



Grade S02
Cafeteria Monitor
Custodian Aide
Reprographics Aide
2025 - 2026

Step	Hourly Rate	3 hours/day 180 days/year

1	13.30067	\$ 7,182
2	13.49817	7,289
3	13.69860	7,397
4	13.90201	7,507
5	14.10844	7,619
6	14.31793	7,732
7	14.53054	7,846
8	14.74630	7,963
9	14.96526	8,081
10	15.18748	8,201
11	15.41300	8,323
12	15.64186	8,447
13	15.87413	8,572
14	16.10984	8,699
15	16.34905	8,828
16	16.59182	8,960
17	16.83818	9,093
18	17.08821	9,228
19	17.34195	9,365
20	17.59946	9,504
21	17.86079	9,645
22	18.12600	9,788
23	18.39515	9,933
24	18.66830	10,081
25	18.94550	10,231
26	19.22682	10,382
27	19.51232	10,537
28	19.80205	10,693
29	20.09609	10,852
30	20.39449	11,013

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

1 day of sick leave per month of contract

Hourly Rate for Substitute Cafeteria Monitor: \$ 13.69860 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
2025 - 2026**

Step	Hourly Rate	3 hours/day 180 days/year	4 hours/day 210 days/year	8 hours/day 210 days/year	8 hours/day 260 days/year
1	\$ 13.96570	\$ 7,541	\$ 11,731	\$ 23,462	\$ 29,049
2	14.17308	7,653	11,905	23,811	29,480
3	14.38353	7,767	12,082	24,164	29,918
4	14.59711	7,882	12,262	24,523	30,362
5	14.81386	7,999	12,444	24,887	30,813
6	15.03383	8,118	12,628	25,257	31,270
7	15.25706	8,239	12,816	25,632	31,735
8	15.48361	8,361	13,006	26,012	32,206
9	15.71353	8,485	13,199	26,399	32,684
10	15.94686	8,611	13,395	26,791	33,169
11	16.18365	8,739	13,594	27,189	33,662
12	16.42396	8,869	13,796	27,592	34,162
13	16.66783	9,001	14,001	28,002	34,669
14	16.91533	9,134	14,209	28,418	35,184
15	17.16650	9,270	14,420	28,840	35,706
16	17.42141	9,408	14,634	29,268	36,237
17	17.68009	9,547	14,851	29,703	36,775
18	17.94262	9,689	15,072	30,144	37,321
19	18.20905	9,833	15,296	30,591	37,875
20	18.47943	9,979	15,523	31,045	38,437
21	18.75383	10,127	15,753	31,506	39,008
22	19.03230	10,277	15,987	31,974	39,587
23	19.31491	10,430	16,225	32,449	40,175
24	19.60172	10,585	16,465	32,931	40,772
25	19.89278	10,742	16,710	33,420	41,377
26	20.18816	10,902	16,958	33,916	41,991
27	20.48793	11,063	17,210	34,420	42,615
28	20.79216	11,228	17,465	34,931	43,248
29	21.10089	11,394	17,725	35,450	43,890
30	21.41422	11,564	17,988	35,976	44,542

Benefits for 10-month Full-Time 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 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 (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

Hourly Rate for Substitute Custodian: \$13.96570 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
2025 - 2026

