

MASTER AGREEMENT

Between the
BELMOND-KLEMMER COMMUNITY SCHOOL DISTRICT

And the
BELMOND-KLEMMER EDUCATION ASSOCIATION

For the
2024 – 2026 Contract Years

ARTICLE 1: RECOGNITION

1.01 UNIT

The Board hereby recognizes the Belmond-Klemme Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified, exclusively and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 129) issued by PERB on the 9th day of July, 1975.

The unit described in the above certification is as follows:

INCLUDED: All professional employees, classroom teachers (preschool – 12), librarians, counselors, and school nurses.

EXCLUDED: Superintendent, principals, all nonprofessional employees, activity directors and all other excluded by Section 4 of the Act.

1.02 DEFINITIONS

- A. The term “Board” as used in this Agreement shall mean the Board of Education of the Belmond-Klemme Community School District or its duly authorized representatives.
- B. The term “employee” as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- C. The term “Association” as used in this Agreement shall mean the Belmond-Klemme Education Association, or its duly authorized representative or agents.

ARTICLE 2: BASE WAGES

Base wages for employees in teaching assignments covered by this agreement shall be as follows:

	BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
BASE SALARY	\$47,300	\$49,400	\$51,500	\$53,600	\$55,700	\$57,800	\$59,900	\$62,000

ARTICLE 3: EXTRACURRICULAR BASE WAGES

Base wages for employees in extracurricular assignments covered by this agreement shall be as follows:

CATEGORY

TIER		CATEGORY	A	B	C	D
I	Base/Entry	Years 1 - 2	\$4,320	\$3,772	\$3,589	\$3,407
		Coach & Sponsor Positions	Baseball Head Basketball Head Football Head Softball Head Volleyball Head Wrestling Head	Cross Country Head Track Head Soccer Head	Instrumental HS Vocal HS	Golf Head

CATEGORY	E	F	G	H	I
Years 1 - 2	\$3,224	\$2,858	\$2,493	\$2,127	\$2,145
Coach & Sponsor Positions	Baseball Asst Basketball Asst Football Asst Softball Asst Volleyball Asst Wrestling Asst	Cross Country Asst FFA Sponsor Track Asst Soccer Asst	Director Musical Golf Asst Vocal Elem	Director Play Yearbook Advisor	JH Coaches Swing Choir Choreographer Swing Choir Jazz Band Cheer HS

CATEGORY	J	K	L	M
Years 1 - 2	\$1,396	\$1031	\$848	\$665
Coach & Sponsor Positions	Drama Asst Junior Class Advisor Newspaper Robotics, MS/HS Special Olympics Speech Student Council, HS Talented & Gifted	Instrumental Elem Flag Choreographer	Speech Asst NHS Advisor eSports Coach Robotics, Elem	Cheer JH Drumline Musical Accompanist (Alternating Years) Pit Band (Alternating Years) Student Council, Elem

Activities which are seasonal will be paid following the completion of that season (including accounting for uniforms and/or materials, required reports, and evaluation) when a request is made to the Business Office through the Activities Director to demonstrate this completion.

ARTICLE 4: DURATION AND EFFECT OF AGREEMENT

- 4.01 This Agreement shall be effective as of July 1, 2024 and shall continue in effect until June 30, 2026. During the term of this agreement, all articles shall remain current contract, except the following: The parties agree that Article 2: Base Wages and Article 3: Extracurricular Base Wages shall be open to negotiate for the 2025-2026 Master Contract.
- 4.02 Should any article, section, clause or provision of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or provision shall be deleted from this Agreement to the extent that it violates the law, and the Board and the Association shall enter into negotiations concerning said provision at the call of either party. The remaining articles, sections, and clauses shall remain in full force and effect.
- 4.03 Whenever any notice is required to be given to by either of the parties to this Agreement, either party shall do so in writing to the following designated individuals:
 - A. If by the Association to Board, through the Secretary of the Board;
 - B. If by the Board to Association, through the President of the Association.

ARTICLE 5: RATIFICATION AND AGREEMENT

THIS AGREEMENT made and entered into this 19th day of April, 2024 by and between the Belmond-Klemme Community School District and the Belmond-Klemme Education Association consisting of Articles 1 through 5, inclusive.

BELMOND-KLEMME COMMUNITY
SCHOOL DISTRICT

BELMOND-KLEMME EDUCATION
ASSOCIATION

By: _____
Board President, Belmond-Klemme CSD

By: _____
President, Belmond-Klemme EA

By: _____
Interim Superintendent, Belmond-Klemme CSD

By: _____
Vice-President, Belmond-Klemme EA

By: _____
Board Secretary, Belmond-Klemme CSD

By: _____
Secretary, Belmond-Klemme EA