

Monthly Base for levels-includes the 2.25% cost of living adjustment in 2018

Monthly Base for Level	2017	2018 Adj	2018-Salary	2018-Annual
Extra Low	3,871	87	3,958	47,496
Low	4,210	95	4,305	51,660
Medium	4,685	105	4,790	57,480
High	5,162	116	5,278	63,336

Note for the 2018 Teacher Salary Guideline.

Starting 2018, the “monthly base for levels” for teachers are same as all other called workers, and the factor for “Base Multiplier” is adjusted accordingly.

Schools should comply the following for overtime exemption:

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.

For more information, please visit: <https://www.capsa.org/salarytable16-17/>

CNH District Salary Scale Pastor (Sole/Associate)

Variance from these levels should be uniform for all workers.

Monthly Base for levels-includes the 2.25% cost of living adjustment in 2018

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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>4,305</u>
Total multipliers times monthly base salary	<u>7,534</u>
Then multiply by the number of months worked for annual compensation	<u>\$90,405</u>
Add compensation for additional education	<u>\$1,000</u>
Total annual compensation (incl. housing if applicable)	<u><u>\$91,405</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 2.25% cost of living adjustment in 2018

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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	4,305
Total multipliers times monthly base salary	7,964
Then multiply by the number of months worked for annual compensation	\$95,571
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$96,571

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 2.25% cost of living adjustment in 2018

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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	4,305
Total multipliers times monthly base salary	8,825
Then multiply by the number of months worked for annual compensation	\$105,903
Add compensation for additional education	\$1,000
Total annual compensation (incl. housing if applicable)	\$106,903

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 2.25% cost of living adjustment in 2018

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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	4,305
Total multipliers times monthly base salary	6,242
Then multiply by the number of months worked for annual compensation	\$74,907
Add compensation for additional education	\$600
Total annual compensation (incl. housing if applicable)	\$75,507

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 2.25% cost of living adjustment in 2018

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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	4,305
Total multipliers times monthly base salary	7,964
Then multiply by the number of months worked for annual compensation	\$95,571
Add compensation for additional education	\$1,600
Total annual compensation (incl. housing if applicable)	\$97,171

CNH District Salary Scale: K-12 Teacher

Monthly Base for levels

Extra-Low	3,958
Low	4,305
Medium	4,790
High	5,278

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>4,305</u>
Total multipliers times monthly base salary	<u>5,790</u>
Then multiply by the number of months	<u>\$57,902</u>
Add compensation for additional education	<u>\$1,600</u>
Total compensation-10 months	<u>\$59,502</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	18.27	3,167
Low	18.89	3,274
Medium	21.02	3,644
High	23.16	4,014

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>18.89</u>
Total multipliers times base hourly rate	<u>27.39</u>
Add compensation for additional education (\$0.29 + \$0.48)	<u>0.77</u>
Total hourly rate	<u>28.16</u>
Annual Compensation (Est. 2,080 hours)	<u>58,575</u>

CNH District Salary Scale: Pre-School Teachers

Hourly Bases - California minimum 2018

Employer with 25 employees or less: \$10.50
employer with more than 25 employees : \$11.00

*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 2% 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.