

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

2.00%

Monthly Base for Level	2014	2015 Adj	2015-Salary
Extra Low	3,666	73	3,739
Low	3,986	80	4,066
Medium	4,436	89	4,525
High	4,888	98	4,986

CNH District Salary Scale Pastor (Sole/Associate)

Variance from these levels should be uniform for all workers.

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

Extra-Low	3,739
Low	4,066
Medium	4,525
High	4,986

Additional Annual Compensation for Education

Master's Degree (STM, MFCC) \$1,000

Doctorate (PhD, D. Min, etc.) \$2,000

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Computation Table

Base Multiplier	1.30
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months worked for annual compensation	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A sole pastor working in Sacramento with 25 years of church experience, a master's degree (STM).

Base Multiplier	1.300
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.750
Monthly base salary	4,066
Total multipliers times monthly base salary	7,116
Then multiply by the number of months worked for annual compensation	\$ 85,386
Add compensation for additional education	1,000
Total annual compensation	\$ 86,386

**Annual compensation includes salary and housing (if housing is applied)*

CNH District Salary Scale Pastor (with staff)

Variance from these levels should be uniform for all workers. Staff is defined as a professional church worker supervised by the Pastor

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

Extra-Low	3,739
Low	4,066
Medium	4,525
High	4,986

Additional Annual Compensation for Education

Master's Degree (STM, MFCC) \$1,000

Doctorate (PhD, D. Min, etc.) \$2,000

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Computation Table

Base Multiplier	1.40
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months worked for annual compensation	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A sole pastor with staff working in Sacramento with 25 years of church experience, a master's degree (STM).

Base Multiplier	1.400
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.850
Monthly base salary	4,066
Total multipliers times monthly base salary	7,522
Then multiply by the number of months worked for annual compensation	\$ 90,265
Add compensation for additional education	1,000
Total annual compensation	\$ 91,265

**Annual compensation includes salary and housing (if housing is applied)*

CNH District Salary Scale Pastor (with School)

Variance from these levels should be uniform for all workers. Staff is defined as a professional church worker supervised by the Pastor

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

Extra-Low	3,739
Low	4,066
Medium	4,525
High	4,986

Additional Annual Compensation for Education

Master's Degree (STM, MFCC) \$1,000

Doctorate (PhD, D. Min, etc.) \$2,000

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Computation Table

Base Multiplier	1.60
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months worked for annual compensation	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A sole pastor with school working in Sacramento with 25 years of church experience, a master's degree (STM)

Base Multiplier	1.600
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	2.050
Monthly base salary	4,066
Total multipliers times monthly base salary	8,335
Then multiply by the number of months worked for annual compensation	\$ 100,024
Add compensation for additional education	1,000
Total annual compensation	\$ 101,024

**Annual compensation includes salary and housing (if housing is applied)*

CNH District Salary Scale DCE/DCO/DFM

Variance from these levels should be uniform for all workers. Any additional duties (i.e. Sport coach, Choir Director) should be added to the salary in accordance with congregational policies.

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

Extra-Low	3,739
Low	4,066
Medium	4,525
High	4,986

Additional Annual Compensation for Education

- LCMS DCE Certification \$600
- Master's Degree \$1,000
- Doctorate \$2,000

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Computation

Base Multiplier	1.00
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months worked for annual compensation	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A DCE working in Sacramento with 25 years of church experience, with a LCMS DCE Certificate

Base Multiplier	1.000
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.450
Monthly base salary	4,066
Total multipliers times monthly base salary	5,896
Then multiply by the number of months worked for annual compensation	\$ 70,748
Add compensation for additional education	600
Total annual compensation	\$ 71,348

**Annual compensation includes salary and housing (if housing is applied)*

CNH District Salary Scale Principal

Variance from these levels should be uniform for all workers. Staff is defined as a professional church worker supervised by the Pastor.

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

Extra-Low	3,739
Low	4,066
Medium	4,525
High	4,986

Additional Annual Compensation for Education

State Teaching Credential \$600	Education Specialist \$1,500
Lutheran Teacher's Diploma \$600	Doctorate \$2,000
Master's Degree \$1,000	

Note: Any Compensation for additional education should be added only if the additional education is needed for the job performed.

Computation Table

Base Multiplier (choose one of the following):

- 1.4 if enrollment is less than 200
- 1.6 if enrollment is between 201 and 350
- 1.8 if enrollment is larger than 350

Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months worked for annual compensation	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A principal working in Sacramento with 25 years of church experience, a master's degree, a Lutheran Teacher's Diploma. School enrollment is 195. Compensated on 12 months basis.

