550	\$34,852	\$34,877
4	\$34,003	\$34,146	\$34,281	\$34,418	\$34,555	\$34,857	\$34,882
5	\$34,004	\$34,151	\$34,286	\$34,423	\$34,560	\$34,862	\$34,887
6	\$34,005	\$34,155	\$34,291	\$34,428	\$34,565	\$34,867	\$34,892
7	\$34,006	\$34,160	\$34,296	\$34,433	\$34,570	\$34,892	\$34,897
8	\$34,007	\$34,165	\$34,301	\$34,438	\$34,575	\$34,897	\$34,902
9	\$34,541	\$34,647	\$34,754	\$34,754	\$34,967	\$35,180	\$35,394
10	\$35,074	\$35,286	\$35,501	\$35,501	\$35,714	\$36,207	\$36,274
11	\$35,075	\$35,288	\$35,501	\$35,501	\$35,715	\$36,208	\$36,275
12	\$35,076	\$35,289	\$35,503	\$35,503	\$35,716	\$36,209	\$36,276
13	\$35,287	\$35,607	\$35,820	\$35,820	\$36,033	\$36,210	\$36,277
14	\$35,587	\$35,910	\$36,125	\$36,125	\$36,340	\$36,524	\$36,601
15	\$35,889	\$36,214	\$36,432	\$36,432	\$36,649	\$36,845	\$36,930
16	\$36,194	\$36,522	\$36,742	\$36,742	\$36,960	\$37,166	\$37,263
17	\$36,502	\$36,832	\$36,055	\$36,055	\$36,276	\$37,492	\$37,603
18	\$36,850	\$37,011	\$37,176	\$37,176	\$37,337	\$37,885	\$39,105
19	\$37,642	\$38,174	\$38,345	\$38,345	\$38,518	\$40,160	\$41,453
20	\$38,394	\$38,935	\$39,110	\$39,110	\$39,468	\$41,887	\$43,179
21	\$38,577	\$39,110	\$39,290	\$39,290	\$40,258	\$42,722	\$44,045
22	\$38,762	\$39,290	\$39,466	\$39,466	\$40,768	\$43,297	\$44,612
23	\$38,936	\$39,466	\$39,722	\$39,722	\$41,587	\$44,165	\$45,504
24	\$39,110	\$39,641	\$40,279	\$40,279	\$42,145	\$44,725	\$46,066
25	\$39,290	\$39,814	\$40,621	\$40,621	\$42,412	\$44,990	\$46,331
26	\$39,466	\$40,041	\$41,436	\$41,436	\$43,238	\$45,813	\$47,214
27	\$39,641	\$40,328	\$41,700	\$41,700	\$43,501	\$46,075	\$47,482
28	\$40,041	\$41,172	\$42,522	\$42,522	\$44,327	\$46,903	\$48,307
29	\$40,810	\$41,880	\$43,179	\$43,179	\$45,012	\$47,537	\$48,915
30	\$41,878	\$42,944	\$44,313	\$44,313	\$46,078	\$48,601	\$49,981
31	\$42,944	\$44,014	\$45,380	\$45,380	\$47,144	\$49,670	\$51,049
32	\$44,015	\$45,082	\$46,449	\$46,449	\$48,189	\$50,739	\$52,117
33	\$45,083	\$46,149	\$47,517	\$47,517	\$49,281	\$51,816	\$53,186
34	\$46,149	\$47,215	\$48,584	\$48,584	\$50,351	\$52,876	\$54,254
35	\$49,357	\$48,283	\$49,651	\$49,651	\$51,419	\$53,942	\$55,338
36	\$50,453	\$49,356	\$50,718	\$50,718	\$52,485	\$55,024	\$56,428
37	\$50,453	\$50,424	\$51,787	\$51,787	\$53,554	\$56,112	\$57,516
38	\$50,453	\$51,492	\$52,856	\$52,856	\$54,625	\$57,201	\$58,605

