

# 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 November 12<sup>th</sup>, 2024, at 7:40 am in the Board Room, 610 Walnut Street, Arapahoe, Nebraska.

Board Member(s) Present: Chad Carpenter and Dan Warner.

Board Member(s) Absent: Nancy Schutz.

AEA Member(s) Present: Amy Huxoll, Dustin Kronhofman, and John Strand.

AEA Member(s) Absent: None.

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

Staff Absent: None.

The AEA presented the following items to be considered:

- Array: They would like to keep the same array as the prior year. \*Already agreed upon at previous meeting.
- Health / Dental Insurance: They would like to keep the existing coverage and deductibles, 5.49% increase.
- Base Salary: Increase \$2,000 to \$40,850.
- Salary Index: Change from 4 x 4 to a 4 x 5.
- Days Off: Move the Monday of Fall Break to the Wednesday before Thanksgiving.
- Extra Duty:
  - o Start Level V at 10 units and start Level VI at 13 units.
  - o Raise hourly wage for appointed hourly duties (tickets, lines, clock, book).
  - o Eliminate Prom Director OR Define Role of Prom Director.
  - o Add Student Council, move FFA.
- New Teachers: Teachers that complete their student teaching in the District during the first semester (fall) and then are hired the second semester (spring) would earn a full year of experience upon completion. They would start the next following school year at Year 2 on the salary schedule.
- Retention Bonus: \$2,000 bonus every 5 years; Some kind of retention bonus.

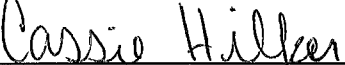
AEA members left to attend to students at 7:55 am.

The board responded via email 11-12-24 with the following:

- 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: Ongoing.
- Salary Index: Board does not wish to change from 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: Ongoing.
- New Teachers: Ongoing.
- Retention Bonus: Ongoing.

The meeting ended at approximately 8:40 am.

ATTEST:

  
Cassie Hilker, Secretary