



SALEM CITY SCHOOLS 2021 - 2022 TEACHER SALARY SCALE

ANNUAL - 200 days; 7 hours, 20 minutes (7.33 hrs)

Years of Experience	Bachelors	Bachelors +12 hours	Bachelors +24 hours	Masters	Masters +12 hours	Masters +24 hours	Doctorate
0	44,514	45,549	47,102	48,655	49,173	49,690	50,208
1	45,150	46,200	47,775	49,350	49,875	50,400	50,925
2	45,786	46,850	48,448	50,045	50,577	51,110	51,642
3	46,430	47,510	49,130	50,749	51,289	51,829	52,369
4	47,084	48,179	49,822	51,464	52,011	52,559	53,106
5	47,747	48,857	50,523	52,189	52,744	53,299	53,854
6	48,419	49,545	51,234	52,923	53,486	54,049	54,612
7	49,101	50,243	51,956	53,669	54,239	54,810	55,381
8	49,792	50,950	52,687	54,424	55,003	55,582	56,161
9	50,493	51,668	53,429	55,190	55,778	56,365	56,952
10	51,204	52,395	54,181	55,968	56,563	57,158	57,754
11	51,925	53,133	54,944	56,756	57,359	57,963	58,567
12	52,656	53,881	55,718	57,555	58,167	58,779	59,391
13	53,398	54,640	56,502	58,365	58,986	59,607	60,228
14	54,150	55,409	57,298	59,187	59,816	60,446	61,076
15	54,912	56,189	58,105	60,020	60,659	61,297	61,936
16	55,685	56,980	58,923	60,865	61,513	62,160	62,808
17	56,469	57,782	59,752	61,722	62,379	63,035	63,692
18	57,264	58,596	60,594	62,591	63,257	63,923	64,589
19	58,071	59,421	61,447	63,472	64,148	64,823	65,498
20	58,888	60,258	62,312	64,366	65,051	65,736	66,420
21	59,717	61,106	63,189	65,272	65,967	66,661	67,356
22	60,558	61,966	64,079	66,191	66,896	67,600	68,304
23	61,411	62,839	64,981	67,123	67,837	68,551	69,266
24	62,275	63,724	65,896	68,068	68,793	69,517	70,241
25	63,152	64,621	66,824	69,027	69,761	70,495	71,230
26	64,041	65,531	67,765	69,999	70,743	71,488	72,233
27	64,943	66,453	68,719	70,984	71,739	72,495	73,250
28	65,857	67,389	69,686	71,984	72,749	73,515	74,281
29	66,785	68,338	70,668	72,997	73,774	74,550	75,327
30+	67,725	69,300	71,663	74,025	74,813	75,600	76,388

Salary Supplements

CTE T&I Masters Certifications: Base Salary + \$4,000
Special Education/Vision Teacher: Base Salary + \$2,500
Speech-Language Pathologist: Base Salary + \$7,500

Pay for Substitutes

Substitute Daily Rate	\$110
Long-term rate, 21 st consecutive day	\$205

Employee Benefits

Group health insurance available; employer contribution varies by plan
Group dental insurance available; employer contribution varies by plan
VRS group life insurance paid
Optional group life insurance available
One day of sick leave per month of contract
Three days of personal leave annually
Sick leave bank available after 1 year of service for VRS Plan 1 and 2 members
Employee Assistance Program
VRS Hybrid Disability if applicable
Flexible Benefits Plan
*All fringe benefits are based on current School Board policies and are subject to amendment



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2021-2022 ADMINISTRATOR SALARY SCALE**

	A01	A03	A04	A05	A06	A07	A10
	210 Days	260 Days	260 Days	260 Days	260 Days	260 Days	260 Days
Step	Elem School Assistant Principal; Coordinator of Preschool and EL Programs	Middle School Assistant Principal; Coordinator of Transportation; Coordinator of Alternative Education and Attendance	High School Assistant Principal; High School Assistant Principal & Division Coor. of Assessment	Elementary Principal; Supervisor of Technology and Data Management	Middle School Principal	Director; High School Principal	Assistant Superintendent

1	\$ 61,894	\$ 71,526	\$ 76,891	\$ 82,658	\$ 88,857	\$ 95,521	\$ 118,666
2	63,000	72,804	78,265	84,135	90,445	97,228	120,786
3	64,126	74,105	79,663	85,638	92,061	98,965	122,944
4	65,271	75,429	81,086	87,168	93,705	100,733	125,141
5	66,438	76,777	82,535	88,725	95,380	102,533	127,377
6	67,625	78,149	84,010	90,310	97,084	104,365	129,652
7	68,833	79,545	85,511	91,924	98,818	106,230	131,969
8	70,063	80,966	87,039	93,566	100,584	108,128	134,327
9	71,314	82,413	88,594	95,238	102,381	110,060	136,727
10	72,589	83,885	90,177	96,940	104,210	112,026	139,170
11	73,885	85,384	91,788	98,672	106,072	114,028	141,656
12	75,206	86,909	93,428	100,435	107,967	116,065	144,187
13	76,549	88,462	95,097	102,229	109,896	118,139	146,763
14	77,917	90,043	96,796	104,056	111,860	120,249	149,385
15	79,309	91,652	98,525	105,915	113,858	122,398	152,054
16	80,726	93,289	100,286	107,807	115,893	124,585	154,771
17	82,168	94,956	102,078	109,733	117,963	126,811	157,536
18	83,636	96,652	103,901	111,694	120,071	129,076	160,351
19	85,131	98,379	105,758	113,690	122,216	131,382	163,216
20	86,652	100,137	107,647	115,721	124,400	133,730	166,132

Benefits for 10-month Positions (210 day)

1 day of sick leave per month of contract
 3 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Administrators (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A01
Elementary School Assistant Principal
Elementary School Assistant and Summer School Principal
Coordinator of Preschool and English Learner Programs**

2021 - 2022

		8 hrs/day	8 hrs/day
Step	Hourly Rate	210 days/year	260 days/year

1	\$ 36.84167	\$ 61,894	\$ 76,631
2	\$ 37.50000	63,000	\$ 78,000
3	\$ 38.17001	64,126	\$ 79,394
4	\$ 38.85198	65,271	\$ 80,812
5	\$ 39.54614	66,438	\$ 82,256
6	\$ 40.25270	67,625	\$ 83,726
7	\$ 40.97189	68,833	\$ 85,222
8	\$ 41.70393	70,063	\$ 86,744
9	\$ 42.44904	71,314	\$ 88,294
10	\$ 43.20747	72,589	\$ 89,872
11	\$ 43.97945	73,885	\$ 91,477
12	\$ 44.76522	75,206	\$ 93,112
13	\$ 45.56504	76,549	\$ 94,775
14	\$ 46.37914	77,917	\$ 96,469
15	\$ 47.20778	79,309	\$ 98,192
16	\$ 48.05124	80,726	\$ 99,947
17	\$ 48.90976	82,168	\$ 101,732
18	\$ 49.78362	83,636	\$ 103,550
19	\$ 50.67309	85,131	\$ 105,400
20	\$ 51.57846	86,652	\$ 107,283

Benefits for Elementary School Assistant Principal & Coordinator of Preschool and EL Programs

1 day of sick leave per month of contract
 3 personal leave days per contract year
 Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium paid
 VRS Hybrid Disability if applicable

Benefits for Elementary School Assistant and Summer School Principal

1 day of sick leave per month of contract
 Vacation at established rates for 12 month employees
 Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium paid
 VRS Hybrid Disability if applicable

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**Grade A03
Middle School Assistant Principal
Coordinator of Transportation
Coordinator of Alternative Education and Attendance**

2021 - 2022

	8	hours/day
	260	days/year
Step	Hourly Rate	

1	\$ 34.38750	\$ 71,526
2	\$ 35.00210	72,804
3	\$ 35.62748	74,105
4	\$ 36.26403	75,429
5	\$ 36.91195	76,777
6	\$ 37.57145	78,149
7	\$ 38.24273	79,545
8	\$ 38.92601	80,966
9	\$ 39.62149	82,413
10	\$ 40.32940	83,885
11	\$ 41.04996	85,384
12	\$ 41.78339	86,909
13	\$ 42.52992	88,462
14	\$ 43.28980	90,043
15	\$ 44.06325	91,652
16	\$ 44.85051	93,289
17	\$ 45.65185	94,956
18	\$ 46.46750	96,652
19	\$ 47.29773	98,379
20	\$ 48.14279	100,137

Benefits for Middle School Assistant Principal, Coordinator of Transportation & Coordinator of Alternative Education and Attendance

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- 1 day of sick leave per month of contract
 - Vacation at established rate for 12 month employees
 - Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
 - Group health insurance available; employer contribution varies by coverage
 - Group dental insurance available; employer contribution varies by coverage
 - VRS life insurance premium paid
 - VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



Grade A04
High School Assistant Principal
High School Assistant Principal and Division Coordinator of Assessment
2021 - 2022

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 36.96683	\$ 76,891
2	\$ 37.62726	78,265
3	\$ 38.29954	79,663
4	\$ 38.98383	81,086
5	\$ 39.68035	82,535
6	\$ 40.38931	84,010
7	\$ 41.11093	85,511
8	\$ 41.84546	87,039
9	\$ 42.59310	88,594
10	\$ 43.35410	90,177
11	\$ 44.12870	91,788
12	\$ 44.91714	93,428
13	\$ 45.71967	95,097
14	\$ 46.53653	96,796
15	\$ 47.36799	98,525
16	\$ 48.21430	100,286
17	\$ 49.07574	102,078
18	\$ 49.95257	103,901
19	\$ 50.84506	105,758
20	\$ 51.75350	107,647

