

American Guild of Organists Southeast Minnesota Chapter Annual Base Salary Guidelines for Area Churches 2008

All figures represent the *minimum* amount a musician with the indicated training and experience should be paid, based on the time requirements of the position. The salary range in each category corresponds to the hours per week range found in the left-hand column. Adjust the range to meet your specific situation.

Hours per Week	Experience Level	No Music Degree or SPC or equivalent level	B.A./B.S. Music or CAGO or equivalent	Masters in Music or AAGO or equivalent	Doctorate in Music or FAGO or equivalent
\$/hour	I	\$15	\$17	\$19	\$25
	II	\$16	\$18	\$21	\$26
	III	\$18	\$21	\$23	\$27
	IV	\$19	\$22	\$24	\$28
8 to 12 1/4-time	I	6,298 - 9,459	7,208 - 10,800	8,106 - 12,153	10,357 - 15,530
	II	6,753 - 10,129	7,651 - 11,482	8,549 - 12,835	10,800 - 16,212
	III	7,651 - 11,482	8,549 - 12,835	9,459 - 14,177	11,255 - 16,882
	IV	8,106 - 12,153	9,004 - 13,506	9,902 - 14,859	11,710 - 17,553
13 to 18 3/8 time	I	10,238 - 14,177	11,710 - 16,212	13,171 - 18,235	16,828 - 23,300
	II	10,974 - 15,194	12,435 - 17,218	13,896 - 19,242	17,553 - 24,306
	III	12,435 - 17,218	13,896 - 19,242	15,367 - 21,276	18,289 - 25,324
	IV	13,171 - 18,235	14,631 - 20,259	16,092 - 22,283	19,025 - 26,341
19 to 24 1/2 time	I	14,967 - 18,906	17,110 - 21,612	19,242 - 24,306	24,588 - 31,059
	II	16,038 - 20,259	18,181 - 22,965	20,313 - 25,659	25,659 - 32,412
	III	18,181 - 22,965	20,313 - 25,659	22,456 - 28,365	26,731 - 33,765
	IV	19,242 - 24,306	21,384 - 27,012	23,527 - 29,718	27,802 - 35,118
25 to 34 3/4 time	I	19,696 - 26,785	22,510 - 30,616	25,324 - 34,436	32,358 - 44,003
	II	21,103 - 28,700	23,917 - 32,531	26,731 - 36,351	33,765 - 45,918
	III	23,917 - 32,531	26,731 - 36,351	29,544 - 40,182	35,172 - 47,834
	IV	25,324 - 34,436	28,137 - 38,267	30,951 - 42,098	36,579 - 49,749
35 to 45 full-time	I	27,575 - 35,453	31,514 - 40,518	35,453 - 45,583	45,301 - 58,245
	II	29,544 - 37,986	33,484 - 43,050	37,423 - 48,115	47,271 - 60,777
	III	33,484 - 43,050	37,423 - 48,115	41,362 - 53,180	49,241 - 63,309
	IV	35,453 - 45,583	39,392 - 50,647	43,332 - 55,712	51,210 - 65,842

Certification/Education Levels
SPC: Service Playing Certificate
CAGO: Colleague of the American Guild of Organists
AAGO: Associate of the American Guild of Organists
FAGO: Fellow of the American Guild of Organists

Experience Level
I 1-4 years
II 5-12 years
III 13-20 years
IV over 20 years

Additional adjustments: If the position is full time, benefits should be paid. The above figures do not include benefits. If the position is part time, and if, by mutual agreement, fringe benefits are not provided, additional compensation should be given. This will allow the person to provide for his or her own needs. An adjustment of 20% should be considered in lieu of fringe benefits.