

**Belmond-Klemme Community School District**  
**Minutes of the Initial Bargaining Session**  
Held in the Belmond-Klemme High School Library  
411 Tenth Avenue Northeast, Belmond, Iowa 50421

**Thursday, April 9, 2020 – TENTATIVE – UNAPPROVED**

The Committee for the Belmond-Klemme Community School District met for a bargaining session the above date at 3:30 P.M.

The Bargaining Committee attended the meeting remotely using electronic means due to the COVID-19 pandemic emergency. On Friday, March 20, 2020, Governor Reynolds signed a proclamation easing the rules for public meetings during the course of the COVID-19 public health emergency. The requirement that school boards have a physical meeting location where the public can congregate to listen to the meeting was temporarily suspended. During this time period, meetings must be hosted entirely through electronic means. The meeting was Live Streamed on the school district's Facebook page: <https://www.facebook.com/BKBroncos>

Present for the meeting were Rick McDaniel, Michelle Murphy, Belmond-Klemme attorney Ann Smisek, Superintendent Dan Frazier, Jason Enke from the Iowa State Educational Association, and Jodi Turner, Deb Jenison, and Wendy Meints from the Belmond-Klemme Education (teacher) Association. Also, present was Board Secretary Thelma Martinez.

The Belmond-Klemme Educational Association presented its initial employment contract bargaining position

- 2 year contract.
- Increase leave of absence for personal and family.
- Change all coaches and assistant to same rate.
- Increase to base and step movement.

The Committee of the Board of Directors of the Belmond-Klemme Community School District presented its initial employment contract bargaining position

- Reduce one day to the personal leaves.
- Propose changing the payout days to regular rate instead of substitute rate.
- Increase the total days of contract to 188 days.
- Remove the step schedule.
- Incentives for master education and teaching college courses.

Attorney Ann Smisek adjourned the meeting at 4:00 P.M.

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Rick McDaniel, Board President

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Date

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Thelma Martinez, Board Secretary

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Date