

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

Name: Jason Kalt
Title: Senior Computer Support Technician

I. Length of Employment: Forty (40) hours per week for 52 weeks.

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. Vacation & Holidays: Paid vacation will accumulate at the rate of .83 days per month employed. After the first year of employment, the following schedule shall apply:

2nd - 5th year	10 work days	11th year	16 work days
6th year	11 work days	12th year	17 work days
7th year	12 work days	13th year	18 work days
8th year	13 work days	14th year	19 work days
9th year	14 work days	15th year	20 work days
10th year	15 work days		

In addition, the following days are included as paid holidays: New Year's Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, and Christmas. If the holiday falls on a Saturday or Sunday the preceding Friday or following Monday will be considered as the paid holiday.

IV. Benefits: The School District shall contribute dollars toward insurance benefits as follows:

	<u>2026-27</u>
Health Insurance	\$12,509.04 per year
Dental Insurance	\$1,474 per year
Life Insurance	\$20.44 per month
403(b) Plan	3% of annual salary

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 for death, emergency, serious illness regarding spouse, child, brother, sister, son-in-law, daughter-in-law, parent, father- or mother-in-law, grandfather, grandmother, grandchild, brother- or sister-in-law, aunt, uncle, niece or nephew, and other special cases as approved by your supervisor. Length of such cases shall be determined by the Superintendent and supervisor.

VI. Salary:	2026 - 27	= \$73,903
	School Board Meeting Coverage	= additional \$1,230 per year stipend
	Total	= \$75,133 - 260 days

Jason Kalt

Date

INDEPENDENT SCHOOL DISTRICT #595

Lynn Brott, Board Chair

Date

Josh Perkerewicz, Board Clerk

Date