

Adopted:
Reviewed: ~~9/14/2023~~PRC 08/18/2026
Revised: 6/14/2018
Rescinds:

Burnsville-Eagan-Savage School District Policy 495

495 STAFF RECOGNITION

I. PURPOSE

The School District shall demonstrate its appreciation of employees through a board-approved employee recognition program which shall not include monetary awards.

II. TYPES OF STAFF RECOGNITION

- A. **Years of Service:** Employees will be recognized with a certificate for years of service in the school district beginning with 10 and 20 years of service and then five year intervals after that.
- B. **Retirements:** Retiring employees will be recognized with a memento and a reception at the District 191 Employee Retirement Recognition.
- C. **One91 Community of Excellence Awards:** One91 Community of Excellence Award recipients will be recognized with a plaque at the One91 Community of Excellence Award Ceremony. Award categories consist of Collaboration and Partnership, Innovation, Community Engagement, Excellence in Educational Support, Teaching Excellence, Leadership in Action, and Spirit of Excellence.
- D. **School/Department Recognition:** Employee recognition at the school and department level must be approved by the superintendent or designee.

Legal References: Minn. Stat. § 123B.02, subd. 14a, General Powers of Independent School Districts

Cross References: