

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

Name: Kristi Devine
Title: Health Aide

I. Length of Employment:

173 days per year (3 in-service days prior to school and all student contact days)

173 days x 7.5 hours per day = 1,297.5 hours

Termination – This contract may be terminated by either party with two weeks of written notice.

II. Sick Leave:

The Health Aide shall receive ten (10) days of sick leave annually available on the first day of employment. Sick leave may accumulate to an unlimited amount

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:

Four (4) personal leave days will be granted.

IV. Holidays:

Thanksgiving, Christmas, New Years Day, Presidents Day and Memorial Day

V. Benefits:

The School District shall contribute dollars toward the following insurance benefits:

	<u>2026 - 27 Rates</u>
Health Insurance	Up to \$900.00 per month
Cell Phone Reimbursement	\$50 per month (Sept - May)

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.

VI. 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.

VII. Salary: \$38,089.41 (1,297.5 hours x \$29.36 per hour)

Kristi Devine

Date

INDEPENDENT SCHOOL DISTRICT #595

Lynn Brott, Board Chair

Date

Josh Perkerewicz, Board Clerk

Date