BOYCEVILLE COMMUNITY SCHOOL DISTRICT
DIRECTOR OF SPECIAL EDUCATION CONTRACT

IT IS HEREBY AGREED by and between the Board of Education of the Boyceville Community School District (hereinafter designated as "Board") and **[NAME]** (hereinafter designated as Employee).

TERM

THIS CONTRACT SHALL COVER a period of two (2) years beginning on July 1, 2026, and ending June 30, 2028. Unless the Board notifies Employee by June 30, 2027, of its intent to not do so, the contract shall be subject to a two-year extension to cover the 2027-2028 and 2028-2029 school years and the parties shall enter into a new contract for the 2027-2029 term.

Unless the Board notifies Employee by January 31, 2028, of its intent not renew, that contract shall be subject to a single one-year extension to cover the 2029-2030 school year and the parties shall enter into a new written contract for the 2028-2030 term.

*The contract year shall be July 1 through June 30, and any pro-rations applicable to this contract shall be determined on the basis of 237 days. Contract term to include 191 days, as defined by the teacher's calendar, 39 additional work days (15 days before teachers begin, 14 days after teachers finish, and 10 days during the month of July), and 7 additional holidays (Independence Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, and Good Friday - **Labor Day, Thanksgiving Day, and Memorial Day are included in the Teacher's Calendar*).

DUTIES

Employee agrees to faithfully perform at a professional level of competence the services, duties, and obligations required by the laws of the State of Wisconsin and the rules, regulations, directives, and policies of the Board which are now existing or which may hereinafter be enacted by the Board. Employee shall perform such other duties, services or obligations as from time to time may be assigned. Employee agrees that a condition of employment is that he must have state-required certification and licensing. Employee agrees to devote full time to the duties and responsibilities without the prior approval of the Board.

SALARY

In consideration for the services rendered, the Board will pay an annual salary of **[SALARY]** during the 2026-2027 year. The Employee shall begin work on July 1, 2026. Payment shall be in twenty-four (24) equal monthly payments. The salary shall be paid by the Board on the 15th and 30th of each month through the term of the contract pursuant to its normal payroll policy less deductions required by Federal and State law or deductions authorized by Employee and permitted Board policy.

CONTINUATION OF BENEFITS

The Board agrees that the fringe benefits, including the Retirement Health Insurance provision, as set forth in this contract shall continue in successor contracts between the Board and Employee until and unless otherwise modified by mutual agreement between the parties.

ADDITIONAL BENEFITS

The Board agrees to provide the following additional fringe benefits:

a. Sick Leave - Employee shall be entitled to twelve (12) sick leave days annually, cumulative to a total of 104 days. In the event Employee total exceeds 104, they shall be paid $20 per day for those days over the 104 maximum accumulation not used in a given school year. Employee shall be credited with 60 days upon hire, but these 60 days shall not count toward the 104 maximum accumulation for the payout of $20 per day. In the event the Employee is unable to substantially perform the duties and responsibilities required of their position by reason of illness or injury, the Board may make a proportionate deduction from the stipulated salary. Further, if such disability is of such nature as to make the substantial performance of their duties impossible, the Board may terminate this contract.

b. Vacation - An employment year shall be considered as a 12-month period beginning July 1 and ending June 30. During an employment year, Employee shall be entitled to take seven (7) vacation days. Vacations days may be taken during the school year with prior approval of the District Administrator. The remainder of vacation shall be taken in the summer, or non-teacher/student days. Vacation time shall not be carried over or be cumulative.

c. Health Insurance - The cost of participation in the District's group family or single health insurance program shall be paid by the Board, except for $30/month for a family plan or $15/month for a single plan, effective 11/01/02.

d. Dental Insurance - The cost of participation in the district's group dental insurance program shall be paid by the Board.

e. Retirement - The Board will pay 50% of the actuarial required contribution to the State retirement plan as required by the Employee Trust Fund.

f. Life Insurance - the cost of participation in the District's group life insurance program shall be paid by the District.

g. LTD Insurance - The cost of participation in the District's Group Long-Term Disability insurance policy shall be paid by the Board.

h. Membership in Professional Organizations - The Board shall pay the membership dues and auxiliary expenses for membership in professional organizations.

i. Jury Duty – The Employee shall be allowed paid leave for jury duty, but shall turn over the jury duty pay (excluding mileage reimbursement) to the District.

j. Seminars, Conventions, Meetings - Attendance at seminars, conventions and meetings shall be subject to the approval of the District Administrator. The Board agrees to reimburse customary and reasonable expenses incurred while attending these seminars, conventions, or meetings.

k. Social Security – The District shall pay the employer's share of Social Security as required by law. Employee shall pay employee's share as required by law.

l. Leave – The Employee will be granted five (5) funeral days, two (2) personal days, and unpaid leave as provided to District Administrative team. Child-rearing leave of up to one year.

m. Graduate Training – The Board shall pay the full cost of graduate course fees for nine credits each calendar year.

n. Professional Liability Insurance – The Board shall provide or self-fund professional liability insurance for the Employee.

o. Severance Pay – If, after ten (10) years of continuous employment, the Employee leaves the employ of the Board for any reason other than discharge for just cause, the Board shall pay the Employee the sum of $20 per day for each day of unused sick leave (not including the 60 days credited upon hire).

p. Leave of Absence – After five (5) full years of employment, the Employee shall be entitled to a leave of absence for one year without pay.

