

## **Negotiations Meeting**

SEM Board Conference Room  
205 E 5th Avenue  
Sumner, NE 68878

Wednesday, October 25, 2023 8:00 PM

Mrs. Jennifer Anderson: Present

Mr. Kirby Burden: Present

Mrs. Jana Hoos: Present

Mr. Matthew Hothem: Present

Mrs. Rachel Hrasky: Present

Mrs. Laura Robbins: Present

1. Declaration of Intend – Open Meetings Act
2. Call to Order
  - 2.1. Pledge of Allegiance
  - 2.2. Roll Call of Members
  - 2.3. Recognition of SEM EA Negotiation Team Members
  - 2.4. Approval of Agenda

Motion to approve current agenda Passed with a motion by Mrs. Jana Hoos and a second by Mrs. Rachel Hrasky.

Yea: 6, Nay: 0

### 3. Business Items

The board has adopted a motion to enter closed session to conduct a strategy session regarding collective bargaining. The board will limit itself to discussion of this issue.

The next item on the agenda is a strategy session related to collective bargaining. In my opinion, the discussion of this matter in closed session is necessary to protect the public interest. Is there a motion for the board to enter closed session to conduct a strategy session related to collective bargaining? Passed with a motion by Mr. Kirby Burden and a second by Mrs. Laura Robbins.

Yea: 6, Nay: 0

#### 3.1. Collective Bargaining - Ground Rules

Two ground rules Mr. Hothem presented are:

- 1) Treat everyone with respect
- 2) Set future meetings at least 2 weeks in advance

No other ground rules were offered.

#### 3.2. Collective Bargaining - Negotiations Timelines

#### 3.3. Collective Bargaining - Array of Schools

#### 3.4.

Collective Bargaining - Current 2023-2024 Financial Package Placement

#### 3.5. Collective Bargaining - Listing of Teacher Placement & Insurance

#### 3.6. Collective Bargaining - Topics SEM EA want to Negotiate

SEM EA presented a list of items the teachers sent to Mr. McArthur. Teachers will rank the items in terms of importance. He will ask for more details/clarification on some items.

#### 3.7. Collective Bargaining - Topics SEM Board want to Negotiate

Motion to return to open session at 8:32 P.M. Passed with a motion by Mrs. Jennifer Anderson and a second by Mrs. Rachel Hrasky.

Yea: 6, Nay: 0

### 4. Adjourn

Motion to adjourn at 8:33 P.M. Passed with a motion by Mrs. Jana Hoos and a second by Mrs. Rachel Hrasky.

Yea: 6, Nay: 0

## NEGOTIATIONS TIMELINES

October 1st If the local association has not been certified by the CIR, the board must respond to the association's request for recognition.

November 1st Negotiations must begin. You must conduct at least 4 negotiations sessions by February 8, unless you settle prior to the need for 4 sessions.

February 8th If the board and teachers have not reached agreement, the parties must submit to a resolution officer for fact finding and/or mediation.

March 25th \* The fact finding/resolution process must be concluded.

September 15th The Commission must render its decisions.

*\* Negotiations, mediation, and fact finding must end on or before March 25th of the year before the contract year in question or within 25 days after the certification of state aid for the contract year in question, whichever occurs later.*

**2022-2023 Array of Schools**  
**2023-2024 Proposed Array of Schools**

- Amherst
- Ansley
- Bertrand
- Elm Creek
- Elwood
- Overton
- Pleasanton
- Ravenna
- Sumner Eddyville Miller



# Sumner-Eddyville-Miller Schools, 24-0101

2024-2025

Array School Selection

10/19/2023

### Array School Selection Criteria

|              |      |     |               |                                    |
|--------------|------|-----|---------------|------------------------------------|
| Upper Limit: | 2.00 | 416 | Area Schools: | 9                                  |
| Lower Limit: | 0.50 | 104 | Proximity:    | 32                                 |
| Enrollment:  |      | 208 | School Types: | -- All -- <input type="checkbox"/> |

