

NON-BARGAINING COMMUNITY EDUCATION COORDINATOR'S AGREEMENT
2026-2028

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| | <u>2026-2027</u> | <u>2027-2028</u> |
| RECREATION/AQUATICS COORDINATOR | \$50,718 | \$52,240 |
| LITTLE THUNDER HAWKS COORDINATOR | | |

BENEFITS

Insurance: Full time employees will receive a monthly Health and Life Insurance Benefit of \$980 for 2026-27 and \$1,000 for 2027-28. Part-time employees working 30 hours per week or more shall receive monthly insurance benefits on a pro rata basis. If coverage is elected above the benefit amount, the employee will pay the difference through a payroll deduction.

403(B): Contribution match up to 3.00% of Salary

Duty Year: The duty year shall be year round, excluding any legal holiday.

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.

Vacation: The Coordinator positions shall receive paid vacation under the following schedule accrued monthly:
0-5 years of service10 paid vacation days
After 5 years of service.....15 paid vacation days
After 10 years of service.....20 paid vacation days
Upon termination of employment, accrued vacation shall be paid to the employee in his/her final paycheck. Employees shall be allowed to carry over a maximum of fifteen (15) days of paid vacation into the next fiscal year. Any balance in excess of fifteen days as of June 30 each year shall be forfeited.

Sick Leave: Employees shall receive 15 days of sick leave per year, accumulative to 100 days. Included in the 15 days of 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.

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 School administration. Bereavement leave shall be deducted from the employee's accumulated sick leave. Two (2) days per year will be allowed for absence because of the death of relatives or friends other than those listed. Such absence will be deducted from the employee's accumulated sick leave

Personal Leave: All employees shall receive two days of personal leave, accumulative to three days.