

# 2015 - 2016 Lay Teachers' Salaries

Prepared by

National Association of  
Catholic School Teachers

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2015-2016  
LAY TEACHERS' SALARIES

Name of Diocese	Basic Scale with BA/BS			Scale With MA/Equivalent			Top Salary			Tuition Charged		Comments
	Starting	Maximum	# of steps to reach maximum	Starting	Maximum	Beyond MA	# of credits or degree to reach	# of steps to reach top salary	Elementary	Secondary		
<b>DIocese OF PHOENIX, AZ</b>												
Dioc. Elementary and Secondary Schools	35800	40700	n/a	38600	56800	69200	MA+60-PhD	6 lanes	\$500-\$6800	\$10000-\$15000	1	
<b>DIocese OF SAN JOSE, CA</b>												
Diocesan and Parish Elementary Schools	39665	-	-	51500	-	78931	MA+	50	\$6320-\$12300	n/a	1	
<b>ARCHDIOCESE OF DENVER, CO</b>												
Parish Elementary Schools	29805	36323	25	31939	44939	53447	MA+45 or PhD	25	\$4500-\$7000	n/a	1	
Archdiocesan Secondary Schools	33898-34745	54035-55571	35	37954-38902	59081-60804	64206-66078	MA+60-PhD	35	n/a	\$9700-\$10000	5	
<b>DIocese OF HARTFORD, CT</b>												
Diocesan Secondary Schools	31122-39750	57258-62363	14-18	31721-42705	62634-73555	44305-75155	MA+30	14	N/A	\$9,000/\$15000	5	
<b>ARCHDIOCESE OF ATLANTA, GA</b>												
Diocesan Elem. & Secondary Schools	32200-38500	48417-65128	20-40	36600-41500	54776-68893	77948	PhD	40	\$6590-\$8400	\$12200-\$12400	5	
<b>DIocese OF PEORIA, IL</b>												
Diocesan Secondary Schools	26000-30753	40000-48620	20-30	28340-33828	47450-54818	56585	MA+30 OR PHD	25	\$1800-\$4650	\$4450-\$7048	5, 8	
<b>DIocese OF GARY, IN</b>												
Diocesan School System	28000	52572	40	31000	58201	n/a	n/a	n/a	varies	varies	1	
<b>DIocese OF DES MOINES, IA</b>												
Parish Elementary Schools	27326-37132	-	varies	28146-41493	72000	n/a	n/a	n/a	\$2410-\$4600	n/a	5	
Secondary Schools	26509-38332	-	varies	31280-41586	-	n/a	n/a	n/a	n/a	\$5580-\$7266	5	
<b>DIocese OF WORCESTER, MA</b>												
Diocesan Elem. and Secondary Schools	33990	61660	19	36490	64160	65660	MA+30 OR PHD	19	\$4,450	\$7955-\$9250	1	
<b>DIocese OF GRAND RAPIDS, MI</b>												
Dioc. & Parish Elem. & Secondary Schools	23000-64200	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$2150-\$4375	\$4600-\$8090	5	
<b>DIocese OF LANSING, MI</b>												
Dioc. & Parish Elem. & Secondary Schools	19000-32000	-	5	21090-35520	42020	61120	PhD	15	\$2265-\$5300	\$6700-\$9500	5	
<b>DIocese OF WINONA, MN</b>												
Diocesan Elementary & Secondary Schools	22000-31000	n/a	26200-34000	n/a	n/a	n/a	n/a	n/a	\$1200-\$5950	\$3000-\$8220	5	
<b>DIocese OF KANSAS CITY - ST. JOSEPH, MO</b>												
Elementary and Secondary Schools	28611	35014	15	29298	46875	n/a	n/a	n/a	\$1260-\$4720	\$5600-\$8600	1	
<b>ARCHDIOCESE OF ST. LOUIS, MO</b>												
Parish Elementary Schools	27825	50533	36	28525	62880	n/a	n/a	n/a	\$2184-\$6385	n/a	1, 9	
Diocesan Secondary Schools	29236	48962	28	30536	68299	70441	PhD	38	n/a	\$8250-\$11000	1	
<b>DIocese OF LAS VEGAS, NV</b>												
Elementary and Secondary Schools	24000-36000	37000	12	37000	52400	n/a	n/a	n/a	\$3900-\$5700	\$11000-\$13000	5	
<b>DIocese OF CAMDEN, NJ</b>												
Diocesan Secondary Schools	30289-36655	64143-73761	36-39	32046-38961	66482-76220	68819-78679	DMA or PhD	36-39	n/a	\$8,500	5	
<b>DIocese OF TRENTON, NJ</b>												
Holy Cross High School	38150	75427	54	38600	76199	77140	MA+30 or PhD	54	n/a	\$11,600	1	
St. John Vianney High School	37500	65756	20	39150	67406	69306	20	DMA	n/a	\$12,200	1	
Elementary and Secondary Schools	29029-41852	none	20	31054	none	negotiated	negotiated	n/a	\$3475-\$6350	\$9900-\$12420	1	
<b>DIocese OF GALLUP, NM</b>												
Diocesan, Parish & Private Schools	18509-22581	23506-28678	7	20490-24887	29764-35872	38678	PhD	step 7; 24 yrs.	\$0-\$4950	-	5	
<b>DIocese OF SANTA FE, NM</b>												
Elementary Schools	30397	52466	30	31814	43912	58173	PhD	30	\$3500-\$5800	n/a	1	
