OPERATIONS DIVISION
NEGOTIATIONS AGREEMENT
Douglas County School District 0001
and
Service Employees Local Number 226
2023-2024
2024-2025
2025-2026

By this Agreement, dated August 7, 2023 by and between the Board of Education of Douglas County School District 0001 (District) and Service Employees Local Number 226, affiliated with the AFL- CIO (the Union), the parties do hereby agree as follows:

ARTICLE 1

1. "Employee(s)," as used herein, shall refer only to those persons represented in the negotiation of this Agreement by the Union and employed full-time. These full-time employees include the following job positions: Assistant Custodian, Shift Engineer, Head Custodian Engineer or Relief Engineer, Unlicensed Relief Head Custodian, Truck Driver, Supply Clerk, Supply Section Foreman, Small Appliance Technician, Tractor Operator, Relief Engineer, Lead Vehicle Mechanic, Journeyman Vehicle Mechanic, Maintenance Technician, Service Assistant, Service Foreman, Temporary Lead Custodian and Supply Clerk.

2. "Policies and Regulations," as used herein, shall refer to the *Policies and Regulations of the School District of Omaha* as enacted by the Board and the District according to the laws of the State of Nebraska.

ARTICLE 2

Each and every provision of the *Policies and Regulations*, incorporated by specific reference herein, and made a part of this Agreement, shall be binding upon both parties hereto, in their language as of the date hereof, throughout the term of this Agreement, notwithstanding that the District may act to change *Policies and Regulations* after the effective date of this Agreement. This provision shall mean that any Policies and Regulations not related specifically to mandatory subjects of bargaining or other subjects contained within this Agreement, may be changed by the District and incorporated by reference to apply to the employees covered by this Agreement. The District agrees that it shall comply with the negotiated agreement if the agreement is inconsistent with board policy.

ARTICLE 3

The terms, conditions, and content of this Agreement shall be in effect for a period commencing August 1, 2023 and expiring July 31, 2026.

In the event a succeeding negotiation's agreement has not been reached by the first day of the employee contract year, it is understood the District will adjust any salary settlement agreed to upon settlement of the contract and will make a lump sum payment of retroactive salary no later

than (6) six pay periods after the new contract has been ratified by the Union and approved by the Board.

ARTICLE 4

1. Local Number 226, having been duly certified by the employees of the Operations Division, was recognized by the Board by action taken at a duly convened meeting on June 15, 1970, as the exclusive bargaining agent for the employees in the Operations Division, including, but not limited to, custodians, supply clerks, truck drivers, and any other employees within said division not represented by any other labor organization who accept employment and agree to be paid in accordance with one of the salary schedules specified in Article 21 of this Agreement, except as specifically authorized by paragraph 3 of this Article.

2. Any employee who accepts pay and fringe benefits based upon a salary schedule other than those specifically designated in the Agreement shall also agree to accept all other facets of the new assignment. Acceptance of salary which is outside of the reading of this Agreement shall automatically and totally remove the employee, as of the date of the change of salary, from the operation and coverage of this Agreement. Such employee will, after the change to the new position, be covered by the salary schedules and fringe benefit programs directly applied to the new assignment.

ARTICLE 5

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. Union dues:

   The Union and the District agree that a single salary deduction, shall be made upon the written authorization of any employee covered under the terms of this agreement. Once notified under the terms stated below, the amount specified in the employee's authorization shall be withheld each pay period from the employee's wages and paid from the District to the Union. This deduction shall continue each pay period until the employee revokes his or her request in writing.

   a. The Union must forward written authorizations to the District no later than the fifteenth of the month, in order for the District to deduct the dues from the first regularly scheduled paycheck of the following month. Only one written authorization will be accepted per year.

   b. In the event of a termination of employment, the District shall deduct from the final paycheck of the covered employee a full month's dues for the final month of employment even though the employee's time worked may be less than a full month of covered employment.

