

Extended Days and Hours for School Nurse Contract

Background:

Our new school nurse this year, Holly Friederich, was the centerpiece of our efforts to protect our students from the COVID-19 virus. She was the point of contact for the county health nurse, and she spent time outside her contract doing contact tracing and communicating with families. She worked an incredible number of hours beyond what was expected of her in her contract.

Master Contract:

The master contract the school board holds with the Belmond-Klemme Education Association states that contracted employees should be compensated for hours for which employees are obligated to work beyond their regular contracted hours and days.

Section 4.02, Extended Contract Rate states

“The salary schedule is based upon the regular school calendar and the normal teaching load as set forth in this Agreement. Any employee whose assignment exceeds the regular work year (Article 8) will be additionally compensated as follows:

“Pay for each day of additional work will be 1/186 of the employee’s yearly pay. The total pay for extended contract would be 1/186 of the yearly salary multiplied by the number of additional days.”

I recommend we compensate Holly Friederich appropriately for an approximate number of additional hours this year.

In working with Mr. Friederich, we estimate she worked approximately 200 hours this year beyond what should normally be expected of a school nurse.

Recommended Action:

I recommend the board move to compensate Holly Friederich for 200 additional hours this year beyond her contracted obligation.