

Agreement

The Omaha Education Association (OEA) was certified as the exclusive bargaining agent on October 12, 2012, for the purpose of representing the bargaining unit described in Section I, Subpart C of the Collective Bargaining Agreement (CBA) entered into between OEA and Douglas County School District No. 0001 (District) for the 2023-2024, 2024-2025, and 2025-2026 school years. OEA and the District desire to enter into an amendment to that Agreement, permitting the District to increase the additional pay paid to Special Education teachers from seven percent (7%) to ten percent (10%). To that end, OEA and District agree as follows:

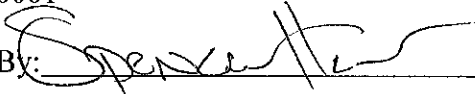
1. All terms and provisions of the CBA remain unaltered and in full force and effect except as set forth in this Agreement.
2. The table in Article III, Section B, Paragraph 6 of the CBA shall be removed and replaced with the following:

POSITION	PAY	DUTY TIME
Director of School Counseling (1 per high school)	Additional 15% of regular teaching salary	Required to work a time equivalent of an additional 30 work days.
School Counselor (Must serve one-half time or more as counselor)	Additional 5% of regular teaching salary	Required to work a time equivalent of an additional 9 work days.
Academic Records Counselor (1 per high school)	Additional 10% of regular teaching salary	Required to work a time equivalent of an additional 18 work days.
Dean of Students	Additional 10% of regular teaching salary	Required to work a time equivalent of an additional 18 work days.
Curriculum Specialist	Additional 15% of regular teaching salary	Required to work a time equivalent of an additional 30 work days.
Facilitator	No additional salary	No additional duty time.
Senior High Department Head	Additional 5% of teaching salary	Required to work a time equivalent of an additional 9 work days.
Teacher Leader	Additional 5% of teaching salary	Required to work an additional 9 work days.
Lead Teacher	Additional 2% of teaching salary	Required to work a time equivalent of an additional 4 work days.
Special Education Teacher (including but not limited to DHH, VI, Resource, ACP, BSP, SLP, Assistive Technology, ECSE)	Additional 10% of teaching salary	May be required to attend meetings outside of standard duty day.

3. The additional pay shall be retroactive to August 1, 2023, and the District shall provide back pay to all affected employees as soon as practicable.
4. By entering into this Agreement, the OEA does not waive any claims or pending grievances by it or bargaining unit members related to compensation set forth under Section I, Subpart C of the CBA.

IN WITNESS WHEREOF, the parties have executed this Agreement in duplicate on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT
0001

By: 

Name/Title: Spencer Head, Board President

Date: 1/11/24

Attest: By: 

Name/Title: Anne MacFarland, Board Secretary

Date: Jan 11, 2024

OMAHA EDUCATION ASSOCIATION

By: 

Name/Title: Kathy Poehling President

Date: 12/19/23