Employees under this Agreement may revoke dues only once a year. This revocation must be made to the Union. The District must receive the revocation from the Union not prior to June 30 but no later than August 1. Upon receipt, the District shall revoke the dues beginning on September 1 of each year.

c. The District shall not be held responsible to the Union for any failure to deduct the dues of any employee who is covered under the terms of this Agreement.

ARTICLE 6

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, sex (including pregnancy), sexual orientation, national origin, disability, age, marital status, citizenship status, genetic information, gender identity, gender expression, veteran status, political affiliation, economic status, or participation or nonparticipation in any labor organization, 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 for just cause, assign jobs, transfer employees, promote, reward, discipline and increase or decrease the work force. Management will also determine school calendar, hours of school, hours of work, assigned duties and all other procedures necessary to provide for the education and well-being of students in the District, except as otherwise specifically provided herein.

ARTICLE 7

1. Definition of Full-Time and Part-Time Employee:

   a. Full-Time Employee

   For the purpose of this Agreement a FULL-TIME employee shall be defined as a person who has been employed on a regular basis with the hours of work not to be less than 30 hours each week during the fiscal year.

   b. Part-Time Employee

   A PART-TIME employee shall be defined as one employed for less than 30 hours per week on a regular basis or one who is employed for a specific period of time such as vacation periods or for a number of predetermined days (example: September 1 to November 15).

2. Definition of Duty Week and Duty Hours:

   Employees shall have a duty week of not less than forty hours as set forth in the *Policies and Regulations*. The regular workday shall consist of eight hours. Lunch period schedules shall be set at 30 minutes per workday wherever possible. This shall apply to all buildings except for those elementary schools with only one full-time bargaining unit member assigned to the day shift. In the event that an emergency requires an employee remain on duty through the regularly scheduled lunch period, the employee shall be compensated. Therefore, lunch period

schedules as established by the Chief Operations Officer of District Operational Services in accordance with shall remain in effect during the term of this contract.

Duty Hours of Employees

a. The duty hours of all custodial employees shall be fixed by the Chief Operations Officer of District Operational Services as the operation of the school may indicate.

3. Overtime Compensation:

a. Employees shall also be compensated at the rate of time and one-half for any hour over forty hours worked in any one week. Hours worked per week shall include bereavement leave, jury duty leave and professional leave for the computation of overtime. In any week an employee is called to work for emergency duty for snow removal, hours worked for that week shall include bereavement leave, jury duty leave, professional leave, personal days, holidays, sick leave, and vacation leave for the computation of overtime. All employees designated by their supervisor to make building checks on Saturdays, Sundays, and paid holidays shall be required to work one full hour at the overtime rate. If the Supervisor of Operations approves more than one hour of overtime for building checks, the District will compensate the work at the overtime rate for the actual time worked, in addition to the one hour of overtime already assigned.

b. On those occasions when overtime assignments must be assigned, every effort should be made to equalize the opportunity for an individual employee to receive overtime compensation. Such compensation, however, shall be paid only for those hours actually worked in addition to the regularly assigned workweek.

4. Emergency Duty:

The District shall have the authority to call employees to work outside their normal working hours in the event of an emergency. An emergency is defined as unexpected events, such as unexpected loss of electricity, a water main break, or severe weather events, including snow removal. Any employee called to work outside their normal working hours for an emergency shall be compensated for a minimum of two (2) hours at the appropriate pay scale. An employee who is assigned emergency duty may work less than two (2) hours but shall paid for the entire two (2) hours. If an emergency assignment lasts longer than two (2) hours the employees shall be compensated for actual hours worked.

This provision applies only to calls for return to duty made by the Chief Operations Officer of District Operational Services or an authorized representative. It does not apply to those activities scheduled for authorized community use of buildings or similarly scheduled school events.

Upon immediate approval of the building principal, in the event that an emergency requires an employee remain on duty through the regularly scheduled lunch period, the employee shall be compensated. Emergency duty is defined as unexpected events, such as unexpected loss of electricity, a water main break, or severe weather events.

5. Late Start/Early Release: The Superintendent may declare a Late Start or Early Release as a result of inclement weather. In the event of a Late Start or Early Release, employees will work a revised schedule as set by the Chief Operations Officer.

