



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

Step	Hourly Rate	3 hours/day 180 days/year
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1	12.66509	\$ 6,839
2	12.85315	6,941
3	13.04400	7,044
4	13.23769	7,148
5	13.43425	7,254
6	13.63374	7,362
7	13.83618	7,472
8	14.04163	7,582
9	14.25014	7,695
10	14.46173	7,809
11	14.67647	7,925
12	14.89440	8,043
13	15.11557	8,162
14	15.34001	8,284
15	15.56780	8,407
16	15.79896	8,531
17	16.03356	8,658
18	16.27164	8,787
19	16.51325	8,917
20	16.75845	9,050
21	17.00730	9,184
22	17.25984	9,320
23	17.51612	9,459
24	17.77622	9,599
25	18.04017	9,742
26	18.30805	9,886
27	18.57990	10,033
28	18.85579	10,182
29	19.13578	10,333
30	19.41992	10,487

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: \$ 12.66509 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	\$ 13.29834	\$ 7,181	\$ 11,171	\$ 22,341	\$ 24,203	\$ 27,661
2	13.49581	7,288	11,336	22,673	24,562	28,071
3	13.69620	7,396	11,505	23,010	24,927	28,488
4	13.89958	7,506	11,676	23,351	25,297	28,911
5	14.10597	7,617	11,849	23,698	25,673	29,340
6	14.31543	7,730	12,025	24,050	26,054	29,776
7	14.52799	7,845	12,204	24,407	26,441	30,218
8	14.74372	7,962	12,385	24,769	26,834	30,667
9	14.96264	8,080	12,569	25,137	27,232	31,122
10	15.18482	8,200	12,755	25,511	27,636	31,584
11	15.41030	8,322	12,945	25,889	28,047	32,053
12	15.63912	8,445	13,137	26,274	28,463	32,529
13	15.87135	8,571	13,332	26,664	28,886	33,012
14	16.10702	8,698	13,530	27,060	29,315	33,503
15	16.34619	8,827	13,731	27,462	29,750	34,000
16	16.58891	8,958	13,935	27,869	30,192	34,505
17	16.83524	9,091	14,142	28,283	30,640	35,017
18	17.08522	9,226	14,352	28,703	31,095	35,537
19	17.33892	9,363	14,565	29,129	31,557	36,065
20	17.59638	9,502	14,781	29,562	32,025	36,600
21	17.85766	9,643	15,000	30,001	32,501	37,144
22	18.12283	9,786	15,223	30,446	32,984	37,695
23	18.39193	9,932	15,449	30,898	33,473	38,255
24	18.66503	10,079	15,679	31,357	33,970	38,823
25	18.94219	10,229	15,911	31,823	34,475	39,400
26	19.22346	10,381	16,148	32,295	34,987	39,985
27	19.50890	10,535	16,387	32,775	35,506	40,579
28	19.79859	10,691	16,631	33,262	36,033	41,181
29	20.09257	10,850	16,878	33,756	36,568	41,793
30	20.39092	11,011	17,128	34,257	37,111	42,413

