

## Non-union Employee and Administrator Salaries and Contracts

### **Background:**

Our Belmond-Klemme certified staff—including all teachers, counselors, and the school nurse—have their contracts bargained by the Belmond-Klemme Education Association (BKEA).

Our settlement with the certified association, the BKEA, was for 4.0% in salary.

The minimum salary for a first year teacher with a BA degree is \$47,500 for our 187-day contract. For a 260-day contract, that is the equivalent of \$66,043.

The minimum salary for a teacher with 12 years of experience and a BA degree is \$60,000 for our 187-day contract. For a 260-day contract, that is the equivalent of \$83,422.

Our non-certified staff—including all bus drivers, custodians, nutrition staff, office assistants, and para-educators—have their contracts bargained by the Belmond-Klemme Educational Services Association (BKESA). We are entering the second year of a two-year contract.

The two union groups above are each covered by a collective bargaining agreement under Chapter 20 of Iowa law.

Eight employees of the district are neither members of a union nor covered by a union contract. Those eight employees are

- ❖ CKay Jensen, Secondary Principal.
- ❖ Theresa Greenfield, Business Manager;
- ❖ Trish Morris, Technology Director;
- ❖ Cory Heifner, Building and Grounds Director;
- ❖ Brandon Allen, Transportation Director
- ❖ Thelma Martinez, Assistant Business Manager;
- ❖ McKenna Pentico, Board Secretary;
- ❖ Kimberly Belstene, Nutrition Director

### **Recommended Action:**

I recommend a single motion for the board to approve the salary and benefit increases as presented on the following page.

<b>Position</b>	<b>Name</b>	<b>2023-2024 Salary</b>	<b>Increase</b>	<b>Salary Effective July 1, 2024</b>	<b>Additional Recommendation</b>
Secondary Principal	Jensen, Ckay	\$ 112,000	\$ 5,600	\$ 117,600	Add 1 day of Vacation; Bereavement & Civil
Business Manager	Greenfield, Theresa	\$ 77,300	\$ 3,100	\$ 80,400	Add 1 day of Vacation; Bereavement & Civil
Technology Director	Morris, Trish	\$ 61,000	\$ 2,500	\$ 63,500	Add 1 day of Vacation; Bereavement & Civil
Building & Grounds Director	Heifner, Cory	\$ 73,500	\$ 3,000	\$ 76,500	Add 1 day of Vacation; Bereavement & Civil
Transportation Director	Allen, Brandon	\$ 67,000	\$ 2,700	\$ 69,700	Add 1 day of Vacation; Bereavement & Civil

<b>Position</b>	<b>Name</b>	<b>2023-2024 Hourly Rate</b>	<b>Increase</b>	<b>Hourly Rate, Effective July 1, 2024</b>	<b>Additional Recommendation</b>
Asst. Business Manager	Martinez, Thelma	\$ 23.70	\$ 1.00	\$ 24.70	Add 1 day of Vacation; Bereavement & Civil
Board Secretary	Pentico, McKenna	\$ 17.50	\$ 1.00	\$ 18.50	Add 5 days of Vacation; Bereavement & Civil
Nutrition Director	Belstene, Kimberly	\$ 22.89	\$ 1.00	\$ 23.89	Add 1 day of Vacation; Bereavement & Civil