

**ROMAN CATHOLIC DIOCESE OF COVINGTON**  
**TEACHER SALARY SCALE**  
**2022-2023 School Year**

Years Exp.	RANK 1	RANK 2	RANK 3
0	38,885	36,885	34,285
1	39,185	37,185	34,585
2	39,485	37,485	34,885
3	40,235	38,235	35,635
4	40,685	38,685	36,085
5	41,135	39,135	36,535
6	41,585	39,585	36,985
7	42,035	40,035	37,435
8	42,485	40,485	37,885
9	42,935	40,935	38,335
10	43,385	41,385	38,785
11	44,385	42,385	39,235
12	44,835	42,835	39,685
13	45,285	43,285	40,135
14	45,735	43,735	40,585
15	46,185	44,185	41,035
16	46,935	44,935	41,485
17	47,385	45,385	41,935
18	47,835	45,835	42,385
19	48,285	46,285	42,835
20	48,735	46,735	43,285
21	49,260	47,260	43,610
22	49,585	47,585	43,935
23	49,910	47,910	44,260
24	50,235	48,235	44,585
25	50,560	48,560	44,910
26	50,885	48,885	45,235
27	51,210	49,210	45,560
28	51,535	49,535	45,885
29	51,860	49,860	46,210
30	52,185	50,185	46,535
31	52,510	50,510	46,860
32	52,760	50,760	47,110
33	53,010	51,010	47,360
34	53,260	51,260	47,610
35-39	53,510	51,510	47,860
40-44	53,760	51,760	48,110
45-49	54,010	52,010	48,360
50+	54,260	52,260	48,610

**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 - 30	\$100 Per Day
Over 30 days	Scale

**"Emergency" Personnel:**

Years Exp.	Master's Level	Bachelor's Level
0	31,400	29,100
1	31,600	29,400
2	31,900	29,700
3	32,500	30,300
4	32,900	30,700
5	33,300	31,100
6	33,600	31,400
7	34,000	31,800
8	34,400	32,200
9	34,800	32,600
10	35,200	33,000
11+	36,000	33,300

**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, 2021 to August 31, 2022. 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.