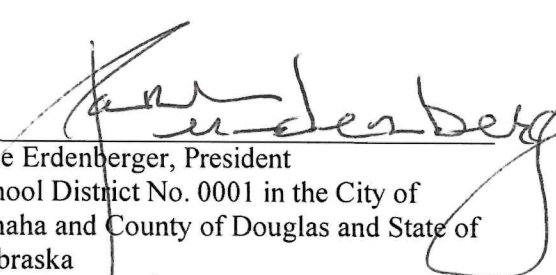


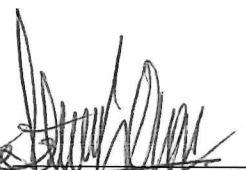
PARAPROFESSIONALS
MEMORANDUM OF UNDERSTANDING
School District of Omaha
and
Service Employees Local Number 226
2026-2027

Local 226 and District agree that an emergency exists as a result of the fact that District is short Paraprofessionals for special education services. Local 226 and District desire to enter into a Memorandum of Understanding authorizing District to subcontract out specific bargaining unit work for the limited period between August 1, 2026, and July 31, 2027, as follows:

1. District is authorized to contract out special education paraprofessional services for positions that are unfilled.
2. Special education positions that are contracted out will be returned to bargaining unit members immediately upon being bid on by a bargaining unit member or upon assignment by the District of a newly hired special education paraprofessional.
3. Local 226 and District shall meet periodically, at a time agreed upon by the parties, to review hiring progress and remaining open positions.



Jane Erdenberger, President
School District No. 0001 in the City of
Omaha and County of Douglas and State of
Nebraska
DATE: 7/13/26



Steven L. Owens, President
Service Employees Local No. 226
DATE: 6/24/26