



Agenda Item: _____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Special Regular Meeting – June 22, 2026

AGENDA SECTION:

ITEM: \ 2026-2028 Wayzata Principals' Association Contract

COMMENTS BY: Laura Hoffman Hordyk, Director of Human Resources

Board Action on the 2026-2028 Wayzata Principals' Association Contract

A summary of the language changes for the Wayzata Principals' Association 2026-2028 contract was shared with each Board member this week. The WPA membership voted unanimously to approve this tentative agreement. Included in the summary for the School Board is information about increases to the Salary Schedule and the District contribution to Health insurance. These are typically the two largest costs associated with contract settlements.

Salary Schedule:

- A 3% year 1 increase applied to Step 5 of the salary schedule, with Step 1 removed and replaced with current values for Step 2. The new Step 2-4 values represent an evenly distributed scale between the new step 1 and the new step 5.
 - This change is due to our step 1 principal salary falling significantly below our comparable districts. This compression will allow the District to utilize more steps of the salary schedule when making competitive offers to new principal candidates, which lowers costs overtime. Due to over 90% of current WPA members occupying step 5, the total package cost of the salary compression in steps 1-4 is relatively low.
- 2.9% applied to all steps Year 2.

Health Insurance:

- Increase in the District contribution of 12.75% in Year 1 and 5% in Year 2
 - For reference, 12.75% known premium increase in year 1, and an average premium increase of approximately 6% in last 25 years.

Total Package Cost:

- 4.56% in Year 1 and 3.45% in Year 2. 8.01% total package, local model (year 1 + year 2)
- 6.37% MSBA two year cost
 - For reference, 2024-2026 settlement was 7.99% two year cost MSBA

The Human Resources' Board Committee has reviewed the recommended changes.

Recommended Action: Approve the contract with the Wayzata Principals' Association for the period of July 1, 2026 through June 20, 2028 as agreed upon by the bargaining teams and ratified by the WPA membership.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ Failed _____

Abstentions: _____