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# TERMS AND CONDITIONS OF EMPLOYMENT

July 1, 2023 -June 30, 2025

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**Article 1**  
**DEFINITIONS**

**SECTION 1- DEFINITION OF UNIT**

**Subd. 1-**Salary Appendices are for reference only and may be updated periodically. The employees covered under this Terms and Conditions agreement are considered at-will employees.

**Subd. 2-** This agreement is subject to change.

**SECTION 2- WORKING DAY-** a “working day” is defined as any day the employee is scheduled to work or any holiday the employee is eligible to be paid for.

**SECTION 3- FULL-TIME EMPLOYEE-** Employees regularly scheduled to work six or more hours per day shall be considered full-time.

**SECTION 4-PART-TIME EMPLOYEE-** Employees regularly scheduled to work less than six hours per day shall be considered part-time.

**Article II**  
**EMPLOYMENT**

**SECTION 1-WORK SCHEDULE-** The employees covered by these Terms and Conditions of Employment will be assigned work time schedules by their supervising administrator. The District reserves the right to change hours, days, schedules, shift, and location according to District needs.

**SECTION 2- OTHER TERMS-** Terms surrounding employment not found in this agreement may be specified in the appendices.

**Article II**  
**REIMBURSEMENT**

**SECTION 1- MILEAGE REIMBURSEMENT-** Employees who are required to use their personal vehicles in the performance of their job duties shall be reimbursed at the rate allowed by the Internal Revenue Service.

**SECTION 2-CELL PHONE REIMBURSEMENT-**Employees who are required to use their personal cell phone in the performance of their job duties, as determined by the Executive Director of Special Education, shall be reimbursed in the form of a monthly stipend, as determined by the Executive Director of Special Education. A copy of the service bill will be

required prior to the stipend being distributed each year.

**SECTION 3- REIMBURSEMENT FOR PERSONAL ITEMS DAMAGED BY**

**STUDENTS-** Upon proper documentation, the District will reimburse employees for expenses incurred in repairing or replacing personal items broken or damaged during the normal workday by students; i.e. glasses, hearing aids, dentures, vehicles (up to the employee’s personal insurance deductible amount). Personal items do not include items that are not required for the employee to perform their job. Requests for reimbursement will be submitted to the Executive Director within thirty (30) days of the damage. The Executive Director will make the determination if the item in need of repair is required for the employee to perform their job.

**Article III**  
**COMPENSATION**

**SECTION 1- WAGES/COMPENSATION**

**Subd. 1-** The wages/compensation reflected in the Appendices shall be in effect for the period commencing July 1, 2023 and ending June 30, 2025.

**Subd. 2-** The wages/compensation provided herein may, at the sole discretion of the District, be modified during the duration of this salary program for the purpose of complying with applicable state and federal laws.

**SECTION 2-INITIAL COMPENSATION-** At the time of hiring, initial placement on the salary schedule shall be determined by mutual agreement between the individual employee and the employer. Initial placement beyond Step 1 requires approval from the Executive Director of Special Education.

**SECTION 3-PAY-** Employees shall be paid bi-monthly. If a pay date falls on a Saturday, Sunday, or a holiday, employees will be paid on the last working day immediately preceding. Regular paychecks shall be delivered by electronic deposit.

**SECTION 4-ADVANCEMENT ON THE SALARY SCHEDULE-** Advancement on the salary schedule shall be at the discretion of the Executive Director of Special Education.

**SECTION 5-OVERTIME-** An hourly employee working overtime will be paid in accordance with the Fair Labor Standards Act (FLSA).

**SECTION 6- HIRING/SIGNING BONUSES-** It is the discretion of the Executive Director of Special Education to determine if/when signing bonuses for hard to fill positions will accompany any new employee covered under these Terms and Conditions of employment.

**SECTION 7- MISCELLANEOUS PAY-** Employees shall be paid at their hourly rate of pay for any additional hours worked outside of their normal work day or schedule.

