

Connecticut Association of United Church Educators  
Compensation Guidelines for Lay\* Christian Educators and Youth Workers  
(\*Ordained and Commissioned Ministers of Christian Education should be compensated according to the  
conference's clergy compensation guidelines.)

Salary and benefits packages for Christian Educators and Youth Workers need to include a just wage and enough benefits for Educators and Youth Workers to accomplish their jobs effectively while living a physically and spiritually healthy lifestyle. Across the United Church of Christ advocates for Christian Educators are recommending the practice of tying lay Christian Educators' and Youth Workers' salaries to the salaries of area public school educators with comparable credentials. The CAUCE Coordinating committee realizes that for many congregations it will be a challenge to provide the kind of compensation package these guidelines suggest. We do, however, strongly urge congregations to implement a plan to work towards achieving these guidelines.

For a full time Educator or Youth Worker position in the church these guidelines would mean:

- A person who holds a master's degree in religious or public school education will be compensated relative to the equivalent of a public school teacher in the church's district with the same education and same years of experience.
- A person who holds a bachelor's degree in religious or public school education will be compensated relative to the equivalent of a public school teacher in the church's district with the same education and same years of experience.
- A person who has completed the equivalent of a denominational noncredit program of training in church education will be compensated at least 80% of the salary of a first year public school teacher in the church's district.
- For those who have organizational skills and some educational background but little training or experience as an Educator or Youth Worker, compensation would be no less than 60% of what a public school teacher in the church's district receives.

Salary for part-time positions would be the appropriate percentage of the full-time salary guidelines.

Suggested benefit packages include:

**Part Time Position** (Minimum of 20 hours worked per week)

- Social Security Supplement
- UCC Pension for Lay workers
- UCC Health/Dental Insurance for Lay workers
- Paid vacation – 4 weeks per year
- Leaves of absence – negotiable with employer
- Sick leave – accumulative at the rate of one day per month for up to 30 days per year

Job Related Expense Allowances to include:

- Books, magazines, resource materials and other IRS allowable expenses
- Organization dues
- State and National Memberships
- Conferences
- State and National Ecumenical Events
- Travel expenses – at the IRS Allowable Rate

**Full Time Position** (Minimum of 35 hours worked per week)

- Social Security Supplement

- UCC Pension for Lay workers
- UCC Health/Dental Insurance for Lay workers
- Paid vacation – 4 weeks per year
- Leaves of absence – negotiable with employer
- Sick leave – accumulative at the rate of one day per month for up to 30 days per year
- Sabbatical leave – 2-3 months for every 5 years served.

Job Related Expense Allowances to include:

- Books, magazines, resource materials and other IRS allowable expenses
- Organization dues
- State and National Memberships
- Conferences
- State and National Ecumenical Events
- Continuing Education costs
- Travel expenses – at the IRS Allowable Rate

While congregations work toward achieving public school educator based salary and benefits packages the CAUCE Coordinating committee makes the following recommendations:

**For a full-time** non-ordained CE professional:

Full-time base salary -- \$43,592 plus Social Security and benefits

35-40 hour week, year round with 4 weeks paid vacation

Consideration of benefits to be negotiated above the base salary should include pension, health insurance, travel, telephone, books, professional development and sabbatical leave.

**Part-time** base hourly rate -- \$18.00 - \$27.72 per hour plus Social Security, with any benefits to be considered above the base rate.

The results from a 2008 CAUCE survey indicated that full-time non-ordained educators on the average received \$21.19 per hour plus Social Security and benefits. The salary range was between \$34,000 and \$50,000 per year. Part time non-ordained educators on the average received \$18.72 per hour. The hourly rate ranged from \$12.00 to \$27.72 per hour. As expected, those respondents in the high end of the salary or hourly range had the most experience and/or a master's degree.

It is *important to note* that church size is not a factor in these guidelines, as an educator in a small church needs the same abilities and skills as in a large church.

Whether you have an educator in place or are looking for an educator, meeting with the appropriate people and committees to discuss these guidelines could only be in the best interest of your church family. An excellent resource is [The Professional Church Educator's Guide](#) available from United Church of Christ Resources, Inc., 800.537.3394. Pastors, CE and search committees will find this booklet invaluable for assessing your church needs, writing job descriptions, conducting interviews, and much more.

If you have any questions, please contact Karen Ziel, Connecticut Conference Minister of Christian Education, at 860.761.7104 or e-mail at [karenz@ctuucc.org](mailto:karenz@ctuucc.org).