

Compensation Scale
Directors and Coordinators of Religious Education
April 2009



Catechetical Office
Department of Education
Archdiocese of New York

COMPENSATION POINTS FOR DIRECTORS OF RELIGIOUS EDUCATION

Components to be included in determining compensation for Full-time * Lay Directors:

EDUCATION (check only one)

MA in Religious Studies *	24
MA + 24 Graduate Credits in Religious Studies	24
MA in Religious Studies + 15 graduate credits in field related to position	26
MA in Religious Studies + 30 graduate credits in field related to position	28
Doctorate in Religious Studies or field related to position	30
Catechetical Formation: Basic Training	2

CERTIFICATION PROCESS

Director Certification / Renewal of Certification	10
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ADMINISTRATIVE JOB RESPONSIBILITIES (Check as many as apply)

Pre-school Catechesis	2
Kindergarten through Sixth Grade Catechesis	8
Junior High Catechesis (7 th , 8 th 9 th)	4 to 6
High School Catechesis (10 th , 11 th 12 th)	4
Adult Catechesis	4 to 6 ***
Sacramental Preparation Programs (Catechesis for children and parents for Reconciliation, Eucharist and Confirmation)	4 to 6
Special Religious Education	2 to 4 ***
Religion Resource Person for Catholic School	2 to 6 ***
Bilingual Program	2 to 4 ***
For each individual catechetical responsibility (e.g. Children's Catechumenate, Vacation Bible School)	add 2 to 4 ***

* Compensation for part-time Directors should be pro-rated after determining total number of points. The full-time position is a 12-month job.

** "Religious Studies" also implies the additional phrase "or related fields," that is, Religious Education, Theology, Spirituality, Divinity.

*** Points in this area are to be mutually agreed upon by Pastor and Director in light of the intensity and expanse of the program and the number of people and hours involved.

SUPERVISION

A.	Number of Students in Program	
	1 to 149	2
	150 to 399	4
	400 to 999	6
	1000 to 1999	8
	2000 +	10
B.	Number of Staff Personnel (e.g. level coordinators, catechists, assistants, secretaries) whom Director meets with regularly & directly supervises	
	1 to 15	2
	16 to 30	4
	31 to 45	6
	46 to 60	8
	61 +	10

EXPERIENCE

A.	As certified parish catechist	
	3 to 5 years	2
	6 to 10 years	4
	11 to 15 years	6
	16 +	8
B.	As School Administrator	
	1 to 5 years	2
	6 to 10 years	4
	11 to 15 years	6
	16 +	8
C.	As a Professional Teacher	
	3 to 5 years	2
	6 to 10 years	4
	11 to 15 years	6
	16 +	8

Director of Religious Education					
LEVEL	POINTS ACCUMULATED	COMPENSATION			RANGE
		Minimum	Midpoint	Maximum	
D 1	50 to 70	\$ 45,000	\$ 56,500	\$ 68,000	\$ 23,000
D 2	71 to 90	\$ 47,500	\$ 59,000	\$ 70,500	\$ 23,000
D 3	91 +	\$ 50,000	\$ 61,500	\$ 73,000	\$ 23,000

This Compensation Scale has been approved by the Secretary for Education in March 2005.

COMPENSATION SCALE FOR DIRECTORS OF RELIGIOUS EDUCATION

Years of Experience	<u>D-1 (50-70 Points)</u>	<u>D-2 (71-90 Points)</u>	<u>D-3 (91+ Points)</u>
1	45,000	47,500	50,000
2	46,000	48,500	51,000
3	47,000	49,500	52,000
4	48,000	50,500	53,000
5	49,500	52,000	54,500
6	50,500	53,000	55,500
7	51,000	54,000	56,500
8	52,000	55,000	57,500
9	3,500	56,000	58,500
10	55,000	57,500	60,500
11	56,000	58,500	61,000
12	57,000	59,500	62,000
13	58,000	60,500	63,000
14	59,000	61,500	64,000
15-19	60,500	63,000	65,500
20-24	63,000	65,500	68,000
21-29	65,500	68,500	71,500
30	68,000	70,500	73,000

COMPENSATION POINTS FOR COORDINATORS OF RELIGIOUS EDUCATION

Components to be included in determining compensation for Full-time * Lay Coordinators:

EDUCATION (check only one)