**SECTION 8-OTHER COMPENSATION-** Terms surrounding other compensation shall be specified in the appendices.

**ARTICLE IV**  
**BENEFITS**

**SECTION 1- ELIGIBILITY FOR BENEFITS-** full-time employees working 90 days or more per year shall be eligible to receive all health benefits s provided in this Article. Employees working less than an average of 30 hours per week are not eligible for the benefits under this Article.

**SECTION 2-HEALTH AND HOSPITALIZATION INSURANCE**

**Subd. 1-** The District shall provide a yearly contribution toward the premium for insurance coverage for full-time employees, as defined in Article 1, Section 3, who qualify for and are enrolled in the District’s group health and hospitalization plans as follows:

2023-2024: Single: \$7,173, Single+1: \$14,497, Family: \$20,977

2024-2025: Single: \$7,388, Single+1: \$14,932, Family: \$21,606

In addition to the District contribution listed above, as part of the medical benefit plan, the School District will contribute an amount recommended by the insurance committee to a Health Reimbursement Arrangement (HRA) or Health Savings Account (HSA) for each insured employee covered under these Terms and Conditions of employment each insurance plan year.

**Subd. 2-** The District’s contribution shall be made in conjunction with regularly scheduled salary/wage payments.

**Subd. 3-** The cost of any premium that exceeds the District’s monthly contribution shall be paid by the employee through payroll deduction. Rates are subject to change July 1, 2024, however, the contribution in any contract year shall not exceed the actual premium for group medical insurance plan.

**Subd. 4-** The health and hospitalization insurance program will be coordinated with Medicare in accordance with Minnesota Statutes.

**Subd. 5-** The selection of the insurance carrier and policy shall be made by RRSEC insurance committee.

**SECTION 3- DENTAL INSURANCE**

**Subd. 1-** The District shall provide a yearly contribution toward the premium for dental insurance coverage for full-time employees, as defined in Article 1, Section 3, who qualify for and are enrolled in the District’s group plans as follows:

2023-2024: Single: \$483, Single+1: \$790, Family: \$1,159

2024-2025: Single: \$483, Single+1: \$790, Family: \$1,159

**Subd. 2-** The selection of the insurance carrier and policy shall be made by RRSEC insurance committee.

**SECTION 4- LIFE INSURANCE**

**Subd. 1-** The District shall contribute the full premium necessary to purchase group term life insurance equal to two times the employee’s annual salary for eligible full-time employees, calculated to the nearest \$1,000.

**SECTION 5- LONG TERM DISABILITY INSURANCE**

**Subd. 1-** The District shall provide long-term disability insurance and will pay the cost of the premium for each eligible employee.

**SECTION 6- CLAIMS AGAINST THE DISTRICT**

**Subd. 1-** It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

**ARTICLE V**  
**MATCHING DEFERRED COMPENSATION PLAN (403b)**

**SECTION 1-ELIGIBILITY-** Eligible full-time employees shall be entitled to a matching District contribution as specified in the Appendices.

**Subd. 1-**The District contribution shall begin once eligibility is met and when the employee establishes participation in an eligible investment program as defined by statute. The District match cannot be accumulated on a retroactive basis if an employee elects to begin participation after the first year of eligibility.

**Subd. 2-** A salary reduction authorization agreement must be completed by the eligible employee by October 1 of the school year for the employee to initiate or change contributions in the 403b matching contributions plan for that school year.

**Subd. 3-** Employees on unpaid leaves may not participate in the matching program while on leave.

## **ARTICLE VI** **RETIREMENT**

### **SECTION 1- TRA/PERA**

**Subd. 1-** The school district shall contribute the current rate towards the employee's Teachers Retirement Association (TRA) or Public Employees Retirement Association (PERA).

## **Article VII** **LEAVES**

### **SECTION 2-BEREAVEMENT LEAVE**

**Subd. 1-** Paid bereavement leave shall be allowed as follows:

1. Up to five (5) days leave shall be allowed for death in the employee's immediate family. The specific amount of leave allowed is subject to the discretion of the Executive Director, depending on the circumstances. Immediate family is defined as the employee's spouse, child (includes biological child, step child, adoptive child and foster child), parent or step-parent.
2. Up to three (3) days leave shall be allowed for death of the employee's sibling, sibling-in-law, parent-in-law, grandparent, spouse's grandparent, or grandchild.
3. One (1) day leave will be allowed for the death of the employee's aunt, uncle, niece, nephew, or the niece, nephew, aunt or uncle of the employee's spouse.
4. In the sole discretion of the Executive Director, an employee may be granted additional days of bereavement leave in the case of extreme circumstances and such days, if any, shall be deducted from sick leave.

