

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 2023-24, 2024-25, and 2025-26 school years. The OEA and the District desire to make specific changes to the CBA for the 2024-2025 and 2025-2026 school years which are designed to improve retention of its most experienced teachers with advanced degrees. To that end, the Parties are proposing to increase the rate of pay for teachers in the lanes at the Master's level and above as well as the creation of an additional lane for teachers who have completed 18 credit hours of graduate credit above and beyond a Master's Degree but have not yet completed 30 credit hours. In addition, as a result of the significant number of vacancies in the position of Special Education Teacher as defined in Article III, Section B, Paragraph 6 of the CBA, District anticipates assigning additional special education duties, on an as needed basis, to Special Education Teachers in buildings that have Special Education Teacher vacancies. The Parties wish to compensate those Special Education Teachers, beginning with the 2024-2025 school year, with a Stipend. OEA and District desire to amend the CBA with the goal of increasing teacher retention. With the foregoing in mind, OEA and District agree as follows:

1. The Table currently included in Article III, Section B., paragraph 6 of the CBA shall be deleted 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	Additional 10% of regular teaching salary	Required to work a time equivalent of an additional 18 work days.

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.

2. Article III, Section C., paragraph 2 of the CBA shall be amended to read as follows:

2. Master's Degree Plus Eighteen and Plus Thirty Hours

Salary credit will be given to certificated personnel who have earned 18 hours and 30 hours of graduate college credit above and beyond a Master's Degree on a structured program approved by an accredited college or university.

Such 18 hours and 30 hours of college credit must be applicable to a Professional Diploma and/or a Doctor's Degree program or be in the individual's major field of study, or in the fields of elementary/secondary guidance and counseling or administration, must be certified by the college or university, and must carry a minimum grade of "C."

3. Article III, Section D, of the CBA shall be amended to include the following additional paragraph:

5. Special Education Teacher Vacancies

A Special Education Teacher in a building with Special Education Teaching vacancy who is assigned responsibility for IEP case management of ten (10) or more students who would otherwise be covered by a vacant Special Education Teacher, shall receive a stipend of up to \$3,000 per semester in recognition of work performed outside the regular duty day. The amount of the stipend shall be based on the proportion of the FTE status of the vacant Special Education Teacher position being covered. The stipend shall be in lieu of the hourly extra duty pay for work outside the duty day set forth in paragraph 4 of this section and shall be paid at the next pay period following the end of each semester. Special Education Teachers who are required

to perform work outside the 188 duty days shall be paid at an hourly rate of \$50.00 per hour for any time worked outside of the 188 days.

4. The Salary Tables set forth in Appendix B shall be replaced with the following:

2024-2025 Salary Schedule						
	BA	BA18	MA	MA18	MA30	PHD
1	50,500	52,520	57,050	59,310	61,570	64,590
2	51,510	53,530	58,550	60,860	63,170	66,290
3	52,520	54,540	60,050	62,410	64,770	67,990
4	53,530	55,550	61,550	63,960	66,370	69,690
5	54,540	56,560	63,050	65,510	67,970	71,390
6	55,550	57,570	64,550	67,060	69,570	73,090
7	56,560	58,580	66,050	68,610	71,170	74,790
8	57,570	59,590	67,550	70,160	72,770	76,490
9	58,580	60,600	69,050	71,710	74,370	78,190
10	59,590	61,610	70,550	73,260	75,970	79,890
11	60,600	62,620	72,050	74,810	77,570	81,590
12	61,610	63,630	73,550	76,360	79,170	83,290
13	62,620	64,640	75,050	77,910	80,770	84,990
14	63,630	65,650	76,550	79,460	82,370	86,690
15	64,640	66,660	78,050	81,010	83,970	88,390
16			79,550	82,560	85,570	90,090
17			81,050	84,110	87,170	91,790
18			82,550	85,660	88,770	93,490
19			84,050	87,210	90,370	95,190
20			85,550	88,760	91,970	96,890

5. The Salary Tables set forth in Appendix C shall be replaced with the following:

2025-2026 Salary Schedule						
	BA	BA18	MA	MA18	MA30	PHD
1	51,200	53,248	57,820	60,094	62,368	65,416
2	52,224	54,272	59,334	61,658	63,982	67,130
3	53,248	55,296	60,848	63,222	65,596	68,844
4	54,272	56,320	62,362	64,786	67,210	70,558
5	55,296	57,344	63,876	66,350	68,824	72,272
6	56,320	58,368	65,390	67,914	70,438	73,986
7	57,344	59,392	66,904	69,478	72,052	75,700
8	58,368	60,416	68,418	71,042	73,666	77,414
9	59,392	61,440	69,932	72,606	75,280	79,128
10	60,416	62,464	71,446	74,170	76,894	80,842
11	61,440	63,488	72,967	75,741	78,515	82,563
12	62,464	64,512	74,488	77,312	80,136	84,284
13	63,488	65,536	76,009	78,883	81,757	86,005
14	64,512	66,560	77,530	80,454	83,378	87,726
15	65,536	67,584	79,051	82,025	84,999	89,447
16			80,579	83,603	86,627	91,175
17			82,107	85,181	88,255	92,903
18			83,635	86,759	89,883	94,631
19			85,163	88,337	91,511	96,359
20			86,691	89,915	93,139	98,087

6. All other terms and conditions of the CBA remain unaltered and in full force and effect except as set forth in this Agreement or any other amendment thereto.

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

Dated this 30 day of April, 2024.

Douglas County School District 0001

By: 
Spencer Head
President, Board of Education

Date: 5/6/24

Omaha Education Association

By: 
Kathy Poehling
President

Date: 4/30/24

ATTEST:

By: 

Anne MacFarland, Ed.D.
Secretary, Board of Education