

**DODGELAND SCHOOL DISTRICT**  
**Board Policy Manual**

**190-Rule**

**EMPLOYEE RECOGNITION PROGRAMS**

The District realizes that its employees are an invaluable asset to the students of the Dodgeland School District. Therefore, tokens of appreciation shall be given to District employees in the following manner:

- 1) At the completion of 10 years of service for the District, the employee will be awarded a framed certificate signifying years of service, and a lapel pin/tie tack.
- 2) At the completion of 20 years of service for the District, the employee will be awarded a framed certificate signifying years of service, and a small gift symbolic of their accomplishment.
- 3) At the completion of 30 years of service for the District, the employee will be awarded a framed certificate signifying years of service, and a clock engraved appropriately.
- 4) At the completion of 40 years of service for the District, the employee will be awarded a framed certificate signifying the years of service, and an appropriate gift symbolic of their accomplishment. In addition, professional staff will receive a certificate from the State Superintendent of Public Instruction.
- 5) At the time of an employee's retirement, the employee will be awarded a framed certificate signifying the years of service, and an appropriate gift symbolic of their accomplishment. In addition, professional staff will receive a certificate from the State Superintendent of Public Instruction.

Approved: April 5, 1999  
Revised (WASB): May 18, 2009