

## **2011 Minimum Compensation**

[Approved at the July 17, 2010 Presbytery Meeting]

### **2011 CERTIFIED CHRISTIAN EDUCATOR ANNUAL COMPENSATION**

The COM recommends to Presbytery that there be no mandatory change to minimum compensation guidelines for 2010 for full-time service for Certified Christian Educators in Salem Presbytery:

Salary:	\$35,820*
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal allowable rate, currently \$0.50 per mile)	
Board of Pensions:	Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.
Or	
Paternity Leave with full pay:	1 month
(whichever is appropriate)	

(\*Note: It is intended that the minimum salary of a Certified Christian Educator not exceed the minister minimum. This particular recommendation herein is a combination of the recommended 2011 salary and housing allowance for ministers.)

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

**\*\*We recognize that we all have experienced difficult economic times, however, if the church's budget permits, we recommend that existing contracts be increased by at least 2.31%.**

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