



**Grade S02
Cafeteria Monitor, Custodian
Aide, Reprographics Aide
2023 - 2024**

Step	Hourly Rate	3 hours/day 180 days/year
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1	12.41675	\$ 6,705
2	12.60112	6,805
3	12.78824	6,906
4	12.97813	7,008
5	13.17084	7,112
6	13.36641	7,218
7	13.56488	7,325
8	13.76631	7,434
9	13.97072	7,544
10	14.17817	7,656
11	14.38870	7,770
12	14.60235	7,885
13	14.81918	8,002
14	15.03923	8,121
15	15.26255	8,242
16	15.48918	8,364
17	15.71917	8,488
18	15.95258	8,614
19	16.18946	8,742
20	16.42986	8,872
21	16.67382	9,004
22	16.92141	9,138
23	17.17267	9,273
24	17.42766	9,411
25	17.68645	9,551
26	17.94907	9,692
27	18.21559	9,836
28	18.48607	9,982
29	18.76057	10,131
30	19.03914	10,281

Benefits for 10-month Part-Time Cafeteria Monitor, Custodian Aide, & Reprographics Aide

1 day of sick leave per month of contract

Hourly Rate for Substitute Cafeteria Monitor: \$ 12.41675 per hour

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**

Salem City Schools



**Grade S03
Custodian
2023 - 2024**

Step	Hourly Rate	3 hours/day 180 days/year	4 hours/day 210 days/year	8 hours/day 210 days/year	7 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 13.03759	\$ 7,040	\$ 10,952	\$ 21,903	\$ 23,728	\$ 27,118
2	13.23118	7,145	11,114	22,228	24,081	27,521
3	13.42765	7,251	11,279	22,558	24,438	27,930
4	13.62704	7,359	11,447	22,893	24,801	28,344
5	13.82938	7,468	11,617	23,233	25,169	28,765
6	14.03473	7,579	11,789	23,578	25,543	29,192
7	14.24313	7,691	11,964	23,928	25,922	29,626
8	14.45463	7,805	12,142	24,284	26,307	30,066
9	14.66926	7,921	12,322	24,644	26,698	30,512
10	14.88708	8,039	12,505	25,010	27,094	30,965
11	15.10814	8,158	12,691	25,382	27,497	31,425
12	15.33248	8,280	12,879	25,759	27,905	31,892
13	15.56014	8,402	13,071	26,141	28,319	32,365
14	15.79119	8,527	13,265	26,529	28,740	32,846
15	16.02568	8,654	13,462	26,923	29,167	33,333
16	16.26364	8,782	13,661	27,323	29,600	33,828
17	16.50513	8,913	13,864	27,729	30,039	34,331
18	16.75022	9,045	14,070	28,140	30,485	34,840
19	16.99894	9,179	14,279	28,558	30,938	35,358
20	17.25135	9,316	14,491	28,982	31,397	35,883
21	17.50751	9,454	14,706	29,413	31,864	36,416
22	17.76748	9,594	14,925	29,849	32,337	36,956
23	18.03131	9,737	15,146	30,293	32,817	37,505
24	18.29905	9,881	15,371	30,742	33,304	38,062
25	18.57077	10,028	15,599	31,199	33,799	38,627
26	18.84653	10,177	15,831	31,662	34,301	39,201
27	19.12637	10,328	16,066	32,132	34,810	39,783
28	19.41038	10,482	16,305	32,609	35,327	40,374
29	19.69860	10,637	16,547	33,094	35,851	40,973
30	19.99110	10,795	16,793	33,585	36,384	41,581

Benefits for 10-month Custodian (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 Full-Time Custodian (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

Benefits for 10-month Part-Time Custodian (3 Hour, 180 Day and 4 Hour, 210 Day)

- 1 day of sick leave per month of contract

Hourly Rate for Substitute Custodian: \$13.03759 per hour

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

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.



