

**THE EPISCOPAL DIOCESE OF MAINE
DIOCESAN COMPENSATION COMMITTEE
WHITE PAPER
AUGUST 3, 2019**

Summary

The Diocesan Compensation Committee is proposing changes to minimum compensation rules for parish clergy.

- The new rule is still based on data from public schools, averaging teacher salaries and administrator salaries, but is divided into only 10 larger geographic regions, not separated by municipality.
- We propose increasing the minimum according to the size of the congregation, determined by net operating income (NOI) and average Sunday attendance (ASA), and the number of years the clergyperson has been ordained.
- We propose including a requirement for continuing compensation (increases) for the years of service the clergyperson offers to a local congregation.

Background

At the turn of this century, beginning compensation for parish clergy in Maine was supposed to be the average of parish compensation for the several dioceses of Province 1. While that was a lofty goal, it was unachievable for many congregations, because two dioceses in Province 1 created an average higher than most Maine congregations could afford.

In about 2010, our annual convention voted to establish a policy that beginning compensation in Maine would be determined by the average of the average salary for teachers and the average salary for school administrators (excepting superintendents) in communities where the Episcopal Church has a parish or mission.

The philosophy underlying this approach was that clergy work is in many ways similar to education — both teaching and administration, and that the levels of training and education are similar.

The average educational compensation for a community is what the community itself will pay for this vocation, and the compensation committee thinks this an equitable standard for our clergy called to full time ministry. It can also be noted that the educators' compensation level does not allow them to become rich by any means—especially if they have education loans to pay down.

For our clergy, what makes this approach attractive is the benefit package that is attached to the salary. Both the church pension plan and the social security supplement offer a benefit that is not so completely available to public educators. Similarly, the health insurance benefit in Maine is better for clergy than for public educators.

For the first years the LoA (Letter of Agreement) starting pay system worked well. The Maine Department of Education (MDEA) published the needed data annually, and so calculations could be made relatively easily. In some cases, where the public community school is really “private,” with no publicly available data, efforts were successful to ameliorate those problems.

Several years ago, a change in MDEA practice meant we were unable to get the data. The committee decided to continue using the last available year of data, and adding a COLA annually to that year.

Continuing in this manner is not satisfactory. This is because as longtime teachers retire, the new hires are paid less, decreasing the average.

Administrator salaries have increased substantially. COLA compensation increases on the order of 1% annually would not keep pace with the increasing educational compensation.

Proposed Policy:

The committee’s current proposal includes requirements both for minimum compensation for a clergy person beginning a call to one of our congregations (established in the LoA (Letter of Agreement)) and a requirement for continuing compensation (increases) for the years of service the clergyperson offers to a local congregation.

Base salary—from U.S. DOL by region in Maine:

The data used to make the Letter of Agreement calculation shall be the U.S. Department of Labor Occupational Compensation Table.

These data are required by federal law, are published annually, and compiled by county/region in Maine. For example, the five northern counties are one region. Downeast (Washington & Hancock) is a second region. As the regions move south and west to include the major cities, those cities are reported separately from the counties they are in. This includes Bangor, Lewiston-Auburn, Portland. In these tables, teachers and administrators are included (with superintendents counted separately).

The compensation package that our diocese offers to clergy answering calls in Maine must be competitive so that we do indeed find people excited about being with us and working among us. The economics of Portland and Cumberland County are substantially different from those of the northern and eastern counties,

and so the educator salary bases are notably different, but if we are to have clergy leading us in worship and guiding us in our communities, we must compensate them commensurately.

Table 1. U.S. Department of Labor Occupational Compensation Table

*Released in 2018, will be updated for 2019

Maine Salaries by Areas - USDOL 04262018

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Northern/Eastern Counties*	Education Administrators, Primary & Secondary	11-9032	\$73,420	\$73,420	
	Elementary School Teachers	25-2021	\$49,900		\$61,140
	Middle School Teachers	25-2022	\$49,040	\$48,850	
	Secondary School Teachers	25-2031	\$47,820		
Penobscot County	Education Administrators, Primary & Secondary	11-9032	\$74,280	\$74,820	
	Elementary School Teachers	25-2021	\$51,540		\$63,430
	Middle School Teachers	25-2022	\$58,330	\$52,580	
	Secondary School Teachers	25-2031	\$47,860		
Bangor	Education Administrators, Primary & Secondary	11-9032	\$76,890	\$76,890	
	Elementary School Teachers	25-2021	\$51,260		\$65,560
	Elementary School Teachers	25-2022	\$61,810	\$54,220	
	Secondary School Teachers	25-2031	\$49,600		
Coastal	Education	11-	\$88,870	\$88,870	

