

Collective Bargaining Master Agreement with the Belmond-Klemme Educational Services Association

Background:

On Wednesday, April 14, 2021, during the only closed session between the two parties, the board's bargaining team reached a tentative agreement for a new two-year Master Agreement with the Belmond-Klemme Educational Services Association (BKESA) for the 2021 – 2023 biennium.

Revised Terms:

Neither side requested changes in contract language. All discussion was focused on the size of raise the support staff should have for each of the next two years.

After 30 minutes of deliberation for both the open session and the closed session, both parties agreed to a 2.61 percent increase to all wages and benefits for the coming year. The wage schedule for each of the next two years appears on the following page.

The BKESA has already accepted the two-year agreement and signed the contract.

The complete revised contract is available for viewing under the EXTRAS tab of BoardBoard. It has been omitted from the main board materials due to its length and volume.

Recommended Action:

I recommend the board move to approve the new two-year Master Agreement with the Belmond-Klemme Educational Services Association for the 2021 – 2023 biennium.

Belmond-Klemme Educational Services Association Wage Schedule

For the Contract Year 2021 - 2022								
Increase each base by								\$0.40
$=(\text{HRLY} \times 3 \times 180)/9$								
STEP	YR	BUS DRIVERS	SPECIALTY DRIVERS (Hourly Driver Rate)	CLASS II (Cook)	CLASS III (Aides/ Teacher Assistants)	CLASS IV (Custodian, Secretary, Head Cook, Head Baker)	CLASS V (Food Service Director)	CLASS VI (Bldgs/Grounds Supv, Transportation Dir)
A	1	\$1,363.20	\$22.72	\$14.06	\$14.68	\$15.90	\$20.31	\$21.94
B	2-3	\$1,383.00	\$23.05	\$14.22	\$14.85	\$16.09	\$20.59	\$22.26
C	4-5	\$1,403.40	\$23.39	\$14.38	\$15.03	\$16.29	\$20.88	\$22.58
D	6-7	\$1,423.80	\$23.73	\$14.55	\$15.21	\$16.49	\$21.18	\$22.91
E	8-10	\$1,444.80	\$24.08	\$14.71	\$15.39	\$16.70	\$21.48	\$23.24
F	11-15	\$1,477.20	\$24.62	\$14.97	\$15.66	\$17.02	\$21.94	\$23.76
G	16-20	\$1,510.80	\$25.18	\$15.24	\$15.95	\$17.34	\$22.41	\$24.29
H	21-25	\$1,545.00	\$25.75	\$15.51	\$16.25	\$17.68	\$22.90	\$24.83
I	26+	\$1,574.40	\$26.24	\$15.80	\$16.55	\$18.01	\$23.34	\$25.30

For the Contract Year 2022 - 2023								
Increase each base by								\$0.45
$=(\text{HRLY} \times 3 \times 180)/9$								
STEP	YR	BUS DRIVERS	SPECIALTY DRIVERS (Hourly Driver Rate)	CLASS II (Cook)	CLASS III (Aides/ Teacher Assistants)	CLASS IV (Custodian, Secretary, Head Cook, Head Baker)	CLASS V (Food Service Director)	CLASS VI (Bldgs/Grounds Supv, Transportation Dir)
A	1	\$1,390.20	\$23.17	\$14.51	\$15.13	\$16.35	\$20.76	\$22.39
B	2-3	\$1,410.00	\$23.50	\$14.67	\$15.30	\$16.54	\$21.04	\$22.71
C	4-5	\$1,430.40	\$23.84	\$14.83	\$15.48	\$16.74	\$21.33	\$23.03
D	6-7	\$1,450.80	\$24.18	\$15.00	\$15.66	\$16.94	\$21.63	\$23.36
E	8-10	\$1,471.80	\$24.53	\$15.16	\$15.84	\$17.15	\$21.93	\$23.69
F	11-15	\$1,504.20	\$25.07	\$15.42	\$16.11	\$17.47	\$22.39	\$24.21
G	16-20	\$1,537.80	\$25.63	\$15.69	\$16.40	\$17.79	\$22.86	\$24.74
H	21-25	\$1,572.00	\$26.20	\$15.96	\$16.70	\$18.13	\$23.35	\$25.28
I	26+	\$1,601.40	\$26.69	\$16.25	\$17.00	\$18.46	\$23.79	\$25.75