

## SALEM CITY SCHOOLS 2024 - 2025 TEACHER SALARY SCALE

ANNUAL - 200 days; 7 hours, 20 minutes (7.33 hrs)

Experience122 hours122 hours122 hours122 hours050,60551,78253,54755,31355,90156,48957,07151,31852,51154,30056,09156,68857,28457,88252,04053,25055,06556,88157,48658,09158,69352,77354,00055,84057,68258,29658,90959,52453,51654,76056,62758,49459,11759,73860,36554,27055,53157,42459,31859,94960,57961,21655,03456,31358,23260,15360,79361,43262,07755,80957,10659,05261,00061,64962,29762,94856,59457,91059,88461,85962,51763,17463,83957,39158,72560,72762,73063,39764,06464,731058,19959,55261,58263,61364,29064,96665,641159,01960,39162,44964,50965,19565,88166,561259,85061,24163,32865,41766,11366,80867,501360,69262,10366,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,900 <th>Years of</th> <th>Bachelors</th> <th>Bachelors</th> <th>Bachelors</th> <th>Masters</th> <th>Masters</th> <th>Masters</th> <th>Doctorate</th>	Years of	Bachelors	Bachelors	Bachelors	Masters	Masters	Masters	Doctorate
1 $51,318$ $52,511$ $54,300$ $56,091$ $56,688$ $57,284$ $57,88$ 2 $52,040$ $53,250$ $55,065$ $56,881$ $57,486$ $58,091$ $58,699$ 3 $52,773$ $54,000$ $55,840$ $57,682$ $58,296$ $58,909$ $59,52$ 4 $53,516$ $54,760$ $56,627$ $58,494$ $59,117$ $59,738$ $60,36$ 5 $54,270$ $55,531$ $57,424$ $59,318$ $59,949$ $60,579$ $61,21$ 6 $55,034$ $56,313$ $58,232$ $60,153$ $60,793$ $61,432$ $62,07$ 7 $55,809$ $57,106$ $59,052$ $61,000$ $61,649$ $62,297$ $62,944$ 8 $56,594$ $57,910$ $59,884$ $61,859$ $62,517$ $63,174$ $63,833$ 9 $57,391$ $58,725$ $60,727$ $62,730$ $63,397$ $64,064$ $64,73$ 10 $58,199$ $59,552$ $61,582$ $63,613$ $64,290$ $64,966$ $65,644$ 11 $59,050$ $61,241$ $63,328$ $65,417$ $66,113$ $66,808$ $67,50$ 13 $60,692$ $62,103$ $64,220$ $66,338$ $67,044$ $67,749$ $68,455$ 14 $61,547$ $62,978$ $65,124$ $67,272$ $67,988$ $68,703$ $70,39$ 15 $62,414$ $63,864$ $60,014$ $68,219$ $69,916$ $70,651$ $71,348$ 17 $64,183$ $65,675$ $67,914$ $70,154$ $70,900$ $71,$	Experience	Dachelors	+12 hours	+24 hours	Plasters	+12 hours	+24 hours	Doctorate
2 52,040 53,250 55,065 56,881 57,486 58,091 58,69   3 52,773 54,000 55,840 57,682 58,296 58,909 59,52   4 53,516 54,760 56,627 58,494 59,117 59,738 60,357   5 54,270 55,531 57,424 59,318 59,949 60,579 61,21   6 55,034 56,313 58,232 60,153 60,793 61,432 62,07   7 55,809 57,106 59,052 61,000 61,649 62,297 62,94   8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,050 61,241 63,328 65,417 66,113 66,808 67,50	0	50,605	51,782	53,547	55,313	55,901	56,489	57,078
3 52,773 54,000 55,840 57,682 58,296 58,909 59,52   4 53,516 54,760 56,627 58,494 59,117 59,738 60,36   5 54,270 55,531 57,424 59,318 59,949 60,579 61,21   6 55,034 56,313 58,232 60,153 60,793 61,432 62,07   7 55,809 57,106 59,052 61,000 61,649 62,297 62,94   8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50	1	51,318	52,511	54,300	56,091	56,688	57,284	57,881
4 53,516 54,760 56,627 58,494 59,117 59,738 60,36   5 54,270 55,531 57,424 59,318 59,949 60,579 61,21   6 55,034 56,313 58,232 60,153 60,793 61,432 62,07   7 55,809 57,106 59,052 61,000 61,649 62,297 62,94   8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   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 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   13 60,692 62,103 64,220 66,338 67,044 67,749 68,453 <th>2</th> <th>52,040</th> <th>53,250</th> <th>55,065</th> <th>56,881</th> <th>57,486</th> <th>58,091</th> <th>58,696</th>	2	52,040	53,250	55,065	56,881	57,486	58,091	58,696
