

Minimum Salary Standards for 2018

For Clergy Living in a Manse

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