ARTICLE 8

Holidays:

Employees shall be entitled to the paid holidays. Those holidays are:

Labor Day, Thanksgiving Day, Thanksgiving Friday, the Day Before Christmas, Christmas Day, the Day Before New Year's Day, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, and Independence Day.

ARTICLE 9

Vacations:

1. Employees covered by this Agreement shall be entitled to vacations pursuant to *Policy and Regulations*, 4007. and according to the following terms:

   a. All permanent twelve-month employees shall be entitled to an annual vacation of ten (10) days with pay during each of the first five years of continuous employment and fifteen (15) days with pay for each year thereafter through the 16th year of employment.

   b. One additional day of vacation will be granted for each year of employment at the beginning of the 16th, 17th, 18th and 19th year of service.

   c. At the beginning of twenty (20) years of service an employee will be granted a total of twenty (20) days vacation with pay.

   d. Employees shall accrue vacation days on a monthly basis according to District policy. In order for the first year of employment to count as one of the first five years of continuous employment, the employee must be on duty the minimum number of days which qualify for a creditable year as defined in the School District's *Policies and Regulations*.

   Vacations may be taken throughout the year as provided under policy 4007 as long as not more than one-half of the employees in any building, to which more than one employee is assigned, shall be on vacation at any one time and the request has been approved by the building administrator and the Chief Operations Officer of District Operational Services or their designee. The parties further agree that every effort shall be made to insure that more than one-half of the employees in any one building, to which more than one employee is assigned, shall be on duty throughout the period during which vacations may be taken.

ARTICLE 10

Job Notification: The procedures for filling job openings in the Operations Divisions shall be as

follows:

1. The District shall publish notice of all job vacancies related to this bargaining unit and shall describe the basic qualifications required of the job.

2. For a change in position or building, any full time employee may apply for such job opening by submitting an online application. Once an employee has been transferred to a new position there shall be a waiting period of seventy (70) working days before the employee is eligible to bid a vacancy. The seventy (70) working days starts after the employee has been placed in the new position. Seventy (70) working days will be waived if the placement was made by Human Resources and not accepted through the bid process. When pursuing a subsequent promotional move resulting in an increase in pay, the waiting period will be waived and all full-time employees are eligible to bid.

3. Applicants may be required to attend a meeting for the purpose of establishing individual qualifications for the job opening. Employees who have been awarded a bid for a job opening shall have 48 hours to rescind their acceptance of the bid to Human Resources in writing, which includes written email.

4. If no bids are received from qualified internal applicants, management shall retain the right to recruit qualified internal or external applicants. Preference shall be given to qualified internal applicants.

5. The District shall publish electronic notice of all full-time job vacancies and shall describe the qualifications required therefore. Any employee may apply/bid for such job vacancy by submitting an electronic application.

6. Upon acceptance of a job vacancy, the applicant shall be moved to the new position within twenty-five (25) working days after being notified of the new job position, not to include probationary employees.

7. In the selection of persons by the District for transfer, promotion, reduction of staff or preference in rehiring, consideration shall be on the basis of qualification for the position which shall include, but not be limited to, seniority status in the School District and experience in the type of work required by the position in question. Seniority shall be defined as the total length of continuous service in the District (within the Operations Division of Local 226) and shall be district wide, and shall date from the effective date of FULL-TIME employment. If all qualifications are equal and seniority date is the same the position shall be awarded through a lottery process through the Human Resources Department.. Any dispute of employment records shall be resolved by reference to official records of the Board.

8. Any position 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 or persons who are re-employed 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 shall be required.

The salary of all probationary grades shall be set at the discretion of the Chief Operations Officer of District Operational Services and Chief Talent Officer.

The probationary period shall commence with the initial date of full-time employment, or re-employment in the case of a former employee, and shall extend for a period not to exceed six (6) months.

b. Employees Accepting Promotions or Otherwise Changing Assignments: **Such employees shall not be required to serve a probationary period.** The pay adjustment shall become effective immediately upon the employee's assumption of the duties of the new position.

