

**June 18, 2024**  
**2024-26 Principals Negotiations**

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

**Tentative Agreements as of June 18 2024**

1.

Years Cleanup

Replace all references to 2022-24 with 2024-26 throughout agreement

2.

Gender Cleanup

Replace all references to gender throughout agreement

4.

Article VII: Group Insurance

Section 1. Health and Hospitalization Insurance:

Subd. 7. Health Savings

The district contribution will be as follows:

Single Policy: 100% of the *difference between HSA premium and the CMM* premium

Family Policy: 100% of the *difference between HSA premium and the CMM* premium

20.

Appendix C: MoA re Flex Time

Retain

**District Response to Principals Proposals of June 11 2024**

8.

Article XVIII: Longevity Pay

Please see District counterproposal below.

17.

Article XV: Deferred Matching Contribution Plan

The District does not agree.

13.

Supervision:

Please see District counterproposal below.

18.

Vacation Buyout

The District does not agree.

19.

Principal Academy Stipend

Please see District proposal below.

21.

MS Asst Principal Duty Year

The District does not agree.

### **District Proposals of June 18 2024**

*The District reserves the right to amend, adjust, or add to these proposals during the process of negotiations.*

3.

Article VII: Group Insurance

Section 1. Health and Hospitalization Insurance:

Subd. 4. Eligibility: A Principal is eligible for School District contribution as provided in this Article as long as the Principal is employed by the School District. The District contribution towards hospitalization insurance will be paid by the School District if the Principal, covered under this agreement, retires from the School District. If the Principal obtains other employment and, therefore, can obtain hospitalization benefits through another employer, this contribution will also cease. Coverage by the School District will continue for a maximum of ten (10) years or until the Principal is eligible for Medicare coverage, whichever comes first except for the aforementioned conditions. The Principal must retire in good standing in order to qualify for this health insurance provision.

If the spouse can obtain health insurance with another employer, the District will provide an individual policy for the retired District employee. Should the spouse cease employment, that spouse will be ~~automatically rolled~~ **enrolled** into the retiree's plan **with appropriate notice to the District within thirty (30) days of the qualifying event,** and the District will pay for the family plan. Additionally, coverage for the spouse will cease once the spouse becomes eligible for Medicare.

If an employee of the District is hired into the Principal role and is eligible for retiree health insurance coverage for a maximum of ten (10) years or until Medicare age under their current employment contract with the District, the employee will retain this eligibility upon entering the Principal group.

5.

Article VII: Group Insurance

Section 3. Term Life Insurance:

The School District shall pay the entire premium for term life insurance for each full-time Principal employed by the School District who qualifies for and is enrolled in the School District and administrative term life insurance plan. Such plan will be in the amount of \$100,000 coverage per Principal. Principals may purchase an additional amount of insurance ~~up to \$100,000~~ at their own expense.

The selection of the insurance carrier and policy shall be made by the School District as provided by law.

14.

Article IX: Professional Dues ~~Policy~~

~~It shall be the policy of Independent School District #882 to~~ **The District shall** contribute the entire amount of a Principal's dues to his/her State and National organizations. The contribution will be made on a yearly basis upon the request of the Principal. Such payment in full shall be made directly to the association by the District office, according to the request by each Principal.

15.

Article X: National Conventions ~~s~~ **Policy**

All Principals ~~covered under these policies~~ must apply in advance to the Board of Education for approval to attend a national convention. The Board reserves the right to approve or reject such requests as they see fit. Independent School District #882 will pay up to \$3,000 in expenses for each Principal attending national conventions and conferences beginning July 1, 2018. Travel arrangements and convention registration must be made three months prior to the convention date. Principals shall be permitted to attend National Conventions on an every other year basis. In the event the Principal's request to attend a national convention is rejected by the Board of Education, that Principal will retain priority consideration for attending a convention in a future year. The Principal shall report to the School Board relative to all meetings and conferences attended. The Principal shall file itemized expense statements to be processed and approved as provided by law.

Principals may be permitted to attend seminars and conferences at his/her own expense in years when he/she is not scheduled to attend a national convention.

