



**Topic 1:** Parties agreed to elementary extra duty language.

- Elementary extra duty language was changed to include specialists for class coverage when a substitute teacher is not available.
- Pay will be based on the percentage of students received.

**Topic 2:** Parties agreed to extra duty rates.

- Assistant band directors, culinary arts & Educators Rising

**Topic 3:** Parties agreed to plan time language.

- The District withdrew their proposal that added language to how teachers use their personal professional plan time.
- To memorialize current practice, language adding one day per month was added to the Early Childhood Special Education plan time

**Topic 4:** Parties agreed to staff meeting language.

- Staff meetings are limited to 2 per month and include faculty and department. Committee meetings will meet as determined by the committee itself.

**Topic 5:** Parties agreed to language regarding American Speech Language Hearing Association Certificate Reimbursement.

- The District will reimburse SLP's who choose to maintain this certificate which is required to work with student teachers.

**Topic 6:** Parties discussed nurse plan time.

- It was suggested by the district to utilize Parent/Teacher conference days and curriculum days to complete required paperwork.

**Topic 7:** Parties discussed student discipline.

- The Association expressed ongoing concern about student discipline and its effects on the education of all our students. Parties agree that the ProComm will be tasked with addressing this issue.

**Topic 8:** Parties agreed to sick leave and sick leave payout language.

- The District withdrew the proposal reducing the sick leave payout to \$50.00 per accumulated day. Current contract language is preserved and sick leave payout will remain at 50% of the employees daily rate of pay.

**Topic 9:** Parties discussed Association Vice President Leave.

- Still under discussion

**Topic 10:** Parties exchanged multiple compensation offers and settled on a salary schedule, health insurance rates, removal of ELI, and duty days.

- A salary schedule was tentatively agreed to that included movement on step as well as a \$150 increase to the base salary for 189 duty days.
- Health insurance rates will remain unchanged.
- ELI – Removed
- Duty Day – still a topic of discussion.

\*OEA president, Bridget Donovan, notes that with the passage of LB 512, ELI agreements may not be part of a collective bargain agreement unless qualified under provisions of the law.

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- This statement is independent of the negotiating update.