

Work Session

Tuesday, July 22, 2025 5:00 PM

ECC 350, 5701 Normandale Road, Edina, MN 55424

I. **Determination of Quorum and Call to Order**

II. **Approval of Agenda**



School Board Work Session
Tuesday, July 22, 2025; 5:00 PM
ECC Room 350

I. Determination of Quorum and Call to Order

II. Approval of Agenda

III. Discussion

A. Athletic Coach Stipend Recommendation for 2025-26, 2026-27, 2027-28

Description: In the fall of 2021, Edina Public Schools and EM/E agreed to remove all athletic coaches stipends from the EM/E teacher contract. At the time, less than 15% of athletic coaches were teachers. An Athletic Stipend Committee was formed in the spring of 2022 to determine a new salary schedule for athletic coaches. The school board approved a 3-year stipend schedule (2022-23, 2023-24, 2024-25) that is ending this spring. The following information is a recommendation for an athletic coach stipend schedule for 2025-26, 2026-27, and 2027-28.

Presenter(s): Troy Stein, Assistant Principal/Activities Director, Edina High School

B. Proposed Miscellaneous Wage Rates

Description: The School District maintains wage rates for temporary and casual positions and conducts annual reviews to ensure they remain competitive.

Presenter(s): Sonya Sailer, Executive Director of Human Resources

C. Board Meeting Overview: 2025-2026 School Year

Description: The School Board Chair and Vice Chair, in collaboration with the Superintendent, have developed a draft 12-month planning calendar outlining key topics for board discussion and action throughout the year.

Presenter(s): Karen Gabler, Chair, Edina School Board

IV. Leadership and Committee Updates

V. Superintendent Updates

VI. Adjournment

III. Discussion

III.A. Athletic Coach Stipend Recommendation for 2025-26, 2026-27, 2027-28 **Speaker (s)** : Troy Stein, Assistant Principal/Activities Director, Edina High School



Board Work Session Date: 7/22/2025

Title: Athletic Coach Stipend Recommendation for 2025-26, 2026-27, 2027-28

Type: Discussion

Presenter(s): Troy Stein, Assistant Principal/Activities Director

Description: In the fall of 2021, Edina Public Schools and EM/E agreed to remove all athletic coaches stipends from the EM/E teacher contract. At the time, less than 15% of athletic coaches were teachers. An Athletic Stipend Committee was formed in the spring of 2022 to determine a new salary schedule for athletic coaches. The school board approved a 3-year stipend schedule (2022-23, 2023-24, 2024-25) that is ending this spring. The following information is a recommendation for an athletic coach stipend schedule for 2025-26, 2026-27, and 2027-28.

Recommendation: To review and discuss the Athletic Coaches Stipend Recommendation from the Athletic Coaches Stipend Committee. We will be seeking approval at the August 11 school board meeting.

Desired Outcomes from the Board: Read and come prepared with questions at the work session.

Attachment(s): See attached

Athletic Stipends Recommendation for 2025-26, 2026-27, 2027-28

Athletic Stipend Committee:

Troy Stein - Assistant Principal/Activities Director

Jaime Gaard Chapman - head girls' tennis coach

Jeff Mace - head girls' swimming & diving coach and assistant boys' swimming coach

Jamie Kirkpatrick - head cross country coach and assistant track & field coach

Jason Potts - football head coach and EHS teacher

Scott Johnson - head boys' swimming & diving coach

The Committee reviewed the current stipend schedule and have appreciated the progress that has been made by the EPS to make athletic coach stipends more competitive in the Lake Conference (see date below).

The recommendation of the Athletic Stipend Committee is as follows:

- Continue with the step athletic stipend schedule that pays all EHS coaches a salary based on the number of weeks in the regular season (and postseason) in which they are coaching.
- Increase the weekly stipend of the first three steps and then add three new steps to the current schedule. This will increase the number of steps in the athletic stipend schedule for athletic coaches to six (6) total.
- Placement of new coaches on the stipend step schedule has followed this procedure the past 3 years. The committee feels this procedure is appropriate to continue:
 - New assistant coaches to Edina are placed on step 1.
 - New head coaches to Edina are placed on step 1, unless they have head coach experience at a comparable high school.
- The Athletic Stipend Committee will reconvene during the 2027-28 school year to assess the structure and more than likely recommend to make one final career increment step to finalize the steps at seven (7).