### **SECTION 3-CHILD CARE LEAVE**

**Subd. 1-** A child care leave may be granted by the School District subject to the provisions of this section. Such child care leave will be in coordination with applicable state and federal child care leave law. Child care leave may be granted because of the need to prepare and provide parental care for a child or children of the employee for an

extended period of time.

**Subd. 2-** Employees covered under these Terms and Conditions of employment making application for child care leave shall inform the supervising administrator in writing of intention to take leave, at least three (3) calendar months before commencement of the intended leave, except in cases of emergency or as otherwise required by state and/or federal law.

**Subd. 3-** In making a determination concerning the commencement and duration of a child care leave, the District shall not in any event, be required to:

- a. Grant any leave more than twelve (12) months in duration.
- b. Permit the employee to return to his or her employment prior to the date designated in the request for child care leave.

**Subd. 4-** Failure of the education professional to return pursuant to the date determined under this section shall constitute grounds for termination unless the District and the licensed staff mutually agree to an extension in the leave.

**Subd. 5-** Education professionals covered under these Terms and Conditions of employment who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this agreement at the commencement of the beginning of the leave. The employee shall not accrue additional credit for pay purposes or leave time during the period of absence for child care leave.

**Subd. 6-** Unless otherwise required by state or federal law, an employee covered under these Terms and Conditions of employment on child care leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but shall pay the entire premium for such programs as the employee wishes to retain, commencing with the beginning of the child care leave. The right to continue participation in such group insurance programs, however, will terminate if the employee does not return to the School District pursuant to this section.

**Subd. 7-** Unless otherwise required by state or federal law, leave under this section shall be without pay or fringe benefits.

#### **SECTION 4-JURY DUTY LEAVE**

**Subd. 1-**An employee who is called to jury duty shall notify his/her supervisor



immediately upon receipt of the summons so that arrangements to excuse the employee to serve may be made if necessary.

**Subd. 2-**An employee who is absent because of jury service will receive their regular pay from the District during the period of service minus any compensation received for the jury service, not including mileage and parking reimbursement. Confirmation of payment and service dates will be required.

**Subd. 3-** If an employee is released from jury duty before their normal work day ends, they must notify their supervisor and report to work, unless their supervisor advises otherwise.

**SECTION 5- OTHER LEAVE-** employees eligible for other leave categories shall be specified in the Appendices.

## **ARTICLE VIII** **EMPLOYMENT PRACTICES**

**SECTION 1- EMERGENCY CLOSINGS-** If school is canceled for students by the Executive Director or designee due to weather conditions, employees covered under these Terms and Conditions of Employment will report to work unless contacted by their Supervisor.

**SECTION 2- WORKSHOPS AND CONVENTIONS-** The District will pay the cost for job-related workshops and conventions with prior approval of the supervisor or Executive Director of Special Education.

## APPENDIX A:

### BEHAVIOR CONSULTANT

#### **Section 1- Employment-**

**Subd. 1-**The employees covered by this appendix will work 183 days per calendar year and 7 ½ hours per day.

**Subd. 2-**The employees covered by this appendix are considered Exempt employees.

#### **Section 2- Personal Leave**

**Subd. 1-** The employees covered by this appendix will accrue four (4) personal leave days each year. Personal leave days may be accumulated to a maximum of seventy-five (75) hours or ten (10) days.

**Subd. 2-** Requests for personal leave must be made electronically or in writing to the Executive Director of Special Education or designee in advance whenever possible.

**Subd. 3-**An employee may accumulate unused personal leave days to a maximum of ten (10) days at the end of the school year. At the employee's request, he/she may be paid at the end of a school year at their current daily rate of pay for any or all unused personal days; or any unused personal days may be transferred to an employee's sick leave bank. A written request to cash in any days beyond ten (10) days must be submitted to the Executive Director of Special Education or designee by June 15th or they will be forfeited.

