

## **2019 CERTIFIED CHRISTIAN EDUCATOR MINIMUM ANNUAL COMPENSATION**

Salary:	\$39,665
Auto Reimbursement: (This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	Provided
Board of Pensions Pension & Disability Dues: Medical Dues: (Use BOP Dues Calculator at <a href="http://www.pensions.org">www.pensions.org</a> )	Provided *Provided
Professional Development:	\$1,125
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave (with full pay): or Paternity Leave (with full pay):	2 months 1 month
Days off per week	1 day

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.

These figures do not include position costs such as, Worker's Compensation, Social Security and Medicaid tax.

In the seventh year of service, the congregation is encouraged to provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

\* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families." Presbytery policy as of 3/2014

*It is recommended that churches consider a 2.8% raise for all current employees.*