**Appendix A.2**  
**2015-2016 Salary Matrix AT-2**  
**Licensure Level 2 Teachers and Librarians**  
**And**  
**Career Pathway Level 2**  
**Counselors, Nurses, Social Workers and Interpreters**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+45</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+45</b>	<b>Doctorate</b>
1	\$42,000	\$42,300	\$42,600	\$42,600	\$42,800	\$43,157	\$43,466
2	\$42,001	\$42,600	\$42,900	\$42,900	\$43,128	\$43,328	\$43,467
3	\$42,002	\$42,900	\$43,200	\$43,200	\$43,548	\$43,728	\$43,901
4	\$42,003	\$42,901	\$43,300	\$43,300	\$43,781	\$43,981	\$44,141
5	\$42,004	\$42,902	\$43,305	\$43,305	\$43,782	\$43,982	\$44,142
6	\$42,005	\$42,903	\$42,310	\$43,310	\$43,783	\$43,983	\$44,143
7	\$42,006	\$42,904	\$43,315	\$43,315	\$43,784	\$43,984	\$44,144
8	\$42,007	\$42,905	\$43,316	\$43,316	\$43,786	\$43,986	\$44,145
9	\$42,008	\$42,906	\$43,317	\$43,317	\$43,787	\$43,987	\$44,146
10	\$42,009	\$42,907	\$43,318	\$43,318	\$43,788	\$43,988	\$44,147
11	\$42,678	\$42,999	\$43,319	\$43,319	\$43,789	\$44,706	\$45,026
12	\$43,103	\$43,316	\$43,635	\$43,635	\$44,169	\$45,129	\$45,983
13	\$43,104	\$43,317	\$43,636	\$43,636	\$44,170	\$45,130	\$46,150
14	\$43,105	\$43,318	\$44,169	\$44,169	\$44,724	\$45,131	\$46,151
15	\$43,106	\$43,850	\$44,170	\$44,170	\$44,725	\$45,663	\$46,586
16	\$43,107	\$43,851	\$44,916	\$44,916	\$45,492	\$46,036	\$46,826
17	\$43,108	\$44,382	\$44,917	\$44,917	\$45,493	\$46,037	\$46,827
18	\$43,109	\$44,383	\$44,918	\$44,918	\$45,494	\$46,038	\$46,828
19	\$43,110	\$44,384	\$44,919	\$44,919	\$46,602	\$48,509	\$49,342
20	\$43,111	\$44,385	\$46,602	\$46,602	\$46,938	\$48,510	\$49,546
21	\$43,635	\$44,386	\$46,603	\$46,603	\$46,939	\$49,339	\$49,547
22	\$45,370	\$46,042	\$46,604	\$46,604	\$49,077	\$49,340	\$50,397
23	\$45,372	\$46,043	\$46,605	\$46,605	\$49,078	\$49,341	\$51,406
24	\$45,373	\$46,044	\$46,606	\$46,606	\$49,079	\$50,534	\$52,070
25	\$45,374	\$46,045	\$47,968	\$47,968	\$49,080	\$51,548	\$53,110
26	\$45,375	\$46,046	\$47,969	\$47,969	\$49,081	\$52,201	\$53,765
27	\$45,376	\$48,886	\$48,970	\$48,970	\$49,082	\$52,510	\$54,075
28	\$46,240	\$48,887	\$48,971	\$48,971	\$49,183	\$53,470	\$55,107
29	\$48,882	\$48,888	\$48,972	\$48,972	\$49,363	\$53,776	\$55,420
30	\$48,883	\$48,889	\$49,631	\$49,631	\$51,737	\$54,744	\$56,381
31	\$48,885	\$48,891	\$50,397	\$50,397	\$52,534	\$55,482	\$57,092
32	\$48,886	\$49,658	\$50,784	\$50,784	\$53,780	\$56,727	\$58,336
33	\$49,658	\$50,897	\$52,965	\$52,965	\$55,025	\$57,973	\$59,582
34	\$51,042	\$52,132	\$54,214	\$54,214	\$56,244	\$59,220	\$60,828
35	\$52,132	\$53,363	\$55,458	\$55,458	\$57,519	\$60,479	\$62,079
