

2014-15 Christian Education and Formation Compensation Guidelines CT Association of United Church Educators

1. Introduction

The CT Association of United Church Educators or CAUCE is an organization which supports and advocates for the work of practitioners engaged in the ministry of Christian education and formation in the life of local congregations in our state. To learn more about CAUCE, follow this link: <http://www.ctucc.org/cauce/> While a distinct entity from the CT Conference United Church of Christ, CAUCE representatives have worked closely with Conference representatives to achieve parity in the following guidelines.

These guidelines are intended for the employment of persons not holding authorized ministerial standing in the UCC or other denominations--that is, persons who are not ordained, licensed or commissioned ministers. For compensation guidelines pertaining to authorized ministers, please refer to the 2014 Authorized Minister Compensation Guidelines as recommended by the CT Conference United Church of Christ.

The comprehensive and updated Role Descriptions and Compensation Guidelines offered within this document are intended to equip both practitioner and congregation with the information needed to complete a successful covenant or contract for employment of a professional in the work of faith formation. The focus of this work is fair compensation to the mutual benefit of those employed and the congregation(s) they serve.

Several resources were consulted as these guidelines were written.

- ❖ The last CAUCE Compensation Guidelines, dated February 2009, adjusted for inflation.
- ❖ A survey of current practitioners across Connecticut--the 99 respondents included 69 who do not hold authorized ministerial standing. (See page 6 for more information.)
- ❖ Guidelines that have been published by other UCC Conferences in New England and elsewhere.

While CAUCE recognizes that successful employment includes more than a just wage and benefits, it offers these guidelines as a tool for successful negotiations between a congregation and the professional educator they wish to hire. Other guiding documentation such as *The Church Educator's Code* (<http://www.ucc.org/education/certified-educators/The-Educators-Code.pdf>) and *The Called to Educational and Formational Ministries Manual* of The Association of United Church Educators or AUCE (<http://www.auce-ucc.org/AUCEhomepage/Guide.html>) can be useful in effective employ of church professionals in the following roles.

2. Role Descriptions

The UCC recognizes the ministry of all Christian believers. All members of the church, the Body of Christ, are called to use their gifts in service to God--therefore, all are ministers. But some are called to serve the church in a professional capacity. Some of these are called to pursue authorized ministerial standing, and some practice their ministry as lay professionals. Practitioners of faith formation ministry fill various kinds of positions. The category which best describes the practitioner in your church's setting will help determine the most appropriate guide for compensation:

Full or Part-time Faith Formation Professional with Authorized Ministerial Standing: This is a staff member who provides overall leadership in the formational and educational ministry and has received authorized ministerial standing and may have formal, secondary training or academic credentials in Christian education and formation. Typically someone in this category would have a title of Minister for Faith Formation, Minister with Youth and Families, etc. *(Compensation for these positions should be based on the Authorized Minister Compensation Guidelines.)*

Full or Part-time Faith Formation Practitioner: This is a person engaged in the work of Christian education and formation without authorized ministerial standing. This individual may have secondary training or academic credentials in Christian education and formation and provides overall leadership in ministry focused on spiritual formation and making disciples, including guidance and resources for all aspects of formation and education in the congregation. Someone in this role may serve all ages and stages of faith development, or focus on one age group. Titles such as Director of Christian Education, Minister to Children and Families, Director or Coordinator of Faith Formation or Christian Education are typical.

Full or Part-time Youth Practitioner: This is a staff member who provides leadership and supervision of a variety of opportunities and experiences to deepen the spiritual formation and discipleship of youth and perhaps young adults through active, responsible participation in the life, mission, and work of the faith community and the wider church. This individual may have additional training or academic credentials in this focused area of ministry. Titles such as Youth Minister or Director of Youth Ministry are typical.

Part-time Youth Advisor: This is a person who may assist the Youth Minister or other clergy in a congregation to implement aspects of the youth ministry on behalf of the church. This individual will connect with or mentor teens, and may work collaboratively with others who serve in a similar capacity within a congregation or church-affiliated youth ministry program. Title such as Youth Advisor or Youth Assistant are typical.

Part-time Director of Children's Programs or Sunday School Superintendent: This is a person who is serving in a church on a part-time basis without formal Christian Education training. A Superintendent may also serve in a church assisting a Director of Faith Formation or Minister to Youth and Families. His or her main responsibilities relate to the organizational and administrative oversight of particular children's programming. In addition to the above titles, those such as Children's Coordinator or Coordinator of Children's Ministry are often used.

3. Benefits

INTRODUCTION

In the secular world, it is common for benefits to be included only in full-time positions. However, offering a benefit package is an important way that a church can attract and retain qualified candidates in both full-time and part-time positions. For churches that can't afford generous salaries, benefits provide a negotiating tool which can significantly enhance a compensation package at low cost to the church. CAUCE strongly recommends that benefits be included in the negotiation process. Many of the benefits and considerations that follow may be addressed in your congregation's personnel manual or human resources handbook. If so, review this with your candidate prior to signing a contract.

