

Belmond-Klemme Community School District
Minutes of the Meeting of the Board of Directors

Held in the Belmond-Klemme High School Library
411 Tenth Avenue Northeast, Belmond, Iowa 50421

Thursday, March 17, 2022 – TENTATIVE - UNAPPROVED

The Board of Directors for the Belmond-Klemme Community School District met for a regular board meeting at the above date at 7:00 P.M.

The meeting was called to order by Board President Rick McDaniel.

President McDaniel asked for the roll to be called. The Board Secretary called the roll. Present for the meeting were Rick McDaniel, Michelle Murphy, Sharon Barkema, Ryan Meyer, Heather Ridgway, and Jim Swenson. Gary Berkland was absent. Also present were Dan Frazier, Superintendent and Board Secretary Thelma Martinez. President McDaniel determined that a quorum was present.

President McDaniel welcomed Michelle Smith and Jaci Eckhoff talking about sports committee and baseball.

Superintendent Frazier removed item 5(a) FAST Testing Winter Report. President McDaniel asked the board to approve the amended agenda. Moved by Murphy; seconded by Barkema. Motion carried 6/0.

President McDaniel asked for a motion to approve the consent agenda items:

- Minutes of the Board Meeting from February 24, 2022;
- Minutes of the Initial Bargaining Meeting from March 2, 2022;
- Minutes of the Special Meeting from March 10, 2022;
- Financial Statements;
- Bills;
- School Board Policies: Review of Board Policies 211 through 217, Board of Directors;
- Request for Continued Participation in EMC Group Insurance;
- Contract with CDWG for technology Upgrades under Federal eRate Funding;
- Authorize Issuance of Teacher Contracts. Superintendent Frazier recommended re-issuing contracts to the certified employees listed, and to all newly-hired employees, in accordance with the master agreement when contract negotiations are completed: Tiffany Ahrens, Ethan Albertson, Madeline Allen, Joel Bagley, Debbie Barkela, Deb Bell, Dylan Block, David Butler, Amy Carlson, Heather Danburg, Leah Deutsch, Lori Eekhoff, Kelly Eide, Mindy Fahrman, Holly Friederich, Claudia Guerrero, Kendra Haugen, Nicole Herrold, Jackie Imsande, Marilyn Janssen, Leigh Jass, Deb Jenison, Brandi Juhl, Pat Kelley, Angie Kinseth, Tiffany Landrum, Austin Lich, Leo Livingson, Felicia Mass, Wendy Meints, Dena Mennenga, Justin Meyer, Peggy Nielson, Kaitlyn Peterson, Jenny Pruisman, Patty Reed, Dan Renwick, Lindsay Sampson, Dani Schon, Christine Schultz, Tori Schulz, James Severson, Melissa Sifert, John Sifert, Callie Stein, Alex Steinman, Mike Stittsworth, Traci Sturgeon, Leah Sudtelgte, Tammy Swenka, Carissa Thompson, Leah Thompson, Shannon Wadsley, Paige Watne, Josh Wessels, and Julie Ysker.
- Employment: Personnel Resignations and Recommendations
 - Accepted the resignation of Karissa Rasch as kindergarten classroom teacher.
 - Accepted the resignation of Mariana Henrichs as second grade classroom teacher.
 - Appointed Nicole Van Hooser as an elementary teacher placed in the BA Lane of the master agreement and given credit for three years of prior experience with a salary of \$43,000.
 - Appointed Kristiana Reinsmoen as an elementary teacher assigned to kindergarten with a salary of \$60,000.
 - Appointed Annabelle Jensen as an elementary teacher assigned to second grade placed in the BA Lane of the master agreement and given credit for two years of

prior experience with a salary of \$42,500. Also, offering the duty of assistant drama director for a salary of \$1,096.

- Appointed Derek Varner as Head Varsity Girls Basketball Coach.
- Appointed Brooke O'Connell as a physical education teacher assigned to Jacobson Elementary placed at entry level in the BA Lane (\$41,000) according to the master agreement.
- Assigned the following spring soccer coaches: Girls Soccer: Gannon Harsma Head Varsity and Tiffany Landrum Assistant Coach. Boys Soccer: Gannon Harsma Head Varsity, Carlos Montenegro Assistant Coach, and Dennis Quinn Volunteer Assistant.

