

# DIOCESE OF SPRINGFIELD IN ILLINOIS

## Minimum Lay Teacher Salary Scale 2020-2021

Step	BA	BA + 12	BA + 24	MA	MA + 12
0	\$28,410	\$29,490	\$30,610	\$31,773	\$32,981
1	\$28,950	\$30,050	\$31,192	\$32,377	\$33,608
2	\$29,500	\$30,621	\$31,784	\$32,992	\$34,246
3	\$30,060	\$31,203	\$32,388	\$33,619	\$34,897
4	\$30,631	\$31,796	\$33,004	\$34,257	\$35,560
5	\$31,213	\$32,400	\$33,631	\$34,908	\$36,236
6	\$31,806	\$33,015	\$34,270	\$35,571	\$36,924
7	\$32,411	\$33,643	\$34,921	\$36,247	\$37,626
8	\$33,026	\$34,282	\$35,584	\$36,936	\$38,341
9	\$33,654	\$34,933	\$36,260	\$37,638	\$39,069
10	\$34,293	\$35,597	\$36,949	\$38,353	\$39,812
11	\$34,945	\$36,273	\$37,651	\$39,082	\$40,568
12	\$35,609	\$36,963	\$38,367	\$39,824	\$41,339
13	\$36,286	\$37,665	\$39,096	\$40,581	\$42,124
14	\$36,975	\$38,381	\$39,839	\$41,352	\$42,925
15	\$37,677	\$39,110	\$40,596	\$42,138	\$43,740
16	\$38,393	\$39,853	\$41,367	\$42,938	\$44,571
17	\$39,123	\$40,610	\$42,153	\$43,754	\$45,418
18	\$39,866	\$41,382	\$42,954	\$44,585	\$46,281
19	\$40,624	\$42,168	\$43,770	\$45,432	\$47,160
20	\$41,395	\$42,969	\$44,601	\$46,296	\$48,056
21	\$42,182	\$43,785	\$45,449	\$47,175	\$48,969
22		\$44,617	\$46,312	\$48,072	\$49,900
23			\$47,192	\$48,985	\$50,848
24				\$49,916	\$51,814
25					\$52,799

- There is a 3.0% increase on the base this year; all on the scale will receive their 1.9% step increase.
- If there are non-degreed teachers in the school, they are to receive 90% of their experience level on the BA scale.
- For the teacher whose salary is beyond the last step, the salary this year shall be increased by 3.0% of the teacher's current salary (not including stipends or other monetary awards) just as those receiving the step increase on the scale.
- Institutions are asked to provide salary stipends for adult enrichment/catechist formation certification according to the attached salary scale addendum (\$100 for Basic Level, \$200 for Intermediate Level, or \$300 for Advanced Level).
- The fringe benefits page is attached.

Jan. 9, 2020  
Date Approved

Thomas John Paprocki  
Most Reverend  
Thomas John Paprocki  
Bishop of Springfield in Illinois

David J. Hoefler  
Reverend Monsignor  
David J. Hoefler  
Vicar General

**DIOCESE OF SPRINGFIELD IN ILLINOIS**  
**Minimum Lay Teacher Salary Scale ADDENDUM**  
**2020-2021**

Upon completion of the following levels of the Adult Enrichment/Catechist Formation Process as described in the Catechist Formation Process Handbook the teacher is to receive:

\$100 for Basic Level

an additional \$100 for Intermediate Level

an additional \$100 for Advanced Level.

Each year this amount will be added to the salary amount determined by the salary scale.

Proof of completion would be necessary, i.e. the valid certificate of completion for that level. A valid certificate would be one issued in or after 1992 which was the year that all previous credit was applied toward the new process credit. The monetary award would be made annually. If a certificate is issued during the school year, no addition would be made until the next contract.

Monetary awards are ongoing. The teacher finishing the basic level would continue to receive the monetary amount in all future years. (See example below.) It is assumed that since this is a process, teachers will continue annually to work on courses/electives/personal spiritual enrichment.

Example: If a teacher has **Basic Level certification**, he/she gets \$100.

If a teacher has **Intermediate Level certification**, he/she gets a total of \$200 (\$100 for Basic + \$100 for Intermediate).

If a teacher has **Advanced Level certification**, he/she gets a total of \$300 (\$100 for Basic + \$100 for Intermediate + \$100 for valid Advanced).

**Note**—If a teacher does not move to the next level within 10 years, the teacher will lose the monetary incentive.

**Note**—To keep the Advanced Level valid, the teacher must renew that level every three years with 30 hours of coursework as describe in the Catechist Formation Process Handbook.

**Note**—The Degreed Level (with a certificate issued by the Office for Catechesis of the Diocese of Springfield in Illinois) should be treated as completions of all three levels stated above.

**Rationale:** We value teachers who deliver education earmarked with Catholic identity. If teachers apply their learning from the catechist formation course, they may impact the entire curriculum (religion areas as well as all the other academic areas into which Catholic identity is to be integrated). It is the principal's leadership responsibility to ensure that a minimum of 10 hours of faith-based education is offered annually at the school or courses offered at other locations are made known.