



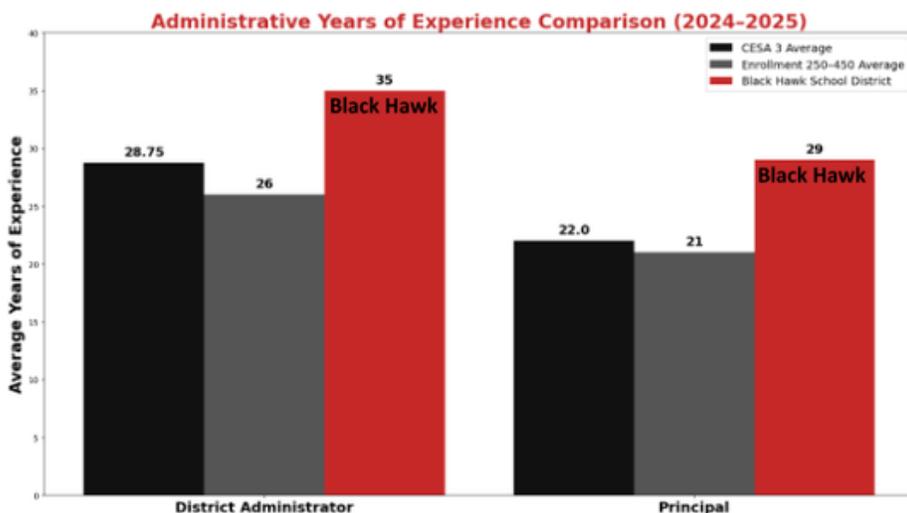
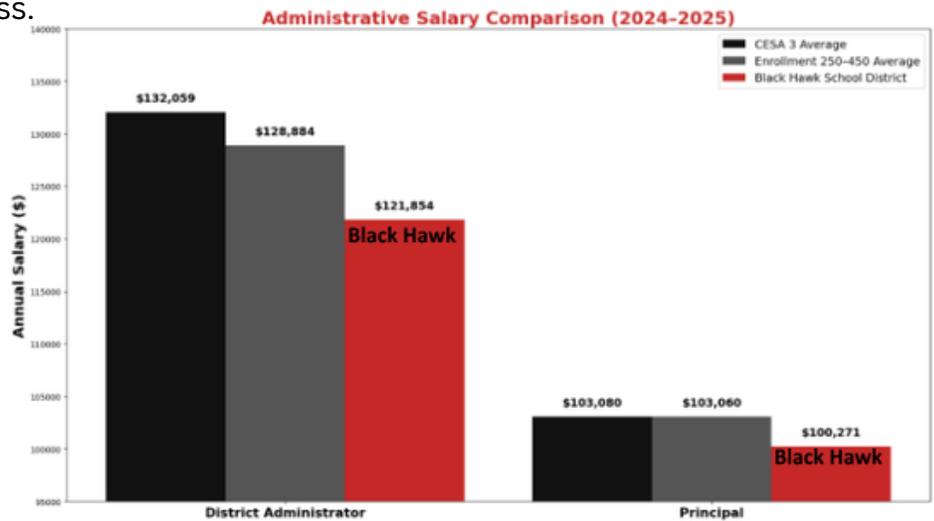
# OPERATIONAL REFERENDUM

## APRIL 7, 2026

Our district is facing critical financial challenges that need to be addressed with additional revenue. Our communities will consider a \$800,000 recurring referendum.

### FAQ #11 WHY ARE OUR ADMINISTRATORS PAID SO MUCH?

Some community members have raised questions about administrative salaries. Black Hawk Administrator salaries are below average when compared to all Southwest Wisconsin schools in CESA #3. They are also well below the state average for schools that have enrollment of 250-450 students. Compensation for all positions in the district are based on years of experience, licensure, and the marketplace. Black Hawk salaries need to be competitive to attract and keep staff. When setting salaries the school board uses comparable data from districts in CESA 3 and from schools in the state of similar size. Below are the comparable numbers for 2024-25 showing that our administrators at Black Hawk earn less than the average of their counterparts in comparable districts. In addition, our administrators have more years of experience in education than other districts on average and get paid less.



If you have questions please contact District Administrator, Willy Chambers at [chawil@blackhawk.k12.wi.us](mailto:chawil@blackhawk.k12.wi.us) or 608-234-1581