

INDEPENDENT SCHOOL DISTRICT 659  
NORTHFIELD, MINNESOTA  
PERSONNEL POLICIES AND PRACTICES

Community Services Staff

Policy Extends from  
July 1, 2018, through June 30, 2020

Approved by the School Board June 11, 2018

ARTICLE I  
EMPLOYMENT

**Section 1.01 – Introduction**

These Personnel Policies and Practices contain information pertaining to your employment with Independent School District No. 659, Northfield (“District”). Please note that the information contained in this document may be changed from time to time. Nothing in this document establishes any form of a contract between you and the District, nor does anything in this document alter your at-will employment relationship with the District. In the same sense that you can resign your employment with the District at any time for any reason or no reason at all, so can the District terminate your employment at any time for any reason or no reason at all, consistent with the concept of at-will employment. When changes occur to the information contained in this document, the revisions will be issued to you. The statements contained in this Section 1.01 are subject to the requirements of any applicable law, such as the Veterans’ Preference Act, granting the employee employment rights.

**Section 1.02 - Basic Services**

Employees shall faithfully perform the services prescribed by the School Board or designated representative whether or not such services are specifically described in this manual or in a general job description, abide by the rules, regulations and policies as established by the School Board and the State Board of Education, and any additions or amendments thereto, for the annual salary indicated in this contract.

**Section 1.03 - Duty Year**

The duty year shall be as listed in Appendices A and B. The employee shall perform services on those legal holidays on which the School Board so determines.

ARTICLE II  
SALARIES

**Section 2.01 - Compensation**

The annual salary of positions covered by these policies shall be based upon the salary schedule set forth in Appendices A and B.

While the District reserves the right to set salaries, it will seek and receive input from employees and their supervisor regarding the salary structure. The input may be in the form of written or oral communication.

**Section 2.02 – Experience Credit**

Individuals employed before January 1st, who are still employed by the District on June 30<sup>th</sup>, shall for the purposes of salary increases be given credit for (1) year of experience.

**Section 2.03 - Holidays**

Employees working 20 hours or more per week, with a duty year of 49 or more weeks, shall be entitled to the following ten (10) paid holidays: Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, New Year’s Day, Presidents’ Day (if designated as a school holiday), Memorial Day, Christmas Eve Day, and Good Friday. If the approved school calendar precludes the use of any of these days as holidays, an alternate day(s) shall be determined by the Superintendent.

ARTICLE III  
LEAVES

**Section 3.01 – Vacation**

An employee who works a regular schedule of 20 or more hours per week, with a work year of at least 49 weeks, shall be eligible for vacation.

Vacations for employees working at least 20 hours or more per week, for at least 49 weeks per year, shall be as follows:

<u>Year of Service in District</u>	<u>Number of Vacation Days</u>
1 - 5	10
6-13	15
14+	20

Part-time employees will receive pro rata vacation. Vacation shall be available to the employee at the beginning of the year (July 1<sup>st</sup>), however, vacation is considered earned on a monthly basis. Individuals hired after July 1<sup>st</sup> will receive pro rata vacation provided the employee has been assigned to a position which normally consists of 49 or more weeks per year.

Unused vacation must be taken within one year following the contract year in which it was earned. Vacation use will be as scheduled with and approved by their immediate supervisor.

There shall be no payment for unused, earned vacation balances upon termination or separation of employment, for any reason, with the School District.

Employees working fewer than 49 weeks per year shall not receive vacation.

**Section 3.02 - Sick Leave**

Employees working 20 hours or more per week shall receive sick leave at the rates listed below to a maximum accumulation of 190 days. Part-time employees will receive sick leave on a pro rata basis.

Employees working a duty year of less than 52 weeks	10 days/year
Employees working a duty year of 52 weeks or more	12 days/year

Sick leave shall be available to the employee at the beginning of the year (July 1<sup>st</sup>), however, sick leave is considered earned on a monthly basis.