9. It is the responsibility of the management to develop and implement staff-bumping procedures for this collective bargaining agreement. Management will provide the opportunity for input from Local No. 226 personnel prior to implementation. Local No. 226 leadership will be extended an invitation to participate in the process during implementation as observers and participants if staff-bumping procedures become necessary.

ARTICLE 11

1. Leaves of Absence: Employees shall be entitled to leaves of absence as set forth in the *Policies and Regulations 4007*.

2. Sick Leave:

   a. Employees shall be entitled to sick leave as set forth in the *Policies and Regulations*, Section 4007. Employees covered under this Agreement who fall within Group B shall accrue a total of 14 sick days per year, until reaching a maximum accrual of 150 days.

   b. Payment for Accumulated Sick Leave: Beginning with employees retiring during the 2005-2006 school year, an applicable dollar amount of the unused sick leave accumulated by a full-time covered 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 Section 2a.

      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 10, 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 10 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 classified 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.

c. 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, or an immediate relative who is a permanent resident in the employee's home or for whom the employee has specific legal responsibility.

d. The District reserves the right to verify the use of sick leave. Employees who use sick leave immediately before or after a holiday who cannot verify actual sickness shall receive a disciplinary warning for the first misuse of sick leave. Employees who use sick leave immediately before or after a holiday who cannot verify actual sickness shall be suspended three days without pay for the second misuse of sick leave. Employees who use sick leave immediately before or after a holiday who cannot verify actual sickness shall may have their employment terminated for the third misuse of sick leave.

3. Military Leave: Employees shall be entitled to military leave as set forth in the *Policies and Regulations* 4007, and as provided for by the laws of the State of Nebraska and the United States.

4. Bereavement Leave: Employees shall be entitled to bereavement leave as set forth in the *Policies and Regulations* 4007, and as may further be provided for under Section 1 of this Article.

   In the event of a death in a regular, full-time Employee's immediate family, (defined as mother, father, brother, sister, spouse, child, aunt, uncle, niece, nephew, cousin, grandparents, grandchildren, stepparents, stepchildren, stepsiblings, great grandparents, great grandchildren, or similar relationship established by marriage and any other individual who is a permanent resident in the employee's home) the Employee should give notice to the supervisor and Human Resources Department as soon as possible. Exceptions may be granted at the sole discretion of the Superintendent or his or her designee.

   The District shall grant and excuse employees for up to four paid days for bereavement leave.

Employees who are required to travel a minimum of 200 miles one way to attend services related to the death of an immediate relative shall be granted an additional day of leave. It is preferred that an employee use bereavement leave to making arrangements for or attending services related to the death and not just to bereave the death. The parties to this Agreement prefer the employee attend the services related to the death. For payroll purposes, the Employee must submit documentation (e.g. service program or obituary) to the Human Resources Department as soon as practicable.

5. Election/Jury Duty: The District will grant Employees time off for mandatory jury/election duty, and will pay the difference between the jury/election pay and your regular straight-time hourly rate for the time lost from the regularly scheduled work time. Employees who are called for jury duty or election duty are required to remit to the District any compensation (other than expenses) received for the hours the employee was excused from duty. If such compensation is not remitted to the Accounts Receivable Department, an identical amount will be deducted from the employee's salary.

   During the jury duty period, the Employee must report to work any days that he/she is not required to appear. The Employee must also return to work if released from jury duty during their regular working hours.

6. Citizenship Rights: Employees shall be entitled to leave when filing for an elective public office as set forth in the *Policies and Regulations* 4007. 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.

7. 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*, Section 4007.

8. Personal Leave: Each full-time employee who works 30 or more hours per week shall be granted three personal days per year (one and a half day per semester for first year employees). Requests for Personal Leave must be approved by the principal or the employee's immediate supervisor. Approval will be subject to the District and department scheduling requirements and needs. Personal Leave cannot be utilized during the first five student contact days, the last ten contracted days, or on days immediately preceding or following a District observed holiday. Each school year that an employee has unused personal leave days, the employee shall be awarded one additional day of accumulated sick leave, subject to limitations on maximum accumulation. Any such additional accumulation is recorded separate from the maximum accumulation.

