

ROMAN CATHOLIC DIOCESE OF COVINGTON
TEACHER SALARY SCALE
2025-2026 School Year

Years Exp.	RANK 1	RANK 2	RANK 3
0	41,881	39,881	37,281
1	42,181	40,181	37,581
2	42,481	40,481	37,881
3	43,231	41,231	38,631
4	43,681	41,681	39,081
5	44,131	42,131	39,531
6	44,581	42,581	39,981
7	45,031	43,031	40,431
8	45,481	43,481	40,881
9	45,931	43,931	41,331
10	46,381	44,381	41,781
11	47,381	45,381	42,231
12	47,831	45,831	42,681
13	48,281	46,281	43,131
14	48,731	46,731	43,581
15	49,181	47,181	44,031
16	49,931	47,931	44,481
17	50,381	48,381	44,931
18	50,831	48,831	45,381
19	51,281	49,281	45,831
20	51,731	49,731	46,281
21	52,256	50,256	46,606
22	52,581	50,581	46,931
23	52,906	50,906	47,256
24	53,231	51,231	47,581
25	53,556	51,556	47,906
26	53,881	51,881	48,231
27	54,206	52,206	48,556
28	54,531	52,531	48,881
29	54,856	52,856	49,206
30	55,181	53,181	49,531
31	55,506	53,506	49,856
32	55,756	53,756	50,106
33	56,006	54,006	50,356
34	56,256	54,256	50,606
35-39	56,506	54,506	50,856
40-44	56,756	54,756	51,106
45-49	57,006	55,006	51,356
50+	57,256	55,256	51,606

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	33,900	31,700
1	34,200	31,900
2	34,400	32,200
3	35,000	32,800
4	35,400	33,200
5	35,800	33,600
6	36,200	34,000
7	36,600	34,400
8	37,000	34,700
9	37,300	35,100
10	37,700	35,500
11+	38,600	35,900

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*

ROMAN CATHOLIC DIOCESE OF COVINGTON
TEACHER SALARY SCALE
2025-2026 School Year

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, 2024 to August 31, 2025. 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.