

**THE OMAHA EDUCATION ASSOCIATION**  
**and**  
**DOUGLAS COUNTY SCHOOL DISTRICT NO. 0001**

~~2021-2022~~

~~2022-2023~~

**2023-2024**

**2024-2025**

**2025-2026**



This negotiations session has resulted in a three-year tentative agreement. This was the district's proposal. This document outlines changes in the negotiated agreement in order. All information in the Arial font is an explanation of the changes and is highlighted. Contract language is in Times New Roman.

Home Visits – A home visit is defined as a teacher conferring with a student and/or the student's parent/guardian in person at the student's place of residence outside of the duty day.

Hybrid Class - A hybrid class is one in which a teacher teaches students in person in one building and which also includes students assigned to that class from another building(s) who attend the class remotely.

These definitions were added to the contract and will be compensated. The rate of compensation is reflected in the extra-duty table revisions.

1. Prior Experience

New employees hired to begin service on or after August 1, 2019 and before July 31, 2021, with prior OPS or outside work experience in a position covered by this agreement shall receive credit for each such ~~credible~~ **creditable** year of service up to a maximum of twelve (12) years for initial placement on the salary schedule.

New employees hired to begin service on or after August 1, 2021, with prior OPS or outside work experience in a position covered by this agreement shall receive credit for

each such ~~credible~~ creditable year of service up to a maximum of fifteen (15) years for initial placement on the salary schedule.

New employees hired to begin service on or after August 1, 2023, with prior OPS or outside work experience in a position covered by this agreement shall receive credit for each such creditable year of service up to a maximum of twenty (20) years for initial placement on the salary schedule.

The Superintendent, or his or her designee, may award individuals with unique outside experience in a position that is not covered by this agreement credit for such experience up to a maximum of twenty (20) ~~fifteen (15)~~ years for initial placement on the salary schedule.

These language changes were proposed by the district to increase flexibility in hiring. It will also affect step-placement as reflected below:

#### 1. Step Placement

New teachers with no prior teaching experience will be placed on Step 1. Employees covered by this Agreement will be placed on the next step of the salary schedule beyond their actual creditable years as a certificated employee with the District and up to ten (10) years of creditable years of service outside the District for employees hired prior to August 1, 2019, up to twelve (12) years of credible services for employees hired to begin service on or after August 1, 2019 and before July 31, 2021, ~~and up to fifteen (15) years for those hired to begin service on or after August 1, 2021,~~ and up to twenty (20) years for those hired to begin service on or after August 1, 2023.

There is a change to language regarding new teachers to make plain that they are required to attend the new teacher meetings, and to increase their pay in attending those meetings.

#### Assistance to New Teachers and Mentors of New Teachers

Newly hired teachers are required to attend mandatory teacher induction programs prior to their first contract day for up to five (5) days. The term “new teacher” will include all teachers new to the profession, new to the district, or teachers returning to the district. New teachers will be paid \$250 per day of verified attendance. During the teacher induction program, all new teachers will participate in professional development to acclimate and enhance their skills and knowledge of urban education as defined by the District.

At the discretion of the building principal, new teachers are required to attend up to three (3) mentoring meetings per month. In addition, new teachers will attend up to five (5) new teacher meetings over the course of the year hosted by the District. New teachers will receive a stipend of \$15 32 per hour for attendance at the new teacher meetings, upon verified attendance at these meetings.

Special Education Teachers will receive an increase in their increment, from 5% to 7% in recognition of their increased caseloads and the need to recruit and retain special educators.

|  |  |  |
|--|--|--|
| <b>Special Education Teacher (including but not limited to DHH, VI, Resource, ACP, BSP, SLP, Assistive Technology, ECSE)</b> | Additional <del>5%</del> 7% of teaching salary | May be required to attend meetings outside of standard duty day. |
|--|--|--|

SLPs will be able to get reimbursed for state licensure.

1. Membership in American Speech Language Hearing Association

A speech-language pathologist who has achieved the Certificate of Clinical Competence will be reimbursed for the annual cost of the certificate, and/or state licensure through the Nebraska Department of Human Services as a speech pathologist, up to \$200.00 \$300 per year upon submission of receipt of payment to the District, up to a lifetime maximum of \$2,000.00 per person. Following payment to ASHA either organization, the speech-language pathologist will submit the receipt within 90 days for payment to Human Resources for reimbursement.

