



Board Meeting Date: 2/12/24

Title: Contract Renewal, Superintendent Dr. Stacie Stanley

Type: Action

Presenter: Board Governance Committee

Description: The Board needs to approve a new contract for Dr. Stacie Stanley. Her current contract ends June 30, 2024. Attached is a new three-year contract that will end June 30, 2027. The contract being voted on tonight has been approved by Dr. Stanley; and has been reviewed by district legal counsel and the board's governance team.

Current Situation: Dr. Stacie Stanley's current three-year contract (a standard length for a Superintendent contract) was approved by the Edina School Board on May 18, 2021. This contract expires at the end of June, 2024. The terms of Dr. Stanley's contract required the board to inform her by the end of December, 2023 if we intended to pursue a contract extension. At Dr. Stanley's mid-term evaluation, the board informed Dr. Stanley that we would be pursuing another three-year contract with her to maintain her employment as Superintendent of Edina Public Schools. Since December, the Board's governance team has been working with the District's legal team and negotiating with Dr. Stanley to finalize this contract.

Background Information:

Dr. Stanley's base salary for the 2023-2024 school year is \$227,300. This salary is comparable to the prior Edina superintendent's salary. Given Dr. Stanley's exemplary work as Superintendent of the Edina Public School District, the board did a review of Superintendent salaries in the Lake Conference and around the state and found that Dr. Stanley's salary is comparably low and not competitive. Some relevant data points include:

- The 2023-2024 base salary of Wayzata Superintendent is \$248,050; the 2023-2024 base salary of the Eden Prairie Superintendent is \$265,401; the 2023-2024 base salary of the Minnetonka Superintendent is \$275,000.
 - Her current salary is 15.63% below other comparable districts.
- There is a recommended 8% market rate adjustment and a 2.75% merit increase for the 2024-2025 school year.

- This will put her 2024-2025 salary at \$252,234.81 (8% market rate adjustment increase: \$245,484 + 2.75% merit increase:).
- Her salary schedule will be:
 - 2024-2025: \$252,234.81
 - 2025-2026: \$259,171.27 (2.75% increase)
 - 2026-2027: \$266,298.48 (2.75% increase)

This increase will ensure Dr. Stanley's salary is relatively comparable to other Lake Conference superintendents and much more competitive, while also realizing the current finances of the school district do not enable us to increase her salary more. The governance committee recognizes and is sensitive to the fact the district is going through a multi-million dollar budget cut right now; however, despite the financial constraints of the district, we believe this investment is imperative to the health, stability and future success of Edina Public Schools. Not only do we believe in the importance of continued stability in the leadership at the superintendent position, we also believe that Dr. Stanley has proven to be an outstanding, dynamic and visionary leader for our district.

Recommendation: The board reviews and approves the attached contract.

Attachment(s): 2024-2027 Superintendent Contract for Dr. Stacie Stanley