| School   | District       | Class    | County        | Size       | Ratio       | Changed          | Miles     |
|--|----------------|----------|---------------|------------|-------------|------------------|-----------|
| Elwood Public Schools                          | 37-0030        | 3        | Gosper        | 190        | 0.91        | 1/13/2023        | 31        |
| Ansley Public School                           | 21-0044        | 3        | Custer        | 184        | 0.88        | 12/20/2022       | 24        |
| <b>Sumner-Eddyville-Miller Schools 24-0101</b> | <b>24-0101</b> | <b>3</b> | <b>Dawson</b> | <b>208</b> | <b>1.00</b> | <b>4/18/2023</b> | <b>--</b> |
| Overton Public Schools                         | 24-0004        | 3        | Dawson        | 240        | 1.15        | 7/7/2023         | 15        |
| Amherst Public Schools                         | 10-0119        | 2        | Buffalo       | 359        | 1.73        | 12/20/2022       | 15        |
| Elm Creek Public Schools                       | 10-0009        | 3        | Buffalo       | 332        | 1.60        | 10/6/2023        | 17        |
| Pleasanton Public Schools                      | 10-0105        | 3        |               | 288        | 1.38        | 4/11/2023        | 22        |
| Bertrand Community School                      | 69-0054        | 3        | Phelps        | 229        | 1.10        | 2/23/2023        | 30        |
| Ravenna Public Schools                         | 10-0069        | 3        |               | 367        | 1.76        | 2/14/2023        | 32        |

**This array includes 8 Schools and has a total geography of 32 miles. View as Map**

Enrollment values come from NDE. New Enrollment numbers are loaded on-or-around December 1st. You will receive an email from us when they are available in the system. The enrollment year currently loaded is 2021-2022.

Contract Settlement Form, both for you and your School peer array, is used to come up with the information in this Negotiation Module. If you feel your information is not accurate please go to the Contract Settlement Form and correct it. If you feel a peer's information is inaccurate, please contact Sparq Data Solutions.

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# Sumner-Eddyville-Miller Schools, 24-0101

2024-2025

## Midpoint Analysis

10/19/2023

### 2023-2024 Sumner-Eddyville-Miller Schools Comparison Results:

|                             | Contract Days | Staff Index    | Base Salary   | Benefit Costs  | Schedule Costs   | Total Costs      |                                | Percentile  |
|-----------------------------|---------------|----------------|---------------|----------------|------------------|------------------|--------------------------------|-------------|
| Current Costs               | 184           | 35.3081        | 37,000        | 512,522        | 1,534,620        | 2,047,142        | View Current Costs Projections | 100.95%     |
| <b>Comparable Benchmark</b> | <b>184</b>    | <b>35.3081</b> | <b>37,513</b> | <b>512,596</b> | <b>1,555,888</b> | <b>2,068,484</b> |                                | <b>102%</b> |
| Difference                  |               |                | +513          | +74            | +21,268          | +21,342          |                                | +1.05%      |
| Compensation Range          | Base Salary   |                | 98%           | 35,565         | 100%             | 36,539           | 102%                           | 37,513      |
|                             | Total Costs   |                | 98%           | 1,987,367      | 100%             | 2,027,926        | 102%                           | 2,068,484   |

### 2023-2024 Sumner-Eddyville-Miller Schools Changed Data Rows:

|  | Contract Days | Staff Index | Base Salary | Benefit Costs | Schedule Costs | Total Costs |  | Percentile |
|--|---------------|-------------|-------------|---------------|----------------|-------------|--|------------|
| <i>No Changed Data Rows have been added.</i> |               |             |             |               |                |             |  |            |

