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BOARD OF EDUCATION
Special Meeting - July 25, 2022 - 4:30 PM
Wayzata Public Schools District Office
210 County Road 101 North
Plymouth, Minnesota 55447

AGENDA

- | | | |
|----|--|----------|
| 1. | CALL TO ORDER/ROLL CALL | 2 |
| 2. | ADMINISTRATIVE REPORTS AND RECOMMENDATIONS | |
| | A. Human Resource Services | |
| | 1. Approval of Principals' Association Master Contract for 2022-24 | 3 |
| 3. | ADJOURN | 9 |



Board of Education
Special Meeting – July 25, 2022

AGENDA SECTION: Call to Order

ITEM: Roll Call Attendance

COMMENTS BY: Bonita Lucky, Board Clerk

	PRESENT	ABSENT
Linda Cohen	_____	_____
Bonita Lucky	_____	_____
Jay Hesby	_____	_____
Heidi Kader	_____	_____
Milind Sohoni	_____	_____
Cheryl Polzin	_____	_____
Sarah Johansen	_____	_____
Chace Anderson, ex-officio	_____	_____



Board of Education
Special Meeting – July 25, 2022

AGENDA SECTION: Administrative Reports and Recommendations

ITEM: Approval of Principals’ Association Master Contract for 2022-24

COMMENTS BY: Stacie Vos, Executive Director of Human Resources

1) Board Action on the Contract with Wayzata Principal Personnel for Fiscal Years 2022-2024

The School Board’s Bargaining Team and the Wayzata Principal representatives reached a tentative contract agreement on July 11, 2022. Subsequently, the Wayzata Principals voted to ratify the contract on July 15, 2022.

Attached is the summary of the proposed two-year contract and the costing model. Both the Union and the Board place a high value on working collaboratively to create a contract that reflects the hard work and integrity of our building principals and associate principals. We worked diligently to maintain a positive balance between remaining competitive and meeting the needs of the district. We are extremely appreciative of the incredible work our building leadership have displayed during this time of unusual circumstance and crisis. We recognize and appreciate their hard work.

The negotiations team members were: Paul Pautzel, Scott Gengler, Tyler Shepard, Karen Keffeler, and Jennifer Berg for the Principals and Heidi Kader, Board Member representative and Stacie Vos, Executive Director of Human Resources.

I would like to express my appreciation for the collaborative efforts put forth by the negotiation team members throughout this process. Even though we may have had less time this year, we were focused and completed our work.

RECOMMENDED ACTION: Approve the contract with the Wayzata Principal Association, for the period of July 1, 2022 through June 30, 2024 as agreed upon by the bargaining teams and ratified by the Wayzata Principal Bargaining Unit.

Motion by: _____ ROLL CALL Passed _____

Second by: _____ Failed _____

Abstentions: _____



Board of Education Roll Call Vote

AGENDA ITEM: _____

	YES	NO	ABSTAIN	ABSENT
Heidi Kader	_____	_____	_____	_____
Bonita Lucky	_____	_____	_____	_____
Cheryl Polzin	_____	_____	_____	_____
Milind Sohoni	_____	_____	_____	_____
Linda Cohen	_____	_____	_____	_____
Jay Hesby	_____	_____	_____	_____
Sarah Johansen	_____	_____	_____	_____



Stacie Vos, Executive Director of Human Resources
210 County Road 101 North, P.O. Box 660 | Wayzata, MN 55391-0660
763-745-5014 | Fax: 763-745-5091 | Stacie.Vos@wayzataschools.org

Date: July 21, 2022
To: Wayzata School Board
From: Stacie Vos, Executive Director of Human Resources
RE: Principal Contract Updates

Salary Increase:

Year One - 2.0%
Year Two - 2.9%
Total Package - 5.96%

Language Updates:

Update all dates to reflect the term of this contract. (2022-2024)

1. Section 6.7 Reimbursement for Losses or Damages to Personal Property

The District shall reimburse administrators for losses or damages to personal property which are the result of student action or vandalism. Reimbursement shall be made only for losses which are not reimbursed by any other source and in no case shall reimbursement be less than \$100.00 or exceed \$250.00 per incident. The principal shall provide appropriate proof of loss.

2. Section 7.8 Child Care Leave

A full-time principal who has been continuously employed for a period of at least one (1) full year prior to the time that the leave of absence is to become effective may be granted a leave of absence without pay for a period of up to twelve (12) months for the purpose of providing full-time care for a newborn or newly adopted child or children. An employee may utilize accumulated sick and/or vacation leave up to a maximum of twelve weeks minus the disability period ~~two four weeks (20 days)~~ for child care leave. Additional days may be granted based on individual circumstances. Written application for such leave shall be submitted to the Superintendent at least four (4) months prior to the effective date of such leave.

A child care leave shall be for the period approved by the Employer in consultation with the principal. The Employer may adjust the starting time for the leave for good cause shown.

3. Section 9.5 Insurance Benefits

For eligible principals, the following retirement benefits apply. Any eligible principal who has completed ten (10) or more years of continuous service to the District and has attained the age of fifty-five (55) as of the effective date of retirement, shall be eligible for a District contribution of \$1,000 per month into the Minnesota State Retirement System Health Care Savings Plan. The District

will deposit into the Minnesota State Retirement System Health Care Savings Plan the equivalent of one thousand (1,000) dollars per month for the time between retirement and Medicare eligibility. The entire amount will be calculated and deposited within sixty (60) days of retirement. The contribution will not exceed a period of ten (10) years. The District will contribute up to \$120.00 per month towards the full premium for dental insurance up to age-qualified Medicare eligibility, not to exceed ten (10) years. Such hospital/medical and dental-insurance shall terminate at age-qualified Medicare eligibility.

