

2019 BASE SALARY GUIDE FOR PARISH DIRECTORS OF MUSIC IN THE DIOCESE OF CLEVELAND				
Academic Music Degree	HOURS PER WEEK			
	10	20	30	40
Doctorate	21,989	44,702	67,052	89,404
	16,752	33,502	50,253	67,005
Master	20,679	39,719	59,577	79,438
	14,862	29,724	44,586	59,446
Bachelor	17,211	34,423	51,635	68,846
	12,198	24,396	36,596	48,794
Associate	14,388	28,774	43,163	57,549
	10,983	21,967	32,950	43,933
			Plus benefits after 35 hours per week	Plus Benefits

This salary scale, taken from the July 2001 NPM document: The Director of Music Ministries in the Parish: Work and Remuneration, is in turn based on figures provided by the American Guild of Organists, and is current as of July 2019. Its intended use is for full-time pastoral musicians with various educational backgrounds. The Salary figures represent an annual increase of 2% or 3% depending on the approved Diocese of Cleveland increase for a given year.

How to Use the Salary Table

1. Education Level

Determine the level of training of the candidate. Select the category that best fits that person.

2. Base Salary Determination

Those people with little experience (*five years or less*) would be considered at the lower salary level and those with greater experience at the higher level.

3. Regional Cost of Living Adjustment

The salary levels are recommended average values for the entire country.

The cost of living, however, does vary from one region to another, and this should be taken into account in arriving at an equitable salary.

4. Additional Adjustments

The salaries given are intended to apply to the majority of competent Directors of Music Ministries. In exceptional cases of outstanding talent and ability, the Directors of Music Ministries should receive a salary higher than the range suggested in the table. Also, if the church demands the very highest artistic musical standards, it should offer a greater salary than that indicated in the table. This would take into account the added responsibility, which may not be adequately reflected in the working time or amount of training.