### Array School Comparison Information:

| School                    | Contract Days | Staff Index | Base Salary | Benefit Costs | Schedule Costs | Total Costs | Adj Benefit Costs | Adj Schedule Costs | Adj Total Costs | Percentile |
|---------------------------|---------------|-------------|-------------|---------------|----------------|-------------|-------------------|--------------------|-----------------|------------|
| Elwood Public Schools     | 184           | 35.2550     | 37,400      | 527,535       | 1,548,146      | 2,075,680   | 527,535           | 1,548,146          | 2,075,680       | 102.35%    |
| Bertrand Community School | 184           | 34.9150     | 37,800      | 500,914       | 1,551,117      | 2,052,030   | 500,914           | 1,551,117          | 2,052,030       | 101.19%    |
| Elm Creek Public Schools  | 184           | 34.0500     | 38,191      | 516,612       | 1,527,621      | 2,044,233   | 516,612           | 1,527,621          | 2,044,233       | 100.80%    |
| Ansley Public School      | 185           | 34.4000     | 38,500      | 479,013       | 1,555,774      | 2,034,788   | 478,976           | 1,547,365          | 2,026,341       | 99.92%     |
| Amherst Public Schools    | 182           | 33.6100     | 37,850      | 515,475       | 1,494,352      | 2,009,828   | 515,526           | 1,510,774          | 2,026,299       | 99.92%     |
| Pleasanton Public Schools | 184           | 34.1550     | 38,200      | 486,422       | 1,532,695      | 2,019,117   | 486,422           | 1,532,695          | 2,019,117       | 99.57%     |
| Overton Public Schools    | 183           | 34.2100     | 37,600      | 478,297       | 1,510,991      | 1,989,288   | 478,300           | 1,519,248          | 1,997,548       | 98.50%     |
| Ravenna Public Schools    | 182           | 34.1850     | 36,500      | 513,200       | 1,465,692      | 1,978,892   | 513,200           | 1,481,798          | 1,994,999       | 98.38%     |

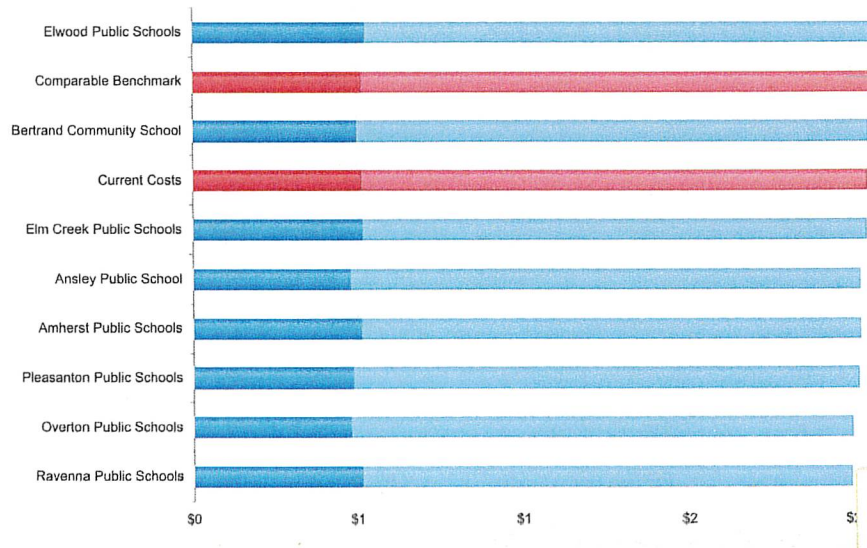
|                        |     |         |             |           |               |           |                 |           |           |         |
|------------------------|-----|---------|-------------|-----------|---------------|-----------|-----------------|-----------|-----------|---------|
| Array Average          | 184 | 34.3475 | 37,755      | 502,184   | 1,523,298     | 2,025,482 | 502,186         | 1,527,345 | 2,029,531 | 100.08% |
| Array High             | 185 | 35.2550 | 38,500      | 527,535   | 1,566,185     | 2,075,680 | 527,535         | 1,551,117 | 2,075,680 | 102.35% |
| Array Low              | 182 | 33.6100 | 36,500      | 478,297   | 1,465,692     | 1,978,892 | 478,300         | 1,481,798 | 1,994,999 | 98.38%  |
| <b>Adj Total Costs</b> |     |         | <b>Mean</b> | 2,029,531 | <b>Median</b> | 2,026,320 | <b>Midpoint</b> | 2,027,926 |           |         |

Information from the Contract Settlement Form, both for you and your School peer array, is used to come up with the information in this Negotiation Module. If you feel your information is not accurate please go to the Contract Settlement Form and correct it. If you feel a peer's information is inaccurate, please contact Sparq Data Solutions.