36	\$53,364	\$54,599	\$56,706	\$56,706	\$58,767	\$61,715	\$63,323
37	\$57,074	\$57,286	\$57,949	\$57,949	\$60,014	\$62,958	\$64,588
38	\$58,340	\$58,526	\$59,196	\$59,196	\$61,258	\$64,222	\$65,860
39	\$58,341	\$59,325	\$60,444	\$60,444	\$62,505	\$65,491	\$67,130
40	\$58,342	\$61,091	\$61,690	\$61,690	\$63,757	\$66,763	\$68,401
41	\$58,343	\$61,377	\$62,863	\$62,863	\$65,027	\$68,032	\$69,675
42	\$58,344	\$62,010	\$64,197	\$64,197	\$66,297	\$69,305	\$70,946
43	\$58,345	\$64,410	\$65,467	\$65,467	\$71,131	\$72,172	\$74,466
44	\$58,346	\$68,215	\$71,917	\$71,917	\$75,363	\$80,809	\$82,604
45	\$58,347	\$68,216	\$71,918	\$71,918	\$75,365	\$80,811	\$82,605

**Appendix A.3**  
**2015-2016 Salary Matrix AT-3**  
**Licensure Level 3 Teachers and Librarians**  
**And**  
**Career Pathway Level 3**  
**Counselors, Nurses, Social Workers and Interpreters**

<b>STEP</b>	<b>MA or NBC</b>	<b>MA+15</b>	<b>MA+45</b>	<b>Doctorate</b>
1	\$52,000	\$52,226	\$52,723	\$53,220
2	\$52,001	\$52,230	\$53,230	\$53,732
3	\$52,015	\$52,250	\$53,285	\$54,284
4	\$52,300	\$52,536	\$53,536	\$54,575
5	\$52,301	\$52,537	\$53,537	\$54,576
6	\$52,302	\$52,538	\$53,538	\$54,578
7	\$52,303	\$52,539	\$53,539	\$54,579
8	\$52,304	\$52,540	\$53,540	\$54,580
9	\$52,305	\$52,541	\$53,541	\$54,581
10	\$52,306	\$52,542	\$53,542	\$54,582
11	\$52,307	\$52,543	\$53,543	\$54,583
12	\$52,308	\$52,545	\$53,544	\$54,584
13	\$52,309	\$52,546	\$53,545	\$54,585
14	\$53,351	\$53,884	\$54,418	\$54,952
15	\$53,352	\$53,885	\$54,419	\$54,953
16	\$53,353	\$53,886	\$54,420	\$54,954
17	\$53,354	\$53,888	\$54,421	\$54,955
18	\$53,355	\$53,889	\$54,422	\$54,956
19	\$53,356	\$53,890	\$54,423	\$54,957
20	\$53,357	\$53,891	\$54,424	\$54,958
21	\$53,358	\$53,892	\$54,425	\$54,959
22	\$53,359	\$53,893	\$54,426	\$54,960
23	\$53,360	\$53,894	\$54,427	\$54,961
24	\$53,361	\$54,199	\$54,946	\$56,012
25	\$53,362	\$54,200	\$54,947	\$56,013
26	\$53,363	\$54,201	\$54,948	\$56,014
27	\$53,364	\$54,731	\$54,949	\$56,015
28	\$53,365	\$54,732	\$55,478	\$56,546
29	\$53,366	\$54,733	\$55,479	\$56,547
30	\$53,367	\$54,734	\$55,480	\$56,548
31	\$53,368	\$55,799	\$57,079	\$58,679
32	\$53,369	\$55,800	\$57,080	\$58,680
33	\$53,371	\$55,802	\$58,039	\$61,346
34	\$54,214	\$57,079	\$59,747	\$61,348
35	\$55,458	\$57,613	\$60,600	\$64,974
36	\$56,706	\$59,213	\$63,054	\$64,975
37	\$57,949	\$60,173	\$63,055	\$64,976
38	\$59,196	\$61,258	\$64,924	\$67,428
39	\$60,445	\$62,506	\$65,491	\$67,429
40	\$61,690	\$63,756	\$66,763	\$68,401
41	\$62,938	\$65,027	\$68,031	\$69,675