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 February 8th, 2022, at 7:00 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Chad Carpenter, Erick Lee, and Brad Schutz.
Board Member(s) Absent: None.
AEA Member(s) Present: Lynn Crosley, Dustin Kronhofman, and John Strand.
AEA Member(s) Absent: None.
Staff Present: None.
Staff Absent: Brian Gegg, Interim Superintendent, ill; Cassie Hilker, Board Secretary, was not informed of meeting.
Visitor(s) Present: None.

The AEA and the Board met and came to an agreement on the following items:
- Increase base pay by $550, bringing the base salary to $36,650.
- Maintain same insurance coverage options.
- Eliminate 10 sick leave days per year, accumulative to 45 days; 3 personal leave days per year, non-accumulative; sick day exchange; 2 professional leave days per year, non-accumulative; 2 bereavement leave days per year, non-accumulative and replace with 12 discretionary days per year, accumulative to 40 days. When converting sick leave hours to discretionary leave days amounts will be rounded up to the nearest quarter, 0.25, 0.50, 0.75.
- Discretionary leave can only be taken in 2-hour/0.25 day, 4-hour/0.50 day, or 8-hour/1.00 day increments.
- At the end of May 2022, the District will add together the remaining sick leave days and personal leave days and if the combined total remaining exceeds 40 days the District will buy back those days at one-half the current base substitute rate on an individual basis. Payment will be made with the June 2022 payroll.
- Salary Schedule remains a 4x4 schedule.
- Sponsorship of Activities Payment: This will remain being paid out 50% at the beginning of the season and 50% at the end of the season unless an agreement is made between NPERS and the IRS that would allow payment to be made over 12 months.
- The District will pay when Administration asks a teacher to give up their Plan Period to substitute for another teacher. The rate for all periods except 5th period aka Warrior Time/Student Advisory will be 1/the number of periods in a regular school day, currently 8.5 * the base substitute rate; 5th period aka Warrior Time/Student Advisory will be (1/the number of periods in a regular school day, currently 8.5 * the base substitute rate)/2.
- Payout unused discretionary days at half the current base substitute rate to retiring teachers that have served the District 12 years or more.
- Change the date that the mandatory on-line training courses will be available to staff from 8/1 to 7/15.
- Add the following verbiage to the Extra Duty Schedule in regards to Junior High Activities: If coaching 2 or less Junior High Activities listed on the Extra Duty Schedule and practice takes place in a period identified as such on the Master Schedule during the school day the employee may choose to have no plan period during the particular season they have agreed to coach/sponsor and receive compensation per the Extra Duty Schedule for the assignment OR the employee may request a plan period and not receive compensation for practices that take place in a period identified as such on the Master Schedule during the school day. If coaching 3 or more Junior High Activities listed on the Extra Duty Schedule, the employee will be given a plan period and will receive compensation per the Extra Duty Schedule for the assignments where practices take place in a period identified as such on the Master Schedule during the school day.
- Add a position for Unified Bowling to the Extra Duty Schedule, Level I.
- Administration will update the Staff Handbook regarding the changes to following changes to leave:
    o Elimination of sick leave, personal leave, bereavement leave.
    o Addition of discretionary leave.
    o Leave increments.
    o Requests for leave prior to and after a break/holiday.

The meeting ended at approximately 7:55 am.

ATTEST:

Cassie Hilker

Cassie Hilker, Secretary