BOARD'S RESPONSIBILITIES AND RIGHTS

The Board reserves all management rights not abrogated by this Agreement. The rights of the Board include, but are not limited to the following:

a. To direct all operations

b. To establish reasonable work rules and schedules of work

c. To assign duties or responsibilities or transfer Employee to other position within the District.

d. To suspend or take other disciplinary action against the employee for just cause.

e. To determine the kind and amount of service to be performed by the Employee.

f. To change insurance carriers and/or self-fund insurance programs.

g. To determine the methods, means and personnel by which District operations are to be conducted.

h. To evaluate Employee's performance on an annual basis.

NONRENEWAL

The renewal or nonrenewal of this agreement shall follow the procedure set forth in Section 118.24 Wisconsin Statutes. Employee shall have the right to prior written notice of any allegations of deficient performance. Employee shall also have an opportunity to request and have a fair and impartial hearing before the Board regarding those perceived deficiencies. Employee shall have the right to prior written notices of the time and place of said hearing. Employee shall have the right to demand that the hearing be held in open session. Employee shall have the right to present testimony and cross examine those making the allegations. Employee shall have the right to be represented by counsel of his choice at such a hearing. Employee shall have the right to a decision which is neither arbitrary nor capricious.

TERMINATION

The parties understand that this is a solemn, binding contract. This contract may be terminated prior to the end of the term by mutual agreement of both parties.

The Board may terminate this Agreement and discharge Employee during the term of this Agreement for just cause. The Employee shall receive prior written notice of the charges. The Employee shall have an opportunity to request and have a fair and impartial hearing before the Board regarding those charges. Employee shall have the right to prior written notice of the time and place of said hearing. The Employee shall have the right to demand that the hearing be held in open session. The Employee shall have the right to present testimony and cross examine those making the allegations. The Employee shall have the right to be represented by counsel of his choice at such hearings.

Employee may unilaterally terminate this agreement. In the event said Employee terminates their services during the term hereof, the sum of One Thousand Dollars ($1,000.00) is determined to be the reasonable liquidated damages which the parties, looking forward, reasonably anticipate will follow from such a breach and the Board may, at its option, demand and recover from Employee said amount as liquidated damages

SAVING

In case of direct conflict between any rules, regulations or policies of the Board and any specific provision of this Agreement, this Agreement shall control. If any articles of this Agreement or portions thereof is held to be invalid or if compliance with or enforcement of any part of said article is restrained by any tribunal, the remainder of this Agreement shall not be affected thereby.

RETIREMENT BENEFITS

To qualify for the following early retirement incentive, Employee should file a declaration of retirement in the District Office on or before February 15th of their intent to retire at the end of that school year. The retirement plan cannot begin during the school year except for special circumstances with the approval of the Board.

1. If the Employee is at least fifty-seven (57) years of age and has a minimum of fifteen (15) consecutive years of full-time experience in the District, the Board will contribute $5,000 per school year following retirement into a Health Reimbursement Account ("HRA") to use towards IRS-qualifying health-related expenses for five (5) school years. District contributions shall automatically cease upon eligibility for Medicare, other Federal insurance benefits, or death, whichever occurs first.

2. If the Employee is not yet age fifty-seven (57) but has a minimum of thirty (30) consecutive years of full-time experience in the District, the Board will contribute $3,000 per school year following retirement into an HRA to use towards IRS-qualifying health-related expenses for five (5) school years. District contributions shall automatically cease upon eligibility for Medicare, other Federal insurance benefits, or death, whichever occurs first.

Unless otherwise approved by the Board, retirement payouts will start in the July following the last school year of teaching.

Termination of Retiree Group Health Plan Coverage – Employee will not be allowed to stay on the school districts employee dental or health care plans beyond June 30th of the year they retire unless the employee chooses the COBRA option.

This contract is subject to review should the IRS rules for Highly Compensated Employees deem this contract not to be in compliance.

All parties have read and understand the provisions of this Agreement and agree to abide by its provisions.

Dated this _____ day of _____, 2026

SCHOOL BOARD OF THE BOYCEVILLE COMMUNITY SCHOOL DISTRICT:

By:_____
President

By:_____
Vice-President

By:_____
Clerk

By:_____
Treasurer

By:_____
Member

[NAME]

By:_____
Special Education Director