

**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, 2022) 2.5% 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								
	BS / BA		Advanced Degree MS / MA		Theol. Degree (Master Div)		Advanced Degree (STM / other Master)		Factor	90%	75%	70%	60%
	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount	Factor	\$Amount					
0 [Base]	1.00	37,595	1.10	41,354	1.25	46,994	1.35	50,753	1.00	33,835	28,196	26,316	22,557
1	1.04	39,099	1.14	42,858	1.29	48,497	1.39	52,257	1.04	35,189	29,324	27,369	23,459
2	1.08	40,603	1.18	44,362	1.33	50,001	1.43	53,761	1.08	36,542	30,452	28,422	24,362
3	1.12	42,106	1.22	45,866	1.37	51,505	1.47	55,265	1.12	37,896	31,580	29,474	25,264
4	1.16	43,610	1.26	47,370	1.41	53,009	1.51	56,768	1.16	39,249	32,708	30,527	26,166
5	1.20	45,114	1.30	48,873	1.45	54,513	1.55	58,272	1.20	40,603	33,835	31,580	27,068
6	1.23	46,242	1.33	50,001	1.48	55,641	1.58	59,400	1.23	41,618	34,681	32,369	27,745
7	1.26	47,370	1.36	51,129	1.51	56,768	1.61	60,528	1.26	42,633	35,527	33,159	28,422
8	1.29	48,497	1.39	52,257	1.54	57,896	1.64	61,656	1.29	43,648	36,373	33,948	29,098
9	1.32	49,625	1.42	53,385	1.57	59,024	1.67	62,784	1.32	44,663	37,219	34,738	29,775
10	1.35	50,753	1.45	54,513	1.60	60,152	1.70	63,911	1.35	45,678	38,065	35,527	30,452
11	1.38	51,881	1.48	55,641	1.63	61,280	1.73	65,039	1.38	46,693	38,911	36,317	31,129
12	1.41	53,009	1.51	56,768	1.66	62,408	1.76	66,167	1.41	47,708	39,757	37,106	31,805
13	1.44	54,137	1.54	57,896	1.69	63,535	1.79	67,295	1.44	48,723	40,603	37,896	32,482
14	1.47	55,265	1.57	59,024	1.72	64,663	1.82	68,423	1.47	49,738	41,448	38,685	33,159
15	1.50	56,392	1.60	60,152	1.75	65,791	1.85	69,551	1.50	50,753	42,294	39,475	33,835
16	1.52	57,144	1.62	60,904	1.77	66,543	1.87	70,303	1.52	51,430	42,858	40,001	34,287
17	1.54	57,896	1.64	61,656	1.79	67,295	1.89	71,054	1.54	52,107	43,422	40,527	34,738
18	1.56	58,648	1.66	62,408	1.81	68,047	1.91	71,806	1.56	52,783	43,986	41,054	35,189
19	1.58	59,400	1.68	63,160	1.83	68,799	1.93	72,558	1.58	53,460	44,550	41,580	35,640
20	1.60	60,152	1.70	63,911	1.85	69,551	1.95	73,310	1.60	54,137	45,114	42,106	36,091
21	1.62	60,904	1.72	64,663	1.87	70,303	1.97	74,062	1.62	54,813	45,678	42,633	36,542
22	1.64	61,656	1.74	65,415	1.89	71,054	1.99	74,814	1.64	55,490	46,242	43,159	36,993
23	1.66	62,408	1.76	66,167	1.91	71,806	2.01	75,566	1.66	56,167	46,806	43,685	37,445
24	1.68	63,160	1.78	66,919	1.93	72,558	2.03	76,318	1.68	56,844	47,370	44,212	37,896
25	1.70	63,911	1.80	67,671	1.95	73,310	2.05	77,070	1.70	57,520	47,934	44,738	38,347
26	1.71	64,287	1.81	68,047	1.96	73,686	2.06	77,446	1.71	57,859	48,216	45,001	38,572
27	1.72	64,663	1.82	68,423	1.97	74,062	2.07	77,822	1.72	58,197	48,497	45,264	38,798
28	1.73	65,039	1.83	68,799	1.98	74,438	2.08	78,197	1.73	58,535	48,779	45,527	39,024
29	1.74	65,415	1.84	69,175	1.99	74,814	2.09	78,573	1.74	58,874	49,061	45,791	39,249
30	1.75	65,791	1.85	69,551	2.00	75,190	2.10	78,949	1.75	59,212	49,343	46,054	39,475
31	1.76	66,167	1.86	69,927	2.01	75,566	2.11	79,325	1.76	59,550	49,625	46,317	39,700
32	1.77	66,543	1.87	70,303	2.02	75,942	2.12	79,701	1.77	59,889	49,907	46,580	39,926
33	1.78	66,919	1.88	70,679	2.03	76,318	2.13	80,077	1.78	60,227	50,189	46,843	40,151
34	1.79	67,295	1.89	71,054	2.04	76,694	2.14	80,453	1.79	60,565	50,471	47,106	40,377
35	1.80	67,671	1.90	71,430	2.05	77,070	2.15	80,829	1.80	60,904	50,753	47,370	40,603
36	1.81	68,047	1.91	71,806	2.06	77,446	2.16	81,205	1.81	61,242	51,035	47,633	40,828
37	1.82	68,423	1.92	72,182	2.07	77,822	2.17	81,581	1.82	61,581	51,317	47,896	41,054
38	1.83	68,799	1.93	72,558	2.08	78,197	2.18	81,957	1.83	61,919	51,599	48,159	41,279
39	1.84	69,175	1.94	72,934	2.09	78,573	2.19	82,333	1.84	62,257	51,881	48,422	41,505
40	1.85	69,551	1.95	73,310	2.10	78,949	2.20	82,709	1.85	62,596	52,163	48,685	41,730

**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 = 1.880

Pastor [M.Div.] and 1/2 [S.T.M./other Master]

Factor + 0.05 = 1.880

Pastor or Teacher - Earned Doctorate including D.Min.

Adv Deg Factor + 0.10 = 3.759