

**EXECUTIVE SUMMARY  
FOR THE WEST ALLIS-WEST MILWAUKEE SCHOOL DISTRICT  
BOARD AGENDA**

**Topic:** 2025-2026 Base Wage Increase for All Employee Groups

**Prepared by:** Aaron Norris, Assistant Superintendent

**Date:** April 14, 2025      **Agenda Reference #** 13.2

|                            |               |   |
|----------------------------|---------------|---|
| <b>Recommended Action:</b> | <u>  X  </u>  | <b>Discussion/Action</b>                |
|                            | <u>      </u> | <b>Presentation/Discussion</b>          |
|                            | <u>      </u> | <b>Information Only</b>                 |
|                            | <u>      </u> | <b>Presentation/Action Next Meeting</b> |

**Recommendation(s):**

It is the recommendation of the Administration for the Board to approve both the previously planned 6% base wage increase, as outlined in the operating referendum, as well as an additional 3.0% base wage increase (CPI) for all returning employees. These increases will apply to the following **employee groups**: administrators, at-will staff, educational assistants, facilities staff, hourly lay personnel, professional educators, secretaries, and substitutes. Additionally, the Board of Education, as a non-employee group, will also receive the approved increases.

**Purpose:**

The purpose is to approve the negotiated base wage tentative agreements with the West Allis-West Milwaukee Teachers Association as well as a base wage increase (CPI) for all other employee groups.

The total base wage increase will be 9.0% and shall be effective from July 1, 2025 through June 30, 2026 for all returning employees; this does include an increase to the base wage for new hires in the 2025-2026 fiscal year.

**Attachments:**

[2025-2026 Agreement Teachers](#)