



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

2022 - 2023

Step	Hourly Rate	8	8	8
		hrs/day 210 days/year	hrs/day 220 days/year	hrs/day 260 days/year

1	\$ 38.00238	\$ 63,844	\$ 66,885	\$ 79,045
2	\$ 38.68136	64,985	68,080	\$ 80,457
3	\$ 39.37247	66,146	69,296	\$ 81,895
4	\$ 40.07593	67,328	70,534	\$ 83,358
5	\$ 40.79196	68,530	71,794	\$ 84,847
6	\$ 41.52078	69,755	73,077	\$ 86,363
7	\$ 42.26263	71,001	74,383	\$ 87,906
8	\$ 43.01773	72,270	75,712	\$ 89,477
9	\$ 43.78632	73,561	77,064	\$ 91,076
10	\$ 44.56864	74,875	78,441	\$ 92,703
11	\$ 45.36494	76,213	79,843	\$ 94,359
12	\$ 46.17546	77,575	81,269	\$ 96,045
13	\$ 47.00047	78,961	82,721	\$ 97,761
14	\$ 47.84022	80,372	84,199	\$ 99,508
15	\$ 48.69497	81,808	85,704	\$ 101,286
16	\$ 49.56499	83,269	87,235	\$ 103,095
17	\$ 50.45056	84,757	88,793	\$ 104,937
18	\$ 51.35195	86,271	90,380	\$ 106,812
19	\$ 52.26945	87,813	91,995	\$ 108,720
20	\$ 53.20333	89,382	93,638	\$ 110,663

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

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



Grade A03
Middle School Assistant Principal
Coordinator of Transportation
Coordinator of Alternative Education and Attendance
Coordinator of Special Education & Student Services
Regional Adult Education Program Manager

2022 - 2023

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 35.47102	\$ 73,780
2	\$ 36.10477	75,098
3	\$ 36.74985	76,440
4	\$ 37.40645	77,805
5	\$ 38.07479	79,196
6	\$ 38.75506	80,611
7	\$ 39.44749	82,051
8	\$ 40.15229	83,517
9	\$ 40.86968	85,009
10	\$ 41.59989	86,528
11	\$ 42.34315	88,074
12	\$ 43.09969	89,647
13	\$ 43.86974	91,249
14	\$ 44.65355	92,879
15	\$ 45.45137	94,539
16	\$ 46.26344	96,228
17	\$ 47.09002	97,947
18	\$ 47.93137	99,697
19	\$ 48.78775	101,479
20	\$ 49.65943	103,292

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

-
- 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
2022 - 2023

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 38.13135	\$ 79,313
2	\$ 38.81263	80,730
3	\$ 39.50609	82,173
4	\$ 40.21194	83,641
5	\$ 40.93040	85,135
6	\$ 41.66169	86,656
7	\$ 42.40605	88,205
8	\$ 43.16371	89,781
9	\$ 43.93491	91,385
10	\$ 44.71989	93,017
11	\$ 45.51889	94,679
12	\$ 46.33216	96,371
13	\$ 47.15997	98,093
14	\$ 48.00257	99,845
15	\$ 48.86022	101,629
16	\$ 49.73320	103,445
17	\$ 50.62177	105,293
18	\$ 51.52622	107,175
19	\$ 52.44683	109,089
20	\$ 53.38389	111,038

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**

2022 - 2023

	8
	hrs/day
	260
Step	days/year

1	\$ 40.99120	\$ 85,262
2	\$ 41.72358	86,785
3	\$ 42.46905	88,336
4	\$ 43.22783	89,914
5	\$ 44.00018	91,520
6	\$ 44.78632	93,156
7	\$ 45.58651	94,820
8	\$ 46.40099	96,514
9	\$ 47.23003	98,238
10	\$ 48.07388	99,994
11	\$ 48.93280	101,780
12	\$ 49.80708	103,599
13	\$ 50.69697	105,450
14	\$ 51.60276	107,334
15	\$ 52.52474	109,251
16	\$ 53.46319	111,203
17	\$ 54.41840	113,190
18	\$ 55.39069	115,213
19	\$ 56.38034	117,271
20	\$ 57.38768	119,366

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**

2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 44.06554	\$ 91,656
2	\$ 44.85285	93,294
3	\$ 45.65422	94,961
4	\$ 46.46992	96,657
5	\$ 47.30019	98,384
6	\$ 48.14529	100,142
7	\$ 49.00549	101,931
8	\$ 49.88107	103,753
9	\$ 50.77228	105,606
10	\$ 51.67942	107,493
11	\$ 52.60276	109,414
12	\$ 53.54261	111,369
13	\$ 54.49924	113,358
14	\$ 55.47297	115,384
15	\$ 56.46409	117,445
16	\$ 57.47293	119,544
17	\$ 58.49978	121,680
18	\$ 59.54499	123,854
19	\$ 60.60887	126,066
20	\$ 61.69175	128,319

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**

2022 - 2023

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 47.37045	\$ 98,531
2	\$ 48.21681	100,291
3	\$ 49.07829	102,083
4	\$ 49.95516	103,907
5	\$ 50.84770	105,763
6	\$ 51.75619	107,653
7	\$ 52.68091	109,576
8	\$ 53.62215	111,534
9	\$ 54.58020	113,527
10	\$ 55.55537	115,555
11	\$ 56.54797	117,620
12	\$ 57.55830	119,721
13	\$ 58.58669	121,860
14	\$ 59.63344	124,038
15	\$ 60.69890	126,254
16	\$ 61.78340	128,509
17	\$ 62.88727	130,806
18	\$ 64.01086	133,143
19	\$ 65.15453	135,521
20	\$ 66.31863	137,943

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 A08
Executive Director;
Chief Financial Officer**

2022 - 2023

	8
	hours/day
	260
Step	days/year

1	\$ 50.92324	\$ 105,920
2	\$ 51.83307	107,813
3	\$ 52.75916	109,739
4	\$ 53.70180	111,700
5	\$ 54.66128	113,695
6	\$ 55.63790	115,727
7	\$ 56.63197	117,795
8	\$ 57.64381	119,899
9	\$ 58.67372	122,041
10	\$ 59.72203	124,222
11	\$ 60.78907	126,441
12	\$ 61.87518	128,700
13	\$ 62.98069	131,000
14	\$ 64.10595	133,340
15	\$ 65.25132	135,723
16	\$ 66.41715	138,148
17	\$ 67.60381	140,616
18	\$ 68.81168	143,128
19	\$ 70.04112	145,686
20	\$ 71.29253	148,288

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**

2022 - 2023

		8 hours/day
	Hourly Rate	260 days/year
Step		

1	\$ 58.84817	\$ 122,404
2	\$ 59.89959	124,591
3	\$ 60.96981	126,817
4	\$ 62.05914	129,083
5	\$ 63.16794	131,389
6	\$ 64.29655	133,737
7	\$ 65.44532	136,126
8	\$ 66.61462	138,558
9	\$ 67.80481	141,034
10	\$ 69.01627	143,554
11	\$ 70.24937	146,119
12	\$ 71.50450	148,729
13	\$ 72.78206	151,387
14	\$ 74.08244	154,091
15	\$ 75.40606	156,845
16	\$ 76.75332	159,647
17	\$ 78.12466	162,499
18	\$ 79.52049	165,403
19	\$ 80.94127	168,358
20	\$ 82.38743	171,366

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.



