ADSIS (PARA) INTERVENTIONIST EMPLOYMENT CONTRACT
SOUTH KOOCHICHING-RAINY RIVER SCHOOL DISTRICT #363

The purpose of this agreement is to set forth the basic agreement covering rate of pay, hours of work, and conditions of employment. This position is uniquely independent of any other School District work group and is not part of any collective bargaining unit. This position is a temporary grant funded position and dependent on ADSIS grant funds and program requirements. The District reserves the right to modify, reduce, or discontinue the position at any time if program requirements change or funding is reduced or eliminated. **This agreement is between ISD #363 and Chazlynn Dietrich (employee)**.

I. Period of Time Covered by this Agreement

This contract is for one year beginning October 19, 2026 and terminating on June 1, 2027. The employee shall work on days school is in session for the licensed staff as determined by the District. During the school year, the employee workday shall begin at 8:00 AM and end at 3:30 PM with a 30-minute duty free lunch period.

II. Supervision:

The immediate supervisor of the employee shall be the Northome School Principal. The District Superintendent will also have responsibilities associated with the supervision of this position.

III. Job Duties Summary:

The purpose of the program is to provide Reading/Math Interventions for students in grade K through grade 12, as identified and assigned to the ADSIS program by the building principal. These identified students are significantly underachieving in Reading and Math compared to their peers. They are at risk of failure and/or being placed into special education services. In part, these students may also exhibit social emotional or behavioral disorders, placing them further at risk and in need of positive interventions. The ADSIS Interventionist para will administer Reading and Math interventions to increase academic achievement in Reading and Math and provide behavioral support services to promote more healthy life choices. The ADSIS Interventionist para will work with and in support of the ADSIS teacher who will provide strategies and organizational supports for students participating within the program. Collaboration with administrators, special education teachers, and outside agencies is also necessary to create a seamless educational program for the identified students.

IV. Benefits:

1. Health and Hospitalization Insurance Coverage

The District shall pay the cost of single coverage up to a maximum cost to the District of six hundred eighty dollars ($680) per month for individual coverage, or eight hundred eighty-five dollars ($885) per month for the 2026-2027 school year for family coverage for the employee employed by the School District who qualifies for and is enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

Subd. 3. Insurance costs will be spread over nine (9) months for 9-10 month employees. Twelve (12) month employees will remain on twelve (12) month payments.

Section 3. Claims Against the School District: It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein. No claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 4. Duration of Insurance Contribution: An employee is eligible for School District contributions as provided in this article as long as the employee is employed by the School District.

2. Life Insurance

The District shall provide a group life insurance program and shall pay the premium for thirty thousand dollars ($30,000) of coverage, not to exceed sixty-two dollars ($62.00) per year, for each eligible employee. To be eligible for this coverage an employee must be a full-time employee and enrolled in the School District's group-life insurance plan. Additional insurance coverage may be purchased by the employee in accordance with the policy at employee expense.

3. Compensation for Expenses
Upon prior approval of the Superintendent and in connection to the assigned duties of this position, the employee will be compensated for such incurred expenses as mileage, meals and lodging at the rates set by the School Board.

4. Sick Leave

Sick Leave/Earned Sick and Safe Time: The 2023 Minnesota Legislature established Earned Sick and Safe Time (ESST), which applies to all employees and is incorporated into this Agreement. In the event of any conflict between this Agreement and Minnesota ESST law, the provisions of state law shall govern.

Employees can use earned sick and safe time for reasons such as:

1. the employee's mental or physical illness, treatment or preventive care;

2. a family member's mental or physical illness, treatment or preventive care;

3. absence due to domestic abuse, sexual assault or stalking of the employee or a family member;

4. closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and

5. when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

Employees may use earned sick and safe time for the following family members:

1. Their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);

2. Their spouse or registered domestic partner;

3. Their sibling, stepsibling or foster sibling;

4. Their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;

5. Their grandchild, foster grandchild or step-grandchild;

6. Their grandparent or step-grandparent;

7. A child of a sibling of the employee;

8. A sibling of the parents of the employee;

9. A child-in-law or sibling-in-law;

10. Any of the family members (1 through 9 above) of an employee's spouse or registered domestic partner;

11. Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and

12. Up to one individual annually designated by the employee.

Subd. 1. Earning: Full-time employees (required/scheduled to work 20 or more hours per week) covered by this Agreement shall earn two (2) days of sick leave credit for the first thirty (30) calendar days of regular, annual, employment and one (1) day of sick leave credit for each thirty (30) days of regular employment thereafter, which meets the requirements of ESST law. All annual sick leave shall be available on the first duty day of the year. *All accrued and unused sick leave shall carry forward. Sick leave previously credited for the current school year shall remain available, less any leave used, and shall not be credited a second time under this Agreement. The change in assignment shall not restart the initial thirty (30) calendar-day period or result in an additional initial two (2) days of sick leave credit. Future sick leave shall be credited in accordance with this Agreement and applicable Minnesota earned sick and safe time (ESST) requirements.*

Subd. 2. Accumulation: At the end of each school year, the employee's unused sick leave days will be banked and accumulated to a maximum of ninety (90) days.

