



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

2023 - 2024

		8 hrs/day	8 hrs/day
	Hourly Rate	210 days/year	220 days/year
Step			

1	\$ 39.20208	\$ 65,860	\$ 68,996
2	\$ 39.90250	67,036	70,229
3	\$ 40.61543	68,234	71,484
4	\$ 41.34110	69,453	72,761
5	\$ 42.07973	70,694	74,061
6	\$ 42.83156	71,957	75,384
7	\$ 43.59682	73,243	76,731
8	\$ 44.37576	74,551	78,102
9	\$ 45.16861	75,883	79,497
10	\$ 45.97563	77,239	80,918
11	\$ 46.79707	78,619	82,363
12	\$ 47.63318	80,024	83,835
13	\$ 48.48423	81,454	85,333
14	\$ 49.35049	82,909	86,857
15	\$ 50.23223	84,390	88,409
16	\$ 51.12972	85,898	89,989
17	\$ 52.04324	87,433	91,597
18	\$ 52.97309	88,995	93,233
19	\$ 53.91955	90,585	94,899
20	\$ 54.88292	92,203	96,594

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

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
Coordinator of Special Education & Student Services
Coordinator of Student Services
Coordinator of Alternative and Online Programs

2023 - 2024

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 36.59081	\$ 76,109
2	\$ 37.24457	77,469
3	\$ 37.91001	78,853
4	\$ 38.58734	80,262
5	\$ 39.27677	81,696
6	\$ 39.97853	83,155
7	\$ 40.69281	84,641
8	\$ 41.41986	86,153
9	\$ 42.15990	87,693
10	\$ 42.91317	89,259
11	\$ 43.67989	90,854
12	\$ 44.46031	92,477
13	\$ 45.25467	94,130
14	\$ 46.06323	95,812
15	\$ 46.88623	97,523
16	\$ 47.72394	99,266
17	\$ 48.57661	101,039
18	\$ 49.44452	102,845
19	\$ 50.32793	104,682
20	\$ 51.22713	106,552

Benefits for Middle School Assistant Principal and Coordinator

- 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

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Grade A04
High School Assistant Principal
High School Assistant Principal and Division Coordinator of Assessment
2023 - 2024

		8
		hours/day
	Hourly	260
Step	Rate	days/year

1	\$ 39.33512	\$ 81,817
2	\$ 40.03791	83,279
3	\$ 40.75326	84,767
4	\$ 41.48139	86,281
5	\$ 42.22253	87,823
6	\$ 42.97691	89,392
7	\$ 43.74477	90,989
8	\$ 44.52635	92,615
9	\$ 45.32190	94,270
10	\$ 46.13165	95,954
11	\$ 46.95588	97,668
12	\$ 47.79483	99,413
13	\$ 48.64877	101,189
14	\$ 49.51797	102,997
15	\$ 50.40270	104,838
16	\$ 51.30323	106,711
17	\$ 52.21986	108,617
18	\$ 53.15286	110,558
19	\$ 54.10253	112,533
20	\$ 55.06917	114,544

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

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**Grade A05
Elementary Principal**

2023 - 2024

		8
		hrs/day
		260
Step	Hourly Rate	days/year

1	\$ 42.28525	\$ 87,953
2	\$ 43.04076	89,525
3	\$ 43.80976	91,124
4	\$ 44.59250	92,752
5	\$ 45.38922	94,410
6	\$ 46.20018	96,096
7	\$ 47.02563	97,813
8	\$ 47.86583	99,561
9	\$ 48.72104	101,340
10	\$ 49.59153	103,150
11	\$ 50.47757	104,993
12	\$ 51.37944	106,869
13	\$ 52.29743	108,779
14	\$ 53.23182	110,722
15	\$ 54.18290	112,700
16	\$ 55.15097	114,714
17	\$ 56.13635	116,764
18	\$ 57.13932	118,850
19	\$ 58.16022	120,973
20	\$ 59.19936	123,135

Benefits for Elementary 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

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**Grade A06
Middle School Principal**

2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 45.45665	\$ 94,550
2	\$ 46.26881	96,239
3	\$ 47.09549	97,959
4	\$ 47.93694	99,709
5	\$ 48.79341	101,490
6	\$ 49.66520	103,304
7	\$ 50.55256	105,149
8	\$ 51.45577	107,028
9	\$ 52.37512	108,940
10	\$ 53.31089	110,887
11	\$ 54.26339	112,868
12	\$ 55.23290	114,884
13	\$ 56.21974	116,937
14	\$ 57.22420	119,026
15	\$ 58.24662	121,153
16	\$ 59.28730	123,318
17	\$ 60.34657	125,521
18	\$ 61.42477	127,764
19	\$ 62.52224	130,046
20	\$ 63.63931	132,370