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2022-2023 ADMINISTRATOR SALARY SCALE**

Step	A01	A03	A04	A05	A06	A07	A08	A10
	210 Days	260 Days	260 Days	260 Days	260 Days	260 Days	260 Days	260 Days
	Elem School Assistant Principal; Coordinator of Preschool and EL Programs	Middle School Assistant Principal; Coordinator of Transportation; Coordinator of Alternative Education and Attendance; Coordinator of Special Education & Student Services; Regional Adult Education Program Manager	High School Assistant Principal; High School Assistant Principal & Division Coord. of Assessment	Elementary Principal	Middle School Principal	Director; High School Principal	Executive Director; Chief Financial Officer	Assistant Superintendent

1	\$ 63,844	\$ 73,780	\$ 79,313	\$ 85,262	\$ 91,656	\$ 98,531	\$ 105,920	\$ 122,404
2	64,985	75,098	80,730	86,785	93,294	100,291	107,813	124,591
3	66,146	76,440	82,173	88,336	94,961	102,083	109,739	126,817
4	67,328	77,805	83,641	89,914	96,657	103,907	111,700	129,083
5	68,530	79,196	85,135	91,520	98,384	105,763	113,695	131,389
6	69,755	80,611	86,656	93,156	100,142	107,653	115,727	133,737
7	71,001	82,051	88,205	94,820	101,931	109,576	117,795	136,126
8	72,270	83,517	89,781	96,514	103,753	111,534	119,899	138,558
9	73,561	85,009	91,385	98,238	105,606	113,527	122,041	141,034
10	74,875	86,528	93,017	99,994	107,493	115,555	124,222	143,554
11	76,213	88,074	94,679	101,780	109,414	117,620	126,441	146,119
12	77,575	89,647	96,371	103,599	111,369	119,721	128,700	148,729
13	78,961	91,249	98,093	105,450	113,358	121,860	131,000	151,387
14	80,372	92,879	99,845	107,334	115,384	124,038	133,340	154,091
15	81,808	94,539	101,629	109,251	117,445	126,254	135,723	156,845
16	83,269	96,228	103,445	111,203	119,544	128,509	138,148	159,647
17	84,757	97,947	105,293	113,190	121,680	130,806	140,616	162,499
18	86,271	99,697	107,175	115,213	123,854	133,143	143,128	165,403
19	87,813	101,479	109,089	117,271	126,066	135,521	145,686	168,358
20	89,382	103,292	111,038	119,366	128,319	137,943	148,288	171,366

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 Positions (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.



**SALEM CITY SCHOOLS
2022 - 2023 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	\$46,740	\$47,826	\$49,457	\$51,088	\$51,632	\$52,175	\$52,718
1	47,398	48,500	50,153	51,807	52,359	52,909	53,461
2	48,065	49,183	50,860	52,536	53,096	53,654	54,213
3	48,742	49,875	51,576	53,276	53,843	54,409	54,977
4	49,428	50,577	52,302	54,026	54,601	55,176	55,751
5	50,124	51,290	53,038	54,787	55,370	55,952	56,536
6	50,830	52,012	53,785	55,558	56,150	56,740	57,332
7	51,545	52,744	54,542	56,341	56,940	57,539	58,139
8	52,271	53,487	55,310	57,134	57,742	58,349	58,958
9	53,007	54,240	56,089	57,938	58,555	59,171	59,788
10	53,754	55,003	56,879	58,754	59,380	60,004	60,629
11	54,510	55,778	57,680	59,581	60,216	60,849	61,483
12	55,278	56,563	58,492	60,420	61,063	61,705	62,349
13	56,056	57,360	59,315	61,271	61,923	62,574	63,227
14	56,845	58,167	60,150	62,134	62,795	63,455	64,117
15	57,646	58,986	60,997	63,008	63,679	64,349	65,020
16	58,457	59,817	61,856	63,896	64,576	65,255	65,935
17	59,280	60,659	62,727	64,795	65,485	66,174	66,863
18	60,115	61,513	63,610	65,707	66,407	67,105	67,805
19	60,962	62,379	64,506	66,633	67,342	68,050	68,759
20	61,820	63,257	65,414	67,571	68,290	69,008	69,728
21	62,690	64,148	66,335	68,522	69,252	69,980	70,709
22	63,573	65,051	67,269	69,487	70,227	70,965	71,705
23	64,468	65,967	68,216	70,465	71,216	71,964	72,714
24	65,376	66,896	69,177	71,457	72,218	72,978	73,738
25	66,296	67,838	70,151	72,464	73,235	74,005	74,776
26	67,230	68,793	71,138	73,484	74,266	75,047	75,829
27	68,176	69,761	72,140	74,518	75,312	76,104	76,897
28	69,136	70,744	73,156	75,568	76,372	77,175	77,980
29	70,110	71,740	74,186	76,632	77,447	78,262	79,078
30+	71,097	72,750	75,230	77,711	78,538	79,364	80,191

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	\$140
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

