EMPLOYMENT AGREEMENT

September 1, 2026 – August 31, 2028

WRAP AROUND
KID CONNECTION ASSISTANT

AND

INDEPENDENT SCHOOL DISTRICT #743

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 #743, Sauk Centre, Minnesota, and the Wrap Around Kid Connection Assistant.

ARTICLE II
DEFINITIONS

1. EMPLOYER - In all articles, Independent School District #743 shall be referred to as the employer.

2. EMPLOYEE - In all articles, Wrap Around Kid Connection Assistant shall be referred to as the employee.

ARTICLE III
DURATION

This contract is for a term of 24 months commencing September 1, 2026 and ending August 31, 2028. It shall remain in full force and in effect unless modified by mutual consent of the School Board and the Wrap Around Kid Connection Assistant or unless terminated or extended.

ARTICLE IV
MEDICAL INSURANCE

The District shall provide the Wrap Around Kid Connection Assistant and their 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:

September 1, 2026 - August 30, 2027	$825.00 per month
September 1, 2027 - August 30, 2028	$875.00 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 Wrap Around Kid Connection Assistant 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 Wrap Around Kid Connection Assistant's HSA account.

ARTICLE V
VACATION

The employee shall be granted fifty-six (56) hours of annual paid vacation. Vacation hours are to be used during the contract period and cannot be carried over without prior approval from the superintendent.

ARTICLE VI

HOLIDAY PAY

The following holidays will be paid at eight (8) hours per day: New Year's Day, Good Friday, Memorial Day, Juneteenth, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

ARTICLE VII
LEAVES

Leaves will be granted as follows:

Sick & Safe Leave: Forty (40) hours per year, cumulative to eight hundred eighty (880) hours. 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: Up to five (5) days of paid leave may be allowed for death in the employee's immediate family. The specific amount of leave allowed is subject to the discretion of the superintendent depending on the circumstances. Immediate family is defined as the employee's spouse, child, grandchild, parent, parent in-law, brother or sister.

ARTICLE VIII
COMPENSATION

Rates of Pay: The wages and salaries reflected in Schedule A, attached here to, shall be a part of the Agreement for the period commencing September 1, 2026 to August 31, 2028. Annual step movement shall occur on September 1 of each year for employees of this group. New employees hired before January 1 shall move to the next step on September 1 and those hired on January 1 or after shall move to the next step in September of the following year. An individual employee's salary advancement is subject to the right of the School District to withhold salary increases for good and sufficient grounds.

Overtime: All work performed in excess of forty (40) hours per week will be compensated at time and one-half (1.5) of regular pay. All overtime shall be approved by the immediate supervisor or the Superintendent.

ARTICLE ENDORSEMENT

The preceding Articles I-VIII, as stipulated, are hereby mutually approved, endorsed and incorporated as an integral portion of the continuing contract between Independent School District #743, Sauk Centre, Minnesota, the employer, and the Wrap Around Kid Connection Assistant.

Ann Hess — Dated: 6-18-26

Chair, Board of Education
Independent School District #743
Sauk Centre, Minnesota

Pat Gio — Dated: 6/17/26

Clerk, Board of Education
Independent School District #743
Sauk Centre, Minnesota

Cindy Olmscheid — Dated: 6/15/26

Wrap Around Kid Connection Assistant
Independent School District #743
Sauk Centre, Minnesota

Kid Connection
Wrap Around/Assistant Pay Scale - Schedule A

	2026-2027	2027-2028
1	15.12	15.57
2	15.43	15.89
3	15.74	16.21
4	16.05	16.53
5	16.37	16.86
6	16.69	17.19
7	17.03	17.54
8	17.38	17.90
9	17.72	18.25
10	18.08	18.62