



Exciting Update

Dear OEA Colleagues,

I have some very good news to share with you.

About two months ago, OEA presented a proposal to OPS to increase pay for veteran teachers. Last week the district came back with their counter proposal, which OEA has agreed to. OEA has worked hard in collaboration with the district to make sure that educators feel appreciated. The OPS Board will be voting on this amendment on Monday, May 7th.

The agreement includes an amended salary schedule with significant increases in compensation for educators beginning next school year. It also includes a 10% increase for Instructional Facilitators and a \$3000 stipend for Special Instruction Teachers who are covering for a vacancy in their building.

This amendment is designed to improve the retention of our most experienced educators with advanced degrees. The amendment increases the rate of pay for educators at the master's level and above, which now includes a master's +18 column. The increases range from \$1,500 to \$12,135 and is in addition to the \$5,500 increase scheduled for next school year.

As you know, for the last several years the teacher shortage - combined with a surge in inflation and the need for more competitive salaries - led to an escalation of unfilled teaching positions. With fewer people entering the teaching profession, a concerted effort was made to bolster the recruitment of new teachers with a substantial increase in salaries. **We now enter the coming school year with the highest starting salaries in the greater metro and surrounding area along with more competitive salaries for our veteran teachers.** Research shows that student achievement is greater when school districts invest in teacher quality, including recruiting, developing, and retaining well-prepared teachers.

I urge you to review the attached agreement negotiated on your behalf by your Omaha Education Association.

Click [HERE](#) for the new agreement.

Kathy Poehling

President
Omaha Education Association



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