

November 13, 2024
2024-26 Principals Negotiations

Key:

Additions: blue / bold / italics / underlined

~~Deletions~~: blue / strikethrough

Tentative Agreement

1.

Years Cleanup

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

2.

Gender Cleanup

Replace all references to gender throughout agreement

23.

“School District” Cleanup

Amend all references to the School District as defined in Article III, Section 3.

24.

Article V: Expenses Not Covered by Insurance

The School District shall pay up to five hundred dollars (\$500.00) for medical, dental or optometry expenses not covered by insurance. Covered expenses include services intended to promote health such as additional vaccinations, chiropractic services, massage etc. Claims must be submitted to the District Office for approval and payment, submit by September 1 for the previous year. ***This benefit will sunset effective June 30, 2025.***

Effective July 1, 2025, the School District has added five hundred dollars (\$500.00) to the base of Schedule B in lieu of medical, dental or optometry expenses not covered by insurance.

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 School 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.

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

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 School District shall contribute the entire amount of a Principal's dues to the Board of School Administrators (BoSA) and the individual principal's 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 Convention Policy~~ **Professional Development**

Section 1. National Conventions: 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~~ **The** 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~~ **once** every ~~other year basis~~ **three (3) years**. 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.

19.

Article X: ~~National Convention Policy~~ **Professional Development**

Section 2. University of Minnesota Principal Academy Stipend:
For Principals enrolled in the University of Minnesota Principal Academy, the School District shall provide for the cost of the program along with coverage of Principal duties on program dates when absent as determined by the School District. Upon submission of a certificate of successful completion of the Academy, the School District shall provide a one-time stipend of \$2,000 payable July 15. Principals completing the Academy shall not be eligible to attend a National Conference for a period of three (3) years.

25.

Article X: ~~National Convention Policy~~ **Professional Development**

Section 3. Periods of Ineligibility:
Periods of ineligibility for Section 1 and Section 2 of this Article, if overlapping, shall be completed consecutively, not concurrently.

22.

Article XII: Vacation

All Principals shall be granted ~~twenty-two (22)~~ **twenty-four (24)** days of annual paid vacation each contract year (pro-rated for ten (10) and eleven (11) month Principals). Unused vacation must be taken within six (6) months after the end of the contract year in which it is earned. All requests for Principal's vacations should be submitted to the Superintendent of Schools or designee. The request should be made within a reasonable time prior to the anticipated vacation. Only in extreme emergencies shall Principals from the same administrative level be gone on vacation simultaneously.

Upon voluntary separation from employment with the School District, the Principal shall be entitled to payment for any unused vacation days earned and accrued pursuant to the provisions of this section; however, if the Principal is involuntarily terminated, he/she shall not be entitled to unused earned and accrued vacation days. The payment shall be made in a separate check payable to the Principal in the month following his or her retirement effective date, subject to applicable law, that is wholly and solely funded by the vacation pay established by this section. In the event the Principal's employment ends before June 30th of the contract year, however, the number of vacation days earned for that contract year shall be pro-rated based upon the proportion of the contract year actually worked by the Principal (e.g., if the Principal works six (6) months, he or she would be entitled to eleven (11) vacation days for the contract 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 School District and the principal.

Section ~~4~~ **2**. Salary:

Appendix "**Schedule 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. **"Schedule 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 within the district (i.e., movement from middle school to elementary level), placement on the salary schedule shall be negotiated on an individual basis.

~~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.~~

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**.

11.

Appendix **Schedule A**

~~2022-2023-2024-25~~ (12-month work calendar **unless otherwise noted**)
Principals will receive a 5.58% salary increase for 2024-25.

2024-25		Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$135,334	\$139,653	\$143,972	\$148,292
HS AP (11 mo)	240	\$106,459	\$109,659	\$112,860	\$116,059
MS Principal	256	\$130,740	\$132,145	\$136,363	\$140,580
MS AP (11.5 mo)	250	\$110,663	\$114,008	\$117,353	\$120,698
Elem Principal	256	\$123,063	\$126,869	\$130,675	\$134,481
Elem AP (10 mo)	220	\$97,124	\$100,128	\$103,225	\$106,417

~~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 Schedule B

2025-26 (12-month work calendar unless otherwise noted)
Principals will receive a 0.9% salary increase for 2025-26.

(new proposal)

2025-26		Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$137,052	\$141,409	\$145,768	\$150,126
HS AP (11 mo)	240	\$107,917	\$111,146	\$114,375	\$117,603
MS Principal	256	\$132,416	\$133,834	\$138,091	\$142,346
MS AP (11.5 mo)	250	\$112,159	\$115,534	\$118,909	\$122,285
Elem Principal	256	\$124,671	\$128,511	\$132,351	\$136,192
Elem AP (10 mo)	220	\$98,498	\$101,529	\$104,654	\$107,875

(old proposal)

2025-26		Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$136,552	\$140,909	\$145,268	\$149,626
HS AP (11 mo)	240	\$107,417	\$110,646	\$113,875	\$117,103
MS Principal	256	\$131,916	\$133,334	\$137,591	\$141,846
MS AP (11.5 mo)	250	\$111,659	\$115,034	\$118,409	\$121,785
Elem Principal	256	\$124,171	\$128,011	\$131,851	\$135,692
Elem AP (10 mo)	220	\$97,998	\$101,029	\$104,154	\$107,375

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 Deckendorf	\$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

20.

