Edina Public Schools

DEFINING EXCELLENCE

Board Meeting Date: 11/9/2026

Title: Proposed 2026-2028 Superintendent's Advisory Council (SAC) Salaries and Guidebook

Type: Consent

Presenter(s): Dr. Daniel Bittman, Superintendent

Description: The Superintendent's Advisory Council (SAC) consists of the eight members of the Superintendent's Cabinet. The Cabinet does not participate in collective bargaining regarding improvements to their terms and conditions of employment. Instead, their compensation and benefits are recommended by the Superintendent and subject to approval by the School Board. The proposed terms and conditions of employment are reflected in the attached guidebook with underlined font used to represent new language and strikethrough font used to show language to be removed from the guidebook. All changes are shaded in yellow. I met with the School Board's Governance Committee to review the proposed improvements and associated costs. Financial highlights include:

1. Salary improvements in both years to ensure competitiveness with comparison districts;
2. An increase of $125.00 per month to the district's contribution towards a single health insurance plan and $30.00 per month increase towards single plus one and family insurance plans, effective January 1, 2027;
3. An increase in the District's 403(b) matching contribution from three (3) percent to three and one-half (3.5) percent, along with the elimination of the annual contribution cap;
4. An annual stipend of $2,000 was added to the guidebook for cabinet members that hold a doctorate level degree;
5. A reduction in the Health Reimbursement Account (HRA) vesting period from seven (7) years to five (5) years; and
6. The addition of a tuition reimbursement benefit for cabinet members pursuing further education, subject to approval by the Superintendent.

The two-year total package for this proposed agreement is $4,318,968, which represents an increase of $266,747. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 6.58%.

Recommendation: Approve the proposed 2026-2028 SAC salaries and guidebook.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2026-2028 SAC guidebook.
2. Final clean copy of the proposed 2026-2028 SAC guidebook.