ROCK RIDGE PUBLIC SCHOOLS

Salary and Benefits for the Activities Director - Joshua Lamppa
Work Year July 1, 2026 through June 30, 2028

Salary for 2026-2027: $104,591 **2027-2028:** $104,591

Days Worked = 230 **Supervisor:** Superintendent

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. After consultation with the superintendent, work hours and days may be adjusted when school is not in session.

Holidays = 11 (New Year's Eve, New Year's Day, President's Day, Good Friday, Easter Monday, Memorial Day, Labor Day, Thanksgiving Day Friday after Thanksgiving, Christmas Eve, Christmas Day)

Personal Leave = 2 days
Vacation = 5 days
Sick Leave = 20 days accumulative to a maximum of 135. 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 = 90% 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 $100,000 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.

Conferences: To attend the National Athletic Directors Conference once every three years

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 _____