

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



Superintendent's Report

TO: The Belmond-Klemme School Board
FROM: Dan Frazier, Superintendent
DATE: Tuesday, January 17, 2023
RE: Superintendent's Report on School District Business

Telemedicine Grant Expired

In February of 2019, I informed the school board that Iowa Specialty Hospital was awarded a grant to provide telemedicine services in our school. The Jacobson nurse's office was outfitted with a large cart filled with electronics. Students from either the elementary or the secondary buildings were able to come to the nurse's station at Jacobson, visit with a physician using the new telemedicine tools, and be treated without ever leaving the school or requiring parents to come to school to take their children to the clinic.

However, grants expire, and this grant ran out as of June 30, 2022. Iowa Specialty Hospital is not in a position to fund the staffing for the telemedicine equipment without the grant.

As for BK, our drop of 35 students in enrollment in October represents a financial loss of over quarter-million dollars (\$252,945). We have some serious budget issues of our own, and we are not in a position to assume the costs of this program at this time.

Des Moines Schools Adding Days to the End of the Year

After a cyberattack on the Des Moines Public Schools forced the cancellation of several days of classes, Des Moines will extend the school year through June 2 to make up for lost class time.

The largest public school system in Iowa resumed classes on Thursday, January 12, following the detection of abnormal network activity that prompted the district to pull its systems offline. On January 9, Des Moines Public Schools alerted parents classes would be canceled and that their district's Internet and network services would be unavailable following a suspected cyberattack.

DMPS announced today that classes would resume, and for the time being, students could expect an "offline learning experience," the district added.

Ransomware Attacks Increasing on School Computer Networks

The Little Rock Arkansas schools were hit by a ransomware attack. Rather than trying to fix it, they decided to pay the ransom of \$250,000 and then negotiate with the insurance vendor for reimbursement. The insurance company cited them for not doing their part to protect the district's integrity, records, and information. They had not done due diligence to correct issues uncovered in a Risk Assessment. One of the largest black marks was the lack of proper vulnerability remediations.

Here in Iowa, the Glenwood Community School District was held hostage by foreign ransomware attackers. The hackers encrypted student data that included schedules, contact information, and demographic facts, making it inaccessible to the school's administrators. The attackers demanded \$130,000 worth of cryptocurrency to unlock the encrypted data. Glenwood ended up paying \$10,000 in ransom.

Recent ransomware attacks on Iowa schools include those in 2022 that hit the Cedar Rapids, the Linn-Mar, and the Davenport Community School District. At Linn-Mar, the Social Security numbers of thousands of current and former employees — but not student data — may have been stolen during the attack.

We are in the Information Age, and data is currency. Hospitals, government buildings, and schools become prime targets for their usually low level of network security. Schools are rich in data because they have the information for all students, the student parents and emergency contacts, and the faculty and staff.

At schools, the involvement of children can make districts more willing to pay. Ransomware groups often publicize who their victims are to encourage parents to pressure schools.

Recent Phishing Attempts

In a recent string of emails, school officials across Iowa received suspicious messages that appeared to come directly from the Iowa Department of Education and asked administrators to set up accounts with a secure file exchange. This resulted in the Iowa D.E. releasing this warning to all Iowa school employees:

<ul style="list-style-type: none"> • Double check that the sender's email address or phone number matches who they claim to be. • Don't click a link or download an attachment from an email or text message from someone you don't know or that you weren't expecting. • Don't reply to a suspicious email or text message. • Don't forward a suspicious email or text message. 	<ul style="list-style-type: none"> • Be aware of some of the top phishing subject lines: <ul style="list-style-type: none"> ○ Change of password required immediately ○ Billing information is out of date ○ Delay in payroll ○ Your meeting attendees are waiting ○ Confidential information ○ Updated vacation policy ○ Dropbox: Document shared with you ○ Attention: unusual account activity detected ○ Urgent/Important
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Ban on TikTok

Governor Kim Reynolds announced in December she is banning the use of TikTok on all state-owned devices and prohibiting state agencies from subscribing to or creating TikTok accounts. Chinese company ByteDance owns the popular app, and FBI Director Christopher Wray told Congress in November that he is “extremely concerned” Beijing could weaponize the data it collects.

In support of Governor Reynolds and her decision, Belmond-Klemme is banning TikTok from all school-owned devices.

Calendar of Upcoming Board Events

February 1, 2023	First Day of Black History Month
February 2, 2023	Groundhog Day
February 12, 2023	Super Bowl
February 14, 2023	Valentine's Day
February 14, 2023	IASB's Day on the Hill at the Botanical Garden and State Capitol
February 20, 2023	Presidents' Day – No School
February 22, 2023	Ash Wednesday
February 23, 2023	7:00 P.M., Regular School Board Meeting

Contract Bargaining Update

We have a Meet & Confer scheduled with the BKEA for next Wednesday, January 25, 2023. It is intended as an opportunity to hear the concerns of our teacher association members away from the bargaining table. We will also use the meeting to begin planning bargaining.

The board's bargaining team consists of Sharon Barkema, Gary Berkland, and Dan Frazier.

The support staff union contract (BKESA) is also up for negotiations this year. Rick McDaniel and Heather Ridgway are on the bargaining team.

