

# SOUTH DAKOTA DISTRICT - LCMS

## Salary Guidelines for Teachers

### 2009

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 2009 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	22,324	27,628	21	1.60	35,718	44,205
2	1.03	22,994	28,457	22	1.63	36,388	45,034
3	1.06	23,663	29,286	23	1.66	37,058	45,862
4	1.09	24,333	30,115	24	1.68	37,504	46,415
5	1.12	25,003	30,943	25	1.70	37,951	46,968
6	1.15	25,673	31,772	26	1.72	38,397	47,520
7	1.18	26,342	32,601	27	1.74	38,844	48,073
8	1.21	27,012	33,430	28	1.76	39,290	48,625
9	1.24	27,682	34,259	29	1.78	39,737	49,178
10	1.27	28,351	35,088	30	1.80	40,183	49,730
11	1.30	29,021	35,916	31	1.82	40,630	50,283
12	1.33	29,691	36,745	32	1.84	41,076	50,836
13	1.36	30,361	37,574	33	1.86	41,523	51,388
14	1.39	31,030	38,403	34	1.88	41,969	51,941
15	1.42	31,700	39,232	35	1.90	42,416	52,493
16	1.45	32,370	40,061	36	1.92	42,862	53,046
17	1.48	33,040	40,889	37	1.94	43,309	53,598
18	1.51	33,709	41,718	38	1.96	43,755	54,151
19	1.54	34,379	42,547	39	1.98	44,202	54,703
20	1.57	35,049	43,376	40	2.00	44,648	55,256

#### 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.