Benefits available under the hospital/medical insurance plan shall be coordinated with any government-provided benefits (such as Medicare) when eligible to do so to provide the same total benefits available to similar employees actively at work.

The Employer contribution to hospital/medical insurance shall terminate at age-qualified Medicare eligibility. The Employer contribution towards dental insurance coverage shall terminate at age-qualified Medicare eligibility. By paying their own premiums, retired employees may continue to receive hospital/medical insurance and/or dental insurance even if the retiree is no longer eligible for District contributions.

Benefits under the life insurance plan shall be based on the last annual salary of the retired principal. Life insurance coverage shall terminate at the end of the month in which the retired principal attains the age of sixty-five (65), unless the retired employee is a participant in the administrative incentive life insurance plan.

~~Life insurance coverage shall terminate at the end of the month in which the retired employee attains the age of seventy (70) for a retired employee who is a participant in the administrative incentive life insurance plan. The retiree shall retain a twenty-five thousand dollar (\$25,000) residual life benefit after the age of seventy (70).~~

Certain Employees with board approval shall be eligible for coverage under the school-owned split-dollar Life insurance policy ("SOLI"). If covered under the SOLI, an Employee who at the time of separation from service with the District (a) has completed 10 years or more of service with the District, and (b) is age 55 or more, shall designate the direct and contingent beneficiaries an amount of Net Death Proceeds not to exceed two times (2x) the Employee's compensation at the time of separation from service with the District rounded to the next higher \$1,000 increment. The SOLI shall include a double indemnity for accidental death. This coverage shall be effective until the end of the calendar month in which former Employee reaches age seventy (70). Beginning with the month following the month in which the former Employee reaches seventy (70), the SOLI death benefit reduces to \$25,000. An Employee covered under the SOLI cannot be covered under another school sponsored life insurance coverage.

In the event of the death of a retired employee, the Employer will continue its contribution for continued hospital/medical insurance for the surviving spouse/eligible dependent children for a period of twelve (12) months or until the date the retired employee would have reached the end of the Employer's contribution period, whichever occurs first. The surviving spouse may, at their own expense, continue participation in the hospital/medical insurance plan beyond the twelve (12) month period.

4. Section 5.7 Longevity Payment

Starting in 2023-24, a principal in their tenth (10) year of service in the Wayzata Principal Contract shall be entitled to a \$4,000 annual longevity payment.

5. Appendix F - Sick Leave Accumulation

Sick Leave Accumulation

Staff who use five (5) days or less of sick leave in a school year may elect to convert sick leave days to cash at \$135125/day and the following conditions. The District will use the sick leave balance as of the end of each school year and the new balance will reflect a reduction based on the number of sick days that have been converted to cash. This payment will be made to an eligible tax deferred plan within 60 days after the end of the fiscal year on the following basis:

Accumulated Sick Leave	Amount
30 – 60 days accumulated sick leave	1 day (\$135125)
60+ days accumulated sick leave	2 days (\$270250)
90+ days accumulated sick leave	3 days (\$405375)
120+ days accumulated sick leave	4 days (\$540500)
150+ days accumulated sick leave	5 days
184 days or more (\$675625)	
184+ days of accumulated sick leave maximum of 10 days (\$1,350)	Number the employee would convert to a maximum of

For employees who have or are participating in the Sick Leave Conversion (Appendix E):

30 days accumulated sick leave	5 days (\$675625)
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An employee who is at least age fifty-five (55) and has completed a minimum of ten (10) years of service in the capacity of a principal, at least eight (8) hours per day and 52 weeks per year, shall receive payment for ~~\$135125~~ per day for unused sick leave exceeding 35 days at time of retirement; not to exceed one-half of annual work days. Pay will be distributed to the Minnesota State Retirement System Health Care Savings Plan within 60 days of retirement.

6. Appendix G- Retirement Insurance Benefits

For employees who will meet the eligibility requirements under Section 9.5 Retirement Insurance Benefits and as of June 30, 2018 are within ten (10) years of reaching eligibility for Retirement Insurance Benefits, the employee may make a one-time irrevocable election to retain the current district contribution to the retiree health insurance in amounts and in the manner prescribed in the contract as of June 30, 2018. Thus, the retiree must participate in the District's health plan to receive a District contribution. If this election is selected by the employee, the one-time lump sum payment described herein will be forfeited in addition to the one time deposit at retirement. District contribution rates will remain at the amounts stated in the contract as of June 30, 2018 as the employee will begin receiving a

6% 403(b) match that is deemed to provide a portion of the resources for the increased premium cost of the insurance.¹

June 30, 2018 Health Insurance Rates: Single coverage, not to exceed \$960 per month, Employee plus One coverage, not to exceed \$1,936.00 per month, and Family coverage, not to exceed \$2,670.00 per month

¹ June 30, 2018 Health Insurance Rates: Single coverage, not to exceed \$960 per month, Employee plus One coverage, not to exceed \$1,936.00 per month, and Family coverage, not to exceed \$2,670.00 per month*



Board of Education
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AGENDA SECTION: Adjourn

ITEM: Adjourn

COMMENTS BY: Sarah Johansen, Board Chair

This agenda item brings closure to the School Board meeting.

Recommended Action: Call the meeting to a close.

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Time of Adjournment: _____ 9 _____