Review of
Salary Matrices Components in the Essential Programs and Services Model

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It is a fact of doing business in education that teachers who have higher levels of experience and education command higher salaries. In Maine's Essential Programs & Services (EPS) school funding model, these additional costs are addressed by providing an adjustment to each School Administrative Unit's (SAU's) cost allocation according to the level of education and experience of its teachers and according to other cost factors for other school staff. These adjustments are carried out using a table known as a salary matrix, which provides a measure of the salary differences for each category of education and experience or other cost factor. By statute, the EPS salary matrices are reviewed and updated regularly. This report contains the findings of the current review and update.

Teacher Salary Matrix

The teacher salary matrix has been refigured using 2006-2007 salary data. It is displayed in Table 1. The 1.00 for teachers with a bachelor's degree only and zero years of experience represent $28,590, which is the average salary for teachers of that level of education and experience. In the calculation of the matrix, it is referred to as the base salary. Each of the other values,

TABLE 1: SALARY MATRIX FOR TEACHERS
(2006-07 Data, $27,000 Minimum Salary)

Experience Category (years of experience)	Education Category				
	BA only	BA + 15 or + 30	MA or MA + 15	MA + 30 or adv cert	Doc.
0	1.00	1.04	1.16	1.24	1.25
1-5	1.05	1.10	1.21	1.29	1.30
6-10	1.20	1.25	1.36	1.44	1.45
11-15	1.37	1.41	1.52	1.61	1.62
16 - 20	1.53	1.58	1.69	1.77	1.78
21 - 25	1.66	1.70	1.81	1.90	1.90
26 - 30	1.71	1.76	1.87	1.95	1.96
31+	1.73	1.77	1.89	1.97	1.98

roughly speaking, represents the statewide average salary for teachers of a given level of education and experience relative to the $28,590 statewide average salary for beginning teachers with bachelors' degrees only. For example, the 1.21 for teachers with a master's degree and 1 – 5 years of experience means that such teachers in Maine on average have roughly 21% higher salaries than beginning teachers with only a bachelor's degree.

The exact averages may be slightly different than the amounts described above for two reasons. First, to account for the new state minimum teacher salary, any reported salaries below $27,000 for full-time teachers were treated as (i.e., replaced with) $27,000 for purposes of calculating the salary matrix and salary base. The result is a higher base salary and a flatter matrix. The matrix that was calculated using 2004-05 salary data had values ranging from 1.00 through 2.07 rather than 1.00 through 1.98. This is because the 1.00 represented the lower base salary prior new minimum teacher salary.

The second reason that the actual average salaries may be slightly different than those described above is that, due to chance and the small number of teachers at the top education levels, in some cases the actual statewide average salary for highly educated teachers within a lesser experience category are higher than those in a greater experience category. To avoid having a matrix that sometimes, in effect, rewards inexperience rather than experience, a smoother matrix was developed using algebraic techniques. Specifically, the salary increments for experience were held constant (equal to the salary increments for teachers with a bachelor's only) across all levels of education. In the resulting salary matrix, (1) the values increase at every higher stage of experience within each education level, and (2) salaries calculated using the matrix have the same statewide sum total as actual teacher salaries after adjusting for the state salary minimum.

Counselors and Librarians

As in the past the matrix for teachers is used as the matrix for counselors and librarians.

Educational Technicians and Library/Media Technicians

A salary matrix was calculated for educational technicians and for library/media technicians using experience and job classification rather than experience and education to determine the salary matrix, because the different job classifications require different levels of education and certification. As seen in Table 2, the salary for Ed Tech II's with zero years of experience was set as the base salary, that is, as the matrix value of 1.00. Values for other positions were set using the same experience increments as the Ed Tech II's.

TABLE 2: SALARY MATRIX FOR ED TECHS AND MEDIA TECHS
(2006-07 Data)

Experience category	Position					
	Ed Tech I	Ed Tech II	Ed Tech III	Media Tech I	Media Tech II	Media Tech III
0 years	0.84	1.00	1.13	0.90	1.02	1.16
1-5 years	0.88	1.04	1.18	0.94	1.06	1.21
6-10 years	0.95	1.12	1.25	1.02	1.14	1.28
11 - 15 years	1.04	1.21	1.34	1.11	1.22	1.37
16 + years	1.06	1.22	1.35	1.12	1.24	1.38

Nurses

A salary matrix was calculated for nurses. Please see Table 3. As in previous years, experience was the only factor used in calculating the health staff salary matrix, because the education levels of nurses did not vary sufficiently to allow the calculation of a reliable matrix using both education and experience.

TABLE 3: SALARY MATRIX FOR HEALTH STAFF
(2006-07 Data)

Experience Category (years of experience)	Salary Factor
0	0.85
1-5	0.93
6-10	0.94
11-15	1.06
16 +	1.11

Clerical Staff

A salary matrix was calculated for clerical staff. Please see Table 4. As in previous years, experience was the only factor used in matrix calculations, because clerical staff salaries were not found to vary systematically according to level of education.

TABLE 4: SALARY MATRIX FOR CLERICAL STAFF
(2006-07 Data)

Experience Category (years of experience)	Salary Factor
0	1.00
1-5	1.08
6-10	1.18
11-15	1.27
16 +	1.30

School Administrators

The salary matrix for school administrators was recalculated using 2006-07 salary data. Because principal and assistant principal salaries have been found to depend more directly on the particular position than on the education and experience of the administrator, this matrix was based on position and school size rather than experience and education.

TABLE 5: SALARY MATRIX FOR SCHOOL ADMINISTORS
(2006-07 Data)

School Enrollment	Position	
	Principal	Assistant Principal
1 - 125	0.88	0.70
125 - 175	0.92	0.73
175 - 250	0.96	0.78
250 - 350	1.01	0.83
350 - 500	1.05	0.87
500 - 700	1.11	0.93
700 - 1,000	1.18	0.99
1,000 +	1.24	1.06

Note: For purposes of calculating the matrices, experience was defined as total years in education *in a position requiring certification.* However, Ed Tech I, Media Tech I, and clerical staff positions do not require certification.

Therefore, with respect to employees in these categories, experience was defined as years *in the current school system*, which is the best available experience measure.

Summary

All EPS salary matrices were updated using 2006-07 salary data. The only change in the methods of calculation involved accounting for the state teacher salary minimum. The new matrices continue to provide an appropriate funding adjustment to SAUs whose teachers are at different levels of education and experience. No additional changes to the EPS salary matrices are recommended at this time.