



Agenda Item: _____

WAYZATA PUBLIC SCHOOLS
Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION
Special Regular Meeting – June 22, 2026

AGENDA SECTION:

ITEM: \ 2026-27 Unaffiliated Handbooks

COMMENTS BY: Laura Hoffman Hordyk, Director of Human Resources

Unaffiliated Salary Schedule and Handbook Changes

A summary of the language changes for the Wayzata Unaffiliated Staff Handbooks (Levels 2-9) for the 2026-27 fiscal year was shared with each Board member this week.

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:

- 3.4% across all 3 Handbook salary schedules.

Health Insurance:

- Increase in the District contribution of 12.75%.
 - For reference, 12.75% known premium increase for the 2026-27 fiscal year.

Total Package One-Year Cost:

- 5.61%

Leading up to this recommendation, the following steps were taken to ensure a sound proposal to the School Board:

- A study of comparable positions in similar Districts demonstrated relatively competitive pay across levels, assuming a solid settlement for 2026-27.
- A review of recent settlement levels from the last 10 years reflect a lower salary increase average than other groups, with a notable difference in the last 3 fiscal years. From 2023-2026, Principals and Teachers averaged a 2.68% salary increase, while Unaffiliated averaged a 1.75% increase across those three years.
- A survey was sent out to all Unaffiliated staff, and follow-up meetings were held by level to discuss priorities for the 2026-27 Handbooks. Across all levels, while there were various ideas proposed in regards to specific contract language, the common sentiment around the last three settlement salary levels was notable.
- The one-year total package cost of 5.61% is still below the year 1 settlement cost of the 2025-2027 WEA contract (5.69%).
- This recommendation was reviewed and is supported by the Executive Director of Finance, Trevor Peterson, Superintendent Chace Anderson and incoming Superintendent, Robb Virgin. It was also reviewed by the HR Committee of the Board.

Recommended Action: Approve the 2026-27 Unaffiliated Handbook changes as recommended.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ Failed _____

Abstentions: _____