



## SALEM CITY SCHOOLS 2024 - 2025 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	50,605	51,782	53,547	55,313	55,901	56,489	57,078
1	51,318	52,511	54,300	56,091	56,688	57,284	57,881
2	52,040	53,250	55,065	56,881	57,486	58,091	58,696
3	52,773	54,000	55,840	57,682	58,296	58,909	59,523
4	53,516	54,760	56,627	58,494	59,117	59,738	60,361
5	54,270	55,531	57,424	59,318	59,949	60,579	61,211
6	55,034	56,313	58,232	60,153	60,793	61,432	62,072
7	55,809	57,106	59,052	61,000	61,649	62,297	62,946
8	56,594	57,910	59,884	61,859	62,517	63,174	63,833
9	57,391	58,725	60,727	62,730	63,397	64,064	64,731
10	58,199	59,552	61,582	63,613	64,290	64,966	65,643
11	59,019	60,391	62,449	64,509	65,195	65,881	66,567
12	59,850	61,241	63,328	65,417	66,113	66,808	67,504
13	60,692	62,103	64,220	66,338	67,044	67,749	68,455
14	61,547	62,978	65,124	67,272	67,988	68,703	69,419
15	62,414	63,864	66,041	68,219	68,945	69,670	70,396
16	63,292	64,764	66,971	69,180	69,916	70,651	71,387
17	64,183	65,675	67,914	70,154	70,900	71,646	72,392
18	65,087	66,600	68,870	71,142	71,899	72,655	73,412
19	66,004	67,538	69,840	72,143	72,911	73,678	74,445
20	66,933	68,489	70,823	73,159	73,938	74,715	75,494
21	67,875	69,453	71,820	74,189	74,979	75,767	76,556
22	68,831	70,431	72,832	75,234	76,034	76,834	77,634
23	69,800	71,423	73,857	76,293	77,105	77,916	78,727
24	70,783	72,428	74,897	77,367	78,191	79,013	79,836
25	71,780	73,448	75,952	78,457	79,292	80,125	80,960
26	72,790	74,482	77,021	79,561	80,408	81,253	82,100
27	73,815	75,531	78,105	80,681	81,540	82,397	83,256
28	74,854	76,594	79,205	81,817	82,688	83,557	84,428
29	75,908	77,673	80,320	82,969	83,852	84,734	85,617
30+	76,977	78,767	81,451	84,138	85,033	85,927	86,822

**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