

SALEM CITY SCHOOLS
2024-2025 Support Staff Employee Pay Scale Matrix

May 2024

	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	\$12.97902	\$13.62797	\$14.30937	\$15.02483	\$15.77608	\$16.56488	\$17.39312	\$18.26278	\$19.17592	\$20.13471	\$21.14145	\$22.19852	\$23.30845	\$24.47387	\$25.69756	\$26.98244	\$28.33157	\$29.74814	\$31.23555	\$32.79733	\$34.43719	\$36.15905	\$37.96701	
2	Hourly	\$13.17174	\$13.83033	\$14.52184	\$15.24794	\$16.01033	\$16.81085	\$17.65139	\$18.53396	\$19.46066	\$20.43369	\$21.45538	\$22.52815	\$23.65455	\$24.83728	\$26.07914	\$27.38310	\$28.75226	\$30.18987	\$31.69936	\$33.28433	\$34.94855	\$36.69597	\$38.53077	
3	Hourly	\$13.36732	\$14.03569	\$14.73748	\$15.47435	\$16.24807	\$17.06047	\$17.91349	\$18.80917	\$19.74963	\$20.73711	\$21.77396	\$22.86266	\$24.00579	\$25.20608	\$26.46639	\$27.78971	\$29.17919	\$30.63815	\$32.17006	\$33.77856	\$35.46749	\$37.24087	\$39.10291	
4	Hourly	\$13.56581	\$14.24410	\$14.95631	\$15.70413	\$16.48933	\$17.31380	\$18.17949	\$19.08846	\$20.04289	\$21.04503	\$22.09728	\$23.20215	\$24.36225	\$25.58037	\$26.85938	\$28.20235	\$29.61247	\$31.09309	\$32.64775	\$34.28014	\$35.99414	\$37.79385	\$39.68354	
5	Hourly	\$13.76725	\$14.45561	\$15.17839	\$15.93731	\$16.73418	\$17.57089	\$18.44943	\$19.37190	\$20.34050	\$21.35752	\$22.42540	\$23.54667	\$24.72400	\$25.96020	\$27.25821	\$28.62113	\$30.05218	\$31.55479	\$33.13253	\$34.78916	\$36.52861	\$38.35505	\$40.27280	
6	Hourly	\$13.97168	\$14.67026	\$15.40378	\$16.17396	\$16.98266	\$17.83180	\$18.72339	\$19.65955	\$20.64253	\$21.67466	\$22.75839	\$23.89631	\$25.09113	\$26.34568	\$27.66297	\$29.04612	\$30.49842	\$32.02334	\$33.62451	\$35.30574	\$37.07102	\$38.92457	\$40.87080	
7	Hourly	\$14.17914	\$14.88810	\$15.63250	\$16.41413	\$17.23484	\$18.09658	\$19.00141	\$19.95148	\$20.94905	\$21.99650	\$23.09633	\$24.25114	\$25.46370	\$26.73689	\$28.07373	\$29.47742	\$30.95129	\$32.49885	\$34.12379	\$35.82998	\$37.62148	\$39.50256	\$41.47769	
8	Hourly	\$14.38969	\$15.10917	\$15.86463	\$16.65786	\$17.49075	\$18.36529	\$19.28355	\$20.24773	\$21.26012	\$22.32312	\$23.43928	\$24.61125	\$25.84181	\$27.13390	\$28.49059	\$29.91512	\$31.41088	\$32.98142	\$34.63049	\$36.36202	\$38.18012	\$40.08913	\$42.09358	
9	Hourly	\$14.60336	\$15.33352	\$16.10020	\$16.90521	\$17.75047	\$18.63799	\$19.56989	\$20.54839	\$21.57581	\$22.65460	\$23.78733	\$24.97669	\$26.22553	\$27.53680	\$28.91364	\$30.35933	\$31.87729	\$33.47116	\$35.14472	\$36.90195	\$38.74705	\$40.68440	\$42.71862	
10	Hourly	\$14.82020	\$15.56121	\$16.33927	\$17.15623	\$18.01404	\$18.91475	\$19.86048	\$20.85351	\$21.89618	\$22.99099	\$24.14054	\$25.34757	\$26.61495	\$27.94569	\$29.34298	\$30.81013	\$32.35063	\$33.96817	\$35.66657	\$37.44990	\$39.32240	\$41.28852	\$43.35294	
11	Hourly	\$15.04026	\$15.79227	\$16.58189	\$17.41098	\$18.28153	\$19.19561	\$20.15539	\$21.16316	\$22.22132	\$23.33238	\$24.49900	\$25.72395	\$27.01015	\$28.36066	\$29.77869	\$31.26762	\$32.83100	\$34.47255	\$36.19618	\$38.00599	\$39.90629	\$41.90160	\$43.99668	
12	Hourly	\$15.26359	\$16.02677	\$16.82811	\$17.66952	\$18.55299	\$19.48064	\$20.45467	\$21.47741	\$22.55128	\$23.67884	\$24.86278	\$26.10592	\$27.41122	\$28.78178	\$30.22087	\$31.73191	\$33.31851	\$34.98443	\$36.73365	\$38.57034	\$40.49885	\$42.52379	\$44.64998	
13	Hourly	\$15.49024	\$16.26475	\$17.07799	\$17.93189	\$18.82848	\$19.76991	\$20.75840	\$21.79632	\$22.88614	\$24.03044	\$25.23197	\$26.49356	\$27.81824	\$29.20915	\$30.66961	\$32.20309	\$33.81325	\$35.50391	\$37.27910	\$39.14306	\$41.10021	\$43.15522	\$45.31298	
14	Hourly	\$15.72025	\$16.50626	\$17.33158	\$18.19815	\$19.10806	\$20.06347	\$21.06664	\$22.11997	\$23.22597	\$24.38727	\$25.60663	\$26.88696	\$28.23131	\$29.64288	\$31.12502	\$32.68127	\$34.31533	\$36.03110	\$37.83266	\$39.72429	\$41.71050	\$43.79603	\$45.98583	
15	Hourly	\$15.95368	\$16.75136	\$17.58893	\$18.46838	\$19.39179	\$20.36138	\$21.37945	\$22.44843	\$23.57085	\$24.74939	\$25.98686	\$27.28620	\$28.65051	\$30.08304	\$31.58719	\$33.16655	\$34.82488	\$36.56612	\$38.39443	\$40.31415	\$42.32986	\$44.44635	\$46.66867	
