



## Factoring Guide for Pastoral/Professional Positions Presbytery of Baltimore 2006

Directions: To determine a position factor, first determine the Professional Skill level in Section I. Then determine the Complexity of the position in Section II. Section III provides a chart by which the factor for the position is then determined.

### I. PROFESSIONAL SKILLS REQUIRED BY THE POSITION

- |   |            |
|---|------------|
| 1. The position requires an Enrolled Education Assistant or equivalent<br>--a high school graduate enrolled in a program of higher education.   | 160 Points |
| 2. The position requires an Associate Certified Educator or equivalent<br>--a college graduate.   | 215 Points |
| 3. The position requires an Associate Certified Educator AND<br>3-5 years experience or additional training or equivalent<br>--a college graduate with additional study or experience   | 290 Points |
| A. The position requires a professional degree, i.e. M.Div. M.R.E.<br>or other appropriate degree AND for pastors, ordination;<br>for educators, Associate Certified Christian Educator; for<br>other professionals the equivalent. | 370 Points |
| B. In addition to the requirements of A, the position requires<br>skills such as would be expected to come from 3-5<br>years experience <u>OR</u> from a second graduate degree--for Educators<br>Certified Christian Educator      | 435 Points |
| C. The position requires skills such as would be expected to come from 6-10<br>years experience <u>OR</u> from 3-5 years experience AND a second<br>graduate degree.  | 500 Points |
| D. The position requires skills such as would be expected to come from more<br>than 10 years experience <u>OR</u> from 6-10 years experience AND a<br>second graduate degree.   | 565 Points |
| E. The position requires skills such as would be expected to come from more<br>than 10 years experience <u>AND</u> a second graduate degree.  | 630 Points |

### II. COMPLEXITY OF THE POSITION

Take into account such factors as multi-racial, multi-lingual, locality, dispersed membership, high membership turnover, yoked churches, new church development, size of congregation, number of staff supervised, complexity and variety of program for which the professional is responsible, etc.

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|---|---------------------|
| A. NORMAL (involves 70-75% of all congregations)              | 40% of points above |
| B. ABOVE AVERAGE  | 50% of points above |
| C. VERY COMPLEX   | 60% of points above |
| D. EXTREMELY COMPLEX (involves about 3% of all congregations) | 70% of points above |

{over}

### III. FACTOR CHART (rounded off to nearest 5)

Prof. Skills	1	2	3	A	B	C	D	E
Factor Base	160	215	290	370	435	500	565	630
Complexity								
A. 40%	225	300	410	520	610	700	790	880
B. 50%	240	325	435	555	655	750	850	945
C. 60%	260	345	465	590	700	800	905	1010
D. 70%	275	365	495	630	740	850	960	1070

#### Notes:

1. The minimum salary for a fully qualified professional (factor of 520) represents an effective salary which is 80% of the moderate standard of living for a family of four in our area according to the U.S. Government Bureau of Labor Statistics.
2. The minimum salary for a professionally trained college graduate, no experience and no graduate degree (factor of 300) represents the equivalent of a beginning public school teacher salary in the area.
3. All salaries are based on a 48-hour work week