



**Grade A01
Elementary School Assistant Principal**

2024 - 2025

Step	Hourly Rate	8 hrs/day 220 days/year
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1	\$ 40.85518	\$ 71,905
2	\$ 41.58514	73,190
3	\$ 42.32813	74,498
4	\$ 43.08440	75,829
5	\$ 43.85418	77,183
6	\$ 44.63771	78,562
7	\$ 45.43524	79,966
8	\$ 46.24703	81,395
9	\$ 47.07331	82,849
10	\$ 47.91436	84,329
11	\$ 48.77044	85,836
12	\$ 49.64181	87,370
13	\$ 50.52875	88,931
14	\$ 51.43154	90,520
15	\$ 52.35046	92,137
16	\$ 53.28579	93,783
17	\$ 54.23784	95,459
18	\$ 55.20689	97,164
19	\$ 56.19326	98,900
20	\$ 57.19726	100,667

Benefits for Elementary School Assistant Principal

- 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 Alternative and Online Programs
Coordinator of Assessment and Accountability
Coordinator of Special Education
Coordinator of State and Federal Programs
Coordinator of Student Services

2024 - 2025

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 38.13380	\$ 79,318
2	\$ 38.81513	80,735
3	\$ 39.50863	82,178
4	\$ 40.21452	83,646
5	\$ 40.93303	85,141
6	\$ 41.66437	86,662
7	\$ 42.40878	88,210
8	\$ 43.16649	89,786
9	\$ 43.93773	91,390
10	\$ 44.72276	93,023
11	\$ 45.52181	94,685
12	\$ 46.33514	96,377
13	\$ 47.16300	98,099
14	\$ 48.00565	99,852
15	\$ 48.86336	101,636
16	\$ 49.73639	103,452
17	\$ 50.62502	105,300
18	\$ 51.52953	107,181
19	\$ 52.45020	109,096
20	\$ 53.38732	111,046

Benefits for Middle School Assistant Principal and Coordinators

- 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 A04
High School Assistant Principal
Coordinator of Transportation**

2024 - 2025

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 40.99383	\$ 85,267
2	\$ 41.72626	86,791
3	\$ 42.47178	88,341
4	\$ 43.23061	89,920
5	\$ 44.00300	91,526
6	\$ 44.78920	93,162
7	\$ 45.58944	94,826
8	\$ 46.40397	96,520
9	\$ 47.23306	98,245
10	\$ 48.07697	100,000
11	\$ 48.93595	101,787
12	\$ 49.81028	103,605
13	\$ 50.70023	105,456
14	\$ 51.60608	107,341
15	\$ 52.52811	109,258
16	\$ 53.46662	111,211
17	\$ 54.42190	113,198
18	\$ 55.39425	115,220
19	\$ 56.38396	117,279
20	\$ 57.39136	119,374

Benefits for High School Assistant Principal and Coordinator of Transportation

- 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 A05
Elementary Principal**

2024 - 2025

		8 hrs/day 260 days/year
Step	Hourly Rate	

1	\$ 44.06837	\$ 91,662
2	\$ 44.85573	93,300
3	\$ 45.65716	94,967
4	\$ 46.47291	96,664
5	\$ 47.30323	98,391
6	\$ 48.14839	100,149
7	\$ 49.00864	101,938
8	\$ 49.88427	103,759
9	\$ 50.77554	105,613
10	\$ 51.68274	107,500
11	\$ 52.60614	109,421
12	\$ 53.54605	111,376
13	\$ 54.50274	113,366
14	\$ 55.47653	115,391
15	\$ 56.46772	117,453
16	\$ 57.47662	119,551
17	\$ 58.50354	121,687
18	\$ 59.54881	123,862
19	\$ 60.61276	126,075
20	\$ 61.69572	128,327

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

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



**Grade A06
Middle School Principal**

2024 - 2025

	8
	hours/day
	260
	days/year
Step	Hourly Rate

1	\$ 47.37350	\$ 98,537
2	\$ 48.21991	100,297
3	\$ 49.08145	102,089
4	\$ 49.95837	103,913
5	\$ 50.85097	105,770
6	\$ 51.75951	107,660
7	\$ 52.68429	109,583
8	\$ 53.62559	111,541
9	\$ 54.58371	113,534
10	\$ 55.55894	115,563
11	\$ 56.55161	117,627
12	\$ 57.56200	119,729
13	\$ 58.59045	121,868
14	\$ 59.63727	124,046
15	\$ 60.70280	126,262
16	\$ 61.78737	128,518
17	\$ 62.89131	130,814
18	\$ 64.01498	133,151
19	\$ 65.15872	135,530
20	\$ 66.32290	137,952

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 of Administrative Services
Director of Student Services
Director of Technology
High School Principal

2024 - 2025

		8
		hours/day
	Hourly	260
Step	Rate	days/year

1	\$ 50.92651	\$ 105,927
2	\$ 51.83640	107,820
3	\$ 52.76255	109,746
4	\$ 53.70525	111,707
5	\$ 54.66479	113,703
6	\$ 55.64148	115,734
7	\$ 56.63561	117,802
8	\$ 57.64751	119,907
9	\$ 58.67749	122,049
10	\$ 59.72587	124,230
11	\$ 60.79298	126,449
12	\$ 61.87915	128,709
13	\$ 62.98473	131,008
14	\$ 64.11007	133,349
15	\$ 65.25551	135,731
16	\$ 66.42142	138,157
17	\$ 67.60816	140,625
18	\$ 68.81610	143,137
19	\$ 70.04562	145,695
20	\$ 71.29711	148,298

