

SOUTH DAKOTA DISTRICT - LCMS

Salary Guidelines for Commissioned Workers

2010

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 2010 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	21,674	26,823	21	1.60	35,049	43,376
2	1.03	22,324	27,628	22	1.63	35,718	44,205
3	1.06	22,994	28,457	23	1.66	36,388	45,034
4	1.09	23,663	29,286	24	1.68	37,058	45,862
5	1.12	24,333	30,115	25	1.70	37,504	46,415
6	1.15	25,003	30,943	26	1.72	37,951	46,968
7	1.18	25,673	31,772	27	1.74	38,397	47,520
8	1.21	26,342	32,601	28	1.76	38,844	48,073
9	1.24	27,012	33,430	29	1.78	39,290	48,625
10	1.27	27,682	34,259	30	1.80	39,737	49,178
11	1.30	28,351	35,088	31	1.82	40,183	49,730
12	1.33	29,021	35,916	32	1.84	40,630	50,283
13	1.36	29,691	36,745	33	1.86	41,076	50,836
14	1.39	30,361	37,574	34	1.88	41,523	51,388
15	1.42	31,030	38,403	35	1.90	41,969	51,941
16	1.45	31,700	39,232	36	1.92	42,416	52,493
17	1.48	32,370	40,061	37	1.94	42,862	53,046
18	1.51	33,040	40,889	38	1.96	43,309	53,598
19	1.54	33,709	41,718	39	1.98	43,755	54,151
20	1.57	34,379	42,547	40	2.00	44,202	54,703

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.