SALEM CITY SCHOOLS
2022-2023 Classified Employee Pay Scale Matrix

	Grade	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	\$12.00150	\$12.60158	\$13.23165	\$13.89324	\$14.58790	\$15.31729	\$16.08316	\$16.88732	\$17.73168	\$18.61827	\$19.54918	\$20.52664	\$21.55297	\$22.63062	\$23.76215	\$24.95026	\$26.19777	\$27.50766	\$28.88304	\$30.32719	\$31.84355	\$33.43573	\$35.10752
2	Hourly	\$12.17971	\$12.78869	\$13.42813	\$14.09953	\$14.80451	\$15.54474	\$16.32197	\$17.13807	\$17.99498	\$18.89473	\$19.83946	\$20.83143	\$21.87301	\$22.96666	\$24.11499	\$25.32074	\$26.58678	\$27.91611	\$29.31192	\$30.77752	\$32.31639	\$33.93221	\$35.62882
3	Hourly	\$12.36056	\$12.97859	\$13.62752	\$14.30890	\$15.02434	\$15.77556	\$16.56434	\$17.39255	\$18.26218	\$19.17529	\$20.13405	\$21.14076	\$22.19779	\$23.30768	\$24.47307	\$25.69672	\$26.98156	\$28.33064	\$29.74717	\$31.23453	\$32.79625	\$34.43607	\$36.15787
4	Hourly	\$12.54410	\$13.17131	\$13.82987	\$14.52137	\$15.24744	\$16.00981	\$16.81030	\$17.65081	\$18.53335	\$19.46002	\$20.43302	\$21.45467	\$22.52741	\$23.65378	\$24.83647	\$26.07829	\$27.38220	\$28.75131	\$30.18888	\$31.69832	\$33.28324	\$34.94740	\$36.69477
5	Hourly	\$12.73037	\$13.36689	\$14.03523	\$14.73699	\$15.47384	\$16.24753	\$17.05991	\$17.91291	\$18.80855	\$19.74898	\$20.73643	\$21.77325	\$22.86191	\$24.00501	\$25.20526	\$26.46552	\$27.78880	\$29.17824	\$30.63715	\$32.16901	\$33.77746	\$35.46633	\$37.23965
6	Hourly	\$12.91940	\$13.56537	\$14.24364	\$14.95582	\$15.70361	\$16.48879	\$17.31323	\$18.17889	\$19.08784	\$20.04223	\$21.04434	\$22.09656	\$23.20139	\$24.36145	\$25.57953	\$26.85850	\$28.20143	\$29.61150	\$31.09208	\$32.64668	\$34.27901	\$35.99296	\$37.79261
7	Hourly	\$13.11124	\$13.76680	\$14.45514	\$15.17790	\$15.93679	\$16.73363	\$17.57031	\$18.44883	\$19.37127	\$20.33983	\$21.35682	\$22.42467	\$23.54590	\$24.72319	\$25.95935	\$27.25732	\$28.62019	\$30.05120	\$31.55376	\$33.13144	\$34.78802	\$36.52742	\$38.35379
8	Hourly	\$13.30592	\$13.97122	\$14.66978	\$15.40327	\$16.17343	\$16.98211	\$17.83121	\$18.72277	\$19.65891	\$20.64186	\$21.67395	\$22.75765	\$23.89553	\$25.09300	\$26.34482	\$27.66206	\$29.04516	\$30.49742	\$32.02229	\$33.62341	\$35.30458	\$37.06981	\$38.92330
9	Hourly	\$13.50350	\$14.17868	\$14.88761	\$15.63199	\$16.41359	\$17.23427	\$18.09598	\$19.00078	\$19.95082	\$20.94836	\$21.99578	\$23.09557	\$24.25035	\$25.46287	\$26.73601	\$28.07281	\$29.47645	\$30.95027	\$32.49779	\$34.12268	\$35.82881	\$37.62025	\$39.50126
10	Hourly	\$13.70401	\$14.38921	\$15.10867	\$15.86411	\$16.65731	\$17.49018	\$18.36469	\$19.28292	\$20.24707	\$21.25942	\$22.32239	\$23.43851	\$24.61044	\$25.84096	\$27.13301	\$28.48966	\$29.91414	\$31.40985	\$32.98034	\$34.62936	\$36.36083	\$38.17887	\$40.08781
11	Hourly	\$13.90750	\$14.60288	\$15.33302	\$16.09967	\$16.90466	\$17.74989	\$18.63738	\$19.56925	\$20.54771	\$21.57510	\$22.65385	\$23.78655	\$24.97587	\$26.22467	\$27.53590	\$28.91270	\$30.35833	\$31.87625	\$33.47006	\$35.14356	\$36.90074	\$38.74578	\$40.68307
12	Hourly	\$14.11401	\$14.81971	\$15.56070	\$16.33873	\$17.15567	\$18.01345	\$18.91413	\$19.85983	\$20.85282	\$21.89546	\$22.99024	\$24.13975	\$25.34674	\$26.61407	\$27.94478	\$29.34202	\$30.80912	\$32.34957	\$33.96705	\$35.66540	\$37.44868	\$39.32111	\$41.28716
13	Hourly	\$14.32359	\$15.03977	\$15.79176	\$16.58134	\$17.41041	\$18.28093	\$19.19498	\$20.15473	\$21.16246	\$22.22059	\$23.33162	\$24.49820	\$25.72311	\$27.00926	\$28.35973	\$29.77771	\$31.26660	\$32.82993	\$34.47142	\$36.19499	\$38.00474	\$39.90498	\$41.90023
14	Hourly	\$14.53628	\$15.26309	\$16.02625	\$16.82756	\$17.66894	\$18.55238	\$19.48000	\$20.45400	\$21.47670	\$22.55054	\$23.67806	\$24.86197	\$26.10507	\$27.41032	\$28.78083	\$30.21988	\$31.73087	\$33.31741	\$34.98328	\$36.73245	\$38.56907	\$40.49752	\$42.52240
15	Hourly	\$14.75212	\$15.48973	\$16.26422	\$17.07743	\$17.93130	\$18.82786	\$19.76926	\$20.75772	\$21.79561	\$22.88539	\$24.02966	\$25.23114	\$26.49270	\$27.81733	\$29.20820	\$30.66861	\$32.20204	\$33.81214	\$35.50275	\$37.27788	\$39.14178	\$41.09887	\$43.15381
16	Hourly	\$14.97118	\$15.71973	\$16.50572	\$17.33101	\$18.19756	\$19.10744	\$20.06281	\$21.06595	\$22.11925	\$23.22521	\$24.38647	\$25.60579	\$26.88608	\$28.23039	\$29.64190	\$31.12400	\$32.68020	\$34.31421	\$36.02992	\$37.83142	\$39.72299	\$41.70914	\$43.79459
17	Hourly	\$15.19348	\$15.95315	\$16.75081	\$17.58835	\$18.46777	\$19.39116	\$20.36072	\$21.37875	\$22.44769	\$23.57007	\$24.74858	\$25.98601	\$27.28531	\$28.64957	\$30.08205	\$31.58615	\$33.16546	\$34.82374	\$36.56492	\$38.39317	\$40.31283	\$42.32847	\$44.44489
18	Hourly	\$15.41909	\$16.19004	\$16.99954	\$17.84952	\$18.74200	\$19.67910	\$20.66305	\$21.69620	\$22.78101	\$23.92006	\$25.11607	\$26.37187	\$27.69046	\$29.07499	\$30.52874	\$32.05517	\$33.65793	\$35.34083	\$37.10787	\$38.96326	\$40.91143	\$42.95700	\$45.10485
19	Hourly	\$15.64804	\$16.43044	\$17.25197	\$18.11456	\$19.02029	\$19.97131	\$20.96987	\$22.01837	\$23.11928	\$24.27525	\$25.48901	\$26.76346	\$28.10163	\$29.50672	\$30.98205	\$32.53115	\$34.15771	\$35.86560	\$37.65888	\$39.54182	\$41.51891	\$43.59486	\$45.77460
20	Hourly	\$15.88040	\$16.67442	\$17.50814	\$18.38354	\$19.30272	\$20.26786	\$21.28125	\$22.34531	\$23.46258	\$24.63571	\$25.86749	\$27.16087	\$28.51891	\$29.94486	\$31.44210	\$33.01420	\$34.66491	\$36.39816	\$38.21807	\$40.12897	\$42.13542	\$44.24219	\$46.45430
21	Hourly	\$16.11620	\$16.92201	\$17.76811	\$18.65652	\$19.58934	\$20.56881	\$21.59725	\$22.67711	\$23.81097	\$25.00152	\$26.25160	\$27.56417	\$28.94238	\$30.38950	\$31.90898	\$33.50443	\$35.17965	\$36.93863	\$38.78556	\$40.72484	\$42.76108	\$44.89914	\$47.14409
22	Hourly	\$16.35551	\$17.17328	\$18.03195	\$18.93355	\$19.88022	\$20.87423	\$21.91795	\$23.01384	\$24.16454	\$25.37276	\$26.64140	\$27.97347	\$29.37214	\$30.84075	\$32.38279	\$34.00193	\$35.70203	\$37.48713	\$39.36148	\$41.32956	\$43.39603	\$45.56584	\$47.84413
23	Hourly	\$16.59837	\$17.42829	\$18.29970	\$19.21469	\$20.17542	\$21.18419	\$22.24340	\$23.35557	\$24.52335	\$25.74952	\$27.03699	\$28.38884	\$29.80829	\$31.29870	\$32.86364	\$34.50682	\$36.23216	\$38.04377	\$39.94596	\$41.94325	\$44.04042	\$46.24244	\$48.55456
24	Hourly	\$16.84484	\$17.68708	\$18.57143	\$19.50000	\$20.47500	\$21.49875	\$22.57369	\$23.70238	\$24.88749	\$26.13187	\$27.43846	\$28.81039	\$30.25091	\$31.76345	\$33.35162	\$35.01920	\$36.77016	\$38.60867	\$40.53911	\$42.56606	\$44.69436	\$46.92908	\$49.27554
25	Hourly	\$17.09496	\$17.94971	\$18.84720	\$19.78956	\$20.77903	\$21.81799	\$22.90888	\$24.05433	\$25.25704	\$26.51990	\$27.84589	\$29.23819	\$30.70010	\$32.23510	\$33.84686	\$35.53920	\$37.31616	\$39.18197	\$41.14106	\$43.19812	\$45.35802	\$47.62593	\$50.00722
26	Hourly	\$17.34880	\$18.21624	\$19.12705	\$20.08341	\$21.08758	\$22.14196	\$23.24905	\$24.41151	\$25.63208	\$26.91369	\$28.25937	\$29.67234	\$31.15596	\$32.71375	\$34.34944	\$36.06691	\$37.87026	\$39.76377	\$41.75196	\$43.83956	\$46.03154	\$48.33311	\$50.74977
27	Hourly	\$17.60641	\$18.48673	\$19.41107	\$20.38162	\$21.40070	\$22.47074	\$23.59428	\$24.77399	\$26.01269	\$27.31332	\$28.67899	\$30.11294	\$31.61859	\$33.19952	\$34.85949	\$36.60247	\$38.43259	\$40.35422	\$42.37193	\$44.49053	\$46.71505	\$49.05081	\$51.50335
28	Hourly	\$17.86785	\$18.76124	\$19.69930	\$20.68427	\$21.71848	\$22.80440	\$23.94462	\$25.14185	\$26.39895	\$27.71889	\$29.10484	\$30.56008	\$32.08809	\$33.69249	\$35.37711	\$37.14597	\$39.00327	\$40.95343	\$43.00110	\$45.15116	\$47.40872	\$49.77915	\$52.26811
29	Hourly	\$18.13316	\$19.03982	\$19.99181	\$20.99140	\$22.04097	\$23.14302	\$24.30017	\$25.51518	\$26.79094	\$28.13049	\$29.53701	\$31.01386	\$32.56456	\$34.19278	\$35.90242	\$37.69754	\$39.58242	\$41.56154	\$43.63962	\$45.82160	\$48.11268	\$50.51832	\$53.04423
30	Hourly	\$18.40242	\$19.32254	\$20.28867	\$21.30310	\$22.36826	\$23.48667	\$24.66100	\$25.89405	\$27.18876	\$28.54819	\$29.97560	\$31.47438	\$33.04810	\$34.70051	\$36.43553	\$38.25731	\$40.17017	\$42.17868	\$44.28762	\$46.50200	\$48.82710	\$51.26845	\$53.83188



