



Subject: Salary Adjustment(s)
Date: June 16, 2026

It is recommended by the Superintendent that the Board of Education approve the following salary adjustment(s) to be effective on the date(s) indicated:

Name	Assignment	2025-26 Salary Amount From	2026-27 Salary Amount To	Effective Date
Lauren Sauer	NO Sped Teacher	BA+18 - \$57,976.00	MA - \$64,215.28	08/19/2026
Rebecca Norton	JE Bilingual-EL Teacher	MA - \$60,597.03	MA+15 - \$64,914.94	08/19/2026
Kelly Kopp	JE 6th Grade Teacher	BA+18 - \$62,350.00	MA - \$68,720.50	8/19/2026
Marie Hengesbach	NO Special Ed Teacher	BA+18 - \$60,913.90	MA - \$67,241.32	8/19/2026
Brian Flicek	JA/ST Custodian	\$42,417.00	\$42,851.00	06/03/2026

Background Information

The salary adjustment for **Lauren Sauer, Rebecca Norton and Kelly Kopp** is due to advanced training completed prior to the start of the first semester of the 2026-2027 school year. This is in accordance with the Collective Bargaining Agreement, Article XI.

The salary adjustment for **Marie Hengesbach** is due to a salary correction.

The adjustment for **John Bronk** is due to the successful completion of a six-month probationary period. This is based on the current Collective Bargaining Agreement IEA/NEA.