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: \$13.29834 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	\$ 13.96326	\$ 17,245	\$ 18,278	\$ 18,571	\$ 19,898	\$ 29,044
2	14.17060	17,501	18,549	18,847	20,193	29,475
3	14.38101	17,761	18,825	19,127	20,493	29,913
4	14.59456	18,024	19,104	19,411	20,797	30,357
5	14.81127	18,292	19,388	19,699	21,106	30,807
6	15.03120	18,564	19,676	19,991	21,419	31,265
7	15.25439	18,839	19,968	20,288	21,738	31,729
8	15.48090	19,119	20,265	20,590	22,060	32,200
9	15.71078	19,403	20,565	20,895	22,388	32,678
10	15.94406	19,691	20,871	21,206	22,720	33,164
11	16.18082	19,983	21,181	21,520	23,058	33,656
12	16.42108	20,280	21,495	21,840	23,400	34,156
13	16.66492	20,581	21,814	22,164	23,748	34,663
14	16.91237	20,887	22,138	22,493	24,100	35,178
15	17.16350	21,197	22,467	22,827	24,458	35,700
16	17.41836	21,512	22,801	23,166	24,821	36,230
17	17.67700	21,831	23,139	23,510	25,190	36,768
18	17.93948	22,155	23,483	23,860	25,564	37,314
19	18.20586	22,484	23,831	24,214	25,943	37,868
20	18.47620	22,818	24,185	24,573	26,329	38,430
21	18.75055	23,157	24,544	24,938	26,720	39,001
22	19.02897	23,501	24,909	25,309	27,116	39,580
23	19.31153	23,850	25,279	25,684	27,519	40,168
24	19.59828	24,204	25,654	26,066	27,928	40,764
25	19.88930	24,563	26,035	26,453	28,342	41,370
26	20.18463	24,928	26,422	26,846	28,763	41,984
27	20.48435	25,298	26,814	27,244	29,190	42,607
28	20.78852	25,674	27,212	27,649	29,624	43,240
29	21.09720	26,055	27,616	28,059	30,064	43,882
30	21.41047	26,442	28,026	28,476	30,510	44,534

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	\$ 14.66142	\$ 13,782
2	14.87912	13,986
3	15.10006	14,194
4	15.32428	14,405
5	15.55183	14,619
6	15.78275	14,836
7	16.01711	15,056
8	16.25495	15,280
9	16.49631	15,507
10	16.74126	15,737
11	16.98985	15,970
12	17.24213	16,208
13	17.49816	16,448
14	17.75798	16,693
15	18.02167	16,940
16	18.28927	17,192
17	18.56084	17,447
18	18.83645	17,706
19	19.11615	17,969
20	19.40000	18,236
21	19.68807	18,507
22	19.98042	18,782
23	20.27710	19,060
24	20.57819	19,344
25	20.88376	19,631
26	21.19386	19,922
27	21.50856	20,218
28	21.82794	20,518
29	22.15206	20,823
30	22.48099	21,132

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: \$ 14.66142 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	\$ 15.39449	\$ 9,106	\$ 18,912	\$ 20,367	\$ 21,822
2	15.62308	9,241	19,193	20,669	22,146
3	15.85507	9,378	19,478	20,976	22,475
4	16.09050	9,518	19,767	21,288	22,808
5	16.32942	9,659	20,061	21,604	23,147
6	16.57190	9,802	20,359	21,925	23,491
7	16.81797	9,948	20,661	22,250	23,839
8	17.06770	10,096	20,968	22,581	24,193
9	17.32113	10,245	21,279	22,916	24,553
10	17.57833	10,398	21,595	23,256	24,917
11	17.83935	10,552	21,916	23,601	25,287
12	18.10424	10,709	22,241	23,952	25,663
13	18.37307	10,868	22,571	24,308	26,044
14	18.64589	11,029	22,906	24,669	26,431
15	18.92276	11,193	23,247	25,035	26,823
16	19.20374	11,359	23,592	25,407	27,221
17	19.48889	11,528	23,942	25,784	27,626
18	19.77828	11,699	24,298	26,167	28,036
19	20.07196	11,873	24,658	26,555	28,452
20	20.37001	12,049	25,025	26,950	28,874
21	20.67248	12,228	25,396	27,350	29,303
22	20.97944	12,409	25,773	27,756	29,738
23	21.29096	12,594	26,156	28,168	30,180
24	21.60711	12,781	26,544	28,586	30,628
25	21.92795	12,970	26,938	29,011	31,083
26	22.25355	13,163	27,338	29,441	31,544
27	22.58399	13,358	27,744	29,879	32,013
28	22.91934	13,557	28,156	30,322	32,488
29	23.25966	13,758	28,574	30,773	32,971
30	23.60504	13,962	28,999	31,229	33,460

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: \$ 15.39449

Hourly Rate for Substitute Special Education Instructional Assistant: \$ 16.57190

