

**South Wisconsin District Suggested Salary Schedule**  
**January 1, 2014 — December 31, 2014**

**Base 12 Month Salary**  
**\$38,654**

Year	Factor	BA	Factor	MA	Factor	MDIV/PHD-ED	Factor	STM/DMIN	Factor	PHD/THD
0	1.000	38,654	1.100	42,519	1.250	48,317	1.300	50,250	1.350	52,183
1	1.040	40,200	1.140	44,065	1.290	49,863	1.340	51,796	1.390	53,729
2	1.080	41,746	1.180	45,611	1.330	51,410	1.380	53,342	1.430	55,275
3	1.120	43,292	1.220	47,158	1.370	52,956	1.420	54,888	1.470	56,821
4	1.160	44,838	1.260	48,704	1.410	54,502	1.460	56,435	1.510	58,367
5	1.200	46,385	1.300	50,250	1.450	56,048	1.500	57,981	1.550	59,913
6	1.230	47,544	1.340	51,796	1.490	57,594	1.540	59,527	1.590	61,460
7	1.260	48,704	1.380	53,342	1.530	59,140	1.580	61,073	1.630	63,006
8	1.290	49,863	1.420	54,888	1.570	60,686	1.620	62,619	1.670	64,552
9	1.320	51,023	1.460	56,435	1.610	62,233	1.660	64,165	1.710	66,098
10	1.350	52,183	1.500	57,981	1.650	63,779	1.700	65,711	1.750	67,644
11	1.370	52,956	1.530	59,140	1.680	64,938	1.730	66,871	1.780	68,804
12	1.390	53,729	1.560	60,300	1.710	66,098	1.760	68,031	1.810	69,963
13	1.410	54,502	1.590	61,460	1.740	67,258	1.790	69,190	1.840	71,123
14	1.430	55,275	1.620	62,619	1.770	68,417	1.820	70,350	1.870	72,283
15	1.450	56,048	1.650	63,779	1.800	69,577	1.850	71,509	1.900	73,442
16	1.456	56,280	1.656	64,011	1.806	69,809	1.856	71,741	1.906	73,674
17	1.462	56,512	1.662	64,243	1.812	70,041	1.862	71,973	1.912	73,906
18	1.468	56,744	1.668	64,474	1.818	70,273	1.868	72,205	1.918	74,138
19	1.474	56,976	1.674	64,706	1.824	70,504	1.874	72,437	1.924	74,370
20	1.480	57,208	1.680	64,938	1.830	70,736	1.880	72,669	1.930	74,602
21	1.486	57,440	1.686	65,170	1.836	70,968	1.886	72,901	1.936	74,834
22	1.492	57,671	1.692	65,402	1.842	71,200	1.892	73,133	1.942	75,066
23	1.498	57,903	1.698	65,634	1.848	71,432	1.898	73,365	1.948	75,298
24	1.504	58,135	1.704	65,866	1.854	71,664	1.904	73,597	1.954	75,529
25	1.510	58,367	1.710	66,098	1.860	71,896	1.910	73,829	1.960	75,761
26			1.716	66,330	1.866	72,128	1.916	74,061	1.966	75,993
27			1.722	66,562	1.872	72,360	1.922	74,293	1.972	76,225
28			1.728	66,794	1.878	72,592	1.928	74,524	1.978	76,457
29			1.734	67,026	1.884	72,824	1.934	74,756	1.984	76,689
30			1.740	67,258	1.890	73,056	1.940	74,988	1.990	76,921
31			1.745	67,451	1.895	73,249	1.945	75,182	1.995	77,114
32			1.750	67,644	1.900	73,442	1.950	75,375	2.000	77,308
33			1.755	67,837	1.905	73,635	1.955	75,568	2.005	77,501
34			1.760	68,031	1.910	73,829	1.960	75,761	2.010	77,694
35			1.765	68,224	1.915	74,022	1.965	75,955	2.015	77,887
36			1.770	68,417	1.920	74,215	1.970	76,148	2.020	78,081
37			1.775	68,610	1.925	74,409	1.975	76,341	2.025	78,274
38			1.780	68,804	1.930	74,602	1.980	76,534	2.030	78,467
39			1.785	68,997	1.935	74,795	1.985	76,728	2.035	78,660
40			1.790	69,190	1.940	74,988	1.990	76,921	2.040	78,854
41			1.795	69,384	1.945	75,182	1.995	77,114	2.045	79,047
42			1.800	69,577	1.950	75,375	2.000	77,308	2.050	79,240
43			1.805	69,770	1.955	75,568	2.005	77,501	2.055	79,434
44			1.810	69,963	1.960	75,761	2.010	77,694	2.060	79,627
45			1.815	70,157	1.965	75,955	2.015	77,887	2.065	79,820

<b>Key</b>	
<b>BA</b>	Bachelor Degree
<b>MA</b>	Master Degree
<b>MDIV</b>	Master in Divinity
<b>PHD-ED</b>	Dr. of Education
<b>STM</b>	Master of Sacred Theology
<b>DMIN</b>	Doctor of Ministry
<b>PHD/THD</b>	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 \$1,933
Pastor - MDIV and seeking DMIN or STM	2.5% of MDIV base-year 0 \$1,208

## 2014 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	\$9.25	\$10.67	\$11.23	\$12.10	\$14.36	\$16.63
3-4		\$10.96	\$11.52	\$12.66	\$14.93	\$17.20
5-6		\$11.23	\$11.80	\$13.23	\$15.50	\$17.76
7-8		\$11.52	\$12.10	\$13.79	\$16.06	\$18.34
9-10		\$11.80	\$12.36	\$14.36	\$16.63	\$18.90
11-12		\$12.10	\$12.66	\$14.93	\$17.20	\$19.47
13-14		\$12.36	\$12.95	\$15.50	\$17.76	\$20.03
15+		\$12.66	\$13.23	\$16.06	\$18.34	\$20.60