

FOOD SERVICE DIRECTOR
HOLDINGFORD PUBLIC SCHOOLS

The School Board of Independent School District No. 738, Holdingford, Minnesota, enters into this agreement with Jan Notch, who agrees to perform the duties of Food Service Director of Holdingford Public Schools commencing July 1, 2023 and ending June 30, 2025.

1. Duty Year:

The basic work year shall consist of 216 Days. Days worked must be documented and turned into the business office on each payday. If all days are not worked by the end of the fiscal year, a pay deduction will be done for those not worked.

2. Leaves:

Sick Leave:

The Food Service Director will earn sick leave at the rate of 10 days per year accumulative to 60 days. Sick Leave will be deducted for current sick leave earnings before using any accumulated sick leave from prior years.

Personal Days:

3 days per year of which one (1) can be carried over at June 30th for a maximum of four (4) days in a year. Personal leave will NOT be deducted from sick leave. Prior notification is requested.

Emergency Leave:

An employee shall be granted ten (10) non-accumulative paid emergency leave days each fiscal year to be used with an employee request and the Superintendent's approval for such emergencies as deaths, funerals, family illness not covered by sick leave, court appearances, estate settlements and acts of God. Emergency leave will be granted as a full day leave or a portion of a full day depending on the situation. Five (5) of these days will be paid and the other five (5) will be deducted from sick leave.

3. Health Insurance:

The District shall contribute the following for health insurance coverage on the District's group health and hospitalization plan. Any benefit amount above the cost of premiums will be contributed to a VEBA on a monthly basis. VEBA contributions will be made monthly.

	<u>2023-2024</u>	<u>2024-2025</u>
Single	\$7,350.00	\$7,718.00
Family	\$17,430.00	\$18,302.00

VEBA option for Non-Insurance Participants:

Any employee who is not enrolled in the district health insurance plan and provides the District with proof of other group health coverage, will receive up to \$1200/year. VEBA contributions will be made monthly and will be 1/12 of the total.

In the event this Contract will cause or does cause penalties, fees, or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a revised Contract between the parties that eliminate or reduce penalties, fees, or fines to be assessed against the School District. The amount of any reduction in the School District's contribution toward the employee's healthcare benefits as a result of addressing the 'highly compensated employee' component of the ACA will be placed into another School District-provided benefits(s) (i.e., a retirement HRA, salary, combination, etc.) as agreed upon between the parties.

4. Other Benefits:

Matching Annuity Program:

The following schedule will be used to determine the School Districts Contribution in a State approved Matching Annuity Program:

Years of Service	Contribution
0-3	\$600
4-10	\$700
11-15	\$800
16+	\$900

Long Term Disability Insurance:

The District will provide a long-term disability insurance program that will provide 66 2/3% of salary after ninety days. All benefits will be paid according to the terms of the insurance contract in force at the time of claim.

Life Insurance:

The District will provide Term life and AD & D insurance at the rate of 1 times their base wage. All benefits will be paid according to the terms of the insurance contract in force at the time of claim.

Uniform Allowance

Maximum of \$150.00 per Fiscal Year will be provided for reimbursement of approved uniform purchases.

5. Compensation:

The Food Service Director's annual salary reflected in this agreement shall be \$56,201 for 2023-24 and \$58,406 for 2024-25.

In Witness Thereof: I have subscribed
my signature this

15 day of September, 2021
Jan Nitz

(Food Service Director)

In Witness Thereof: I have subscribed
my signature this

20 day of September, 2021
Pat J. Meier

(School District)