**Grade S02
Cafeteria Monitor, Custodian
Aide, Reprographics Aide
2022-2023**

Step	Hourly Rate	3 hours/day 180 days/year
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1	12.00150	\$ 6,481
2	12.17971	6,577
3	12.36056	6,675
4	12.54410	6,774
5	12.73037	6,874
6	12.91940	6,976
7	13.11124	7,080
8	13.30592	7,185
9	13.50350	7,292
10	13.70401	7,400
11	13.90750	7,510
12	14.11401	7,622
13	14.32359	7,735
14	14.53628	7,850
15	14.75212	7,966
16	14.97118	8,084
17	15.19348	8,204
18	15.41909	8,326
19	15.64804	8,450
20	15.88040	8,575
21	16.11620	8,703
22	16.35551	8,832
23	16.59837	8,963
24	16.84484	9,096
25	17.09496	9,231
26	17.34880	9,368
27	17.60641	9,507
28	17.86785	9,649
29	18.13316	9,792
30	18.40242	9,937

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: \$ 12.00150 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
2022 - 2023**

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	\$ 12.60158	\$ 6,805	\$ 10,585	\$ 21,171	\$ 22,935	\$ 26,211
2	12.78869	6,906	10,743	21,485	23,275	26,600
3	12.97859	7,008	10,902	21,804	23,621	26,995
4	13.17131	7,113	11,064	22,128	23,972	27,396
5	13.36689	7,218	11,228	22,456	24,328	27,803
6	13.56537	7,325	11,395	22,790	24,689	28,216
7	13.76680	7,434	11,564	23,128	25,056	28,635
8	13.97122	7,544	11,736	23,472	25,428	29,060
9	14.17868	7,656	11,910	23,820	25,805	29,492
10	14.38921	7,770	12,087	24,174	26,188	29,930
11	14.60288	7,886	12,266	24,533	26,577	30,374
12	14.81971	8,003	12,449	24,897	26,972	30,825
13	15.03977	8,121	12,633	25,267	27,372	31,283
14	15.26309	8,242	12,821	25,642	27,779	31,747
15	15.48973	8,364	13,011	26,023	28,191	32,219
16	15.71973	8,489	13,205	26,409	28,610	32,697
17	15.95315	8,615	13,401	26,801	29,035	33,183
18	16.19004	8,743	13,600	27,199	29,466	33,675
19	16.43044	8,872	13,802	27,603	29,903	34,175
20	16.67442	9,004	14,007	28,013	30,347	34,683
21	16.92201	9,138	14,214	28,429	30,798	35,198
22	17.17328	9,274	14,426	28,851	31,255	35,720
23	17.42829	9,411	14,640	29,280	31,719	36,251
24	17.68708	9,551	14,857	29,714	32,190	36,789
25	17.94971	9,693	15,078	30,156	32,668	37,335
26	18.21624	9,837	15,302	30,603	33,154	37,890
27	18.48673	9,983	15,529	31,058	33,646	38,452
28	18.76124	10,131	15,759	31,519	34,145	39,023
29	19.03982	10,282	15,993	31,987	34,652	39,603
30	19.32254	10,434	16,231	32,462	35,167	40,191

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: \$12.60158 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
2022 - 2023**

Step	Hourly Rate	6.5	7	7	7.5	8
		hours/day 190 days/year	hours/day 187 days/year	hours/day 190 days/year	hours/day 190 days/year	hours/day 260 days/year
1	\$ 13.23165	\$ 16,341	\$ 17,320	\$ 17,598	\$ 18,855	\$ 27,522
2	13.42813	16,584	17,577	17,859	19,135	27,931
3	13.62752	16,830	17,838	18,125	19,419	28,345
4	13.82987	17,080	18,103	18,394	19,708	28,766
5	14.03523	17,334	18,372	18,667	20,000	29,193
6	14.24364	17,591	18,645	18,944	20,297	29,627
7	14.45514	17,852	18,922	19,225	20,599	30,067
8	14.66978	18,117	19,203	19,511	20,904	30,513
9	14.88761	18,386	19,488	19,801	21,215	30,966
10	15.10867	18,659	19,777	20,095	21,530	31,426
11	15.33302	18,936	20,071	20,393	21,850	31,893
12	15.56070	19,217	20,369	20,696	22,174	32,366
13	15.79176	19,503	20,671	21,003	22,503	32,847
14	16.02625	19,792	20,978	21,315	22,837	33,335
15	16.26422	20,086	21,290	21,631	23,177	33,830
16	16.50572	20,385	21,606	21,953	23,521	34,332
17	16.75081	20,687	21,927	22,279	23,870	34,842
18	16.99954	20,994	22,252	22,609	24,224	35,359
19	17.25197	21,306	22,583	22,945	24,584	35,884
20	17.50814	21,623	22,918	23,286	24,949	36,417
21	17.76811	21,944	23,258	23,632	25,320	36,958
22	18.03195	22,269	23,604	23,982	25,696	37,506
23	18.29970	22,600	23,954	24,339	26,077	38,063
24	18.57143	22,936	24,310	24,700	26,464	38,629
25	18.84720	23,276	24,671	25,067	26,857	39,202
26	19.12705	23,622	25,037	25,439	27,256	39,784
27	19.41107	23,973	25,409	25,817	27,661	40,375
28	19.69930	24,329	25,786	26,200	28,072	40,975
29	19.99181	24,690	26,169	26,589	28,488	41,583
30	20.28867	25,057	26,558	26,984	28,911	42,200

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
2022 - 2023**

Step	Hourly Rate	5 hours/day 188 days/year
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1	\$ 13.89324	\$ 13,060
2	14.09953	13,254
3	14.30890	13,450
4	14.52137	13,650
5	14.73699	13,853
6	14.95582	14,058
7	15.17790	14,267
8	15.40327	14,479
9	15.63199	14,694
10	15.86411	14,912
11	16.09967	15,134
12	16.33873	15,358
13	16.58134	15,586
14	16.82756	15,818
15	17.07743	16,053
16	17.33101	16,291
17	17.58835	16,533
18	17.84952	16,779
19	18.11456	17,028
20	18.38354	17,281
21	18.65652	17,537
22	18.93355	17,798
23	19.21469	18,062
24	19.50000	18,330
25	19.78956	18,602
26	20.08341	18,878
27	20.38162	19,159
28	20.68427	19,443
29	20.99140	19,732
30	21.30310	20,025

