

**SALEM CITY SCHOOLS**  
**2026-2027 Support Personnel Employee Pay Scale Matrix**

	Grade	S01	S02	S03	S04	S05	S06	S07	S08	S09	S10	S11	S12	S13	S14	S15	S16	S17	S18	S19	S20	S21	S22	S23	S24
<b>Step</b>																									
<b>1</b>	Hourly	\$13.53000	\$14.20650	\$14.91683	\$15.66267	\$16.44580	\$17.26809	\$18.13149	\$19.03807	\$19.98997	\$20.98947	\$22.03894	\$23.14089	\$24.29794	\$25.51283	\$26.78847	\$28.12790	\$29.53429	\$31.01101	\$32.56156	\$34.18964	\$35.89912	\$37.69407	\$39.57878	\$41.55772
<b>2</b>	Hourly	\$13.72957	\$14.41605	\$15.13685	\$15.89369	\$16.68838	\$17.52279	\$18.39893	\$19.31888	\$20.28482	\$21.29907	\$22.36402	\$23.48222	\$24.65633	\$25.88915	\$27.18360	\$28.54278	\$29.96992	\$31.46842	\$33.04184	\$34.69393	\$36.42863	\$38.25006	\$40.16256	\$42.17069
<b>3</b>	Hourly	\$13.93208	\$14.62868	\$15.36012	\$16.12812	\$16.93453	\$17.78126	\$18.67032	\$19.60383	\$20.58403	\$21.61323	\$22.69389	\$23.82858	\$25.02001	\$26.27101	\$27.58456	\$28.96379	\$30.41198	\$31.93258	\$33.52921	\$35.20567	\$36.96595	\$38.81425	\$40.75496	\$42.79271
<b>4</b>	Hourly	\$14.13758	\$14.84446	\$15.58668	\$16.36601	\$17.18431	\$18.04353	\$18.94571	\$19.89299	\$20.88764	\$21.93202	\$23.02862	\$24.18005	\$25.38906	\$26.65851	\$27.99144	\$29.39101	\$30.86056	\$32.40358	\$34.02376	\$35.72495	\$37.51120	\$39.38676	\$41.35610	\$43.42390
<b>5</b>	Hourly	\$14.34611	\$15.06341	\$15.81658	\$16.60741	\$17.43778	\$18.30967	\$19.22515	\$20.18641	\$21.19573	\$22.25552	\$23.36830	\$24.53671	\$25.76355	\$27.05172	\$28.40431	\$29.82452	\$31.31575	\$32.88154	\$34.52561	\$36.25190	\$38.06449	\$39.96771	\$41.96610	\$44.06441
<b>6</b>	Hourly	\$14.55771	\$15.28560	\$16.04988	\$16.85237	\$17.69499	\$18.57974	\$19.50873	\$20.48416	\$21.50837	\$22.58379	\$23.71298	\$24.89863	\$26.14358	\$27.45074	\$28.82327	\$30.26444	\$31.77766	\$33.36654	\$35.03487	\$36.78661	\$38.62594	\$40.55724	\$42.58510	\$44.71436
<b>7</b>	Hourly	\$14.77244	\$15.51106	\$16.28661	\$17.10094	\$17.95599	\$18.85379	\$19.79648	\$20.78630	\$21.82562	\$22.91690	\$24.06274	\$25.26588	\$26.52948	\$27.85563	\$29.24842	\$30.71084	\$32.24638	\$33.85870	\$35.55163	\$37.32921	\$39.19567	\$41.15546	\$43.21323	\$45.37389
<b>8</b>	Hourly	\$14.99033	\$15.73985	\$16.52684	\$17.35318	\$18.22084	\$19.13188	\$20.08848	\$21.09290	\$22.14755	\$23.25492	\$24.41767	\$25.63855	\$26.92048	\$28.26550	\$29.67983	\$31.16382	\$32.72201	\$34.35811	\$36.07602	\$37.87982	\$39.77381	\$41.76250	\$43.85063	\$46.04316
<b>9</b>	Hourly	\$15.21144	\$15.97201	\$16.77061	\$17.60914	\$18.48960	\$19.41408	\$20.38478	\$21.40402	\$22.47422	\$23.59793	\$24.77783	\$26.01672	\$27.31756	\$28.68344	\$30.11761	\$31.62349	\$33.20466	\$34.86489	\$36.60814	\$38.43855	\$40.36047	\$42.37850	\$44.49742	\$46.72229
<b>10</b>	Hourly	\$15.43581	\$16.20760	\$17.01798	\$17.86888	\$18.76232	\$19.70044	\$20.68546	\$21.71973	\$22.80572	\$23.94600	\$25.14330	\$26.40047	\$27.72049	\$29.10652	\$30.56184	\$32.08993	\$33.69443	\$35.39155	\$37.14811	\$39.00552	\$40.95579	\$43.00358	\$45.15376	\$47.41145
<b>11</b>	Hourly	\$15.66349	\$16.44666	\$17.26899	\$18.13244	\$19.03906	\$19.99102	\$20.99057	\$22.04010	\$23.14210	\$24.29921	\$25.51417	\$26.78987	\$28.12937	\$29.53584	\$31.01263	\$32.56326	\$34.19142	\$35.90099	\$37.69604	\$39.58085	\$41.55989	\$43.63788	\$45.81978	\$48.11077
<b>12</b>	Hourly	\$15.89452	\$16.68925	\$17.52371	\$18.39990	\$19.31989	\$20.28588	\$21.30018	\$22.36519	\$23.48345	\$24.65762	\$25.89050	\$27.18503	\$28.54428	\$29.97149	\$31.47007	\$33.04357	\$34.69575	\$36.43053	\$38.25206	\$40.16466	\$42.17290	\$44.28154	\$46.49562	\$48.82040
<b>13</b>	Hourly	\$16.12897	\$16.93541	\$17.78218	\$18.67129	\$19.60486	\$20.58510	\$21.61436	\$22.69507	\$23.82983	\$25.02132	\$26.27239	\$27.58600	\$28.96530	\$30.41357	\$31.93425	\$33.53096	\$35.20751	\$36.96788	\$38.81628	\$40.75709	\$42.79495	\$44.93469	\$47.18143	\$49.54050
<b>14</b>	Hourly	\$16.36687	\$17.18521	\$18.04447	\$18.94670	\$19.89403	\$20.88873	\$21.93317	\$23.02983	\$24.18132	\$25.39038	\$26.65990	\$27.99290	\$29.39254	\$30.86217	\$32.40528	\$34.02554	\$35.72682	\$37.51316	\$39.38882	\$41.35826	\$43.42617	\$45.59748	\$47.87736	\$50.27122
<b>15</b>	Hourly	\$16.60828	\$17.43869	\$18.31063	\$19.22616	\$20.18747	\$21.19684	\$22.25668	\$23.36952	\$24.53799	\$25.76489	\$27.05314	\$28.40579	\$29.82608	\$31.31739	\$32.88326	\$34.52742	\$36.25379	\$38.06648	\$39.96980	\$41.96829	\$44.06671	\$46.27004	\$48.58355	\$51.01272
