MASTER AGREEMENT
INDEPENDENT SCHOOL DISTRICT 2172
and
K-W PRINCIPALS ASSOCIATION
July 1, 2026 – June 30, 2027

This administrative contract is entered into on this 27th day of July 2026, by the School Board of School District No. 2172, Kenyon-Wanamingo Public Schools, Minnesota, hereafter referred to as the "Board" and the K-W Principals Association, hereafter referred to as the "Association."

ARTICLE I
THE BOARD AND THE ASSOCIATION

1. Recognition: In accordance with the P.E.L.R.A., The Board hereby recognizes the K-W Principals Association as the exclusive representative of Principals employed by the School District for all purposes, and having all rights and duties, prescribed in the P.E.L.R.A. and as described in this Agreement.

2. Appropriate Unit: The exclusive representative shall represent all Principals of the School District, as certified by the Bureau of Mediation Services in Case No. 79-PR-550-A:

   All Principals employed by Independent School District No. 2172, who are required to be and are certificated by the Minnesota Department of Education and who are employed for more than 14 hours per week and for more than 67 workdays per year, excluding superintendents, assistant superintendents, confidential employees, supervisors who are not required to be certificated by the Minnesota Department of Education, and all other employees.

3. The Board agrees that it will not meet and confer or negotiate with any other organization with respect to employees included in the appropriate unit, or individual representative of the negotiating unit, as long as the Association continues to be the duly authorized exclusive representative.

4. The Association (and its representatives) shall have the right to use school facilities at reasonable hours for meeting purposes and to use school equipment (provided that the Association will reimburse the School Board for any cost items). That use shall not interfere with the normal use of such facilities or equipment.

5. Inherent Managerial Policy: The Association recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

6. Management Responsibilities: The Association recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation being to provide educational opportunities for the students of the School District.

7. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be

deemed to exclude other inherent managerial rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this contract are reserved to the School District.

ARTICLE II
DEFINITIONS

For the purpose of this agreement, the words defined have the meaning given them.

A. PRINCIPAL/EMPLOYEE: As used herein, the terms "Principal" and "Employee" shall mean a member of the appropriate unit described above.

B. EMPLOYER: The School Board of School District No. 2172 Kenyon–Wanamingo Public Schools.

C. TERMS AND CONDITIONS OF EMPLOYMENT: the term "terms and conditions of employment" means the hours of employment, the compensation therefore, including fringe benefits except retirement contributions or benefits other than employer payment of, or contribution to, premiums for group insurance coverage of retired principals and severance pay, and ISD No. 2172 personnel policies affecting the working conditions of the Principals but not educational policies of the School District. The term is subject to the provisions of P.E.L.R.A. of 1971, as amended.

D. OTHER TERMS: Terms not defined in this agreement shall have those meanings as defined by the P.E.L.R.A. of 1971, as amended.

E. SUPERINTENDENT: "Superintendent" shall mean the Superintendent of Schools or his/her designated representatives.

F. DAYS: "Days" shall mean duty days except where otherwise expressly designated.

G. DUTY DAYS: "Duty Days" shall mean those days when Principals are expected to be on duty providing their contractual services. Vacations and legal holidays recognized on the school calendar are not duty days.

H. DAILY RATE OF PAY: The "Daily Rate of Pay" will be calculated by dividing the annual salary of each Principal divided by 260 (the number of contracted duty days.)

I. CONTRACT YEAR: "Contract Year" shall mean number of months, vacation days and legal holidays for each administrative category as set forth in this Agreement.

J. PARTIES: "Parties" shall mean the Board and the Association.

K. P.E.L.R.A.: is defined as the Public Employment Labor Relations Act of 1971, as amended.

ARTICLE III
BASIC SERVICES

Each Principal shall faithfully perform the services prescribed by the School Board whether or not such services are specifically described in this Contract or in a general job description and all duties assigned by the School Board or Superintendent, abide by the rules, regulations, and policies as established by the School Board and the State Department of Education, and any additions or amendments thereto and follow all applicable federal and state laws. For the duration of this contract, each Principal shall furnish to the School Board, a valid and appropriate license from the Minnesota Department of Education to act as Principal in the State of Minnesota.

