

**Omaha Education Association  
And  
Douglas County School District No. 0001**

**Memorandum of Understanding**

**For the 2015-2018 Contract Years**

For the 2015-2018 contract years, the job position of “Teacher Leader” as outlined in the Master agreement shall be assigned 199 duty days. The position of Teacher Leader shall be compensated for the additional assigned 9 duty days worked above the regular teaching staff which are assigned 190 duty days. The compensation for those extra duty days are as follows:

1. Teacher Leader:

a. Step Placement:

Beginning with the 2015-2016 contract year, employees covered by this Memorandum of Understanding will be placed on the next step of the regular teaching staff salary scheduled as outlined in the Master Agreement beyond their actual creditable years of service with the District and up to ten years of creditable years of service outside the District.

b. Movement On Step:

Following initial placement on step in the 2015-2016 contract year, employees covered by the Memorandum of Understanding who achieve an additional creditable year of service by July 31, will move on step beginning August 1 for the following contract year. Upon reaching the final step of the salary schedule, movement on step shall cease.

c. Salary Increases:

For the extra days, Teacher Leader shall receive 5% above the corresponding step and lane of the regular teacher salary schedule contained within the Master Agreement. If the Teacher Leader is beyond the final step listed in the Master Agreement, employees whose current (2014-2015) salary is beyond the final step of their respective 2015-2016 salary schedule will receive a flat salary increase of \$1,500. In 2016-2017 and 2017-2018, there will be no additional salary increase for those employees beyond the steps shown in the Master Agreement, unless the final step plus the additional 5% for days worked catches the employee’s then current salary, in which case the employee will be placed on the final step of respective salary schedule plus the additional 5% above that step and lane.

For the 2015-2018 contract years, the job position of “Helping/Lead Teacher” as outlined in the Master agreement shall be assigned 204 duty days. The position of Helping/Lead Teacher shall be

compensated for the additional assigned 14 duty days worked above the regular teaching staff which are assigned 190 duty days. The compensation for those extra duty days are as follows:

2. Helping/Lead Teacher:

a. Step Placement:

Beginning with the 2015-2016 contract year, employees covered by this Memorandum of Understanding will be placed on the next step of the regular teaching staff salary scheduled as outlined in the Master Agreement beyond their actual creditable years of service with the District and up to ten years of creditable years of service outside the District.

b. Movement On Step:

Following initial placement on step in the 2015-2016 contract year, employees covered by the Memorandum of Understanding who achieve an additional creditable year of service by July 31, will move on step beginning August 1 for the following contract year. Upon reaching the final step of the salary schedule, movement on step shall cease.

c. Salary Increases:

For the extra days, Helping/Lead Teachers shall receive 5% above the corresponding step and lane of the regular teacher salary schedule contained within the Master Agreement. If the Helping/Lead Teachers is beyond the final step listed in the Master Agreement, employees whose current (2014-2015) salary is beyond the final step of their respective 2015-2016 salary schedule will receive a flat salary increase of \$1,500. In 2016-2017 and 2017-2018, there will be no additional salary increase for those employees beyond the steps shown in the Master Agreement, unless the final step plus the additional 5% for days worked catches the employee's then current salary, in which case the employee will be placed on the final step of respective salary schedule plus the additional 5% above that step and lane.

For the 2015-2018 contract years, the job position of "Lead Teacher" as outlined in the Master agreement shall be assigned 190 duty days. The position of Lead Teacher shall be compensated for the additional assigned 40 minutes worked above the regular teaching staff. The compensation for those extra duty says are as follows:

3. Lead Teacher:

a. Step Placement:

Beginning with the 2015-2016 contract year, employees covered by this Memorandum of Understanding will be placed on the next step of the regular teaching staff salary scheduled as outlined in the Master Agreement beyond their actual creditable years of

service with the District and up to ten years of creditable years of service outside the District.

b. Movement On Step:

Following initial placement on step in the 2015-2016 contract year, employees covered by the Memorandum of Understanding who achieve an additional creditable year of service by July 31, will move on step beginning August 1 for the following contract year. Upon reaching the final step of the salary schedule, movement on step shall cease.


c. Salary Increases:

For the extra time worked, Lead Teacher shall receive 2% above the corresponding step and lane of the regular teacher salary schedule contained within the Master Agreement. If the Lead Teacher is beyond the final step listed in the Master Agreement, employees whose current (2014-2015) salary is beyond the final step of their respective 2015-2016 salary schedule will receive a flat salary increase of \$1,500. In 2016-2017 and 2017-2018, there will be no additional salary increase for those employees beyond the steps shown in the Master Agreement, unless the final step plus the additional 2% for the extra time worked catches the employee's then current salary, in which case the employee will be placed on the final step of respective salary schedule plus the additional 2% above that step and lane.

by:  12/16/15  
Megan Neiles-Brasch, Chief Negotiator  
School District No.0001 in the City of Omaha  
and County of Douglas and State of Nebraska  
Date

by:  12/16/15  
Lou Ann Goding, President  
School District No.0001 in the City of Omaha  
and County of Douglas and State of Nebraska  
Date

by:  12/16/15  
Michele Settlemyer, Chief Negotiator  
Omaha Education Association  
Date

by:  12/16/15  
Chris Proulx, President  
Omaha Education Association  
Date