### South Wisconsin District Suggested Salary Schedule

**January 1, 2018 — December 31, 2018**

<table>
<thead>
<tr>
<th>Year</th>
<th>Factor BA</th>
<th>Factor MA</th>
<th>Factor MDIV/PHD-ED</th>
<th>Factor STM/DMIN</th>
<th>Factor PHD/THD</th>
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### 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

**Base 12 Month Salary**

- **$42,457**

**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)

**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.
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

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Enrolled in EC-I &amp; EC-II</th>
<th>EC-I &amp; EC-II No Degree</th>
<th>EC-I &amp; EC-II No Degree</th>
<th>EC-I &amp; EC-II No Degree</th>
<th>Bachelor Degree (non-Ed.) plus EC-I &amp; EC-II or 2 Year AA - EC</th>
<th>Bachelor Degree in Elementary Ed or EC</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Daycare &amp; Assistant Teachers</td>
<td>Daycare &amp; Assistant Teachers</td>
<td>Lead Daycare</td>
<td>Lead Teacher</td>
<td>Lead Teacher</td>
<td>Lead Teacher</td>
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<tr>
<td>0-2</td>
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<td>$11.61</td>
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<td>11-12</td>
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