

Monthly Base for levels-includes the 3.00% cost of living adjustment in 2020

Monthly Base for Level	2019	2020 Adj	2020-Salary	2020-Annual
Extra Low	4,077	122	<b>4,199</b>	<b>50,388</b>
Low	4,434	133	<b>4,567</b>	<b>54,804</b>
Medium	4,934	148	<b>5,082</b>	<b>60,984</b>
High	5,436	163	<b>5,599</b>	<b>67,188</b>

**ALERT! Teacher overtime exemption - California**

While you are using the salary guideline to determine a grade school teacher’s pay, please make sure the amount complies with the California teachers’ overtime exemption requirement.

California Labor Code Section 515.8 contains a minimum salary threshold requirement that must (in addition to other related requirements) be met in order for a private school teacher to be deemed an exempt employee. To meet this requirement, a teacher must earn the greater of the following:

(A) No less than 100 percent of the lowest salary offered by any school district to a person who is in a position that requires the person to have a valid California teaching credential and is not employed in that position pursuant to an emergency permit, intern permit, or waiver.

(B) The equivalent of no less than 70 percent of the lowest schedule salary offered by the school district or county in which the private elementary or secondary academic institution is located to a person who is in a position that requires the person to have a valid California teaching credential and is not employed in that position pursuant to an emergency permit, intern permit, or waiver.

[Click for more details: California labor Code Section 515.8](#)

[Click for more details: Public School Salary Schedule](#)

**CNH District Salary Scale Pastor (Sole/Associate)**

Variance from these levels should be uniform for all workers.

Monthly Base for levels-includes the 3.00% cost of living adjustment in 2020

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

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 (incl. housing if applicable)	=====

**EXAMPLE**

A sole pastor working in Sacramento with 25 years of church experience, a master's degree (STM).  
 Pastor requested and was approved \$40,000 for housing allowance

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	4,567
Total multipliers times monthly base salary	7,992
Then multiply by the number of months worked for annual compensation	\$95,907
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$96,907

For Payroll

Salary	56,907
Housing	40,000
Total Cash	96,907

**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 3.00% cost of living adjustment in 2020

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

**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 (incl. housing if applicable)	=====

**EXAMPLE**

A sole pastor with staff working in Sacramento with 25 years of church experience, a master's degree (STM). Pastor requested and was approved \$40,000 for housing allowance

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	4,567
Total multipliers times monthly base salary	8,449
Then multiply by the number of months worked for annual compensation	\$101,387
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$102,387

**For Payroll**

Salary	62,387
Housing	40,000
Total Cash	102,387

**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 3.00% cost of living adjustment in 2020

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

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 (incl. housing if applicable)	=====

**EXAMPLE**

A sole pastor with school working in Sacramento with 25 years of church experience, a master's degree (STM). Pastor requested and was approved \$40,000 for housing allowance

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	4,567
Total multipliers times monthly base salary	9,362
Then multiply by the number of months worked for annual compensation	\$112,348
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$113,348

For Payroll

Salary	73,348
Housing	40,000
Total Cash	<u>113,348</u>

**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 3.00% cost of living adjustment in 2020

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

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 (incl. housing if applicable)	=====

**EXAMPLE**

A DCE working in Sacramento with 25 years of church experience, with a LCMS DCE Certificate. DCE requested and was approved \$40,000 for housing allowance

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	4,567
Total multipliers times monthly base salary	6,622
Then multiply by the number of months worked for annual compensation	\$79,466
Add compensation for additional education	\$600
Total annual compensation (incl. housing if applicable)	\$80,066

For Payroll

Salary	40,066
Housing	40,000
Total Cash	80,066

**CNH District Salary Scale Principal**

Variance from these levels should be uniform for all workers.

