



HOWARD LAKE • WAVERLY • WINSTED

DAN EDWARDS, ED. D., SUPERINTENDENT

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To: HLWW School Board

From: Dan Edwards, Ed. D.
Superintendent

Date: February 9, 2026

Re: Proposed 2025-2027 Teacher Contract

On behalf of the negotiations team, I am recommending approval of the 2025-2027 teacher contract with the following highlights as a result of the negotiations process.

- Salary increases
 - Year 1: 2 % increase, added longevity amount to steps 16, 20, and 25
 - Year 2: 2 % increase
- Health Insurance
 - Year 1: Increase district contribution, Single-2%, Family-5%
 - Year 2: Increase district contribution, Single-5%, Family-10%
- Consolidation of Schedule C, Co-Curricular assignments
- Adjustment to language items related to leave
- Adjustment to Teacher Hours and Teaching load including Secondary Schedule Modification language
- Addition of Lines of Communication Committee to contract
- Early Retirement Incentive (Acted on by School Board on January 12, 2026)
- Memorandum of Agreement related to flexible teacher day