

EDUCATIONAL INTERPRETERS/TRANSLITERATORS

AGREEMENT

Douglas County School District 0001

and

The Omaha Education Association

2026-2027

TABLE OF CONTENTS

Article 1	Terms of Agreement	1
Article 2	Definitions	1
Article 3	Covered Employees	1
Article 4	Relation of Agreement to Policies and Regulations	2
	1. Length of Year of Experience.....	2
	2. Holidays.....	2
	3. School Closure Days, District Closure Days, Remote Learning Days, Late Start or Early Release	2
	4. Lunch Period.....	3
	5. Overtime Compensation Rate.....	3
	6. Overtime Compensation Calculation.....	3
	7. Reimbursement for In-District Travel	3
	8. Lead Interpreters Duty Day	4
Article 5	Preparation/Conference/Planning Time.....	4
Article 6	Acceptable Dress and Appearance	4
Article 7	Evaluation	4
Article 8	Leaves of Absence	4
	1. Health Leave	5
	2. Military and Family Military Leave	5
	3. Professional Leave.....	5
	4. Adoptive Leave.....	5
	5. Personal Leave.....	5

	6. Sick Leave	7
	7. Bereavement Leave	7
	8. Election/Jury Duty	8
	9. Citizenship Rights.....	8
	10. FMLA Leave	8
Article 9	Association Leaves	8
Article 10	Employment.....	9
	1. Credit for Experience.....	9
	2. Non-Discrimination Clause	9
	3. Management Rights	9
	4. Probationary Period	10
	5. Transfers	10
	6. Vacancies.....	10
	7. Resignations.....	10
Article 11	Grievances	10
Article 12	Wage Deductions.....	10
Article 13	Insurance Benefits	11
Article 14	Pension Plan.....	14
Article 15	Long Service Increment.....	14
Article 16	Payment for Accumulated Sick Leave	15
Article 17	Spectator Sport Event	16
Article 18	Salaries.....	16

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NEGOTIATIONS AGREEMENT
Douglas County School District 0001 and
The Omaha Education Association
2026-2027**

ARTICLE 1 – Terms of Agreement

The terms, conditions, and content of this Agreement shall be in effect for a period commencing August 1, 2026, and expiring July 31, 2027. In the event a succeeding negotiation's agreement has not been reached by the first day of the 2027-2028 employee contract year, it is understood the Board of Education may make the decision to continue to pay employees the same pay rate negotiated for the 2026-2027 school year. This Agreement shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the school year.

ARTICLE 2 – Definitions

1. "Covered Employee(s)," as used herein, shall refer to those educational interpreters/transliterators of the District who met the conditions of, and who are described within Article 3, Section 1 of this Agreement; 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 Douglas County School District 0001*.
4. "District" as used herein, shall refer to the Douglas County School District No. 0001, State of Nebraska, also known as Omaha Public Schools.
5. "Board" as used herein, shall refer to the Board of Education of Douglas County School District No. 0001, also known as Omaha Public Schools.
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 in the District.

ARTICLE 3 – Covered Employees

1. If not also described in, or excluded under, this Article, the following Educational interpreters/transliterators of the District are covered employees under this Agreement:
 - a. All full-time or hourly educational interpreters/transliterators who are employed on a regular

basis with the hours of work not less than 30 hours each week.

2. The following interpreters/transliterators are not covered employees under this agreement, whether or not they were first described in Section 1 of this Article.
 - a. All daily, hourly, part-time, contracted, or other positions not described in Section 1 of this Article.
3. Employees who become educational interpreters/transliterators described in Section 1 of this Article and who are not described in, or otherwise excluded under, Section 2 of this Article, shall become covered employees under this Agreement after the effective date of such hiring or placement and upon completion of any probationary period applicable to them. Employees who become employees described in, or otherwise excluded under, Section 2 of this Article, shall cease to be covered employees under this Agreement as of the date of such termination, reclassification, or new placement.
4. The District is committed to provide Deaf and Hard of Hearing students quality educational interpreters/transliterators, and will normally employ educational interpreters/transliterators who are covered employees under this Agreement. The District shall have the right to contract out for interpreter/transliterator services for the Deaf and Hard of Hearing 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 interpreter/transliterator services for the Deaf and Hard of Hearing when providing interpreting services on a temporary basis when members of the bargaining unit are unavailable or unwilling to perform such services.