One day of leave allowance may be used by an employee for each day of absence due to illness or injury which precludes the employee from performing the duties of his/her position. Sick leave with pay shall be allowed whenever an employee's absence is due to illness or injury of the employee, or the employee's dependent child, or another individual as allowed by Minnesota law which prevented the employee's attendance at work on that day or days.

Any employee who has been absent may be required to present a statement from a doctor of medicine verifying an illness and certifying that the employee has recovered sufficiently to return to normal duties. Any employee absent more than five (5) consecutive working days must present such certification. If certification is required for an absence of fewer than six (6) days, the District will designate the physician and pay his/her fee. Charges for certification of absences greater than five (5) consecutive working days will be the responsibility of the District unless the employee requires examination by a specified physician, in which instance the employee will assume the cost of the examination.

There shall be no payment for unused, earned sick leave balances upon termination or separation of employment, for any reason, with the School District.

### **Section 3.03 – Disaster Leave**

The Employer will provide paid disaster leave for employees who have exhausted accumulated sick leave days prior to the commencement of long-term disability insurance benefits. An employee will become eligible for paid disaster leave after the employee has been continuously disabled and unable to work for fifteen (15) consecutive duty days, as certified by a medical doctor. Disaster leave payments shall commence as of the duty day following the last day of sick leave payment, and shall continue only for the period during which the employee remains continuously disabled and unable to work.

Disaster leave payments shall cease in any event after the fortieth (40th) duty day of absence.

### **Section 3.04 – Bereavement Leave**

Employees may be allowed up to ten (10) days per year of leave with pay in case of death. Bereavement leave may be used in the case of a death of family or friends.

Time off for bereavement shall be deducted from unused sick days.

### **Section 3.05 - Personal Business**

The employee shall be allowed two (2) personal business days per year for business that ordinarily cannot be conducted outside the duty day with prior approval of their immediate supervisor. A deduction of these days will be made from sick leave. There shall be no paid personal business days for those employees who do not qualify for sick leave.

### **Section 3.06 - Leave of Absence Without Pay**

The employee may apply for a leave of absence without pay in the event of personal extenuating circumstances. The employee, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance

policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain commencing with the beginning of the leave, subject to the requirements of applicable law.

### **Section 3.07 - Child Care Leave and Adoption Leave**

A. A child care leave shall be granted by the school district subject to the provisions of this Section. Child care leave may be granted because of the need to prepare and/or provide parental care for a child or children of the employee for an extended period of time.

B. An employee making application for unpaid child care leave shall inform the superintendent in writing of his/her intention to take the leave at least two calendar months before commencement of the intended leave, except in unusual circumstances. The superintendent and the employee will attempt to work out a satisfactory plan for the leave.

C. If the reason for the child care leave is occasioned by pregnancy, the employee shall also provide at the time of the leave application, a statement indicating the expected date of the delivery. Sick leave under Section 3.02 is available for any period of disability associated with the pregnancy prior to the commencement of the child care leave.

D. The availability of a suitable replacement may also be considered by the school district in both the granting of a child care leave or the duration of such leave.

E. In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, unless otherwise agreed, be required to:

- (1) grant any leave more than six (6) months in length or at the beginning of the school year following such six (6) month period.
- (2) permit the employee to return to his or her employment prior to the date designated in the request for child care leave.

F. An employee returning from child care leave shall have a right to return to his or her original position as specified in the employee's child care leave plan if the employee's leave is commenced and concluded within the same fiscal year. If the employee's child care leave plan does not call for his or her return within the fiscal year it is commenced, the employee shall have the right to be returned to an equivalent contractual position, unless such employee has been previously terminated pursuant to the provision of M.S. 122A.40 or such employee has been placed on unrequested leave pursuant to the provisions of M.S. 122A.40.

G. Failure of the employee to return pursuant to the date determined under this Section shall constitute grounds for termination unless the school district and the employee mutually agree to an extension in the leave.