VACATION

Vacation is an especially important part of the benefit package for those employed in ministries of the church. Since church work requires being present regularly on weekends, taking a 2 or 3 day weekend away is not an option. For those with children in school or a spouse who works Monday through Friday, this presents a challenge for family time. For this reason, CAUCE strongly recommends that 4 weeks of paid vacation (including Sundays) be provided for all year-round employees in Christian education and faith formation, both full-time and part-time. Positions that are contracted for 48 weeks or fewer could consider offering 2 weeks of paid vacation in addition to those 4 or more unpaid weeks.

One benefit that is recommended in the Authorized Ministers' Compensation Guidelines is a free weekend once a quarter. CAUCE recommends that this benefit also be extended to employees in Christian education, youth ministry and faith formation, especially if it is included in the employment agreement for the Pastor(s).

It must be recognized that serving the wider church, whether attending Conference meetings or serving as a Dean at Silver Lake Conference Center or leading a youth mission trip, is not vacation. It is service in another setting. In the case of direct services to youth, this is especially demanding because of the extended hours leading and supervising youth. It is recommended that churches allow compensatory time to make up for those extra and intensive hours.

COMPENSATORY TIME

A particular challenge of CE and Youth positions that are not year-round is doing the necessary planning for the next program year. CAUCE recommends that unpaid hours worked during the summer be balanced by compensatory time during the program year. It is unjust to expect an educator to plan program without pay, or to begin the program year without time to plan.

It is important to negotiate hours that are realistic for completing the work required. CAUCE recommends that those working in Christian education and faith formation document their work hours and seek on average to stay within the contracted hours. If this is not possible, then a new contract agreement should be negotiated. Flexibility is encouraged in scheduling to allow the employee to balance work, family and personal needs, while recognizing the importance of being available at prime church gathering times. Mutual respect in the negotiating process will help create a smooth working relationship as the various needs are negotiated.

If leadership of Vacation Bible School is expected of someone working less than 52 weeks, that contract should be negotiated as a consultation.

CONTINUING EDUCATION AND SABBATICAL

Time to attend events for continuing education should be included in the contract. CAUCE recommends 5-7 days per year of continuing education, as well as a reimbursable allowance for expenses incurred for continuing education. Occasional grants are available through the CT Conference UCC, go to the Conference website for more information: <http://www.ctucc.org/>

If sabbatical is part of the benefits package for the pastor(s), it is recommended that sabbatical be granted for full-time practitioners of Christian education, youth ministry or faith formation.

JUST LEAVE POLICY

It is recommended that sick leave, compassion leave and parental leave be included in the contract or covenant employers enter with practitioners. If your congregation has a personnel manual or other personnel documentation that stipulates guidelines for these types of leave, the contractual language should be in keeping with your own policy for all employees. If not, the following examples of just leave policy language may be used.

Sick Leave - It is recommended that sick leave be allowed at a rate of 1 day per month of full time work, up to 12 days per year. For part time practitioners, sick days should be prorated, e.g. 1/2 day per month for those working 20 hours a week.

Compassion (Medical and Family) Leave - In circumstances such as a death in the family, personal crisis, or the need to care for a seriously ill family member, it is recommended that churches allow for compassion leave. If there is need for an extended period of time away, an absence of up to three months as approved by the pastor, supervisor and the personnel liaison is recommended. Such leave may be authorized for a seriously ill employee or to care for a child or parent who is seriously ill.

Parental Leave - It is recommended that paid parental leave be provided to care for a newborn, newly adopted child or permanent guardianship. Up to four weeks of paid leave supplemented by up to eight weeks of unpaid leave might be considered.

MEDICAL INSURANCE

Health, dental, and vision insurance should be considered for full-time practitioners and for those part-time who are working 20 hours or more per week. For some employees, this is a benefit of such value that salary adjustments might be negotiated in exchange.

The changes brought about by the Affordable Care Act may offer an opportunity for increasing the value of a smaller compensation package. Currently, a person with an income under \$49,000 qualifies for a subsidy under ACA rules. Money could be moved out of salary and into a cafeteria plan for medical insurance, thus allowing the employee to qualify for a subsidy and use that money to purchase insurance at a lower rate.

4. Other Considerations to Note

STARTING SALARY VS. RENEWING A CONTRACT

The recommended salary levels in these grids are intended as starting salary. When renewing a contract, CAUCE recommends that cost of living adjustments be made and that merit increases be considered. Cost of living calculation can be found at <http://www.ssa.gov/cola/>.

RATIONALE FOR HOURLY RATES

When considering the variables that affect just compensation, CAUCE recommendations are based on the judgment that experience has value equal to or greater than an educational degree. As the attached grids show, 6 years of experience is considered to be worth more than the completion of an educational degree. Therefore, the starting salary at different degree levels increases in increments of \$2.50 an hour, but the starting salary at different experience levels increases in increments of \$5.00 an hour.

