

**MINUTES OF THE MEETING OF THE BOARD OF EDUCATION OF ARAPAHOE-HOLBROOK PUBLIC SCHOOLS
NEGOTIATIONS COMMITTEE**

A meeting of the Board of Education of Arapahoe-Holbrook Public Schools Negotiations Committee was convened on October 27th, 2022, at 7:00 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Erick Lee, Brad Schutz, and Dan Warner.

Board Member(s) Absent: None.

AEA Member(s) Present: Lynn Crosley, Dustin Kronhofman, and John Strand.

AEA Member(s) Absent: None.

Staff Present: Bob Drews, Superintendent, and Cassie Hilker, Board Secretary.

Staff Absent: None.

The board committee reviewed the documents/reports provided and discussed the following items/topics:

- Starting first year teachers on Step 3 of the Salary Schedule and freezing until placement reached.
- Spreading first year teacher salaries over 13 months vs 12 months so they receive a paycheck in August.
- Adding life or vision insurance to staff benefits.
- Classified Staff pay increase.

The board committee and AEA committee met at 7:35 am and discussed the following items/topics:

- Board recognized AEA as bargaining unit.
- Board and AEA agreed on keeping the same array (Medicine Valley, Wilcox-Hildreth, Overton, Eustis-Farnam, Loomis, Southwest, Bertrand, Elwood, Cambridge, Southern Valley, Alma, Elm Creek, and Arapahoe).

The AEA proposed the below items to the Board for negotiation:

- Maintain the same insurance coverage (Standard PPO \$1,050 deductible plan & High Deductible \$3,800 plan).
- Payment or incentive for discretionary days over maximum amount.
 - o Discussed options, will come up with more information/proposal.
- Change salary schedule from a 4 x 4.5 to a 4 x 5.
- Increase base salary amount from \$36,650 to \$38,650 (\$2,000 increase).
- Extra Duty Schedule updates: FFA, FCCLA, Student Council, JH coaching positions, One Act, Musical/Play.

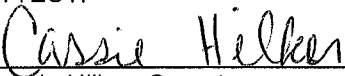
The board shared the below items with the AEA for negotiation:

- Starting first year teachers on Step 3 of the Salary Schedule and freezing until placement reached.
- Spreading first year teacher salaries over 13 months vs 12 months so they receive a paycheck in August (not a negotiated item, but want to have communication about this with AEA).
- Addition of life and/or vision insurance to benefits.

The board and AEA agreed to continue negotiation discussions via email with Mr. Drews as the point of contact until the need for another face-to-face meeting.

The meeting ended at approximately 8:00 am.

ATTEST:



Cassie Hilker, Secretary