Benefits for High School Assistant Principal and High School Assistant Principal and Division Coordinator of Assessment

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A05
Elementary Principal;
Supervisor of Technology and Data Management**

2021 - 2022

	8	
	hrs/day	
	260	
Step	Rate	days/year

1	\$ 39.73942	\$ 82,658
2	\$ 40.44931	84,135
3	\$ 41.17201	85,638
4	\$ 41.90762	87,168
5	\$ 42.65637	88,725
6	\$ 43.41851	90,310
7	\$ 44.19426	91,924
8	\$ 44.98386	93,566
9	\$ 45.78758	95,238
10	\$ 46.60566	96,940
11	\$ 47.43835	98,672
12	\$ 48.28593	100,435
13	\$ 49.14864	102,229
14	\$ 50.02677	104,056
15	\$ 50.92059	105,915
16	\$ 51.83038	107,807
17	\$ 52.75642	109,733
18	\$ 53.69901	111,694
19	\$ 54.65844	113,690
20	\$ 55.63501	115,721

Benefits for Elementary Principal & Supervisor of Technology and Data Management

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A06
Middle School Principal**

2021 - 2022

		8 hours/day 260 days/year
Step	Hourly Rate	

1	\$ 42.71971	\$ 88,857
2	\$ 43.48300	90,445
3	\$ 44.25991	92,061
4	\$ 45.05069	93,705
5	\$ 45.85560	95,380
6	\$ 46.67489	97,084
7	\$ 47.50882	98,818
8	\$ 48.35765	100,584
9	\$ 49.22165	102,381
10	\$ 50.10108	104,210
11	\$ 50.99623	106,072
12	\$ 51.90737	107,967
13	\$ 52.83479	109,896
14	\$ 53.77878	111,860
15	\$ 54.73963	113,858
16	\$ 55.71765	115,893
17	\$ 56.71315	117,963
18	\$ 57.72643	120,071
19	\$ 58.75782	122,216
20	\$ 59.80763	124,400

Benefits for Middle School Principal

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A07
Director
High School Principal**

2021 - 2022

	8	hours/day
	260	days/year
Step	Hourly Rate	

1	\$ 45.92356	\$ 95,521
2	\$ 46.74423	97,228
3	\$ 47.57940	98,965
4	\$ 48.42949	100,733
5	\$ 49.29477	102,533
6	\$ 50.17551	104,365
7	\$ 51.07199	106,230
8	\$ 51.98448	108,128
9	\$ 52.91328	110,060
10	\$ 53.85867	112,026
11	\$ 54.82095	114,028
12	\$ 55.80042	116,065
13	\$ 56.79740	118,139
14	\$ 57.81219	120,249
15	\$ 58.84510	122,398
16	\$ 59.89648	124,585
17	\$ 60.96664	126,811
18	\$ 62.05592	129,076
19	\$ 63.16466	131,382
20	\$ 64.29321	133,730

Benefits for Director and High School Principal

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A10
Assistant Superintendent**

2021 - 2022

		8 hours/day 260 days/year
Step	Hourly Rate	

1	\$ 57.05096	\$ 118,666
2	\$ 58.07021	120,786
3	\$ 59.10774	122,944
4	\$ 60.16380	125,141
5	\$ 61.23874	127,377
6	\$ 62.33288	129,652
7	\$ 63.44657	131,969
8	\$ 64.58016	134,327
9	\$ 65.73400	136,727
10	\$ 66.90845	139,170
11	\$ 68.10389	141,656
12	\$ 69.32069	144,187
13	\$ 70.55923	146,763
14	\$ 71.81990	149,385
15	\$ 73.10309	152,054
16	\$ 74.40921	154,771
17	\$ 75.73866	157,536
18	\$ 77.09187	160,351
19	\$ 78.46926	163,216
20	\$ 79.87125	166,132

Benefits for Assistant Superintendent

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.

SALEM CITY SCHOOLS
2021-2022 Classified Employee Pay Scale Matrix

	Grade	S01	S02	S03	S04	S05	S06	S07	S08	S09	S10	S11	S12	S13	S14	S15	S16	S17	S18	S19	S20	S21	S22	S23	S24	
Step																										
1	Hourly	\$9.60000	\$10.08000	\$10.58400	\$11.11320	\$11.66886	\$12.25230	\$12.86492	\$13.50816	\$14.18357	\$14.89275	\$15.63739	\$16.41926	\$17.24022	\$18.10223	\$19.00734	\$19.95771	\$20.95560	\$22.00338	\$23.10354	\$24.25872	\$25.47166	\$26.74524	\$28.08250	\$29.48663	
2	Hourly	\$9.77727	\$10.26614	\$10.77944	\$11.31842	\$11.88434	\$12.47855	\$13.10248	\$13.75761	\$14.44549	\$15.16776	\$15.92615	\$16.72246	\$17.55858	\$18.43651	\$19.35833	\$20.32625	\$21.34256	\$22.40969	\$23.53017	\$24.70668	\$25.94202	\$27.23912	\$28.60107	\$30.03113	
3	Hourly	\$9.95782	\$10.45571	\$10.97850	\$11.52742	\$12.10379	\$12.70898	\$13.34443	\$14.01165	\$14.71224	\$15.44785	\$16.22024	\$17.03125	\$17.88281	\$18.77695	\$19.71580	\$20.70159	\$21.73667	\$22.82351	\$23.96468	\$25.16291	\$26.42106	\$27.74211	\$29.12922	\$30.58568	
4	Hourly	\$10.14170	\$10.64879	\$11.18122	\$11.74029	\$12.32730	\$12.94367	\$13.59085	\$14.27039	\$14.98391	\$15.73311	\$16.51976	\$17.34575	\$18.21304	\$19.12369	\$20.07987	\$21.08387	\$22.13806	\$23.24496	\$24.40721	\$25.62757	\$26.90895	\$28.25440	\$29.66712	\$31.15047	
5	Hourly	\$10.32898	\$10.84543	\$11.38770	\$11.95708	\$12.55494	\$13.18268	\$13.84182	\$14.53391	\$15.26060	\$16.02363	\$16.82481	\$17.66606	\$18.54936	\$19.47683	\$20.45067	\$21.47320	\$22.54686	\$23.67420	\$24.85791	\$26.10081	\$27.40585	\$28.77614	\$30.21495	\$31.72570	
6	Hourly	\$10.51971	\$11.04570	\$11.59798	\$12.17788	\$12.78677	\$13.42611	\$14.09742	\$14.80229	\$15.54240	\$16.31952	\$17.13550	\$17.99228	\$18.89189	\$19.83648	\$20.82831	\$21.86972	\$22.96321	\$24.11137	\$25.31694	\$26.58279	\$27.91192	\$29.30752	\$30.77290	\$32.31154	
7	Hourly	\$10.71397	\$11.24967	\$11.81215	\$12.40276	\$13.02289	\$13.67404	\$14.35774	\$15.07563	\$15.82941	\$16.62088	\$17.45192	\$18.32452	\$19.24075	\$20.20278	\$21.21292	\$22.27357	\$23.38725	\$24.55661	\$25.78444	\$27.07366	\$28.42735	\$29.84871	\$31.34115	\$32.90821	
8	Hourly	\$10.91181	\$11.45740	\$12.03027	\$12.63179	\$13.26337	\$13.92654	\$14.62287	\$15.35401	\$16.12171	\$16.92780	\$17.77419	\$18.66290	\$19.59604	\$20.57585	\$21.60464	\$22.68487	\$23.81911	\$25.01007	\$26.26057	\$27.57360	\$28.95228	\$30.39990	\$31.91989	\$33.51589	
9	Hourly	\$11.11331	\$11.66897	\$12.25242	\$12.86504	\$13.50830	\$14.18371	\$14.89290	\$15.63754	\$16.41942	\$17.24039	\$18.10241	\$19.00753	\$19.95790	\$20.95580	\$22.00359	\$23.10377	\$24.25896	\$25.47191	\$26.74550	\$28.08278	\$29.48691	\$30.96126	\$32.50932	\$34.13479	
10	Hourly	\$11.31853	\$11.88445	\$12.47867	\$13.10261	\$13.75774	\$14.44563	\$15.16791	\$15.92630	\$16.72262	\$17.55875	\$18.43669	\$19.35852	\$20.32645	\$21.34277	\$22.40991	\$23.53040	\$24.70692	\$25.94227	\$27.23938	\$28.60135	\$30.03142	\$31.53299	\$33.10964	\$34.76512	
11	Hourly	\$11.52753	\$12.10391	\$12.70911	\$13.34456	\$14.01179	\$14.71238	\$15.44800	\$16.22040	\$17.03142	\$17.88299	\$18.77714	\$19.71599	\$20.70179	\$21.73688	\$22.82373	\$23.96491	\$25.16316	\$26.42132	\$27.74238	\$29.12950	\$30.58598	\$32.11528	\$33.72104	\$35.40709	
12	Hourly	\$11.74040	\$12.32742	\$12.94379	\$13.59098	\$14.27053	\$14.98406	\$15.73326	\$16.51992	\$17.34592	\$18.21321	\$19.12387	\$20.08007	\$21.08407	\$22.13828	\$23.24519	\$24.40745	\$25.62782	\$26.90921	\$28.25467	\$29.66741	\$31.15078	\$32.70832	\$34.34373	\$36.06092	
13	Hourly	\$11.95720	\$12.55506	\$13.18281	\$13.84195	\$14.53405	\$15.26075	\$16.02379	\$16.82498	\$17.66623	\$18.54954	\$19.47701	\$20.45087	\$21.47341	\$22.54708	\$23.67443	\$24.85816	\$26.10106	\$27.40612	\$28.77642	\$30.21524	\$31.72601	\$33.31231	\$34.97792	\$36.72682	
14	Hourly	\$12.17800	\$12.78690	\$13.42624	\$14.09756	\$14.80243	\$15.54256	\$16.31968	\$17.13567	\$17.99245	\$18.89207	\$19.83668	\$20.82851	\$21.86994	\$22.96343	\$24.11160	\$25.31718	\$26.58304	\$27.91220	\$29.30781	\$30.77320	\$32.31186	\$33.92745	\$35.62382	\$37.40501	
15	Hourly	\$12.40288	\$13.02302	\$13.67417	\$14.35788	\$15.07577	\$15.82956	\$16.62104	\$17.45209	\$18.32470	\$19.24093	\$20.20298	\$21.21313	\$22.27379	\$23.38747	\$24.55685	\$25.78469	\$27.07393	\$28.42762	\$29.84900	\$31.34145	\$32.90853	\$34.55395	\$36.28165	\$38.09573	
16	Hourly	\$12.63191	\$13.26350	\$13.92668	\$14.62301	\$15.35416	\$16.12187	\$16.92796	\$17.77436	\$18.66308	\$19.59624	\$20.57605	\$21.60485	\$22.68509	\$23.81935	\$25.01031	\$26.26083	\$27.57387	\$28.95256	\$30.40019	\$31.92020	\$33.51621	\$35.19202	\$36.95162	\$38.79921	
17	Hourly	\$12.86517	\$13.50843	\$14.18385	\$14.89304	\$15.63769	\$16.41958	\$17.24056	\$18.10258	\$19.00771	\$19.95810	\$20.95600	\$22.00380	\$23.10399	\$24.25919	\$25.47215	\$26.74576	\$28.08305	\$29.48720	\$30.96156	\$32.50964	\$34.13512	\$35.84188	\$37.63397	\$39.51567	
18	Hourly	\$13.10274	\$13.75787	\$14.44577	\$15.16805	\$15.92646	\$16.72278	\$17.55892	\$18.43686	\$19.35871	\$20.32664	\$21.34298	\$22.41012	\$23.53063	\$24.70716	\$25.94252	\$27.23965	\$28.60163	\$30.03171	\$31.53330	\$33.10996	\$34.76546	\$36.50373	\$38.32892	\$40.24536	
19	Hourly	\$13.34469	\$14.01192	\$14.71252	\$15.44815	\$16.22055	\$17.03158	\$17.88316	\$18.77732	\$19.71619	\$20.70199	\$21.73709	\$22.82395	\$23.96515	\$25.16340	\$26.42157	\$27.74265	\$29.12979	\$30.58627	\$32.11559	\$33.72137	\$35.40744	\$37.17781	\$39.03670	\$40.98853	
20	Hourly	\$13.59111	\$14.27067	\$14.98420	\$15.73341	\$16.52008	\$17.34609	\$18.21339	\$19.12406	\$20.08026	\$21.08428	\$22.13849	\$23.24541	\$24.40769	\$25.62807	\$26.90947	\$28.25495	\$29.66769	\$31.15108	\$32.70863	\$34.34406	\$36.06127	\$37.86433	\$39.75755	\$41.74543	
21	Hourly	\$13.84209	\$14.53419	\$15.26090	\$16.02394	\$16.82514	\$17.66640	\$18.54972	\$19.47720	\$20.45106	\$21.47362	\$22.54730	\$23.67466	\$24.85840	\$26.10132	\$27.40638	\$28.77670	\$30.21554	\$31.72631	\$33.31263	\$34.97826	\$36.72717	\$38.56353	\$40.49171	\$42.51629	
22	Hourly	\$14.09769	\$14.80258	\$15.54271	\$16.31984	\$17.13583	\$17.99263	\$18.89226	\$19.83687	\$20.82871	\$21.87015	\$22.96366	\$24.11184	\$25.31743	\$26.58330	\$27.91247	\$29.30809	\$30.77350	\$32.31217	\$33.92778	\$35.62417	\$37.40538	\$39.27564	\$41.23943	\$43.30140	
23	Hourly	\$14.35802	\$15.07592	\$15.82972	\$16.62120	\$17.45226	\$18.32488	\$19.24112	\$20.20318	\$21.21333	\$22.27400	\$23.38770	\$24.55709	\$25.78494	\$27.07419	\$28.42790	\$29.84929	\$31.34176	\$32.90884	\$34.55429	\$36.28200	\$38.09610	\$40.00091	\$42.00095	\$44.10100	
24	Hourly	\$14.62315	\$15.35431	\$16.12203	\$16.92813	\$17.77454	\$18.66326	\$19.59643	\$20.57625	\$21.60506	\$22.68531	\$23.81958	\$25.01056	\$26.26108	\$27.57414	\$28.95285	\$30.40049	\$31.92051	\$33.51654	\$35.19236	\$36.95198	\$38.79958	\$40.73956	\$42.77654	\$44.91537	
25	Hourly	\$14.89318	\$15.63784	\$16.41974	\$17.24072	\$18.10276	\$19.00790	\$19.95829	\$20.95621	\$22.00402	\$23.10422	\$24.25943	\$25.47240	\$26.74602	\$28.08332	\$29.48749	\$30.96186	\$32.50995	\$34.13545	\$35.84223	\$37.63434	\$39.51605	\$41.49186	\$43.56645	\$45.74477	
26	Hourly	\$15.16820	\$15.92661	\$16.72294	\$17.55909	\$18.43704	\$19.35890	\$20.32684	\$21.34318	\$22.41034	\$23.53086	\$24.70740	\$25.94277	\$27.23991	\$28.60191	\$30.03200	\$31.53360	\$33.11028	\$34.76580	\$36.50409	\$38.32929	\$40.24575	\$42.25804	\$44.37094	\$46.58949	
27	Hourly	\$15.44830	\$16.22071	\$17.03175	\$17.88333	\$18.77750	\$19.71638	\$20.70220	\$21.73731	\$22.82241	\$23.96538	\$25.16365	\$26.42183	\$27.74292	\$29.13007	\$30.58657	\$32.11590	\$33.72169	\$35.40778	\$37.17817	\$39.03708	\$40.98893	\$43.03838	\$45.19030	\$47.44981	
28	Hourly	\$15.73356	\$16.52024	\$17.34625	\$18.21357	\$19.12425	\$20.08046	\$21.08448	\$22.13871	\$23.24564	\$24.40792	\$25.62832	\$26.90973	\$28.25522	\$29.66798	\$31.15138	\$32.70895	\$34.34440	\$36.06162	\$37.86470	\$39.75793	\$41.74583	\$43.83312	\$46.02478	\$48.32602	
29	Hourly	\$16.02410	\$16.82530	\$17.66657	\$18.54990	\$19.47739	\$20.45126	\$21.47383	\$22.54752	\$23.67489	\$24.85864	\$26.10157	\$27.40665	\$28.77698	\$30.21583	\$31.72662	\$33.31295	\$34.97860	\$36.72753	\$38.56391	\$40.49210	\$42.51671	\$44.64254	\$46.87467	\$49.21840	
30	Hourly	\$16.32000	\$17.13600	\$17.99280	\$18.89244	\$19.83706	\$20.82892	\$21.87036	\$22.96388	\$24.11207	\$25.31768	\$26.58356	\$27.91274	\$29.30838	\$30.77379	\$32.31248	\$33.92811	\$35.62451	\$37.40574	\$39.27603	\$41.23983	\$43.30182	\$45.46691	\$47.74025	\$50.12727	



Grade S01

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 9.60000	\$ 19,968
2	9.77727	20,337
3	9.95782	20,712
4	10.14170	21,095
5	10.32898	21,484
6	10.51971	21,881
7	10.71397	22,285
8	10.91181	22,697
9	11.11331	23,116
10	11.31853	23,543
11	11.52753	23,977
12	11.74040	24,420
13	11.95720	24,871
14	12.17800	25,330
15	12.40288	25,798
16	12.63191	26,274
17	12.86517	26,760
18	13.10274	27,254
19	13.34469	27,757
20	13.59111	28,270
21	13.84209	28,792
22	14.09769	29,323
23	14.35802	29,865
24	14.62315	30,416
25	14.89318	30,978
26	15.16820	31,550
27	15.44830	32,132
28	15.73356	32,726
29	16.02410	33,330
30	16.32000	33,946

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



**Grade S02
Cafeteria Monitor, Custodian
Aide, Reprographics Aide
2021 - 2022**

Step	Hourly Rate	3 hours/day 180 days/year
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1	10.08000	\$ 5,443
2	10.26614	5,544
3	10.45571	5,646
4	10.64879	5,750
5	10.84543	5,857
6	11.04570	5,965
7	11.24967	6,075
8	11.45740	6,187
9	11.66897	6,301
10	11.88445	6,418
11	12.10391	6,536
12	12.32742	6,657
13	12.55506	6,780
14	12.78690	6,905
15	13.02302	7,032
16	13.26350	7,162
17	13.50843	7,295
18	13.75787	7,429
19	14.01192	7,566
20	14.27067	7,706
21	14.53419	7,848
22	14.80258	7,993
23	15.07592	8,141
24	15.35431	8,291
25	15.63784	8,444
26	15.92661	8,600
27	16.22071	8,759
28	16.52024	8,921
29	16.82530	9,086
30	17.13600	9,253

Benefits for 10-month Part-Time Cafeteria Monitor, Custodian Aide, & Reprographics Aide

1 day of sick leave per month of contract

Hourly Rate for Substitute Cafeteria Monitor: \$ 11.04570 per hour

All employee benefits are based on current School Board policies and are subject to amendment

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.