6.

Article XVI: Notice of Retirement

Any Principal planning to request retirement must give the School District written notice by July February 1 of his/her intent not to return to administrative duties in the fall of that year.

7.

Article XVII: Salary Schedule

Section 1. Placement of New Employees

Upon hire, the principal's initial annual salary shall be as agreed between the District and the principal.

Section ~~4~~ 2. Salary:

Appendix "A" reflects the ~~salaries to be paid to any new Principal and/or Assistant Principal hired by the School District~~ salary steps for 2022-2023 ~~2024-25~~ and ~~2023-2024~~. The amounts listed in Appendix "A" are a minimum salary and are negotiable based on years of experience. Appendix "B" reflects the salary steps for 2025-26.

Section ~~2~~ 3. Movement of Principal Within District:

In the event that a Principal ~~employed in District #882~~ should ~~change level~~ request or be assigned another position within the district (i.e., movement from middle school to elementary level), placement on the salary schedule shall ~~be negotiated on an individual basis~~ in accordance with Appendix A and B and commensurate with previous steps accrued.

~~Section 3. Current Salary:~~

~~Appendix "B" reflects the salaries to be paid to administrators for the 2022-2023 school year and the 2023-2024 school year.~~

8.

Article XVIII: Longevity Pay

The Board of Education will annually pay a longevity step in the amount of ~~\$2,000.00~~ \$2,500 to each ~~member of the Principals' Association~~ who has completed five (5) full years of service to the school district. This amount will increase to ~~\$2,500.00~~ \$3,000 after ten (10) full years of service to the school district. After fifteen (15) full years of service to the school district, the longevity step will be increased to ~~\$3,000.00~~ \$3,500. A full year of service will be credited to the Principal if they complete a full school year of 170 days or more in the contract year. For Principals hired after July 1, 2017, ~~their full~~ years of service ~~credit will be~~ shall only be accrued in the capacity of a Principal or assistant Principal.

9.

Article XX: Duty Year

Section 1. Duty Days:

Subd. 2. The duty year for Principals shall be twelve (12) months and shall include ~~eleven (11)~~ **twelve (12)** paid holidays as designated by the School District. The following days are to be considered legal paid holidays for all Principals: Independence Day, Labor Day, Thanksgiving Day and the Friday after, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, Presidents Day, ~~and~~ Memorial Day, **and Juneteenth**. When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday will be considered a holiday. The duty days for a twelve-month Principal shall be 256 [260-4 non-duty days ~~(see below)~~] **per Subd. 3 below**.

10.

Article XX: Duty Year

Section 1. Duty Days:

Subd. 4. The modified duty day calendar for a ten-month Principal ~~(ie. For an assistant elementary Principal)~~ shall be ~~ten months. The duty days for a ten-month Principal shall be~~ 220 **days**.

Subd. 5. The modified duty day calendar for an eleven-month Principal ~~(ie. the Eastview Education Center Principal)~~ shall be ~~eleven months. The duty days for an eleven-month Principal shall be~~ 240 **days**.

13.

Article XVII: Salary Schedule

**Section 4. Supervision of Co-Curricular Events, Extra-Curricular Events, and Student Conferences:**

**Principals shall provide for the active supervision of co-curricular events and student conferences as an extension of the student day and as an inherent responsibility of the position. Principal supervision may be required at extra-curricular events due to state or local requirement or the collection of a gate; for such events, an honorarium was added to the base of Schedule A for 2024-25 for the High School Principal (\$2,000), High School Assistant Principal (\$1,500), and all other Principals (\$250).**

19.