There are significant changes to extra-duty pay. Some of these changes memorialize changes we were able to negotiate through Memorandum of Understanding last year. Others are wins from this negotiation cycle. The OEA asked for the extra-duty rate to be raised to \$34.50. \$32 reflects a compromise.

| Extra Duty Assignment   | Hourly Rate   |
|---|---|
| Summer School Teachers  | <del>\$28.50</del> 40 per hour                                    |
| Instruction of in-service classes during off-duty hours   | <del>\$28.50</del> 32 per hour                                    |
| Additional school regulated evening activities  | <del>\$28.50</del> 32 per hour                                    |
| District required training or professional development offered outside the regular duty-day             | \$15.00 per hour  |
| Curriculum writing (as defined by the Chief Academic Officer)   | <del>\$28.50</del> 32 per hour                                    |
| Supervision of lunch  | \$20.00 per hour  |
| Supervision of after school activities & athletic activity supervision, including intramural activities | <del>\$16.00</del> 20 per hour                                    |
| Home Visits outside of the duty day   | \$30 per visit with a cap of 10 per semester                      |
| Hybrid Class  | \$2150 per semester class   |
| Student assistance team coordinators  | \$500 stipend if <500 students<br>\$1000 stipend if ≥500 students |
| Student assistance team members   | <del>\$12.00</del> 32 per hour<br>up to a total \$500 per school  |

This language frankly represents a loss. The OEA wanted this language to change to eliminate the references to plan time. It is the position of the OEA that all educators in this bargaining unit should be paid at the same rate if they are covering classes due to teacher and sub shortages. The district's position is that educators that are not losing plan time do not need to be paid when the district adds to their workload by requiring them to cover classes while delaying work that they are still expected to do. We argued multiple times at the table over this item. Ultimately, this falls into the district's right to assign work. This should remain an organizing priority for the OEA and this fight should continue.

## 2. ~~Elementary Extra Duty~~ Loss of Plan / Class Coverage

- a. Loss of Plan Time: In the event an ~~elementary classroom teacher~~ including elementary specialists /art, library science, physical education, instrumental or vocal music specialist loses preparation/conference/planning time because ~~the assigned travel specialist/substitute teacher is absent or assigned non-instructional duties~~ a substitute teacher is not available, the building principal shall work with the faculty to develop a fair and equitable procedure for the recovery of lost preparation/conference/planning time. If such recovery is determined to be impossible, the teacher/specialist shall be paid ~~\$30.00~~ per \$50 hour.
- b. Class Coverage: If it becomes necessary to temporarily assign students to other classes because a substitute teacher is not available, the teacher receiving the additional students at any grade level shall be paid a proportion of ~~\$30.00~~ 50 per hour. The proportion shall be based on the percentage of students received from the absent teacher's class and the number of minutes the receiving teacher was responsible for those students.

This change cleans up the language. It should now include all secondary "types" of classes, including "skinnies."

## 2. ~~Secondary Extra Duty~~ Overage

~~A secondary classroom teacher who temporarily teaches one extra period and loses preparation/conference/planning time because a substitute teacher is not available shall be paid \$30.00 per hour.~~

A regular secondary classroom teacher who forgoes their plan time and teaches one extra ~~period~~ class for an entire semester shall be paid \$4,300 per semester ~~course~~ class. If the regular secondary classroom teacher teaches less than the full semester they shall be paid the prorated amount for the same ~~course~~ class.

Below is a big addition to the negotiated agreement. This is meant to make plain that attendance at these meetings is required. This is already made clear to us by our building and district leadership. This makes clear it is also paid, as has been reliably done at some buildings but not all on all occasions. Special Educators are not included in this

compensation even though they are also required to attend these meetings since they receive a 7% increment in salary. Special Educators are encouraged to track this very closely in the next academic year, both in the frequency of meetings and in their duration. Organizing meetings around Special Education are important to keep track of teaching and learning conditions in the event that this needs to be revisited during the duration of this negotiated agreement.

**Special Education Meetings.**

Bargaining unit members may be required to attend Individualized Education Plan (IEP) meetings, Multi-Disciplinary Team (MDT) meetings, manifestation determination meetings or other special education related meetings which may occur, in whole or in part, outside of the duty day. Bargaining unit members, other than those defined as Special Education Teachers in Article III, Section B, Paragraph 6, who are required to attend such meetings shall be paid at an hourly rate of \$32 per hour for any time worked outside of the duty day. Bargaining unit members defined as Special Education Teachers in Article III, Section B, Paragraph 6, who work outside the duty day are already compensated for such service as set forth in that paragraph. Bargaining unit members may be required to attend IEP meetings, MDT meetings, manifestation determination meetings or other special education related meetings

This is the new language in the negotiated agreement for health insurance. The language in the agreement represents the district's contribution only.

