

ROMAN CATHOLIC DIOCESE OF COVINGTON
TEACHER SALARY SCALE
2024-2025 School Year

Years Exp.	RANK 1	RANK 2	RANK 3
0	40,972	38,972	36,372
1	41,272	39,272	36,672
2	41,572	39,572	36,972
3	42,322	40,322	37,722
4	42,772	40,772	38,172
5	43,222	41,222	38,622
6	43,672	41,672	39,072
7	44,122	42,122	39,522
8	44,572	42,572	39,972
9	45,022	43,022	40,422
10	45,472	43,472	40,872
11	46,472	44,472	41,322
12	46,922	44,922	41,772
13	47,372	45,372	42,222
14	47,822	45,822	42,672
15	48,272	46,272	43,122
16	49,022	47,022	43,572
17	49,472	47,472	44,022
18	49,922	47,922	44,472
19	50,372	48,372	44,922
20	50,822	48,822	45,372
21	51,347	49,347	45,697
22	51,672	49,672	46,022
23	51,997	49,997	46,347
24	52,322	50,322	46,672
25	52,647	50,647	46,997
26	52,972	50,972	47,322
27	53,297	51,297	47,647
28	53,622	51,622	47,972
29	53,947	51,947	48,297
30	54,272	52,272	48,622
31	54,597	52,597	48,947
32	54,847	52,847	49,197
33	55,097	53,097	49,447
34	55,347	53,347	49,697
35-39	55,597	53,597	49,947
40-44	55,847	53,847	50,197
45-49	56,097	54,097	50,447
50+	56,347	54,347	50,697

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	33,100	30,900
1	33,400	31,200
2	33,600	31,400
3	34,300	32,100
4	34,700	32,400
5	35,000	32,800
6	35,400	33,200
7	35,800	33,600
8	36,200	34,000
9	36,600	34,400
10	37,000	34,700
11+	37,800	35,100

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, 2023 to August 31, 2024. 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.