**Grade S04
Custodian/Courier
Food Service Staff
2023 - 2024**

Step	Hourly Rate	6.5	7	7	7.5	8
		hours/day 190 days/year	hours/day 187 days/year	hours/day 190 days/year	hours/day 190 days/year	hours/day 260 days/year
1	\$ 13.68947	\$ 16,906	\$ 17,920	\$ 18,207	\$ 19,507	\$ 28,474
2	13.89274	17,158	18,186	18,477	19,797	28,897
3	14.09903	17,412	18,456	18,752	20,091	29,326
4	14.30839	17,671	18,730	19,030	20,389	29,761
5	14.52085	17,933	19,008	19,313	20,692	30,203
6	14.73647	18,200	19,290	19,600	20,999	30,652
7	14.95529	18,470	19,576	19,891	21,311	31,107
8	15.17736	18,744	19,867	20,186	21,628	31,569
9	15.40272	19,022	20,162	20,486	21,949	32,038
10	15.63144	19,305	20,462	20,790	22,275	32,513
11	15.86354	19,591	20,765	21,099	22,606	32,996
12	16.09910	19,882	21,074	21,412	22,941	33,486
13	16.33815	20,178	21,387	21,730	23,282	33,983
14	16.58075	20,477	21,704	22,052	23,628	34,488
15	16.82696	20,781	22,026	22,380	23,978	35,000
16	17.07682	21,090	22,354	22,712	24,334	35,520
17	17.33039	21,403	22,685	23,049	24,696	36,047
18	17.58773	21,721	23,022	23,392	25,063	36,582
19	17.84889	22,043	23,364	23,739	25,435	37,126
20	18.11392	22,371	23,711	24,092	25,812	37,677
21	18.38289	22,703	24,063	24,449	26,196	38,236
22	18.65586	23,040	24,421	24,812	26,585	38,804
23	18.93287	23,382	24,783	25,181	26,979	39,380
24	19.21400	23,729	25,151	25,555	27,380	39,965
25	19.49931	24,082	25,525	25,934	27,787	40,559
26	19.78885	24,439	25,904	26,319	28,199	41,161
27	20.08269	24,802	26,288	26,710	28,618	41,772
28	20.38090	25,170	26,679	27,107	29,043	42,392
29	20.68353	25,544	27,075	27,509	29,474	43,022
30	20.99066	25,923	27,477	27,918	29,912	43,661

Benefits for 10-month Full-Time Food Service Staff (187 and 190 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 Full-Time Custodian/Courier (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



**Grade S05
School Bus Aide
2023 - 2024**

Step	Hourly Rate	5 hours/day 188 days/year
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1	\$ 14.37394	\$ 13,512
2	14.58738	13,712
3	14.80398	13,916
4	15.02380	14,122
5	15.24689	14,332
6	15.47329	14,545
7	15.70305	14,761
8	15.93622	14,980
9	16.17286	15,202
10	16.41300	15,428
11	16.65672	15,657
12	16.90405	15,890
13	17.15506	16,126
14	17.40979	16,365
15	17.66830	16,608
16	17.93066	16,855
17	18.19691	17,105
18	18.46711	17,359
19	18.74132	17,617
20	19.01961	17,878
21	19.30203	18,144
22	19.58864	18,413
23	19.87951	18,687
24	20.17470	18,964
25	20.47427	19,246
26	20.77829	19,532
27	21.08682	19,822
28	21.39994	20,116
29	21.71770	20,415
30	22.04019	20,718

Benefits for 10-month Full-Time School Bus Aide (188 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

Hourly Rate for Substitute School Bus Aide: \$ 14.37394 per hour

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**

Salem City Schools



**Grade S06
Instructional Assistant
Office Aide
2023 - 2024**

Step	Hourly Rate	3.25	6.5	7	7.5
		hours/day 182 days/year	hours/day 189 days/year	hours/day 189 days/year	hours/day 189 days/year
1	\$ 15.09264	\$ 8,927	\$ 18,541	\$ 19,968	\$ 21,394
2	15.31675	9,060	18,817	20,264	21,711
3	15.54418	9,194	19,096	20,565	22,034
4	15.77500	9,331	19,380	20,870	22,361
5	16.00924	9,469	19,667	21,180	22,693
6	16.24696	9,610	19,959	21,495	23,030
7	16.48820	9,753	20,256	21,814	23,372
8	16.73304	9,898	20,557	22,138	23,719
9	16.98150	10,045	20,862	22,467	24,071
10	17.23366	10,194	21,172	22,800	24,429
11	17.48956	10,345	21,486	23,139	24,791
12	17.74926	10,499	21,805	23,482	25,160
13	18.01281	10,655	22,129	23,831	25,533
14	18.28028	10,813	22,457	24,185	25,912
15	18.55172	10,973	22,791	24,544	26,297
16	18.82719	11,136	23,129	24,908	26,688
17	19.10676	11,302	23,473	25,278	27,084
18	19.39047	11,469	23,821	25,654	27,486
19	19.67839	11,640	24,175	26,035	27,894
20	19.97060	11,813	24,534	26,421	28,308
21	20.26714	11,988	24,898	26,813	28,729
22	20.56808	12,166	25,268	27,212	29,155
23	20.87349	12,347	25,643	27,616	29,588
24	21.18344	12,530	26,024	28,026	30,028
25	21.49799	12,716	26,410	28,442	30,473
26	21.81721	12,905	26,802	28,864	30,926
27	22.14117	13,097	27,200	29,293	31,385
28	22.46994	13,291	27,604	29,728	31,851
29	22.80359	13,488	28,014	30,169	32,324
30	23.14220	13,689	28,430	30,617	32,804

