

**Belmond-Klemme Community  
School District**  
Belmond, Iowa 50421



## Superintendent's Report

**TO:** The Belmond-Klemme School Board  
**FROM:** Dan Frazier, Superintendent  
**DATE:** Thursday, January 14, 2021  
**RE:** Superintendent's Report on School District Business

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### Computer Selection Work Progresses

During the summer of 2017, we purchased MacBook laptops for every student in grades 5 through 12 to become a one-to-one laptop school—a laptop for every student. At that time, we were planning on the devices lasting for four years and then rotating out. We financed the laptops for four years, and now they are paid off. That means during this spring we need to decide on our path forward for our one-to-one technology initiative.

To help guide the process, the district formed a committee of six teachers. The members of the committee are

- Kendra Haugen
- Leigh Jass
- Justin Meyer
- Christine Schultz
- John Sifert
- Julie Ysker

At this point the committee has met three times. They discussed the pros and cons of Windows/PC laptops and Chromebooks. Whereas the committee recognizes that nine out of ten computers in the business world are PCs, our school has been successful with Apple products that are well-suited for educational purposes. Moreover, the costs of rebuilding our network to accommodate Windows O/S would be prohibitive at this time.

At this time, the computer selection committee has decided PCs are not our best option for renewal of our one-to-one computer initiative. We will next be looking at the range of Apple products available.

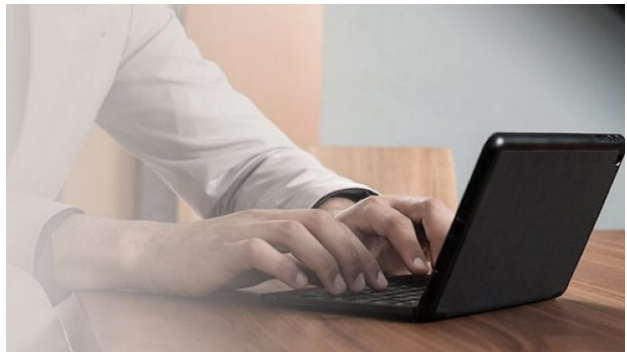
The MacBook Air which we purchased in 2017 remains a favorite choice of most teachers; however, some other options have emerged since we last invested.



## iPads with Clamshell Keyboards

iPads were initially developed for use in schools. Many schools for the past ten years have used iPads successfully at all grades, kindergarten through senior year. Belmond-Klemme has enjoyed a great deal of success using iPads in our early grades in Jacobson.

Now there are new cases with wireless keyboards developed specifically for iPads, allowing users to enjoy many of the advantages of laptops while retaining some of their current tablet advantages, such as the touch screen. Grinnell and Hudson schools in Iowa have both replaced the MacBooks in their secondary schools with iPads in keyboard cases.



We have some iPads in these clamshell cases, and our committee will be examining these over the next few weeks. We will have a recommendation for the board at the next meeting.

## **Elementary Spring Concerts Planned**

Jacobson Elementary is planning live vocal music concerts for the spring. They propose that each grade level have a short concert separately to ease crowding on the stage and limiting attendance in the auditorium. That will require seven different dates, but since each one will be only about 20 to 30 minutes in length, this should be workable. They will schedule one concert every two weeks on Wednesdays beginning at 5:00 P.M. with everyone on their way by no later than 5:45 to avoid any family night/church night activities.

## **Principal Retires**

Secondary Principal Greg Fisher submitted to me yesterday his retirement and resignation effective June 30. I will implement a collaborative process involving our entire secondary staff in the screening and selection of our next principal. I am using the following hiring timeline:

Jan. 6 – Feb. 8	Application period
Week of Feb. 1	Candidate pool review
Week of Feb. 8	Candidate screening
Week of Feb. 15	Formal interviews with finalists
Week of Feb. 22	Naming of new principal

## **Grant Awarded**

David Butler applied for a \$3,000 grant from the Wright County Charitable Trust. He was awarded the gift which will go toward his plasma cutter in his shop. This will give our students an opportunity to learn more high-tech manufacturing techniques.

## **Fire Alarm Installed**

With the Alternative Learning Center classroom in the downtown office building, the state fire marshal requires the building to have a fire alarm system to protect the students. The new alarm system was finally installed and activated this week.

