WAYZATA PUBLIC SCHOOLS

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June 22, 2026

To: WPS School Board Members
From: Dave Lutz, Executive Director of Human Resources
RE: 2026-2028 WPA Settlement Summary - Pending School Board Approval

School Board Members,

The following summary represents changes to the WPA contract, tentatively agreed upon by the WPA Negotiations team and the District negotiations team. This summary has been unanimously ratified by the WPA and is being proposed for final School Board approval on Monday, June 22.

WPA Negotiations Team Members:
Scott Gengler, WHS Principal, Lead Negotiator
Tyler Shepard, WHS Associate Principal, WPA President
Marian Boyd, CMS Principal, WPA Negotiator
Sarabeth deNeui, Oakwood Principal, WPA Negotiator
Ashley Farrington, Birchview Principal, WPA Negotiator

District Negotiations Team:
Dave Lutz, Executive Director of HR
Heidi Kader, School Board Member
Laura Hoffman Hordyk, Director of HR

General Comments:
A tentative agreement was reached between the WPA and the District negotiations teams following two meetings (5/12/26 and 5/20/26). The agreement represents what I believe to be a fair settlement, and is within the School Board's established budget parameters. This settlement also maintains the position of the District's WPA salary schedule with comparable Districts for the top end of the salary schedule, while addressing the low comparable pay at the start of salary schedule. To do this, the first step of the salary schedule was removed from Year 1, replacing it with the existing values for Step 2, and new steps for 2-4 were created. By increasing the initial steps on the salary schedule, they will be more competitive with comparable Districts and will be more commonly used for placement of candidates, representing a "win-win" outcome for the WPA and District. The low percentage of staff on steps 1-4 make this change affordable and timely.

Throughout the negotiation, both the WPA and District teams engaged in healthy discussion on various topics of interest. The following settlement summary is being brought forward for School Board approval.

Settlement Costing Model Summary:

Wayzata Public Schools - ISD #284
Wayzata Principal Association Negotiations - 2026-2028

	Base 2025-2026	Year 1 2026-2027	Year 2 2027-2028		Base Year 2025-2026	INPUTS Year 1 2026-2027	Year 2 2027-2028	Notes
SALARIES								
Base Salaries	3,882,256.00	4,027,880.00	4,159,706.00			3.00%	2.90%	% Change from Prior Year **(Step 5 Only for 2026-2027)**
PhD Salaries	2,000.00	2,000.00	2,000.00		$1,000.00	$1,000.00	$1,000.00	Fixed Amount
Step 5 Career Increment Salaries	76,000.00	80,000.00	80,000.00		$4,000.00	$4,000.00	$4,000.00	Fixed Amount
10+ Years of Service Longevity Salaries	44,000.00	48,000.00	56,000.00		$4,000.00	$4,000.00	$4,000.00	Fixed Amount
Sub-Total - Salaries	**4,004,256.00**	**4,157,880.00**	**4,297,706.00**					
TAXES & BENEFITS								
Sick Leave Conversion	34,100.00	36,300.00	36,300.00			see cells O27:T29		
Employer TRA Contributions	392,817.50	407,888.05	421,604.89		9.81%	9.81%	9.81%	Fixed Percentage
Employer FICA Contributions	306,325.55	318,077.79	328,774.51		7.65%	7.65%	7.65%	Fixed Percentage
Employer 403b Match Contributions	240,255.36	249,472.80	257,862.36		6.00%	6.00%	6.00%	Fixed Percentage
Employer Health Insurance Contributions	476,359.20	537,094.80	563,949.84			see cells O12:T16		% or $ Change from Prior Year
Employer Dental Insurance Contributions	33,127.20	33,127.20	33,127.20			see cells O18:T20		% or $ Change from Prior Year
Employer Life Insurance Contributions	6,418.40	6,660.00	6,884.80		0.08%	0.08%	0.08%	Fixed Percentage
Employer LTD Insurance Contributions	6,807.24	7,068.40	7,306.10		0.17%	0.17%	0.17%	Fixed Percentage
Employer VEBA Contributions	40,320.00	40,320.00	40,320.00			see cells O22:T25		Fixed Amount
Workers Compensation Insurance	23,625.11	24,531.49	25,356.47		0.59%	0.59%	0.59%	Fixed Percentage
MN Family Paid Leave Contributions	17,618.73	18,294.67	18,909.91		0.44%	0.44%	0.44%	Fixed Percentage
Sub-Total - Taxes & Benefits	**1,577,774.28**	**1,678,835.20**	**1,740,396.07**					
TOTALS	**5,582,030.28**	**5,836,715.20**	**6,038,102.07**					
	$ Increase	254,684.92	201,386.87	**456,071.79**	(Y1 + Y2)			
		254,684.92	456,071.79	**710,756.71**	Y1 + (Y1 + Y2)			
	% Increase	4.56%	3.45%	**8.01%**	(Y1 + Y2)			
		4.56%	7.81%	**12.38%**	Y1 + (Y1 + Y2)			
	MSBA Total Package Settlement Calculation			**6.37%**	((Y1$ + Y2$) - (2 * Base$)) / (2 * Base$)			
	$ Increase per Principal	11,576.59	9,153.95	**20,730.54**	(Y1 + Y2)			
		11,576.59	20,730.54	**32,307.13**	Y1 + (Y1 + Y2)			

