

**ROMAN CATHOLIC DIOCESE OF COVINGTON**  
**TEACHER SALARY SCALE**  
**2026-2027 School Year**

| Years<br>Exp. | RANK 1 | RANK 2 | RANK 3 |
|---------------|--------|--------|--------|
| 0             | 42,627 | 40,627 | 38,027 |
| 1             | 42,927 | 40,927 | 38,327 |
| 2             | 43,227 | 41,227 | 38,627 |
| 3             | 43,977 | 41,977 | 39,377 |
| 4             | 44,427 | 42,427 | 39,827 |
| 5             | 44,877 | 42,877 | 40,277 |
| 6             | 45,327 | 43,327 | 40,727 |
| 7             | 45,777 | 43,777 | 41,177 |
| 8             | 46,227 | 44,227 | 41,627 |
| 9             | 46,677 | 44,677 | 42,077 |
| 10            | 47,127 | 45,127 | 42,527 |
| 11            | 48,127 | 46,127 | 42,977 |
| 12            | 48,577 | 46,577 | 43,427 |
| 13            | 49,027 | 47,027 | 43,877 |
| 14            | 49,477 | 47,477 | 44,327 |
| 15            | 49,927 | 47,927 | 44,777 |
| 16            | 50,677 | 48,677 | 45,227 |
| 17            | 51,127 | 49,127 | 45,677 |
| 18            | 51,577 | 49,577 | 46,127 |
| 19            | 52,027 | 50,027 | 46,577 |
| 20            | 52,477 | 50,477 | 47,027 |
| 21            | 53,002 | 51,002 | 47,352 |
| 22            | 53,327 | 51,327 | 47,677 |
| 23            | 53,652 | 51,652 | 48,002 |
| 24            | 53,977 | 51,977 | 48,327 |
| 25            | 54,302 | 52,302 | 48,652 |
| 26            | 54,627 | 52,627 | 48,977 |
| 27            | 54,952 | 52,952 | 49,302 |
| 28            | 55,277 | 53,277 | 49,627 |
| 29            | 55,602 | 53,602 | 49,952 |
| 30            | 55,927 | 53,927 | 50,277 |
| 31            | 56,252 | 54,252 | 50,602 |
| 32            | 56,502 | 54,502 | 50,852 |
| 33            | 56,752 | 54,752 | 51,102 |
| 34            | 57,002 | 55,002 | 51,352 |
| 35-39         | 57,252 | 55,252 | 51,602 |
| 40-44         | 57,502 | 55,502 | 51,852 |
| 45-49         | 57,752 | 55,752 | 52,102 |
| 50+           | 58,002 | 56,002 | 52,352 |

**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<br>Exp. | Master's<br>Level | Bachelor's<br>Level |
|---------------|-------------------|---------------------|
| 0             | 34,500            | 32,300              |
| 1             | 34,800            | 32,600              |
| 2             | 35,000            | 32,800              |
| 3             | 35,700            | 33,500              |
| 4             | 36,100            | 33,900              |
| 5             | 36,400            | 34,200              |
| 6             | 36,800            | 34,600              |
| 7             | 37,200            | 35,000              |
| 8             | 37,600            | 35,400              |
| 9             | 38,000            | 35,800              |
| 10            | 38,400            | 36,100              |
| 11+           | 39,200            | 36,500              |

**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, 2025 to August 31, 2026. 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.