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, 2027) 3.5% Increase

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
0 [Base]	1.00	44,818	1.10	49,300	1.25	56,023	1.35	60,504
1	1.04	46,611	1.14	51,093	1.29	57,815	1.39	62,297
2	1.08	48,403	1.18	52,885	1.33	59,608	1.43	64,090
3	1.12	50,196	1.22	54,678	1.37	61,401	1.47	65,882
4	1.16	51,989	1.26	56,471	1.41	63,193	1.51	67,675
5	1.20	53,782	1.30	58,263	1.45	64,986	1.55	69,468
6	1.23	55,126	1.33	59,608	1.48	66,331	1.58	70,812
7	1.26	56,471	1.36	60,952	1.51	67,675	1.61	72,157
8	1.29	57,815	1.39	62,297	1.54	69,020	1.64	73,502
9	1.32	59,160	1.42	63,642	1.57	70,364	1.67	74,846
10	1.35	60,504	1.45	64,986	1.60	71,709	1.70	76,191
11	1.38	61,849	1.48	66,331	1.63	73,053	1.73	77,535
12	1.41	63,193	1.51	67,675	1.66	74,398	1.76	78,880
13	1.44	64,538	1.54	69,020	1.69	75,742	1.79	80,224
14	1.47	65,882	1.57	70,364	1.72	77,087	1.82	81,569
15	1.50	67,227	1.60	71,709	1.75	78,432	1.85	82,913
16	1.52	68,123	1.62	72,605	1.77	79,328	1.87	83,810
17	1.54	69,020	1.64	73,502	1.79	80,224	1.89	84,706
18	1.56	69,916	1.66	74,398	1.81	81,121	1.91	85,602
19	1.58	70,812	1.68	75,294	1.83	82,017	1.93	86,499
20	1.60	71,709	1.70	76,191	1.85	82,913	1.95	87,395
21	1.62	72,605	1.72	77,087	1.87	83,810	1.97	88,291
22	1.64	73,502	1.74	77,983	1.89	84,706	1.99	89,188
23	1.66	74,398	1.76	78,880	1.91	85,602	2.01	90,084
24	1.68	75,294	1.78	79,776	1.93	86,499	2.03	90,981
25	1.70	76,191	1.80	80,672	1.95	87,395	2.05	91,877
26	1.71	76,639	1.81	81,121	1.96	87,843	2.06	92,325
27	1.72	77,087	1.82	81,569	1.97	88,291	2.07	92,773
28	1.73	77,535	1.83	82,017	1.98	88,740	2.08	93,221
29	1.74	77,983	1.84	82,465	1.99	89,188	2.09	93,670
30	1.75	78,432	1.85	82,913	2.00	89,636	2.10	94,118
31	1.76	78,880	1.86	83,361	2.01	90,084	2.11	94,566
32	1.77	79,328	1.87	83,810	2.02	90,532	2.12	95,014
33	1.78	79,776	1.88	84,258	2.03	90,981	2.13	95,462
34	1.79	80,224	1.89	84,706	2.04	91,429	2.14	95,911
35	1.80	80,672	1.90	85,154	2.05	91,877	2.15	96,359
36	1.81	81,121	1.91	85,602	2.06	92,325	2.16	96,807
37	1.82	81,569	1.92	86,051	2.07	92,773	2.17	97,255
38	1.83	82,017	1.93	86,499	2.08	93,221	2.18	97,703
39	1.84	82,465	1.94	86,947	2.09	93,670	2.19	98,151
40	1.85	82,913	1.95	87,395	2.10	94,118	2.20	98,600

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:]

Factor	90%	75%	70%	60%
1.00	40,336	33,614	31,373	26,891
1.04	41,950	34,958	32,628	27,966
1.08	43,563	36,303	33,882	29,042
1.12	45,177	37,647	35,137	30,118
1.16	46,790	38,992	36,392	31,193
1.20	48,403	40,336	37,647	32,269
1.23	49,614	41,345	38,588	33,076
1.26	50,824	42,353	39,529	33,882
1.29	52,034	43,361	40,471	34,689
1.32	53,244	44,370	41,412	35,496
1.35	54,454	45,378	42,353	36,303
1.38	55,664	46,387	43,294	37,109
1.41	56,874	47,395	44,235	37,916
1.44	58,084	48,403	45,177	38,723
1.47	59,294	49,412	46,118	39,529
1.50	60,504	50,420	47,059	40,336
1.52	61,311	51,093	47,686	40,874
1.54	62,118	51,765	48,314	41,412
1.56	62,924	52,437	48,941	41,950
1.58	63,731	53,109	49,569	42,487
1.60	64,538	53,782	50,196	43,025
1.62	65,345	54,454	50,824	43,563
1.64	66,151	55,126	51,451	44,101
1.66	66,958	55,798	52,079	44,639
1.68	67,765	56,471	52,706	45,177
1.70	68,572	57,143	53,333	45,714
1.71	68,975	57,479	53,647	45,983
1.72	69,378	57,815	53,961	46,252
1.73	69,782	58,151	54,275	46,521
1.74	70,185	58,487	54,588	46,790
1.75	70,588	58,824	54,902	47,059
1.76	70,992	59,160	55,216	47,328
1.77	71,395	59,496	55,530	47,597
1.78	71,798	59,832	55,843	47,866
1.79	72,202	60,168	56,157	48,135
1.80	72,605	60,504	56,471	48,403
1.81	73,009	60,840	56,784	48,672
1.82	73,412	61,177	57,098	48,941
1.83	73,815	61,513	57,412	49,210
1.84	74,219	61,849	57,726	49,479
1.85	74,622	62,185	58,039	49,748

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 =	2,241
Pastor [M.Div.] and 1/2 [S.T.M./ other Master]	Factor + 0.05 =	2,241
Pastor or Teacher - Earned Doctorate including D.Min.	Adv Deg Factor + 0.10 =	4,482