



LAKELAND MENTAL HEALTH CENTER, INC.
980 South Tower Road
Fergus Falls MN 56537

EMPLOYEE ASSISTANCE PROGRAM AGREEMENT

The **Pelican Rapids School District** and Lakeland Mental Health Center, Inc (LMHC) are the contracting parties of this agreement.

TERMS OF AGREEMENT

LMHC will provide Employee Assistance Program development, training, promotion, organizational services and assessment/referral services in order to establish and maintain a successful Employee Assistance Program for the employees of the Pelican Rapids School District. EAP sessions are defined as short term counseling sessions, therefore, are not available to individuals already involved in an episode of care. Psychiatry Services and other evaluations are also not included as an EAP service.

ASSESSMENT AND REFERRAL SERVICES

1. LMHC will provide standard employee assistance counseling services by qualified staff members. In addition, provision of chemical health screening is available in the Fergus Falls office.
2. The Pelican Rapids School District agrees to pay **\$115.00** per hour for each confidential EAP session to an employee and/or family member. Continued counseling will be billed to the employee or the employee's insurance. **Three (3)** sessions are authorized for each employee and each family member per calendar year.

ORGANIZATIONAL SERVICES AVAILABLE

The following EAP organizational services are available upon request. LMHC will provide one or more of these services only with prior authorization from the Pelican Rapids School District. For each requested service, the Pelican Rapids School District agrees to reimburse LMHC at a rate of **\$115.00** per hour, per clinician.

- * Trainings/Seminars
- * On-site visits by professional to resolve conflicts, facilitate discussions, increase morale, and provide crisis intervention services.
- * Provision of Critical Incident Stress Debriefing (CISD)

This contract will be effective **January 1, 2026 through December 31, 2027**. This contract may be terminated by either party upon thirty (30) days written notice.

10-28-2025
Date

Tom Maslovich CFO
Lakeland Mental Health Center, Inc.

Date

Pelican Rapids School District

Current number of employees: _____