<b>16</b>	Hourly	\$16.85325	\$17.69591	\$18.58071	\$19.50975	\$20.48523	\$21.50949	\$22.58497	\$23.71422	\$24.89993	\$26.14492	\$27.45217	\$28.82478	\$30.26602	\$31.77932	\$33.36828	\$35.03670	\$36.78853	\$38.62796	\$40.55936	\$42.58733	\$44.71669	\$46.95253	\$49.30015	\$51.76516
<b>17</b>	Hourly	\$17.10184	\$17.95693	\$18.85478	\$19.79751	\$20.78739	\$21.82676	\$22.91810	\$24.06400	\$25.26720	\$26.53056	\$27.85709	\$29.24994	\$30.71244	\$32.24806	\$33.86047	\$35.55349	\$37.33116	\$39.19772	\$41.15761	\$43.21549	\$45.37626	\$47.64508	\$50.02733	\$52.52870
<b>18</b>	Hourly	\$17.35409	\$18.22179	\$19.13288	\$20.08953	\$21.09400	\$22.14870	\$23.25614	\$24.41895	\$25.63989	\$26.92189	\$28.26798	\$29.68138	\$31.16545	\$32.72372	\$34.35991	\$36.07790	\$37.88180	\$39.77589	\$41.76468	\$43.85292	\$46.04556	\$48.34784	\$50.76523	\$53.30350
<b>19</b>	Hourly	\$17.61006	\$18.49056	\$19.41509	\$20.38585	\$21.40514	\$22.47540	\$23.59917	\$24.77913	\$26.01808	\$27.31899	\$28.68493	\$30.11918	\$31.62514	\$33.20640	\$34.86672	\$36.61005	\$38.44056	\$40.36258	\$42.38071	\$44.49975	\$46.72474	\$49.06097	\$51.51402	\$54.08972
<b>20</b>	Hourly	\$17.86981	\$18.76330	\$19.70147	\$20.68654	\$21.72087	\$22.80691	\$23.94725	\$25.14462	\$26.40185	\$27.72194	\$29.10804	\$30.56344	\$32.09161	\$33.69619	\$35.38100	\$37.15005	\$39.00755	\$40.95793	\$43.00583	\$45.15612	\$47.41393	\$49.78462	\$52.27385	\$54.88755
<b>21</b>	Hourly	\$18.13339	\$19.04006	\$19.99206	\$20.99167	\$22.04125	\$23.14331	\$24.30048	\$25.51550	\$26.79128	\$28.13084	\$29.53738	\$31.01425	\$32.56496	\$34.19321	\$35.90287	\$37.69801	\$39.58292	\$41.56206	\$43.64016	\$45.82217	\$48.11328	\$50.51895	\$53.04489	\$55.69714
<b>22</b>	Hourly	\$18.40086	\$19.32090	\$20.28695	\$21.30129	\$22.36636	\$23.48467	\$24.65891	\$25.89185	\$27.18645	\$28.54577	\$29.97306	\$31.47171	\$33.04530	\$34.69756	\$36.43244	\$38.25406	\$40.16676	\$42.17510	\$44.28386	\$46.49805	\$48.82295	\$51.26410	\$53.82730	\$56.51867
<b>23</b>	Hourly	\$18.67227	\$19.60588	\$20.58618	\$21.61549	\$22.69626	\$23.83107	\$25.02263	\$26.27376	\$27.58745	\$28.96682	\$30.41516	\$31.93592	\$33.53271	\$35.20935	\$36.96982	\$38.81831	\$40.75922	\$42.79718	\$44.93704	\$47.18390	\$49.54309	\$52.02025	\$54.62126	\$57.35232
<b>24</b>	Hourly	\$18.94769	\$19.89507	\$20.88982	\$21.93431	\$23.03103	\$24.18258	\$25.39171	\$26.66130	\$27.99436	\$29.39408	\$30.86378	\$32.40697	\$34.02732	\$35.72869	\$37.51512	\$39.39088	\$41.36042	\$43.42844	\$45.59987	\$47.87986	\$50.27385	\$52.78754	\$55.42692	\$58.19827
<b>25</b>	Hourly	\$19.22716	\$20.18852	\$21.19795	\$22.25785	\$23.37074	\$24.53928	\$25.76624	\$27.05455	\$28.40728	\$29.82764	\$31.31902	\$32.88498	\$34.52922	\$36.25569	\$38.06847	\$39.97189	\$41.97049	\$44.06901	\$46.27246	\$48.58609	\$51.01539	\$53.56616	\$56.24447	\$59.05669
<b>26</b>	Hourly	\$19.51076	\$20.48630	\$21.51062	\$22.58615	\$23.71546	\$24.90123	\$26.14629	\$27.45361	\$28.82629	\$30.26760	\$31.78098	\$33.37003	\$35.03853	\$36.79046	\$38.62998	\$40.56148	\$42.58955	\$44.71903	\$46.95498	\$49.30273	\$51.76787	\$54.35626	\$57.07407	\$59.92778
<b>27</b>	Hourly	\$19.79855	\$20.78848	\$21.82790	\$22.91929	\$24.06526	\$25.26852	\$26.53195	\$27.85855	\$29.25147	\$30.71405	\$32.24975	\$33.86224	\$35.55535	\$37.33312	\$39.19977	\$41.15976	\$43.21775	\$45.37864	\$47.64757	\$50.02995	\$52.53144	\$55.15802	\$57.91592	\$60.81171
<b>28</b>	Hourly	\$20.09058	\$21.09511	\$22.14986	\$23.25735	\$24.42022	\$25.64123	\$26.92330	\$28.26946	\$29.68293	\$31.16708	\$32.72543	\$34.36171	\$36.07979	\$37.88378	\$39.77797	\$41.76687	\$43.85521	\$46.04797	\$48.35037	\$50.76789	\$53.30628	\$55.97160	\$58.77018	\$61.70869
<b>29</b>	Hourly	\$20.38691	\$21.40626	\$22.47657	\$23.60040	\$24.78042	\$26.01944	\$27.32041	\$28.68643	\$30.12076	\$31.62679	\$33.20813	\$34.86854	\$36.61197	\$38.44257	\$40.36469	\$42.38293	\$44.50208	\$46.72718	\$49.06354	\$51.51671	\$54.09255	\$56.79718	\$59.63704	\$62.61889
<b>30</b>	Hourly	\$20.68762	\$21.72200	\$22.80810	\$23.94851	\$25.14593	\$26.40323	\$27.72339	\$29.10956	\$30.56504	\$32.09329	\$33.69795	\$35.38285	\$37.15199	\$39.00959	\$40.96007	\$43.00808	\$45.15848	\$47.41640	\$49.78722	\$52.27659	\$54.89042	\$57.63494	\$60.51668	\$63.54252



