

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

Monday, March 6, 2023 – TENTATIVE - UNAPPROVED

The Bargaining Committee for the Board of Directors of the Belmond-Klemme Community School District met for an initial exchange of proposals with representatives of the Belmond-Klemme Education (teachers) Association during a public bargaining session at the above date at 3:45 P.M.

The meeting was called to order by Superintendent Frazier.

Present for the meeting were Sharon Barkema (school board member), Gary Berland (school board member), Dan Frazier (superintendent), Theresa Greenfield (school business official), CKay Jensen (high school principal), and Mark Young (elementary principal), representing the Board of Directors.

Also present for the meeting were Debbie Jenison, Dani Schon, and Christine Schultz, representing the Belmond-Klemme Education Association.

Present and facilitating the meeting was federal labor mediator James Tuecke.

The Belmond-Klemme Education Association presented its initial employment contract bargaining proposal:

1. A \$3,000 salary increase for all teachers equivalent to 4.36% total package;
2. Additional paid elementary assignments of robotics and student council,
3. Changing when parent-teacher conferences are held;
4. Adding a contract day of inservice for teachers; and
5. Adding two student contact days using two teacher professional development days.

The Bargaining Committee of the Board of Directors of the Belmond-Klemme Community School District presented its initial employment contract bargaining proposal using questions to facilitate the bargaining format of Interest-based Bargaining:

- 1) What is the appropriate number of professional development days for our Belmond-Klemme teachers in order to provide them the training they need to remain sharp and competitive with other districts and provide our students the best quality of education?
- 2) What is the appropriate number of leave days for our teachers?
- 3) How shall the teachers be paid?

Superintendent Frazier adjourned the public portion of the meeting at 4:13 P.M.

Then the two bargaining teams immediately went into closed session under Iowa Code Chapter 20.17.[3], whereby “a public body such as a school board can meet in closed session for negotiating sessions, strategy meetings of public employers or employee organizations, mediation, and the deliberative process of arbitration.”

Dan Frazier, Superintendent

Date

McKenna Pentico, Board Secretary

Date