EMPLOYMENT AGREEMENT

JULY 1, 2026 - JUNE 30, 2028

REBECCA MARTHALER

DIRECTOR OF TECHNOLOGY

AND

INDEPENDENT SCHOOL DISTRICT #0743

SAUK CENTRE, MINNESOTA

ARTICLE I
ARTICLES/PORTION OF THE CONTRACT

The articles here attached constitute an integral portion of the contract agreement between Independent School District #0743, Sauk Centre, Minnesota, and Becki Marthaler.

ARTICLE II
DEFINITIONS

1. EMPLOYER - In all articles, Independent School District #0743 shall be referred to as the District.

2. EMPLOYEE - In all articles, Becki Marthaler shall be referred to as the Director of Technology

ARTICLE III
BASIC SERVICES

The Director of Technology shall faithfully and confidentially perform the services prescribed by the job description and the Superintendent of Schools whether or not such services are specifically described in the job description, abide by the rules, regulations, policies as established by the School Board and the Minnesota Department of Education, and any additions or amendments thereto, for the salary and benefits indicated herein, and all state and federal laws relevant thereto.

ARTICLE IV
DURATION

This contract shall remain in full force and effect, except if modified by mutual consent of the School Board and the Director of Technology or unless terminated as provided by law.

This contract shall be in full force and effect through June 30, 2028. At the conclusion of its term or any agreed to extension thereof neither party shall have any further claim against the other party, and the District's employment of the Director of Technology shall cease.

ARTICLE V
SEVERABILITY

Should any portion of this contract be found to be in violation of state law, both parties agree to immediately negotiate appropriate modifications. Unless otherwise mutually agreed, all other provisions of the contract shall remain in full force and effect.

ARTICLE VI
TERMINATION DURING TERM

The Director of Technology's employment may be terminated during the term of this

contract only for cause defined in M.S. 122A.40 Subds. 9 or 13. Except for the purposes of describing the grounds for discharge, the provisions of M.S. 122A.40 shall not be applicable. If the School Board proposes to terminate the Director of Technology during the contract term for cause as defined in M.S. 122A.40, it shall notify the Director of Technology in writing of the proposed grounds for termination. The Director of Technology shall be entitled to a hearing before an arbitrator provided the Director of Technology makes such a request in writing within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Director of Technology may be suspended with pay pending final determination by the arbitrator. If the Director of Technology fails to request a hearing as provided herein within the fifteen (15) calendar day period, it shall be deemed acquiescence by the Director of Technology to the School Board's proposed action and the proposed action shall become final on such date as determined by the School Board, and the Director of Technology shall have no further claim or recourse.

ARTICLE VII
DUTY YEAR/DUTY DAYS

The Director of Technology's duty days shall be 260 days, per fiscal year as scheduled with the superintendent, from which leaves, holidays, and vacation shall be subtracted as appropriate.

ARTICLE VIII
VACATION/HOLIDAYS

The Director of Technology shall be granted twenty-two (22) days of annual paid vacation. The Director of Technology may carry over five (5) unused vacation days to the following year up to a maximum of 27 days. Additional days may be carried over to following year with written consent of the Superintendent.

The Director of Technology shall be entitled to the following paid holidays: New Year's Day, Good Friday, Memorial Day, Juneteenth, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve. Martin Luther King Day and President's Day will also be holidays if school is not in session. If school is in session, these will be normal working days.

ARTICLE IX
LEAVES

Leaves will be granted the Director of Technology as follows:

Sick & Safe Leave: Twelve (12) days per year, cumulative to one hundred ten (110) days. Annual sick and safe leave shall accrue at the start of the fiscal year. State Statue 181.9447 (ESST) defines what this leave can be used for and which family members are included.

Family & Medical Leave Act: As prescribed by law.

Bereavement Leave: Maximum of five (5) days per occurrence for immediate family, and one (1) day for a person outside of the immediate family will be granted without deduction in compensation or sick and safe leave. Immediate family is defined as the employee's child (including step, adopted foster), adult child, spouse, sibling, parent, parent-in-law, grandchild, grandparent, or stepparent, son/daughter in law or other relative living in the same household as the Director of Technology. Additional requests for close friends and other relatives need to be approved by Superintendent and will be deducted from sick leave.

Jury Duty Leave: If the Director of Technology is called to serve jury duty, she shall be provided leave with pay for each of required jury duty service. The Director of Technology shall notify the School District of dates of pending absences within 72 hours following notice of jury duty. The Director of Technology shall reimburse the School District any per diem paid to a juror by the Court for jury duty service except she shall retain any mileage or meal allowance paid by the court.

ARTICLE X
MEDICAL INSURANCE

The District shall provide the Director of Technology and her eligible dependents with medical insurance selected from the menu of insurance coverage options offered by the District. Monthly payments towards medical insurance shall be as follows:

July 1, 2026 – June 30, 2027	$1,100.00 per month
July 1, 2027 – June 30, 2028	$1,200.00 per month

In the event this Contract will cause or does cause penalties, fees, or fines to be assessed against the District, the parties agree to reopen negotiations that result in a revised Contract between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District. The amount of any reduction in the School District's contribution toward the Director of Technology's healthcare benefits as a result of addressing the 'highly compensated' component of the ACA will be placed into another School District-provided benefit(s) (i.e., a retirement HRA, salary etc) as agreed upon between the parties. Any remaining insurance contribution dollars, after the high deductible plan premium has been paid, will be contributed to the Director of Technology's HSA account.