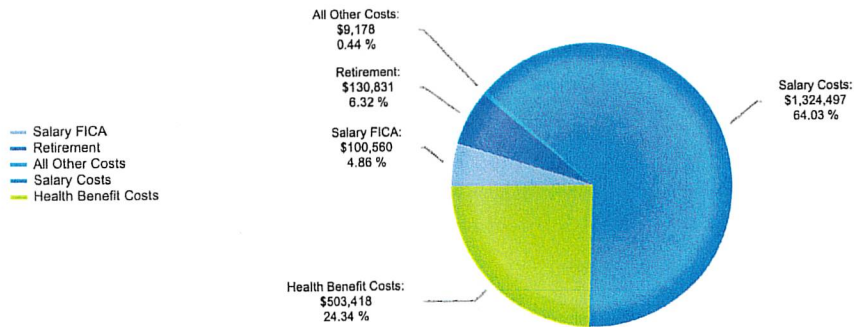
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Subject and Array School Comparison (scale is millions of dollars)



Calculated Comparable Benchmark for Sumner-Eddyville-Miller Schools



|    | Last Name,        |           | Experience |       |                          | FTE | H/A Plan | Family Life |                 |          |  |
|----|-------------------|-----------|------------|-------|--------------------------|-----|----------|-------------|-----------------|----------|--|
|    | First Name        | Hire Year | PR         |       |                          |     |          | Married     | Spouse on Staff | Children |  |
| 1  | Beavers, James    | 2015-2016 | 0          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 2  | Bosak, Justin     | 2009-2010 | 6          | 1     | ESC (Employee + Family)  | Yes | Yes      | Yes         |                 |          |  |
| 3  | Bowie, Tierra     | 2020-2021 | 8          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 4  | Brown, Emme       | 2021-2022 | 0          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 5  | Browne, Luke      | 2023-2024 | 5          | 1     | ES (Employee + Spouse)   | Yes | No       | No          |                 |          |  |
| 6  | Eynetich, Brianna | 2023-2024 | 0          | 1     | ES (Employee + Spouse)   | Yes | No       | No          |                 |          |  |
| 7  | Hothem, Katie     | 2022-2023 | 8          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 8  | Jones, Deb        | 1989-1990 | 10         | 1     | ES (Employee + Spouse)   | Yes | No       | No          |                 |          |  |
| 9  | Kappel, Erika     | 2014-2015 | 3          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 10 | Kenton, Tammy     | 2018-2019 | 33         | 1     | ES (Employee + Spouse)   | Yes | No       | Yes         |                 |          |  |
| 11 | Lichty, Marissa   | 2022-2023 | 0          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 12 | Martin, Colleen   | 2020-2021 | 0          | 1     | ESC (Employee + Family)  | Yes | No       | No          |                 |          |  |
| 13 | McArthur, *John   | 2018-2019 | 20         | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 14 | Mckenzie, Lois    | 1979-1980 | 0          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 15 | Meyer, Dietrick   | 2013-2014 | 8          | 0.375 | Cash / Opt Out           | No  | No       | No          |                 |          |  |
| 16 | Ourada, Angela    | 2019-2020 | 16         | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 17 | Pierce, Jean      | 2009-2010 | 6          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 18 | Reitz, Emily      | 2023-2024 | 1          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 19 | Rohde, John       | 2015-2016 | 19         | 1     | EC (Employee + Children) | Yes | No       | Yes         |                 |          |  |
| 20 | Schroder, Lana    | 2008-2009 | 7          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 21 | Smith, Laurie     | 2007-2008 | 10         | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 22 | Trampe, Tiffany   | 2016-2017 | 0          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 23 | Unick, McKenna    | 2021-2022 | 0          | 1     | E (Employee-Only)        | No  | No       | No          |                 |          |  |
| 24 | Williams, Scott   | 2002-2003 | 2          | 1     | ESC (Employee + Family)  | Yes | No       | Yes         |                 |          |  |
| 25 | Wiseman, Haley    | 2017-2018 | 0          | 1     | ES (Employee + Spouse)   | Yes | No       | No          |                 |          |  |

< Prev Next > # On Page 25  1 to 25 out of 25 total Staff Members.

**Total FTE: 24.375**

View Salary Schedule Placement Information for your Staff

Re-activate Deleted Staff?

