



**SALEM CITY SCHOOLS  
2025 - 2026  
TEACHER, SCHOOL COUNSELOR, LIBRARY/MEDIA SPECIALIST,  
SPEECH/LANGUAGE PATHOLOGIST, INSTRUCTIONAL COACH**

**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                   | \$51,899  | \$53,105            | \$54,915            | \$56,726 | \$57,330          | \$57,933          | \$58,536  |
| 1                   | 52,629    | 53,853              | 55,688              | 57,525   | 58,137            | 58,748            | 59,361    |
| 2                   | 53,370    | 54,611              | 56,472              | 58,335   | 58,956            | 59,576            | 60,196    |
| 3                   | 54,122    | 55,380              | 57,268              | 59,156   | 59,786            | 60,414            | 61,044    |
| 4                   | 54,884    | 56,160              | 58,074              | 59,989   | 60,628            | 61,265            | 61,904    |
| 5                   | 55,657    | 56,950              | 58,892              | 60,834   | 61,481            | 62,128            | 62,775    |
| 6                   | 56,440    | 57,752              | 59,721              | 61,690   | 62,347            | 63,002            | 63,659    |
| 7                   | 57,235    | 58,565              | 60,562              | 62,559   | 63,225            | 63,890            | 64,555    |
| 8                   | 58,041    | 59,390              | 61,414              | 63,440   | 64,115            | 64,789            | 65,464    |
| 9                   | 58,858    | 60,226              | 62,279              | 64,333   | 65,018            | 65,701            | 66,386    |
| 10                  | 59,687    | 61,074              | 63,156              | 65,239   | 65,933            | 66,626            | 67,321    |
| 11                  | 60,527    | 61,934              | 64,045              | 66,158   | 66,862            | 67,564            | 68,269    |
| 12                  | 61,379    | 62,806              | 64,947              | 67,089   | 67,803            | 68,516            | 69,230    |
| 13                  | 62,244    | 63,691              | 65,861              | 68,034   | 68,758            | 69,480            | 70,205    |
| 14                  | 63,120    | 64,587              | 66,789              | 68,992   | 69,726            | 70,459            | 71,193    |
| 15                  | 64,009    | 65,497              | 67,729              | 69,963   | 70,708            | 71,451            | 72,195    |
| 16                  | 64,910    | 66,419              | 68,683              | 70,948   | 71,703            | 72,457            | 73,212    |
| 17                  | 65,824    | 67,354              | 69,650              | 71,947   | 72,713            | 73,477            | 74,243    |
| 18                  | 66,751    | 68,302              | 70,631              | 72,960   | 73,736            | 74,512            | 75,288    |
| 19                  | 67,691    | 69,264              | 71,625              | 73,987   | 74,775            | 75,561            | 76,348    |
| 20                  | 68,644    | 70,239              | 72,633              | 75,029   | 75,828            | 76,625            | 77,423    |
| 21                  | 69,610    | 71,228              | 73,656              | 76,085   | 76,895            | 77,704            | 78,513    |
| 22                  | 70,590    | 72,231              | 74,693              | 77,157   | 77,978            | 78,798            | 79,619    |
| 23                  | 71,584    | 73,248              | 75,745              | 78,243   | 79,076            | 79,907            | 80,740    |
| 24                  | 72,592    | 74,280              | 76,811              | 79,345   | 80,189            | 81,032            | 81,877    |
| 25                  | 73,614    | 75,325              | 77,893              | 80,462   | 81,318            | 82,173            | 83,029    |
| 26                  | 74,651    | 76,386              | 78,990              | 81,595   | 82,463            | 83,330            | 84,198    |
| 27                  | 75,702    | 77,462              | 80,102              | 82,744   | 83,624            | 84,503            | 85,384    |
| 28                  | 76,768    | 78,552              | 81,230              | 83,909   | 84,802            | 85,693            | 86,586    |
| 29                  | 77,849    | 79,658              | 82,373              | 85,090   | 85,996            | 86,900            | 87,805    |
| 30+                 | 78,945    | 80,780              | 83,533              | 86,288   | 87,207            | 88,123            | 89,042    |

**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<sup>st</sup> 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