

**MINNETONKA SCHOOL BOARD  
STUDY SESSION and SPECIAL MEETING  
District Service Center  
September 24, 2026  
6:00 p.m.**

**AGENDA**

**STUDY SESSION**

- |      |                                             |
|------|---------------------------------------------|
| 6:00 | 1. Professional Learning Update             |
| 6:20 | 2. Preview of Annual Report                 |
| 6:40 | 3. Update on Mathematics Standards          |
| 7:00 | 4. Review of 2026 Pay 2027 Preliminary Levy |

**SPECIAL MEETING**

- |      |                                                                                                            |
|------|------------------------------------------------------------------------------------------------------------|
| 7:20 | I. Call to Order and Pledge to the Flag                                                                    |
|      | II. Adoption of Agenda                                                                                     |
| 7:20 | III. Approval of Collective Bargaining Agreement with Minnetonka Association of Principals (MAP) Employees |
| 7:25 | IV. Certification of 2026 Pay 2027 Preliminary Levy                                                        |
| 7:45 | V. Adjournment                                                                                             |

**CITIZEN INPUT**

**6:00 p.m.** Citizen Input is an opportunity for the public to address the School Board on any topic in accordance with the guidelines printed below.

**GUIDELINES FOR CITIZEN INPUT**

Welcome to the Minnetonka School Board's Study Session! In the interest of open communications, the Minnetonka School District wishes to provide an opportunity for the public to address the School Board. That opportunity is provided at every Study Session during *Citizen Input*.

1. Anyone indicating a desire to speak to any item about educational services—except for information that personally identifies or violates the privacy rights of an individual—during *Citizen Input* will be acknowledged by the Board Chair. When called upon to speak, please state your name, connection to the district, and topic. All remarks shall be addressed to the Board as a whole, not to any specific member(s) or to any person who is not a member of the Board.
2. If there are a number of individuals present to speak on the same topic, please designate a spokesperson who can summarize the issue.
3. Please limit your comments to three minutes. Longer time may be granted at the discretion of the Board Chair. If you have written comments, the Board would like to have a copy, which will help them better understand, investigate and respond to your concern.
4. During *Citizen Input* the Board and administration listen to comments. Board members or the Superintendent may ask clarifying questions of you in order to gain a thorough understanding of your concern, suggestion or request. If there is any response or follow-up to your comment or suggestion, you will be contacted via email or phone by a member of the Board or administration in a timely manner.
5. Please be aware that disrespectful comments or comments of a personal nature, directed at an individual either by name or inference, will not be allowed. Personnel concerns should be directed first to a principal or executive director of the department, then to the Executive Director of Human Resources, then to the Superintendent and finally in writing to the Board.

**SCHOOL BOARD  
Minnetonka I.S.D 276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #1**

**Title: Professional Learning Update**

**Date: September 24, 2026**

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**EXECUTIVE SUMMARY**

As a learning organization, Minnetonka Public Schools is committed to providing professional learning for the adults in its system. Minnetonka Public Schools provided comprehensive professional learning to all 900+ district teachers in August 2026, organized in two intentional phases. New teacher orientation (August 10-20) grounded educators new to the district in foundational practices, systems, and relationships. Workshop week (August 24-28) brought all educators together around shared commitment to belonging, well-being, and instructional excellence, with highly differentiated learning designed by level and role.

The week of learning was anchored by Dr. Anton Treuer, whose keynote on creating cultures of belonging through Indigenous perspectives and relational teaching unified all three school levels. Across all levels, educators engaged with three central questions: How do students see themselves represented in what we teach? What safe, relational conditions do we create? What skills do we explicitly teach to support their success? The answers to these questions shaped the month's learning and will drive instruction all year.

The purpose for this report is to review the District-directed professional learning that has already occurred in the 2026-27 school year and to preview planned professional learning for the remainder of the year.

**CONTEXT/BACKGROUND**

**Professional Learning**

Professional learning in Minnetonka is grounded in research and aligned to School Board goals. The two days of professional learning in August directly supports the Board's commitment to Well-being and Belonging, addressing the strategic priorities that students have a strong feeling of positive connection, acceptance, and importance as members of Minnetonka Schools' diverse community. The professional learning represents two of the three full district professional learning days provided to staff annually, embedded in the school calendar to allow sustained, job-embedded learning that educators immediately apply in their classrooms and buildings.

## **IDENTIFIED NEEDS for 2026-27**

At the conclusion of the final professional learning day of 2025-26, educators were asked to identify professional learning needs for the 2026-27 school year. They prioritized:

- Student engagement instructional strategies
- Structured literacy and disciplinary literacy
- Curriculum implementation
- Culturally responsive practices
- Social and emotional learning
- Support for potential middle level programming shifts
- Tier 1 instruction, extension, and intervention

The experiences provided in August align with these identified needs.

## **SUMMARY OF 2026-27 PROFESSIONAL LEARNING DAYS for TEACHERS by LEVEL**

### **Elementary Professional Learning**

Elementary professional learning was organized around a single, powerful idea: create conditions where every student feels they belong AND has the skills to succeed. This required three things working together.

August 24 began with three foundational frameworks. Dr. Treuer addressed the importance of inclusive representation and psychologically safe learning environments. Teachers explored how all students navigate different social contexts and may adjust their language, communication style, or behavior depending on their setting. Teachers recognized that curriculum and classroom culture send powerful messages. When students consistently see themselves and their experiences reflected in what is taught, they develop stronger connections to learning and to school. Inclusive representation strengthens belonging for all students.

Dr. Clay Cook reframed behavior as communication about unmet needs, not defiance. He introduced the STOP framework (Safe, Teach, Observe, Prompt) as a practical tool for responding consistently. Teachers committed to understanding that "educators have control over the conditions we create for students," and that building relationships is foundational: "Build the relationship first. That is what matters most."

Dr. Kristin Jacobsen taught that executive functioning skills like planning, time awareness, task initiation, self-regulation, and organization are not personality traits but teachable skills. Elementary is the ideal time to explicitly teach these. Teachers left understanding that "tiny tweaks in routines and instruction can make huge differences in student independence and success," and that visual supports, predictable routines, and explicit teaching of planning reduce prompt dependence and build independence.

These three frameworks work together: safe spaces where students see themselves in curriculum and classroom culture (Treuer) plus predictable conditions and consistent adult responses (Cook) plus explicit teaching of foundational skills (Jacobsen) equals students who feel they belong and who have tools to succeed.

August 27 brought high differentiation. Twenty specialized tracks served different roles and disciplines. English classroom teachers in K-2 and 3-5 continued their implementation work with the updated District literacy curriculum with the Arts and Letters resource, focusing on learning how to use built-in scaffolds strategically to meet diverse learner needs. Language immersion teachers (Spanish K-2, Spanish 3-5, and Chinese) participated in curriculum-specific professional learning focused on increasing their knowledge to support Tier 1, literacy foundational skills and assessment. Reading intervention, math intervention, and special education roles attended sessions on Fast and eduCLIMBER assessment administration and progress monitoring protocols, building shared language around how data informs intervention decisions.

Specialists brought the foundational frameworks to their disciplines. Music teachers integrated Native American standards and culturally responsive curriculum. PE teachers connected standards to literacy and READ Act implementation. Media specialists integrated literacy into information literacy instruction. EL/ML teachers worked with data analysis consultants on student growth. A grief support group attended Brighter Days training, learning that "grief is not a linear healing journey" and that educators' role is to hold space and support students experiencing loss. Advanced learning and reading intervention specialists explored AI as a tool for teacher planning and differentiation. This level of differentiation honors the expertise and unique instructional context of each educator role while building collective commitment to belonging and well-being.

### **Middle School Professional Learning**

Middle school professional learning was organized around one central idea: middle school students thrive when they belong. This requires two things: students need to see themselves reflected in what we teach, and students need to experience consistent relational structures where they feel supported and comfortable to be and become the best version of themselves.

Monday, August 24, all middle school educators heard Dr. Treuer's keynote on representation and indigenous perspectives. His core message was direct: students of color, particularly indigenous students, operate under multiple code-switching burdens. Teachers committed to auditing curriculum for authentic representation while avoiding tokenism, integrating indigenous and culturally diverse perspectives into subject-specific teaching, identifying one meaningful unit per discipline where indigenous voices are central, and building genuine relationships grounded in understanding students' lived experiences.

Tuesday, August 25, middle school educators participated in differentiated learning. Cohort A (content classroom teachers, specialists, advanced learning, interventionists) and Cohort B (special education, counselors, social workers, facilitators) each received tailored professional learning. Cohort A explored how to embed executive function strategies into content instruction and leverage literacy routines for spaced retrieval. Cohort B went deeper into intensive executive function interventions and literacy strategies for students with identified needs. Both cohorts were grounded in Dr. Kristen Jacobsen's framework that success in middle school requires far more than academic knowledge; it requires executive function skills that allow students to navigate multiple teachers, longer class periods, and increasing independence.

Thursday, August 27, brought all middle school educators together for Chris Balme's keynote, *Finding the Magic in Middle School*. Balme reframed middle school as a developmental opportunity. Using the white water rafting metaphor, he helped teachers understand that middle schoolers are in turbulent rapids of brain development, where social connection is primary and they're figuring out belonging and how their role in contributing to their school community. The response from educators was energized. Teachers recognized that they need to "slow down and create space for student-driven conversation" rather than rushing through curriculum, and that they must "be vulnerable and authentic" to create the conditions for belonging. Balme introduced three developmental questions (Who am I? How do I connect? What do I contribute?) as a framework for understanding behavior and designing classroom experiences. Teachers saw that "middle schoolers are wired for social, social, social" and that their role is to facilitate rather than instruct. Throughout the day Dr. Balme continued to work with educators opposite their breakout sessions specifically on developing powerful advisories, both for students and adults.

Following the keynote, middle school educators alternated in role-specific sessions with learning with Dr. Balme. CREW teachers attended sessions focused on their specialized support role. Embedded support specialists worked with Dr. Martina Wagner on intensive intervention practices. Content-area teachers participated in Universal Access training focused on Tier 1 accommodations. Additionally, curriculum and assessment updating and planning time was afforded to like courses across departments and schools. All educators had significant time for building-directed planning, collaboration, and application of their learning to their home schools.

