

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



Superintendent's Report

TO: The Belmond-Klemme School Board
FROM: Dan Frazier, Superintendent
DATE: Thursday, November 10, 2022
RE: Superintendent's Report on School District Business

Implementing Two-factor Authentication

To combat the ongoing hacking attempts against our school network, we will be implementing two-factor authentication (2FA) next week. 2FA is a security process that cross-verifies users with two different forms of identification, most commonly knowledge of an email address and proof of ownership of a mobile phone.

Used on top of the regular username/password verification, 2FA bolsters security by making it more difficult for intruders to gain unauthorized access, even if a perpetrator gets past the first authentication step (e.g., brute forces a username and password).

Today, 2FA is commonly employed in online banking websites, social media platforms and e-commerce sites as a way to harden access controls to the more sensitive areas of a web application (e.g., admin panels or areas that store credit details and/or personal data). 2FA also enables businesses and public institutions to be more productive and efficient, allowing employees to perform remote tasks with far less security concerns.

Colt's Corner Daycare is Open

Colt's Corner Day Care in the old Ramsey Elementary building will begin operations on Monday, October 31. (Imagine opening school just in time for Halloween?)

BK will be running a morning shuttle from Colt's Corner to the elementary each morning and back after school each afternoon. Also, we will run two mid-day shuttles as we will have preschool students who will do a half day of preschool in Jacobson combined with a half day in Colt's Corner.

Administration Taking Crisis Training

On Monday, November 7, the leadership of the three Wright County schools gathered in the BK high school library for training by the School Safety Bureau within the Iowa Department of Public Safety.

Civilian Response to Active Shooter Events (CRASE) is a two-hour classroom discussion designed for schools, businesses, and churches. It covers the history and prevalence of active shooter events, civilian responses, medical issues and considerations for conducting drills and preparing for emergency responses.

Mold and Mildew in a Classroom

Last summer, a roofer left a large portion of our high school roof uncovered and unprotected for a full weekend while in the process of connecting the new canopy to the old roof above the academic entrance. We received torrential rains that weekend that flooded our hallways and an adjacent classroom.

We did our final inspection of the new construction on Tuesday, October 25, but a significant issue has emerged since our building inspection. The classroom north of the office, across the entry hallway, was inundated by the flood from the uncovered roof last summer. Now that we have removed the students and all the furnishings from the classroom, we realize we have a very significant problem with mold and mildew in that room.

At this point, we find this classroom unusable until we can abate the mold and mildew. We continue to work with Henkel Construction on the remedy as they are liable for this accident.

Early Retirement Applications Due by Tuesday, January 10, 2023

The Belmond-Klemme Board offers an early retirement plan for full-time licensed employees. A licensed employee is eligible when the employee:

- Is at least age 55 prior to the start of the next school year.
- Completes a total of seven (7) years of service as a full-time licensed employee to the school district;
- Submits an application to the superintendent for participation in the plan on or before January 10, 2023; and
- Submits a written resignation. (The resignation may be contingent upon approval by the board of participation in the voluntary early retirement plan.)

Teachers who are considering retirement will be offered a payment of \$10,00.

Approval by the board of the licensed employee's early retirement application shall constitute a voluntary resignation. Approval will also make the employee eligible for disbursement of the early retirement incentive by July 1 or a date mutually agreed upon.

This policy will remain in place for three years—through January 2025.

Bidding War for Teachers

ALC teacher Pat Kelley has a little sister in Carroll County who retired as a special education teacher last spring. In need of special education teachers, both Carroll Public and Glidden-Ralston recruited her to come back to work. Carroll Public offered her a salary of \$85,000. She turned them down.

Instead, she signed with Glidden-Ralston. G-R matched Carroll's offer of \$85,000, but added a signing bonus of \$14,000. Since she retired in June, she could not begin work until the end of October, so her contract is for seven months: November through May.

Moreover, G-R agreed to her terms of employment which include all Mondays off and all Friday afternoons off. That's right \$99,000, for 3.5 days per week for seven months.