Benefits for 10-month Full-Time Instructional Assistants and Office Aide (189 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 10-month Part-Time Instructional Assistants (182 day)

- 1 day of sick leave per month of contract

Hourly Rate for Substitute Instructional Assistant & Office Aide: \$ 15.09264

Hourly Rate for Substitute Special Education Instructional Assistant: \$ 16.24696

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

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.



Grade S07
Unassigned
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 15.84727	\$ 32,962
2	\$ 16.08258	33,452
3	\$ 16.32139	33,948
4	\$ 16.56374	34,453
5	\$ 16.80970	34,964
6	\$ 17.05930	35,483
7	\$ 17.31261	36,010
8	\$ 17.56968	36,545
9	\$ 17.83057	37,088
10	\$ 18.09534	37,638
11	\$ 18.36403	38,197
12	\$ 18.63672	38,764
13	\$ 18.91345	39,340
14	\$ 19.19429	39,924
15	\$ 19.47931	40,517
16	\$ 19.76855	41,119
17	\$ 20.06209	41,729
18	\$ 20.35999	42,349
19	\$ 20.66231	42,978
20	\$ 20.96912	43,616
21	\$ 21.28049	44,263
22	\$ 21.59648	44,921
23	\$ 21.91716	45,588
24	\$ 22.24261	46,265
25	\$ 22.57289	46,952
26	\$ 22.90807	47,649
27	\$ 23.24822	48,356
28	\$ 23.59343	49,074
29	\$ 23.94377	49,803
30	\$ 24.29931	50,543

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S08
Elementary Building Manager
Family Engagement Coordinator
Secretary (Attendance, Central Office, School, and Transportation)
Student Support Specialist
2023 - 2024

Step	Hourly Rate	5.25 hours/day 189 days/year	7 hours/day 192 days/year	8 hours/day 210 days/year	5 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 16.63964	\$ 16,511	\$ 22,364	\$ 27,955	\$ 21,632	\$ 34,610
2	16.88672	16,756	22,696	28,370	21,953	35,124
3	17.13747	17,005	23,033	28,791	22,279	35,646
4	17.39194	17,257	23,375	29,218	22,610	36,175
5	17.65019	17,513	23,722	29,652	22,945	36,712
6	17.91227	17,773	24,074	30,093	23,286	37,258
7	18.17825	18,037	24,432	30,539	23,632	37,811
8	18.44818	18,305	24,794	30,993	23,983	38,372
9	18.72211	18,577	25,163	31,453	24,339	38,942
10	19.00011	18,853	25,536	31,920	24,700	39,520
11	19.28224	19,133	25,915	32,394	25,067	40,107
12	19.56856	19,417	26,300	32,875	25,439	40,703
13	19.85913	19,705	26,691	33,363	25,817	41,307
14	20.15402	19,998	27,087	33,859	26,200	41,920
15	20.45328	20,295	27,489	34,362	26,589	42,543
16	20.75699	20,596	27,897	34,872	26,984	43,175
17	21.06520	20,902	28,312	35,390	27,385	43,816
18	21.37800	21,212	28,732	35,915	27,791	44,466
19	21.69544	21,527	29,159	36,448	28,204	45,127
20	22.01759	21,847	29,592	36,990	28,623	45,797
21	22.34452	22,171	30,031	37,539	29,048	46,477
22	22.67631	22,501	30,477	38,096	29,479	47,167
23	23.01303	22,835	30,930	38,662	29,917	47,867
24	23.35475	23,174	31,389	39,236	30,361	48,578
25	23.70154	23,518	31,855	39,819	30,812	49,299
26	24.05348	23,867	32,328	40,410	31,270	50,031
27	24.41065	24,221	32,808	41,010	31,734	50,774
28	24.77311	24,581	33,295	41,619	32,205	51,528
29	25.14097	24,946	33,789	42,237	32,683	52,293
30	25.51428	25,317	34,291	42,864	33,169	53,070

