

Chisholm School District School Board Meeting Agenda

Monday, August 28, 2023 at 5:00 PM
Regular Meeting
Chisholm School Board Room

I. Determination of Quorum and Call to Order

II. Public Comment:

Description: Welcome to this meeting of the Board of Education Independent School District #695, Chisholm School District. We are extremely pleased that you have shown an interest in school district affairs by attending this meeting. The Board of Education allows public participation at its meeting, but at the same time has the responsibility for conducting its business in an orderly fashion. We will provide the audience with an opportunity to request to speak. We request that before you speak to announce your name. Each speaker will be allowed five minutes unless the time limit is waived by a majority of the board members present. At a public meeting of the board, no person shall orally initiate charges or complaints against individual employees of the district or challenge instructional materials used in the district. All such charges, if presented to the board directly, shall be referred to the Superintendent for investigation and report. We would also like to remind the public that the school board is not allowed to comment on your concerns. If there are no questions, we will open the public comment section of the board meeting.

III. Recognition of Guests and Visitors

IV. Approve Agenda

V. Reports

VI. Consent Agenda

A. Motion to approve the Minutes of the August 14, 2023 Regular Meeting.

VII. Action Agenda

A. Motion to approve the hiring of Pat Jensen, volunteer football coach, for the 2023 season. 4

Attachments:

2023 FB Volunteer Coach 4

B. Motion to approve the hiring of Mike Rajkovich, volunteer football coach, for the 2023 season. 5

Attachments:

2023 FB Volunteer Coach 5

C. Motion to approve the hiring of Frank Cerar, volunteer football coach, 6

for the 2023 season.	
Attachments:	
2023 FB Volunteer Coach	6
D. Motion to approve the hiring of Jeremy Fleming, volunteer football coach, for the 2023 season.	
E. Motion to approve the hiring of Terry Vesel, volunteer football coach, for the 2023 season.	7
Attachments:	
2023 FB Volunteer Coach	7
F. Motion to approve the hiring of Matt Nelson, volunteer football coach, for the 2023 season.	8
Attachments:	
2023 FB Volunteer Coach	8
G. Motion to approve the hiring of Christine Olson, Special Education Instructor, High School, effective August 29, 2023.	9
Attachments:	
Hire C. Olson	9
H. Motion to approve the hiring of Timothy Kirsch to Job #236 Custodian/Bus Driver, High School, effective August 24, 2023.	
I. Motion to approve the hiring of Bethanie Hermann to Job #239 Paraprofessional, effective August 29, 2023.	10
Attachments:	
Recommendation to Hire B. Hermann	10
J. Motion to approve the hiring of Sage Mankus to Job #239, Paraprofessional, effective August 29, 2023.	11
Attachments:	
Recommendation to Hire S. Mankus	11
K. Motion to accept the 6 month Leave of Absence for Ryan Lucas, Carpenter Shop/Bus Driver, effective September 26, 2023 - March 26, 2026.	12
Attachments:	
R.Lucas LOA	12
L. Motion to approve the two-year At-Will contract from Kent Michael Fredeen, Facilities and Grounds Administrator, as presented.	13
Attachments:	
Mike F Contract Proposal	13

M. Motion to approve transferring ownership of the safe deposit box at the First National Bank, Chisholm, MN, to Mark Morrison, Superintendent.

