

DC Everest School District

Certified Staff Compensation Town Hall



Why?

- Regular conversation with staff
- Desire to attract and retain the best
- 10 Years (2015-2016) since last major plan adjustments

TIMELINE

April/May '26

**Survey/Town
Halls**

Gain feedback from stakeholders through multiple mediums

September '26

**Additional
Feedback**

Present potential changes to certified staff for feedback

Nov/Dec '26

**Plan to the
School Board**

Proposed adjustments sent to the school board for consideration/approval

Jan - Feb '27

**Implementation
Plan**

Communicate to all stakeholders changes and what that means for all

Agenda

- Current staffing metrics/survey results

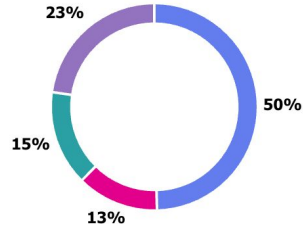
- Investigate other compensation plans/ideas

- Table share out learning/ questions

- Plus/Delta current plan

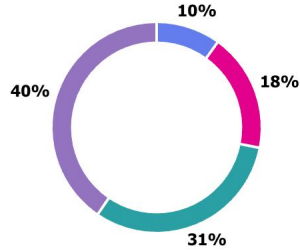
1. Please indicate the primary level you currently teach:

● Elementary	120
● Middle School	31
● Junior High	36
● Senior High	55



2. How many years of overall experience do you have in teaching?

● 0-5 years	24
● 6-10 years	44
● 11-20 years	76
● 20+ years	98



Survey Results

242 Participants

- 50% Elementary
- 50% Secondary
- 59% 0-20 Years
- 40% 20+ YEARS

Survey Results

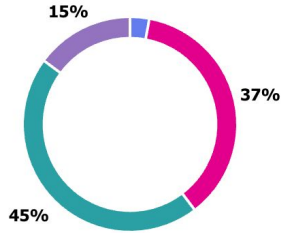
242 Participants

- 40% Well/Very Well
- 45% Somewhat

- 92% Comparable or Higher

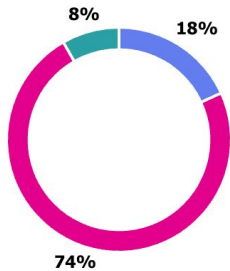
3. How well does the current teacher salary schedule meet your needs?

Very well	7
Well	89
Somewhat well	110
Poorly	36



4. How competitive do you believe our district's compensation is compared to area districts?

Higher	44
Comparable	178
Lower	20



Is there anything else you would like to share about our compensation compared to other districts?

- **Staff appreciate key benefits, but some feel overall compensation is no longer keeping pace.**

- **Veteran and mid-career employees feel compressed, overlooked, and not rewarded for experience.**

- **The professional development-based advancement system is viewed as uneven and increasingly burdensome due to time requirements.**

Percentage of people that chose for top 3:

Predictability/Transparency: 70%

Top of Scale: 65%

Ability to skip step C: 57%

Number of steps: 40%

PD tied to increases: 36%

Competitive starting salary: 35%

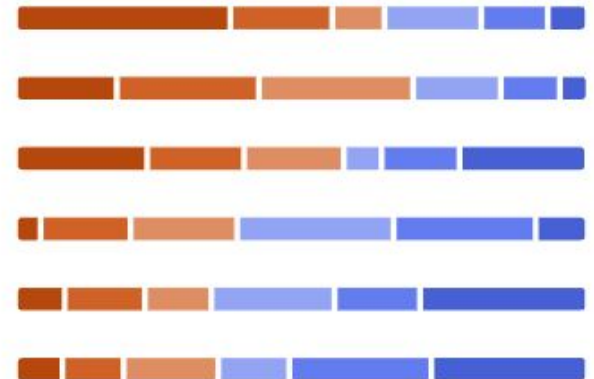
Survey Results

What aspects of the current salary schedule do you value most?

Rank Options

- 1 Top of scale salary
- 2 Predictability/ Transparency
- 3 Ability to skip step C in some levels in order to advance more quickly
- 4 Number of steps/ years to move through the plan
- 5 Competitive starting salary
- 6 Professional development tied to increases

First choice ● ● ● ● ● Last choice



What should we make sure we do not change?

Staff want compensation to remain competitive — without reducing current employee value.

Employees highly value a clear, predictable salary schedule with opportunities to advance.

Professional development and key benefits are seen as important retention tools — but they must stay manageable and meaningful.

What aspects of the current salary schedule are most frustrating or ineffective?

