For 2025:

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 2025 Base Salary. Two similar versions of the Midwest CPI for the years 2021, 2022 and 2023 are available. They are (1) the Midwest CPI for Urban Wage Earners and Clerical Workers (CPI-W) and (2) the CPI for All Urban Consumers (CPI-U) in the Midwest. The BLS Midwest CPI data is available at Midwest Consumer Price Index Card - Bureau of Labor Statistics. 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 Property Tax Extension Law Limit (PTELL) - tax.illinois.gov.

The relevant percentages are as follows.

Year	Midwest CPI-W	Midwest CPI -U	IDOR
2021	8.5	7.5	7.0
2022	5.9	6.0	6.5
2023	2.9	3.2	3.4
3-Year Average	5.8	5.6	5.6

Given the three-year averages, a future 5.7% annual increase is in order.   The 2021 substantially high average inflation rate moderated in 2022, further decreasing in 2023. However, given the weighting of the high 2021 inflation rate, a 5.7% annual increase in the base for 2025 is appropriate. That would mean the following.

Year	% increase	New Base	X 2.22*	CPIs Based On:
2021	1.9	$36,081	$80,100	2017, 2018, 2019
2022	1.8	$36,730	$81,542	2018, 2019, 2020
2023	3.8	$38,126	$84,639	2019, 2020, 2021
2024	5.0	$40,032	$88,871	2020, 2021, 2022
2025	5.7	$42,314	$93,937	2021, 2022, 2023

* M.Div. plus 25 years in ministry

That should still keep us comparable with neighboring districts. For 2026 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 2022, 2023 and 2024 will be computed and compared, resulting in a % base increase for 2026. For 2027, the measures for 2023, 2024 and 2025 will be averaged, etc.