

SOUTH DAKOTA DISTRICT LCMS
Salary Guidelines for Commissioned Ministers
For 2020

I. CASH SALARY DETERMINATION

Year In Ministry	Time in Grade Factor	Suggested Range		Year In Ministry	Time in Grade Factor	Suggested Range	
		<i>From:</i>	<i>To:</i>			<i>From:</i>	<i>To:</i>
1	1.00	26,700	32,875	21	1.60	42,720	52,600
2	1.03	27,501	33,861	22	1.63	43,521	53,586
3	1.06	28,302	34,848	23	1.66	44,322	54,573
4	1.09	29,103	35,834	24	1.68	44,856	55,230
5	1.12	29,904	36,820	25	1.70	45,390	55,888
6	1.15	30,705	37,806	26	1.72	45,924	56,545
7	1.18	31,506	38,793	27	1.74	46,458	57,203
8	1.21	32,307	39,779	28	1.76	46,992	57,860
9	1.24	33,108	40,765	29	1.78	47,526	58,518
10	1.27	33,909	41,751	30	1.80	48,060	59,175
11	1.30	34,710	42,738	31	1.82	48,594	59,833
12	1.33	35,511	43,724	32	1.84	49,128	60,490
13	1.36	36,312	44,710	33	1.86	49,662	61,148
14	1.39	37,113	45,696	34	1.88	50,196	61,805
15	1.42	37,914	46,683	35	1.90	50,730	62,463
16	1.45	38,715	47,669	36	1.92	51,264	63,120
17	1.48	39,516	48,655	37	1.94	51,798	63,778
18	1.51	40,317	49,641	38	1.96	52,332	64,435
19	1.54	41,118	50,628	39	1.98	52,866	65,093
20	1.57	41,919	51,614	40	2.00	53,400	65,750

B. ADJUSTMENT FACTORS: (Select one adjustment factor)

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 salary figure.
5. For Rostered Teachers (synodically trained or colloquy), add 2% to base salary figure.

II. OTHER CONSIDERATIONS

1. Congregation pays its share of Social Security Taxes for Teachers and Principal.
2. Congregation pays FULL Concordia Plans for each Worker. **(or equivalent)**
3. Congregation pays for conference expenses.
4. Congregations are encouraged to help with continuing education expenses.
5. For rostered teachers and Ministers of Religion, Commissioned 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.