



CENTRAL DEWITT

COMMUNITY SCHOOL DISTRICT

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Central DeWitt CSD

February 13, 2026

Initial Proposal

Tentative Agreement on

The district proposes the following changes to the Master Contract between the Central DeWitt Board of Directors and the Central DeWitt Education Association for the 2026-27 school year.

SECTION 15: SALARY SCHEDULE

C. Strike

D. Strike

E. Strike

To be replaced by the Salary Decomposition Schedule and eventual pay structure after decomposition.

Teacher pay will meet all mandatory requirements.

2026-27 Salaries will be established using the decomposition schedule, with $\frac{1}{3}$ of the target wage being applied in the 2026-27 school year.

Any teachers already at their target wage will get a \$1500 raise.

All teachers will get a minimum \$1500 raise.

SECTION 16: SUPPLEMENTAL PAY

Add Head Summer Strength & Conditioning under schedule "B" (\$4875-6375)

Add Asst. Summer Strength & Conditioning under schedule "G" (\$3375)

The decomposition schedule is tentative and will be revisited each year to review Enrollment, SSA, and total teacher FTE. It is not a guarantee.

CDCA

De-Compaction Schedule

	BA	MA	Ph.D/EdD
0-1 (probationary)	50,000	54,000	58,000
2-6	53,000	57,000	61,000
7-11	56,000	60,000	64,000
12-16	62000	66000	70000
17-21	65000	69000	73000
22-26	68000	72000	76000
27-31	71000	75000	79000
32+	74000	78000	82000

