

BAGLEY PUBLIC SCHOOLS
Work Agreement for
Community Education Director
July 1, 2025 - June 30, 2027

1. Salary:	2025-2026	2026-2027
	\$74,309	\$75,793

- 2. Annual Contract Length:** 220 days

Additional time worked will be reimbursed at the Community Education Director's regular daily rate of pay. The number of weeks worked shall not exceed 44 weeks without recommendation from the Superintendent and/or School Board approval. With the preapproval of the Superintendent, the Community Education Director may opt to trade additional time worked for time off during the regular year at no reduction of pay.

- 3. Personal Leave:** Two (2) days per year, accumulative up to 5 days.

- 4. Sick Leave:** Twelve (12) days per year, accumulative to 120 days.

- 5. Bereavement Leave:** The Community Education Director shall be granted bereavement leave for a death within their immediate or close family. Days utilized shall be a reasonable amount and must be approved by the Superintendent. Days utilized will not be deducted from sick leave.

- 6. Insurance/403b Allowance:** The School District shall provide an allowance of \$8,910, to purchase insurance from the School District providers, covering Health and Hospitalization, Term Life and/or Long-Term Disability Insurance, and/or to provide a district matching contribution equal to the contribution of the Community Education Director, up to \$3,600 to a District approved 403(b) plans. The Community Education Director must minimally purchase the District's Minimal Value Health Insurance Plan or provide proof of health insurance coverage under a different plan, prior to assignment of the allowance. Any excess costs for insurance, above the allowance, shall be the sole responsibility of the Community Education Director.

Affordable Care Act Related Implications note.

In the event this Agreement causes or will cause penalties, fees or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

- 7. Holidays:** Full pay shall be granted for the following holidays:

Labor Day	Christmas Eve Day	President's Day	Juneteenth
Thanksgiving Day	Christmas Day	Good Friday	Independence Day
Day After Thanksgiving	New Year's Day	Memorial Day	

If school is in session on President's Day, an alternative date will be established by the School Board.

- 8. Professional Dues Paid:** The School District shall provide the annual dues and fees required by the Minnesota Board of School Administrators and Minnesota Community Education Directors Association.
- 9. Problem Resolution:** In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the Superintendent. If the employee feels that the problem has not been resolved following the discussion with the Superintendent, the employee may refer the problem to the School Board's Negotiating Committee. If the problem is not solved at that point, the employee has the right to address the problem to the full School Board for final resolution.

10. Severance: 40% of accrued sick leave upon resignation or retirement in good standing, as determined by the School Board. In the event of the employee's death, the employee's beneficiary shall receive the amount which the employee would have received. The benefit is payable only after 5 years of continuous employment.

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of Aug 28, 2026.

Kayla Keller
Community Education Director

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20____.

School Board Clerk