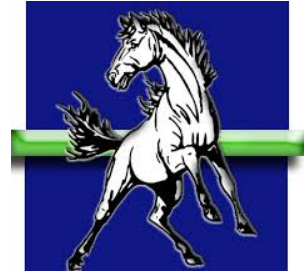


Belmond-Klemme Community School District

Belmond, Iowa 50421



Superintendent's Report

TO: The Belmond-Klemme School Board
FROM: Dan Frazier, Superintendent
DATE: Thursday, October 14, 2021
RE: Superintendent's Report on School District Business

Art Teacher Resigns Suddenly

Elementary art teacher Alisa Habel resigned her position without notice and walked off the job during the contracted school year after only five weeks of service. She served 16 days. Her last day of service was Wednesday, September 15, 2021. On Friday, September 17, 2021, she merely sent an email saying she did not intend to return to work.

Providing Elementary Art

Under Iowa's school accreditation, elementary schools must teach art, but they are not required to employ an art teacher. Many Iowa school systems ask their regular classroom teachers to teach art, and that is what we will need to do some under our circumstances this year.

Mr. Young worked closely with his teachers to develop a plan so that students can receive art instruction for the remainder of this school year. Appearing below is Mr. Young's communication with parents regarding how we will be providing students with art classes for the remainder of the year.

To be concise, our plan has three parts:

1. For the next two months, classroom teachers will provide art instruction.
2. Beginning after Thanksgiving, we will have a long-term substitute teacher instructing art.
3. We will attempt to hire a mid-year graduate in art, if one is available and willing to come here. Otherwise, we will try hard to hire an art teacher for next year.

Education has always been a challenging profession and changes due to the pandemic and other pressures over the past few years are a big reason why many young people no longer choose teaching as their career. Case in point- less than two weeks ago, we received notice that our new art teacher had left our district and would not be returning to teaching. Needless to say, this came as a huge shock and is something no one in our administration had ever experienced. However, we immediately took steps to plan for both the short and long term.

Our first step was to ensure continuity in the short term; we were lucky to have an experienced substitute teacher who was able to cover our art classes for the past two weeks while we put together a plan for the next few months.

The next step was to consider our options for the remainder of the year, or until we could recruit and hire a suitable replacement or long-term substitute. We knew it was important to keep our “specials” schedule on track so that our grade level teachers have time to plan together each day while their students are in classes such as music and physical education. Finally, since we have a new technology/computer instructor in our building, this seemed like an excellent opportunity to add to the technology instruction in our upper grades.

As of today, I am happy to announce that we have a plan in place that will bridge the gap for our students and staff until we are able to interview and hire a new art teacher, understanding that this may be a process that extends until the end of the current school year.

For the next several weeks, we will have a “specials” rotation for grades 4 through 6 that will include music, P.E. and typing/computers. Grades 2 and 3 will alternate between P.E. and Music every other day. Kindergarten and First grade will have a rotation that includes P.E., Music and Guidance (with our new K-4 counselor Kaitlyn Peterson, a Belmont native). All of our elementary teachers are qualified to teach art and the art room will be available to them to teach art from now until Thanksgiving break. We have plenty of supplies and materials and I know that they will take advantage of a beautiful art room to do some fun art activities with students.

Beginning the week after Thanksgiving until Spring Break, we have hired a long-term sub with long experience substituting in elementary, who has agreed to take on the challenge of teaching art. Art will be added back to the rotation for grades K-3 every third day as it has been in the past. Art for the upper grades will also be taught by the substitute teacher, although the exact times for this may vary from grade to grade. We are leaving typing/computers in the rotation as we feel that this is vital to our long-term growth to build 21st century skills for our students.

We are also exploring additional options to support our art program, among them the purchase of art curriculum that can be taught by non-artists, “artist in residence” programs and online options provided at little or no cost by famous museums.