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 62,07   7 55,809 57,106 59,052 61,000 61,649 62,297 62,94   8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   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 69,411 </th <th>3</th> <th>52,773</th> <th>54,000</th> <th>55,840</th> <th>57,682</th> <th>58,296</th> <th>58,909</th> <th>59,523</th>	3	52,773	54,000	55,840	57,682	58,296	58,909	59,523
6 55,034 56,313 58,232 60,153 60,793 61,432 62,07   7 55,809 57,106 59,052 61,000 61,649 62,297 62,94   8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   13 60,692 62,103 64,220 66,338 67,044 67,749 68,451   14 61,547 62,978 65,124 67,272 67,988 68,703 69,41   15 62,414 63,864 66,041 68,219 68,945 69,670 70,39 <th>4</th> <th>53,516</th> <th>54,760</th> <th>56,627</th> <th>58,494</th> <th>59,117</th> <th>59,738</th> <th>60,361</th>	4	53,516	54,760	56,627	58,494	59,117	59,738	60,361
755,80957,10659,05261,00061,64962,29762,94856,59457,91059,88461,85962,51763,17463,83957,39158,72560,72762,73063,39764,06464,731058,19959,55261,58263,61364,29064,96665,641159,01960,39162,44964,50965,19565,88166,561259,85061,24163,32865,41766,11366,80867,5001360,69262,10364,22066,38367,04467,74968,4551461,54762,97865,12467,27267,98868,70369,4111562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85	5	54,270	55,531	57,424	59,318	59,949	60,579	61,211
8 56,594 57,910 59,884 61,859 62,517 63,174 63,83   9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   13 60,692 62,103 64,220 66,338 67,044 67,749 68,45   14 61,547 62,978 65,124 67,272 67,988 68,703 69,41   15 62,414 63,864 66,041 68,219 68,945 69,670 70,39   16 63,292 64,764 66,971 69,180 69,916 70,651 71,38   17 64,183 65,675 67,914 70,154 70,900 71,646 72,39 </th <th>6</th> <th>55,034</th> <th>56,313</th> <th>58,232</th> <th>60,153</th> <th>60,793</th> <th>61,432</th> <th>62,072</th>	6	55,034	56,313	58,232	60,153	60,793	61,432	62,072
9 57,391 58,725 60,727 62,730 63,397 64,064 64,73   10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   13 60,692 62,103 64,220 66,338 67,044 67,749 68,45   14 61,547 62,978 65,124 67,272 67,988 68,703 69,41   15 62,414 63,864 66,041 68,219 68,945 69,670 70,39   16 63,292 64,764 66,971 69,180 69,916 70,651 71,38   17 64,183 65,675 67,914 70,154 70,900 71,646 72,39   18 65,087 66,600 68,870 71,142 71,899 72,655 73,41<	7	55,809	57,106	59,052	61,000	61,649	62,297	62,946
10 58,199 59,552 61,582 63,613 64,290 64,966 65,64   11 59,019 60,391 62,449 64,509 65,195 65,881 66,56   12 59,850 61,241 63,328 65,417 66,113 66,808 67,50   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 69,411   15 62,414 63,864 66,041 68,219 68,945 69,670 70,39   16 63,292 64,764 66,971 69,180 69,916 70,651 71,38   17 64,183 65,675 67,914 70,154 70,900 71,646 72,39   18 65,087 66,600 68,870 71,142 71,899 72,655 73,41   19 66,004 67,538 69,840 72,143 72,911 73,678 74,	8	56,594	57,910	59,884	61,859	62,517	63,174	63,833
1159,01960,39162,44964,50965,19565,88166,561259,85061,24163,32865,41766,11366,80867,501360,69262,10364,22066,33867,04467,74968,4551461,54762,97865,12467,27267,98868,70369,4111562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,	9	57,391	58,725	60,727	62,730	63,397	64,064	64,731
1259,85061,24163,32865,41766,11366,80867,501360,69262,10364,22066,33867,04467,74968,451461,54762,97865,12467,27267,98868,70369,411562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,2	10	58,199	59,552	61,582	63,613	64,290	64,966	65,643
