

DIOCESE OF MARQUETTE
POLICY GOVERNING
COMPENSATION FOR WOMEN RELIGIOUS

The Diocese of Marquette first adopted the Market Value Model for Women Religious Compensation on July 1, 1996. The Market Value Model pays Women Religious Compensation at the same level as comparable lay positions.

A market value was established for various positions held by women religious serving in the diocese. Each of the various church ministry positions is discussed in the enclosed "Recommended Salary Scale for Women Religious." Most of the positions contain a low, mid-point and high salary range. The range was developed for the position to give units flexibility based on size and dependent on level of responsibility, experience and education of the individual.

The policy includes some provisions for the Market Value Model as proposed by the Tri-Conference Retirement Project of the National Conference of Catholic Bishops. These provisions include that housing and an automobile are the financial responsibility of the women religious and that fringe benefits will be compensated the same as for lay employees. See details under "Additional Recommendations" in the enclosed. ***Please note that Religious are not enrolled in FICA and MCC Retirement, but the Religious Congregation is compensated in cash.***

Religious Orders that choose not to abide by the Market Value Model by congregation policy are exempted from the Diocesan Policy.

Attachment

March 7, 2019

By means of this general decree, I hereby establish this policy as particular law within the ecclesiastical region of the Diocese of Marquette and as binding upon the faithful of the same Diocese of Marquette, according to the norms of the Code of Canon Law (1983). All former policies concern the compensation for women religious are hereby repealed and abrogated.

March 7, 2019
Date

+ John F. Doerfler
Most Reverend John F. Doerfler, STD, JCL
Bishop of Marquette

Rev. Daniel J. Moll
Very Reverend Daniel J. Moll, Chancellor
Diocese of Marquette

DIOCESE OF MARQUETTE

RECOMMENDED SALARY SCALE FOR WOMEN RELIGIOUS CHURCH MINISTRY EMPLOYEES

Fiscal Year

July 1, 2019 - June 30, 2020

Teachers -

Religious are placed on same salary scale as lay teachers at respective schools in the diocese.

Diocesan Office Positions -

Salary scale based on a market study is used for diocesan office positions.

Directors of Faith Formation -

Market value based on average of what is presently being paid to full time lay directors of religious education in the Diocese of Marquette. A range was developed for the position giving units flexibility based on size and dependent on level of responsibility, experience and education of the individual as follows:

	<u>Salary</u>
Low	\$ 23,872
Mid-Point	\$ 30,913
High	\$ 38,030

Faith Formation Coordinator -

Market value based on average of what is presently being paid to full time lay coordinators in the Diocese of Marquette. A range was developed for the position giving units flexibility based on size and dependent on level of responsibility, experience and education of the individual as follows:

	<u>Salary</u>
Low	\$ 19,533
Mid-Point	\$ 27,651
High	\$ 36,995

Pastoral Coordinators -

Market value is based on the guidelines for directors of religious education and small school principals because of similar education backgrounds and type of responsibilities. A range was developed for the position giving units flexibility based on size of parish and level of responsibility, experience and education as follows:

	<u>Salary</u>
Low	\$ 23,956
Mid-Point	\$ 31,020
High	\$ 38,030

School Principals -

Market value based on average of what is presently being paid to full time lay principals at large and small schools in the Diocese of Marquette. A range was developed for the position giving schools flexibility based on size and dependent on level of responsibility, experience and education of the individual as follows:

Large School:

	<u>Salary</u>
Low	\$ 55,889
Mid-Point	\$ 64,742
High	\$ 73,582

Small School:

	<u>Salary</u>
Low	\$ 29,199
Mid-Point	\$ 31,856
High	\$ 34,516

Miscellaneous Ministries -

All other positions were grouped into this category to include pastoral associates, outreach, etc. Market value was based on our best estimate of the "average" compensation presently being paid all religious in this category in the Diocese of Marquette. There are not enough lay people in full time ministry in this category to determine a meaningful average. A range was developed for this category giving units flexibility based on size and dependent on level of responsibility, experience, education and ministry of the individual involved as follows:

	<u>Salary</u>
Low	\$ 21,763
Mid-Point	\$ 31,682
High	\$ 41,550

ADDITIONAL RECOMMENDATIONS:

The following are additional recommendations for a Market Value Model.

1. The Market Value Model states that housing and an automobile are the financial responsibility of the women religious. However, any reasonable agreement between the institution and religious community regarding automobile, housing and other expenditures can be acceptable under the market model.
2. Religious will be compensated with the same fringe benefits as lay employees, in accordance with local policy, i.e., FICA, retirement at 8.1% of salary, health insurance, etc.
3. Market value salaries will be adjusted annually for inflation.