Salem City Schools



Grade S03

Custodian

2021 - 2022

Step	Hourly Rate	3 hours/day 180 days/year	4 hours/day 210 days/year	8 hours/day 210 days/year	7 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 10.58400	\$ 5,715	\$ 8,891	\$ 17,781	\$ 19,263	\$ 22,015
2	10.77944	5,821	9,055	18,109	19,619	22,421
3	10.97850	5,928	9,222	18,444	19,981	22,835
4	11.18122	6,038	9,392	18,784	20,350	23,257
5	11.38770	6,149	9,566	19,131	20,726	23,686
6	11.59798	6,263	9,742	19,485	21,108	24,124
7	11.81215	6,379	9,922	19,844	21,498	24,569
8	12.03027	6,496	10,105	20,211	21,895	25,023
9	12.25242	6,616	10,292	20,584	22,299	25,485
10	12.47867	6,738	10,482	20,964	22,711	25,956
11	12.70911	6,863	10,676	21,351	23,131	26,435
12	12.94379	6,990	10,873	21,746	23,558	26,923
13	13.18281	7,119	11,074	22,147	23,993	27,420
14	13.42624	7,250	11,278	22,556	24,436	27,927
15	13.67417	7,384	11,486	22,973	24,887	28,442
16	13.92668	7,520	11,698	23,397	25,347	28,967
17	14.18385	7,659	11,914	23,829	25,815	29,502
18	14.44577	7,801	12,134	24,269	26,291	30,047
19	14.71252	7,945	12,359	24,717	26,777	30,602
20	14.98420	8,091	12,587	25,173	27,271	31,167
21	15.26090	8,241	12,819	25,638	27,775	31,743
22	15.54271	8,393	13,056	26,112	28,288	32,329
23	15.82972	8,548	13,297	26,594	28,810	32,926
24	16.12203	8,706	13,543	27,085	29,342	33,534
25	16.41974	8,867	13,793	27,585	29,884	34,153
26	16.72294	9,030	14,047	28,095	30,436	34,784
27	17.03175	9,197	14,307	28,613	30,998	35,426
28	17.34625	9,367	14,571	29,142	31,570	36,080
29	17.66657	9,540	14,840	29,680	32,153	36,746
30	17.99280	9,716	15,114	30,228	32,747	37,425

Benefits for 10-month Custodian (210 Day)

- 1 day of sick leave per month of contract
- 2 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Custodian (260 Day)

- Vacation at established rates for 12 month personnel
- 1 day of sick leave per month of contract
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Benefits for 10-month Part-Time Custodian (3 Hour, 180 Day and 4 Hour, 210 Day)

- 1 day of sick leave per month of contract

Hourly Rate for Substitute Custodian: \$11.18122 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

All Annual Salary Amounts are rounded to the nearest dollar.

Current employees should check their notices of employment for exact amounts.



**Grade S04
Custodian/Courier
Food Service Staff
2021 - 2022**

Step	Hourly Rate	6 hours/day 190 days/year	7 hours/day 187 days/year	7 hours/day 190 days/year	7.5 hours/day 190 days/year	8 hours/day 260 days/year
1	\$ 11.11320	\$ 12,669	\$ 14,547	\$ 14,781	\$ 15,836	\$ 23,115
2	11.31842	12,903	14,816	15,053	16,129	23,542
3	11.52742	13,141	15,089	15,331	16,427	23,977
4	11.74029	13,384	15,368	15,615	16,730	24,420
5	11.95708	13,631	15,652	15,903	17,039	24,871
6	12.17788	13,883	15,941	16,197	17,353	25,330
7	12.40276	14,139	16,235	16,496	17,674	25,798
8	12.63179	14,400	16,535	16,800	18,000	26,274
9	12.86504	14,666	16,840	17,111	18,333	26,759
10	13.10261	14,937	17,151	17,426	18,671	27,253
11	13.34456	15,213	17,468	17,748	19,016	27,757
12	13.59098	15,494	17,791	18,076	19,367	28,269
13	13.84195	15,780	18,119	18,410	19,725	28,791
14	14.09756	16,071	18,454	18,750	20,089	29,323
15	14.35788	16,368	18,794	19,096	20,460	29,864
16	14.62301	16,670	19,142	19,449	20,838	30,416
17	14.89304	16,978	19,495	19,808	21,223	30,978
18	15.16805	17,292	19,855	20,174	21,614	31,550
19	15.44815	17,611	20,222	20,546	22,014	32,132
20	15.73341	17,936	20,595	20,925	22,420	32,725
21	16.02394	18,267	20,975	21,312	22,834	33,330
22	16.31984	18,605	21,363	21,705	23,256	33,945
23	16.62120	18,948	21,757	22,106	23,685	34,572
24	16.92813	19,298	22,159	22,514	24,123	35,211
25	17.24072	19,654	22,568	22,930	24,568	35,861
26	17.55909	20,017	22,985	23,354	25,022	36,523
27	17.88333	20,387	23,409	23,785	25,484	37,197
28	18.21357	20,763	23,842	24,224	25,954	37,884
29	18.54990	21,147	24,282	24,671	26,434	38,584
30	18.89244	21,537	24,730	25,127	26,922	39,296

Benefits for 10-month Full-Time Food Service Staff (187 and 190 day)

1 day of sick leave per month of contract
 2 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Custodian/Courier (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



**Grade S05
School Bus Aide
2021 - 2022**

Step	Hourly Rate	5 hours/day 189 days/year
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1	\$ 11.66886	\$ 11,027
2	11.88434	11,231
3	12.10379	11,438
4	12.32730	11,649
5	12.55494	11,864
6	12.78677	12,084
7	13.02289	12,307
8	13.26337	12,534
9	13.50830	12,765
10	13.75774	13,001
11	14.01179	13,241
12	14.27053	13,486
13	14.53405	13,735
14	14.80243	13,988
15	15.07577	14,247
16	15.35416	14,510
17	15.63769	14,778
18	15.92646	15,051
19	16.22055	15,328
20	16.52008	15,611
21	16.82514	15,900
22	17.13583	16,193
23	17.45226	16,492
24	17.77454	16,797
25	18.10276	17,107
26	18.43704	17,423
27	18.77750	17,745
28	19.12425	18,072
29	19.47739	18,406
30	19.83706	18,746

Benefits for 10-month Full-Time School Bus Aide (188 day)

- 1 day of sick leave per month of contract
- 2 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Hourly Rate for Substitute School Bus Aide: \$ 11.66886 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**

Salem City Schools



**Grade S06
Instructional Assistant
Office Aide
2021 - 2022**

Step	Hourly Rate	3.25	6.5	7	7.5	7
		hours/day 182 days/year	hours/day 189 days/year	hours/day 189 days/year	hours/day 189 days/year	hours/day 189 days/year
1	\$ 12.25230	\$ 7,247	\$ 15,052	\$ 16,210	\$ 17,368	\$ 22,299
2	12.47855	7,381	15,330	16,509	17,688	22,711
3	12.70898	7,517	15,613	16,814	18,015	23,130
4	12.94367	7,656	15,901	17,124	18,348	23,557
5	13.18268	7,798	16,195	17,441	18,686	23,992
6	13.42611	7,942	16,494	17,763	19,032	24,436
7	13.67404	8,088	16,799	18,091	19,383	24,887
8	13.92654	8,238	17,109	18,425	19,741	25,346
9	14.18371	8,390	17,425	18,765	20,105	25,814
10	14.44563	8,545	17,746	19,112	20,477	26,291
11	14.71238	8,702	18,074	19,464	20,855	26,777
12	14.98406	8,863	18,408	19,824	21,240	27,271
13	15.26075	9,027	18,748	20,190	21,632	27,775
14	15.54256	9,193	19,094	20,563	22,032	28,287
15	15.82956	9,363	19,447	20,943	22,438	28,810
16	16.12187	9,536	19,806	21,329	22,853	29,342
17	16.41958	9,712	20,171	21,723	23,275	29,884
18	16.72278	9,892	20,544	22,124	23,705	30,435
19	17.03158	10,074	20,923	22,533	24,142	30,997
20	17.34609	10,260	21,310	22,949	24,588	31,570
21	17.66640	10,450	21,703	23,373	25,042	32,153
22	17.99263	10,643	22,104	23,804	25,505	32,747
23	18.32488	10,839	22,512	24,244	25,976	33,351
24	18.66326	11,039	22,928	24,691	26,455	33,967
25	19.00790	11,243	23,351	25,147	26,944	34,594
26	19.35890	11,451	23,782	25,612	27,441	35,233
27	19.71638	11,662	24,222	26,085	27,948	35,884
28	20.08046	11,878	24,669	26,566	28,464	36,546
29	20.45126	12,097	25,124	27,057	28,990	37,221
30	20.82892	12,320	25,588	27,557	29,525	37,909