Rest assured that it is our stated plan and goal to advertise and hire a new art teacher and to teach art at all levels for our students now and in the future. However, as was stated in the beginning of this note, very few teachers are graduating each year, and art teachers are particularly scarce. We only ask for your patience as we navigate through this difficult time in education and that you support your students, their teachers and the staff at Belmont-Klemme Community School District moving forward. As always, should you have any questions or concerns, please contact me at Jacobson Elementary or call me at 641-430-4512.

Interest-based Bargaining

At the July board meeting, we talked about bargaining for the coming year, and I indicated that I intended to extend an invitation to the teacher association to take a different approach to collective bargaining in the coming year. Traditional bargaining is oppositional with each side pitted against the other. However, there are other models that take a problem-solving approach to bargaining issues. One of these is Interest-based Bargaining.

I approached the teacher association leadership, and they indicated an eagerness to find a bargaining system that works better for both parties. They would like to get initial training from PERB within the next month. We will likely need two or three school board members willing to take two hours of training after school some day.

Public Document: For distribution at the school board meeting.

The Changing Demographics of BK

This fall we have 54 students in kindergarten divided among three classrooms. Of those students, 17—enough to fill one classroom—are learning to speak English and are in our EL program.



Kindergarten students receiving EL services.



First grade students receiving EL services.

Our two EL teachers will be at our October school board meeting to talk about their program and their needs.

Public Document: For distribution at the school board meeting.

Students Slammed as Vile *Slap a Teacher Challenge* Emerges on TikTok

Reprinted from Ellissa Bain, September 27, 2021

<https://www.hitc.com/en-gb/2021/09/27/slap-a-teacher-challenge-tiktok/>

Earlier this month, a new TikTok challenge emerged that saw students stealing things from school bathrooms. In the “devious lick” trend, school kids from across America began taking things like soap dispensers, toilet roll holders, tiles and even sinks from their school.

It caused havoc amongst schools who urged students that there would be consequences if the misbehavior continued. Now, the school bathroom trend appears to have died down, but a new challenge has taken its place for October, and this one's even worse.

***Slap a Teacher Challenge* Emerges on TikTok**

If stealing things from schools wasn't enough, students have now taken to assaulting their teachers. TikTok's new Slap a Teacher Challenge asks students to walk up to their teacher, slap them and run off, making sure to capture the whole thing on camera.

The inappropriate and disrespectful trend doesn't start until October, but is already being heavily slammed on social media.

There's a New School Challenge for Every Month

TikTok users have compiled a list of school TikTok Challenges for every month of the school year. September was vandalising school bathrooms, October is slap a staff member, and there are a whole host of other disgusting school trends for every other month.

- September – Vandalize school bathrooms (Massive destruction in some of the schools)
- October – Hit a staff member
- November – Kiss your friend's girlfriend at school
- December – Deck the Halls and show your b**** (show your private body parts)
- January – Jab a breast (aggressive behavior towards females)
- February – Vandalize school signs
- March – Vandalize the school's courtyard or cafeteria
- April – Grab some eggs (stealing challenge)
- May – Ditch Day (skip school)
- June – Flip out in the school office
- July – Spray paint a neighbor's fence

Strengthening Hiring Practices

The teacher shortage is real, it is upon us, and it is nation-wide. In Arizona, one of the states hit hardest by the teacher shortage, 25 percent of teaching vacancies did not get filled this year. 55% of those schools who did manage to fill their vacancies are using people who are not actually certified educators.

During my report at our last meeting, I expressed my deep disappointment in learning that my superintendent colleagues within the Top of Iowa athletic conference will use any means necessary to ensure their schools are fully staffed. As one county superintendent said, "It is a dog-eat-dog world." Consequently, I am working on a multi-prong plan to strengthen our ability to hire and retain teachers.

Competitive Salary

Last year, the 2020-2021 school year, our average teacher salary at Belmond-Klemme ranked 84th out of 327 school districts in the state, according to teacher salary data released by the Iowa Department of Education. The table below lists the average regular salary for teachers in both metropolitan schools and in area school in North Central Iowa.