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the ~~2021-2022~~ **2023-2024** 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 | \$14,904.27 |
| Employee, Spouse and Children | \$1,556.54 | \$18,678.49 |
| Dual Employee                 | \$1,577.22 | \$18,926.64 |
| Dual Employee and Children    | \$2,223.63 | \$26,683.56 |

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the ~~2022-2023~~ **2024-2025** contract year:

| Coverage              | Monthly    | Yearly      |
|-----------------------|------------|-------------|
| Employee              | \$811.48   | \$9,737.76  |
| Employee and Children | \$1,225.48 | \$14,705.71 |

|                               |            |             |
|-------------------------------|------------|-------------|
| Employee and Spouse           | \$1,304.12 | \$15,649.48 |
| Employee, Spouse and Children | \$1,634.37 | \$19,612.42 |
| Dual Employee                 | \$1,656.08 | \$19,872.97 |
| Dual Employee and Children    | \$2,334.81 | \$28,017.74 |

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   | \$10,224.64 |
| 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 | \$20,593.04 |
| Dual Employee                 | \$1,738.89 | \$20,866.62 |
| Dual Employee and Children    | \$2,451.55 | \$29,418.62 |

This is the impact on the bargaining unit.

| Percent of Employer Contribution |       |        |      |      |
|----------------------------------|-------|--------|------|------|
| 2021                             | 2022  | 2023   | 2024 | 2025 |
| 95.0%                            | 94.0% | 98.0%  |      |      |
| 73.0%                            | 72.2% | 80.0%  |      |      |
| 69.0%                            | 68.3% | 75.0%  |      |      |
| 63.0%                            | 62.3% | 70.0%  |      |      |
| 100.0%                           | 98.9% | 100.0% |      |      |
| 100.0%                           | 98.9% | 100.0% |      |      |

We do not know what the rates will be for 2024, so we cannot state with certainty what the percentage of contribution of the employer vs. the employee will be. The rates in the tables above reflect a built in 5% increase on the district's end. If there is a significantly higher rate of increase by EHA, then the percentage the district is contributing will erode over the duration of the agreement and we will end up back where we started. Historically, EHA increases average to around 5%. The tables below represent the actual monetary contributions of the employees.

| Percent of Employee Contribution |       |       |      |      |
|----------------------------------|-------|-------|------|------|
| 2021                             | 2022  | 2023  | 2024 | 2025 |
| 5.0%                             | 6.0%  | 2.0%  |      |      |
| 27.0%                            | 27.8% | 20.0% |      |      |
| 31.0%                            | 31.7% | 25.0% |      |      |
| 37.0%                            | 37.7% | 30.0% |      |      |
| 0.0%                             | 1.1%  | 0.0%  |      |      |
| 0.0%                             | 1.1%  | 0.0%  |      |      |

Below are tables that show the monthly and annual contributions of employees:

| \$1,200 Deductible             | Monthly Employer Contribution |            |          |            |          |            |          |            |          |  |
|--------------------------------|-------------------------------|------------|----------|------------|----------|------------|----------|------------|----------|--|
|                                | 2021                          | 2022       | Increase | 2023       | Increase | 2024       | Increase | 2025       | Increase |  |
| Employee                       | \$658.43                      | \$691.34   | \$32.91  | \$772.84   | \$81.50  | \$811.48   | \$38.64  | \$852.06   | \$40.57  |  |
| Employee & Child(ren)          | \$935.99                      | \$982.79   | \$46.80  | \$1,167.12 | \$184.33 | \$1,225.48 | \$58.36  | \$1,286.75 | \$61.27  |  |
| Employee & Spouse              | \$1,004.25                    | \$1,054.47 | \$50.22  | \$1,242.02 | \$187.55 | \$1,304.12 | \$62.10  | \$1,369.33 | \$65.21  |  |
| Employee, Spouse, & Child(ren) | \$1,231.20                    | \$1,292.76 | \$61.56  | \$1,556.54 | \$263.78 | \$1,634.37 | \$77.83  | \$1,716.09 | \$81.72  |  |
| Dual Employee                  | \$1,386.16                    | \$1,455.46 | \$69.30  | \$1,577.22 | \$121.76 | \$1,656.08 | \$78.86  | \$1,738.89 | \$82.80  |  |
| Dual Employee and Children     | \$1,954.29                    | \$2,052.00 | \$97.71  | \$2,223.63 | \$171.63 | \$2,334.81 | \$111.18 | \$2,451.55 | \$116.74 |  |

| \$1,200 Deductible             | Employee Contribution |          |          |          |            |         |          |         |          |  |
|--------------------------------|-----------------------|----------|----------|----------|------------|---------|----------|---------|----------|--|
|                                | 2021                  | 2022     | Increase | 2023     | Increase   | 2024    | Increase | 2025    | Increase |  |
| Employee                       | \$34.65               | \$44.30  | \$9.65   | \$15.77  | (\$28.53)  | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| Employee & Child(ren)          | \$346.19              | \$378.12 | \$31.93  | \$291.78 | (\$86.34)  | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| Employee & Spouse              | \$451.19              | \$490.33 | \$39.14  | \$414.01 | (\$76.32)  | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| Employee, Spouse, & Child(ren) | \$723.09              | \$781.52 | \$58.43  | \$667.09 | (\$114.43) | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| Dual Employee                  | \$0.00                | \$15.82  | \$15.82  | \$0.00   | (\$15.82)  | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| Dual Employee and Children     | \$0.00                | \$22.28  | \$22.28  | \$0.00   | (\$22.28)  | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |

| Annual Employer Contribution |             |            |             |            |             |            |             |            |  |
|------------------------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|--|
| 2021                         | 2022        | Increase   | 2023        | Increase   | 2024        | Increase   | 2025        | Increase   |  |
| \$7,901.16                   | \$8,296.08  | \$394.92   | \$9,274.08  | \$978.00   | \$9,737.78  | \$463.70   | \$10,224.67 | \$486.89   |  |
| \$11,231.88                  | \$11,793.48 | \$561.60   | \$14,005.44 | \$2,211.96 | \$14,705.71 | \$700.27   | \$15,441.00 | \$735.29   |  |
| \$12,051.00                  | \$12,653.64 | \$602.64   | \$14,904.24 | \$2,250.60 | \$15,649.45 | \$745.21   | \$16,431.92 | \$782.47   |  |
| \$14,774.40                  | \$15,513.12 | \$738.72   | \$18,678.48 | \$3,165.36 | \$19,612.40 | \$933.92   | \$20,593.02 | \$980.62   |  |
| \$16,633.92                  | \$17,465.52 | \$831.60   | \$18,926.64 | \$1,461.12 | \$19,872.97 | \$946.33   | \$20,866.62 | \$993.65   |  |
| \$23,451.48                  | \$24,624.00 | \$1,172.52 | \$26,683.56 | \$2,059.56 | \$28,017.74 | \$1,334.18 | \$29,418.62 | \$1,400.89 |  |

| Annual Employee Contribution |            |          |            |              |         |          |         |          |  |
|------------------------------|------------|----------|------------|--------------|---------|----------|---------|----------|--|
| 2021                         | 2022       | Increase | 2023       | Increase     | 2024    | Increase | 2025    | Increase |  |
| \$415.80                     | \$531.60   | \$115.80 | \$189.24   | (\$342.36)   | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| \$4,154.28                   | \$4,537.44 | \$383.16 | \$3,501.36 | (\$1,036.08) | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| \$5,414.28                   | \$5,883.96 | \$469.68 | \$4,968.12 | (\$915.84)   | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| \$8,677.08                   | \$9,378.24 | \$701.16 | \$8,005.08 | (\$1,373.16) | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| \$0.00                       | \$189.84   | \$189.84 | \$0.00     | (\$189.84)   | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |
| \$0.00                       | \$267.36   | \$267.36 | \$0.00     | (\$267.36)   | #VALUE! | #VALUE!  | #VALUE! | #VALUE!  |  |

Personal leave pay out will be tied to sub pay. If sub pay increases, so will the pay out.

- a. New employees will receive one personal day at the beginning of each semester during their first year of employment. Employees commencing their second creditable year of service will receive two personal days per year. Employees commencing their sixteenth creditable year of service will receive three personal days per year. Unused personal days will be paid out after the conclusion of the calendar year at a rate of \$185 per day the approved daily rate for substitute teachers. Whenever possible, business transactions shall be scheduled after 3:00 p.m at the end of the student scheduled day. At their discretion, principals are authorized to release teachers for such transactions which are similar to early release to attend meetings or university classes.

Association leave will be limited to 5 days per member, unless that member is elected/appointed to do work at the state and national level. The member is responsible for getting sub reimbursement from the NEA or NSEA.



Annually, Association Leave without loss of pay shall be available to designated members of the Association for the purpose of attending conferences, meetings, or conventions which 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. Excluding leave specifically for negotiations, no individual association member's association leave shall exceed five (5) days per school year. However, members serving as elected officials on state or national committees may take more than five (5) days leave provided the District is reimbursed the cost of the substitute teacher for each day of leave beyond five (5). Requests should be made in advance through the Office of the Superintendent.

**The language in the contract about the liability of teachers transporting students has been struck.** The district wanted to increase the recommended insurance levels and we wanted the language removed. It is our position that if a teacher is transporting students due to a lack of available district transportation as a result of the busing shortage or not having a teacher certified to drive a district vehicle that the district should be liable. This is untested. Teachers should be very judicious about using their personal vehicles to transport students for a number of reasons.

This is additional language added to the elementary plan time section. Increasingly, specialists are taking on responsibilities that used to be covered by TAC or other employees. This is meant to make sure they are given time to do professional work with colleagues in their disciplines and only called to elementary team meetings when it is relevant.