Calendar of Upcoming Board Events

November 17, 2022	IASB Convention
November 23, 2022	Comp Day for Conferences – No School
November 24, 2022	Thanksgiving Day
December 15, 2022	7:00 P.M., Regular School Board Meeting
December 24, 2022	Christmas Eve
December 25, 2022	Christmas Day
December 26, 2022	“Christmas Day” day off
December 31, 2022	New Year's Eve
January 1, 2023	New Year's Day
January 2, 2023	“New Year's Day” day off
January 6, 2023	Epiphany
January 9, 2023	Iowa Legislature Convenes
January 10, 2023	End of First Semester
January 16, 2023	Martin Luther King Jr. Day – Teacher PD Day
January 19, 2023	7:00 P.M., Regular School Board Meeting
January 31, 2023	IASB's <i>Day on the Hill</i> at the Botanical Garden and State Capitol

Teacher Salary Report

Before the board enters the contract bargaining season, I report on the status of our employee compensation system. The data from IASB suggest our teacher pay is very competitive.

Starting Teacher Salaries

In this time of teacher shortage, it is vital to the survival of this school system that we maintain a salary schedule that attracts and retains quality teachers. The foundation of a competitive compensation system begins with the starting salary we pay to first-year teachers.

The two table below shows the *starting salaries* for *first-year teachers*. The first table shows the starting salary among the 12 schools that are the nearest neighbors to Belmond-Klemme.

The second table shows the starting salary among 12 schools across the State of Iowa that are the closest in student enrollment to Belmond-Klemme. Since schools are all funded on a per-pupil basis, it can be a helpful metric for a school to compare itself to other schools of comparable size.

2022 – 2023 Starting Salaries for 12 Neighboring Schools		2022 – 2023 Starting Salaries for 12 Similar-sized Schools	
\$44,681	Clear Lake	\$44,000	Belmond-Klemme
\$44,387	Clarion-G-D	\$42,603	Panorama
\$44,000	Belmond-Klemme	\$42,000	Sibley-Ocheyedan
\$40,000	Eagle Grove	\$41,351	Alburnett
\$40,000	CAL	\$41,295	AHSTW
\$39,600	Hampton-Dumont	\$40,820	Danville
\$39,505	West Fork	\$39,505	West Fork
\$39,500	Humboldt	\$39,205	South Hamilton
\$39,389	Iowa Falls	\$38,620	Tri-Center
\$39,138	West Hancock	\$38,250	Ogden
\$38,424	Garner-H-V	\$36,999	Bellevue
\$38,243	Forest City	\$36,278	Postville
\$37,655	Webster City	\$34,313	Maquoketa Valley
\$40,348	Area Average	\$39,634	Select Average
\$39,505	Area Median	\$38,019	Select Median
\$40,387	State Average	\$40,387	State Average
\$40,027	State Median	\$40,027	State Median

Keep in mind, we are not just competing in the hiring process with our neighbors and schools of similar size. We are competing state-wide. Here are what some other Iowa schools offer:

\$51,865	Ankeny	\$47,478	Le Mars
\$50,968	Waukee	\$47,460	Ames
\$50,100	Indianola	\$47,412	West Des Moines
\$50,000	Van Meter	\$47,405	Mason City

Improvements in Our Teacher Pay System

The table below shows the salary averages for *first-year teachers* in ten area for the last few years. During the 2018-19 school year, starting pay in Belmond-Klemme was well below the state median. We have worked on this, and now our starting BK teacher pay is \$44,000 this year.

Beginning Area Teacher Salaries

2018 – 2019		2020 – 2021		2022 – 2023	
\$41,350	Clarion-G-D	\$43,300	Clarion-G-D	\$44,681	Clear Lake
\$38,381	Clear Lake	\$40,881	Clear Lake	\$44,387	Clarion-G-D
\$37,200	Hampton-Dumon	\$40,000	Belmond-Klemm	\$44,000	Belmond-Klemm
\$37,143	Eagle Grove	\$38,238	Hampton-Dumon	\$40,000	Eagle Grove
\$36,262	CAL	\$37,634	Eagle Grove	\$40,000	CAL
\$35,806	West Fork	\$37,362	CAL	\$39,600	Hampton-Dumon
\$35,672	Belmond-Klemm	\$36,934	Garner-H-V	\$39,505	West Fork
\$34,837	Garner-H-V	\$36,593	West Fork	\$39,389	Iowa Falls
\$34,770	Forest City	\$36,023	West Hancock	\$39,138	West Hancock
\$34,200	West Hancock	\$35,504	Forest City	\$38,424	Garner-H-V
\$36,562	Area Average	\$38,247	Area Average	\$40,348	Area Average
\$36,857	State Median	\$38,019	State Median	\$39,505	State Median
\$37,406	State Average	\$38,515	State Average	\$40,387	State Average

At the same time, we made these significant gains for starting teachers, and we were still able to support our senior teachers. Our best paid teachers are above both area and state averages. The next table below shows the *average top salary* for teachers in ten area schools according to the Iowa Department of Education.