BA, BS in any field	12
BA in Religious Studies **	14
BA + 18 graduate credits in Religious Studies of Administration	16
MA in any field except Education of Religious Studies	18
MA in Education	20

CATECHETICAL FORMATION

Basic Training Program	2
Catechetical Leadership Program	6

CERTIFICATION PROCESS

Coordinator Certification / Renewal of Certification	10
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ADMINISTRATIVE JOB RESPONSIBILITIES

Pre-school Catechesis	2
Kindergarten through Sixth Grade Catechesis	8
Junior High Catechesis (7 th , 8 th , 9 th)	4 to 6
High School Catechesis (10 th , 11 th , 12 th)	4
Sacramental Preparation Programs (Catechesis for children and parents for Reconciliation, Eucharist and Confirmation)	4 to 6
Special Religious Education	2 to 4 ***
Bilingual Program	2 to 4 ***
For each additional catechetical responsibility (e.g. Children's Catechumenate, Vacation Bible School)	add 2 to 4 **

* Compensation for part-time Coordinators should be pro-rated after determining total number of points. The full-time position is a 12-month job.

** "Religious Studies" also implies the additional phrase " or related fields", that is, Religious Education, Theology, Spirituality, Divinity.

*** Points in this area are to be mutually agreed upon by Pastor and Coordinator in light of the intensity and expanses of the program and the number of people and hours involved.

SUPERVISION

A. Number of Students in Program		
	1 to 149	2
	150 to 399	4
	400 to 999	6
	1000 to 1999	8
	2000 +	10
B. Number of Staff Personnel (e.g. level coordinators, catechists, assistants, secretaries) whom Coordinator meets with regularly and directly supervises.		
	1 to 15	2
	16 to 30	4
	31 to 45	6
	46 to 60	8
	61 +	10

EXPERIENCE

A. As Certified Parish Catechist		
	3 to 5 years	2
	6 to 10 years	4
	11 to 15 years	6
	16 + years	8
B. As School Administrator		
	1 to 5 years	2
	6 to 10 years	4
	11 to 15 years	6
	16 + years	8
C. As a Professional Teacher		
	3 to 5 years	2
	6 to 10 years	4
	11 to 16 years	6
	16 + years	8

Coordinator of Religious Education					
With a Bachelor's Degree					
LEVEL	POINTS ACCUMULATED	COMPENSATION			(*) RANGE
		Minimum	Midpoint	Maximum	
C 1	46 to 56	\$ 38,000	\$ 49,000	\$ 60,000	\$ 22,000
C 2	57 to 67	\$ 39,500	\$ 50,500	\$ 61,500	\$ 22,000
C 3	68 +	\$ 41,000	\$ 52,000	\$ 63,000	\$ 22,000

This Compensation Scale has been approved by the Secretary for Education in March 2005.

COMPENSATION SCALE FOR COORDINATORS OF RELIGIOUS EDUCATION
WHO HAVE A BACHELORS DEGREE

Years of Experience	C-1 (46-56 POINTS)	C-2 (57-67 POINTS)	C-3 (68+ POINTS)
1	38,000	39,500	41,000
2	39,000	40,500	42,000
3	40,000	41,500	43,000
4	41,000	42,500	44,000
5	42,500	44,000	45,500
6	43,500	45,000	46,500
7	44,500	46,000	47,500
8	45,500	47,000	48,500
9	46,500	48,000	49,500
10	48,000	49,500	51,000
11	49,000	50,500	52,000
12	50,000	51,500	53,000
13	51,000	52,500	54,000
14	52,000	53,500	55,000
15-19	53,500	55,000	56,500
20-24	55,000	56,500	58,000
25-29	57,500	59,000	60,500
30	60,000	61,500	63,000

Compensation Scale of Non-Degreed Coordinators Of Religious Education
 APPLICABLE ON COMPLETION OF BASIC TRAINING PROGRAM AND CATECHETICAL
 LEADERSHIP PROGRAM

Years of Experience	A-1 (30-40 Points)	A-2 (41-51 Points)	A-3 (52+ Points)
1	26,000	27,500	29,000
2	27,000	28,500	30,000
3	28,000	29,500	31,000
4	29,000	30,500	32,000
5	31,000	32,500	34,000
6-10	32,500	33,500	35,500
11-15	34,500	35,500	38,000
16	36,500	37,500	40,000