Josh Harb
CSEA

Dr. Stephen Misk

FTE	POSITION		Total Years of Service (25-26)	Total Education	25/26 Total	26/27 Raise Calculation	26/27 Raise	26/27 Total	Target Wage (28-29)
1	Intermediate SPED	ACKLEY, COLE	10.5	BA 27	\$58,300.44	\$1,233.19	\$1,500.00	\$59,800.44	\$62,000
1	Ekstrand SPED	ACKLEY, HAGAN	8	BA 15	\$53,570.96	\$809.68	\$1,500.00	\$55,070.96	\$56,000
1	High School SPED	BAILEY, LYDIA	2	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Librarian	BAKER, COLBY	10	BA 24	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	Ekstrand Counselor	BARBOUR, HANNAH	0.5	MA	\$50,000.00	\$2,333.33	\$2,333.33	\$52,333.33	\$57,000
1	High School FCS	BARNES, REBECCA	15.5	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Middle School Math	BOSSOM, KALLI	3.5	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Middle School Science	BROOKINS, TRISHA	23	BA 22	\$63,450.00	\$1,516.67	\$1,516.67	\$64,966.67	\$68,000
1	Ekstrand 2nd	BURZLAFF, KIMBERLY	10	BA	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	Intermediate Counselor	CAIN, ANNE	0.5	MA	\$50,000.00	\$2,333.33	\$2,333.33	\$52,333.33	\$57,000
1	Facilitator	CANADAY BORMANN, SUSAN	34	MA 24	\$72,402.46	\$1,865.85	\$1,865.85	\$74,268.31	\$78,000
1	Intermediate SPED	CARD, DELINDA	26	MA 24	\$69,380.60	\$1,873.13	\$1,873.13	\$71,253.73	\$75,000
1	Ekstrand 2nd	COLLACHIA, KYLIE	1	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	High School Social Studies	CRIGGER, BAYLOR	2	BA 24	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	High School Business	DION, LAURA	1	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Ekstrand 1st	DIRKSEN, TONIA	29	MA 24	\$72,402.46	\$1,865.85	\$1,865.85	\$74,268.31	\$78,000
1	High School Math	DOJUTREK, JAMIE	13	MA	\$62,000.00	\$1,333.33	\$1,500.00	\$63,500.00	\$66,000
1	Ekstrand PE	DOLPHIN, ANDREW	5	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate 4th	DOLPHIN, GRACE	5	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate 4th	EHLERS, JOHN	12	BA	\$50,000.00	NA	\$12,000.00	\$62,000.00	\$62,000
1	High School Science	ENSIGN, JEFFRY	14	PHD	\$62,000.00	\$3,666.67	\$3,666.67	\$65,666.67	\$73,000
1	High School Language Arts	FLATHERS, COLLEEN	25	MA 03	\$66,544.16	\$2,818.61	\$2,818.61	\$69,362.77	\$75,000
1	Middle School Social Studies	FLYNN, MEGHAN	2	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Ekstrand Kindergarten	FOX, LISA	27	MA 12	\$67,366.03	\$2,544.66	\$2,544.66	\$69,910.69	\$75,000
1	Intermediate 5th	FRANKER, JULIE	17	MA	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Middle School 8th	FRICK, JEFFREY	31	MA 24	\$72,402.46	\$1,865.85	\$1,865.85	\$74,268.31	\$78,000
1	Middle School Social Studies	FROESCHLE, JENNIE	12	BA 03	\$50,000.00	NA	\$12,000.00	\$62,000.00	\$62,000
1	High School Art	GARRITY, CASSIE	26	MA 30	\$72,402.46	\$865.85	\$1,500.00	\$73,902.46	\$75,000
1	High School Ag	GRANTZ, AMY	17	MA	\$63,186.42	\$1,937.86	\$1,937.86	\$65,124.28	\$69,000
1	Ekstrand 3rd	GRANTZ, TORI	10	BA 12	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	Intermediate 6th	GREEN, ANTHONY	3	MA	\$50,000.00	\$2,333.33	\$2,333.33	\$52,333.33	\$57,000
0.75	Ekstrand Reading	GREEN, KIMBERLY	16	BA 09	\$46,250.00	\$833.33	\$1,500.00	\$47,750.00	\$48,750