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**

2023 - 2024

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 48.86590	\$ 101,641
2	\$ 49.73897	103,457
3	\$ 50.62765	105,306
4	\$ 51.53221	107,187
5	\$ 52.45292	109,102
6	\$ 53.39009	111,051
7	\$ 54.34400	113,036
8	\$ 55.31495	115,055
9	\$ 56.30325	117,111
10	\$ 57.30921	119,203
11	\$ 58.33314	121,333
12	\$ 59.37537	123,501
13	\$ 60.43622	125,707
14	\$ 61.51602	127,953
15	\$ 62.61511	130,239
16	\$ 63.73384	132,566
17	\$ 64.87256	134,935
18	\$ 66.03163	137,346
19	\$ 67.21140	139,800
20	\$ 68.41226	142,297

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

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**Grade A08
Executive Director;
Chief Financial Officer**

2023 - 2024

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 52.53084	\$ 109,264
2	\$ 53.46940	111,216
3	\$ 54.42472	113,203
4	\$ 55.39712	115,226
5	\$ 56.38689	117,285
6	\$ 57.39434	119,380
7	\$ 58.41980	121,513
8	\$ 59.46357	123,684
9	\$ 60.52600	125,894
10	\$ 61.60740	128,143
11	\$ 62.70813	130,433
12	\$ 63.82852	132,763
13	\$ 64.96893	135,135
14	\$ 66.12972	137,550
15	\$ 67.31125	140,007
16	\$ 68.51388	142,509
17	\$ 69.73801	145,055
18	\$ 70.98400	147,647
19	\$ 72.25226	150,285
20	\$ 73.54318	152,970

Benefits for Executive Director and Chief Financial Officer

- 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**

2023 - 2024

		8 hours/day
	Hourly Rate	260 days/year
Step		

1	\$ 60.70595	\$ 126,268
2	\$ 61.79057	128,524
3	\$ 62.89457	130,821
4	\$ 64.01830	133,158
5	\$ 65.16210	135,537
6	\$ 66.32634	137,959
7	\$ 67.51138	140,424
8	\$ 68.71759	142,933
9	\$ 69.94535	145,486
10	\$ 71.19505	148,086
11	\$ 72.46708	150,732
12	\$ 73.76184	153,425
13	\$ 75.07972	156,166
14	\$ 76.42116	158,956
15	\$ 77.78656	161,796
16	\$ 79.17636	164,687
17	\$ 80.59098	167,629
18	\$ 82.03089	170,624
19	\$ 83.49652	173,673
20	\$ 84.98833	176,776

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.



CITY OF SALEM SCHOOL DIVISION

**SALEM CITY SCHOOLS
2023-2024 ADMINISTRATOR SALARY SCALE**

Step	A01 210 Days	A03 260 Days	A04 260 Days	A05 260 Days	A06 260 Days	A07 260 Days	A08 260 Days	A10 260 Days
	Elem School Assistant Principal; Coordinator of Preschool and EL Programs	Middle School Assistant Principal; Coordinator of Transportation; Coordinator of Alternative Education and Attendance; Coordinator of Special Education & Student Services; Coordinator of Student Services; Coordinator of Alternative and Online Programs	High School Assistant Principal; High School Assistant Principal & Division Coor. of Assessment	Elementary Principal	Middle School Principal	Director; High School Principal	Executive Director; Chief Financial Officer	Assistant Superintendent
1	\$65,860	\$76,109	\$81,817	\$87,953	\$94,550	\$101,641	\$109,264	\$126,268
2	67,036	77,469	83,279	89,525	96,239	103,457	111,216	128,524
3	68,234	78,853	84,767	91,124	97,959	105,306	113,203	130,821
4	69,453	80,262	86,281	92,752	99,709	107,187	115,226	133,158
5	70,694	81,696	87,823	94,410	101,490	109,102	117,285	135,537
6	71,957	83,155	89,392	96,096	103,304	111,051	119,380	137,959
7	73,243	84,641	90,989	97,813	105,149	113,036	121,513	140,424
8	74,551	86,153	92,615	99,561	107,028	115,055	123,684	142,933
9	75,883	87,693	94,270	101,340	108,940	117,111	125,894	145,486
10	77,239	89,259	95,954	103,150	110,887	119,203	128,143	148,086
11	78,619	90,854	97,668	104,993	112,868	121,333	130,433	150,732
12	80,024	92,477	99,413	106,869	114,884	123,501	132,763	153,425
13	81,454	94,130	101,189	108,779	116,937	125,707	135,135	156,166
14	82,909	95,812	102,997	110,722	119,026	127,953	137,550	158,956
15	84,390	97,523	104,838	112,700	121,153	130,239	140,007	161,796
16	85,898	99,266	106,711	114,714	123,318	132,566	142,509	164,687
17	87,433	101,039	108,617	116,764	125,521	134,935	145,055	167,629
18	88,995	102,845	110,558	118,850	127,764	137,346	147,647	170,624
19	90,585	104,682	112,533	120,973	130,046	139,800	150,285	173,673
20	92,203	106,552	114,544	123,135	132,370	142,297	152,970	176,776

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 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 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

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