

SCHOOL AGE CARE 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, _____ who agrees to serve in the public schools of said district in the position of SAC Supervisor and/or SAC Assistant 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 days (set by Community Education Director) per school year; hours per day (as set by the Community Education Director).

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

3. Policies and/or Fringe Benefits:

If SAC employee is employed in another position within the District, and that position is for more than the hours employed as a SAC employee, the benefits within that contract will supersede the benefits outlined in the SAC contract, if greater.

Premiums over the district contribution will be paid by employee deductions.

A. Paid Holidays: 7 (9) days

Thanksgiving Day	Friday After Thanksgiving
Christmas Eve Day	Christmas Day
New Year's Day	New Year's Eve Day
Good Friday	

* If employee works the summer months, the employee receives two additional holidays

July 4 th	July 3 or 5 (determined yearly based on which day of the week July 4 th falls upon)
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B. 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.

C. LIFE INSURANCE

The school district will pay in full the premium for a \$20,000 one-year term life insurance policy for employee working 20 hrs weekly, as averaged over the entire year.

D. 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 75 days. Two- (2) personal days for SAC Supervisor. One- (1) personal days for SAC assistants. 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.

E. SALARY AND LONGEVITY

In consideration thereof, the School Board of ISD #2687, Howard Lake-Waverly-Winsted Public Schools, agrees to pay said employee at current step in 2020-21 and at following step in 2021-22. Contract becomes effective upon ratification by School Board action. See matrix below.

Supervisor - C-4-1 Schedule

2020-21 School Year		2021-22 School Year	
<u>Step</u>	<u>Rate</u>	<u>Step</u>	<u>Rate</u>
1	16.54	1	16.85
2	17.19	2	17.52
3	17.85	3	18.19
4	18.83	4	19.19
5	19.80	5	20.18
6	20.21	6	20.59
7	20.59	7	20.98
8	21.41	8	21.82

Assistant - B-2-2

2020-21 School Year	2021-22 School Year
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* Use HLWW Paraprofessional Contract Rates 2020-22

OTHER DISTRICT PAID

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.

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 Heuer

Employee Em Schmeidler

Clerk Deanna Dett