

For 2021:

The percentage year-to-year increase or decrease in the U.S. Bureau of Labor Statistics (BLS) Consumer Price Index (CPI) for the 12 Midwest states (ND, SD, KS, MN, IA, MO, WS, IL, IN, MI, OH) were used to establish the 2020 Salary Guidelines. Two similar versions of the Midwest CPI for the years 2017, 2018 and 2019 are available. They are (1) the Midwest Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) and (2) the Consumer Price Index for All Urban Consumers (CPI-U) in the Midwest. The BLS Midwest CPI data is available at <http://data.bls/pdq> and www.bls.gov/regions/midwest. Also, the Illinois Department of Revenue (IDOR) uses the CPI-U for the entire United States for property tax extension limitation (PTELL) purposes, and is available at [tax.illinois.gov/Local Government/PropertyTax/CPIhistory](http://tax.illinois.gov/Local%20Government/PropertyTax/CPIhistory).

The relevant percentages are as follows.

Year	Midwest CPI-W	Midwest CPI -U	IDOR
2017	1.6	1.7	2.1
2018	1.1	1.3	1.9
2019	2.5	2.3	2.3
3-Year Average	1.7	1.8	2.1

Given the three-year averages, a future 1.9% annual increase is in order. Prior inflationary trends as recent as 2015 and 2016 seemed to indicate likely future years' base salary increases as being less than 1.0%. However, the renewed uptick in the average inflation rate in 2017, while dipping in 2018, increased substantially in 2019. Accordingly, a 1.9% annual increase in the base for 2021 seemed appropriate. That would mean the following.

Year	% increase	New Base	X 2.22*
2018	0.7	\$34,540	\$76,679
2019	1.0	\$34,885	\$77,445
2020	1.5	\$35,408	\$78,606
2021	1.9	\$36,081	\$80,100

* M.Div. plus 25 years in ministry

That should still keep us comparable with neighboring districts. For 2022 and following years' base calculations, CID will use a three-year rolling average of available data for each of the three measures. For example, the respective averages of the Midwest CPI-W and CPI-U, and IDOR PTELL for 2018, 2019 and 2020 will be computed and compared, resulting in a % base increase for 2022. For 2023, the measures for 2019, 2020 and 2021 will be averaged, etc.