

**ROMAN CATHOLIC DIOCESE OF COVINGTON**  
**TEACHER SALARY SCALE**  
**2023-2024 School Year**

Years Exp.	RANK 1	RANK 2	RANK 3
0	39,742	37,742	35,142
1	40,042	38,042	35,442
2	40,342	38,342	35,742
3	41,092	39,092	36,492
4	41,542	39,542	36,942
5	41,992	39,992	37,392
6	42,442	40,442	37,842
7	42,892	40,892	38,292
8	43,342	41,342	38,742
9	43,792	41,792	39,192
10	44,242	42,242	39,642
11	45,242	43,242	40,092
12	45,692	43,692	40,542
13	46,142	44,142	40,992
14	46,592	44,592	41,442
15	47,042	45,042	41,892
16	47,792	45,792	42,342
17	48,242	46,242	42,792
18	48,692	46,692	43,242
19	49,142	47,142	43,692
20	49,592	47,592	44,142
21	50,117	48,117	44,467
22	50,442	48,442	44,792
23	50,767	48,767	45,117
24	51,092	49,092	45,442
25	51,417	49,417	45,767
26	51,742	49,742	46,092
27	52,067	50,067	46,417
28	52,392	50,392	46,742
29	52,717	50,717	47,067
30	53,042	51,042	47,392
31	53,367	51,367	47,717
32	53,617	51,617	47,967
33	53,867	51,867	48,217
34	54,117	52,117	48,467
35-39	54,367	52,367	48,717
40-44	54,617	52,617	48,967
45-49	54,867	52,867	49,217
50+	55,117	53,117	49,467

**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	32,100	29,900
1	32,300	30,100
2	32,600	30,400
3	33,200	31,000
4	33,600	31,400
5	34,000	31,800
6	34,400	32,200
7	34,800	32,500
8	35,100	32,900
9	35,500	33,300
10	35,900	33,700
11+	36,800	34,100

**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, 2022 to August 31, 2023. 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.