

**Belmond-Klemme Community
School District**
Belmond, Iowa 50421



Superintendent's Report

TO: The Belmond-Klemme School Board
FROM: Dan Frazier, Superintendent
DATE: Thursday, January 13, 2022
RE: Superintendent's Report on School District Business

Catalytic Converter Theft in Clarion

Clarion Schools lost exhaust emission control devices, or catalytic converters, off of two school buses over the holiday break. The two buses were parked in a parking lot and not in a bus barn or garage.

Fortunately, Belmond-Klemme buses are kept in our secure bus barn. However, some small vehicles are parked outside. Transportation Director Jon Swenson reports that we have security cameras that points right at our small vehicles. We also have cameras that point toward the bus barn and the north lot so we can see people come and go.

Building and Grounds Director Cory Heifner increased the sensitivity in the cameras that face toward the vehicles and bus barn in response to the theft in Clarion.

Thefts of the exhaust emission control devices have jumped over the past two years as prices for the precious metals they contain have skyrocketed. Thieves can expect to get anywhere from \$50 to \$300 if they sell the converters to scrap yards, which then sell them to recycling facilities to reclaim the precious metals inside, including platinum, palladium, and rhodium.

For victims, the costs of replacing a stolen catalytic converter can easily top \$1,000 and make their vehicle undrivable for days or weeks as the part is ordered and installed.

Southeast Polk School Board Receives Threats of Bombing, Shooting

Police interrupted and stopped the meeting of the Southeast Polk School Board on Thursday. The school received threats that bombs had been planted around the building, and a caller also stated he would shoot anyone who exited the building.

The threat came as the board was discussing the district's safety plan; however, the threat appeared to be connected with the federal OSHA rules for employers to require vaccines of all employees.

Police were on hand to clear the building and escort the board members to safety. Altoona police have identified a possible suspect and said there will be a follow-up investigation.

See the video clip of the school board meeting below:

<https://www.desmoinesregister.com/videos/news/local/southeast-polk/2022/01/07/southeast-polk-school-board-threat/9126808002/>

Although it is unknown if it is related, this incident follows a recent *New York Times* article describing how the far-right nationalist group the Proud Boys are regrouping and becoming increasingly active at school board meetings and town council gatherings across the country.

Exodus of School Administrators

Iowa school administrators are retiring in unprecedented numbers. By the second week in January, already 18 superintendents had resigned. Trent Grundmeyer who leads Grundmeyer Education Leadership Recruiting says the number of departures this early is large and unprecedented.

Last year (2021), there were 29 total new superintendent appointments for this year. In 2020, there was high turnover with 34. Nationally, the annual turnover rate for school superintendents is between 14 and 16 percent (prior to COVID-19).

Hampton-Dumont is currently hiring a new high school principal. I spoke with H-D superintendent Todd Lettow. He said H-D has received very few applicants for their open position.

Calendar of Upcoming Board Events

February 1, 2022	IASB's Day on the Hill at the Botanical Garden and State Capitol
February 1, 2022	First Day of Black History Month
February 2, 2022	Groundhog Day
February 13, 2022	Super Bowl
February 14, 2022	Valentine's Day
February 21, 2022	Presidents' Day – Teacher TQ Day
February 24, 2022	7:00 P.M., Regular School Board Meeting
March 1, 2022	Shrove Tuesday/Mardi Gras
March 2, 2022	Read across America Day
March 2, 2022	Early Dismissal for Teacher PD
March 2, 2022	Ash Wednesday
March 13, 2022	Daylight Saving Time starts
March 15, 2022	First day contracts may be offered
March 15 & 17	Parent-teacher Conferences
March 17, 2022	St. Patrick's Day
March 17, 2022	7:00 P.M., Spring Break Begins
March 17, 2022	7:00 P.M., Regular School Board Meeting and Budget Hearing
March 20, 2022	March Equinox
March 21, 2022	World Poetry Day

Classified Staff Wage Comparison Report

As I did with the teacher salary report last month, I am updating the school board on how the hourly wages of our classified employees compare with other school districts in the area.

Below are the average wages for classified employees in our school district and in comparison to other schools around Central Rivers AEA.

Bus Drivers

Our BK bus drivers are currently paid a competitive wage that is comparable to other area schools.

