

**Omaha Education Association/Omaha Public Schools District 0001
Kennedy Elementary Contract Variance 2016-2017 and 2017-2018**

Notwithstanding the specific reference herein to certain sections and provisions of the 2015-2018 OPS-OEA Master Agreement impacted by the contract variances, all of said provisions of the 2015-2018 OPS-OEA Master Agreement shall be, and remain, in full force and effect during the term of this Agreement and binding upon all employees represented by the bargaining agent Omaha Education Association except as otherwise specifically provided herein. All teachers at Kennedy Elementary School will be paid a rate of pay based on the increased number of contract days equal to the increased percentage of time worked compared to teachers on a 190 contract. The number of additional days and hours worked will include all the time the Kennedy Elementary School teachers are required to work, beyond what is required of other teachers in the district.

Extended Duty Day

All Kennedy Elementary School staff will have an extended duty day 45 minutes longer per day than the regular teacher duty day for 176 of the 195 duty days. The remaining 19 duty days will be the same length as the regular teacher duty day.

Extended Contract Days

The Kennedy Elementary teaching staff will be assigned a 195 day contract. The Kennedy teaching staff will have a 19 non-student contract days. These 19 days will be for the purpose of professional training, teacher work days, or collaborative plan time.

Compensation

In light of the extended contract days and extended duty hours, the Kennedy School teaching staff will be paid at a rate of 111.79% of the applicable rate on the then current salary schedule.

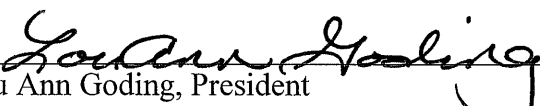
External Resources

The parties recognize that the Kennedy Elementary variance is subject to funding from external resources. Due to that fact, in the event that Omaha Public Schools loses external funding for this variance, the terms of this shall become null and void for whatever time such funding ceases.

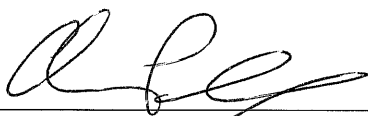
Payment for extended learning opportunity past the duty day

Kennedy may elect to offer extended learning opportunities after the end of the school day during the 2016-2018 school years. Staff that volunteer to teach past the duty day should be paid at the summer school hourly rate of pay (\$28.50).

by:  5-16-16
Megan Nelles-Brasch, Chief Negotiator
School District No.0001 in the City of Omaha
and County of Douglas and State of Nebraska
Date

by:  5-16-16
Lou Ann Goding, President
School District No.0001 in the City of Omaha
and County of Douglas and State of Nebraska
Date

by:  5-16-16
Michele Settlemyer, Chief Negotiator
Omaha Education Association
Date

by:  5-16-16
Chris Proulx, President
Omaha Education Association
Date