## **High School Professional Learning**

High school professional learning centered on two essential practices: educators must be deliberate about relationships and cultural responsiveness, and educators must be intentional about learning goals and instructional design. These two commitments create the conditions where students show their thinking, take risks, and see themselves in the curriculum.

August 24-25, all high school educators heard Dr. Treuer's keynote on Indigenous perspectives and creating cultures of belonging. His message gave teachers permission

and language to center student identity and indigenous perspectives in curriculum, not as add-ons but as core content. Teachers were struck by his framing that "systemic inequity can be unintentional but still harmful" and his insistence on nuance: "Two things can be true at once." The response moved beyond appreciation to action. Math teachers committed to using wild rice harvesting as data sets. Art teachers committed to grounding units in contemporary Native artists. English teachers revised poetry units to include diverse voices. Spanish teachers explored indigenous language connections. Teachers were making specific, subject-area commitments to curriculum redesign, not adding diversity as a token gesture.

Teachers also recognized that relationships are central to all of this work. One educator captured what many felt: "My biggest takeaway across the week is the incredible power of relationships. I love building connections with my kiddos, and this week made my passion grow and grow." Teachers committed to specific practices: greeting students at the door in week one, learning individual details about each student, tracking one-on-one connections, and using mixed seating and random grouping from day one. They understood that "clear, explicitly taught routines reduce anxiety and create the conditions for learning and belonging" and that norms taught as "shared power" rather than top-down rules help students feel respected and understood.

August 27 brought a second focus: intentional pedagogy. Teachers engaged with Tyler Moberg's Intentional Intelligence Scale, a 4-level framework for AI use that many described as the missing piece they needed. The scale removes yes/no gatekeeping and replaces it with nuance, making expectations clear to students while protecting cognitive load. Teachers recognized that "the 4 tier intentional intelligence scale" gave them language to discuss AI ethically without fear, and they committed to posting the scale and explicitly naming which level applies to each assignment.

Alongside AI, teachers embraced thinking classrooms. Vertical whiteboards, random grouping, low-stakes collaboration, and movement shift classrooms from compliance culture (checking boxes) to learning culture (actual thinking). Teachers saw this as a pedagogical complement to their work on belonging: "Shift from Compliant Culture to Learning Culture." When students collaborate and build comfort across peer groups, when their thinking is valued, belonging increases.

A third and essential thread throughout all high school professional learning was intentionality and transparency about learning goals. Teachers committed to putting the learning goal on every assignment, not assuming students understand why they're doing something. This simple practice directly counters compliance culture and gives students agency. As one teacher noted, "I plan to give students a list of skills they are developing through completing an assignment so that when they ask why they can't use AI, I can reference the list of things they need to learn instead of just 'You have to write it yourself.'" By making purpose explicit, teachers reduce behavior and engagement issues because students understand the point of the work.

Teachers also explored disciplinary literacy, recognizing that reading and vocabulary instruction should be integral to their content, not a separate skill. Using a three-tier vocabulary framework, teachers identified domain-specific words where they had expertise and committed to teaching vocabulary explicitly. They understood that "students who struggle with literacy feel excluded" and that explicit teaching of vocabulary means more students can access content and feel successful.

Beyond pedagogy, high school educators responsible for social and emotional learning - school counselors, social workers, psychologists - engaged with grief-informed care. They recognized that "no two people grieve the same, grief shows up differently for everyone and it is not our job to fix their pain but to walk alongside them." This work grounds everything else: relationships, intentionality, and learning goals—none of it works if students are grieving and unsupported.

High school educators also engaged with embedded support and co-teaching models, recognizing that both teachers actively support all students, not one teaching and one supporting from the side. This requires intentional planning, clear role definition, shared responsibility, and regular communication about who teaches what and who assesses what.

## **New Teacher Onboarding**

Before workshop week, the district welcomed over 80 new teachers to Minnetonka with a comprehensive four- to eight-day orientation (August 10-20) designed by role and school level. New teacher orientation grounded educators in foundational practices, district systems, and the essential relationships that support educator success.

Elementary new teachers engaged in an integrated orientation focused on the foundational approaches that define Minnetonka elementary practice: Responsive Classroom practices, Social Thinking with grade-level differentiation, the connection between classroom conditions and Multi-Tiered Systems of Support, and introduction to Minnetonka's structured literacy approach aligned to the science of reading.

Secondary new teachers joined their elementary counterparts the following week. All professional learning this second week was differentiated by role and level. They received system-wide learning together, including school orientation with principals, a luncheon with administrators and school board members, district overview, technology essentials for student iPad management, M-GEM and Q-Comp overview, and mentorship launch. Content teachers focused additionally on student engagement, grading, and anti-bullying. Student support services educators received specialized training on the systems and practices unique to special education in Minnetonka. Elementary educators were introduced to their math and science curriculum as well.

New teacher orientation set the stage for workshop week. Educators arrived at workshop week with foundational knowledge of district systems and approaches, allowing them to engage deeply with the more expansive professional learning that followed.

## **SUMMARY OF 2026-27 PROFESSIONAL LEARNING DAYS for PARAPROFESSIONALS**

Paraprofessionals have similar professional learning needs as teachers. For 2026-27, the same priorities for learning were identified: literacy and well-being, connection and belonging. Learning for paraprofessionals was also differentiated based on their roles. Paraprofessionals by contract are provided 8 hours of professional learning. Given the needs, an additional 4 hours were included in 2026-27.

### **Social and Emotional Learning**

Dr. Clay Cook delivered a three-hour keynote for our paraprofessional staff titled "Creating the Conditions for Student Success: Teaching Relational, Proactive and Responsive Practices." His central message was that connection does not happen by accident, student success grows from the mindsets adults bring to their work paired with evidence-based practices. Paraprofessionals left with a clear understanding of how to change the environment and conditions students experience, how to lean into what they can control as a way to influence student behavior, and how to model and reward expected behaviors across all school settings.

Two additional professional learning opportunities have been organized for paraprofessionals. On Friday, October 9, Dr. Joshua Stein, Child and Adolescent Psychiatrist and Chief of Medical Staff at Prairie care will provide a keynote on educating the perfectionistic child. Following the keynote, paraeducators will select from breakout sessions. On Monday, January 25, 2027 paraprofessionals will have the opportunity to learn from Dr. Anton Treuer, ensuring that each adult working with students in the Minnetonka Public School system will have understanding in culturally responsive practices.

### **SUMMARY**

August's professional learning demonstrates Minnetonka's commitment to providing sustained, high-quality learning that translates into improved practice. Across all three school levels, educators engaged with research-based frameworks about belonging, well-being, and intentional instruction. By bringing all educators together around Dr. Treuer's work on culturally responsive practices and belonging, while strategically differentiating learning by level and role, the district ensures both coherence and relevance. Every educator in Minnetonka Public Schools now shares common language and commitment to creating cultures of belonging. At the same time, classroom teachers, specialists, support staff, and leaders in each level have the specific knowledge and tools they need for their unique contexts.

At the elementary level, teachers will build safe spaces where students see themselves, create predictable conditions, and explicitly teach foundational skills. At the middle school, teachers will create relational structures, especially through advisory, where students

develop strong connections with adults and peers, explore who they are as a learner and a person, and build a sense of belonging as an important member of the school community. Teachers will ensure the curriculum reflects the diversity of student experiences and perspectives. Finally, at the high school, teachers will build strong relationships, be transparent about learning goals, and design intentional instruction with clear purpose.

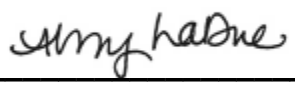
One additional full-day of professional learning experience is planned for this school year, continuing to align with district goals around well-being, belonging, and instructional excellence. This day along with school-embedded learning throughout the second semester will include continued support for literacy implementation across elementary, deepening disciplinary literacy at the secondary, initial professional learning in support of mathematics program shifts, and intensifying Tier 1 instructional responses. Additionally, the District and schools will continue to partner to emphasize areas of focus from fall workshop, including culturally responsive practices, developmental relationships at the teacher level, ongoing support for implementation of social and emotional instruction, and deepening intentional efforts with executive functioning.

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**RECOMMENDATION/FUTURE DIRECTION:**

This report is submitted for the School Board's information.

Submitted by:   
Sara White  
Director of Learning, Development, and Educator Effectiveness

Submitted by:   
Amy LaDue, Associate Superintendent

Concurrence:   
David Law, Superintendent

**SCHOOL BOARD  
Minnetonka I.S.D. #276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #2**

**Title: Review of Draft of 2025-2026 Annual Report**

**Date: Sept. 24, 2026**

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**OVERVIEW:**

For accountability and transparency, the Minnetonka Public School District will publish its *Annual Report* for the 2025-2026 school year in October 2026. Minnetonka uses its *Annual Report* as a primary tool to communicate District goals and results to parents and citizens of the District. Minnetonka's *Annual Report* includes financial data, reports on innovative academic initiatives and student achievement well beyond test scores alone.

Per state guidelines, the report also includes elements required for the annual *Comprehensive Achievement & Civic Readiness Report*, formerly named the *World's Best Workforce Report*. Each district must report on progress toward the following five state goals:

1. All children are ready for school
2. All racial and economic achievement gaps between students are closed
3. All students are ready for career and college
4. All students graduate from high school
5. Prepare students to be lifelong learners

The full *Comprehensive Achievement & Civic Readiness Report* will be available on the District website in mid-December 2026.

During the September 24 School Board Study Session, the Communications Team will present the outline, content and key messages of the *2025-26 Annual Report* to the School Board for its input.

Following the October School Board Meeting, when the final report is presented to the Board for its approval, the *2025-26 Annual Report* will be mailed to every Minnetonka Public Schools parent and every District residence and distributed internally. It will also be posted on the District website as an online interactive publication, with additional multimedia to relay the incredible success stories of our students, staff and District.

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**RECOMMENDATION/FUTURE DIRECTION:**

Provide feedback to Communications Team regarding the content and communication plan for the report, prior to the item being placed on the October School Board meeting agenda as an action item.

