

BILINGUAL LIAISONS

~~NEGOTIATIONS~~ AGREEMENT

Douglas County School District 0001

And

The Omaha Education Association

~~2023-2024~~

~~2024-2025~~

~~2025-2026~~

2026-2027

TABLE OF CONTENTS

Article 1	Terms of Agreement.....	3
Article 2	Definitions	3
Article 3	Policies and Regulations	4
Article 4	Salary Deductions, Personnel Files	4
Article 5	Duty Days, Hours, Closures, Remote Learning, and Extra Duty	5
Article 6	Acceptable Dress and Appearance	7
Article 7	Vacation	7
Article 8	Leaves of Absence	7
Article 9	Association Leave	10
Article 10	Hiring, Transfers	10
Article 11	Grievances, Complaints, Communication	11
Article 12	Insurance Benefits	11
Article 13	Pension Plan	15
Article 14	Long Service Increment	15
Article 15	Payment for Accumulated Sick Leave	16
Article 16	Spectator Event	16
Article 17	Creditable Years, Salaries	16

NEGOTIATIONS AGREEMENT
Douglas County School District 0001
And
The Omaha Education Association

~~2023-2024~~

~~2024-2025~~

~~2025-2026~~

2026-2027

By this Agreement, dated _____, by and Between the Board of Education of Douglas County School District 0001 (the ~~School~~ District), and the Bilingual Liaisons represented by the Omaha Education Association (the Association), the parties do hereby agree as follows:

ARTICLE 1

The terms, conditions, and content of this Agreement shall be in effect for a period commencing August 1, 202~~6~~³, and expiring July 31, 202~~7~~⁶. In the event a succeeding negotiation's agreement has not been reached by the first day of the 202~~7~~⁶-202~~8~~⁷ employee contract year, it is understood the Board of Education may make the decision to continue to pay employees affected by this agreement the same pay rate negotiated until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the school year.

ARTICLE 2

1. "Covered Employee(s)," as used herein, shall include full-time Bilingual Liaisons of the ~~School~~ District who met the conditions of, and who are represented in the negotiation of this Agreement by the Omaha Education Association.
2. "Association," as used herein, shall refer to the Omaha Education Association.
3. "*Policies and Regulations*," as used herein, shall refer to the *Policies and Regulations of the ~~School District of Omaha~~ Douglas County School District No. 0001* in effect at the date of the commencement of this Agreement as enacted by the Board of Education according to the laws of the State of Nebraska.
4. "District" as used herein, shall refer to the Douglas County School District No. 0001, State of Nebraska.
5. "Board" as used herein, shall refer to the Board of Education of Douglas County School District No. 0001.
6. "Full-Time Employee" as used herein, shall refer to employees who are employed on a regular basis for thirty (30) or more hours per week.
7. "Official Personnel File" as used herein, shall refer to an employee's record maintained by the employer in the Department of ~~Human Resources~~ Talent Services.

ARTICLE 3

Each and every provision of the *Policies and Regulations* incorporated by specific reference herein, and made a part of this Agreement, shall be binding upon both parties hereto, in their language as of the date hereof, throughout the term of this Agreement, notwithstanding that the ~~School~~ District may act to change *Policies and Regulations* after the effective date of this Agreement. This provision shall mean that any Policies and Regulations not related specifically to mandatory subjects of bargaining or other subjects contained within this Agreement, may be changed by the District and incorporated by reference to apply to the employees covered by this Agreement. The District agrees that it shall comply with the negotiated agreement if the agreement is inconsistent with Board policy.

ARTICLE 4

SALARY DEDUCTIONS

1. **Mandatory**

All deductions required by law will be made from the salary of wages of each covered employee. An employee may also make, upon direct authorization, other requested deductions made available by the District.