OTHER ABSENCES

ABSENTEEISM AND TARDINESS

The District expects that every employee will be regular and punctual in attendance. Absenteeism and tardiness places a burden on other employees and on the District.

Employees may not be absent from their respective facility during work hours, except by

permission from their principal and Operations Administrator or designee.

Employees who are unable to work owing to illness or an accident, should promptly notify their principal and Operations Administrator or designee. In the event the principal or immediate supervisor is unavailable, please contact Human Resources. Failure to notify the principal or supervisor for 3 consecutive days will be considered resignation of employment. Employees who become ill at work or must leave for some other reason before the end of the workday, must inform the principal and their immediate supervisor.

ARTICLE 12

Covered employees shall have the right to initiate grievances with respect to the interpretation of this Agreement shall be subject to the following Grievance Procedure, unless expressly excluded from such procedure by the terms of this Agreement. Time limits set forth herein may be extended upon mutual written agreement of the parties. An aggrieved employee shall have the right to union representation, if so desired, to present a grievance.

Step 1. If the employee has a grievance, it should first be discussed with the immediate superior (at the building level the immediate superior is the principal) in an effort to resolve the problem informally. The grievance must be initiated within seven calendar days following the date of knowledge of an occurrence or planned occurrence of an event giving rise to the grievance.

Step 2. If the grievance has not been resolved through Step 1, then within fourteen calendar days following the date that the grievance was initially presented, the aggrieved employee must submit the grievance and the reasons therefore in writing to the immediate superior of the aggrieved employee's immediate superior. The person to whom the grievance is submitted shall have a reasonable period, not to exceed fourteen calendar days, to render a decision and the reasons therefore in writing.

Step 3. If the aggrieved employee is not satisfied with the disposition of the grievance, then within seven calendar days following the date of the written disposition of the grievance at Step 2, the aggrieved employee must appeal the grievance to the Superintendent. Within a reasonable period of time after receipt of the written appeal, the Superintendent or his/her representative shall meet with the aggrieved employee to consider the appeal and relevant evidence. The Superintendent or his/her representative shall have thirty calendar days following the hearing to render his/her decision and the reasons thereof in writing to the aggrieved employee, with copies to the Union and to members of the Board.

Step 4: An aggrieved employee may appeal to the Board a decision rendered by the Superintendent. The appeal must be submitted in writing to the Secretary of the Board within seven calendar days following the date of the Superintendent's or his/her representative's written decision. The matter will be heard by an ad hoc committee appointed by the Board. Employees desiring to address the Board's ad hoc committee on any matter shall direct their communications to the Secretary to the Board, not to individual members of the ad hoc committee, except that copies of any communications may be sent to all committee members.

ARTICLE 13

Group Insurance Coverage. Covered employees shall be included under the group insurance coverage as follows:

Health Insurance. The Board shall provide for each full-time employee who has been with the District 30 days the following Health Insurance:

For the 2023-2024 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 2023-2024 contract year:

Coverage	Monthly	Yearly
Employee	$772.84	$9,274.05
Employee and Children	$1,167.12	$14,005.44
Employee and Spouse	$1,242.02	$14,904.24
Employee, Spouse and Children	$1,556.54	$18,678.48
Dual Employee	$1,577.22	$18,926.64
Dual Employee and Children	$2,223.63	$26,683.56

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2024-2025 contract year:

Coverage	Monthly	Yearly
Employee	$811.48	$9,737.76
Employee and Children	$1,225.48	$14,705.76
Employee and Spouse	$1,304.12	$15,649.44
Employee, Spouse and Children	$1,634.37	$19,612.44
Dual Employee	$1,656.08	$19,872.96
Dual Employee and Children	$2,334.81	$28,017.72

The District shall pay the following dollar amounts toward the health insurance plan selected by the employee for the 2025-2026 contract year:

Coverage	Monthly	Yearly
Employee	$852.05	$10,224.60
Employee and Children	$1,286.75	$15,441.00
Employee and Spouse	$1,369.33	$16,431.96
Employee, Spouse and Children	$1,716.09	$20,593.08
Dual Employee	$1,738.89	$20,866.68
Dual Employee and Children	$2,451.55	$29,418.60

In the event the District's health insurance plan deductible increases or decreases during this Agreement, the parties agree the new deductible will be the closest deductible to the current deductible that provides same or similar coverage.

