

# CLASSIS OF PASSAIC VALLEY

## SALARY GUIDE FOR 2024

# of Active Members

# of Years of Ordination

	0-4	5-8	9-12	13-16	17-20	21+
< 50	49631	51964	54666	57615	59950	62652
51-100	51964	54666	57615	59950	62652	64985
101-149	54666	57615	59950	62652	64985	67810
150-199	57615	59950	62652	64985	67810	75551
200-249	59950	62652	64985	67810	75551	80464
250-299	62652	64985	67810	75551	80464	82797
300-449	64985	67810	75551	80464	82797	89756
450-600	67810	75551	80464	82797	89756	96433
601+	75551	80464	82797	89756	96433	103309

**Note: Years of pre-ordination experience should be considered when establishing a fair level of compensation**

### BENEFITS

- ENROLLMENT OF THE MINISTER & FAMILY IN A MEDICAL INSURANCE PROGRAM EQUIVALENT TO RBA'S PLAN
- ENROLLMENT OF THE MINISTER IN THE RCA RETIREMENT PROGRAM AND PAYMENT OF THE REQUIRED AMOUNTS.
- ENROLLMENT OF THE MINISTER IN THE RCA GROUP LIFE AND LONG-TERM DISABILITY INSURANCE PROGRAMS
- PAYMENT OF AT LEAST 50% OF THE PREMIUM FOR RCA MINISTER & FAMILY DENTAL INSURANCE.
- PAYMENT OF AT LEAST 50% OF THE FICA TAX BASED ON SALARY AND HOUSING ALLOWANCE.
- PARSONAGE WITH UTILITIES & TELEPHONE (exclusive of personal toll calls) OR AN EQUIVALENT CASH ALLOWANCE
- A MINIMUM OF FOUR WEEKS, INCLUDING SUNDAYS, OF PAID VACATION ANNUALLY.
- AT LEAST ONE WEEK STUDY LEAVE ANNUALLY, PLUS 1/52<sup>ND</sup> OF BASE SALARY FOR EXPENSES FOR EACH WEEK. WITH CONSISTORY APPROVAL, THIS BENEFIT MAY ACCUMULATE UP TO FOUR YEARS.
- PAYMENT OF AUTOMOBILE BUSINESS EXPENSE AT THE RATE ALLOWED BY THE INTERNAL REVENUE SERVICE OR AN ALLOWANCE OF 12% OF BASE SALARY, WHICHEVER IS GREATER.
- DISABILITY LEAVE UP TO SIXTY (60) DAYS

- THE SALARY FOR A CALLED ASSOCIATE SHOULD TAKE INTO CONSIDERATION THE ABOVE SALARY GUIDE AND THE APPROPRIATE NUMBER OF YEARS OF ORDINATION LEVEL FOR A CONGREGATION OF 51-100.
- THE SALARY FOR MINISTERS AND ASSISTANT MINISTERS UNDER CONTRACT IN A CONGREGATION SHOULD TAKE INTO CONSIDERATION THE ABOVE SALARY GUIDE.
- IT IS SUGGESTED THAT CONGREGATIONS CONSIDER GIVING A SABBATICAL TO THEIR PASTOR AFTER SEVEN YEARS OF SERVICE TO THE CONGREGATION.
- (A) SIX WEEKS MATERNITY LEAVE FOR FEMALE MINISTERS PRIOR TO OR FOLLOWING THE BIRTH OR ADOPTION OF A CHILD, WITH FULL SALARY AND BENEFITS. (B) SIX TO EIGHT WEEKS LEAVE FOR PREGNANCY RELATED ILLNESS OR DISABILITY, WITH SALARY AND BENEFITS. (C) AN ADDITIONAL 12 WEEKS OF UNPAID LEAVE (WITH BENEFITS) IN THE EVENT OF A SERIOUS HEALTH CONDITION. (D) ANY LEAVE RELATED TO PREGNANCY IS EXCLUSIVE OF ANY VACATION, CONTINUING EDUCATION OR SABBATICAL ALREADY INCLUDED IN CALL BETWEEN THE PASTOR AND CONGREGATION.
- (A) FOR MALE MINISTERS, TWO WEEKS PATERNITY LEAVE FOLLOWING THE BIRTH OR ADOPTION OF A CHILD, WITH FULL SALARY AND BENEFITS. (B) OPTION OF TWO ADDITIONAL WEEKS PAID LEAVE WITH BENEFITS.

**Ministers are encouraged to consult a tax advisor on items 5 & 9.**

**COMPENSATION FOR INSTALLED OR CONTRACT MINISTERS WORKING PART-TIME  
(BASED ON 260 WORKING DAYS PER YEAR)**

The congregation or the Classis may choose to pay either a per diem of \$339.2 (8 hours a day at \$42.40 per hour) or use the following scale:

**COMPENSATION:**

**Below 25% time:** Per diem rate  
**25% - 100% time:** % of time served of recommended salary guide

**PLUS BENEFITS AS FOLLOWS:**

**Below 25% time:** No minimum required  
**25% - 50% time:** 50% of RCA/PVC benefit package, 50% fair rental or parsonage, 50% social security.

**Reimbursement for automobile expenses must be paid at the established IRS rate, plus tolls and parking**

**Vacation – one to two weeks**

**51% - 75% time: 100% of RCA/PVC benefit package portion consisting of medical insurance, group life insurance, long-term disability, and long-term care or their equivalents**

**one week's salary Education allowance for mutually agreed subject of study in the amount of**

**Reimbursement plan for automobile expenses to be paid at the established IRS rate, plus tolls and parking**

**% of time served for fair rental or parsonage, retirement, and social security**

**Vacation – two to three weeks**

**76% - 100% time: Full RCA/PVC benefit package**