

Collective Bargaining Master Agreement with BKEA, 2021 – 2022

Background:

The board's bargaining team reached a tentative agreement with the Belmond-Klemme Education Association (BKEA) during mediation on Wednesday, May 5, 2021. The new contract is now ready for school board ratification.

Revised Terms:

The following Articles and their corresponding subordinate Sections shall be stricken from the master contract:

Article 2	Leaves of Absence	Strike in its entirety Article 2 Leaves of Absence.
Article 3	Grievance Procedure	Strike in its entirety Article 3 Grievance Procedure.
Article 4	Wages and Salaries	Strike in its entirety Article 4 Wages and Salaries.
Article 5	Extracurricular Pay	Strike in its entirety Article 5 Extracurricular Pay.
Article 6	Employee Work Year	Strike in its entirety Article 6 Employee Work Year.
Article 7	Employee Hours and Load	Strike in its entirety Article 7 Employee Hours and Load.
Article 8	Employment and Assignments	Strike in its entirety Article 8 Employment and Assignments.
Article 9	Personnel File	Strike in its entirety Article 9 Personnel File.
Exhibit A	Grievance Report	Strike in its entirety Exhibit A Grievance Report.
Exhibit B	Combined Single Salary Schedule	Strike in its entirety Exhibit B Combined Single Salary Schedule.
Exhibit C	Extracurricular Salary Schedule	Strike in its entirety Exhibit C Extracurricular Salary Schedule except for the base wage for each category.
Exhibit D	Educational Lane Change Form	Strike in its entirety Exhibit D Educational Lane Change Form.

The extracurricular assignment position of National Honor Society (NHS) Advisor shall be added to Level L of the Extracurricular Assignments Base Wages with a base wage of \$548.

Salary Raises:

Base wages for employees in extracurricular assignments covered by this agreement shall be as follows:

CATEGORY						
TIER		CATEGORY	A	B	C	D
I	Base/Entry	Years 1 - 2	\$4,020	\$3,472	\$3,289	\$3,107
		Coach & Sponsor Positions	Baseball Head Basketball Head Football Head Softball Head Volleyball Head Wrestling Head	Cross Country Head Track Head	Instrumental HS Vocal HS	Golf Head

CATEGORY	E	F	G	H	I
Years 1 - 2	\$2,924	\$2,558	\$2,193	\$1,827	\$1,645
Coach & Sponsor Positions	Baseball Asst Basketball Asst Football Asst Softball Asst Volleyball Asst Wrestling Asst	Cross Country Asst FFA Sponsor Track Asst	Director Musical Golf Asst Vocal Elem	Director Play Yearbook Advisor	JH Coaches Swing Choir Choreographer Swing Choir Jazz Band

CATEGORY	J	K	L	M
Years 1 - 2	\$1,096	\$731	\$548	\$365
Coach & Sponsor Positions	Drama Asst Junior Class Advisor Newspaper Robotics Special Olympics Speech Student Council Talented & Gifted	Instrumental Elem Flag Choreographer	Cheer HS Speech Asst <i>NHS Advisor</i>	Cheer JH Drumline

Base wages for employees in teaching assignments covered by this agreement shall be as follows:

	BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
BASE SALARY	\$41,000	\$43,100	\$45,200	\$47,300	\$49,400	\$51,500	\$53,600	\$55,700

This Agreement shall be effective as of July 1, 2021 and shall continue in effect until June 30, 2022.

In addition, the following compensation for teachers shall be provided external to the master contract:

- A. \$1,000 as a standard raise in salary shall be provided at a minimum to every teacher covered by the master contract.
- B. \$41,000 shall be the new BA Base Salary.
- C. \$1,000 in additional salary shall be provided at a minimum to every teacher currently in his or her first year of teaching, raising his or her salary for next year to \$42,000 at a minimum.
- D. \$1,500 in additional salary shall be provided at a minimum to every teacher currently in his or her second year of teaching, raising his or her salary for next year to \$42,500 at a minimum.
- E. \$2,000 in additional salary shall be provided at a minimum to every teacher currently in his or her third year of teaching, raising his or her salary for next year to \$43,000 at a minimum.
- F. \$1,988 in additional salary shall be provided at a minimum to every teacher currently in his or her fourth year of teaching, raising his or her salary for next year to \$44,000 at a minimum.
- G. \$1,976 in additional salary shall be provided at a minimum to every teacher currently in his or her fifth year of teaching, raising his or her salary for next year to \$45,000 at a minimum.
- H. Teachers will be recognized and rewarded for earning additional graduate hours by receiving \$2,100 in additional salary when they earn the following graduate hours standards: BA+15, BA+30, BA+40, MA, MA+15, MA+30, and MA+40.

The cost of this settlement is calculated at a regular salary increase of 2.60% for 2021-2022, and a total package increase of 2.14% including extracurriculars, insurance, FICA, and IPERS.

Recommended Action:

I recommend the board move to approve the revised collective bargaining master agreement with Belmond-Klemme Education Association for the 2021 – 2022 contract year.