

Seniority List for BKESA Classified Staff

Contract Language:

The Master Agreement with the Belmond-Klemme Educational Services Association (BKESA) contains Article 7 that pertains to classified employee seniority. Section 7.1 defines seniority; it states, "Seniority means an employee's length of continuous service with the employer."

Section 7.2 requires the employer to

"post a seniority list in each building office by December 1 of each year. The list shall be in order of district wide seniority (determined by first day of work) and shall include the name, position, and first day of work. Ten (10) copies shall be sent to the Association President when posted."

Background:

At this time, we anticipate no reductions in force or in the number of staff we employee. However, if our funding from the legislature is inadequate or other circumstances change, it may be necessary to reduce staff.

In such circumstances it is a prudent practice for a school board to routinely and annually approve seniority lists for its various classifications of employees within the school district. These seniority lists become the basis for personnel action such as reductions in force if such should become necessary during the budget season.

The seniority list for BKESA classified staff appears on the next page.

Recommended Action:

I recommend the board move to approve the seniority list as presented.