The hourly rates are intended to establish a basis for an appropriate salary. They are not meant to suggest that practitioners should be paid by the hour, unless they are contracted for 10 hours per week or less. All parties should seek to craft a job description appropriate to the hours expected, but the work of ministry is fluid; some weeks a practitioner will work more hours and some fewer. It is CAUCE's hope that practitioners understand themselves to be salaried professionals. The language of exempt position may be appropriate as defined by the Federal and State Wage and Hour Laws, indicating no obligation on the part of the employer to pay overtime.

REMEMBER BENEFITS

Although the charts below only specify salary, you are urged to consider the range of possible benefits mentioned in Section #3 above to supplement salaries or make up for shortfalls in the compensation package.

FUNDING A NEW POSITION

When your congregation creates a new position and expands your staff or fills a current position with a new candidate, you make an investment in your congregation's ministry and future. You may want to consider allowing 5 years for a change in church culture to evaluate the success of your new staffing model or a change in a key role or responsibilities in an area of ministry you are staffing. This is distinct from the regular and consistent evaluation that should be done with the individual serving in that role or new position.

ESTABLISHING A BASELINE COMPENSATION NUMBER

While these recommendations have been carefully and thoughtfully established, CAUCE recognizes that starting compensation for each position must be in keeping with the overall compensation matrix of your staff. When comparing salaries, it is important to remember that the pastor's monetary compensation includes both cash salary and housing allowance or value of parsonage; this combined figure provides a fair basis of comparison with other staff salaries. CAUCE encourages parity of compensation and suggests that each congregation consider a just and competitive wage for all employees.

5. Gathering Data

Periodically, CAUCE conducts a survey of local ministers and professional practitioners as described earlier in this document to gather valuable information regarding how the ministry of Christian education and formation is staffed and compensation. These guidelines are relevant to a survey conducted during January 2014. Insights gleaned from the data collected present one aspect of the work of creating recommended compensation guidelines. Additional information is gathered from other Conferences in the United Church of Christ and in similar mainline congregations.

The compensation guidelines recommended in this document align with previous CAUCE recommendations adjusted for 2014 and based on current data.

SURVEY RESULTS

99 practitioners of Faith Formation/Christian Education or Youth ministries responded to the survey. 30 of those were authorized ministers (ordained, commissioned or licensed) specializing in this area. While those who are authorized might be more inclined to answer the survey because of their exposure to the wider church, CAUCE believes it is significant that 1/3 of those who responded are authorized ministers, perhaps indicating a trend among churches to prefer authorized candidates when they are available.

Data pertaining to those other than authorized ministers was culled, since that is the group to whom these guidelines pertain. Of those 69 respondents, 32 (46%) are paid to work 5 to 15 hours a week, 31 (45%) are compensated for 16-30 hours a week, and 6 (9%) are employed by their church full time. 10 (15%) came from churches of less than 100 members, 28 (41%) from churches of 100-250 members, 19 (28%) from churches of 251-500 members, and 11 (16%) from churches of more than 500 members.

The survey revealed a high level of education among the Conference's faith formation practitioners, with almost 50% or perhaps more having earned a Bachelors degree or higher. (Not all respondents answered this question, leading open whether they have no academic degree or simply skipped the question.) A wide variety of certifications were also reported, including at least 30 that had some certification in the field of Christian education or faith formation.

Regarding years of experience, respondents divided into 3 even categories: 1/3 with less than 5 years experience, 1/3 with 6-12 years and 1/3 with more than 13 years professional experience in the field.

Compensation rates varied widely and trends were hard to determine. There were some pertinent questions left unasked, such as association, since the economy in Connecticut varies according to geographic location. The most common benefits were paid vacation (17), continuing education allowance (13) and book/media allowance (9). Other benefits indicated were sick days (9), insurance (health - 9; life - 2; dental - 1), pension (4), and sabbatical (1).

Compensation Guidelines

The guidelines in the pages that follow are categorized according to the role a practitioner is hired to fulfill, and subcategorized by educational attainment. First ascertain the role you are filling (see page 2), and find the charts pertaining to that role. Then note the educational level of your candidate to find the single page that applies to your contract negotiation. Rates were differentiated according to hours and weeks worked and years of experience. Church size was purposely not considered; while a church's educational program has some effect on the time spent administering it, there are certain tasks that always have to be done, no matter the size of the program. However, the size of the program should be reflected in the hours or weeks of employment rather than in the hourly rate.

These are guidelines. Any decision on compensation should be made in the context of each individual church setting. Again, these numbers are for a starting salary. For contract renewal, include Cost-of-Living Adjustment <http://www.ssa.gov/cola/> and merit increases. In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

With the goal of making the following charts as easy to understand as possible, the following example is provided to clarify how best to use them.

