

priorities and perceptions of the current system. In addition, compensation listening sessions were held at every school site to ensure staff had the opportunity to share their experiences, concerns, and ideas directly with the district team. These early engagement efforts provided foundational input that helped guide the committee’s work.

In March 2025, the Compensation Committee held its first formal meeting to review the history of the district’s compensation systems, analyze results from the educator survey, and identify key priorities for a future model. That team met every month, while the district team met weekly and also conducted a detailed review of regional school district compensation structures to better understand market practices and competitive positioning. Following a summer recap of the committee’s work and priorities, the district presented a draft compensation model to the committee in September 2025. Feedback was gathered through discussion and committee surveys, leading to revisions that were presented again in October 2025 to further refine the model and ensure committee members had a strong understanding of its structure and intent.

Throughout November and December 2025, the district expanded communication efforts by holding staff meetings at every school site to explain the proposed compensation model and gather additional feedback from educators across the district. Surveys were distributed following these meetings to capture questions and input. During this same period, the committee reviewed and provided feedback on the initial draft of the compensation handbook. In late 2025, the Board heard and reviewed all of the work of the Compensation Committee during Workshop #1. Following the workshop, the district sent out employment verification letters that were distributed to staff outlining information the district has on file including years of service, position of record, and degree, and an inquiry process was established to address individual questions. The committee met again in February 2026 to conduct a detailed page-turn review of the revised compensation handbook and provide final feedback. This extensive engagement and review process culminated in the presentation of the finalized compensation model and handbook to the Board of Education for consideration in March 2026.

Model:

West Allis - West Milwaukee School District 2026-2027 Draft Compensation Model					
Bachelors		Masters		Doctoral	
		The following positions will be placed in the Compensation Model in the Masters Lane: School Counselor, Social Worker, and School Psychologists		The following positions will be placed in the Compensation Model in the Doctoral Lane: Speech and Language Pathologist, Occupational Therapist, Physical Therapist	
Step	Salary	Step	Salary	Step	Salary
A	\$50,875.00	A	\$54,984.00	A	\$59,109.00
B	\$51,892.50	B	\$56,083.68	B	\$60,291.18
C	\$52,930.35	C	\$57,205.35	C	\$61,497.00
D	\$53,988.96	D	\$58,349.46	D	\$62,726.94
E	\$55,068.74	E	\$59,516.45	E	\$63,981.48
F	\$60,969.77	F	\$65,484.20	F	\$70,016.20
G	\$61,884.31	G	\$66,466.46	G	\$71,066.45
H	\$62,812.58	H	\$67,463.46	H	\$72,132.44
I	\$63,754.77	I	\$68,475.41	I	\$73,214.43
J	\$64,711.09	J	\$69,502.54	J	\$74,312.65
K	\$69,234.25	K	\$74,097.58	K	\$78,979.84
L	\$69,926.60	L	\$74,838.55	L	\$79,769.64
M	\$70,625.86	M	\$75,586.94	M	\$80,567.33
N	\$71,332.12	N	\$76,342.81	N	\$81,373.01
O	\$72,045.44	O	\$77,106.24	O	\$82,186.74
P	\$75,290.90	P	\$80,402.30	P	\$85,533.60
Q	\$76,043.81	Q	\$81,206.32	Q	\$86,388.94
R	\$76,804.24	R	\$82,018.38	R	\$87,252.83
S	\$77,572.29	S	\$82,838.57	S	\$88,125.36
T	\$78,348.01	T	\$83,666.95	T	\$89,006.61
U	\$80,646.49	U	\$86,018.62	U	\$91,411.68
V	\$81,452.96	V	\$86,878.81	V	\$92,325.79
W	\$82,267.48	W	\$87,747.60	W	\$93,249.05
X	\$83,090.16	X	\$88,625.07	X	\$94,181.54
Y	\$83,921.06	Y	\$89,511.33	Y	\$95,123.36
Z	\$85,770.27	Z	\$91,416.44	Z	\$97,084.59
AA	\$86,627.97	AA	\$92,330.60	AA	\$98,055.44
AB	\$87,494.25	AB	\$93,253.91	AB	\$99,035.99
AC	\$88,369.20	AC	\$94,186.45	AC	\$100,026.35
AD	\$89,252.89	AD	\$95,128.31	AD	\$101,026.61

**Staff whose salaries exceed Step AD in the model will receive a \$1,000 increase upon implementation of the model.

Attachments:

- [Compensation Handbook - Professional Educators](#)
- [Board Workshop #1](#)
- [Board Workshop #2](#)