The District shall pay the following dollar amounts toward the District's Dental Insurance Plan for the 2023-2026 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

a. Employees are eligible to purchase family dental coverage for their dependents under the Dental Plan.

b. If the Board changes the insurer, 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.

2. Group Term Life Insurance:

The District shall provide group term life insurance for employees in the amount of $25,000.

Following completion of one month's continuous full-time employment each new 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 choose an additional $12,500, $25,000, $50,000, $75,000, or $100,000, $150,000 or $200,000 of 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 will be based upon the attained age of the individual on each September 1.

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 life 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.

Those employees who retire after September 1, 1985, shall receive Basic Group Term Life Insurance coverage equal to that which was in force immediately prior to the retirement. This coverage will be in effect until the retirees' 65th birth date.

3. 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 for 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.

4. Long-Term Disability Program:

The District shall provide long-term disability benefits for employees incurring long illness.

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.

For those employees who become disabled after September 1, 1978, 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.

ARTICLE 14

Mileage Allowance:

The car allowance reimbursement for use of personal automobiles for approved school business shall be at the rate established by law.

ARTICLE 15

Long-Service Increment:

For the 2023-2024, 2024-2025, and 2025-2026 contract years only, employees shall receive a long service increment as follows:

1. Each covered employee after ten (10) creditable years of full-time service in the District will receive a longevity provision equal to 2 1/2 percent of the final step of the employee's designated salary schedule.

2. A longevity provision of an equal amount will be added at the completion of fifteen (15) creditable years of full-time service.

3. A longevity provision of an equal amount will be added at the completion of twenty (20) creditable years of full-time service.

4. A longevity provision of an equal amount will be added at the completion of twenty-five (25) creditable years of full-time service.

5. A longevity provision of an equal amount will be added at the completion of thirty (30) creditable years of full-time service.

6. A longevity provision of an equal amount will be added at the completion of thirty-five (35) creditable years of full-time service.

7. A longevity provision of an equal amount will be added at the completion of forty (40) creditable years of full-time service.

8. For all employees a creditable year is as defined in the *Policies and Regulations of the School District of Omaha*.

ARTICLE 16

Absence from Duty, Union Activities:

1. Annually, Association Leave without loss of pay shall be available to designated members of the Association for the purpose of attending conferences, meetings, or conventions which 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. Excluding leave specifically for negotiations, no individual association member's association leave shall exceed five (5) days per school year. However, members serving as elected officials on state or national committees may take more than five (5) days leave. Requests should be made in advance through the Office of the Superintendent.

2. Upon written request from the employee, the District will grant a special leave of absence without pay to employees who accept a full-time job or an elected position with the local or international union. Such leave of absence shall be for a period of one (1) year, and will be renewed upon application to the District by the employee not less than thirty (30) days before expiration of the leave.

   While on leave, the employee shall not receive credit toward advancement on the salary schedule nor shall such time count as a year of service toward retirement or any other benefit program paid in part or in whole by the District. 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.

   Upon return from a leave of absence, assignment shall be made to the same or similar position which the employee previously occupied. The employee will not be guaranteed his/her former position. The rate of pay shall be at the prevailing level for the step, if applicable, upon which the person would have been placed during the period of the leave.

ARTICLE 17

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 18

Safety Committee:

The bargaining unit shall have one representative on the districtwide staff safety committee.

ARTICLE 19

Notwithstanding the specific reference herein to certain sections and provisions of the *Policies and Regulations*, all of said *Policies and Regulations* shall be, and remain, in full force and effect during the term of this Agreement and binding upon all employees of the Maintenance and Operations Division except as otherwise specifically provided herein.