Contract Bargaining Timeline

The Iowa Association of School Board advises boards to work toward successful contract negotiations throughout the year by following the calendar of key dates below.

Fall	Preparation for bargaining (e.g., analysis of district's financial status, review of benefits, review of the master contract, and other appropriate measures).
December	Parties exchange initial proposals in open session. (Employees present initial proposal at the first bargaining session and the employer presents its initial proposal no more than two weeks later at the second bargaining session).
February 3	First day PERB will act on a unilateral request for mediation. After receiving the request, PERB assigns a mediator who contacts the parties to schedule a mediation date.
March 15	First day, teacher and administrative contracts may be offered.
April	<ul style="list-style-type: none"> • Parties may request in writing that PERB arrange for binding arbitration, not less than 10 days after the appointment of the mediator (mediation session). • The parties shall serve the final offer on each impasse item to the other party four days after PERB's receipt of the request for arbitration. • PERB shall serve the parties with a list of five arbitrators after PERB's receipt of the request for arbitration. • Within five days of PERB's service of the list, the parties shall determine the arbitrator by alternately removing names from the arbitrator list. The parties shall determine by law which party shall remove the first name.
April 30	Last day to notify teachers of termination of (probationary) or recommendation to terminate (non-probationary) teacher contracts.
May 13	Deadline to commence arbitration.
May 15	<ul style="list-style-type: none"> • Last day to notify superintendent/administrator of contract termination (probationary) or consider termination of contract (non-probationary). • Last day for superintendent to, in writing during a board meeting, recommend the board terminate a teacher's continuing contract.
May 31	Statutory deadline for completion of bargaining. Arbitrators must make their selection on or before May 31.

Changes to Iowa Code § 20 – Collective Bargaining

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p>Iowa Code § 20.9 – Scope of Negotiations</p> <p>This section of the code addresses the topics that the employer and employee organizations:</p> <ul style="list-style-type: none"> ✓ Must address in negotiations (mandatory topics); ✓ May address in negotiations (permissive topics); and ✓ Cannot address in negotiations (illegal subjects). <p><i>(Please note: the scope of negotiations is different for bargaining units with public safety employees).</i></p>	<p>Mandatory topics of bargaining:</p> <ul style="list-style-type: none"> ○ Wages ○ Hours ○ Vacations ○ Insurance ○ Holidays ○ Leaves of absence ○ Shift differentials ○ Overtime compensation ○ Supplemental pay ○ Seniority ○ Transfer procedures ○ Job classifications ○ Health and safety matters ○ Evaluation procedures ○ Procedures for staff reduction ○ In-service training <p>Illegal subject of bargaining:</p> <ul style="list-style-type: none"> ○ Retirement systems 	<p>Mandatory topic of bargaining:</p> <ul style="list-style-type: none"> ● Base wages <p>Permissive topics of bargaining (previously mandatory topics):</p> <ul style="list-style-type: none"> ● Hours ● Vacation ● Leaves of absence ● Shift differentials ● Overtime compensation ● Seniority ● Job classifications ● Health and safety matters ● In-service training ● Grievance Procedures ● Seniority and any wage increase ● Employment benefit ● Other employment advantage based on seniority ● Other matters mutually agree upon <p>Illegal subjects of bargaining:</p> <ul style="list-style-type: none"> ● Retirement systems ● Dues checkoffs ● Other payroll deductions for political action committees or other political contributions or political activities ● Insurance ● Leaves of absence for political activities ● Supplemental pay ● Transfer procedures ● Evaluation procedures ● Procedures for staff reduction ● Subcontracting public service

Changes to Iowa Code § 20 – Collective Bargaining (continued)

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p>Iowa Code § 20.22 – Binding Arbitration</p> <p>This section of the code outlines the process and factors to be considered in arbitration.</p>	<p>Award restricted to the final offers.</p> <p>No financial cap on arbitration award.</p> <p>Arbitrator shall consider:</p> <ul style="list-style-type: none"> ○ Past collective bargaining agreements. ○ Comparison of wages, hours and conditions of employment with other public employees doing comparable work. ○ Interests and welfare of the public. ○ Power of the public employer to levy taxes and appropriate funds 	<p>Award restricted to the final offers, however the award cannot exceed the lesser of:</p> <ul style="list-style-type: none"> ▪ 3%; or ▪ A percentage equal to the increase in the Consumer Price Index* <p>Arbitrators shall consider:</p> <ul style="list-style-type: none"> ▪ Comparison of base wages, hours and conditions of employment with other public and private employees doing comparable work. ▪ Interests and welfare of the public. ▪ Financial ability of the employer to meet the cost of an offer in light of economic conditions. Substantial weight is given to evidence that funds are restricted. <p>Arbitrators shall not consider:</p> <ul style="list-style-type: none"> ▪ Past collective bargaining agreements. ▪ Power of the public employer to increase or impose new taxes, fees, or charges.

*The table below shows the percentage equal to the increase in the **Consumer Price Index** for the **Spring of 2023**:

Consumer Price Index-U Midwest Calculation Chart (updated last on 01-12-2023)	
Dates of Arbitration	Applicable CPI-U
February	8.10%
March	8.10%
April	7.40%
May	6.80%
June	6.00%