16	Hourly	\$16.19057	\$17.00010	\$17.85010	\$18.74261	\$19.67974	\$20.66373	\$21.69691	\$22.78176	\$23.92085	\$25.11689	\$26.37273	\$27.69137	\$29.07594	\$30.52974	\$32.05622	\$33.65903	\$35.34199	\$37.10909	\$38.96454	\$40.91277	\$42.95841	\$45.10633	\$47.36164	
17	Hourly	\$16.43098	\$17.25253	\$18.11516	\$19.02092	\$19.97196	\$20.97056	\$22.01909	\$23.12004	\$24.27604	\$25.48985	\$26.76434	\$28.10256	\$29.50768	\$30.98307	\$32.53222	\$34.15883	\$35.86677	\$37.66011	\$39.54312	\$41.52027	\$43.59629	\$45.77610	\$48.06491	
18	Hourly	\$16.67496	\$17.50871	\$18.38415	\$19.30335	\$20.26852	\$21.28195	\$22.34605	\$23.46335	\$24.63652	\$25.86834	\$27.16176	\$28.51985	\$29.94584	\$31.44313	\$33.01529	\$34.66605	\$36.39935	\$38.21932	\$40.13029	\$42.13680	\$44.24364	\$46.45582	\$48.77862	
19	Hourly	\$16.92257	\$17.76870	\$18.65713	\$19.58999	\$20.56949	\$21.59796	\$22.67786	\$23.81175	\$25.00234	\$26.25246	\$27.56508	\$28.94333	\$30.39050	\$31.91002	\$33.50553	\$35.18080	\$36.93984	\$38.78683	\$40.72618	\$42.76248	\$44.90061	\$47.14564	\$49.50292	
20	Hourly	\$17.17385	\$18.03254	\$18.93417	\$19.88088	\$20.87492	\$21.91867	\$23.01460	\$24.16533	\$25.37359	\$26.64227	\$27.97439	\$29.37311	\$30.84176	\$32.38385	\$34.00304	\$35.70320	\$37.48836	\$39.36277	\$41.33091	\$43.39746	\$45.56733	\$47.84570	\$50.23798	
21	Hourly	\$17.42886	\$18.30030	\$19.21532	\$20.17608	\$21.18489	\$22.24413	\$23.35634	\$24.52416	\$25.75036	\$27.03788	\$28.38978	\$29.80926	\$31.29973	\$32.86471	\$34.50795	\$36.23335	\$38.04501	\$39.94726	\$41.94463	\$44.04186	\$46.24395	\$48.55615	\$50.98396	
22	Hourly	\$17.68766	\$18.57204	\$19.50064	\$20.47567	\$21.49946	\$22.57443	\$23.70315	\$24.88831	\$26.13273	\$27.43936	\$28.81133	\$30.25190	\$31.76449	\$33.35272	\$35.02035	\$36.77137	\$38.60994	\$40.54044	\$42.56746	\$44.69583	\$46.93062	\$49.27715	\$51.74101	
23	Hourly	\$17.95030	\$18.84781	\$19.79020	\$20.77971	\$21.81870	\$22.90964	\$24.05512	\$25.25787	\$26.52077	\$27.84680	\$29.23915	\$30.70110	\$32.23616	\$33.84797	\$35.54036	\$37.31738	\$39.18325	\$41.14241	\$43.19953	\$45.35951	\$47.62749	\$50.00886	\$52.50930	
24	Hourly	\$18.21684	\$19.12768	\$20.08407	\$21.08827	\$22.14268	\$23.24982	\$24.41231	\$25.63292	\$26.91457	\$28.26030	\$29.67331	\$31.15698	\$32.71483	\$34.35057	\$36.06810	\$37.87150	\$39.76508	\$41.75333	\$43.84100	\$46.03305	\$48.33470	\$50.75143	\$53.28901	
25	Hourly	\$18.48734	\$19.41171	\$20.38229	\$21.40141	\$22.47148	\$23.59505	\$24.77480	\$26.01354	\$27.31422	\$28.67993	\$30.11393	\$31.61962	\$33.20060	\$34.86063	\$36.60367	\$38.43385	\$40.35554	\$42.37332	\$44.49198	\$46.71658	\$49.05241	\$51.50503	\$54.08029	
26	Hourly	\$18.76185	\$19.69995	\$20.68494	\$21.71919	\$22.80515	\$23.94541	\$25.14268	\$26.39981	\$27.71980	\$29.10579	\$30.56108	\$32.08914	\$33.69359	\$35.37827	\$37.14719	\$39.00455	\$40.95477	\$43.00251	\$45.15264	\$47.41027	\$49.78078	\$52.26982	\$54.88332	
27	Hourly	\$19.04045	\$19.99247	\$20.99209	\$22.04170	\$23.14378	\$24.30097	\$25.51602	\$26.79182	\$28.13141	\$29.53798	\$31.01488	\$32.56562	\$34.19391	\$35.90360	\$37.69878	\$39.58372	\$41.56291	\$43.64105	\$45.82310	\$48.11426	\$50.51997	\$53.04597	\$55.69827	
28	Hourly	\$19.32317	\$20.28933	\$21.30380	\$22.36899	\$23.48744	\$24.66181	\$25.89490	\$27.18965	\$28.54913	\$29.97659	\$31.47542	\$33.04919	\$34.70165	\$36.43673	\$38.25856	\$40.17149	\$42.18007	\$44.28907	\$46.50352	\$48.82870	\$51.27013	\$53.83364	\$56.52532	
29	Hourly	\$19.61010	\$20.59061	\$21.62014	\$22.70114	\$23.83620	\$25.02801	\$26.27941	\$27.59338	\$28.97305	\$30.42170	\$31.94279	\$33.53993	\$35.21692	\$36.97777	\$38.82666	\$40.76799	\$42.80639	\$44.94671	\$47.19405	\$49.55375	\$52.03144	\$54.63301	\$57.36466	
30	Hourly	\$19.90129	\$20.89635	\$21.94117	\$23.03823	\$24.19014	\$25.39965	\$26.66963	\$28.00311	\$29.40327	\$30.87343	\$32.41710	\$34.03796	\$35.73985	\$37.52685	\$39.40319	\$41.37335	\$43.44202	\$45.61412	\$47.89482	\$50.28956	\$52.80404	\$55.44424	\$58.21646	