H. An employee who returns from child care leave within the provisions of this Section shall retain all previous experience credit and any unused leave time accumulated under the provisions of this document at the commencement of the leave. The employee shall accrue additional experience credit or leave time during the period of absence for child care leave-only if the leave commences and ends within the same fiscal year.

### **Section 3.08 – Religious Observance Leave**

Up to three (3) days leave shall be granted to an employee for required religious observance. Such days must be recognized religious holidays and shall not be permitted for circumstances where personal alternative attendance options exist. A deduction of these days will be made from sick leave. Notification must be submitted to their immediate supervisor, in writing, at least three (3) days prior to such absence.

### **Section 3.09 – Judicial Duty**

For any employee who is required to serve as a juror or is subpoenaed to appear as a witness (not as a defendant) in a criminal court case, Northfield Public Schools will make up the difference between such employees basic salary and the fees (but not reimbursed expenses) received by the employee. In order to be eligible for this supplement, the employee must submit to the finance office an itemized certification of fees and expenses for judicial duty. Advance notice to the immediate supervisor is required to permit the scheduling of a substitute. An employee is also required to notify the immediate supervisor immediately upon being excused from judicial duty.

### **Section 3.10 – Superintendent’s Discretionary Leave**

Any circumstance that arises necessitating the absence of an employee not specifically included in any of the sections above may be granted as discretionary leave. Such leave must be approved in advance by the superintendent or his/her authorized representative.

### **Section 3.11. – School Conference and Activities Leave**

In accordance with the provisions of MS.181.9412, the District will provide each employee with up to sixteen hours of school conference and activities leave during any twelve month period to attend school conferences or school related activities related to the employee's child, provided the conference, activity or observation cannot be scheduled during non-work hours. One school day advance written notice shall be provided via the District’s substitute/leave reporting system. The Human Resources Director can waive the advanced written notice requirement in emergency situations under exceptional or unusual circumstances.

Such leave will be deducted from the employee's sick leave allowance.

## ARTICLE IV INSURANCE

### **Section 4.01– Insurance Eligibility**

An employee must work a regular schedule of 20 or more hours per week for at least the number of student contact days in the board approved school calendar in order to be eligible for group insurance coverage.

### **Section 4.02 – District Obligation**

The District’s only obligation is to purchase the group insurance policies addressed below and pay such amounts as stated herein. No claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

**Section 4.03- Health and Hospitalization**

The School District shall provide eligible employees an opportunity to enroll for either single or family coverage in the District health and hospitalization insurance plan. The School District shall contribute the amounts listed below toward the monthly premium for single and family coverage. The amounts listed below reflect a proration for employees who work less than full-time. The effective date for employer contributions shall be January 1 each year.

**District Health Insurance Contributions**

	<u>30 -40 hrs/wk</u> <u>.75 to 1.0 Factor</u>	<u>20 &lt; 30 hrs/wk</u> <u>.50 to .60 Factor</u>
<u>SINGLE</u>	Same as teachers agreement	.6 × teachers agreement
<u>FAMILY</u>	Same as teachers agreement	.6 × teachers agreement

**Section 4.04 - Dental Insurance**

The School District shall provide eligible employees with an opportunity to enroll for either single or family coverage in the District dental insurance plan. The School District shall contribute the amounts listed below toward the monthly premium for single or family coverage. The amounts listed below reflect a proration for those employees who work less than full-time. The effective date for employer contributions shall be January 1 each year.

**District Dental Insurance Contributions**

	<u>30 -40 hrs/wk</u> <u>.75 to 1.0 Factor</u>	<u>20 &lt; 30 hrs/wk</u> <u>.50 to .60 Factor</u>
<u>SINGLE</u>	Same as teachers agreement	.6 × teachers agreement
<u>FAMILY</u>	Same as teachers agreement	.6 × teachers agreement

**Section 4.05 - Life Insurance**

The School District shall provide, at District expense, a group term life insurance plan providing \$35,000 of coverage for each eligible employee. The eligible employees may purchase additional group term life insurance in increments of \$25,000 to a maximum of \$100,000 at the group rate upon evidence of insurability and acceptance by the carrier. The cost of such additional coverage shall be paid fully by the employee through payroll deduction.