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
1	\$ 16.16422	\$ 33,622
2	\$ 16.40424	34,121
3	\$ 16.64782	34,627
4	\$ 16.89502	35,142
5	\$ 17.14589	35,663
6	\$ 17.40049	36,193
7	\$ 17.65886	36,730
8	\$ 17.92108	37,276
9	\$ 18.18719	37,829
10	\$ 18.45724	38,391
11	\$ 18.73131	38,961
12	\$ 19.00945	39,540
13	\$ 19.29172	40,127
14	\$ 19.57818	40,723
15	\$ 19.86889	41,327
16	\$ 20.16392	41,941
17	\$ 20.46333	42,564
18	\$ 20.76719	43,196
19	\$ 21.07556	43,837
20	\$ 21.38851	44,488
21	\$ 21.70610	45,149
22	\$ 22.02841	45,819
23	\$ 22.35551	46,499
24	\$ 22.68746	47,190
25	\$ 23.02434	47,891
26	\$ 23.36623	48,602
27	\$ 23.71319	49,323
28	\$ 24.06530	50,056
29	\$ 24.42264	50,799
30	\$ 24.78529	51,553

**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 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	\$ 16.97243	\$ 16,841	\$ 22,811	\$ 28,514	\$ 22,064	\$ 35,303
2	17.22445	17,091	23,150	28,937	22,392	35,827
3	17.48022	17,345	23,493	29,367	22,724	36,359
4	17.73978	17,602	23,842	29,803	23,062	36,899
5	18.00319	17,864	24,196	30,245	23,404	37,447
6	18.27052	18,129	24,556	30,694	23,752	38,003
7	18.54182	18,398	24,920	31,150	24,104	38,567
8	18.81714	18,671	25,290	31,613	24,462	39,140
9	19.09655	18,949	25,666	32,082	24,826	39,721
10	19.38011	19,230	26,047	32,559	25,194	40,311
11	19.66789	19,515	26,434	33,042	25,568	40,909
12	19.95993	19,805	26,826	33,533	25,948	41,517
13	20.25631	20,099	27,224	34,031	26,333	42,133
14	20.55710	20,398	27,629	34,536	26,724	42,759
15	20.86234	20,701	28,039	35,049	27,121	43,394
16	21.17213	21,008	28,455	35,569	27,524	44,038
17	21.48651	21,320	28,878	36,097	27,932	44,692
18	21.80556	21,637	29,307	36,633	28,347	45,356
19	22.12934	21,958	29,742	37,177	28,768	46,029
20	22.45794	22,284	30,183	37,729	29,195	46,713
21	22.79141	22,615	30,632	38,290	29,629	47,406
22	23.12984	22,951	31,087	38,858	30,069	48,110
23	23.47329	23,291	31,548	39,435	30,515	48,824
24	23.82184	23,637	32,017	40,021	30,968	49,549
25	24.17557	23,988	32,492	40,615	31,428	50,285
26	24.53455	24,344	32,974	41,218	31,895	51,032
27	24.89886	24,706	33,464	41,830	32,369	51,790
28	25.26858	25,073	33,961	42,451	32,849	52,559
29	25.64379	25,445	34,465	43,082	33,337	53,339
30	26.02457	25,823	34,977	43,721	33,832	54,131

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: \$ 16.97243 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	\$ 17.82105	\$ 16,841	\$ 37,068
2	18.08567	17,091	37,618
3	18.35423	17,345	38,177
4	18.62676	17,602	38,744
5	18.90335	17,864	39,319
6	19.18404	18,129	39,903
7	19.46890	18,398	40,495
8	19.75799	18,671	41,097
9	20.05138	18,949	41,707
10	20.34912	19,230	42,326
11	20.65128	19,515	42,955
12	20.95793	19,805	43,592
13	21.26913	20,099	44,240
14	21.58495	20,398	44,897
15	21.90546	20,701	45,563
16	22.23073	21,008	46,240
17	22.56083	21,320	46,927
18	22.89583	21,637	47,623
19	23.23581	21,958	48,330
20	23.58083	22,284	49,048
21	23.93098	22,615	49,776
22	24.28633	22,951	50,516
23	24.64695	23,291	51,266
24	25.01293	23,637	52,027
25	25.38434	23,988	52,799
26	25.76127	24,344	53,583
27	26.14380	24,706	54,379
28	26.53200	25,073	55,187
29	26.92597	25,445	56,006
30	27.32579	25,823	56,838

