



**Board Meeting Date:** 12/2/2024

**Title:** Proposed 2024-2026 Superintendent's Advisory Council (SAC) Salaries and Guidebook

**Type:** Consent

**Presenter(s):** Dr. Stacie Stanley, Superintendent

**Description:** The Superintendent's Advisory Council is comprised of the School District's eight (8) cabinet members. Cabinet does not engage in collective bargaining for their terms and conditions of employment, with their compensation and benefits recommended by the Superintendent and approved 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. Each cabinet member has an individual contract that includes their proposed individual salary, which are also attached. Financial highlights of the proposed salaries and benefits include:

1. A market adjustment to provide cabinet members with comparable salaries to our district's comparison school districts in 2024-2025 and a two (2) percent increase in 2025-2026;
2. In exchange for the market adjustment, an elimination of the early retirement payment provision currently contained in the SAC guidebook;
3. Effective January 1, 2025, an increase of \$99.08 per month to the district's contribution towards a single health insurance plan and \$36.66 per month towards single plus one or family insurance plan.

The two-year total package for this proposed agreement is \$3,850,923.00, which represents an increase of \$232,704.00. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 12.25%. This amount does not reflect future savings the school district will recognize due to the elimination of the early retirement payment provision.

**Recommendation:** Approve the proposed 2024-2026 SAC salaries and benefits.

**Attachments:**

1. DRAFT underlined/strikethrough version of proposed 2024-2026 SAC guidebook.
2. Individual contracts for cabinet members.

