

South Wisconsin District Suggested Salary Schedule
January 1, 2015 — December 31, 2015

Base 12 Month Salary
\$39,620

Year	Factor	BA	Factor	MA	Factor	MDIV/PHD-ED	Factor	STM/DMIN	Factor	PHD/THD
0	1.000	39,620	1.100	43,582	1.250	49,525	1.300	51,506	1.350	53,487
1	1.040	41,205	1.140	45,167	1.290	51,110	1.340	53,091	1.390	55,072
2	1.080	42,790	1.180	46,752	1.330	52,695	1.380	54,676	1.430	56,657
3	1.120	44,375	1.220	48,337	1.370	54,280	1.420	56,261	1.470	58,242
4	1.160	45,960	1.260	49,922	1.410	55,865	1.460	57,846	1.510	59,827
5	1.200	47,544	1.300	51,506	1.450	57,450	1.500	59,431	1.550	61,412
6	1.230	48,733	1.340	53,091	1.490	59,034	1.540	61,015	1.590	62,996
7	1.260	49,922	1.380	54,676	1.530	60,619	1.580	62,600	1.630	64,581
8	1.290	51,110	1.420	56,261	1.570	62,204	1.620	64,185	1.670	66,166
9	1.320	52,299	1.460	57,846	1.610	63,789	1.660	65,770	1.710	67,751
10	1.350	53,487	1.500	59,431	1.650	65,374	1.700	67,355	1.750	69,336
11	1.370	54,280	1.530	60,619	1.680	66,562	1.730	68,543	1.780	70,524
12	1.390	55,072	1.560	61,808	1.710	67,751	1.760	69,732	1.810	71,713
13	1.410	55,865	1.590	62,996	1.740	68,939	1.790	70,920	1.840	72,901
14	1.430	56,657	1.620	64,185	1.770	70,128	1.820	72,109	1.870	74,090
15	1.450	57,450	1.650	65,374	1.800	71,317	1.850	73,298	1.900	75,279
16	1.456	57,687	1.656	65,611	1.806	71,554	1.856	73,535	1.906	75,516
17	1.462	57,925	1.662	65,849	1.812	71,792	1.862	73,773	1.912	75,754
18	1.468	58,163	1.668	66,087	1.818	72,030	1.868	74,011	1.918	75,992
19	1.474	58,400	1.674	66,324	1.824	72,268	1.874	74,249	1.924	76,230
20	1.480	58,638	1.680	66,562	1.830	72,505	1.880	74,486	1.930	76,467
21	1.486	58,876	1.686	66,800	1.836	72,743	1.886	74,724	1.936	76,705
22	1.492	59,114	1.692	67,038	1.842	72,981	1.892	74,962	1.942	76,943
23	1.498	59,351	1.698	67,275	1.848	73,218	1.898	75,199	1.948	77,180
24	1.504	59,589	1.704	67,513	1.854	73,456	1.904	75,437	1.954	77,418
25	1.510	59,827	1.710	67,751	1.860	73,694	1.910	75,675	1.960	77,656
26			1.716	67,989	1.866	73,932	1.916	75,913	1.966	77,894
27			1.722	68,226	1.872	74,169	1.922	76,150	1.972	78,131
28			1.728	68,464	1.878	74,407	1.928	76,388	1.978	78,369
29			1.734	68,702	1.884	74,645	1.934	76,626	1.984	78,607
30			1.740	68,939	1.890	74,882	1.940	76,863	1.990	78,844
31			1.745	69,138	1.895	75,081	1.945	77,062	1.995	79,043
32			1.750	69,336	1.900	75,279	1.950	77,260	2.000	79,241
33			1.755	69,534	1.905	75,477	1.955	77,458	2.005	79,439
34			1.760	69,732	1.910	75,675	1.960	77,656	2.010	79,637
35			1.765	69,930	1.915	75,873	1.965	77,854	2.015	79,835
36			1.770	70,128	1.920	76,071	1.970	78,052	2.020	80,033
37			1.775	70,326	1.925	76,269	1.975	78,250	2.025	80,231
38			1.780	70,524	1.930	76,467	1.980	78,448	2.030	80,429
39			1.785	70,722	1.935	76,665	1.985	78,646	2.035	80,627
40			1.790	70,920	1.940	76,863	1.990	78,844	2.040	80,826
41			1.795	71,119	1.945	77,062	1.995	79,043	2.045	81,024
42			1.800	71,317	1.950	77,260	2.000	79,241	2.050	81,222
43			1.805	71,515	1.955	77,458	2.005	79,439	2.055	81,420
44			1.810	71,713	1.960	77,656	2.010	79,637	2.060	81,618
45			1.815	71,911	1.965	77,854	2.015	79,835	2.065	81,816

Key	
BA	Bachelor Degree
MA	Master Degree
MDIV	Master in Divinity
PHD-ED	Dr. of Education
STM	Master of Sacred Theology
DMIN	Doctor of Ministry
PHD/THD	Doctor of Philosophy/Theology

ADDITIONAL EDUCATION: Congregations are encouraged to recognize levels of educational attainment in addition to those listed. A method such as the following could be used for any educational level so identified. The amount would be added to the worker's other compensation figures.

Educational Level	Additional Compensation
Teacher - BS or BA and seeking MS or MA	5% of BA base-year 0 \$1,981
Pastor - MDIV and seeking DMIN or STM	2.5% of MDIV base-year 0 \$1,238

2015 Suggested Salary Schedule

Pre-school & Daycare Workers

Based on an hourly rate

Years of Service	Enrolled in EC-I & EC-II	EC-I & EC-II No Degree	EC-I & EC-II No Degree	EC-I & EC-II No Degree	Bachelor Degree (non-Ed.) plus EC-I & EC-II or 2 Year AA - EC	Bachelor Degree in Elementary Ed or EC
	Daycare & Assistant Teachers	Daycare & Assistant Teachers	Lead Daycare	Lead Teacher	Lead Teacher	Lead Teacher
0-2	\$9.48	\$10.94	\$11.51	\$12.40	\$14.72	\$17.05
3-4		\$11.24	\$11.81	\$12.97	\$15.30	\$17.63
5-6		\$11.51	\$12.10	\$13.56	\$15.89	\$18.20
7-8		\$11.81	\$12.40	\$14.13	\$16.46	\$18.80
9-10		\$12.10	\$12.67	\$14.72	\$17.05	\$19.38
11-12		\$12.40	\$12.97	\$15.30	\$17.63	\$19.96
13-14		\$12.67	\$13.27	\$15.89	\$18.20	\$20.53
15+		\$12.97	\$13.56	\$16.46	\$18.80	\$21.12