

EMPLOYER: District #308 Nevis, MN
 EMPLOYEE: Joel Juni

Contract Years: August 31, 2026 - June 30, 2027

This contract is for the services as Payroll and Employee Benefits Coordinator for the Nevis School District and provides compensation as follows:

26 – 27 Contract Year \$24.00 per hour

Hours documented using Time Tracker in SmarterR

40 Hour week - September thru May - Monday thru Friday - 7:00 A.M. to 3:30 P.M.
 with 1/2-hour duty free lunch included.

37.5 Hours week - during balance of the year with overtime paid after 37.5 hours. 7:00 A.M. to 4:30 P.M. Mon - Wed
 7:00 A.M. to 4:00 P.M. on Thursday

Benefits: All are prorated for partial year

PERA

Health Insurance- Fully paid Single PEIP HSA Plan or its equivalent.

VEBA (HRA) paid by district annually - \$2,200.00 Must be enrolled in Health Insurance

403 (b) TSA Match (\$167.67 per month - \$2,000.00 annually)

3 Personal Days (8 Hours per Day) Accumulative to 4 days

3.5 Special Leave Days

15 days - a combination of sick leave / ESST leave per year. The District will only provide ESST designated leave to the minimum extent required by law. (Based on 8 hours per day) Employee may carryover 130 days of sick leave.

Life Insurance and Accidental Death & Dismemberment \$45,000.00 each (District Pays)

Paid Vacation: 1 week of vacation after 1 year of service.

Paid Holidays -	New Year's Day	Thanksgiving Day	Labor Day	Juneteenth
	Good Friday	Friday after Thanksgiving	Independence Day	
	Memorial Day	Christmas Day	Two Floating Holidays	

Severance: Upon completion of 20 years of continuous service with the Nevis Public School, employee shall be eligible for severance pay pursuant to termination of employment. Upon severance of employment, employee will be paid \$100.00 per year of service to the District. Severance payment will be administered with the employee's final paycheck in the form of a Health Care Savings Plan pursuant to M.S. Chapter 352.98. If the employee is deceased on the date of their last paycheck, the payout shall be made in cash to their designated beneficiary.

The unused portion on any year's sick leave may accumulate to a total of 130 days. Upon retirement from the district, employees who have achieved 10 years of continuous service with the district and are at least 55 years of age may sell back no more than 130 days of sick leave at 50% of their current rate of pay, not to exceed \$10,000.00. Severance payment will be administered with the employee's final paycheck in the form of a Health Care Savings Plan pursuant to M.S. Chapter 352.98. If the employee is deceased on the date of their last paycheck, the payout shall be made in cash to their designated beneficiary.

This employee shall remain an "employee at will," however, may be terminated or contract may be modified at any time at the discretion of the Board of Education.

If provisions of the Patient Protection and Affordable Care Act (PPACA) require contractual revisions, the parties mutually agree to reopen this contract to address those revisions.

In witness thereof, I have subscribed my signature this ____ day of ____ 2026.

Signature

In witness thereof, I have subscribed my signature this ____ day of ____ 2026.

Superintendent

Chairperson

Date

Clerk

Date