



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2021-2022 ADMINISTRATOR SALARY SCALE**

	A01	A03	A04	A05	A06	A07	A10
	210 Days	260 Days	260 Days	260 Days	260 Days	260 Days	260 Days
Step	Elem School Assistant Principal; Coordinator of Preschool and EL Programs	Middle School Assistant Principal; Coordinator of Transportation; Coordinator of Alternative Education and Attendance	High School Assistant Principal; High School Assistant Principal & Division Coor. of Assessment	Elementary Principal; Supervisor of Technology and Data Management	Middle School Principal	Director; High School Principal	Assistant Superintendent

1	\$ 61,894	\$ 71,526	\$ 76,891	\$ 82,658	\$ 88,857	\$ 95,521	\$ 118,666
2	63,000	72,804	78,265	84,135	90,445	97,228	120,786
3	64,126	74,105	79,663	85,638	92,061	98,965	122,944
4	65,271	75,429	81,086	87,168	93,705	100,733	125,141
5	66,438	76,777	82,535	88,725	95,380	102,533	127,377
6	67,625	78,149	84,010	90,310	97,084	104,365	129,652
7	68,833	79,545	85,511	91,924	98,818	106,230	131,969
8	70,063	80,966	87,039	93,566	100,584	108,128	134,327
9	71,314	82,413	88,594	95,238	102,381	110,060	136,727
10	72,589	83,885	90,177	96,940	104,210	112,026	139,170
11	73,885	85,384	91,788	98,672	106,072	114,028	141,656
12	75,206	86,909	93,428	100,435	107,967	116,065	144,187
13	76,549	88,462	95,097	102,229	109,896	118,139	146,763
14	77,917	90,043	96,796	104,056	111,860	120,249	149,385
15	79,309	91,652	98,525	105,915	113,858	122,398	152,054
16	80,726	93,289	100,286	107,807	115,893	124,585	154,771
17	82,168	94,956	102,078	109,733	117,963	126,811	157,536
18	83,636	96,652	103,901	111,694	120,071	129,076	160,351
19	85,131	98,379	105,758	113,690	122,216	131,382	163,216
20	86,652	100,137	107,647	115,721	124,400	133,730	166,132

Benefits for 10-month Positions (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 Administrators (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 policy and are subject to amendment.



**Grade A01
Elementary School Assistant Principal
Elementary School Assistant and Summer School Principal
Coordinator of Preschool and English Learner Programs**

2021 - 2022

		8 hrs/day	8 hrs/day
Step	Hourly Rate	210 days/year	260 days/year

1	\$ 36.84167	\$ 61,894	\$ 76,631
2	\$ 37.50000	63,000	\$ 78,000
3	\$ 38.17001	64,126	\$ 79,394
4	\$ 38.85198	65,271	\$ 80,812
5	\$ 39.54614	66,438	\$ 82,256
6	\$ 40.25270	67,625	\$ 83,726
7	\$ 40.97189	68,833	\$ 85,222
8	\$ 41.70393	70,063	\$ 86,744
9	\$ 42.44904	71,314	\$ 88,294
10	\$ 43.20747	72,589	\$ 89,872
11	\$ 43.97945	73,885	\$ 91,477
12	\$ 44.76522	75,206	\$ 93,112
13	\$ 45.56504	76,549	\$ 94,775
14	\$ 46.37914	77,917	\$ 96,469
15	\$ 47.20778	79,309	\$ 98,192
16	\$ 48.05124	80,726	\$ 99,947
17	\$ 48.90976	82,168	\$ 101,732
18	\$ 49.78362	83,636	\$ 103,550
19	\$ 50.67309	85,131	\$ 105,400
20	\$ 51.57846	86,652	\$ 107,283

Benefits for Elementary School Assistant Principal & Coordinator of Preschool and EL Programs

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 if a VRS Plan 1 or 2 member
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium paid
 VRS Hybrid Disability if applicable

Benefits for Elementary School Assistant and Summer School Principal

1 day of sick leave per month of contract
 Vacation at established rates for 12 month employees
 Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
 Group health insurance available; employer contribution varies by coverage
 Group dental insurance available; employer contribution varies by coverage
 VRS life insurance premium paid
 VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A03
Middle School Assistant Principal
Coordinator of Transportation
Coordinator of Alternative Education and Attendance**

2021 - 2022

	8	hours/day
	260	days/year
Step	Hourly Rate	

1	\$ 34.38750	\$ 71,526
2	\$ 35.00210	72,804
3	\$ 35.62748	74,105
4	\$ 36.26403	75,429
5	\$ 36.91195	76,777
6	\$ 37.57145	78,149
7	\$ 38.24273	79,545
8	\$ 38.92601	80,966
9	\$ 39.62149	82,413
10	\$ 40.32940	83,885
11	\$ 41.04996	85,384
12	\$ 41.78339	86,909
13	\$ 42.52992	88,462
14	\$ 43.28980	90,043
15	\$ 44.06325	91,652
16	\$ 44.85051	93,289
17	\$ 45.65185	94,956
18	\$ 46.46750	96,652
19	\$ 47.29773	98,379
20	\$ 48.14279	100,137

Benefits for Middle School Assistant Principal, Coordinator of Transportation & Coordinator of Alternative Education and Attendance