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: \$ 13.89324 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
2022 - 2023**

Step	Hourly Rate	3.25	6.5	7	7.5
		hours/day 182 days/year	hours/day 189 days/year	hours/day 189 days/year	hours/day 189 days/year
1	\$ 14.58790	\$ 8,629	\$ 17,921	\$ 19,300	\$ 20,678
2	14.80451	8,757	18,187	19,586	20,985
3	15.02434	8,887	18,457	19,877	21,297
4	15.24744	9,019	18,731	20,172	21,613
5	15.47384	9,153	19,010	20,472	21,934
6	15.70361	9,289	19,292	20,776	22,260
7	15.93679	9,427	19,578	21,084	22,590
8	16.17343	9,567	19,869	21,397	22,926
9	16.41359	9,709	20,164	21,715	23,266
10	16.65731	9,853	20,464	22,038	23,612
11	16.90466	9,999	20,767	22,365	23,962
12	17.15567	10,148	21,076	22,697	24,318
13	17.41041	10,298	21,389	23,034	24,679
14	17.66894	10,451	21,706	23,376	25,046
15	17.93130	10,606	22,029	23,723	25,418
16	18.19756	10,764	22,356	24,075	25,795
17	18.46777	10,924	22,688	24,433	26,178
18	18.74200	11,086	23,025	24,796	26,567
19	19.02029	11,251	23,366	25,164	26,961
20	19.30272	11,418	23,713	25,538	27,362
21	19.58934	11,587	24,066	25,917	27,768
22	19.88022	11,759	24,423	26,302	28,180
23	20.17542	11,934	24,786	26,692	28,599
24	20.47500	12,111	25,154	27,088	29,023
25	20.77903	12,291	25,527	27,491	29,454
26	21.08758	12,473	25,906	27,899	29,892
27	21.40070	12,659	26,291	28,313	30,335
28	21.71848	12,846	26,681	28,734	30,786
29	22.04097	13,037	27,077	29,160	31,243
30	22.36826	13,231	27,479	29,593	31,707

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 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: \$ 14.58790

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
2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 15.31729	\$ 31,860
2	\$ 15.54474	32,333
3	\$ 15.77556	32,813
4	\$ 16.00981	33,300
5	\$ 16.24753	33,795
6	\$ 16.48879	34,297
7	\$ 16.73363	34,806
8	\$ 16.98211	35,323
9	\$ 17.23427	35,847
10	\$ 17.49018	36,380
11	\$ 17.74989	36,920
12	\$ 18.01345	37,468
13	\$ 18.28093	38,024
14	\$ 18.55238	38,589
15	\$ 18.82786	39,162
16	\$ 19.10744	39,743
17	\$ 19.39116	40,334
18	\$ 19.67910	40,933
19	\$ 19.97131	41,540
20	\$ 20.26786	42,157
21	\$ 20.56881	42,783
22	\$ 20.87423	43,418
23	\$ 21.18419	44,063
24	\$ 21.49875	44,717
25	\$ 21.81799	45,381
26	\$ 22.14196	46,055
27	\$ 22.47074	46,739
28	\$ 22.80440	47,433
29	\$ 23.14302	48,137
30	\$ 23.48667	48,852

**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
Family Engagement Coordinator
Parent Resource Center Coordinator
Secretary (Attendance, Central Office, School, and Transportation)
Student Support Specialist
2022 - 2023

Step	Hourly Rate	5.25 hours/day 189 days/year	7 hours/day 192 days/year	8 hours/day 210 days/year	5 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 16.08316	\$ 15,959	\$ 21,616	\$ 27,020	\$ 20,908	\$ 33,453
2	16.32197	16,195	21,937	27,421	21,219	33,950
3	16.56434	16,436	22,262	27,828	21,534	34,454
4	16.81030	16,680	22,593	28,241	21,853	34,965
5	17.05991	16,928	22,929	28,661	22,178	35,485
6	17.31323	17,179	23,269	29,086	22,507	36,012
7	17.57031	17,434	23,614	29,518	22,841	36,546
8	17.83121	17,693	23,965	29,956	23,181	37,089
9	18.09598	17,956	24,321	30,401	23,525	37,640
10	18.36469	18,222	24,682	30,853	23,874	38,199
11	18.63738	18,493	25,049	31,311	24,229	38,766
12	18.91413	18,768	25,421	31,776	24,588	39,341
13	19.19498	19,046	25,798	32,248	24,953	39,926
14	19.48000	19,329	26,181	32,726	25,324	40,518
15	19.76926	19,616	26,570	33,212	25,700	41,120
16	20.06281	19,907	26,964	33,706	26,082	41,731
17	20.36072	20,203	27,365	34,206	26,469	42,350
18	20.66305	20,503	27,771	34,714	26,862	42,979
19	20.96987	20,807	28,184	35,229	27,261	43,617
20	21.28125	21,116	28,602	35,753	27,666	44,265
21	21.59725	21,430	29,027	36,283	28,076	44,922
22	21.91795	21,748	29,458	36,822	28,493	45,589
23	22.24340	22,071	29,895	37,369	28,916	46,266
24	22.57369	22,399	30,339	37,924	29,346	46,953
25	22.90888	22,731	30,790	38,487	29,782	47,650
26	23.24905	23,069	31,247	39,058	30,224	48,358
27	23.59428	23,411	31,711	39,638	30,673	49,076
28	23.94462	23,759	32,182	40,227	31,128	49,805
29	24.30017	24,112	32,659	40,824	31,590	50,544
30	24.66100	24,470	33,144	41,430	32,059	51,295

Benefits for 10-month Full-Time (189, 210 Day) Parent Resource Center Coordinator, Secretary, Family Engagement Coordinator, 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 Central Office, School, and Transportation 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

Hourly Rate for Substitute Student Support Specialist: \$ 16.08316 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
 2022 - 2023**

Step	Hourly Rate	5 hours/day 189 days/year	8 hours/day 260 days/year
1	\$ 16.88732	\$ 15,959	\$ 35,126
2	17.13807	16,195	35,647
3	17.39255	16,436	36,177
4	17.65081	16,680	36,714
5	17.91291	16,928	37,259
6	18.17889	17,179	37,812
7	18.44883	17,434	38,374
8	18.72277	17,693	38,943
9	19.00078	17,956	39,522
10	19.28292	18,222	40,108
11	19.56925	18,493	40,704
12	19.85983	18,768	41,308
13	20.15473	19,046	41,922
14	20.45400	19,329	42,544
15	20.75772	19,616	43,176
16	21.06595	19,907	43,817
17	21.37875	20,203	44,468
18	21.69620	20,503	45,128
19	22.01837	20,807	45,798
20	22.34531	21,116	46,478
21	22.67711	21,430	47,168
22	23.01384	21,748	47,869
23	23.35557	22,071	48,580
24	23.70238	22,399	49,301
25	24.05433	22,731	50,033
26	24.41151	23,069	50,776
27	24.77399	23,411	51,530
28	25.14185	23,759	52,295
29	25.51518	24,112	53,072
30	25.89405	24,470	53,860

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: \$ 16.88732 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
2022 - 2023

