

**Red Wing Public Schools**  
2451 Eagle Ridge Drive  
Red Wing, MN 55066

Red Wing  
Public Schools  
ISD # 256



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### **School Board Meeting Agenda Item**

Topic: Principals' Agreement  
Contact(s):  
Presenter(s): Karsten Anderson, Superintendent

#### Nature of Action Requested

Board Action                    X  
Board Information

#### Background Information

The Principals Agreement for 2020-22 is presented for approval. Highlights of the agreement include:

- 2% cost-of-living adjustment each year and increase in 403(b) match in the second year
- Increase in the number of work days for elementary principals and the middle school assistant principal
- Elimination of sabbatical leave option
- Limit on reimbursement amounts for education expenses
- Conversion to full work year assignments with vacation instead of counting days
- Change to health insurance contributions made by the school district
- Sunset of severance pay
- Sunset of retiree health insurance payments
- Inclusion of grievance procedures
- Inclusion of progressive discipline procedures

According to Jackie Paradis' calculations, the proposal is \$17,600 over budget; however, this amount includes costs associated with extra days. Additional costs are also justified due to the sunsetting of severance pay and retiree health insurance contributions as well as other changes made.

#### Recommendation

I move to approve the Principals' contract as presented.