Benefits for 10-month Full-Time (189, 210 Day) Secretary, Family Engagement Coordinator, and Student Support Specialist

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 Full-Time (260 day) Elementary Building Manager and Central Office, School, and Transportation Secretary

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

Hourly Rate for Substitute Student Support Specialist: \$ 16.63964 per hour

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

All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.



Grade S09

**Middle School Bookkeeper
 Middle School Building Manager
 Middle School Counseling Secretary
 Non-CDL School Bus Driver
 2023 - 2024**

Step	Hourly Rate	5	8
		hours/day 189 days/year	hours/day 260 days/year
1	\$ 17.47162	\$ 16,511	\$ 36,341
2	17.73105	16,756	36,881
3	17.99434	17,005	37,428
4	18.26153	17,257	37,984
5	18.53270	17,513	38,548
6	18.80789	17,773	39,120
7	19.08716	18,037	39,701
8	19.37058	18,305	40,291
9	19.65821	18,577	40,889
10	19.95012	18,853	41,496
11	20.24635	19,133	42,112
12	20.54699	19,417	42,738
13	20.85208	19,705	43,372
14	21.16171	19,998	44,016
15	21.47594	20,295	44,670
16	21.79483	20,596	45,333
17	22.11846	20,902	46,006
18	22.44690	21,212	46,690
19	22.78021	21,527	47,383
20	23.11847	21,847	48,086
21	23.46175	22,171	48,800
22	23.81013	22,501	49,525
23	24.16368	22,835	50,260
24	24.52248	23,174	51,007
25	24.88661	23,518	51,764
26	25.25615	23,867	52,533
27	25.63117	24,221	53,313
28	26.01177	24,581	54,104
29	26.39801	24,946	54,908
30	26.78999	25,317	55,723

Benefits for 10-month Non-CDL School Bus Driver (189 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 Full-Time Middle School Bookkeeper, Middle School Building Manager, and Middle School Counseling Secretary (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

Hourly Rate for Substitute Non-CDL School Bus Driver: \$ 17.47162 per hour

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

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**

Salem City Schools



Grade S10
Administrative Secretary
High School Building Manager
High School Bookkeeper
High School Counseling Secretary
Main Office Secretary
School Bus Driver
2023 - 2024

Step	Hourly Rate	5	7	8
		hours/day 189 days/year	hours/day 189 days/year	hours/day 260 days/year
1	\$ 18.34520	\$ 17,336	\$ 24,271	\$ 38,158
2	18.61760	17,594	24,631	38,725
3	18.89405	17,855	24,997	39,300
4	19.17461	18,120	25,368	39,883
5	19.45933	18,389	25,745	40,475
6	19.74828	18,662	26,127	41,076
7	20.04152	18,939	26,515	41,686
8	20.33911	19,220	26,909	42,305
9	20.64112	19,506	27,308	42,934
10	20.94762	19,796	27,714	43,571
11	21.25867	20,089	28,125	44,218
12	21.57433	20,388	28,543	44,875
13	21.89469	20,690	28,967	45,541
14	22.21980	20,998	29,397	46,217
15	22.54974	21,310	29,833	46,903
16	22.88457	21,626	30,276	47,600
17	23.22438	21,947	30,726	48,307
18	23.56924	22,273	31,182	49,024
19	23.91921	22,604	31,645	49,752
20	24.27439	22,939	32,115	50,491
21	24.63483	23,280	32,592	51,240
22	25.00063	23,626	33,076	52,001
23	25.37186	23,976	33,567	52,773
24	25.74861	24,332	34,065	53,557
25	26.13094	24,694	34,571	54,352
26	26.51896	25,060	35,085	55,159
27	26.91273	25,433	35,606	55,978
28	27.31235	25,810	36,134	56,810
29	27.71791	26,193	36,671	57,653
30	28.12949	26,582	37,215	58,509

Benefits for 10-month School Bus Driver (189 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 Full-Time Administrative Secretary, High School Bookkeeper, High School Building Manager, High School Counseling Secretary and Main Office Secretary (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

Hourly Rate for Substitute Bus Driver: \$ 18.61760 per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 18.61760 per hour

II employee benefits are based on current School Board policies and are subject to amendmen

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.



