

LICENSED ADMINISTRATIVE ACTIVITIES DIRECTOR CONTRACT
MINNESOTA PUBLIC SCHOOL DISTRICT #2687

The School Board of Independent School District #2687, of the State of Minnesota, Howard Lake, Minnesota, enters into the agreement with Scott Berning, who agrees to serve in the public schools of said district in the position of Activities Director according to the following provisions which shall apply and are a part of this administrative contract.

1. Basic Services:

Said employee shall faithfully perform the services prescribed by the School Board or its designated representative, 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 Board of Education, and any additions or amendments thereto, for the salary indicated below, and agrees to work in the schools of said district as assigned.

2. Term of Contract:

Contract shall be for 220 days a year, 8 hours per day.

This contract shall be in effect as of July 1, 2020 through June 30, 2022

3. Policies and/or Fringe Benefits:

Full time employee, according to position performed by employee. Premiums over the district contribution will be paid by employee deductions.

A. Insurance Benefits:

Section 1: The employee will be allocated \$13,650 in 2020-21 and in 2021-22 for use in purchasing health insurance. Said allocation will commence on July 1 of each year and will be made to the employee's account at the beginning of each month during which the employee is entitled to full salary from the district.

Subd. 2: If an employee elects to purchase health insurance under Section 1 which results in monthly premium changes greater than the amount allocated to the employee's account pursuant to Subd. 1 above; and cost in excess of employee's monthly allocation shall be borne by employee and paid by payroll deduction. The monthly deduction shall be annualized and divided evenly over the pay periods in the contract year.

Subd. 3: If an employee elects not to purchase insurance under section 1, the employee will receive an additional salary amount of \$11,652 for 2020-21 and \$11,631 for 2021-22 in each year of the contract.

Subd. 4: The District and the employee may re-open this agreement upon mutual consent in the event that unanticipated changes in health insurance regulations substantially increase, alter, or impair the financial obligations of the District.

B. Dental Insurance

20-22 \$350.00

C. Reimbursement

For authorized travel at Federal Rate/mile.

D. FLEXIBLE BENEFIT PLAN

125 Plan - Flexible Benefit Plan allows you to save tax dollars and increase your take-home pay if you work a minimum of thirty hours per week. This is a voluntary plan, which allows the employee to determine the amount to be withheld from your paycheck to pay insurance premiums, medical and dependent care expenses. The money you withhold and use to pay your above-mentioned expenses is 100 percent deductible, plus a reduction in FICA taxes. Sign up is at the beginning of the plan year (plan year is July 1 through June 30). There are brochures available at the payroll office detailing these facts.

Wellness Benefit

Buy back of up to 5 sick days use toward Flexible Spending, HSA, and Veba accounts.

E. LIFE INSURANCE

The school district will pay in full the premium for a \$100,000 one-year term life insurance policy.

F. LONG-TERM DISABILITY INSURANCE: The school district will make available a Long Term Disability Insurance Policy at the employees cost by payroll deduction.

A Long Term Disability Coverage (LTD) policy with a standard 90 calendar day waiting period covering (66 2/3%) of the employee's regular salary, (not including extra curricular or other payments). The (66 2/3%) of the employee's salary amount will be paid each month upon a qualifying disability. Maximum amount paid each month will be determined as per District LTD policy guidelines. Furthermore, any employee with a qualified disability may at his/her option choose to either:

Receive disability payments commencing on the 91st calendar day following the qualified disability, or

Use up any amount of accumulated sick leave before commencing the referenced disability plan as long as that sick leave would extend to at least 90 calendar days.

G. LEAVES AND ABSENCES

Sick, Personal, and Emergency Leave: Sick leave shall be earned at the rate of 15 days per contract year, accumulative to a total of 115 days. Five (5) personal leave days shall be allowed for employee per year, unused personal leave days may accumulate up to a maximum of ten (10) days and any days earned above and beyond 10, will be converted into sick days. Five (5) days sick leave for each serious illness or death in the immediate family is allowed, such days to be deducted from sick leave. One (1) day bereavement for non-family annually.