~~2. **Dues**~~

~~The Association and the School District agree that a single salary deduction shall be made upon the written authorization of any employee covered under the terms of this agreement. Once notified under the terms stated below, the amount specified in the employee's authorization shall be withheld each pay period from the employee's wages and paid from the District to the Association. This deduction shall continue each pay period until the employee revokes his or her request in writing.~~

~~3. The Association must forward written authorizations to the District no later than the fifteenth of the month in order for the District to deduct the dues from the regularly scheduled paycheck of the following month. Only one written authorization will be accepted per year.~~

~~4. In the event of a termination of employment of a covered employee, the School District shall deduct from the final paycheck of the covered employee a full month's dues for the final month of employment even though the employee's time worked may be less than a full month of covered employment.~~

~~5. Employees under this Agreement may revoke dues only once per year. The revocation must be made to the Association. Authorization for deduction of dues shall not be revoked except as of September 1 and then only upon written notice thereof received not prior to May 30 and not later than July 1 of each year.~~

~~6. The School District shall not be held responsible to the Union for any failure to deduct the dues of any covered employee having written authorization~~

Personnel Files

Any full-time employee of the District shall, upon his or her request, have access to his or her personnel file maintained by the District and shall have the right to attach a written response to any item in such file. Such employee may in writing authorize any other person to have access to such file, which authorization shall be honored by the District. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the District which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file, and the contents thereof shall not be divulged in any manner to any unauthorized person.

ARTICLE 5

1. Length of Year of Experience

For all purposes, including the adjustment of salaries and the computing of fringe benefits, 155 days on duty during the regular school year shall be counted as a creditable school year for 10-month Bilingual Liaisons in the District and 200 days on duty during the regular school year shall be counted as a creditable school year for 12-month Bilingual Liaisons.

2. Holidays

All full-time, ten-month covered employees shall be entitled to the paid holidays as set forth in the *Policies and Regulations*.

3. District Closure Day:

If weather conditions make traveling extremely hazardous, a District closure may be declared. On a District closure day, employees will be paid as if they had worked.

However, should the District be required to add instructional time to the school calendar to meet minimum annual instructional hours set by the Nebraska Department of Education, the employee shall provide services during such added time, subject to procedures determined by the Superintendent, and shall be considered to have been paid in advance for such services.

4. School Closure Days:

If school is cancelled for students, employees in this bargaining unit who work at school sites will not work. If the day is not to be made up district-wide, the first two such days in a school year will be designated as the paid School Closure days. The compensation will be the employee's regular wage multiplied by the employee's regular work schedule hours for that day. To be eligible for the paid School Closure day compensation, the employee must have actually worked on the workday prior to or the workday after the paid School Closure day. If more than ~~one~~ two School Closure days occur within one school year and if the days are not to be made up by the employee in this bargaining unit district-wide,

employees may utilize any available sick leave days. If no sick leave days are available, then the employee may utilize any available personal leave days. If no sick or personal leave days are available, the employee will receive no compensation for the day(s). If the time is to be made up district-wide, it will be done in a manner that does not cause the employee in this bargaining unit to work over 40 hours in a week.

Employees who work at Teacher and Administration Center and other District Operational Service Offices will report to duty on School Closure Days, unless otherwise specified by the Superintendent or his or her designee. If a School Closure Day occurs and any Bilingual Liaison employee has to report to work, those employees will get one additional sick leave day during the next pay cycle.

5. Remote Learning Days:

In the event of a Remote Learning Day, employees in this bargaining unit will be expected to work remotely on days when students would otherwise have been present.

6. Late Start or Early Release:

In the event the Superintendent declares a Late Start or Early Release as a result of inclement weather, covered employees assigned to school sites will work a revised schedule as designated by the Superintendent. Covered employees assigned to non-school sites will work their regular schedule.

7. Lunch Period for “Covered Employees”

Lunch period schedules for each “covered employee” shall be established to allow the covered employee an uninterrupted thirty (30) minutes per day to eat lunch.

8. Covered employees shall be compensated at the rate of one and one half times their regular hourly rate for any hour over forty (40) hours worked in any one week. Hours worked per week shall include paid holidays, bereavement leave, ~~emergency leave~~ personal leave, jury duty, election duty and paid sick leave for the computation of overtime. Hours worked on a designated paid holiday shall be paid at their regular hourly rate in addition to the paid holiday if the total hours worked for the week are 40 hours or less.

9. Compensation for services rendered by a covered employee, at the request of his or her supervisor which are provided outside of the regular duty hours shall be paid in one (1) hour increments (minimum one (1) hour) at the appropriate pay scale for the first hour and for any time thereafter shall be calculated to the next quarter hour.

10. Summer School Hourly Rate. Bilingual Liaisons who apply for and are selected by the District to work during summer school shall be paid an additional \$4.00 per hour.