Elementary instructional staff shall have a minimum of 450 minutes, of plan time during each ten-day instructional cycle at the discretion of the teacher. Where possible, the elementary instructional leadership team may schedule up to an additional 45- minute team plan meeting each 10-day instructional cycle. Team plan time may be used for the grade levels or professional learning communities to meet and discuss matters relevant to classroom instruction or the school improvement plan. When relevant and at the discretion of the elementary instructional leadership team, specialists will be included in team meetings or professional learning communities. In the event that the topic is not relevant to the specialist's discipline, the specialist may utilize the plan time to collaborate with specialists in their disciplines, plan programs and competitions associated with their disciplines, care, and maintenance of musical instruments, technology that may be assigned to media specialists, supplies for the visual arts, and equipment for physical education.

Special Education paperwork days will increase from one-half day to a full day.

Special Education Staff—Full-time special education staff (e.g. resource teachers, Speech Language Pathologist, etc.) will be provided  $\frac{1}{2}$  one day per quarter for student record maintenance purposes (in addition to their plan time). Special education staff shall work with building administration to schedule these days to ensure that a substitute is available prior to taking the half-day work time. When possible, special education staff shall schedule their work time on the same day so a full day substitute can be shared.

Everyone gets in for free.



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

Salaries for the duration of the agreement will increase. Remember that the first year of the agreement, all employees will receive the \$4500 stipend paid in three installments throughout the year.

**APPENDIX A  
2023-2024 Salary Schedule**

|    | BA          | BA18        | MA          | MA30        | PHD         |
|----|-------------|-------------|-------------|-------------|-------------|
| 1  | \$45,000.00 | \$46,800.00 | \$49,500.00 | \$51,300.00 | \$53,100.00 |
| 2  | \$45,900.00 | \$47,700.00 | \$50,400.00 | \$52,200.00 | \$54,000.00 |
| 3  | \$46,800.00 | \$48,600.00 | \$51,300.00 | \$53,100.00 | \$54,900.00 |
| 4  | \$47,700.00 | \$49,500.00 | \$52,200.00 | \$54,000.00 | \$55,800.00 |
| 5  | \$48,600.00 | \$50,400.00 | \$53,100.00 | \$54,900.00 | \$56,700.00 |
| 6  | \$49,500.00 | \$51,300.00 | \$54,000.00 | \$55,800.00 | \$57,600.00 |
| 7  | \$50,400.00 | \$52,200.00 | \$54,900.00 | \$56,700.00 | \$58,500.00 |
| 8  | \$51,300.00 | \$53,100.00 | \$55,800.00 | \$57,600.00 | \$59,400.00 |
| 9  | \$52,200.00 | \$54,000.00 | \$56,700.00 | \$58,500.00 | \$60,300.00 |
| 10 | \$53,100.00 | \$54,900.00 | \$57,600.00 | \$59,400.00 | \$61,200.00 |
| 11 | \$54,000.00 | \$55,800.00 | \$58,950.00 | \$60,750.00 | \$62,550.00 |
| 12 | \$54,900.00 | \$56,700.00 | \$60,300.00 | \$62,100.00 | \$63,900.00 |
| 13 | \$55,800.00 | \$57,600.00 | \$61,650.00 | \$63,450.00 | \$65,250.00 |
| 14 | \$56,700.00 | \$58,500.00 | \$63,000.00 | \$64,800.00 | \$66,600.00 |
| 15 | \$57,600.00 | \$59,400.00 | \$64,350.00 | \$66,150.00 | \$67,950.00 |
| 16 |             |             | \$66,150.00 | \$67,950.00 | \$69,750.00 |
| 17 |             |             | \$67,950.00 | \$69,750.00 | \$71,550.00 |
| 18 |             |             | \$69,750.00 | \$71,550.00 | \$73,350.00 |
| 19 |             |             | \$71,550.00 | \$73,350.00 | \$75,150.00 |
| 20 |             |             | \$73,350.00 | \$75,150.00 | \$76,950.00 |