Benefits for 10-month Full-Time Instructional Assistants and Office Aide (189 day)

1 day of sick leave per month of contract
 2 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Transportation Office Aide (260 day)

1 day of sick leave per month of contract
 Vacation at established rates for 12 month employees
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 10-month Part-Time Instructional Assistants (182 day)

1 day of sick leave per month of contract

Hourly Rate for Substitute Instructional Assistant & Office Aide: \$ 12.25230 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S07
Unassigned
2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 11.66886	\$ 24,271
2	11.88434	24,719
3	12.10379	25,176
4	12.32730	25,641
5	12.55494	26,114
6	12.78677	26,596
7	13.02289	27,088
8	13.26337	27,588
9	13.50830	28,097
10	13.75774	28,616
11	14.01179	29,145
12	14.27053	29,683
13	14.53405	30,231
14	14.80243	30,789
15	15.07577	31,358
16	15.35416	31,937
17	15.63769	32,526
18	15.92646	33,127
19	16.22055	33,739
20	16.52008	34,362
21	16.82514	34,996
22	17.13583	35,643
23	17.45226	36,301
24	17.77454	36,971
25	18.10276	37,654
26	18.43704	38,349
27	18.77750	39,057
28	19.12425	39,778
29	19.47739	40,513
30	19.83706	41,261

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S08
Elementary Building Manager
Parent Resource Center Coordinator
Receptionist
Secretary (School and Attendance)
Student Support Specialist
2021 - 2022

Step	Hourly Rate	5.25 hours/day 189 days/year	7 hours/day 192 days/year	8 hours/day 210 days/year	4 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 13.50816	\$ 13,403	\$ 18,155	\$ 22,694	\$ 14,048	\$ 28,097
2	13.75761	13,651	18,490	23,113	14,308	28,616
3	14.01165	13,903	18,832	23,540	14,572	29,144
4	14.27039	14,160	19,179	23,974	14,841	29,682
5	14.53391	14,421	19,534	24,417	15,115	30,231
6	14.80229	14,688	19,894	24,868	15,394	30,789
7	15.07563	14,959	20,262	25,327	15,679	31,357
8	15.35401	15,235	20,636	25,795	15,968	31,936
9	15.63754	15,516	21,017	26,271	16,263	32,526
10	15.92630	15,803	21,405	26,756	16,563	33,127
11	16.22040	16,095	21,800	27,250	16,869	33,738
12	16.51992	16,392	22,203	27,753	17,181	34,361
13	16.82498	16,695	22,613	28,266	17,498	34,996
14	17.13567	17,003	23,030	28,788	17,821	35,642
15	17.45209	17,317	23,456	29,320	18,150	36,300
16	17.77436	17,637	23,889	29,861	18,485	36,971
17	18.10258	17,962	24,330	30,412	18,827	37,653
18	18.43686	18,294	24,779	30,974	19,174	38,349
19	18.77732	18,632	25,237	31,546	19,528	39,057
20	19.12406	18,976	25,703	32,128	19,889	39,778
21	19.47720	19,326	26,177	32,722	20,256	40,513
22	19.83687	19,683	26,661	33,326	20,630	41,261
23	20.20318	20,047	27,153	33,941	21,011	42,023
24	20.57625	20,417	27,654	34,568	21,399	42,799
25	20.95621	20,794	28,165	35,206	21,794	43,589
26	21.34318	21,178	28,685	35,857	22,197	44,394
27	21.73731	21,569	29,215	36,519	22,607	45,214
28	22.13871	21,967	29,754	37,193	23,024	46,049
29	22.54752	22,373	30,304	37,880	23,449	46,899
30	22.96388	22,786	30,863	38,579	23,882	47,765

Benefits for 10-month Full-Time (189, 210 Day) Parent Resource Center Coordinator, Secretary, and Student Support Specialist

1 day of sick leave per month of contract
 2 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12 month Full-Time (260 day) Elementary Building Manager and School Secretary

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Receptionist (260 Day)

1 day of sick leave per month of contract

Hourly Rate for Substitute Student Support Specialist: \$ 13.50816 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.



Grade S09

**Middle School Bookkeeper
 Middle School Building Manager
 Middle School Counseling Secretary
 Non-CDL School Bus Driver
 2021 - 2022**

Step	Hourly Rate	5	8
		hours/day 189 days/year	hours/day 260 days/year
1	\$ 14.18357	\$ 13,403	\$ 29,502
2	14.44549	13,651	30,047
3	14.71224	13,903	30,601
4	14.98391	14,160	31,167
5	15.26060	14,421	31,742
6	15.54240	14,688	32,328
7	15.82941	14,959	32,925
8	16.12171	15,235	33,533
9	16.41942	15,516	34,152
10	16.72262	15,803	34,783
11	17.03142	16,095	35,425
12	17.34592	16,392	36,080
13	17.66623	16,695	36,746
14	17.99245	17,003	37,424
15	18.32470	17,317	38,115
16	18.66308	17,637	38,819
17	19.00771	17,962	39,536
18	19.35871	18,294	40,266
19	19.71619	18,632	41,010
20	20.08026	18,976	41,767
21	20.45106	19,326	42,538
22	20.82871	19,683	43,324
23	21.21333	20,047	44,124
24	21.60506	20,417	44,939
25	22.00402	20,794	45,768
26	22.41034	21,178	46,614
27	22.82417	21,569	47,474
28	23.24564	21,967	48,351
29	23.67489	22,373	49,244
30	24.11207	22,786	50,153

Benefits for 10-month Non-CDL School Bus Driver (189 day)

1 day of sick leave per month of contract
 2 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Middle School Bookkeeper, Middle School Building Manager, and Middle School Counseling Secretary (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Hourly Rate for Substitute Non-CDL School Bus Driver: \$ 15.82941 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.
 Salem City Schools**



Grade S10
Administrative Secretary
Food Service Manager
High School Building Manager
High School Bookkeeper
High School Counseling Secretary
Main Office Secretary
School Bus Driver
2021 - 2022

Step	Hourly Rate	5 hours/day 189 days/year	6 hours/day 189 days/year	7 hours/day 189 days/year	8 hours/day 192 days/year	8 hours/day 210 days/year	8 hours/day 260 days/year
1	\$ 14.89275	\$ 14,074	\$ 16,888	\$ 19,703	\$ 22,875	\$ 25,020	\$ 30,977
2	15.16776	14,334	17,200	20,067	23,298	25,482	31,549
3	15.44785	14,598	17,518	20,438	23,728	25,952	32,132
4	15.73311	14,868	17,841	20,815	24,166	26,432	32,725
5	16.02363	15,142	18,171	21,199	24,612	26,920	33,329
6	16.31952	15,422	18,506	21,591	25,067	27,417	33,945
7	16.62088	15,707	18,848	21,989	25,530	27,923	34,571
8	16.92780	15,997	19,196	22,395	26,001	28,439	35,210
9	17.24039	16,292	19,551	22,809	26,481	28,964	35,860
10	17.55875	16,593	19,912	23,230	26,970	29,499	36,522
11	17.88299	16,899	20,279	23,659	27,468	30,043	37,197
12	18.21321	17,211	20,654	24,096	27,975	30,598	37,883
13	18.54954	17,529	21,035	24,541	28,492	31,163	38,583
14	18.89207	17,853	21,424	24,994	29,018	31,739	39,296
15	19.24093	18,183	21,819	25,456	29,554	32,325	40,021
16	19.59624	18,518	22,222	25,926	30,100	32,922	40,760
17	19.95810	18,860	22,632	26,405	30,656	33,530	41,513
18	20.32664	19,209	23,050	26,892	31,222	34,149	42,279
19	20.70199	19,563	23,476	27,389	31,798	34,779	43,060
20	21.08428	19,925	23,910	27,894	32,385	35,422	43,855
21	21.47362	20,293	24,351	28,410	32,983	36,076	44,665
22	21.87015	20,667	24,801	28,934	33,593	36,742	45,490
23	22.27400	21,049	25,259	29,469	34,213	37,420	46,330
24	22.68531	21,438	25,725	30,013	34,845	38,111	47,185
25	23.10422	21,833	26,200	30,567	35,488	38,815	48,057
26	23.53086	22,237	26,684	31,131	36,143	39,532	48,944
27	23.96538	22,647	27,177	31,706	36,811	40,262	49,848
28	24.40792	23,065	27,679	32,292	37,491	41,005	50,768
29	24.85864	23,491	28,190	32,888	38,183	41,763	51,706
30	25.31768	23,925	28,710	33,495	38,888	42,534	52,661

Benefits for 10-month Full-Time Food Service Manager (192 day), Main Office Secretary (210 day) and School Bus Driver (189 day)

- 1 day of sick leave per month of contract
- 2 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Administrative Secretary, High School Bookkeeper, High School Building Manager, High School Counseling Secretary and Main Office Secretary (260 day)

- Vacation at established rates for 12 month personnel
- 1 day of sick leave per month of contract
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Hourly Rate for Substitute Bus Driver: \$ 16.62088 per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 16.62088 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.



