



**Comprehensive Initial Proposal by the Waunakee Teachers' Association
to the Waunakee Board of Education for the 2026-27 Master Contract
April 21, 2026**

Base Wages:

Bargaining unit members will receive a base wage increase of 2.63% beginning on the start date of the contract. The base wage increase will be calculated by applying the CPI % increase to the 2025-26 total teacher wage (\$29,549,996) and dividing by the 2025-26 total teacher FTE (391) and distributing equally to all FTE. For the 2026-27 contract this would be an increase of \$1,988 to the base wage.

Supplemental Pay:

In addition to the negotiated base wage increase, the WTA anticipates that the Board of Education will implement the Teacher Compensation System in full for the 2026-27 school year. This will continue to fortify educator faith in the system's fidelity.