#### **Section 3- Sick and Safe Leave**

**Subd. 1-** A full-time employee shall earn sick and safe leave at the rate of eleven (11) days for each year of service of employment in the District. At the beginning of each school year, the employee will be credited with eleven (11) days of sick and safe leave on a proportionate basis to the employee's work year.

**Subd. 2.** Unused sick and safe leave days may accumulate to a maximum of one hundred thirty (130) days of sick and safe leave per employee.

**Subd. 3.** Sick and safe leave with pay shall be allowed whenever a employee's absence is necessary for the following reasons:

- (a) The employee's mental or physical illness, treatment or preventative care;
- (b) A family member's mental or physical illness, treatment or preventative care;
- (c) Absence due to domestic abuse, sexual assault or stalking of

- the employee or a family member;
- (d) Closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and
- (e) When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

**Subd. 4.** Sick and safe leave may be used for the care and support of an employee's:

- (a) Child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);
- (b) Spouse or registered domestic partner;
- (c) Sibling, stepsibling or foster sibling;
- (d) Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;
- (e) Grandchild, foster grandchild or step-grandchild;
- (f) Grandparent or step-grandparent;
- (g) Sibling's child;
- (h) Parent's sibling;
- (i) Child-in-law or sibling-in-law;
- (j) Any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner;
- (k) Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
- (l) Up to one individual annually designated by the employee.

This list is pursuant to Minn. Statutes §181.940 et. seq.

**Subd. 5.** The District may require an employee to furnish a medical certificate from a qualified medical practitioner as evidence of illness, indicating such absence was due to illness, in order to qualify for sick and safe leave pay. However, the final determination as to the eligibility of an employee for sick and safe leave is reserved to the District. In the event that a medical certificate will be required, the employee will be so advised. Sick and safe leave will not be granted for elective medical procedures that can be scheduled outside the regular school year.

**Subd. 6.** Sick and safe leave allowed shall be deducted from the accrued sick

and safe leave days earned by the employee.

**Section 4- MATCHING DEFERRED COMPENSATION PLAN (403b)**

**Subd. 1.** Employees who have completed one year of service with the District shall be eligible to participate in a 403B matching contribution plan.

**Subd. 2.** The District will match eligible employee contributions up to the following amounts based on the completion of the following years of experience in the District:

	<b><u>2023-2024</u></b>	<b><u>2024-2025</u></b>
1 to 3 years of experience	\$650.00	\$800.00
4 years of experience to 9 years of experience	\$1,100.00	\$1,250.00
10 years of experience to 14 years of experience	\$1,350.00	\$1,500.00
15 years of experience to 19 years of experience	\$1,650.00	\$1,800.00
20 or more years of experience	\$2,150.00	\$2,300.00

**Subd. 3.** The maximum career matching contribution by the District shall be \$45,000.

**Subd. 4.** A salary reduction authorization agreement must be completed by the eligible employee by October 1 of the school year for the employee to initiate or change contributions in the 403B matching contributions plan for that school year.

**Subd. 5.** Employees on unpaid leave may not participate in the matching program while on leave.

**Section 4- Compensation**

**SALARY SCHEDULE  
July 1, 2023 -June 30, 2025**

	<b>1</b>	<b>2</b>	<b>3</b>
<b>2023-2024</b>	<b>\$63,633</b>	<b>\$72,214</b>	<b>\$84,696</b>
<b>2024-2025</b>	<b>\$65,542</b>	<b>\$74,380</b>	<b>\$87,237</b>

**Section 5- Career Increment Stipend**-An employee who has completed at least fifteen (15) years of continuous service in the District shall be paid a career increment stipend according to the following schedule:

<b>Years of Service</b>	<b>2023-2024 Stipend</b>	<b>2024-2025 Stipend</b>
15-19	\$850	\$1,000
20-24	\$1,850	\$2,000
25-29	\$2,850	\$3,000
30 or more	\$3,850	\$4,000

## APPENDIX B:

### TECHNOLOGY COORDINATOR

#### **Section 1- Employment**

**Subd. 1-**The employee covered by this appendix will work 180 days per calendar year and 8 hours per day, exclusive of an unpaid lunch period.