H. SICK LEAVE/HRA CONTRIBUTION

Beginning with the contract year of 2012-13, the School District will convert sick leave days to cash at a rate of \$100 per day and the following conditions. The School District will use the sick leave balance as of the end of each school year and the new balance will reflect a reduction based on the number of sick days that have been converted to cash for the employee. The payment will be made to a District approved Health Reimbursement Arrangement. The payment will be made within 60 days after the end of the school year on the following basis:

Accumulated Sick Leave	Amount
35-54 days accumulated sick leave	1 day (\$100)
Over 55-74 days accumulated sick leave	2 days (\$200)
Over 75-94 days accumulated sick leave	3 days (\$300)
Over 95-115 days accumulated sick leave	4 days (\$400)

@ \$100 per day

This plan will be subject to state and federal laws, rules, and regulations.

I. ANNUITY MATCH BENEFIT

Miscellaneous Payroll Deductions are permitted for Savings Bonds (Policy GDBG) and Tax Sheltered Annuities (Policy GDBH).

The district will provide an annuity match benefit as described in this article to all qualified employees each year.

Eligible employees must elect to participate in the annuity match program during the enrollment period, each fiscal year (within the first 30 days of the school year or 30 days of hire date). Participation will continue at the same rate until the payroll office is notified of any change.

The following describes the details of payment:

Annuity 2020-22 \$3,000 yearly contribution by employer

The following are the conditions of the Annuity Match Benefit:

Matching Agreement – The District will match employee contribution(s) up to maximum amount listed in

Annuity Match Benefit section. If an employee does not have the maximum amount in an annuity for a given year, the District will match to the amount contributed by the employee. The match will be equivalent to employee contribution per payroll up to the employer max.

Participants must have an annuity in place from the Minnesota State Board of Investment approved listing.

The school district will not be held responsible for the performance of any annuity company.

J. SALARY AND LONGEVITY

In consideration thereof, the School Board of ISD #2687, Howard Lake-Waverly-Winsted Public Schools, agrees to increase pay to said employee in 2017-18. Contract becomes effective upon ratification by School Board action.

Note:	<u>2020-21</u>	<u>2021-22</u>
	\$92,446	\$92,446

Longevity pay will be provided, per year, for employee as follows:

20-22 \$3,000

Evening/Extra Event pay will be provided, per year, for the employee as follows:

20-22 \$2,750

K. OTHER DISTRICT PAID

TRA or PERA, Employer's FICA, Workmen's Comp. and Liability: The school district shall pay the employer's costs for these programs according to rates established by state and federal agencies.

MNBOSA: The School District shall reimburse each director for their MNBOSA annual fee (\$35) on a yearly basis. The director must show proof that he or she has paid it in order to receive reimbursement.

Professional Organization Dues: The District shall annually pay 100% of the dues required to be a member of one state and one national professional organization.

National Conventions or Conferences: Once every three years the activities director will be permitted to attend a national professional educational conference expenses not to exceed \$2,000 (includes all convention costs from registration, travel, lodging, food etc).

State Conventions and Conferences: The District shall reimburse the activities director for registration fees, conference costs, lodging, luncheons, banquets, and mileage fees for state conventions or conferences. The number of days and dates for attendance at those conventions or conferences is to be determined in consultation with the superintendent.

Meetings: The District shall pay all expenses of meetings that the activities director is required to attend with the approval of the superintendent.

Severance Pay: The Activities Director shall be granted 10 days of longevity pay at the completion of his/her fifth (5th) year of service to the District. One (1) additional day of longevity pay shall be added for every year of employment thereafter, for each year of service. Longevity may be taken in cash or the employer shall pay 100% of the amount of the severance pay otherwise payable to the employee, into an individual account established for those employees using postretirement Health Care savings arrangements (VEBA Plan). Longevity pay shall be paid when the employee leaves the employment of the District through action of the School Board, with the exception of the NOTE listed below. Longevity pay daily rate shall be determined by dividing the annual salary in the year the employee leaves service by the number of days in the current contract. (NOTE: If the employee leaves employment with the District to take an Activities Director position with another school district, the employee will only receive longevity pay for 50% of the days accrued).

IN WITNESS THEREOF, in behalf of the School District, we have subscribed our signatures this 9 day of November, 2020

Independent School District #2687

Chairman Michelle Hauer

Clerk Wayne P. [Signature]

Employee Scott Berry