Step	Hourly Rate	6.5 hours/day 190 days/year	7 hours/day 190 days/year	7.5 hours/day 190 days/year	8 hours/day 260 days/year
1	\$ 14.66399	\$ 18,110	\$ 19,503	\$ 20,896	\$ 30,501
2	14.88173	18,379	19,793	21,206	30,954
3	15.10271	18,652	20,087	21,521	31,414
4	15.32697	18,929	20,385	21,841	31,880
5	15.55455	19,210	20,688	22,165	32,353
6	15.78552	19,495	20,995	22,494	32,834
7	16.01992	19,785	21,306	22,828	33,321
8	16.25779	20,078	21,623	23,167	33,816
9	16.49920	20,377	21,944	23,511	34,318
10	16.74420	20,679	22,270	23,860	34,828
11	16.99283	20,986	22,600	24,215	35,345
12	17.24515	21,298	22,936	24,574	35,870
13	17.50122	21,614	23,277	24,939	36,403
14	17.76110	21,935	23,622	25,310	36,943
15	18.02483	22,261	23,973	25,685	37,492
16	18.29248	22,591	24,329	26,067	38,048
17	18.56410	22,927	24,690	26,454	38,613
18	18.83975	23,267	25,057	26,847	39,187
19	19.11950	23,613	25,429	27,245	39,769
20	19.40340	23,963	25,807	27,650	40,359
21	19.69152	24,319	26,190	28,060	40,958
22	19.98392	24,680	26,579	28,477	41,567
23	20.28066	25,047	26,973	28,900	42,184
24	20.58180	25,419	27,374	29,329	42,810
25	20.88742	25,796	27,780	29,765	43,446
26	21.19757	26,179	28,193	30,207	44,091
27	21.51233	26,568	28,611	30,655	44,746
28	21.83176	26,962	29,036	31,110	45,410
29	22.15594	27,363	29,467	31,572	46,084
30	22.48493	27,769	29,905	32,041	46,769

Benefits for 10-month Full-Time 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/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

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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Salem City Schools



**Grade S05
School Bus Aide
2025 - 2026**

Step	Hourly Rate	5 hours/day 187 days/year
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1	\$ 15.39719	\$ 14,396
2	15.62582	14,610
3	15.85784	14,827
4	16.09331	15,047
5	16.33228	15,271
6	16.57480	15,497
7	16.82091	15,728
8	17.07068	15,961
9	17.32416	16,198
10	17.58141	16,439
11	17.84247	16,683
12	18.10741	16,930
13	18.37629	17,182
14	18.64915	17,437
15	18.92607	17,696
16	19.20710	17,959
17	19.49230	18,225
18	19.78174	18,496
19	20.07548	18,771
20	20.37357	19,049
21	20.67610	19,332
22	20.98311	19,619
23	21.29469	19,911
24	21.61089	20,206
25	21.93179	20,506
26	22.25745	20,811
27	22.58795	21,120
28	22.92335	21,433
29	23.26374	21,752
30	23.60918	22,075

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: \$ 15.39719 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
Car/Van Driver
Instructional Assistant
Office Aide
2025 - 2026

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	\$ 16.16705	\$ 10,298	\$ 11,382	\$ 11,640	\$ 15,116	\$ 21,389
2	16.40711	10,451	11,551	\$ 11,813	15,341	21,707
3	16.65074	10,607	11,722	\$ 11,989	15,568	22,029
4	16.89798	10,764	11,896	\$ 12,167	15,800	22,356
5	17.14890	10,924	12,073	\$ 12,347	16,034	22,688
6	17.40354	11,086	12,252	\$ 12,531	16,272	23,025
7	17.66196	11,251	12,434	\$ 12,717	16,514	23,367
8	17.92422	11,418	12,619	\$ 12,905	16,759	23,714
9	18.19037	11,587	12,806	\$ 13,097	17,008	24,066
10	18.46048	11,759	12,996	\$ 13,292	17,261	24,423
11	18.73459	11,934	13,189	\$ 13,489	17,517	24,786
12	19.01278	12,111	13,385	\$ 13,689	17,777	25,154
13	19.29510	12,291	13,584	\$ 13,892	18,041	25,527
14	19.58161	12,473	13,785	\$ 14,099	18,309	25,906
15	19.87237	12,659	13,990	\$ 14,308	18,581	26,291
16	20.16746	12,847	14,198	\$ 14,521	18,857	26,682
17	20.46692	13,037	14,409	\$ 14,736	19,137	27,078
18	20.77083	13,231	14,623	\$ 14,955	19,421	27,480
19	21.07925	13,427	14,840	\$ 15,177	19,709	27,888
20	21.39225	13,627	15,060	\$ 15,402	20,002	28,302
21	21.70990	13,829	15,284	\$ 15,631	20,299	28,722
22	22.03227	14,035	15,511	\$ 15,863	20,600	29,149
23	22.35942	14,243	15,741	\$ 16,099	20,906	29,582
24	22.69144	14,454	15,975	\$ 16,338	21,216	30,021
25	23.02838	14,669	16,212	\$ 16,580	21,532	30,467
26	23.37032	14,887	16,453	\$ 16,827	21,851	30,919
27	23.71734	15,108	16,697	\$ 17,076	22,176	31,378
28	24.06952	15,332	16,945	\$ 17,330	22,505	31,844
29	24.42692	15,560	17,197	\$ 17,587	22,839	32,317
30	24.78963	15,791	17,452	\$ 17,849	23,178	32,797

