

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

IV. RATES OF PAY

A. Professional Compensation

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

3% + 1.5%

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	45,478	47,299	49,116	50,938	52,759	54,575	56,394
2	47,299	49,116	50,938	52,759	54,575	56,394	58,215
3	49,116	50,938	52,759	54,575	56,394	58,215	60,033
4	50,938	52,759	54,575	56,394	58,215	60,033	61,852
5	52,759	54,575	56,394	58,215	60,033	61,852	63,672
6	54,575	56,394	58,215	60,033	61,852	63,672	65,490
7	56,394	58,215	60,033	61,852	63,672	65,490	67,312
8	58,215	60,033	61,852	63,672	65,490	67,312	69,130
9	60,033	61,852	63,672	65,490	67,312	69,130	71,393
10	61,852	63,672	65,490	67,312	69,130	71,393	73,659
11	63,672	65,490	67,312	69,130	71,393	73,659	75,924
12	65,490	67,312	69,130	71,393	73,659	75,924	78,185
13	67,312	69,130	71,393	73,659	75,924	78,185	80,452
14	69,130	71,393	73,659	75,924	78,185	80,452	82,718
15	71,393	73,659	75,924	78,185	80,452	82,718	84,985
16	73,659	75,924	78,185	80,452	82,718	84,985	87,245
17							89,512

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.