



TO: School District 197 School Board Members

FROM: Byron Schwab, Board Treasurer

DATE: December 8, 2025

SUBJECT: 2026-2029 Superintendent Contract Settlement

BACKGROUND

The school board's negotiating team has reached a tentative agreement with Dr. Peter Olson-Skog for the contract period of July 1, 2026, through June 30, 2029. For context, the proposed contract represents a smaller total package percentage increase than any other settled or tentative agreements.

This contract is recommended for approval by the School Board.

Highlighted changes include:

Health Insurance Reductions

1. Reduction in district contributions to the premium
 - a. Single coverage reduces from 95% to 85%
 - b. Single plus one coverage reduces from 80% to 70%
 - c. Family coverage district contributions reduce from 80% to 70%
2. Increased copays/deductibles/etc as follows (identically matching the agreement made with the West St. Paul Federation of Teachers). Highlights include:
 - a. Copays
 - i. \$40 (office visit)
 - ii. \$100 (emergency room)
 - b. Single Coverage
 - i. \$1,000 deductible
 - ii. \$2,500 maximum out-of-pocket
 - c. Single +1/Family
 - i. \$2,000 deductible
 - ii. \$7,000 maximum out-of-pocket
 - d. There were also increases in prescription rates

Salary Schedule Increases

1. 2026-27 - 1.25% increase
2. 2027-28 - 1.5% increase

3. 2028-29 - 1.5% increase

Other Modifications

4. Phase out of severance and transition to a longevity stipend of 1 day per year of service.
5. Language regarding the negotiation of subsequent contracts is recommended by the Minnesota School Board Association (MSBA) and the Minnesota Association of School Administrators (MASA).
6. Other minor language changes were made.

RECOMMENDED RESOLUTION:

BE IT RESOLVED by the School Board of Independent School District 197 to approve the presented tentative agreement with Superintendent Olson-Skog covering July 1, 2026, through June 30, 2029.