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Date: February 23, 2026

To: Owatonna Board of Education

From: Christina Picha, Director of Human Resources

Re: Approval of Compensation and Benefits with Individual Non-Affiliated Employees

The District has approximately 30 employees that are not associated with any collective bargaining group recognized by the Bureau of Mediation Services. These individuals for the most part are professional employees. The Board has received in its previous correspondence a summary sheet of the proposed salary/benefits and employee guideline changes.

Christina Picha will be available to answer questions.

RECOMMENDATION:

It is recommended that the School Board of Independent School District #761 approve the proposed 2025-2026 and 2026-2027 individual compensation and benefits package and employee guidelines with the individual non-affiliated employees by passing the following resolution.

RESOLUTION:

WHEREAS, the Board has reviewed the proposed salary and benefits package and employee guideline changes for 2025-2026 and 2026-2027;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District 761 approves the 2025-2027 salary and benefits package and employee guideline changes and authorizes the Chair and Clerk to execute the individual agreements on behalf of the School Board.