Benefits for Director of Administrative Services, Director of Student Services, Director of Technology and High School Principal

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- 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 A08
Executive Director of Human Resources
Chief Financial Officer**

2024 - 2025

	8	hours/day
	260	
Step	Hourly Rate	days/year

1	\$ 54.74600	\$ 113,872
2	\$ 55.72413	115,906
3	\$ 56.71975	117,977
4	\$ 57.73315	120,085
5	\$ 58.76465	122,230
6	\$ 59.81459	124,414
7	\$ 60.88328	126,637
8	\$ 61.97107	128,900
9	\$ 63.07830	131,203
10	\$ 64.20531	133,547
11	\$ 65.35245	135,933
12	\$ 66.52009	138,362
13	\$ 67.70859	140,834
14	\$ 68.91832	143,350
15	\$ 70.14967	145,911
16	\$ 71.40303	148,518
17	\$ 72.67877	151,172
18	\$ 73.97731	153,873
19	\$ 75.29904	156,622
20	\$ 76.64440	159,420

Benefits for Executive Director of Human Resources 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**

2024 - 2025

		8 hours/day
	Hourly Rate	260 days/year
Step		

1	\$ 63.26584	\$ 131,593
2	\$ 64.39620	133,944
3	\$ 65.54676	136,337
4	\$ 66.71787	138,773
5	\$ 67.90990	141,253
6	\$ 69.12323	143,776
7	\$ 70.35824	146,345
8	\$ 71.61532	148,960
9	\$ 72.89486	151,621
10	\$ 74.19726	154,330
11	\$ 75.52292	157,088
12	\$ 76.87228	159,894
13	\$ 78.24574	162,751
14	\$ 79.64374	165,659
15	\$ 81.06672	168,619
16	\$ 82.51512	171,631
17	\$ 83.98940	174,698
18	\$ 85.49002	177,819
19	\$ 87.01746	180,996
20	\$ 88.57218	184,230

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
2024-2025 ADMINISTRATOR SALARY SCALE

Step	A01	A02	A03	A04	A05	A06	A07	A08	A09	A10
	220 Days		260 Days	260 Days	260 Days	260 Days	260 Days	260 Days		260 Days
	Elementary Assistant Principal	Unassigned	Middle School Assistant Principal; Coordinator of Alternative & Online Programs; Coordinator of Assessment & Accountability; Coordinator of Special Education; Coordinator of State & Federal Programs; Coordinator of Student Services	High School Assistant Principal; Coordinator of Transportation	Elementary Principal	Middle School Principal	Director of Administrative Services; Director of Student Services; Director of Technology; High School Principal	Executive Director of Human Resources; Chief Financial Officer	Unassigned	Assistant Superintendent

1	\$71,905	\$73,784	\$79,318	\$85,267	\$91,662	\$98,537	\$105,927	\$113,872	\$122,412	\$131,593
2	73,190	75,103	80,735	86,791	93,300	100,297	107,820	115,906	124,599	133,944
3	74,498	76,445	82,178	88,341	94,967	102,089	109,746	117,977	126,825	136,337
4	75,829	77,810	83,646	89,920	96,664	103,913	111,707	120,085	129,091	138,773
5	77,183	79,201	85,141	91,526	98,391	105,770	113,703	122,230	131,398	141,253
6	78,562	80,616	86,662	93,162	100,149	107,660	115,734	124,414	133,745	143,776
7	79,966	82,056	88,210	94,826	101,938	109,583	117,802	126,637	136,135	146,345
8	81,395	83,522	89,786	96,520	103,759	111,541	119,907	128,900	138,567	148,960
9	82,849	85,014	91,390	98,245	105,613	113,534	122,049	131,203	141,043	151,621
10	84,329	86,533	93,023	100,000	107,500	115,563	124,230	133,547	143,563	154,330
11	85,836	88,079	94,685	101,787	109,421	117,627	126,449	135,933	146,128	157,088
12	87,370	89,653	96,377	103,605	111,376	119,729	128,709	138,362	148,739	159,894
13	88,931	91,255	98,099	105,456	113,366	121,868	131,008	140,834	151,396	162,751
14	90,520	92,885	99,852	107,341	115,391	124,046	133,349	143,350	154,101	165,659
15	92,137	94,545	101,636	109,258	117,453	126,262	135,731	145,911	156,855	168,619
16	93,783	96,234	103,452	111,211	119,551	128,518	138,157	148,518	159,657	171,631
17	95,459	97,954	105,300	113,198	121,687	130,814	140,625	151,172	162,510	174,698
18	97,164	99,704	107,181	115,220	123,862	133,151	143,137	153,873	165,413	177,819
19	98,900	101,485	109,096	117,279	126,075	135,530	145,695	156,622	168,369	180,996
20	100,667	103,298	111,046	119,374	128,327	137,952	148,298	159,420	171,377	184,230

Benefits for 11-month Positions (220 day)

1 day of sick leave per month of contract
 3 personal leave days per contract year
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
 Group health 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

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