**Grade S01**

**Custodian Aide  
Reprographics Aide**

**2026 - 2027**

<b>Step</b>	<b>Hourly Rate</b>	<b>3 hours/day 180 days/year</b>
1	13.53000	\$ 7,306
2	13.72957	7,414
3	13.93208	7,523
4	14.13758	7,634
5	14.34611	7,747
6	14.55771	7,861
7	14.77244	7,977
8	14.99033	8,095
9	15.21144	8,214
10	15.43581	8,335
11	15.66349	8,458
12	15.89452	8,583
13	16.12897	8,710
14	16.36687	8,838
15	16.60828	8,968
16	16.85325	9,101
17	17.10184	9,235
18	17.35409	9,371
19	17.61006	9,509
20	17.86981	9,650
21	18.13339	9,792
22	18.40086	9,936
23	18.67227	10,083
24	18.94769	10,232
25	19.22716	10,383
26	19.51076	10,536
27	19.79855	10,691
28	20.09058	10,849
29	20.38691	11,009
30	20.68762	11,171

**Benefits for 10-month Part-Time Custodian Aide, & Reprographics Aide (180 day)**

1 day of sick leave per month of contract

**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 S02**  
**Unassigned**  
**2026 - 2027**

Step	Hourly Rate	3 hours/day 180 days/year
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1	14.20650	\$ 7,672
2	14.41605	7,785
3	14.62868	7,899
4	14.84446	8,016
5	15.06341	8,134
6	15.28560	8,254
7	15.51106	8,376
8	15.73985	8,500
9	15.97201	8,625
10	16.20760	8,752
11	16.44666	8,881
12	16.68925	9,012
13	16.93541	9,145
14	17.18521	9,280
15	17.43869	9,417
16	17.69591	9,556
17	17.95693	9,697
18	18.22179	9,840
19	18.49056	9,985
20	18.76330	10,132
21	19.04006	10,282
22	19.32090	10,433
23	19.60588	10,587
24	19.89507	10,743
25	20.18852	10,902
26	20.48630	11,063
27	20.78848	11,226
28	21.09511	11,391
29	21.40626	11,559
30	21.72200	11,730

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 S03**  
**Unassigned**  
**2026 - 2027**

Step	Hourly Rate	3	4	8	8
		hours/day 180 days/year	hours/day 210 days/year	hours/day 210 days/year	hours/day 260 days/year
1	\$ 14.91683	\$ 8,055	\$ 12,530	\$ 25,060	\$ 31,027
2	15.13685	8,174	12,715	25,430	31,485
3	15.36012	8,294	12,902	25,805	31,949
4	15.58668	8,417	13,093	26,186	32,420
5	15.81658	8,541	13,286	26,572	32,898
6	16.04988	8,667	13,482	26,964	33,384
7	16.28661	8,795	13,681	27,362	33,876
8	16.52684	8,924	13,883	27,765	34,376
9	16.77061	9,056	14,087	28,175	34,883
10	17.01798	9,190	14,295	28,590	35,397
11	17.26899	9,325	14,506	29,012	35,920
12	17.52371	9,463	14,720	29,440	36,449
13	17.78218	9,602	14,937	29,874	36,987
14	18.04447	9,744	15,157	30,315	37,533
15	18.31063	9,888	15,381	30,762	38,086
16	18.58071	10,034	15,608	31,216	38,648
17	18.85478	10,182	15,838	31,676	39,218
18	19.13288	10,332	16,072	32,143	39,796
19	19.41509	10,484	16,309	32,617	40,383
20	19.70147	10,639	16,549	33,098	40,979
21	19.99206	10,796	16,793	33,587	41,583
22	20.28695	10,955	17,041	34,082	42,197
23	20.58618	11,117	17,292	34,585	42,819
24	20.88982	11,281	17,547	35,095	43,451
25	21.19795	11,447	17,806	35,613	44,092
26	21.51062	11,616	18,069	36,138	44,742
27	21.82790	11,787	18,335	36,671	45,402
28	22.14986	11,961	18,606	37,212	46,072
29	22.47657	12,137	18,880	37,761	46,751
30	22.80810	12,316	19,159	38,318	47,441

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 Current employees should check their notices of employment for exact amounts.



**Grade S04  
Custodian  
Custodian/Courier  
Food Service Staff  
2026 - 2027**

Step	Hourly Rate	3	6.5	7	7.5	8
		hrs/day 180 days/year	hours/day 190 days/year	hours/day 190 days/year	hours/day 190 days/year	hours/day 260 days/year
1	\$ 15.66267	\$ 8,458	\$ 19,343	\$ 20,831	\$ 22,319	\$ 32,578
2	15.89369	8,583	19,629	21,139	22,649	33,059
3	16.12812	8,709	19,918	21,450	22,983	33,546
4	16.36601	8,838	20,212	21,767	23,322	34,041
5	16.60741	8,968	20,510	22,088	23,666	34,543
6	16.85237	9,100	20,813	22,414	24,015	35,053
7	17.10094	9,235	21,120	22,744	24,369	35,570
8	17.35318	9,371	21,431	23,080	24,728	36,095
9	17.60914	9,509	21,747	23,420	25,093	36,627
10	17.86888	9,649	22,068	23,766	25,463	37,167
11	18.13244	9,792	22,394	24,116	25,839	37,715
12	18.39990	9,936	22,724	24,472	26,220	38,272
13	18.67129	10,082	23,059	24,833	26,607	38,836
14	18.94670	10,231	23,399	25,199	26,999	39,409
15	19.22616	10,382	23,744	25,571	27,397	39,990
16	19.50975	10,535	24,095	25,948	27,801	40,580
17	19.79751	10,691	24,450	26,331	28,211	41,179
18	20.08953	10,848	24,811	26,719	28,628	41,786
19	20.38585	11,008	25,177	27,113	29,050	42,403
20	20.68654	11,171	25,548	27,513	29,478	43,028
21	20.99167	11,335	25,925	27,919	29,913	43,663
22	21.30129	11,503	26,307	28,331	30,354	44,307
23	21.61549	11,672	26,695	28,749	30,802	44,960
24	21.93431	11,845	27,089	29,173	31,256	45,623
25	22.25785	12,019	27,488	29,603	31,717	46,296
26	22.58615	12,197	27,894	30,040	32,185	46,979
27	22.91929	12,376	28,305	30,483	32,660	47,672
28	23.25735	12,559	28,723	30,932	33,142	48,375
29	23.60040	12,744	29,146	31,389	33,631	49,089
30	23.94851	12,932	29,576	31,852	34,127	49,813

