



Date: March 23, 2026

To: Owatonna School Board of Education

From: Dr. Tamara Champa, Superintendent

Re: Approval of Compensation and Benefits with Individual Director/Supervisor (non-cabinet) Employees

The District has 10 employees that are not associated with any collective bargaining group recognized by the Bureau of Mediation Services. The Director of Human Resources and Director of Finance have worked closely together in developing a compensation plan for these positions. Salaries for the Director/Supervisor level positions are influenced by a market analysis of our districts with similar demographics, inflation, market competition, and individual responsibilities. The Board has received in its previous correspondence a summary sheet of the proposed salary/benefits and employee guideline changes.

Chris Picha will be available to answer questions.

RECOMMENDATION:

It is recommended that the School Board of Independent School District #761 approve the proposed 2025-2026 and 2026-2027 individual compensation and benefits package and employee guidelines with the individual director (cabinet) employees by passing the following resolution.

RESOLUTION:

WHEREAS, the Board has reviewed the proposed salary and benefits package and employee guideline changes for 2025-2026 and 2026-2027;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District 761 approves the 2025-2026 and 2026-2027 salary and benefits package and employee guideline changes and authorizes the Chair and Clerk to execute the individual agreements on behalf of the School Board.