**Submitted by:**



JacQueline Getty, Executive Director of Communications

**Concurrence:**



David Law, Superintendent

**SCHOOL BOARD  
Minnetonka I.S.D 276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #3**

**Title: K–12 Mathematics Standards Update**

**Date: September 24, 2026**

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**OVERVIEW**

Minnetonka Public Schools' curriculum provides teachers with a framework for achieving world-class excellence by developing rigorous curriculum, instructional strategies, resources, and assessments that aligns to state standards, as outlined in School Board Policy #603. The District is committed to a research-based, systematic curriculum review process that ensures District curriculum and instructional practices remain aligned with state expectations and current best practices in teaching and learning.

This report provides the School Board with an overview of the 2022 Minnesota K–12 Academic Standards in Mathematics, required under Minnesota Statutes, section 120B.021. The revisions represent the most significant shifts to mathematics at the state level since 2007. This report summarizes what has changed, why it matters, and what it means for instruction, professional learning and for students.

**REVIEW AND IMPROVEMENT PROCESS**

Minnetonka Public Schools maintains a comprehensive curriculum review process to continuously update and strengthen instruction while ensuring alignment with district priorities and state standards. As new state standards are adopted, a District Mathematics Curriculum Review Committee including Expanded Chairs representing each grade level. This committee engages in a structured alignment process: reviewing current curriculum, identifying essential learnings, prioritizing standards, and planning for professional learning and instructional resources.

The District Mathematics Curriculum Review Committee, composed of K–12 teacher leaders, began this work in winter 2026. Its initial focus has been building shared understanding of what has changed from the prior standards, identifying the instructional shifts math will require, and surfacing the questions school and district leaders should be prepared to answer as implementation moves forward.

**MATHEMATICS: 2022 MN K–12 ACADEMIC STANDARDS**

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**Background and Context**

Minnesota adopted the 2022 K–12 Academic Standards in Mathematics, replacing the 2007 standards, which were reviewed and reaffirmed in 2011. The 2022 standards

represent the most significant update to Minnesota’s mathematics expectations in more than 15 years. The Minnesota Department of Education review committee includes K–12 teachers, administrators, and college faculty, and was guided by current research, other states’ recently revised standards, and public feedback.

In Minnetonka the District Mathematics Curriculum Review Committee is actively engaged in alignment work. The team consists of teacher leaders across the entire system representing each grade level, all schools, and English and Immersion programming. K–12 implementation will begin during the 2027–28 school year, with the new MCA IV assessments being completed by students in spring 2028.

## How the Standards Are Organized

The standards are organized into three strands, consistent across all grade levels from Kindergarten through Grade 11: Data and Probability, Spatial Reasoning, and Patterns and Relationships. Within each grade level, these strands are organized into seven anchor standards that also remain consistent K–11: Data Sciences, Chance and Uncertainty, Measurement, Geometry, Number Relationships, Equivalence and Relational Thinking, and Patterns and Relationships.

Two additional dimensions are embedded directly in every benchmark: (1) the eight Standards for Mathematical Practice, describing how mathematically proficient students think and behave, and (2) five Benchmark Contexts that serve as a lens to teach and learn math. The five contexts include: Minnesota Tribal Nations, Financial Literacy, Computer Science, Modeling, and Real-world, which serve as instructional lenses rather than separate courses.

## Notable Shifts from the 2007 Standards

| FROM (2007 standards)                                                        | TO (2022 standards)                                                                                                                                              |
|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Data mostly reserved for students on advanced pathways (AP Statistics, etc.) | Statistics & data science is one of three strands at every grade, K–11, and includes financial literacy and computer science skills for every student            |
| Rigor left undefined, often equated with difficulty or harder problems       | Rigor is formally defined as equal intensity of conceptual understanding, application, and procedural skill & fluency, with conceptual understanding built first |
| Mathematical practices referenced but not embedded in benchmarks             | Eight Standards for Mathematical Practice are embedded directly in every benchmark and are now assessable on the MCA                                             |
| Cultural and real-world context inconsistent across benchmarks               | Five Benchmark Contexts: Minnesota Tribal Nations, Financial Literacy, Computer Science, Modeling, and Real-world are embedded directly into                     |

| FROM (2007 standards) | TO (2022 standards)                                                   |
|-----------------------|-----------------------------------------------------------------------|
|                       | benchmarks, including the statutorily required Tribal Nations context |

*Source: 2022 Minnesota K–12 Academic Standards in Mathematics (updated April 2025); Minnesota Statutes, section 120B.021.*

## **GUARANTEED AND VIABLE CURRICULUM**

Consistent with School Board Policy #603, the District Mathematics Curriculum Review Committee uses the Understanding by Design (UbD) framework to guide curriculum development and ensure a guaranteed and viable curriculum. The UbD model organizes curriculum development into three stages: (1) Identify Desired Results: analyzing standards to determine essential learnings and priority skills; (2) Determine Acceptable Evidence: developing common assessments and performance tasks; and (3) Plan Learning Experiences: designing instructional sequences and selecting resources.

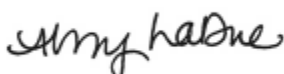
The team is in the early stages of this process which entails prioritizing standards, identifying essential learnings using a process that considers endurance, leverage, and readiness across grade levels, and completing vertical alignment K–12.

## **RECOMMENDATION/FUTURE DIRECTION:**

The purpose of this report is to provide the School Board with an update on the Mathematics standards shifts and curriculum review process. At the November Study Session, the School Board will review high school course proposals for review that will be based on the shifts in the 2022 Minnesota Mathematic Standards. This will be followed by a request for School Board to approve these new courses as a part of the annual process in December. Once approved, new courses and updated pathways will be included in the Skipper Log for student registration for the 2027-28 school year.

The District Mathematics Curriculum Review Committee will continue the curriculum review process and alignment work throughout the 2026–27 school year, with an update and any resource adoption requests in late spring or early summer.

Submitted by:   
Elida Kane, Director of Academic Programming

Submitted by:   
Dr. Amy LaDue, Associate Superintendent

Concurrence:   
David Law, Superintendent

**SCHOOL BOARD  
Minnetonka I.S.D #276  
5621 County Road 101  
Minnetonka, Minnesota**

**Study Session Agenda Item #4**

**Title: Review of 2026 Pay 2027 Preliminary Levy**

**September 24, 2026**

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**EXECUTIVE SUMMARY:**

Minnesota Statutes require that each school district certify a preliminary property tax levy by September 30 of the calendar year.

The property tax levy set at the preliminary is the maximum amount that the school district can levy when it certifies its final levy in December of the calendar year. Adjustments to the preliminary levy amount can only be made downward after the preliminary levy is certified. School Districts must work with the Minnesota Department of Education (MDE) to calculate the levies allowed under the various statutes utilizing the MDE computerized levy system. The Certified Preliminary Levy must be physically received by the home county auditor no later than September 30, 2026.

The total levy is made up of several dozen individual levy amounts that are calculated based on formulas set in Minnesota Statute by the Legislature. Many of the levies are levies that provide partial revenue for a particular program with the remaining amount coming as a match from the State of Minnesota, and it is a requirement for the full local share to be levied in order to receive the State contribution. A reduction in those levies will result in a proportional reduction in State aid. Other levies including the Operating Referendum and Technology Levies are voter approved and determined based on the number of enrolled pupils or the value of property in the District. Finally, debt service levies are required to be calculated at 105% of debt service in order to ensure that District bond payments are met even if there are some property tax delinquencies.

The dollar amount of the Certified Preliminary Levy approved by the School Board prior to September 30 of each year becomes the highest amount of the levy - the final levy approved in December can be no greater than the preliminary amount certified by September 30. The only exception to this rule is if an Operating Referendum or Capital Projects Referendum is approved by the voters of the School District at the November election.

As of the date of this School Board Study Session of September 24, 2026, the 2026 Pay 2027 Preliminary Levy is \$73,937,711.89, which is an increase of \$201,598.53 or 0.27% over the 2025 Pay 2026 Levy of \$73,736,113.36.

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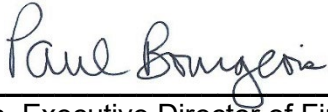
**ATTACHMENTS:**

Levy Comparison – 2025 Pay 2026 To 2026 Pay 2027

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**RECOMMENDATION/FUTURE DIRECTION:**

This latest 26 Pay 27 Levy as of September 24, 2026 will be presented for the School Board's review.

**Submitted by:**   
Paul Bourgeois, Executive Director of Finance & Operations

**Concurrence:**   
David Law, Superintendent

Minnetonka Independent School District 276  
 Levy Comparison - 2025 Pay 2026 To 2026 Pay 2027  
 September 24, 2026 Preliminary Levy