	Starting Wage	Highest Wage
Belmond-Klemme	\$22.72	\$26.24
Central Springs	\$27.99	\$30.83
Hampton Dumont CAL	\$15.75	\$21.63
Lake Mills	\$27.41	
West Hancock	\$16.61	\$18.10

Our bus driver wages are on a nine-step scale. Many schools have no steps. When factoring together all the schools that have steps with those without steps, the average starting wage for area bus drivers is \$25.77.

BK bus drivers also receive full health insurance coverage. Many schools do not offer health insurance to drivers as they are part-time employees, working only 15 hours per week.

Custodians

Our BK custodians are currently paid a competitive wage that is comparable to other area schools.

	Starting Wage	Highest Wage
Belmond-Klemme	\$15.90	\$18.01
Central Springs	\$13.60	\$19.22
Forest City	\$15.50	
Hampton Dumont CAL	\$13.50	\$18.00
Lake Mills	\$16.55	\$18.70
West Hancock	\$10.45	\$12.33
AEA Average	\$13.08	\$17.03
AEA Median	\$12.50	\$18.01

Food Service

Our BK food service department employees are currently paid a competitive wage that is comparable to other area schools.

	Starting Wage	Highest Wage
Belmond-Klemme	\$14.06	\$15.80
Central Springs	\$11.34	\$14.69
Forest City	\$9.25	
Hampton Dumont CAL	\$12.00	\$15.00
Lake Mills	\$13.15	\$16.30
Rudd-Rockford-Marble Rock	\$12.12	
West Hancock	\$9.84	\$15.08
AEA Average	\$11.43	\$15.19
AEA Median	\$11.42	\$15.08

Office Assistants

Our BK office assistants are currently paid a competitive wage that is comparable to other area schools.

	Starting Wage	Highest Wage
Belmond-Klemme	\$15.90	\$18.01
Central Springs	\$14.19	\$19.34
Forest City	\$12.00	
Hampton Dumont CAL	\$14.31	\$18.37
Lake Mills	\$14.75	\$16.90
West Hancock	\$11.49	\$15.97
AEA Average	\$13.74	\$19.03
AEA Median	\$13.68	\$18.11

Para-educators

Our BK para-educators or teacher assistants are currently paid a competitive wage that is comparable to other area schools.

	Starting Wage	Highest Wage
Belmond-Klemme	\$14.68	\$16.55
Central Springs	\$11.29	\$14.81
Forest City	\$9.10	
Hampton Dumont CAL	\$12.50	\$16.50
Lake Mills	\$13.65	\$16.85
Rudd-Rockford-Marble Rock	\$12.12	
West Hancock	\$10.24	\$14.15
AEA Average	\$11.37	\$15.87
AEA Median	\$10.70	\$16.45

Contract Bargaining Update

At this point, I have not received any correspondence from the BKEA teacher union indicating they wish to bargain their contract for next year. Under Iowa law, such bargaining cannot commence without a formal request from the union.

The board's bargaining team consists of Sharon Barkema, Gary Berkland, and Dan Frazier.

The support staff union contract (BKESA) is not up for negotiations this year, after settling a two-year contract last year.

Contract Bargaining Timeline

The Iowa Association of School Board advises boards to work toward successful contract negotiations throughout the year by following the calendar of key dates below.

Fall	Preparation for bargaining (e.g., analysis of district's financial status, review of benefits, review of the master contract, and other appropriate measures).
December	Parties exchange initial proposals in open session. (Employees present initial proposal at the first bargaining session and the employer presents its initial proposal no more than two weeks later at the second bargaining session).
February 3	First day PERB will act on a unilateral request for mediation. After receiving the request, PERB assigns a mediator who contacts the parties to schedule a mediation date.
March 15	First day, teacher and administrative contracts may be offered.
April	<ul style="list-style-type: none"> • Parties may request in writing that PERB arrange for binding arbitration, not less than 10 days after the appointment of the mediator (mediation session). • The parties shall serve the final offer on each impasse item to the other party four days after PERB's receipt of the request for arbitration. • PERB shall serve the parties with a list of five arbitrators after PERB's receipt of the request for arbitration. • Within five days of PERB's service of the list, the parties shall determine the arbitrator by alternately removing names from the arbitrator list. The parties shall determine by law which party shall remove the first name.
April 30	Last day to notify teachers of termination of (probationary) or recommendation to terminate (non-probationary) teacher contracts.
May 13	Deadline to commence arbitration.
May 15	<ul style="list-style-type: none"> • Last day to notify superintendent/administrator of contract termination (probationary) or consider termination of contract (non-probationary). • Last day for superintendent to, in writing during a board meeting, recommend the board terminate a teacher's continuing contract.
May 31	Statutory deadline for completion of bargaining. Arbitrators must make their selection on or before May 31.

