

INDEPENDENT SCHOOL DISTRICT NO. 0001
PAUL GRAMS, SUBSTITUTE HIGH SCHOOL MATH TEACHER

The School Board of Independent School District No. 1 of the State of Minnesota, Aitkin, Minnesota, at a meeting held on the 15th day of September, 2025 enters into this agreement, pursuant to M.S. 122A.40 as amended, with Paul Grams, a Mathematics Teacher who agrees to work in the public schools of said district as a Substitute Math Teacher during the 2025-2026 school year to fill in for a Teachers medical leave.

The following provisions shall apply and are a part of this contract:

1. **Basic Services:** Said professional shall faithfully perform the services prescribed by the school board or its designated representative, whether or not such services are specifically described in this contract, abide by the rules and regulations as established by law, and any additions or amendments thereto, for the salary indicated below, and agrees to teach in the schools of said district as assigned in such grades or subjects for which the professional has the necessary certification.
2. **Duration:** This contract is subject to the provisions of M.S. 122A.40 as amended and to all laws, rules and regulations of the State of Minnesota relevant to qualification, certification, employment, termination and discharge for cause of teachers. Thereafter this contract shall remain in full force and effect except if modified by mutual consent of the school board and teacher or unless terminated as provided by law, or by written resignation pursuant to M.S. 122A.40, Subd. 7 as amended.
3. **Calendar:** School year and holidays shall be those named on the school calendar as adopted by the school board, and the teacher agrees to teach on those legal holidays on which the school board is authorized to conduct school if the school board so determines. In the event a duty day is lost due to any emergency, the teacher agrees to perform duties on such other day in lieu thereof as determined by the school board.
4. **Additional Services:** The school board, or its designated representative, may assign the teacher to extracurricular, co-curricular, or other assignments, subject to the provisions of the Master Contract with the exclusive bargaining agent. Such assignments and compensation therefore shall not become a part of the teacher's continuing contract rights.
5. **Reference:** This contract shall be subject to the agreement between the school district and the exclusive representative, if any, and the provisions of the Public Employment Labor Relations Act, M.S. 179.61-179.77, as amended.
6. **Special Provisions:**
 - Mr. Grams is a Licensed Tier 4 Mathematics and Coaching Teacher.
 - This contract is based on Step 1, MA Lane. \$49,179.00 Annual.
 - Taking 180 days x 7.58 hrs = 1364.40 hrs per year. Divide \$49,179.00 by 1364.40 = \$36.04 per hour.
 - The salary is based on 2024-2025 rates. Upon 2025-2026 Contract settlement adjustments will be made accordingly.
7. In consideration thereof, the school board agrees to pay said teacher the following:
Rate of pay: \$36.04 per hour.

Such salary shall be paid as authorized and in such installments during the term of the school year as may be determined by the Master Contract. This contract shall be effective only upon signature by the officers of the school board after authorization for such signatures have been taken by the school board in appropriate action and recorded in its minutes.

IN WITNESS THEREOF I have subscribed my signature this _____ day of _____, 20__.

Teacher _____

IN WITNESS THEREOF we have subscribed our signatures this _____ day of _____, 20__.

INDEPENDENT SCHOOL DISTRICT NO. 1

Chairman _____

Clerk JBingo