



**SALEM CITY SCHOOLS
2026 - 2027
TEACHER, SCHOOL COUNSELOR, LIBRARY/MEDIA SPECIALIST,
SPEECH/LANGUAGE PATHOLOGIST, INSTRUCTIONAL COACH**

ANNUAL - 200 days; 7 hours, 20 minutes (7.33 hrs)

Years of Experience	Bachelors	Bachelors +12 hours	Bachelors +24 hours	Masters	Masters +12 hours	Masters +24 hours	Doctorate
0	\$53,481	\$54,724	\$56,590	\$58,456	\$59,078	\$59,699	\$60,321
1	54,234	55,495	57,386	59,279	59,910	60,540	61,171
2	54,998	56,276	58,194	60,114	60,753	61,392	62,032
3	55,772	57,069	59,014	60,960	61,609	62,257	62,905
4	56,557	57,872	59,845	61,818	62,476	63,133	63,791
5	57,354	58,687	60,687	62,689	63,356	64,022	64,689
6	58,161	59,513	61,542	63,571	64,248	64,923	65,600
7	58,980	60,351	62,408	64,467	65,153	65,838	66,524
8	59,811	61,201	63,287	65,374	66,070	66,765	67,460
9	60,653	62,063	64,178	66,295	67,000	67,705	68,410
10	61,507	62,936	65,082	67,228	67,944	68,658	69,373
11	62,373	63,823	65,998	68,175	68,900	69,625	70,350
12	63,251	64,721	66,927	69,135	69,870	70,605	71,341
13	64,142	65,633	67,870	70,108	70,854	71,599	72,345
14	65,045	66,557	68,825	71,095	71,852	72,607	73,364
15	65,960	67,494	69,794	72,096	72,863	73,629	74,397
16	66,889	68,444	70,777	73,111	73,889	74,666	75,444
17	67,831	69,408	71,774	74,141	74,930	75,717	76,506
18	68,786	70,385	72,784	75,185	75,985	76,784	77,584
19	69,755	71,376	73,809	76,243	77,055	77,865	78,676
20	70,737	72,381	74,848	77,317	78,140	78,961	79,784
21	71,733	73,400	75,902	78,405	79,240	80,073	80,907
22	72,743	74,434	76,971	79,509	80,355	81,200	82,046
23	73,767	75,482	78,054	80,629	81,487	82,343	83,202
24	74,806	76,544	79,153	81,764	82,634	83,503	84,373
25	75,859	77,622	80,268	82,915	83,798	84,679	85,561
26	76,927	78,715	81,398	84,083	84,978	85,871	86,766
27	78,010	79,823	82,544	85,267	86,174	87,080	87,987
28	79,108	80,947	83,706	86,467	87,387	88,306	89,226
29	80,222	82,087	84,885	87,685	88,618	89,549	90,483
30+	81,352	83,243	86,080	88,919	89,866	90,810	91,757

Salary Supplements	
CTE T&I Masters Certifications: Base Salary + \$4,000	
Special Education/Vision Teacher: Base Salary + \$2,500	
Speech-Language Pathologist: Base Salary + \$7,500	

Pay for Substitutes	
Substitute Daily Rate	\$140
Long-term rate, 21 st consecutive day	\$205

Employee Benefits
Group health insurance available; employer contribution varies by plan
Group dental insurance available; employer contribution varies by plan
VRS group life insurance paid
Optional group life insurance available
One day of sick leave per month of contract
Three days of personal leave annually
Sick leave bank available after 1 year of service for VRS Plan 1 and 2 members
Employee Assistance Program
VRS Hybrid Disability if applicable
Flexible Benefits Plan
*All fringe benefits are based on current School Board policies and are subject to amendment