

TIER 4 INDIVIDUAL TEACHER EMPLOYMENT CONTRACT WITH EAST GRAND FORKS PUBLIC SCHOOLS

The School Board of Independent School District No. 595 of the State of Minnesota, East Grand Forks, Minnesota, enters into this Contract with **Christine Hert-Triggs** a legally qualified Tier 4 licensed teacher pursuant to Minnesota Statutes 122A.184 and Minnesota Statutes 122A.40 who agrees to teach in the public schools of said District as a School Counselor for the school year 2026-2027.

The following provisions shall apply and are a part of this Contract:

- 1. Basic Services: Said teacher shall faithfully perform the services prescribed by the School Board or its designated representative(s) whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned in such grades or subjects for which the teacher has the necessary license.
- 2. Duration: This Contract is subject to the provisions of Minnesota Statutes 122A.184 and Minnesota Statutes 122A.40, as amended, and to all laws, rules, and regulations of the State of Minnesota relevant to qualification, licensure, employment, termination, and discharge of teachers for cause. This Contract shall remain in full force and effect except if modified by mutual consent of the School Board and the teacher or unless terminated as provided by law, or by written resignation of the teacher pursuant to Minnesota Statutes 122A.40, as amended.
- 3. Duty Year: The teacher's duty year shall be as adopted by the School Board, and the teacher agrees to teach on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to any emergency, the teacher agrees to perform duties on such other day in lieu thereof as determined by the School Board.
- 4. Additional Services: The School Board or its designated representative(s) may assign the teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services that exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in paragraph 6 of this Contract or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment. The School Board, or its designated representative(s), may make any additions or amendments during the duty year as shall be necessary. Said extra-curricular, co-curricular, or other assignments and compensation, if any, for such assignment shall not become a part of the teacher's continuing contract rights unless the words "continuing contract" are recorded immediately following the assignment (see paragraph 6).
- 5. Reference: This Contract shall be subject to the agreement between the School District and the exclusive representative, and the provisions of the Public Employment Labor Relations Act, as amended.
- 6. Special Provisions: In addition, said teacher agrees to perform the following additional services for the additional salary indicated:

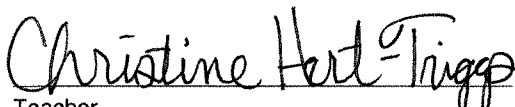
In consideration thereof, the School Board agrees to pay said teacher the following annual salary:

\$79,626.00 For basic services.
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 \$79,626.00 Total salary, exclusive of fringe benefits.

- 7. Such salary shall be paid as authorized and in such installments during the term of the year as may be determined by appropriate School Board policy or procedure. This Contract shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

IN WITNESS WHEREOF, I have subscribed my signature this 26th day of May 2026.

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 Teacher

 School Board Chair

Lane: M20
 Step: 10
 FTE: 1.00

 School Board Clerk