

**SOUTHERN ILLINOIS DISTRICT
THE LUTHERAN CHURCH - MISSOURI SYNOD**

Basic Salary Schedule, Including Housing, for Ministers of Religion-Ordained (Pastor)

Minister of Religion-Commissioned (Teacher, DCE, Deaconess) & Non-Called Workers

To become effective January 1, 2010

Note: It is suggested that the salary for non-synodically trained teachers be at 90% of the salary schedule.

It is suggested that the salaries for other personnel should be a set percentage of the scale [examples:]

Years of Experience Completed	Commissioned Church Workers				Pastors								
	BS / BA		Advanced Degree MS / MA		Theol. Degree (Master Div)		Advanced Degree (STM / other Master)		Factor	90%	75%	70%	60%
	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	90%	75%	70%	60%
0 [Base]	1.00	31,067	1.10	34,174	1.25	38,834	1.35	41,940	1.00	27,960	23,300	21,747	18,640
1	1.04	32,310	1.14	35,416	1.29	40,076	1.39	43,183	1.04	29,079	24,232	22,617	19,386
2	1.08	33,552	1.18	36,659	1.33	41,319	1.43	44,426	1.08	30,197	25,164	23,487	20,131
3	1.12	34,795	1.22	37,902	1.37	42,562	1.47	45,668	1.12	31,316	26,096	24,357	20,877
4	1.16	36,038	1.26	39,144	1.41	43,804	1.51	46,911	1.16	32,434	27,028	25,226	21,623
5	1.20	37,280	1.30	40,387	1.45	45,047	1.55	48,154	1.20	33,552	27,960	26,096	22,368
6	1.23	38,212	1.33	41,319	1.48	45,979	1.58	49,086	1.23	34,391	28,659	26,749	22,927
7	1.26	39,144	1.36	42,251	1.51	46,911	1.61	50,018	1.26	35,230	29,358	27,401	23,487
8	1.29	40,076	1.39	43,183	1.54	47,843	1.64	50,950	1.29	36,069	30,057	28,054	24,046
9	1.32	41,008	1.42	44,115	1.57	48,775	1.67	51,882	1.32	36,908	30,756	28,706	24,605
10	1.35	41,940	1.45	45,047	1.60	49,707	1.70	52,814	1.35	37,746	31,455	29,358	25,164
11	1.38	42,872	1.48	45,979	1.63	50,639	1.73	53,746	1.38	38,585	32,154	30,011	25,723
12	1.41	43,804	1.51	46,911	1.66	51,571	1.76	54,678	1.41	39,424	32,853	30,663	26,283
13	1.44	44,736	1.54	47,843	1.69	52,503	1.79	55,610	1.44	40,263	33,552	31,316	26,842
14	1.47	45,668	1.57	48,775	1.72	53,435	1.82	56,542	1.47	41,102	34,251	31,968	27,401
15	1.50	46,601	1.60	49,707	1.75	54,367	1.85	57,474	1.50	41,940	34,950	32,620	27,960
16	1.52	47,222	1.62	50,329	1.77	54,989	1.87	58,095	1.52	42,500	35,416	33,055	28,333
17	1.54	47,843	1.64	50,950	1.79	55,610	1.89	58,717	1.54	43,059	35,882	33,490	28,706
18	1.56	48,465	1.66	51,571	1.81	56,231	1.91	59,338	1.56	43,618	36,348	33,925	29,079
19	1.58	49,086	1.68	52,193	1.83	56,853	1.93	59,959	1.58	44,177	36,814	34,360	29,452
20	1.60	49,707	1.70	52,814	1.85	57,474	1.95	60,581	1.60	44,736	37,280	34,795	29,824
21	1.62	50,329	1.72	53,435	1.87	58,095	1.97	61,202	1.62	45,296	37,746	35,230	30,197
22	1.64	50,950	1.74	54,057	1.89	58,717	1.99	61,823	1.64	45,855	38,212	35,665	30,570
23	1.66	51,571	1.76	54,678	1.91	59,338	2.01	62,445	1.66	46,414	38,678	36,100	30,943
24	1.68	52,193	1.78	55,299	1.93	59,959	2.03	63,066	1.68	46,973	39,144	36,535	31,316
25	1.70	52,814	1.80	55,921	1.95	60,581	2.05	63,687	1.70	47,533	39,610	36,970	31,688
26	1.71	53,125	1.81	56,231	1.96	60,891	2.06	63,998	1.71	47,812	39,843	37,187	31,875
27	1.72	53,435	1.82	56,542	1.97	61,202	2.07	64,309	1.72	48,092	40,076	37,405	32,061
28	1.73	53,746	1.83	56,853	1.98	61,513	2.08	64,619	1.73	48,371	40,309	37,622	32,248
29	1.74	54,057	1.84	57,163	1.99	61,823	2.09	64,930	1.74	48,651	40,542	37,840	32,434
30	1.75	54,367	1.85	57,474	2.00	62,134	2.10	65,241	1.75	48,931	40,775	38,057	32,620
31	1.76	54,678	1.86	57,785	2.01	62,445	2.11	65,551	1.76	49,210	41,008	38,275	32,807
32	1.77	54,989	1.87	58,095	2.02	62,755	2.12	65,862	1.77	49,490	41,241	38,492	32,993
33	1.78	55,299	1.88	58,406	2.03	63,066	2.13	66,173	1.78	49,769	41,474	38,709	33,180
34	1.79	55,610	1.89	58,717	2.04	63,377	2.14	66,483	1.79	50,049	41,707	38,927	33,366
35	1.80	55,921	1.90	59,027	2.05	63,687	2.15	66,794	1.80	50,329	41,940	39,144	33,552
36	1.81	56,231	1.91	59,338	2.06	63,998	2.16	67,105	1.81	50,608	42,173	39,362	33,739
37	1.82	56,542	1.92	59,649	2.07	64,309	2.17	67,415	1.82	50,888	42,406	39,579	33,925
38	1.83	56,853	1.93	59,959	2.08	64,619	2.18	67,726	1.83	51,167	42,639	39,797	34,112
39	1.84	57,163	1.94	60,270	2.09	64,930	2.19	68,037	1.84	51,447	42,872	40,014	34,298
40	1.85	57,474	1.95	60,581	2.10	65,241	2.20	68,347	1.85	51,727	43,105	40,232	34,484

ADDITIONAL EDUCATION -

Congregations are encouraged to recognize additional levels of educational attainment.

A method similar to the following could be used.

Teacher [B.S. or B.A.] and 1/2 [M.S. or M.A.]	Factor + 0.05 =	1,553
Pastor [M.Div.] and 1/2 [S.T.M./ other Master]	Factor + 0.05 =	1,553
Pastor or Teacher - Earned Doctorate including D.Min.	Adv Deg Factor + 0.10 =	3,107