



May 13, 2026

Dear Teaching Team,

The Board of Directors recognizes that compensation matters—not only in a practical sense, but as a reflection of how your work is valued. We have heard clearly, through recent conversations with Mrs. Varalli and responses in the Strategic Planning Community Input survey, that this is an area requiring thoughtful attention.

As a Board, we are actively reviewing our approach to compensation, including salary grids, annual increases, and the overall compensation package. This work is underway and will remain a priority.

In the immediate term, we want to recognize the contributions of Wheatley's teaching staff and provide some additional support. We're offering a one-time **Recognition Bonus for Continued Service for salaried teaching staff returning for the 2026-2027 school year.** The Recognition Bonus amounts will be aligned to your employment status. Individual details will be shared through Mrs. Varalli's office.

Please let me know if you have any questions. I can be reached by email (rsmcrane@gmail.com) or phone (289)668-7224.

We want to be clear that this short-term measure is not a substitute for the longer-term work we are committed to. We will share more information as this work progresses, with the goal of bringing forward updates before the 2027/2028 school year's budget is finalized.

Our goal is to ensure that Wheatley remains a place of exceptional learning for students as well as a place where educators feel valued, supported, and able to build a sustainable future.

Thank you for the care, professionalism, and heart you bring to the school every day.

A handwritten signature in black ink, appearing to read "Rachel Crane-De Divitiis". The signature is fluid and cursive, with a long horizontal line extending to the right.

Rachel Crane-De Divitiis
On behalf of the Board of Directors