		INPUTS Year 1 2026-2027	Year 2 2027-2028	Notes
HEALTH INSURANCE		***Employer contribution increase to all plans:***		
	% or	12.75%	5.00%	Enter % or $ increase - not both
	$	$0.00	$0.00	
			5%	Estimated premium increase to all plans
DENTAL INSURANCE		***Employer contribution increase to all plans:***		
	% or	0.00%	1.00%	Enter % or $ increase - not both
	$	$0.00	$0.00	
VEBA CONTRIBUTIONS				
HD Single		$60.00	$60.00	Enter fixed $ amount
HD 1 + 1		$120.00	$120.00	
HD Family		$180.00	$180.00	
SICK LEAVE CONVERSION				
Number of Days		10	10	Enter fixed number of days
Rate per Day		$165.00	$165.00	Enter fixed $ amount per day

Salary Schedule:

- 3% Year 1 increase applied to Step 5 of the salary schedule, Step 1 removed and replaced with current values for Step 2. Step 2-4 represents an evenly distributed scale between the new step 1 and the new step 5.
    - This change is due to our step 1 salary falling significantly below 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.

Dental Insurance:

- 0% increase to District contribution in Year 1 and 1% increase in year 2
  - For reference, 0% known premium increase in year 1.

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

Language Changes:

Section 4.2 "Basic School Year"

- *Upon retirement, resignation, termination or dismissal, 52 week employees will be paid for earned, unused vacation days to a maximum of ~~twenty-five (25) days~~ thirty-five (35) days. Employees working 45 weeks will be paid for earned, unused vacation days to a maximum of ~~twenty-two (22) days~~ thirty-two (32) days.*
  - This is consistent with the allocation max plus the roll max. A similar update was also made to the Unaffiliated Handbooks in FY26.

Section 6.3: Hospital and Medical Insurance

- Language change represents 12.75% increase in District contribution to premiums in year 1 and a 5% increase in year 2.

Section 6.3 Hospitalization and Medical Insurance

The District's contribution towards medical/hospitalization insurance will be as follows per month and per plan for the ~~2024-2025~~ 2026-27 fiscal year:

High Deductible Insurance Plan + VEBA Contribution

Single Plan	*Employee Plus One Plan*	*Family Plan*
Full Single Premium of ~~$734.20~~ $885.75 *+ $60 VEBA Contribution*	*Full 1+1 Premium of ~~$1,463.55~~ $1,765.65 + $120 VEBA Contribution*	*~~Full~~ District Contribution to Family Premium of ~~$2,052.10~~ $2,313.75* *+ $180 VEBA Contribution*

Low Deductible Insurance Plan (No VEBA Contribution)

Single Plan	*Employee Plus One Plan*	*Family Plan*
~~$734.20~~$885.75	*~~$1,463.55~~ $1,765.65*	*~~$2,052.10~~ $2,313.75*

~~*For the 2024-2025 fiscal year, the Employer will contribute an amount equal to the premium for the lowest cost medical/hospitalization insurance for each full-time principal enrolled in the district medical and hospitalization insurance plan under either individual or family coverage.*~~

As of the ~~2025-2026~~ 2027-28 contract, the district contribution shall not exceed ~~$2,052.10.~~ $2,429.45 for High Deductible plans. If the High Deductible insurance plan exceeds this amount, the principal shall contribute the difference. The 2027-28 district contribution for the Low Deductible plans will continue to match the corresponding High Deductible plan's district contribution (the low deductible plan is not eligible for the VEBA contributions).