**Grade S02
Cafeteria Monitor, Custodian
Aide, Reprographics Aide
2024 - 2025**

Step	Hourly Rate	3 hours/day 180 days/year
1	12.97902	\$ 7,009
2	13.17174	7,113
3	13.36732	7,218
4	13.56581	7,326
5	13.76725	7,434
6	13.97168	7,545
7	14.17914	7,657
8	14.38969	7,770
9	14.60336	7,886
10	14.82020	8,003
11	15.04026	8,122
12	15.26359	8,242
13	15.49024	8,365
14	15.72025	8,489
15	15.95368	8,615
16	16.19057	8,743
17	16.43098	8,873
18	16.67496	9,004
19	16.92257	9,138
20	17.17385	9,274
21	17.42886	9,412
22	17.68766	9,551
23	17.95030	9,693
24	18.21684	9,837
25	18.48734	9,983
26	18.76185	10,131
27	19.04045	10,282
28	19.32317	10,435
29	19.61010	10,589
30	19.90129	10,747

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: \$ 12.97902 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
2024 - 2025**

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	\$ 13.62797	\$ 7,359	\$ 11,447	\$ 22,895	\$ 24,803	\$ 28,346
2	13.83033	7,468	11,617	23,235	25,171	28,767
3	14.03569	7,579	11,790	23,580	25,545	29,194
4	14.24410	7,692	11,965	23,930	25,924	29,628
5	14.45561	7,806	12,143	24,285	26,309	30,068
6	14.67026	7,922	12,323	24,646	26,700	30,514
7	14.88810	8,040	12,506	25,012	27,096	30,967
8	15.10917	8,159	12,692	25,383	27,499	31,427
9	15.33352	8,280	12,880	25,760	27,907	31,894
10	15.56121	8,403	13,071	26,143	28,321	32,367
11	15.79227	8,528	13,266	26,531	28,742	32,848
12	16.02677	8,654	13,462	26,925	29,169	33,336
13	16.26475	8,783	13,662	27,325	29,602	33,831
14	16.50626	8,913	13,865	27,731	30,041	34,333
15	16.75136	9,046	14,071	28,142	30,487	34,843
16	17.00010	9,180	14,280	28,560	30,940	35,360
17	17.25253	9,316	14,492	28,984	31,400	35,885
18	17.50871	9,455	14,707	29,415	31,866	36,418
19	17.76870	9,595	14,926	29,851	32,339	36,959
20	18.03254	9,738	15,147	30,295	32,819	37,508
21	18.30030	9,882	15,372	30,745	33,307	38,065
22	18.57204	10,029	15,601	31,201	33,801	38,630
23	18.84781	10,178	15,832	31,664	34,303	39,203
24	19.12768	10,329	16,067	32,135	34,812	39,786
25	19.41171	10,482	16,306	32,612	35,329	40,376
26	19.69995	10,638	16,548	33,096	35,854	40,976
27	19.99247	10,796	16,794	33,587	36,386	41,584
28	20.28933	10,956	17,043	34,086	36,927	42,202
29	20.59061	11,119	17,296	34,592	37,475	42,828
30	20.89635	11,284	17,553	35,106	38,031	43,464

Benefits for 10-month Custodian (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 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: \$13.62797 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
2024 - 2025**

