

**COMMITTEE ON MINISTRY
of TRINITY PRESBYTERY
2008 Salary Standards for Christian Educators**

A cost of living increase of 3.23% is reflected in base salaries.

SCHEDULE C: FOR CERTIFIED CHRISTIAN EDUCATORS

Certification requires one year of work experience plus approximately 2 years in the certification process. Therefore, "years of service" (see below) begins with 2 to 3 years.

<u>Years of Service</u>	<u>Minimum Base Salary</u>	<u>FICA 7.65% of Base Sal.</u>	<u>Total Minimum</u>	<u>Benefits Plan 31.5% of Salary</u>	<u>Professional Expense</u>	<u>Total Cost</u>
2 to 3	\$32,049	\$2,452	\$34,501	\$10,095	\$3,000	\$47,596
3 to 4	\$32,730	\$2,504	\$35,234	\$10,310	\$3,000	\$48,544
4 to 5	\$33,413	\$2,556	\$35,970	\$10,525	\$3,000	\$49,495
5 or more	\$34,095	\$2,608	\$36,703	\$10,740	\$3,000	\$50,443

- ⇒ Minimum Package includes 4 weeks vacation & 2 weeks study leave
- ⇒ FICA = 7.65% x Base Salary
- ⇒ Board of Pensions Pension & Ins = 31.50% x Base Salary
- ⇒ Professional Expense includes travel, continuing education, and books

SCHEDULE D,E, and F ARE FOR CERTIFIED ASSOCIATE AND NON-CERTIFIED EDUCATORS

These schedules were determined by beginning with the figures for Certified Christian Educators and calculating as noted below.

- MA in Christian Education or other field: - 5% (See Schedule D)
- BA in Christian Education or other field -10% (See Schedule E)
- Associate's Degree or no degree: -15% (See Schedule F)

Schedule D: CERTIFIED ASSOCIATE AND NON-CERTIFIED CHRISTIAN EDUCATORS

MA in Christian Education or other field, or Certified Associate in Christian Education (see attached sheet entitled "Certification" for explanation of the "certified associate" category).

<u>Years of Service</u>	<u>Minimum Base Salary</u>	<u>FICA 7.65% of Base Sal.</u>	<u>Total Minimum</u>	<u>Benefits Plan 31.50% of Salary</u>	<u>Professional Expense</u>	<u>Total Cost</u>
Less than 1	\$29,151	\$2,230	\$31,381	\$9,183	\$3,000	\$43,564
1 to 2	\$29,798	\$2,280	\$32,078	\$9,386	\$3,000	\$44,464
2 to 3	\$30,446	\$2,329	\$32,775	\$9,590	\$3,000	\$45,365
3 to 4	\$31,095	\$2,379	\$33,474	\$9,795	\$3,000	\$46,269
4 to 5	\$31,742	\$2,428	\$34,170	\$9,999	\$3,000	\$47,169
5 or more	\$32,390	\$2,478	\$34,868	\$10,203	\$3,000	\$48,071

- ⇒ Minimum Package includes 4 weeks vacation & 2 weeks study leave
- ⇒ FICA = 7.65% x Base Salary
- ⇒ Board of Pensions Pension & Ins = 31.50% x Base Salary
- ⇒ Professional Expense includes travel, continuing education, and books