

ROMAN CATHOLIC DIOCESE OF COVINGTON
TEACHER SALARY SCALE
2020-2021 School Year

Years Exp.	RANK 1	RANK 2	RANK 3
0	38,044	36,044	33,444
1	38,344	36,344	33,744
2	38,644	36,644	34,044
3	39,394	37,394	34,794
4	39,844	37,844	35,244
5	40,294	38,294	35,694
6	40,744	38,744	36,144
7	41,194	39,194	36,594
8	41,644	39,644	37,044
9	42,094	40,094	37,494
10	42,544	40,544	37,944
11	43,544	41,544	38,394
12	43,994	41,994	38,844
13	44,444	42,444	39,294
14	44,894	42,894	39,744
15	45,344	43,344	40,194
16	46,094	44,094	40,644
17	46,544	44,544	41,094
18	46,994	44,994	41,544
19	47,444	45,444	41,994
20	47,894	45,894	42,444
21	48,419	46,419	42,769
22	48,744	46,744	43,094
23	49,069	47,069	43,419
24	49,394	47,394	43,744
25	49,719	47,719	44,069
26	50,044	48,044	44,394
27	50,369	48,369	44,719
28	50,694	48,694	45,044
29	51,019	49,019	45,369
30	51,344	49,344	45,694
31	51,669	49,669	46,019
32	51,919	49,919	46,269
33	52,169	50,169	46,519
34	52,419	50,419	46,769
35-39	52,669	50,669	47,019
40-44	52,919	50,919	47,269
45-49	53,169	51,169	47,519
50+	53,419	51,419	47,769

Diocesan Policy P4524:

A teacher or administrator's claim to a certain position on the Salary Scale must be supported by documentation on file in the Catholic Schools Office.

Substitute Teacher Minimum:

Days 1 - 10	\$75 Per Day
Days 11 - 20	\$90 Per Day
Days 21 - 30	\$115 Per Day
Over 30 days	Scale

"Emergency" Personnel:

Years Exp.	Master's Level	Bachelor's Level
0	30,600	28,400
1	30,900	28,700
2	31,100	28,900
3	31,800	29,600
4	32,200	30,000
5	32,500	30,300
6	32,900	30,700
7	33,300	31,100
8	33,700	31,500
9	34,100	31,900
10	34,500	32,300
11+	35,300	32,600

LEGEND:

- Rank 1 = Valid Kentucky certificate - Rank 2 + 30 hrs. level*
- Rank 2 = Valid Kentucky certificate - Master's level or equivalent*
- Rank 3 = Valid Kentucky certificate - Bachelor's level*

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1. Employees with Kentucky certification valid for the position they hold receive salary increments for each year of experience, up to fifty years, without any additional requirements beyond those established by the Kentucky Department of Education for certificate renewal.
2. Any professional employee not possessing appropriate Kentucky certification for the position held must continue his/her education at the rate of a minimum of six (6) semester hours per year (pro-rated for part-time employees), until the proper certification is achieved and maintained.
3. Returning teachers not holding Kentucky certification appropriate for the position held (i.e. those with certification out-of-field, or those with no currently valid regular certificate at all) who are less than forty (40) years of age on the opening day of school, qualify for an increase in salary, based on experience, only if they have earned the required six (6) semester hours toward regular certification (see #2 above) during the period from September 1, 2019 to August 31, 2020. Otherwise, the salary remains frozen.
4. For salary purposes, full credit will be allowed for each year (140 or more full-time equivalent days of employment) of half-year (70 to 139 full-time equivalent days of employment) of teaching experience as a contracted kindergarten, elementary, or secondary school teacher in the Diocese of Covington (subject to requirements of #2 above), or in any school approved or accredited by a State or recognized Regional Accrediting Agency.

Experience for part-time teaching service will be calculated by multiplying the teacher's full-time equivalency by 187 days. The result will determine allowable experience according to the above outline.

All out-of-system experience claimed must be verified in writing.

5. Salary is determined according to an employee's certification level at the beginning of the school year. Adjustments to reflect upgraded state certification may be made effective at the beginning of the second half of the school year.

Allowable experience for contract purposes is determined as of the beginning of each school year.

6. The Teacher Salary Scale is based on a school year of 187 days. Therefore, the daily salary rate is the annual salary divided by 187.