

MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde
DATE: January 12, 2026
RE: Centennial Principal Contract Settlement

The Centennial Principals and the Centennial ISD 12 Negotiations Team have reached an agreement on the contract for the 2025-27 contract years. The agreement has been ratified by the members of the unit. The Negotiations Committee recommends approval of this agreement. Highlights of the agreement are as follows:

- Steps both years
- Change to work 12 months effective July 1, 2026.
 - Holidays: 13
 - Vacation days: 25
- Salary Schedule:
 - Year 1: 2.25%
 - Year 2: 2.25%
- Change Longevity Schedule to the following:
 - Year 1: add \$500
 - Year 2: add \$500
- Health Insurance:
 - Year 1: Increase single contribution to \$1,136, Family 4%- effective February 1, 2026
 - Year 2: Increase 4%- effective January 1, 2026
- Dental:
 - Single: \$40; Family: \$127- 4%- effective February 1, 2026
 - Year 2: Single: \$42; Family: \$134
- 403b: Increase \$1,000- effective July 1, 2026
- Change MSRS (Minnesota State Retirement System) plan effective February 1, 2026.
Increase lifetime maximum to \$60,000.
- Language Changes