**Benefits for 10-month Full-Time Custodian (210 day), Food Service Staff (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 and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for 12-month Full-Time Custodian, 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 and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for 10-month Part-Time Custodian (180 Day and 210 Day)**

- 1 day of sick leave per month of contract

**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.  
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**Grade S05  
School Bus Aide  
2026 - 2027**

		<b>5 hours/day 187 days/year</b>
<b>Step</b>	<b>Hourly Rate</b>	

<b>1</b>	<b>\$ 16.44580</b>	<b>\$ 15,377</b>
<b>2</b>	<b>16.68838</b>	<b>15,604</b>
<b>3</b>	<b>16.93453</b>	<b>15,834</b>
<b>4</b>	<b>17.18431</b>	<b>16,067</b>
<b>5</b>	<b>17.43778</b>	<b>16,304</b>
<b>6</b>	<b>17.69499</b>	<b>16,545</b>
<b>7</b>	<b>17.95599</b>	<b>16,789</b>
<b>8</b>	<b>18.22084</b>	<b>17,036</b>
<b>9</b>	<b>18.48960</b>	<b>17,288</b>
<b>10</b>	<b>18.76232</b>	<b>17,543</b>
<b>11</b>	<b>19.03906</b>	<b>17,802</b>
<b>12</b>	<b>19.31989</b>	<b>18,064</b>
<b>13</b>	<b>19.60486</b>	<b>18,331</b>
<b>14</b>	<b>19.89403</b>	<b>18,601</b>
<b>15</b>	<b>20.18747</b>	<b>18,875</b>
<b>16</b>	<b>20.48523</b>	<b>19,154</b>
<b>17</b>	<b>20.78739</b>	<b>19,436</b>
<b>18</b>	<b>21.09400</b>	<b>19,723</b>
<b>19</b>	<b>21.40514</b>	<b>20,014</b>
<b>20</b>	<b>21.72087</b>	<b>20,309</b>
<b>21</b>	<b>22.04125</b>	<b>20,609</b>
<b>22</b>	<b>22.36636</b>	<b>20,913</b>
<b>23</b>	<b>22.69626</b>	<b>21,221</b>
<b>24</b>	<b>23.03103</b>	<b>21,534</b>
<b>25</b>	<b>23.37074</b>	<b>21,852</b>
<b>26</b>	<b>23.71546</b>	<b>22,174</b>
<b>27</b>	<b>24.06526</b>	<b>22,501</b>
<b>28</b>	<b>24.42022</b>	<b>22,833</b>
<b>29</b>	<b>24.78042</b>	<b>23,170</b>
<b>30</b>	<b>25.14593</b>	<b>23,511</b>

**Benefits for 10-month Full-Time School Bus Aide (187 day)**

- 1 day of sick leave per month of contract
- 3 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Hourly Rate for Substitute School Bus Aide:** **\$ 16.44580** **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 S06  
Car/Van Driver  
Instructional Assistant  
Office Aide  
2026 - 2027**

Step	Hourly Rate	3.5 hours/day 182 days/year	4 hours/day 176 days/year	4 hours/day 180 days/year	5 hours/day 187 days/year	7 hours/day 189 days/year
1	\$ 17.26809	\$ 11,000	\$ 12,157	\$ 12,433	\$ 16,146	\$ 22,846
2	17.52279	11,162	12,336	\$ 12,616	16,384	23,183
3	17.78126	11,327	12,518	\$ 12,803	16,625	23,525
4	18.04353	11,494	12,703	\$ 12,991	16,871	23,872
5	18.30967	11,663	12,890	\$ 13,183	17,120	24,224
6	18.57974	11,835	13,080	\$ 13,377	17,372	24,581
7	18.85379	12,010	13,273	\$ 13,575	17,628	24,944
8	19.13188	12,187	13,469	\$ 13,775	17,888	25,311
9	19.41408	12,367	13,668	\$ 13,978	18,152	25,685
10	19.70044	12,549	13,869	\$ 14,184	18,420	26,064
11	19.99102	12,734	14,074	\$ 14,394	18,692	26,448
12	20.28588	12,922	14,281	\$ 14,606	18,967	26,838
13	20.58510	13,113	14,492	\$ 14,821	19,247	27,234
14	20.88873	13,306	14,706	\$ 15,040	19,531	27,636
15	21.19684	13,502	14,923	\$ 15,262	19,819	28,043
16	21.50949	13,702	15,143	\$ 15,487	20,111	28,457
17	21.82676	13,904	15,366	\$ 15,715	20,408	28,877
18	22.14870	14,109	15,593	\$ 15,947	20,709	29,303
19	22.47540	14,317	15,823	\$ 16,182	21,014	29,735
20	22.80691	14,528	16,056	\$ 16,421	21,324	30,174
21	23.14331	14,742	16,293	\$ 16,663	21,639	30,619
22	23.48467	14,960	16,533	\$ 16,909	21,958	31,070
23	23.83107	15,180	16,777	\$ 17,158	22,282	31,529
24	24.18258	15,404	17,025	\$ 17,411	22,611	31,994
25	24.53928	15,632	17,276	\$ 17,668	22,944	32,465
26	24.90123	15,862	17,530	\$ 17,929	23,283	32,944
27	25.26852	16,096	17,789	\$ 18,193	23,626	33,430
28	25.64123	16,333	18,051	\$ 18,462	23,975	33,923
29	26.01944	16,574	18,318	\$ 18,734	24,328	34,424
30	26.40323	16,819	18,588	\$ 19,010	24,687	34,931

**Benefits for 10-month Full-Time Instructional Assistants, Office Aide (189 day) and Car/Van Driver (187 day)**

- 1 day of sick leave per month of contract
- 3 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health and 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) and 10-month Part-Time Car/Van Drivers (176 day)**