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: **\$ 16.16705**

Hourly Rate for Substitute Special Education Instructional Assistant: **\$ 17.40354**

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
2025 - 2026**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 16.97540	\$ 35,309
2	\$ 17.22746	35,833
3	\$ 17.48327	36,365
4	\$ 17.74288	36,905
5	\$ 18.00634	37,453
6	\$ 18.27371	38,009
7	\$ 18.54506	38,574
8	\$ 18.82043	39,146
9	\$ 19.09989	39,728
10	\$ 19.38350	40,318
11	\$ 19.67132	40,916
12	\$ 19.96342	41,524
13	\$ 20.25985	42,140
14	\$ 20.56069	42,766
15	\$ 20.86599	43,401
16	\$ 21.17583	44,046
17	\$ 21.49026	44,700
18	\$ 21.80937	45,363
19	\$ 22.13321	46,037
20	\$ 22.46187	46,721
21	\$ 22.79540	47,414
22	\$ 23.13388	48,118
23	\$ 23.47740	48,833
24	\$ 23.82601	49,558
25	\$ 24.17980	50,294
26	\$ 24.53884	51,041
27	\$ 24.90321	51,799
28	\$ 25.27299	52,568
29	\$ 25.64827	53,348
30	\$ 26.02912	54,141

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.

Salem City Schools

**Grade S08**

**Elementary Building Manager
Family Engagement Coordinator
Secretary (Attendance, Central Office, School, and Transportation)
Student Support Specialist
2025 - 2026**

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	\$ 17.82417	\$ 23,956	\$ 29,945	\$13,903	\$ 23,171	\$ 37,074
2	18.08884	24,311	30,389	14,109	23,515	37,625
3	18.35744	24,672	30,840	14,319	23,865	38,183
4	18.63002	25,039	31,298	14,531	24,219	38,750
5	18.90666	25,411	31,763	14,747	24,579	39,326
6	19.18740	25,788	32,235	14,966	24,944	39,910
7	19.47231	26,171	32,713	15,188	25,314	40,502
8	19.76145	26,559	33,199	15,414	25,690	41,104
9	20.05489	26,954	33,692	15,643	26,071	41,714
10	20.35268	27,354	34,192	15,875	26,458	42,334
11	20.65489	27,760	34,700	16,111	26,851	42,962
12	20.96159	28,172	35,215	16,350	27,250	43,600
13	21.27285	28,591	35,738	16,593	27,655	44,248
14	21.58872	29,015	36,269	16,839	28,065	44,905
15	21.90929	29,446	36,808	17,089	28,482	45,571
16	22.23462	29,883	37,354	17,343	28,905	46,248
17	22.56478	30,327	37,909	17,601	29,334	46,935
18	22.89984	30,777	38,472	17,862	29,770	47,632
19	23.23987	31,234	39,043	18,127	30,212	48,339
20	23.58496	31,698	39,623	18,396	30,660	49,057
21	23.93517	32,169	40,211	18,669	31,116	49,785
22	24.29058	32,647	40,808	18,947	31,578	50,524
23	24.65126	33,131	41,414	19,228	32,047	51,275
24	25.01731	33,623	42,029	19,513	32,522	52,036
25	25.38879	34,123	42,653	19,803	33,005	52,809
26	25.76578	34,629	43,287	20,097	33,496	53,593
27	26.14837	35,143	43,929	20,396	33,993	54,389
28	26.53664	35,665	44,582	20,699	34,498	55,196
29	26.93068	36,195	45,244	21,006	35,010	56,016
30	27.33057	36,732	45,915	21,318	35,530	56,848

