

**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, 2025) 3.0% 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				Factor	90%	75%	70%	60%
	BS / BA		Advanced Degree MS / MA		Theol. Degree (Master Div)		Advanced Degree (STM / other Master)						
	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount					
0 [Base]	1.00	42,041	1.10	46,245	1.25	52,551	1.35	56,755	1.00	37,837	31,531	29,429	25,225
1	1.04	43,723	1.14	47,927	1.29	54,233	1.39	58,437	1.04	39,350	32,792	30,606	26,234
2	1.08	45,404	1.18	49,608	1.33	55,915	1.43	60,119	1.08	40,864	34,053	31,783	27,243
3	1.12	47,086	1.22	51,290	1.37	57,596	1.47	61,800	1.12	42,377	35,314	32,960	28,252
4	1.16	48,768	1.26	52,972	1.41	59,278	1.51	63,482	1.16	43,891	36,576	34,137	29,261
5	1.20	50,449	1.30	54,653	1.45	60,959	1.55	65,164	1.20	45,404	37,837	35,314	30,270
6	1.23	51,710	1.33	55,915	1.48	62,221	1.58	66,425	1.23	46,539	38,783	36,197	31,026
7	1.26	52,972	1.36	57,176	1.51	63,482	1.61	67,686	1.26	47,674	39,729	37,080	31,783
8	1.29	54,233	1.39	58,437	1.54	64,743	1.64	68,947	1.29	48,810	40,675	37,963	32,540
9	1.32	55,494	1.42	59,698	1.57	66,004	1.67	70,208	1.32	49,945	41,621	38,846	33,296
10	1.35	56,755	1.45	60,959	1.60	67,266	1.70	71,470	1.35	51,080	42,567	39,729	34,053
11	1.38	58,017	1.48	62,221	1.63	68,527	1.73	72,731	1.38	52,215	43,512	40,612	34,810
12	1.41	59,278	1.51	63,482	1.66	69,788	1.76	73,992	1.41	53,350	44,458	41,494	35,567
13	1.44	60,539	1.54	64,743	1.69	71,049	1.79	75,253	1.44	54,485	45,404	42,377	36,323
14	1.47	61,800	1.57	66,004	1.72	72,311	1.82	76,515	1.47	55,620	46,350	43,260	37,080
15	1.50	63,062	1.60	67,266	1.75	73,572	1.85	77,776	1.50	56,755	47,296	44,143	37,837
16	1.52	63,902	1.62	68,106	1.77	74,413	1.87	78,617	1.52	57,512	47,927	44,732	38,341
17	1.54	64,743	1.64	68,947	1.79	75,253	1.89	79,457	1.54	58,269	48,557	45,320	38,846
18	1.56	65,584	1.66	69,788	1.81	76,094	1.91	80,298	1.56	59,026	49,188	45,909	39,350
19	1.58	66,425	1.68	70,629	1.83	76,935	1.93	81,139	1.58	59,782	49,819	46,497	39,855
20	1.60	67,266	1.70	71,470	1.85	77,776	1.95	81,980	1.60	60,539	50,449	47,086	40,359
21	1.62	68,106	1.72	72,311	1.87	78,617	1.97	82,821	1.62	61,296	51,080	47,674	40,864
22	1.64	68,947	1.74	73,151	1.89	79,457	1.99	83,662	1.64	62,053	51,710	48,263	41,368
23	1.66	69,788	1.76	73,992	1.91	80,298	2.01	84,502	1.66	62,809	52,341	48,852	41,873
24	1.68	70,629	1.78	74,833	1.93	81,139	2.03	85,343	1.68	63,566	52,972	49,440	42,377
25	1.70	71,470	1.80	75,674	1.95	81,980	2.05	86,184	1.70	64,323	53,602	50,029	42,882
26	1.71	71,890	1.81	76,094	1.96	82,400	2.06	86,604	1.71	64,701	53,918	50,323	43,134
27	1.72	72,311	1.82	76,515	1.97	82,821	2.07	87,025	1.72	65,079	54,233	50,617	43,386
28	1.73	72,731	1.83	76,935	1.98	83,241	2.08	87,445	1.73	65,458	54,548	50,912	43,639
29	1.74	73,151	1.84	77,355	1.99	83,662	2.09	87,866	1.74	65,836	54,864	51,206	43,891
30	1.75	73,572	1.85	77,776	2.00	84,082	2.10	88,286	1.75	66,215	55,179	51,500	44,143
31	1.76	73,992	1.86	78,196	2.01	84,502	2.11	88,707	1.76	66,593	55,494	51,795	44,395
32	1.77	74,413	1.87	78,617	2.02	84,923	2.12	89,127	1.77	66,971	55,809	52,089	44,648
33	1.78	74,833	1.88	79,037	2.03	85,343	2.13	89,547	1.78	67,350	56,125	52,383	44,900
34	1.79	75,253	1.89	79,457	2.04	85,764	2.14	89,968	1.79	67,728	56,440	52,677	45,152
35	1.80	75,674	1.90	79,878	2.05	86,184	2.15	90,388	1.80	68,106	56,755	52,972	45,404
36	1.81	76,094	1.91	80,298	2.06	86,604	2.16	90,809	1.81	68,485	57,071	53,266	45,657
37	1.82	76,515	1.92	80,719	2.07	87,025	2.17	91,229	1.82	68,863	57,386	53,560	45,909
38	1.83	76,935	1.93	81,139	2.08	87,445	2.18	91,649	1.83	69,242	57,701	53,855	46,161
39	1.84	77,355	1.94	81,560	2.09	87,866	2.19	92,070	1.84	69,620	58,017	54,149	46,413
40	1.85	77,776	1.95	81,980	2.10	88,286	2.20	92,490	1.85	69,998	58,332	54,443	46,666

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 =	2,102
Pastor [M.Div.] and 1/2 [S.T.M./ other Master]	Factor + 0.05 =	2,102
Pastor or Teacher - Earned Doctorate including D.Min.	Adv Deg Factor + 0.10 =	4,204