Article XVII: Salary Schedule

**Section 5. University of Minnesota Principal Academy Stipend:**

**Principals desiring to participate in the University of Minnesota Principal Academy shall provide a timely written request to the Superintendent or designee. If approved, the District shall provide for the cost of the program along with appropriate coverage of**

**Principal duties on program dates when absent. Upon successful completion of the Academy, the District shall provide a one-time stipend of \$2,000 payable June 15.**

11.  
Appendix A

~~2022-2023~~ 2024-25 (12-month work calendar)

**Principals will receive a 2.50% salary increase for 2024-25.**

2024-25	Step 1	Step 2	Step 3	Step 4
HS Principal	\$131,387	\$135,579	\$139,772	\$143,965
HS AP (11 mo)	\$100,441	\$103,548	\$106,654	\$109,760
MS Principal	\$126,926	\$128,290	\$132,385	\$136,479
MS AP (11.5 mo)	\$105,008	\$108,255	\$111,503	\$114,750
Elem Principal	\$119,473	\$123,168	\$126,863	\$130,558
Elem AP (10 mo)	\$92,143	\$95,084	\$98,025	\$100,966

w/ Activities Honorarium

2024-25	Step 1	Step 2	Step 3	Step 4
HS Principal	\$133,387	\$137,579	\$141,772	\$145,965
HS AP (11 mo)	\$101,941	\$105,048	\$108,154	\$111,260
MS Principal	\$127,176	\$128,540	\$132,635	\$136,729
MS AP (11.5 mo)	\$105,258	\$108,505	\$111,753	\$115,000
Elem Principal	\$119,723	\$123,418	\$127,113	\$130,808
Elem AP (10 mo)	\$92,393	\$95,334	\$98,275	\$101,216

~~2023-2024~~ (12-month work calendar)

- ~~o High School Principal — \$133,454~~
- ~~o Middle School Principal — \$128,864~~
- ~~o Elementary School Principal — \$123,769~~
- ~~o High School Assistant Principal — \$108,819~~
- ~~o Middle School Assistant Principal — \$105,634~~
- ~~o Elementary School Assistant Principal — \$100,954~~

12.

Appendix B

2025-26 (12-month work calendar)

Principals will receive a 2.50% salary increase for 2025-26.

2025-26	Step 1	Step 2	Step 3	Step 4
HS Principal	\$134,671	\$138,968	\$143,266	\$147,564
HS AP (11 mo)	\$102,952	\$106,136	\$109,321	\$112,504
MS Principal	\$130,099	\$131,497	\$135,695	\$139,891
MS AP (11.5 mo)	\$107,633	\$110,962	\$114,290	\$117,619
Elem Principal	\$122,460	\$126,247	\$130,035	\$133,822
Elem AP (10 mo)	\$94,447	\$97,461	\$100,475	\$103,490

w/ Activities Honorarium

2025-26	Step 1	Step 2	Step 3	Step 4
HS Principal	\$136,721	\$141,018	\$145,316	\$149,614
HS AP (11 mo)	\$104,489	\$107,674	\$110,858	\$114,042
MS Principal	\$130,355	\$131,754	\$135,951	\$140,147
MS AP (11.5 mo)	\$107,890	\$111,218	\$114,546	\$117,875
Elem Principal	\$122,716	\$126,504	\$130,291	\$134,079
Elem AP (10 mo)	\$94,703	\$97,717	\$100,732	\$103,746

Administrator Salaries 2022-2023

Position	Name	Salary
High School Co-Principal	Matthew Coalwell	\$137,700
High School Co-Principal	Lori Hanson	\$137,700
Middle School Principal	Jeff Scherber	\$151,563
Elementary Principal	Shelly Gilmore	\$121,342
Elementary Principal	Gabe Hackett Nicole Groteau	\$129,651 \$121,342
Elementary Principal	Joe Dockendorf	\$133,440
Middle School Assistant Principal		\$95,110
Elementary Assistant Principal	Clay Norman	—\$96,572

Administrator Salaries 2023-2024

Position	Name	Salary
High School Co-Principal	Matthew Coalwell	\$140,454
High School Co-Principal	Lori Hanson	\$140,454
Middle School Principal	Jeff Scherber	\$154,595
Elementary Principal	Shelly Gilmore	\$123,769
Elementary Principal	Gabe Hackett Nicole Groteau	\$129,651 \$123,769
Elementary Principal	Joe Dockendorf	\$136,109
Middle School Assistant Principal		\$97,012
Elementary Assistant Principal	Clay Norman	\$98,503