

**TECHNOLOGY DIRECTOR  
HOLDINGFORD PUBLIC SCHOOLS**

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

**1. Duty Year:**

The basic work year shall consist of 260 business days less the holidays described in leaves. Regular or normal work schedule is not guaranteed. District or building administrators, or supervisors, and/ or the Technology Director may adjust individual employee work schedules as needed to best accommodate the instructional and activity programs of the District.

School Closing: A maximum of 2 days will be allowed for all day cancellations. In the event school is closed early because of inclement weather or other building related emergencies, those employee's affected will be excused at the time the Supervisor says employees may be permitted to leave without a payroll deduction .

**2. Leaves:**

Sick Leave: The District Technology Director will earn sick leave at the rate of 14 days per year accumulative to 130 days. Sick leave will be deducted from current sick leave earnings before using any accumulated sick leave from prior years.

<u>Holidays:</u> New Year's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
4th of July	Christmas Eve
Labor Day	Christmas Day
Juneteenth	Three (3) Floating Holidays

Holidays falling on Saturday or Sunday will be taken on the nearest work day.

Vacations: 3 weeks during the 1st through 8th year of employment  
4 weeks during the 9th through 15th year of employment  
5 weeks during the 16th through 24th year of employment

Vacation days will be advanced at the start of the fiscal year (July 1). However, if the Technology Director leaves the employ of the District prior to the end of the fiscal year, vacation leave shall be prorated based on the number of days worked to that point. If, at that point, more vacation leave has been used than accrued the Technology Director shall pay to the District the amount of such vacation leave used in excess of the amount earned. Only five (5) days can be carried over into the next fiscal year.

Upon separation of service, any earned but unused vacation balance will be paid to the employee at the currently hourly rate of pay.

Emergency Leave: Ten (10) non-accumulative paid emergency leave days at the beginning of each contract year to be used at the discretion of the Technology Director for such emergencies as deaths, funerals, family illness not covered by sick leave, court appearance, estate settlements and acts of God. Those days will not be deducted from sick leave.

### 3. Health Insurance:

The District will contribute up to \$12,000 a year toward a single or dependent health insurance policy for the fiscal year 2023-2024 and \$12,750 for fiscal year 2024-2025. If a deductible plan is chosen, any benefit amount above the cost of the premiums will be contributed to a HRA. HRA contributions will be made monthly.

Any employee who is not enrolled or a dependent in the district health insurance plan and provides the District with proof of other group health coverages, will receive up to \$5,040 in 23-24 and \$5,355 in 24-25 deposited into a VEBA. 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:

Convention/ Meeting Attendance: The Technology Director is expected to represent the District at appropriate meetings sponsored by relevant professional organizations including but not limited to Brainstorm, and Skyward Conferences. Expense allowances for travel shall be subject to the same limitations and requirements as set in District policy.

Matching Annuity Program: The following schedule will be used to determine the School District's Contribution in a State approved Matching Annuity Program.

Years of Service	Contribution
1-2	\$0
3-5	\$300
6+	\$1,100

Long Term Disability: The District will provide a long term disability insurance program that will provide 66 2/3% of salary after ninety days.

Term Life Insurance: The District will provide Term Life and Accidental Death and Dismemberment insurance at the rate of 1 times the base wage.

**5. Salary:**

The Technology Director's salary reflected in this agreement shall be \$69,994 for Fiscal Year 2023-2024 and \$72,794 for Fiscal Year 2024-2025


In Witness Thereof: I have subscribed my signature this

20 day of SEPTEMBER, 2023

  
(Technology Director)

In Witness Thereof: I have subscribed my signature this

30<sup>th</sup> day of September, 2023

  
(School District)