

Personnel Retention Bonus Payments

Part I

Background:

When the Iowa Legislature opened for this session, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 for remaining an Iowa teacher. Governor Reynolds is using federal COVID dollars (federal Elementary and Secondary Emergency School Relief funds) to pay *most* Iowa teachers a \$1,000 retention bonus. Teachers at public schools, accredited nonpublic schools, independently accredited nonpublic schools, and state-operated schools will qualify.

The bonus is to be paid in March of this year for teachers who worked all of the 2021-2022 school year, through the end of the year. If a teacher was not to complete the school year, that teacher will be required to return the bonus after the fact.

Teachers, child care workers, peace officers, and corrections personnel working through the pandemic are all eligible for the \$1,000 bonuses.

Recommended Action:

I recommend the board pass the resolution on the next page.

Director _____ introduced and caused to be read the Resolution hereinafter set out and moved its adoption; seconded by Director _____ after due consideration thereof by the Board, the President put the question upon the adoption of said Resolution and, the roll having been called, the following Directors voted:

Aye: _____

Nay: _____

Whereupon the President declared said Resolution duly adopted as follows:

RESOLUTION

WHEREAS, the State of Iowa remains in the throes of a global pandemic under the COVID-19 virus the likes of which the world has not witnessed in over 100 years; and

WHEREAS, the Belmond-Klemme Community School District teachers have instructed students continuously and relentlessly with only minimal interruption since the governor closed schools on March 16, 2020; and

WHEREAS, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 in March of 2022 for remaining an Iowa teacher.

NOW, THEREFORE, be it resolved by the Board:

That the Belmond-Klemme Community School District Board of Directors authorizes the payment of a \$1,000.00 one-time *Retention Bonus* to all Belmond-Klemme teachers who qualify for the bonus under the plan and the rules stipulated by the Iowa Department of Education.

Passed and approved this 17th day of March, 2022.

Board President

Personnel Retention Bonus Payments

Part II

Background:

When the Iowa Legislature opened for this session, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 for remaining an Iowa teacher. Governor Reynolds is using federal COVID dollars (federal Elementary and Secondary Emergency School Relief funds) to pay most Iowa teachers a \$1,000 retention bonus. Teachers at public schools, accredited nonpublic schools, independently accredited nonpublic schools, and state-operated schools will qualify.

The bonus is to be paid in March of this year for teachers who worked all of the 2021-2022 school year, through the end of the year. If a teacher was not to complete the school year, that teacher will be required to return the bonus after the fact.

Teachers, child care workers, peace officers, and corrections personnel working through the pandemic are all eligible for the \$1,000 bonuses.

However, not all teachers will be paid the \$1,000 bonus. As it stands now, counselors, school nurses, TLC instructional coaches, deans, and activities directors will ***NOT*** receive a \$1,000 payment from Governor Reynolds.

Moreover, neither support staff nor principals will receive the payment, even though they have worked side-by-side with the other teachers the last two years.

Most of the Iowa school superintendents I have contacted say their boards are planning to use federal COVID funds to make sure all teachers (counselors, school nurses, TLC instructional coaches, deans, and activities directors) receive the \$1,000 bonus. Districts appear to be split on whether or not to pay support staff and principals.

Recommended Action:

I recommend the board pass the resolution on the next page.

Director _____ introduced and caused to be read the Resolution hereinafter set out and moved its adoption; seconded by Director _____ after due consideration thereof by the Board, the President put the question upon the adoption of said Resolution and, the roll having been called, the following Directors voted:

Aye: _____

Nay: _____

Whereupon the President declared said Resolution duly adopted as follows:

RESOLUTION

WHEREAS, the State of Iowa remains in the throes of a global pandemic under the COVID-19 virus the likes of which the world has not witnessed in over 100 years; and

WHEREAS, Governor Reynolds announced she would pay every Iowa teacher a "Retention Bonus" of \$1,000 in March of 2022 for remaining an Iowa teacher; and

WHEREAS, the Belmond-Klemme Community School District non-classroom teachers, support staff, and administrators have worked in support of students continuously and relentlessly side-by-side with the classroom teachers with only minimal interruption every day since the governor closed schools on March 16, 2020; and

WHEREAS, the Belmond-Klemme Community School District non-classroom teachers, support staff, and administrators have worked in support of students continuously and relentlessly side-by-side with the classroom teachers with only minimal interruption every day since the governor closed schools on March 16, 2020; and

WHEREAS, Governor Reynolds "Retention Bonus" of \$1,000 neglects a valuable and indispensable segment of our employee population; and

WHEREAS, Belmond-Klemme Community School District Board of Directors recognizes the value and worth of all employees in their contribution to making Belmond-Klemme Schools an exceptional institution and seeks to reward all employees equally and fairly.

