



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2026-2027 ADMINISTRATOR SALARY SCALE**

	A01	A02	A02	A03	A04	A05	A07	A08	A10
	Athletic Director and Events Supervisor	Elementary School Assistant Principal	Coordinator Middle School Assistant Principal	Supervisor High School Assistant Principal	Elementary Principal	Middle School Principal	Director High School Principal	Chief Financial Officer Executive Director of Human Resources	Deputy Superintendent
Step	260 Day	220 Day	260 Day	260 Day	260 Day	260 Day	260 Day	260 Day	260 Day
1	\$81,744	\$72,626	\$85,831	\$90,123	\$94,629	\$99,360	\$109,545	\$117,761	\$136,087
2	83,215	73,934	87,376	91,745	96,332	101,149	111,517	119,880	138,537
3	84,713	75,264	88,949	93,396	98,066	102,970	113,524	122,038	141,030
4	86,238	76,619	90,550	95,078	99,831	104,823	115,567	124,235	143,569
5	87,790	77,998	92,180	96,789	101,628	106,710	117,648	126,471	146,153
6	89,371	79,402	93,839	98,531	103,458	108,631	119,765	128,748	148,784
7	90,979	80,832	95,528	100,305	105,320	110,586	121,921	131,065	151,462
8	92,617	82,287	97,248	102,110	107,216	112,576	124,116	133,424	154,188
9	94,284	83,768	98,998	103,948	109,146	114,603	126,350	135,826	156,964
10	95,981	85,276	100,780	105,819	111,110	116,666	128,624	138,271	159,789
11	97,709	86,811	102,594	107,724	113,110	118,766	130,939	140,760	162,665
12	99,468	88,373	104,441	109,663	115,146	120,903	133,296	143,293	165,593
13	101,258	89,964	106,321	111,637	117,219	123,080	135,695	145,873	168,574
14	103,081	91,583	108,235	113,646	119,329	125,295	138,138	148,498	171,608
15	104,936	93,232	110,183	115,692	121,477	127,550	140,624	151,171	174,697
16	106,825	94,910	112,166	117,774	123,663	129,846	143,156	153,892	177,842
17	108,748	96,618	114,185	119,894	125,889	132,184	145,732	156,662	181,043
18	110,705	98,357	116,240	122,053	128,155	134,563	148,356	159,482	184,302
19	112,698	100,128	118,333	124,249	130,462	136,985	151,026	162,353	187,619
20	114,726	101,930	120,463	126,486	132,810	139,451	153,744	165,275	190,996

Benefits for 11-month Positions (220 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 and 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 and 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.