

MEMORANDUM OF AGREEMENT REGARDING AFTER-HOURS MEETINGS

This Memorandum of Agreement is between the Omaha School Psychologists Association (the “Association”) and Douglas County School District No. 0001 (the “District”).

Basis for Agreement

- The District and the Association reached a tentative agreement to renew their collective bargaining agreement (the “Renewal Agreement”). The Renewal Agreement governs only the 2026–2027 school year.
- During negotiations for the Renewal Agreement, the Association raised concerns regarding meetings related to educational planning, special education eligibility, and service delivery that may occur outside of a School Psychologist’s scheduled duty hours, including MDT and IEP meetings.
- The parties agree to address this issue through data collection during the term of the Renewal Agreement and further consideration in successor negotiations.

THEREFORE, the parties agree as follows:

1. **Scheduling.** The parties recognize that meetings covered by this Memorandum are scheduled based on a variety of student, family, staffing, and operational considerations. The parties support efforts to schedule such meetings during bargaining unit members' regular duty hours whenever practicable.
2. **Data Collection.** During the term of the Renewal Agreement, the District will continue gathering information regarding the frequency and distribution of meetings that occur outside of scheduled duty hours. The Association may also provide relevant information for the District’s consideration.
3. **Future Discussions.** The parties agree to discuss the issue of meetings occurring outside of scheduled duty hours during negotiations for the successor collective bargaining agreement following expiration of the Renewal Agreement. Nothing in this Memorandum of Agreement requires either party to agree to any proposal, compensation structure, scheduling accommodation, or contract modification during future negotiations, nor does it constitute an admission by either party regarding whether compensation for such meetings is appropriate.
4. **No Change to Existing Rights or Obligations.** This Memorandum of Agreement does not modify any provision of the Renewal Agreement and does not create any entitlement to additional compensation, release time, or other benefits. The parties acknowledge that this Memorandum of Agreement is intended solely to facilitate further discussion and data collection regarding this issue.
5. **Expiration.** This Memorandum of Agreement shall expire upon expiration of the Renewal Agreement unless replaced by a subsequent agreement between the parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum on the dates set forth below.

DOUGLAS COUNTY SCHOOL DISTRICT
0001

By: Jane Erdenberger

Name/Title: Jane Erdenberger, President

Date: 8/17/26

Attest: By: Kara Saldin

Name/Title: Kara Saldierna, Secretary

Date: 8/17/26

OMAHA SCHOOL PSYCHOLOGISTS
ASSOCIATION

By: Paula Coburn

Name/Title: Paula Coburn, Chief Negotiator

Date: 8-11-26