



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

**2023 - 2024**

		8 hrs/day	8 hrs/day
	Hourly Rate	210 days/year	220 days/year
<b>Step</b>			

<b>1</b>	<b>\$ 39.98571</b>	<b>\$ 67,176</b>	<b>\$ 70,375</b>
<b>2</b>	<b>\$ 40.70013</b>	<b>68,376</b>	<b>71,633</b>
<b>3</b>	<b>\$ 41.42731</b>	<b>69,598</b>	<b>72,913</b>
<b>4</b>	<b>\$ 42.16749</b>	<b>70,841</b>	<b>74,215</b>
<b>5</b>	<b>\$ 42.92088</b>	<b>72,107</b>	<b>75,541</b>
<b>6</b>	<b>\$ 43.68774</b>	<b>73,395</b>	<b>76,891</b>
<b>7</b>	<b>\$ 44.46830</b>	<b>74,707</b>	<b>78,265</b>
<b>8</b>	<b>\$ 45.26281</b>	<b>76,042</b>	<b>79,663</b>
<b>9</b>	<b>\$ 46.07151</b>	<b>77,400</b>	<b>81,086</b>
<b>10</b>	<b>\$ 46.89466</b>	<b>78,783</b>	<b>82,535</b>
<b>11</b>	<b>\$ 47.73252</b>	<b>80,191</b>	<b>84,010</b>
<b>12</b>	<b>\$ 48.58535</b>	<b>81,623</b>	<b>85,511</b>
<b>13</b>	<b>\$ 49.45341</b>	<b>83,082</b>	<b>87,039</b>
<b>14</b>	<b>\$ 50.33698</b>	<b>84,566</b>	<b>88,594</b>
<b>15</b>	<b>\$ 51.23635</b>	<b>86,077</b>	<b>90,176</b>
<b>16</b>	<b>\$ 52.15178</b>	<b>87,615</b>	<b>91,788</b>
<b>17</b>	<b>\$ 53.08356</b>	<b>89,180</b>	<b>93,428</b>
<b>18</b>	<b>\$ 54.03199</b>	<b>90,774</b>	<b>95,097</b>
<b>19</b>	<b>\$ 54.99737</b>	<b>92,396</b>	<b>96,796</b>
<b>20</b>	<b>\$ 55.98000</b>	<b>94,046</b>	<b>98,525</b>

**Benefits for Elementary School Assistant Principal & Coordinator of Preschool and EL Programs**

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

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



**Grade A03**  
**Middle School Assistant Principal**  
**Coordinator of Transportation**  
**Coordinator of Alternative Education and Attendance**  
**Coordinator of Special Education & Student Services**  
**Coordinator of Student Services**  
**Coordinator of Alternative and Online Programs**

**2023 - 2024**

	<b>8</b>	<b>hours/day</b>
	<b>260</b>	
<b>Step</b>	<b>Hourly Rate</b>	<b>days/year</b>

<b>1</b>	<b>\$ 37.32224</b>	<b>\$ 77,630</b>
<b>2</b>	<b>\$ 37.98907</b>	<b>79,017</b>
<b>3</b>	<b>\$ 38.66782</b>	<b>80,429</b>
<b>4</b>	<b>\$ 39.35869</b>	<b>81,866</b>
<b>5</b>	<b>\$ 40.06190</b>	<b>83,329</b>
<b>6</b>	<b>\$ 40.77768</b>	<b>84,818</b>
<b>7</b>	<b>\$ 41.50624</b>	<b>86,333</b>
<b>8</b>	<b>\$ 42.24783</b>	<b>87,875</b>
<b>9</b>	<b>\$ 43.00266</b>	<b>89,446</b>
<b>10</b>	<b>\$ 43.77098</b>	<b>91,044</b>
<b>11</b>	<b>\$ 44.55303</b>	<b>92,670</b>
<b>12</b>	<b>\$ 45.34905</b>	<b>94,326</b>
<b>13</b>	<b>\$ 46.15929</b>	<b>96,011</b>
<b>14</b>	<b>\$ 46.98401</b>	<b>97,727</b>
<b>15</b>	<b>\$ 47.82346</b>	<b>99,473</b>
<b>16</b>	<b>\$ 48.67792</b>	<b>101,250</b>
<b>17</b>	<b>\$ 49.54763</b>	<b>103,059</b>
<b>18</b>	<b>\$ 50.43289</b>	<b>104,900</b>
<b>19</b>	<b>\$ 51.33397</b>	<b>106,775</b>
<b>20</b>	<b>\$ 52.25114</b>	<b>108,682</b>