Participation in the insurance program selected will be voluntary. Coverage shall be available from the first day of employment but shall be effective only upon enrollment of the individual principal and the principal's family. Each principal enrolled under the plan shall contribute, through payroll deduction, any excess of the monthly premium under the plan over the maximum employer contribution toward the type of coverage for which such principal is enrolled.

In the event of the death of an active principal, the employer will pay the total premium or continued hospital/medical insurance for the surviving spouse for a period of twelve (12) months.

Section 6.5 - Deferred Comp

- Language update changes nothing with the match, but articulated that if the MN match-cap is reached, the following HCSP contribution is not matched (as MSRS does not allow matching contributions).
- *For each full-time principal the Employer will match the contributions of such principal to a Deferred Compensation Agreement or 403(b) plan, subject to a maximum contribution by the Employer of six percent (6%) of such principal's basic salary. Any dollar amount that exceeds the amount allowed by the State of Minnesota or IRS regulations will be deposited into the Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP). The HCSP contribution in this instance will be a District contribution only, and will not include an employee contribution.*

Section 7.1 - Update to ESST Law reference

- The current reasons for sick leave use and family member definition articulated in section 7.1 will be replaced by: *The District will comply with all applicable state and federal laws regarding earned sick and safe time (ESST), including the provisions outlined in Minnesota Statutes § 181.9445–181.9448. Employees may use sick leave for reasons and individuals as permitted under these laws.*
  The District will provide annual communication to employees outlining who qualifies as an eligible family member under ESST.

Section 7.2 Bereavement Leave

- Current language doesn't define "family member". The text below represents a common "immediate family member" definition with the Unaffiliated and Teacher groups. Also adding language to support attending services for the death of students or to support staff members.
- *A principal shall be granted up to five (5) days paid leave without a deduction from accumulated sick leave, per incident, during the scheduled work year due to death of an immediate family member or close personal friend. An employee's immediate family member is defined as parents, children, grandparents, grandchildren, siblings, sibling's spouse/partner, spouse/partner or spouse's/partner's parents, and spouse's/partner's siblings. This definition also includes a relative or close friend normally living in the employee's household. Any additional days granted at the discretion of the Employer will be deducted from accumulated sick leave.*

A principal shall be granted, per incident, up to one (1) day paid leave without a deduction from accumulated sick leave due to the death of a current or former student, a current or former student's parent, or to support a colleague.

A principal may apply accumulated sick leave benefits toward an absence during their basic work year due to the death of other relatives or ~~close~~ friends.

Section 7.14 Vacation

- Changing from a MSRS contribution to a 403(b) contribution is the same cost to the District. There are advantages and disadvantages to both options, so it is a preference item for the WPA.

To the extent permitted by law, each year, up to five (5) unused vacation days will be converted at fiscal year-end to a daily rate of pay and ~~credited to to the Health Care Savings Plan (HCSP) established by the Minnesota State Retirement Systems~~ contributed to the employee's 403 (b) plan. The District will verify the unused days and determine the number eligible for conversion. Verification of these unused days will be determined by the absence reports submitted through the on-line attendance system to Payroll.

MOU - Appendix F

- Updated conversion rate from $155 to $165, consistent with the Unaffiliated handbook. This rate tends to mirror the reserve teacher starting rate, which is $165 in the current school year.

MOU - Appendix G

Whereas, Independent School District 284, Wayzata Public Schools ("District") and Wayzata Principal Association ("WPA") have a common mission to provide excellent working conditions for our principals, while recognizing the challenges associated with the implementation of new labor laws in the state of Minnesota ~~and want to continue exploration of ways we can make our structures more accommodating and flexible~~:

Whereas, it is the District and WPA's objective to create a committee to review the benefits and challenges of implementing a PTO structure for time off.

Be it THEREFORE resolved that:

1. ~~The principals will work in collaboration with the WEA (Wayzata Teachers's Association) to create a structure for PTO.~~ The WPA will provide up to five (5) representatives to meet with a District team, which will include the Executive Director of HR and one school board member, to further study the benefits and challenges associated with the transition to a PTO model for the WPA. This committee will initially meet no later than Jan. 1, 2027, and will continue to meet until a decision is made.

2. ~~That a structure for PTO may be implemented in the 2025-2026 school year.~~ If there is mutual agreement to move forward with a PTO structure in place of the current Personal/Vacation/Sick leave structure articulated in the contract, it may be implemented for the 2027-28 contract year. If the District or WPA decides that they do not wish to move forward with a PTO model at any point following the initial meeting, the committee will cease to meet and the existing contract language specific to the current Personal/Vacation/Sick leave structure will continue to apply as written.