N. Motion to approve Policy 506 Student Discipline.

O. Motion to approve Policy 613 Graduation Requirements.

P. Motion to approve Policy 616 School District System Accountability.

Q. Motion to approve Policy 617 School District Ensurance of Preparatory and High School Standards.

R. Motion to approve Policy 621 Literacy and the Read ACT.

S. Motion to approve Policy 708 Transportation of nonpublic School Students.

T. Motion to approve Policy 709 Student Transportation Safety Policy.

U. Motion to approve Policy 806 Crisis Management.

VIII. Discussion

IX. Information

A. Enrollment numbers

X. Adjourn

Volunteers

Nicholas Milani <nmilani@chisholm.k12.mn.us>
To: Lisa Aldrich <laldrich@chisholm.k12.mn.us>

Mon, Aug 14, 2023 at 2:44 PM

Good afternoon,

Volunteer coaches for football are as follows:

Pat Jensen
Mike Rajkovich
Frank Cerar
Jeremy Fleming
Terry Vesel
Matt Nelson

Since I have taken over as coach for the fall of the 2019 season, the following coaches have worked with me each year:

Mike Rajkovich
Terry Vesel
Pat Jensen
Jeremy Fleming

Coach Cerar began in the fall of 2021 when he began teaching here.

Matt Nelson was a former volunteer with Coach Quirk, and he is coming back to help this year.

Practice begins August 14th.

Thanks,
Nick

--

Nicholas Angelo Gregorich Milani
Mathematics Teacher
Head Football Coach
Head Boys Basketball Coach
Chisholm High School
p: 218-254-5726 ext. 3203

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Christine

Brian Hake <bhake@chisholm.k12.mn.us>
To: Lisa Aldrich <laldrich@chisholm.k12.mn.us>

Fri, Aug 18, 2023 at 8:23 AM

I am recommending Christine Olson for the position of Special Education Teacher in the Chisholm High School effective Aug 29th, 2023.

Thank you

[Quoted text hidden]

Recommendation to Hire

Position: Job #239 Paraprofessional

Posting duration: Posted-8/7/2023 and currently posted

Advertising Location: Website, EdPost, Indeed

Number of Qualified: 4

Licensed Applications: NA

Interview committee Names: Karla Winter, Robbie Albert

Recommended for hire: Bethanie Hermann

Supervisor: Karla Winter

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Posting duration: Posted-8/7/2023 and currently posted

Advertising Location: Website, EdPost, Indeed

Number of Qualified: 4

Licensed Applications: NA

Interview committee Names: Karla Winter, Robbie Albert

Recommended for hire: Sage Mankus

Supervisor: Karla Winter

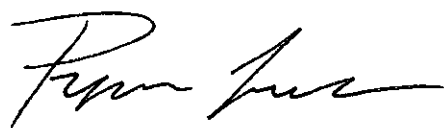
August 14th, 2023

Dear Superintendent Morrison and ISD 695 Board Members,

Please accept this letter as a formal request for a leave of absence. I am requesting a leave of six months. The leave will last from September 26th, 2023 until March 26th, 2024.

Please let me know if you have any questions and an appropriate time for us to speak to discuss my request of a leave of absence.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Lucas". The signature is written in a cursive style with a large initial "R" and a long horizontal stroke at the end.

Ryan Lucas

AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT 695
AND
FACILITIES & GROUNDS OPERATIONS ADMINISTRATOR
TERMS & CONDITIONS OF EMPLOYMENT

JULY 1, 2023 - JUNE 30, 2024
JULY 1, 2024 – JUNE 30, 2025

INDEPENDENT SCHOOL DISTRICT

No. 695 CHISHOLM, MINNESOTA

ARTICLE I PURPOSE OF AGREEMENT

Section 1.

A. Parties

This Agreement is entered into between the Independent School District No. 695, Chisholm, Minnesota, (hereinafter referred to as the district) and employee. It is the intent and purpose of the parties hereto to set forth herein the basic Agreement covering rates of pay, hours of work, and selected condition of employment to be observed by the parties hereto. All terms used in this Agreement are subject to the laws of the State of Minnesota, Federal laws, Rules and Regulations of the State Board of Education, and valid rules, regulations and orders of the State and Federal governmental agencies, and the Rules and Regulations of I.S.D. #695. Any provisions of this Agreement herein found to be in violation of any such laws, rules, regulations, or orders shall be null and void and without force and effect.

