

2011 Minimum Compensation

[Approved at the July 17, 2010 Presbytery Meeting]

RECOMMENDATION BUT NOT REQUIRED:

Endorsed as Recommendations for individuals in full-time service to the Church:

The following salary minimums (adjusted for the growth in the Consumer Price Index – as were the ministerial and certified educator minimums) are offered as guidelines for 2011 for individuals in full-time service of the church:

Non-Certified Educator, Bachelor's degree or less:

Salary:	\$23,250
Auto Reimbursement:	Federal allowable rate
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: (whichever is appropriate)	1 month

Non-Certified Educator, Master's in Christian education:

Salary:	\$26,040
Auto Reimbursement:	Federal allowable rate
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: (whichever is appropriate)	1 month

Non-Certified, non-ordained M.Div. in Christian education or youth:

Salary:	\$31,740
Auto Reimbursement:	Federal allowable rate
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: (whichever is appropriate)	1 month

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RECOMMENDATION BUT NOT REQUIRED:

Certified Associate (Bachelor's level)

Salary:	\$30,070
Auto Reimbursement:	Federal allowable rate
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: (whichever is appropriate)	1 month

For all levels of Educators:

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%.**