

South Wisconsin District Suggested Salary Schedule

Base 12 Month Salary

January 1, 2018 — December 31, 2018

\$42,457

Year	Factor	BA	Factor	MA	Factor	MDIV/PHD-ED	Factor	STM/DMIN	Factor	PHD/THD
0	1.000	42,457	1.100	46,703	1.250	53,071	1.300	55,194	1.350	57,317
1	1.040	44,155	1.140	48,401	1.290	54,769	1.340	56,892	1.390	59,015
2	1.080	45,853	1.180	50,099	1.330	56,468	1.380	58,590	1.430	60,713
3	1.120	47,552	1.220	51,797	1.370	58,166	1.420	60,289	1.470	62,412
4	1.160	49,250	1.260	53,496	1.410	59,864	1.460	61,987	1.510	64,110
5	1.200	50,948	1.300	55,194	1.450	61,562	1.500	63,685	1.550	65,808
6	1.230	52,222	1.340	56,892	1.490	63,261	1.540	65,384	1.590	67,506
7	1.260	53,496	1.380	58,590	1.530	64,959	1.580	67,082	1.630	69,205
8	1.290	54,769	1.420	60,289	1.570	66,657	1.620	68,780	1.670	70,903
9	1.320	56,043	1.460	61,987	1.610	68,356	1.660	70,478	1.710	72,601
10	1.350	57,317	1.500	63,685	1.650	70,054	1.700	72,177	1.750	74,299
11	1.370	58,166	1.530	64,959	1.680	71,328	1.730	73,450	1.780	75,573
12	1.390	59,015	1.560	66,233	1.710	72,601	1.760	74,724	1.810	76,847
13	1.410	59,864	1.590	67,506	1.740	73,875	1.790	75,998	1.840	78,121
14	1.430	60,713	1.620	68,780	1.770	75,149	1.820	77,271	1.870	79,394
15	1.450	61,562	1.650	70,054	1.800	76,422	1.850	78,545	1.900	80,668
16	1.456	61,817	1.656	70,309	1.806	76,677	1.856	78,800	1.906	80,923
17	1.462	62,072	1.662	70,563	1.812	76,932	1.862	79,055	1.912	81,177
18	1.468	62,327	1.668	70,818	1.818	77,187	1.868	79,309	1.918	81,432
19	1.474	62,581	1.674	71,073	1.824	77,441	1.874	79,564	1.924	81,687
20	1.480	62,836	1.680	71,328	1.830	77,696	1.880	79,819	1.930	81,942
21	1.486	63,091	1.686	71,582	1.836	77,951	1.886	80,074	1.936	82,196
22	1.492	63,346	1.692	71,837	1.842	78,206	1.892	80,328	1.942	82,451
23	1.498	63,600	1.698	72,092	1.848	78,460	1.898	80,583	1.948	82,706
24	1.504	63,855	1.704	72,346	1.854	78,715	1.904	80,838	1.954	82,961
25	1.510	64,110	1.710	72,601	1.860	78,970	1.910	81,093	1.960	83,215
26			1.716	72,856	1.866	79,224	1.916	81,347	1.966	83,470
27			1.722	73,111	1.872	79,479	1.922	81,602	1.972	83,725
28			1.728	73,365	1.878	79,734	1.928	81,857	1.978	83,980
29			1.734	73,620	1.884	79,989	1.934	82,112	1.984	84,234
30			1.740	73,875	1.890	80,243	1.940	82,366	1.990	84,489
31			1.745	74,087	1.895	80,456	1.945	82,579	1.995	84,701
32			1.750	74,299	1.900	80,668	1.950	82,791	2.000	84,914
33			1.755	74,512	1.905	80,880	1.955	83,003	2.005	85,126
34			1.760	74,724	1.910	81,093	1.960	83,215	2.010	85,338
35			1.765	74,936	1.915	81,305	1.965	83,428	2.015	85,551
36			1.770	75,149	1.920	81,517	1.970	83,640	2.020	85,763
37			1.775	75,361	1.925	81,729	1.975	83,852	2.025	85,975
38			1.780	75,573	1.930	81,942	1.980	84,065	2.030	86,187
39			1.785	75,785	1.935	82,154	1.985	84,277	2.035	86,400
40			1.790	75,998	1.940	82,366	1.990	84,489	2.040	86,612
41			1.795	76,210	1.945	82,579	1.995	84,701	2.045	86,824
42			1.800	76,422	1.950	82,791	2.000	84,914	2.050	87,037
43			1.805	76,635	1.955	83,003	2.005	85,126	2.055	87,249
44			1.810	76,847	1.960	83,215	2.010	85,338	2.060	87,461
45			1.815	77,059	1.965	83,428	2.015	85,551	2.065	87,673

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 \$2,123
Pastor - MDIV and seeking DMIN or STM	2.5% of MDIV base-year 0 \$1,327

Preschool and Daycare Salary Schedule

Following is an offering for preschools and daycares. Please note that it gives a suggested hourly wage based on degree, years of service, position, and completion of Early Childhood certification noted as EC-I and EC-II. The chart has been developed from extensive research done covering daycares and preschools found mostly in the southeastern Wisconsin. Please call the district business office if you have any questions, contribution of additional information or would like to comment on improvements. The phone number is (414) 464-8100 or (800) 793-3678.

To use the chart, just select the correct category the worker falls in and multiply it times the number of hours worked per week.

2018 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	\$10.18	\$11.61	\$12.22	\$13.16	\$15.62	\$18.09
3-4		\$11.93	\$12.54	\$13.77	\$16.24	\$18.71
5-6		\$12.22	\$12.84	\$14.39	\$16.86	\$19.32
7-8		\$12.54	\$13.16	\$15.00	\$17.47	\$19.95
9-10		\$12.84	\$13.45	\$15.62	\$18.09	\$20.56
11-12		\$13.16	\$13.77	\$16.24	\$18.71	\$21.18
13-14		\$13.45	\$14.08	\$16.86	\$19.32	\$21.79
15+		\$13.77	\$14.39	\$17.47	\$19.95	\$22.41