Step	Hourly Rate	7	8
		hours/day 190 days/year	hours/day 260 days/year
1	\$ 14.30937	\$ 19,031	\$ 29,763
2	14.52184	19,314	30,205
3	14.73748	19,601	30,654
4	14.95631	19,892	31,109
5	15.17839	20,187	31,571
6	15.40378	20,487	32,040
7	15.63250	20,791	32,516
8	15.86463	21,100	32,998
9	16.10020	21,413	33,488
10	16.33927	21,731	33,986
11	16.58189	22,054	34,490
12	16.82811	22,381	35,002
13	17.07799	22,714	35,522
14	17.33158	23,051	36,050
15	17.58893	23,393	36,585
16	17.85010	23,741	37,128
17	18.11516	24,093	37,680
18	18.38415	24,451	38,239
19	18.65713	24,814	38,807
20	18.93417	25,182	39,383
21	19.21532	25,556	39,968
22	19.50064	25,936	40,561
23	19.79020	26,321	41,164
24	20.08407	26,712	41,775
25	20.38229	27,108	42,395
26	20.68494	27,511	43,025
27	20.99209	27,919	43,664
28	21.30380	28,334	44,312
29	21.62014	28,755	44,970
30	21.94117	29,182	45,638

Benefits for 10-month Full-Time Food Service Staff (190 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 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
2024 - 2025**

	5 hours/day 187 days/year
Step	Hourly Rate

1	\$ 15.02483	\$ 14,048
2	15.24794	14,257
3	15.47435	14,469
4	15.70413	14,683
5	15.93731	14,901
6	16.17396	15,123
7	16.41413	15,347
8	16.65786	15,575
9	16.90521	15,806
10	17.15623	16,041
11	17.41098	16,279
12	17.66952	16,521
13	17.93189	16,766
14	18.19815	17,015
15	18.46838	17,268
16	18.74261	17,524
17	19.02092	17,785
18	19.30335	18,049
19	19.58999	18,317
20	19.88088	18,589
21	20.17608	18,865
22	20.47567	19,145
23	20.77971	19,429
24	21.08827	19,718
25	21.40141	20,010
26	21.71919	20,307
27	22.04170	20,609
28	22.36899	20,915
29	22.70114	21,226
30	23.03823	21,541

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

Hourly Rate for Substitute School Bus Aide: \$ 15.02483 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 S06
Car/Van Driver
Instructional Assistant
Office Aide
2024 - 2025

Step	Hourly Rate	3.25	5	6.5	7	7.5
		hours/day 182 days/year	hours/day 187 days/year	hours/day 189 days/year	hours/day 189 days/year	hours/day 189 days/year

1	\$ 15.77608	\$ 9,332	\$ 14,751	\$ 19,381	\$ 20,872	\$ 22,363
2	16.01033	9,470	14,970	19,669	21,182	22,695
3	16.24807	9,611	15,192	19,961	21,496	23,032
4	16.48933	9,753	15,418	20,257	21,815	23,374
5	16.73418	9,898	15,646	20,558	22,139	23,721
6	16.98266	10,045	15,879	20,863	22,468	24,073
7	17.23484	10,194	16,115	21,173	22,802	24,430
8	17.49075	10,346	16,354	21,487	23,140	24,793
9	17.75047	10,499	16,597	21,806	23,484	25,161
10	18.01404	10,655	16,843	22,130	23,833	25,535
11	18.28153	10,814	17,093	22,459	24,186	25,914
12	18.55299	10,974	17,347	22,792	24,546	26,299
13	18.82848	11,137	17,605	23,131	24,910	26,689
14	19.10806	11,302	17,866	23,474	25,280	27,086
15	19.39179	11,470	18,131	23,823	25,655	27,488
16	19.67974	11,641	18,401	24,177	26,036	27,896
17	19.97196	11,813	18,674	24,536	26,423	28,310
18	20.26852	11,989	18,951	24,900	26,815	28,731
19	20.56949	12,167	19,232	25,270	27,213	29,157
20	20.87492	12,348	19,518	25,645	27,618	29,590
21	21.18489	12,531	19,808	26,026	28,028	30,030
22	21.49946	12,717	20,102	26,412	28,444	30,475
23	21.81870	12,906	20,400	26,804	28,866	30,928
24	22.14268	13,097	20,703	27,202	29,295	31,387
25	22.47148	13,292	21,011	27,606	29,730	31,853
26	22.80515	13,489	21,323	28,016	30,171	32,326
27	23.14378	13,690	21,639	28,432	30,619	32,806
28	23.48744	13,893	21,961	28,854	31,074	33,293
29	23.83620	14,099	22,287	29,283	31,535	33,788
30	24.19014	14,308	22,618	29,718	32,004	34,290

Benefits for 10-month Full-Time Instructional Assistants, Office Aide (189 day) and Car/Van Driver (188 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 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: \$ 15.77608

Hourly Rate for Substitute Special Education Instructional Assistant: \$ 16.98266

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
2024 - 2025

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 16.56488	\$ 34,455
2	\$ 16.81085	34,967
3	\$ 17.06047	35,486
4	\$ 17.31380	36,013
5	\$ 17.57089	36,547
6	\$ 17.83180	37,090
7	\$ 18.09658	37,641
8	\$ 18.36529	38,200
9	\$ 18.63799	38,767
10	\$ 18.91475	39,343
11	\$ 19.19561	39,927
12	\$ 19.48064	40,520
13	\$ 19.76991	41,121
14	\$ 20.06347	41,732
15	\$ 20.36138	42,352
16	\$ 20.66373	42,981
17	\$ 20.97056	43,619
18	\$ 21.28195	44,266
19	\$ 21.59796	44,924
20	\$ 21.91867	45,591
21	\$ 22.24413	46,268
22	\$ 22.57443	46,955
23	\$ 22.90964	47,652
24	\$ 23.24982	48,360
25	\$ 23.59505	49,078
26	\$ 23.94541	49,806
27	\$ 24.30097	50,546
28	\$ 24.66181	51,297
29	\$ 25.02801	52,058
30	\$ 25.39965	52,831