ARTICLE 6

Acceptable Dress and Appearance

~~The cooperation and good judgment of all employees in the matter of dress helps to insure a proper image for students and a businesslike appearance for visitors to the school. The principals and/or supervisory personnel who are in the best position to make judgment concerning the appropriateness of the attire should provide necessary counseling and correction as the need occurs.~~

The District reserves the right to determine acceptable dress and appearance.

ARTICLE 7

Vacations

Full-time 12-month employees covered by this Agreement shall be entitled to vacations according to the Policies and Regulations and the following terms:

1. All 12-month employees shall be entitled to an annual vacation of ten (10) days with pay during each of the first five (5) years of continuous employment and fifteen (15) days with pay each year thereafter through the 16th year of employment.
2. One additional day of vacation will be granted for each year of employment at the beginning of the 16th, 17th, 18th, and 19th year of service.
3. After twenty (20) years of service an employee will be granted a total of twenty (20) days vacation with pay.
4. In order for the first year of employment to count as one (1) of the first five (5) years of continuous employment, the employee must be on duty the minimum number of days which qualify for a creditable year as defined in Article 5.1.
5. For any covered employee moving from a 12-month position to a 10-month position, the employee will get paid out any accrued but unused vacation on the date of movement to the new 10-month position.

The full-time 10-month employee does not accrue vacation time.

ARTICLE 8

Leaves of Absence - Employees shall be entitled to the leaves of absence as set forth in the Policies and Regulations. An employee on any leave of absence is not on duty and any day on leave of absence does not count for purposes of determining whether an employee has earned a creditable year of service. For example, such an employee shall not receive credit toward advancement on the salary schedule during the period of leave nor shall such time count as years of service for the purpose of acquiring accumulated sick leave, permanent tenure or credit toward retirement. A position for an employee shall no longer be held if the employee on leave of absence remains away from duty beyond the expiration date of approved leave or renewal of leave.

1. Absence for Professional Purposes. Covered employees may be excused for professional purposes without loss of pay upon written application to the Superintendent ~~of Schools~~ or

the Superintendent's designee. All absence for professional reasons, that is those reasons that will benefit and promote the work of the District, must be approved one week in advance before such absence may be granted. ~~The central office~~ Talent Services must also grant permission for such absence in writing, and notation of this fact must be made on the payroll by the certifying person.

Upon recommendation of the Superintendent ~~of Schools~~, professional staff may be reimbursed for approved attendance at such professional meetings out of Board ~~of Education~~ funds. For budgetary purposes, as much planning as possible should be made one year in advance. Such reimbursement shall follow the regulations in Policy and Regulations and other accounting procedures established by the District.

2. Personal Leave

- a. Personal leave with pay may be granted to a maximum of three days per year, one and one half days (1.5) per academic semester for first year employees. Employees may select one of the following two options for unused personal leave days at the end of the school year:
 - (1) Cash out for \$120 per day; or
 - (2) Convert to sick leave.

Whenever possible, business transactions shall be scheduled after the employee duty hours.

Requests for personal leave must be approved by the employee's Principal or immediate supervisor. Approval will be subject to District and department scheduling needs.

Each school year that an employee has unused personal leave days, the employee shall be awarded one (1) additional day of accumulated sick leave for each day of unused personal leave, subject to limitations on maximum accumulation. Any such additional accumulation is recorded separately from the maximum accumulation.

- b. Personal leave will not be granted during the first five student contact days or the last ten student contact days, conferences, or on days immediately preceding or following a District observed federal or school holiday and/or recess period except for the following reasons (Personal leave requested for these days for one or more of the reasons listed below must be submitted in writing to the Department of ~~Human Resources~~ Talent Services):
 - (1) A leave will be granted for an employee's wedding or a wedding of the parents, children or brothers/sisters of an employee. Wedding leave must begin no later than two working days following the actual wedding day.
 - (2) For legal arrangements which are related to the settlement of the estate of a relative.
 - (3) To comply with a court summons when it does not involve an instance where the

employee has violated the law.

