

## Collective Bargaining Master Agreement with the Belmond-Klemme Educational Services Association

### **Background:**

On Tuesday, May 9, 2023, during the only closed session between the two parties, the board's bargaining team reached a tentative agreement for a new two-year Master Agreement with the Belmond-Klemme Educational Services Association (BKESA) for the 2023 – 2025 biennium.

### **Revised Terms:**

Neither side requested changes in contract language. All discussion was focused on the size of raise the support staff should have for each of the next two years.

After 45 minutes of deliberation for both the open session and the closed session, both parties agreed to a 50-cent increase to all wages and benefits for the coming year with the exception of the bus drivers who receive a \$1.00 per hour increase. The wage schedule for each of the next two years appears on the following page.

*The complete revised contract is available for viewing under the EXTRAS tab of BoardBoard. It has been omitted from the main board materials due to its length and volume.*

### **Recommended Action:**

I recommend the board move to approve the new two-year Master Agreement with the Belmond-Klemme Educational Services Association for the 2023 – 2025 biennium.

**Belmond-Klemme Educational Services Association Wage Schedule**

For the Contract Year 2023 - 2024							
					Increase each base by	\$0.50	
		=(HRLY*3*180)/9					
STEP	YR	BUS DRIVERS	SPECIALTY DRIVERS (Hourly Driver Rate)	CLASS II (Cook)	CLASS III (Aides/ Teacher Assistants)	CLASS IV (Custodian, Secretary, Head Cook, Head Baker)	CLASS V (Food Service Director)
A	1	\$1,450.20	\$24.17	\$15.01	\$15.63	\$16.85	\$21.26
B	2-3	\$1,470.00	\$24.50	\$15.17	\$15.80	\$17.04	\$21.54
C	4-5	\$1,490.40	\$24.84	\$15.33	\$15.98	\$17.24	\$21.83
D	6-7	\$1,510.80	\$25.18	\$15.50	\$16.16	\$17.44	\$22.13
E	8-10	\$1,531.80	\$25.53	\$15.66	\$16.34	\$17.65	\$22.43
F	11-15	\$1,564.20	\$26.07	\$15.92	\$16.61	\$17.97	\$22.89
G	16-20	\$1,597.80	\$26.63	\$16.19	\$16.90	\$18.29	\$23.36
H	21-25	\$1,632.00	\$27.20	\$16.46	\$17.20	\$18.63	\$23.85
I	26+	\$1,661.40	\$27.69	\$16.75	\$17.50	\$18.96	\$24.29

For the Contract Year 2024 - 2025							
					Increase each base by	\$0.50	
		=(HRLY*3*180)/9					
STEP	YR	BUS DRIVERS	SPECIALTY DRIVERS (Hourly Driver Rate)	CLASS II (Cook)	CLASS III (Aides/ Teacher Assistants)	CLASS IV (Custodian, Secretary, Head Cook, Head Baker)	CLASS V (Food Service Director)
A	1	\$1,510.20	\$25.17	\$15.51	\$16.13	\$17.35	\$21.76
B	2-3	\$1,530.00	\$25.50	\$15.67	\$16.30	\$17.54	\$22.04
C	4-5	\$1,550.40	\$25.84	\$15.83	\$16.48	\$17.74	\$22.33
D	6-7	\$1,570.80	\$26.18	\$16.00	\$16.66	\$17.94	\$22.63
E	8-10	\$1,591.80	\$26.53	\$16.16	\$16.84	\$18.15	\$22.93
F	11-15	\$1,624.20	\$27.07	\$16.42	\$17.11	\$18.47	\$23.39
G	16-20	\$1,657.80	\$27.63	\$16.69	\$17.40	\$18.79	\$23.86
H	21-25	\$1,692.00	\$28.20	\$16.96	\$17.70	\$19.13	\$24.35
I	26+	\$1,721.40	\$28.69	\$17.25	\$18.00	\$19.46	\$24.79