

Bagley Public Schools
Work Agreement for Principals
July 1, 2025 – June 30, 2027

1. Salary:	2025-2026	2026-2027
	Step 1 \$110,007	Step 1 \$112,227
	Step 2 \$111,507	Step 2 \$113,767
	Step 3 \$113,007	Step 3 \$115,267

2. Contract length: 225 days

Additional time worked will be reimbursed at the Principal's regular daily rate of pay. The number of weeks worked shall not exceed 45 weeks without recommendation from the Superintendent and/or School Board approval. With the preapproval of the Superintendent, the Principal may opt to trade additional time worked for time off during the regular year at no reduction of pay.

- 3. Insurance:** The School District will provide an allowance of ~~\$15,000~~ **\$21,000** in 2025-2026 and ~~\$16,500~~ **\$23,000** in 2026-2027 for the Principal to purchase insurance from the School District providers, covering Health and Hospitalization, Term Life and/or Long-Term Disability Insurance. The Principal must minimally purchase the School District's Minimal Value Health Insurance Plan or provide proof of health insurance coverage under a spouse's family plan, prior to additional assignment of the allowance. Any excess costs for insurance, above the allowance, shall be the sole responsibility of the Principal.

Affordable Care Act Related Implications note.

In the event this Agreement causes or will cause penalties, fees or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

Supplemental Medical Reimbursement:

The School District will pay the Principal up to ~~\$3,000~~ **\$4,000** for each contract year, as reimbursement for health and medical expenses not paid by other sources. The areas eligible for reimbursement will include medical, dental & eye care and health and life insurance premiums. Balances shall not be carried over from one contract year to the next.

- 4. 403(b) Allowance:** The School District will provide a matching contribution equal to the contribution of the Principal, of ~~\$4,000~~ **\$5,000** annually to a School District approved 403(b) plan, as directed by the Principal.
- 5. Personal Leave:** Two (2) days per year with pay for situations that arise requiring the principal's personal attention which cannot be attended to when school is not in session and which are not covered under other provisions of the agreement. Personal leave may accumulate to a maximum of five (5) days. **Any personal leave days earned in excess of the five (5) day maximum, and which would otherwise be lost, may be paid out to the principal at their current daily rate of pay, not to exceed two (2) days paid out per year.**
- 6. Sick Leave:** 15 sick days per year, with accumulation to a maximum of 150 days.
- 7. Bereavement Leave:** The principal shall be granted bereavement leave for a death with the principal's immediate or close family. The time utilized shall be a reasonable amount and must be approved by the Superintendent. Days utilized will not be deducted from sick leave.
- 8. Disability Leave:** If the Principal is unable to perform regular duties because of personal illness or disability leave and has exhausted all accumulated sick leave, the School District shall provide additional paid sick leave at a salary equal to the Principal's regular salary, for up to an additional thirty (30) days or until the expiration of the waiting period for long-term disability insurance, whichever occurs earlier. The

Principal must provide a medical certificate from a licensed physician verifying the serious nature of the illness or disability and the expected duration of the Principal's condition.

9. Medical Leave:

- a. Statutory Reference: The Principal and the School Board agree to incorporate by reference and be bound by the provisions of M.S. 122A.40, Subd. 12, relating to suspension and leave of absence for health reasons.
- b. Procedure: If the Principal is unable to perform regular duties because of illness or disability and has exhausted all sick leave credit available or has become eligible for long term disability compensation and has not been suspended or placed on leave of absence pursuant to M.S. 122A.40, Subd. 12, the Principal shall, upon request, be granted a medical leave of absence, without pay, up to one year in duration. The School Board may, in its discretion, extend such leave upon written request. A request for medical leave of absence or extension thereof pursuant to this section shall be accompanied by a written statement from a licensed physician outlining the condition of health and estimated time at which the Principal is expected to be able to resume normal responsibilities. The Principal, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but the Principal shall pay to the School District the entire premium for such programs as the Principal wishes to retain commencing with the beginning of the leave. If medical leave of at least one full year is granted pursuant to this section, the Principal voluntarily waives any right to a leave of absence to which the Principal might otherwise be entitled pursuant to M.S. 122A.40, Subd. 12.

