

## **Minimum Salary Standards for 2018**

### **For Clergy Living in a Manse**

Cash Salary .....	\$29,423
Manse / Housing Allowance (30%).....	8,827
Effective Salary .....	\$38,249
BOP Benefits .....	15,590
SECA .....	2,926
Continuing Ed & Professional Expenses .....	4,000
Manse Equity Allowance.....	400
Total Minimum .....	\$61,165

Total Maximum .....\$244,622

### **For Clergy Not Living in a Manse and Certified Christian Educators**

Effective Salary .....	\$38,249
BOP Benefits .....	15,590
SECA .....	2,926
Continued Ed & Professional Expenses .....	4,000
Total Minimum .....	\$60,765

Total Maximum .....\$243,062

**4 weeks vacation**

**2 weeks study leave**

- SECA is 7.65% of Effective Salary.
- Continuing Education and Professional Expense include anything that falls within IRS guidelines for tax-exempt business expense reimbursements.

To the above, units of \$250 should be added for any of the following that apply

- one unit for each dependent child not in college
- two units for each dependent in college full time
- one unit for an earned doctorate
- one unit for each year in the current position

For Non-Certified Christian Educators, it is suggested that the minimums are adjusted as follows

- MA in Christian Education or other field: 5% less than above
- BA in Christian Education or other field: 10% less than above
- Associate's Degree or no degree 15% less than above

These minimum terms of call are for full time service, and include member and family benefits. A maximum salary standard is equal to four times the total minimum compensation package.

**MOTION: That Presbytery approve the Minimum Salary Standards of Trinity Presbytery for 2018.**