

## **ADSIS INTERVENTIONIST EMPLOYMENT CONTRACT SOUTH KOOCHICHING-RAINY RIVER SCHOOL DISTRICT #363**

The purpose of this agreement is to set forth the basic agreement covering rate of pay, hours of work, and conditions of employment. This position is uniquely independent of any other School District work group or organized union and shall be dependent on the ADSIS grant funds. **This agreement is between ISD #363 and Betsy Henning.**

**I. Period of Time Covered by this Agreement**

This contract is for one year beginning August 19, 2025 and terminating on May 26, 2026. The ADSIS Interventionist shall work on days school is in session for the licensed staff plus a total of three additional duty days as assigned and to be determined by the District. These 3 additional days may be assigned prior to or after the contract start date. During the school year, the ADSIS Interventionist workday shall begin at 8 AM and end at 3:45 PM with a 30-minute duty free lunch period.

**II. Supervision:**

The immediate supervisor of the ADSIS Interventionist shall be the Northome School Principal. The District Superintendent will also have responsibilities associated with the supervision of this position.

**III. Job Duties Summary:**

The purpose of the program is to provide Reading/Math Interventions for students in grade K through grade 8, as identified and assigned to the ADSIS program by the building principal. These identified students are significantly underachieving in Reading compared to their peers. They are at risk of failure and/or being placed into special education services. In part, these students may also exhibit social emotional or behavioral disorders, placing them further at risk and in need of positive interventions. The ADSIS Interventionist will administer Reading interventions to increase academic achievement in Reading and provide behavioral support services to promote more healthy life choices. The ADSIS Interventionist will provide strategies and organizational supports for students participating within the program. Collaboration with administrators, special education teachers, and outside agencies is also necessary to create a seamless educational program for the identified students.

**IV. Benefits:**

1. Health and Hospitalization Insurance Coverage  
Same as the SKRR Licensed Staff Contract
2. Life Insurance  
The District will contribute up to \$40.00 per year toward the premium of individual life insurance coverage. Any additional cost of the premium shall be borne by the ADSIS Interventionist and paid by payroll deduction.
3. Compensation for Expenses  
Upon prior approval of the Superintendent and in connection to the assigned duties of this position, the ADSIS Interventionist will be compensated for such incurred expenses as mileage, meals and lodging at the rates set by the School Board.
4. Sick Leave  
Same as the SKRR Licensed Staff Contract
5. Personal Leave  
Same as the SKRR Licensed Staff Contract
6. Other Leaves  
The ADSIS Interventionist shall qualify for Jury Duty, Funeral Leave and Child Care Leave as found in the Licensed contract.

**V. Salary:**

The ADSIS Interventionist shall be paid based on an annual 2025-2026 salary of \$53,385. The ADSIS Teacher will be paid electronically except for the months of July, and August when paper checks may be issued, at

the District's discretion for those teachers selecting Method 1. By the end of September of each year, one of the following two methods must be selected by each staff member. Method 1: Salary paid in twenty-four (24) equal payments on the fifteenth (15th) and thirtieth (30th) of each month. Method 2: Salary paid in nineteen (19) payments. The first eighteen (18) payments will be received on the same basis as described in Method 1, however, the nineteenth (19th) payment on June 15th will be a balloon payment covering any remaining amount of salary, minus any deductions from the school year just completed. If the fifteenth or thirtieth of any month falls on a Saturday, Sunday or holiday, payment will be made on the first following working day for the District's business manager.

VI. Evaluation

During the period of this agreement, then ADSIS Interventionist will be evaluated at least annually by the Superintendent or Principal.

VII. Entire Agreement and Modification

The terms of this agreement constitutes the entire agreement and understanding between the School District and Employee. Neither party has relied on any oral or written promises or inducements in entering into this agreement. This agreement supersedes any and all prior oral or written agreements and understandings relating to the Employee's employment with the School District. This agreement may be modified or amended only by a written amendment signed by both parties.

VIII. Contract Termination

This contract may be terminated by the ADSIS Interventionist, at any time, with a one month written notice. This contract will be reviewed for renewal or nonrenewal at the end of the contract date.

The ADSIS Interventionist shall faithfully perform the services prescribed by the School Board whether or not such services are specifically described in this agreement, abide by the rules, regulations and policies as established by the School Board and the State of Minnesota. Failure to do so will be grounds for termination by the School District.

This agreement shall be effective only upon signature of the chairman and clerk of the School Board after authorization for such signature has been taken by the School Board with appropriate action recorded in its minutes.

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ADSIIS Interventionist

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chairperson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Clerk

\_\_\_\_\_  
Date