

Salem-Keizer School District 24J, Marion County, Oregon

IV. RATES OF PAY

A. Professional Compensation

1. Salary Schedule for Licensed Staff, Effective July 1, 2021

3.00%

Step	(102) BA Degree	(103) BA Degree Plus 24 Hrs.#	(104) BA Degree Plus 45 Hrs.#	(105) BA Degree Plus 69 Hrs.#	(106) MA Degree	(107) MA Degree Plus 24 Hrs.#	(108) MA Degree Plus 45 Hrs.#
1	43,501	45,243	46,981	48,723	50,465	52,202	53,943
2	45,243	46,981	48,723	50,465	52,202	53,943	55,684
3	46,981	48,723	50,465	52,202	53,943	55,684	57,423
4	48,723	50,465	52,202	53,943	55,684	57,423	59,163
5	50,465	52,202	53,943	55,684	57,423	59,163	60,904
6	52,202	53,943	55,684	57,423	59,163	60,904	62,643
7	53,943	55,684	57,423	59,163	60,904	62,643	64,385
8	55,684	57,423	59,163	60,904	62,643	64,385	66,124
9	57,423	59,163	60,904	62,643	64,385	66,124	68,289
10	59,163	60,904	62,643	64,385	66,124	68,289	70,456
11	60,904	62,643	64,385	66,124	68,289	70,456	72,623
12	62,643	64,385	66,124	68,289	70,456	72,623	74,786
13	64,385	66,124	68,289	70,456	72,623	74,786	76,954
14	66,124	68,289	70,456	72,623	74,786	76,954	79,122
15	68,289	70,456	72,623	74,786	76,954	79,122	81,290
16	70,456	72,623	74,786	76,954	79,122	81,290	83,452
17							85,620

Each salary step represents a year of experience, i.e. Step 1 = no experience credit; Step 6 = five years experience credit completed, entering 6th year of experience, etc. Experience means the previous teaching experience that a teacher is allowed upon entering the District, plus experience within the District. As a result of eliminating step "0," employees hired before July 1, 2004, step will indicate years of experience, i.e. Step 6 = six years experience credit completed.

This salary schedule is for a 192-day work year.

Each year, an additional \$1,000 will be added to the top of salary columns MA+0, MA+24, and MA+45.

District will pay 100% of the employee's contribution to Public Employees Retirement System.

Effective July 1, 2004, unit members shall receive longevity pay after three (3) years at the maximum level on the MA+24 column or MA+45 column of the salary schedule. Eligible unit members shall receive longevity pay once every three (3) years in **June of the qualifying year** as a single payment equal to the increment received by persons moving to the top of the respective column. Unit members on the B+69 column of the salary schedule as of March 4, 2005, shall be eligible to receive longevity pay after three (3) years at the maximum level on the B+69 column.