

**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 January 16<sup>th</sup>, 2023, at 7:30 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Erick Lee (Chair), Nancy 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.

**Board Offer:**

- Base Salary Increase of \$1,050 (\$37,700).
- Incentive for new hire bonus-looking for input from AEA on a percentage.
- Discretionary Days-AEA is in agreement with the following verbiage/concept: Certified staff who end the year with enough discretionary days, whereby adding twelve (12) discretionary days for the start of the next year will put their discretionary leave balance above the limit of 40 days, will be reimbursed up to eight (8) days by the district at 80% of the base substitute rate times the number of days above 40. Payments will occur in August of each year, beginning 2023. DONE via email correspondence between AEA Committee & Superintendent.

**AEA Offer:**

- Base Salary Increase of \$1,250 (\$37,900).
- Incentive for new hire bonus=5% of base or \$1,500 flat rate w/ 3-year commitment.

**Board Offer via phone call to Lynn:**

- Base Salary Increase of \$1,100 (\$37,750).
- Incentive for new hire bonus=8% of base w/ 2-year commitment.

**AEA (Lynn) Offer via phone call to Board:**

- Base Salary Increase of \$1,225 (\$37,875).
- Incentive for new hire bonus=5% of base paid out in whatever manner we determine w/ 3-year commitment.

**Board Offer via phone call to Lynn:**

- Base Salary Increase of \$1,100 (\$37,750).
- Incentive for new hire bonus=5% of base paid out immediately w/ 3-year commitment/payback guidelines.

Lynn will share the offer with the AEA Committee and continue correspondence with Mr. Drews via email/phone.

The meeting ended at approximately 8:30 am.

ATTEST:

  
\_\_\_\_\_  
Cassie Hilker, Secretary