Subd. 3. Use: Sick leave with pay shall be allowed by the School District whenever the employee's absence is found to have been due to illness and/or disability which prevented attendance at school and performance of duties on that day or days. Pursuant to applicable Minnesota law, the employee may use accumulated sick leave and the School Board limits use as permissible.

Subd. 4. Documentation: The School District may require the employee to furnish a medical certificate from a qualified physician, or reasonable documentation, in order to qualify for sick leave pay when more than two consecutive days of ESST are used.

Subd. 5. Notice of Requirement: In the event that a medical certificate will be required, the employee will be so advised.

Subd. 6. Deduction from Balance: Sick leave allowed shall be deducted from the accrued sick leave days earned by the employee.

Subd. 7. Sick leave pay shall be approved only upon submission of a leave request through the district's digital time clock system.

Subd. 1. Sick leave pay shall be approved only upon submission of a leave request through the District's digital time clock system.

Subd. 2. (a) An employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, adult child, spouse, partner, sibling, parent, grandparent, or stepparent, to reasonable periods of time, as the employee's attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury. This section applies only to personal sick leave benefits payable to the employee from the employer's general assets or private employer by state or federal law or mandate.

Subd. 3. An employer may limit the use of personal sick leave benefits provided by the employer for absences due to illness or injury to the employee's adult child, spouse, partner, sibling, parent, grandparent, or stepparent to no less than 160 hours in any 12-month period or as otherwise required by state or federal law or mandate. This paragraph does not apply to sickness due to illness or injury of a child.

Subd. 4. For purposes of this section, "personal sick leave benefits" means time accrued and available to an employee to be used as a result of absence from work due to personal illness or injury, but does not include short-term or long-term disability or other salary continuation benefits.

5. Personal Leave

Personal Leave: Full-time employees may be granted two (2) days with pay each year to handle situations that may arise requiring the employee's personal attention which cannot be attended to when school is not in session and which are not covered by other provisions of this Agreement. Personal Days may be taken on other days when school is not in session, such as during Christmas break, Spring break, MEA Days, or other such days as agreed to

by the Superintendent. *All accrued and unused personal leave shall carry forward from the employee's prior assignment. Personal leave previously credited for the current school year shall remain available, less any leave used, and shall not be credited a second time under this Agreement. The change in assignment shall not restart the initial thirty (30) calendar-day period or result in an additional initial two (2) days of personal leave credit.*

6. Other Leaves

Jury Duty: Leave shall be granted for service on a jury. Compensation shall be at the employee's regular base rate of pay less the fee received for jury duty exclusive of expense. When not impaneled for active service and only on call, the employee shall report to work for their regularly scheduled work shift.

Funeral Leave: A leave of up to two (2) days, plus up to one (1) day for necessary travel time, will be granted with pay in the event of a death in the immediate family of an employee. "Immediate family" shall mean the employee's father, mother, stepchild, spouse, partner, children, son-in-law, daughter-in-law, grandchildren, father-in-law, brother, sister or brother-in-law.

Child Care Leave:

Subd. 1. Child care leave may be granted by the School District, subject to the provisions of this section, to one (1) parent of a natural or adopted child, provided such parent is caring for the child on a full-time basis.

Subd. 2. An employee making an application for child care leave shall inform the Superintendent in writing of intention to take leave at least three (3) calendar months before commencement of intended leave.

Subd. 3. In making a determination concerning the commencement and duration of a child care leave, the School District shall not, in any event, be required to:
a) Grant any leave more than twelve (12) months in duration.
b) Permit the employee to return to his or her employment prior to the date designated in the request for child care leave.

Subd. 4. In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, in any event, be required to:a) Grant any leave more than twelve (12) months in duration.b) Permit the employee to return to his or her employment prior to the date designated in the request for child care leave.

Subd. 5. Failure of the employee to return pursuant to the date determined under the provisions of this section shall constitute grounds for termination unless the School District and the employee mutually agree to an extension in the leave.

Subd. 6. An employee returning from child care leave shall be re-employed in a position for which qualified unless previously discharged or placed on unrequested leave.

Subd. 7. An employee who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave.

Subd. 8. Leave under this section shall be without pay or fringe benefits.

Minnesota Paid Leave

NOTE: Any legal, statute or legislative changes regarding Minnesota Paid Leave will supersede the language within this Minnesota Paid Leave agreement.

Subd. 1. Overview. The School District provides time off to eligible employees who qualify for Minnesota Paid Leave (MN Paid Leave) benefits under Minnesota law. The School District participates in Minnesota's state MN

Paid Leave program, which is administered by the Department of Employment and Economic Development (DEED).

Subd. 2. Premiums. MN Paid Leave benefits are funded through premium contributions payable to the State of Minnesota. The premium cost will be split between the School District and employee as follows: The School District will pay fifty percent (50%) of the required premium and the employee will pay fifty percent (50%) of the premium cost through payroll deductions.

