

District Salary Scale Guidelines for Schools CNH District - LCMS

Effective - March 16, 2009

Highlights of the salary scale:

- Continuing education is rewarded. We urge congregations to assist their staff with continuing education costs.
- Length of service is also rewarded, but is front-loaded, rewarding the early years more highly. However, teachers without a B.A. degree are not rewarded with length of service increases after six years.
- The base is stated in “monthly” rather than “annual” terms. It is assumed that teachers are called or contracted on a ten-month basis while administrators are called or contracted on a 12 month basis. Teachers serving in areas other than their regular classroom responsibilities (coaching, athletic director, summer school, etc) may be compensated by adding a stipend to their regular salary. Amount of stipend will depend on the duties and responsibilities required and shall be agreed upon by both the teacher and his/her supervisor.
- The scale is based on the California minimum wage (\$8 per hour) and the state’s wage requirement for exempt (professional) employees. Consequently, the minimum annual salary for a teacher or administrator must be at least \$33,280 to avoid overtime pay and other workplace rules required by the state for non-exempt workers. Part-time teachers must meet the same salary level to meet the state’s exempt test.
- For the first time, this scale includes preschool teachers and directors.

It is assumed that each congregation maintains a local policy document which would contain additional guidance in setting salaries. Benefits such as health care, retirement and disability plan auto allowances, etc, are separate from the schedule. If your church is participating in the Concordia Retirement Plan and Concordia Disability and Survivor Plan, all full-time school and preschool employees must be enrolled. Enrollment is mandatory; the worker cannot opt out. A full-time worker is any worker regularly employed more than 20 hours per week and more than five months per year.

There have been some changes in this salary scale from previous years. The most notable is that there are only three tiers: legal minimum, moderate cost of living area, and high cost of living area. We are not determining whether or not the area in which your school located is a moderate or high cost of living area. This is best determined by you. While we recognize that each congregation faces unique budget considerations, we encourage all congregations to bring all its workers up to the salary scale or higher. In addition, because we value our educators we do not want anyone to lose salary in this change.

Finally, please note that this salary scale is for educators only. Salary scales for other professional church workers will be forthcoming.

K-12 Teacher Salary Scale

Monthly Bases:

Legal Minimum: \$3,328

Moderate Cost of Living Area: \$3,650

High Cost of Living Area: \$3,950

Additional Compensation for Education:

- State teaching credential: \$600
- Lutheran Teacher's Diploma: \$600
- Masters Degree: \$1,000

Base multiplier:

1.0

Add .025 for each year of the first five years of teaching experience

Add .020 for each year of the next five years of teaching experience

Add .015 for each additional year (after 10) of teaching experience

Add .010 for each year of non-church work experience

Total multiplier

Multiply times base salary

Product

Multiply times 10

Add compensation for additional education

Total annual salary

ECE Director Salary Scale

The monthly bases are for full-time directors allowing them to qualify as exempt employees. The hourly rates are for directors who work less than eight hours per day, forty hours per week or 12 months per year.

Hourly (Monthly) Bases:

Legal Minimum: \$8.00 (\$3328 per month for a 10 month year, \$2774 per month for a 12 month year)

Moderate Cost of Living Area: \$8.80 (\$3661 per month for a 10 month year, \$3051 per month for a 12 month year)

High Cost of Living Area: \$9.50 (\$3952 per month for a 10 month year, \$3294 per month for a 12 month year)

Hourly Additional Compensation for Education:

- B.A. Degree: \$.30
- Lutheran Teacher's Diploma: \$.30
- Masters Degree: \$.50

Hourly Table

Base multiplier:	1.65
Add .025 for each year of the first five years of teaching experience	_____
Add .020 for each year of the next five years of teaching experience	_____
Add .015 or each additional year (after 10) of teaching experience	_____
Add .010 for each year of non-church work experience	_____
Total multiplier	_____
Multiply times base salary	_____
Product	_____
Add compensation for additional education	_____
 Total hourly salary	 _____

Monthly Additional Compensation for Education:

- B.A Degree: \$600
- Lutheran Teacher's Diploma: \$600
- Masters Degree: \$1,000

Base multiplier:	1.0
Add .025 for each year of the first five years of teaching experience	_____
Add .020 for each year of the next five years of teaching experience	_____
Add .015 or each additional year (after 10) of teaching experience	_____
Add .010 for each year of non-church work experience	_____
Total multiplier	_____
Multiply times base salary	_____
Product	_____
Multiply times 10 or 12	_____

Add compensation for additional education

Total annual salary

Pre-School Teacher Salary Scale

Hourly Bases:

Legal Minimum: \$8.00

Moderate Cost of Living Area: \$8.80

High Cost of Living Area: \$9.50

Base multiplier:

- 1.0 with an ECE certificate
- 1.35 with an A.A. degree

Add .025 for each year of the first six years of teaching experience²

Total multiplier

Multiply times base salary

Product

Total hourly salary

² We do not recommend that workers with ECE certificates or A.A. degrees receive additional compensation for experience past six years.