

Presbytery of Coastal Carolina
Commission on Ministry Minimum 2019 Terms of Call
Full Time¹ Certified Christian Educators

Salary (including suitable health and retirement plans)	\$45,300.00
Reimbursable Expenses ²	\$1,225.00
Additional Compensation ³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2019	\$47,125.00

Full Time¹ Certified **Associate** Christian Educators

Salary (including suitable health and retirement plans)	\$40,200.00
Reimbursable Expenses ²	\$1,225.00
Additional Compensation ³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2019	\$42,025.00

Notes:

¹ For negotiations for service **less than full-time**, a normal (full time) work week is considered as 40 hours.

² **Reimbursable expenses:** an amount set aside for mileage, continuing education, and other professional expenses, available only through monthly submission of mileage records and receipts. At the end of the year, unused funds remain in the church account – they are not part of the educator’s salary.

◦ Mileage should be reimbursed at the IRS rate.

◦ Continuing education (including details of content and cost) must receive prior approval of the Session.

³ **Additional compensation** provides choices appropriate to each educator’s situation and needs and should be added to salary, health coverage, retirement coverage, or expenses before a contract is approved.

Other benefits (part of minimum terms of call)

- a. Vacation of 4 weeks including 4 Sundays.
- b. Study Leave of 2 weeks including 2 Sundays. The purpose of Study Leave (Continuing Education) will be planned in consultation with the Session.
- c. Holidays as established by Presbytery policy.
- d. Full usual, customary, & reasonable cost of moving to the field by a licensed carrier.
- e. FAMILY LEAVE is recommended.

EITHER

Approved by Presbytery at Called Meeting on August 30, 2018.

A. FAMILY LEAVE is a mutual agreement between the Session and Educator for the good and welfare of the whole of God's holy people. *A Covenant of Care and Compassion* is a formal opportunity to express agreement in family leave policies. Guidelines for *A Declaration of Family Leave Policy* and *A Covenant for Care and Compassion* are available at the Presbytery Office.

OR

B. FAMILY LEAVE is time released for medical care and treatment.

- Sick Leave shall accumulate at least 1 ¼ days each month to 90 days total. Sick Leave of 5 days shall be accrued to newly employed educators. When sick leave taken exceeds 5 days in a 6-month period, a church may require a statement from the attending physician.
- Maternity/Paternity Leave – 4 weeks with payment of salary and benefits, excluding reimbursable expenses. An additional two (2) weeks may be granted from accumulated sick leave if needed.
- Adoptive Leave – 4 weeks with payment of salary and benefits excluding reimbursable expenses.