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: \$ 17.82105 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	\$ 18.71210	\$ 17,683	\$ 24,756	\$ 38,921
2	18.98996	17,946	25,124	39,499
3	19.27194	18,212	25,497	40,086
4	19.55810	18,482	25,875	40,681
5	19.84852	18,757	26,260	41,285
6	20.14324	19,035	26,650	41,898
7	20.44235	19,318	27,045	42,520
8	20.74589	19,605	27,447	43,151
9	21.05395	19,896	27,854	43,792
10	21.36657	20,191	28,268	44,442
11	21.68384	20,491	28,688	45,102
12	22.00582	20,796	29,114	45,772
13	22.33258	21,104	29,546	46,452
14	22.66419	21,418	29,985	47,142
15	23.00073	21,736	30,430	47,842
16	23.34227	22,058	30,882	48,552
17	23.68887	22,386	31,340	49,273
18	24.04062	22,718	31,806	50,004
19	24.39760	23,056	32,278	50,747
20	24.75987	23,398	32,757	51,501
21	25.12753	23,746	33,244	52,265
22	25.50064	24,098	33,737	53,041
23	25.87930	24,456	34,238	53,829
24	26.26358	24,819	34,747	54,628
25	26.65356	25,188	35,263	55,439
26	27.04934	25,562	35,786	56,263
27	27.45099	25,941	36,318	57,098
28	27.85860	26,326	36,857	57,946
29	28.27227	26,717	37,404	58,806
30	28.69208	27,114	37,960	59,680

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: \$ 18.98996 per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 18.98996 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	\$ 19.64771	\$ 40,867
2	19.93945	41,474
3	20.23553	42,090
4	20.53601	42,715
5	20.84094	43,349
6	21.15041	43,993
7	21.46447	44,646
8	21.78319	45,309
9	22.10664	45,982
10	22.43490	46,665
11	22.76803	47,358
12	23.10611	48,061
13	23.44921	48,774
14	23.79740	49,499
15	24.15077	50,234
16	24.50938	50,980
17	24.87331	51,736
18	25.24265	52,505
19	25.61748	53,284
20	25.99787	54,076
21	26.38391	54,879
22	26.77568	55,693
23	27.17326	56,520
24	27.57676	57,360
25	27.98624	58,211
26	28.40180	59,076
27	28.82354	59,953
28	29.25153	60,843
29	29.68588	61,747
30	30.12668	62,664

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 S12

Unassigned

2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 20.63009	\$ 42,911
2	20.93642	43,548
3	21.24731	44,194
4	21.56280	44,851
5	21.88299	45,517
6	22.20792	46,192
7	22.53769	46,878
8	22.87234	47,574
9	23.21197	48,281
10	23.55664	48,998
11	23.90643	49,725
12	24.26141	50,464
13	24.62167	51,213
14	24.98727	51,974
15	25.35830	52,745
16	25.73484	53,528
17	26.11698	54,323
18	26.50478	55,130
19	26.89835	55,949
20	27.29776	56,779
21	27.70310	57,622
22	28.11446	58,478
23	28.53192	59,346
24	28.95559	60,228
25	29.38555	61,122
26	29.82189	62,030
27	30.26471	62,951
28	30.71410	63,885
29	31.17017	64,834
30	31.63301	65,797

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
1	\$ 21.66160	\$ 45,056
2	21.98325	45,725
3	22.30967	46,404
4	22.64095	47,093
5	22.97714	47,792
6	23.31832	48,502
7	23.66457	49,222
8	24.01596	49,953
9	24.37257	50,695
10	24.73448	51,448
11	25.10175	52,212
12	25.47449	52,987
13	25.85275	53,774
14	26.23664	54,572
15	26.62622	55,383
16	27.02159	56,205
17	27.42283	57,039
18	27.83002	57,886
19	28.24327	58,746
20	28.66265	59,618
21	29.08825	60,504
22	29.52018	61,402
23	29.95852	62,314
24	30.40337	63,239
25	30.85483	64,178
26	31.31298	65,131
27	31.77794	66,098
28	32.24981	67,080
29	32.72868	68,076
30	33.21467	69,087