Example: A candidate holds a Master's degree, has 7 years experience, and will be hired as a part-time Director of Christian Education, working 20 hours per week for 40 weeks. To determine what the suggested CAUCE salary would be, the church would look at "Full or Part Time Faith Formation Practitioner", with an Educational level of "Master's Degree or Higher" [this would be page 10]. Now that the correct chart is located, the second column indicates 6-14 years of experience. Since the position prescribes 20 hours per week, that would be the second row (15-20 hours per week). For 40 weeks per year, the salary would fall in the middle of the range given of 38-42 weeks per year in the top segment of that block, which is \$22,000.

Compensation Guidelines

FULL OR PART-TIME FAITH FORMATION PRACTITIONER

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Associates Degree** or less

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$17.50	Hourly Rate – \$22.50	Hourly Rate - \$27.50
10-14 hrs/wk	Annual 38-42 Wks: \$6,650 - \$10,290	Annual 38-42 Wks: \$8,550 - \$13,230	Annual 38-42 Wks: \$10,450 - \$16,170
	Annual 43-48 Wks: \$7,525 - \$11,760	Annual 43-48 Wks: \$9,675 - \$15,120	Annual 43-48 Wks: \$11,825 - \$18,480
	Annual 52 Wks: \$9,100 - \$12,740	Annual 52 Wks: \$11,700-\$16,380	Annual 52 Wks: \$14,300-\$20,020
15-20 hrs/wk	Annual 38-42 Wks: \$9,975 - \$14,700	Annual 38-42 Wks: \$12,825 - \$18,900	Annual 38-42 Wks: \$15,675 - \$23,100
	Annual 43-48 Wks: \$11,287 - \$16,800	Annual 43-48 Wks: \$14,512 - \$21,600	Annual 43-48 Wks: \$17,737 - \$26,400
	Annual 52 Wks: \$13,650-\$18,200	Annual 52 Wks: \$17,550-\$23,400	Annual 52 Wks: \$21,450-\$28,600
25-30 hrs/wk	Annual 38-42 Wks: \$16,625 - \$22,050	Annual 38-42 Wks: \$21,375 - \$28,350	Annual 38-42 Wks: \$26,125 - \$34,650
	Annual 43-48 Wks: \$18,812 - \$25,200	Annual 43-48 Wks: \$24,187 - \$32,400	Annual 43-48 Wks: \$29,562 - \$39,600
	Annual 52 Wks: \$22,750-\$27,300	Annual 52 Wks: \$29,250-\$35,100	Annual 52 Wks: \$35,750-\$42,900
40 hrs/wk	Annual 38-42 Wks: \$26,600 - \$29,400	Annual 38-42 Wks: \$34,200 - \$37,800	Annual 38-42 Wks: \$41,800 - \$46,200
	Annual 43-48 Wks: \$30,100 - \$33,600	Annual 43-48 Wks: \$38,700 - \$43,200	Annual 43-48 Wks: \$47,300 - \$52,800
	Annual 52 Wks: \$31,850-\$36,400	Annual 52 Wks: \$40,950-\$46,800	Annual 52 Wks: \$50,050-\$57,200

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

FULL OR PART-TIME FAITH FORMATION PRACTITIONER

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Bachelors Degree**

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$20	Hourly Rate – \$25	Hourly Rate - \$30
10-14 hrs/wk	Annual 38-42 Wks: \$7,600 - \$12,936	Annual 38-42 Wks: \$9,500 - \$14,700	Annual 38-42 Wks: \$11,400 - \$17,640
	Annual 43-48 Wks: \$8,600 - \$13,440	Annual 43-48 Wks: \$10,750 - \$16,800	Annual 43-48 Wks: \$12,900 - \$20,160
	Annual 52 Wks: \$10,400-\$14,560	Annual 52 Wks: \$13,000-\$18,200	Annual 52 Wks: \$15,600-\$21,840
15-20 hrs/wk	Annual 38-42 Wks: \$11,400 - \$16,800	Annual 38-42 Wks: \$14,250 - \$21,000	Annual 38-42 Wks: \$17,100 - \$25,200
	Annual 43-48 Wks: \$12,900 - \$19,200	Annual 43-48 Wks: \$16,125 - \$24,000	Annual 43-48 Wks: \$19,350 - \$28,800
	Annual 52 Wks: \$15,600-\$20,800	Annual 52 Wks: \$19,500-\$26,000	Annual 52 Wks: \$23,400-\$31,200
25-30 hrs/wk	Annual 38-42 Wks: \$19,000 - \$25,200	Annual 38-42 Wks: \$23,750 - \$31,500	Annual 38-42 Wks: \$28,500 - \$37,800
	Annual 43-48 Wks: \$21,500 - \$28,800	Annual 43-48 Wks: \$26,875 - \$36,000	Annual 43-48 Wks: \$32,250 - \$43,200
	Annual 52 Wks: \$26,000-\$31,200	Annual 52 Wks: \$32,500-\$39,000	Annual 52 Wks: \$39,000-\$46,800
40 hrs/wk	Annual 38-42 Wks: \$30,400 - \$33,600	Annual 38-42 Wks: \$38,000 - \$42,000	Annual 38-42 Wks: \$45,600 - \$50,400
	Annual 43-48 Wks: \$34,400 - \$38,400	Annual 43-48 Wks: \$43,000 - \$48,000	Annual 43-48 Wks: \$55,040 - \$57,600
	Annual 52 Wks: \$36,400-\$41,600	Annual 52 Wks: \$45,500-\$52,000	Annual 52 Wks: \$54,600-\$62,400

