

**Early Childhood Educator
Compensation Guidelines
Minnesota South District
The Lutheran Church—Missouri Synod**

**Current Rate
Effective July 1, 2013—June 30, 2014**

**Base Rate: \$36,233
IRS Rate Per Mile: \$.56**

Introduction

It is desirable that every congregation having an Early Childhood Center set an established salary guideline for its workers. Early Childhood Educators deserve to receive remuneration commensurate with talents, education, and experience. **The following guidelines have been designed for Early Childhood Centers that are not part of an elementary school.**

Early Childhood Centers

Early Childhood Centers in the Minnesota South District have become an important and vital arm for outreach in the congregation's overall ministry. In order for such schools to maintain their educational quality and provide a Christ-centered education, they will require the financial support of the sponsoring congregations.

Salaries

Early Childhood salaries should be determined on the same basis as other professional workers in the church. Having an established salary schedule simplifies salary decisions when hiring a director, teachers, and aides.

Teacher Pay

- Paying teachers a salary, rather than an hourly wage, indicates a sign of professionalism and calling to the Early Childhood ministry.
- The Early Childhood teacher income should be based on 85% of the District's Compensation Guidelines only if the Early Childhood teacher's annual sessions average 85% of the normal elementary school year. Teachers should be classified into one of the following categories, in order to fairly reflect the varying degrees of education and experience:
 - ▶ Bachelor's Degree in Early Childhood Education—100% of District guidelines
 - ▶ Bachelor's Degree with degree unrelated to Early Childhood—90% of Preschool Teacher pay
 - ▶ Associates Degree in Early Childhood Education—90% of Preschool Teacher pay
 - ▶ Associates Degree with degree unrelated to Early Childhood—80% of Preschool Teacher pay
- Part-time Early Childhood worker's salary should be adjusted by the percentage of time that they work. For example, a preschool teacher working 3 mornings a week would equal 30%, working 3 mornings and afternoons a week would equal 60%.

Director Pay

A full-time director should be compensated using the District Compensation Guidelines.

A part-time director's (Director/Teacher) pay should be adjusted based on the following responsibilities:

Marketing, recruitment, financial responsibilities (budget), earned degree, number of students enrolled, number on staff, and record keeping.

School Size	1-75 enrollment	add 7.5% to base salary
	76-100 enrollment	add 10% to base salary
	100-150 enrollment	add 12.5% to base salary
	Over 150 enrollment	add 15% to base salary

Aide/Assistant Pay

Aide pay should be an hourly wage based on local conditions.

****SAMPLE Worksheet—Please use the 2013-14 base rate of \$36,233 (Multipliers remain the same.)**

YEARS	Preschool AA—not in EC	Preschool BA—not in EC	Preschool Teacher BA in EC	Teacher BA degree	Multiplier
	<i>80% of Teacher</i>	<i>90% of Teacher</i>	<i>85% of District</i>	<i>100% of District</i>	
0	24038	27042	30047	35349	
1	24806	27907	31008	36480	1.032
2	25600	28800	32000	37647	1.065
3	26369	29665	32961	38778	1.097
4	27138	30530	33923	39909	1.129
5*	27931	31423	34914	41076	1.162

* To determine the salary for 6 years and above, add .032 to the previous year multiplier. (example: 1.162 + .032 = 1.194 for 6 years; add .032 to 1.194 for 7 years = 1.226 and so forth)