ARTICLE IV
DUTY YEAR AND LEAVES

1. Basic Work Year: The Principal's duty year shall be a twelve (12) month contract as described:

   A. The School Board shall establish the calendar and Principals' duty days for each school year, and the Principals shall perform services on such days as determined by the School Board, including those legal holidays on which the School District is authorized to conduct school, and pursuant to such authority, has determined to conduct school. Each Principal shall also perform services on such workday or days as the School District shall determine in lieu of any workdays cancelled due to any emergency, provided however, that the School District will make reasonable efforts to ensure that any cancelled workdays which are rescheduled occur prior to the last regularly scheduled workday for the school year. The School District recognizes the right of the Association to meet and confer regarding the rescheduling of workdays and changes in the length of the work year.

   B. Outside of the teacher calendar, 28 days of vacation time shall be provided to each principal.

   C. The superintendent has the authority to authorize necessary additional workdays in lieu of vacation days at the daily rate of pay (based on a 260 day work year). The superintendent may also approve the carryover of unused vacation time from one fiscal year to another.

   D. With the Superintendent's prior written approval, and at the Superintendent's sole discretion, each principal may request to use vacation time during the teacher work calendar.

2. Holidays: The Principal shall be entitled to eleven (11) paid holidays per fiscal year.
   Holidays include:

New Year's (2 days)	Independence Day
Spring Break (1 day)	Labor Day
Memorial Day	Thanksgiving Day and the following Friday
Juneteenth	Winter Break (2 days)

3. Sick Leave: The Principal shall earn sick leave at the rate of one (1) day for each thirteen (13) duty days, which may be accumulated to a maximum of 220 days. Additional sick leave will not be granted beyond 220 days of accumulated leave. Sick leave use is defined in MN Statute 181.9447. Sick leave benefits may be used according to statute and shall meet and/or may exceed the requirements in the statute. To the extent allowable by Minn. Stat. § 181.9413, use of sick leave for purposes of caring for the Principal's adult child, spouse, sibling, parent, mother-in-law, father in-law, grandchild, grandparent, or stepparent, or for "safety leave," as

that term is defined in that statute, is limited to 160 hours per 12-month period year.

4. Emergency Leave: The Principal may be granted emergency leave during the contract year at the discretion of the Superintendent.

5. Medical Leave: The parties agree to be bound by Minn. Stat. § 122A.40, subd. 12, relating to suspension and leave of absence for health reasons.

6. Extended Leave: The Principal may be granted by the School District an unpaid leave of absence under M.S. 122A.46. The District will enter any further agreements necessary to implement that extended leave. The District will pay for negotiated years toward the employer's share of payments due to Teachers Retirement Fund on behalf of the Principal and an equal amount of the employer's share. Unless the Principal returns to work upon termination of this leave, the Principal shall be paid all severance pay under this contract. During the extended leave, the Principal is eligible to remain on the Districts insurance plans to the extent allowed by MN 122A.46.

ARTICLE V
INSURANCE BENEFITS

1. Health and Hospitalization Insurance: The District shall contribute a sum of not to exceed $31,141.93 per year in 2026-2027 toward insurance premiums for coverage for each full-time principal employed by the School District who qualifies for and is enrolled in the School District's group health and hospitalization plan. Any additional cost of the premium shall be borne by the principal and paid by payroll deduction.

2. Contribution to a Qualifying Health Account: Any remaining balance of the sum contributed to health insurance shall be applied toward a Qualifying Health Account for each member of the bargaining unit. These funds will continue to accrue in the qualifying account throughout the duration of employment by the District. The District and the Exclusive Representative shall negotiate an appendix to the Master Agreement approving a third-party provider and all necessary trust document language.

