Edina Public Schools
DEFINING EXCELLENCE

Board Meeting Date: 7/13/2026

Title: Proposed 2026-2028 Collective Bargaining Agreement Between Independent School District 273 and the Edina Administrative Council (EAC)

Type: Action

Presenter(s): Sonya Sailer, Executive Director of Human Resources; Mert Woodard, Director of Finance and Operations

Description: The School District's EAC employees have ratified a tentative agreement for a two-year contract effective July 1, 2026 through June 30, 2028. The proposed terms and conditions of employment are reflected in the attached agreement with underlined font used to represent new language and strikethrough font used to show language to be removed from the contract as a part of the tentative agreement. All changes are shaded in yellow. Financial highlights of the proposed agreement include:

1. Step advancement for eligible principals and assistant principals in each year of the agreement;
2. A salary increase of 3.4% in the first year and 4.0% in the second year for all positions, with the exception of the high school principal position, which will receive a 4.0% increase in both years of the agreement. This additional adjustment is intended to address market competitiveness with our comparison school districts;
3. An annual increase of $500 to the district's contribution to the Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP) for principals and assistant principals who are not eligible for a retiree insurance subsidy;
4. Effective January 1, 2027, an increase of $125 per month to the district's contribution toward a single health insurance plan and an increase of $30 per month toward single plus one and family plans; and
5. An increase of one-half percent in the district's annual matching contribution to the 403(b) plan, bringing the match to 3.5%.

The two-year total package for this proposed agreement is $7,871,747, which represents an increase of $480,797. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 6.5%. This amount is within the School Board's financial parameters for this collective bargaining agreement. Dr. Bittman supports the recommendation.

Recommendation: Approve the proposed 2026-2028 collective bargaining agreement.

Attachments:

1. DRAFT underlined/strikethrough version of proposed 2026-2028 EAC agreement.
2. Final clean copy of the proposed 2026-2028 EAC agreement