Highest Area Teacher Salaries

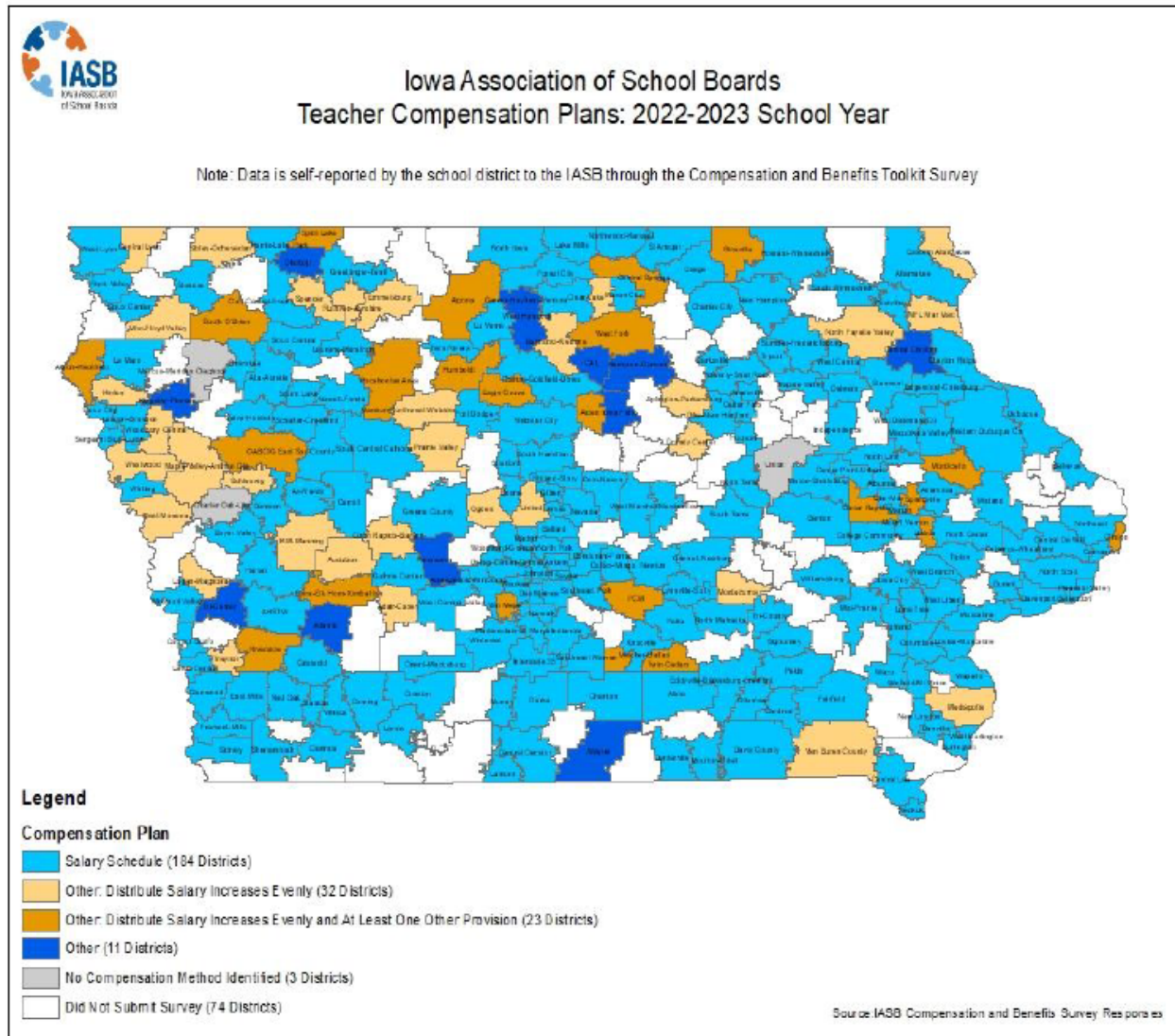
2018 – 2019		2020 – 2021		2021 – 2022	
\$79,575	Garner-H-V	\$82,380	Garner-H-V	\$83,139	Garner-H-V
\$75,055	Forest City	\$80,160	West Fork	\$81,352	West Fork
\$74,163	West Fork	\$74,342	Belmond-Klemm	\$75,828	Belmond-Klemm
\$73,463	Clarion-G-D	\$72,830	Clear Lake	\$75,030	Clear Lake
\$72,322	Belmond-Klemm	\$71,026	Clarion-G-D	\$71,999	Hampton-Dumon
\$71,538	Hampton-Dumon	\$69,828	Hampton-Dumon	\$71,098	Clarion-G-D
\$71,292	Clear Lake	\$68,762	Forest City	\$70,105	Forest City
\$65,060	West Hancock	\$68,302	West Hancock	\$69,369	Eagle Grove
\$63,136	Eagle Grove	\$66,163	Eagle Grove	\$68,302	West Hancock
\$50,006	CAL	\$61,028	CAL	\$62,236	CAL
\$69,561	Area Average	\$71,482	Area Average	\$72,846	Area Average
\$69,919	State Median	\$71,167	State Median	\$72,222	State Median
\$70,144	State Average	\$71,877	State Average	\$72,906	State Average

