



SALEM SCHOOL DISTRICT

200 Hartford Road, Salem, CT 06420

To: Salem Board of Finance
From: Sean Reith, BOE Chairman
Date: March 15, 2023
Subject: Budget Presentation Follow-Ups

Please see budget presentation follow-ups prepared by administration in response to questions posed from the March 9, 2023 presentation. Please let me know if you have additional questions. Thank you.

- **Years of Teacher Experience in Salem:** Please [click here](#) to view teaching staff years of service in Salem and outside of Salem as well as their step in the teachers contract. As you can see by the data, once teachers arrive in Salem they tend to stay through the end of their career. This underscores the value and investment of our teachers in Salem. It is very rare for our teachers to leave Salem to take a position in another district with a better compensation package, as Salem's total teacher compensation package is very competitive in the region.
- **Administrative Pay:** The slides on page 21 and 22 of the BOF presentation detail Salem's administrative pay vs Step 1 (starting salary) of surrounding comparative towns. These slides were updated after the BoF presentation. Please [click here](#) to view the presentation with updated slides. It is important to point out that the previous Salem Principal was earning \$136,812 in her last year (SY2021-22) and the current Principal earns \$127,500 (SY2022-23). Also, the previous Assistant Principal was earning \$97,601 in his last year (SY2021-22) and the current Assistant Principal earns \$97,000 (SY2022-23). Next year (SY2023-24) the salary for the Principal is \$133,521.00 and the Assistant Principal is \$109,425.00 (includes the Director of Curriculum stipend).

The approximate average salary for a step 1 Principal in our area is: \$150,783.00.

The approximate average salary for a 10-month step 1 Assistant Principal in the area is: \$125,351.00.

- **Stipends:** Please [click here](#) for a side by side comparison of SY2022-23 and SY2023-24 teacher contract stipends discussed and presented at previous BoE meetings. It is important to note that the stipends for Data Manager and Director of Curriculum fall outside of the teacher's contract. The Personnel Subcommittee started discussions on all proposed SY2023-24 stipends in December.

- **NESDEC Enrollment Projections:** Please see below charts showing projected increases in K-12 in the District.

Projected Enrollment in Grade Combinations*									
Year	K-4	PK-4	K-5	PK-5	K-8	PK-8	5-8	5-12	9-12
2022-23	200	222	243	265	374	396	174	335	161
2023-24	205	227	247	269	381	403	176	327	151
2024-25	203	225	258	280	392	414	189	345	156
2025-26	209	231	244	266	391	413	182	345	163
2026-27	219	241	265	287	405	427	186	355	169
2027-28	240	262	267	289	412	434	172	343	171
2028-29	244	266	290	312	404	426	160	345	185
2029-30	237	259	293	315	417	439	180	359	179
2030-31	247	269	287	309	421	443	174	356	182
2031-32	239	261	297	319	447	469	208	373	165
2032-33	241	263	288	310	451	473	210	366	156

- **Budget Presentations:** See below for a list of all presentations made this year regarding the SY2023-24 budget.
 - [Non-Lapsing Account Presentation to BOF, November 10, 2022](#)
 - [Budget Themes and Drivers Presentation to Budget Subcommittee \(Workshop\), December 10, 2022](#)
 - [Superintendent’s Budget Presentation to BOE, January 9, 2023](#)
 - [BOF Budget Presentation, March 9, 2023](#)