**Sumner-Eddyville-Miller Schools, 24-0101**

**2024-**

**2025**

**Staff Summary - Current Costs, 24-0101**

**10/19/2023**

| Last Name,<br>First Name         | Education | Experience |     |    |    | Placement |       |       | FTE          | Staff Index   | Salary           | FICA          | Retire-ment    | H/A Category | Health Benefits Cost | Additional Benefits | Other Ins    | Total Cost       |         |
|----------------------------------|-----------|------------|-----|----|----|-----------|-------|-------|--------------|---------------|------------------|---------------|----------------|--------------|----------------------|---------------------|--------------|------------------|---------|
|                                  |           | DIS        | ADJ | PR | CR | COL       | STEP  | INDEX |              |               |                  |               |                |              |                      |                     |              |                  |         |
| 1 Beavers, James                 | Bachelors | 9          | 8   | 0  | 0  | 8         | BA+9  | 8     | 1.3400       | 1             | 1.3400           | 49,580        | 3,793          | 4,897        | E                    | 10,235              | 0            | 360              | 68,865  |
| 2 Bosak, Justin                  | Masters   | 0          | 14  | 5  | 6  | 19        | MA    | 13    | 1.7225       | 1             | 1.7225           | 63,733        | 4,826          | 6,295        | ESC                  | 26,877              | 0            | 417              | 102,149 |
| 3 Bowie, Tierra                  | Masters   | 9          | 3   | 8  | 8  | 11        | MA+9  | 12    | 1.7225       | 1             | 1.7225           | 63,733        | 4,826          | 6,295        | ESC                  | 26,877              | 0            | 417              | 102,149 |
| 4 Brown, Emme                    | Bachelors | 0          | 2   | 0  | 0  | 2         | BA    | 3     | 1.0850       | 1             | 1.0850           | 40,145        | 3,071          | 3,965        | E                    | 10,235              | 0            | 321              | 57,737  |
| 5 Browne, Luke                   | Bachelors | 9          | 0   | 5  | 5  | 5         | BA+9  | 6     | 1.2550       | 1             | 1.2550           | 46,435        | 3,522          | 4,587        | ES                   | 20,295              | 0            | 347              | 75,186  |
| 6 Eynetich, Brianna              | Bachelors | 0          | 0   | 0  | 0  | 0         | BA    | 1     | 1.0000       | 1             | 1.0000           | 37,000        | 2,801          | 3,655        | ES                   | 20,295              | 0            | 308              | 64,058  |
| 7 Hothem, Katie                  | Bachelors | 36         | 1   | 8  | 8  | 9         | BA+36 | 10    | 1.5525       | 1             | 1.5525           | 57,443        | 4,345          | 5,674        | ESC                  | 26,877              | 0            | 392              | 94,730  |
| 8 Jones, Deb                     | Masters   | 0          | 34  | 5  | 10 | 39        | MA    | 13    | 1.7225       | 1             | 1.7225           | 63,733        | 4,846          | 6,295        | ES                   | 20,295              | 0            | 417              | 95,586  |
| 9 Kappel, Erlka                  | Bachelors | 0          | 9   | 3  | 3  | 12        | BA    | 7     | 1.2550       | 1             | 1.2550           | 46,435        | 3,503          | 4,587        | ESC                  | 26,877              | 0            | 347              | 81,749  |
| 10 Kenton, Tammy                 | Masters   | 18         | 5   | 33 | 33 | 38        | MA+18 | 13    | 1.8075       | 1             | 1.8075           | 66,878        | 5,086          | 6,606        | ES(ESC)              | 20,295              | 0            | 430              | 99,295  |
| 11 Lichty, Marissa               | Bachelors | 0          | 1   | 0  | 0  | 1         | BA    | 2     | 1.0425       | 1             | 1.0425           | 38,573        | 2,951          | 3,810        | E                    | 10,235              | 0            | 314              | 55,883  |
| 12 Martin, Colleen               | Bachelors | 0          | 3   | 0  | 0  | 3         | BA    | 4     | 1.1275       | 1             | 1.1275           | 41,718        | 3,142          | 4,121        | ESC(ES)              | 26,877              | 0            | 327              | 76,185  |