**Section 4.06 - Long-Term Disability Insurance**

The School District shall pay the full premium for long-term disability insurance for eligible employees. Benefits shall be payable after 60 consecutive days of total disability at 66 2/3% of the basic monthly earnings.

**Section 4.07 - Liability Insurance**

The School District agrees to insure the employee for loss because of claims brought against him/her caused by any negligent act, error, omission, or breach of duty while acting within the scope of his/her employment or any claim against him/her solely by reason of the holding of his/her position. The amount and extent of coverage shall be subject to limitations imposed by the insurance carrier and applicable law.

**Section 4.08 - Duration of Insurance Contribution**

Upon separation of employment, all district participation and contribution toward group insurance benefits shall cease effective at the end of the month of the last working day except as provided under other provisions of this manual. However, the employee may be continued in the group insurance plans at his or her own expense for a period following separation determined by the insurance carrier and applicable laws.

ARTICLE V  
OTHER BENEFITS

**Section 5.01 - Travel**

Necessary and approved transportation that is required of the employee in the performance of school duty shall be at the expense of the School District. The mileage reimbursement rate and the rate between buildings shall be set by the School Board.

**Section 5.02 - Professional Improvement**

The employee will participate in professional development activities which are directly related to his or her areas of responsibility and other areas designated by their immediate supervisor. The School District shall pay for all legally valid travel, lodging, and meal expenses and fees for attendance at professional conferences and meetings with other educational agencies when attendance thereof is required, directed, or permitted by their immediate supervisor.

**Section 5.03 - Vandalism Reimbursement**

The School District shall reimburse the employee for vehicular vandalism, which occurs in the course of the employee performing his or her required duties, in an amount up to \$500 in a given year toward the unreimbursed insurance deductible amount on the vehicle.

ARTICLE VI  
RETIREMENT

**Section 6.01 - 403(b) Matching Plan**

Each year by October 1, eligible employees working 20 hours or more per week who wish to participate in the plan shall be responsible to complete and file a salary deduction authorization for their annual contribution to a matching 403(b) plan. The School District will match an employee's contribution to a 403 (b) plan up to \$375 per school year. During a year in which the employee makes no contribution, the District shall likewise make no contribution to that employee account.



**APPENDIX A  
SALARIES AND DUTY YEAR  
2018-19**

<b>Position</b>	<b>Duty Year</b>	<b>Hourly Rate</b>
Auditorium Technician	4.0 Hrs/Day up to 728 Annual Hours	\$22.17
Site Leader – Step 1	260 days*	\$15.90
Site Leader – Step 2	260 days*	\$16.22
Site Leader – Step 3	260 days*	\$16.56
Site Leader – Step 4	260 days*	\$17.48
Site Assistant – Step 1 (All Programs)	260 days*	\$12.88
Site Assistant – Step 2 (All Programs)	260 days*	\$13.22
Site Assistant – Step 3 (All Programs)	260 days*	\$13.56
Site Assistant – Step 4 (All Programs)	260 days*	\$14.13
Temporary Site Assistant	Less than 60 days*	\$12.88
Student Site Assistant – school year	190 days*	\$9.65
Temporary Student Site Assistant	Less than 60 days*	\$9.65
Targeted Services Enrichment Coordinator/Club Leader	8 Hrs/Wk	\$21.01
Mentoring Specialist	3 Hrs/Day – 36 Weeks*	\$18.77
Early Childhood Outreach Specialist	206 days*	\$18.77
Building Supervisor	Up to 10 hours/week	\$15.90
Venture Site Leader – Step 1	260 days*	\$18.83
Venture Site Leader – Step 2	260 days*	\$19.35
Venture Site Leader – Step 3	260 days*	\$19.88
Venture Site Leader – Step 4	260 days*	\$20.40
Venture Site Leader – Step 5	260 days*	\$20.92
Venture Site Leader – Step 6	260 days*	\$21.45
Early Venture Teacher – Step 1	260 days*	\$15.69
Early Venture Teacher – Step 2	260 days*	\$16.21
Early Venture Teacher – Step 3	260 days*	\$16.74
Early Venture Teacher – Step 4	260 days*	\$17.26
Early Venture Teacher – Step 5	260 days*	\$17.78
Early Venture Teacher – Step 6	260 days*	\$18.31
Early Venture Assistant Teacher – Step 1	260 days*	\$14.65
Early Venture Assistant Teacher – Step 2	260 days*	\$15.17
Early Venture Assistant Teacher – Step 3	260 days*	\$15.69
Early Venture Assistant Teacher – Step 4	260 days*	\$16.21
Early Venture Assistant Teacher – Step 5	260 days*	\$16.74
Early Venture Assistant Teacher – Step 6	260 days*	\$17.26

