

Recommended Salary Guidelines

**for Full-Time Parish Positions in Religious Education
programs and Youth Ministry**

Office of Religious Education
Archdiocese of Los Angeles

Revised July 1, 2021



The following are suggested guidelines. It is hoped that they will provide guidance to parishes.

A. Certification Points

Basic Catechist Certification - 4

Certificate - National Certificate Program - 10

Advanced Catechist Certification - 10

Catechetical Administrator Certification - 10

California Master Catechist Certification - 12

POINTS A: _____

B. Education (choose one only)

BA (Major in Theology or Religious Studies) - 16

Graduate Certificate in Religious Education - 22

MA (Theology, Religious Studies, Religious Education, Pastoral Ministry, etc.) - 28

Ph.D. (Theology, Ministry, etc.) - 34

Related Degrees from other fields:

BA/BS - 12

MA/MS - 16

POINTS B: _____

C. Direct responsibility

Early Childhood - 3

Catechesis: Grades 1-6 - 3

Catechesis: Grades 7-8 - 3

Catechesis: Grades 9-12 - 3

Confirmation - 3

Youth Ministry - 3

Young Adult Ministry (18-35) - 3

Adult Education - 3

RCIA - 3

Older Adults - 3

Pre-Baptismal preparation - 3

Parent Education - 3

Special Education - 3
Marriage preparation - 3
POINTS C: _____

D. Number of volunteers/employees that the staff person supervises

5-10 volunteers/catechists/leaders - 5
11-25 volunteers/catechists/leaders - 8
26-50 volunteers/catechists/leaders - 12
Over 50 volunteers/catechists/leaders - 18
POINTS D: _____

E. Full-time experience in Catechetical/Youth Ministry (paid or volunteer)

2 years - 6
3-5 years - 16
6-10 years - 24
11+ years - 30
POINTS E: _____

F. Part-time experience in Catechetical/Youth Ministry (less than 20 hr/wk experience)

1-2 years - 3
3-5 years - 8
6-10 years - 12
11+ years - 15
POINTS F: _____

G. Fluency in another language (as needed)

+ 6 points

POINTS G: _____

TOTAL POINTS (A-G): _____

TOTAL POINTS (A-G) SALARY RANGE (as of July 1, 2021)

Exempt:

Less than 35 points	\$58,240
36- 55 points	\$58,240 - \$61,273
56- 75 points	\$61,273 - \$64,306
76- 105 points	\$64,306 - \$71,701
106- 135 points	\$71,701 - \$79,096
135+ points	\$79,096+

Non-Exempt:

Less than 35 points	\$28.00
36- 55 points	\$28.00 - \$30.48
56- 75 points	\$30.48 - \$32.96
76- 105 points	\$32.96 - \$36.74
106- 135 points	\$36.74 - \$40.53
135+ points	\$40.53+

NOTE: Exempt salary minimums and non-exempt minimum hourly rates are governed by CA state minimum wage laws for exempt employees and governed by either CA state or city minimum wage laws. This document will be revised in accordance with changes in state and city minimum wage laws. If you have questions regarding how to properly classify and/or compensate a position, please contact the Human Resources Department for the Archdiocese of Los Angeles at (213) 637-7471.