   For Principals who qualify for a Health Savings Account: Contributions by the District will be made on a tax-free basis. Reimbursements of Employee expenses will be received on a tax-free basis. The contribution shall be made to each Principal's account by September 30 of each year.

   For Principals who qualify for an Integrated Health Reimbursement Arrangement: The District will contribute these funds to the employee's HRA for any bargaining unit member who is enrolled in an employer group insurance plan that does not qualify as a high deductible HSA insurance plan.

   For Principals who qualify for a Limited Purpose HRA: The District will contribute these funds to the employee's HRA for any bargaining unit member who is not enrolled in an employer group insurance plan. The employee may use this HRA as a direct reimbursement plan, which can be used towards, unreimbursed dental and vision expenses, both out of pocket and premium. Reimbursements can be made while the employee is actively employed and following separation of service. At separation of service, the employee can be reimbursed for all 213d expenses, which is an expansion to include all eligible medical expenses. Reimbursements can be made for employee, employee's legal spouse, and legal dependents under the law.

3. Standard Retirement Benefit: A Principal terminating employment after having reached the age of 55 or older, be vested in the Minnesota Teachers Retirement Association (TRA), been hired

prior to July 1, 2024 in the principal role and having served the School District for ten (10) years or more, shall upon retirement, receive a $4500 deposit in July of each year into a tax-sheltered annuity 403(b) until age 65. This deposit will not occur in a year in which the principal is employed by the School District for all or part of the year following their retirement. This deposit will be prorated in the year in which the principal turns age 65. The standard retirement benefit for Principals who meet these eligibility requirements shall continue to be provided according to the Agreement provisions that were in place at the time the Principal retired. All other district benefits or contributions shall cease within 60 days of the final date of employment. Upon employee's death, payments will end and the remaining amount in the employee's tax-sheltered annuity 403 (b) will go to the employee's beneficiaries.

4. Health Insurance Contribution for Retiring Principals: A full-time principal who retires from the K-W School District after having reached the age of 55 or older and having worked in the principal role at K-W Schools for ten (10) years or more may maintain participation in the school district health insurance program upon retirement. The school district will contribute up to $10,000 per year for the cost of a single coverage premium for such a retired full-time principal meeting the qualifications listed in this section. If single coverage premium cost is less than $10,000 no amount will be returned to the retired principal. If single coverage premium cost exceeds $10,000 the retired principal will be responsible for the remaining premium cost. Such contributions shall continue until the principal reaches age 65 or death of the retiree. The contribution will be paid directly to the insurance company and will be prorated in the year in which the principal turns 65.

In the event this contract will cause or does cause penalties, fees, or fines to be assessed against the District, the parties agree to reopen negotiations that result in a revised contract between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the District. The amount of any reduction in the District's contribution toward the Principal's healthcare benefits as a result of entering into such a revised contract will be placed into another School District provided benefit(s) (i.e., a retirement HRA, salary, etc.) as agreed upon between the parties.

5. Long Term Disability Insurance: The School District shall provide long term disability insurance for the Principal through its group long term disability policy.

6. Life Insurance: The School District shall, at its own expense, provide each Principal with life insurance in an amount equal to $100,000.

7. Claims Against The School District: The parties agree that any description of insurance benefits contained in this section are intended to be informational only and the eligibility of any employee for benefits shall be governed by the terms of the insurance policy purchased by the School District pursuant to this section. It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to therein. There will be no claim made against the School District as a result of a denial of insurance benefits by insurance carriers.

ARTICLE VI
OTHER BENEFITS

1. A Principal will be eligible to participate in a tax-sheltered annuity through payroll deductions established pursuant to section 403(b) of the Internal Revenue Code as allowed by Minnesota Statutes, section 123B.02, subd. 15. The School District will match a contribution up to $5,000 annually, subject to applicable legal limitations on such contributions.