**Subd. 2-**The employee covered by this appendix is an Exempt “Confidential Employee” as defined by Minn. Stat. § 179A.03, Subd. 4. Confidential Employees are not represented by an exclusive representative as defined by Minn. Stat. § 179A.03, Subd. 8.

#### **Section 2- Safe and Sick Leave**

**Subd. 1-**The Technology Coordinator shall earn sick and safe leave at the rate of eight (8) days for each year of service of employment in the District. At the beginning of each school year, the employee will be credited with eight (8) days of sick and safe leave, to be prorated should the employee work less days than required according to Section 1.

**Subd. 2.** Unused sick and safe leave days may accumulate to a maximum of one hundred thirty (130) days of sick and safe leave per employee.

**Subd. 3.** Sick and safe leave with pay shall be allowed whenever a employee’s absence is necessary for the following reasons:

- (a) The employee’s mental or physical illness, treatment or preventative care;
- (b) A family member’s mental or physical illness, treatment or preventative care;
- (c) Absence due to domestic abuse, sexual assault or stalking of the employee or a family member;
- (d) Closure of the employee’s workplace due to weather or public emergency or closure of a family member’s school or care facility due to weather or public emergency; and
- (e) When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

**Subd. 4.** Sick and safe leave may be used for the care and support of an employee’s:

- (a) Child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);
- (b) Spouse or registered domestic partner;

- (c) Sibling, stepsibling or foster sibling;
- (d) Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;
- (e) Grandchild, foster grandchild or step-grandchild;
- (f) Grandparent or step-grandparent;
- (g) Sibling's child;
- (h) Parent's sibling;
- (i) Child-in-law or sibling-in-law;
- (j) Any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner;
- (k) Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
- (l) Up to one individual annually designated by the employee.

This list is pursuant to Minn. Statutes §181.940 et. seq.

**Subd. 5.** The District may require an employee to furnish a medical certificate from a qualified medical practitioner as evidence of illness, indicating such absence was due to illness, in order to qualify for sick and safe leave pay. However, the final determination as to the eligibility of an employee for sick and safe leave is reserved to the District. In the event that a medical certificate will be required, the employee will be so advised. Sick and safe leave will not be granted for elective medical procedures that can be scheduled outside the work schedule.

**Subd. 6.** Sick and safe leave allowed shall be deducted from the accrued sick and safe leave days earned by the employee.

### **Section 3- MATCHING DEFERRED COMPENSATION PLAN (403b)**

**Subd. 1.** Employees who have completed one year of service with the District shall be eligible to participate in a 403B matching contribution plan.

**Subd. 2.** The District will match eligible employee contributions up to the following amounts based on the completion of the following years of experience in the District:

	<b><u>2023-2024</u></b>	<b><u>2024-2025</u></b>
1 to 3 years of experience	\$650.00	\$800.00
4 years of experience to 9 years of experience	\$1,100.00	\$1,250.00
10 years of experience to 14 years of experience	\$1,350.00	\$1,500.00
15 years of experience to 19 years of experience	\$1,650.00	\$1,800.00
20 or more years of experience	\$2,150.00	\$2,300.00

**Subd. 3.** The maximum career matching contribution by the District shall be \$45,000.

**Subd. 4.** A salary reduction authorization agreement must be completed by the eligible employee by October 1 of the school year for the employee to initiate or change contributions in the 403B matching contributions plan for that school year.

**Subd. 5.** Employees on unpaid leave may not participate in the matching program while on leave.

**Section 4- Compensation**

**SALARY SCHEDULE  
July 1, 2023 -June 30, 2025**

	<b>1</b>	<b>2</b>	<b>3</b>
<b>2023-2024</b>	<b>\$48,765</b>	<b>\$57,849</b>	<b>\$69,996</b>
<b>2024-2025</b>	<b>\$50,228</b>	<b>\$59,584</b>	<b>\$72,096</b>



**Section 5- Career Increment Stipend**-An employee who has completed at least fifteen (15) years of continuous service in the District shall be paid a career increment stipend according to the following schedule:

<b>Years of Service</b>	<b><u>2023-2024 Stipend</u></b>	<b><u>2024-2025 Stipend</u></b>
15-19	\$850	\$1,000
20-24	\$1,850	\$2,000
25-29	\$2,850	\$3,000
30 or more	\$3,850	\$4,000

**APPENDIX C:**

**ASSISTANT TO THE EXECUTIVE DIRECTOR OF SPECIAL EDUCATION  
SPED DATA COORDINATOR  
PAYROLL/BENEFITS COORDINATOR**

**Section 1- Employment**

**Subd. 1-**The employees covered by this appendix are Non-Exempt “Confidential Employees” as defined by Minn. Stat. § 179A.03, Subd. 4. Confidential Employees are not represented by an exclusive representative as defined by Minn. Stat. § 179A. 03, Subd. 8.

**Section 2-Holidays**

**Subd. 1-** Paid holidays for the employee covered by this appendix are as follows:

Labor Day	New Year's Day
Thanksgiving Day	President's Day
Friday after Thanksgiving	Spring Holiday
December 24	Memorial Day
December 25	Juneteenth
New Year’s Eve Day	July 4

**Subd. 2-** If any of the above holidays fall on a Saturday or Sunday, the Friday before or the Monday after will be taken as the paid holiday.

**Section 3- Paid Time Off (PTO)**

**Subd. 1-**All full-time (12 month) employees will accrue 27 days of PTO (paid time off)

**Subd. 2-**Part-time employees will accrue PTO based on the pro rata rate of their FTE.

**Subd. 3-**Except in situations where the employee is using PTO for sick leave purposes, the employee must have prior approval from the Executive Director of Special Education before using PTO.

**Subd. 4-**Up to eight (8) days of unused PTO may be carried over from one year to the

following year.

**Subd. 5-** In the event of a resignation by the employee, any PTO balance used that was not yet accrued shall be paid back to the school district.

**Subd. 6-**After 12-months of service to RRSEC, any employee leaving school employment shall be paid for all accrued PTO to the employee's credit, except in cases of employee misconduct.

**Section 4- Matching Deferred Compensation Plan (403b)**

**Subd. 1.** Employees who have completed one year of service with the District shall be eligible to participate in a 403B matching contribution plan.

**Subd. 2.** The District will match eligible employee contributions up to the following amounts based on the completion of the following years of experience in the District:

	<b><u>2023-2024</u></b>	<b><u>2024-2025</u></b>
1 to 4 years of experience	\$600.00	\$700.00
5 years of experience to 9 years of experience	\$900.00	\$1,000.00
10+ years of experience	\$1,100	\$1,200.00

**Subd. 3.** The maximum career matching contribution by the District shall be \$25,000.

**Subd. 4.** A salary reduction authorization agreement must be completed by the eligible employee by October 1 of the school year for the employee to initiate or change contributions in the 403B matching contributions plan for that school year.

**Subd. 5.** Employees on unpaid leave may not participate in the matching program while on leave

**Section 5- Compensation**

**SALARY SCHEDULE (Rate per hour)**

**July 1, 2023 -June 30, 2025**

**Assistant to the Director**

	1	2	3
2023-2024	\$25.85	\$27.21	\$28.64
2024-2025	\$26.62	\$28.03	\$29.50

**SALARY SCHEDULE (Rate per hour)**

**July 1, 2023 -June 30, 2025**

**SPED Data Coordinator**

	1	2	3
2023-2024	\$24.84	\$26.14	\$27.52
2024-2025	\$25.59	\$26.93	\$28.35

**SALARY SCHEDULE (Rate per hour)**

**July 1, 2023 -June 30, 2025**

**Payroll/Benefits Coordinator**

	1	2	3
2023-2024	\$25.12	\$26.44	\$28.35
2024-2025	\$25.87	\$27.23	\$29.20

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT AS FOLLOWS:

This 25 day of October, 2023 .

SCHOOL DISTRICT NO. 6079



RRSEC Executive Director of Special Education, Tanya Tacker



RRSEC Governing Board Chair



RRSEC Governing Board Clerk