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	\$ 17.73168	\$ 16,756	\$ 20,108	\$ 23,459	\$ 27,236	\$ 29,789	\$ 36,882
2	17.99498	17,005	20,406	23,807	27,640	30,232	37,430
3	18.26218	17,258	20,709	24,161	28,051	30,680	37,985
4	18.53335	17,514	21,017	24,520	28,467	31,136	38,549
5	18.80855	17,774	21,329	24,884	28,890	31,598	39,122
6	19.08784	18,038	21,646	25,253	29,319	32,068	39,703
7	19.37127	18,306	21,967	25,628	29,754	32,544	40,292
8	19.65891	18,578	22,293	26,009	30,196	33,027	40,891
9	19.95082	18,854	22,624	26,395	30,644	33,517	41,498
10	20.24707	19,133	22,960	26,787	31,099	34,015	42,114
11	20.54771	19,418	23,301	27,185	31,561	34,520	42,739
12	20.85282	19,706	23,647	27,588	32,030	35,033	43,374
13	21.16246	19,999	23,998	27,998	32,506	35,553	44,018
14	21.47670	20,295	24,355	28,414	32,988	36,081	44,672
15	21.79561	20,597	24,716	28,836	33,478	36,617	45,335
16	22.11925	20,903	25,083	29,264	33,975	37,160	46,008
17	22.44769	21,213	25,456	29,698	34,480	37,712	46,691
18	22.78101	21,528	25,834	30,139	34,992	38,272	47,385
19	23.11928	21,848	26,217	30,587	35,511	38,840	48,088
20	23.46258	22,172	26,607	31,041	36,039	39,417	48,802
21	23.81097	22,501	27,002	31,502	36,574	40,002	49,527
22	24.16454	22,835	27,403	31,970	37,117	40,596	50,262
23	24.52335	23,175	27,809	32,444	37,668	41,199	51,009
24	24.88749	23,519	28,222	32,926	38,227	41,811	51,766
25	25.25704	23,868	28,641	33,415	38,795	42,432	52,535
26	25.63208	24,222	29,067	33,911	39,371	43,062	53,315
27	26.01269	24,582	29,498	34,415	39,955	43,701	54,106
28	26.39895	24,947	29,936	34,926	40,549	44,350	54,910
29	26.79094	25,317	30,381	35,444	41,151	45,009	55,725
30	27.18876	25,693	30,832	35,971	41,762	45,677	56,553

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: \$ 17.99498 per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 17.99498 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

2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 18.61827	\$ 38,726
2	18.89473	39,301
3	19.17529	39,885
4	19.46002	40,477
5	19.74898	41,078
6	20.04223	41,688
7	20.33983	42,307
8	20.64186	42,935
9	20.94836	43,573
10	21.25942	44,220
11	21.57510	44,876
12	21.89546	45,543
13	22.22059	46,219
14	22.55054	46,905
15	22.88539	47,602
16	23.22521	48,308
17	23.57007	49,026
18	23.92006	49,754
19	24.27525	50,493
20	24.63571	51,242
21	25.00152	52,003
22	25.37276	52,775
23	25.74952	53,559
24	26.13187	54,354
25	26.51990	55,161
26	26.91369	55,980
27	27.31332	56,812
28	27.71889	57,655
29	28.13049	58,511
30	28.54819	59,380

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 S12

Unassigned

2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 19.54918	\$ 40,662
2	19.83946	41,266
3	20.13405	41,879
4	20.43302	42,501
5	20.73643	43,132
6	21.04434	43,772
7	21.35682	44,422
8	21.67395	45,082
9	21.99578	45,751
10	22.32239	46,431
11	22.65385	47,120
12	22.99024	47,820
13	23.33162	48,530
14	23.67806	49,250
15	24.02966	49,982
16	24.38647	50,724
17	24.74858	51,477
18	25.11607	52,241
19	25.48901	53,017
20	25.86749	53,804
21	26.25160	54,603
22	26.64140	55,414
23	27.03699	56,237
24	27.43846	57,072
25	27.84589	57,919
26	28.25937	58,779
27	28.67899	59,652
28	29.10484	60,538
29	29.53701	61,437
30	29.97560	62,349

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
2022 - 2023**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 20.52664	\$ 42,695
2	20.83143	43,329
3	21.14076	43,973
4	21.45467	44,626
5	21.77325	45,288
6	22.09656	45,961
7	22.42467	46,643
8	22.75765	47,336
9	23.09557	48,039
10	23.43851	48,752
11	23.78655	49,476
12	24.13975	50,211
13	24.49820	50,956
14	24.86197	51,713
15	25.23114	52,481
16	25.60579	53,260
17	25.98601	54,051
18	26.37187	54,853
19	26.76346	55,668
20	27.16087	56,495
21	27.56417	57,333
22	27.97347	58,185
23	28.38884	59,049
24	28.81039	59,926
25	29.23819	60,815
26	29.67234	61,718
27	30.11294	62,635
28	30.56008	63,565
29	31.01386	64,509
30	31.47438	65,467

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
2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 21.55297	\$ 44,830
2	21.87301	45,496
3	22.19779	46,171
4	22.52741	46,857
5	22.86191	47,553
6	23.20139	48,259
7	23.54590	48,975
8	23.89553	49,703
9	24.25035	50,441
10	24.61044	51,190
11	24.97587	51,950
12	25.34674	52,721
13	25.72311	53,504
14	26.10507	54,299
15	26.49270	55,105
16	26.88608	55,923
17	27.28531	56,753
18	27.69046	57,596
19	28.10163	58,451
20	28.51891	59,319
21	28.94238	60,200
22	29.37214	61,094
23	29.80829	62,001
24	30.25091	62,922
25	30.70010	63,856
26	31.15596	64,804
27	31.61859	65,767
28	32.08809	66,743
29	32.56456	67,734
30	33.04810	68,740

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
2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 22.63062	\$ 47,072
2	22.96666	47,771
3	23.30768	48,480
4	23.65378	49,200
5	24.00501	49,930
6	24.36145	50,672
7	24.72319	51,424
8	25.09030	52,188
9	25.46287	52,963
10	25.84096	53,749
11	26.22467	54,547
12	26.61407	55,357
13	27.00926	56,179
14	27.41032	57,013
15	27.81733	57,860
16	28.23039	58,719
17	28.64957	59,591
18	29.07499	60,476
19	29.50672	61,374
20	29.94486	62,285
21	30.38950	63,210
22	30.84075	64,149
23	31.29870	65,101
24	31.76345	66,068
25	32.23510	67,049
26	32.71375	68,045
27	33.19952	69,055
28	33.69249	70,080
29	34.19278	71,121
30	34.70051	72,177

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
2022 - 2023

Step	Hourly Rate	7	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 23.76215	\$ 33,267	\$ 49,425
2	24.11499	33,761	50,159
3	24.47307	34,262	50,904
4	24.83647	34,771	51,660
5	25.20526	35,287	52,427
6	25.57953	35,811	53,205
7	25.95935	36,343	53,995
8	26.34482	36,883	54,797
9	26.73601	37,430	55,611
10	27.13301	37,986	56,437
11	27.53590	38,550	57,275
12	27.94478	39,123	58,125
13	28.35973	39,704	58,988
14	28.78083	40,293	59,864
15	29.20820	40,891	60,753
16	29.64190	41,499	61,655
17	30.08205	42,115	62,571
18	30.52874	42,740	63,500
19	30.98205	43,375	64,443
20	31.44210	44,019	65,400
21	31.90898	44,673	66,371
22	32.38279	45,336	67,356
23	32.86364	46,009	68,356
24	33.35162	46,692	69,371
25	33.84686	47,386	70,401
26	34.34944	48,089	71,447
27	34.85949	48,803	72,508
28	35.37711	49,528	73,584
29	35.90242	50,263	74,677
30	36.43553	51,010	75,786