| Line #                                   |                                                                                                       | Final<br>2025 Pay 2026 | Preliminary<br>2026 Pay 2027 | Difference     | Adjustments | Final<br>2026 Pay 2027 |
|------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------|------------------------------|----------------|-------------|------------------------|
| 0                                        | <b>Total Levy</b>                                                                                     | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53     | -           | 73,937,711.89<br>0.27% |
| <b><u>Individual Levy Components</u></b> |                                                                                                       |                        |                              |                |             |                        |
| <b>Major Levies</b>                      |                                                                                                       |                        |                              |                |             |                        |
| 1                                        | Operating Ref Levy-\$2,422.90 Per APU In FY28 -12,781.40, (\$82.14 or 3.51% Increase From \$2,340.76) | 29,518,388.06          | 30,968,054.06                | 1,449,666.00   |             | 30,968,054.06          |
| 2                                        | Local Optional Rev Levy-\$724.00 Per Adjusted Pupil Unit In FY28 Less State Aid Of \$51,014.24        | 9,016,219.53           | 9,145,579.50                 | 129,359.97     |             | 9,145,579.50           |
| 3                                        | Capital Projects (Technology) Levy - 6.569% Of Net Tax Capacity Of Property Values                    | 10,412,355.76          | 10,993,777.04                | 581,421.28     |             | 10,993,777.04          |
| 4                                        | Equity Levy - \$50.00 Per Adjusted Pupil Unit (\$18.86 decrease from \$68.86)                         | 868,397.43             | 639,070.00                   | (229,327.43)   |             | 639,070.00             |
| 5                                        | Q Comp Levy - 35% Of \$260 Per Prior Year October 1 Enrollment                                        | 1,051,312.08           | 1,059,123.52                 | 7,811.44       |             | 1,059,123.52           |
| 6                                        | Operating Capital Levy - 62.81% Of Total Rev Of \$230.17 Per APU (\$0.35 Dncrease From \$230.52)      | 1,736,520.02           | 1,847,773.70                 | 111,253.68     |             | 1,847,773.70           |
| 7                                        | Instructional Facilities Lease Levy - \$212 Per APU Limit or Actual Bond Payments                     | 2,496,834.20           | 2,510,583.80                 | 13,749.60      |             | 2,510,583.80           |
| 8                                        | Debt Service Levy + 5% Overlevy Less Debt Excess Fund Balance Usage                                   | 12,457,051.79          | 10,378,581.08                | (2,078,470.71) |             | 10,378,581.08          |
| 9                                        | OPEB Bonds Levy-Debt Service Schedule + 5% Overlevy Less Debt Excess Fund Balance Usage               | 1,309,987.81           | 1,466,017.98                 | 156,030.17     |             | 1,466,017.98           |
| 10                                       | <b>Subtotal Major Levies</b>                                                                          | 68,867,066.68          | 69,008,560.68                | 141,494.00     | -           | 69,008,560.68          |
| <b>Other Levies</b>                      |                                                                                                       |                        |                              |                |             |                        |
| 11                                       | Transition Levy - \$1.55 Per Adjusted Pupil Unit                                                      | 19,546.43              | 19,811.17                    | 264.74         |             | 19,811.17              |
| 12                                       | Career Technical Ed Levy - 35% Of FY28 Estimated Budget                                               | 471,969.54             | 549,316.19                   | 77,346.65      |             | 549,316.19             |
| 13                                       | Safe Schools ISD 276 Levy - \$36.00 Per Adjusted Pupil Unit                                           | 453,981.60             | 460,130.40                   | 6,148.80       |             | 460,130.40             |
| 14                                       | Ice Arena Levy - Prior Year Expenses After Revenues From Operations                                   | 554,961.65             | 623,222.64                   | 68,260.99      |             | 623,222.64             |
| 15                                       | LTFM Health & Safety                                                                                  | 948,391.00             | 962,052.50                   | 13,661.50      |             | 962,052.50             |
| 16                                       | Intermediate District 287 Lease Levy - Pass Through - Proportional Share Up To \$65 Per APU           | 238,787.02             | 276,298.92                   | 37,511.90      |             | 276,298.92             |
| 17                                       | Intermediate District 287 Safe Schools Levy - Pass Through - \$15 per APU                             | 189,159.00             | 191,721.00                   | 2,562.00       |             | 191,721.00             |
| 18                                       | Reemployment Insurance Levy                                                                           | 10,000.00              | 10,000.00                    | -              |             | 10,000.00              |
| 19                                       | Community Ed General Revenue Levy - \$8.12 x 2020 Census Population 42,181                            | 342,368.18             | 342,368.18                   | -              |             | 342,368.18             |
| 20                                       | Early Childhood Family Education Levy - 0.179% Of Adjusted Net Tax Capacity                           | 305,666.51             | 329,891.91                   | 24,225.40      |             | 329,891.91             |
| 21                                       | School Age Care-Extended Day-Disability Levy - Estimated Costs                                        | 100,000.00             | 100,000.00                   | -              |             | 100,000.00             |
| 22                                       | Adult With Disabilities Levy - 0.005% Of Adjusted Net Tax Capacity x \$0.34 x District Population     | 8,629.86               | 9,196.72                     | 566.86         |             | 9,196.72               |
| 23                                       | Home Visiting Levy - 83.42% of \$3.00 x Under 5 Population - 2,745                                    | 6,438.69               | 6,870.04                     | 431.35         |             | 6,870.04               |
| 24                                       | Capital Equipment (Network Bond)                                                                      | -                      | 535,238.00                   | 535,238.00     |             | 535,238.00             |
| 25                                       | <b>Subtotal Other Levies</b>                                                                          | 3,649,899.48           | 4,416,117.67                 | 766,218.19     | -           | 4,416,117.67           |
| 26                                       | <b>Total Before Prior Year Adjustments</b>                                                            | 72,516,966.16          | 73,424,678.35                | 907,712.19     | -           | 73,424,678.35          |

Minnetonka Independent School District 276  
 Levy Comparison - 2025 Pay 2026 To 2026 Pay 2027  
 September 24, 2026 Preliminary Levy

| Line #                                   |                                                    | Final<br>2025 Pay 2026 | Preliminary<br>2026 Pay 2027 | Difference         | Adjustments | Final<br>2026 Pay 2027 |
|------------------------------------------|----------------------------------------------------|------------------------|------------------------------|--------------------|-------------|------------------------|
| 0                                        | <b>Total Levy</b>                                  | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53         | -           | 73,937,711.89<br>0.27% |
| <b><u>Individual Levy Components</u></b> |                                                    |                        |                              |                    |             |                        |
| <b>Prior Year Adjustments</b>            |                                                    |                        |                              |                    |             |                        |
| 27                                       | Transition Levy Adjustment - Prior Years           | 423.93                 | (27.31)                      | (451.24)           |             | (27.31)                |
| 28                                       | Equity Levy Adjustment - Prior Years               | (10,859.55)            | 3,202.16                     | 14,061.71          |             | 3,202.16               |
| 29                                       | Local Optional Revenue Adjustment - Prior Years    | 350,367.36             | 181,698.87                   | (168,668.49)       |             | 181,698.87             |
| 30                                       | Lease Levy Adjustment                              | 1,479.57               | (221,001.19)                 | (222,480.76)       |             | (221,001.19)           |
| 31                                       | Referendum Levy Prior Years Adjustment             | 860,914.94             | 347,797.06                   | (513,117.88)       |             | 347,797.06             |
| 32                                       | Q-Comp Levy Adjustment - Prior Years               | (2,957.50)             | 10.92                        | 2,968.42           |             | 10.92                  |
| 33                                       | Operating Capital Levy Adjustment - Prior Years    | 5,983.75               | 353.74                       | (5,630.01)         |             | 353.74                 |
| 34                                       | Reemployment Levy Adjustment - Prior Years         | 42,289.79              | 78,428.72                    | 36,138.93          |             | 78,428.72              |
| 35                                       | Safe Schools Adjustment - Prior Years              | 3,416.40               | (699.12)                     | (4,115.52)         |             | (699.12)               |
| 36                                       | Health Benefits Adjustment - Prior Years           | -                      | -                            | -                  |             | -                      |
| 37                                       | Capital Equipment (Network Bond)                   | (537,338.00)           | (535,238.00)                 | 2,100.00           |             | (535,238.00)           |
| 38                                       | Career Technical Ed Adjustment - Prior Years       | 41,373.96              | 38,041.38                    | (3,332.58)         |             | 38,041.38              |
| 39                                       | Health & Safety Adjustment - Prior Years           | -                      | -                            | -                  |             | -                      |
| 40                                       | Community Education Limit Adjustment - Prior Years | 261,677.75             | 470,000.86                   | 208,323.11         |             | 470,000.86             |
| 41                                       | Community Education Abatements                     | 2,877.87               | 854.23                       | (2,023.64)         |             | 854.23                 |
| 42                                       | Abatement Adjustments - Prior Years                | 26,119.36              | 15,912.87                    | (10,206.49)        |             | 15,912.87              |
| 43                                       | LTFM Equalization Adjustment - Prior Years         | -                      | -                            | -                  |             | -                      |
| 44                                       | OPEB Debt Service Adjustment - Prior Years         | 4,161.60               | 3,585.71                     | (575.89)           |             | 3,585.71               |
| 45                                       | Debt Service Adjustment - Prior Years              | 843.11                 | -                            | (843.11)           |             | -                      |
| 46                                       | Debt Service LTFM Adjustment - Prior Years         | -                      | 4,773.90                     | 4,773.90           |             | 4,773.90               |
| 47                                       | Debt Service Abatements                            | <u>168,372.86</u>      | <u>125,338.74</u>            | <u>(43,034.12)</u> |             | <u>125,338.74</u>      |
| 48                                       | <b>Total Adjustments</b>                           | 1,219,147.20           | 513,033.54                   | (706,113.66)       | -           | 513,033.54             |
| 49                                       | <b>Total Levy</b>                                  | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53         | -           | 73,937,711.89<br>0.27% |

**APPROVAL**

**SCHOOL BOARD  
MINNETONKA I.S.D. 276  
5621 County Road 101  
Minnetonka, MN**

**Special Meeting Agenda Item III.**

**TITLE: Approval of Agreement with Principals**

**Date: September 24, 2026**

**CONTEXT/BACKGROUND:**

District representatives and the Minnetonka Association of Principals (MAP) met and negotiated on the terms and conditions of employment for the 2026-2028 collective bargaining agreement. Principals voted on the parameters of the contract on September 17, 2026.

Attached to this cover page is a copy of the items that were tentatively agreed upon on September 9, 2026. Principals will receive any eligible step movement in both years and a 3.15% salary schedule increase in year one and a 3.00% salary schedule increase in year two, in addition to increases to insurance fringe benefit allocations.

We would like to acknowledge the work of both teams. The MAP team members included Jeff Erickson, Andrew Gilbertson, and Gina Magnuson. The District team members included Anjie Flowers, Amy Hillstrom (administrative support), Robyn Klinker, Dr. Amy LaDue, and Ash Muni.

**RECOMMENDATION/FUTURE ACTION:**

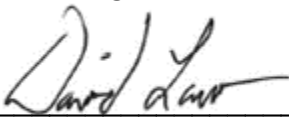
School Board approve the Agreement between the Minnetonka Association of Principals and the Minnetonka Public Schools for July 1, 2026, through June 30, 2028.

