

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



## Superintendent's Report

**TO:** The Belmond-Klemme School Board  
**FROM:** Dan Frazier, Superintendent  
**DATE:** Thursday, December 10, 2020  
**RE:** Superintendent's Report on School District Business

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### ***We Have Adult Restrooms!***

As of Friday, December 4, 2020, the restrooms in the two adult locker rooms in the high school had flush valves. The toilets are now fully operational and available for all adult staff to use.

### **Early Retirement Applications Due by Monday, January 11, 2021**

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 Sunday, January 11, 2021; 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 \$5,000. 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 two years—for both 2021 and 2022.

### **No TSS Lump Sum This Year**

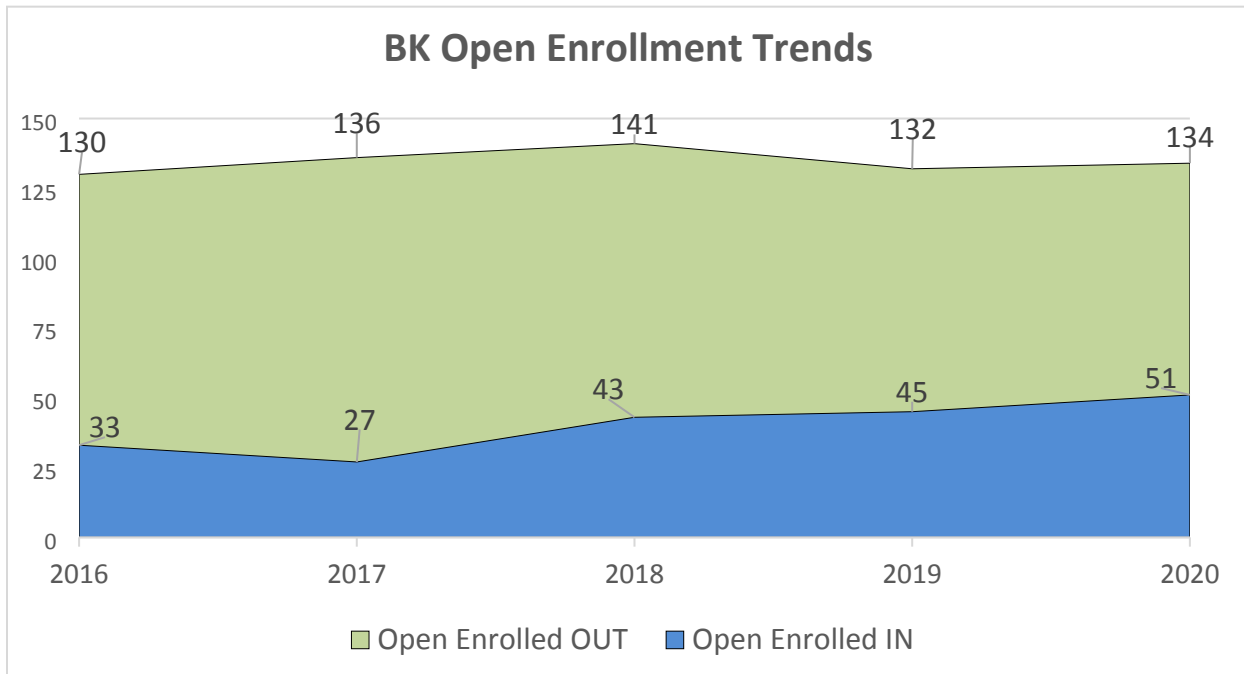
There will be no lump sum distribution of the Teacher Salary Supplement (TSS) this year. The last three years, the school board has approved a large sum of TSS paid to teachers in December, but that money was rolled into all bi-monthly paychecks for this year.

## Open Enrollment Report

The table below shows the net flow of students in and out of the B-K district due to open enrollment.