- 1 day of sick leave per month of contract

**Hourly Rate for Substitute Instructional Assistant & Office Aide: \$ 17.26809**

**Hourly Rate for Substitute Special Education Instructional Assistant: \$ 18.57974**

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  
Receptionist  
2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 18.13149	\$ 37,714
2	\$ 18.39893	38,270
3	\$ 18.67032	38,834
4	\$ 18.94571	39,407
5	\$ 19.22515	39,988
6	\$ 19.50873	40,578
7	\$ 19.79648	41,177
8	\$ 20.08848	41,784
9	\$ 20.38478	42,400
10	\$ 20.68546	43,026
11	\$ 20.99057	43,660
12	\$ 21.30018	44,304
13	\$ 21.61436	44,958
14	\$ 21.93317	45,621
15	\$ 22.25668	46,294
16	\$ 22.58497	46,977
17	\$ 22.91810	47,670
18	\$ 23.25614	48,373
19	\$ 23.59917	49,086
20	\$ 23.94725	49,810
21	\$ 24.30048	50,545
22	\$ 24.65891	51,291
23	\$ 25.02263	52,047
24	\$ 25.39171	52,815
25	\$ 25.76624	53,594
26	\$ 26.14629	54,384
27	\$ 26.53195	55,186
28	\$ 26.92330	56,000
29	\$ 27.32041	56,826
30	\$ 27.72339	57,665

**Benefits for 12 month Full-Time Receptionist (260 day)**

- Vacation at established rates for 12 month personnel
- 1 day of sick leave per month of contract
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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 S08**  
**Elementary Building Manager**  
**Family Engagement Coordinator**  
**Secretary (Attendance, Central Office, School, and Transportation)**  
**Student Support Specialist**  
**2026 - 2027**

Step	Hourly Rate	7 hours/day 192 days/year	8 hours/day 210 days/year	3 hours/day 260 days/year	5 hours/day 260 days/year	8 hours/day 260 days/year
1	\$ 19.03807	\$ 25,587	\$ 31,984	\$14,850	\$ 24,749	\$ 39,599
2	19.31888	25,965	32,456	15,069	25,115	40,183
3	19.60383	26,348	32,934	15,291	25,485	40,776
4	19.89299	26,736	33,420	15,517	25,861	41,377
5	20.18641	27,131	33,913	15,745	26,242	41,988
6	20.48416	27,531	34,413	15,978	26,629	42,607
7	20.78630	27,937	34,921	16,213	27,022	43,236
8	21.09290	28,349	35,436	16,452	27,421	43,873
9	21.40402	28,767	35,959	16,695	27,825	44,520
10	21.71973	29,191	36,489	16,941	28,236	45,177
11	22.04010	29,622	37,027	17,191	28,652	45,843
12	22.36519	30,059	37,574	17,445	29,075	46,520
13	22.69507	30,502	38,128	17,702	29,504	47,206
14	23.02983	30,952	38,690	17,963	29,939	47,902
15	23.36952	31,409	39,261	18,228	30,380	48,609
16	23.71422	31,872	39,840	18,497	30,828	49,326
17	24.06400	32,342	40,428	18,770	31,283	50,053
18	24.41895	32,819	41,024	19,047	31,745	50,791
19	24.77913	33,303	41,629	19,328	32,213	51,541
20	25.14462	33,794	42,243	19,613	32,688	52,301
21	25.51550	34,293	42,866	19,902	33,170	53,072
22	25.89185	34,799	43,498	20,196	33,659	53,855
23	26.27376	35,312	44,140	20,494	34,156	54,649
24	26.66130	35,833	44,791	20,796	34,660	55,455
25	27.05455	36,361	45,452	21,103	35,171	56,273
26	27.45361	36,898	46,122	21,414	35,690	57,103
27	27.85855	37,442	46,802	21,730	36,216	57,946
28	28.26946	37,994	47,493	22,050	36,750	58,800
29	28.68643	38,555	48,193	22,375	37,292	59,668
30	29.10956	39,123	48,904	22,705	37,842	60,548

**Benefits for 10-month Full-Time Secretary, Family Engagement Coordinator, and Student Support Specialist (192, 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 and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for 12 month Full-Time Elementary Building Manager and Central Office, School, and Transportation 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 and insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for 12-month Part-Time Secretary (260 day)**

- 1 day of sick leave per month of contract

**Hourly Rate for Substitute Student Support Specialist: \$ 19.03807 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**  
**2026 - 2027**

Step	Hourly Rate	5	8
		hours/day 187 days/year	hours/day 260 days/year

1	\$ 19.98997	\$ 18,691	\$ 41,579
2	20.28482	18,966	42,192
3	20.58403	19,246	42,815
4	20.88764	19,530	43,446
5	21.19573	19,818	44,087
6	21.50837	20,110	44,737
7	21.82562	20,407	45,397
8	22.14755	20,708	46,067
9	22.47422	21,013	46,746
10	22.80572	21,323	47,436
11	23.14210	21,638	48,136
12	23.48345	21,957	48,846
13	23.82983	22,281	49,566
14	24.18132	22,610	50,297
15	24.53799	22,943	51,039
16	24.89993	23,281	51,792
17	25.26720	23,625	52,556
18	25.63989	23,973	53,331
19	26.01808	24,327	54,118
20	26.40185	24,686	54,916
21	26.79128	25,050	55,726
22	27.18645	25,419	56,548
23	27.58745	25,794	57,382
24	27.99436	26,175	58,228
25	28.40728	26,561	59,087
26	28.82629	26,953	59,959
27	29.25147	27,350	60,843
28	29.68293	27,754	61,741
29	30.12076	28,163	62,651
30	30.56504	28,578	63,575

**Benefits for 10-month Full-Time Non-CDL School Bus Driver (187 day)**

- 1 day of sick leave per month of contract
- 3 personal leave days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for Full-Time 12-month 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 and 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: \$ 19.98997 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**  
**2026 - 2027**

