

Remuneration Study Committee Update 2024 Year End Meeting

TOGETHER
IN MISSION



Purpose

- 2022 YEM – The Executive Committee participated in a breakout discussion about the catastrophic teacher shortages facing Adventist education.
- The Education Task Force Committee was established to study retention, recruitment, respect and remuneration.
- 2023 YEM – The Education Task Force Committee report highlighted the need to review the wage scale for educators.
- NAD Executive Officers established the Remuneration Study Committee to answer the question “What is a Living Wage?” and review our pay and benefits practices.

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Committee Members

- Kyoshin Ahn – NAD
- Stephanie Bailey – NPUC
- Dedrick Blue – AUC
- Bob Burrow – Invitee
- Craig Carr – MAUC
- Lowell Cooper – Invitee
- Elton DeMoraes – SWUC
- Judy Glass – NAD
- Chad Grundy – Invitee
- Kevin Kossick - SUC
- Paul Llewellyn – SDACC
- Bill McClendon – NPUC
- Brad Newton – PUC
- Elisa Rahming – SUC
- Keith Richter - SDACC
- Donovan Ross – CUC
- Glynn Scott – LUC
- Danielle Toddy – Invitee

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Work In Progress

- Task: Defining “What is a living wage?”
- Baseline Remuneration Packages
- Entry Level Wages
- Debt Load for Graduating College Students
- Current Cost of Living Compared to CPI
- Implementation of ERI
- State Minimum Wage Laws



Overview of Surveys

- NAD Salary & Benefits
- Educator Workplace
- Pastor Workplace