Grade S11

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 15.63739	\$ 32,526
2	15.92615	33,126
3	16.22024	33,738
4	16.51976	34,361
5	16.82481	34,996
6	17.13550	35,642
7	17.45192	36,300
8	17.77419	36,970
9	18.10241	37,653
10	18.43669	38,348
11	18.77714	39,056
12	19.12387	39,778
13	19.47701	40,512
14	19.83668	41,260
15	20.20298	42,022
16	20.57605	42,798
17	20.95600	43,588
18	21.34298	44,393
19	21.73709	45,213
20	22.13849	46,048
21	22.54730	46,898
22	22.96366	47,764
23	23.38770	48,646
24	23.81958	49,545
25	24.25943	50,460
26	24.70740	51,391
27	25.16365	52,340
28	25.62832	53,307
29	26.10157	54,291
30	26.58356	55,294

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**

Salem City Schools



Grade S12

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 16.41926	\$ 34,152
2	16.72246	34,783
3	17.03125	35,425
4	17.34575	36,079
5	17.66606	36,745
6	17.99228	37,424
7	18.32452	38,115
8	18.66290	38,819
9	19.00753	39,536
10	19.35852	40,266
11	19.71599	41,009
12	20.08007	41,767
13	20.45087	42,538
14	20.82851	43,323
15	21.21313	44,123
16	21.60485	44,938
17	22.00380	45,768
18	22.41012	46,613
19	22.82395	47,474
20	23.24541	48,350
21	23.67466	49,243
22	24.11184	50,153
23	24.55709	51,079
24	25.01056	52,022
25	25.47240	52,983
26	25.94277	53,961
27	26.42183	54,957
28	26.90973	55,972
29	27.40665	57,006
30	27.91274	58,058

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S13

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 17.24022	\$ 35,860
2	17.55858	36,522
3	17.88281	37,196
4	18.21304	37,883
5	18.54936	38,583
6	18.89189	39,295
7	19.24075	40,021
8	19.59604	40,760
9	19.95790	41,512
10	20.32645	42,279
11	20.70179	43,060
12	21.08407	43,855
13	21.47341	44,665
14	21.86994	45,489
15	22.27379	46,329
16	22.68509	47,185
17	23.10399	48,056
18	23.53063	48,944
19	23.96515	49,848
20	24.40769	50,768
21	24.85840	51,705
22	25.31743	52,660
23	25.78494	53,633
24	26.26108	54,623
25	26.74602	55,632
26	27.23991	56,659
27	27.74292	57,705
28	28.25522	58,771
29	28.77698	59,856
30	29.30838	60,961

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



**Grade S14
Clerk of the School Board
2021 - 2022**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 18.10223	\$ 37,653
2	18.43651	38,348
3	18.77695	39,056
4	19.12369	39,777
5	19.47683	40,512
6	19.83648	41,260
7	20.20278	42,022
8	20.57585	42,798
9	20.95580	43,588
10	21.34277	44,393
11	21.73688	45,213
12	22.13828	46,048
13	22.54708	46,898
14	22.96343	47,764
15	23.38747	48,646
16	23.81935	49,544
17	24.25919	50,459
18	24.70716	51,391
19	25.16340	52,340
20	25.62807	53,306
21	26.10132	54,291
22	26.58330	55,293
23	27.07419	56,314
24	27.57414	57,354
25	28.08332	58,413
26	28.60191	59,492
27	29.13007	60,591
28	29.66798	61,709
29	30.21583	62,849
30	30.77379	64,009

Benefits for 12-month Full-Time Clerk of the School Board (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S15
Unassigned
2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 19.00734	\$ 39,535
2	19.35833	40,265
3	19.71580	41,009
4	20.07987	41,766
5	20.45067	42,537
6	20.82831	43,323
7	21.21292	44,123
8	21.60464	44,938
9	22.00359	45,767
10	22.40991	46,613
11	22.82373	47,473
12	23.24519	48,350
13	23.67443	49,243
14	24.11160	50,152
15	24.55685	51,078
16	25.01031	52,021
17	25.47215	52,982
18	25.94252	53,960
19	26.42157	54,957
20	26.90947	55,972
21	27.40638	57,005
22	27.91247	58,058
23	28.42790	59,130
24	28.95285	60,222
25	29.48749	61,334
26	30.03200	62,467
27	30.58657	63,620
28	31.15138	64,795
29	31.72662	65,991
30	32.31248	67,210

All employee benefits are based on current School Board policies and are subject to amendment.

All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.
 Salem City Schools



Grade S16
Computer Technician I
Media Clerk
2021 - 2022

Step	Hourly Rate	6	8
		hours/day 189 days/year	hours/day 260 days/year
1	\$ 19.95771	\$ 22,632	\$ 41,512
2	20.32625	23,050	42,279
3	20.70159	23,476	43,059
4	21.08387	23,909	43,854
5	21.47320	24,351	44,664
6	21.86972	24,800	45,489
7	22.27357	25,258	46,329
8	22.68487	25,725	47,185
9	23.10377	26,200	48,056
10	23.53040	26,683	48,943
11	23.96491	27,176	49,847
12	24.40745	27,678	50,767
13	24.85816	28,189	51,705
14	25.31718	28,710	52,660
15	25.78469	29,240	53,632
16	26.26083	29,780	54,623
17	26.74576	30,330	55,631
18	27.23965	30,890	56,658
19	27.74265	31,460	57,705
20	28.25495	32,041	58,770
21	28.77670	32,633	59,856
22	29.30809	33,235	60,961
23	29.84929	33,849	62,087
24	30.40049	34,474	63,233
25	30.96186	35,111	64,401
26	31.53360	35,759	65,590
27	32.11590	36,419	66,801
28	32.70895	37,092	68,035
29	33.31295	37,777	69,291
30	33.92811	38,474	70,570

Benefits for 10-month Full-Time Media Clerk (200 day)

1 day of sick leave per month of contract
 2 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Computer Technician I (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S17

**Accounting/Finance Specialist
 Driver Education Instructor
 Employee Benefits/Payroll Specialist
 Grant Specialist
 2021 - 2022**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 20.95560	\$ 43,588
2	21.34256	44,393
3	21.73667	45,212
4	22.13806	46,047
5	22.54686	46,897
6	22.96321	47,763
7	23.38725	48,645
8	23.81911	49,544
9	24.25896	50,459
10	24.70692	51,390
11	25.16316	52,339
12	25.62782	53,306
13	26.10106	54,290
14	26.58304	55,293
15	27.07393	56,314
16	27.57387	57,354
17	28.08305	58,413
18	28.60163	59,491
19	29.12979	60,590
20	29.66769	61,709
21	30.21554	62,848
22	30.77350	64,009
23	31.34176	65,191
24	31.92051	66,395
25	32.50995	67,621
26	33.11028	68,869
27	33.72169	70,141
28	34.34440	71,436
29	34.97860	72,755
30	35.62451	74,099

Benefits for 10-month Driver Education Instructor (189 day)

- 1 day of sick leave per month of contract
- 2 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Benefits for 12-month Accounting/Finance Specialist, Employee Benefits/Payroll Specialist and Grant Specialist (260 day)

- Vacation at established rates for 12 month personnel
- 1 day of sick leave per month of contract
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

Hourly Rate for Substitute Driver Education Instructor: Substitute Teacher Hourly Rate

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.
 Salem City Schools**



**Grade S18
Computer Technician II
2021 - 2022**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 22.00338	\$ 45,767
2	22.40969	46,612
3	22.82351	47,473
4	23.24496	48,350
5	23.67420	49,242
6	24.11137	50,152
7	24.55661	51,078
8	25.01007	52,021
9	25.47191	52,982
10	25.94227	53,960
11	26.42132	54,956
12	26.90921	55,971
13	27.40612	57,005
14	27.91220	58,057
15	28.42762	59,129
16	28.95256	60,221
17	29.48720	61,333
18	30.03171	62,466
19	30.58627	63,619
20	31.15108	64,794
21	31.72631	65,991
22	32.31217	67,209
23	32.90884	68,450
24	33.51654	69,714
25	34.13545	71,002
26	34.76580	72,313
27	35.40778	73,648
28	36.06162	75,008
29	36.72753	76,393
30	37.40574	77,804

Benefits for 12-month Full-Time Computer Technician II (260 day)

- Vacation at established rates for 12 month personnel
- 1 day of sick leave per month of contract
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**

Salem City Schools



Grade S19

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 23.10354	\$ 48,055
2	23.53017	48,943
3	23.96468	49,847
4	24.40721	50,767
5	24.85791	51,704
6	25.31694	52,659
7	25.78444	53,632
8	26.26057	54,622
9	26.74550	55,631
10	27.23938	56,658
11	27.74238	57,704
12	28.25467	58,770
13	28.77642	59,855
14	29.30781	60,960
15	29.84900	62,086
16	30.40019	63,232
17	30.96156	64,400
18	31.53330	65,589
19	32.11559	66,800
20	32.70863	68,034
21	33.31263	69,290
22	33.92778	70,570
23	34.55429	71,873
24	35.19236	73,200
25	35.84223	74,552
26	36.50409	75,928
27	37.17817	77,331
28	37.86470	78,759
29	38.56391	80,213
30	39.27603	81,694

All employee benefits are based on current School Board policies and are subject to amendment.