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
Employee Benefits/Payroll Specialist
Grant Specialist
Student Information Systems Specialist
2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 24.95026	\$ 51,897
2	25.32074	52,667
3	25.69672	53,449
4	26.07829	54,243
5	26.46552	55,048
6	26.85850	55,866
7	27.25732	56,695
8	27.66206	57,537
9	28.07281	58,391
10	28.48966	59,258
11	28.91270	60,138
12	29.34202	61,031
13	29.77771	61,938
14	30.21988	62,857
15	30.66861	63,791
16	31.12400	64,738
17	31.58615	65,699
18	32.05517	66,675
19	32.53115	67,665
20	33.01420	68,670
21	33.50443	69,689
22	34.00193	70,724
23	34.50682	71,774
24	35.01920	72,840
25	35.53920	73,922
26	36.06691	75,019
27	36.60247	76,133
28	37.14597	77,264
29	37.69754	78,411
30	38.25731	79,575

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

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
2022 - 2023**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 26.19777	\$ 54,491
2	26.58678	55,300
3	26.98156	56,122
4	27.38220	56,955
5	27.78880	57,801
6	28.20143	58,659
7	28.62019	59,530
8	29.04516	60,414
9	29.47645	61,311
10	29.91414	62,221
11	30.35833	63,145
12	30.80912	64,083
13	31.26660	65,035
14	31.73087	66,000
15	32.20204	66,980
16	32.68020	67,975
17	33.16546	68,984
18	33.65793	70,008
19	34.15771	71,048
20	34.66491	72,103
21	35.17965	73,174
22	35.70203	74,260
23	36.23216	75,363
24	36.77016	76,482
25	37.31616	77,618
26	37.87026	78,770
27	38.43259	79,940
28	39.00327	81,127
29	39.58242	82,331
30	40.17017	83,554

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.**



Grade S19
Unassigned
2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 27.50766	\$ 57,216
2	27.91611	58,066
3	28.33064	58,928
4	28.75131	59,803
5	29.17824	60,691
6	29.61150	61,592
7	30.05120	62,506
8	30.49742	63,435
9	30.95027	64,377
10	31.40985	65,332
11	31.87625	66,303
12	32.34957	67,287
13	32.82993	68,286
14	33.31741	69,300
15	33.81214	70,329
16	34.31421	71,374
17	34.82374	72,433
18	35.34083	73,509
19	35.86560	74,600
20	36.39816	75,708
21	36.93863	76,832
22	37.48713	77,973
23	38.04377	79,131
24	38.60867	80,306
25	39.18197	81,498
26	39.76377	82,709
27	40.35422	83,937
28	40.95343	85,183
29	41.56154	86,448
30	42.17868	87,732

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

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**Grade S20
Programmer
School Nurse
2022 - 2023**

Step	Hourly Rate	8	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 28.88304	\$ 46,213	\$ 60,077
2	29.31192	46,899	60,969
3	29.74717	47,595	61,874
4	30.18888	48,302	62,793
5	30.63715	49,019	63,725
6	31.09208	49,747	64,672
7	31.55376	50,486	65,632
8	32.02229	51,236	66,606
9	32.49779	51,996	67,595
10	32.98034	52,769	68,599
11	33.47006	53,552	69,618
12	33.96705	54,347	70,651
13	34.47142	55,154	71,701
14	34.98328	55,973	72,765
15	35.50275	56,804	73,846
16	36.02992	57,648	74,942
17	36.56492	58,504	76,055
18	37.10787	59,373	77,184
19	37.65888	60,254	78,330
20	38.21807	61,149	79,494
21	38.78556	62,057	80,674
22	39.36148	62,978	81,872
23	39.94596	63,914	83,088
24	40.53911	64,863	84,321
25	41.14106	65,826	85,573
26	41.75196	66,803	86,844
27	42.37193	67,795	88,134
28	43.00110	68,802	89,442
29	43.63962	69,823	90,770
30	44.28762	70,860	92,118

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 Nurse \$ 28.88304 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
2022 - 2023**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 30.32719	\$ 63,081
2	30.77752	64,017
3	31.23453	64,968
4	31.69832	65,933
5	32.16901	66,912
6	32.64668	67,905
7	33.13144	68,913
8	33.62341	69,937
9	34.12268	70,975
10	34.62936	72,029
11	35.14356	73,099
12	35.66540	74,184
13	36.19499	75,286
14	36.73245	76,403
15	37.27788	77,538
16	37.83142	78,689
17	38.39317	79,858
18	38.96326	81,044
19	39.54182	82,247
20	40.12897	83,468
21	40.72484	84,708
22	41.32956	85,965
23	41.94325	87,242
24	42.56606	88,537
25	43.19812	89,852
26	43.83956	91,186
27	44.49053	92,540
28	45.15116	93,914
29	45.82160	95,309
30	46.50200	96,724

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Grade S22
Clerk of the Works
School Social Worker
Workforce Coordinator
2022 - 2023

Step	Hourly Rate	4	8
		hours/day 260 days/year	hours/day 210 days/year
1	\$ 31.84355	\$ 33,117	\$ 53,497
2	32.31639	33,609	54,292
3	32.79625	34,108	55,098
4	33.28324	34,615	55,916
5	33.77746	35,129	56,746
6	34.27901	35,650	57,589
7	34.78802	36,180	58,444
8	35.30458	36,717	59,312
9	35.82881	37,262	60,192
10	36.36083	37,815	61,086
11	36.90074	38,377	61,993
12	37.44868	38,947	62,914
13	38.00474	39,525	63,848
14	38.56907	40,112	64,796
15	39.14178	40,707	65,758
16	39.72299	41,312	66,735
17	40.31283	41,925	67,726
18	40.91143	42,548	68,731
19	41.51891	43,180	69,752
20	42.13542	43,821	70,788
21	42.76108	44,472	71,839
22	43.39603	45,132	72,905
23	44.04042	45,802	73,988
24	44.69436	46,482	75,087
25	45.35802	47,172	76,201
26	46.03154	47,873	77,333
27	46.71505	48,584	78,481
28	47.40872	49,305	79,647
29	48.11268	50,037	80,829
30	48.82710	50,780	82,030

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

2022 - 2023

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 33.43573	\$ 69,546
2	33.93221	70,579
3	34.43607	71,627
4	34.94740	72,691
5	35.46633	73,770
6	35.99296	74,865
7	36.52742	75,977
8	37.06981	77,105
9	37.62025	78,250
10	38.17887	79,412
11	38.74578	80,591
12	39.32111	81,788
13	39.90498	83,002
14	40.49752	84,235
15	41.09887	85,486
16	41.70914	86,755
17	42.32847	88,043
18	42.95700	89,351
19	43.59486	90,677
20	44.24219	92,024
21	44.89914	93,390
22	45.56584	94,777
23	46.24244	96,184
24	46.92908	97,612
25	47.62593	99,062
26	48.33311	100,533
27	49.05081	102,026
28	49.77915	103,541
29	50.51832	105,078
30	51.26845	106,638

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 S24

Coordinator of Athletic Training
Coordinator of School Counseling
Coordinator of Technology Systems
Regional Adult Education Program Manager
School Psychologist

