

ROCK RIDGE PUBLIC SCHOOLS

Salary and Benefits for the Positive Community Norms Grant Coordinator – Cassandra Hainey Work Year July 1, 2025 – June 30, 2026

The Funding for this Position is provided by a grant from the State of Minnesota

~~2023-2025: \$58,968~~ **2025-2026: \$60,737**

Days Worked = 261

Work Day = 8 hours exclusive of lunch, with more time as needed to meet the needs of the district.
Expectation to work on days that school is called off for inclement weather.

Holidays = 13 (New Year's Eve, New Year's Day, President's Day, Good Friday, Easter Monday, Memorial Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day,)

Vacation = 25 Days

Sick Leave = 18 days accumulated to a maximum of 130. This includes bereavement leave.

Health Insurance: BC/BS VEBA plan #835 as chosen by the District.

The District will contribute to the employee's health insurance premiums as follows:

District Premium Contribution:	Single Policy =	95% less \$25/month
	Family Policy =	70% less \$25/month

Example: (monthly single premium x 95%) - \$25 = District contribution

The District will annually contribute to the employee's VEBA savings account as follows:

Annual District VEBA Contribution:	85% of VEBA deductible
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VEBA contribution deposits will be made quarterly.

Dental Insurance: This shall be the Delta Dental Non-Contracted Subgroup 0002 Plan. The District will pay 100% of the premium cost for a single policy or 75% of the premiums for a family policy.

Life Insurance: The premium for a \$50,000 Term Life Policy shall be paid by the District.

Long-Term Disability Insurance: Shall be provided by the district.

Tax-Sheltered Annuities: The employee will be eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403(b) or 457 (b) of the Internal Revenue Code of 1986, Minnesota Statutes, Section 123B.02, Subd. 15, and School District policy, and as otherwise provided by law. The School District will match the payroll deduction up to an amount of \$1,150 annually.

Health Care Savings Plan: Contribution based on School District Policy #430.

The purpose of this document is to set forth the wages and benefits for the listed position; it is not intended to serve as an employment contract. The district reserves the right to reduce or eliminate the position at any time or to terminate the employee for just cause. Signatures below indicate an understanding and acceptance of the terms of this document.

Signature of Employee _____ Date of Employee's Signature _____

Signature of Board Chair _____ Date of Chair's Signature _____

Signature of Board Clerk _____ Date of Clerk's Signature _____

School Board Recommendation

The recommendation is to increase the Positive Community Norms Coordinator (Cassandra Hainey)'s salary from \$58,968 annually to \$ 60,737 annually beginning on July 1, 2025. The salary and applicable fringe benefits are 100% provided by the PCN Grant and do not impact the general budget.

Rationale

This is indicative of a cost-of-living increase and is fully compensated by the grant without affecting any budget lines related to student activities or resources. It is compensated by the remaining funds unallocated in the salary section for financial support and assistant support that Cassandra has not utilized during the prior grant years.

Cassandra is an incredibly hard worker and has worked tirelessly to ensure PCN work supports Rock Ridge High School. Not only is she providing leadership within the district, but she is well respected in the community CAPE coalition and has been instrumental in propelling this group even further as well. As if this isn't enough, she is mentoring and reaching out to other PCN Coordinators, too! She is recruiting more individuals to be a part of the coalition and finding ways to go above the minimum, always with grant goals that will contribute to greater sustainability and transformation in the community.