Submitted by:



\_\_\_\_\_  
Anjie Flowers, General Counsel & Executive Director of Human Resources

Concurrence:



\_\_\_\_\_  
David Law, Superintendent

**TENTATIVE AGREEMENT**  
**MINNETONKA ASSOCIATION OF PRINCIPALS**  
and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                          |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| I:    | PURPOSE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                          |
| II:   | RECOGNITION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                          |
| III:  | DEFINITION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| IV:   | SCHOOL BOARD RIGHTS AND RESPONSIBILITIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |
| V:    | THE ASSOCIATION RIGHTS AND RESPONSIBILITIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                          |
| VI:   | GRIEVANCE PROCEDURE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| VII:  | PAID HOLIDAYS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |
| VIII: | HEALTH REQUIREMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| IX:   | VACATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
| X:    | BASIC LEAVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                          |
|       | <u>Section 1</u><br><u>Subd. 1</u><br>(a) Full time employees shall be entitled to accrue eight (8) hours of basic leave per month of active employment. Employees who are regularly scheduled to work less than full time shall accrue basic leave on a proportional basis to that earned by a full time employee in the same ratio the parttime employee's work week relates to the work week of a full time employee (considered for these purposes to be forty (40) hours per week.)<br><br>(b) As a supplement to the monthly allocation, full time employees shall accrue eight (8) additional hours of basic leave per year. Employees who are regularly scheduled to work less than full time shall accrue a proportional number of annual supplemental hours, as calculated in Subd. 1a above.<br><br><del>(c) Basic leave shall not accrue during approved leaves unless specifically so provided by the Employer in writing; provided, however, basic leave shall accrue during an approved medical leave to a maximum of three (3) days.</del><br><br><del>(d)</del> Basic leave shall accrue monthly as it is earned and shall be termed accrued basic leave. However, the supplement to the monthly allocation shall be awarded | Section 1<br>TA 9/9/2026 |

**TENTATIVE AGREEMENT**  
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and  
MINNETONKA PUBLIC SCHOOLS  
July 1, 2026-June 30, 2028

at the end of each work year on June 30.

Section 2: Sick Leave

Subd. 1

~~Sick leave with pay shall be allowed by the employer whenever an employee's absence is due to an illness or physical disability of the employee or the employee's immediate family (spouse or child) which prevented employee's attendance at the employee's place of work and the performance of duties on that day or days.~~

(a) Please see addendum for eligibility and use pursuant to Minn. Stat. 181.9445 – 181.9448. The addendum is a reference resource and is not a part of the Collective Bargaining Agreement.

(b) If there are any amendments/revisions to Minn. Stat. 181.9445 – 181.9448 that reduce benefits (eligibility and usage) for employees, employees will be entitled to the benefits provided by the amended law or the terms in Article X: Basic Leave, section 2, Sick Leaves, subd. 1, subd. 2, subd. 3, and subd. 6 of the 2024- 2026 Collective Bargaining Agreement, whichever provides greater benefit. The parties agree that disability under the previous language is not limited to physical disabilities.

Subd. 2

~~In the event the illness or physical disability is one that can be predicted before its commencement, such as by way of example, but not limitation, elective surgery or pregnancy, the employee shall inform the Employer in writing no later than three (3) months prior to the contemplated start date of the illness or physical disability, or as soon as the contemplated illness or disability is known, whichever occurs first.~~

Subd. 3

~~It is agreed and understood by both parties efficient operation of the school system dictates all building administrators adhere to the requirements expressed in Subd. 2 above.~~

Subd. 42

Each employee upon employment by the District shall be granted forty-five (45) days of leave which shall be reserved for use in cases of long-term illness only, and which shall remain as "reserved leave" during the first and second year of employment. "Long term" shall be defined as any illness

Section 2

TA Reached 9/9/2026

**TENTATIVE AGREEMENT**  
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extending for more than fifteen (15) consecutive working days. "Long term" sick leave shall not be available to part time employees. Once an employee has accrued sixty-five (65) days of basic leave, the District shall not be required to grant sick leave beyond that which the employee has accrued even if sick leave utilization by the employee subsequently reduces the employee's accrual below sixty-five (65) days.

Subd. 5-3

Upon entering the third year of employment the long-term (reserved) "sick leave" shall become available as "accrued sick leave" and may be used as the need arises. No employee shall use more than sixty-five (65) days of the total "accrued sick leave" during any one period of absence.

Subd. 6

~~(a) — The Employer may require an employee to furnish a medical certificate from the School Health Officer or from a qualified physician as evidence of illness during an extended absence or as the result of an unusual or abnormal pattern of absences in order to qualify for sick leave pay. In the event a medical certificate is required, the employee will be so advised.~~

~~(b) — In individual cases, the Employer shall have the right to require that the employee be examined by a physician of the Employer's choice and at the Employer's expense. In such cases, the medical conclusion of this physician as to the beginning and ending of actual illness or physical disability shall be binding on the parties and conclusive as to the commencement and return dates of the employee and the employee's entitlement to sick pay under this section, unless the employee shall inform the Employer the physician's statement is unacceptable within three (3) days of receipt of the physician's statement.~~

~~(c) — In the event the employee has submitted to such examination, and the employee has properly informed the Employer the physician's statement is unacceptable to the employee, the employee shall select a physician competent in the field related to the employee's illness or physical disability from a list of three provided by the Employer. The examination shall be at a time and place designated by the~~

**TENTATIVE AGREEMENT**  
**MINNETONKA ASSOCIATION OF PRINCIPALS**  
and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

~~Employer. The employee shall be responsible for the physician's expense unless the physician's medical conclusions are essentially different from those of the employer's physician, in which case the examination shall be at the expense of the Employer. Upon request, a copy of the report of the physician shall be furnished to the employee. The medical conclusions of this physician as to the beginning and ending of actual illness or physical disability shall be binding upon the parties and conclusive as to the commencement and return dates and any entitlement to sick pay under this section.~~

**Section 5:**

~~In conjunction with the above listed death or serious illness leave, employees may use basic leave each year in compliance with Minnesota Statute 181.9413 Sick Leave Benefits: Care of Relatives.~~

- ~~(a) — An employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, as defined in section 181.940, subdivision 4, adult child, spouse, sibling, parent, grandparent, or stepparent, for reasonable periods of time as the employee's attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury. This section applies only to personal sick leave benefits payable to the employee from the employer's general assets.~~
- ~~(b) — An employer may limit the use of personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's adult child, spouse, sibling, parent, grandparent, or stepparent to not less than 160 hours in any 12-month period. This paragraph does not apply to absences due to the illness or injury of a child, as defined in section 181.940, subdivision 4.~~
- ~~(c) — For purposes of this section, "personal sick leave benefits" means time accrued and available to an employee to be used as a result of absence from work due to personal illness or injury but does not include~~

**Section 5**

TA Reached 9/9/2026

**TENTATIVE AGREEMENT**  
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**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| <p style="text-align: center;"><del>short-term or long-term disability or other salary continuation benefits.</del></p> <p style="text-align: center;"><del>(d) For the purpose of this section, "child" includes a stepchild and a biological, adopted, and foster child.</del></p> <p><u>Please see addendum for eligibility and use pursuant to Minn. Stat. 181.9445 – 181.9448. The addendum is a reference resource and is not a part of the Collective Bargaining Agreement.</u></p> <p><u>If there are any amendments/revisions to Minn. Stat. 181.9445 – 181.9448 that reduce benefits (eligibility and usage) for employees, employees will be entitled to the benefits provided by the amended law or the terms in Article X: Basic Leave, section 5 of the 2024-2026 Collective Bargaining Agreement, whichever provides greater benefit. The parties agree that disability under the previous language is not limited to physical disabilities.</u></p> <p><del>(e)</del> This section does not prevent an employer from providing greater sick leave benefits that are provided for under this section.</p> |                                  |
| XI: JURY DUTY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                  |
| XII: SABBATICAL LEAVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                  |
| XIII: CHILD REARING LEAVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                  |
| XIV: UNREQUESTED LEAVE/TRANSFER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                  |
| XV: OTHER LONG AND SHORT TERM LEAVE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  |
| XVI: RETIREMENT<br><br><u>Section 4: Enrollment Limited to Participating Companies:</u><br>Tax Sheltered Annuity or Deferred Compensation enrollment will be limited to companies currently having employees enrolled in the program.<br><br>For new employees hired for employment for the 2018-2019 school year and thereafter, tax sheltered purchase will be limited to the following <del>8-9</del> tax sheltered annuity companies:<br><br>American Funds<br>Ameriprise<br>AXA Equitable Life<br>Common Wealth Annuity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Section 4<br>TA Reached 9/9/2026 |

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Great West  
VOYA  
ESI Financial  
Vanguard  
Fidelity

All employees are also eligible to participate in the State of Minnesota 457 Deferred Compensation tax-deferred savings plan or New York Life (457).

**XVII: INSURANCE FRINGE BENEFITS**

Section 1: Insurance Fringe Benefit Allocation

Subd. 1. Each full time Employee will be allocated a monthly contribution for use in purchasing fringe benefits under this Article. The District will allocate a monthly contribution according to the grid below. Said allocation will commence on July 1 of each year and will be made to the employee's account at the beginning of each month during which the employee is entitled to full salary from the District.

| <b>Type of Health Insurance Coverage</b> | <b>Monthly District Contribution 2024-2025</b> | <b>Monthly District Contribution 2025-2026</b> |
|------------------------------------------|------------------------------------------------|------------------------------------------------|
| Single                                   | -\$803                                         | -\$843                                         |
| Employee +1                              | -\$1,089                                       | \$1,143                                        |
| Family                                   | -\$1,430                                       | \$1,502                                        |

| <b><u>Type of Health Insurance Coverage</u></b> | <b><u>Monthly District Contribution 2026-2027</u></b> | <b><u>Monthly District Contribution 2027-2028</u></b> |
|-------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|
| <u>Single</u>                                   | <u>\$902</u>                                          | <u>\$965</u>                                          |
| <u>Employee +1</u>                              | <u>\$1,223</u>                                        | <u>\$1,309</u>                                        |
| <u>Family</u>                                   | <u>\$1,607</u>                                        | <u>\$1,720</u>                                        |

Section 1  
TA Reached 9/9/2026

**XVIII: BUSINESS EXPENSE REIMBURSEMENT**

Each Twelve (12) Month Principal shall have \$2,500.00 and each partial year Assistant Principal shall have ~~\$1,500.00~~ \$2,000 allocated in the budget each fiscal year which may be used for reimbursement of professional expenses incurred in the performance of responsibilities associated with employment with the Minnetonka School District.