-
- 1 day of sick leave per month of contract
 - Vacation at established rate for 12 month employees
 - Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
 - Group health insurance available; employer contribution varies by coverage
 - Group dental insurance available; employer contribution varies by coverage
 - VRS life insurance premium paid
 - VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



Grade A04
High School Assistant Principal
High School Assistant Principal and Division Coordinator of Assessment
2021 - 2022

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 36.96683	\$ 76,891
2	\$ 37.62726	78,265
3	\$ 38.29954	79,663
4	\$ 38.98383	81,086
5	\$ 39.68035	82,535
6	\$ 40.38931	84,010
7	\$ 41.11093	85,511
8	\$ 41.84546	87,039
9	\$ 42.59310	88,594
10	\$ 43.35410	90,177
11	\$ 44.12870	91,788
12	\$ 44.91714	93,428
13	\$ 45.71967	95,097
14	\$ 46.53653	96,796
15	\$ 47.36799	98,525
16	\$ 48.21430	100,286
17	\$ 49.07574	102,078
18	\$ 49.95257	103,901
19	\$ 50.84506	105,758
20	\$ 51.75350	107,647

Benefits for High School Assistant Principal and High School Assistant Principal and Division Coordinator of Assessment

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A05
Elementary Principal;
Supervisor of Technology and Data Management**

2021 - 2022

	8	
	hrs/day	
	260	
Step	Rate	days/year

1	\$ 39.73942	\$ 82,658
2	\$ 40.44931	84,135
3	\$ 41.17201	85,638
4	\$ 41.90762	87,168
5	\$ 42.65637	88,725
6	\$ 43.41851	90,310
7	\$ 44.19426	91,924
8	\$ 44.98386	93,566
9	\$ 45.78758	95,238
10	\$ 46.60566	96,940
11	\$ 47.43835	98,672
12	\$ 48.28593	100,435
13	\$ 49.14864	102,229
14	\$ 50.02677	104,056
15	\$ 50.92059	105,915
16	\$ 51.83038	107,807
17	\$ 52.75642	109,733
18	\$ 53.69901	111,694
19	\$ 54.65844	113,690
20	\$ 55.63501	115,721

Benefits for Elementary Principal & Supervisor of Technology and Data Management

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A06
Middle School Principal**

2021 - 2022

		8 hours/day 260 days/year
Step	Hourly Rate	

1	\$ 42.71971	\$ 88,857
2	\$ 43.48300	90,445
3	\$ 44.25991	92,061
4	\$ 45.05069	93,705
5	\$ 45.85560	95,380
6	\$ 46.67489	97,084
7	\$ 47.50882	98,818
8	\$ 48.35765	100,584
9	\$ 49.22165	102,381
10	\$ 50.10108	104,210
11	\$ 50.99623	106,072
12	\$ 51.90737	107,967
13	\$ 52.83479	109,896
14	\$ 53.77878	111,860
15	\$ 54.73963	113,858
16	\$ 55.71765	115,893
17	\$ 56.71315	117,963
18	\$ 57.72643	120,071
19	\$ 58.75782	122,216
20	\$ 59.80763	124,400

Benefits for Middle School Principal

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A07
Director
High School Principal**

2021 - 2022

	8	hours/day
	260	days/year
Step	Hourly Rate	

1	\$ 45.92356	\$ 95,521
2	\$ 46.74423	97,228
3	\$ 47.57940	98,965
4	\$ 48.42949	100,733
5	\$ 49.29477	102,533
6	\$ 50.17551	104,365
7	\$ 51.07199	106,230
8	\$ 51.98448	108,128
9	\$ 52.91328	110,060
10	\$ 53.85867	112,026
11	\$ 54.82095	114,028
12	\$ 55.80042	116,065
13	\$ 56.79740	118,139
14	\$ 57.81219	120,249
15	\$ 58.84510	122,398
16	\$ 59.89648	124,585
17	\$ 60.96664	126,811
18	\$ 62.05592	129,076
19	\$ 63.16466	131,382
20	\$ 64.29321	133,730

Benefits for Director and High School Principal

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.



**Grade A10
Assistant Superintendent**

2021 - 2022

		8 hours/day 260 days/year
Step	Hourly Rate	

1	\$ 57.05096	\$ 118,666
2	\$ 58.07021	120,786
3	\$ 59.10774	122,944
4	\$ 60.16380	125,141
5	\$ 61.23874	127,377
6	\$ 62.33288	129,652
7	\$ 63.44657	131,969
8	\$ 64.58016	134,327
9	\$ 65.73400	136,727
10	\$ 66.90845	139,170
11	\$ 68.10389	141,656
12	\$ 69.32069	144,187
13	\$ 70.55923	146,763
14	\$ 71.81990	149,385
15	\$ 73.10309	152,054
16	\$ 74.40921	154,771
17	\$ 75.73866	157,536
18	\$ 77.09187	160,351
19	\$ 78.46926	163,216
20	\$ 79.87125	166,132

Benefits for Assistant Superintendent

- 1 day of sick leave per month of contract
- Vacation at established rate for 12 month employees
- Sick Leave Bank option after 1 year of service if a VRS Plan 1 or 2 member
- Group health insurance available; employer contribution varies by coverage
- Group dental insurance available; employer contribution varies by coverage
- VRS life insurance premium paid
- VRS Hybrid Disability if applicable

All employee benefits are based on current School Board policy and are subject to amendment.