

**ARCHDIOCESE OF PHILADELPHIA
PASTORS COMMITTEE
ON ELEMENTARY CATHOLIC SCHOOLS**

December, 2019

Dear Brothers,

The Pastors Committee met in November to decide on what they wished to recommend to their brother pastors concerning salaries for elementary school teachers and principals as well as parish C/DRE's. They reached the following decisions:

- Elementary school teachers will be given a \$1000 step increase;
- The starting salary for elementary school principals will increase from \$42,900 to \$45,000, and principals will also receive a \$1200 step increase;
- Parish C/DRE's will be given a \$1000 step increase.

Attached for your consideration and possible implementation are the **recommended salary scales** for the **2020-2021 academic year**.

Please feel free to contact me if you have any questions.

Thank you.

Sincerely in Christ,

Francis W. Beach

Reverend Monsignor Francis W. Beach
President

c: Office of Catholic Education
Office of Catechetical Formation
Independence Mission Schools

Elementary School Teachers' Salary Scale
Bachelor's Degree

Scale for 2019-2020	
Years	Salary
1	33,000
2	33,048
3	33,085
4	33,110
5	33,534
6	33,959
7	34,383
8	34,808
9	35,232
10	35,657
11	36,081
12	36,506
13	36,930
14	37,355
15	37,779
16	38,203
17	38,628
18	39,052
19	39,477
20	39,901
21	40,326
22	40,750
23	41,175
24	41,599
25	42,024
26	42,448
27	42,873
28	43,297
29	43,722
30	44,146
31	44,571
32	44,995
33	45,420
34	45,844
35	46,269
36	46,693
37	47,118
38	47,542
39	47,967
40	48,391
41	48,816
42	49,240
43	49,665
44	50,832
45	51,999

Scale for 2020-2021		
Years	Salary	\$ Increase
1	33,600	600
2	34,000	1,000
3	34,048	1,000
4	34,085	1,000
5	34,110	1,000
6	34,534	1,000
7	34,959	1,000
8	35,383	1,000
9	35,808	1,000
10	36,232	1,000
11	36,657	1,000
12	37,081	1,000
13	37,506	1,000
14	37,930	1,000
15	38,355	1,000
16	38,779	1,000
17	39,203	1,000
18	39,628	1,000
19	40,052	1,000
20	40,477	1,000
21	40,901	1,000
22	41,326	1,000
23	41,750	1,000
24	42,175	1,000
25	42,599	1,000
26	43,024	1,000
27	43,448	1,000
28	43,873	1,000
29	44,297	1,000
30	44,722	1,000
31	45,146	1,000
32	45,571	1,000
33	45,995	1,000
34	46,420	1,000
35	46,844	1,000
36	47,269	1,000
37	47,693	1,000
38	48,118	1,000
39	48,542	1,000
40	48,967	1,000
41	49,391	1,000
42	49,816	1,000
43	50,240	1,000
44	50,665	1,000
45	51,832	1,000

**Elementary School Teachers' Salary Scale
Master's Degree**

Scale for 2019-2020	
Years	Salary
1	34,100
2	34,170
3	34,229
4	34,277
5	34,702
6	35,126
7	35,550
8	35,975
9	36,399
10	36,824
11	37,248
12	37,673
13	38,097
14	38,522
15	38,946
16	39,371
17	39,795
18	40,220
19	40,644
20	41,069
21	41,493
22	41,918
23	42,342
24	42,767
25	43,191
26	43,616
27	44,040
28	44,465
29	44,889
30	45,314
31	45,738
32	46,163
33	46,587
34	47,012
35	47,436
36	47,860
37	48,285
38	48,709
39	49,134
40	49,558
41	49,983
42	50,407
43	50,832
44	51,999
45	53,167

Scale for 2020-2021		
Years	Salary	\$ Increase
1	34,700	600
2	35,100	1,000
3	35,170	1,000
4	35,229	1,000
5	35,277	1,000
6	35,702	1,000
7	36,126	1,000
8	36,550	1,000
9	36,975	1,000
10	37,399	1,000
11	37,824	1,000
12	38,248	1,000
13	38,673	1,000
14	39,097	1,000
15	39,522	1,000
16	39,946	1,000
17	40,371	1,000
18	40,795	1,000
19	41,220	1,000
20	41,644	1,000
21	42,069	1,000
22	42,493	1,000
23	42,918	1,000
24	43,342	1,000
25	43,767	1,000
26	44,191	1,000
27	44,616	1,000
28	45,040	1,000
29	45,465	1,000
30	45,889	1,000
31	46,314	1,000
32	46,738	1,000
33	47,163	1,000
34	47,587	1,000
35	48,012	1,000
36	48,436	1,000
37	48,860	1,000
38	49,285	1,000
39	49,709	1,000
40	50,134	1,000
41	50,558	1,000
42	50,983	1,000
43	51,407	1,000
44	51,832	1,000
45	52,999	1,000

Elementary Principals' Salary Scale

Scale for 2019-2020	
Years	Salary
1	42,500
2	42,942
3	43,385
4	43,828
5	44,677
6	45,314
7	45,950
8	46,799
9	47,648
10	48,497
11	49,346
12	50,195
13	51,044
14	52,052
15	53,060
16	54,069
17	55,077
18	56,085
19	57,146
20	58,207
21	59,268
22	60,330
23	61,391
24	62,452
25	63,513
26	64,575
27	65,954
28	67,334
29	68,713
30	70,093
31	71,472

Scale for 2020-2021		
Years	Salary	\$ Increase
1	45,000	2,500
2	45,800	3,300
3	46,242	3,300
4	46,685	3,300
5	47,128	3,300
6	47,977	3,300
7	48,614	3,300
8	49,250	3,300
9	50,099	3,300
10	50,948	3,300
11	51,797	3,300
12	52,646	3,300
13	53,495	3,300
14	54,344	3,300
15	55,352	3,300
16	56,360	3,300
17	57,369	3,300
18	58,377	3,300
19	59,385	3,300
20	60,446	3,300
21	61,507	3,300
22	62,568	3,300
23	63,630	3,300
24	64,691	3,300
25	65,752	3,300
26	66,813	3,300
27	67,875	3,300
28	69,254	3,300
29	70,634	3,300
30	72,013	3,300
31	73,393	3,300

**Directors of Religious Education Salary Scale
Bachelor's Degree**

Scale for 2019-2020	
Years	Salary
1	40,150
2	40,341
3	40,524
4	40,697
5	41,122
6	41,546
7	41,971
8	42,501
9	43,032
10	43,563
11	44,305
12	45,048
13	45,791
14	46,534
15	47,277
16	48,020
17	48,763
18	49,505
19	50,248
20	50,991
21	51,734
22	52,477
23	53,220
24	53,962
25	54,705
26	55,448
27	56,191
28	56,615
29	57,040
30	57,464
31	57,889
32	58,313
33	58,738
34	59,162
35	59,587
36	60,011

Scale for 2020-2021		
Years	Salary	\$ Increase
1	40,750	600
2	41,150	1,000
3	41,341	1,000
4	41,524	1,000
5	41,697	1,000
6	42,122	1,000
7	42,546	1,000
8	42,971	1,000
9	43,501	1,000
10	44,032	1,000
11	44,563	1,000
12	45,305	1,000
13	46,048	1,000
14	46,791	1,000
15	47,534	1,000
16	48,277	1,000
17	49,020	1,000
18	49,763	1,000
19	50,505	1,000
20	51,248	1,000
21	51,991	1,000
22	52,734	1,000
23	53,477	1,000
24	54,220	1,000
25	54,962	1,000
26	55,705	1,000
27	56,448	1,000
28	57,191	1,000
29	57,615	1,000
30	58,040	1,000
31	58,464	1,000
32	58,889	1,000
33	59,313	1,000
34	59,738	1,000
35	60,162	1,000
36	60,587	1,000

**Directors of Religious Education Salary Scale
Master's Degree**

Scale for 2019-2020	
Years	Salary
1	41,350
2	41,565
3	41,772
4	41,971
5	42,395
6	42,820
7	43,244
8	43,775
9	44,305
10	44,836
11	45,579
12	46,322
13	47,065
14	47,807
15	48,550
16	49,293
17	50,036
18	50,779
19	51,522
20	52,264
21	53,007
22	53,750
23	54,493
24	55,236
25	55,979
26	56,722
27	57,464
28	57,889
29	58,313
30	58,738
31	59,162
32	59,587
33	60,011
34	60,436
35	60,860
36	61,285

Scale for 2020-2021		
Years	Salary	\$ Increase
1	41,950	600
2	42,350	1,000
3	42,565	1,000
4	42,772	1,000
5	42,971	1,000
6	43,395	1,000
7	43,820	1,000
8	44,244	1,000
9	44,775	1,000
10	45,305	1,000
11	45,836	1,000
12	46,579	1,000
13	47,322	1,000
14	48,065	1,000
15	48,807	1,000
16	49,550	1,000
17	50,293	1,000
18	51,036	1,000
19	51,779	1,000
20	52,522	1,000
21	53,264	1,000
22	54,007	1,000
23	54,750	1,000
24	55,493	1,000
25	56,236	1,000
26	56,979	1,000
27	57,722	1,000
28	58,464	1,000
29	58,889	1,000
30	59,313	1,000
31	59,738	1,000
32	60,162	1,000
33	60,587	1,000
34	61,011	1,000
35	61,436	1,000
36	61,860	1,000