

## **EXECUTIVE CONTRACTS 2026-2027**

The executive team represents eight employees who report directly to the Superintendent, including two Assistant Superintendents and six Executive Directors. The Superintendent proposed salary increases for 2026-2027 commensurate with other non-represented exempt employees along with other changes in benefits aligned with other district bargaining units and market comparisons for executive contracts. The Personnel Committee reviewed the Superintendent's proposals for 2026-2027 contracts for the executive team and recommends the contracts, salaries and adjustments for approval.

This group represents 8 employees

---

### **2025-2027**

- 2.50% Salary Increase for 2026-2027 Contract Year
  - Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025 and to \$660.00 per month effective October 1, 2026
  - Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month) effective October 1, 2025
  - Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026
  - Increase 403B Matching Contribution by \$1,000 per year
  - Add contribution to Minnesota Retirement Health Care Savings Plan of \$5,000 per year
  - Modify severance provision to provide contribution of one month salary for each two years of service for severance eligible executives
- 

**Total Package Cost: 5.71%**

Scheduled for Board Approval: March 11, 2026