TA Reached 9/9/2026

**XIX: OTHER BENEFITS**

**TENTATIVE AGREEMENT**  
MINNETONKA ASSOCIATION OF PRINCIPALS  
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July 1, 2026-June 30, 2028

Section 1: Reimbursement for Unused Vacation Days

The Employer agrees to reimburse Twelve (12) month employees at the daily compensation rate for twelve (12) unused vacation days ~~in 2024-2025 and 2025-2026~~ per year. For the purposes of this Section, the daily compensation rate shall be calculated by dividing the employee's annual salary by 229.

The funds will be paid directly to the employee via payroll on or after July 1.

Section 2: Reimbursement for Unused Sick Leave

Subd. 1 – Twelve (12) Month Employee

As of the end of each fiscal year, the employee will be reimbursed for 6 days of unused sick leave per year. To qualify for reimbursement, the employee's accrued ~~basic-sick~~ leave must be at least 520 hours as of April 30. The employee's sick leave bank may not drop below 520 hours after the reimbursement. The reimbursement will be paid directly to the employee before July 1. For the purposes of this Section, the daily compensation rate shall be calculated by dividing the employee's annual salary by 229.

Subd. 2 – Partial Year Employee

The employee will be reimbursed for up to 80 hours of unused sick leave per year. The employee may request to be reimbursed anytime during the school year. If no request is received, the benefit will be paid out no later than July 1. Such reimbursement will be paid directly to the employee.

Subd. 3 – Retiring Employees

A currently employed assistant principal or principal (partial or full year) is eligible to be reimbursed for up to an additional 10 (ten) days of accrued sick leave at retirement if the following definition of retirement is met:

- The employee has reached the age of 55 years old by the date of retirement  
AND
- The employee has completed 5 (five) years of service within the Minnetonka Association of Principals  
AND
- Notification has been submitted to human resources by February 1, for a retirement occurring June 30 of the current school year

\*There is no minimum sick leave balance to be eligible for this

Section 1

TA Reached 9/9/2026

Section 2

TA Reached 9/9/2026

New Subd 3.

TA Reached 9/9/2026

**TENTATIVE AGREEMENT**  
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and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------|-------------------------------|-------------------------------|-----------------------------|-----------------------|-----------|-----------|-----------|-----------|-------------------------|-----------|-----------|-----------|-----------|--|
| <u>benefit*</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XX: DUES CHECK OFF                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXI: LENGTH OF CONTRACT YEAR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXII: SALARY SCHEDULE<br><br><u>Section 1: Salaries</u><br>The salaries reflected in the attached Appendix A hereto shall be part of this agreement for the <del>2024-2025 and 2025-2026</del> <u>2026-2027 and 2027-2028</u> school years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Section 1<br>TA Reached 9/9/2026        |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXIII: <u>PARTIAL-YEAR ASSISTANT PRINCIPAL</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXIV: <u>SEVERABILITY</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXV: <u>WORK STOPPAGES</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXVI: <u>DURATION</u><br><br>This Agreement shall remain in full force and effect for a period commencing on July 1, <del>2024-2026</del> through June 30, <del>2026-2028</del> and thereafter until modifications are made pursuant to P.E.L.R.A., provided there shall be no salary advancement by any employee pursuant to Article XXIV and Schedule A after June 30, <del>2026-2028</del> until a successor Agreement has been negotiated and ratified by both parties. If either party desires to modify or amend this Agreement after its expiration, said party shall give written notice of such intent prior to the expiration of this Agreement. Unless otherwise mutually agreed, the parties shall not commence negotiations before March 1 preceding the expiration of this Agreement. | TA Reached<br>9/9/2026                  |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| XXVII: <u>COMPLETE AGREEMENT</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                         |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| <u>Appendix A – SALARY SCHEDULE</u><br><br><del>2024-2026</del> <u>2026-2028</u> <u>SALARY SCHEDULES</u><br><br><del>Placement on the salary schedule applies to years worked as an Assistant principal and/or Principal only. Years shown represent the contract year the MAP member is entering at the start of the contract year. For example, a member beginning their 5th year is placed in the 5-7 Years column.</del>                                                                                                                                                                                                                                                                                                                                                                        | Salary Schedules<br>TA Reached 9/9/2026 |                               |                               |                               |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| <table><tr><td><b>2024-2025 Salary Schedule</b></td><td><b>Step 1<br/>(0-3 Years)</b></td><td><b>Step 2<br/>(4-6 Years)</b></td><td><b>Step 3<br/>(7-9 Years)</b></td><td><b>Step 4<br/>10+ Years</b></td></tr><tr><td>High School Principal</td><td>\$205,011</td><td>\$207,061</td><td>\$209,111</td><td>\$211,162</td></tr><tr><td>Middle School Principal</td><td>\$183,283</td><td>\$185,116</td><td>\$186,949</td><td>\$188,782</td></tr></table>                                                                                                                                                                                                                                                                                                                                             | <b>2024-2025 Salary Schedule</b>        | <b>Step 1<br/>(0-3 Years)</b> | <b>Step 2<br/>(4-6 Years)</b> | <b>Step 3<br/>(7-9 Years)</b> | <b>Step 4<br/>10+ Years</b> | High School Principal | \$205,011 | \$207,061 | \$209,111 | \$211,162 | Middle School Principal | \$183,283 | \$185,116 | \$186,949 | \$188,782 |  |
| <b>2024-2025 Salary Schedule</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Step 1<br/>(0-3 Years)</b>           | <b>Step 2<br/>(4-6 Years)</b> | <b>Step 3<br/>(7-9 Years)</b> | <b>Step 4<br/>10+ Years</b>   |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| High School Principal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$205,011                               | \$207,061                     | \$209,111                     | \$211,162                     |                             |                       |           |           |           |           |                         |           |           |           |           |  |
| Middle School Principal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$183,283                               | \$185,116                     | \$186,949                     | \$188,782                     |                             |                       |           |           |           |           |                         |           |           |           |           |  |

**TENTATIVE AGREEMENT**  
**MINNETONKA ASSOCIATION OF PRINCIPALS**  
and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|                                                               |                      |                      |                      |                      |
|---------------------------------------------------------------|----------------------|----------------------|----------------------|----------------------|
| <del>Elementary Principal</del>                               | <del>\$174,848</del> | <del>\$176,596</del> | <del>\$178,344</del> | <del>\$180,093</del> |
|                                                               |                      |                      |                      |                      |
| <del>12 Month High School Assistant Principal</del>           | <del>\$140,849</del> | <del>\$142,258</del> | <del>\$143,666</del> | <del>\$145,075</del> |
| <del>Partial Year High School Assistant Principal</del>       | <del>\$132,925</del> | <del>\$134,254</del> | <del>\$135,584</del> | <del>\$136,913</del> |
|                                                               |                      |                      |                      |                      |
| <del>12 Month Middle School Assistant Principal</del>         | <del>\$135,226</del> | <del>\$136,578</del> | <del>\$137,930</del> | <del>\$139,283</del> |
| <del>Partial Year Middle School Assistant Principal</del>     | <del>\$128,835</del> | <del>\$130,123</del> | <del>\$131,412</del> | <del>\$132,700</del> |
|                                                               |                      |                      |                      |                      |
| <del>Partial Year Elementary School Assistant Principal</del> | <del>\$123,211</del> | <del>\$124,443</del> | <del>\$125,675</del> | <del>\$126,908</del> |

| <b><u>2026-2027 Salary Schedule</u></b>                   | <b><u>Step 1 (0-4 Years)</u></b> | <b><u>Step 2 (5-7 Years)</u></b> | <b><u>Step 3 (8-10 Years)</u></b> | <b><u>Step 4 11+ Years</u></b> |
|-----------------------------------------------------------|----------------------------------|----------------------------------|-----------------------------------|--------------------------------|
| <u>High School Principal</u>                              | <u>\$216,227</u>                 | <u>\$218,389</u>                 | <u>\$220,551</u>                  | <u>\$222,714</u>               |
| <u>Middle School Principal</u>                            | <u>\$193,310</u>                 | <u>\$195,244</u>                 | <u>\$197,176</u>                  | <u>\$199,110</u>               |
| <u>Elementary Principal</u>                               | <u>\$184,414</u>                 | <u>\$186,257</u>                 | <u>\$188,101</u>                  | <u>\$189,946</u>               |
|                                                           |                                  |                                  |                                   |                                |
| <u>12 Month High School Assistant Principal</u>           | <u>\$148,555</u>                 | <u>\$150,041</u>                 | <u>\$151,526</u>                  | <u>\$153,013</u>               |
| <u>Partial Year High School Assistant Principal</u>       | <u>\$140,197</u>                 | <u>\$141,599</u>                 | <u>\$143,001</u>                  | <u>\$144,403</u>               |
|                                                           |                                  |                                  |                                   |                                |
| <u>12 Month Middle School Assistant Principal</u>         | <u>\$142,623</u>                 | <u>\$144,050</u>                 | <u>\$145,477</u>                  | <u>\$146,903</u>               |
| <u>Partial Year Middle School Assistant Principal</u>     | <u>\$135,884</u>                 | <u>\$137,242</u>                 | <u>\$138,601</u>                  | <u>\$139,960</u>               |
|                                                           |                                  |                                  |                                   |                                |
| <u>Partial Year Elementary School Assistant Principal</u> | <u>\$129,952</u>                 | <u>\$131,251</u>                 | <u>\$132,551</u>                  | <u>\$133,851</u>               |

| <b><u>2025-2026 Salary Schedule</u></b>         | <b><u>Step 1 (0-3 Years)</u></b> | <b><u>Step 2 (4-6 Years)</u></b> | <b><u>Step 3 (7-9 Years)</u></b> | <b><u>Step 4 10+ Years</u></b> |
|-------------------------------------------------|----------------------------------|----------------------------------|----------------------------------|--------------------------------|
| <u>High School Principal</u>                    | <u>\$209,624</u>                 | <u>\$211,720</u>                 | <u>\$213,816</u>                 | <u>\$215,913</u>               |
| <u>Middle School Principal</u>                  | <u>\$187,407</u>                 | <u>\$189,282</u>                 | <u>\$191,155</u>                 | <u>\$193,030</u>               |
| <u>Elementary Principal</u>                     | <u>\$178,782</u>                 | <u>\$180,569</u>                 | <u>\$182,357</u>                 | <u>\$184,145</u>               |
|                                                 |                                  |                                  |                                  |                                |
| <u>12 Month High School Assistant Principal</u> | <u>\$144,018</u>                 | <u>\$145,459</u>                 | <u>\$146,899</u>                 | <u>\$148,340</u>               |
| <u>Partial Year</u>                             | <u>\$135,916</u>                 | <u>\$137,275</u>                 | <u>\$138,634</u>                 | <u>\$139,993</u>               |

