EMPLOYMENT AGREEMENT

July 1, 2026 – June 30, 2028

PATRICIA BUSHARD

KID CONNECTION DIRECTOR

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 Patricia Bushard.

ARTICLE II
DEFINITIONS

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

2. EMPLOYEE - In all articles, Patricia Bushard shall be referred to as the employee.

ARTICLE III
DURATION

This contract is for a term of 24 months commencing July 1, 2026 and ending June 30, 2028. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Kid Connection Director or unless terminated or extended.

ARTICLE IV
MEDICAL INSURANCE

Section 1. Selection of Carrier: The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Section 2. Health and Hospitalization Insurance: All ACA eligible employees shall be offered a Minimum Value Plan/Health Savings Account (MVP/HSA) deemed Affordable Care Act (ACA) compliant and would receive a contribution as follows: $825.00 per month for the period of July 1, 2026 to June 30, 2027 and $875.00 per month for the period of July 1, 2027 to June 30, 2028 toward the premium for individual coverage. In the event this Contract will cause or does cause penalties, fees, or fines to be assessed against the District, the District will increase the District contributions to meet ACA Affordability Compliance. Any remaining contribution dollars after the high deductible plan premium has been paid will be contributed to the select HSA account.

ARTICLE V
VACATION

The Kid Connection Director shall be granted ninety-six (96) hours of paid vacation during the 2026-2027 contract year and one hundred four (104) hours of paid vacation during the 2027-2028 contract year. Vacation leave must be used within the applicable contract year. Any unused vacation hours may not be carried over to a subsequent contract year without prior written 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, Christmas Eve, Christmas Day and New Year's Eve.

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 child (including step, adopted, foster), adult child, spouse, sibling, parent, parent in-law, grandchild, grandparent, stepparent, or other relative living in the same household as the employee.

ARTICLE VIII
BASIC SERVICES COMPENSATION

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

July 1, 2026 – June 30, 2027	$26.50 per hour
July 1, 2027 – June 30, 2028	$27.30 per hour

Weekly hours will vary dependent on enrollment and demand needs of the program, as approved by your supervisor.

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 Patricia Bushard, Kid Connection Director.

Ann Hess — Dated: 6-18-26

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

Pat Qi — Dated: 6/17/26

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

Patricia Bushard — Dated: 6-15-26

Kid Connection Director
Independent School District #743
Sauk Centre, Minnesota