Monthly Base for levels-includes the 3.00% cost of living adjustment in 2020

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

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 (incl. housing if applicable)	=====

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. Principal requested and was approved \$40,000 for housing allowance

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	_____	4,567
Total multipliers times monthly base salary	_____	8,449
Then multiply by the number of months worked for annual compensation	_____	\$101,387
Add compensation for additional education	_____	\$1,600
Total annual compensation (incl. housing if applicable)	_____	=====

For Payroll

Salary	62,987
Housing	<u>40,000</u>
Total Cash	<u><u>102,987</u></u>

**CNH District Salary Scale: K-12 Teacher**

Monthly Base for levels

Extra-Low	4,199
Low	4,567
Medium	5,082
High	5,599

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	<u>0.895</u>
Add 0.025 for each year of the first five years of church work experience	<u>          </u>
Add 0.020 for each year of the second five years of church work experience	<u>          </u>
Add 0.015 for each additional year (after 10) of church work experience	<u>          </u>
Add 0.010 for each year of non-church work experience	<u>          </u>
Total multipliers	<u>          </u>
Monthly base salary	
Total multipliers times monthly base salary	<u>          </u>
Then multiply by the number of months	<u>          </u>
Add compensation for additional education	<u>          </u>
Total annual compensation (incl. housing if applicable)	<u>          </u>

**EXAMPLE**

A teacher works 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	<u>0.895</u>
Add 0.025 for each year of the first five years of church work experience	<u>0.125</u>
Add 0.020 for each year of the second five years of church work experience	<u>0.100</u>
Add 0.015 for each additional year (after 10) of church work experience	<u>0.225</u>
Add 0.010 for each year of non-church work experience	<u>0.000</u>
Total multipliers	<u>1.345</u>
Monthly base salary	<u>4,567</u>
Total multipliers times monthly base salary	<u>6,143</u>
Then multiply by the number of months	<u>\$61,426</u>
Add compensation for additional education	<u>\$1,600</u>
Total compensation-10 months	<u>\$63,026</u>

For Payroll

Salary	23,026
Housing	<u>40,000</u>
Total Cash	<u>63,026</u>

**ECE Director Salary Scale**

The overtime exemption does not apply to ECE Directors, therefore, they should receive overtime when it's earned.

Monthly Base for levels-includes the 3.00% cost of living adjustment in 2020

	<u>Hourly Rate</u>	<u>Monthly</u>
Extra-Low	19.38	3,360
Low	20.04	3,474
Medium	22.30	3,866
High	33.84	4,259

Additional Annual Salary for Education

	<u>Hourly Rate</u>	<u>Monthly</u>	<u>Yearly</u>
B.A. Degree	\$ 0.29	50.00	600.00
Lutheran Teacher's Diploma	\$ 0.29	50.00	600.00
Master's Degree	\$ 0.48	83.33	1,000.00

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

**Computation Table**

Base Multiplier	<u>1.00</u>
Add 0.025 for each year of the first five years of church work experience	<u>          </u>
Add 0.020 for each year of the second five years of church work experience	<u>          </u>
Add 0.015 for each additional year (after 10) of church work experience	<u>          </u>
Add 0.010 for each year of non-church work experience	<u>          </u>
Total multipliers (for hourly and monthly rate)	<u>          </u>
Monthly/hourly base salary	<u>          </u>
Total multipliers times monthly/hourly base salary	<u>          </u>
Add compensation for additional education	<u>          </u>
Total monthly/hourly rate	<u>          </u>
Annual Compensation (Multiply # of months/hours in the Year)	<u>          </u>

**Example**

An ECE Director 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.

**Calculating-hourly rate method**

Base Multiplier for hourly rate:	<u>1.000</u>
Add 0.025 for each year of the first five years of church work experience	<u>0.125</u>
Add 0.020 for each year of the second five years of church work experience	<u>0.100</u>
Add 0.015 for each additional year (after 10) of church work experience	<u>0.225</u>
Add 0.010 for each year of non-church work experience	<u>0.000</u>
Total multipliers	<u>1.450</u>
Base hourly rate	<u>20.04</u>
Total multipliers times base hourly rate	<u>29.06</u>
Add compensation for additional education (\$0.29 + \$0.48)	<u>0.77</u>
Total hourly rate	<u>29.83</u>
Annual Compensation (Est. 2,080 hours)	<u>62,046</u>



**CNH District Salary Scale: Pre-School Teachers**

Hourly Bases - California minimum 2020

Employers with 25 ee or less	<b>\$12.00</b>
Employers with 26 ee or more	<b>\$13.00</b>

\*City, county and State may have different minimum hourly rates law. The highest rate should be used.

If the current rate is equal or high than the rate above, please add 3% to the current rate.

Additional Annual Compensation for Education

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

**Computation Table**

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

\*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.