**Benefits for Middle School Assistant Principal and Coordinator**

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

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



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

	<b>8</b>	<b>hours/day</b>
	<b>260</b>	
<b>Step</b>	<b>Hourly Rate</b>	<b>days/year</b>

<b>1</b>	<b>\$ 40.12141</b>	<b>\$ 83,453</b>
<b>2</b>	<b>\$ 40.83825</b>	<b>84,944</b>
<b>3</b>	<b>\$ 41.56790</b>	<b>86,461</b>
<b>4</b>	<b>\$ 42.31059</b>	<b>88,006</b>
<b>5</b>	<b>\$ 43.06654</b>	<b>89,578</b>
<b>6</b>	<b>\$ 43.83600</b>	<b>91,179</b>
<b>7</b>	<b>\$ 44.61921</b>	<b>92,808</b>
<b>8</b>	<b>\$ 45.41641</b>	<b>94,466</b>
<b>9</b>	<b>\$ 46.22786</b>	<b>96,154</b>
<b>10</b>	<b>\$ 47.05380</b>	<b>97,872</b>
<b>11</b>	<b>\$ 47.89451</b>	<b>99,621</b>
<b>12</b>	<b>\$ 48.75023</b>	<b>101,400</b>
<b>13</b>	<b>\$ 49.62124</b>	<b>103,212</b>
<b>14</b>	<b>\$ 50.50781</b>	<b>105,056</b>
<b>15</b>	<b>\$ 51.41022</b>	<b>106,933</b>
<b>16</b>	<b>\$ 52.32876</b>	<b>108,844</b>
<b>17</b>	<b>\$ 53.26371</b>	<b>110,789</b>
<b>18</b>	<b>\$ 54.21536</b>	<b>112,768</b>
<b>19</b>	<b>\$ 55.18401</b>	<b>114,783</b>
<b>20</b>	<b>\$ 56.16998</b>	<b>116,834</b>

**Benefits for High School Assistant Principal and High School Assistant Principal and Division Coordinator of Assessment**

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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

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**Grade A05  
Elementary Principal**

**2023 - 2024**

		<b>8 hrs/day 260 days/year</b>
<b>Step</b>	<b>Hourly Rate</b>	

<b>1</b>	<b>\$ 43.13052</b>	<b>\$ 89,711</b>
<b>2</b>	<b>\$ 43.90112</b>	<b>91,314</b>
<b>3</b>	<b>\$ 44.68549</b>	<b>92,946</b>
<b>4</b>	<b>\$ 45.48388</b>	<b>94,606</b>
<b>5</b>	<b>\$ 46.29653</b>	<b>96,297</b>
<b>6</b>	<b>\$ 47.12370</b>	<b>98,017</b>
<b>7</b>	<b>\$ 47.96565</b>	<b>99,769</b>
<b>8</b>	<b>\$ 48.82265</b>	<b>101,551</b>
<b>9</b>	<b>\$ 49.69495</b>	<b>103,365</b>
<b>10</b>	<b>\$ 50.58284</b>	<b>105,212</b>
<b>11</b>	<b>\$ 51.48659</b>	<b>107,092</b>
<b>12</b>	<b>\$ 52.40649</b>	<b>109,006</b>
<b>13</b>	<b>\$ 53.34283</b>	<b>110,953</b>
<b>14</b>	<b>\$ 54.29590</b>	<b>112,935</b>
<b>15</b>	<b>\$ 55.26599</b>	<b>114,953</b>
<b>16</b>	<b>\$ 56.25342</b>	<b>117,007</b>
<b>17</b>	<b>\$ 57.25848</b>	<b>119,098</b>
<b>18</b>	<b>\$ 58.28151</b>	<b>121,226</b>
<b>19</b>	<b>\$ 59.32281</b>	<b>123,391</b>
<b>20</b>	<b>\$ 60.38272</b>	<b>125,596</b>

**Benefits for Elementary 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

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**Grade A06  
Middle School Principal**