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	\$ 22.74467	\$ 47,309
2	23.08241	48,011
3	23.42515	48,724
4	23.77299	49,448
5	24.12599	50,182
6	24.48423	50,927
7	24.84780	51,683
8	25.21676	52,451
9	25.59120	53,230
10	25.97120	54,020
11	26.35684	54,822
12	26.74821	55,636
13	27.14539	56,462
14	27.54846	57,301
15	27.95753	58,152
16	28.37266	59,015
17	28.79396	59,891
18	29.22152	60,781
19	29.65543	61,683
20	30.09578	62,599
21	30.54266	63,529
22	30.99619	64,472
23	31.45644	65,429
24	31.92353	66,401
25	32.39756	67,387
26	32.87863	68,388
27	33.36684	69,403
28	33.86230	70,434
29	34.36511	71,479
30	34.87539	72,541

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	\$ 23.88191	\$ 49,674
2	24.23653	50,412
3	24.59642	51,161
4	24.96164	51,920
5	25.33230	52,691
6	25.70845	53,474
7	26.09019	54,268
8	26.47760	55,073
9	26.87076	55,891
10	27.26976	56,721
11	27.67469	57,563
12	28.08562	58,418
13	28.50266	59,286
14	28.92589	60,166
15	29.35541	61,059
16	29.79130	61,966
17	30.23367	62,886
18	30.68260	63,820
19	31.13820	64,767
20	31.60057	65,729
21	32.06980	66,705
22	32.54600	67,696
23	33.02927	68,701
24	33.51972	69,721
25	34.01745	70,756
26	34.52257	71,807
27	35.03519	72,873
28	35.55542	73,955
29	36.08338	75,053
30	36.61917	76,168

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	\$ 25.07601	\$ 35,106	\$ 52,158
2	25.44836	35,628	52,933
3	25.82623	36,157	53,719
4	26.20972	36,694	54,516
5	26.59891	37,238	55,326
6	26.99387	37,791	56,147
7	27.39470	38,353	56,981
8	27.80148	38,922	57,827
9	28.21430	39,500	58,686
10	28.63325	40,087	59,557
11	29.05842	40,682	60,442
12	29.48990	41,286	61,339
13	29.92779	41,899	62,250
14	30.37219	42,521	63,174
15	30.82318	43,152	64,112
16	31.28087	43,793	65,064
17	31.74535	44,443	66,030
18	32.21673	45,103	67,011
19	32.69511	45,773	68,006
20	33.18060	46,453	69,016
21	33.67329	47,143	70,040
22	34.17330	47,843	71,080
23	34.68073	48,553	72,136
24	35.19570	49,274	73,207
25	35.71832	50,006	74,294
26	36.24869	50,748	75,397
27	36.78694	51,502	76,517
28	37.33319	52,266	77,653
29	37.88754	53,043	78,806
30	38.45013	53,830	79,976

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.**

Salem City Schools



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	\$ 26.32981	\$ 54,766
2	26.72078	55,579
3	27.11755	56,405
4	27.52021	57,242
5	27.92886	58,092
6	28.34357	58,955
7	28.76444	59,830
8	29.19156	60,718
9	29.62502	61,620
10	30.06491	62,535
11	30.51134	63,464
12	30.96440	64,406
13	31.42419	65,362
14	31.89080	66,333
15	32.36434	67,318
16	32.84491	68,317
17	33.33262	69,332
18	33.82757	70,361
19	34.32987	71,406
20	34.83963	72,466
21	35.35696	73,542
22	35.88197	74,634
23	36.41478	75,743
24	36.95549	76,867
25	37.50424	78,009
26	38.06113	79,167
27	38.62630	80,343
28	39.19985	81,536
29	39.78192	82,746
30	40.37264	83,975