B. Responsibilities of Parties

Each of the parties of this Agreement hereby acknowledges the rights and responsibilities of the other parties and agrees to discharge its responsibilities under this Agreement.

Section 2. Definitions

A. School District

For purposes of administering this Agreement, the term "School District" shall mean the School Board or its designated representative.

B. Employee

Reference to "administrator", "manager", "supervisor" or employee" in this agreement means Facilities & Grounds Operations Administrator, except in those cases where there is a clear distinction between the positions.

ARTICLE II DESCRIPTION & EMPLOYMENT

Section 1.

A. Description

The Facilities & Grounds Operations Administrator shall report to the Superintendent of Schools. This position leads and develops Staff, Facilities and Transportation team through accountability, communication, and a positive climate and culture. This position facilitates communication with key stakeholders and ensures organizational coherence internally and externally. At times, this position requires a high degree of confidentiality. This position supervises and provides oversight of the Facilities & Grounds, Operations and

Transportation Department, including all aspects of school construction, safety, fire safety, training, facility & grounds and equipment maintenance, equipment and land acquisition/disposition, facilities planning, policy adherence, worker's compensation, OSHA reporting, fix asset inventory, business office support, energy studies, and sustainability. This position ensures operations are efficient and that facilities & grounds are constructed and maintained to align with the needs of the district, in a fiscally responsible manner and following federal, state, and local guidelines.

B. Duration

This contract is for a term of 2 years commencing on July 1, 2023, and ending June 30, 2025. It shall remain in full force and effect unless modified by mutual consent of the School Board, Superintendent and Administrator, or unless terminated as provided herein.

C. Hours of Work

The duty day is a basic eight (8) hour day including a 30 min lunch which may vary between 5am and 5pm. Any hours worked for the week counts towards the required minimum 40 hours for the week. The administrator manages their time to adjust to meet with staff on all shifts. The administrator can adjust the work week schedule when applicable and communicate with the Superintendent. The employee conducting school business in meetings, conferences, or professional development shall be compensated as normal day worked.

D. Political Activity

The employee shall be guaranteed the right to be active politically. Political rights shall include registering and voting, participating in party organization, discussing political issues publicly, campaigning for candidates, contributing to campaigns of candidates, lobbying, organizing political action groups and running for and serving in public offices for which, if necessary, a leave of absence, without pay, will be granted.

E. Personnel Files

Pursuant to M.S. 122A.40, Subd. 15, as amended all evaluations and files relating to each individual employee shall be available during regular school business hours to each individual employee upon written request. The employee shall have the right to reproduce any of the contents of the files at the employee's expense and to submit for inclusion in the files written information in response to any material contained therein. Expungement proceedings shall commence within 20 days after the employee has knowledge of the inclusion in the employee's file of material the employee seeks to have expunged.

F. Jury Duty

An employee, who is summoned for jury duty or subpoenaed as a witness, shall receive his/her regular pay for such period; less the amount of compensation he/she received as a juror or witness, where applicable per statute regarding the same.

G. Association Leave

An employee appointed or elected to a state or national educational office in the field in which he/she is

working shall be granted a leave of absence not to exceed a total of 5 days in the school year with pay. Arrangements must be made with the School District at least 2 weeks prior to the leave.

ARTICLE III SALARIES

Section 1. Schedule of Payment

The annual salary will be paid in twenty-four equal checks.

Facilities & Grounds Operations Administrator (52 weeks contract)

2023-24 \$87,000

2024-25 \$89,500

ARTICLE IV Termination of employment due to discontinuance of position

A. For purposes of unrequested leave of absence, reassignment and reinstatement, the provisions of MN Statute 122A.40 subd. 11 shall apply.

