EMPLOYMENT AGREEMENT

July 1, 2025 - June 30, 2027

BRENT LIESER

ACTIVITIES/COMMUNITY EDUCATION DIRECTOR

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 Brent Lieser.

ARTICLE II
DEFINITIONS

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

2. EMPLOYEE - In all articles, Brent Lieser shall be referred to as the Activities/Community Education Director.

ARTICLE III
BASIC SERVICES

The Activities/Community Education Director 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
LICENSURE

The Activities/Community Education Director is a licensed Community Education Director in the State of Minnesota.

ARTICLE V
DURATION

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

This contract shall be in full force and effect through June 30, 2027. 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 Activities/Community Education Director shall cease.

ARTICLE VI
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 VII
TERMINATION DURING TERM

The Activities/Community Education Director'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 Activities/ Community Education Director during the contract term for cause as defined in M.S. 122A.40, it shall notify the Activities/Community Education Director in writing of the proposed grounds for termination. The Activities/Community Education Director shall be entitled to a hearing before an arbitrator provided the Activities/Community Education Director 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 Activities/Community Education Director may be suspended with pay pending final determination by the arbitrator. If the Activities/Community Education Director fails to request a hearing as provided herein within the fifteen (15) calendar day period, it shall be deemed acquiescence by the Activities/Community Education Director 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 Activities/Community Education Director shall have no further claim or recourse.

ARTICLE VIII
DUTY YEAR/DUTY DAYS

The Activities/Community Education Director duty days shall be 230 days, per fiscal year as scheduled with the Superintendent, from which leaves shall be subtracted as appropriate and/or necessary to fulfill all the duties and requirements of the Activities/Community Education Director position. Meetings, workshops, and conferences that are associated with school business shall count as school time.

ARTICLE IX
LEAVES

Leaves will be granted the Activities/Community Education Director as follows:

Sick & Safe Leave: Fifteen (15) 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.

Personal Leave: Up to two non-accumulative personal leave days may be used each year and count towards duty days.

Family & Medical Leave Act: As prescribed by law.

Bereavement Leave: Maximum of five (5) days per occurrence for immediate family will be granted without deduction in compensation or sick leave, in the event of death in the Activities/Community Education Director's immediate family. 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 or other relative living in the same household as the Activities/Community Education Director.

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

Worker's Compensation. Pursuant to M.S. 176, an employee injured on the job in the service of the School District and collecting worker's compensation insurance, may draw sick and safe leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments and only that fraction of the days not covered by insurance will be deducted from accrued sick and safe leave.

ARTICLE X
MEDICAL INSURANCE

The employer shall provide the employee and his 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, 2025 – June 30, 2026	$1250.00 per month
July 1, 2026 – June 30, 2027	$1350.00 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 employee'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 employee's HSA account.

ARTICLE XI
BASIC SERVICES COMPENSATION

Compensation for services listed in the capacity of "Activities/Community Education Director" shall be as follows:

July 1, 2025 - June 30, 2026	$112,000.00
July 1, 2026 - June 30, 2027	$115,360.00

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

Additional Compensation/Provisions:

1. The Activities/Community Education Director 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 Activities/Community Education Director private vehicle he/she will be reimbursed as per School Board policy.

2. The school district shall pay all legally valid expenses and fees for the Activities/Community Education Director 's attendance at professional conferences and meetings with other educational agencies when attendance thereof is required, directed, or permitted by the Superintendent of Schools. These meetings shall include but not be limited to state, regional, and national conferences. The Activities/Community Education Director shall attempt to advise the Superintendent of Schools of all meetings and conferences that the Activities/Community Education Director will be attending and shall periodically report to the School Board relative to all meetings and conferences attended. The Activities/Community Education Director shall file itemized expense statements to be processed and approved as provided by law. Reimbursable expenses may include: registration, transportation, conference lodging, conference meals. Any miscellaneous expenses as approved specifically by the Superintendent may also be paid.

3. The School District shall provide, at its own expense, long-term disability insurance for the Activities/Community Education Director under the School District's group long-term disability insurance plan.

4. The School District shall contribute up to $600.00 per year towards the cost of life insurance.

5. The School District will pay the cost of professional memberships in professional organizations, associated with the Activities/Community Education Director's line of duty for the District as approved by the Superintendent.

6. The Activities/Community Education Director may work in extracurricular coaching capacities as coordinated with the Superintendent and may receive appropriate compensation therefor. The Activities/Community Education Director shall not engage in other employment, consultant service or other activity for which a salary, fee, or honorarium is paid without the prior approval of the Superintendent of Schools.

7. Indemnification and Provision of Counsel: In the event that an action is brought or a claim is made against the Activities/Community Education Director arising out of or in connection with the Activities/Community Education Director 's employment, and the Activities/Community Education Director is acting with the scope of

employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes Chapter 466.

ARTICLE XII
MATCHING 403b PLAN

The District will make available to the employee a matching 403b plan. The District will make a matching contribution of $2,000.00 for each year of the contract.

The maximum lifetime contribution to the plan for the Activities/Community Education Director will be $25,000.

Contributions will be made twice each month.

ARTICLE ENDORSEMENT

The preceding articles I-XII, as stipulated, are hereby mutually approved, endorsed and incorporated as an integral portion of the contract between Independent School District #743, Sauk Centre, Minnesota, the employer, and Brent Lieser, Activities/Community Education Director.

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

Activities/Community Education Director
Independent School District #0743
Sauk Centre, Minnesota

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

Dated: 4/21/25

Dated: 4-21-25