

Martin County West Public Schools

Independent School District No. 2448
105 East 5th Street, Sherburn, MN 56171
507-764-2330

MEMORANDUM OF EMPLOYMENT

Nickole Bowie

Name of Employee

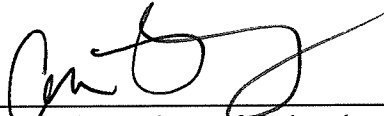
Community Education & ECCE Director

Assignment

It is hereby agreed by and between the Board of Education of District No. 2448 of Sherburn, Minnesota and the above named employee that said person shall perform all duties usually assigned to such employees in the Martin County West School District for the following period of time and wages.

- From July 1, 2026 to June 30, 2027 for \$40,050 annually, paid monthly

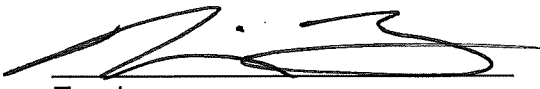
It is further agreed that such employment may be terminated by either party subject to two weeks notice, and this agreement is subject to the laws of the State of Minnesota and the rules and regulations of the Martin County West Board of Education.



Superintendent of Schools

9/22/26

Date



Employee

9-22-26

Date



School Board Clerk

9-21-2026

Date

**FRINGE BENEFITS
2026-2027**

SCHEDULE:

Part-time, year-round, except by special arrangement preapproved by the superintendent, scheduled by mutual agreement of the employee and superintendent.

PAID TIME OFF:

Beginning January 1, 2025, the employee will be granted 77.5 hours of paid time off to be used for illness, vacation, emergencies, and other circumstances that require the employee to manage during work hours. Leave must be taken in minimum increments of 1 hour. Any unused leave will accumulate as sick leave up to a maximum of 135 days and may only be used for sick leave purposes once all other annual leave has been exhausted.

PAID HOLIDAYS:

The 11 observed holidays per year are: New Year's Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, and Christmas Day. President's Day becomes a floating holiday if school is held on that date.

SNOW DAYS:

Any scheduled school day when school is canceled due to snow, employees do not need to report to work and may instead work remotely. This is a day with pay. When school is dismissed early, employees may leave after school is closed and after checking with the superintendent. This is with pay.

HEALTH INSURANCE:

District contribution of \$6,250 towards premium on a single policy or \$11,250 towards premium on a family policy.

LTD, LIFE, DENTAL & VISION INSURANCE:

The School Board shall pay full premium for LTD and Life insurance for a policy of \$100,000.

403(B) CONTRIBUTION:

403(b) contribution match from the district of up to \$1,500 per year.

RESIGNATION:

A minimum of 2 week notice for resignation is required.

WORK YEAR:

Date hired: 7/1/2021

12 months, 920 hours