C-140P-CDOP

# TEACHER WAGES AND BENEFITS

All local salary scales should be based on a minimum of 80% of the local public school salary schedule. The Ordinary of the diocese will outline any benefits for lay and religious personnel employed in the diocese. These benefits will be reviewed annually.

This policy shall not be construed in such manner as to prohibit schools from exceeding 80% of the public school salaries in their area.

Reviewed 7/2018, 6/2020, 7/2021, 7/2022

C-140

AR-OCS

# TEACHER WAGES AND BENEFITS

The *minimum* beginning rate of pay in the diocese for a full-time, licensed teacher with a bachelor’s degree shall be:

* $25,000 for the 2022-2023 school year
* $26,000 for the 2023-2024 school year

All elementary and secondary schools shall strive to base the rate of pay for all teachers at a *minimum* of 80% of the public school teacher salaries in their area.

All employees working 30 or more hours per week shall be considered fulltime for the purpose of employee benefits.

The pastor/canonical pastor shall negotiate with the local religious community regarding rate of pay and benefits. Schools are expected to provide teachers who are members of religious communities with a wage equivalent to the wages offered to lay teachers with the same credentials and experience. In any event, the wages for religious may not be less than the minimum rate of pay for lay teachers.

Revised 6/2020

Reviewed 7/2021, 7/2022