- (4) To take a special examination administered by a university for an advanced degree program.
- (5) To attend the funeral of a close friend.
- (6) Absence of an employee resulting from mandatory preinduction physical examination requested by the Selective Service System.
- (7) For legal proceedings requiring the attendance of a parent/legal guardian.
- (8) To attend the graduation, ordination, or similar ceremony of an immediate relative. Immediate relative shall be interpreted to include the employee's spouse, parent, child, mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, aunt, uncle, niece, nephew, or any other individual who is a permanent resident in the employee's home or for whom the employee has specific responsibility. Travel consecutive with the event will be allowed within the two-day personal leave provision.
- (9) To close on a house which will be the primary residence of the employee, only if the closing cannot be scheduled outside normal duty hours.

3. Sick Leave

Employees shall be entitled to sick leave as set forth in the Policies and Regulations. Notwithstanding the provisions of the Policies and Regulations, covered employees who work ten (10) months shall be entitled to one (1) sick day per month, for a total of ten (10) sick days per year, until reaching a maximum accrual of 130 days. Covered employees who work twelve (12) months shall be entitled to one (1) sick day per month, for a total of twelve (12) sick days per year, until reaching a maximum accrual of 150 days.

- a. Any employee with maximum accrued sick leave will maintain the accrued days during the last year of employment prior to retirement unless more than ten days of sick leave are used.

4. Bereavement Leave: - ~~Employees shall be entitled to bereavement leave as set forth in the Policies and Regulations.~~

Absence from work will be allowed so that the employee may have four consecutive workdays following the death of an immediate relative without loss of pay. Employees who are required to travel a minimum of two hundred miles (200) one way to attend the funeral of an immediate relative will be granted an additional day of leave. This rule applies only to an immediate relative, interpreted to be as follows: an employee's spouse, parent, child (including stillbirth and miscarriage), brother, sister, stepparents, stepchildren, stepsiblings, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, great-grandparent, great-grandparent in-law, grandchild,

aunt, uncle, niece, nephew, cousin, or any other individual who is a permanent resident in the employee's home.

For the purpose of attending the funeral of any other near relative, an employee may be allowed a maximum of one day's absence without loss of pay. Employees who must travel a minimum of 200 miles one way will be granted an additional day of leave.

Notice of the need for bereavement leave must be given within 5 days following the death of the relative and leave will be arranged in conjunction with the service of the deceased family member. The District may require an Employee to submit documentation (e.g. service program or obituary) to the Department of Talent Services upon request.

4.5. Election/Jury Duty - Employees shall be entitled to election leave as set forth in the Policies and Regulations.

5.6. Citizenship Rights

Employees shall be entitled to leave when filing for an elective public office as set forth in the Policies and Regulations. Employees shall be required, thirty (30) days prior to their returning to the District, to give notice of his or her intentions regarding continued employment by the District.

6.7. FMLA Leave

Covered employees shall be entitled to leave provided by the Family and Medical Leave Act of 1993 as described in *Policies and Regulations*.

7.8. Military and Family Military Leave

Employees shall be entitled to military leave as set forth in the *Policies and Regulations* and as provided for by the laws of the State of Nebraska and of the United States.

ARTICLE 9

1. Association Leave

Annually, an allotment of five (5) days of Association Leave without loss of pay shall be available to designated members of the Association for the purpose of attending conferences, meetings, or conventions that are related to conducting Association business. The Association Leave shall be only for the purposes of professional Association business at the local, state, or national level and all such days shall require the authorization of the Association President with administrative approval. Requests should be made in advance through the Office of the Superintendent.

2. Association Leave of Absence

Full-time covered employees may take a leave of absence when elected as an officer or to the

executive committee of a state or national professional association. Leaves of absence granted under this section shall be treated in exactly the same manner as other official leaves in regard to right of reemployment, fringe benefits, etc. A leave of absence granted pursuant to this section shall not exceed six years in length.

ARTICLE 10

1. The hiring and employment of all employees shall be according to the procedures set forth in the *Policies and Regulations* and shall be without regard to race, color, religion, gender, sexual orientation, marital status, disability, age, national origin, sex (including pregnancy), gender identity, gender expression, genetic information, veteran status, citizenship status, political affiliation, economic status, or participation or nonparticipation in any labor organizations, as set forth in the *Policies and Regulations*, the laws of the State of Nebraska, and the laws of the United States.

