

South Wisconsin District Suggested Salary Schedule
January 1, 2016 — December 31, 2016

Base 12 Month Salary
\$40,412

Year	Factor	BA	Factor	MA	Factor	MDIV/PHD-ED	Factor	STM/DMIN	Factor	PHD/THD
0	1.000	40,412	1.100	44,454	1.250	50,516	1.300	52,536	1.350	54,557
1	1.040	42,029	1.140	46,070	1.290	52,132	1.340	54,153	1.390	56,173
2	1.080	43,645	1.180	47,687	1.330	53,748	1.380	55,769	1.430	57,790
3	1.120	45,262	1.220	49,303	1.370	55,365	1.420	57,386	1.470	59,406
4	1.160	46,878	1.260	50,920	1.410	56,981	1.460	59,002	1.510	61,023
5	1.200	48,495	1.300	52,536	1.450	58,598	1.500	60,619	1.550	62,639
6	1.230	49,707	1.340	54,153	1.490	60,214	1.540	62,235	1.590	64,256
7	1.260	50,920	1.380	55,769	1.530	61,831	1.580	63,852	1.630	65,872
8	1.290	52,132	1.420	57,386	1.570	63,447	1.620	65,468	1.670	67,489
9	1.320	53,344	1.460	59,002	1.610	65,064	1.660	67,085	1.710	69,105
10	1.350	54,557	1.500	60,619	1.650	66,680	1.700	68,701	1.750	70,722
11	1.370	55,365	1.530	61,831	1.680	67,893	1.730	69,913	1.780	71,934
12	1.390	56,173	1.560	63,043	1.710	69,105	1.760	71,126	1.810	73,146
13	1.410	56,981	1.590	64,256	1.740	70,318	1.790	72,338	1.840	74,359
14	1.430	57,790	1.620	65,468	1.770	71,530	1.820	73,551	1.870	75,571
15	1.450	58,598	1.650	66,680	1.800	72,742	1.850	74,763	1.900	76,784
16	1.456	58,840	1.656	66,923	1.806	72,985	1.856	75,005	1.906	77,026
17	1.462	59,083	1.662	67,165	1.812	73,227	1.862	75,248	1.912	77,269
18	1.468	59,325	1.668	67,408	1.818	73,470	1.868	75,490	1.918	77,511
19	1.474	59,568	1.674	67,650	1.824	73,712	1.874	75,733	1.924	77,753
20	1.480	59,810	1.680	67,893	1.830	73,955	1.880	75,975	1.930	77,996
21	1.486	60,053	1.686	68,135	1.836	74,197	1.886	76,218	1.936	78,238
22	1.492	60,295	1.692	68,378	1.842	74,440	1.892	76,460	1.942	78,481
23	1.498	60,538	1.698	68,620	1.848	74,682	1.898	76,703	1.948	78,723
24	1.504	60,780	1.704	68,863	1.854	74,925	1.904	76,945	1.954	78,966
25	1.510	61,023	1.710	69,105	1.860	75,167	1.910	77,188	1.960	79,208
26			1.716	69,348	1.866	75,410	1.916	77,430	1.966	79,451
27			1.722	69,590	1.872	75,652	1.922	77,673	1.972	79,693
28			1.728	69,833	1.878	75,894	1.928	77,915	1.978	79,936
29			1.734	70,075	1.884	76,137	1.934	78,158	1.984	80,178
30			1.740	70,318	1.890	76,379	1.940	78,400	1.990	80,421
31			1.745	70,520	1.895	76,581	1.945	78,602	1.995	80,623
32			1.750	70,722	1.900	76,784	1.950	78,804	2.000	80,825
33			1.755	70,924	1.905	76,986	1.955	79,006	2.005	81,027
34			1.760	71,126	1.910	77,188	1.960	79,208	2.010	81,229
35			1.765	71,328	1.915	77,390	1.965	79,410	2.015	81,431
36			1.770	71,530	1.920	77,592	1.970	79,612	2.020	81,633
37			1.775	71,732	1.925	77,794	1.975	79,814	2.025	81,835
38			1.780	71,934	1.930	77,996	1.980	80,017	2.030	82,037
39			1.785	72,136	1.935	78,198	1.985	80,219	2.035	82,239
40			1.790	72,338	1.940	78,400	1.990	80,421	2.040	82,441
41			1.795	72,540	1.945	78,602	1.995	80,623	2.045	82,643
42			1.800	72,742	1.950	78,804	2.000	80,825	2.050	82,845
43			1.805	72,944	1.955	79,006	2.005	81,027	2.055	83,047
44			1.810	73,146	1.960	79,208	2.010	81,229	2.060	83,250
45			1.815	73,349	1.965	79,410	2.015	81,431	2.065	83,452

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 \$2,021
Pastor - MDIV and seeking DMIN or STM	2.5% of MDIV base-year 0 \$1,263

2016 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	\$9.69	\$11.16	\$11.75	\$12.65	\$15.01	\$17.39
3-4		\$11.46	\$12.05	\$13.23	\$15.61	\$17.98
5-6		\$11.75	\$12.34	\$13.83	\$16.20	\$18.57
7-8		\$12.05	\$12.65	\$14.41	\$16.79	\$19.18
9-10		\$12.34	\$12.93	\$15.01	\$17.39	\$19.76
11-12		\$12.65	\$13.23	\$15.61	\$17.98	\$20.36
13-14		\$12.93	\$13.54	\$16.20	\$18.57	\$20.95
15+		\$13.23	\$13.83	\$16.79	\$19.18	\$21.54