

CONFERENCE SCHOOL COMMITTEE

WAGE SCALE GUIDELINE

MARCH 2026

We extend our heartfelt thanks to you for all your efforts to pay our teachers reasonable wages and keep up with inflation. We recognize every locality and school situation are different, so it is difficult to make a universal statement. We all appreciate the blessings and stability an experienced teacher brings to a school. Boards tend to look at teachers' wages as a lump sum and often the time teachers spend working outside of school hours is overlooked. Also, when the hours of service are calculated, teachers' salaries often do not meet the minimum wage requirements of the government. Thank you for the many requests we receive for this *Wage Scale Guideline*. We hope that it offers fair and equitable wages, reflecting the Golden Rule.

Some pertinent items that have gone into the discussion regarding wages are as follows:

1. Years one through three are considered apprentice years, and many teachers come and go in this period.
2. Wages should be raised considerably going into the fourth year of teaching.
3. Assistance with vehicle expenses etc. is good help for the apprentice teachers, but beyond that we need to move away from thinking those items are part of their wage. In years four and beyond, teachers should be getting a living wage that allows them to buy tires, take care of minor medical needs, etc., and save some money, too.
4. Many new teachers, with the amount of time they are putting in, are getting below minimum wage. This is a burden to the CSC and the brotherhood.
5. We are concerned with the disparity of wages between sisters and brethren with comparable experience and responsibility.

It is important to note that the figures presented in this directive are in ranges. These ranges are NOT a difference between sister teachers and brethren teachers. The range is about experience, load, geographical area with consideration of the local economy. It will be up to the brotherhood at the local level to understand where in the range you need to be.

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This *Wage Scale Guideline* is placed into three categories: (Year numbers represent the beginning of the teaching year, not the conclusion)

1-3 year teachers

4-7 year teachers

8+ year teachers

Wages in all ranges are pretax and are in US dollars.

1-3 year teachers:

A school year consists of approximately four, nine-week periods equaling 36 weeks. Preparation and training for the school year, and administration before and after the school year suggests that 43 weeks is the base that wages need to be figured on. The hours per week to be used for wage consideration should be no less than 45 hours a week. (Of note, dads are weary of needing to subsidize their daughters' teaching because the school wage does not cover the basics.)

Range: a minimum of \$18,000 to \$27,000+

Year one: bottom base is starting wage of \$9.25 per hour at 45 hours per week for 43 weeks

Year two: bottom base is starting hourly wage plus \$1.25 per hour at 45 hours per week for 43 weeks

Year three: bottom base is starting hourly wage plus \$2.50 per hour at 45 hours per week for 43 weeks

4-7 year teachers:

Range: a minimum of \$31,000 to \$59,000+

Going into year four, a teacher should get a significant boost in wages. At this point, they are moving away from apprenticeship and are beginning to think about staying with teaching. The wage boost at the start of year four should attract them to stay and get them thinking more seriously about this being a career that, in addition to molding and shaping lives, has potential to be financially viable.

