

Adopted: February 10, 2020

Revised: April 27, 2026

422 EMPLOYEE RECOGNITION PROGRAM

I. PURPOSE

The purpose of this policy is to promote the efficient and effective operation of Special School District No. 6 through recognition of both the length of employment and service of high distinction as recognized by the employee's peers and administration.

II. GENERAL STATEMENT OF POLICY

- A. The Board of Education of Special School District No. 6, in keeping with its obligations to employees, has incorporated into its compensation plan for all of its employees an "employee recognition program" as described in this policy.
- B. The Board of Education of Special School District No. 6 authorizes the administration to develop a program for the recognition of staff members and their contributions to the success of Special School District No. 6 in providing a high quality of education.

III. PROGRAM GUIDELINES

The district shall be fiscally responsible in determining the level of incentive for recognition that will be provided each year. The recognition program shall not include monetary awards. District administration may incorporate the following events and recognition:

- A. A recognition event with appropriate food served to all attendees. This event shall be open to all staff of Special School District No. 6.
- B. Recognition awards for years of service. Such awards shall be appropriate for the number of years of service.
- C. Outstanding Service. The District may annually recognize employees throughout and at the end of the year.

Legal References: Minn. Stat. § 123B.02, subd. 14a (General Powers of Independent School Districts)