

**BAGLEY PUBLIC SCHOOLS**  
**Work Agreement for**  
**Indian Education Director**  
**July 1, 2025 - June 30, 2027**

- 1. Salary:**                    **2025-2026**                    **2026-2027**  
   \$59,000                                    \$60,180
- 2. Annual Contract Length:** 200 days
- 3. Earned Safe and Sick Time (ESST):** 1 day per month (12 days per year), granted effective July 1 of each contract year. Unused ESST can be accumulated to a maximum of 120 days. The Indian Education Director shall earn, use and accumulate ESST in conformance with the School District’s Employment Policies and Minnesota Statutes 181.9445–181.9448.
- 4. Personal Leave:** 3 days per year, with a maximum accumulation of up to 5 days.
- 5. Bereavement Leave:** The Indian Education Director shall be granted bereavement leave of up to 5 days for a death within their immediate or close family. Days utilized will not be deducted from ESST.
- 6. Insurance/403b Allowance:** The School District shall provide an annual allowance of \$10,450 for 2025-2026 and ~~(to be determined)~~ **\$11,450** for 2026-2027 to purchase insurance from the School District providers, covering Health and Hospitalization, and/or Long-Term Disability Insurance, and/or to provide a district matching contribution equal to the contribution of the Indian Education Director, up to \$2,100 to a District approved 403(b) plan. The Indian Education Director must minimally purchase the District’s Minimal Value Health Insurance Plan or provide proof of health insurance coverage under a spouse’s family plan, prior to assignment of the allowance. Any excess costs for insurance, above the allowance, shall be the sole responsibility of the Indian Education Director.

**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.

- 7. 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.
- 8. 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.
- 9. Problem Resolution:** In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the immediate supervisor. If the employee feels that the problem has not been resolved following the discussion with the supervisor, the employee should discuss the problem with the Superintendent. If the problem remains unresolved, 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\_\_\_\_\_.

\_\_\_\_\_  
Indian Education Director

IN WITNESS WHEREOF, I have subscribed  
my signature this \_\_\_\_\_  
day of \_\_\_\_\_, 20\_\_\_\_\_.

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