

## 2026 MINIMUM ANNUAL COMPENSATION CERTIFIED CHRISTIAN EDUCATORS

|                                                                                                                                                                                                                                                            |             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Salary:                                                                                                                                                                                                                                                    | \$48,195.34 |
| Auto Reimbursement:<br>(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<br>Pension & Disability Dues:                                                                                                                                                                                                            | Provided    |
| Medical Dues:<br>(Use BOP Dues Calculator at <a href="http://www.pensions.org">www.pensions.org</a> )                                                                                                                                                      | *Provided   |
| Professional Development:<br>It is recommended that this time be used creatively and with flexibility.                                                                                                                                                     | \$1,500     |
| Vacation:                                                                                                                                                                                                                                                  | 4 weeks     |
| Study Leave:                                                                                                                                                                                                                                               | 2 weeks     |
| Family Leave (with full pay) includes but is not limited to:<br>Leave to accommodate the birth, foster placement, or adoption of a child;<br>Leave to provide care to an ill or disabled family member;<br>Leave to heal following a loss or tragic event. | 12 weeks    |
| Days off per week                                                                                                                                                                                                                                          | 2 days      |
| Triennial Boundary Training Expense                                                                                                                                                                                                                        | Provided    |

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 expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the educator's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

\* "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."

Updated 11/15/2025