Edina Public School Athletic Stipends - Head Coaches										
Step	11-WK Season	12-WK Season	13-WK Season	14-WK Season	15-WK Season	16-WK Season	17-WK Season	18-WK Season	Proposed/ WK	Current / Week
1	\$5,916	\$6,454	\$6,992	\$7,530	\$8,068	\$8,605	\$9,143	\$9,681	\$538	\$498
2	\$5,988	\$6,532	\$7,076	\$7,620	\$8,165	\$8,709	\$9,253	\$9,798	\$544	\$504
3	\$6,059	\$6,610	\$7,160	\$7,711	\$8,262	\$8,813	\$9,364	\$9,914	\$551	\$510
4	\$6,237	\$6,804	\$7,371	\$7,938	\$8,505	\$9,072	\$9,639	\$10,206	\$567	
5	\$6,427	\$7,011	\$7,596	\$8,180	\$8,764	\$9,348	\$9,933	\$10,517	\$584	
6	\$6,653	\$7,258	\$7,862	\$8,467	\$9,072	\$9,677	\$10,282	\$10,886	\$605	

EPS Athletic Stipends - Assistant Coaches at 70% of Head Coach

Step	11-Week Season	12-Week Season	13-Week Season	14-Week Season	15-Week Season	16-Week Season	17-Week Season	18-Week Season
1	\$4,141.37	\$4,517.86	\$4,894.34	\$5,270.83	\$5,647.32	\$6,023.81	\$6,400.30	\$6,776.78
2	\$4,191.26	\$4,572.29	\$4,953.31	\$5,334.34	\$5,715.36	\$6,096.38	\$6,477.41	\$6,858.43
3	\$4,241.16	\$4,626.72	\$5,012.28	\$5,397.84	\$5,783.40	\$6,168.96	\$6,554.52	\$6,940.08
4	\$4,365.90	\$4,762.80	\$5,159.70	\$5,556.60	\$5,953.50	\$6,350.40	\$6,747.30	\$7,144.20
5	\$4,498.96	\$4,907.95	\$5,316.95	\$5,725.94	\$6,134.94	\$6,543.94	\$6,952.93	\$7,361.93
6	\$4,656.96	\$5,080.32	\$5,503.68	\$5,927.04	\$6,350.40	\$6,773.76	\$7,197.12	\$7,620.48

EPS Athletic Stipends - Assistant Coaches at 65% of Head Coach

Step	11-Week Season	12-Week Season	13-Week Season	14-Week Season	15-Week Season	16-Week Season	17-Week Season	18-Week Season
1	\$3,845.56	\$4,195.15	\$4,544.75	\$4,894.34	\$5,243.94	\$5,593.54	\$5,943.13	\$6,292.73
2	\$3,891.89	\$4,245.70	\$4,599.50	\$4,953.31	\$5,307.12	\$5,660.93	\$6,014.74	\$6,368.54
3	\$3,938.22	\$4,296.24	\$4,654.26	\$5,012.28	\$5,370.30	\$5,728.32	\$6,086.34	\$6,444.36
4	\$4,054.05	\$4,422.60	\$4,791.15	\$5,159.70	\$5,528.25	\$5,896.80	\$6,265.35	\$6,633.90
5	\$4,177.60	\$4,557.38	\$4,937.17	\$5,316.95	\$5,696.73	\$6,076.51	\$6,456.29	\$6,836.08
6	\$4,324.32	\$4,717.44	\$5,110.56	\$5,503.68	\$5,896.80	\$6,289.92	\$6,683.04	\$7,076.16

Overall Impact to the Athletic Budget

Athletic Director, Troy Stein, and CFO/Director of Finance & Operations, Mert Woodard, have reviewed this recommendation and have been able to confirm that EPS can accommodate and budget for this plan for the next 3 years. EPS is projecting the costing based on all EPS coaches returning. This will more than likely not be the case as you can see in the actual cost from the past 3 years show how many assistant coaches transition on an annual basis.

Projected		Actual	Notes:
22-23	\$835,000	\$820,000	(coaches leave)
23-24	\$846,000	\$780,078	(coaches leave)
24-25	\$856,000	\$829,770	(coaches leave)
25-26	\$910,355		* Assume all return!
26-27	\$938,611		* Assume all return!
27-28	\$968,589		* Assume all return!

2021-22 Average Regular Season Coach Pay in Lake Conference			2024-25 Average Regular Season Coach Pay in Lake Conference		
1	Wayzata	\$5,725	1	Wayzata	\$5,958
2	STMA	\$5,305	2	Minnetonka	\$5,642
3	Eden Prairie	\$5,227	3	Edina	\$5,639
4	Hopkins	\$5,184	4	STMA	\$5,429
5	Minnetonka	\$5,022	5	Hopkins	\$5,418
6	Edina	\$5,013	6	Eden Prairie	\$5,350
7	Buffalo	\$4,279	7	Buffalo	\$4,607

Note: EHS and Hopkins are the two schools who removed stipends from teacher contracts. Thus, both Edina/Hopkins pay through the post-season. Other schools may pay a post season pay which would be more than noted in this document depending on the success of that particular season.

III.B. Proposed Miscellaneous Wage Rates

Speaker (s) : Sonya Sailer, Executive Director of Human Resources



Board Meeting Date: 7/22/2025

Title: Proposed Miscellaneous Wage Rates

Type: Discussion

Presenter(s): Sonya Sailer, Executive Director of Human Resources

Description: The School District maintains wage rates for temporary and casual positions and conducts annual reviews to ensure they remain competitive. Based on the most recent review, wage increases are proposed for the following positions:

<u>Position</u>	<u>Current Wage</u>	<u>Proposed Wage</u>
Teacher Building Substitute	\$200.00/day	\$205.00/day
Community Education Building Aide	\$18.16/hour	\$18.70/hour
Community Education Auditorium Technician	\$20.00/hour	\$21.00/hour

Rationale for Proposed Increases:

- **Teacher Building Substitutes** provide daily services at assigned school buildings, with many returning year after year to the same locations. This consistency supports both operational efficiency and educational continuity. The last wage increase for this position was approved in December 2022.
- **Community Education Auditorium Technicians** have not received a wage increase since 2021. The proposed adjustment helps align this role with current market expectations and recognizes the importance of this role.
- **Community Education Building Aides** will receive a modest annual wage increase to support continued success in recruiting and retaining qualified candidates for this essential position.

The total estimated cost of these proposed wage adjustments is \$37,901. Director Woodard has confirmed the district's budgets were developed to support these increases. If approved at the Board's August 11, 2025 regular meeting, then wage increases would go into effect on August 16, 2025.

Recommendation: There is no recommended action at this meeting.

Desired Outcomes from the Board: Please review the information provided and come prepared with any questions.

Attachments: None

III.C.
Year

Board Meeting Overview: 2025-2026 School

Speaker (s): Karen
Gabler, Chair, Edina
School Board



Board Meeting Date: 7/22/2025

Title: Board Meeting Overview: 2025-2026 School Year

Type: Discussion

Presenter(s): Chair Karen Gabler, Edina School Board

Description: This calendar contains topics identified for discussion and action by the Edina School Board over the course of the 2025-2026 school year. The board chair and vice-chair, in collaboration with the Superintendent, developed the calendar using past board agenda topics, MSBA's Model Board Agenda Calendar, and topics that have been identified collaboratively through board and administration conversations. Please note, as the year progresses and circumstances arise, topics may be added, removed or moved to a different meeting than currently listed.

Board members are asked to review the calendar and be prepared to ask questions, identify topics that fall under board jurisdiction that may be worth adding, and hold a general discussion about the calendar.

Recommendation: The board comes prepared ready to discuss the proposed calendar.

Attachment(s): [Proposed Board Agenda Topics, 2025-2026 GRID](#)

Proposed Board Agenda Topics, 2025-26

This is not a complete list of agenda items but represents major topics coming before the board. Dates and topics subject to change.

