

# MASTER AGREEMENT

Between the  
BELMOND-KLEMME COMMUNITY SCHOOL DISTRICT

And the  
BELMOND-KLEMME EDUCATION ASSOCIATION

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## ARTICLE 1: RECOGNITION

### 1.01 UNIT

The Board hereby recognizes the Belmont-Klemme Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified, exclusively and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 129) issued by PERB on the 9<sup>th</sup> day of July, 1975.

The unit described in the above certification is as follows:

**INCLUDED:** All professional employees, classroom teachers (preschool – 12), librarians, counselors, and school nurses.

**EXCLUDED:** Superintendent, principals, all nonprofessional employees, activity directors and all other excluded by Section 4 of the Act.

### 1.02 DEFINITIONS

- A. The term “Board” as used in this Agreement shall mean the Board of Education of the Belmont-Klemme Community School District or its duly authorized representatives.
- B. The term “employee” as used in this Agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- C. The term “Association” as used in this Agreement shall mean the Belmont-Klemme Education Association, or its duly authorized representative or agents.

**ARTICLE 2: BASE WAGES**

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

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

**ARTICLE 3: EXTRACURRICULAR BASE WAGES**

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

		<b>CATEGORY</b>					
<b>TIER</b>		<b>CATEGORY</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	
<b>I</b>	Base/Entry	Years 1 - 2	\$4,020	\$3,472	\$3,289	\$3,107	
		<b>Coach &amp; Sponsor Positions</b>	Baseball Head Basketball Head Football Head Softball Head Volleyball Head Wrestling Head	Cross Country Head Track Head	Instrumental HS Vocal HS	Golf Head	
		<b>CATEGORY</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
		Years 1 - 2	\$2,924	\$2,558	\$2,193	\$1,827	\$1,645
		<b>Coach &amp; Sponsor Positions</b>	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
		<b>CATEGORY</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	
		Years 1 - 2	\$1,096	\$731	\$548	\$365	
		<b>Coach &amp; Sponsor Positions</b>	Drama Asst Junior Class Advisor Newspaper Robotics Special Olympics Speech Student Council Talented & Gifted	Instrumental Elem Flag Choreographer	Cheer HS Speech Asst NHS Advisor	Cheer JH Drumline	

Activities which are seasonal will be paid following the completion of that season (including accounting for uniforms and/or materials, required reports, and evaluation) when a request is made to the Business Office through the Activities Director to demonstrate this completion.

**ARTICLE 4: DURATION AND EFFECT OF AGREEMENT**

- 4.01 This Agreement shall be effective as of July 1, 2021 and shall continue in effect until June 30, 2022.
- 4.02 Should any article, section, clause or provision of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or provision shall be deleted from this Agreement to the extent that it violates the law, and the Board and the Association shall enter into negotiations concerning said provision at the call of either party. The remaining articles, sections, and clauses shall remain in full force and effect.
- 4.03 Whenever any notice is required to be given to by either of the parties to this Agreement, either party shall do so in writing to the following designated individuals:
  - A. If by the Association to Board, through the Secretary of the Board;
  - B. If by the Board to Association, through the President of the Association.

**ARTICLE 5: RATIFICATION AND AGREEMENT**

THIS AGREEMENT made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2021 by and between the Belmond-Klemme Community School District and the Belmond-Klemme Education Association consisting of Articles 1 through 5, inclusive.

BELMOND-KLEMME COMMUNITY SCHOOL DISTRICT

BELMOND-KLEMME EDUCATION ASSOCIATION

By: \_\_\_\_\_  
President, Belmond-Klemme CSD

By: \_\_\_\_\_  
President, Belmond-Klemme EA

By: \_\_\_\_\_  
Superintendent, Belmond-Klemme CSD

By: \_\_\_\_\_  
Vice-President, Belmond-Klemme EA

By: \_\_\_\_\_  
Board Secretary, Belmond-Klemme CSD

By: \_\_\_\_\_  
Secretary, Belmond-Klemme EA