



School Board Meeting Agenda Memorandum

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DATE: January 19, 2026
TO: Board of Education
FROM: District Bargaining Committee - Board Member: Julie Smith-Yliniemi
Administrators: Mark Jenson (Supt), Jason Kuehn (Finance Director), Kylie Johnson (HR Director)
SUBJECT: 2025-27 DLPA Contract Settlement

The District Bargaining Committee recommends approval of the Detroit Lakes Principal Association Master Agreement for the 2025–2027 contract period.

Salary Schedule Increases

- **2025–26:** 2% salary increase
- **2026–27:** 2% salary increase

District Contribution to Health Insurance

- **2025–26:** Increase to \$880 (single) and \$1,405 (family)
- **2026–27:** Increase to \$1,625 (family)

Work Year Adjustment

- Effective July 1, 2026: Assistant High School/Middle School Principal work year increased from 193 to 196 days

Language and Other Benefit Changes

- ULA reinstatement period reduced from three (3) years to two (2) years
- Removal of the lifetime district contribution cap on 403(b) plans
- Restructuring of Principal and Assistant Principal salary steps
- Effective July 1, 2026:
 - Personal leave increased from 3 to 4 days
 - Sick leave adjusted from 15 to 12 days

The total cost of the two-year agreement represents a 5.53% increase, totaling \$157,725 over two years.

The district bargaining committee recommends approval of this agreement
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