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

FULL OR PART-TIME FAITH FORMATION PRACTITIONER

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Masters Degree** or higher

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$22.50	Hourly Rate – \$27.50	Hourly Rate - \$32.50
10-14 hrs/wk	Annual 38-42 Wks: \$8,550 - \$13,230 ----- Annual 43-48 Wks: \$9,675 - \$15,120 ----- Annual 52 Wks: \$11,700-\$16,380	Annual 38-42 Wks: \$10,450 - \$16,170 ----- Annual 43-48 Wks: \$11,825 - \$18,480 ----- Annual 52 Wks: \$14,300-\$20,020	Annual 38-42 Wks: \$12,350 - \$19,110 ----- Annual 43-48 Wks: \$13,975 - \$21,840 ----- Annual 52 Wks: \$16,900-\$23,660
15-20 hrs/wk	Annual 38-42 Wks: \$12,825 - \$18,900 ----- Annual 43-48 Wks: \$14,512 - \$21,600 ----- Annual 52 Wks: \$17,550-\$23,400	Annual 38-42 Wks: \$15,675 - \$23,100 ----- Annual 43-48 Wks: \$17,737 - \$26,400 ----- Annual 52 Wks: \$21,450-\$28,600	Annual 38-42 Wks: \$18,525 - \$27,300 ----- Annual 43-48 Wks: \$20,962 - \$31,200 ----- Annual 52 Wks: \$25,350-\$33,800
25-30 hrs/wk	Annual 38-42 Wks: \$21,375 - \$28,350 ----- Annual 43-48 Wks: \$24,187 - \$32,400 ----- Annual 52 Wks: \$29,250-\$35,100	Annual 38-42 Wks: \$26,125 - \$34,650 ----- Annual 43-48 Wks: \$29,562 - \$39,600 ----- Annual 52 Wks: \$35,750-\$42,900	Annual 38-42 Wks: \$30,875 - \$40,950 ----- Annual 43-48 Wks: \$34,937 - \$46,800 ----- Annual 52 Wks: \$42,250-\$50,700
40 hrs/wk	Annual 38-42 Wks: \$34,200 - \$37,800 ----- Annual 43-48 Wks: \$38,700 - \$43,200 ----- Annual 52 Wks: \$40,950-\$46,800	Annual 38-42 Wks: \$41,800 - \$46,200 ----- Annual 43-48 Wks: \$47,300 - \$52,800 ----- Annual 52 Wks: \$50,050-\$57,200	Annual 38-42 Wks: \$49,400 - \$54,600 ----- Annual 43-48 Wks: \$55,900 - \$62,400 ----- Annual 52 Wks: \$59,150-\$67,600

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines
FULL OR PART-TIME YOUTH PRACTITIONER
(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Associates Degree** or less

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$17.50	Hourly Rate – \$22.50	Hourly Rate - \$27.50
10-14 hrs/wk	Annual 38-42 Wks: \$6,650 - \$10,290	Annual 38-42 Wks: \$8,550 - \$13,230	Annual 38-42 Wks: \$10,450 - \$16,170
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	Annual 43-48 Wks: \$7,525 - \$11,760	Annual 43-48 Wks: \$9,675 - \$15,120	Annual 43-48 Wks: \$11,825 - \$18,480
15-20 hrs/wk	Annual 52 Wks: \$9,100 - \$12,740	Annual 52 Wks: \$11,700-\$16,380	Annual 52 Wks: \$14,300-\$20,020
	Annual 38-42 Wks: \$9,975 - \$14,700	Annual 38-42 Wks: \$12,825 - \$18,900	Annual 38-42 Wks: \$15,675 - \$23,100
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25-30 hrs/wk	Annual 43-48 Wks: \$11,287 - \$16,800	Annual 43-48 Wks: \$14,512 - \$21,600	Annual 43-48 Wks: \$17,737 - \$26,400
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	Annual 52 Wks: \$13,650-\$18,200	Annual 52 Wks: \$17,550-\$23,400	Annual 52 Wks: \$21,450-\$28,600
40 hrs/wk	Annual 38-42 Wks: \$16,625 - \$22,050	Annual 38-42 Wks: \$21,375 - \$28,350	Annual 38-42 Wks: \$26,125 - \$34,650
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	Annual 43-48 Wks: \$18,812 - \$25,200	Annual 43-48 Wks: \$24,187 - \$32,400	Annual 43-48 Wks: \$29,562 - \$39,600
40 hrs/wk	-----	-----	-----
	Annual 52 Wks: \$22,750-\$27,300	Annual 52 Wks: \$29,250-\$35,100	Annual 52 Wks: \$35,750-\$42,900
	Annual 38-42 Wks: \$26,600 - \$29,400	Annual 38-42 Wks: \$34,200 - \$37,800	Annual 38-42 Wks: \$41,800 - \$46,200
40 hrs/wk	-----	-----	-----
	Annual 43-48 Wks: \$30,100 - \$33,600	Annual 43-48 Wks: \$38,700 - \$43,200	Annual 43-48 Wks: \$47,300 - \$52,800
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40 hrs/wk	Annual 52 Wks: \$31,850-\$36,400	Annual 52 Wks: \$40,950-\$46,800	Annual 52 Wks: \$50,050-\$57,200

