

**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 December 23rd, 2024, at 8:30 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Dan Warner. Chad Carpenter and Nancy Schutz via phone.

Board Member(s) Absent: None.

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

Staff Absent: None.

The board reviewed AEAs offer and directed Drews to respond with the below:

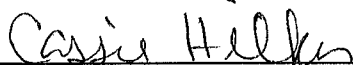
- Array: Agreed to use existing array.
 - o Array will remain with the following: Medicine Valley, Wilcox-Hildreth, Overton, Eustis-Farnam, Loomis, Southwest, Bertrand, Elwood, Cambridge, Southern Valley, Alma, Elm Creek, and Arapahoe.
- Health / Dental Insurance: Agreed to keep existing coverage.
- Base Salary: Offered a \$1,150 increase to the base salary.
- Salary Index: No change to the current 4 x 4 index.
- Days Off / Calendar – This topic is not a negotiable item, but Drews is planning to move the day off from Monday of Fall Break to the Wednesday prior to Thanksgiving for the 2025-2026 school year.
- Extra Duty: Offer to increase the hourly rate to \$13/hr. No other changes offered. If AEA wants additional changes to the Extra Duty Schedule, the current offer to increase the base salary will be decreased.
- New Teachers: Adjust signing/hiring bonus paperwork to include the option to accept the signing/hiring bonus OR count the 1 semester of student teaching at AHPS towards 1 year of service if hired mid-year.
- Retention Bonus: No offer of a retention bonus. If AEA wants to continue discussing a retention bonus, the current offer to increase the base salary will be decreased.

The Board Committee reviewed Drews' salary proposal for 2025-2026 & 2026-2027. The Committee agreed with the proposal as it was presented and advised for an amendment to the contract to be made and brought to the January board meeting.

- 2025-2026: Salary Increase of \$6,400; Total Salary = \$149,200; No other changes to benefits, etc.
- 2026-2027: Salary Increase of \$6,800; Total Salary = \$156,000; No other changes to benefits other than change from family to employee/spouse during the year due to kids aging out, etc.

The meeting ended at approximately 9:25 am.

ATTEST:


Cassie Hilker, Secretary