

680.01

Passed in Plenary, June 7, 2008.

Name: **EQUITABLE COMPENSATION**

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Action

The Commission moves that the salary schedule below for Conference FY 2009 be adopted:

Right = Conference Fiscal Year Affected      Down = Year of Appointment

	Approved for FY 2007	Approved for FY 2008	Proposed for FY 2009
2008			29798
2007		28608	29798
2006	27309	28608	30394
2005	27309	29180	31002
2004	27855	29764	31622
2003	28412	30359	32254
2002	28981	30966	32899
2001	29560	31586	33557
2000	30151	32217	34228
1999	30754	32862	34913
1998	31369	33519	
1997	31997		

The Commission further moves that local churches provide in their budgets a minimum of \$5,000 for an accountable reimbursement fund to pay for travel, continuing education and other costs incurred in the course of providing pastoral ministry. This recommended amount is increased by \$500 from that approved by the 2007 Northern Illinois Annual Conference. This recommended increase is due to fuel cost increases.

Rationale

The Proposed Minimum Base Compensation (MBC) for the class of 2008 was derived by 1) adding a 3% cost of living raise to the MBC for the class of 2007 and 2) adding an increment of 1/7 of the difference between the Pastoral MBC for 2007 and the Mean Teachers' Salary (MTS) for the 2006-07 school year. The MTS is the mean salary for teachers North of I-80 in Illinois who have a master's degree and no experience. This is part of a multi-year plan to bring pastoral MBC in line with MTS by Conference FY 2010. Each yearly step in a given scale is 2% higher than the step above it; that is, there is a 2% increase for a year's greater experience. The MBC for FY 2007 and FY 2008 are provided to assist the Annual Conference in making comparisons.