

	<p><b>D.C. Everest Area School District</b></p> <p>6100 Alderson Street Weston, WI 54476 Phone 715-359-4221 www.dce.k12.wi.us</p> <p><b>Dr. Kelley Strike</b> Assistant Superintendent of Operations</p>	<p><b>MISSION STATEMENT</b></p> <p>D.C. Everest Area School District, in partnership with the community, is committed to being an innovative educational leader in developing knowledgeable, productive, caring, creative, responsible individuals prepared to meet the challenges of an ever-changing global society.</p>
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TO: Dr. Casey Nye, Superintendent  
FROM: Dr. Kelley Strike, Assistant Superintendent of Operations  
DATE: April 15, 2026  
SUBJECT: Teacher Compensation for 26-27

Over the past month, the District has been meeting with the DC Everest Teachers Association (DCETA) to negotiate updates to the teacher salary schedule for the 2026–27 school year. The applicable CPI for July 1, 2026, is 2.63%.

Given the relatively low CPI, there is limited flexibility for adjustments with movement in our teacher compensation plan. Anticipated movement on the current schedule including adjustments such as the top lane would exceed the CPI limit. In response, administration developed a recommendation that includes targeted adjustments to the salary schedule, resulting in an overall increase of 2.78%.

Proposed changes to the salary schedule are noted in the updated schedule and include:

- Elimination of steps 5C and 8C to support progression through the schedule.
- Addition of steps 9A and 9B to provide continued advancement for staff previously at the “AB” (above) level. Step AB (above) will be replaced with step 9A and step 9B will be added to provide continued advancement for teachers currently at step AB.
- Adjustment of the professional development requirement to move from level 5 to level 6 from 90 hours to 45 hours and adjusting language for movement within the level.

For 26-27 movement only:

- For teachers currently on 5B and 5C, they will move to 6A even if they have not earned 90 hours of PD and 50% of the PD hours currently in their total balance will be deducted (up to a maximum deduction of 45 hours) for the movement to level 6.
- For teachers currently on 8B and 8C, they will move to 9A even if they have not earned 8 hours of PD and 50% of the PD hours currently in their total balance will be deducted (up to a maximum deduction of 4 hours) for the movement to level 9.

As the budget becomes finalized, administration may revisit the potential for additional compensation in the form of a one-time stipend.

**Recommendation:**

Approval of a 2.78% base wage increase for teacher compensation, along with the corresponding revisions to the salary schedule.