The highest salary for a BK teacher last year was \$75,828. This was significantly higher than most other area schools and most schools in the State of Iowa.

Changes to Teacher Pay

Traditionally, salary schedules have been the method most commonly used by school board to determine compensation for their teachers. However, in recent years, many school boards have abandoned their traditional salary scales in favor of other models.

Out of 253 Iowa school districts responding to the survey, 73 percent still utilize salary schedules. More than a quarter of Iowa schools are using alternatives. The map below illustrates.



Other systems for paying teachers include the following:

- ❖ Salary increases are evenly distributed to all teachers.
- ❖ Salary increases are evenly distributed, but different pay is offered for hard-to-fill areas.
- ❖ Salary increases are evenly distributed, but retention bonuses are offered.
- ❖ Salary increases are evenly distributed, but signing bonuses are offered.

Summary

Salaries and benefits for Belmond-Klemme teachers are competitive to above average compared to area schools or schools of similar enrollment. However, as the teacher shortage worsens, a competitive salary must be maintained in order to attract and retain teachers to our faculty to maintain the viability of our school system in the future.

Area Average Regular Teacher Salary Rankings 2021-2022

1.	Clarion-Goldfield-Dows	\$57,696	
2.	Clear Lake	\$55,520	
3.	West Hancock	\$54,946	
4.	Hampton-Dumont	\$53,876	
5.	Belmond-Klemme	\$53,518	
6.	Garner-Hayfield-Ventura	\$52,651	<i>Area Average: \$52,168</i>
7.	Forest City	\$51,662	
8.	West Fork	\$49,630	
9.	Eagle Grove	\$49,383	
10.	CAL	\$46,978	

Source: Iowa Department of Education, Basic Educational Data Survey (BEDS)

Iowa is ranked 31st highest in teacher salaries among the 50 states and the District of Columbia, according to data analyzed by the National Education Association (NEA). In inflation-adjusted dollars nationally, starting teachers' pay has dipped 2.9 percent over the past decade, according to the analysis.

Area Teacher Profiles

District Name	Average Total Experience	Average District Experience	Average Teacher Age
Belmond-Klemme Comm School District	12.1	7.7	41.1
West Hancock Comm School District	18.6	13.7	45.6
CAL Comm School District	8.6	3.6	35.2
Clarion-Goldfield-Dows Comm School District	13.8	8.8	41.4
Clear Lake Comm School District	13.9	10.5	40.6
Eagle Grove Comm School District	11.0	7.3	39.5
Forest City Comm School District	14.9	12.3	40.3
Garner-Hayfield-Ventura Comm School District	14.4	10.4	41.6
Hampton-Dumont Comm School District	14.1	9.3	42.4
West Fork Comm School District	12.4	8.6	39.0
Area Average	12.2	8.6	40.2
State-wide Summary	12.5	9.2	40.4