| 13 McArthur, *John               | Masters   | 18         | 5   | 20 | 20 | 25        | MA+18 | 13    | 1.8075       | 1             | 1.8075           | 66,878        | 5,067          | 6,606        | ESC                  | 26,877              | 0            | 430              | 105,858 |
| 14 Mckenzie, Lois                | Masters   | 0          | 44  | 0  | 0  | 44        | MA    | 13    | 1.7225       | 1             | 1.7225           | 63,733        | 4,876          | 6,295        | E                    | 10,235              | 0            | 417              | 85,556  |
| 15 Meyer, Dietrick               | Bachelors | 0          | 10  | 8  | 8  | 18        | BA    | 7     | 1.2550       | 0.375         | 0.4706           | 17,413        | 1,332          | 1,720        | C(E)                 | 0                   | 0            | 71               | 20,536  |
| 16 Ourada, Angela                | Masters   | 18         | 4   | 16 | 16 | 20        | MA+18 | 13    | 1.8075       | 1             | 1.8075           | 66,878        | 5,067          | 6,606        | ESC                  | 26,877              | 0            | 430              | 105,858 |
| 17 Pierce, Jean                  | Masters   | 18         | 14  | 5  | 6  | 19        | MA+18 | 13    | 1.8075       | 1             | 1.8075           | 66,878        | 5,067          | 6,606        | ESC                  | 26,877              | 0            | 430              | 105,858 |
| 18 Reitz, Emily                  | Bachelors | 0          | 0   | 1  | 1  | 1         | BA    | 2     | 1.0425       | 1             | 1.0425           | 38,573        | 2,951          | 3,810        | E                    | 10,235              | 0            | 314              | 55,883  |
| 19 Rohde, John                   | Bachelors | 27         | 8   | 19 | 19 | 27        | BA+27 | 11    | 1.5525       | 1             | 1.5525           | 57,443        | 4,371          | 5,674        | EC(ESC)              | 18,009              | 0            | 392              | 85,888  |
| 20 Schroder, Lana                | Bachelors | 18         | 15  | 5  | 7  | 20        | BA+18 | 10    | 1.4675       | 1             | 1.4675           | 54,298        | 4,104          | 5,363        | ESC                  | 26,877              | 0            | 379              | 91,021  |
| 21 Smith, Laurie                 | Bachelors | 18         | 16  | 5  | 10 | 21        | BA+18 | 10    | 1.4675       | 1             | 1.4675           | 54,298        | 4,104          | 5,363        | ESC                  | 26,877              | 0            | 379              | 91,021  |
| 22 Trampe, Tiffany               | Masters   | 0          | 7   | 0  | 0  | 7         | MA    | 8     | 1.5100       | 1             | 1.5100           | 55,870        | 4,225          | 5,519        | ESC                  | 26,877              | 0            | 385              | 92,876  |
| 23 Unick, McKenna                | Bachelors | 0          | 2   | 0  | 0  | 2         | BA    | 3     | 1.0850       | 1             | 1.0850           | 40,145        | 3,071          | 3,965        | E                    | 10,235              | 0            | 321              | 57,737  |
| 24 Williams, Scott               | Bachelors | 18         | 21  | 2  | 2  | 23        | BA+18 | 10    | 1.4675       | 1             | 1.4675           | 54,298        | 4,104          | 5,363        | ESC                  | 26,877              | 0            | 379              | 91,021  |
| 25 Wiseman, Haley                | Masters   | 0          | 6   | 0  | 0  | 6         | MA    | 7     | 1.4675       | 1             | 1.4675           | 54,298        | 4,124          | 5,363        | ES                   | 20,295              | 0            | 379              | 84,458  |
| <b>TOTALS: (for all pages)</b>   |           |            |     |    |    |           |       |       | <b>24.38</b> | <b>35.31</b>  | <b>1,306,401</b> | <b>99,176</b> | <b>129,044</b> |              | <b>503,418</b>       | <b>0</b>            | <b>9,104</b> | <b>2,047,142</b> |         |
| <b>AVERAGES: (for all pages)</b> |           |            |     |    |    |           |       |       |              | <b>1.4123</b> | <b>52,256</b>    |               |                |              |                      |                     |              | <b>81,886</b>    |         |

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