

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

IV. RATES OF PAY

A. Professional Compensation

1. Salary Schedule for Licensed Staff, Effective July 1, 2022

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	44,806	46,600	48,390	50,185	51,979	53,768	55,561
2	46,600	48,390	50,185	51,979	53,768	55,561	57,355
3	48,390	50,185	51,979	53,768	55,561	57,355	59,146
4	50,185	51,979	53,768	55,561	57,355	59,146	60,938
5	51,979	53,768	55,561	57,355	59,146	60,938	62,731
6	53,768	55,561	57,355	59,146	60,938	62,731	64,522
7	55,561	57,355	59,146	60,938	62,731	64,522	66,317
8	57,355	59,146	60,938	62,731	64,522	66,317	68,108
9	59,146	60,938	62,731	64,522	66,317	68,108	70,338
10	60,938	62,731	64,522	66,317	68,108	70,338	72,570
11	62,731	64,522	66,317	68,108	70,338	72,570	74,802
12	64,522	66,317	68,108	70,338	72,570	74,802	77,030
13	66,317	68,108	70,338	72,570	74,802	77,030	79,263
14	68,108	70,338	72,570	74,802	77,030	79,263	81,496
15	70,338	72,570	74,802	77,030	79,263	81,496	83,729
16	72,570	74,802	77,030	79,263	81,496	83,729	85,956
17							88,189

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.