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: **\$ 17.82417** **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
2025 - 2026

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

1	\$ 18.71538	\$ 17,499	\$ 38,928
2	18.99328	17,759	39,506
3	19.27531	18,022	40,093
4	19.56152	18,290	40,688
5	19.85199	18,562	41,292
6	20.14677	18,837	41,905
7	20.44593	19,117	42,528
8	20.74952	19,401	43,159
9	21.05763	19,689	43,800
10	21.37031	19,981	44,450
11	21.68764	20,278	45,110
12	22.00967	20,579	45,780
13	22.33649	20,885	46,460
14	22.66816	21,195	47,150
15	23.00476	21,509	47,850
16	23.34635	21,829	48,560
17	23.69302	22,153	49,281
18	24.04483	22,482	50,013
19	24.40187	22,816	50,756
20	24.76421	23,155	51,510
21	25.13193	23,498	52,274
22	25.50511	23,847	53,051
23	25.88383	24,201	53,838
24	26.26817	24,561	54,638
25	26.65822	24,925	55,449
26	27.05407	25,296	56,272
27	27.45579	25,671	57,108
28	27.86348	26,052	57,956
29	28.27722	26,439	58,817
30	28.69710	26,832	59,690

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: \$ 18.71538 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
2025 - 2026

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	\$ 19.65115	\$ 18,374	\$ 25,723	\$ 29,398	\$ 40,874
2	19.94294	18,647	26,105	29,835	41,481
3	20.23907	18,924	26,493	30,278	42,097
4	20.53960	19,205	26,886	30,727	42,722
5	20.84459	19,490	27,286	31,184	43,357
6	21.15411	19,779	27,691	31,647	44,001
7	21.46822	20,073	28,102	32,116	44,654
8	21.78700	20,371	28,519	32,593	45,317
9	22.11051	20,673	28,943	33,077	45,990
10	22.43883	20,980	29,372	33,568	46,673
11	22.77202	21,292	29,809	34,067	47,366
12	23.11016	21,608	30,251	34,573	48,069
13	23.45331	21,929	30,700	35,086	48,783
14	23.80157	22,254	31,156	35,607	49,507
15	24.15499	22,585	31,619	36,136	50,242
16	24.51367	22,920	32,088	36,672	50,988
17	24.87767	23,261	32,565	37,217	51,746
18	25.24707	23,606	33,048	37,770	52,514
19	25.62196	23,957	33,539	38,330	53,294
20	26.00242	24,312	34,037	38,900	54,085
21	26.38852	24,673	34,543	39,477	54,888
22	26.78036	25,040	35,055	40,063	55,703
23	27.17802	25,411	35,576	40,658	56,530
24	27.58158	25,789	36,104	41,262	57,370
25	27.99114	26,172	36,640	41,875	58,222
26	28.40677	26,560	37,184	42,497	59,086
27	28.82858	26,955	37,737	43,128	59,963
28	29.25665	27,355	38,297	43,768	60,854
29	29.69108	27,761	38,866	44,418	61,757
30	30.13196	28,173	39,443	45,077	62,674

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: \$ 21.46822 per hour per hour

Field Trip Rate for Non-Regular School Bus Driver: \$ 21.46822 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
2025 - 2026

