

# Collective Bargaining Master Agreement with BKEA, 2022 – 2023

## Background:

The board's bargaining team reached an agreement with the Belmond-Klemme Education Association (BKEA). The BKEA signed a tentative agreement during mediation on Monday, April 25, 2022. The new contract is now ready for school board ratification.

## Revised Terms:

The tentative agreement with the BKEA calls for the following revised terms:

- A. All teacher employees covered by the BKEA bargaining agreement will receive \$1,600 in additional salary on their individual contracts.
- B. \$180 monthly or a total of \$2,160 annually which was provided to members of the employee group to off-set the cost of dependent coverage will be transferred from the Employee Handbook to the salary of each employee for the sake of transparency.
- C. \$3,760 will be the total annual contract increase for all teachers as the sum of A and B above.
- D. \$3,000 will be added to each cell of the wage schedule of Article 2: Base Wages in the Master Agreement, moving the BA hiring base from \$41,000 to \$44,000. The new base salary schedule will be as follows:

	BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
BASE SALARY	\$44,000	\$46,100	\$48,200	\$50,300	\$52,400	\$54,500	\$56,600	\$58,700

- E. \$200 will be added to each cell of the wage schedule of Article 3: Extracurricular Base Wages in the Master Agreement and \$200 will be added to each employee with a contract under Article 3: Extracurricular Base Wages.
- F. The position of Head Soccer Coach will be paid according to Category B of Article 3: Extracurricular Base Wages.
- G. The position of Assistant Soccer Coach will be paid according to Category F of Article 3: Extracurricular Base Wages.
- H. The position of eSports Coach will be paid according to Category L of Article 3: Extracurricular Base Wages.

The cost for this settlement is \$112,041 or 3.2% in salary, and **\$166,316 or 3.5% Total Package**.

A copy of the proposed revised agreement appears on subsequent pages.

## Recommended Action:

I recommend the board move to approve the revised collective bargaining master agreement with Belmond-Klemme Education Association for the 2022 – 2023 contract year and revise the individual contracts of newly hired teachers with a salary increase of \$3,000 each to reflect the new master agreement.