Grade S11

Unassigned

2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 19.26246	\$ 40,066
2	19.54849	40,661
3	19.83876	41,265
4	20.13334	41,877
5	20.43230	42,499
6	20.73569	43,130
7	21.04359	43,771
8	21.35607	44,421
9	21.67318	45,080
10	21.99500	45,750
11	22.32160	46,429
12	22.65305	47,118
13	22.98942	47,818
14	23.33079	48,528
15	23.67722	49,249
16	24.02880	49,980
17	24.38560	50,722
18	24.74770	51,475
19	25.11518	52,240
20	25.48811	53,015
21	25.86658	53,802
22	26.25066	54,601
23	26.64046	55,412
24	27.03604	56,235
25	27.43749	57,070
26	27.84490	57,917
27	28.25837	58,777
28	28.67797	59,650
29	29.10381	60,536
30	29.53596	61,435

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S12

Unassigned

2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 20.22558	\$ 42,069
2	20.52591	42,694
3	20.83069	43,328
4	21.14000	43,971
5	21.45391	44,624
6	21.77247	45,287
7	22.09577	45,959
8	22.42387	46,642
9	22.75683	47,334
10	23.09475	48,037
11	23.43768	48,750
12	23.78570	49,474
13	24.13889	50,209
14	24.49732	50,954
15	24.86108	51,711
16	25.23024	52,479
17	25.60488	53,258
18	25.98508	54,049
19	26.37093	54,852
20	26.76251	55,666
21	27.15990	56,493
22	27.56319	57,331
23	27.97247	58,183
24	28.38783	59,047
25	28.80936	59,923
26	29.23714	60,813
27	29.67128	61,716
28	30.11187	62,633
29	30.55899	63,563
30	31.01276	64,507

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S13

Unassigned

2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 21.23686	\$ 44,173
2	21.55220	44,829
3	21.87223	45,494
4	22.19701	46,170
5	22.52660	46,855
6	22.86110	47,551
7	23.20056	48,257
8	23.54506	48,974
9	23.89468	49,701
10	24.24949	50,439
11	24.60956	51,188
12	24.97499	51,948
13	25.34584	52,719
14	25.72219	53,502
15	26.10414	54,297
16	26.49175	55,103
17	26.88512	55,921
18	27.28434	56,751
19	27.68948	57,594
20	28.10063	58,449
21	28.51790	59,317
22	28.94135	60,198
23	29.37110	61,092
24	29.80723	61,999
25	30.24983	62,920
26	30.69900	63,854
27	31.15485	64,802
28	31.61746	65,764
29	32.08694	66,741
30	32.56340	67,732

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S14
Clerk of the School Board
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 22.29870	\$ 46,381
2	22.62981	47,070
3	22.96584	47,769
4	23.30685	48,478
5	23.65293	49,198
6	24.00415	49,929
7	24.36058	50,670
8	24.72231	51,422
9	25.08941	52,186
10	25.46196	52,961
11	25.84004	53,747
12	26.22373	54,545
13	26.61312	55,355
14	27.00830	56,177
15	27.40934	57,011
16	27.81634	57,858
17	28.22938	58,717
18	28.64855	59,589
19	29.07395	60,474
20	29.50566	61,372
21	29.94379	62,283
22	30.38842	63,208
23	30.83965	64,146
24	31.29758	65,099
25	31.76232	66,066
26	32.23395	67,047
27	32.71259	68,042
28	33.19833	69,053
29	33.69129	70,078
30	34.19156	71,118

