

MEMORANDUM OF AGREEMENT REGARDING SALARY STRUCTURE STUDY

This Memorandum of Agreement is between the Omaha School Administrators Association ("OSAA") and Douglas County School District No. 0001 (the "District").

Basis for Agreement

- The District and OSAA have completed their meet and confer process for the wages, terms and conditions of employment for the 2026-2027 school year.
- During the meet and confer process, OSAA raised concerns regarding the current salary table step system, the placement and movement on step process, and educational stipends.
- The parties acknowledge that they lack sufficient information upon which to adequately review the current salary table step system, the placement and movement on step process and the use of educational stipends.

THEREFORE, the parties agree as follows:

1. **Data Collection.** During the 2026-2027 school year, the District will gather information regarding the comparable and local arrays on salary levels, placement methods, movement on step, and education stipends.
2. **Future Discussions.** The parties agree to periodically meet and confer during the 2026-2027 school year to review the data collected relating to salary tables, placement, movement on step, and education stipends. Nothing in this Memorandum of Agreement requires either party to agree to any proposal, compensation structure, or agreement modification during future negotiations.
3. **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, or other benefits. The parties acknowledge that this Memorandum of Agreement is intended solely to facilitate further discussion and data collection regarding these issues.
4. **Expiration.** This Memorandum of Agreement shall expire on July 31, 2027, 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: _____

Name/Title: Jane Erdenberger, President

Date: 8/17/20

Attest: By: Kara Saldi

Name/Title: Kara Saldierna, Secretary

Date: 8/17/20

OMAHA SCHOOL ADMINISTRATORS
ASSOCIATION

By: Michaela Jackson

Name/Title: Michaela Jackson - President

Date: 8-11-2020

OSAA