The management of the District has the right to hire, suspend, discharge, assign jobs, contract for services, transfer employees, promote, reward, discipline, and increase or decrease the work force. In the event it becomes necessary to reduce the covered employees' work force, consideration shall be given on the basis of qualifications for the position, which shall include but not be limited to, seniority status in the ~~School~~ District and experience in the type of work required by the position in question. Management will also determine school calendar, hours of school, hours of work and all other procedures necessary to provide for the education and well-being of students in the District, except as otherwise specifically provided herein.

For any employee applying for a lateral move, there shall be a waiting period of six (6) months duty time in the current position for full-time employees, exceptions would be made for positions which would result in an increase in pay. This requirement may be waived at the discretion of ~~Human Resources~~ Talent Services.

2. An effort will be made to maintain full-time employees in full-time status. The District will notify employees of any change in their employment status on or before July 31 of each year. Covered employees shall be able to request a transfer to any posted opening though the District reserves the right to assign jobs and transfer employees. The District reserves the right to change the assignment at a later date if necessary.

Transfer requests may be considered during the school year at the discretion of the District. All decisions are to be based primarily upon the welfare of the students and the Strategic Plan of the District.

3. The District shall have the right to contract out for language interpretation services for students and families when hiring for newly created positions or when filling vacancies created by retirement, resignation or termination of bargaining unit members. In addition, the District shall have the right to contract out for language interpretation services for students and families when providing interpretation services on a temporary basis when members of the bargaining unit are unavailable or unwilling to perform such services.

In the event that the District intends to undertake a study to contract out other services related

to the services provided by the Bilingual Liaisons, the District shall notify the Association of this intent prior to such undertaking. The Association has the right to submit to the District any data, studies, expert testimony, and other materials that may be relevant to the District's study. Upon written request of the Association, the District shall enter into negotiations with the Association with respect to the possible minimization of the impact upon such affected employees.

4. Any employee who resigns shall give the District advance notice of ten (10) working days.

5. Summer School.

Summer school positions shall be offered to qualified bilingual liaisons/interpreters who submitted an application for NLL, in order of district-wide seniority. The most senior employees who express interest in summer school employment shall be offered available positions first, continuing in seniority order until all positions are filled or no eligible employees remain. Student and Community Services (SCS) shall determine the building assignment for each employee selected for summer school based on program needs, student population, language needs, and other operational considerations. Employees do not have the right to select or refuse a particular building assignment as a condition of accepting summer school employment. An employee who declines the building assignment issued by SCS shall be deemed to have declined the summer school position, and the position will be offered to the next most senior qualified employee.

ARTICLE 11

1. Grievances ~~, complaints, and communications~~ from covered employees ~~associated with the Omaha Education Association~~ shall be initiated pursuant to *Policies and Regulations*.

ARTICLE 12

Insurance Benefits:

Group Insurance Coverage:

1. Employee Medical-Hospitalization-Major Medical Insurance

In the event that the regulations change regarding the Patient Protection Affordability Care Act, both parties agree that negotiations will be immediately reopened to accommodate changes necessary for compliance by the District.

The District is currently providing Blue Cross/Blue Shield Blue Preferred (PPO) Plan to all full-time employees. The District shall offer employees the choice of the following from BlueCross/BlueShield: Network Blue PPO (\$1,200 deductible), Premium Select BlueChoice (\$0 deductible), or Blueprint Health (\$0 deductible). In the event the District's health insurance plan deductible increases or decreases during the contract year, the parties agree the new deductible will be the closest deductible to the current deductible that provides same or similar coverage.

Employees shall be included under the group insurance coverage plan on the first (1st) day of the month following 30 days of employment with the District. Insurance coverage is as follows:

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 202~~63~~-202~~74~~ contract year:

Coverage	Monthly	Yearly
Employee	\$772.84	\$9,274.05
Employee and Children	\$1,167.12	\$14,005.44
Employee and Spouse	\$1,242.02	\$14,904.24
Employee, Spouse and Children	\$1,556.54	\$18,678.48
Dual Employee	\$1,577.22	\$18,926.64
Dual Employee and Children	\$2,223.63	\$26,683.56