ARTICLE 4

1. Length of Year of Experience

For all purposes, including the adjustment of salaries and the computing of fringe benefits, 140 days on duty during the regular school year shall be counted as a creditable school year for educational interpreters/transliterators in the District.

2. Holidays

All full-time, ten-month covered employees shall be entitled to the following paid holidays: Labor Day, Thanksgiving Day, day after Thanksgiving, Martin Luther King Day and President's Day.

3. School Closure Days:

If school is cancelled for students, employees in this bargaining unit 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 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 is 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.

District Closure Days:

If weather conditions make traveling extremely hazardous, a **District closure day** may be declared.

On a District closure day, employees will be paid as if they had worked. To be eligible for District closure day compensation, the employee must have actually worked on the workday prior to or the workday after the District closure day. For example, if there is a District closure day on Tuesday and an employee is absent Monday and Wednesday due to illness, that employee is not eligible for District closure pay on Tuesday but instead would utilize sick leave.

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.

Late Start or Early Release:

In the event the Superintendent declares a Late Start or Early Release as a result of inclement weather, employees will work a revised schedule as designated by the Superintendent.

Employees may confirm whether it is a **school closure day**, a **District closure day**, or a **Remote Learning day** by checking their email or calling the Department of Talent Services.

4. Lunch Period for Educational Interpreters/Translators

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

5. Covered employees shall be compensated at the rate of one and one half times for any hour over forty (40) hours worked in any one week.

6. Overtime: Compensation for approved services rendered by a covered employee which are provided outside of the regular duty hours and not contiguous to regular duty hours shall be paid in one hour increments at the appropriate pay scale for the first hour and for any time thereafter shall be calculated to the next quarter hour.

7. A mileage reimbursement for approved school business as described in the *Policies and Regulations* may be claimed. Mileage reimbursement for use of personal automobiles for

approved school business shall be at the rate established by law.

8. Lead Educational Interpreters/Translitterators (EI/Ts) shall have at least 7.5 hours on duty per day at the site they are assigned.
9. Summer School Hourly Rate. Educational Interpreters-Translitterators who apply for and are selected by the District to work during summer sessions shall be paid their regular hourly rate.
10. Supervision of after school activities and athletic activity supervision, including intramural activities shall be compensated at the hourly rate of \$20.

ARTICLE 5 – Preparation/Conference/Planning Time

Preparation/Conference/Planning Time

1. Preparation/conference/planning time for the educational interpreters/translitterators shall be used for the purpose of preparation for interpreting duties.
2. Educational interpreters/translitterators shall have a minimum of 40 consecutive minutes each day, during student contact time, of preparation/conference/planning time. If possible, additional duties should not be assigned during this time.

An educational interpreter/translitterator who temporarily provides services an extra period and loses preparation/conference/planning time shall be paid at their regular hourly rate pro-rated for actual time spent providing service.

ARTICLE 6 – Acceptable Dress and Appearance

Acceptable Dress and Appearance

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

ARTICLE 7 – Evaluation

Educational interpreters/translitterators shall be evaluated on a bi-annual basis. Copies of the evaluation are electronic and the educational interpreter/translitterator shall be given access to the evaluation.

ARTICLE 8 – Leaves of Absence

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. Health Leave

Any employee may, upon proper application to the Superintendent or their designee and approval of the Board, be granted a leave of absence for health reasons. Such application should be submitted as soon as the reasons are known or a medical condition is diagnosed.

- a. A leave of absence shall be granted without pay for such period as the Superintendent may determine, but not to exceed the school year in which the need for the leave exists. The actual starting time of a health leave will be at the discretion of the Superintendent or their designee based upon the physician's statement, the ability of the employee to perform normal duties, and the health and safety of the employee. Such leave may not be considered until FMLA is exhausted.

2. 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.