Step	Hourly Rate	5 hours/day 187 days/year	7 hours/day 187 days/year	8 hours/day 187 days/year	8 hours/day 260 days/year
1	\$ 20.98947	\$ 19,625	\$ 27,475	\$ 31,400	\$ 43,658
2	21.29907	19,915	27,880	31,863	44,302
3	21.61323	20,208	28,292	32,333	44,956
4	21.93202	20,506	28,709	32,810	45,619
5	22.25552	20,809	29,132	33,294	46,291
6	22.58379	21,116	29,562	33,785	46,974
7	22.91690	21,427	29,998	34,284	47,667
8	23.25492	21,743	30,441	34,789	48,370
9	23.59793	22,064	30,890	35,303	49,084
10	23.94600	22,390	31,345	35,823	49,808
11	24.29921	22,720	31,808	36,352	50,542
12	24.65762	23,055	32,277	36,888	51,288
13	25.02132	23,395	32,753	37,432	52,044
14	25.39038	23,740	33,236	37,984	52,812
15	25.76489	24,090	33,726	38,544	53,591
16	26.14492	24,446	34,224	39,113	54,381
17	26.53056	24,806	34,729	39,690	55,184
18	26.92189	25,172	35,241	40,275	55,998
19	27.31899	25,543	35,761	40,869	56,823
20	27.72194	25,920	36,288	41,472	57,662
21	28.13084	26,302	36,823	42,084	58,512
22	28.54577	26,690	37,366	42,704	59,375
23	28.96682	27,084	37,918	43,334	60,251
24	29.39408	27,483	38,477	43,974	61,140
25	29.82764	27,889	39,044	44,622	62,041
26	30.26760	28,300	39,620	45,280	62,957
27	30.71405	28,718	40,205	45,948	63,885
28	31.16708	29,141	40,798	46,626	64,828
29	31.62679	29,571	41,399	47,314	65,784
30	32.09329	30,007	42,010	48,012	66,754

**Benefits for Full-Time 10-month School Bus Driver (187 day)**

1 day of sick leave per month of contract  
 3 personal leave days per contract year  
 Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members  
 Group health and dental insurance available; employer contribution varies by coverage  
 VRS life insurance premium  
 VRS Hybrid Disability if applicable

**Benefits for 12-month 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 and dental insurance available; employer contribution varies by coverage  
 VRS life insurance premium  
 VRS Hybrid Disability if applicable

**Hourly Rate for Substitute Bus Driver:** \$ 22.91690 per hour per hour

**Field Trip Rate for Non-Regular School Bus Driver:** \$ 22.91690 per hour 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 S11**  
**Transporation Routing Manager**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 22.03894	\$ 45,841
2	22.36402	46,517
3	22.69389	47,203
4	23.02862	47,900
5	23.36830	48,606
6	23.71298	49,323
7	24.06274	50,051
8	24.41767	50,789
9	24.77783	51,538
10	25.14330	52,298
11	25.51417	53,069
12	25.89050	53,852
13	26.27239	54,647
14	26.65990	55,453
15	27.05314	56,271
16	27.45217	57,101
17	27.85709	57,943
18	28.26798	58,797
19	28.68493	59,665
20	29.10804	60,545
21	29.53738	61,438
22	29.97306	62,344
23	30.41516	63,264
24	30.86378	64,197
25	31.31902	65,144
26	31.78098	66,104
27	32.24975	67,079
28	32.72543	68,069
29	33.20813	69,073
30	33.69795	70,092

**Benefits for 12-month Full-Time Transporation Routing Manager (260 day)**

- 
- Vacation at established rates for 12 month personnel
  - 1 day of sick leave per month of contract
  - Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
  - Group health and dental insurance available; employer contribution varies by coverage
  - VRS life insurance premium
  - VRS Hybrid Disability if applicable

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

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 Current employees should check their notices of employment for exact amounts.**

**Salem City Schools**



**Grade S12  
Unassigned  
2026 - 2027**

<b>Step</b>	<b>Hourly Rate</b>	<b>8 hours/day 260 days/year</b>
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<b>1</b>	<b>\$ 23.14089</b>	<b>\$ 48,133</b>
<b>2</b>	<b>23.48222</b>	<b>48,843</b>
<b>3</b>	<b>23.82858</b>	<b>49,563</b>
<b>4</b>	<b>24.18005</b>	<b>50,295</b>
<b>5</b>	<b>24.53671</b>	<b>51,036</b>
<b>6</b>	<b>24.89863</b>	<b>51,789</b>
<b>7</b>	<b>25.26588</b>	<b>52,553</b>
<b>8</b>	<b>25.63855</b>	<b>53,328</b>
<b>9</b>	<b>26.01672</b>	<b>54,115</b>
<b>10</b>	<b>26.40047</b>	<b>54,913</b>
<b>11</b>	<b>26.78987</b>	<b>55,723</b>
<b>12</b>	<b>27.18503</b>	<b>56,545</b>
<b>13</b>	<b>27.58600</b>	<b>57,379</b>
<b>14</b>	<b>27.99290</b>	<b>58,225</b>
<b>15</b>	<b>28.40579</b>	<b>59,084</b>
<b>16</b>	<b>28.82478</b>	<b>59,956</b>
<b>17</b>	<b>29.24994</b>	<b>60,840</b>
<b>18</b>	<b>29.68138</b>	<b>61,737</b>
<b>19</b>	<b>30.11918</b>	<b>62,648</b>
<b>20</b>	<b>30.56344</b>	<b>63,572</b>
<b>21</b>	<b>31.01425</b>	<b>64,510</b>
<b>22</b>	<b>31.47171</b>	<b>65,461</b>
<b>23</b>	<b>31.93592</b>	<b>66,427</b>
<b>24</b>	<b>32.40697</b>	<b>67,407</b>
<b>25</b>	<b>32.88498</b>	<b>68,401</b>
<b>26</b>	<b>33.37003</b>	<b>69,410</b>
<b>27</b>	<b>33.86224</b>	<b>70,433</b>
<b>28</b>	<b>34.36171</b>	<b>71,472</b>
<b>29</b>	<b>34.86854</b>	<b>72,527</b>
<b>30</b>	<b>35.38285</b>	<b>73,596</b>

**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  
2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
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1	\$ 24.29794	\$ 50,540
2	24.65633	51,285
3	25.02001	52,042
4	25.38906	52,809
5	25.76355	53,588
6	26.14356	54,379
7	26.52918	55,181
8	26.92048	55,995
9	27.31756	56,821
10	27.72049	57,659
11	28.12937	58,509
12	28.54428	59,372
13	28.96530	60,248
14	29.39254	61,136
15	29.82608	62,038
16	30.26602	62,953
17	30.71244	63,882
18	31.16545	64,824
19	31.62514	65,780
20	32.09161	66,751
21	32.56496	67,735
22	33.04530	68,734
23	33.53271	69,748
24	34.02732	70,777
25	34.52922	71,821
26	35.03853	72,880
27	35.55535	73,955
28	36.07979	75,046
29	36.61197	76,153
30	37.15199	77,276

