ROCK RIDGE PUBLIC SCHOOLS

Salary and Benefits for the Network Engineer – Mike Hoche

Work Year July 1, 2026 through June 30, 2028

Salary for 2026-2027: $87,683 **2027-2028:** $87,683

Days Worked = 261 **Supervisor:** Technology Director

Work Day = Employee shall faithfully perform the services prescribed by the School Board whether or not such services are specifically described in this agreement or in a general job description, abide by the rules, regulations, and policies as established by the School Board and the State Board of Education, and any additions or amendments thereto, for the salary indicated above. The work schedule may require additional time and service beyond a typical 40-hour week as required to meet the needs of the job and the District requirements. This is a salaried technical support position for terms of definition. The District will allow the Network Engineer to be flexible in scheduling the work day.

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 Days = 25 Days

Sick Leave = 20 days accumulative 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: 2026-2028 = 85% of VEBA deductible
VEBA contribution deposits will be made quarterly starting September.

Dental Insurance: 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 _____