**APPENDIX B**  
**2024-2025 Salary Schedule**

|    | BA          | BA18        | MA          | MA30        | PHD         |
|----|-------------|-------------|-------------|-------------|-------------|
| 1  | \$50,500.00 | \$52,520.00 | \$55,550.00 | \$57,570.00 | \$59,590.00 |
| 2  | \$51,510.00 | \$53,530.00 | \$56,560.00 | \$58,580.00 | \$60,600.00 |
| 3  | \$52,520.00 | \$54,540.00 | \$57,570.00 | \$59,590.00 | \$61,610.00 |
| 4  | \$53,530.00 | \$55,550.00 | \$58,580.00 | \$60,600.00 | \$62,620.00 |
| 5  | \$54,540.00 | \$56,560.00 | \$59,590.00 | \$61,610.00 | \$63,630.00 |
| 6  | \$55,550.00 | \$57,570.00 | \$60,600.00 | \$62,620.00 | \$64,640.00 |
| 7  | \$56,560.00 | \$58,580.00 | \$61,610.00 | \$63,630.00 | \$65,650.00 |
| 8  | \$57,570.00 | \$59,590.00 | \$62,620.00 | \$64,640.00 | \$66,660.00 |
| 9  | \$58,580.00 | \$60,600.00 | \$63,630.00 | \$65,650.00 | \$67,670.00 |
| 10 | \$59,590.00 | \$61,610.00 | \$64,640.00 | \$66,660.00 | \$68,680.00 |
| 11 | \$60,600.00 | \$62,620.00 | \$66,155.00 | \$68,175.00 | \$70,195.00 |
| 12 | \$61,610.00 | \$63,630.00 | \$67,670.00 | \$69,690.00 | \$71,710.00 |
| 13 | \$62,620.00 | \$64,640.00 | \$69,185.00 | \$71,205.00 | \$73,225.00 |
| 14 | \$63,630.00 | \$65,650.00 | \$70,700.00 | \$72,720.00 | \$74,740.00 |
| 15 | \$64,640.00 | \$66,660.00 | \$72,215.00 | \$74,235.00 | \$76,255.00 |
| 16 |             |             | \$74,235.00 | \$76,255.00 | \$78,275.00 |
| 17 |             |             | \$76,255.00 | \$78,275.00 | \$80,295.00 |
| 18 |             |             | \$78,275.00 | \$80,295.00 | \$82,315.00 |
| 19 |             |             | \$80,295.00 | \$82,315.00 | \$84,335.00 |
| 20 |             |             | \$82,315.00 | \$84,335.00 | \$86,355.00 |

**APPENDIX C  
2025-2026 Salary Schedule**

|    | BA          | BA18        | MA          | MA30        | PHD         |
|----|-------------|-------------|-------------|-------------|-------------|
| 1  | \$51,200.00 | \$53,248.00 | \$56,320.00 | \$58,368.00 | \$60,416.00 |
| 2  | \$52,224.00 | \$54,272.00 | \$57,344.00 | \$59,392.00 | \$61,440.00 |
| 3  | \$53,248.00 | \$55,296.00 | \$58,368.00 | \$60,416.00 | \$62,464.00 |
| 4  | \$54,272.00 | \$56,320.00 | \$59,392.00 | \$61,440.00 | \$63,488.00 |
| 5  | \$55,296.00 | \$57,344.00 | \$60,416.00 | \$62,464.00 | \$64,512.00 |
| 6  | \$56,320.00 | \$58,368.00 | \$61,440.00 | \$63,488.00 | \$65,536.00 |
| 7  | \$57,344.00 | \$59,392.00 | \$62,464.00 | \$64,512.00 | \$66,560.00 |
| 8  | \$58,368.00 | \$60,416.00 | \$63,488.00 | \$65,536.00 | \$67,584.00 |
| 9  | \$59,392.00 | \$61,440.00 | \$64,512.00 | \$66,560.00 | \$68,608.00 |
| 10 | \$60,416.00 | \$62,464.00 | \$65,536.00 | \$67,584.00 | \$69,632.00 |
| 11 | \$61,440.00 | \$63,488.00 | \$67,072.00 | \$69,120.00 | \$71,168.00 |
| 12 | \$62,464.00 | \$64,512.00 | \$68,608.00 | \$70,656.00 | \$72,704.00 |
| 13 | \$63,488.00 | \$65,536.00 | \$70,144.00 | \$72,192.00 | \$74,240.00 |
| 14 | \$64,512.00 | \$66,560.00 | \$71,680.00 | \$73,728.00 | \$75,776.00 |
| 15 | \$65,536.00 | \$67,584.00 | \$73,216.00 | \$75,264.00 | \$77,312.00 |
| 16 |             |             | \$75,264.00 | \$77,312.00 | \$79,360.00 |
| 17 |             |             | \$77,312.00 | \$79,360.00 | \$81,408.00 |
| 18 |             |             | \$79,360.00 | \$81,408.00 | \$83,456.00 |
| 19 |             |             | \$81,408.00 | \$83,456.00 | \$85,504.00 |
| 20 |             |             | \$83,456.00 | \$85,504.00 | \$87,552.00 |

Below, find the new appendix for extra duty assignments. Elementary intramurals are not part of our negotiated agreement. The OEA believes that those rates of compensation need to be improved dramatically, but that is an organizing project involving the OEA appealing to the district and the Omaha Public Schools Foundation.

