**cAGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 51
AND
DIRECTOR OF TRANSPORTATION
2025-2027**

This agreement, made this July 20, 2026, is between Independent School District No. 51, Foley, Minnesota and **Robert Gross** employed as Director of Transportation as follows:

2025-2026 school year to be paid at the salary of $83,232.00
2026-2027 school year to be paid at the salary of $84,897.00

Terms of Employment: The period of employment for this contract shall be for 260 days per year, including holidays, beginning July 1, 2025 and continuing through June 30, 2027. The District may immediately terminate an Employee without any written notice if there is just cause to terminate. Any breach of this contract shall constitute just cause.

Management Commitment: The District and the Director of Transportation concur that the management nature of the duties and responsibilities of the Director of Transportation covered by this agreement requires a commitment to whatever time is necessary to accomplish such managerial duties and responsibilities.

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

In the event that school is closed for any emergency or snow day, the employee is required to report to work.

The employee shall be granted a thirty minute duty-free lunch period.

Earned Sick & Safe Time: Earned Sick and Safe time shall be granted at the rate of 12 days per year of service in the employ of the school district. On July 1 of each year the days shall be advanced to cover the contract year. Unused sick leave may accumulate to a maximum credit of 190 days. For every 4 days of sick days that are lost due to accumulated maximum, employees shall be granted 1 personal day. Sick leave may be accessed for absences due to illness or injury to the employee's adult child, spouse, sibling, mother in law, father in law, grandchild, parent, grandparent, or stepparent.

Holidays: There will be 13 paid holidays per year to coincide with the school calendar as adopted by the Board of Education:

New Year’s Day	President's Day
Good Friday	Memorial Day
Juneteenth	Independence Day
Labor Day	Thanksgiving Day
Christmas Eve Day	Christmas Day
New Year's Eve Day	

Two floating holidays to be taken by mutual agreement between the employee and the immediate supervisor. Both days are subject to supervisor approval.

Short Term Leave/Serious Illness/Bereavement Leave: A leave of absence without loss of pay not to exceed five days, shall be granted for death of the employee's child or spouse's child or for the death or serious illness in the immediate family provided that, under very unusual circumstances, the Superintendent or Designee may, at his discretion grant a reasonable extension of such leave of absence.

The immediate family shall be defined as the spouse and the employee's or spouse's father, mother, grandparents, brother, sister or other blood relative residing in the same household.

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.

All absences must be reported to the Superintendent or Designee. Any unauthorized or unreported absenteeism shall mean a deduction of all wages for a period absent.

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 of service in the Foley district, accumulative to two days, not to be used consecutively, unless prior approval by the Superintendent.

Vacation: Vacations will be granted each year and consumed annually and may not be accumulated. Vacation may be taken at any time with the approval of the superintendent. Starting July 1, 2025, the employee shall receive 20 days and vacation days can accrue to one half times the annual allocation not to exceed 22 days. If the employee has unused vacation days from this annual allotment at the end of the fiscal year, the employee may request a day's pay for each unused vacation day up to a maximum of ten days if requested by June 30th of that year.

Insurance: The district shall provide the following contribution toward the insurance premium payment:

	2025-2027	
Medical/health/hospitalization	$9,000.00 single	$15,000.00 Family
Dental (Individual Coverage)	$550.00	
LTD	Paid in Full	

A $100,000 life insurance policy shall be provided by the district.
The district shall pay the total cost of liability insurance.

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 year $1,500.00

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 $30,000. 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 thereunder. Employees shall have the choice of contributing 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 an application for participation in the 403(b) annuity matching program by July 1, 2007 and 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)

National Convention: The Director of Transportation may attend the national convention more than once every three years at the discretion of the Superintendent or Designee, with reasonable allowable expenses in accordance with established school district policies.

In addition to the contract, both parties agree to the following for the life of this agreement: Should the School District begin an HSA or HRA Plan, the District and Employee agree to bargain the terms and conditions under which the employee can join the HSA or HRA.

The Director of Transportation position will have a $600 annual cell phone allowance that is to be submitted via "Request for Stipend Check" and paid in one lump sum at the employee's discretion within the contract year beginning July 1, 2025.

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

Chairperson of the Board

Employee

Clerk of the Board