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
1	\$ 27.64629	\$ 57,504
2	28.05681	58,358
3	28.47342	59,225
4	28.89622	60,104
5	29.32529	60,997
6	29.76074	61,902
7	30.20265	62,822
8	30.65113	63,754
9	31.10626	64,701
10	31.56815	65,662
11	32.03690	66,637
12	32.51261	67,626
13	32.99539	68,630
14	33.48533	69,649
15	33.98255	70,684
16	34.48715	71,733
17	34.99924	72,798
18	35.51894	73,879
19	36.04636	74,976
20	36.58160	76,090
21	37.12480	77,220
22	37.67606	78,366
23	38.23550	79,530
24	38.80326	80,711
25	39.37944	81,909
26	39.96418	83,125
27	40.55760	84,360
28	41.15983	85,612
29	41.77101	86,884
30	42.39126	88,174

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.

Salem City Schools



Grade S19
Unassigned
2023 - 2024

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 29.02861	\$ 60,380
2	29.45965	61,276
3	29.89709	62,186
4	30.34103	63,109
5	30.79156	64,046
6	31.24878	64,997
7	31.71278	65,963
8	32.18368	66,942
9	32.66157	67,936
10	33.14656	68,945
11	33.63875	69,969
12	34.13824	71,008
13	34.64516	72,062
14	35.15960	73,132
15	35.68168	74,218
16	36.21151	75,320
17	36.74921	76,438
18	37.29489	77,573
19	37.84867	78,725
20	38.41068	79,894
21	38.98104	81,081
22	39.55986	82,285
23	40.14728	83,506
24	40.74342	84,746
25	41.34841	86,005
26	41.96239	87,282
27	42.58548	88,578
28	43.21783	89,893
29	43.85956	91,228
30	44.51082	92,583

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	\$ 30.48004	\$ 48,768	\$ 63,398
2	30.93263	49,492	64,340
3	31.39194	50,227	65,295
4	31.85808	50,973	66,265
5	32.33113	51,730	67,249
6	32.81121	52,498	68,247
7	33.29842	53,277	69,261
8	33.79287	54,069	70,289
9	34.29465	54,871	71,333
10	34.80389	55,686	72,392
11	35.32068	56,513	73,467
12	35.84515	57,352	74,558
13	36.37741	58,204	75,665
14	36.91758	59,068	76,789
15	37.46576	59,945	77,929
16	38.02208	60,835	79,086
17	38.58666	61,739	80,260
18	39.15963	62,655	81,452
19	39.74111	63,586	82,662
20	40.33122	64,530	83,889
21	40.93009	65,488	85,135
22	41.53785	66,461	86,399
23	42.15464	67,447	87,682
24	42.78059	68,449	88,984
25	43.41583	69,465	90,305
26	44.06051	70,497	91,646
27	44.71475	71,544	93,007
28	45.37871	72,606	94,388
29	46.05254	73,684	95,789
30	46.73636	74,778	97,212

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: \$ 30.48004 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
Chronic Absenteeism and Dropout Prevention Specialist
2023 - 2024

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 32.00404	\$ 51,206
2	32.47926	51,967
3	32.96154	52,738
4	33.45098	53,522
5	33.94769	54,316
6	34.45177	55,123
7	34.96334	55,941
8	35.48251	56,772
9	36.00938	57,615
10	36.54408	58,471
11	37.08672	59,339
12	37.63741	60,220
13	38.19628	61,114
14	38.76345	62,022
15	39.33905	62,942
16	39.92319	63,877
17	40.51600	64,826
18	41.11761	65,788
19	41.72816	66,765
20	42.34778	67,756
21	42.97659	68,763
22	43.61475	69,784
23	44.26237	70,820
24	44.91962	71,871
25	45.58662	72,939
26	46.26353	74,022
27	46.95049	75,121
28	47.64765	76,236
29	48.35516	77,368
30	49.07318	78,517

