



Insurance Information

By now you should have received a letter from Blue Cross Blue Shield with the new rates for the upcoming year. During negotiations, your OEA team made an agreement with OPS that no one would see a decrease in take home pay this coming year due to the insurance increase and small pay increase. This is the language from our contract:

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 an off-schedule salary supplement, distributed equally across regular pay periods, in an amount necessary to match the employee's gross pay for the 2025-2026 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. This provision does not affect any employee's advancement on the salary schedule or qualification for the Long Service Increment.

In September, everyone will need to review their paycheck to confirm that this is they are receiving the off-schedule salary supplement.

Should you have any questions, please contact your organizational specialist or myself.

Thank you,
Kathy Poehling
OEA President

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