

# **INDIAN EDUCATION DIRECTOR CONTRACT SCHOOL YEARS 2024-2025 AND 2025-2026**

## **CONTRACT**

### **I. PURPOSE**

This agreement is entered into between the School Board of Independent School District No. 113 and the Indian Education Director – Gina Dahmen.

### **I. CONDITIONS OF EMPLOYMENT**

The contract year of the Indian Education Director shall be 137 days for November 1, 2024-June 30 2025, and 210 days for the 2025-2026 fiscal year. The schedule of weeks and holidays to be worked is subject to the approval of the Superintendent of Schools.

### **II. DURATION AND TERMINATION**

**Duration:** This agreement shall remain in full force and effect, but may be terminated by either party upon written notice to the other; provided, however, any termination shall not be effective less than thirty (30) days following said notice.

**Termination:** The employee shall, on or before the effective date of termination, and at the direction of the school district, return to the school district all work in process, incomplete work and other data, documents, paper or equipment of the school district. In the event of termination, the employee shall be entitled to payment, determined on a pro rata basis, for services satisfactorily performed under this agreement through the effective date of termination.

### **III. SICK LEAVE**

The Indian Education Director shall earn sick leave at the rate of 1 1/3 days each working month. Unused sick leave may accumulate to a maximum of one hundred twenty (120) days. Accumulated, unused sick leave is not paid out upon termination of employment.

### **IV. EMERGENCY LEAVE**

The Indian Education Director may be granted an emergency leave at the discretion of the school district of no more than one day per year, non-accumulative. The days used shall be deducted from sick leave for situations that arise requiring the Indian Education Director's attention which cannot be attended to when school is not in session and which are not covered under other provisions of this agreement.

Request for emergency leave must be in writing to the Superintendent of Schools at least three (3) days in advance of the emergency leave, whenever possible. The request shall state the reason for the purposed leave and must be approved by the Superintendent.

### **V. BEREAVEMENT LEAVE**

Subject to the discretion of the Superintendent, up to three (3) days of leave may be allowed, the days to be deducted from sick leave, for death in a full-time director's immediate family. "Immediate family" is defined as the director's spouse, child, parent, brother, sister, or other relative who was living in the same household as the director.

### **VI. PROFESSIONAL LEAVE**

Professional leave may be granted at the discretion of the school district.

### **VII. PERSONAL LEAVE**

The Indian Education Director may take up to three days of personal leave for any reason without loss of basic pay. The personal days do not carryover to subsequent years and are not paid out upon termination of employment.

Section 2. Medical Insurance

The School District shall contribute a sum not to exceed \$850 per month toward the premiums for individual or family coverage for the Indian Education Director employed by the School District who qualifies for and is enrolled in the School District's group medical plan for the fiscal year ended 06/30/2025 and \$910 per month for the fiscal year ended 06/30/2026. Any additional cost of the premiums shall be borne by the Indian Education Director and paid by payroll deduction. The Indian Education Director may direct any contribution unused as health insurance premium to a VEBA, HSA account or the purchase of dental insurance through the district plan, as allowable by law. Any married couples who are both employed by the district may combine their insurance contributions for the purpose of paying premiums. They may direct any contribution unused as health insurance through the district plan premium to a VEBA, HSA account or the purchase of dental insurance, as allowable by law.

**Section 4. Post-retirement Voluntary Employees Beneficiary Association (VEBA)**

If the Indian Education Director is not enrolled in the School District medical insurance may qualify for participation in a post-retirement VEBA account upon documentation of their participation in another qualified group health insurance plan. If the above stipulations are met, the School District will contribute \$300 per month into that teacher's VEBA account for the duration of this contract.

Life Insurance: The School District shall contribute the full premium for a \$50,000 life insurance policy for the Indian Education Director.

Long-term Disability Insurance: The School District shall provide, at the district's expense, long term disability coverage for the Indian Education Director in the School District's group plan.

**VIII. 403(b) PLAN CONTRIBUTION**

The School District shall provide up to a \$100.00 per month match to an individual qualified 403(b) retirement plan when the employee provides evidence of their contribution or enroll in a payroll deduction program to contribute to this type of fund.

**XV. WORKSHOPS AND STAFF DEVELOPMENT**

The Indian Education Director shall be entitled to attend workshops and professional development meetings at the expense of the School District.

**XVI. ANNUAL SALARY**

Salary to be based on the merit system and reviewed at the conclusion of each contract.

**2024-25 Salary = \$55,600      2025-26 Salary = \$76,400**

**SIGNATURES**

Indian Education Director:

Signed by:  
  
95F337A618A8429...  
Gina Dahmen

Date 10/2/2024

Board of Education:

\_\_\_\_\_  
Lori Stein, Chairperson

Date \_\_\_\_\_

\_\_\_\_\_  
Shannon Pfeiffer, Clerk

Date \_\_\_\_\_

