

SUBSTITUTE TEACHER CONTRACT
Nevis Public School, ISD 308

The School Board of Independent School District No. 308 of the State of Minnesota, Nevis, Minnesota, at a meeting held on the 27th day of April, 2026, enters into this Contract with Kimberly Hardwig, a legally qualified and licensed substitute teacher who agrees to teach in the public schools of said District as a substitute teacher according to the following provisions which shall apply and are a part of this Contract:

1. Basic Services: Said substitute teacher shall faithfully perform the services prescribed by the School Board or its designated representative(s), whether or not such services are specifically described in this Contract, abide by the rules and regulations as established by the School Board and the State of Minnesota, and any additions or amendments thereto, for the salary indicated below, and agrees to teach in the schools of said District as assigned.

2. Position: It is understood that the teacher is contracting to serve in a position as a substitute teacher pursuant to M.S. 122A.44, as amended to replace a regular teacher who is absent, and the continuing contract provisions of M.S. 122A.40 shall not apply except as otherwise provided by law. The regular teacher referred to herein is Lindsay Johnson.

3. Duration: The substitute teacher herein agrees to serve as a substitute teacher pursuant to the terms of this contract from approximately April 28th until the end of the 2025-2026 school year.

4. Calendar: The substitute teacher's duty days shall be those named on the school calendar as adopted by the School Board, and the substitute 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 school closing for any emergency, the substitute teacher agrees to perform duties on such day(s) in lieu thereof as the School Board shall determine.

5. Additional Services: The School Board, or its designated representative(s), may assign the substitute teacher to extra-curricular, co-curricular, or other assignments, subject to established compensation for such services which exceed the services authorized in paragraph 1. Said extra-curricular, co-curricular, or other assignments may be described in paragraph 6. of this Contract or by letter of assignment, together with a recitation of the compensation, if any, to be paid for said assignment during the term of this Contract. The School Board, or its designated representative(s), may make any additions or amendments to these assignments during the term of the school year as shall be necessary.

6. In consideration thereof, the School Board agrees to pay said substitute teacher the following salary: BA Step 1 \$36.29 per hour for 7.25 hours a day.

Employee will clock in with Time tracker through SmarterR

Such salary shall be paid as authorized and in such installments as may be determined by appropriate School Board regulation. This Contract shall be effective only upon signature by the officers of the School Board after authorization for such signatures has been taken by the School Board through appropriate action, recorded in its minutes.

IN WITNESS WHEREOF, I have subscribed my signature this _____ day of _____, 2026.

Substitute Teacher

IN WITNESS WHEREOF, we have subscribed our signatures this _____ day of _____, 2026.

School Board Chair

School Board Clerk