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

FULL OR PART-TIME YOUTH PRACTITIONER

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Bachelors Degree**

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$20	Hourly Rate – \$25	Hourly Rate - \$30
10-14 hrs/wk	Annual 38-42 Wks: \$7,600 - \$12,936	Annual 38-42 Wks: \$9,500 - \$14,700	Annual 38-42 Wks: \$11,400 - \$17,640
	Annual 43-48 Wks: \$8,600 - \$13,440	Annual 43-48 Wks: \$10,750 - \$16,800	Annual 43-48 Wks: \$12,900 - \$20,160
	Annual 52 Wks: \$10,400-\$14,560	Annual 52 Wks: \$13,000-\$18,200	Annual 52 Wks: \$15,600-\$21,840
15-20 hrs/wk	Annual 38-42 Wks: \$11,400 - \$16,800	Annual 38-42 Wks: \$14,250 - \$21,000	Annual 38-42 Wks: \$17,100 - \$25,200
	Annual 43-48 Wks: \$12,900 - \$19,200	Annual 43-48 Wks: \$16,125 - \$24,000	Annual 43-48 Wks: \$19,350 - \$28,800
	Annual 52 Wks: \$15,600-\$20,800	Annual 52 Wks: \$19,500-\$26,000	Annual 52 Wks: \$23,400-\$31,200
25-30 hrs/wk	Annual 38-42 Wks: \$19,000 - \$25,200	Annual 38-42 Wks: \$23,750 - \$31,500	Annual 38-42 Wks: \$28,500 - \$37,800
	Annual 43-48 Wks: \$21,500 - \$28,800	Annual 43-48 Wks: \$26,875 - \$36,000	Annual 43-48 Wks: \$32,250 - \$43,200
	Annual 52 Wks: \$26,000-\$31,200	Annual 52 Wks: \$32,500-\$39,000	Annual 52 Wks: \$39,000-\$46,800
40 hrs/wk	Annual 38-42 Wks: \$30,400 - \$33,600	Annual 38-42 Wks: \$38,000 - \$42,000	Annual 38-42 Wks: \$45,600 - \$50,400
	Annual 43-48 Wks: \$34,400 - \$38,400	Annual 43-48 Wks: \$43,000 - \$48,000	Annual 43-48 Wks: \$55,040 - \$57,600
	Annual 52 Wks: \$36,400-\$41,600	Annual 52 Wks: \$45,500-\$52,000	Annual 52 Wks: \$54,600-\$62,400

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

FULL OR PART-TIME YOUTH PRACTITIONER

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Masters Degree** or higher

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate – \$22.50	Hourly Rate – \$27.50	Hourly Rate - \$32.50
10-14 hrs/wk	Annual 38-42 Wks: \$8,550 - \$13,230	Annual 38-42 Wks: \$10,450 - \$16,170	Annual 38-42 Wks: \$12,350 - \$19,110
	Annual 43-48 Wks: \$9,675 - \$15,120	Annual 43-48 Wks: \$11,825 - \$18,480	Annual 43-48 Wks: \$13,975 - \$21,840
	Annual 52 Wks: \$11,700-\$16,380	Annual 52 Wks: \$14,300-\$20,020	Annual 52 Wks: \$16,900-\$23,660
15-20 hrs/wk	Annual 38-42 Wks: \$12,825 - \$18,900	Annual 38-42 Wks: \$15,675 - \$23,100	Annual 38-42 Wks: \$18,525 - \$27,300
	Annual 43-48 Wks: \$14,512 - \$21,600	Annual 43-48 Wks: \$17,737 - \$26,400	Annual 43-48 Wks: \$20,962 - \$31,200
	Annual 52 Wks: \$17,550-\$23,400	Annual 52 Wks: \$21,450-\$28,600	Annual 52 Wks: \$25,350-\$33,800
25-30 hrs/wk	Annual 38-42 Wks: \$21,375 - \$28,350	Annual 38-42 Wks: \$26,125 - \$34,650	Annual 38-42 Wks: \$30,875 - \$40,950
	Annual 43-48 Wks: \$24,187 - \$32,400	Annual 43-48 Wks: \$29,562 - \$39,600	Annual 43-48 Wks: \$34,937 - \$46,800
	Annual 52 Wks: \$29,250-\$35,100	Annual 52 Wks: \$35,750-\$42,900	Annual 52 Wks: \$42,250-\$50,700
40 hrs/wk	Annual 38-42 Wks: \$34,200 - \$37,800	Annual 38-42 Wks: \$41,800 - \$46,200	Annual 38-42 Wks: \$49,400 - \$54,600
	Annual 43-48 Wks: \$38,700 - \$43,200	Annual 43-48 Wks: \$47,300 - \$52,800	Annual 43-48 Wks: \$55,900 - \$62,400
	Annual 52 Wks: \$40,950-\$46,800	Annual 52 Wks: \$50,050-\$57,200	Annual 52 Wks: \$59,150-\$67,600