ARTICLE 20

The District shall reimburse members of the bargaining unit who have not previously completed the National Association of Power Engineers (NAPE) Third Grade Stationary Engineer's License up to Six Hundred Dollars ($600) for the actual costs of the course, related materials and up to two examination fees upon successful completion of the course and passage of the City of Omaha Third Grade Stationary Engineer's examination. Employees who attend the course either during or outside of work hours shall be paid at their regular rate for time spent attending the course. To be eligible for reimbursement, the employee is required to provide Human Resources with documentation, within thirty (30) days after successful completion of the examination, of payment for the course, any relevant materials, and the examination.

ARTICLE 21

Retro Pay:

If ratification of the Agreement occurs after the beginning of the contract year, the District will calculate the amount of total wages, if any, owed by the District to each employee back to the effective date of the Agreement. The District will also calculate the amount of additional insurance premiums, if any, owed by each employee to the District back to the effective date of the Agreement. The District shall deduct such additional insurance premiums, if any, from the total wages, if any, owed to the employee. The District shall distribute any remaining wage balance as Retro Pay to the employee. In no event shall the employee be required to pay the District more than their total wages due.

The salary schedules listed in the Appendices will be in effect for the contract years. Salary schedule salaries to be in effect throughout the term of this Agreement shall be salary schedules 33 B, D, F, G, H, I, J, M, N, O, P, Q, T, U, V, W; 34 A, B, C, D, E, F, I, J, K, M; 85 A, B, C, D, E, F as amended and in force as of August 1, 2013.

For employees hired into the Operations bargaining unit on or before September 18, 2017, the salary tables in Appendix B and C will apply. For employees hired into the Operations bargaining unit after September 18, 2017, the salary tables in Appendix A and C will apply.

New employees hired to begin service as a full-time employee on or after August 1, 2021 with prior OPS or outside work experience in a position covered by this agreement shall receive credit for each such creditable year of service up to a maximum of eight (8) years for initial placement on the salary schedule.

Employees covered by this agreement who achieve an additional creditable year of service by July 31 will move on step beginning August 1 for the following contract year for the 2023-24, 2024-25, and 2025-26 contract years only. Upon reaching the final step of the salary schedule, movement on step shall cease.

Annual salaries in the above tables are estimates based on the number of hours and contract days worked for the calendar year. These may vary depending on actual hours worked.

1. Those employees who possess a Class A CDL license and are required to operate a vehicle where a Class A CDL license is mandated for its operation will receive a $100.00 per year stipend subject to maintenance and requirement of Class A CDL license for the position as determined by District.

2. 85 A, B: Uniform allowance provided for 11 staff members up to $5.50 per staff member per week. The uniform vendor will be determined by District.

For 2023-24, 2024-25, and 2025-26, it is the intent of the parties that each covered employee shall receive a minimum annualized gross salary increase of $1,000.00 after step movement and application of the increased employee health insurance contributions set forth in Article 13. The District shall calculate the difference between the increase in the annualized salary resulting from the step movement and the increased health insurance employee contributions set forth in Article 13 to determine if the annualized gross salary increase is less than $1,000.00. In the event the annualized gross salary increase is less than $1,000.00, the individual employee will receive a one-time lump sum payment in December of each contract year to ensure the annualized gross salary results in an increase of $1,000.00.

Head Custodian-Engineers and Shift Engineers, who hold a valid City of Omaha Third Grade Stationary Engineers' license and who are assigned to a building that requires, either by the city or the District, a Third Grade Stationary Engineer's license shall receive an additional $2.50 per hour.

Relief Engineers and Tractor Operators who hold a valid City of Omaha Third Grade Stationary Engineers' license shall receive an additional $2.50 per hour.

Any employee covered by this Agreement who is on the 33D salary schedule who serves as a Temporary Lead Custodian (TLC) or as a head custodian on a temporary basis shall receive an additional 10% of their hourly pay while serving in this role.