## **Instructional Support Program Nearing Renewal**

An Instructional Support Program (ISP) is a local levy that a school district can implement to boost its general fund budget by (not quite) ten percent. During the turbulent financial times of the last decade, nearly all Iowa school boards have put an ISP in place (if they did not have one already). To my knowledge, only Allamakee School does not have an ISP in place in Iowa.

Our Belmond-Klemme ISP expires at the end of the 2022 fiscal year. February is the final month for an ISP hearing. I will recommend we conduct a public hearing on renewing our ISP next fiscal year in January (FY 2022)—one year from today.

## **Bidding Lawn Services**

Dort's Lawn Care does all our mowing and chemical treatments of our lawns at our buildings and our athletic fields. They have contracted with us for a number of years now. The last time we bid for lawn care services was 2015.

Although it is good to have consistency and show loyalty to a contractor, it is also important to be fair with other potential bidders and to be prudent with our tax dollars by rebidding the services when appropriate.

We have reason to believe at least one other local business would like a chance to bid for our mowing contract. If the board has no objections, I will develop specifications and advertise that we are accepting bids. Then I will plan to bring the winning bidder to the February board meeting.

## **Calendar of Upcoming Board Events**

January 21, 2021	IASB Virtual Lobby Day: SSA & School Funding Policy
January 21, 2021	7:00 P.M., Regular School Board Meeting
February 3, 2021	1:00 P.M. Dismissal for Teacher PD
February 4, 2021	IASB Virtual Lobby Day: COVID-19 Remediation
February 11, 2021	IASB Virtual Lobby Day: Mental Health
February 15, 2021	Presidents' Day – No School – Teacher PD Day
February 18, 2021	IASB Virtual Lobby Day: Preschool
February 18, 2021	7:00 P.M., Regular School Board Meeting

### Contract Bargaining Update

At this point, I have not received any correspondence from the BKEA teacher union indicating they wish to bargain their contract for next year. Under Iowa law, such bargaining cannot commence without a formal request from the union. I have sent the BKEA a formal letter asking them to begin bargaining earlier this year.

The board's bargaining team consists of Rick McDaniel, Michelle Murphy, and Dan Frazier.

The support staff union contract (BKESA) is also up for negotiations this year. Marc Schlichting is on the bargaining team.

### Contract Bargaining Timeline

The Iowa Association of School Board advises boards to work toward successful contract negotiations throughout the year by following the calendar of key dates below.

Fall	Preparation for bargaining (e.g., analysis of district's financial status, review of benefits, review of the master contract, and other appropriate measures).
December	Parties exchange initial proposals in open session. (Employees present initial proposal at the first bargaining session and the employer presents its initial proposal no more than two weeks later at the second bargaining session).
February 3	First day PERB will act on a unilateral request for mediation. After receiving the request, PERB assigns a mediator who contacts the parties to schedule a mediation date.
March 15	First day, teacher and administrative contracts may be offered.
April	<ul style="list-style-type: none"> <li>• Parties may request in writing that PERB arrange for binding arbitration, not less than 10 days after the appointment of the mediator (mediation session).</li> <li>• The parties shall serve the final offer on each impasse item to the other party four days after PERB's receipt of the request for arbitration.</li> <li>• PERB shall serve the parties with a list of five arbitrators after PERB's receipt of the request for arbitration.</li> <li>• Within five days of PERB's service of the list, the parties shall determine the arbitrator by alternately removing names from the arbitrator list. The parties shall determine by law which party shall remove the first name.</li> </ul>
April 30	Last day to notify teachers of termination of (probationary) or recommendation to terminate (non-probationary) teacher contracts.
May 13	Deadline to commence arbitration.
May 15	<ul style="list-style-type: none"> <li>• Last day to notify superintendent/administrator of contract termination (probationary) or consider termination of contract (non-probationary).</li> <li>• Last day for superintendent to, in writing during a board meeting, recommend the board terminate a teacher's continuing contract.</li> </ul>
May 31	Statutory deadline for completion of bargaining. Arbitrators must make their selection on or before May 31.