1	High School PE	GRELL, ADAM	18	BA 12	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	High School Band	GREUBEL, JOSHUA	26	MA 24	\$71,030.60	\$1,323.13	\$1,500.00	\$72,530.60	\$75,000
1	Middle School Science	GRIEP, KAYLEEN	16	MA	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Ekstrand PK	HAACK, AMY	30	BA 21	\$62,000.00	\$4,000.00	\$4,000.00	\$66,000.00	\$74,000
1	Intermediate ELP	HAHN, TERA	23	MA 24	\$71,216.03	\$261.32	\$1,500.00	\$72,716.03	\$72,000
1	Intermediate 4th	HAMANN, LELA	10	BA	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	High School SPED	HANDLEY, CASSIE	1	MA	\$50,000.00	\$2,333.33	\$2,333.33	\$52,333.33	\$57,000
1	Middle School SPED	HANSEN, MELISSA	6	BA 22	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate SPED	HARLSON, HANNA	11	BA 14	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	Ekstrand 3rd	HARRISON, CHRISTINA	23	MA	\$62,000.00	\$3,333.33	\$3,333.33	\$65,333.33	\$72,000
1	Intermediate SPED	HARTMAN, KATELYNN	12	MA	\$52,592.48	NA	\$9,407.52	\$62,000.00	\$66,000
1	High School Social Studies	HEITING, ERIC	16	MA	\$65,459.00	\$1,180.33	\$1,500.00	\$66,959.00	\$69,000
1	Ekstrand Reading	HERINGTON, HANNAH	7	MA	\$50,000.00	\$3,333.33	\$3,333.33	\$53,333.33	\$60,000
1	Ekstrand Reading	HILL, JENNIFER	23	MA 29	\$71,216.03	\$261.32	\$1,500.00	\$72,716.03	\$72,000
1	Intermediate 5th	HOFER, ANGELA	28	MA 24	\$71,030.60	\$1,323.13	\$1,500.00	\$72,530.60	\$75,000
1	Ekstrand 2nd	HUDRLIK, COURTNEY	8	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Ekstrand PK	HUGHES, ERIN	3	BA 02	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	High School SPED	IRWIN, KATLYN	7	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate SPED	JACKSON, MEGAN	29	MA	\$66,358.74	\$3,880.42	\$3,880.42	\$70,239.16	\$78,000
1	Ekstrand Art	JANASZAK, COURTNEY	14	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Ekstrand 3rd	JOHNSON, MADELINE	4	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	High School Spanish	JORY, JANA	11.5	MA	\$55,628.92	\$3,457.03	\$3,457.03	\$59,085.95	\$66,000
1	Ekstrand 3rd	KEITH, CHRISTINE	8	BA 27	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Middle School Band	KNOWLES, THOMAS	12	BA 15	\$53,278.58	NA	\$8,721.42	\$62,000.00	\$62,000
1	Intermediate 5th	KUEHL, JEREMY	27	MA 10	\$66,358.74	\$2,880.42	\$2,880.42	\$69,239.16	\$75,000
1	High School Alternative	LANSING, JASON	14	MA 31	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	High School Math	LAPAGE, JASON	15	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Ekstrand Reading	LOOMIS-ROBERTS, PENELOP	25	MA 12	\$68,194.16	\$2,268.61	\$2,268.61	\$70,462.77	\$75,000
1	Middle School SPED	MACHOVEC, KIRK	14	MA	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Intermediate Art	MAGILL, BRIANNE	16	BA 30	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	High School SPED	MARSHALL, MARTY	11	MA 12	\$54,378.92	\$3,873.69	\$3,873.69	\$58,252.61	\$66,000
1	High School Industrial Tech	MARSHALL, MICHAEL	13	BA	\$62,000.00	\$0.00	\$1,500.00	\$63,500.00	\$62,000
1	Intermediate 5th	MCDONOUGH, JAIME	23	MA 12	\$68,194.16	\$1,268.61	\$1,500.00	\$69,694.16	\$72,000
1	Ekstrand 1st	MCNEIL, COURTNEY	11	MA 14	\$53,921.30	\$4,026.23	\$4,026.23	\$57,947.53	\$66,000