3. Professional Leave

Members of the educational interpreters/transliterators staff of the District may be excused for professional purposes without loss of pay upon written application to the Superintendent 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 20 work days in advance before such absence may be granted. 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.

Substitute educational interpreters/transliterators may be provided at Board expense for such approved absences. Upon recommendation of the Superintendent, professional staff may be reimbursed for approved attendance at such professional meetings out of Board funds. For budgetary purposes, as much planning as possible should be made one year in advance.

4. Adoptive Leave

Adoptive leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child.

5. Personal Leave

- a. Personal leave with pay may be granted to a maximum of three (3) 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 \$200 per day; or
- (2) Convert to sick leave.

Whenever possible, business transactions, university classes, or other appointments shall be scheduled after the duty day. At their discretion, principals are authorized to release educational interpreters/transliterators for such transactions. Employees will not be compensated for time not worked.

- 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 done in writing on the appropriate form.):

- (1) Childhood diseases not requiring medical attention of a physician.
- (2) A leave will be granted for an employee's wedding or a wedding of the parents, children, grandchildren or brothers/sisters of an employee. Wedding leave must begin no later than two working days following the actual wedding day.
- (3) For legal arrangements which are related to the settlement of the estate of a relative.
- (4) To comply with a court summons when it does not involve an instance where the employee has violated the law.
- (5) To take a special examination administered by a university for an advanced degree program.
- (6) To attend the funeral of a close friend.
- (7) To be present at the time an employee's child is born and/or for the care of the employee's spouse upon release from the hospital.
- (8) Absence of an employee resulting from mandatory preinduction physical examination requested by the Selective Service System.
- (9) For legal proceedings requiring the attendance of a parent/legal guardian.
- (10) 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.
- (11) 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.

6. Sick Leave

- a. Employees shall be entitled to sick leave as set forth in the *Policies and Regulations*. Notwithstanding the provisions of *Policies and Regulations*, Employees covered under this Agreement shall accrue 1.2 sick day per month of employment until reaching a maximum accrual of 130 days.

Twelve (12) days per year of the employee's accumulated sick leave may be used for the illness of an immediate family member. Immediate family member will include the employee's spouse, children, parent, grandparent, or an immediate individual who is a permanent resident in the employee's home, in a care facility, or for whom the employee has specific legal responsibility.

Each school year that an employee has unused personal leave days, the employee shall be awarded one additional day of accumulated sick leave for each day of unused personal leave, subject to limitations on maximum accumulation.

Whenever an employee resigns, the employee will not receive compensation for any leave time used beyond the amount accumulated.

- b. Sick Leave shall only be granted to employees for days when they are medically unable to work due to personal injury, illness, or pregnancy-related conditions. Such conditions shall be certified to Talent Services by principals or other authorized supervisory officers, who may require a physician's statement to support their certification. The Superintendent may designate a second physician to conduct an examination to confirm the opinion of the employee's physician.
- c. The employee shall notify his/her immediate supervisor and the department of Talent Services when a condition requiring an extended period of absence becomes known. Conditions requiring such notice include planned surgery, pregnancy, or a major illness. The employee shall also furnish a letter from his/her physician confirming the condition and stating the physician's opinion as to the employee's physical or mental ability to continue employment, the date of scheduled surgery or expected delivery, and the date beyond which the employee should not continue working.

7. Bereavement Leave

- a. 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.

- b. 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.
- c. 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.

8. Election/Jury Duty

Employees who are called for election duty are required to remit to the Secretary of the Board any fees received for the hours the employee was excused from duty. If such fees are not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary.

Employees who are called for jury duty are required to remit to the Secretary of the Board any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Secretary of the Board, an identical amount will be deducted from the employee's salary.

Jury service typically consists of reporting every day or every other day until actually selected and impaneled for a jury. Employees shall report to work during all periods that the employee is not actually required to serve in the capacity of a juror. *Policies and Regulations*.

9. 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.

10. 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*.

ARTICLE 9 – Association Leave

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 – Employment

1. Credit for Experience

Full time covered employees may, at the time of their employment with the District receive credit on their respective salary schedule for up to ten years of successful experience in a setting whose standards are the same as those of the District. (At the discretion of the Superintendent in individual cases involving special qualifications, the credit for experience may be granted for as many as ten years.)