B. Expiration / Termination

This contract shall expire at the end of the term specified in Section 1 hereof. At the conclusion of its term, neither party shall have any further claim against the other and the School District's employment of the Facilities Operations Manager shall cease, unless a subsequent contract is entered into in accordance with MN Stat. 123B.143, Subd. 1. In the event the School Board is contemplating not offering the Facilities & Grounds Operations Administrator a subsequent contract, the School Board shall give preliminary written notice of such intent not to offer a subsequent contract no later than February 1, 2025. The employee shall give twenty (20) calendar days in writing if deciding to terminate employment.

ARTICLE V SICK LEAVE:

Section 1. Sick Leave

A. Absence for the employee will be limited to the following days during the school year according to the number of weeks worked. This allowance is cumulative. 52-week employees will receive 24 days, which may be accumulated to a maximum of 180 days starting from the original date of employment.

B. Sick leave can be used for self or direct members of the family. The Employer may require the Employee to furnish a medical certificate from the school health officer or from a qualified physician as evidence of illness indicating such absence was due to illness, in order to qualify for sick leave pay. However, the final determination as to the eligibility for payment of the Employee for sick leave is reserved to the Employer if a medical certificate will be required, the Employee will be advised.

Section 2. Leaves of Absence

A. Personal Injury of Duty Leave

The employee, disabled as the result of a physical assault on their person related to school business will not be charged with loss of sick leave or personal leave benefits for the length of time required for recovery or for any reoccurrence thereof.

The employee will be granted full sick leave benefits for absences due to illness for self or family members, after starting work under contract, under the following conditions.

- a) Notification of absence will be sent to the Superintendent and/or Superintendent Secretary.
- b) In case the illness occurs during the period of the school contract while the employee is out of the city, or if a member is sent home by a local physician for an indefinite period for the purpose of recuperating from an illness or for the purpose of avoiding a more serious illness, then pay will be granted only when a physician's report is submitted to the Superintendent's office at the end of such absence.
- c) In case it is deemed necessary or advisable to leave town to consult a medical specialist, unless already under the care of a local physician, arrangements must be made in advance with the Superintendent's office for such absence.

B. Worker's Compensation

The Employer and the Employee agree to comply with the following Workmen's Compensation regulations. It is agreed that if the Employee of Independent School District No. 695 shall receive a compensable injury and have accrued benefits under either sick leave or vacation plan, the Employer shall pay the difference between the compensation received by the Employee and their regular monthly pay rate, same to be deducted from said accrued vacation or sick leave benefits; the School District will provide for the payments described in this section during the period of disability. It is understood that the additional payments made to the Employee over and above that paid by Workmen's Compensation shall not exceed the amount of credits which the Employee is entitled to from such accrued vacation or sick leave.

C. The Employer agrees to pay for the entire physical examination, if required by law.

ARTICLE VI

VACATION / PAID TIME OFF:

A. Vacation / Paid Time Off

For the 2023-25 term of the contract, the administrator shall earn 24 days' vacation. Up to 10 vacation days can be carried over into next year (July 1) or paid out at current rate of pay. Paid time off shall include: (New Year's Eve, New Year's Day, Presidents Day, Good Friday, Day After Easter, Memorial Day, June 19th, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day After

Thanksgiving, Christmas Eve, Christmas Day and one floating holiday to be used when students aren't in session. If the administrator is called out to work a holiday, they will be able to take a day off within the pay period of such holiday to compensate for working the holiday. If the holiday lands on the weekend it shall be observed the Friday or Monday closest.

B. Civic Leave

If the administrator serves as a member on a board or in local civic organizations, they will be allowed to attend conferences, conventions, and meetings, without salary deduction. Arrangements should be made with the Superintendent in advance when absence from school is necessary. These roles are important, and their presence can help represent the district.

