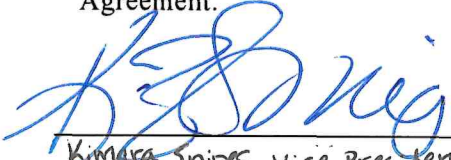



**FAMILY SUPPORT WORKERS
NEGOTIATED AGREEMENT
Douglas County School District 0001
And
Service Employees Local Number 226
Memorandum of Understanding
2026-2027**

During the term of this Negotiated Agreement, members of the Family Support Workers bargaining unit may have concerns about the following subjects: 1) Requests from building principals to serve as classroom substitutes in non-emergency situations that are excessive in scope and/or adversely impact their ability to perform their own assigned duties; and 2) Changes in building assignments that are either untimely (made after July 1 of the school year) and/or inconsistent with District Talent Services procedures relating to internal transfers and/or appear to be arbitrary or inconsistent with Head Start program students' needs. If or when such concerns arise, bargaining unit members may contact Nadira Ford-Robbins in the District Talent Services Offices (or the responsible Talent Services administrator) to address such concerns. The Talent Services administrator will use their best efforts to resolve such concerns in a prompt and expeditious manner and in accordance with established Talent Services procedures.

The District further agrees to put together a working group consisting of 3 members from the Family Support Workers bargaining unit; at least one representative from Talent Services; at least one representative from Early Childhood/Head Start; and the Chief Talent Officer or designee. The purpose of this working group shall be to consider, discuss, and examine the issues identified above and work toward finding mutually agreeable solutions to address the issues described above. The working group shall meet as needed during the term of the Negotiated Agreement to find mutually agreeable solutions beneficial to the bargaining unit and the District. The parties further agree that if the working group agrees on any procedure(s) before the expiration of this Negotiated Agreement, such agreed-upon procedure(s) may be adopted and enforced by Talent Services outside the terms of the current Negotiated Agreement.



Kimara Snipes, Vice President
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska
Date: 6-15-26



Steven L. Owens, President
Service Employees Local No. 226
Date: 6-15-26