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 S08
Elementary Building Manager
English Learner Family Liaison
Family Engagement Coordinator
Secretary (Attendance, Central Office, School, and Transportation)
Student Support Specialist
2024 - 2025

Step	Hourly Rate	3.5 hours/day 192 days/year	7 hours/day 192 days/year	8 hours/day 210 days/year	3 hours/day 260 days/year	5 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 17.39312	\$ 11,688	\$ 23,376	\$ 29,220	\$13,567	\$ 22,611	\$ 36,178
2	17.65139	11,862	23,723	29,654	13,768	22,947	36,715
3	17.91349	12,038	24,076	30,095	13,973	23,288	37,260
4	18.17949	12,217	24,433	30,542	14,180	23,633	37,813
5	18.44943	12,398	24,796	30,995	14,391	23,984	38,375
6	18.72339	12,582	25,164	31,455	14,604	24,340	38,945
7	19.00141	12,769	25,538	31,922	14,821	24,702	39,523
8	19.28355	12,959	25,917	32,396	15,041	25,069	40,110
9	19.56989	13,151	26,302	32,877	15,265	25,441	40,705
10	19.86048	13,346	26,692	33,366	15,491	25,819	41,310
11	20.15539	13,544	27,089	33,861	15,721	26,202	41,923
12	20.45467	13,746	27,491	34,364	15,955	26,591	42,546
13	20.75840	13,950	27,899	34,874	16,192	26,986	43,177
14	21.06664	14,157	28,314	35,392	16,432	27,387	43,819
15	21.37945	14,367	28,734	35,917	16,676	27,793	44,469
16	21.69691	14,580	29,161	36,451	16,924	28,206	45,130
17	22.01909	14,797	29,594	36,992	17,175	28,625	45,800
18	22.34605	15,017	30,033	37,541	17,430	29,050	46,480
19	22.67786	15,240	30,479	38,099	17,689	29,481	47,170
20	23.01460	15,466	30,932	38,665	17,951	29,919	47,870
21	23.35634	15,695	31,391	39,239	18,218	30,363	48,581
22	23.70315	15,929	31,857	39,821	18,488	30,814	49,303
23	24.05512	16,165	32,330	40,413	18,763	31,272	50,035
24	24.41231	16,405	32,810	41,013	19,042	31,736	50,778
25	24.77480	16,649	33,297	41,622	19,324	32,207	51,532
26	25.14268	16,896	33,792	42,240	19,611	32,685	52,297
27	25.51602	17,147	34,294	42,867	19,902	33,171	53,073
28	25.89490	17,401	34,803	43,503	20,198	33,663	53,861
29	26.27941	17,660	35,320	44,149	20,498	34,163	54,661
30	26.66963	17,922	35,844	44,805	20,802	34,671	55,473

Benefits for 10-month Full-Time (192, 210 Day) Secretary, Family Engagement Coordinator, and Student Support Specialist

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 (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: \$ 17.39312 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
2024 - 2025

Step	Hourly Rate	5	8
		hours/day 187 days/year	hours/day 260 days/year
1	\$ 18.26278	\$ 17,076	\$ 37,987
2	18.53396	17,329	38,551
3	18.80917	17,587	39,123
4	19.08846	17,848	39,704
5	19.37190	18,113	40,294
6	19.65955	18,382	40,892
7	19.95148	18,655	41,499
8	20.24773	18,932	42,115
9	20.54839	19,213	42,741
10	20.85351	19,498	43,375
11	21.16316	19,788	44,019
12	21.47741	20,081	44,673
13	21.79632	20,380	45,336
14	22.11997	20,682	46,010
15	22.44843	20,989	46,693
16	22.78176	21,301	47,386
17	23.12004	21,617	48,090
18	23.46335	21,938	48,804
19	23.81175	22,264	49,528
20	24.16533	22,595	50,264
21	24.52416	22,930	51,010
22	24.88831	23,271	51,768
23	25.25787	23,616	52,536
24	25.63292	23,967	53,316
25	26.01354	24,323	54,108
26	26.39981	24,684	54,912
27	26.79182	25,050	55,727
28	27.18965	25,422	56,554
29	27.59338	25,800	57,394
30	28.00311	26,183	58,246

Benefits for 10-month Non-CDL School Bus Driver (189 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 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: \$ 18.26278 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
High School Building Manager
High School Bookkeeper
High School Counseling Secretary
Main Office Secretary
School Bus Driver
2024 - 2025

Step	Hourly Rate	5	7	8
		hours/day 187 days/year	hours/day 187 days/year	hours/day 260 days/year
1	\$ 19.17592	\$ 17,929	\$ 25,101	\$ 39,886
2	19.46066	18,196	25,474	40,478
3	19.74963	18,466	25,852	41,079
4	20.04289	18,740	26,236	41,689
5	20.34050	19,018	26,626	42,308
6	20.64253	19,301	27,021	42,936
7	20.94905	19,587	27,422	43,574
8	21.26012	19,878	27,829	44,221
9	21.57581	20,173	28,243	44,878
10	21.89618	20,473	28,662	45,544
11	22.22132	20,777	29,088	46,220
12	22.55128	21,085	29,520	46,907
13	22.88614	21,399	29,958	47,603
14	23.22597	21,716	30,403	48,310
15	23.57085	22,039	30,854	49,027
16	23.92085	22,366	31,312	49,755
17	24.27604	22,698	31,777	50,494
18	24.63652	23,035	32,249	51,244
19	25.00234	23,377	32,728	52,005
20	25.37359	23,724	33,214	52,777
21	25.75036	24,077	33,707	53,561
22	26.13273	24,434	34,208	54,356
23	26.52077	24,797	34,716	55,163
24	26.91457	25,165	35,231	55,982
25	27.31422	25,539	35,754	56,814
26	27.71980	25,918	36,285	57,657
27	28.13141	26,303	36,824	58,513
28	28.54913	26,693	37,371	59,382
29	28.97305	27,090	37,926	60,264
30	29.40327	27,492	38,489	61,159