Changes to Iowa Code § 20 – Collective Bargaining

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p>Iowa Code § 20.9 – Scope of Negotiations</p> <p>This section of the code addresses the topics that the employer and employee organizations:</p> <ul style="list-style-type: none"> ✓ Must address in negotiations (mandatory topics); ✓ May address in negotiations (permissive topics); and ✓ Cannot address in negotiations (illegal subjects). <p><i>(Please note: the scope of negotiations is different for bargaining units with public safety employees).</i></p>	<p>Mandatory topics of bargaining:</p> <ul style="list-style-type: none"> ○ Wages ○ Hours ○ Vacations ○ Insurance ○ Holidays ○ Leaves of absence ○ Shift differentials ○ Overtime compensation ○ Supplemental pay ○ Seniority ○ Transfer procedures ○ Job classifications ○ Health and safety matters ○ Evaluation procedures ○ Procedures for staff reduction ○ In-service training <p>Illegal subject of bargaining:</p> <ul style="list-style-type: none"> ○ Retirement systems 	<p>Mandatory topic of bargaining:</p> <ul style="list-style-type: none"> ● Base wages <p>Permissive topics of bargaining (previously mandatory topics):</p> <ul style="list-style-type: none"> ● Hours ● Vacation ● Leaves of absence ● Shift differentials ● Overtime compensation ● Seniority ● Job classifications ● Health and safety matters ● In-service training ● Grievance Procedures ● Seniority and any wage increase ● Employment benefit ● Other employment advantage based on seniority ● Other matters mutually agree upon <p>Illegal subjects of bargaining:</p> <ul style="list-style-type: none"> ● Retirement systems ● Dues checkoffs ● Other payroll deductions for political action committees or other political contributions or political activities ● Insurance ● Leaves of absence for political activities ● Supplemental pay ● Transfer procedures ● Evaluation procedures ● Procedures for staff reduction ● Subcontracting public service

Changes to Iowa Code § 20 – Collective Bargaining (continued)

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p>Iowa Code § 20.22 – Binding Arbitration</p> <p>This section of the code outlines the process and factors to be considered in arbitration.</p>	<p>Award restricted to the final offers.</p> <p>No financial cap on arbitration award.</p> <p>Arbitrator shall consider:</p> <ul style="list-style-type: none"> ○ Past collective bargaining agreements. ○ Comparison of wages, hours and conditions of employment with other public employees doing comparable work. ○ Interests and welfare of the public. ○ Power of the public employer to levy taxes and appropriate funds 	<p>Award restricted to the final offers, however the award cannot exceed the lesser of:</p> <ul style="list-style-type: none"> ▪ 3%; or ▪ A percentage equal to the increase in the Consumer Price Index* <p>Arbitrators shall consider:</p> <ul style="list-style-type: none"> ▪ Comparison of base wages, hours and conditions of employment with other public and private employees doing comparable work. ▪ Interests and welfare of the public. ▪ Financial ability of the employer to meet the cost of an offer in light of economic conditions. Substantial weight is given to evidence that funds are restricted. <p>Arbitrators shall not consider:</p> <ul style="list-style-type: none"> ▪ Past collective bargaining agreements. ▪ Power of the public employer to increase or impose new taxes, fees, or charges.

*The table below shows the percentage equal to the increase in the **Consumer Price Index** for the **Spring of 2022**:

Consumer Price Index-U Midwest Calculation Chart (updated last on 12-10-2021)	
Dates of Arbitration	Applicable CPI-U
January	5.90%
February	5.70%
March	5.70%
April	6.60%
May	7.30%