

INDEPENDENT SCHOOL DISTRICT 196  
Rosemount-Apple Valley-Eagan Public Schools  
*Educating our students to reach their full potential*

Series Number 406.1AR Adopted November 1983 Revised September 2013

Title Staff Recognition

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1. **Purpose** – The district shall demonstrate its appreciation of employees through a board-approved employee recognition program which shall not include monetary awards.
2. **Types of Staff Recognition**
  - 2.1 **Years of Service** – Employees will be recognized with a certificate for years of service in the school district at five-year intervals beginning with 15 years of service.
  - 2.2 **Outstanding Service Award/Retirement** – Retiring employees and Outstanding Service Award recipients will be recognized with a plaque and a meal at the Partners in Education Banquet.
  - 2.3 **School/Department Recognition** – Employee recognition at the school and department level must be approved by the superintendent or designee through District Procedure 406.1P, Approval of Staff Recognition.

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References: - Minnesota Statute 123B.02, subd. 14a, General Powers of Independent School Districts