



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2025-2026 ADMINISTRATOR SALARY SCALE**

Step	A01 220 Days	A02 260 Days	A03 260 Days	A04 260 Days	A05 260 Days	A06 260 Days	A07 260 Days	A08 260 Days	A10 260 Days	A11 260 Days
	Elementary Assistant Principal	Athletic Director and Events Supervisor	Middle School Assistant Principal; Coordinator of Alternative & Online Programs; Coordinator of Assessment & Accountability; Coordinator of Special Education; Coordinator of State & Federal Programs; Coordinator of Student Services	High School Assistant Principal; Coordinator of Transportation	Elementary Principal	Middle School Principal	Director of Administrative Services; Director of Student Services; Director of Technology; High School Principal	Executive Director of Human Resources; Chief Financial Officer	Assistant Superintendent	Deputy Superintendent
1	\$73,469	\$75,389	\$81,043	\$87,122	\$93,656	\$100,680	\$108,231	\$116,348	\$134,455	\$144,539
2	74,782	76,736	82,491	88,678	95,329	102,479	110,165	118,427	136,857	147,122
3	76,118	78,107	83,965	90,263	97,032	104,310	112,133	120,543	139,302	149,750
4	77,478	79,503	85,465	91,875	98,766	106,173	114,136	122,697	141,791	152,426
5	78,862	80,923	86,992	93,517	100,531	108,070	116,176	124,889	144,325	155,149
6	80,271	82,369	88,547	95,188	102,327	110,001	118,251	127,120	146,903	157,921
7	81,705	83,841	90,129	96,888	104,155	111,967	120,364	129,391	149,528	160,743
8	83,165	85,339	91,739	98,619	106,016	113,967	122,515	131,703	152,200	163,615
9	84,651	86,863	93,378	100,381	107,910	116,003	124,704	134,056	154,919	166,538
10	86,163	88,415	95,046	102,175	109,838	118,076	126,932	136,452	157,687	169,513
11	87,703	89,995	96,745	104,001	111,801	120,186	129,200	138,889	160,504	172,542
12	89,270	91,603	98,473	105,859	113,798	122,333	131,508	141,371	163,372	175,625
13	90,865	93,240	100,233	107,750	115,831	124,519	133,858	143,897	166,291	178,763
14	92,488	94,906	102,023	109,675	117,901	126,743	136,249	146,468	169,262	181,957
15	94,141	96,601	103,846	111,635	120,007	129,008	138,683	149,085	172,286	185,207
16	95,823	98,327	105,702	113,629	122,151	131,313	141,161	151,748	175,364	188,517
17	97,535	100,084	107,590	115,659	124,334	133,659	143,683	154,460	178,497	191,885
18	99,277	101,872	109,512	117,726	126,555	136,047	146,251	157,219	181,687	195,313
19	101,051	103,692	111,469	119,829	128,817	138,478	148,864	160,028	184,933	198,803
20	102,857	105,545	113,461	121,970	131,118	140,952	151,523	162,888	188,237	202,355

Benefits for 11-month Positions (220 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 and dental insurance available; employer contribution varies by coverage
 VRS life insurance premium
 VRS Hybrid Disability if applicable

Benefits for 12-month Positions (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 and 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.