**APPENDIX D**  
**Pay for Athletics, Fine Arts and Other Extra Duty**

| <b>High School Athletics Coaches &amp; Assistant Coaches</b> | 2023-24  | 2024-25  | 2025-26  |
|--|----------|----------|----------|
| Assistant Athletic Director                                  | \$10,250 | \$10,250 | \$10,500 |
| Baseball Asst  | \$4,500  | \$4,500  | \$4,610  |
| Baseball Head  | \$6,300  | \$6,300  | \$6,450  |
| Basketball Asst  | \$4,700  | \$4,700  | \$4,810  |
| BasketBall Head  | \$8,400  | \$8,400  | \$8,610  |
| Bowling Asst   | \$2,450  | \$2,450  | \$2,510  |
| Bowling Asst (B&G) Combined (Dual)                           | \$2,640  | \$2,640  | \$2,700  |
| Bowling Head   | \$3,800  | \$3,800  | \$3,890  |
| Bowling Head (B&G) Combined (Dual)                           | \$4,400  | \$4,400  | \$4,510  |
| Cross Country Asst   | \$2,500  | \$2,500  | \$2,560  |
| Cross Country B&G Asst Combined (Dual)                       | \$2,700  | \$2,700  | \$2,760  |
| Cross Country B&G Head Combined (Dual)                       | \$4,500  | \$4,500  | \$4,610  |
| Cross Country Head   | \$3,500  | \$3,500  | \$3,580  |
| Diving Coach (1 coach serves all High Schools)               | \$5,300  | \$5,300  | \$5,430  |
| eSports Asst (Per Semester)                                  | \$2,100  | \$2,100  | \$2,150  |
| eSports Head (Per Semester)                                  | \$3,500  | \$3,500  | \$3,580  |
| Football Asst  | \$4,700  | \$4,700  | \$4,810  |
| Football Head  | \$8,400  | \$8,400  | \$8,610  |
| Golf Asst  | \$2,500  | \$2,500  | \$2,560  |
| Golf Head  | \$3,500  | \$3,500  | \$3,580  |
| Soccer Asst  | \$4,500  | \$4,500  | \$4,610  |
| Soccer Head  | \$6,300  | \$6,300  | \$6,450  |
| Softball Asst  | \$4,500  | \$4,500  | \$4,610  |
| Softball Head  | \$6,300  | \$6,300  | \$6,450  |
| Special Olympics Coach                                       | \$1,750  | \$1,750  | \$1,790  |
| Swimming Asst  | \$4,500  | \$4,500  | \$4,610  |
| Swimming B&G Asst  | \$4,750  | \$4,750  | \$4,860  |
| Swimming B&G Head  | \$7,200  | \$7,200  | \$7,380  |
| Swimming Head  | \$6,300  | \$6,300  | \$6,450  |
| Tennis Asst  | \$2,500  | \$2,500  | \$2,560  |
| Tennis Head  | \$3,800  | \$3,800  | \$3,890  |
| Track & Field Asst   | \$4,500  | \$4,500  | \$4,610  |
| Track & Field B&G Asst                                       | \$4,750  | \$4,750  | \$4,860  |
| Track & Field B&G Head (Dual)                                | \$7,200  | \$7,200  | \$7,380  |
| Track & Field Head   | \$6,300  | \$6,300  | \$6,450  |
| Unified Sports Asst  | \$1,750  | \$1,750  | \$1,790  |
| Unified Sports Head  | \$2,800  | \$2,800  | \$2,870  |
| Volleyball Asst  | \$4,600  | \$4,600  | \$4,710  |
| Volleyball Head  | \$8,000  | \$8,000  | \$8,200  |
| Wrestling Asst   | \$4,500  | \$4,500  | \$4,610  |
| Wrestling Head   | \$6,300  | \$6,300  | \$6,450  |