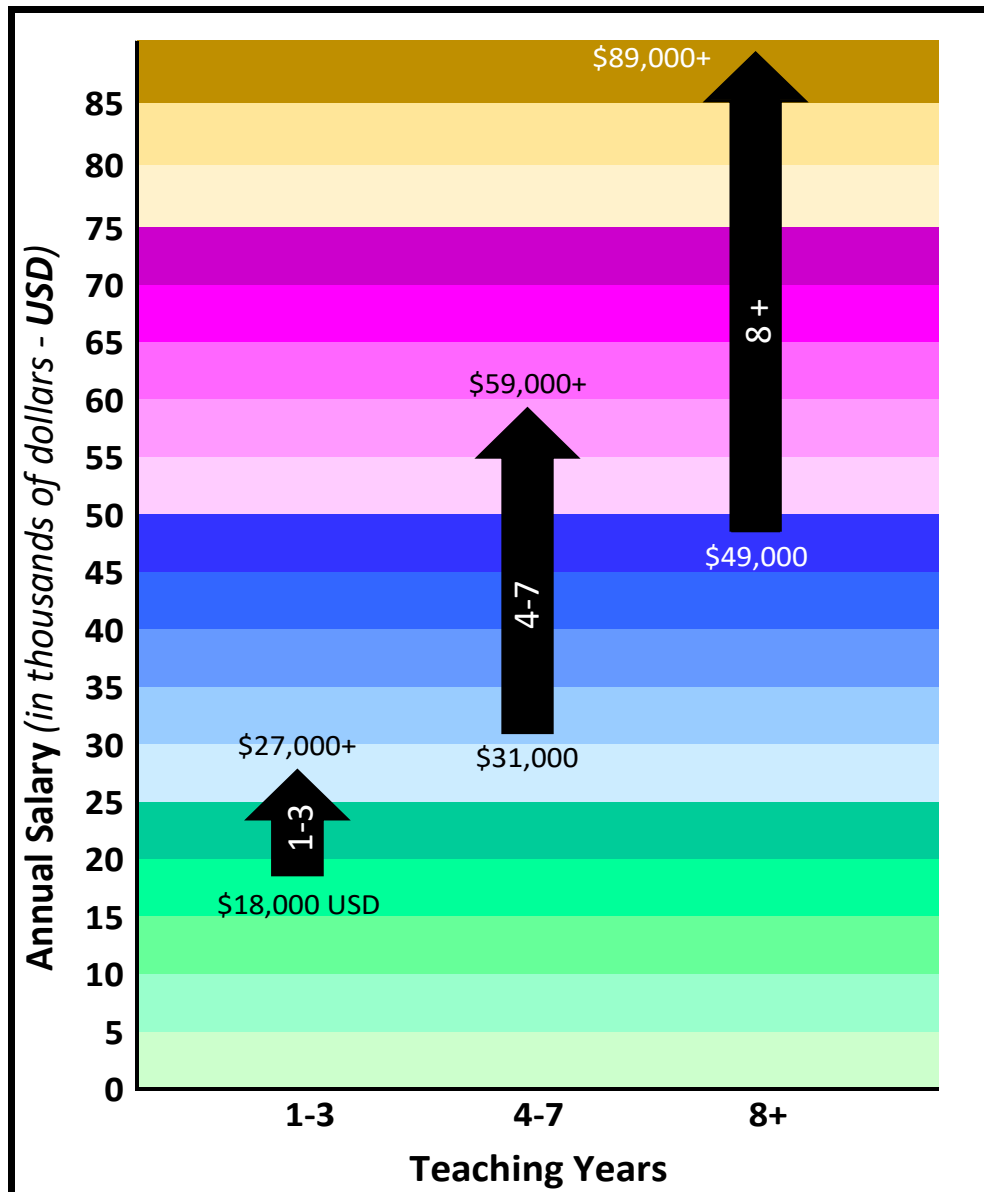
8+ year teachers:

Range: a minimum of \$49,000 to \$89,000+

Teachers starting their eighth year have come through many things and bring a lot of experience and value to the school system. They are the backbone of our districts. Likely, they are thinking in terms of teaching being a career. They need monetary compensation that provides an adequate living and opportunity to purchase housing, update their vehicle when needed, and possibly invest or set funds aside for their retirement years.

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Calculation Examples

Federal Minimum Wage of \$7.25 an hour at 45 hours per week for 43 weeks = \$14,028

Recommended Starting Wage of \$9.25 an hour at 45 hours per week for 43 weeks = \$17,898

An increase to \$12.00 an hour at 45 hours per week for 43 weeks = \$23,220

State Minimum Wage of \$15.00 an hour at 45 hours per week for 43 weeks = \$29,025

Note: A wage increase of \$1.00 an hour = \$1,935 per year