

**PRESBYTERY OF EAST TENNESSEE
COMMITTEE ON MINISTRY
2021 SALARY GUIDELINES FOR DIRECTORS OF CHRISTIAN EDUCATION**

	2020	2021
BASE SALARY (for full-time) (using Presbytery Minimum Salary for ministers) (Cash & housing)	\$ 43,271	\$ 43,271
 ACADEMIC QUALIFICATION: (Only one of the following applies)		
a. If educator has not earned a BA/BS (undergraduate degree) subtract 15% (.15 x base) -	- _____	- _____
b. If educator has BA but has not earned a MA in Christian Education (MACE) or MA in a related field subtract 5% (.05 x base)	- _____	- _____
c. If educator has MACE or MA in related field, add nothing.	-0-	-0-
d. If educator has earned doctorate in related field, add 20% (.20 x base) +	- _____ + _____	- _____ + _____
 CERTIFICATION: (Only one status applies)		
a. If educator is an enrolled educational assistant, add 5% (.05 x base)	+ _____	+ _____
b. If educator is Certified Associate, add 10% (.10 x base)	+ _____	+ _____
c. If educator is Certified Christian Educator, add 15% (.15 x base)	+ _____	+ _____
d. If educator is not in the certification process, add nothing.	-0-	-0-
 EXPERIENCE:		
a. Add 1% per year of full-time experience as church educator. (.01 x # yrs. x base)	+ _____	+ _____
 TOTAL	 \$ _____	 \$ _____

(over)

There are other benefits and payments to which an educator is entitled. These include:

1. **Social Security (FICA):** Unlike clergy, educators are not self-employed and must have social security paid on their behalf.
2. **Health care insurance/Pension:** Educators may be enrolled in the PCUSA Board of Pensions plan. For eligibility and guidance, refer to materials on Lay employees supplied by the Board of Pensions.
3. **Vacation and sick leave:** Recommended is four (4) weeks of vacation including at least two (2) weekends; ten (10) days of sick leave, plus six weeks paid maternity leave.
4. **Continuing education time and expenses:** Recommended is two (2) weeks paid for continuing education.
5. **Expenses:** Other professional expenses may be reimbursed by voucher, including items such as mileage, books, memberships in professional organizations, etc.