Moved by Murphy; seconded by Meyer. Motion carried 6/0.

Superintendent Frazier mentioned the eSports team in the state tournament. He also, commented the special meeting on March 31 to conduct the budget hearing in the downtown district office. Finally, Superintendent Frazier mentioned requesting legal funds to the Iowa Association of School Boards.

Principal Jensen mentioned a good turnout of the teacher-parent conference, and the starting of the spring season activities.

Personnel Retention Bonus Payments Resolutions

Part I

Director Swenson introduced and caused to be read the Resolution hereinafter set and moved its adoption: seconded by Director Barkema after due consideration thereof by the Board, the President put the question upon the adoption of said Resolution and, the roll having been called the following Directors voted:

Aye: McDaniel, Murphy, Barkema, Meyer, and Ridgway.

Nay: Swenson.

Absent: Berkland.

Whereupon the President declared said Resolution duly adopted as follows:

WHEREAS, the State of Iowa remains in the throes of a global pandemic under the COVID-19 virus the likes of which the world has not witnessed in over 100 years; and

WHEREAS, the Belmond-Klemme Community School District teachers have instructed students continuously and relentlessly with only minimal interruption since the governor closed schools on March 16, 2020: and

WHEREAS, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 in March of 2022 for remaining an Iowa teacher.

NOW, THEREFORE, be it resolved by the Board:

That the Belmond-Klemme Community School district Board of Directors authorizes the payment of a \$1,000.00 one-time Retention Bonus to all Belmond-Klemme teachers who qualify for the bonus under the plan and the rules stipulated by the Iowa Department of Education.

Passed and approved this 17th day of March, 2022.

Rick McDaniel, President of the Board of Directors.

Part II

Director Meyer introduced and caused to be read the Resolution hereinafter set out and moved its adoption; seconded by Director Swenson after due consideration thereof by the Board, the President put the question upon the adoption of said Resolution and, the roll having been called, the following Directors voted:

Aye: McDaniel, Murphy, Barkema, Meyer, Ridgway, and Swenson.

Nay: None

Absent: Berkland.

Whereupon the President declared said Resolution duly adopted as follows:

WHEREAS, the State of Iowa remains in the throes of a global pandemic under the COVID-19 virus the likes of which the world has not witnessed in over 100 years; and

WHEREAS, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 in March of 2022 for remaining an Iowa teacher; and

WHEREAS, the Belmond-Klemme Community School District non-classroom teachers, support staff, and administrators have worked in support of students continuously and relentlessly side-by-side with the classroom teachers with only minimal interruption every day since the governor closed schools on March 16, 2020; and

WHEREAS, Governor Reynolds “Retention Bonus” of \$1,000 neglects a valuable and indispensable segment of our employee population; and

WHEREAS, Belmont-Klemme Community School District Board of Directors recognizes the value and worth of all employees in their contribution to making Belmont-Klemme School s an exceptional institution and seeks to reward all employees equally and fairly. NOW, THEREFORE, be it resolved by the Board that the Board hereby authorizes the Superintendent to facilitate the payment of a one-time Retention Bonus in the amount of \$1,000.00 in accordance with the following terms and instructions:

1. All eight non-classroom teachers neglected by the Governor’s proclamation yet serving under teacher contracts – specifically, all school counselors, all school nurses, all teacher leadership cadre instructional coaches, all deans of students, and all activities directors – shall each be paid a one-time Retention Bonus in the amount of \$1,000.00;
2. All support staff – specifically, all five-building maintenance (custodial) department employees, all seven nutrition (food service) department employees, all 39 paraeducator (teacher assistant) employees, both (two) business office employees, and all three-building administrative assistant (secretarial) employees, and all nine-transportation department (bus driver) employees – shall each be paid a one-time Retention Bonus in the amount of \$1,000.00;
3. Both (2) building principals and the Technology Director shall each be paid a one-time Retention Bonus in the amount of \$1,000.00;
4. All five substitute teachers who substitute taught at least one quarter (no fewer than 44 days) shall each be paid a one-time Retention Bonus in the amount of \$1,000.00;
5. These Retention bonus payments to be made according to the guidelines of Governor Reynolds to those employees who have worked continuously in the district since October 1, 2021;
6. The list of the specific employees to appear in the page appended to this Resolution;
7. These payments to be made to the school employees during the last pay period in May of 2022; and
8. These payments to be made from federal COVID-19 stimulus funds designated to support payments to school employees.