**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**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 25.51283	\$ 53,067
2	25.88915	53,849
3	26.27101	54,644
4	26.65851	55,450
5	27.05172	56,268
6	27.45074	57,098
7	27.85563	57,940
8	28.26650	58,794
9	28.68344	59,662
10	29.10652	60,542
11	29.53584	61,435
12	29.97149	62,341
13	30.41357	63,260
14	30.86217	64,193
15	31.31739	65,140
16	31.77932	66,101
17	32.24806	67,076
18	32.72372	68,065
19	33.20640	69,069
20	33.69619	70,088
21	34.19321	71,122
22	34.69756	72,171
23	35.20935	73,235
24	35.72869	74,316
25	36.25569	75,412
26	36.79046	76,524
27	37.33312	77,653
28	37.88378	78,798
29	38.44257	79,961
30	39.00959	81,140

**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 and dental insurance available; employer contribution varies by coverage  
 VRS life insurance premium  
 VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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 S15  
Computer Technician I  
Media Clerk  
2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 26.78847	\$ 55,720
2	27.18360	56,542
3	27.58456	57,376
4	27.99144	58,222
5	28.40431	59,081
6	28.82327	59,952
7	29.24842	60,837
8	29.67983	61,734
9	30.11761	62,645
10	30.56184	63,569
11	31.01263	64,506
12	31.47007	65,458
13	31.93425	66,423
14	32.40528	67,403
15	32.88326	68,397
16	33.36828	69,406
17	33.86047	70,430
18	34.35991	71,469
19	34.86672	72,523
20	35.38100	73,592
21	35.90287	74,678
22	36.43244	75,779
23	36.96982	76,897
24	37.51512	78,031
25	38.06847	79,182
26	38.62998	80,350
27	39.19977	81,536
28	39.77797	82,738
29	40.36469	83,959
30	40.96007	85,197

**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 S16  
Substance Abuse Specialist  
2026 - 2027**

Step	Hourly Rate	7.5	8
		hours/day 200	hours/day 260
		days/year	days/year

1	\$ 28.12790	\$ 42,192	\$ 58,506
2	28.54278	42,814	59,369
3	28.96379	43,446	60,245
4	29.39101	44,087	61,133
5	29.82452	44,737	62,035
6	30.26444	45,397	62,950
7	30.71084	46,066	63,879
8	31.16382	46,746	64,821
9	31.62349	47,435	65,777
10	32.08993	48,135	66,747
11	32.56326	48,845	67,732
12	33.04357	49,565	68,731
13	33.53096	50,296	69,744
14	34.02554	51,038	70,773
15	34.52742	51,791	71,817
16	35.03670	52,555	72,876
17	35.55349	53,330	73,951
18	36.07790	54,117	75,042
19	36.61005	54,915	76,149
20	37.15005	55,725	77,272
21	37.69801	56,547	78,412
22	38.25406	57,381	79,568
23	38.81831	58,227	80,742
24	39.39088	59,086	81,933
25	39.97189	59,958	83,142
26	40.56148	60,842	84,368
27	41.15976	61,740	85,612
28	41.76687	62,650	86,875
29	42.38293	63,574	88,156
30	43.00808	64,512	89,457

**Benefits for Part-Time 10-month Substance Abuse Specialist (200 day)**

1 day of sick leave per month of contract

**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  
Computer Technician II  
Employee Benefits Specialist  
Grant Specialist  
Payroll Specialist  
Student Information Systems Specialist  
2026 - 2027**

Step	Hourly Rate	4	8
		hours/day 200 days/year	hours/day 260 days/year
1	\$ 29.53429	\$ 23,627	\$ 61,431
2	29.96992	23,976	62,337
3	30.41198	24,330	63,257
4	30.86056	24,688	64,190
5	31.31575	25,053	65,137
6	31.77766	25,422	66,098
7	32.24638	25,797	67,072
8	32.72201	26,178	68,062
9	33.20466	26,564	69,066
10	33.69443	26,956	70,084
11	34.19142	27,353	71,118
12	34.69575	27,757	72,167
13	35.20751	28,166	73,232
14	35.72682	28,581	74,312
15	36.25379	29,003	75,408
16	36.78853	29,431	76,520
17	37.33116	29,865	77,649
18	37.88180	30,305	78,794
19	38.44056	30,752	79,956
20	39.00755	31,206	81,136
21	39.58292	31,666	82,332
22	40.16676	32,133	83,547
23	40.75922	32,607	84,779
24	41.36042	33,088	86,030
25	41.97049	33,576	87,299
26	42.58955	34,072	88,586
27	43.21775	34,574	89,893
28	43.85521	35,084	91,219
29	44.50208	35,602	92,564
30	45.15848	36,127	93,930

**Benefits for Full-Time 12-month Accounting/Finance Specialist, Computer Technician II, Employee Benefits Specialist, Grant Specialist, Payroll 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 and dental insurance available; employer contribution varies by coverage

VRS life insurance premium

VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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 S18  
Unassigned  
2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 31.01101	\$ 64,503
2	31.46842	65,454
3	31.93258	66,420
4	32.40358	67,399
5	32.88154	68,394
6	33.36654	69,402
7	33.85870	70,426
8	34.35811	71,465
9	34.86489	72,519
10	35.37915	73,589
11	35.90099	74,674
12	36.43053	75,776
13	36.96788	76,893
14	37.51316	78,027
15	38.06648	79,178
16	38.62796	80,346
17	39.19772	81,531
18	39.77589	82,734
19	40.36258	83,954
20	40.95793	85,192
21	41.56206	86,449
22	42.17510	87,724
23	42.79718	89,018
24	43.42844	90,331
25	44.06901	91,664
26	44.71903	93,016
27	45.37864	94,388
28	46.04797	95,780
29	46.72718	97,193
30	47.41640	98,626

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**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 32.56156	\$ 67,728
2	33.04184	68,727
3	33.52921	69,741
4	34.02376	70,769
5	34.52561	71,813
6	35.03487	72,873
7	35.55163	73,947
8	36.07602	75,038
9	36.60814	76,145
10	37.14811	77,268
11	37.69604	78,408
12	38.25206	79,564
13	38.81628	80,738
14	39.38882	81,929
15	39.96980	83,137
16	40.55936	84,363
17	41.15761	85,608
18	41.76468	86,871
19	42.38071	88,152
20	43.00583	89,452
21	43.64016	90,772
22	44.28386	92,110
23	44.93704	93,469
24	45.59987	94,848
25	46.27246	96,247
26	46.95498	97,666
27	47.64757	99,107
28	48.35037	100,569
29	49.06354	102,052
30	49.78722	103,557