An employee must apply for a lane change no later than September 1 (pending verification of credits) for the upcoming contract year. Payment will be made no later than the October paycheck and will be retroactive to the beginning of the semester. If the application occurs after September 1 but prior to February 1 (pending verification of credits), the lane change shall occur no later than the March paycheck and shall be retroactive until the beginning of the semester. If the application occurs after February 1, the applicant must wait to the following contract year.

2. 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, sex (including pregnancy), sexual orientation, marital status, disability or handicapping condition, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation, economic status, national origin, 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 and duties, transfer employees, promote, reward, discipline, and increase or decrease the work force. In the event it becomes necessary to reduce the interpreter/transliterators 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 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.

3. Covered employees requiring service for a "probationary period" shall be identified in this Agreement. For the purposes of this Agreement, "probationary period" shall mean:
 - a. New Employees: For employees new to the District, new to the Educational Interpreters/Transliterators staff or persons who are being reemployed following a separation of full-time service from the District greater than two years in duration, a probationary period of service not to exceed six (6) months may be required. If the employee has relevant experience from another School District, the Chief Talent Officer may decide to shorten or waive the probationary period.
 - b. The probationary period shall commence with the initial date of full-time employment or reemployment and shall extend for a period not to exceed six (6) months.
 - c. Covered Employees Accepting Promotions or Otherwise Changing Assignments: Those covered employees who have been employed on a full-time basis for a period exceeding two years and who are advancing to a higher salary grade and a new covered position involving greater responsibility shall not be required to serve a probationary period. Additionally, any change of classification shall result in a change of salary grade commensurate with the newly assumed position with recognition given to longevity earned on the employee's former schedule. The pay adjustment shall become effective immediately upon the employee's assumption of the new position.
4. An effort will be made to maintain full-time employees in full-time status. The District will notify employees of their assigned location by June 15 of each year. A listing of current Interpreter/Transliterators vacancies for the upcoming school year will be included in the June 15 assignment letter. 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.

In filling any vacancy for a Lead Educational Interpreter/Transliterators position, the District must send notification to each educational interpreter/transliterators. All qualified educational interpreter/transliterators may participate in the application process.

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

ARTICLE 11 – Grievances

1. Grievances from employees shall be initiated pursuant to *Policies and Regulations*.

ARTICLE 12 – Wage Deductions

1. All deductions required by law will be made from the salary or wages of each employee. An

employee may also make, upon direct authorization, other requested deductions made available by the District.

2. Association Dues:

A single salary deduction for association dues, as agreed to by the District, shall be made upon the authorization of any employee through the Association. The Association must be the recognized collective bargaining representative of such employee. The amount specified in the authorization to the Association shall be withheld each pay period from the employee's wages and the Association shall be then required to notify the District of the amount to be withheld.

- a. Written authorizations made to the Association must be received by the District before the fifteenth of the month to be deducted in the first regularly scheduled paycheck of the following month. Only one written authorization per employee will be accepted by the District per year.
- b. In the event of a termination of employment, the District shall deduct from the final paycheck of the covered employee the remainder of the annual dues even though the amount of the employee's check may be less than a full month of covered employment.
- c. District employees may revoke dues of its membership in the Association once a year. This revocation must be made to the Association in writing no later than 30th. Upon receipt the Association will notify the District. Upon receipt of the association's notification to the District, the District shall revoke dues beginning on September 1.
- d. The District shall not be held responsible to the Association for any failure to deduct the dues of any covered employee having submitted written authorization.

ARTICLE 13 – 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.

For the 2026-2027 school year, 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). The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2026-2027 contract year:

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 District's Dental Insurance Plan for the 2026-2027 contract years:

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 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.

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 purchase additional 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 may increase and the increase will occur on each birthdate of the employee electing the coverage.

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. 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 group hospitalization, surgical and major medical program for three months following the expiration of sick leave at Board's 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 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 14 – 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 15 – Long Service Increment

For the 2026-27 contract year only, employees shall receive a long service increment as follows:

1. Bargaining unit members shall receive a long service increment as follows:

Upon completion of 10 years: 2.5 percent of the final step of the employees designated salary schedule.