Metropolitan School Systems			Area School Systems		
State Rank	School	Ave. Salary	State Rank	School	Ave. Salary
1	Iowa City	\$68,689	38	Algona	\$59,585
2	Sergeant Bluff		42	St Ansgar	\$59,018
3	Le Mars	\$68,036	48	Osage	\$58,779
4	Linn-Mar	\$67,760	68	Clarion-G-D	\$56,930
5	Ankeny	\$67,245	81	Iowa Falls	\$56,117
6	West D Moines	\$67,120	82	Charles City	\$56,092
7	Roland-Story	\$66,640	83	Lake Mills	\$55,969
8	Lewis Central	\$66,426	84	Belmond-Klemme	\$55,965
10	Johnston	\$65,205	88	Webster City	\$55,783
12	Southeast Polk		89	Hampton-Du	\$55,706
13	Mason City	\$64,945	92	Fort Dodge	\$55,594
14	Waukee	\$64,445	93	Humboldt	\$55,577
15	Council Bluffs		105	West Hancock	\$54,949
16	Indianola	\$64,090	106	Rudd-Rockford	\$54,929
17	Sioux City	\$63,896	107	Northwood-Ken	\$54,923
18	Cedar Rapids	\$63,636	116	Aplington-Park	\$54,574
20	Waverly-SR	\$63,456	125	Clear Lake	\$54,210
23	College Com	\$62,140	129	Central Springs	\$54,089
30	Cedar Falls	\$60,138	143	Garner-H-V	\$53,102
40	Urbandale	\$59,552	169	Eldora-N Prov	\$51,853
46	Davenport	\$58,875	180	Forest City	\$51,690
50	Des Moines	\$58,587	232	Eagle Grove	\$49,157
64	Ames	\$57,164	245	CAL	\$48,651
127	Van Meter	\$54,184	259	West Fork	\$47,907

Hiring Base

One of the things we will need to look at is our base salary for hiring new teachers. Four years ago, our hiring base was among the lowest in the area. We have significantly improved it since then.

We know our hiring base last year of \$40,000 was competitive, but some of our neighbors (like Clarion) offered more. Here is a list of the starting base salaries last year of some area school districts:

\$47,589	Ames
\$40,000	Belmond-Klemme
\$41,986	Clarion-Goldfield-Dows
\$42,734	Fort Dodge
\$40,000	Hudson
\$42,140	Nashua-Plainfield
\$44,107	St Ansgar
\$42,398	Sumner-Fredericksburg
\$44,000	Van Meter

SoundOFF Nation – What's Bugging Andy Fales this week?

Andy Fales co-anchors "Today in Iowa" each morning on WHO TV, channel 13, in Des Moines. Recently, he posted an editorial on how school boards are treated, and he offered his thanks to Iowa's school board members. Please take time to view his video linked below:

https://m.facebook.com/sharer.php?fs=0&sid=10159097079941858&_tn_=_J%2AW-R

Calendar of Upcoming Board Events

October 11, 2021	Columbus Day – No School (Teacher PD Day)
October 12, 2021	9:00 A.M., IASB Employee Relations Conference, Ankeny
October 21, 2021	7:00 P.M., Regular School Board Meeting
October 22, 2021	End of First Quarter
November 2, 2021	Election Day
November 7, 2021	Daylight Saving Time ends
November 11, 2021	Veterans Day
November 16, 2021	7:00 P.M., Regular School Board Meeting
November 17, 2021	Pre-convention IASB
November 18, 2021	IASB Annual Convention
November 25, 2021	Thanksgiving Day
December 7, 2021	Pearl Harbor Remembrance Day
December 16, 2021	7:00 P.M., Regular School Board Meeting
December 21, 2021	December Solstice
December 24, 2021	"Christmas Eve" day off
December 25, 2021	Christmas Day
December 26, 2021	Kwanzaa (first day)
December 31, 2021	"New Year's Eve" day off