NOW, THEREFORE, be it resolved by the Board that the Board hereby authorizes the Superintendent to facilitate the payment of a one-time *Retention Bonus* in the amount of \$1,000.00 in accordance with the following terms and instructions:

1. All eight non-classroom teachers neglected by the Governor's proclamation yet serving under teacher contracts—specifically, all school counselors, all school nurses, all teacher leadership cadre instructional coaches, all deans of students, and all activities directors—shall each be paid a one-time *Retention Bonus* in the amount of \$1,000.00;

2. All support staff— specifically, all five building maintenance (custodial) department employees, all seven nutrition (food service) department employees, all 39 paraeducator (teacher assistant) employees, both (two) business office employees, and all three building administrative assistant (secretarial) employees, and all nine transportation department (bus driver) employees—shall each be paid a one-time *Retention Bonus* in the amount of \$1,000.00;

3. Both (2) building principals and the Technology Director shall each be paid a one-time *Retention Bonus* in the amount of \$1,000.00;

4. All five substitute teachers who substitute taught at least one quarter (no fewer than 44 days) shall each be paid a one-time *Retention Bonus* in the amount of \$1,000.00;

5. These *Retention Bonus* payments to be made according to the guidelines of Governor Reynolds to those employees who have worked continuously in the the district since October 1, 2021;

6. The list of the specific employees to appear in the page appended to this Resolution;

7. These payments to be made to the school employees during the last pay period in May of 2022; and

8. These payments to be made from federal COVID-19 stimulus funds designated to support payments to school employees.

Passed and approved this 17th day of March, 2022.

Board President

Attest: Board Secretary

Addendum:**Staff Qualifying for the *Retention Bonus* under the Resolution****Non-classroom Teachers (8)**

- Ahrens, Tiffany
- Meyer, Justin
- Stein, Callie
- Severson, James
- Friederich, Holly
- Albertson, Ethan
- Peterson, Kaitlin
- Danburg, Heather

Custodians (5)

- Bentley, Matthew
- Heifner, Cory
- Pals, Joel
- Perez, Joseph
- Rockow, Samuel

Kitchen (7)

- Belstene, Kimberly
- Boelman, Angela
- Cook, Kristina
- Dahlhauser, Amy
- Fuls, Susan
- Kelley, Glenella
- Watne, Melysa

Teacher Assistants (39)

- Arthur, Rebecca
- Askildson, Emma
- Boeshart, Katie
- Braun, Jodi
- Briggs, Marissa
- Candanoza, Flor
- Carlson, Krista
- Christenson, Kristen
- Curtis, Terri
- Duran, Ene
- Gochenouer, Janey
- Hanig, Kati
- Heideman, Kami
- Jacobsen, Denise
- Juarez, Lydia
- Kelley, Keyra
- Lane, Patty
- McMurray, Nicole
- McVey, Bobbi
- Mercado, Gladys
- Montenegro, Marta
- Montez, Delores
- Nelson, Annette
- Nolte, Kathryn
- Nolte, Kaylee
- Oleson, Emily
- Quinn, Dennis
- Richards, Irene
- Schon, Emily
- Sheeder, Shaina
- Soma, Morgan
- Steenblock, Crystle
- Studer, Cheyenne
- Thompson, Bethany
- Wilkinson, Kyle
- Willms, Magnolia
- Woolery, Avante
- Wyman, Nikki
- Ysker, Kelly

Business Office (2)

- Greenfield, Theresa
- Martinez, Thelma

Secretaries (3)

- Aldridge, Judith
- Negrete, Shawna
- Skrovig, Lyndi

Bus Drivers (9)

- Buseman, Todd
- Dougherty, Kristen
- Dougherty, Randy
- Dougherty, Steven
- Meyer, Scott
- Quigley, Michael
- Sinnwell, Michael
- Swenson, Jon
- Wallace, Sandi

Administrators (3)

- Jensen, Cynthia
- Morris, Trish
- Young, Mark

Long-term Sub Teachers (5)

- Morris, Amanda
- Kahler, Faith
- Jacobson, Wendy
- Suhr, Renee
- Buseman, Shelly