



WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Regular Meeting – July 13, 2026

AGENDA SECTION:

ITEM:

COMMENTS BY: Dave Lutz, Executive Director, Human Resource Services

1. Supplemental Salaries for 2026-27

It is recommended that the Board approve the pay rates for 2026-27

Reserve Teachers: Represents a \$5.00 increase in pay for Level 1 substitutes, a \$5.00 increase in pay for Level 2 substitutes. District Reserve teachers increase to \$200 per day (places them between prior LTR rate and Level 2 sub rate). Long Term Reserve Teachers have a modified low pay from \$220/day (days 1-30) to WEA contract BA Step 1 (\$284/day), and lowered the cap from MA Step 3 (\$348) to BA Step 1 (\$284/day) or MA step 1 (\$331/day). The number of days that constitutes a long term assignment increased from 10 days to 20 days. For half-day rates, the coverage rate has decreased from 70% to 60%. We estimate changes will reflect a net increase of approximately 3-4%, pending the nature of future vacancies.

Technology Department – Casual Employees: Updated High School Student rate to meet minimum wage requirements for the 2026-27 school year and a \$0.50/hour increase to the hourly salary cap for first year and starting hourly pay rate for second tier of high school student tech workers (attachment).

Classified Staff - Substitute Pay Guidelines: Rates are aligned with the amounts and increases in the identified contracts, consistent with prior years (attachment). The rate for work study students reflects a 5% increase (same as food service increase) and RN and LPN health office sub rate reflects a 2% increase (same as admin-pro/para increase).

Activity Fund: No changes (attachment).

Community Education - Facility Attendants: Represents a 3.0% increase for the 2026-27 school year (attachment).

Wayzata Kids Site Manager: Represents a 3.4% pay increase for the 2026-27 school year and 10 month employees moving from 42 weeks to 45 weeks per work year (attachment).

High School Event Workers: Represents at 2% increase in rates of pay, which mirrors the 2026-27 increases for Appendix D of the WEA contract.

Recommended Action: Approve the 2026-27 Supplemental Salaries as recommended.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ Failed _____

Abstentions: _____