Coverage	District Monthly Contribution	District Yearly Contribution	Employee Monthly Contribution	Employee Yearly Contribution
Employee	\$902.48	\$10,829.76	\$9.11	\$109.32
Employee and Children	\$1,349.12	\$16,189.44	\$337.28	\$4,047.36
Employee and Spouse	\$1,397.42	\$16,769.04	\$516.85	\$6,202.20
Employee, Spouse and Children	\$1,876.38	\$22,516.56	\$694.00	\$8,328.00
Dual Employee	\$1,895.13	\$22,741.56	\$19.14	\$229.68
Dual Employee and Children	\$2,544.67	\$30,536.04	\$25.71	\$308.52

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2024-2025 contract year:

Coverage	Monthly	Yearly
Employee	\$811.48	\$9,737.76
Employee and Children	\$1,225.48	\$14,705.76
Employee and Spouse	\$1,304.12	\$15,649.44
Employee, Spouse and Children	\$1,634.37	\$19,612.44
Dual Employee	\$1,656.08	\$19,872.96
Dual Employee and Children	\$2,334.81	\$28,017.72

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2025-2026 contract year:

Coverage	Monthly	Yearly
Employee	\$852.05	\$10,224.60
Employee and Children	\$1,286.75	\$15,441.00
Employee and Spouse	\$1,369.33	\$16,431.96
Employee, Spouse and Children	\$1,716.09	\$20,593.08
Dual Employee	\$1,738.89	\$20,866.68
Dual Employee and Children	\$2,451.55	\$29,418.60

The District shall pay the following dollar amounts toward the District's Dental Insurance Plan for both the duration of this Agreement:

Dental Insurance	Monthly	Yearly
Employee	\$28.67	\$344.04
Employee and Children	\$28.67	\$344.04
Employee and Spouse	\$28.67	\$344.04
Employee, Spouse, and Children	\$28.67	\$344.04
Dual Employee	\$57.34	\$688.08

Employees are eligible to purchase additional ~~family~~ dental coverage for their dependents under the Blue Cross/Blue Shield Preferred Dental Plan.

No covered employee who a) was employed by the District during the 2025-2026 school year, b) remains employed during the 2026-2027 school year, and c) elects the same health insurance plan coverage tier for both school years, shall suffer a reduction in gross pay for the 2026-2027 school year as a result of the increase in employee health insurance premium contributions. Affected employees shall receive a single off-schedule salary supplement on the first paycheck in December in an amount necessary to match the employee's gross pay for the 2025-26 contract year. For purposes of this clause, gross pay shall be defined as the covered employee's schedule salary plus any applicable Long Service Increment less the employee's health insurance premium contribution.

For the duration of this contract, a group health insurance re-opener clause will exist. If the Board seeks to change insurers, the objective and intent will be to maintain or improve employee coverage for similar or less cost than that charged by the present insurer for the time period this agreement is in force. If the Board determines that another insurance carrier could provide this benefit as described above, the Board agrees to include members of the Association at discussions related to changing the insurer. The carrier must meet similar standards to the current insurance carrier. In the event that the ~~D~~istrict achieves a savings of 10% or more between the contract years, of the total cost of health insurance, by virtue of

change of health insurance carriers, the parties agree to reopen the agreement to renegotiate the allocation of the projected savings back into the contract.

An employee who retires after completing all contractual obligations and who elects to begin his/her voluntary retirement before August 31 of the year of his/her retirement will continue to be covered by the health insurance program until August 31 of the year of retirement, and the premiums will be paid in the same manner that they were paid prior to taking voluntary retirement.

The premium cost of the employee's share of the family medical premium will be paid through payroll deduction.

2. Group Term Life Insurance

The District shall provide group term life insurance for covered employees in the amount of \$25,000.

Those employees who retire shall receive Basic Group Term Life Insurance coverage equal to that which was in force immediately prior to retirement. This coverage will be in effect until the retiree's 65th birth date.

Following completion of one month's continuous full-time employment, each full-time employee shall be eligible to enroll for additional term life insurance with the employee paying the entire cost. No evidence of insurability will be required if enrollment is completed during this initial month of employment, or within 31 days of the date of eligibility. Insurance coverage will be effective the first of the month following date of enrollment. Premiums will be paid through payroll deduction.

The employee may choose an additional \$12,500, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000 or \$200,000 of coverage.

