



## MEMORANDUM

**To:** All New Buffalo Area Schools Support Staff  
**From:** Adam Bowen, Superintendent  
**Date:** Friday, November 14, 2025  
**Subject:** Additional Compensation – Performance Bonus / Merit Pay

Dear New Buffalo Area Schools Support Staff Members,  
We are pleased to share that we will be providing additional compensation to all support staff members at New Buffalo Area Schools.

- \$1,000.00 for all **full-time** support staff members
- \$500.00 for all **part-time** support staff members

With the first pay in December, half of the additional compensation will be issued. The remaining half—along with any applicable merit pay—will be distributed with the final pay in June.

This additional compensation is a token of our deep appreciation for your continued hard work, dedication, and commitment to the students and families of New Buffalo Area Schools. Your role in supporting our educational mission is essential, and we are grateful for everything you do each day to contribute to the success of our schools.

On behalf of myself and the Board of Education, thank you once again for your outstanding service.

Sincerely,

Adam Bowen  
Superintendent  
New Buffalo Area Schools