



Cedarburg School District School Board

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CSD Educator Compensation Philosophy & Objectives

The Cedarburg School Board strategically compensates to attract, retain, and reward highly effective educators. Sustainability and fiscal responsibility are constant considerations, as is the need to balance external market demands with internal equity.

Effectiveness, leadership, certifications, and other positive contributions are determining factors for salary increases and adjustments. Full-time educator salaries range from \$52,000 to over \$100,000. As educators reach the upper end of the salary range, compensation increases may differ from those of educators whose salaries are at the lower end of the range.

The Board is committed to fair, equitable, and competitive compensation practices, including:

- competitive entry-level salaries for new educators;
- competitive salaries for experienced educators;
- annual performance-based salary increases;
- periodic performance and/or market-based salary adjustments.

Compensation “Pools”

The following “pools” of funds are used to compensate Cedarburg educators.

Base-Wage Salary Pool

Per Act 10, the Board and union must negotiate the amount of funds to be distributed on base wages. The maximum amount of funds that can be allocated to base wages is determined by the Consumer Price Index (CPI). The higher the CPI Index is, the more difficult it is to budget a total CPI increase. As the CPI varies from year to year, and the distribution of those funds is subject to negotiations, it is not possible to predict the amount by which salaries will increase from year to year. Individual CPI salary increases average around \$1,000 per year, but actual amounts vary considerably.

Performance-Based Salary Increases

The Board is committed to performance-based salary increases. For 2026-27, educators rated “Distinguished” receive \$1,015. “Highly Effective” educators receive \$515. “Effective” educators are awarded \$265.

Market-Based Salary Adjustments

As available, additional funds have been dedicated to market-based salary increases outside of the negotiated base wage and performance-based salary increases. The criteria and amounts vary from year to year and are issued at various points during any given year. The individual amounts range from around \$500 to \$3,000 and are added to the educator’s salary.