**2023 - 2024**

<b>Step</b>	<b>Hourly Rate</b>	<b>8 hours/day 260 days/year</b>
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<b>1</b>	<b>\$ 46.36531</b>	<b>\$ 96,440</b>
<b>2</b>	<b>\$ 47.19371</b>	<b>98,163</b>
<b>3</b>	<b>\$ 48.03691</b>	<b>99,917</b>
<b>4</b>	<b>\$ 48.89517</b>	<b>101,702</b>
<b>5</b>	<b>\$ 49.76877</b>	<b>103,519</b>
<b>6</b>	<b>\$ 50.65798</b>	<b>105,369</b>
<b>7</b>	<b>\$ 51.56308</b>	<b>107,251</b>
<b>8</b>	<b>\$ 52.48434</b>	<b>109,167</b>
<b>9</b>	<b>\$ 53.42207</b>	<b>111,118</b>
<b>10</b>	<b>\$ 54.37655</b>	<b>113,103</b>
<b>11</b>	<b>\$ 55.34809</b>	<b>115,124</b>
<b>12</b>	<b>\$ 56.33698</b>	<b>117,181</b>
<b>13</b>	<b>\$ 57.34354</b>	<b>119,275</b>
<b>14</b>	<b>\$ 58.36809</b>	<b>121,406</b>
<b>15</b>	<b>\$ 59.41094</b>	<b>123,575</b>
<b>16</b>	<b>\$ 60.47242</b>	<b>125,783</b>
<b>17</b>	<b>\$ 61.55287</b>	<b>128,030</b>
<b>18</b>	<b>\$ 62.65262</b>	<b>130,317</b>
<b>19</b>	<b>\$ 63.77203</b>	<b>132,646</b>
<b>20</b>	<b>\$ 64.91143</b>	<b>135,016</b>

**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

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**Grade A07  
Director  
High School Principal**

**2023 - 2024**

	<b>8</b>	<b>hours/day</b>
	<b>260</b>	
<b>Step</b>	<b>Hourly</b>	<b>days/year</b>
	<b>Rate</b>	

<b>1</b>	<b>\$ 49.84270</b>	<b>\$ 103,673</b>
<b>2</b>	<b>\$ 50.73323</b>	<b>105,525</b>
<b>3</b>	<b>\$ 51.63967</b>	<b>107,411</b>
<b>4</b>	<b>\$ 52.56231</b>	<b>109,330</b>
<b>5</b>	<b>\$ 53.50143</b>	<b>111,283</b>
<b>6</b>	<b>\$ 54.45733</b>	<b>113,271</b>
<b>7</b>	<b>\$ 55.43031</b>	<b>115,295</b>
<b>8</b>	<b>\$ 56.42067</b>	<b>117,355</b>
<b>9</b>	<b>\$ 57.42873</b>	<b>119,452</b>
<b>10</b>	<b>\$ 58.45479</b>	<b>121,586</b>
<b>11</b>	<b>\$ 59.49919</b>	<b>123,758</b>
<b>12</b>	<b>\$ 60.56225</b>	<b>125,969</b>
<b>13</b>	<b>\$ 61.64431</b>	<b>128,220</b>
<b>14</b>	<b>\$ 62.74569</b>	<b>130,511</b>
<b>15</b>	<b>\$ 63.86676</b>	<b>132,843</b>
<b>16</b>	<b>\$ 65.00785</b>	<b>135,216</b>
<b>17</b>	<b>\$ 66.16934</b>	<b>137,632</b>
<b>18</b>	<b>\$ 67.35157</b>	<b>140,091</b>
<b>19</b>	<b>\$ 68.55493</b>	<b>142,594</b>
<b>20</b>	<b>\$ 69.77978</b>	<b>145,142</b>

**Benefits for Director and High School Principal**

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

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



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

**2023 - 2024**

	<b>8</b>	<b>hours/day</b>
	<b>260</b>	<b>days/year</b>
<b>Step</b>	<b>Hourly Rate</b>	

<b>1</b>	<b>\$ 53.58091</b>	<b>\$ 111,448</b>
<b>2</b>	<b>\$ 54.53823</b>	<b>113,440</b>
<b>3</b>	<b>\$ 55.51265</b>	<b>115,466</b>
<b>4</b>	<b>\$ 56.50448</b>	<b>117,529</b>
<b>5</b>	<b>\$ 57.51404</b>	<b>119,629</b>
<b>6</b>	<b>\$ 58.54163</b>	<b>121,767</b>
<b>7</b>	<b>\$ 59.58758</b>	<b>123,942</b>
<b>8</b>	<b>\$ 60.65222</b>	<b>126,157</b>
<b>9</b>	<b>\$ 61.73588</b>	<b>128,411</b>
<b>10</b>	<b>\$ 62.83890</b>	<b>130,705</b>
<b>11</b>	<b>\$ 63.96163</b>	<b>133,040</b>
<b>12</b>	<b>\$ 65.10442</b>	<b>135,417</b>
<b>13</b>	<b>\$ 66.26763</b>	<b>137,837</b>
<b>14</b>	<b>\$ 67.45162</b>	<b>140,299</b>
<b>15</b>	<b>\$ 68.65677</b>	<b>142,806</b>
<b>16</b>	<b>\$ 69.88344</b>	<b>145,358</b>
<b>17</b>	<b>\$ 71.13204</b>	<b>147,955</b>
<b>18</b>	<b>\$ 72.40294</b>	<b>150,598</b>
<b>19</b>	<b>\$ 73.69655</b>	<b>153,289</b>
<b>20</b>	<b>\$ 75.01327</b>	<b>156,028</b>