## Changes to Iowa Code § 20 – Collective Bargaining

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p><b>Iowa Code § 20.9 – Scope of Negotiations</b></p> <p>This section of the code addresses the topics that the employer and employee organizations:</p> <ul style="list-style-type: none"> <li>✓ Must address in negotiations (mandatory topics);</li> <li>✓ May address in negotiations (permissive topics); and</li> <li>✓ Cannot address in negotiations (illegal subjects).</li> </ul> <p><i>(Please note: the scope of negotiations is different for bargaining units with public safety employees).</i></p>	<p>Mandatory topics of bargaining:</p> <ul style="list-style-type: none"> <li>○ Wages</li> <li>○ Hours</li> <li>○ Vacations</li> <li>○ Insurance</li> <li>○ Holidays</li> <li>○ Leaves of absence</li> <li>○ Shift differentials</li> <li>○ Overtime compensation</li> <li>○ Supplemental pay</li> <li>○ Seniority</li> <li>○ Transfer procedures</li> <li>○ Job classifications</li> <li>○ Health and safety matters</li> <li>○ Evaluation procedures</li> <li>○ Procedures for staff reduction</li> <li>○ In-service training</li> </ul> <p>Illegal subject of bargaining:</p> <ul style="list-style-type: none"> <li>○ Retirement systems</li> </ul>	<p>Mandatory topic of bargaining:</p> <ul style="list-style-type: none"> <li>● Base wages</li> </ul> <p>Permissive topics of bargaining (previously mandatory topics):</p> <ul style="list-style-type: none"> <li>● Hours</li> <li>● Vacation</li> <li>● Leaves of absence</li> <li>● Shift differentials</li> <li>● Overtime compensation</li> <li>● Seniority</li> <li>● Job classifications</li> <li>● Health and safety matters</li> <li>● In-service training</li> <li>● Grievance Procedures</li> <li>● Seniority and any wage increase</li> <li>● Employment benefit</li> <li>● Other employment advantage based on seniority</li> <li>● Other matters mutually agree upon</li> </ul> <p>Illegal subjects of bargaining:</p> <ul style="list-style-type: none"> <li>● Retirement systems</li> <li>● Dues checkoffs</li> <li>● Other payroll deductions for political action committees or other political contributions or political activities</li> <li>● Insurance</li> <li>● Leaves of absence for political activities</li> <li>● Supplemental pay</li> <li>● Transfer procedures</li> <li>● Evaluation procedures</li> <li>● Procedures for staff reduction</li> <li>● Subcontracting public service</li> </ul>

**Changes to Iowa Code § 20 – Collective Bargaining (continued)**

CODE SECTION	ORIGINAL LANGUAGE	HOUSE FILE 291 LANGUAGE
<p><b>Iowa Code § 20.22 – Binding Arbitration</b></p> <p>This section of the code outlines the process and factors to be considered in arbitration.</p>	<p>Award restricted to the final offers.</p> <p>No financial cap on arbitration award.</p> <p>Arbitrator shall consider:</p> <ul style="list-style-type: none"> <li>○ Past collective bargaining agreements.</li> <li>○ Comparison of wages, hours and conditions of employment with other public employees doing comparable work.</li> <li>○ Interests and welfare of the public.</li> <li>○ Power of the public employer to levy taxes and appropriate funds</li> </ul>	<p>Award restricted to the final offers, however the award cannot exceed the lesser of:</p> <ul style="list-style-type: none"> <li>▪ 3%; or</li> <li>▪ A percentage equal to the increase in the <b>Consumer Price Index*</b></li> </ul> <p>Arbitrators shall consider:</p> <ul style="list-style-type: none"> <li>▪ Comparison of base wages, hours and conditions of employment with other public and private employees doing comparable work.</li> <li>▪ Interests and welfare of the public.</li> <li>▪ Financial ability of the employer to meet the cost of an offer in light of economic conditions. Substantial weight is given to evidence that funds are restricted.</li> </ul> <p>Arbitrators shall not consider:</p> <ul style="list-style-type: none"> <li>▪ Past collective bargaining agreements.</li> <li>▪ Power of the public employer to increase or impose new taxes, fees, or charges.</li> </ul>

\*The table below shows the percentage equal to the increase in the **Consumer Price Index** for the **Spring of 2021**:

<b>Consumer Price Index-U Midwest Calculation Chart</b> (updated last on 12-10-2020)	
<b>Dates of Arbitration</b>	<b>Applicable CPI-U</b>
January	0.70%
February	1.10%
March	1.30%
April	1.00%
May	1.00%