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines
PART-TIME YOUTH ADVISOR
(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Associates Degree** or less....

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate - \$15	Hourly Rate - \$20	Hourly Rate - \$25
5-8 hrs/wk (1 day)	Annual 38-42 Wks: \$2850 - \$5040	Annual 38-42 Wks: \$3800 - \$6720	Annual 38-42 Wks: \$4750 - \$8400
	----- Annual 43-48 Wks: \$3225 - \$5760	----- Annual 43-48 Wks: \$4300 - \$7680	----- Annual 43-48 Wks: \$5375 - \$9600
	----- Annual 52 Wks: \$3900 - \$6240	----- Annual 52 Wks: \$5200 - \$8320	----- Annual 52 Wks: \$6500 - \$10,400
10-15 hrs/wk (2 days)	Annual 38-42 Wks: \$5700 - \$9450	Annual 38-42 Wks: \$7600 - \$12,600	Annual 38-42 Wks: \$9500 - 15,750
	----- Annual 43-48 Wks: \$6450 - \$10,800	----- Annual 43-48 Wks: \$8600 - \$14,400	----- Annual 43-48 Wks: \$10,750 - \$18,000
	----- Annual 52 Wks: \$7800 - \$11,700	----- Annual 52 Wks: \$10,400 - \$15,600	----- Annual 52 Wks: \$13,000 - \$19,500
20-25 hrs/wk (3 days)	Annual 38-42 Wks: \$11,400 - \$15,750	Annual 38-42 Wks: \$15,200 - \$21,000	Annual 38-42 Wks: \$19,000 - \$26,250
	----- Annual 43-48 Wks: \$12,900 - \$18,000	----- Annual 43-48 Wks: \$17,200 - \$24,000	----- Annual 43-48 Wks: \$21,500 - \$30,000
	----- Annual 52 Wks: \$15,600 - \$19,500	----- Annual 52 Wks: \$20,800 - \$26,000	----- Annual 52 Wks: \$26,000 - \$32,500

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines
PART-TIME YOUTH ADVISOR
(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Bachelors Degree** or higher....

-----EXPERIENCE-----			
HOURS WORKED	<6 YEARS	6-14 YEARS	15+ YEARS
	Hourly Rate - \$17.50	Hourly Rate - \$22.50	Hourly Rate - \$27.50
5-8 hrs/wk (1 day)	Annual 38-42 Wks: \$3325 - \$5880	Annual 38-42 Wks: \$4275 - \$7560	Annual 38-42 Wks: \$5225 - \$9240
	----- Annual 43-48 Wks: \$3762 - \$6720	----- Annual 43-48 Wks: \$4838 - \$8640	----- Annual 43-48 Wks: \$5912 - \$10,560
	----- Annual 52 Wks: \$4550 - \$7280	----- Annual 52 Wks: \$5850 - \$9360	----- Annual 52 Wks: \$7150 - \$11,440
10-15 hrs/wk (2 days)	Annual 38-42 Wks: \$6650 - \$11,025	Annual 38-42 Wks: \$8550 - \$14,175	Annual 38-42 Wks: \$10,450 - \$17,325
	----- Annual 43-48 Wks: \$7525 - \$12,600	----- Annual 43-48 Wks: \$9675 - \$16,200	----- Annual 43-48 Wks: \$11,825 - \$19,800
	----- Annual 52 Wks: \$9100 - \$13,650	----- Annual 52 Wks: \$11,700 - \$17,550	----- Annual 52 Wks: \$14,300 - \$21,450
20-25 hrs/wk (3 days)	Annual 38-42 Wks: \$13,300 - \$18,375	Annual 38-42 Wks: \$17,100 - \$23,625	Annual 38-42 Wks: \$20,900 - \$28,875
	----- Annual 43-48 Wks: \$15,050 - \$21,000	----- Annual 43-48 Wks: \$19,350 - \$27,000	----- Annual 43-48 Wks: \$23,650 - \$33,000
	----- Annual 52 Wks: \$18,200 - \$22,750	----- Annual 52 Wks: \$23,400 - \$29,250	----- Annual 52 Wks: \$28,600 - \$35,750

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

PART-TIME SUNDAY SCHOOL COORDINATOR OR SUPERINTENDENT

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Associates Degree** or less....