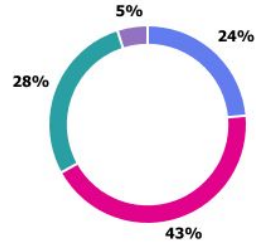
- **Limited Ability to Progress Through the Salary Schedule**

- **Professional Development Requirements Feel Overly Burdensome**

- **Compensation Does Not Adequately Reflect Experience or Contribution**

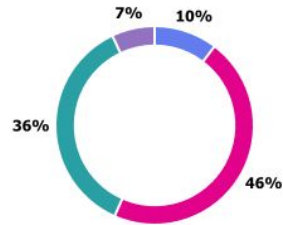
9. How well do you feel the model values professional development?

Very well	57
Well	105
Somewhat well	68
Poorly	12



10. How well does the model support teacher retention?

Very well	25
Well	112
Somewhat well	88
Poorly	17



Survey Results

67% Very Well/ Well

56% Very Well/ Well

Percentage of people that chose for top 3:

- Longevity bonuses: 71%
- Higher top-end: 64%
- Faster progression: 55%
- Advanced degrees: 47%
- Advancement with PD: 26%
- Higher Base: 21%
- Incentives: 15%

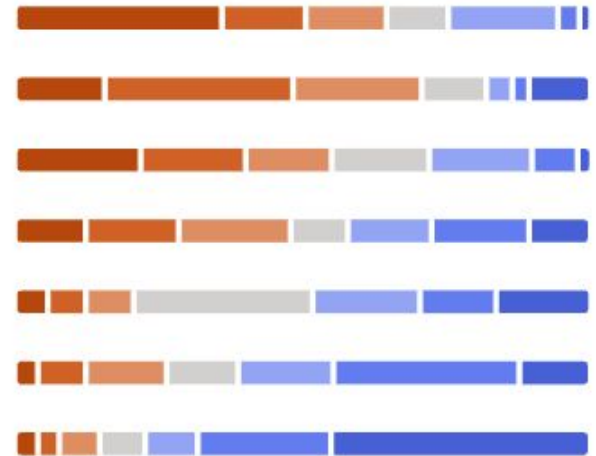
Survey Results

When considering a new compensation model, what factors would you value most?

Rank Options

- | Rank | Options |
|------|---|
| 1 | Higher top-end salary |
| 2 | Longevity increases/bonuses |
| 3 | Faster salary progression |
| 4 | More compensation for advanced degrees |
| 5 | Higher base salary |
| 6 | Advancement on schedule with Professional Development |
| 7 | Incentives for hard-to-fill positions |

First choice ● ● ● ● ● ● ● Last choice



What other ideas should we consider in a new plan?

- **Reward Longevity, Experience, and Retention**

Compensate Extra Responsibility and Specialized Work

- **Rethink PD/Advancement Incentives and Professional Recognition**

Any other benefit you value that is not included in the list?

- **PTO Flexibility & Time-Off Policies**

- **Health Insurance, Retirement & Long-Term Security**

- **Additional Compensation & Support for Extra Work / Life Needs**

25-26 Salary Comparisons Background

Comparisons

- DCE: \$48,200-\$82,200
- Local Districts (Wausau, Merrill, Mosinee, Stevens Point, Marshfield, Wisconsin Rapids):
\$48,078-\$83,540
- *Average salary for RETURNING teachers at DCE next year is \$69,001.*
- *Average DCE contract years of experience for RETURNING teachers is 16.84.*

Benefit Comparisons & Premium Costs

- One other local district with a 0% premium option (DCE- Signature Plan 0%, Freedom Plan 10%), other costs range from 8.5% to 38% premium costs
- 1 other local district offers PTO (no payout)
- 3 other districts offer CIL (\$2,400-\$5,000 annually)

Retention:

- Wisconsin State Retention Rate- 86%
- DC Everest Retention Rate- 92.9%

Evaluating Plans from Other Districts

At your table - take a look at comparable district plans. What do you notice? What do you wonder?

01. **Oconomowoc**

04. **Oregon**

02. **Stevens Point**

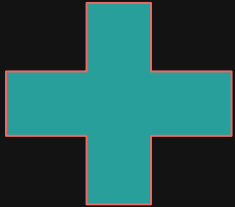
05. **Merrill**

03. **Wausau**

**What questions do you have
about our current
compensation plan or our
process?**

Plus/Delta

- Given today's information - What do you like about our current plan and what would you like to see changed?



**THANK YOU FOR
ATTENDING!**