SCHOOLS	Students Open Enrolling OUT	Students Open Enrolling IN	NET FLOW 2020-21	NET FLOW 2019-20
▪ CAL	3	19	+ 16	+ 17
▪ CAM (online academy)	2		- 2	
▪ Clarion-Goldfield-Dows	12	9	- 3	- 9
▪ Clear Lake	3		- 3	- 3
▪ Forest City	1		- 1	- 1
▪ Garner-Hayfield-Ventura	107	1	- 106	- 103
▪ Hampton-Dumont	1		- 1	- 1
▪ Mason City		2	+ 2	
▪ West Fork (Sheffield)		17	+ 17	+ 14
▪ West Hancock (Britt)	5	3	- 2	- 1
<b>TOTAL</b>	<b>134</b>	<b>51</b>	<b>- 83</b>	<b>- 87</b>

Looking at the Belmont-Klemme Open Enrollment trends over the past four years, the data show that our number of students opting out has remained largely stable. Meanwhile, our students choosing to open enroll in has increased substantially.



## Teacher Salary Report

At school board convention a year ago, I attended a session presented by the Iowa Department of Education. The previous year, the average beginning teacher regular salary was \$41,697. Out of 263 Iowa districts, 216 were below average and only 47 were above average. The median (middle or 131<sup>st</sup> district) beginning teacher regular salary was \$38,098.

These statistics show the stark comparison of what the large, wealthy districts are paying teachers in this time of teacher shortage compared to what the rest of the schools in the state can afford.

The table below shows the salary averages of area schools as compiled by the Iowa Department of Education for last year—the 2019 – 2020 school year.

Beginning Teacher Salary		Average Teacher Salary		Highest Teacher Salary	
\$42,517	Clarion-G-D	\$56,429	Clarion-G-D	\$80,952	Garner-H-V
\$39,781	Clear Lake	\$54,885	West Hancock	\$77,893	West Fork
\$37,418	Eagle Grove	\$53,882	Clear Lake	\$74,810	Forest City
\$37,209	Hampton-Dumon	<b>\$53,426</b>	<b>Belmont-Klemm</b>	<b>\$72,569</b>	<b>Belmont-Klemm</b>
<b>\$36,712</b>	<b>Belmont-Klemm</b>	\$52,663	Hampton-Dumon	\$71,030	Clear Lake
\$35,915	West Fork	\$51,895	Garner-H-V	\$69,490	Clarion-G-D
\$35,670	Garner-H-V	\$51,586	Forest City	\$68,979	Hampton-Dumon
\$35,495	CAL	\$51,581	West Fork	\$66,464	West Hancock
\$35,063	West Hancock	\$47,584	Eagle Grove	\$63,411	Eagle Grove
\$34,980	Forest City	\$43,416	CAL	\$58,606	CAL
<b>\$37,076</b>	<b>Area Average</b>	<b>\$51,735</b>	<b>Area Average</b>	<b>\$70,420</b>	<b>Area Average</b>
<b>\$37,389</b>	<b>State Median</b>	<b>\$51,771</b>	<b>State Median</b>	<b>\$70,313</b>	<b>State Median</b>
<b>\$37,908</b>	<b>State Average</b>	<b>\$57,338</b>	<b>State Average</b>	<b>\$71,382</b>	<b>State Average</b>

During the 2019-20 school year, starting pay in Belmont-Klemme was below the state median of \$37,389. We worked on this during contract bargaining last spring. For our current school year, starting BK teacher pay is \$40,000. Unfortunately, \$40,000 is what we are also paying second and third-year teachers this year.

The highest salary for a BK teacher last year was \$72,569. This was significantly higher than most other area schools.

As the teacher shortage worsens, a competitive salary will be very important to attract and retain teachers to our faculty to maintain the viability of our school system.

Iowa is ranked 31<sup>st</sup> 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.

## Board Member Vision for 2021

On November 19, 2020, I asked the school board three questions. Bulleted beneath each question are the responses as I understood them.