ARTICLE XI
BASIC SERVICES COMPENSATION

Compensation for "basic services" rendered in the capacity of "Director of Technology" shall be as follows:

July 1, 2026 – June 30, 2027	$84,872.00
July 1, 2027 – June 30, 2028	$87,418.00

Said compensation shall be in addition to compensation or fringe benefit provisions.

Additional Compensation/Provisions:

1. The Director of Technology will be provided with a school vehicle when traveling on school business at the District's expense. In the event that the superintendent approves the use of the Director of Technology's private vehicle, she will be reimbursed as per School Board policy.

2. The Director of Technology shall be reimbursed for all legally valid expenses and fees for attendance at professional meetings and conferences when attendance is required, directed, or previously approved by the superintendent.

3. The Director of Technology shall be a member of the Public Employee's Retirement Association and the District and employee shall contribute to said program as required by law.

4. The District shall provide the Director of Technology with Long-Term Disability Insurance coverage that is no less favorable than the coverage provided to licensed staff under the District's Long-Term Disability Insurance policy with its selected vendor.

ARTICLE XII
MATCHING 403b PLAN

The District will make available to the Director of Technology a matching 403b plan. The District will make matching contributions to the plan based on the following schedule:

Years of Service	Matching Amount
1st- 2nd	$400
3rd - 5th	$600
6th - 8th	$1,000
9th - 11th	$1,400
12th-14th	$1,800
15+ years	$2,200

Requirements to Participate: The following subdivisions shall be applicable to this section:

1. Prior to July 1 of any year, employee shall declare his intent to participate in a 403b matching program contribution plan by submitting a signed Intent to Participate form to the payroll department.

Responsibility for filing said form is solely the responsibility of the Director of Technology. Failure to file said form shall exclude the employee from participation during that year. An Intent to Participate form shall be binding until a written and signed withdrawal of participation is provided to the payroll department.

In order for the Intent to Participate form to be valid, it is the Director of Technology's responsibility to have all vendor accounts established and all vendor forms

appropriately completed and signed. Failure on the part of the employee to do so will void any School District match for said year.

2. The Director of Technology may, through payroll deduction, as indicated on the Intent to Participate form, contribute any dollar amount up to or in excess of the School District contribution, provided that they are responsible for and comply with all applicable rules and statutes.

3. The School District and the Director of Technology will direct their contributions to the same vendor. The School District's contribution will match the Director of Technology's contribution dollar-for-dollar, up to the yearly maximum.

4. Contributions (Employee and Employer) as defined on the annual Intent to Participate form shall be remitted twice monthly, July through June.

5. The Director of Technology shall choose a vendor from the School District established list in order to participate.

6. Management of both the portfolio of individual investments and the School District contributions shall be solely the responsibility of the Director of Technology in whose name these investments have been made. The School District absolutely assumes no current or future liability for contributions made to these plans or for investment earnings (losses), which may accrue to these portfolios as a result of investment decisions, which are made by the Director of Technology.

7. The Director of Technology is not to construe any plan or the district contributions to any plan or the opportunity of the employee to match such contributions as legal, tax, or investment advice by the School District.

8. The management of both the individual and School District contributions shall be solely the responsibility of the Director of Technology in whose name the contributions have been made. The Director of Technology should consult her own attorney, accountant, and investment advisor as to legal, tax, and investment issues relating to contributions in any plan.

9. The School District has neither reviewed nor approved any investment programs, which the Director of Technology may obtain by way of contributions under any plan.

10. The Director of Technology agrees to indemnify and hold harmless the School District from any adverse investment experience arising from or connected with contributions to any plan.

11. There shall be no School District contribution for employee on a leave of absence.

The maximum lifetime contribution to the plan for the employee will be $25,000.

Contributions will be made twice each month.

ARTICLE XIII
RETIREMENT

The District will pay the Director of Technology (or her estate) 50% of accumulated sick leave days at her daily rate of pay in compensation upon retirement, subject to qualifying under PERA, or death.

In addition, upon retiring from the School District and having at least 10 years of service to the District, the District will pay 75% of the board share of single health insurance for up to three years or until employee's 65th birthday, whichever occurs first. Employees hired after January 1, 2019 are not eligible for this benefit.

ARTICLE XIV
ENDORSEMENT

The preceding Articles I-XIII, as stipulated, are hereby mutually approved, endorsed and incorporated as an integral portion of the continuing contract between Independent School District #0743, Sauk Centre, Minnesota, the employer, and Becki Marthaler, Director of Technology.

Chair, Board of Education
Independent School District #0743
Sauk Centre, Minnesota

Director of Technology
Independent School District #0743
Sauk Centre, Minnesota

Clerk, Board of Education
Independent School District #0743
Sauk Centre, Minnesota

Dated: 7-14-2026

Dated: 6-23-26