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 20.63370	\$ 42,918
2	20.94009	43,555
3	21.25103	44,202
4	21.56658	44,858
5	21.88682	45,525
6	22.21181	46,201
7	22.54163	46,887
8	22.87635	47,583
9	23.21604	48,289
10	23.56077	49,006
11	23.91062	49,734
12	24.26566	50,473
13	24.62598	51,222
14	24.99165	51,983
15	25.36274	52,755
16	25.73935	53,538
17	26.12155	54,333
18	26.50943	55,140
19	26.90306	55,958
20	27.30254	56,789
21	27.70795	57,633
22	28.11938	58,488
23	28.53692	59,357
24	28.96066	60,238
25	29.39069	61,133
26	29.82711	62,040
27	30.27001	62,962
28	30.71948	63,897
29	31.17563	64,845
30	31.63855	65,808

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.

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
2025 - 2026

Step	Hourly Rate	8 hours/day 260 days/year

1	\$ 21.66539	\$ 45,064
2	21.98710	45,733
3	22.31358	46,412
4	22.64491	47,101
5	22.98116	47,801
6	23.32240	48,511
7	23.66871	49,231
8	24.02017	49,962
9	24.37684	50,704
10	24.73881	51,457
11	25.10615	52,221
12	25.47895	52,996
13	25.85728	53,783
14	26.24123	54,582
15	26.63088	55,392
16	27.02632	56,215
17	27.42763	57,049
18	27.83490	57,897
19	28.24821	58,756
20	28.66767	59,629
21	29.09335	60,514
22	29.52535	61,413
23	29.96377	62,325
24	30.40869	63,250
25	30.86023	64,189
26	31.31847	65,142
27	31.78351	66,110
28	32.25546	67,091
29	32.73441	68,088
30	33.22048	69,099

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
2025 - 2026

Step	Hourly Rate	8 hours/day 260 days/year

1	\$ 22.74866	\$ 47,317
2	23.08645	48,020
3	23.42926	48,733
4	23.77715	49,456
5	24.13022	50,191
6	24.48852	50,936
7	24.85215	51,692
8	25.22118	52,460
9	25.59568	53,239
10	25.97575	54,030
11	26.36146	54,832
12	26.75289	55,646
13	27.15014	56,472
14	27.55329	57,311
15	27.96243	58,162
16	28.37763	59,025
17	28.79901	59,902
18	29.22664	60,791
19	29.66062	61,694
20	30.10105	62,610
21	30.54801	63,540
22	31.00162	64,483
23	31.46195	65,441
24	31.92913	66,413
25	32.40324	67,399
26	32.88439	68,400
27	33.37268	69,415
28	33.86823	70,446
29	34.37113	71,492
30	34.88151	72,554

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 S14
Clerk of the School Board
2025 - 2026

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 23.88609	\$ 49,683
2	24.24077	50,421
3	24.60072	51,169
4	24.96601	51,929
5	25.33673	52,700
6	25.71295	53,483
7	26.09476	54,277
8	26.48223	55,083
9	26.87546	55,901
10	27.27453	56,731
11	27.67953	57,573
12	28.09054	58,428
13	28.50765	59,296
14	28.93096	60,176
15	29.36055	61,070
16	29.79652	61,977
17	30.23896	62,897
18	30.68797	63,831
19	31.14365	64,779
20	31.60610	65,741
21	32.07542	66,717
22	32.55170	67,708
23	33.03505	68,713
24	33.52558	69,733
25	34.02340	70,769
26	34.52861	71,820
27	35.04132	72,886
28	35.56164	73,968
29	36.08969	75,067
30	36.62558	76,181

