AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 51
And
Reserved Teacher Float
2025-2027

This Agreement, made this July 20, 2026, between Independent School District No. 51, Foley, Minnesota and Jennifer Harris employed in the District as the Reserve Teacher Float, as follows:

2025-2026 school year to be paid at the rate of $25.33 per hour.
2026-2027 school year to be paid at the rate of $25.33 per hour.

The period of employment for this contract shall be for 173 days for the 2025-26 school year and 174 days for the 2026-27 school year (7.5 hours per day) per year within a 9 month period, including holidays, beginning July 1, 2025 and continuing through June 30, 2027. The District may immediately terminate employee without any written notice if there is just cause to terminate. Any breach of this contract shall constitute just cause.

Salary will be paid in equal installments on the 15th and the last business day of each month.

Sick leave: At the beginning of each school year, an employee shall be credited with nine days of sick leave allowance.
Sick leave with pay shall be allowed whenever an employee's absence is found to have been due to the employee's illness and/or disability which prevented attendance at school and performances of duties on that day or days. Pursuant to Minn. Stat. § 181.9413, an employee who performs services for at least 12 consecutive months preceding the request may use sick leave for absences due to an illness of or injury to the employee's child, legal guardianship adult, spouse, sibling, mother-in-law, father-in-law, grandchild, grandparent, or stepparent for such reasonable periods as the employee's attendance may be necessary on the same terms the employee is able to use sick leave benefits for the employee's own illness or injury.

Holidays: There will be eight (8) paid holidays inclusive of the floating holiday per year to coincide with the school calendar as adopted by the Board of Education:

New Year's Day	Labor Day
President's Day	Thanksgiving Day
Good Friday	Memorial Day
Christmas Day	

Bereavement Leave: A leave of absence not to exceed five days shall be granted by the district Superintendent for a death or serious illness in the immediate family. Under unusual circumstances the superintendent may grant a reasonable extension of bereavement leave. Such leave of absence shall be deducted from the employee's accumulated sick leave, except for the death of the employee’s spouse, child or spouse’s child.

The immediate family shall be defined as including the employee's or spouse's mother, father, grandparent, brother, sister, grandchild, or other blood relative residing in the employee's residence.

Other Short Term Leave of Absence: A leave of absence may be granted, at the discretion of the administration, in the event of death or serious illness of any other relative or close friend. Further, such leave may be extended to include weddings or special events.

Such leave of absence shall be deducted from the employee's accumulated sick leave.

All absences must be reported to the Superintendent. Any unauthorized or unreported absenteeism shall mean a deduction of full wages for a period absent. Excessive abuses will result in dismissal.

All leave-short term leave of absence-beyond that described in the paragraphs above shall be refused by the administration and the School Board unless such leave would in some way be beneficial to the School District.

Personal Leave: The employee may be granted two days of personal (emergency) leave per year in the Foley District without accumulation. Leave may be granted after application to the supervisor, if possible, for reasons which cannot be taken care of during non-working hours.

Emergency Closing: Employees shall receive the first emergency closing day with no loss of pay or benefits each year. Subsequent days shall not be paid. No personal or sick leave will be deducted for the emergency closing days when no regular or alternate employee duties are required by the District on the lost day.

Late Start or Early Release: When school is started late/ early release, employees shall report at the same time as students, with no loss in pay.

Health Insurance: The school district shall contribute toward the hospitalization insurance premium as indicated. The employee is eligible for board contributions as provided in this contract as long as the employee is employed by the school district. Upon termination of employment, all district participation and contribution shall cease effective on the last paid working day.

2025-2026	$8,000 Single
2026-2027	$9,500 Single

Dental Insurance: Under the existing school district policy, dental insurance will be made available at the employee’s expense.

Life Insurance: The district shall provide the employee with a $25,000.00 life insurance policy.

Long Term Disability: The district shall pay for a long-term disability program for the employee.

403BMatch: The employee may elect to participate in the 403(b) annuity matching program pursuant to the annuity plan requirements at the beginning of the plan year. The District matching contribution to the employee participating in the 403(b) annuity matching program shall be as follows:

Current Year of Service to the District

0-1	No Match
2-4	$275
5-7	$350
8-10	$375
11+	$550

The District's matching contribution will be dollar-for-dollar as required under Minnesota Statutes Section 356.24 up to the annual maximum match set forth above, subject to the maximum career District contribution of $17,000. The annual limit on the amount individual employees may contribute to his/her 403(b) annuity account shall be governed by the applicable sections of the Internal Revenue Code and the regulations promulgated there under. Employees shall have the choice of contribution 50% or 100% of the match as chosen by the employee.
Approved Plans: The District will make matching contributions only to annuity plans offered by vendors who participate in the District's payroll deduction program and have a hold harmless agreement.
Election: Eligible and participating employees must make application for participation in the 403(b) annuity matching program by June 1 of each school year thereafter. Once an eligible employee elects to participate in the 403(b) annuity matching program, said election is irrevocable for the school year and will continue each subsequent year unless modified by the employee who must notify the District and annuity carrier.

Death of an employee Participant: If an employee participant dies before retirement, the employee's 403(b) annuity account shall be given to his/her designated beneficiary, if any, otherwise to his/her estate.

Applicable Laws: The 403(b) annuity matching program of Independent School District No. 51 and/or the District is subject to the Laws of the State of Minnesota, Minnesota Statutes Section 356.24 and the Internal Revenue Code. 26 U.S. C. 403(b)

Overtime: Employee will be compensated at one and one-half (1 ½) times the employee's regular rate of pay for hours worked in excess of the 40 hour employee regular shift according to relevant Federal statutes and rules.

IN WITNESS WHEREOF, we have hereunto subscribed our names this 20th day of July, 2026.

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Chairperson of the Board Employee

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Clerk of the Board