



SALEM CITY SCHOOLS 2023 - 2024 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	\$48,880	\$50,016	\$51,721	\$53,426	\$53,995	\$54,563	\$55,132
1	49,568	50,720	52,449	54,179	54,755	55,331	55,908
2	50,266	51,434	53,188	54,941	55,526	56,110	56,695
3	50,973	52,158	53,937	55,715	56,308	56,900	57,493
4	51,691	52,893	54,696	56,499	57,101	57,701	58,303
5	52,419	53,637	55,466	57,295	57,905	58,514	59,124
6	53,157	54,393	56,247	58,102	58,720	59,338	59,956
7	53,905	55,158	57,039	58,920	59,547	60,173	60,800
8	54,664	55,935	57,842	59,749	60,385	61,020	61,656
9	55,434	56,723	58,657	60,590	61,236	61,879	62,524
10	56,214	57,521	59,482	61,444	62,098	62,751	63,405
11	57,006	58,331	60,320	62,309	62,972	63,634	64,297
12	57,809	59,152	61,169	63,186	63,859	64,530	65,203
13	58,623	59,985	62,030	64,076	64,758	65,439	66,121
14	59,448	60,830	62,904	64,978	65,670	66,360	67,052
15	60,285	61,686	63,789	65,893	66,594	67,294	67,996
16	61,134	62,555	64,688	66,820	67,532	68,242	68,953
17	61,994	63,436	65,598	67,761	68,483	69,203	69,924
18	62,867	64,329	66,522	68,715	69,447	70,177	70,909
19	63,753	65,234	67,459	69,683	70,425	71,165	71,907
20	64,650	66,153	68,408	70,664	71,416	72,167	72,919
21	65,560	67,084	69,372	71,659	72,422	73,183	73,946
22	66,483	68,029	70,348	72,668	73,441	74,214	74,987
23	67,420	68,987	71,339	73,691	74,475	75,258	76,043
24	68,369	69,958	72,343	74,728	75,524	76,318	77,114
25	69,331	70,943	73,362	75,781	76,587	77,393	78,199
26	70,308	71,942	74,395	76,848	77,666	78,482	79,300
27	71,297	72,955	75,442	77,930	78,759	79,587	80,417
28	72,301	73,982	76,504	79,027	79,868	80,708	81,549
29	73,319	75,024	77,582	80,139	80,993	81,844	82,697
30+	74,352	76,080	78,674	81,268	82,133	82,997	83,862

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