

South Wisconsin District Suggested Salary Schedule  
January 1, 2021 -- December 31, 2021

Base 12-Month Salary:  
**\$45,231**

Year	Certificate 1		BA (Non-Roster Eligible)		BA (Rostered)		Certificate 2		MA		MDiv / EdD		STM / DMin		PhD / ThD	
	Factor	Salary	Factor	Salary	Factor	Salary	Factor	Salary	Factor	Salary	Factor	Salary	Factor	Salary	Factor	Salary
0	90.0	40,708	90.0	40,708	100.0	45,231	105.0	47,493	110.0	49,754	125.0	56,539	130.0	58,800	135.0	61,062
1	94.0	42,517	94.0	42,517	104.0	47,040	109.0	49,302	114.0	51,563	129.0	58,348	134.0	60,610	139.0	62,871
2	98.0	44,326	98.0	44,326	108.0	48,849	113.0	51,111	118.0	53,373	133.0	60,157	138.0	62,419	143.0	64,680
3	102.0	46,136	102.0	46,136	112.0	50,659	117.0	52,920	122.0	55,182	137.0	61,966	142.0	64,228	147.0	66,490
4	106.0	47,945	106.0	47,945	116.0	52,468	121.0	54,730	126.0	56,991	141.0	63,776	146.0	66,037	151.0	68,299
5	110.0	49,754	110.0	49,754	120.0	54,277	125.0	56,539	130.0	58,800	145.0	65,585	150.0	67,847	155.0	70,108
6	113.0	51,111	113.0	51,111	123.0	55,634	129.0	58,348	134.0	60,610	149.0	67,394	154.0	69,656	159.0	71,917
7	116.0	52,468	116.0	52,468	126.0	56,991	133.0	60,157	138.0	62,419	153.0	69,203	158.0	71,465	163.0	73,727
8	119.0	53,825	119.0	53,825	129.0	58,348	137.0	61,966	142.0	64,228	157.0	71,013	162.0	73,274	167.0	75,536
9	122.0	55,182	122.0	55,182	132.0	59,705	141.0	63,776	146.0	66,037	161.0	72,822	166.0	75,083	171.0	77,345
10	125.0	56,539	125.0	56,539	135.0	61,062	145.0	65,585	150.0	67,847	165.0	74,631	170.0	76,893	175.0	79,154
11	127.0	57,443			137.0	61,966	148.0	66,942	153.0	69,203	168.0	75,988	173.0	78,250	178.0	80,511
12	129.0	58,348			139.0	62,871	151.0	68,299	156.0	70,560	171.0	77,345	176.0	79,607	181.0	81,868
13	131.0	59,253			141.0	63,776	154.0	69,656	159.0	71,917	174.0	78,702	179.0	80,963	184.0	83,225
14	133.0	60,157			143.0	64,680	157.0	71,013	162.0	73,274	177.0	80,059	182.0	82,320	187.0	84,582
15	135.0	61,062			145.0	65,585	160.0	72,370	165.0	74,631	180.0	81,416	185.0	83,677	190.0	85,939
16	135.6	61,333			145.6	65,856	160.6	72,641	165.6	74,903	180.6	81,687	185.6	83,949	190.6	86,210
17	136.2	61,605			146.2	66,128	161.2	72,912	166.2	75,174	181.2	81,959	186.2	84,220	191.2	86,482
18	136.8	61,876			146.8	66,399	161.8	73,184	166.8	75,445	181.8	82,230	186.8	84,492	191.8	86,753
19	137.4	62,147			147.4	66,670	162.4	73,455	167.4	75,717	182.4	82,501	187.4	84,763	192.4	87,024
20	138.0	62,419			148.0	66,942	163.0	73,727	168.0	75,988	183.0	82,773	188.0	85,034	193.0	87,296
21	138.6	62,690			148.6	67,213	163.6	73,998	168.6	76,259	183.6	83,044	188.6	85,306	193.6	87,567
22	139.2	62,962			149.2	67,485	164.2	74,269	169.2	76,531	184.2	83,316	189.2	85,577	194.2	87,839
23	139.8	63,233			149.8	67,756	164.8	74,541	169.8	76,802	184.8	83,587	189.8	85,848	194.8	88,110
24	140.4	63,504			150.4	68,027	165.4	74,812	170.4	77,074	185.4	83,858	190.4	86,120	195.4	88,381
25	141.0	63,776			151.0	68,299	166.0	75,083	171.0	77,345	186.0	84,130	191.0	86,391	196.0	88,653
26	141.6	64,047					166.6	75,355	171.6	77,616	186.6	84,401	191.6	86,663	196.6	88,924
27	142.2	64,318					167.2	75,626	172.2	77,888	187.2	84,672	192.2	86,934	197.2	89,196
28	142.8	64,590					167.8	75,898	172.8	78,159	187.8	84,944	192.8	87,205	197.8	89,467
29	143.4	64,861					168.4	76,169	173.4	78,431	188.4	85,215	193.4	87,477	198.4	89,738
30	144.0	65,133					169.0	76,440	174.0	78,702	189.0	85,487	194.0	87,748	199.0	90,010
31							169.5	76,667	174.5	78,928	189.5	85,713	194.5	87,974	199.5	90,236
32							170.0	76,893	175.0	79,154	190.0	85,939	195.0	88,200	200.0	90,462
33							170.5	77,119	175.5	79,380	190.5	86,165	195.5	88,427	200.5	90,688
34							171.0	77,345	176.0	79,607	191.0	86,391	196.0	88,653	201.0	90,914
35							171.5	77,571	176.5	79,833	191.5	86,617	196.5	88,879	201.5	91,140
36							172.0	77,797	177.0	80,059	192.0	86,844	197.0	89,105	202.0	91,367
37							172.5	78,023	177.5	80,285	192.5	87,070	197.5	89,331	202.5	91,593
38							173.0	78,250	178.0	80,511	193.0	87,296	198.0	89,557	203.0	91,819
39							173.5	78,476	178.5	80,737	193.5	87,522	198.5	89,784	203.5	92,045
40							174.0	78,702	179.0	80,963	194.0	87,748	199.0	90,010	204.0	92,271
41							174.5	78,928	179.5	81,190	194.5	87,974	199.5	90,236	204.5	92,497
42							175.0	79,154	180.0	81,416	195.0	88,200	200.0	90,462	205.0	92,724
43							175.5	79,380	180.5	81,642	195.5	88,427	200.5	90,688	205.5	92,950
44							176.0	79,607	181.0	81,868	196.0	88,653	201.0	90,914	206.0	93,176
45							176.5	79,833	181.5	82,094	196.5	88,879	201.5	91,140	206.5	93,402

