

Collective Bargaining Master Agreement with BKEA, 2023 – 2024

Background:

The board's bargaining team reached a tentative agreement with the Belmond-Klemme Education Association (BKEA) on Monday, March 20, 2023. The new contract is now ready for school board ratification.

Revised Terms:

The tentative agreement with the BKEA calls for the following revised terms:

- A. All teacher employees covered by the BKEA bargaining agreement will receive \$1,800 in additional salary on their individual contracts.
- B. \$1,000 will be added to each cell of the wage schedule of Article 2: Base Wages in the Master Agreement, moving the BA hiring base from \$44,000 to \$45,000. The new base salary schedule will be as follows:

	BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
BASE SALARY	\$45,000	\$47,100	\$49,200	\$51,300	\$53,400	\$55,500	\$57,600	\$59,700

- C. One additional contract day will be added to the master contract moving the number of paid teacher work days from 186 to 187.
- D. The position of *Elementary Robotics* will be paid according to Category L of Article 3: Extracurricular Base Wages for a base wage of \$748.
- E. The position of *Elementary Student Council* will be paid according to Category M of Article 3: Extracurricular Base Wages for a base wage of \$565.

CATEGORY						
TIER		CATEGORY	J	K	L	M
I	Base/Entry	Years 1 - 2	\$1,296	\$931	\$748	\$565
		Coach & Sponsor Positions	Drama Asst Junior Class Advisor Newspaper Robotics, MS/HS Special Olympics Speech Student Council, HS Talented & Gifted	Instrumental Elem Flag Choreographer	Cheer HS Speech Asst NHS Advisor eSports Coach Robotics, Elem	Cheer JH Drumline Student Council, Elem

The cost for this settlement is 4.1% in base salary, or **3.5% Total Base Package**.

Recommended Action:

I recommend the board move to approve the revised collective bargaining master agreement with Belmond-Klemme Education Association for the 2023 – 2024 contract year—conditional upon ratification of the master agreement by the BKEA—and revise the individual contracts of the two newly hired teachers with a salary increase of \$1,000 each to reflect the new hiring base.