Secondary Schools	32655	44091	20	34338	64596	72256	PhD	47	n/a	\$12,600	1	
<b>DIocese OF BUFFALO, NY</b>												
Private Secondary Schools	28000	58100	34	29000	58000	n/a	n/a	n/a	n/a	\$8725-\$9764	6	
Diocesan Elementary Schools	24150-26225	27000-37478	20	24750-25875	27600-38478	n/a	n/a	n/a	varies	n/a	5	
<b>DIocese OF OGDENSBURG, NY</b>												
Diocesan and Parish Schools	20650-33834	39494	varies	24437-28234	32154	n/a	n/a	n/a	\$1800-\$3900	\$4450-\$4800	5	
<b>DIocese OF ROCKVILLE CENTRE, NY</b>												
Diocesan Schools	30150	51085	30	32160	54491	60665	MA+60	30	\$3850-\$6400	\$9400-\$9900	1	
<b>DIocese OF CINCINNATI, OH</b>												
Individual Private School	28000	48000	20	29500	49500	50250	MA+18	20	n/a	\$4,695	1	
<b>ARCHDIOCESE OF CLEVELAND, OH</b>												
Diocesan Secondary Schools	31720	52420	40	34020	64520	66720	MA+36	40	n/a	\$7500-\$9800	1	
<b>DIocese OF COLUMBUS, OH</b>												
Dioc. Elem. & Sec. Schools in Franklin Cty	34676	51299	30	42831	65714	74698	PhD	30	\$3310-\$5100	\$8300-\$9590	1	
<b>DIocese OF YOUNGSTOWN, OH</b>												
Diocesan Secondary Schools	30086	48563	30	32745	54866	57368	MA+30	30	n/a	\$6725-\$7200	1	
<b>DIocese OF ALTOONA-JOHNSTOWN, PA</b>												
Parish Elementary Schools	18700	22508	12	21275	37295	37295	PA Cert II	33	\$1125-\$3600	\$5865-\$6700	1	
Private Secondary Schools	24000-26500	n/a	n/a	24500-27500	n/a	n/a	n/a	n/a	n/a	\$6100-\$6150	5, 10	
<b>DIocese OF GREENSBURG, PA</b>												
Diocesan Secondary Schools	27400	63356	37	28200	64156	n/a	n/a	n/a	n/a	\$8,950	1	
<b>ARCHDIOCESE OF PHILADELPHIA, PA</b>												
Diocesan Secondary Schools	39300	76765	41	39800	77565	78205	PhD	41	n/a	\$6,800	1	
<b>DIocese OF PITTSBURGH</b>												
Diocesan Elementary Schools	32611	58467	25	n/a	n/a	n/a	n/a	n/a	\$0-\$4400	n/a	1	
Diocesan Secondary Schools	36600	74100	41	37300	75600	76900	PhD		n/a	\$9500-\$13000	1	
<b>DIocese OF BROWNSVILLE, TX</b>												
Diocesan and Parish Schools	25304	n/a	0-1	n/a	n/a	n/a	n/a	n/a	\$2500-5000	\$6000-7500		
<b>DIocese OF DALLAS, TX</b>												
Diocesan Elem. & Secondary Schools	30000-44500	n/a	1	30000-44500	44500	60333	MA+30 or PhD	17	\$3985-\$8024	\$12710-\$16060	5	
<b>DIocese OF EL PASO, TX</b>												
Parish/Private Elem. & Secondary Schools	20429-28201	30439-50220	21	22880-32713	31256-53010	53010	PhD	21	\$3500-\$6710	\$4550-\$7350	5	
<b>DIocese OF LAREDO, TX</b>												
Diocesan Elem. & Secondary Schools	22000	38000	-	42000	48000	52000	MS+30	10-12	\$3750-\$6800	\$6,625		
<b>DIocese OF VICTORIA, TX</b>												
Diocesan Elem. & Secondary Schools	20490	27320	20	21490	28320	45892	MA+30	20	\$3750-\$6800	\$6,625	1	
<b>DIocese OF SUPERIOR, WI</b>												
Diocesan and Private Elementary Schools	16500	28000	-	16500	30500	n/a	n/a	n/a	\$1375-\$2950	n/a	5	

# Comments

1. There is one salary scale that is **standard** for the school (s) being reported.
2. The salary scale reported is the **required** salary scale.
3. The Diocese sets a **minimum base salary** for each year. Each school develops their own salary scale based on the diocesan minimum.
4. The salary scale reported is the **suggested or recommended** salary scale. Salaries may vary from school to school in the diocese.
5. Salaries vary from school to school; therefore, numbers reflect the **lowest** school and the **highest** school being reported--all other schools fall between these numbers.
6. Salaries vary from school to school; therefore, numbers reflect the **average** of all schools being reported.
7. Top salary is Rank I plus completion of a Degree in Catechetical Leadership/Ministry Formation.
8. Salaries reported are for Secondary Schools. Elementary schools are asked to pay at a minimum 80% of their local public schools, with a \$22,000
9. Salaries reported are for 2016-2017 school year.
10. All starting teachers can earn between \$600-\$700 per year for each year of experience up to 5 years.