**TENTATIVE AGREEMENT**  
**MINNETONKA ASSOCIATION OF PRINCIPALS**  
and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|                                                    |           |           |           |           |
|----------------------------------------------------|-----------|-----------|-----------|-----------|
| High School Assistant Principal                    |           |           |           |           |
|                                                    |           |           |           |           |
| 12 Month Middle School Assistant Principal         | \$138,268 | \$139,651 | \$141,034 | \$142,417 |
| Partial Year Middle School Assistant Principal     | \$131,734 | \$133,051 | \$134,368 | \$135,686 |
|                                                    |           |           |           |           |
| Partial Year Elementary School Assistant Principal | \$125,984 | \$127,243 | \$128,503 | \$129,763 |

| <u>2027-2028 Salary Schedule</u>                   | <u>Step 1 (0-4 Years)</u> | <u>Step 2 (5-7 Years)</u> | <u>Step 3 (8-10 Years)</u> | <u>Step 4 11+ Years</u> |
|----------------------------------------------------|---------------------------|---------------------------|----------------------------|-------------------------|
| High School Principal                              | \$222,714                 | \$224,941                 | \$227,168                  | \$229,396               |
| Middle School Principal                            | \$199,110                 | \$201,102                 | \$203,092                  | \$205,084               |
| Elementary Principal                               | \$189,946                 | \$191,845                 | \$193,744                  | \$195,644               |
|                                                    |                           |                           |                            |                         |
| 12 Month High School Assistant Principal           | \$153,011                 | \$154,542                 | \$156,072                  | \$157,603               |
| Partial Year High School Assistant Principal       | \$144,403                 | \$145,847                 | \$147,291                  | \$148,735               |
|                                                    |                           |                           |                            |                         |
| 12 Month Middle School Assistant Principal         | \$146,902                 | \$148,372                 | \$149,841                  | \$151,310               |
| Partial Year Middle School Assistant Principal     | \$139,960                 | \$141,359                 | \$142,759                  | \$144,159               |
|                                                    |                           |                           |                            |                         |
| Partial Year Elementary School Assistant Principal | \$133,851                 | \$135,189                 | \$136,527                  | \$137,866               |

**Longevity Stipend**

Placement on the longevity schedule applies to years worked as an Assistant principal and/or Principal with Minnetonka Public Schools

| <b>MAP Member</b>     | <b>2024-2025</b> | <b>2025-2026</b> |
|-----------------------|------------------|------------------|
| 5-9 Completed Years   | \$1,000          | \$1,000          |
| 10-14 Completed Years | \$1,750          | \$1,750          |
| 15+ Completed Years   | \$2,500          | \$2,500          |

| <b>MAP Member</b>     | <b>2026-2027</b> | <b>2027-2028</b> |
|-----------------------|------------------|------------------|
| 5-9 Completed Years   | \$1,500          | \$1,500          |
| 10-14 Completed Years | \$2,500          | \$2,500          |
| 15+ Completed Years   | \$3,750          | \$3,750          |

Longevity Stipend  
TA Reached 9/9/2026

**TENTATIVE AGREEMENT**  
**MINNETONKA ASSOCIATION OF PRINCIPALS**  
and  
**MINNETONKA PUBLIC SCHOOLS**  
July 1, 2026-June 30, 2028

|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|---------------------|
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
| MOU: A                                                                                                                                                                                                                                                                                                                       |                         |                         | TA Reached 9/9/2026 |
| <b><u>Performance Based Compensation</u></b><br>The parties agree to performance compensation based on objectives established through the mutual commitments process and/or school student achievement results. The maximum performance pay award shall be set as a percentage of base salary, annually, as indicated below: |                         |                         |                     |
| <b><u>Performance Pay Percentages</u></b>                                                                                                                                                                                                                                                                                    | <b><u>2024-2025</u></b> | <b><u>2025-2026</u></b> |                     |
| High School Principal                                                                                                                                                                                                                                                                                                        | 5.75%                   | 5.75%                   |                     |
| Middle School Principal                                                                                                                                                                                                                                                                                                      | 5.75%                   | 5.75%                   |                     |
| Elementary School Principal                                                                                                                                                                                                                                                                                                  | 5.75%                   | 5.75%                   |                     |
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
| High School Assistant Principal Full Year                                                                                                                                                                                                                                                                                    | 4.50%                   | 4.75%                   |                     |
| Middle School Assistant Principal Full Year                                                                                                                                                                                                                                                                                  | 4.00%                   | 4.25%                   |                     |
| Partial Year Assistant Principal                                                                                                                                                                                                                                                                                             | 3.00%                   | 3.50%                   |                     |
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
| <b><u>Performance Pay Percentages</u></b>                                                                                                                                                                                                                                                                                    | <b><u>2026-2027</u></b> | <b><u>2027-2028</u></b> |                     |
| High School Principal                                                                                                                                                                                                                                                                                                        | 6%                      | 6%                      |                     |
| Middle School Principal                                                                                                                                                                                                                                                                                                      | 6%                      | 6%                      |                     |
| Elementary School Principal                                                                                                                                                                                                                                                                                                  | 6%                      | 6%                      |                     |
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
| High School Assistant Principal Full Year                                                                                                                                                                                                                                                                                    | 5%                      | 5%                      |                     |
| Middle School Assistant Principal Full Year                                                                                                                                                                                                                                                                                  | 5%                      | 5%                      |                     |
| Partial Year Assistant Principal                                                                                                                                                                                                                                                                                             | 5%                      | 5%                      |                     |
| MOU: B                                                                                                                                                                                                                                                                                                                       |                         |                         | TA Reached 9/9/2026 |
| <b><u>Performance Pay 2024-2026-2026-2028 Contract Periods</u></b><br>The District agrees to hold harmless the employees listed below. Their maximum performance pay will be \$8,000 annually or the percentage indicated, whichever is greater.                                                                             |                         |                         |                     |
| <ul style="list-style-type: none"><li>• Darren Best</li><li>• Emily Rosengren</li><li>• <del>Alex Hinseth</del></li><li>• Bradley Halverson</li></ul>                                                                                                                                                                        |                         |                         |                     |
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |
|                                                                                                                                                                                                                                                                                                                              |                         |                         |                     |

**SCHOOL BOARD  
Minnetonka I.S.D #276  
5621 County Road 101  
Minnetonka, Minnesota**

**Board Agenda Item IV.**

**Title: Certification of 2026 Pay 2027 Preliminary Levy**

**September 24, 2026**

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**EXECUTIVE SUMMARY:**

Minnesota Statutes require that each school district certify a preliminary property tax levy by September 30 of the calendar year.

The property tax levy set at the preliminary is the maximum amount that the school district can levy when it certifies its final levy in December of the calendar year. Adjustments to the preliminary levy amount can only be made downward after the preliminary levy is certified. School Districts must work with the Minnesota Department of Education (MDE) to calculate the levies allowed under the various statutes utilizing the MDE computerized levy system. The Certified Preliminary Levy must be physically received by the home county auditor no later than September 30, 2026.

The total levy is made up of several dozen individual levy amounts that are calculated based on formulas set in Minnesota Statute by the Legislature. Many of the levies are levies that provide partial revenue for a particular program with the remaining amount coming as a match from the State of Minnesota, and it is a requirement for the full local share to be levied in order to receive the State contribution. A reduction in those levies will result in a proportional reduction in State aid. Other levies including the Operating Referendum and Technology Levies are voter approved and determined based on the number of enrolled pupils or the value of property in the District. Finally, debt service levies are required to be calculated at 105% of debt service in order to ensure that District bond payments are met even if there are some property tax delinquencies.

The dollar amount of the Certified Preliminary Levy approved by the School Board prior to September 30 of each year becomes the highest amount of the levy - the final levy approved in December can be no greater than the preliminary amount certified by September 30. The only exception to this rule is if an Operating Referendum or Capital Projects Referendum is approved by the voters of the School District at the November election.

As of the date of this School Board Special Meeting of September 24, 2026, the 2026 Pay 2027 Preliminary Levy is \$73,937,711.89 which is an increase of \$201,598.53 or 0.27% over the 2025 Pay 2026 Levy of \$73,736,113.36.

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**ATTACHMENTS:**

Levy Comparison – 2025 Pay 2026 To 2026 Pay 2027

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**RECOMMENDATION/FUTURE DIRECTION:**

It is recommended that the School Board certify the 2026 Pay 2027 Preliminary Levy at the maximum amount authorized by statute, which as of September 24, 2026, totals \$73,937,711.89 and authorize administration to file the Certified Preliminary 2026 Pay 2027 Levy with the Hennepin County Auditor no later than September 30, 2026.

