



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	\$49,344	\$50,491	\$52,212	\$53,934	\$54,508	\$55,081	\$55,655
1	50,039	51,202	52,948	54,693	55,276	55,857	56,439
2	50,743	51,923	53,693	55,463	56,054	56,643	57,234
3	51,458	52,654	54,449	56,244	56,843	57,441	58,039
4	52,182	53,395	55,216	57,036	57,643	58,249	58,857
5	52,917	54,147	55,993	57,839	58,455	59,070	59,685
6	53,662	54,909	56,781	58,654	59,278	59,901	60,526
7	54,417	55,682	57,581	59,479	60,113	60,745	61,378
8	55,184	56,466	58,392	60,317	60,959	61,600	62,242
9	55,961	57,261	59,214	61,166	61,817	62,467	63,118
10	56,749	58,068	60,047	62,027	62,688	63,347	64,007
11	57,548	58,885	60,893	62,901	63,570	64,239	64,908
12	58,358	59,714	61,750	63,786	64,465	65,143	65,822
13	59,179	60,555	62,620	64,684	65,373	66,060	66,749
14	60,013	61,408	63,501	65,595	66,293	66,990	67,689
15	60,858	62,272	64,395	66,519	67,227	67,934	68,642
16	61,715	63,149	65,302	67,455	68,173	68,890	69,608
17	62,583	64,038	66,222	68,405	69,133	69,860	70,588
18	63,465	64,940	67,154	69,368	70,107	70,844	71,582
19	64,358	65,854	68,099	70,345	71,094	71,841	72,590
20	65,264	66,781	69,058	71,335	72,095	72,853	73,612
21	66,183	67,722	70,031	72,340	73,110	73,878	74,649
22	67,115	68,675	71,017	73,358	74,139	74,919	75,700
23	68,060	69,642	72,017	74,391	75,183	75,973	76,765
24	69,018	70,623	73,030	75,438	76,242	77,043	77,846
25	69,990	71,617	74,059	76,501	77,315	78,128	78,942
26	70,975	72,625	75,101	77,578	78,404	79,228	80,054
27	71,975	73,648	76,159	78,670	79,507	80,343	81,181
28	72,988	74,685	77,231	79,778	80,627	81,475	82,324
29	74,016	75,736	78,319	80,901	81,762	82,622	83,483
30+	75,058	76,803	79,421	82,040	82,913	83,785	84,658

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