



**SALEM CITY SCHOOLS
2021 - 2022 TEACHER SALARY SCALE**

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	44,514	45,549	47,102	48,655	49,173	49,690	50,208
1	45,150	46,200	47,775	49,350	49,875	50,400	50,925
2	45,786	46,850	48,448	50,045	50,577	51,110	51,642
3	46,430	47,510	49,130	50,749	51,289	51,829	52,369
4	47,084	48,179	49,822	51,464	52,011	52,559	53,106
5	47,747	48,857	50,523	52,189	52,744	53,299	53,854
6	48,419	49,545	51,234	52,923	53,486	54,049	54,612
7	49,101	50,243	51,956	53,669	54,239	54,810	55,381
8	49,792	50,950	52,687	54,424	55,003	55,582	56,161
9	50,493	51,668	53,429	55,190	55,778	56,365	56,952
10	51,204	52,395	54,181	55,968	56,563	57,158	57,754
11	51,925	53,133	54,944	56,756	57,359	57,963	58,567
12	52,656	53,881	55,718	57,555	58,167	58,779	59,391
13	53,398	54,640	56,502	58,365	58,986	59,607	60,228
14	54,150	55,409	57,298	59,187	59,816	60,446	61,076
15	54,912	56,189	58,105	60,020	60,659	61,297	61,936
16	55,685	56,980	58,923	60,865	61,513	62,160	62,808
17	56,469	57,782	59,752	61,722	62,379	63,035	63,692
18	57,264	58,596	60,594	62,591	63,257	63,923	64,589
19	58,071	59,421	61,447	63,472	64,148	64,823	65,498
20	58,888	60,258	62,312	64,366	65,051	65,736	66,420
21	59,717	61,106	63,189	65,272	65,967	66,661	67,356
22	60,558	61,966	64,079	66,191	66,896	67,600	68,304
23	61,411	62,839	64,981	67,123	67,837	68,551	69,266
24	62,275	63,724	65,896	68,068	68,793	69,517	70,241
25	63,152	64,621	66,824	69,027	69,761	70,495	71,230
26	64,041	65,531	67,765	69,999	70,743	71,488	72,233
27	64,943	66,453	68,719	70,984	71,739	72,495	73,250
28	65,857	67,389	69,686	71,984	72,749	73,515	74,281
29	66,785	68,338	70,668	72,997	73,774	74,550	75,327
30+	67,725	69,300	71,663	74,025	74,813	75,600	76,388

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	\$110
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