

## Non-union Employee 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 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). 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.

We bargain with the BKESA in the spring of odd-numbered years. Therefore, we generally set the contracts of non-union employees in the spring or summer of even-numbered years.

However, three non-union contracts need to be amended at this time.

**Note:**

*A closed session is reserved on this evening's school board agenda if any board member would like to discuss any or all of these three contracts in confidence.*

Otherwise, I recommend the board approve the changes proposed below.

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**Recommendations:****Board Secretary**

The Board set the salary and benefits of Board Secretary McKenna Pentico, at a wage of \$17.00 per hour through June 30, 2023.

I recommend a raise of 50 cents per hour to \$17.50 plus \$33.00 per month to her Health Savings Account. This is the exact same as all other support staff received.

**Assistant Business Manager**

Our BK Assistant Business Manager Thelma Martinez currently receives an hourly wage of \$23.00 per hour for 38 or fewer hours per week.

I recommend

- A raise of 50 cents per hour to \$23.50, consistent with the support staff settlement;
- An additional 20 cents per hour to \$23.70, consistent with the support staff step for years of service;
- Plus \$33.00 per month to her Health Savings Account—the exact same as all other support staff.

**Director of Buildings and Grounds**

On July 1, Director of Buildings and Grounds Cory Heifner will enter the second year of a two-year contract with salary set at \$67,500 for the 2023-24 contract year.

Mr. Heifner’s current contract offers him full-family medical insurance. However, his family circumstances have changed. Now he only requests single health coverage.

Mr. Heifner has requested that some of what the district might have been paying for him for full-family medical insurance now be offered to him in salary.

I recommend Mr. Heifner’s contract for the 2023-24 year be amended with him now only being offered single health insurance and with his salary increased by \$6,000 from \$67,500 to \$73,500.

**Recommendations:**

I recommend these three contract changes be voted in a single motion.