Subd. 3. Eligibility. Eligibility determinations for MN Paid Leave benefits are made by the State of Minnesota. Generally, to be eligible for MN Paid Leave, employees must work at least 50% of the time from a location in Minnesota. Employees must meet the financial eligibility requirements by having earned over a specific amount of wages as defined under Minnesota law at the time of the requested leave.

Subd. 4. Benefit Amount. Employees' weekly MN Paid Leave amounts are calculated and determined by DEED.

Subd. 5. Leave Entitlement and Use. DEED may approve MN Paid Leave for the following conditions in a benefit year. Employees may earn up to 12 weeks of medical leave to take care of themselves for serious health conditions, including pregnancy, childbirth, recovery or surgery. Employees may also earn MN Paid Family Leave to bond with a child through birth, adoption, or foster placement, or care for a family member with a serious health condition, or support a military family member called to active duty, or receive covered types of care for oneself or a family member because of domestic abuse, sexual assault, or stalking.

Subd. 6. Intermittent Leave. Employees may apply for intermittent leave when it is reasonable and appropriate to the needs of the individual requiring care. Generally, MN Paid Leave requires an event to be a seven-day qualifying event unless intermittent. Intermittent leave results in pro-rated benefits. Employers may limit intermittent leave to 480 hours in a 12-month period.

Subd. 7. How to Apply for MN Paid Leave. Before starting a MN Paid Leave claim, the employee must notify the School District Superintendent and/or the School District Business Manager of the intention to take MN Paid Leave. If the need is foreseeable, the employee shall provide at least 30 days' notice prior to the start of the leave. If the leave is not foreseeable, the employee shall still be able to take leave under MN Paid Leave, but must notify the School District Superintendent and/or the School District Business Manager as soon as practicable.

Subd. 7(a). After notifying the School District Superintendent and/or the School District Business Manager, the employee may apply for MN Paid Family Leave using the MN Paid Leave online portal or by calling DEED's MN Paid Leave office.

Subd. 8. Interaction with other laws and benefits. MN Paid Leave will run concurrently with any leave and/or wage supplement for which the employee may be eligible under local, state, or federal law, which may include Family and Medical Leave Act (FMLA), and/or Minnesota Women's Economic Security Act (WESA) pregnancy and parenting leave.

Subd. 9. Supplementing Pay. The school district does not allow employees using MN Paid Leave benefits to supplement, or "top off," MN Paid Leave benefits with accumulated leave balances.

Subd. 10. Maintaining Health Coverage During Leave. Unless the employee revokes coverage while on MN Paid Leave, the School District will continue to provide group health insurance under the same conditions as before the leave began. The employee must continue to make timely payments of the employee's share of the premiums.

Subd. 11. Employment Reinstatement. Upon return from covered MN Paid Leave, the employee shall be reinstated to the previous position or to an equivalent position, with the same status, pay, employment benefits, length of service credit, and seniority credit as of the date of leave if the employee has worked for the school district for a minimum of 90 calendar days. Upon return to work, if it becomes evident the employee is unable to perform the key essential functions of the position (with or without reasonable accommodation), the school district may engage in an interactive process, consistent with the American with Disability Act (ADA) and/or Minnesota Human

Rights Act (MHRA) and other applicable workplace policies, including workplace safety protocols, to determine appropriate next steps.

Subd. 12. Retaliation. The School District shall not interfere with or retaliate against the employee who requests or takes leave in accordance with MN Paid Leave law.

V. Salary:
The employee shall be paid based on an hourly rate of $23.16 for the 2026-27 school year.

VI. Evaluation
During the period of this agreement, the employee will be evaluated at least annually by the Superintendent or Principal.

VII. Entire Agreement and Modification
The terms of this agreement constitutes the entire agreement and understanding between the School District and Employee. Neither party has relied on any oral or written promises or inducements in entering into this agreement. This agreement supersedes any and all prior oral or written agreements and understandings relating to the Employee's employment with the School District. This agreement may be modified or amended only by a written amendment signed by both parties. If any provision of this Agreement is found to be invalid or unenforceable, such provision shall be severed and the remaining provisions shall remain in full force and effect.

VIII. Contract Termination
This contract may be terminated by the employee, at any time, with a one month written notice. This position is dependent upon ADSIS grant funding and program requirements. In the event that program requirements change or funding is reduced, modified, or eliminated, the School District may terminate this Agreement at any time without further obligation.

The employee shall faithfully perform the services prescribed by the School Board whether or not such services are specifically described in this agreement, abide by the rules, regulations and policies as established by the School Board and the State of Minnesota. Failure to do so will be grounds for termination by the School District. The School District may terminate this Agreement for cause, including but not limited to misconduct, insubordination, failure to perform assigned duties, or violation of District policies.

This agreement shall be effective only upon signature of the chairman and clerk of the School Board after authorization for such signature has been taken by the School Board with appropriate action recorded in its minutes.

_____	_____
ADSIS Para Interventionist	Date
_____	_____
Board Chairperson	Date
_____	_____
Board Clerk	Date