2. Car Expenses: The School District shall compensate each Principal for business use of his/her private vehicle at the rate established by the IRS each calendar year, pursuant to Minn. Stat. § 471.665, subd. 1.

3. Conferences and Meetings: In accordance with district policy, the School District shall pay all legally valid expenses and fees for each Principal's attendance at state and local professional conferences and meetings with other educational agencies when such attendance is required, directed, or permitted by the School Board. With approval by the Superintendent, a Principal may attend a national conference every other year at District expense, and may attend state principal conventions yearly, at District expense. Each Principal shall file itemized expense statements to be processed and approved as provided by School Board policy and applicable law.

4. The Principal shall belong to the District, State and National Principal's Association with dues for these associations paid for by the School District.

5. The Board expects each Principal to continue his/her professional development and will provide 50% tuition reimbursement with a maximum of $1,250 per calendar year. Reimbursement will be paid upon award of pre-approved credits earned.

6. Principals are eligible for the taxable fringe benefit of an adult meal through the district's food service vendor while supervising cafeteria operations.

7. Principals will be paid the amount on Schedule C in the Master Teacher Agreement for event supervision for which they are assigned supervisory duties.

ARTICLE VII
SALARY

The Kenyon-Wanamingo Principal salary shall be $136,730 for 2026-2027 paid in 24 installments per year.

ARTICLE VIII
SEVERANCE PAY

Section 1. A Principal hired in the principal role prior to July 1,2024 voluntarily terminating employment shall be entitled to a severance contribution to the Principal's tax-sheltered annuity 403 (b) account for unused sick leave at the time of separation from the District. This payment shall be calculated by taking the number of accrued, but unused sick days pursuant to this contract times .50 the daily rate of pay. The total severance benefit shall not exceed $15,000.

Section 2. A Principal meeting the requirements shall submit a written resignation to the School District(requiring Board approval) to collect the severance benefit.

ARTICLE IX
STRIKES AND WORK STOPPAGES

The Principals covered by this agreement, in the event of a strike or work stoppage by other groups of District employees, will consider themselves to be on duty for the purpose of carrying out Board policy and insuring the safety of personnel and property.

In no event will the compensation for Principals be halted or suspended due to strikes or work stoppages of other District employees. Any strike or work stoppage that makes it necessary for the Principal to extend his/her work year due to school closures, will be compensated at the current daily rate.

ARTICLE X
DURATION AND RENEGOTIATION OF CONTRACT

A. Term of Contract: This Contract shall become effective as of July 1, 2026 and shall continue in full force and effect unless modified earlier in accordance with the provisions of this Article X or upon the ratification of a new master agreement.

B. Negotiations During Term: The parties mutually acknowledge that during the negotiations which resulted in this Contract, each had the unlimited opportunity to make demands and proposals regarding terms and conditions of employment for principals. All understandings and agreements arrived at by the parties are set forth in this Contract. For the duration of this Contract, the Employer and the Association each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment, whether or not specifically referred to or covered in this Contract, even though such matters may not have been within the knowledge or contemplation of either or both of the parties at the time this Contract was negotiated or executed; provided, however, that any provision of this Contract may be amended in writing at any time by mutual consent of the parties.

C. Effect of Contract. Any and all prior agreements, resolutions, practices, policies, rules, and regulations regarding the terms and conditions of employment of any Principal, to the extent inconsistent with the provisions of this Contract, are hereby superseded.

D. Severability. The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

K-W PRINCIPALS ASSOCIATION
Kenyon & Wanamingo, MN

____
Association Co-Negotiator

____
Association Co-Negotiator

INDEPENDENT SCHOOL DISTRICT NO. 2172
Kenyon & Wanamingo, MN

____
Board Chair

____
Board Clerk

____
Employer Negotiator

Dated: _________________________