Counties**	Administrators, Primary & Secondary	9032			
	Elementary School Teachers	25- 2021	\$57,060		\$72,910
	Middle School Teachers	25- 2022	\$56,630	\$56,950	
	Secondary School Teachers	25- 2031	\$57,120		

*Northern/Eastern Counties (Franklin, Piscataquis ,Aroostook, Washington)

**Coastal Counties (Sagadahoc, Lincoln, Waldo, Knox, Hancock)

Maine Salaries by Area USDOL-04262018

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Central Western Counties***	Education Administrators, Primary & Secondary	11- 9032	\$75,530	\$75,530	
	Elementary School Teachers	25- 2021	\$49,020		\$62,820
	Middle School Teachers	25- 2022	\$49,850	\$50,110	
	Secondary School Teachers	25- 2031	\$51,460		
Lewiston/Auburn	Education Administrators, Primary & Secondary	11- 9032	\$78,550	\$78,550	
	Elementary School Teachers	25- 2021	\$46,570		\$63,040
	Middle School Teachers	25- 2022	\$47,920	\$47,530	
	Secondary School Teachers	25- 2031	\$48,110		
Kennebec County	Education Administrators, Primary & Secondary	11- 9032	\$72,540	\$72,540	
	Elementary School Teachers	25- 2021	\$47,420		\$64,205
	Middle School Teachers	25- 2022	\$49,250	\$48,870	

	Secondary School Teachers	25-2031	\$49,940		
York County	Education Administrators, Primary & Secondary	11-9032	\$93,045	\$93,045	
	Elementary School Teachers	25-2021	\$59,350		\$76,505
	Middle School Teachers	25-2022	\$60,600	\$59,965	
	Secondary School Teachers	25-2031	No data		

***Central/Western Counties (Androscoggin, Oxford)

Maine Salaries by Area USDOL-04262018

Area	Occupation Title	SOC code	Mean	Area Average of Means	Area Average of Averages
Cumberland County	Education Administrators, Primary & Secondary	11-9032	\$93,940	\$93,940	
	Elementary School Teachers	25-2021	\$59,050		\$76,815
	Middle School Teachers	25-2022	\$61,300	\$59,690	
	Secondary School Teachers	25-2031	\$58,730		
Portland/S. Portland	Education Administrators, Primary & Secondary	11-9032	\$91,960	\$91,960	
	Elementary School Teachers	25-2021	\$58,440		\$74,960
	Middle School Teachers	25-2022	\$56,940	\$57,950	
	Secondary School Teachers	25-2031	\$58,480		

Adjustments to the base salary:

The base salary will be based on regional differences, but also on the size of the congregation, determined by net operating income (NOI) and average Sunday attendance (ASA). Consideration is also given to the number of years the clergyperson has been ordained.

Table 2. Adjustments to base compensation for church size, clergy experience

A	Pts	B	Pts	C	Pts	A+B+C	% of base
NOI		ASA		Yrs experience			
0-200K	1	0-50	1	0-5	0	2-4	100%
201-300K	2	51-100	2	6-15	1	5-6	105%
301-500K	3	101-200	3	16-25	2	7-8	110%
500K+	4	201+	4	26+	3	9-11	115%

Continuing compensation:

The Annual compensation review for clergy should reflect a Cost of Living adjustment.

After the LOA there should be an annual increase of 1% of the compensation in the LOA. This may be done annually or at least every three years.

Example: After 3 years service the compensation should be --the amount in the LOA + three years of rolled over COLA + 3% of the original base. The ceiling for the annual 1% would be 15 years.

Part-time work:

Diocesan Convention also adopted canons about 10 years ago which changed the definition of part-time work in congregations.

With these canon changes, part-time agreements could be couched as:

Half time = 2 Sundays/month + 2 work weeks

Quarter time = 1 Sunday/month + 1 work week.

The canonical change also added the option of organizing work time in months, rather than weeks.