Base Multiplier	1.400
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.850
Monthly base salary	4,066
Total multipliers times monthly base salary	7,522
Then multiply by the number of months worked for annual compensation	\$ 90,265
Add compensation for additional education	1,600
Total annual compensation	\$ 91,865

**Annual compensation includes salary and housing (if housing is applied)*

CNH District Salary Scale: K-12 Teacher

One of the criteria for "Private School Teachers" for the "overtime exception" is a teacher's monthly salary must be equivalent to no less than two times the state minimum wage for full-time employment. To view other criteria for the overtime exemption or more details, read AB 2613-Chapter 06-159 in this link:

<http://www.dir.ca.gov/dlse/Regulations-2006.htm#AB2613>

Monthly Base for levels-includes the 2% cost of living adjustment in 2015

	<u>10 months</u>	<u>12 month</u>
Extra-Low	3,744	3,120
Low	4,066	3,388
Medium	4,525	3,771
High	4,986	4,155

Compensation for additional education

State Teaching Credential \$600	Education Specialist \$1,500
Lutheran Teacher's Diploma \$600	Doctorate \$2,000
Master's Degree \$1,000	

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Computation Table

Base Multiplier	1.00
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second five years of church work experience	_____
Add 0.015 for each additional year (after 10) of church work experience	_____
Add 0.010 for each year of non-church work experience	_____
Total multipliers	_____
Monthly base salary	_____
Total multipliers times monthly base salary	_____
Then multiply by the number of months (10 months)	_____
Add compensation for additional education	_____
Total annual compensation	=====

EXAMPLE

A teacher working in Sacramento with 25 years of church experience, a credential, a master's degree in education in a school where that additional education would be important, and is compensated on a 10 month basis

Base Multiplier	1.000
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.450
Monthly base salary	4,066
Total multipliers times monthly base salary	5,896
Then multiply by the number of months (10 months)	\$ 58,957
Add compensation for additional education	1,600
Total annual compensation	\$ 60,557

**Annual compensation includes salary and housing (if housing is applied)*

ECE Director Salary Scale

The monthly bases are for the full-time directors allowing them to qualify as exempt employees. The hourly rates are for directors who work less than eight hours per day, or forty hours per week. For your convenience, we provide rates for 10 month, 12 month and hourly rate bases. Use the one that best fits your needs.

<u>Table A - Base Rate:</u>	<u>10 months</u>	<u>12 months</u>	<u>Hourly Rate</u>
Extra-Low*	3,744	3,120	18.00
Low	3,871	3,226	18.61
Medium	4,308	3,590	20.71
High	4,747	3,955	22.82

Additional Annual Compensation for Education

	<u>10 months</u>	<u>12 months</u>	<u>Hourly Rate</u>
B.A. Degree	\$ 60.00	\$ 50.00	\$ 0.29
Lutheran Teacher's Diploma	\$ 60.00	\$ 50.00	\$ 0.29
Master's Degree	\$ 100.00	\$ 83.33	\$ 0.48

Note: Any compensation for additional education should be added only if the additional education is needed for the job performed.

Example

Calculating hourly rate

A teacher working in Sacramento with 25 years of church experience, a credential, a master's degree in education in a school where that additional education would be important

Base Multiplier for hourly rate:	1.000
Add 0.025 for each year of the first five years of church work experience	0.125
Add 0.020 for each year of the second five years of church work experience	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225
Add 0.010 for each year of non-church work experience	0.000
Total multipliers	1.450
Base hourly rate	18.610
Total multipliers times monthly base salary	26.984
Add compensation for additional education	0.771
Total hourly rate	<u>27.755</u>

Calculating monthly rate

A teacher working in Sacramento with 25 years of church experience, a credential, a master's degree in education in a school where that additional education would be important

Pay over number of months

	<u>10 month</u>	<u>12 month</u>
Base Multiplier	1.000	1.000
Add 0.025 for each year of the first five years of church work experience	0.125	0.125
Add 0.020 for each year of the second five years of church work experience	0.100	0.100
Add 0.015 for each additional year (after 10) of church work experience	0.225	0.225
Add 0.010 for each year of non-church work experience	0.000	0.000
Total multipliers	1.450	1.450
Base monthly rate	3,871	3,226
Total multipliers times monthly base salary	5,613	4,677
Add compensation for additional education	160	133
Total monthly compensation	<u>\$ 5,773</u>	<u>\$ 4,810</u>

*Annual compensation includes salary and housing (if housing is applied)

CNH District Salary Scale: Pre-School Teachers

Hourly Bases:

Extra Low (Legal Min Rate):	9.00
Low	9.22
Medium	9.65
High	10.19

Additional Annual Compensation for Education

A.A. Degree - Per hour	0.144
ECE Certificate - Per hour	0.096

Computation Table

Base Multiplier	1.000
Add 0.025 for each year of the first six years of teaching experience*	_____
Total multiplier	_____
Enter hourly basis - see above	_____
Multiply "Total multiplier" by the hourly basis	_____
Total hourly rate	=====

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

Overtime regulation applies when a pre-school teacher works more than 8 hours per day or 40 hours per week.