Benefits for 12-month Full-Time Clerk of the School Board (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S15
Unassigned
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 23.41364	\$ 48,700
2	23.76131	49,424
3	24.11413	50,157
4	24.47220	50,902
5	24.83558	51,658
6	25.20436	52,425
7	25.57862	53,204
8	25.95843	53,994
9	26.34388	54,795
10	26.73506	55,609
11	27.13204	56,435
12	27.53492	57,273
13	27.94379	58,123
14	28.35872	58,986
15	28.77981	59,862
16	29.20716	60,751
17	29.64085	61,653
18	30.08098	62,568
19	30.52765	63,498
20	30.98095	64,440
21	31.44098	65,397
22	31.90785	66,368
23	32.38164	67,354
24	32.86247	68,354
25	33.35044	69,369
26	33.84565	70,399
27	34.34822	71,444
28	34.85825	72,505
29	35.37586	73,582
30	35.90115	74,674

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

All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.
Salem City Schools



Grade S16
Computer Technician I
Media Clerk
2023 - 2024

Step	Hourly Rate	7	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 24.58432	\$ 34,418	\$ 51,135
2	24.94937	34,929	51,895
3	25.31984	35,448	52,665
4	25.69581	35,974	53,447
5	26.07736	36,508	54,241
6	26.46458	37,050	55,046
7	26.85755	37,601	55,864
8	27.25635	38,159	56,693
9	27.66108	38,726	57,535
10	28.07181	39,301	58,389
11	28.48864	39,884	59,256
12	28.91167	40,476	60,136
13	29.34097	41,077	61,029
14	29.77665	41,687	61,935
15	30.21880	42,306	62,855
16	30.66751	42,935	63,788
17	31.12289	43,572	64,736
18	31.58503	44,219	65,697
19	32.05403	44,876	66,672
20	32.53000	45,542	67,662
21	33.01303	46,218	68,667
22	33.50323	46,905	69,687
23	34.00072	47,601	70,721
24	34.50559	48,308	71,772
25	35.01796	49,025	72,837
26	35.53793	49,753	73,919
27	36.06563	50,492	75,017
28	36.60116	51,242	76,130
29	37.14465	52,003	77,261
30	37.69620	52,775	78,408

Benefits for 10-month Full-Time Media Clerk (200 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 Full-Time Computer Technician I (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S17
Accounting/Finance Specialist
Employee Benefits/Payroll Specialist
Grant Specialist
Student Information Systems Specialist
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 25.81354	\$ 53,692
2	26.19684	54,489
3	26.58583	55,299
4	26.98060	56,120
5	27.38123	56,953
6	27.78781	57,799
7	28.20043	58,657
8	28.61917	59,528
9	29.04413	60,412
10	29.47541	61,309
11	29.91308	62,219
12	30.35726	63,143
13	30.80803	64,081
14	31.26549	65,032
15	31.72975	65,998
16	32.20090	66,978
17	32.67904	67,972
18	33.16429	68,982
19	33.65674	70,006
20	34.15650	71,046
21	34.66369	72,100
22	35.17840	73,171
23	35.70076	74,258
24	36.23087	75,360
25	36.76886	76,479
26	37.31484	77,615
27	37.86892	78,767
28	38.43123	79,937
29	39.00189	81,124
30	39.58102	82,329

Benefits for 12-month Accounting/Finance Specialist, Employee Benefits/Payroll Specialist, Grant Specialist and Student Information System Specialist (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**

Salem City Schools



**Grade S18
Computer Technician II
2023 - 2024**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 27.10421	\$ 56,377
2	27.50668	57,214
3	27.91512	58,063
4	28.32963	58,926
5	28.75029	59,801
6	29.17720	60,689
7	29.61044	61,590
8	30.05012	62,504
9	30.49633	63,432
10	30.94917	64,374
11	31.40873	65,330
12	31.87511	66,300
13	32.34842	67,285
14	32.82876	68,284
15	33.31622	69,298
16	33.81093	70,327
17	34.31298	71,371
18	34.82249	72,431
19	35.33957	73,506
20	35.86432	74,598
21	36.39686	75,705
22	36.93731	76,830
23	37.48579	77,970
24	38.04241	79,128
25	38.60729	80,303
26	39.18057	81,496
27	39.76235	82,706
28	40.35278	83,934
29	40.95197	85,180
30	41.56006	86,445