C. Serious Illness or Death in Immediate Family

Pay for absence due to serious illness or death in the immediate family may be allowed for a period not to exceed five days for the same member of the family in any one year. Time allowed will not be deducted from time allowed for sick leave. "Serious illness" is defined as life-threatening, e.g., emergency surgery, heart attack, etc. Samples of non-serious illness would be routine doctor visits where diagnostic tests are performed. The Superintendent or designee will interpret in cases of dispute with the building administrator. The district will allow one day for the death of an aunt or uncle of the employee. The "immediate family", or "permanent members of the immediate household" will ordinarily be interpreted as father, mother, brother, sister, wife, husband, or child; grandparents; grandchild; niece; nephew; significant other; mother-in-law or father-in-law; sister-in-law; brother-in-law; or guardian. In the case when a serious illness to a husband, wife, child, or grandchild or parent should exceed five days, an additional period not to exceed fifteen (15) days for the same member of the family in any one school year shall be granted. For each day absent beyond five days, a like number of days shall be deducted from the administrator's accumulated sick leave. Situations not explicitly defined under the above may be given special consideration by the central administration.

D. Personal Leave

Four (4) personal leave days shall be allowed for business, which cannot be conducted at any other time. One day (1) carryover will be allowed. These days may be taken in either full days or half-days with prior approval from the Superintendent.

E. Child Care Leave

- a) The district shall grant maternity or childcare leave, without pay to an employee who makes a written application for a leave for the purpose of providing prenatal or postnatal care to his/her natural-born or adopted child or children.
- b) The employee may choose one of the alternative leaves as follows:

F. Parental Leave: The employee, who desires to take a leave prior to and/or disability as determined by their physician, shall submit a written application to the school district at least eight weeks prior to the estimated delivery date or the beginning of requested leave, whichever is earlier. The leave shall commence and

terminate at dates agreed upon between the employee and the School District. Extensions of such leave may be made by mutual agreement between the employee and the School District. This will be leave without pay, and no use of sick leave during the period of leave will be allowed.

G. Child Care Leave – The employee may request a childcare leave by submitting a written request at least eight weeks prior to the desired time the leave is to begin, childcare leave.

H. Adoption - The employee may be granted up to 5 days, to be deducted from sick leave, for adoption procedures.

a) The School District will not be required to grant leave of longer than nine months, permit the member to return to his/her employment prior to the date assigned, or alter or abrogate any implication of M.S. 125.12.

b) Upon return from the above leaves, the member shall be reinstated to his/her original position or to a position of similar status and conditions. The continuing contract shall remain in effect, and the administrator shall retain all seniority, salary, benefit status and other advantages accrued prior to taking the leave. c) While on leave the employee shall be granted the opportunity to participate in group insurance programs at the employee's expense. d) The parties agree that the applicable periods of probation for members as set forth in Minnesota Statutes are intended to be periods of actual service, enabling the School District to have opportunity to evaluate a member's performance.

I. Emergency Leave

Emergency and other leaves may be granted upon approval of the Superintendent of Schools or School District.

ARTICLE VII Fringe Benefits

A. Group Insurance

Group insurance shall be granted in accordance with the School District's Plan for all contract employees with the following changes and/or additions:

B. Legal Liability

Professional liability insurance covering the defense settlement and supplementary payments resulting from civil action against a Unit member as a result of the performance of his/her duties shall be provided by the district. The School Board shall carry a general liability policy as required by Minnesota

Statutes, but in an amount of not less than \$500,000 per occurrence and in addition thereto, and as a rider to said liability policy, shall also carry and pay for an errors and omissions policy covering each Unit member in an amount of not less than \$500,000 per occurrence, and a

general \$1,000,000 umbrella policy.

C. Selection of Carrier

The selection of the insurance carrier and policy shall be made by the School District as provided by law.

GROUP INSURANCE BENEFITS FOR ALL NON-INSTRUCTIONAL EMPLOYEES

Dental Insurance:

Effective July 1, 2014, the school district will provide and pay 90% of the premium and the employee 10% of the premium for the dental health care program. Retirees shall have the option of purchasing the dental plan at their own expense.