2022 - 2023

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	\$ 35.10752	\$ 56,172	\$ 58,981	\$ 61,789	\$ 73,024
2	\$ 35.62882	57,006	59,856	62,707	74,108
3	\$ 36.15787	57,853	60,745	63,638	75,208
4	\$ 36.69477	58,712	61,647	64,583	76,325
5	\$ 37.23965	59,583	62,563	65,542	77,458
6	\$ 37.79261	60,468	63,492	66,515	78,609
7	\$ 38.35379	61,366	64,434	67,503	79,776
8	\$ 38.92330	62,277	65,391	68,505	80,960
9	\$ 39.50126	63,202	66,362	69,522	82,163
10	\$ 40.08781	64,140	67,348	70,555	83,383
11	\$ 40.68307	65,093	68,348	71,602	84,621
12	\$ 41.28716	66,059	69,362	72,665	85,877
13	\$ 41.90023	67,040	70,392	73,744	87,152
14	\$ 42.52240	68,036	71,438	74,839	88,447
15	\$ 43.15381	69,046	72,498	75,951	89,760
16	\$ 43.79459	70,071	73,575	77,078	91,093
17	\$ 44.44489	71,112	74,667	78,223	92,445
18	\$ 45.10485	72,168	75,776	79,385	93,818
19	\$ 45.77460	73,239	76,901	80,563	95,211
20	\$ 46.45430	74,327	78,043	81,760	96,625
21	\$ 47.14409	75,431	79,202	82,974	98,060
22	\$ 47.84413	76,551	80,378	84,206	99,516
23	\$ 48.55456	77,687	81,572	85,456	100,993
24	\$ 49.27554	78,841	82,783	86,725	102,493
25	\$ 50.00722	80,012	84,012	88,013	104,015
26	\$ 50.74977	81,200	85,260	89,320	105,560
27	\$ 51.50335	82,405	86,526	90,646	107,127
28	\$ 52.26811	83,629	87,810	91,992	108,718
29	\$ 53.04423	84,871	89,114	93,358	110,332
30	\$ 53.83188	86,131	90,438	94,744	111,970

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
2022 - 2023
 Base Factor: \$46,740

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	1	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
2022-2023

Base Factor =	Experience Factor =		Percentage Factors											
\$46,740	\$100		21%	14%	10%	9%	8%	7%	6%	5%	4%	3%	2%	1%
0	\$9,816	\$6,544	\$4,674	\$4,207	\$3,740	\$3,272	\$2,805	\$2,337	\$1,870	\$1,403	\$935	\$468		
1	\$9,837	\$6,558	\$4,684	\$4,216	\$3,748	\$3,279	\$2,811	\$2,342	\$1,874	\$1,406	\$937	\$469		
2	\$9,858	\$6,572	\$4,694	\$4,225	\$3,756	\$3,286	\$2,817	\$2,347	\$1,878	\$1,409	\$939	\$470		
3	\$9,879	\$6,586	\$4,704	\$4,234	\$3,764	\$3,293	\$2,823	\$2,352	\$1,882	\$1,412	\$941	\$471		
4	\$9,900	\$6,600	\$4,714	\$4,243	\$3,772	\$3,300	\$2,829	\$2,357	\$1,886	\$1,415	\$943	\$472		
5	\$9,921	\$6,614	\$4,724	\$4,252	\$3,780	\$3,307	\$2,835	\$2,362	\$1,890	\$1,418	\$945	\$473		
6	\$9,942	\$6,628	\$4,734	\$4,261	\$3,788	\$3,314	\$2,841	\$2,367	\$1,894	\$1,421	\$947	\$474		
7	\$9,963	\$6,642	\$4,744	\$4,270	\$3,796	\$3,321	\$2,847	\$2,372	\$1,898	\$1,424	\$949	\$475		
8	\$9,984	\$6,656	\$4,754	\$4,279	\$3,804	\$3,328	\$2,853	\$2,377	\$1,902	\$1,427	\$951	\$476		
9	\$10,005	\$6,670	\$4,764	\$4,288	\$3,812	\$3,335	\$2,859	\$2,382	\$1,906	\$1,430	\$953	\$477		
10	\$10,026	\$6,684	\$4,774	\$4,297	\$3,820	\$3,342	\$2,865	\$2,387	\$1,910	\$1,433	\$955	\$478		
11	\$10,047	\$6,698	\$4,784	\$4,306	\$3,828	\$3,349	\$2,871	\$2,392	\$1,914	\$1,436	\$957	\$479		
12	\$10,068	\$6,712	\$4,794	\$4,315	\$3,836	\$3,356	\$2,877	\$2,397	\$1,918	\$1,439	\$959	\$480		
13	\$10,089	\$6,726	\$4,804	\$4,324	\$3,844	\$3,363	\$2,883	\$2,402	\$1,922	\$1,442	\$961	\$481		
14	\$10,110	\$6,740	\$4,814	\$4,333	\$3,852	\$3,370	\$2,889	\$2,407	\$1,926	\$1,445	\$963	\$482		
15	\$10,131	\$6,754	\$4,824	\$4,342	\$3,860	\$3,377	\$2,895	\$2,412	\$1,930	\$1,448	\$965	\$483		
16	\$10,152	\$6,768	\$4,834	\$4,351	\$3,868	\$3,384	\$2,901	\$2,417	\$1,934	\$1,451	\$967	\$484		
17	\$10,173	\$6,782	\$4,844	\$4,360	\$3,876	\$3,391	\$2,907	\$2,422	\$1,938	\$1,454	\$969	\$485		
18	\$10,194	\$6,796	\$4,854	\$4,369	\$3,884	\$3,398	\$2,913	\$2,427	\$1,942	\$1,457	\$971	\$486		
19	\$10,215	\$6,810	\$4,864	\$4,378	\$3,892	\$3,405	\$2,919	\$2,432	\$1,946	\$1,460	\$973	\$487		
20	\$10,236	\$6,824	\$4,874	\$4,387	\$3,900	\$3,412	\$2,925	\$2,437	\$1,950	\$1,463	\$975	\$488		
21	\$10,257	\$6,838	\$4,884	\$4,396	\$3,908	\$3,419	\$2,931	\$2,442	\$1,954	\$1,466	\$977	\$489		
22	\$10,278	\$6,852	\$4,894	\$4,405	\$3,916	\$3,426	\$2,937	\$2,447	\$1,958	\$1,469	\$979	\$490		
23	\$10,299	\$6,866	\$4,904	\$4,414	\$3,924	\$3,433	\$2,943	\$2,452	\$1,962	\$1,472	\$981	\$491		
24	\$10,320	\$6,880	\$4,914	\$4,423	\$3,932	\$3,440	\$2,949	\$2,457	\$1,966	\$1,475	\$983	\$492		
25	\$10,341	\$6,894	\$4,924	\$4,432	\$3,940	\$3,447	\$2,955	\$2,462	\$1,970	\$1,478	\$985	\$493		
26	\$10,362	\$6,908	\$4,934	\$4,441	\$3,948	\$3,454	\$2,961	\$2,467	\$1,974	\$1,481	\$987	\$494		
27	\$10,383	\$6,922	\$4,944	\$4,450	\$3,956	\$3,461	\$2,967	\$2,472	\$1,978	\$1,484	\$989	\$495		
28	\$10,404	\$6,936	\$4,954	\$4,459	\$3,964	\$3,468	\$2,973	\$2,477	\$1,982	\$1,487	\$991	\$496		
29	\$10,425	\$6,950	\$4,964	\$4,468	\$3,972	\$3,475	\$2,979	\$2,482	\$1,986	\$1,490	\$993	\$497		
30	\$10,446	\$6,964	\$4,974	\$4,477	\$3,980	\$3,482	\$2,985	\$2,487	\$1,990	\$1,493	\$995	\$498		

	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	Robotics Team Sponsor
	School Productions Instructor	
	Robotics Team Sponsor Assistant	
2%	9th Grade Class Sponsor	Math Counts Sponsor
	10th Grade Class Sponsor	
	Drumline Instructor	
	Spirit Club Sponsor	
1%	Assistant Marching Instructor	
	Front Ensemble Instructor	
	Band Camp Staff	

Salem City Schools
Salary Supplements for 2022 - 2023

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
School Food Pantry Clothing Program Sponsor	\$1,042
Andrew Lewis Middle School	
Custodial Night Supervisor	
Salem High School	\$1,060
Andrew Lewis Middle School	\$1,060
National Board Certification Supplement	\$2,500