### A. What are the most positive things we have intended to do over the past three years?

- ✓ One-to-one computer instruction;
- ✓ Hallway renovation;
- ✓ Gymnasium improvements;
- ✓ General beauty of the high school building;
- ✓ The greenhouse;
- ✓ We have good checks and balances in place;
- ✓ Have gained success in
  - Planning,
  - Training,
  - Agility,
  - Stability, and
  - We are stronger and growing;
- ✓ We have an excellent team.

### B. What positive but unintended outcomes resulted from our efforts over the last three years?

- ✓ The board has come together.
- ✓ The morale is better on the school board and that has trickled down to the teachers and students.
- ✓ We learned it is important to have senior leadership on the school board.

### C. Are there negative things that have come from our efforts, whether intentional or unintentional, and do we need to work to improve upon them?

- ✓ We have not yet realized a means to sell our successes to the public.
- ✓ We need to improve our preparation for the trades.

If any school board member would like to add to this list or elaborate on a point, please feel free to contribute.

## Calendar of Upcoming Board Events

December 23 – 30	No School – Christmas Break
January 4, 2021	School Resumes
January 18, 2021	Teacher PD Day – No School
January 21, 2021	7:00 P.M., Regular School Board Meeting
February 3, 2021	1:00 P.M. Dismissal for Teacher PD
February 15, 2021	Presidents' Day – No School
February 18, 2021	7:00 P.M., Regular School Board Meeting

## **Board Calendar**

On the next two pages is the Board Action Calendar I neglected to include in our November BoardBook.

I have some specific target dates for board discussion and possible action that I would like to highlight:

- ❖ December Meeting
  - Discussion of Computer Science Instructor Position
  
- ❖ January Meeting
  - Possible Action to Add a Computer Science Instructor Position
  - Report and Discussion on Selection of Student Computers
  
- ❖ February Meeting
  - Hearing on Lease of Student Computers
  - Hearing and Decision on School Calendar
  - Possible Action on Lease of Student Computers
  
- ❖ March Meeting
  - Hearing on High School Office and Entry Addition
  - Possible Action on High School Office and Entry Addition
  - Discussion of Revenue Purpose Statement
  
- ❖ April Meeting
  - Possible Action on Revenue Purpose Statement
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- ❖ May Meeting
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## School Board Action Plan, 2021: A Calendar of Board Meeting Topics

### Background:

I have created the calendar below to help the board anticipate some of the action items and information items that it is likely to address throughout the coming school year.

<b>DECEMBER, 2020</b>	<b>MARCH</b>
Report: Independent Auditor	Report: Counselors/Counseling Program
Supt: Open Enrollment & Teacher Salary	Supt: Property Tax Levy Rates
Sch. Improve: PBIS – Elementary	Sch. Improve: PBIS – Secondary
Final Reading Early Retirement Policy	Budget and ISCAP Hearings
Transfer to Cover Safety Equipment	Budget Adoption
Submission of Audit Report	Teacher Leadership Cadre (TLC) Program
App for Enrollment & ELL Growth	Projection of District Needs
App for On-time Funding	Health Insurance Renewal
App for At-risk/Dropout Prevention	<b>SAVE Revenue Purpose Statement</b>
Fleet Vehicle Purchase	Advocacy to the State Legislature
Building Repairs and Improvements	Evaluate Board Secretary & Treasurer
IASB Convention Reports	
Supt Mid-year Evaluation	
Bargaining Strategy Development	
<b>JANUARY, 2021</b>	<b>APRIL</b>
Report: Tech & BrightBytes Survey	Report: English Language Learner Prgm
Supt: Financial Health Analysis	Supt: Open Enrollment Report
Sch. Improve: EL Program Review	Sch. Improve: PBIS – Elementary
Amend Job Descriptions	EMC Group Insurance
Business Manager's Mid-year Report	Renew Cooperative Food Purchasing
Preliminary Budget Numbers	Summer School & Summer Curriculum
Building Repairs and Improvements	Candidates for May Graduation
<b>Report on Selection of Student Computers</b>	Staff Memos of Employment
Discuss School Calendar	<b>SAVE Revenue Purpose Statement</b>
Legislative Advocacy and IASB	Amend Budget for Current Fiscal Year
	Summer Projects and Personnel
<b>FEBRUARY</b>	<b>MAY</b>
Report: School Nurse & Health Services	Report: TLC, Goals, & PD Plan
Supt: Unspent Balance & New Money	Supt: Actions of Iowa Legislature
Sch. Improve: FAST Results – Winter	Sch. Improve: FAST Results – Spring
Hearing & Decision on School Calendar	28E Contract with NIACC for classes
<b>Hearing &amp; Lease of Student Computers</b>	Membership in IASB
Personnel and Staffing Needs Analysis	Annual Student Achievement Goals
Class Size Reduction Funds	Professional Development Plan
Budget Guarantee Resolution	Seniors Recommended for Graduation
Budget Documents for Publication	SIAC & Building Reports on Goals
Long-term Planning for Facility Needs	Purchase of New Textbook Series
	School Nutrition Program Bids
	Student Fees for the Next School Year