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
Unassigned
2025 - 2026

Step	Hourly Rate	8 hours/day
		260 days/year
1	\$ 25.08040	\$ 52,167
2	25.45281	52,942
3	25.83076	53,728
4	26.21431	54,526
5	26.60357	55,335
6	26.99860	56,157
7	27.39950	56,991
8	27.80635	57,837
9	28.21924	58,696
10	28.63826	59,568
11	29.06351	60,452
12	29.49506	61,350
13	29.93303	62,261
14	30.37750	63,185
15	30.82857	64,123
16	31.28634	65,076
17	31.75091	66,042
18	32.22237	67,023
19	32.70084	68,018
20	33.18641	69,028
21	33.67919	70,053
22	34.17928	71,093
23	34.68681	72,149
24	35.20186	73,220
25	35.72457	74,307
26	36.25504	75,410
27	36.79338	76,530
28	37.33972	77,667
29	37.89417	78,820
30	38.45686	79,990

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
2025 - 2026

Step	Hourly Rate	7.5 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 26.33442	\$ 39,502	\$ 54,776
2	26.72545	40,088	55,589
3	27.12229	40,683	56,414
4	27.52503	41,288	57,252
5	27.93374	41,901	58,102
6	28.34853	42,523	58,965
7	28.76947	43,154	59,840
8	29.19666	43,795	60,729
9	29.63020	44,445	61,631
10	30.07017	45,105	62,546
11	30.51668	45,775	63,475
12	30.96982	46,455	64,417
13	31.42968	47,145	65,374
14	31.89638	47,845	66,344
15	32.37000	48,555	67,330
16	32.85066	49,276	68,329
17	33.33845	50,008	69,344
18	33.83349	50,750	70,374
19	34.33588	51,504	71,419
20	34.84573	52,269	72,479
21	35.36315	53,045	73,555
22	35.88825	53,832	74,648
23	36.42115	54,632	75,756
24	36.96196	55,443	76,881
25	37.51080	56,266	78,022
26	38.06779	57,102	79,181
27	38.63305	57,950	80,357
28	39.20671	58,810	81,550
29	39.78888	59,683	82,761
30	40.37970	60,570	83,990

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

Benefits for 12-month 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 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 S17**

**Accounting/Finance Specialist
Employee Benefits Specialist
Grant Specialist
Payroll Specialist
Student Information Systems Specialist
Substance Abuse Specialist**

2025 - 2026

Step	Hourly Rate	4 hours/day 200	8 hours/day 260
		days/year	days/year
1	\$ 27.65114	\$ 22,121	\$ 57,514
2	28.06172	22,449	58,368
3	28.47841	22,783	59,235
4	28.90128	23,121	60,115
5	29.33043	23,464	61,007
6	29.76595	23,813	61,913
7	30.20794	24,166	62,833
8	30.65650	24,525	63,766
9	31.11171	24,889	64,712
10	31.57368	25,259	65,673
11	32.04251	25,634	66,648
12	32.51831	26,015	67,638
13	33.00117	26,401	68,642
14	33.49120	26,793	69,662
15	33.98850	27,191	70,696
16	34.49319	27,595	71,746
17	35.00538	28,004	72,811
18	35.52517	28,420	73,892
19	36.05267	28,842	74,990
20	36.58801	29,270	76,103
21	37.13130	29,705	77,233
22	37.68266	30,146	78,380
23	38.24220	30,594	79,544
24	38.81006	31,048	80,725
25	39.38634	31,509	81,924
26	39.97118	31,977	83,140
27	40.56471	32,452	84,375
28	41.16705	32,934	85,627
29	41.77833	33,423	86,899
30	42.39869	33,919	88,189

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

1 day of sick leave per month of contract

Benefits for Full-Time 12-month Accounting/Finance Specialist, Employee Benefits Specialist, Payroll 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.

