

MASTER AGREEMENT

Between the
BELMOND-KLEMMER COMMUNITY SCHOOL DISTRICT

And the
BELMOND-KLEMMER EDUCATION ASSOCIATION

For the
2026 – 2028 Contract Years

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 9th day of July, 1975 and all official amendments made to the certification thereafter.

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:

	BA	BA+15	BA+30	BA+40	MA	MA+15	MA+30	MA+40
BASE SALARY	\$50,000	\$52,100	\$54,200	\$56,300	\$58,400	\$60,500	\$62,600	\$64,700

ARTICLE 3: EXTRACURRICULAR BASE WAGES

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

Category	A	B	C	D
Base Years 1-2	\$4,370	\$3,822	\$3,639	\$3,457
Coach & Sponsor Positions	Baseball Head Basketball Head Football Head Softball Head Volleyball Head Wrestling Head	Cross Country Head Soccer Head Track Head Weight Rm Coordinator	Instrumental HS Vocal HS	Golf Head

Category	E	F	G	H
Base Years 1-2	\$3,274	\$2,908	2,543	\$2,195
Coach & Sponsor Positions	Baseball Asst Basketball Asst Football Asst Softball Asst Volleyball Asst Wrestling Asst	Cross Country Asst CTE Sponsor FFA Sponsor Soccer Asst Track Asst	Director Musical Golf Asst Vocal Elem	Cheer HS Choreographer Swing Choir Dance Club Director Play Jazz Band JH Coaches Swing Choir Yearbook Advisor

Category	I	J	K
Base Years 1-2	\$1,446	\$1,081	\$898
Coach & Sponsor Positions	Drama Asst Junior Class Advisor Newspaper Robotics, MS/HS Senior Class Advisor Special Olympics Speech Student Council HS Talented & Gifted	Flag Choreographer Instrumental Elem	Cheer JH Drumline Educational Interpreter Esports Coach Musical Accompanist / Pit Band (Years Alternate) NHS Advisor Robotics Elem Speech Asst Student Council Elem

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 District Office by 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, 2026 and shall continue in effect until June 30, 2028. During the term of this agreement, all articles shall remain current contract, except the following: The parties agree that Article 2: Base Wages and Article 3: Extracurricular Base Wages shall be open to negotiate for the 2027-2028 Master Contract.
- 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 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 8th day of April, 2026 by and between the Belmond-Klemme Community School District and the Belmond-Klemme Education Association consisting of Articles 1 through 5, inclusive.

BELMOND-KLEMMER COMMUNITY
SCHOOL DISTRICT

By: Ryan K Meyer
Board President, Belmond-Klemme CSD

By: Jenn Peter
Superintendent, Belmond-Klemme CSD

By: Theresa A. Greenfield
Board Secretary, Belmond-Klemme CSD

BELMOND-KLEMMER EDUCATION
ASSOCIATION

By: Christine Schulte
President, Belmond-Klemme EA

By: Welf Eid
Vice-President, Belmond-Klemme EA

By: Laura Pals
Secretary, Belmond-Klemme EA

