

For 2023:

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 2023 Salary Guidelines. Two similar versions of the Midwest CPI for the years 2019, 2020 and 2021 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
2019	2.5	2.3	2.3
2020	1.1	1.3	1.4
2021	8.5	7.5	7.0
3-Year Average	4.0	3.7	3.6

Given the three-year averages, a future 3.8% annual increase is in order. The prior moderate average inflation increased in 2019, then moderated again in 2020, but substantially accelerated in 2021. Accordingly, a 3.8% annual increase in the base for 2023 seemed appropriate. That would mean the following.

Year	% increase	New Base	X 2.22*	CPIs Based On:
2019	1.0	\$34,885	\$77,445	2015, 2016, 2017
2020	1.5	\$35,408	\$78,606	2016, 2017, 2018
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

* M.Div. plus 25 years in ministry

That should still keep us comparable with neighboring districts. For 2024 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 2020, 2021 and 2022 will be computed and compared, resulting in a % base increase for 2024. For 2025, the measures for 2021, 2022 and 2023 will be averaged, etc.