**Certificate 1** -- Intended for alternate route pastors without an existing college degree.  
Routes often include:  
Specific Ministry Pastor (SMP) Ethnic Immigrant Institute of Theology (EIIT)  
Deaf Institute of Theology (DIT) Center for Hispanic Studies (CHS)  
**BA (Non-Roster Eligible)** -- Bachelor of Arts  
**BA (Rostered)** -- Bachelor of Arts or colloquy from a Synodical institution  
**Certificate 2** -- Intended for any of the alternate route pastors listed above with an existing college degree.  
**MA** -- Master of Arts  
**MDiv/EdD** -- Master of Divinity or Doctor of Education  
**STM/DMin** -- Master of Sacred Theology or Doctor of Ministry

# Salary Worksheet Instructions

**STEP 1:** The District’s Congregational Compensation Guide includes two options for setting a congregation’s base salary.

**Option A:** The base salary is established from a table which is updated annually based on a sampling of public school salaries and a review of the Social Security Administration’s Cost of Living Adjustment (COLA) from the previous October. (Assumes SECA offset is not already included.)

**Option B:** The base salary is the starting salary in the local public school (by County Seat) for a teacher with a bachelor’s degree and no experience. (Assumes SECA offset is already included.)

**% to Scale:** For both Options A and B, we have created a “Percentage to Scale” field that allows organizations to adjust the guidelines to their unique situations. This factor may reflect a congregation’s need or willingness to pay below or above the standard suggested salary.

**STEP 2:** Since the base salary from Step 1 assumes a twelve-month position, a proration must be made to properly reflect the actual months of service required for any position less than twelve months.

**STEP 3:** To obtain the worker’s suggested annual salary, multiply the prorated base salary from Step 2 by individual add-on factors. The total add-on factor is computed by adding together the points credited based on: (A) education/experience, (B) leadership, (C) responsibility, (D) performance, (E) multiple degrees, and (F) any reductions where applicable, and expressing the sum as a percentage.

