

**MEMORANDUM OF AGREEMENT REGARDING  
COLLABORATION TIME, PLAN TIME AND  
PROFESSIONAL LEARNING**

This Memorandum of Agreement is between the Omaha Education Association (the “OEA”) and Douglas County School District No. 0001 (the “District”).

**Basis for Agreement**

- The District and OEA reached a tentative agreement to renew their collective bargaining agreement (the “Renewal Agreement”).
- The Renewal Agreement governs only the 2026-2027 school year.
- During the negotiations for the Renewal Agreement, the District clarified that its willingness to accept a one-year agreement is contingent on shortening the student instruction day to provide additional collaboration time, plan time, and professional learning for and with instructional staff (collectively, the “Initiative”).
- During the negotiations for the Renewal Agreement, OEA clarified that its willingness to accept the Initiative is contingent on delaying the Initiative until the 2027-2028 school year.
- Since the Renewal Agreement expires before the 2027-2028 school year, the parties agree to implement the Initiative on the final day of the Renewal Agreement.

THEREFORE, the parties agree as follows:

1. Effective on the last day of the Renewal Agreement, the District shall reduce the student instruction day by 20 minutes.
2. The Renewal Agreement shall be modified on the last day of the Renewal Agreement as follows:
  - a. The regular duty day for instructional staff shall increase from 35 to 55 minutes beyond the student day in Article VI, B 1 to account for the 20-minute reduction in the student instruction day.
  - b. The minimum plan time for elementary instructional staff during each ten-day instructional cycle shall increase from 450 to 530 minutes in Article VI, C 3.
  - c. The minimum plan time for secondary and alternative program instructional staff during each five-day instructional cycle shall increase from 350 to 390 minutes in Article VI, C 9.
3. The primary objective of the above-referenced changes to the Renewal Agreement is to enhance student performance by increasing collaboration time, plan time, and professional learning for and with instructional staff.
4. During the 2026-2027 school year, OEA and the District shall collaborate to develop the most effective strategies for implementing the Initiative, and such strategies may vary from building to building, or between elementary and secondary schools.

**IN WITNESS WHEREOF**, the parties have executed this Memorandum on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT 0001

By: \_\_\_\_\_

Name/Title: \_\_\_\_\_

Date: \_\_\_\_\_

Attest:

By: \_\_\_\_\_

Name/Title: \_\_\_\_\_

Date: \_\_\_\_\_

OMAHA EDUCATION ASSOCIATION

By: \_\_\_\_\_

Name/Title: \_\_\_\_\_

Date: \_\_\_\_\_