<b>JUNE</b>
Report:
Supt:
Sch. Improve: State Assessments (ISASP)
Transfer Funds for Safety Equipment 28E Contract with NIACC (Early Bird) Emergency Preparedness Plan <u>District Handbooks</u> <ul style="list-style-type: none"> <li>• Appt. Lev. I &amp; II Child Abuse</li> <li>• Appt. Anti-bullying Investigators</li> <li>• Parent-Student</li> <li>• Technology</li> </ul> Summer Projects & Personnel Needs Admin/director/dept head Contracts

<b>SEPTEMBER</b>
Report: Area Legislators
Supt: Audit Exit Interview
Sch. Improve: Summer School Data
Substitute Bus Driver Contracts <u>Conduct Annual Meeting</u> <ul style="list-style-type: none"> <li>• Board Treasurer's Report</li> <li>• Resolution of Depositories</li> </ul> <u>State Financial Reports:</u> <ul style="list-style-type: none"> <li>• Annual Transportation Report</li> <li>• Certified Annual Report (CAR)</li> <li>• Special Education Supplement</li> </ul> SBRC Special Education Deficit Superintendent and Board Goals

<b>JULY</b>
Report: School Nutrition Year-end
Supt: Summer Maint & New Employees
Sch. Improve: Iowa Youth Survey
Drivers Education Program and Fees District Staff Handbook Rental Rates for School Facilities Set Substitutes Salaries and Wages Board's Legislative Priorities Review Infrastructure Plan Evaluate Superintendent

<b>OCTOBER</b>
Report: Transportation & Fleet Vehicles
Supt:
Sch. Improve: FAST Results – Fall
Annual Review of Wellness Policy Testing Program Annual Review Contracts for Tuition Students School Improvement Advisory Cmte Employee Seniority Lists Transportation Fleet Needs & Specs Excess Costs of LEP Program Orientation of New Board Members IASB Convention & Delegate Assembly School Board Self-assessment Bargaining Strategy Development

<b>AUGUST</b>
Report: Dept Heads – Readiness for Year
Sch. Improve: Effective Schools Research
Annual Review of Parent Policy (Title I) Annual Review of Classroom Policy <u>Grant Renewals</u> <ul style="list-style-type: none"> <li>• Fed Titles I, II, III, IV, V, &amp; VI</li> </ul> Lane Changes for Teacher Salary Scale Instructional Support Program Levy Superintendent and Board Goals Plans for Board Development Tour of Buildings and Grounds

<b>NOVEMBER</b>
Report:
Supt: Enrollment Report
Sch. Improve: None in November
Approve Election Results (Odd Years) Organizational Meeting of the Board Resolution for AD to Sign Contracts First Reading Early Retirement Policy Major Building Repair Bid Process IASB Convention

**Recommended Action:**

No action is necessary. However, board members may wish to suggest future agenda items and recommended dates for discussions.

*Public Document: For distribution at the school board meeting.*