

	<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: Support Staff Wage Increases for 26-27

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A level-setting plan for support staff and hourly employees was approved and implemented beginning in the 2023–2024 school year. At that time, the District established a process to review wages every two to three years through a comprehensive analysis, with interim spot checks to ensure continued market competitiveness.

As part of this process, all wages were recently reviewed in comparison to regional school districts and relevant public sector positions. Based on this analysis, adjustments were made where appropriate. In most cases, the starting wage is now within \$0.25 of the market rate. It is also important to note that many current employees earn wages above the starting rate.

The recommended approach for wage adjustments for the 2026–2027 school year is as follows:

- A 2.78% increase to the employee’s current hourly wage or placement at the new starting hourly wage for the position. Employees will receive whichever provides them the highest hourly wage.

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

**Recommendation:**

Approve the proposed wage adjustments for hourly staff for the 2026–2027 school year, consisting of a 2.78% increase or placement at the new starting wage.