

Negotiations Meeting  
Wednesday, October 25, 2023 8:00 PM  
SEM Board Conference Room  
205 E 5th Avenue  
Sumner, NE 68878

1. Declaration of Intend – Open Meetings Act  
Notice of the meeting was posted to the SEM Mustang school website, SEM Facebook, Elm Creek Beacon Observer, and over the school reach notification system for the board meeting to be held on October 25, 2023, at 8:00 P.M. The agenda was available on the SEM Mustang school website. All proceedings hereafter as shown were taken while the convened meeting was open to the attendance of the public, unless noted as executive session. This meeting was conducted in accordance with the Open Meetings Act, Chapter 84, Article 14 posted in the Superintendent's Office.
2. Call to Order
  - 2.1. Pledge of Allegiance
  - 2.2. Roll Call of Members
  - 2.3. Recognition of SEM EA Negotiation Team Members  
Mr. McArthur noted the SEM EA Negotiation Team Members are Justin Bosak, Laurie Smith, and himself present this evening. Absent are Tammy Kenton and Angie Ourada.
  - 2.4. Approval of Agenda
3. Business Items
  - Items 3.1-3.7 may be in executive session.**
  - 3.1. Collective Bargaining - Ground Rules  
**Ground rules need to be created.**
  - 3.2. Collective Bargaining - Negotiations Timelines
  - 3.3. Collective Bargaining - Array of Schools  
**The last two years we used Elwood, Ansley, Overton, Amherst, Elm Creek, Pleasanton, Bertrand, Ravenna and SEM.**
  - 3.4. Collective Bargaining - Current 2023-2024 Financial Package Placement

**SEM is at 100.95% Goal is between 98% and 102%**

3.5. Collective Bargaining - Listing of Teacher Placement & Insurance

3.6. Collective Bargaining - Topics SEM EA want to Negotiate

3.7. Collective Bargaining - Topics SEM Board want to Negotiate

4. Adjourn

## 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

10/19/2023

## Array School Selection

### 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>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>		102%
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%

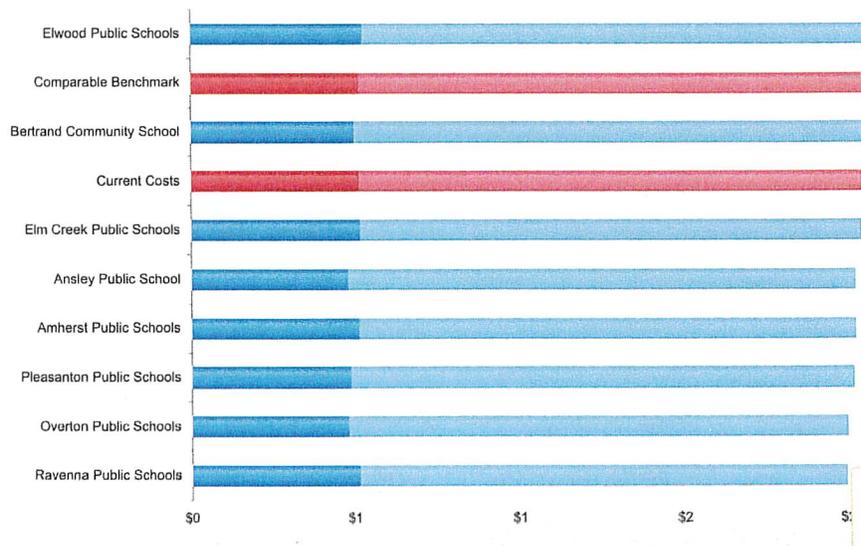
Array Average	184	34.3475	37,755	502,184	1,523,298	2,025,482	502,186	1,527,345	2,029,531	100.08%
Array High	185	35.2550	38,500	527,535	1,566,185	2,075,680	527,535	1,551,117	2,075,680	102.35%
Array Low	182	33.6100	36,500	478,297	1,465,692	1,978,892	478,300	1,481,798	1,994,999	98.38%
<b>Adj Total Costs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

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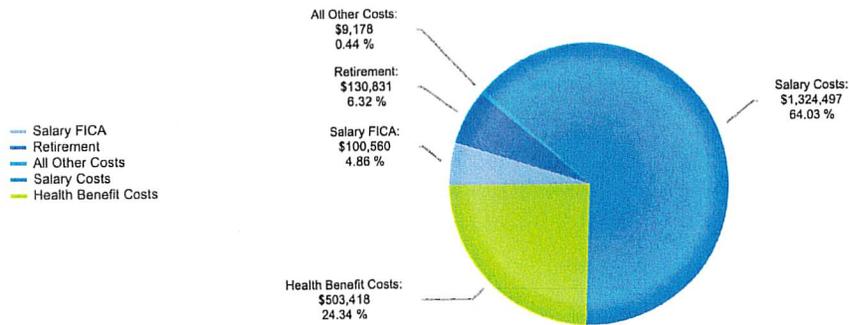
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Subject and Array School Comparison (scale is millions of dollars)



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, 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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