Benefits for 10-month School Bus Driver (189 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 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: \$ 19.74963 per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 19.74963 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
Transporation Routing Manager
2024 - 2025

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 20.13471	\$ 41,880
2	20.43369	42,502
3	20.73711	43,133
4	21.04503	43,774
5	21.35752	44,424
6	21.67466	45,083
7	21.99650	45,753
8	22.32312	46,432
9	22.65460	47,122
10	22.99099	47,821
11	23.33238	48,531
12	23.67884	49,252
13	24.03044	49,983
14	24.38727	50,726
15	24.74939	51,479
16	25.11689	52,243
17	25.48985	53,019
18	25.86834	53,806
19	26.25246	54,605
20	26.64227	55,416
21	27.03788	56,239
22	27.43936	57,074
23	27.84680	57,921
24	28.26030	58,781
25	28.67993	59,654
26	29.10579	60,540
27	29.53798	61,439
28	29.97659	62,351
29	30.42170	63,277
30	30.87343	64,217

Benefits for 12-month Transporation Routing Manager (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 S12
Unassigned
2024 - 2025**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 21.14145	\$ 43,974
2	21.45538	44,627
3	21.77396	45,290
4	22.09728	45,962
5	22.42540	46,645
6	22.75839	47,337
7	23.09633	48,040
8	23.43928	48,754
9	23.78733	49,478
10	24.14054	50,212
11	24.49900	50,958
12	24.86278	51,715
13	25.23197	52,482
14	25.60663	53,262
15	25.98686	54,053
16	26.37273	54,855
17	26.76434	55,670
18	27.16176	56,496
19	27.56508	57,335
20	27.97439	58,187
21	28.38978	59,051
22	28.81133	59,928
23	29.23915	60,817
24	29.67331	61,720
25	30.11393	62,637
26	30.56108	63,567
27	31.01488	64,511
28	31.47542	65,469
29	31.94279	66,441
30	32.41710	67,428

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
2024 - 2025

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 22.19852	\$ 46,173
2	22.52815	46,859
3	22.86266	47,554
4	23.20215	48,260
5	23.54667	48,977
6	23.89631	49,704
7	24.25114	50,442
8	24.61125	51,191
9	24.97669	51,952
10	25.34757	52,723
11	25.72395	53,506
12	26.10592	54,300
13	26.49356	55,107
14	26.88696	55,925
15	27.28620	56,755
16	27.69137	57,598
17	28.10256	58,453
18	28.51985	59,321
19	28.94333	60,202
20	29.37311	61,096
21	29.80926	62,003
22	30.25190	62,924
23	30.70110	63,858
24	31.15698	64,807
25	31.61962	65,769
26	32.08914	66,745
27	32.56562	67,736
28	33.04919	68,742
29	33.53993	69,763
30	34.03796	70,799

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
2024 - 2025

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 23.30845	\$ 48,482
2	23.65455	49,201
3	24.00579	49,932
4	24.36225	50,673
5	24.72400	51,426
6	25.09113	52,190
7	25.46370	52,964
8	25.84181	53,751
9	26.22553	54,549
10	26.61495	55,359
11	27.01015	56,181
12	27.41122	57,015
13	27.81824	57,862
14	28.23131	58,721
15	28.65051	59,593
16	29.07594	60,478
17	29.50768	61,376
18	29.94584	62,287
19	30.39050	63,212
20	30.84176	64,151
21	31.29973	65,103
22	31.76449	66,070
23	32.23616	67,051
24	32.71483	68,047
25	33.20060	69,057
26	33.69359	70,083
27	34.19391	71,123
28	34.70165	72,179
29	35.21692	73,251
30	35.73985	74,339

Benefits for 12-month 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
2024 - 2025**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 24.47387	\$ 50,906
2	24.83728	51,662
3	25.20608	52,429
4	25.58037	53,207
5	25.96020	53,997
6	26.34568	54,799
7	26.73689	55,613
8	27.13390	56,439
9	27.53680	57,277
10	27.94569	58,127
11	28.36066	58,990
12	28.78178	59,866
13	29.20915	60,755
14	29.64288	61,657
15	30.08304	62,573
16	30.52974	63,502
17	30.98307	64,445
18	31.44313	65,402
19	31.91002	66,373
20	32.38385	67,358
21	32.86471	68,359
22	33.35272	69,374
23	33.84797	70,404
24	34.35057	71,449
25	34.86063	72,510
26	35.37827	73,587
27	35.90360	74,679
28	36.43673	75,788
29	36.97777	76,914
30	37.52685	78,056