Appendix G: MoA re Flex Time
Retain

21.

MS Asst Principal Duty Year

The School District will withdraw the previously communicated expectations re MS Asst Principal use of vacation time.

Matrix Summary						
	24-25		Year 1 - % Change from Base	25-26		Year 1 & Year 2 \$ Total
	Base Year	Year 1		Year 2	Year 2 - % Change from Year 1	
Salary	1,116,912.00	1,194,759.38	6.97%	1,229,052.37	2.87%	2,423,811.75
Health Ins	215,005.52	226,928.27	5.55%	251,798.63	10.96%	478,726.90
Dental Ins	11,052.00	11,385.00	3.01%	11,725.00	2.99%	23,110.00
Life Ins	972.00	972.00	0.00%	972.00	0.00%	1,944.00
LTD	1,898.75	2,031.09	6.97%	2,089.39	2.87%	4,120.48
STD	781.84	836.33	6.97%	860.34	2.87%	1,696.67
403b Match	22,500.00	22,500.00	0.00%	22,500.00	0.00%	45,000.00
Worker's Compensation	3,241.28	4,420.61	36.38%	4,916.21	11.21%	9,336.82
Phone Stipends	8,100.00	8,100.00	0.00%	8,100.00	0.00%	16,200.00
Medical Exp	4,500.00	4,500.00	0.00%	-	-100.00%	4,500.00
HRA	65,260.00	75,780.00	16.12%	26,300.00	-65.29%	102,080.00
Paid Family Leave	-	-	#DIV/0!	5,407.83	#DIV/0!	5,407.83
TRA	97,729.80	104,541.45	6.97%	107,542.08	2.87%	212,083.53
FICA	85,443.77	91,399.09	6.97%	94,022.51	2.87%	185,421.60
Total Benefits	516,484.96	553,393.84	7.15%	536,233.98	-3.10%	1,089,627.82
			#DIV/0!		#DIV/0!	-
			#DIV/0!		#DIV/0!	-
Total Salary & Benefit	1,633,396.96	1,748,153.22	7.03%	1,765,286.36	0.98%	3,513,439.57
Total Salary & Benefit without HRA	1,568,136.96	1,672,373.22	6.65%	1,738,986.36	3.98%	3,411,359.57
			114,756.26		131,889.40	

starts 1/1/26

	MSBA	MSBA w/o HRA
Year 1 & Year 2	3,513,439.57	3,411,359.57
Double Base Yr	3,266,793.91	3,136,273.91
Difference	246,645.66	275,085.66
Double Base Yr	3,266,793.91	3,136,273.91
MSBA Percentage	7.55%	8.77%

Base	Days	Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$128,182	\$132,272	\$136,363	\$140,454
HS AP (11 mo)	240	\$97,991	\$101,022	\$104,053	\$107,083
MS Principal	256	\$123,830	\$125,161	\$129,156	\$133,150
MS AP (11.5 mo)	250	\$102,447	\$105,615	\$108,783	\$111,951
Elem Principal	256	\$116,559	\$120,164	\$123,769	\$127,374
Elem AP (10 mo)	220	\$91,991	\$94,836	\$97,769	\$100,793

\$548.65
\$446.18
\$520.12
\$447.81
\$497.55
\$458.15

2024-25	Days	Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$135,334	\$139,653	\$143,972	\$148,292
HS AP (11 mo)	240	\$106,459	\$109,659	\$112,860	\$116,059
MS Principal	256	\$130,740	\$132,145	\$136,363	\$140,580
MS AP (11.5 mo)	250	\$110,663	\$114,008	\$117,353	\$120,698
Elem Principal	256	\$123,063	\$126,869	\$130,675	\$134,481
Elem AP (10 mo)	220	\$97,124	\$100,128	\$103,225	\$106,417

	5.58%		
\$ -	\$579.26	HS	
\$ -	\$483.58	HS AP	3000
\$ -	\$549.14	MS	
\$ -	\$482.79	MS AP	2500
\$ -	\$525.32	Elem	
\$ -	\$483.71	Elem AP	0

2025-26	Days	Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$137,052	\$141,409	\$145,768	\$150,126
HS AP (11 mo)	240	\$107,917	\$111,146	\$114,375	\$117,603
MS Principal	256	\$132,416	\$133,834	\$138,091	\$142,346
MS AP (11.5 mo)	250	\$112,159	\$115,534	\$118,909	\$122,285
Elem Principal	256	\$124,671	\$128,511	\$132,351	\$136,192
Elem AP (10 mo)	220	\$98,498	\$101,529	\$104,654	\$107,875

	0.90%		
\$586.43		HS	
\$490.01		HS AP	83.56%
\$556.04		MS	
\$489.14		MS AP	87.97%
\$532.00		Elem	
\$490.34		Elem AP	92.17%