

**INDEPENDENT SCHOOL DISTRICT #595
EAST GRAND FORKS, MINNESOTA
July 1, 2026, through June 30, 2027**

Name: Deka Ali
Title: Bilingual Home School Liaison/ Homeless Liaison Assistant

I. Length of Employment:
215 days per year

II. Sick Leave:

One (1) day per month of service in the employ of the School District. Sick leave allowed shall be deducted from accrued sick leave in hourly units. Sick leave shall be earned in hourly units also.

A cash bonus will be awarded on a yearly basis, after five (5) years of continuous employment at 10% of accumulated sick days. The employee shall have the option of requesting that cash bonus or continuing to accumulate sick days. Example: After 5 years, an employee has accumulated 50 sick days. At that time the employee has the option to either collect a cash bonus for the 12 days (at 10%) or add the 12 days to previously accumulated sick days. This will occur yearly based on the previous year's accumulated sick days; therefore, employees may not go back any further than the current year to collect the cash bonus.

Earned Sick and Safe Time (ESST)

The parties acknowledge that the paid sick leave benefits provided under this Agreement meet or exceed the requirements of the Minnesota Earned Sick and Safe Time Act (Minn. Stat. §§ 181.9445–181.9448), as amended.

An employee's accrued paid sick leave under this Agreement shall be available for all purposes authorized by the Minnesota Earned Sick and Safe Time Act. Accordingly, no additional Earned Sick and Safe Time benefits shall accrue or be provided beyond the paid leave benefits established by this Agreement.

The District reserves the right to administer paid sick leave in a manner consistent with applicable law. If the Minnesota Earned Sick and Safe Time Act is amended or interpreted in a manner requiring changes to this provision, the District may implement those changes necessary to maintain compliance with applicable law. To the extent permitted by law, the paid sick leave benefits provided under this Agreement shall be applied toward satisfying the District's obligations under the Act.

III. Personal Leave:

Five (5) personal leave days will be granted. In addition, the following days are included as paid holidays: Labor Day, Thanksgiving Day, President's Day, Good Friday and Memorial Day

IV. Benefits:

The School District shall contribute dollars toward insurance benefits as stipulated in the Administrative Assistant Work Agreement:

2026 - 27 Rates

Health Insurance	Up to \$1,042.42 per month
Dental Insurance	Up to \$43.12 per month
Life Insurance	Same as stipulated in the EGFEA Master Contract

Tax Sheltered Annuity: Employee will be eligible to participate in a tax sheltered annuity plan through payroll deduction established pursuant to Section 403(b). The School District will match up to three (3) percent of the employee's salary up to the maximum allowed by law.

Paid Family and Medical Leave (PFML) Contributions

Effective with the implementation of Minnesota Paid Family and Medical Leave (PFML), the District shall pay 0.44% of the employee's PFML premium contribution, and the employee shall contribute the remaining 0.44% through payroll deduction, for a total premium contribution of 0.88%, or as otherwise established by law.

If the State of Minnesota changes the required PFML premium rate or the allocation of required contributions, the District shall pay the minimum employer contribution required by Minnesota law, and the employee shall contribute the remaining premium amount through payroll deduction, unless otherwise required by law or modified through a subsequent collective bargaining agreement.

V. Emergency Leave:

Emergency leave will be given to employees for death or emergency illness in the family circle. The family circle includes: spouse, child, parent, sibling, grandparent, in-law parent or sibling, aunt, uncle, niece, or nephew. The Superintendent and the immediate supervisor shall determine the length of such a case.

VI. Salary: \$68,624 - 215 Days

Deka Ali

Date

INDEPENDENT SCHOOL DISTRICT #595

Lynn Brott, Board Chair

Date

Josh Perkerewicz, Board Clerk

Date