Salem City Schools



Grade S18
Computer Technician II
2025 - 2026

Step	Hourly Rate	8 hours/day
		260 days/year

1	\$ 29.03369	\$ 60,390
2	29.46481	61,287
3	29.90233	62,197
4	30.34634	63,120
5	30.79695	64,058
6	31.25425	65,009
7	31.71834	65,974
8	32.18932	66,954
9	32.66730	67,948
10	33.15237	68,957
11	33.64464	69,981
12	34.14422	71,020
13	34.65123	72,075
14	35.16576	73,145
15	35.68793	74,231
16	36.21785	75,333
17	36.75564	76,452
18	37.30142	77,587
19	37.85531	78,739
20	38.41741	79,908
21	38.98787	81,095
22	39.56679	82,299
23	40.15431	83,521
24	40.75056	84,761
25	41.35566	86,020
26	41.96974	87,297
27	42.59294	88,593
28	43.22540	89,909
29	43.86724	91,244
30	44.51862	92,599

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 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 S19****Unassigned****2025 - 2026**

Step	Hourly Rate	8 hours/day 260 days/year
1	\$ 30.48538	\$ 63,410
2	30.93805	64,351
3	31.39745	65,307
4	31.86366	66,276
5	32.33680	67,261
6	32.81696	68,259
7	33.30426	69,273
8	33.79879	70,301
9	34.30066	71,345
10	34.80998	72,405
11	35.32687	73,480
12	35.85144	74,571
13	36.38379	75,678
14	36.92404	76,802
15	37.47232	77,942
16	38.02874	79,100
17	38.59343	80,274
18	39.16649	81,466
19	39.74807	82,676
20	40.33828	83,904
21	40.93726	85,150
22	41.54513	86,414
23	42.16203	87,697
24	42.78809	88,999
25	43.42344	90,321
26	44.06823	91,662
27	44.72259	93,023
28	45.38667	94,404
29	46.06061	95,806
30	46.74455	97,229

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 S20
Database Administrator
School Nurse
Systems Administrator
2025 - 2026

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 260 days/year
1	\$ 32.00965	\$ 51,215	\$ 66,580
2	32.48495	51,976	67,569
3	32.96732	52,748	68,572
4	33.45684	53,531	69,590
5	33.95364	54,326	70,624
6	34.45781	55,132	71,672
7	34.96947	55,951	72,736
8	35.48873	56,782	73,817
9	36.01569	57,625	74,913
10	36.55048	58,481	76,025
11	37.09322	59,349	77,154
12	37.64401	60,230	78,300
13	38.20298	61,125	79,462
14	38.77025	62,032	80,642
15	39.34594	62,954	81,840
16	39.93018	63,888	83,055
17	40.52310	64,837	84,288
18	41.12482	65,800	85,540
19	41.73548	66,777	86,810
20	42.35520	67,768	88,099
21	42.98412	68,775	89,407
22	43.62239	69,796	90,735
23	44.27013	70,832	92,082
24	44.92749	71,884	93,449
25	45.59461	72,951	94,837
26	46.27164	74,035	96,245
27	46.95872	75,134	97,674
28	47.65600	76,250	99,124
29	48.36364	77,382	100,596
30	49.08178	78,531	102,090

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: \$ 32.00965 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
2025 - 2026

Step	Hourly Rate	8 hours/day 200 days/year
1	\$ 33.61013	\$ 53,776
2	34.10920	54,575
3	34.61568	55,385
4	35.12969	56,207
5	35.65132	57,042
6	36.18070	57,889
7	36.71794	58,749
8	37.26316	59,621
9	37.81648	60,506
10	38.37801	61,405
11	38.94788	62,317
12	39.52621	63,242
13	40.11313	64,181
14	40.70876	65,134
15	41.31324	66,101
16	41.92669	67,083
17	42.54925	68,079
18	43.18106	69,090
19	43.82225	70,116
20	44.47296	71,157
21	45.13333	72,213
22	45.80351	73,286
23	46.48364	74,374
24	47.17386	75,478
25	47.87434	76,599
26	48.58522	77,736
27	49.30665	78,891
28	50.03880	80,062
29	50.78182	81,251
30	51.53587	82,457