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Current employees should check their notices of employment for exact amounts.**



**Grade S20
Programmer
School Nurse
2021 - 2022**

Step	Hourly Rate	8	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 24.25872	\$ 38,814	\$ 50,458
2	24.70668	39,531	51,390
3	25.16291	40,261	52,339
4	25.62757	41,004	53,305
5	26.10081	41,761	54,290
6	26.58279	42,532	55,292
7	27.07366	43,318	56,313
8	27.57360	44,118	57,353
9	28.08278	44,932	58,412
10	28.60135	45,762	59,491
11	29.12950	46,607	60,589
12	29.66741	47,468	61,708
13	30.21524	48,344	62,848
14	30.77320	49,237	64,008
15	31.34145	50,146	65,190
16	31.92020	51,072	66,394
17	32.50964	52,015	67,620
18	33.10996	52,976	68,869
19	33.72137	53,954	70,140
20	34.34406	54,951	71,436
21	34.97826	55,965	72,755
22	35.62417	56,999	74,098
23	36.28200	58,051	75,467
24	36.95198	59,123	76,860
25	37.63434	60,215	78,279
26	38.32929	61,327	79,725
27	39.03708	62,459	81,197
28	39.75793	63,613	82,697
29	40.49210	64,787	84,224
30	41.23983	65,984	85,779

Benefits for 10-month Full-Time School Nurse (200 day)

1 day of sick leave per month of contract
 3 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Programmer (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Hourly Rate for Substitute School Nu \$ 24.25872 per hour

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S21
Unassigned
2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 25.47166	\$ 52,981
2	25.94202	53,959
3	26.42106	54,956
4	26.90895	55,971
5	27.40585	57,004
6	27.91192	58,057
7	28.42735	59,129
8	28.95228	60,221
9	29.48691	61,333
10	30.03142	62,465
11	30.58598	63,619
12	31.15078	64,794
13	31.72601	65,990
14	32.31186	67,209
15	32.90853	68,450
16	33.51621	69,714
17	34.13512	71,001
18	34.76546	72,312
19	35.40744	73,647
20	36.06127	75,007
21	36.72717	76,393
22	37.40538	77,803
23	38.09610	79,240
24	38.79958	80,703
25	39.51605	82,193
26	40.24575	83,711
27	40.98893	85,257
28	41.74583	86,831
29	42.51671	88,435
30	43.30182	90,068

All employee benefits are based on current School Board policies and are subject to amendment.

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.



Grade S22
Clerk of the Works
School Social Worker
Workforce Coordinator
2021 - 2022

Step	Hourly Rate	4	8
		hours/day 260 days/year	hours/day 210 days/year
1	\$ 26.74524	\$ 27,815	\$ 44,932
2	27.23912	28,329	45,762
3	27.74211	28,852	46,607
4	28.25440	29,385	47,467
5	28.77614	29,927	48,344
6	29.30752	30,480	49,237
7	29.84871	31,043	50,146
8	30.39990	31,616	51,072
9	30.96126	32,200	52,015
10	31.53299	32,794	52,975
11	32.11528	33,400	53,954
12	32.70832	34,017	54,950
13	33.31231	34,645	55,965
14	33.92745	35,285	56,998
15	34.55395	35,936	58,051
16	35.19202	36,600	59,123
17	35.84188	37,276	60,214
18	36.50373	37,964	61,326
19	37.17781	38,665	62,459
20	37.86433	39,379	63,612
21	38.56353	40,106	64,787
22	39.27564	40,847	65,983
23	40.00091	41,601	67,202
24	40.73956	42,369	68,442
25	41.49186	43,152	69,706
26	42.25804	43,948	70,994
27	43.03838	44,760	72,304
28	43.83312	45,586	73,640
29	44.64254	46,428	74,999
30	45.46691	47,286	76,384

Benefits for 10-month Full-Time School Social Worker (210 day)

- 1 day of sick leave per month of contract
- 3 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S23

Unassigned

2021 - 2022

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 28.08250	\$ 58,412
2	28.60107	59,490
3	29.12922	60,589
4	29.66712	61,708
5	30.21495	62,847
6	30.77290	64,008
7	31.34115	65,190
8	31.91989	66,393
9	32.50932	67,619
10	33.10964	68,868
11	33.72104	70,140
12	34.34373	71,435
13	34.97792	72,754
14	35.62382	74,098
15	36.28165	75,466
16	36.95162	76,859
17	37.63397	78,279
18	38.32892	79,724
19	39.03670	81,196
20	39.75755	82,696
21	40.49171	84,223
22	41.23943	85,778
23	42.00095	87,362
24	42.77654	88,975
25	43.56645	90,618
26	44.37094	92,292
27	45.19030	93,996
28	46.02478	95,732
29	46.87467	97,499
30	47.74025	99,300

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Current employees should check their notices of employment for exact amounts.**



Grade S24
Coordinator of Athletic Training
Coordinator of School Counseling
Coordinator of Technology Systems
Regional Adult Education Program Manager
School Psychologist
2021 - 2022

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 210 days/year	8 hours/day 220 days/year	8 hours/day 260 days/year
1	\$ 29.48663	\$ 47,179	\$ 49,538	\$ 51,896	\$ 61,332
2	\$ 30.03113	48,050	50,452	52,855	62,465
3	\$ 30.58568	48,937	51,384	53,831	63,618
4	\$ 31.15047	49,841	52,333	54,825	64,793
5	\$ 31.72570	50,761	53,299	55,837	65,989
6	\$ 32.31154	51,698	54,283	56,868	67,208
7	\$ 32.90821	52,653	55,286	57,918	68,449
8	\$ 33.51589	53,625	56,307	58,988	69,713
9	\$ 34.13479	54,616	57,346	60,077	71,000
10	\$ 34.76512	55,624	58,405	61,187	72,311
11	\$ 35.40709	56,651	59,484	62,316	73,647
12	\$ 36.06092	57,697	60,582	63,467	75,007
13	\$ 36.72682	58,763	61,701	64,639	76,392
14	\$ 37.40501	59,848	62,840	65,833	77,802
15	\$ 38.09573	60,953	64,001	67,048	79,239
16	\$ 38.79921	62,079	65,183	68,287	80,702
17	\$ 39.51567	63,225	66,386	69,548	82,193
18	\$ 40.24536	64,393	67,612	70,832	83,710
19	\$ 40.98853	65,582	68,861	72,140	85,256
20	\$ 41.74543	66,793	70,132	73,472	86,830
21	\$ 42.51629	68,026	71,427	74,829	88,434
22	\$ 43.30140	69,282	72,746	76,210	90,067
23	\$ 44.10100	70,562	74,090	77,618	91,730
24	\$ 44.91537	71,865	75,458	79,051	93,424
25	\$ 45.74477	73,192	76,851	80,511	95,149
26	\$ 46.58949	74,543	78,270	81,998	96,906
27	\$ 47.44981	75,920	79,716	83,512	98,696
28	\$ 48.32602	77,322	81,188	85,054	100,518
29	\$ 49.21840	78,749	82,687	86,624	102,374
30	\$ 50.12727	80,204	84,214	88,224	104,265

Benefits for 11-month Full-Time Coordinator of Athletic Training (220 day) and for 10-month Full-Time School Psychologist (200 and 210 day)

1 day of sick leave per month of contract
 3 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Full-Time Coordinator of School Counseling, Coordinator of Technology Systems, Coordinator of Transportation, Regional Adult Program Manager and School Psychologist (260 day)

Vacation at established rates for 12 month personnel
 1 day of sick leave per month of contract
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Salem City Schools
Pay Percentage Factors for VHSL Activities
2021-2022

Base Factor: \$44,514

Length of Season (0.2% x Number of Weeks)

	SHS	ALMS
Baseball	16	11
Basketball	18	13
Cheerleading	29	20
Cross Country	11	N/A
Debate	20	N/A
Football	16	7
Forensics	15	N/A
Golf	10	N/A
Indoor Track	16	N/A
Lacrosse	16	N/A
Scholastic Bowl	13	N/A
Soccer	16	12
Softball	16	11
Swimming	14	N/A
Tennis	16	N/A
Theatre Festival	13	N/A
Track & Field	15	11
Volleyball	12	8
Wrestling	15	13

Number of Participants

Tier 1	Tier 2	Tier 3	Tier 4
0.50%	0.75%	1.00%	1.25%

Cross Country	Baseball	Football - ALMS	Football - SHS
Debate	Basketball	Soccer	
Golf	Cheerleading	Track & Field	
Scholastic Bowl	Forensics	Volleyball - SHS	
Tennis	Indoor Track		
Theatre Festival	Lacrosse		
	Softball		
	Swimming		
	Volleyball - ALMS		
	Wrestling		

Summer Adjustment

4.00%	8.00%
SHS Basketball Head Coaches	SHS Football Asst Coaches
ALMS Cheerleading Head & Asst. Coaches	SHS Cheerleading Head & Asst. Coaches
SHS Cross Country Head Coaches	ALMS Football Head & Asst. Coaches
ALMS Volleyball Head and Asst. Coaches #	ALMS Volleyball Head & Asst. Coaches @
	SHS Volleyball Head & Asst. Coaches

coaches hired after July 1, 2014

@ coaches hired before July 1, 2014

Head Coach Program Administration

Tier 1	Tier 2	Tier 3	Tier 4
1.00%	1.50%	2.00%	2.50%

Debate	Baseball	Basketball	Cheerleading
Forensics	Cross Country	Football Coord	Football Head
Golf	# Indoor Track	@ Indoor Track	
Scholastic Bowl	Softball	Lacrosse	
Tennis	Swimming	@ Track & Field	
Theatre Festival	# Track & Field	Soccer	
	Volleyball		
	Wrestling		

coaches hired after July 1, 2014

@ coaches hired before July 1, 2014

Number of Contests

< 9 = 0.50%	9 to 20 = 1.00%	> 20 = 2.00%
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Cheerleading	Baseball	Basketball
Debate	Cross Country	
Forensics	Football	
Scholastic Bowl	Golf	
Theatre Bowl	Indoor Track	
	Lacrosse	
	Soccer	
	Softball	
	Swimming	
	Tennis	
	Track & Field	
	Volleyball	
	Wrestling	