Benefits for 12-month Full-Time Computer Technician II (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S19
Unassigned
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 28.45942	\$ 59,196
2	28.88201	60,075
3	29.31087	60,967
4	29.74611	61,872
5	30.18780	62,791
6	30.63605	63,723
7	31.09096	64,669
8	31.55263	65,629
9	32.02115	66,604
10	32.49663	67,593
11	32.97916	68,597
12	33.46887	69,615
13	33.96584	70,649
14	34.47019	71,698
15	34.98203	72,763
16	35.50148	73,843
17	36.02863	74,940
18	36.56362	76,052
19	37.10654	77,182
20	37.65753	78,328
21	38.21670	79,491
22	38.78418	80,671
23	39.36008	81,869
24	39.94453	83,085
25	40.53766	84,318
26	41.13960	85,570
27	41.75047	86,841
28	42.37042	88,130
29	42.99957	89,439
30	43.63806	90,767

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S20
Database Administrator
School Nurse
2023 - 2024

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 29.88239	\$ 47,812	\$ 62,155
2	30.32611	48,522	63,078
3	30.77642	49,242	64,015
4	31.23341	49,973	64,965
5	31.69719	50,716	65,930
6	32.16786	51,469	66,909
7	32.64551	52,233	67,903
8	33.13026	53,008	68,911
9	33.62221	53,796	69,934
10	34.12146	54,594	70,973
11	34.62812	55,405	72,026
12	35.14231	56,228	73,096
13	35.66413	57,063	74,181
14	36.19370	57,910	75,283
15	36.73114	58,770	76,401
16	37.27655	59,642	77,535
17	37.83006	60,528	78,687
18	38.39180	61,427	79,855
19	38.96187	62,339	81,041
20	39.54041	63,265	82,244
21	40.12754	64,204	83,465
22	40.72338	65,157	84,705
23	41.32808	66,125	85,962
24	41.94175	67,107	87,239
25	42.56454	68,103	88,534
26	43.19657	69,115	89,849
27	43.83799	70,141	91,183
28	44.48894	71,182	92,537
29	45.14955	72,239	93,911
30	45.81996	73,312	95,306

Benefits for 10-month Full-Time School Nurse (200 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 Full-Time Database Administrator (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

Hourly Rate for Substitute School Nurse: \$ 29.88239 per hour

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

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



**Grade S21
Unassigned
2023 - 2024**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 31.37651	\$ 65,263
2	31.84241	66,232
3	32.31524	67,216
4	32.79508	68,214
5	33.28205	69,227
6	33.77625	70,255
7	34.27779	71,298
8	34.78677	72,356
9	35.30332	73,431
10	35.82753	74,521
11	36.35953	75,628
12	36.89942	76,751
13	37.44734	77,890
14	38.00339	79,047
15	38.56769	80,221
16	39.14038	81,412
17	39.72157	82,621
18	40.31139	83,848
19	40.90996	85,093
20	41.51743	86,356
21	42.13391	87,639
22	42.75955	88,940
23	43.39448	90,261
24	44.03884	91,601
25	44.69277	92,961
26	45.35640	94,341
27	46.02989	95,742
28	46.71338	97,164
29	47.40702	98,607
30	48.11096	100,071

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S22
Board Certified Behavior Analyst
School Social Worker
Workforce Coordinator
2023 - 2024

Step	Hourly Rate	4 hours/day 260 days/year	8 hours/day 210 days/year	8 hours/day 260 days/year
1	\$ 32.94534	\$ 34,263	\$ 55,348	\$ 68,526
2	33.43454	34,772	56,170	69,544
3	33.93100	35,288	57,004	70,576
4	34.43484	35,812	57,851	71,624
5	34.94616	36,344	58,710	72,688
6	35.46507	36,884	59,581	73,767
7	35.99168	37,431	60,466	74,863
8	36.52612	37,987	61,364	75,974
9	37.06849	38,551	62,275	77,102
10	37.61891	39,124	63,200	78,247
11	38.17751	39,705	64,138	79,409
12	38.74440	40,294	65,091	80,588
13	39.31971	40,892	66,057	81,785
14	39.90356	41,500	67,038	82,999
15	40.49608	42,116	68,033	84,232
16	41.09740	42,741	69,044	85,483
17	41.70765	43,376	70,069	86,752
18	42.32696	44,020	71,109	88,040
19	42.95547	44,674	72,165	89,347
20	43.59331	45,337	73,237	90,674
21	44.24062	46,010	74,324	92,020
22	44.89754	46,693	75,428	93,387
23	45.56421	47,387	76,548	94,774
24	46.24079	48,090	77,685	96,181
25	46.92741	48,805	78,838	97,609
26	47.62423	49,529	80,009	99,058
27	48.33139	50,265	81,197	100,529
28	49.04906	51,011	82,402	102,022
29	49.77738	51,768	83,626	103,537
30	50.51652	52,537	84,868	105,074

