

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

1. Salary:	2025-2026	2026-2027
	1. \$66,107	1. \$67,460
	2. \$67,607	2. \$68,960

2. Annual Contract Length: 260 days 2,080 hours

Must acquire and maintain a 1st class C boiler's license

3. Health and Medical Insurance: \$550/month Single

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.

4. 403(b) Allowance: The District will match equal to the contributions of the employee, up to \$1,500 to a District approved 403(b) plans.

5. Sick Leave: 1 day per month worked, accumulative to 125 days. Pursuant to M.S. 181.9413, employees 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, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. For the purposes of this section, "child" and "grandchild" includes a stepchild, a step-grandchild, and a biological, adopted, and foster child or foster grandchild.

6. Vacation:

1-9 years of service:	15 days per year
10-19 years of service:	20 days per year
20+ years of service:	25 days per year

The Maintenance Director may carryover a maximum of 3 vacation days to the following school year.

7. Holidays: Full pay shall be granted for the following holidays:

Labor Day	Christmas Eve Day	President's Day	Juneteenth
Thanksgiving Day	Christmas Day	Good Friday	Independence Day
Day After Thanksgiving	New Year's Day	Memorial Day	

If school is in session on President's Day, an alternative day will be established by the School Board.

8. 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 problem remains unresolved, 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.

9. Severance Pay: 35% of all unused sick leave will be paid upon retirement or resignation accepted by the School Board. Employee must work at least five consecutive years to quality.

10. Uniform Allowance: The employee is allowed to receive 5 new uniform shirts each year.

IN WITNESS WHEREOF, I have subscribed
my signature this _____
day of _____, 20_____.

Maintenance Director

IN WITNESS WHEREOF, I have subscribed
my signature this _____
day of _____, 20_____.

School Board Clerk