**STEP 4:** If appropriate, the suggested salary can be adjusted by reducing salary for the value of church-provided housing. A worker living in church-owned housing could have deducted from his/her salary an amount equal to the fair market rental value of the housing including any utilities which are paid by the congregation. To get the fair market rental value, secure two estimates and take the average.

If using Option A, it is recommended that employers consider increasing the salary for professional church workers who are considered “Ministers of Religion” (ordained or commissioned) by 7.65% to offset SECA taxes.

**Below are suggested hourly wages for preschool and daycare workers.** Please note that this table gives suggested hourly wages based on position (Daycare & Assistant Teacher, Lead Daycare, and Lead Teacher), years of service, and completion of Early Childhood certification (noted as EC-I and EC-II) or a bachelor’s degree.

Years of Service	Enrolled in EC-I & EC-II	EC-I & EC-II (no degree)		BA (non-Ed) plus EC-I & EC-II or 2 Years AA-EC	BA in Elementary Ed or EC	
		Childcare & Assistant Teacher	Lead Childcare			Lead Preschool Teacher
0	\$11.15	\$12.52	\$13.31	\$14.29	\$17.03	\$19.57
1	\$11.38	\$12.78	\$13.57	\$14.57	\$17.37	\$19.96
2	\$11.60	\$13.03	\$13.84	\$14.86	\$17.71	\$20.35
3		\$13.28	\$14.11	\$15.14	\$18.05	\$20.74
4		\$13.53	\$14.37	\$15.43	\$18.39	\$21.14
5		\$13.78	\$14.64	\$15.71	\$18.73	\$21.53
6		\$14.03	\$14.90	\$16.00	\$19.07	\$21.92
7		\$14.28	\$15.17	\$16.29	\$19.41	\$22.31
8		\$14.53	\$15.44	\$16.57	\$19.75	\$22.70
9		\$14.78	\$15.70	\$16.86	\$20.09	\$23.09
10		\$15.03	\$15.97	\$17.14	\$20.43	\$23.48
11		\$15.16	\$16.10	\$17.29	\$20.60	\$23.68
12		\$15.28	\$16.24	\$17.43	\$20.77	\$23.88
13		\$15.41	\$16.37	\$17.57	\$20.94	\$24.07
14		\$15.53	\$16.50	\$17.71	\$21.11	\$24.27
15		\$15.66	\$16.63	\$17.86	\$21.28	\$24.46

# SWD Suggested Salary Worksheet

## January 1, 2021--December 31, 2021

Items in *blue* are pull-down menus. Items in *red* should be entered as appropriate.

Name of Worker: Enter Name Here  
 Fiscal Year: Enter Fiscal Year Here  
 Education Level: Choose Education Level

Years of Experience: Our Congregation: 0  
 Prior Congregations: + 0  
 Prior Secular Experience (if applicable): + 0  
 Total Years of Experience: = 0

### Step 1 Determine Base Salary

**Option A** - SWD Suggested Base Salary  
 (Assumes SECA offset **is not** included) 45,231

*or*

**Option B** - Base Salary for Public School Teachers by County Seat  
 (Assumes SECA offset **is** included) Choose County 0

% to Scale % 100  
 = 45,231

### Step 2 Determine Pro-rated Base Salary (if necessary)

**Number of months required** x 12  
 Pro-rated base salary = 45,231

### Step 3 Multiply Adjusted Base Salary by Additional Add-On Factor(s)

**A. Education/Experience:** 100

**B. Leadership:**

Administrative Pastor	<u>Choose Weekly Worship</u>	+	<u>0</u>
Associate Pastor	<u>Choose Weekly Worship</u>	+	<u>0</u>
Dual-Point Parish?	<u>Choose Answer</u>	+	<u>0</u>
Principal	<u>Choose Enrollment</u>	+	<u>0</u>
Asst. Principal	<u>Choose Enrollment</u>	+	<u>0.00</u>

**C. Responsibility:** Enter DCE / Deaconess / Etc. Here + 0

**D. Performance:** Enter Reason Here + 0

**E. Multiple Degrees:** Enter Reason Here + 0

**F. Reduction(s):** Enter Reason Here - 0

x 100%

**Suggested Salary** = 45,231

### Step 4 Optional Adjustments

A. Provided Housing Reduction: Enter Current FMV Here - 0

B. SECA Tax Offset for Rostered Worker: Choose Answer % 0.00 0

**Final Salary** = 45,231

Does this person supervise anyone that is making more than this person? Choose Answer

**Errors:**

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