| <b>High School Arts &amp; Extracurricular</b>  | <b>2023-24</b> | <b>2024-25</b> | <b>2025-26</b> |
|--|----------------|----------------|----------------|
| Academic Club or Honor Society (Science Olympiad, Math Competition, Class Officers, National Honor Society etc.) | \$1,800        | \$1,800        | \$1,840        |
| Academic Decathlon   | \$1,800        | \$1,800        | \$1,840        |
| Asst Band Dir (per Semester)   | \$1,800        | \$1,800        | \$1,840        |
| Cheerleader  | \$4,750        | \$4,750        | \$4,860        |
| Color Guard (per season fall and winter)   | \$1,800        | \$1,800        | \$1,840        |
| Culinary   | \$1,300        | \$1,300        | \$1,330        |
| Dance Team (Change from Pom Pom)   | \$4,500        | \$4,500        | \$4,610        |
| DECA   | \$3,600        | \$3,600        | \$3,690        |
| DECA (Asst)  | \$1,800        | \$1,800        | \$1,840        |
| DECA (Split Lead)  | \$3,000        | \$3,000        | \$3,070        |
| Dramatics (per event)  | \$2,500        | \$2,500        | \$2,560        |
| Drill Team   | \$1,800        | \$1,800        | \$1,840        |
| Educators Rising   | \$4,000        | \$4,000        | \$4,100        |
| FBLA   | \$3,600        | \$3,600        | \$3,690        |
| FBLA (Asst)  | \$1,800        | \$1,800        | \$1,840        |
| FBLA (Split Lead)  | \$3,000        | \$3,000        | \$3,070        |
| FFA  | \$4,400        | \$4,400        | \$4,510        |
| HOSA   | \$3,600        | \$3,600        | \$3,690        |
| HOSA (Asst)  | \$1,800        | \$1,800        | \$1,840        |
| HOSA (Split Lead)  | \$3,000        | \$3,000        | \$3,070        |
| Instrumental Music   | \$8,400        | \$8,400        | \$8,610        |
| JROTC Instructor - Split 2 at ea school = 1 Instructor Pay.  | \$5,200        | \$5,200        | \$5,330        |
| Newspaper  | \$3,300        | \$3,300        | \$3,380        |
| Pep Club   | \$1,800        | \$1,800        | \$1,840        |
| Robotics   | \$2,500        | \$2,500        | \$2,560        |
| Skills USA-VICA  | \$3,600        | \$3,600        | \$3,690        |
| Skills USA-VICA (Asst)   | \$1,800        | \$1,800        | \$1,840        |
| Skills USA-VICA (Split Lead)   | \$3,000        | \$3,000        | \$3,070        |
| Speech & Debate  | \$4,500        | \$4,500        | \$4,610        |
| Speech & Debate (Asst)   | \$2,250        | \$2,250        | \$2,300        |
| Speech & Debate (Split Lead)   | \$3,750        | \$3,750        | \$3,840        |
| Stagecraft   | \$3,100        | \$3,100        | \$3,170        |
| Student Government   | \$3,000        | \$3,000        | \$3,070        |
| Vocal Music  | \$6,300        | \$6,300        | \$6,450        |
| Yearbook   | \$3,200        | \$3,200        | \$3,280        |

| <b>Middle School Athletics Coaches &amp; Assistant Coaches</b> | 2023-24 | 2024-25 | 2025-26 |
|--|---------|---------|---------|
| Basketball Head  | \$3,000 | \$3,070 | \$3,140 |
| Basketball Asst  | \$1,800 | \$1,840 | \$1,880 |
| Cheer Coach  | \$1,800 | \$1,840 | \$1,880 |
| Cross Country Asst   | \$1,500 | \$1,530 | \$1,560 |
| Cross Country B&G Asst Combined                                | \$2,160 | \$2,210 | \$2,260 |
| Cross Country B&G Head Combined                                | \$3,600 | \$3,690 | \$3,780 |
| Cross Country Head   | \$2,500 | \$2,560 | \$2,620 |
| Drill/Dance Team Coach   | \$1,800 | \$1,840 | \$1,880 |
| Football Asst  | \$1,800 | \$1,840 | \$1,880 |
| Football Head  | \$3,000 | \$3,070 | \$3,140 |
| Soccer Asst  | \$1,800 | \$1,840 | \$1,880 |
| Soccer Head  | \$3,000 | \$3,070 | \$3,140 |
| Swimming Asst  | \$1,800 | \$1,840 | \$1,880 |
| Swimming Head  | \$3,000 | \$3,070 | \$3,140 |
| Track & Field Asst   | \$1,800 | \$1,840 | \$1,880 |
| Track & Field B&G Asst   | \$1,800 | \$1,840 | \$1,880 |
| Track & Field Head   | \$2,500 | \$2,560 | \$2,620 |
| Volleyball Asst  | \$1,800 | \$1,840 | \$1,880 |
| Volleyball Head  | \$3,000 | \$3,070 | \$3,140 |
| Wrestling Asst   | \$1,800 | \$1,840 | \$1,880 |
| Wrestling Head   | \$3,000 | \$3,070 | \$3,140 |

| <b>Middle School Arts &amp; Extracurricular</b>                    | 2023-24 | 2024-25 | 2025-26 |
|--|---------|---------|---------|
| Academic Club (Science Olympiad, Math Competition, Quiz Bowl etc.) | \$1,200 | \$1,230 | \$1,260 |
| Assistant Band Director  | \$1,000 | \$1,020 | \$1,040 |
| Instrumental Music   | \$3,500 | \$3,580 | \$3,660 |
| Robotics   | \$2,500 | \$2,560 | \$2,620 |
| Student Council  | \$1,200 | \$1,230 | \$1,260 |
| Vocal Music  | \$2,200 | \$2,250 | \$2,300 |
| Yearbook - Middle School   | \$1,800 | \$1,840 | \$1,880 |

| <b>Elementary School Arts &amp; Extracurricular</b> | 2023-24 | 2024-25 | 2025-26 |
|---|---------|---------|---------|
| Academic Club                                       | \$1,200 | \$1,230 | \$1,260 |
| Safety Patrol Coordinator                           | \$1,800 | \$1,840 | \$1,880 |
| Student Council                                     | \$1,200 | \$1,230 | \$1,260 |