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****2025 - 2026**

Step	Hourly Rate	8 hours/day 210 days/year
1	\$ 35.29064	\$ 59,288
2	35.81466	60,169
3	36.34647	61,062
4	36.88617	61,969
5	37.43389	62,889
6	37.98974	63,823
7	38.55384	64,770
8	39.12632	65,732
9	39.70730	66,708
10	40.29691	67,699
11	40.89527	68,704
12	41.50252	69,724
13	42.11878	70,760
14	42.74420	71,810
15	43.37890	72,877
16	44.02303	73,959
17	44.67672	75,057
18	45.34011	76,171
19	46.01336	77,302
20	46.69661	78,450
21	47.39000	79,615
22	48.09368	80,797
23	48.80782	81,997
24	49.53256	83,215
25	50.26806	84,450
26	51.01448	85,704
27	51.77199	86,977
28	52.54074	88,268
29	53.32091	89,579
30	54.11266	90,909

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
2025 - 2026

Step	Hourly Rate		8 hours/day 200 days/year	
1	\$	37.05517	\$	59,288
2		37.60540		60,169
3		38.16379		61,062
4		38.73048		61,969
5		39.30558		62,889
6		39.88922		63,823
7		40.48153		64,770
8		41.08264		65,732
9		41.69267		66,708
10		42.31175		67,699
11		42.94003		68,704
12		43.57764		69,724
13		44.22472		70,760
14		44.88141		71,810
15		45.54784		72,877
16		46.22418		73,959
17		46.91055		75,057
18		47.60712		76,171
19		48.31403		77,302
20		49.03144		78,450
21		49.75950		79,615
22		50.49837		80,797
23		51.24821		81,997
24		52.00919		83,215
25		52.78146		84,450
26		53.56521		85,704
27		54.36059		86,977
28		55.16778		88,268
29		55.98696		89,579
30		56.81830		90,909

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 Athletic Training
Coordinator of Technology Systems
School Psychologist
2025 - 2026**

Step	Hourly Rate	8 hours/day 200 days/year	8 hours/day 220 days/year	8 hours/day 260 days/year
1	\$ 38.90793	\$ 62,253	\$ 68,478	\$ 80,928
2	\$ 39.48567	63,177	69,495	82,130
3	\$ 40.07198	64,115	70,527	83,350
4	\$ 40.66700	65,067	71,574	84,587
5	\$ 41.27086	66,033	72,637	85,843
6	\$ 41.88369	67,014	73,715	87,118
7	\$ 42.50561	68,009	74,810	88,412
8	\$ 43.13677	69,019	75,921	89,724
9	\$ 43.77730	70,044	77,048	91,057
10	\$ 44.42734	71,084	78,192	92,409
11	\$ 45.08704	72,139	79,353	93,781
12	\$ 45.75653	73,210	80,531	95,174
13	\$ 46.43596	74,298	81,727	96,587
14	\$ 47.12548	75,401	82,941	98,021
15	\$ 47.82524	76,520	84,172	99,476
16	\$ 48.53539	77,657	85,422	100,954
17	\$ 49.25608	78,810	86,691	102,453
18	\$ 49.98747	79,980	87,978	103,974
19	\$ 50.72973	81,168	89,284	105,518
20	\$ 51.48301	82,373	90,610	107,085
21	\$ 52.24747	83,596	91,956	108,675
22	\$ 53.02329	84,837	93,321	110,288
23	\$ 53.81062	86,097	94,707	111,926
24	\$ 54.60964	87,375	96,113	113,588
25	\$ 55.42053	88,673	97,540	115,275
26	\$ 56.24347	89,990	98,988	116,986
27	\$ 57.07862	91,326	100,458	118,724
28	\$ 57.92617	92,682	101,950	120,486
29	\$ 58.78630	94,058	103,464	122,276
30	\$ 59.65921	95,455	105,000	124,091

Benefits for 11-month Full-Time Coordinator of Athletic Training (220 day) and for 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.**