AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 51
and
Coordinator of School Age Care and Programming Support
2025-2027

This Agreement, made July 20, 2026, between Independent School District No. 51, Foley, Minnesota and **Chloe Lindberg** employed in the Community Education Department as the Coordinator of School Age Care and Programming Support, as follows:

2025-2026 school year to be paid at the rate of $23.88 per hour.
2026-2027 school year to be paid at the rate of $24.74 per hour.

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.

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

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

Sick leave: shall be granted at the rate of one day per working month for each year of service in the employ of the school district or any part of a month. 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 100 days. At the beginning of the contract year, the employee will be notified of the number of unused sick leave days accumulated. With the approval of the administration, the use of sick leave may be allowed for necessary dental and doctor appointments for the employee and/or the employee's family that cannot reasonably be accomplished outside the normal working duty hours. At the discretion of the immediate supervisor, sick leave with pay shall be allowed by the district whenever the employee's absence is found to have been due to the illness of the employee's minor dependents when such illness prevents the employee's attendance at work and performance of duties on that day or days. 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 thirteen(13) paid holidays inclusive of floating holidays per year to coincide with the school calendar as adopted by the Board of Education:

New Year's Day	Juneteenth
President's Day	Labor Day
Good Friday	Thanksgiving Day
Fourth of July	Christmas Eve Day
Memorial Day	Christmas Day

3 days to be floating holidays, to be taken by mutual agreement between the employee and the supervisor.

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.

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 supervisor.

All persons in the employ of the district zero through five employment periods shall receive 10 working days vacation.

All persons in the employ of the district six through ten employment periods shall receive 15 working days vacation.

All persons in the employ of the district eleven or over employment periods shall receive 20 working days vacation.

Employee may sell back up to 16 hours of vacation at the hourly rate.

Personal Leave: The employee may be granted 2 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: Once per fiscal year, in the event that school is closed for an emergency, an employee who is able to report to work will be paid for all hours worked and will also receive a comp day; an employee who is unable to report to work will be paid their regular day's pay. Thereafter in that fiscal year, in the event that school is closed for an emergency and the employee is not required to perform services, the employee's compensation shall be reduced accordingly.

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	$9,094
2026-2027	$9,500

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 $50,000 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	$400
5-7	$525
8-10	$650
11+	$750

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 $12,000. 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 an 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)

The Coordinator of School Age Care and Programming Support 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 Technology Integrationist's discretion within the contract year beginning July 1, 2026.

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

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Employee

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Chairperson of the Board

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Clerk of the Board