

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



Superintendent's Report

TO: The Belmond-Klemme School Board
FROM: Dan Frazier, Superintendent
DATE: Tuesday, February 22, 2022
RE: Superintendent's Report on School District Business

eSports News

The board took some heat when it established an esports program where kids play video games at school. Some people in our community could not see any benefit to it whatsoever.

Two members of our esports team just agreed to letters of intent to play esports at Northwestern College in Orange City for \$25,000 scholarships each.

Projection System for Luick Auditorium

At the January meeting, the school board approved the replacement of the video projection system for Luick Auditorium. I had one concern regarding whether or not the 4K projector with 7,500 Lumens would be as bright as a lower resolution projector with 10,000 Lumens. I was assured that the higher resolution of the 4K projector would provide a brighter screen. I put in the order for the 4K laser projector.

The board asked about warranties for the projectors. The standard warranty from Digital Projection is three years on the unit. Our installer offers one year of parts and labor on their work with the manufacturer's warranty.

Kim Belstene Representing Iowa

The School Nutrition Association of Iowa is sending 15 Iowans to the National Leadership Conference in Palm Beach, Florida at the end of April. The Iowa delegation will include BK's own Kim Belstene at the three-day conference.

Steel Arrives



Earlier this month, the steel was delivered for the roof of our new addition. The supply chain had backed it up, so we were worried we might not see it until March. Now we may see the project completed in April.

Booster Shots February 24

Wright County Health will offer booster shots for 12-17-year-olds that are eligible. They plan to come to the school on February 24 at around 9:00 AM.

Kudos for Our Band Instructor

Our jazz band is winning all their competitions this spring and are a favorite to qualify for state competition. After our band won the IHSMA State Jazz Contest last week, we received the following message from the band director in Iowa Falls:

My name is Jeff Schmitt, and I am the 9-12 Band Director at Iowa Falls-Alden. We hosted IHSMA State Jazz Contest last night, which included a performance by the B-K Jazz Band.

I just wanted to affirm something that you already know: Mr. Stittsworth and his students are doing incredible work. Not only was their performance probably the strongest of the evening, but I was so impressed by your students and their positive, friendly, and respectful attitudes. They represented your school very well, and they are to be commended.

Thank you for encouraging them and giving them your fullest support. They certainly deserve it! Mr. Stittsworth is clearly a fantastic educator and leader of his kids!

Protections for Staff from Retaliation

Belmond-Klemme employees enjoy several layers of protections against any form of retaliation by other employees, administrators, or school board members.

School board policy 104, the Board's Anti-bullying/harassment policy defines internal organizational protections for employees against retaliation. The policy states, "Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment." The policy goes on to explain how allegations will be investigated and protections are in place to ensure fair and unbiased investigations.

Moreover, the State of Iowa has protections in place. The Iowa General Assembly has adopted narrow statutory protections for certain activities. Employees who engage in protected activities (usually filing a complaint or testifying) are protected from retaliation. If a public employee reasonably believes there has been a violation of a law, mismanagement, a gross abuse of funds, an abuse of authority, or a substantial and specific threat to public health and safety, they can report it to an appropriate authority. Iowa Code § 70A.28.

A public employee who believes they have suffered adverse action should file a claim within 30 days with the public employment relations board or within 30 days of the ruling by the ombudsman office.

Office of Ombudsman
Ola Babcock Miller Building
1112 East Grand
Des Moines, Iowa 50319

Phone: 515.281.3592 or 1.888.426.6283
eMail: ombudsman@legis.iowa.gov

This is a significant reason why it is essential for employees to follow the official channels of communication defined in school board policy 307 or policy 401.4.

If any employees were to truly fear retaliation, you can say as a school board member that you are in a position to protect them from any such retaliation. If they feel the board cannot protect them, they may also take their complaints of retaliation directly to the state.

Current Job Openings

- Transportation Director;
- School Board Secretary;
- Teacher, Elementary, 5th Grade;
- Computers, Elementary (Potential Opening);
- Talented and Gifted (Potential Opening);
- Track Coach, Assistant Varsity Girls;
- Soccer Coaches, Head and Assistant;
- Baseball Coach, Assistant Varsity;
- Baseball Coach, Junior High.

Calendar of Upcoming Board Events

March 2, 2022	Read across America Day
March 2, 2022	Early Dismissal for Teacher PD
March 13, 2022	Daylight Saving Time starts
March 15, 2022	First day contracts may be offered
March 15 & 17	Parent-teacher Conferences
March 17, 2021	7:00 P.M., Spring Break Begins
March 17, 2021	7:00 P.M., Regular School Board Meeting and Budget Hearing
March 20, 2022	March Equinox
April 10, 2022	Palm Sunday
April 14, 2022	Maundy Thursday
April 15, 2022	Good Friday
April 16, 2022	Passover (first day)
April 17, 2022	Easter Sunday
April 18, 2022	Tax Day
April 19, 2022	The 100 th Day of the Iowa Legislature (per diem expenses end)
April 21, 2021	7:00 P.M., Regular School Board Meeting
April 27, 2022	Administrative Professionals Day
May 19, 2021	7:00 P.M., Regular School Board Meeting
May 22, 2021	2:00 P.M., Commencement
May 30, 2022	Memorial Day
May 31, 2022	Statutory deadline for completion of bargaining
June 16, 2021	7:00 P.M., Regular School Board Meeting

Teacher Salaries in Iowa Ranked

As the school board enters contract bargaining season, it can be helpful to know how Belmond-Klemme teacher salaries compare to what other school boards are paying elsewhere in the state. According to the Iowa Department of Education, Belmond-Klemme total teacher salaries ranked 113th in Iowa last year, putting us in the top 35% of state salaries. See the rankings below.

1	Linn-Mar	\$73,473
8	Ankeny	\$69,184
14	Ames	\$67,371
19	Mason City	\$66,123
42	Algona	\$62,055
57	Des Moines	\$60,543
61	Lake Mills	\$59,789
68	Hampton-Dumont	\$59,463
82	Clarion-Goldfield-Dows	\$58,414
83	Iowa Falls	\$58,723
90	Humboldt	\$58,201
93	Rudd-Rockford-Marble Rock	\$56,658
105	West Hancock	\$57,666
113	Belmond-Klemme	\$55,893
121	Fort Dodge	\$57,142
125	Jesup	\$56,801
129	AGWSR	\$56,255
131	Aplington-Parkersburg	\$56,356
132	Central Springs	\$56,387
141	Dike-New Hartford	\$55,875
159	Garner-Hayfield-Ventura	\$54,557
164	North Butler	\$54,777
167	Clear Lake	\$55,021
178	Eldora-New Providence	\$53,531
199	Southeast Webster-Grand	\$53,595
200	Forest City	\$53,594
245	Eagle Grove	\$51,130
251	West Fork	\$50,533
264	CAL	\$47,511
316	Lu Verne	\$45,191
320	United	\$44,549
327	Whiting	\$41,533