\* The Community Services programs are market-driven. The duty year reflected is an estimate only.

**APPENDIX B  
SALARIES AND DUTY YEAR  
2019-20**

<b>Position</b>	<b>Duty Year</b>	<b>Hourly Rate</b>
Auditorium Technician	4.0 Hrs/Day up to 728 Annual Hours	\$22.74
Site Leader – Step 1	260 days*	\$16.30
Site Leader – Step 2	260 days*	\$16.64
Site Leader – Step 3	260 days*	\$16.99
Site Leader – Step 4	260 days*	\$17.92
Site Assistant – Step 1 (All Programs)	260 days*	\$13.21
Site Assistant – Step 2 (All Programs)	260 days*	\$13.56
Site Assistant – Step 3 (All Programs)	260 days*	\$13.91
Site Assistant – Step 4 (All Programs)	260 days*	\$14.49
Temporary Site Assistant	Less than 60 days*	\$13.21
Student Site Assistant – school year	190 days*	\$9.65
Temporary Student Site Assistant	Less than 60 days*	\$9.65
Targeted Services Enrichment Coordinator/Club Leader	8 Hrs/Wk	\$21.55
Mentoring Specialist	3 Hrs/Day – 36 Weeks*	\$19.25
Early Childhood Outreach Specialist	206 days*	\$19.25
Building Supervisor	Up to 10 hours/week	\$16.30
Venture Site Leader – Step 1	260 days*	\$19.31
Venture Site Leader – Step 2	260 days*	\$19.85
Venture Site Leader – Step 3	260 days*	\$20.38
Venture Site Leader – Step 4	260 days*	\$20.92
Venture Site Leader – Step 5	260 days*	\$21.46
Venture Site Leader – Step 6	260 days*	\$21.99
Early Venture Teacher – Step 1	260 days*	\$16.09
Early Venture Teacher – Step 2	260 days*	\$16.63
Early Venture Teacher – Step 3	260 days*	\$17.17
Early Venture Teacher – Step 4	260 days*	\$17.70
Early Venture Teacher – Step 5	260 days*	\$18.24
Early Venture Teacher – Step 6	260 days*	\$18.78
Early Venture Assistant Teacher – Step 1	260 days*	\$15.02
Early Venture Assistant Teacher – Step 2	260 days*	\$15.56
Early Venture Assistant Teacher – Step 3	260 days*	\$16.09
Early Venture Assistant Teacher – Step 4	260 days*	\$16.63
Early Venture Assistant Teacher – Step 5	260 days*	\$17.17
Early Venture Assistant Teacher – Step 6	260 days*	\$17.70

\* The Community Services programs are market-driven. The duty year reflected is an estimate only.