



JANUARY 2026

## PRINCIPALS' BENEFIT SUMMARY

### Group Insurance

Principals and assistant principals who work at least twenty hours per week are eligible to participate in the District's group health and life insurance plans. Employees must work 30 hours per week to participate in the District's dental and long-term disability plans.

#### Health Insurance

The District will contribute **\$880.00** monthly toward the premium for a single policy; if the administrator is eligible for a family policy, the District will contribute **\$2113.00** monthly toward the premium for a family policy. **NOTE: These are the contributions before negotiated settlement.**

**All Insurance rates are subject to change January 1, 2027**

Network	High	HSA
Deductible Single/Family	4 Cost Levels	4 Cost Levels HSA Compatible
Monthly Premium Single/Family	\$834.74/mo, \$2,196.68/mo	\$581.04/mo, \$1518.30/ mo

For more information on the plans, go to [www.innovomn.com](http://www.innovomn.com)

HSA Contribution: For employees electing to take the HSA high deductible plan, the district will contribute any remaining dollar amount into the employee's HSA account after the monthly premium has been paid.

#### Dental Insurance

For the 2026 benefit plan year, the District will contribute 100% of either the single dental premium or the family dental premium.

#### Life Insurance

The District pays the total premium for each employee who works 20 hours or more per week and is enrolled in the District's group basic life and accidental death and dismemberment (AD&D) insurance plan. Principal unit members receive 200,000 of coverage. Employees may also purchase supplemental insurance for themselves, their spouse and/or dependents at low group rates.

## Long-Term Disability Insurance

The District pays 100% of the premium for each employee working 30 hours or more per week.

## Voluntary Benefits

Employees may purchase a variety of voluntary benefits including: vision, critical illness, accident, hospital indemnity and whole life insurance with long term care, for themselves, their spouse and/or dependents.

## Flex Spending Account (FSA)

Employees can pay for out-of-pocket medical/dental and day care expenses with pre-tax dollars by participating in the District's flexible spending plans administered by Health Equity.

## Paid Time Off

Principal unit members receive sick leave and personal leave. Annual leave allotments are allocated in advance at the beginning of the year. Leave balances are prorated for employees who begin employment after July 1, or end employment prior to June 30. Leave balances are also reduced for any period of the year that the employee is on an unpaid status.

## Personal Leave

Upon advance notice and arrangement with the immediate supervisor, three days of personal leave is available to each employee accumulated up to 5 days. Part-time employees will receive personal leave on a prorated basis.

## Sick Leave

At the beginning of each year, each employee is granted a sick leave allowance of twelve days. Unused portions of an employee's sick leave allowance may accumulate from one year to the next up to a maximum of 120 days. Sick leave is prorated for employees working less than forty hours per week.

Sick leave with pay shall be allowed by the School District whenever an employee's absence is found to have been due to mental or physical illness, injury, disability of the employee, the need for medical diagnosis, treatment and preventative care, or in cases of domestic abuse, sexual assault, or stalking of the employee, or for the care of a family member for any of the aforementioned reasons as defined in MN Statute 181.9447.

Administrators may carry over a maximum credit of 960 hours of accrued, unused sick leave to the following school year. Administrators who have more than 960 hours of accrued sick leave at the end of the school year shall have their accrued sick leave hours in excess of 960 bought back by the School District at 70% of the hourly rate of the Administrator with the payment being deposited in the Administrator's Minnesota State Retirement System's Health Care Savings Plan.

## Bereavement Leave

Upon notification and arrangement with the immediate supervisor, up to four days paid leave, non-accumulative, may be used by an employee for attendance at or arrangement of the funeral of an employee's spouse, child, step child, parent, brother, sister, father-in-law, mother-in-law, brother/sister-in-law, grandparent, grandparent-in-law, or grandchild. Two additional days are granted at the discretion of the employee's immediate supervisor. These 2 days are to be deducted from sick leave. Other relatives: 1 day, per occurrence, non-accumulative, to be deducted from sick leave, as funeral leave for an aunt, uncle, niece, nephew, or first cousin. Personal leave may be used to attend the funerals of relatives not listed above or friends.

## Supplemental Retirement Plan – Matching Program

The School District will match the contribution of an eligible administrator towards either the MN State Deferred Compensation Program (Section 457) or an approved 403(b) tax sheltered annuity plan up to an annual amount of \$3,000. Administrators working full time are eligible for the matching District contribution at the beginning of the year they have continuing contract status with the District.

## Conferences, Conventions, Workshops, Seminars, & Professional Association Dues

The School District shall pay each administrator's dues for membership in the state and national professional organizations. The School District shall pay costs associated with attending state and/or regional workshops or conferences each year. Upon approval of the superintendent, the School District will pay the costs of attendance to a national workshop or convention. National conferences/workshops should align with the administrator's professional growth goals and/or building/district goals.

## Mileage Reimbursement

Administrators will be compensated for the use of their private automobiles to conduct authorized and approved travel on the behalf of the District, at the established business rate per mile in accordance with IRS regulations.