Assistant Coaches (0.5% x Number of Assistants)

	SHS	ALMS
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Baseball	2	1
Basketball	3	1
Cheerleading	2	1
Cross Country	0	N/A
Debate	0	N/A
Football	8	3
Forensics	0	N/A
Golf	0	N/A
Indoor Track	1	N/A
Lacrosse	2	N/A
Scholastic Bowl	0	N/A
Soccer	2	1
Softball	2	1
Swimming	1	N/A
Tennis	0	N/A
Theatre Festival	0	N/A
Track & Field	3	1
Volleyball	2	1
Wrestling	1	1

Years of Experience

	1-8 years - \$205/year
1 year	of experience add \$205
2 years	of experience add \$410
3 years	of experience add \$615
4 years	of experience add \$820
5 years	of experience add \$1,025
6 years	of experience add \$1,230
7 years	of experience add \$1,435
8 years	of experience add \$1,640
12 years	add additional \$500

VHSL Activity Supplement Market Adjustments

Lacrosse Head Coach - \$600

Wrestling Head Coach - \$200

Clothing Allowance

\$100 per coach per season worked



Salem City Schools
Pay Schedule for Extra-Curricular Activities
2021 - 2022

Base Factor =	Experience Factor =		Percentage Factors											
\$44,514	\$100		21%	14%	10%	9%	8%	7%	6%	5%	4%	3%	2%	1%
0	\$9,348	\$6,232	\$4,452	\$4,007	\$3,562	\$3,116	\$2,671	\$2,226	\$1,781	\$1,336	\$891	\$446		
1	\$9,369	\$6,246	\$4,462	\$4,016	\$3,570	\$3,123	\$2,677	\$2,231	\$1,785	\$1,339	\$893	\$447		
2	\$9,390	\$6,260	\$4,472	\$4,025	\$3,578	\$3,130	\$2,683	\$2,236	\$1,789	\$1,342	\$895	\$448		
3	\$9,411	\$6,274	\$4,482	\$4,034	\$3,586	\$3,137	\$2,689	\$2,241	\$1,793	\$1,345	\$897	\$449		
4	\$9,432	\$6,288	\$4,492	\$4,043	\$3,594	\$3,144	\$2,695	\$2,246	\$1,797	\$1,348	\$899	\$450		
5	\$9,453	\$6,302	\$4,502	\$4,052	\$3,602	\$3,151	\$2,701	\$2,251	\$1,801	\$1,351	\$901	\$451		
6	\$9,474	\$6,316	\$4,512	\$4,061	\$3,610	\$3,158	\$2,707	\$2,256	\$1,805	\$1,354	\$903	\$452		
7	\$9,495	\$6,330	\$4,522	\$4,070	\$3,618	\$3,165	\$2,713	\$2,261	\$1,809	\$1,357	\$905	\$453		
8	\$9,516	\$6,344	\$4,532	\$4,079	\$3,626	\$3,172	\$2,719	\$2,266	\$1,813	\$1,360	\$907	\$454		
9	\$9,537	\$6,358	\$4,542	\$4,088	\$3,634	\$3,179	\$2,725	\$2,271	\$1,817	\$1,363	\$909	\$455		
10	\$9,558	\$6,372	\$4,552	\$4,097	\$3,642	\$3,186	\$2,731	\$2,276	\$1,821	\$1,366	\$911	\$456		
11	\$9,579	\$6,386	\$4,562	\$4,106	\$3,650	\$3,193	\$2,737	\$2,281	\$1,825	\$1,369	\$913	\$457		
12	\$9,600	\$6,400	\$4,572	\$4,115	\$3,658	\$3,200	\$2,743	\$2,286	\$1,829	\$1,372	\$915	\$458		
13	\$9,621	\$6,414	\$4,582	\$4,124	\$3,666	\$3,207	\$2,749	\$2,291	\$1,833	\$1,375	\$917	\$459		
14	\$9,642	\$6,428	\$4,592	\$4,133	\$3,674	\$3,214	\$2,755	\$2,296	\$1,837	\$1,378	\$919	\$460		
15	\$9,663	\$6,442	\$4,602	\$4,142	\$3,682	\$3,221	\$2,761	\$2,301	\$1,841	\$1,381	\$921	\$461		
16	\$9,684	\$6,456	\$4,612	\$4,151	\$3,690	\$3,228	\$2,767	\$2,306	\$1,845	\$1,384	\$923	\$462		
17	\$9,705	\$6,470	\$4,622	\$4,160	\$3,698	\$3,235	\$2,773	\$2,311	\$1,849	\$1,387	\$925	\$463		
18	\$9,726	\$6,484	\$4,632	\$4,169	\$3,706	\$3,242	\$2,779	\$2,316	\$1,853	\$1,390	\$927	\$464		
19	\$9,747	\$6,498	\$4,642	\$4,178	\$3,714	\$3,249	\$2,785	\$2,321	\$1,857	\$1,393	\$929	\$465		
20	\$9,768	\$6,512	\$4,652	\$4,187	\$3,722	\$3,256	\$2,791	\$2,326	\$1,861	\$1,396	\$931	\$466		
21	\$9,789	\$6,526	\$4,662	\$4,196	\$3,730	\$3,263	\$2,797	\$2,331	\$1,865	\$1,399	\$933	\$467		
22	\$9,810	\$6,540	\$4,672	\$4,205	\$3,738	\$3,270	\$2,803	\$2,336	\$1,869	\$1,402	\$935	\$468		
23	\$9,831	\$6,554	\$4,682	\$4,214	\$3,746	\$3,277	\$2,809	\$2,341	\$1,873	\$1,405	\$937	\$469		
24	\$9,852	\$6,568	\$4,692	\$4,223	\$3,754	\$3,284	\$2,815	\$2,346	\$1,877	\$1,408	\$939	\$470		
25	\$9,873	\$6,582	\$4,702	\$4,232	\$3,762	\$3,291	\$2,821	\$2,351	\$1,881	\$1,411	\$941	\$471		
26	\$9,894	\$6,596	\$4,712	\$4,241	\$3,770	\$3,298	\$2,827	\$2,356	\$1,885	\$1,414	\$943	\$472		
27	\$9,915	\$6,610	\$4,722	\$4,250	\$3,778	\$3,305	\$2,833	\$2,361	\$1,889	\$1,417	\$945	\$473		
28	\$9,936	\$6,624	\$4,732	\$4,259	\$3,786	\$3,312	\$2,839	\$2,366	\$1,893	\$1,420	\$947	\$474		
29	\$9,957	\$6,638	\$4,742	\$4,268	\$3,794	\$3,319	\$2,845	\$2,371	\$1,897	\$1,423	\$949	\$475		
30	\$9,978	\$6,652	\$4,752	\$4,277	\$3,802	\$3,326	\$2,851	\$2,376	\$1,901	\$1,426	\$951	\$476		

	Salem High School	Andrew Lewis Middle School
21%	Athletic Trainer	
14%	Band Director	
9%	Head Marching Instructor	
8%	Weight Room Coach	Yearbook Sponsor
7%	Web Page Master	Band Director
6%	Newspaper Sponsor	
5%	Choir Director	Newspaper Sponsor
	Color Guard Instructor	Yearbook Sponsor
4%	Literary Magazine Sponsor	11th Grade Class Sponsor
	SCA Sponsor	12th Grade Class Sponsor
	Hospitality Supplement	Marching Instructor
	Robotics Team Sponsor	Choir Director
		SCA Sponsor
3%	Assistant Color Guard Instructor	
	School Productions Instructor	Robotics Team Sponsor
	Robotics Team Sponsor Assistant	
2%	9th Grade Class Sponsor	
	10th Grade Class Sponsor	Math Counts Sponsor
	Drumline Instructor	
	Spirit Club Sponsor	
1%	Assistant Marching Instructor	
	Front Ensemble Instructor	
	Band Camp Staff	

Salem City Schools
Salary Supplements for 2021 - 2022

Assignment	Amount
Instructional Supplements Coordinators Instructional Coach	\$1,600
School Nurse Coordinator	\$1,600
Department Chair Andrew Lewis Middle School	\$1,600
Salem High School	\$1,800
Grade Team Leader Andrew Lewis Middle School	\$500
Clinical Faculty Lead Teachers	\$300
Food Service Assistant Manager Middle & High Schools	\$530
Football Equipment Manager Salem High School	\$2,500
Indoor Drumline Supplement Salem High School	\$1,042
Garden Club Sponsor Andrew Lewis Middle School	\$1,042
Girls Who Code Supplement Andrew Lewis Middle School	\$1,042
Custodial Night Supervisor Salem High School	\$1,060
Andrew Lewis Middle School	\$1,060
National Board Certification Supplement	\$2,500