Benefits for 10-month Full-Time School Social Worker (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 Board Certified Behavior Analyst (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**



Grade S23

**Licensed Clinical Social Worker
2023 - 2024**

Step	Hourly Rate	8 hours/day 210 days/year
1	\$ 34.59261	\$ 58,116
2	35.10627	58,979
3	35.62756	59,854
4	36.15659	60,743
5	36.69347	61,645
6	37.23832	62,560
7	37.79127	63,489
8	38.35243	64,432
9	38.92192	65,389
10	39.49986	66,360
11	40.08639	67,345
12	40.68162	68,345
13	41.28570	69,360
14	41.89874	70,390
15	42.52089	71,435
16	43.15228	72,496
17	43.79304	73,572
18	44.44331	74,665
19	45.10325	75,773
20	45.77298	76,899
21	46.45265	78,040
22	47.14242	79,199
23	47.84243	80,375
24	48.55283	81,569
25	49.27379	82,780
26	50.00545	84,009
27	50.74797	85,257
28	51.50152	86,523
29	52.26625	87,807
30	53.04235	89,111

Benefits for 10-month Full-Time Licensed Clinical Social Worker (200 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

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

**All Annual Salary Amounts are rounded to the nearest dollar.
Current employees should check their notices of employment for exact amounts.**



Grade S24
Coordinator of Athletic Training
Coordinator of School Counseling
Coordinator of Technology Systems
School Psychologist
2023 - 2024

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 210 days/year	8 hours/day 220 days/year	8 hours/day 260 days/year
1	\$ 36.32224	\$ 58,116	\$ 61,021	\$ 63,927	\$ 75,550
2	\$ 36.86158	58,979	61,927	64,876	76,672
3	\$ 37.40893	59,854	62,847	65,840	77,811
4	\$ 37.96441	60,743	63,780	66,817	78,966
5	\$ 38.52814	61,645	64,727	67,810	80,139
6	\$ 39.10024	62,560	65,688	68,816	81,328
7	\$ 39.68083	63,489	66,664	69,838	82,536
8	\$ 40.27005	64,432	67,654	70,875	83,762
9	\$ 40.86801	65,389	68,658	71,928	85,005
10	\$ 41.47485	66,360	69,678	72,996	86,268
11	\$ 42.09071	67,345	70,712	74,080	87,549
12	\$ 42.71570	68,345	71,762	75,180	88,849
13	\$ 43.34998	69,360	72,828	76,296	90,168
14	\$ 43.99368	70,390	73,909	77,429	91,507
15	\$ 44.64693	71,435	75,007	78,579	92,866
16	\$ 45.30989	72,496	76,121	79,745	94,245
17	\$ 45.98269	73,572	77,251	80,930	95,644
18	\$ 46.66548	74,665	78,398	82,131	97,064
19	\$ 47.35841	75,773	79,562	83,351	98,505
20	\$ 48.06162	76,899	80,744	84,588	99,968
21	\$ 48.77528	78,040	81,942	85,844	101,453
22	\$ 49.49954	79,199	83,159	87,119	102,959
23	\$ 50.23455	80,375	84,394	88,413	104,488
24	\$ 50.98048	81,569	85,647	89,726	106,039
25	\$ 51.73748	82,780	86,919	91,058	107,614
26	\$ 52.50572	84,009	88,210	92,410	109,212
27	\$ 53.28537	85,257	89,519	93,782	110,834
28	\$ 54.07659	86,523	90,849	95,175	112,479
29	\$ 54.87957	87,807	92,198	96,588	114,149
30	\$ 55.69446	89,111	93,567	98,022	115,844

Benefits for 11-month Full-Time Coordinator of Athletic Training (220 day) and for 10-month Full-Time School Psychologist (200 and 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 Full-Time Coordinator of School Counseling, Coordinator of Technology Systems, Coordinator of Transportation, Regional Adult Program Manager and School Psychologist (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 policies and are subject to amendment.

**All Annual Salary Amounts are rounded to the nearest dollar.
 Current employees should check their notices of employment for exact amounts.**