

**NON-BARGAINING CHILD CARE EMPLOYEE AGREEMENT
2026-2028**

<u>STEPS</u>	<u>Classroom Lead</u>		<u>GSCG*</u>	<u>Classroom Assistant</u>		<u>GSCG*</u>	<u>Part Time Aide</u>
	<u>2026-27</u>	<u>2027-28</u>	<u>2026-28</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2026-28</u>	<u>(Summer Lead + \$1.00)</u>
1	\$15.03	\$15.26	\$380	\$14.65	\$14.87	\$380	Min Wage
2	\$15.18	\$15.41	\$380	\$14.87	\$15.09	\$380	Step 1 + 2%
3	\$15.44	\$15.67	\$380	\$15.13	\$15.35	\$380	Step 2 + 2%
4	\$15.73	\$15.96	\$380	\$15.40	\$15.63	\$380	Step 3 + 2%
5	\$16.02	\$16.26	\$380	\$15.74	\$15.97	\$380	Step 4 + 2%
Career	\$16.97	\$17.23	\$420	\$16.07	\$16.31	\$420	Step 5 + 2%
<i>No Step</i>	\$21.07	\$21.39	\$420				

<u>Program Lead:</u>	<u>2026-27</u>	<u>GSCG*</u>	<u>2027-2028</u>	<u>GSCG*</u>
(Junior Thunder Hawk)	\$21.07	\$280	\$21.39	\$280

Duty Year: Classroom Leads, Classroom Assistants and Program Leads are year-around employees working 40 hours per week plus 30-40 hours per year of required training (depending on qualification). Recognized legal holidays include: New Year’s Day - Christmas Day – Juneteenth- Independence Day - Labor Day -Thanksgiving Day - Thanksgiving Friday and Memorial Day. If a paid holiday falls on a Saturday or Sunday, another day shall be granted as the holiday.

BENEFITS

Apply only to employees whose work schedule is 30 hours or more per week, year-around.

Insurance: Classroom Leads and Classroom Assistants will receive a monthly Health Insurance benefit of \$725 for 2026-2027 and \$750 for 2027-28.

Program Lead will receive a monthly Health Insurance benefit of \$775 for 2026-2027 and \$800 for 2027-28.

If coverage is elected above the benefit amount, the employee will pay the difference through a payroll deduction.

403(B): Contribution match up to 2.5% of Salary for 2026-27 and up to 3% of Salary for 2027-28.

Sick Leave: Employees shall receive 1 day of sick leave per month, accumulative to 100 days. Included in the 12 days of annual sick leave is the Earned Safe and Sick Time (ESST) leave per MN statute 181.9445, Subd 4. Unused ESST shall carry over from year to year to a maximum of 80 hours. All sick leave exceeding the ESST will be in accordance with subd 1.

subd. 1 Sick leave with pay shall be allowed whenever an employee's absence is found to have been due to his/her illness or the illness of his/her child as defined by Minnesota Statute 181.940, Subd. 4, which prevented his/her attendance and performance of duties on that day or days. An employee may use up to 160 hours of accrued sick leave in a 12 month period, of which 48 hours are ESST, for illnesses or injuries suffered to an employee’s spouse, adult child, grandchild, sibling, parent (natural or step of the employee or employee’s spouse) or grandparent (natural or step of the employee or the employee’s spouse). Family care leave shall include, but not be limited to; injury, diagnosis, illness, medical treatment, or surgery. Family health care leave shall not include long term care. It is the intent of this leave to provide the employee with time to deal with emergencies and chronic illness, and to arrange for convalescence or long term care.

subd. 2 The school district may require an employee to furnish a medical certificate from a qualified physician as evidence of illness, indicating such absence was due to the employee's personal illness and stating the length of time needed for recovery in order to qualify for sick leave pay. In the event that a medical certificate will be required, the employee will be advised in writing within the first three (3) school days of the employee's return to work.

subd. 3 Sick leave pay shall be approved only upon submission of request completed in the district absence management system.

Employees entitled to the benefits of Workmen's Compensation Act as a result of an accidental injury may choose the following option regarding utilization of employee's accrued sick leave:

During the first 3 days of total temporary disability, I elect to use my accumulated sick leave that I have to my credit and after the expiration of the said 3 days, I elect to receive the weekly compensation rate as fixed by the Workmen's Compensation Act, and in addition thereto, so much of my accumulated sick leave as may be necessary to equal my regular weekly rate of pay, it being my intention to avail myself after the finish of 3 days of the benefits provided in the Minnesota Statutes, 1961, Section 176.021, Subdivision 5.

Bereavement: For absence because of the death in the immediate family, the employee shall receive full pay for up to five (5) days. The immediate family shall include wife, husband, child, son-in-law, daughter-in-law, grandchild, or parent of the employee or spouse. Up to three (3) days bereavement leave shall be granted for grandparent, brother or sister of the employee or spouse. Additional days may be granted by the Coordinator. Bereavement leave shall be deducted from the employee's sick leave. Two (2) days per year will be allowed for absence because of the death of relatives or friends other than those listed. Absence for bereavement leave will be deducted from the employee's sick leave.

Vacation: Vacation must be requested in writing, in the manner determined by school administration, by the employee to the employee's immediate supervisor. Requests must be approved by the Coordinator in advance of the leave dates requested. No more than one staff person will be granted vacation leave for the same day. In the event of multiple applications for the same day, the day will be granted to the person making the earliest application. Time of vacation shall be coordinated with the employer. Employees shall receive paid vacation under the following schedule accrued monthly:

0-5 years of service10 paid vacation days

After 5 years of service15 paid vacation days

After 10 years of service.....20 paid vacation days

Employees shall be allowed to carry over a maximum of 5 days of paid vacation into the next fiscal year. Any balance in excess of 5 days as of June 30 each year shall be forfeited.

Jury Duty: Employees shall be granted a leave of absence, with pay any time they are required to report for jury duty or jury service. Employees shall be paid the difference between jury duty (excluding travel and meal allowances) and their regular wage.

Personal: All employees who have regularly scheduled work hours and work year-around shall be entitled to one personal day per year, which may be carried over and accumulated to a maximum of two(2). Requests for personal leave must be made at least three days in advance, except in the event of an emergency. No more than one staff person will be granted personal leave for the same day. In the event of multiple applications for the same day, the day will be granted to the person making the earliest application.

Applies to all employees – regardless of the number of hours worked.

Note: For the purposes of calculating leave, a day will be considered to be the employee's typical work day. Employees working less than 30 hours per week shall earn leave time on a prorated basis. Accumulated vacation days must be used prior to any request for leave without pay. Excessive absenteeism may be grounds for termination.

*GSCS stands for Great Start Compensation Support Transition Grant. This stipend will continue as long as the school district receives the grant. In the event that grant is discontinued wages will revert hourly wage only.