

SOUTH DAKOTA DISTRICT - LCMS

Salary Guidelines for Teachers

2008

To assist congregations in determining proper salaries and benefits for teachers in parochial schools (and as authorized by the 1982 District Convention), the Board of Directors of The South Dakota District offers the following 2008 guidelines.

I. CASH SALARY DETERMINATION

Year In Ministry	% of Increment	Suggested Range		Year In Ministry	% of Increment	Suggested Range	
		<i>From:</i>	<i>To:</i>			<i>From:</i>	<i>To:</i>
1	1.00	21,465	26,565	21	1.60	34,344	42,504
2	1.03	22,109	27,362	22	1.63	34,988	43,301
3	1.06	22,753	28,159	23	1.66	35,632	44,098
4	1.09	23,397	28,956	24	1.68	36,061	44,629
5	1.12	24,041	29,753	25	1.70	36,491	45,161
6	1.15	24,685	30,550	26	1.72	36,920	45,692
7	1.18	25,329	31,347	27	1.74	37,349	46,223
8	1.21	25,973	32,144	28	1.76	37,778	46,754
9	1.24	26,617	32,941	29	1.78	38,208	47,286
10	1.27	27,261	33,738	30	1.80	38,637	47,817
11	1.30	27,905	34,535	31	1.82	39,066	48,348
12	1.33	28,548	35,331	32	1.84	39,496	48,880
13	1.36	29,192	36,128	33	1.86	39,925	49,411
14	1.39	29,836	36,925	34	1.88	40,354	49,942
15	1.42	30,480	37,722	35	1.90	40,784	50,474
16	1.45	31,124	38,519	36	1.92	41,213	51,005
17	1.48	31,768	39,316	37	1.94	41,642	51,536
18	1.51	32,412	40,113	38	1.96	42,071	52,067
19	1.54	33,056	40,910	39	1.98	42,501	52,599
20	1.57	33,700	41,707	40	2.00	42,930	53,130

ADJUSTMENT FACTORS:

1. For Principal or DCE, add 15% to base salary figure.
2. For DCO or Deaconess, add 10% to 15% to base salary figure.
3. For Youth Director, add 5% to base salary figure.
4. For Master's Degree, add 5% to base figure.
5. For Rostered Teacher (synodically trained or colloquy), add 2% to base figure.*

* Response to LCMS 2004 Convention Resolution 5-03a.

ADDITIONAL FACTORS

1. Congregation pays its share of Social Security taxes for non-rostered teachers.
2. In the case of rostered workers, the congregation should follow the guidelines recommended under "III. Other Considerations – E. Social Security."
3. Congregation pays for conference expenses.
4. Congregations are encouraged to help with continuing education expenses.
5. For rostered teachers and Ministers of Religion, Certified many of the considerations regarding housing allowances, Social Security, etc. are similar to pastors (see Guidelines for Pastors).
6. Please be encouraged to compare these guidelines with your local public school district's guidelines, and consider adjustments accordingly.