

Belle Plaine Public Schools

ISD #716

CONDITIONS OF EMPLOYMENT

KIDS COMPANY LEAD

July 1, 2025 – June 30, 2027

Approved by School Board on _____

These Conditions of Employment are for the position of Kids Co. Lead for Belle Plaine Public Schools. This contract can be terminated by either party, for any reason, upon 90 days written notification from one party to the other.

ARTICLE I

Salary

Section I. Salary (12-month position):

Kids Co. Lead:	2025-2026 Salary	\$16.44/hour
	2026-2027 Salary	\$16.89/hour

ARTICLE II

Insurance

Section 1. The District shall pay for health insurance as per the Belle Plaine Education Association Master Agreement that is in place for the contract year. The District offers a Health Savings Account (HSA) plan.

Section 2. The District will provide \$50,000 of term life insurance coverage at district expense. Employees may purchase additional coverage at their own expense.

Section 3. The District will provide a single policy for dental insurance. Employees may purchase additional coverage at their own expense.

Section 4. The School District will pay the premium for income protection insurance under the district insurance plan.

Section 5. The School Board shall provide Errors & Omissions Insurance for public liability.

ARTICLE III

Leaves

Section 1. Sick Leave: The Kids Co. Lead shall be granted ten (10) contract days of sick leave (disability/illness) per year to be used at any time during the year upon notification to the Superintendent. Sick Leave may accumulate to 90 days.

Subd. 1. Accumulated sick leave is to be used for absences from work necessitated by illness or injury.

Subd. 2. Sick and safe leave may be used for the care and support of an employee's: 1. 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. Spouse or registered domestic partner; 3. Sibling, stepsibling or foster sibling; 4. 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. Grandchild, foster grandchild or step-grandchild; 6. Grandparent or step-grandparent; 7. Sibling's child; 8. Parent's sibling; 9. Child-in-law or sibling-in-law; 10. Any of the family members listed in 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. This list is pursuant to MN Statutes 181.940 et. Seq.

Section 2. Vacation: The Kids Co. Lead will receive ten (10) days of vacation per year. Vacation shall be approved in advance by the Community Education Director.

Subd. 1. Unused Vacation Days: In the event Kids Co. lead does not use all their available vacation days, the unused days may be carried over for a period of six months.

Section 3. Paid Holidays: The Kids Co. Lead will receive ten (11) paid holidays: New Year's Day, Good Friday, Memorial Day, Juneteenth (June 19), 4th of July, Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve Day, Christmas Day, and New Year's Eve.

Section 4. Funeral Leave:

Subd. 1. A maximum of three (3) days of funeral leave will be granted to each employee at the time of death of a member of the employee's immediate family.

Subd. 2. In those cases where more than three (3) days are necessary for a funeral because of distance, arrangements, legal involvements, or extraordinary circumstances an additional days (not to exceed ten (10) days) of funeral leave may be granted and deducted from the employee's accumulated disability/illness leave or vacation. Such leave shall be requested of and approved or denied by the Superintendent.

Subd. 3. Immediate family is defined as the employee and/or spouse and the following related to either: child and spouse, stepchild and spouse, ward, parent, brother, brother-in-law, sister, sister-in-law, grandparents, and grandchildren.

Subd. 4. Leave may be granted to attend the funeral of other close relatives/or friends as determined in special situations. Such leave is to be requested of and approved or denied by the Superintendent. Such leave will be deducted from the employees' disability/illness leave or vacation.

Section 5. Other Leaves:

Subd.1. The School District will comply with federal and state statutes regarding Parental or Family-Medical Leaves and jury duty.

ARTICLE IV

Matching Annuity Program

Section 1. Matching Annuity Program:

Subd. 1. The Kids Co. Lead may participate in the district matching annuity program as provided in M.S. 356.24.

Subd. 2. District Contribution: The District shall match annually up to \$500 to an appropriate 403(b) annuity on a dollar-for-dollar basis.

Subd. 3. District procedures with district approved vendors will be followed when participating in the matching annuity program.

ARTICLE V

Grievance

Section 1. The procedure for filing of a grievance is provided by law.

Signatures:

Kids Co. Lead

School Board Chair

School Board Clerk
