

# SALEM CITY SCHOOLS

## 2010-2011 TEACHER SALARY SCALE

10 Month- 200 Days

Years of Experience	Bachelors	Bachelors +12 hours	Bachelors +24 hours	Masters	Masters +12 hours	Masters +24 hours	Doctorate
0	\$40,392	\$40,842	\$41,292	\$43,797	\$44,247	\$44,697	\$45,437
1	40,392	40,842	41,292	43,797	44,247	44,697	45,437
2	40,392	40,842	41,292	43,797	44,247	44,697	45,437
3	40,392	40,842	41,292	43,797	44,247	44,697	45,437
4	40,392	40,842	41,292	43,797	44,247	44,697	45,437
5	41,200	41,650	42,100	44,605	45,055	45,505	46,245
6	42,024	42,474	42,924	45,429	45,879	46,329	47,069
7	42,865	43,315	43,765	46,270	46,720	47,170	47,910
8	43,508	43,958	44,408	46,913	47,363	47,813	48,553
9	44,160	44,610	45,060	47,565	48,015	48,465	49,205
10	44,748	45,198	45,648	48,153	48,603	49,053	49,793
11	45,343	45,793	46,243	48,748	49,198	49,648	50,388
12	45,946	46,396	46,846	49,351	49,801	50,251	50,991
13	46,557	47,007	47,457	49,962	50,412	50,862	51,602
14	47,176	47,626	48,076	50,581	51,031	51,481	52,221
15	47,804	48,254	48,704	51,209	51,659	52,109	52,849
16	48,439	48,889	49,339	51,844	52,294	52,744	53,484
17	49,084	49,534	49,984	52,489	52,939	53,389	54,129
18	49,736	50,186	50,636	53,141	53,591	54,041	54,781
19	50,398	50,848	51,298	53,803	54,253	54,703	55,443
20	51,068	51,518	51,968	54,473	54,923	55,373	56,113
21	51,747	52,197	52,647	55,152	55,602	56,052	56,792
22	52,436	52,886	53,336	55,841	56,291	56,741	57,481
23	53,091	53,541	53,991	56,496	56,946	57,396	58,136
24	53,755	54,205	54,655	57,160	57,610	58,060	58,800
25	54,427	54,877	55,327	57,832	58,282	58,732	59,472
26	55,107	55,557	56,007	58,512	58,962	59,412	60,152
27	55,796	56,246	56,696	59,201	59,651	60,101	60,841
28	56,493	56,943	57,393	59,898	60,348	60,798	61,538
29	57,199	57,649	58,099	60,604	61,054	61,504	62,244
30	57,914	58,364	58,814	61,319	61,769	62,219	62,959

Salary Supplements	
Bachelors +12 hours = Bachelors +	\$450
Bachelors +24 hours = Bachelors +	\$900
Masters = Bachelors +	\$3,405
Masters +12 hours = Bachelors +	\$3,855
Masters +24 hours = Bachelors +	\$4,305
Doctorate = Bachelors +	\$5,045
National Board Certification: Base Salary +	\$2,500

Pay for Substitutes	
Currently licensed	\$110
Lapsed or no license	\$100
Long-term rate, 21st consecutive day	\$202

Employee Benefits	
Group health insurance available; employer contribution varies by coverage	
Group dental insurance available; employer contribution varies by coverage	
VRS retirement contribution paid according to date of hire	
VRS group life insurance paid according to date of hire	
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	
Employee Assistance Program	
Flexible Benefits Plan	
Tuition assistance for college credit courses	
<b>NOTE: All employee benefits are based on current School Board policies and are subject to amendment.</b>	