John F. ...
COEA

Dr. Stephanie Nish...

FTE	POSITION		Total Years of Service (25-26)	Total Education	25/26 Total	26/27 Raise Calculation	26/27 Raise	26/27 Total	Target Wage (28-29)
1	High School ELP	MERCADO, DON	18	MA	\$62,665.35	\$2,111.55	\$2,111.55	\$64,776.90	\$69,000
1	High School Language Arts	MERCADO, STACI	27	MA	\$68,008.74	\$2,330.42	\$2,330.42	\$70,339.16	\$75,000
1	Ekstrand Jumpstart	MESSERICH, ABBY	17	BA 18	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	High School SPED	MICHEL, TARA	27	MA 30	\$72,402.46	\$865.85	\$1,500.00	\$73,902.46	\$75,000
1	Intermediate Reading	MILLER, SAMANTHA	14	MA 06	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Ekstrand Technology	MISHLER, MATTHEW	25	MA 60	\$62,000.00	\$4,333.33	\$4,333.33	\$66,333.33	\$75,000
1	Ekstrand Music	MITCHELL, KRISTAN	30	BA 24	\$63,336.88	\$3,554.37	\$3,554.37	\$66,891.25	\$74,000
1	High School Science	MOULTON, KATHRYN	15	MA 24	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Middle School Art	NAUGHTON, ALEXANDRIA	9	BA 03	\$50,242.15	\$3,919.28	\$3,919.28	\$54,161.43	\$62,000
1	Ekstrand 1st	NELSON, SARAH	17	MA 18	\$62,000.00	\$2,333.33	\$2,333.33	\$64,333.33	\$69,000
1	Middle School FCS/Life Skills	NEW HIRE	15	BA		NA	NA	\$62,000.00	\$65,000
1	Facilitator	O'CONNELL, MELISSA	11	MA 03	\$50,913.67	\$5,028.78	\$5,028.78	\$55,942.45	\$66,000
1	High School Language Arts	OBERFOELL, KEVIN	18	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Facilitator	OHNEMUS, MATTHEW	20	MA 03	\$64,344.16	\$2,551.95	\$2,551.95	\$66,896.11	\$72,000
1	High School Math	OLSON, ERIC	26	MA 24	\$72,402.49	\$865.84	\$1,500.00	\$73,902.49	\$75,000
1	Middle School Music	OLSON, KERRI	25	MA 24	\$72,587.89	\$804.04	\$1,500.00	\$74,087.89	\$75,000
1	Ekstrand PK	OSMUN, SARAH	18	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Ekstrand SPED	PAULSEN, ALLISON	9.5	BA 24	\$50,000.00	\$4,000.00	\$4,000.00	\$54,000.00	\$62,000
1	Ekstrand Kindergarten	PETERSEN, ANESSA	19	BA 24	\$62,000.00	\$2,000.00	\$2,000.00	\$64,000.00	\$68,000
1	Intermediate 4th	PICKUP, CAROLYN	2.5	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	High School Industrial Tech	PROMBO, THOMAS	15	BA 05	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Ekstrand SPED	REX, MARIA	20	MA 03	\$62,972.30	\$3,009.23	\$3,009.23	\$65,981.53	\$72,000
1	Intermediate 6th	ROBINSON, ANGELA	22	MA 12	\$69,566.03	\$811.32	\$1,500.00	\$71,066.03	\$72,000
1	District ELL	ROWOLD, PAIGE	4	BA 12	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	High School Counselor	SCHAIBLE, MARY BETH	21	MA	\$64,344.16	\$2,551.95	\$2,551.95	\$66,896.11	\$72,000
1	High School Spanish	SCHALLER, NICOLE	12	BA	\$50,242.15	NA	\$11,757.85	\$62,000.00	\$62,000
1	High School Health	SHELBY, ANTHONY	19	BA	\$62,000.00	\$2,000.00	\$2,000.00	\$64,000.00	\$68,000
1	Ekstrand 2nd	SIKKEMA, JONI	19	BA	\$62,000.00	\$2,000.00	\$2,000.00	\$64,000.00	\$68,000
1	Ekstrand Reading	SLAYMAKER, RICHELLE	22	MA 12	\$66,544.16	\$1,818.61	\$1,818.61	\$68,362.77	\$72,000
1	Middle School PE	SMALL, CARL	29	MA	\$64,344.16	\$4,551.95	\$4,551.95	\$68,896.11	\$78,000
1	Middle School Tech/STEM	SMITH, TERRI	23	MA 24	\$71,216.03	\$261.32	\$1,500.00	\$72,716.03	\$72,000
1	Intermediate Music	SOENKSEN, SHANNON	4	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate PE	STEFFENS, TROY	32	BA	\$62,000.00	\$4,000.00	\$4,000.00	\$66,000.00	\$74,000
1	IIG FCS	SULLIVAN, AMANDA	1	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Middle School Language Arts	SWANSON, EMILY	3	BA	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	Ekstrand Kindergarten	TAYLOR, JOANIE	20	BA 24	\$62,000.00	\$2,000.00	\$2,000.00	\$64,000.00	\$68,000
1	High School Science	TAYLOR, ZACHARY	6	MA 20	\$50,000.00	\$3,333.33	\$3,333.33	\$53,333.33	\$60,000
1	Intermediate 6th	THOMPSON, KRISTIN	4	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	Intermediate 4th	TILL, MEGAN	14	BA	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	High School Vocal Music	UTTECH, RYAN	22	MA 23	\$62,000.00	\$3,333.33	\$3,333.33	\$65,333.33	\$72,000
1	Middle School Language Arts	VAN HAL, DIANA	14.5	BA 16.3	\$62,000.00	\$1,000.00	\$1,500.00	\$63,500.00	\$65,000
1	Ekstrand 1st	WACKERLE, REBECCA	13	MA 02	\$62,000.00	\$1,333.33	\$1,500.00	\$63,500.00	\$66,000
1	Intermediate SPED	WAINWRIGHT, THERESA	27	MA 24	\$72,402.46	\$865.85	\$1,500.00	\$73,902.46	\$75,000
1	Ekstrand SPED	WALESZONIA, JAMIE	23	MA 10	\$66,544.16	\$1,818.61	\$1,818.61	\$68,362.77	\$72,000
1	Facilitator	WALL, CARLA	29	MA 24	\$72,402.46	\$1,865.85	\$1,865.85	\$74,268.31	\$78,000
1	Middle School Counselor	WALL, TIERRA	4	MA	\$50,000.00	\$3,333.33	\$3,333.33	\$53,333.33	\$60,000
1	High School Science	WATERBURY, CLAY	9	MA	\$50,000.00	\$5,333.33	\$5,333.33	\$55,333.33	\$66,000
1	High School Social Studies	WATERBURY, COURTNEY	9	MA	\$50,000.00	\$5,333.33	\$5,333.33	\$55,333.33	\$66,000
1	Ekstrand Kindergarten	WELLMAN, MEGAN	7	BA	\$50,000.00	\$2,000.00	\$2,000.00	\$52,000.00	\$56,000
1	High School Math	WIEBENGA, CHARLES	31	MA 32	\$67,030.26	\$3,656.58	\$3,656.58	\$70,686.84	\$78,000
1	Ekstrand SPED	WILHELM, OLIVIA	2	BA 43	\$50,000.00	\$1,000.00	\$1,500.00	\$51,500.00	\$53,000
1	High School Language Arts	WILKE, KATHLEEN	20	BA	\$62,000.00	\$2,000.00	\$2,000.00	\$64,000.00	\$68,000
117.75									
				Required Raise					

Josh Hurlb
COGA

B. Stephen Noel