

Monthly Base for levels-includes the 3.00% cost of living adjustment in 2019

Monthly Base for Level	2018	2019 Adj	2019-Salary	2019-Annual
Extra Low	3,958	119	<b>4,077</b>	<b>48,924</b>
Low	4,305	129	<b>4,434</b>	<b>53,208</b>
Medium	4,790	144	<b>4,934</b>	<b>59,208</b>
High	5,278	158	<b>5,436</b>	<b>65,232</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 2019

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

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	<u>1.30</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	<u>          </u>
Total multipliers times monthly base salary	<u>          </u>
Then multiply by the number of months worked for annual compensation	<u>          </u>
Add compensation for additional education	<u>          </u>
Total annual compensation (incl. housing if applicable)	<u><u>          </u></u>

**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	<u>1.300</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>1.750</u>
Monthly base salary	<u>4,434</u>
Total multipliers times monthly base salary	<u>7,760</u>
Then multiply by the number of months worked for annual compensation	<u>\$93,114</u>
Add compensation for additional education	<u>\$1,000</u>
Total annual compensation (incl. housing if applicable)	<u><u>\$94,114</u></u>

For Payroll

Salary	54,114
Housing	<u>40,000</u>
Total Cash	<u><u>94,114</u></u>

**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 2019

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

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	4,434
Total multipliers times monthly base salary	8,203
Then multiply by the number of months worked for annual compensation	\$98,435
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$99,435

For Payroll

Salary	59,435
Housing	40,000
Total Cash	99,435

**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 2019

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

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	4,434
Total multipliers times monthly base salary	9,090
Then multiply by the number of months worked for annual compensation	\$109,076
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$110,076

For Payroll

Salary	70,076
Housing	40,000
Total Cash	<u>110,076</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 2019

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

**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	4,434
Total multipliers times monthly base salary	6,429
Then multiply by the number of months worked for annual compensation	\$77,152
Add compensation for additional education	\$600
Total annual compensation (incl. housing if applicable)	\$77,752

**For Payroll**

Salary	37,752
Housing	40,000
Total Cash	77,752

**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 3.00% cost of living adjustment in 2019

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

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	4,434
Total multipliers times monthly base salary	8,203
Then multiply by the number of months worked for annual compensation	\$98,435
Add compensation for additional education	\$1,600
Total annual compensation (incl. housing if applicable)	<u>\$100,035</u>

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

The summary for K-12 teacher overtime exemption rule in California is provided on the cover page. If your school is in California, make sure the salaries you offered to teachers comply with the K-12 teacher overtime exemption rule.

Monthly Base for levels

Extra-Low	4,077
Low	4,434
Medium	4,934
High	5,436

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	0.895
Add 0.025 for each year of the first five years of church work experience	_____
Add 0.020 for each year of the second 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	_____
Add compensation for additional education	_____
Total annual compensation (incl. housing if applicable)	=====

**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	0.895
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	1.345
Monthly base salary	4,434
Total multipliers times monthly base salary	5,964
Then multiply by the number of months	\$59,637
Add compensation for additional education	\$1,600
Total compensation-10 months	\$61,237

For Payroll

Salary	21,237
Housing	40,000
Total Cash	<u>61,237</u>

**ECE Director Salary Scale**

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

	<u>Hourly Rate</u>	<u>Monthly</u>
Extra-Low	18.82	3,262
Low	19.46	3,373
Medium	21.65	3,753
High	23.85	4,135

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	_____
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	<u>_____</u>
Total multipliers (for hourly and monthly rate)	
Monthly/hourly base salary	_____
Total multipliers times monthly/hourly base salary	_____
Add compensation for additional education	_____
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>19.46</u>
Total multipliers times base hourly rate	<u>28.21</u>
Add compensation for additional education (\$0.29 + \$0.48)	<u>0.77</u>
Total hourly rate	<u>28.98</u>
Annual Compensation (Est. 2,080 hours)	<u>60,285</u>



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

Hourly Bases - California minimum 2019

Employer with 25 employees or less:           \$11.00  
employer with more than 25 employees :    \$12.00

\*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	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.