**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**  
**Systems Administrator**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 34.18964	\$ 54,703	\$ 71,114
2	34.69393	55,510	72,163
3	35.20567	56,329	73,228
4	35.72495	57,160	74,308
5	36.25190	58,003	75,404
6	36.78661	58,859	76,516
7	37.32921	59,727	77,645
8	37.87982	60,608	78,790
9	38.43855	61,502	79,952
10	39.00552	62,409	81,131
11	39.58085	63,329	82,328
12	40.16466	64,263	83,543
13	40.75709	65,211	84,775
14	41.35826	66,173	86,025
15	41.96829	67,149	87,294
16	42.58733	68,140	88,582
17	43.21549	69,145	89,888
18	43.85292	70,165	91,214
19	44.49975	71,200	92,559
20	45.15612	72,250	93,925
21	45.82217	73,315	95,310
22	46.49805	74,397	96,716
23	47.18390	75,494	98,143
24	47.87986	76,608	99,590
25	48.58609	77,738	101,059
26	49.30273	78,884	102,550
27	50.02995	80,048	104,062
28	50.76789	81,229	105,597
29	51.51671	82,427	107,155
30	52.27659	83,643	108,735

**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 and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Benefits for 12-month Full-Time Database and Systems 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 and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**Hourly Rate for Substitute School Nurse: \$ 34.18964 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 S21  
Chronic Absenteeism and Dropout Prevention Specialist  
2026 - 2027**

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 35.89912	\$ 57,439
2	36.42863	58,286
3	36.96595	59,146
4	37.51120	60,018
5	38.06449	60,903
6	38.62594	61,802
7	39.19567	62,713
8	39.77381	63,638
9	40.36047	64,577
10	40.95579	65,529
11	41.55989	66,496
12	42.17290	67,477
13	42.79495	68,472
14	43.42617	69,482
15	44.06671	70,507
16	44.71669	71,547
17	45.37626	72,602
18	46.04556	73,673
19	46.72474	74,760
20	47.41393	75,862
21	48.11328	76,981
22	48.82295	78,117
23	49.54309	79,269
24	50.27385	80,438
25	51.01539	81,625
26	51.76787	82,829
27	52.53144	84,050
28	53.30628	85,290
29	54.09255	86,548
30	54.89042	87,825

**Benefits for 10-month Full-Time Chronic Absenteeism and Dropout Prevention Specialist (200 day)**

- 1 day of sick leave per month of contract
- 3 personal days per contract year
- Sick Leave Bank option after 1 year of service for VRS Plan 1 or 2 members
- Group health and dental insurance available; employer contribution varies by coverage
- VRS life insurance premium
- VRS Hybrid Disability if applicable

**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  
2026 - 2027**

<b>Step</b>	<b>Hourly Rate</b>	<b>8 hours/day 210 days/year</b>
1	\$ 37.69407	\$ 63,326
2	38.25006	64,260
3	38.81425	65,208
4	39.38676	66,170
5	39.96771	67,146
6	40.55724	68,136
7	41.15546	69,141
8	41.76250	70,161
9	42.37850	71,196
10	43.00358	72,246
11	43.63788	73,312
12	44.28154	74,393
13	44.93469	75,490
14	45.59748	76,604
15	46.27004	77,734
16	46.95253	78,880
17	47.64508	80,044
18	48.34784	81,224
19	49.06097	82,422
20	49.78462	83,638
21	50.51895	84,872
22	51.26410	86,124
23	52.02025	87,394
24	52.78754	88,683
25	53.56616	89,991
26	54.35626	91,319
27	55.15802	92,665
28	55.97160	94,032
29	56.79718	95,419
30	57.63494	96,827

**Benefits for 10-month Full-Time School Social Worker and Board Certified Behavior Analyst (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 and dental insurance available; employer contribution varies by coverage  
 VRS life insurance premium  
 VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 39.57878	\$ 63,326
2	40.16256	64,260
3	40.75496	65,208
4	41.35610	66,170
5	41.96610	67,146
6	42.58510	68,136
7	43.21323	69,141
8	43.85063	70,161
9	44.49742	71,196
10	45.15376	72,246
11	45.81978	73,312
12	46.49562	74,393
13	47.18143	75,490
14	47.87736	76,604
15	48.58355	77,734
16	49.30015	78,880
17	50.02733	80,044
18	50.76523	81,224
19	51.51402	82,422
20	52.27385	83,638
21	53.04489	84,872
22	53.82730	86,124
23	54.62126	87,394
24	55.42692	88,683
25	56.24447	89,991
26	57.07407	91,319
27	57.91592	92,665
28	58.77018	94,032
29	59.63704	95,419
30	60.51668	96,827

**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 and dental insurance available; employer contribution varies by coverage  
VRS life insurance premium  
VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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 Technology Systems**  
**School Psychologist**  
**2026 - 2027**

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 41.55772	\$ 66,492	\$ 86,440
2	\$ 42.17069	67,473	87,715
3	\$ 42.79271	68,468	89,009
4	\$ 43.42390	69,478	90,322
5	\$ 44.06441	70,503	91,654
6	\$ 44.71436	71,543	93,006
7	\$ 45.37389	72,598	94,378
8	\$ 46.04316	73,669	95,770
9	\$ 46.72229	74,756	97,182
10	\$ 47.41145	75,858	98,616
11	\$ 48.11077	76,977	100,070
12	\$ 48.82040	78,113	101,546
13	\$ 49.54050	79,265	103,044
14	\$ 50.27122	80,434	104,564
15	\$ 51.01272	81,620	106,106
16	\$ 51.76516	82,824	107,672
17	\$ 52.52870	84,046	109,260
18	\$ 53.30350	85,286	110,871
19	\$ 54.08972	86,544	112,507
20	\$ 54.88755	87,820	114,166
21	\$ 55.69714	89,115	115,850
22	\$ 56.51867	90,430	117,559
23	\$ 57.35232	91,764	119,293
24	\$ 58.19827	93,117	121,052
25	\$ 59.05669	94,491	122,838
26	\$ 59.92778	95,884	124,650
27	\$ 60.81171	97,299	126,488
28	\$ 61.70869	98,734	128,354
29	\$ 62.61889	100,190	130,247
30	\$ 63.54252	101,668	132,168

**Full-Time 10-month School Psychologist (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 and 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 Technology Systems 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 and dental insurance available; employer contribution varies by coverage  
 VRS life insurance premium  
 VRS Hybrid Disability if applicable

**All employee benefits are based on current School Board 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.**