10. Holidays:

Principals shall be entitled to the following paid holidays, provided school is not in session for students, each contract year:

Labor Day	Christmas Eve Day	President's Day	Juneteenth
Thanksgiving Day	Christmas Day	Good Friday	Independence Day
Day After Thanksgiving	New Year's Day	Memorial Day	

11. ULA Language:

1. Seniority- The seniority dates for new principals shall be the first day in the bargaining unit.
2. Principals retain all other rights under Minnesota Statutes 122A.40.
3. Placement on Unrequested Leave of Absence
Subd. 1 General: The District may place principals on unrequested leave of absence, without pay or fringe benefits at the close of the school year. The District agrees to consult with the Association regarding proposed alternatives to Unrequested Leave of Absence situations, provided such consultation does not result in delay.
Subd. 2 Method the District will place the least senior principal within a category on unrequested leave of absence.
4. Reinstatement
Subd. 1. Recall. Principals will be recalled from an unrequested leave of absence to available positions for which they are licensed.
Subd. 2. No appointment of a new principal will be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy.
Subd. 3. Notification will be by certified mail to the principal's last known address and to the principal's email address. In the event a principal declines a principal position or fails to notify the District in writing of the principal's intentions within fifteen (15) days of the date of notification, the principal is removed from the recall list. A principal on unrequested leave of absence will provide the district with appropriate contact information annually for purposes of notification in this section.
Subd. 4. The unrequested leave of absence of a principal who is not reinstated shall continue for a period of three years from the date the principal's unrequested leave of absence began or until the principal fails to respond within fifteen (15) days of the date of notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first. The three-year reinstatement period ends on the first day teachers return to duty for the commencement of the third school year following the principal's placement on unrequested leave.

Subd. 5. Principals proposed for unrequested leave shall be assigned to available teaching positions for which they are licensed.

12. Severance: Severance benefit is payable after 4 years of continuous employment as a Principal, in the School District. If the Principal leaves the employment of the School District, for any reason, including disability or death, the Principal or his beneficiary(s) or his estate, shall be entitled to severance pay. The severance pay shall be an amount equal to ten days' pay (at the daily rate of pay), for each year of employment as a Principal in the district, up to a maximum of one hundred (100) days. Severance pay shall be paid by the School District to a Health Care Savings Plan pursuant to Minnesota Statutes, Chapter 352.98, in thirty-six (36) to sixty (60) equal monthly installments over three to five years as stated by the Principal in writing, commencing at the time of severance. In the event of the principal's death, severance will be paid directly to the beneficiary(s) through monthly installments and not paid into a HCSP.

13. Dues and Publications:

- The school district will provide \$75 per year to the principal for the purchase of professional publications.
- The school district will pay the principal's professional dues for the local, state, national principal's association and state board of administration licensure fees.

14. Miscellaneous:

- All authorized expenses, which will include meals, lodging, registration, and travel, will be paid by the district for the Principal to attend workshops and conventions as approved by the superintendent.
- ~~Automobile Expense: The school district will reimburse up to an annual maximum of \$250.00 for mileage as approved by the superintendent.~~ When traveling on school business and a school vehicle is unavailable the principal will be reimbursed mileage at the current IRS Mileage Reimbursement Rate.
- **Substitute Teaching Duty:** When the principal is required to substitute for a teacher for more than fifteen (15) consecutive minutes due to lack of available substitute teachers, the principal shall be compensated at the hourly rate established in the teacher contract Appendix C1 and C2.

IN WITNESS WHEREOF, I have sub-
scribed my signature this _____
day of _____, 20_____.

Principal

IN WITNESS WHEREOF, I have sub-
scribed my signature this _____
day of _____, 20_____.

School Board Clerk