**Benefits for Executive Director and Chief Financial Officer**

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

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**Grade A10  
Assistant Superintendent**

**2023 - 2024**

		<b>8 hours/day</b>
	<b>Hourly Rate</b>	<b>260 days/year</b>
<b>Step</b>		

<b>1</b>	<b>\$ 61.91943</b>	<b>\$ 128,792</b>
<b>2</b>	<b>\$ 63.02574</b>	<b>131,094</b>
<b>3</b>	<b>\$ 64.15181</b>	<b>133,436</b>
<b>4</b>	<b>\$ 65.29799</b>	<b>135,820</b>
<b>5</b>	<b>\$ 66.46466</b>	<b>138,246</b>
<b>6</b>	<b>\$ 67.65217</b>	<b>140,717</b>
<b>7</b>	<b>\$ 68.86090</b>	<b>143,231</b>
<b>8</b>	<b>\$ 70.09122</b>	<b>145,790</b>
<b>9</b>	<b>\$ 71.34353</b>	<b>148,395</b>
<b>10</b>	<b>\$ 72.61821</b>	<b>151,046</b>
<b>11</b>	<b>\$ 73.91566</b>	<b>153,745</b>
<b>12</b>	<b>\$ 75.23630</b>	<b>156,492</b>
<b>13</b>	<b>\$ 76.58053</b>	<b>159,288</b>
<b>14</b>	<b>\$ 77.94878</b>	<b>162,133</b>
<b>15</b>	<b>\$ 79.34148</b>	<b>165,030</b>
<b>16</b>	<b>\$ 80.75905</b>	<b>167,979</b>
<b>17</b>	<b>\$ 82.20196</b>	<b>170,980</b>
<b>18</b>	<b>\$ 83.67065</b>	<b>174,035</b>
<b>19</b>	<b>\$ 85.16557</b>	<b>177,144</b>
<b>20</b>	<b>\$ 86.68721</b>	<b>180,309</b>

**Benefits for Assistant Superintendent**

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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

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**CITY OF SALEM SCHOOL DIVISION**

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

Step	A01 210 Days	A03 260 Days	A04 260 Days	A05 260 Days	A06 260 Days	A07 260 Days	A08 260 Days	A10 260 Days
	Elem School Assistant Principal; Coordinator of Preschool and EL Programs	Middle School Assistant Principal; Coordinator of Transportation; Coordinator of Alternative Education and Attendance; Coordinator of Special Education & Student Services; Coordinator of Student Services; Coordinator of Alternative and Online Programs	High School Assistant Principal; High School Assistant Principal & Division Coord. of Assessment	Elementary Principal	Middle School Principal	Director; High School Principal	Executive Director; Chief Financial Officer	Assistant Superintendent
1	\$67,176	\$77,630	\$83,453	\$89,711	\$96,440	\$103,673	\$111,448	\$128,792
2	68,376	79,017	84,944	91,314	98,163	105,525	113,440	131,094
3	69,598	80,429	86,461	92,946	99,917	107,411	115,466	133,436
4	70,841	81,866	88,006	94,606	101,702	109,330	117,529	135,820
5	72,107	83,329	89,578	96,297	103,519	111,283	119,629	138,246
6	73,395	84,818	91,179	98,017	105,369	113,271	121,767	140,717
7	74,707	86,333	92,808	99,769	107,251	115,295	123,942	143,231
8	76,042	87,875	94,466	101,551	109,167	117,355	126,157	145,790
9	77,400	89,446	96,154	103,365	111,118	119,452	128,411	148,395
10	78,783	91,044	97,872	105,212	113,103	121,586	130,705	151,046
11	80,191	92,670	99,621	107,092	115,124	123,758	133,040	153,745
12	81,623	94,326	101,400	109,006	117,181	125,969	135,417	156,492
13	83,082	96,011	103,212	110,953	119,275	128,220	137,837	159,288
14	84,566	97,727	105,056	112,935	121,406	130,511	140,299	162,133
15	86,077	99,473	106,933	114,953	123,575	132,843	142,806	165,030
16	87,615	101,250	108,844	117,007	125,783	135,216	145,358	167,979
17	89,180	103,059	110,789	119,098	128,030	137,632	147,955	170,980
18	90,774	104,900	112,768	121,226	130,317	140,091	150,598	174,035
19	92,396	106,775	114,783	123,391	132,646	142,594	153,289	177,144
20	94,046	108,682	116,834	125,596	135,016	145,142	156,028	180,309

**Benefits for 10-month Positions (210 day)**

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

**Benefits for 12-month Positions (260 day)**

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

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