

BAGLEY PUBLIC SCHOOLS
Work Agreement for
Native American Cultural Liaison/Community Expert
July 1, 2025 - June 30, 2027

- 1. Salary:** **2025-2026** **2026-2027**
 \$34,578 \$35,615
- 2. Annual Contract Length:** 190 days. The schedule of days worked is subject to the discretion of the Indian Education Director. Overtime pay as pre-approved by the Indian Education Director and High School Principal.
- 3. Sick Leave:** 1 day per month, 9 days per year, accumulative to 120 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.
- 4. Personal Leave:** 2 days per year. No carryover days.
- 5. 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.

- 6. Allowance:** Reimbursement will be made to the employee to meet the minimum requirements necessary for obtaining and maintaining a School Bus Drivers Type III License, as required by MN State Law.
- 7. Severance Pay:** 30% of accrued sick leave upon resignation or retirement in good standing as determined by the School Board. In the event of the employee's death, the employee's beneficiary shall receive the amount which the employee would have received. The benefit is payable only after 5 years of continuous employment.
- 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 employee feels that the problem has not been resolved following the discussion with the Superintendent 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.

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

Native American Cultural Liaison/Community Expert

School Board Clerk