

The following chart includes a range of yearly figures using a grid of Time Spent per Week and the amount of Education/ Experience. Organist/Directors should also use this chart, adding in total practice time to achieve total hours.

Weekly Hours	8-11	12-15	16-19	Half Time	¾ Time	Full Time
Some Training no degree	8440 - 17230	13225 - 26475	14960 - 29425			
BA/BM or 5 years experience	10905 - 21480	18265 - 33475	19660 - 35760	27550 minimum	36250 minimum	50280 minimum
MA/MM or BA/BM & 5 years experience	14455 - 26975	22415 - 41000	23950 - 42950	34390 minimum	45235 minimum	63155 minimum
DMA/Ph.D	17975 minimum	28955 minimum	33520 minimum	43525 minimum	55090 minimum	78315 minimum

It is understood that some churches will offer more salary than this chart indicates.

It is recommended that the church consider some form of sabbatical leave for every seven years of continuous service.

Health and pension plans (generally an additional 30% of base salary above) should be offered to the church musician.