

South Wisconsin District Suggested Salary Schedule
January 1, 2019 — December 31, 2019

Base 12 Month Salary
\$43,306

Year	Factor	BA	Factor	MA	Factor	MDIV/PHD-ED	Factor	STM/DMIN	Factor	PHD/THD
0	1.000	43,306	1.100	47,637	1.250	54,132	1.300	56,298	1.350	58,463
1	1.040	45,038	1.140	49,369	1.290	55,865	1.340	58,030	1.390	60,195
2	1.080	46,770	1.180	51,101	1.330	57,597	1.380	59,762	1.430	61,928
3	1.120	48,503	1.220	52,833	1.370	59,329	1.420	61,495	1.470	63,660
4	1.160	50,235	1.260	54,566	1.410	61,061	1.460	63,227	1.510	65,392
5	1.200	51,967	1.300	56,298	1.450	62,794	1.500	64,959	1.550	67,124
6	1.230	53,266	1.340	58,030	1.490	64,526	1.540	66,691	1.590	68,857
7	1.260	54,566	1.380	59,762	1.530	66,258	1.580	68,423	1.630	70,589
8	1.290	55,865	1.420	61,495	1.570	67,990	1.620	70,156	1.670	72,321
9	1.320	57,164	1.460	63,227	1.610	69,723	1.660	71,888	1.710	74,053
10	1.350	58,463	1.500	64,959	1.650	71,455	1.700	73,620	1.750	75,785
11	1.370	59,329	1.530	66,258	1.680	72,754	1.730	74,919	1.780	77,085
12	1.390	60,195	1.560	67,557	1.710	74,053	1.760	76,219	1.810	78,384
13	1.410	61,061	1.590	68,857	1.740	75,352	1.790	77,518	1.840	79,683
14	1.430	61,928	1.620	70,156	1.770	76,652	1.820	78,817	1.870	80,982
15	1.450	62,794	1.650	71,455	1.800	77,951	1.850	80,116	1.900	82,281
16	1.456	63,054	1.656	71,715	1.806	78,211	1.856	80,376	1.906	82,541
17	1.462	63,313	1.662	71,975	1.812	78,470	1.862	80,636	1.912	82,801
18	1.468	63,573	1.668	72,234	1.818	78,730	1.868	80,896	1.918	83,061
19	1.474	63,833	1.674	72,494	1.824	78,990	1.874	81,155	1.924	83,321
20	1.480	64,093	1.680	72,754	1.830	79,250	1.880	81,415	1.930	83,581
21	1.486	64,353	1.686	73,014	1.836	79,510	1.886	81,675	1.936	83,840
22	1.492	64,613	1.692	73,274	1.842	79,770	1.892	81,935	1.942	84,100
23	1.498	64,872	1.698	73,534	1.848	80,029	1.898	82,195	1.948	84,360
24	1.504	65,132	1.704	73,793	1.854	80,289	1.904	82,455	1.954	84,620
25	1.510	65,392	1.710	74,053	1.860	80,549	1.910	82,714	1.960	84,880
26			1.716	74,313	1.866	80,809	1.916	82,974	1.966	85,140
27			1.722	74,573	1.872	81,069	1.922	83,234	1.972	85,399
28			1.728	74,833	1.878	81,329	1.928	83,494	1.978	85,659
29			1.734	75,093	1.884	81,588	1.934	83,754	1.984	85,919
30			1.740	75,352	1.890	81,848	1.940	84,014	1.990	86,179
31			1.745	75,569	1.895	82,065	1.945	84,230	1.995	86,395
32			1.750	75,785	1.900	82,281	1.950	84,447	2.000	86,612
33			1.755	76,002	1.905	82,498	1.955	84,663	2.005	86,829
34			1.760	76,219	1.910	82,714	1.960	84,880	2.010	87,045
35			1.765	76,435	1.915	82,931	1.965	85,096	2.015	87,262
36			1.770	76,652	1.920	83,147	1.970	85,313	2.020	87,478
37			1.775	76,868	1.925	83,364	1.975	85,529	2.025	87,695
38			1.780	77,085	1.930	83,581	1.980	85,746	2.030	87,911
39			1.785	77,301	1.935	83,797	1.985	85,962	2.035	88,128
40			1.790	77,518	1.940	84,014	1.990	86,179	2.040	88,344
41			1.795	77,734	1.945	84,230	1.995	86,395	2.045	88,561
42			1.800	77,951	1.950	84,447	2.000	86,612	2.050	88,777
43			1.805	78,167	1.955	84,663	2.005	86,829	2.055	88,994
44			1.810	78,384	1.960	84,880	2.010	87,045	2.060	89,210
45			1.815	78,600	1.965	85,096	2.015	87,262	2.065	89,427

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	\$2,165
Pastor - MDIV and seeking DMIN or STM	2.5% of MDIV base-year 0	\$1,353

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.

2019 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	\$10.39	\$11.84	\$12.46	\$13.42	\$15.93	\$18.45
3-4		\$12.17	\$12.79	\$14.04	\$16.56	\$19.08
5-6		\$12.46	\$13.10	\$14.67	\$17.20	\$19.71
7-8		\$12.79	\$13.42	\$15.30	\$17.82	\$20.35
9-10		\$13.10	\$13.72	\$15.93	\$18.45	\$20.97
11-12		\$13.42	\$14.04	\$16.56	\$19.08	\$21.61
13-14		\$13.72	\$14.36	\$17.20	\$19.71	\$22.23
15+		\$14.04	\$14.67	\$17.82	\$20.35	\$22.86