

**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 17th, 2022, at 7:38 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Chad Carpenter.

Board Member(s) Absent: Erick Lee and Brad Schutz.

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

AEA Member(s) Absent: None.

Staff Present: Brian Gegg, Interim Superintendent, and Cassie Hilker, Board Secretary.

Staff Absent: None.

Visitor(s) Present: None.

Carpenter began the meeting with the following offer:

- Payout unused sick days at half the current sub rate to retiring teachers that have served the District 12 years or more.
- In agreement with the Junior High Coaching clarification:
 - o If coach 1-2 Junior High Sports, employee may choose to give up their plan period & get paid for coaching OR they may request a plan period & not get paid for coaching.
 - o If coaching all 3 Junior High Sports, employee would get a plan period & get paid for coaching.
- In agreement to pay \$12.50 when asked to sub during plan period. If plan period is 5th hour, the rate would be cut in half, \$6.25.
- Discretionary Days: 8 per year, max accumulative to 38 days.
- Increase base salary by \$350.

The AEA Committee left to discuss the offer and returned with the following counter-offer:

- Insurance was not addressed, they asked if it would stay the same.
- Paying coaches and sponsors over 12 months vs 50% at the beginning and 50% at the end was not addressed, they asked if that could be over 12 months.
- They would like to set the rate for subbing during a plan period to 1/8 the current sub rate. They are in agreement with setting the rate for subbing during a plan period and the plan period is 5th hour at 1/2 the amount.
- Discretionary Days: They will either stay the way things are OR they would like 12 days per year, max accumulative to 45 days.
- Increase base salary by \$600.
- In agreement with paying out unused sick days at half the current sub rate for retiring teachers that have served the District 12 years or more.

Carpenter agreed that insurance would stay the same.

Gegg clarified that the issue of paying coaches over 12 months vs over the season is an IRS issue that is currently ongoing. KSB, State Auditors, and IRS are working towards an agreement.

The AEA Committee left so Carpenter could review the counter-offer.

Carpenter offered the following:

- Discretionary Days: 10 days per year, max accumulative to 40 days.
- Increase base salary by \$550.
- Would like more clarification on how to calculate the payment for subbing during a plan period.

AEA Committee indicated that they have been given very little negotiating room regarding discretionary days because in the past days may have been given in exchange for money on the base.

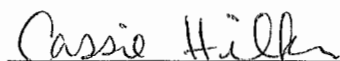
The AEA Committee left to discuss and returned with the following:

- Agreed to sub pay calculation of $((1/8.5) \times \text{current sub rate})$ for planning period with 5th period at half the amount.
- Discretionary Days: 12 days per year, max accumulative to 45 days OR make no changes, keep as is.

The AEA Committee would like to meet with the teachers today to discuss what has been offered, specifically discretionary days and base salary increase. They will report back to Mr. Gegg.

The meeting ended at approximately 8:15 am.

ATTEST:



Cassie Hilker, Secretary