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate - \$15	Hourly Rate - \$20	Hourly Rate - \$25
5-8 hrs/wk (1 day)	Annual 38-42 Wks: \$2850 - \$5040	Annual 38-42 Wks: \$3800 - \$6720	Annual 38-42 Wks: \$4750 - \$8400
	----- Annual 43-48 Wks: \$3225 - \$5760	----- Annual 43-48 Wks: \$4300 - \$7680	----- Annual 43-48 Wks: \$5375 - \$9600
	----- Annual 52 Wks: \$3900 - \$6240	----- Annual 52 Wks: \$5200 - \$8320	----- Annual 52 Wks: \$6500 - \$10,400
10-15 hrs/wk (2 days)	Annual 38-42 Wks: \$5700 - \$9450	Annual 38-42 Wks: \$7600 - \$12,600	Annual 38-42 Wks: \$9500 - 15,750
	----- Annual 43-48 Wks: \$6450 - \$10,800	----- Annual 43-48 Wks: \$8600 - \$14,400	----- Annual 43-48 Wks: \$10,750 - \$18,000
	----- Annual 52 Wks: \$7800 - \$11,700	----- Annual 52 Wks: \$10,400 - \$15,600	----- Annual 52 Wks: \$13,000 - \$19,500
20-25 hrs/wk (3 days)	Annual 38-42 Wks: \$11,400 - \$15,750	Annual 38-42 Wks: \$15,200 - \$21,000	Annual 38-42 Wks: \$19,000 - \$26,250
	----- Annual 43-48 Wks: \$12,900 - \$18,000	----- Annual 43-48 Wks: \$17,200 - \$24,000	----- Annual 43-48 Wks: \$21,500 - \$30,000
	----- Annual 52 Wks: \$15,600 - \$19,500	----- Annual 52 Wks: \$20,800 - \$26,000	----- Annual 52 Wks: \$26,000 - \$32,500

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.

Compensation Guidelines

PART-TIME SUNDAY SCHOOL COORDINATOR OR SUPERINTENDENT

(see Role Definitions, Section #2, page 2 above)

For those whose educational level is **Bachelors Degree** or higher....

-----EXPERIENCE-----			
	<6 YEARS	6-14 YEARS	15+ YEARS
HOURS WORKED	Hourly Rate - \$17.50	Hourly Rate - \$22.50	Hourly Rate - \$27.50
5-8 hrs/wk (1 day)	Annual 38-42 Wks: \$3325 - \$5880	Annual 38-42 Wks: \$4275 - \$7560	Annual 38-42 Wks: \$5225 - \$9240
	----- Annual 43-48 Wks: \$3762 - \$6720	----- Annual 43-48 Wks: \$4838 - \$8640	----- Annual 43-48 Wks: \$5912 - \$10,560
	----- Annual 52 Wks: \$4550 - \$7280	----- Annual 52 Wks: \$5850 - \$9360	----- Annual 52 Wks: \$7150 - \$11,440
10-15 hrs/wk (2 days)	Annual 38-42 Wks: \$6650 - \$11,025	Annual 38-42 Wks: \$8550 - \$14,175	Annual 38-42 Wks: \$10,450 - \$17,325
	----- Annual 43-48 Wks: \$7525 - \$12,600	----- Annual 43-48 Wks: \$9675 - \$16,200	----- Annual 43-48 Wks: \$11,825 - \$19,800
	----- Annual 52 Wks: \$9100 - \$13,650	----- Annual 52 Wks: \$11,700 - \$17,550	----- Annual 52 Wks: \$14,300 - \$21,450
20-25 hrs/wk (3 days)	Annual 38-42 Wks: \$13,300 - \$18,375	Annual 38-42 Wks: \$17,100 - \$23,625	Annual 38-42 Wks: \$20,900 - \$28,875
	----- Annual 43-48 Wks: \$15,050 - \$21,000	----- Annual 43-48 Wks: \$19,350 - \$27,000	----- Annual 43-48 Wks: \$23,650 - \$33,000
	----- Annual 52 Wks: \$18,200 - \$22,750	----- Annual 52 Wks: \$23,400 - \$29,250	----- Annual 52 Wks: \$28,600 - \$35,750

NOTE: These are starting salary guidelines. For contract renewal, include COLA and merit increases.
 NOTE ALSO: In addition to cash salary, benefits should be part of negotiation. See pages 3-4.