

**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

Salary Schedule (January 1, 2023) 4.9% Increase

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	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	90%	75%	70%	60%
0 [Base]	1.00	39,437	1.10	43,381	1.25	49,296	1.35	53,240	1.00	35,493	29,578	27,606	23,662
1	1.04	41,014	1.14	44,958	1.29	50,874	1.39	54,817	1.04	36,913	30,761	28,710	24,609
2	1.08	42,592	1.18	46,536	1.33	52,451	1.43	56,395	1.08	38,333	31,944	29,814	25,555
3	1.12	44,169	1.22	48,113	1.37	54,029	1.47	57,972	1.12	39,752	33,127	30,919	26,502
4	1.16	45,747	1.26	49,691	1.41	55,606	1.51	59,550	1.16	41,172	34,310	32,023	27,448
5	1.20	47,324	1.30	51,268	1.45	57,184	1.55	61,127	1.20	42,592	35,493	33,127	28,395
6	1.23	48,508	1.33	52,451	1.48	58,367	1.58	62,310	1.23	43,657	36,381	33,955	29,105
7	1.26	49,691	1.36	53,634	1.51	59,550	1.61	63,494	1.26	44,722	37,268	34,783	29,814
8	1.29	50,874	1.39	54,817	1.54	60,733	1.64	64,677	1.29	45,786	38,155	35,612	30,524
9	1.32	52,057	1.42	56,001	1.57	61,916	1.67	65,860	1.32	46,851	39,043	36,440	31,234
10	1.35	53,240	1.45	57,184	1.60	63,099	1.70	67,043	1.35	47,916	39,930	37,268	31,944
11	1.38	54,423	1.48	58,367	1.63	64,282	1.73	68,226	1.38	48,981	40,817	38,096	32,654
12	1.41	55,606	1.51	59,550	1.66	65,465	1.76	69,409	1.41	50,046	41,705	38,924	33,364
13	1.44	56,789	1.54	60,733	1.69	66,649	1.79	70,592	1.44	51,110	42,592	39,752	34,074
14	1.47	57,972	1.57	61,916	1.72	67,832	1.82	71,775	1.47	52,175	43,479	40,581	34,783
15	1.50	59,156	1.60	63,099	1.75	69,015	1.85	72,958	1.50	53,240	44,367	41,409	35,493
16	1.52	59,944	1.62	63,888	1.77	69,803	1.87	73,747	1.52	53,950	44,958	41,961	35,967
17	1.54	60,733	1.64	64,677	1.79	70,592	1.89	74,536	1.54	54,660	45,550	42,513	36,440
18	1.56	61,522	1.66	65,465	1.81	71,381	1.91	75,325	1.56	55,370	46,141	43,065	36,913
19	1.58	62,310	1.68	66,254	1.83	72,170	1.93	76,113	1.58	56,079	46,733	43,617	37,386
20	1.60	63,099	1.70	67,043	1.85	72,958	1.95	76,902	1.60	56,789	47,324	44,169	37,860
21	1.62	63,888	1.72	67,832	1.87	73,747	1.97	77,691	1.62	57,499	47,916	44,722	38,333
22	1.64	64,677	1.74	68,620	1.89	74,536	1.99	78,480	1.64	58,209	48,508	45,274	38,806
23	1.66	65,465	1.76	69,409	1.91	75,325	2.01	79,268	1.66	58,919	49,099	45,826	39,279
24	1.68	66,254	1.78	70,198	1.93	76,113	2.03	80,057	1.68	59,629	49,691	46,378	39,752
25	1.70	67,043	1.80	70,987	1.95	76,902	2.05	80,846	1.70	60,339	50,282	46,930	40,226
26	1.71	67,437	1.81	71,381	1.96	77,297	2.06	81,240	1.71	60,694	50,578	47,206	40,462
27	1.72	67,832	1.82	71,775	1.97	77,691	2.07	81,635	1.72	61,048	50,874	47,482	40,699
28	1.73	68,226	1.83	72,170	1.98	78,085	2.08	82,029	1.73	61,403	51,170	47,758	40,936
29	1.74	68,620	1.84	72,564	1.99	78,480	2.09	82,423	1.74	61,758	51,465	48,034	41,172
30	1.75	69,015	1.85	72,958	2.00	78,874	2.10	82,818	1.75	62,113	51,761	48,310	41,409
31	1.76	69,409	1.86	73,353	2.01	79,268	2.11	83,212	1.76	62,468	52,057	48,586	41,645
32	1.77	69,803	1.87	73,747	2.02	79,663	2.12	83,606	1.77	62,823	52,353	48,862	41,882
33	1.78	70,198	1.88	74,142	2.03	80,057	2.13	84,001	1.78	63,178	52,648	49,139	42,119
34	1.79	70,592	1.89	74,536	2.04	80,451	2.14	84,395	1.79	63,533	52,944	49,415	42,355
35	1.80	70,987	1.90	74,930	2.05	80,846	2.15	84,790	1.80	63,888	53,240	49,691	42,592
36	1.81	71,381	1.91	75,325	2.06	81,240	2.16	85,184	1.81	64,243	53,536	49,967	42,829
37	1.82	71,775	1.92	75,719	2.07	81,635	2.17	85,578	1.82	64,598	53,832	50,243	43,065
38	1.83	72,170	1.93	76,113	2.08	82,029	2.18	85,973	1.83	64,953	54,127	50,519	43,302
39	1.84	72,564	1.94	76,508	2.09	82,423	2.19	86,367	1.84	65,308	54,423	50,795	43,538
40	1.85	72,958	1.95	76,902	2.10	82,818	2.20	86,761	1.85	65,663	54,719	51,071	43,775

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 =	1,972
Pastor [M.Div.] and 1/2 [S.T.M./ other Master]	Factor + 0.05 =	1,972
Pastor or Teacher - Earned Doctorate including D.Min.	Adv Deg Factor + 0.10 =	3,944