1360,69262,10364,22066,33867,04467,74968,451461,54762,97865,12467,27267,98868,70369,411562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32	11	59,019	60,391	62,449	64,509	65,195	65,881	66,567
1461,54762,97865,12467,27267,98868,70369,411562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,1002773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	12	59,850	61,241	63,328	65,417	66,113	66,808	67,504
1562,41463,86466,04168,21968,94569,67070,391663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,1002773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	13	60,692	62,103	64,220	66,338	67,044	67,749	68,455
1663,29264,76466,97169,18069,91670,65171,381764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,9662672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	14	61,547	62,978	65,124	67,272	67,988	68,703	69,419
1764,18365,67567,91470,15470,90071,64672,391865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,9662672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	15	62,414	63,864	66,041	68,219	68,945	69,670	70,396
1865,08766,60068,87071,14271,89972,65573,411966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	16	63,292	64,764	66,971	69,180	69,916	70,651	71,387
1966,00467,53869,84072,14372,91173,67874,442066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,4222975,90877,67380,32082,96983,85284,73485,61	17	64,183	65,675	67,914	70,154	70,900	71,646	72,392
2066,93368,48970,82373,15973,93874,71575,492167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,4222975,90877,67380,32082,96983,85284,73485,61	18	65,087	66,600	68,870	71,142	71,899	72,655	73,412
2167,87569,45371,82074,18974,97975,76776,552268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,1002773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,4222975,90877,67380,32082,96983,85284,73485,611	19	66,004	67,538	69,840	72,143	72,911	73,678	74,445
2268,83170,43172,83275,23476,03476,83477,632369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	20	66,933	68,489	70,823	73,159	73,938	74,715	75,494
2369,80071,42373,85776,29377,10577,91678,722470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,2552874,85476,59479,20581,81782,68883,55784,4222975,90877,67380,32082,96983,85284,73485,611	21	67,875	69,453	71,820	74,189	74,979	75,767	76,556
2470,78372,42874,89777,36778,19179,01379,832571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,4222975,90877,67380,32082,96983,85284,73485,611	22	68,831	70,431	72,832	75,234	76,034	76,834	77,634
2571,78073,44875,95278,45779,29280,12580,962672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	23	69,800	71,423	73,857	76,293	77,105	77,916	78,727
2672,79074,48277,02179,56180,40881,25382,102773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	24	70,783	72,428	74,897	77,367	78,191	79,013	79,836
2773,81575,53178,10580,68181,54082,39783,252874,85476,59479,20581,81782,68883,55784,422975,90877,67380,32082,96983,85284,73485,61	25	71,780	73,448	75,952	78,457	79,292	80,125	80,960
28 74,854 76,594 79,205 81,817 82,688 83,557 84,42   29 75,908 77,673 80,320 82,969 83,852 84,734 85,61	26	72,790	74,482	77,021	79,561	80,408	81,253	82,100
29 75,908 77,673 80,320 82,969 83,852 84,734 85,61	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
<b>30+ 76,977 78,767 81,451 84,138 85,033 85,927 86,82</b>	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					