For subsequent purchase of additional coverage, the full-time employee will be required to complete a health statement. The insurance company will review the health information and reserves the right to accept or reject the applicant. If the application is accepted by the insurance company, coverage will be effective on the first of the month following approval of the application for coverage.

The cost of the life insurance will be based upon the attained age of the applicant on the dates of application. Coverage will be continued on a year-to-year basis unless the individual elects to terminate coverage on any monthly premium due date. The cost in future years will be based upon the attained age of the individual on each September 1.

In the event of termination of employment of the employee, the employee may convert the voluntary term life insurance on the same basis as the basic group insurance plan if conversion is permitted under the governing plan. The terms and conditions of any voluntary life insurance policy the District may offer to employees are subject to change in the District's sole discretion.

3. Long-Term Disability Program.

The District shall provide long-term disability benefits for employees ~~incurring long illness~~. The benefit begins on the 91st calendar day following the date of disability. The program includes all full-time employees with 30 days of employment. The plan will be coordinated with other benefits the employee may receive.

For those employees who become disabled the amount of Social Security benefits to be coordinated with the Monthly Indemnity Benefit provided under the Long-Term Disability Plan shall be based upon the Social Security benefit in effect on the date of the initial disability award.

Any subsequent changes in the Social Security Law which result in an increase in Social Security benefits shall not be used to reduce the amount of Monthly Indemnity Benefit under the Long-Term Disability Plan.

Any change in dependent status after the date of the initial disability award will be considered in the computation of Social Security benefits payable, and the Monthly Indemnity Benefit payable under the Long-Term Disability Plan will be adjusted accordingly.

Employees who are disabled are allowed to continue participation in the Board of Education group hospitalization, surgical and major medical program for three months following the expiration of sick leave at Board of Education expense.

4. Flexible Benefit Plan

A full-time employee who elects to receive health and/or life insurance coverage which requires premiums to be paid by the employee shall pay any required premiums pursuant to a salary reduction agreement under the District's Flexible Benefit Plan in order for such premiums to be excluded from the employee's income and social security tax base and, accordingly, paid by the employee on a pre-tax basis. Employees subject to the foregoing requirement shall execute any documents or agreements required by the District as Administrator of the Flexible Benefit Plan to effectuate the employee's election and agreement to pay his or her required premiums for group health and/or life insurance on a pre-tax basis under the Flexible Benefit Plan. Any employee who fails to file the required salary reduction agreement shall be deemed to have elected under the Flexible Benefit Plan to pay the required premiums for the health and/or life insurance coverage of the employee and his or her dependents through a reduction in salary, and the ~~School~~-District shall be authorized to reduce and withhold the required premiums from the employee's salary as a pre-tax contribution to the Flexible Benefit Plan.

ARTICLE 13

Pension Plan

Covered employees shall be included under any pension plan established by the District for the

benefit of the District personnel, and the District further agrees that it shall make all reasonable efforts to inform the employees of all benefits to which they may be entitled under such program.

ARTICLE 14

Long-Service Increment

For the ~~2023-2024, 2024-2025, and 2026~~2025-2027 contract years only, employees shall receive a long service increment as follows:

1. Each covered employee after ten (10) creditable years of full-time service in the ~~School~~ District will receive a longevity provision equal to 2 1/2 percent of the final step of the employee's designated salary schedule.
2. A longevity provision of an equal amount will be added at the completion of fifteen (15) creditable years of full-time service.
3. A longevity provision of an equal amount will be added at the completion of twenty (20) creditable years of full-time service.
4. A longevity provision of an equal amount will be added at the completion of twenty-five (25) creditable years of full-time service.
5. A longevity provision of an equal amount will be added at the completion of thirty (30) creditable years of full-time service.
6. ~~For all employees a creditable year is as defined in the Policies and Regulations.~~

ARTICLE 15

Payment for Accumulated Sick Leave

Covered employees are eligible for payment for accumulated sick leave pursuant to the *Policies and Regulations*.

ARTICLE 16

Spectator Event

Staff members with current District identification will be allowed entry for the staff member and their immediate family (spouse and children under 18 years of age) into any District spectator sport event.

ARTICLE 17

Except as provided in the following paragraph, all new hires shall be placed on Step 1. Employees who have earned a creditable year during the previous contract year shall move on step for the ~~2023-2024, 2024-2025, and 2026~~2025-2027 contract years only. Upon reaching the final step of the

salary schedule, movement on step shall cease.