	August	September	October	November	December	January	February	March	April	May	June
Pre-Meeting Work Session #1	<ul style="list-style-type: none"> -Priority #1 Initial Conversation: Safety & Security -Priority #2 Initial Conversation: High School 	<ul style="list-style-type: none"> -Priority #3 Initial Conversation: Early Learning Center -Priority #4 Initial Conversation: Talent Development -Priority #5 Initial Conversation: Spanish Dual Language 	<ul style="list-style-type: none"> -Online learning -Continuous School Improvement Plans (CSIP) 	<ul style="list-style-type: none"> -LAC priorities 	<ul style="list-style-type: none"> Board Retreat -Board roles, liaisons -Progress update: board self-evaluation -Board calendar 	<ul style="list-style-type: none"> Organizational meeting (1/5): -Board roles -Committees -Other yearly approvals <p>WK Session 1 (1/12)</p> <ul style="list-style-type: none"> -Priority #3 Update: Early Learning Center -Priority #4 Update: Talent Development -Priority #5 Update: Spanish Dual Language 	<ul style="list-style-type: none"> -K-12 Math curriculum discussion 		<ul style="list-style-type: none"> -Food service renewal discussion -Student panel (Superintendent Student Leadership Teams, and others) 	<ul style="list-style-type: none"> -Final Report & Recommendation Priority #1: Safety & Security -Final Report & Recommendation Priority #2: High School -Review student handbook 	<ul style="list-style-type: none"> -Panorama report -Social-Emotional Learning report
Regular Meeting 7PM	<ul style="list-style-type: none"> -Introduce new lead staff -Buildings & Grounds report: summer & 2026 projects -Closed session Re: Negotiations 	<ul style="list-style-type: none"> -Opening of school presentation -General tax levy information -Summer programming presentation -Edina Education Fund presentation 		<ul style="list-style-type: none"> -Comprehensive Achievement and Civic Readiness (CACR) -Curriculum Implementation update -Data Metrics (executive summary) 	<ul style="list-style-type: none"> -Truth in Taxation hearing -2026-2027 new course discussion -International travel discussion -Establish polling places -Revised budget -5 year financial forecast -Certify final tax levy -LAC priorities discussion -Acceptance of Fiscal Year 2024 Audited Financial Statements 	<ul style="list-style-type: none"> -Budget parameters -New course approval -International travel approval -LAC priorities approval 	<ul style="list-style-type: none"> -Wellness Report -Achievement and Integration budget discussion -READ Act Celebration -American Indian Parent Advisory Committee receive vote 	<ul style="list-style-type: none"> -K-12 Math curriculum discussion -Achievement and Integration budget approval 	<ul style="list-style-type: none"> -Professional Development update -Artificial Intelligence (AI) update -K-12 Math curriculum approval 	<ul style="list-style-type: none"> -Preliminary FY 27 budget discussion -Abatement bond discussion (pk. lot) -Edina Give and Go presentation -Food Service contract approval <p>Closed Session Re: Superintendent evaluation</p>	<ul style="list-style-type: none"> -LAC recap -Public recap of superintendent evaluation -FY 27 preliminary budget approval -Abatement bond discussion (pk. lot) -Approve student handbook -10 year LTFM
Work Session #2	<ul style="list-style-type: none"> -Board Retreat 	<ul style="list-style-type: none"> -School Board Self-Evaluation -Special Meeting: Approve Tax Levy 	<ul style="list-style-type: none"> -Enrollment/class size report Marketing Slides (Daphne) - As part of enrollment part -Data Metrics 	<ul style="list-style-type: none"> -2026-2027 new courses -Board holiday letter 	<ul style="list-style-type: none"> -Priority #1 Update: Safety & Security -Priority #2 Update: High School -Progress report on board and superintendent goals -Closed session: Superintendent mid-year review 	<ul style="list-style-type: none"> -Board Retreat 		<ul style="list-style-type: none"> -Board Retreat 	<ul style="list-style-type: none"> -Preliminary budget discussion -Board year-end letter -Abatement bond discussion (pk. lots) 	<ul style="list-style-type: none"> -Final Report & Recommendation Priority #3: Early Learning Center -Final Report & Recommendation Priority #4: Talent Development -Final Report & Recommendation Priority #5: Spanish Dual Language -Property, liability, workers compensation insurance -Long Term Facilities Maintenance 	<ul style="list-style-type: none"> -Board year-end evaluation
Team Development/ Training	<ul style="list-style-type: none"> -Board Retreat held during WS #2 	<ul style="list-style-type: none"> -School Board Self-Evaluation held during WS #2 			<ul style="list-style-type: none"> -Board Retreat held during WS #1 	<ul style="list-style-type: none"> -Board Retreat held during WS #2 -MSBA Annual Conference 		<ul style="list-style-type: none"> -Board Retreat held during WS #2 			<ul style="list-style-type: none"> -Potential Summer Board Retreat

IV. **Leadership and Committee Updates**

V. **Superintendent Updates**

VI. **Adjournment**