

Collective Bargaining Master Agreement with BKEA, 2020 – 2021

Background:

The board's bargaining team finally reached an agreement with the Belmond-Klemme Education Association (BKEA). The BKEA signed a tentative agreement on June 10. The new contract is now ready for school board ratification.

Revised Terms:

Very little changed in the Master Agreement for next year from the current year. The tentative agreement with the BKEA calls for the following revised terms:

- The salary schedule will be retained as part of the contract.
- \$2,000 in Teacher Salary Supplement money that in the past was distributed to teachers in a December bonus payment instead will be rolled into the salary schedule for the sake of transparency.
- Teachers will remain frozen on their individual steps; lane movement is allowed.
- \$1,288 is added to Step One.
- \$1,300 is added to Step Two.
- All other current employees receive \$900 in each of the cells of the salary schedule.
- The co-curricular schedule received significant revisions, from twelve separate steps that are not visible within the contract to four defined steps that are visible to employees and the public for the sake of transparency.
- Duration: one year.

This means our Lane One of the salary schedule now reads as follows:

	<u>This Year</u>	<u>Next Year</u>	
Step One	\$36,712	\$40,000	← New Hiring Base
Step Two	\$37,712	\$41,012	
Step Three	\$39,124	\$42,024	
Step Four	\$40,536	\$43,436	

The cost for this settlement is \$67,104 or 1.98% in salary, and **\$78,572 or 1.69% Total Package.**

We have selected an arbitrator for bargaining, so we are prepared to proceed to arbitration if this tentative agreement falls apart as it did last year.

A copy of the proposed revised agreement appears on subsequent pages.

Recommended Action:

I recommend the board move to approve the revised collective bargaining master agreement with Belmond-Klemme Education Association for the 2020 – 2021 contract year.