

Revised 03/27/2014

**2014- 2015 SALARY SCALE****Director/Coordinator of Religious Education / Director of Music Ministries /  
Parish Business Manager / Parish Social Minister /  
Pastoral Associate / Youth Minister****12 MONTH SCHEDULE**

<b>Level</b>	<b>Points</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	0 - 39	\$21,507	\$26,843	\$32,179
2	40 - 79	\$25,387	\$31,692	\$38,002
3	80 - 119	\$29,916	\$37,353	\$44,790
4	120 - 159	\$35,251	\$43,982	\$52,714
5	160 - 200	\$41,558	\$51,907	\$62,254

**10 MONTH SCHEDULE**

<b>Level</b>	<b>Points</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	0 - 39	\$17,852	\$22,280	\$26,709
2	40 - 79	\$21,071	\$26,306	\$31,541
3	80 - 119	\$24,829	\$31,004	\$37,179
4	120 - 159	\$29,258	\$36,506	\$43,754
5	160 - 200	\$34,492	\$43,082	\$51,673

<b>NOTES REGARDING THE SALARY SCALE</b>
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After the initial placement, salary advancement is determined by reviewing the job responsibilities according to the Job Evaluation Form. The specific salary amount is reflective of mutual dialogue and agreement on the part of the pastor and minister.

The quality of the work, over and above the quantification of factor points, is also taken into consideration. This allows for acknowledgement of exceptional performance in program administration as well as local and/or national recognition for excellence.

This 2014 – 2015 salary scale was determined by using the figures for the 2013 – 2014 salary scale, computing 2% of the 2013 – 2014 salary scale and adding that increase to the 2014 – 2015 salary scale. This 2% increase was determined by using the pay adjustment recommended for midwestern cities by the National Association of Church Personnel Administrators (NACPA).