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	8	8
		hours/day 260	hours/day 210	hours/day 260
		days/year	days/year	days/year
1	\$ 33.60425	\$ 34,948	\$ 56,455	\$ 69,897
2	34.10323	35,467	57,293	70,935
3	34.60962	35,994	58,144	71,988
4	35.12354	36,528	59,008	73,057
5	35.64508	37,071	59,884	74,142
6	36.17437	37,621	60,773	75,243
7	36.71152	38,180	61,675	76,360
8	37.25664	38,747	62,591	77,494
9	37.80986	39,322	63,521	78,645
10	38.37129	39,906	64,464	79,812
11	38.94106	40,499	65,421	80,997
12	39.51929	41,100	66,392	82,200
13	40.10610	41,710	67,378	83,421
14	40.70163	42,330	68,379	84,659
15	41.30600	42,958	69,394	85,916
16	41.91935	43,596	70,425	87,192
17	42.54180	44,243	71,470	88,487
18	43.17350	44,900	72,531	89,801
19	43.81458	45,567	73,608	91,134
20	44.46517	46,244	74,701	92,488
21	45.12543	46,930	75,811	93,861
22	45.79549	47,627	76,936	95,255
23	46.47550	48,335	78,079	96,669
24	47.16561	49,052	79,238	98,104
25	47.86596	49,781	80,415	99,561
26	48.57671	50,520	81,609	101,040
27	49.29802	51,270	82,821	102,540
28	50.03004	52,031	84,050	104,062
29	50.77293	52,804	85,299	105,608
30	51.52685	53,588	86,565	107,176

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 200 days/year
1	\$ 35.28446	\$ 56,455
2	35.80840	57,293
3	36.34011	58,144
4	36.87972	59,008
5	37.42734	59,884
6	37.98309	60,773
7	38.54710	61,675
8	39.11947	62,591
9	39.70035	63,521
10	40.28986	64,464
11	40.88812	65,421
12	41.49526	66,392
13	42.11141	67,378
14	42.73672	68,379
15	43.37131	69,394
16	44.01532	70,425
17	44.66890	71,470
18	45.33218	72,531
19	46.00531	73,608
20	46.68844	74,701
21	47.38170	75,811
22	48.08527	76,936
23	48.79928	78,079
24	49.52389	79,238
25	50.25926	80,415
26	51.00555	81,609
27	51.76293	82,821
28	52.53155	84,050
29	53.31158	85,299
30	54.10319	86,565

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	\$ 37.04868	\$ 59,278	\$ 62,242	\$ 65,206	\$ 77,061
2	\$ 37.59881	60,158	63,166	66,174	78,206
3	\$ 38.15711	61,051	64,104	67,157	79,367
4	\$ 38.72370	61,958	65,056	68,154	80,545
5	\$ 39.29870	62,878	66,022	69,166	81,741
6	\$ 39.88224	63,812	67,002	70,193	82,955
7	\$ 40.47445	64,759	67,997	71,235	84,187
8	\$ 41.07545	65,721	69,007	72,293	85,437
9	\$ 41.68537	66,697	70,031	73,366	86,706
10	\$ 42.30435	67,687	71,071	74,456	87,993
11	\$ 42.93252	68,692	72,127	75,561	89,300
12	\$ 43.57002	69,712	73,198	76,683	90,626
13	\$ 44.21698	70,747	74,285	77,822	91,971
14	\$ 44.87355	71,798	75,388	78,977	93,337
15	\$ 45.53987	72,864	76,507	80,150	94,723
16	\$ 46.21609	73,946	77,643	81,340	96,129
17	\$ 46.90234	75,044	78,796	82,548	97,557
18	\$ 47.59879	76,158	79,966	83,774	99,005
19	\$ 48.30558	77,289	81,153	85,018	100,476
20	\$ 49.02286	78,437	82,358	86,280	101,968
21	\$ 49.75079	79,601	83,581	87,561	103,482
22	\$ 50.48953	80,783	84,822	88,862	105,018
23	\$ 51.23924	81,983	86,082	90,181	106,578
24	\$ 52.00008	83,200	87,360	91,520	108,160
25	\$ 52.77223	84,436	88,657	92,879	109,766
26	\$ 53.55583	85,689	89,974	94,258	111,396
27	\$ 54.35107	86,962	91,310	95,658	113,050
28	\$ 55.15812	88,253	92,666	97,078	114,729
29	\$ 55.97716	89,563	94,042	98,520	116,432
30	\$ 56.80835	90,893	95,438	99,983	118,161

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, 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.**