Life Insurance:

The Employer will provide and pay for the premiums for a Life Insurance Program for all employees working twenty (20) hours or more per week as follows: Basic Insurance per employee - \$50,000.00

\$10,000.00 life insurance policy to be paid for by the District for retiring employees with less than twenty (20) years of service. \$15,000.00 life insurance policy to be paid for by the District for retiring employees with twenty (20) or more years of service. Active employees and retirees retain the option to purchase more life insurance at his/her own expense as per the policy of the carrier.

Health and Hospitalization Insurance:

Effective September 1, 2003, any new employee hired will not be eligible for district contributions towards retiree health benefits. Any or all of earned severance may be placed in an individual account that could be used to cover health care costs until depleted. Upon death, the remaining funds may be used towards dependent coverage or will be paid to beneficiaries.

CONSUMER HEALTH DIRECTIVE PLAN (VEBA#831):

Effective September 1, 2019, the District shall pay \$725.00 toward single premiums and \$1521.92 toward family premiums of the Consumer Health Directive Plan (CHDP) #831 VEBA. Effective September 1, 2019, the district will contribute 65% (\$1202.50) of the single deductible and 65% (\$2405.00) of family deductible. Future contributions are to be negotiated with each new contract. The District shall make two (2) bi-annual contributions into the employee's VEBA account. The District shall make the first 50% contribution by September 1st of each year and the second 50% contribution by February 1st of each year. District's contributions will be determined based on the employee's status on September 1 and February 1 of each year. The employee must be a policyholder in order to qualify for

any district contribution toward health insurance.

At the September 1 renewal of each year of contract, any premium savings or increases will be applied 50/50 to the district and employee share.

The District shall also allow for hardship requests from the employee who may incur a medical/prescription bill that exceeds the balance in an individual's VEBA account. The employee will have to provide evidence of charges by submitting the EOB (explanation of benefit) statement receipt from the medical provider or pharmacy. Upon receipt of such proof, the District will take action to deposit an amount to cover the shortage or the balance of the annual contribution whichever is less. In no instance will the District contribute more than the prescribed annual allowance as stated in this section.

The District shall pay the monthly fee to administer VEBA accounts. District health insurance payments will be prorated for part-time employees hired after July 1, 1996, and who work thirty-one (31) hours per week or less. Earned and paid hours shall be considered as hours worked.

EARLY RETIREES: Early retirees who are eligible for group insurance under conditions of this bargaining agreement, ARTICLE VIII, will receive the same premium and deductible contributions from the district. Early retirees will adhere to all conditions set forth as active employees. Once any retiree or dependent becomes Medicare eligible, they must move to Senior Gold and Blue Rx as per current rate schedule.

The Employer and the Union agree to review Health Insurance options during the term of this Agreement. However, adoption of a new health insurance plan shall be subject to ratification by the Union and the Employer. A new health plan may be implemented only if ratified by both parties.

Income Protection Insurance:

The Employer shall continue to provide and pay the entire premium for long-term disability insurance, which provides 66-2/3% of salary, 90 waiting days, and a \$30,000.00 maximum annual covered salary, for all employees. Employee or their dependents engaged in self-employed business are required to carry worker's compensation insurance.

APPENDIX "A"

RETIRED AND DISABLED EMPLOYEE COVERAGE

- A.** Retiring employees hired after January 1, 2016, who are qualified by P.E.R.A. requirements (age plus years of service) must either have served the School District for at least 15 years, or otherwise have 20 years of service or more with the School District immediately prior to retirement in order to qualify for the retiree plan.