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
2024 - 2025

Step	Hourly Rate	7	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 25.69756	\$ 35,977	\$ 53,451
2	26.07914	36,511	54,245
3	26.46639	37,053	55,050
4	26.85938	37,603	55,868
5	27.25821	38,162	56,697
6	27.66297	38,728	57,539
7	28.07373	39,303	58,393
8	28.49059	39,887	59,260
9	28.91364	40,479	60,140
10	29.34298	41,080	61,033
11	29.77869	41,690	61,940
12	30.22087	42,309	62,859
13	30.66961	42,937	63,793
14	31.12502	43,575	64,740
15	31.58719	44,222	65,701
16	32.05622	44,879	66,677
17	32.53222	45,545	67,667
18	33.01529	46,221	68,672
19	33.50553	46,908	69,691
20	34.00304	47,604	70,726
21	34.50795	48,311	71,777
22	35.02035	49,028	72,842
23	35.54036	49,757	73,924
24	36.06810	50,495	75,022
25	36.60367	51,245	76,136
26	37.14719	52,006	77,266
27	37.69878	52,778	78,413
28	38.25856	53,562	79,578
29	38.82666	54,357	80,759
30	39.40319	55,164	81,959

Benefits for 10-month Media Clerk (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 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 Specialist
 Grant Specialist
 Payroll Specialist
 Student Information Systems Specialist
 Substance Abuse Specialist
 2024 - 2025**

Step	Hourly Rate	4 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 26.98244	\$ 21,586	\$ 56,123
2	27.38310	21,906	56,957
3	27.78971	22,232	57,803
4	28.20235	22,562	58,661
5	28.62113	22,897	59,532
6	29.04612	23,237	60,416
7	29.47742	23,582	61,313
8	29.91512	23,932	62,223
9	30.35933	24,287	63,147
10	30.81013	24,648	64,085
11	31.26762	25,014	65,037
12	31.73191	25,386	66,002
13	32.20309	25,762	66,982
14	32.68127	26,145	67,977
15	33.16655	26,533	68,986
16	33.65903	26,927	70,011
17	34.15883	27,327	71,050
18	34.66605	27,733	72,105
19	35.18080	28,145	73,176
20	35.70320	28,563	74,263
21	36.23335	28,987	75,365
22	36.77137	29,417	76,484
23	37.31738	29,854	77,620
24	37.87150	30,297	78,773
25	38.43385	30,747	79,942
26	39.00455	31,204	81,129
27	39.58372	31,667	82,334
28	40.17149	32,137	83,557
29	40.76799	32,614	84,797
30	41.37335	33,099	86,057

Benefits for Part-Time 10-month Substance Abuse Specialist (200 day)

1 day of sick leave per month of contract

Benefits for 12-month Accounting/Finance Specialist, Employee Benefits, Payroll Specialist, Grant Specialist, Payroll Specialist, Student Information System Specialist, and Transportation Routing 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.



**Grade S18
Computer Technician II
2024 - 2025**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 28.33157	\$ 58,930
2	28.75226	59,805
3	29.17919	60,693
4	29.61247	61,594
5	30.05218	62,509
6	30.49842	63,437
7	30.95129	64,379
8	31.41088	65,335
9	31.87729	66,305
10	32.35063	67,289
11	32.83100	68,288
12	33.31851	69,302
13	33.81325	70,332
14	34.31533	71,376
15	34.82488	72,436
16	35.34199	73,511
17	35.86677	74,603
18	36.39935	75,711
19	36.93984	76,835
20	37.48836	77,976
21	38.04501	79,134
22	38.60994	80,309
23	39.18325	81,501
24	39.76508	82,711
25	40.35554	83,940
26	40.95477	85,186
27	41.56291	86,451
28	42.18007	87,735
29	42.80639	89,037
30	43.44202	90,359

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
2024 - 2025**

		8 hours/day 260 days/year
Step	Hourly Rate	

1	\$ 29.74814	\$ 61,876
2	30.18987	62,795
3	30.63815	63,727
4	31.09309	64,674
5	31.55479	65,634
6	32.02334	66,609
7	32.49885	67,598
8	32.98142	68,601
9	33.47116	69,620
10	33.96817	70,654
11	34.47255	71,703
12	34.98443	72,768
13	35.50391	73,848
14	36.03110	74,945
15	36.56612	76,058
16	37.10909	77,187
17	37.66011	78,333
18	38.21932	79,496
19	38.78683	80,677
20	39.36277	81,875
21	39.94726	83,090
22	40.54044	84,324
23	41.14241	85,576
24	41.75333	86,847
25	42.37332	88,137
26	43.00251	89,445
27	43.64105	90,773
28	44.28907	92,121
29	44.94671	93,489
30	45.61412	94,877

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 S20
Database Administrator
School Nurse
Systems Administrator
2024 - 2025

Step	Hourly Rate	8	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 31.23555	\$ 49,977	\$ 64,970
2	31.69936	50,719	65,935
3	32.17006	51,472	66,914
4	32.64775	52,236	67,907
5	33.13253	53,012	68,916
6	33.62451	53,799	69,939
7	34.12379	54,598	70,977
8	34.63049	55,409	72,031
9	35.14472	56,232	73,101
10	35.66657	57,067	74,186
11	36.19618	57,914	75,288
12	36.73365	58,774	76,406
13	37.27910	59,647	77,541
14	37.83266	60,532	78,692
15	38.39443	61,431	79,860
16	38.96454	62,343	81,046
17	39.54312	63,269	82,250
18	40.13029	64,208	83,471
19	40.72618	65,162	84,710
20	41.33091	66,129	85,968
21	41.94463	67,111	87,245
22	42.56746	68,108	88,540
23	43.19953	69,119	89,855
24	43.84100	70,146	91,189
25	44.49198	71,187	92,543
26	45.15264	72,244	93,917
27	45.82310	73,317	95,312
28	46.50352	74,406	96,727
29	47.19405	75,510	98,164
30	47.89482	76,632	99,621