Passed and approved this 17th day of March, 2022.

Rick McDaniel, President of the Board of Directors

Attest: Thelma Martinez, Secretary of the Board of Directors

Addendum:

Staff Qualifying of the Retention Bous under the Resolution

Non-classroom Teachers (8)

- Ahrens, Tiffany
- Meyer, Justin
- Stein, Callie
- Severson, James
- Friederich, Holly
- Albertson, Ethan
- Peterson, Kaitlin
- Danburg, Heather

Custodians (5)

- Bentley, Matthew

Teacher Assistants (39)

- Arthur, Rebecca
- Askildson, Emma
- Boeshart, Katie
- Braun, Jodi
- Briggs, Marissa
- Candanoza, Flor
- Carlson, Krista
- Christenson, Kristen
- Curtis, Terri
- Duran, Ene

Business Office (2)

- Greenfield, Theresa
- Martinez, Thelma

Secretaries (3)

- Aldridge Judith
- Negrete, Shawna

- Skrovig, Lyndi

Bus Drivers (9)

- Buseman, Todd
- Dougherty, Kristen
- Dougherty, Randy

- Heifner, Cory
- Pals, Joel
- Perez, Joseph
- Rockow, Samuel

Kitchen (7)

- Belstene, Kimberly
- Boelman, Angela
- Cook, Kristina
- Dahlhauser, Amy
- Fuls, Susan
- Kelley, Glenella
- Watne, Melysa

- Gochenouer, Janey
- Hanig, Kati
- Heideman, Kami
- Jacobsen, Denise

- Juarez, Lydia
- Kelley, Keyra
- Lane, Patty
- McMurray, Nicole
- McVey, Bobbi
- Mercado, Gladys

- Montenegro, Marta
- Montez, Delores
- Nelson, Annette
- Nolte, Kathryn
- Nolte, Kaylee
- Oleson, Emily
- Quinn, Dennis
- Richards, Irene
- Schon, Emily
- Sheeder, Shaina
- Soma, Morgan
- Steenblock, Crystle
- Studer, Cheyenne
- Thompson, Bethany
- Wilkinson, Kyle
- Willms, Magnolia
- Woolery, Avante
- Wyman, Nikki
- Ysker, Kelly

- Dougherty, Steven
- Meyer, Scott
- Quigley, Michel
- Sinnwell, Michael
- Swenson, Jon
- Wallace, Sandi

Administrators (3)

- Jensen, Cynthia
- Morris, Trish
- Young, Mark

Long-term Sub Teachers (5)

- Morris, Amanda
- Kahler, Faith
- Jacobson, Wendy
- Suhr, Renee
- Buseman, Shelly

School Finance: New Money Report

Superintendent Frazier reported Supplemental State Aid (SSA) increase of 2.5% has been below the rate of inflation for several years.

Legislative Update and Advocacy to the State Legislature

Superintendent Frazier mentioned the Legislative Updates

Report on Building Construction Progress

Superintendent Frazier commented the plans for the new special education classroom.

Committee for Community Involvement in Sports

Activity Director Severson commented been working with Belmond Community Betterment Corporation (BCBC) to help increase the interest in youth sports participation and voluntarism. Mr. Severson mentioned there is no need of a committee at this moment.

Board Comments and Future Agenda Planning

Board suggested adding to the special budget meeting agenda Inspired Leadership School Board Development and Planning for the School Board workshop

Adjourn

President McDaniel asked for a motion to adjourn the meeting. With no further business there was a motion to adjourn moved by Barkema; seconded by Swenson. Meeting adjourned at 8:20 P.M.

Closed Session: Labor Strategy

Board went into closed session at 8:25 P.M. under Iowa Code Chapter 20.17.[3], a public body such as school board can meet in closed session for negotiating sessions, strategy meetings of public employers or employee organizations, mediation, and the deliberative process of arbitration. Board emerged from closed session at 8:40 P.M.

Rick McDaniel, Board President

Date

Thelma Martinez, Board Secretary

Date