BAGLEY PUBLIC SCHOOLS
Work Agreement for District Technology Director
July 1, 2025 - June 30, 2027

1. **Annual Salary:**   **2025-2026**   **2026-2027**
                                $86,752 $88,487

2. **Contract Length:** 190 days

3. **Insurance:** The School District shall provide an allowance of $10,600 in 2025-2026 and $11,600 in 2026-2027 to purchase insurance from the School District providers covering Health and Hospitalization, and/or Long-Term Disability Insurance. The District Technology Coordinator must minimally purchase the District's Minimal Value Health Insurance Plan or provide proof of health insurance coverage under a spouse's family plan, prior to assignment of the allowance. Any excess costs for insurance, above the allowance, shall be the sole responsibility of the Technology Coordinator. When total cost for health and hospitalization, dental, and/or long-term disability insurance is less than district contribution the excess will be applied to an HSA or FSA.

4. **403(b) Allowance:** The School District shall provide a District matching contribution equal to the contribution of the District Technology Coordinator, of up to $3,500 to a District approved 403(b) plan.

    Affordable Care Act Related Implications note.
    In the event this Agreement causes or will cause penalties, fees or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

5. **Work Day:** The District Technology Coordinator shall devote his/her time, attention and energies to said employment and shall, to the best of their abilities, do and perform all such services in connection with said employment. It is expressly agreed that the duties of this position require the District Technology Coordinator to work during times beyond the normal business hours. Generally, the workday will be a normal workday with the exception of staff, team and evening meetings with parents, ISD 162 or other job related groups. Trust is placed in each administrator to regulate their own hours due to the expectation that all members of the administrative team put in long hours.

6. **Personal Leave**: Two (2) days per year, with a maximum accumulation of up to five (5) days.

7. **Sick Leave:** 12 sick days per year, accumulative to a maximum of 120 days. The District Technology Coordinator shall retain his/her sick leave balance earned through prior employment in the district.

8. **Bereavement Leave:** The District Technology Coordinator shall be granted bereavement leave of up to five (5) days for a death within their immediate or close family. Days utilized will not be deducted from sick leave.

9. **Severance Pay:** 40% of accrued sick leave upon resignation or retirement in good standing as determined by the School Board. In the event of the employee's death, the employee's beneficiary shall receive the amount which the employee would have received. The benefit is payable only after 5 years of continuous employment with the District.

10. **Professional Growth:** The District Technology Coordinator shall be encouraged to join a professional organization and to attend professional meetings, conferences as approved by the Superintendent, with expenses to be paid as authorized in advance by the Superintendent and according to District policy.

11. **Problem Resolution:** In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the Superintendent. If the employee feels that the problem has not been resolved following the discussion with the Superintendent, the employee may refer the problem to the School Board's Negotiating Committee. If the problem is not solved at that point, the employee has the right to address the problem to the full School Board for final resolution.

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

_____

District Technology Coordinator

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

_____

School Board Clerk