New employees hired to begin service as a full-time employee on or after August 1, 2023 with prior OPS or outside paid work experience in a position covered by this agreement shall receive credit for each such creditable year of service up to a maximum number of years equivalent to the top step of this agreement's salary schedule for initial placement on the salary schedule.

Salary Schedules

67B Step	Bilingual Liaisons - 10M			
	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>	<u>26-27</u>
1	\$ 18.92	\$ 22.13	\$ 22.62	<u>\$22.82</u>
2	\$ 19.16	\$ 22.40	\$ 22.90	<u>\$23.10</u>
3	\$ 19.40	\$ 22.68	\$ 23.19	<u>\$23.39</u>
4	\$ 19.65	\$ 22.96	\$ 23.48	<u>\$23.68</u>
5	\$ 19.89	\$ 23.24	\$ 23.77	<u>\$23.97</u>
6	\$ 20.15	\$ 23.54	\$ 24.07	<u>\$24.27</u>
7	\$ 20.40	\$ 23.83	\$ 24.37	<u>\$24.57</u>
8	\$ 20.66	\$ 24.13	\$ 24.67	<u>\$24.87</u>
9	\$ 20.93	\$ 24.43	\$ 24.98	<u>\$25.18</u>
10	\$ 21.18	\$ 24.73	\$ 25.28	<u>\$25.48</u>
LSI	\$ 855.67	\$ 999.09	\$ 1,021.31	<u>\$1,029.39</u>

67C Step	Bilingual Liaisons - 12M			
	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>	<u>26-27</u>
1	\$ 18.92	\$ 22.13	\$ 22.62	<u>\$22.82</u>
2	\$ 19.16	\$ 22.40	\$ 22.90	<u>\$23.10</u>
3	\$ 19.40	\$ 22.68	\$ 23.19	<u>\$23.39</u>
4	\$ 19.65	\$ 22.96	\$ 23.48	<u>\$23.68</u>
5	\$ 19.89	\$ 23.24	\$ 23.77	<u>\$23.97</u>
6	\$ 20.15	\$ 23.54	\$ 24.07	<u>\$24.27</u>
7	\$ 20.40	\$ 23.83	\$ 24.37	<u>\$24.57</u>
8	\$ 20.66	\$ 24.13	\$ 24.67	<u>\$24.87</u>
9	\$ 20.93	\$ 24.43	\$ 24.98	<u>\$25.18</u>
10	\$ 21.18	\$ 24.73	\$ 25.28	<u>\$25.48</u>
LSI	\$ 1,105.60	\$ 1,290.91	\$ 1,319.62	<u>\$1,330.06</u>

67E Step	Bilingual Liaison Tech - 12M			
	23-24	24-25	25-26	<u>25-26</u>
1	\$ 21.34	\$ 24.91	\$ 25.47	<u>\$25.70</u>
2	\$ 21.67	\$ 25.29	\$ 25.86	<u>\$26.09</u>
3	\$ 21.99	\$ 25.66	\$ 26.23	<u>\$26.46</u>
4	\$ 22.33	\$ 26.04	\$ 26.63	<u>\$26.86</u>
5	\$ 22.65	\$ 26.42	\$ 27.01	<u>\$27.24</u>
6	\$ 23.00	\$ 26.82	\$ 27.42	<u>\$27.65</u>
7	\$ 23.34	\$ 27.21	\$ 27.82	<u>\$28.05</u>
8	\$ 23.70	\$ 27.62	\$ 28.24	<u>\$28.47</u>
9	\$ 24.04	\$ 28.02	\$ 28.65	<u>\$28.88</u>
10	\$ 24.41	\$ 28.44	\$ 29.08	<u>\$29.31</u>
LSI	\$ 1,274.20	\$ 1,484.57	\$ 1,517.98	<u>\$1,529.98</u>

Attest:

~~Spencer Head~~ Jane Erdenberger, President
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska

Date

Anne MacFarland, Ed.D.,
~~Interim~~ Secretary to the Board of Education
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska

Date

Maria Gonzalez, Chief Negotiator
Omaha Education Association

Date

Katherine Poehling, President
Omaha Education Association

Date