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 Database and Systems Administrator (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: \$ 31.23555 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
Chronic Absenteeism and Dropout Prevention Specialist
2024 - 2025**

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 32.79733	\$ 52,476
2	33.28433	53,255
3	33.77856	54,046
4	34.28014	54,848
5	34.78916	55,663
6	35.30574	56,489
7	35.82998	57,328
8	36.36202	58,179
9	36.90195	59,043
10	37.44990	59,920
11	38.00599	60,810
12	38.57034	61,713
13	39.14306	62,629
14	39.72429	63,559
15	40.31415	64,503
16	40.91277	65,460
17	41.52027	66,432
18	42.13680	67,419
19	42.76248	68,420
20	43.39746	69,436
21	44.04186	70,467
22	44.69583	71,513
23	45.35951	72,575
24	46.03305	73,653
25	46.71658	74,747
26	47.41027	75,856
27	48.11426	76,983
28	48.82870	78,126
29	49.55375	79,286
30	50.28956	80,463

Benefits for 10-month Chronic Absenteeism and Dropout Prevention Specialist (200 day)

- 1 day of sick leave per month of contract
- 3 personal 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 S22
Board Certified Behavior Analyst
School Social Worker
Workforce Coordinator
2024 - 2025

Step	Hourly Rate	8 hours/day 210 days/year
1	\$ 34.43719	\$ 57,854
2	34.94855	58,714
3	35.46749	59,585
4	35.99414	60,470
5	36.52861	61,368
6	37.07102	62,279
7	37.62148	63,204
8	38.18012	64,143
9	38.74705	65,095
10	39.32240	66,062
11	39.90629	67,043
12	40.49885	68,038
13	41.10021	69,048
14	41.71050	70,074
15	42.32986	71,114
16	42.95841	72,170
17	43.59629	73,242
18	44.24364	74,329
19	44.90061	75,433
20	45.56733	76,553
21	46.24395	77,690
22	46.93062	78,843
23	47.62749	80,014
24	48.33470	81,202
25	49.05241	82,408
26	49.78078	83,632
27	50.51997	84,874
28	51.27013	86,134
29	52.03144	87,413
30	52.80404	88,711

Benefits for 10-month School Social Worker and Board Certified Behavior Analyst (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
Licensed Clinical Social Worker
2024 - 2025

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 36.15905	\$ 57,854
2	36.69597	58,714
3	37.24087	59,585
4	37.79385	60,470
5	38.35505	61,368
6	38.92457	62,279
7	39.50256	63,204
8	40.08913	64,143
9	40.68440	65,095
10	41.28852	66,062
11	41.90160	67,043
12	42.52379	68,038
13	43.15522	69,048
14	43.79603	70,074
15	44.44635	71,114
16	45.10633	72,170
17	45.77610	73,242
18	46.45582	74,329
19	47.14564	75,433
20	47.84570	76,553
21	48.55615	77,690
22	49.27715	78,843
23	50.00886	80,014
24	50.75143	81,202
25	51.50503	82,408
26	52.26982	83,632
27	53.04597	84,874
28	53.83364	86,134
29	54.63301	87,413
30	55.44424	88,711

Benefits for 10-month Licensed Clinical Social Worker (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

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 S24
Coordinator of Athletic Training
Coordinator of School Counseling
Coordinator of Technology Systems
School Psychologist
2024 - 2025

Step	Hourly Rate	8	8	8
		hours/day 200	hours/day 220	hours/day 260
		days/year	days/year	days/year
1	\$ 37.96701	\$ 60,747	\$ 66,822	\$ 78,971
2	\$ 38.53077	61,649	67,814	80,144
3	\$ 39.10291	62,565	68,821	81,334
4	\$ 39.68354	63,494	69,843	82,542
5	\$ 40.27280	64,436	70,880	83,767
6	\$ 40.87080	65,393	71,933	85,011
7	\$ 41.47769	66,364	73,001	86,274
8	\$ 42.09358	67,350	74,085	87,555
9	\$ 42.71862	68,350	75,185	88,855
10	\$ 43.35294	69,365	76,301	90,174
11	\$ 43.99668	70,395	77,434	91,513
12	\$ 44.64998	71,440	78,584	92,872
13	\$ 45.31298	72,501	79,751	94,251
14	\$ 45.98583	73,577	80,935	95,651
15	\$ 46.66867	74,670	82,137	97,071
16	\$ 47.36164	75,779	83,356	98,512
17	\$ 48.06491	76,904	84,594	99,975
18	\$ 48.77862	78,046	85,850	101,460
19	\$ 49.50292	79,205	87,125	102,966
20	\$ 50.23798	80,381	88,419	104,495
21	\$ 50.98396	81,574	89,732	106,047
22	\$ 51.74101	82,786	91,064	107,621
23	\$ 52.50930	84,015	92,416	109,219
24	\$ 53.28901	85,262	93,789	110,841
25	\$ 54.08029	86,528	95,181	112,487
26	\$ 54.88332	87,813	96,595	114,157
27	\$ 55.69827	89,117	98,029	115,852
28	\$ 56.52532	90,441	99,485	117,573
29	\$ 57.36466	91,783	100,962	119,318
30	\$ 58.21646	93,146	102,461	121,090

Benefits for 11-month Coordinator of Athletic Training (220 day) and for 10-month School Psychologist (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 Coordinator of School Counseling, Coordinator of Technology Systems, 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.**