

BAGLEY PUBLIC SCHOOL
Work Agreement for H.S. Dean of Students
July 1, 2025 - June 30, 2027

1. Annual Salary:		2025-2026	2026-2027
	1	\$46,308	\$47,611
	2	\$47,879	\$49,182
	3	\$49,450	\$50,753
	4	\$51,021	\$52,325
	5	\$52,593	\$53,896
	6	\$54,164	\$55,467
	7	\$55,735	\$57,038
	8	\$57,306	\$58,610
	9	\$58,878	\$60,181
	10	\$60,449	\$61,752
	11	\$62,020	\$63,323
	12	\$63,591	\$64,895
	13	\$65,163	\$66,466

2. Contract Length: 210 days

3. Work Day: The Dean of Students shall devote time and attention to said employment and shall, to the best of their abilities, do and perform all such services in connection with said employment. It is expressly agreed that the duties of this position require the Dean of Students to work during times beyond the normal business hours. Generally, the workday will be a normal workday with the exception of meetings and job related events or activity functions as assigned. Trust is placed in each Dean of Students to regulate his own hours due to the expectation that all members of the administrative team put in long hours. The Dean of Students will equalize time with other members of the administrative team in all extra-curricular supervisory duties. Additional time worked after contract days are fulfilled will be reimbursed based on the Dean of Students' regular daily rate of pay, as approved by the Principal and Superintendent.

4. Sick Leave: The Dean of Students will be granted 12 days of sick leave per year, 1 per month, accumulative to 120 days. Pursuant to M.S. 181.9413, employees may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. For the purposes of this section, "child" and "grandchild" includes a stepchild, a step-grandchild, and a biological, adopted, and foster child or foster grandchild.

5. Personal Leave: 3 days per year, with a maximum accumulation of up to 5 days.

6. Insurance/403b Allowance: The School District shall provide an allowance of \$10,500 in 2023-2024 and \$9,500 in 2024-2025 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 Dean of Students, up to \$2,100 to a District approved 403(b) plan. The Dean of Students 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 Dean of Students. When total cost for health and hospitalization, and/or long-term disability insurance is less than district contribution the excess will be applied to an HSA or FSA.

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. Bereavement Leave:** The Dean of Students 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 sick leave.
- 8. Authorized Expenses:** All authorized expenses, which will include meals, lodging, registration, and travel, will be paid by the School District for the Dean of Students to attend workshops and conventions as approved by the Superintendent.
- 9. 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.
- 10. Problem Resolution:** In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the Superintendent. If the employee feels that the problem has not been resolved following the discussion with the Superintendent, 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 sub-
scribed my signature this _____
day of _____, 20_____.

Dean of Students

IN WITNESS WHEREOF, I have sub-
scribed my signature this _____
day of _____, 20_____.

School Board Clerk