**RECOMMENDED MOTION*****Resolution to Certify Preliminary 2026 Pay 2027 Property Tax Levy***

*BE IT RESOLVED, that the School Board of Minnetonka Independent School District 276 does hereby certify the Preliminary 2026 Payable 2027 Property Tax Levy at the maximum amount authorized by statute, which as of September 24, 2026, totals \$73,937,711.89 and authorizes administration to file the Certified 2026 Pay 2027 Preliminary Levy with the Hennepin County Auditor no later than September 30, 2026.*

**Submitted by:**

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Paul Bourgeois, Executive Director of Finance & Operations**Concurrence:**

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David Law, Superintendent

Minnetonka Independent School District 276  
 Levy Comparison - 2025 Pay 2026 To 2026 Pay 2027  
 September 24, 2026 Preliminary Levy

| Line #                                   |                                                                                                       | Final<br>2025 Pay 2026 | Preliminary<br>2026 Pay 2027 | Difference     | Adjustments | Final<br>2026 Pay 2027 |
|------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------|------------------------------|----------------|-------------|------------------------|
| 0                                        | <b>Total Levy</b>                                                                                     | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53     | -           | 73,937,711.89<br>0.27% |
| <b><u>Individual Levy Components</u></b> |                                                                                                       |                        |                              |                |             |                        |
| <b>Major Levies</b>                      |                                                                                                       |                        |                              |                |             |                        |
| 1                                        | Operating Ref Levy-\$2,422.90 Per APU In FY28 -12,781.40, (\$82.14 or 3.51% Increase From \$2,340.76) | 29,518,388.06          | 30,968,054.06                | 1,449,666.00   |             | 30,968,054.06          |
| 2                                        | Local Optional Rev Levy-\$724.00 Per Adjusted Pupil Unit In FY28 Less State Aid Of \$51,014.24        | 9,016,219.53           | 9,145,579.50                 | 129,359.97     |             | 9,145,579.50           |
| 3                                        | Capital Projects (Technology) Levy - 6.569% Of Net Tax Capacity Of Property Values                    | 10,412,355.76          | 10,993,777.04                | 581,421.28     |             | 10,993,777.04          |
| 4                                        | Equity Levy - \$50.00 Per Adjusted Pupil Unit (\$18.86 decrease from \$68.86)                         | 868,397.43             | 639,070.00                   | (229,327.43)   |             | 639,070.00             |
| 5                                        | Q Comp Levy - 35% Of \$260 Per Prior Year October 1 Enrollment                                        | 1,051,312.08           | 1,059,123.52                 | 7,811.44       |             | 1,059,123.52           |
| 6                                        | Operating Capital Levy - 62.81% Of Total Rev Of \$230.17 Per APU (\$0.35 Dncrease From \$230.52)      | 1,736,520.02           | 1,847,773.70                 | 111,253.68     |             | 1,847,773.70           |
| 7                                        | Instructional Facilities Lease Levy - \$212 Per APU Limit or Actual Bond Payments                     | 2,496,834.20           | 2,510,583.80                 | 13,749.60      |             | 2,510,583.80           |
| 8                                        | Debt Service Levy + 5% Overlevy Less Debt Excess Fund Balance Usage                                   | 12,457,051.79          | 10,378,581.08                | (2,078,470.71) |             | 10,378,581.08          |
| 9                                        | OPEB Bonds Levy-Debt Service Schedule + 5% Overlevy Less Debt Excess Fund Balance Usage               | 1,309,987.81           | 1,466,017.98                 | 156,030.17     |             | 1,466,017.98           |
| 10                                       | <b>Subtotal Major Levies</b>                                                                          | 68,867,066.68          | 69,008,560.68                | 141,494.00     | -           | 69,008,560.68          |
| <b>Other Levies</b>                      |                                                                                                       |                        |                              |                |             |                        |
| 11                                       | Transition Levy - \$1.55 Per Adjusted Pupil Unit                                                      | 19,546.43              | 19,811.17                    | 264.74         |             | 19,811.17              |
| 12                                       | Career Technical Ed Levy - 35% Of FY28 Estimated Budget                                               | 471,969.54             | 549,316.19                   | 77,346.65      |             | 549,316.19             |
| 13                                       | Safe Schools ISD 276 Levy - \$36.00 Per Adjusted Pupil Unit                                           | 453,981.60             | 460,130.40                   | 6,148.80       |             | 460,130.40             |
| 14                                       | Ice Arena Levy - Prior Year Expenses After Revenues From Operations                                   | 554,961.65             | 623,222.64                   | 68,260.99      |             | 623,222.64             |
| 15                                       | LTFM Health & Safety                                                                                  | 948,391.00             | 962,052.50                   | 13,661.50      |             | 962,052.50             |
| 16                                       | Intermediate District 287 Lease Levy - Pass Through - Proportional Share Up To \$65 Per APU           | 238,787.02             | 276,298.92                   | 37,511.90      |             | 276,298.92             |
| 17                                       | Intermediate District 287 Safe Schools Levy - Pass Through - \$15 per APU                             | 189,159.00             | 191,721.00                   | 2,562.00       |             | 191,721.00             |
| 18                                       | Reemployment Insurance Levy                                                                           | 10,000.00              | 10,000.00                    | -              |             | 10,000.00              |
| 19                                       | Community Ed General Revenue Levy - \$8.12 x 2020 Census Population 42,181                            | 342,368.18             | 342,368.18                   | -              |             | 342,368.18             |
| 20                                       | Early Childhood Family Education Levy - 0.179% Of Adjusted Net Tax Capacity                           | 305,666.51             | 329,891.91                   | 24,225.40      |             | 329,891.91             |
| 21                                       | School Age Care-Extended Day-Disability Levy - Estimated Costs                                        | 100,000.00             | 100,000.00                   | -              |             | 100,000.00             |
| 22                                       | Adult With Disabilities Levy - 0.005% Of Adjusted Net Tax Capacity x \$0.34 x District Population     | 8,629.86               | 9,196.72                     | 566.86         |             | 9,196.72               |
| 23                                       | Home Visiting Levy - 83.42% of \$3.00 x Under 5 Population - 2,745                                    | 6,438.69               | 6,870.04                     | 431.35         |             | 6,870.04               |
| 24                                       | Capital Equipment (Network Bond)                                                                      | -                      | 535,238.00                   | 535,238.00     |             | 535,238.00             |
| 25                                       | <b>Subtotal Other Levies</b>                                                                          | 3,649,899.48           | 4,416,117.67                 | 766,218.19     | -           | 4,416,117.67           |
| 26                                       | <b>Total Before Prior Year Adjustments</b>                                                            | 72,516,966.16          | 73,424,678.35                | 907,712.19     | -           | 73,424,678.35          |

Minnetonka Independent School District 276  
 Levy Comparison - 2025 Pay 2026 To 2026 Pay 2027  
 September 24, 2026 Preliminary Levy

| Line #                                   |                                                    | Final<br>2025 Pay 2026 | Preliminary<br>2026 Pay 2027 | Difference         | Adjustments | Final<br>2026 Pay 2027 |
|------------------------------------------|----------------------------------------------------|------------------------|------------------------------|--------------------|-------------|------------------------|
| 0                                        | <b>Total Levy</b>                                  | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53         | -           | 73,937,711.89<br>0.27% |
| <b><u>Individual Levy Components</u></b> |                                                    |                        |                              |                    |             |                        |
| <b>Prior Year Adjustments</b>            |                                                    |                        |                              |                    |             |                        |
| 27                                       | Transition Levy Adjustment - Prior Years           | 423.93                 | (27.31)                      | (451.24)           |             | (27.31)                |
| 28                                       | Equity Levy Adjustment - Prior Years               | (10,859.55)            | 3,202.16                     | 14,061.71          |             | 3,202.16               |
| 29                                       | Local Optional Revenue Adjustment - Prior Years    | 350,367.36             | 181,698.87                   | (168,668.49)       |             | 181,698.87             |
| 30                                       | Lease Levy Adjustment                              | 1,479.57               | (221,001.19)                 | (222,480.76)       |             | (221,001.19)           |
| 31                                       | Referendum Levy Prior Years Adjustment             | 860,914.94             | 347,797.06                   | (513,117.88)       |             | 347,797.06             |
| 32                                       | Q-Comp Levy Adjustment - Prior Years               | (2,957.50)             | 10.92                        | 2,968.42           |             | 10.92                  |
| 33                                       | Operating Capital Levy Adjustment - Prior Years    | 5,983.75               | 353.74                       | (5,630.01)         |             | 353.74                 |
| 34                                       | Reemployment Levy Adjustment - Prior Years         | 42,289.79              | 78,428.72                    | 36,138.93          |             | 78,428.72              |
| 35                                       | Safe Schools Adjustment - Prior Years              | 3,416.40               | (699.12)                     | (4,115.52)         |             | (699.12)               |
| 36                                       | Health Benefits Adjustment - Prior Years           | -                      | -                            | -                  |             | -                      |
| 37                                       | Capital Equipment (Network Bond)                   | (537,338.00)           | (535,238.00)                 | 2,100.00           |             | (535,238.00)           |
| 38                                       | Career Technical Ed Adjustment - Prior Years       | 41,373.96              | 38,041.38                    | (3,332.58)         |             | 38,041.38              |
| 39                                       | Health & Safety Adjustment - Prior Years           | -                      | -                            | -                  |             | -                      |
| 40                                       | Community Education Limit Adjustment - Prior Years | 261,677.75             | 470,000.86                   | 208,323.11         |             | 470,000.86             |
| 41                                       | Community Education Abatements                     | 2,877.87               | 854.23                       | (2,023.64)         |             | 854.23                 |
| 42                                       | Abatement Adjustments - Prior Years                | 26,119.36              | 15,912.87                    | (10,206.49)        |             | 15,912.87              |
| 43                                       | LTFM Equalization Adjustment - Prior Years         | -                      | -                            | -                  |             | -                      |
| 44                                       | OPEB Debt Service Adjustment - Prior Years         | 4,161.60               | 3,585.71                     | (575.89)           |             | 3,585.71               |
| 45                                       | Debt Service Adjustment - Prior Years              | 843.11                 | -                            | (843.11)           |             | -                      |
| 46                                       | Debt Service LTFM Adjustment - Prior Years         | -                      | 4,773.90                     | 4,773.90           |             | 4,773.90               |
| 47                                       | Debt Service Abatements                            | <u>168,372.86</u>      | <u>125,338.74</u>            | <u>(43,034.12)</u> |             | <u>125,338.74</u>      |
| 48                                       | <b>Total Adjustments</b>                           | 1,219,147.20           | 513,033.54                   | (706,113.66)       | -           | 513,033.54             |
| 49                                       | <b>Total Levy</b>                                  | 73,736,113.36          | 73,937,711.89<br>0.27%       | 201,598.53         | -           | 73,937,711.89<br>0.27% |