Effective September 1, 2019 Veba/ Retiree Hospital/Medical Benefits shall be as follows:

**SCHEDULE E
VEBA MEDICAL
RETIREE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 9/1/2021**

	Total	District Share	Employee Share
Family 65-	\$2,091.00	\$1,247.17	\$843.83
Single 65-	\$851.50	\$613.25	\$238.25
Single RE Dependent	\$851.50	\$458.50	\$393.00

**GROUP PLATINUM BLUE
RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$130.00	\$100.50	\$29.50
Retired Emp Dependent	\$130.00	\$64.50	\$65.50
RE Widow/Widower	\$130.00	\$0	\$130.00

**(Any increases would be a 50/50 split.)
PRE-MACRA RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022**

	Total	District Share	Employee Share
Retired Employee	\$254.00	\$162.50	\$91.50

Retired Employee	\$254.00	\$126.25	\$127.75
Dependent			

RE Widow/Widower	\$254.00	\$0.00	\$254.00
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(Any increases would be a 50/50 split.)
POST MACRA SENIOR GOLD/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022

	Total	District Share	Employee Share
Retired Employee	\$236.50	\$153.75	\$82.75
Retired Employee Dependent	\$236.50	\$117.75	\$118.75
RE Widow/Widower	\$236.50	\$0	\$236.50

RETIREE/MEDICARE ELIGIBLE GROUP PRESCRIPTION PLAN (BLUE RX)
Effective rates as of 1/1/2022

	Total	District Share	Employee share
Retired Employee	\$178.00	\$110.50	\$67.50
Retired Emp Dependent	\$178.00	\$88.50	\$89.50
RE Widow/Widower	\$178.00	\$0	\$178.00

RETIREE/MEDICARE ELIGIBLE PRESCRIPTION RATES AS FOLLOWS:

\$0, \$20, \$40, \$60, 25%

GAP	NO
DEDUCTIBLE	N/A
LEVEL 1 FORMULARY GENERIC	\$0
LEVEL 2 FORMULARY PREFERRED BRAND	\$20
LEVEL 3 FORMULARY BRAND	\$40
LEVEL 4 SPECIAL TIER	\$60
SUPPLEMENTAL DRUGS	25%
FORMULARY	4-LEVEL

- B. All retirees qualifying under Section (A) and dependents eligible for parts A or B Medicare, or both, shall enroll in those parts of Medicare for which they are eligible and shall be offered a supplemental plan to Medicare which will make their level of benefits equal to the benefits of an active employee. The district and retiree shall split premium increases 50/50. Effective January 1, 2008, a new supplemental plan shall be offered to all qualifying retirees and their dependents. Each qualifying individual will carry a single supplemental plan covering both medical and prescription coverage. Conditions governing the new supplemental coverage include:
- a) All increases in both medical and prescription coverage will be split 50/50.
 - b) This is the plan for all future retirees covered by medical/retiree insurance.
- C. Retirees, as defined in Section (A) above, and/or their dependents that are not eligible for Medicare, shall be continued on the active group level of benefits. The School District will contribute towards single and family coverage in accordance with the active employee Hospital/Medical Benefits Schedule. The district and retiree shall split premium increases 50/50.
- D. Part-time employees who are eligible as active employees for hospitalization and medical insurance coverage shall qualify for the retiree plan.
- E. The retired employee shall monthly remit to the School District Business Office that portion of the premium for which he/she is liable prior to the due date. Failure to comply with such procedure shall result in a termination of the plan for such employee.
- F. Retiring employees not eligible for Medicare must have served the School District for at least 15 continuous years immediately prior to retirement in order to qualify for the following plan:
- 1. Retirees who are forced to leave for medical reasons shall be continued on the active level of benefits. The School District will contribute towards single and family coverage. The district and retiree shall split premium increases 50/50.
 - 2. The School Board reserves the right to determine the eligibility of the employee applying for this benefit.
- G. Each retiree, upon retirement, shall be given a copy of the rules for hospital and medical insurance coverage for retired employees.

IN WITNESS HEREOF, the parties have executed this Agreement as follows and prorated to July 1, 2023:

Kent Michael Fredeen
Facilities and Grounds Administrator

In witness where of we have subscribed our signature this _____ day of _____, 2023.

Chairman, Board of Education

Clerk, Board of Education