Upon completion of 15 years: 5 percent of the final step of the employees designated salary schedule.

Upon completion of 20 years: 7.5 percent of the final step of the employees designated salary schedule.

Upon completion of 25 years: 10 percent of the final step of the employees designated salary schedule.

Upon completion of 30 years: 12.5 percent of the final step of the employees designated salary schedule.

2. Long service increments listed above are NOT cumulative.
3. For all full time covered employees a creditable year is as defined in *Policies and Regulations*.

ARTICLE 16 – Payment for Accumulated Sick Leave

Payment for Accumulated Sick Leave

An applicable dollar amount of the unused sick leave accumulated by a full-time employee who resigns or dies after 20 creditable years of service to the District, or who retires through normal, early or disability retirement under the District's Employees' Retirement System, shall be paid or applied to provide supplemental retirement or post-retirement medical care benefits as follows:

1. The applicable dollar amount of the employee's unused sick leave shall be calculated as follows: 50% of the employee's contracted daily rate at the time of retirement or resignation, termination due to reduction-in-force, or death multiplied by the number of unused sick days, not to exceed the maximum days accumulation as defined in Article 8, #6.
2. If the employee dies after 20 creditable years of service to the District, the applicable dollar amount of the employee's unused sick leave shall be paid to the employee's estate in a lump sum within 60 days of the employee's death.
3. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is less than 12, the applicable dollar amount of the employee's unused sick leave shall be paid in a lump sum to the employee within 60 days of such resignation or retirement.
4. If the number of the employee's unused sick leave days at the time of the employee's resignation or retirement is 12 or more, the applicable dollar amount of the employee's unused sick leave shall be applied to provide supplemental retirement income benefits and/or post-retirement medical care benefits pursuant to the terms and conditions of the District's Accumulated Sick Leave Conversion Plan. The employee shall not have any option to receive a cash payment of the applicable dollar amount of the unused sick leave or to have the unused sick leave applied to provide any form of benefit that is not provided under the District's Accumulated Sick Leave Conversion Plan.

A full-time employee who is terminated from employment because of a reduction-in-force shall, regardless of the number of the employee's creditable years of service to the District, be paid the applicable dollar amount of the employee's unused sick leave in a lump sum within 60 days of such termination.

ARTICLE 17 – Spectator Sport Event

Only covered employees with current District identification, their spouse and children under 18 years of age living with them will be allowed no cost entry into any District spectator sport event.

ARTICLE 18 – Salary Schedules

The salary schedules for the contract years are included in the Agreement as an Appendix. Employees who achieve an additional creditable year of service by July 31 will move on step beginning August 1 for the 2026-27 contract year only. Upon reaching the final step of the salary schedule, movement on step shall cease.

APPENDIX A

66B Associate Degree	
Step	26-27
1	\$29.88
2	\$30.46
3	\$31.08
4	\$31.69
5	\$32.36
6	\$32.96
7	\$33.61
8	\$34.29
9	\$34.96
10	\$36.04
LSI	\$1,166.80

66D Bachelor's Degree	
Step	26-27
1	\$30.46
2	\$31.56
3	\$32.62
4	\$33.71
5	\$34.80
6	\$35.87
7	\$36.95
8	\$38.04
9	\$39.12
10	\$40.20
LSI	\$1,301.48

Attest:

by: Jane Erdenberger 8/3/20
Date
Jane Erdenberger, President
*School District No. 0001 in the City of
Omaha and County of Douglas and State of
Nebraska*

by: Kara Saldierna 8/3/20
Date
Kara Saldierna, Secretary to the Board of Education
*School District No. 0001 in the City of
Omaha and County of Douglas and State of
Nebraska*

by: Lynette Jedlicka 8/4/20
Date
Lynette Jedlicka, Chief Negotiator
*Educational Interpreters/Translators
Omaha Education Association*

by: Katherine Poehling 7/31/20
Date
Katherine Poehling, President
Omaha Education Association