Employees who work the third shift shall be paid an additional $1.00 per hour.

APPENDIX A

Operations Division Salary Schedules 2023-2024
Employees Hired After September 18, 2017

33B	Assistant Custodian – Unlicensed – First Shift (261 days)
Step	23-24
1	$ 18.80
2	$ 19.11
3	$ 19.50
4	$ 19.89
5	$ 20.26
6	$ 20.63
7	$ 21.00
8	$ 21.81
LSI	$ 1,138.48

33D	Assistant Custodian – Unlicensed – Second Shift (261 days)
Step	23-24
1	$ 18.79
2	$ 19.17
3	$ 19.55
4	$ 19.93
5	$ 20.32
6	$ 20.68
7	$ 21.06
8	$ 21.89
LSI	$ 1,142.66

33F	Assistant Custodian – Licensed (261 days)
Step	23-24
1	$ 18.84
2	$ 19.22
3	$ 19.60
4	$ 19.99
5	$ 20.38
6	$ 20.74
7	$ 21.12
8	$ 21.95
LSI	$ 1,145.79

33G	Shift Engineer – Junior High Schools (261 days)
Step	23-24
1	$ 21.88
2	$ 22.31
3	$ 22.75
4	$ 23.19
5	$ 23.61
6	$ 24.05
7	$ 24.47
8	$ 25.41
LSI	$ 1,326.40

33H	Shift Engineer – Senior High Schools (261 days)
Step	23-24
1	$ 22.64
2	$ 23.08
3	$ 23.54
4	$ 23.99
5	$ 24.45
6	$ 24.88
7	$ 25.34
8	$ 26.34
LSI	$ 1,374.95

33I	Head Custodian – Engineer 1-20 Points (261 days)
Step	23-24
1	$ 22.17
2	$ 22.60
3	$ 23.04
4	$ 23.50
5	$ 23.94
6	$ 24.36
7	$ 24.81
8	$ 25.79
LSI	$ 1,346.24

33J	Head Custodian – Engineer 21-40 Points (261 days)
Step	23-24
1	$ 22.29
2	$ 22.71
3	$ 23.16
4	$ 23.61
5	$ 24.05
6	$ 24.50
7	$ 24.94
8	$ 25.92
LSI	$ 1,353.02

33M	Head Custodian – Engineer 41-60 Points (261 days)
Step	23-24
1	$ 22.55
2	$ 23.00
3	$ 23.44
4	$ 23.90
5	$ 24.34
6	$ 24.78
7	$ 25.22
8	$ 26.19
LSI	$ 1,367.12

33N	Head Custodian – Engineer 61-80 Points (261 days)
Step	23-24
1	$ 22.76
2	$ 23.21
3	$ 23.66
4	$ 24.10
5	$ 24.56
6	$ 25.00
7	$ 25.46
8	$ 26.45
LSI	$ 1,380.69

33O	Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days)
Step	23-24
1	$ 30.50
2	$ 31.10
3	$ 31.71
4	$ 32.31
5	$ 32.91
6	$ 33.52
7	$ 34.12
8	$ 35.34
LSI	$ 1,844.75

33P	Head Custodian – Engineer, 101-120 Points (261 days)
Step	23-24
1	$ 31.94
2	$ 32.57
3	$ 33.20
4	$ 33.84
5	$ 34.47
6	$ 35.10
7	$ 35.73
8	$ 37.00
LSI	$ 1,931.40

33Q	Truck Driver (261 days)
Step	23-24
1	$ 27.45
2	$ 27.99
3	$ 28.54
4	$ 29.08
5	$ 29.62
6	$ 30.16
7	$ 30.71
8	$ 31.80
LSI	$ 1,659.96

33T	Supply Section Foreman (261 days)
Step	23-24
1	$ 21.86
2	$ 22.30
3	$ 22.72
4	$ 23.16
5	$ 23.58
6	$ 24.02
7	$ 24.45
8	$ 25.40
LSI	$ 1,325.88

33U	Small Appliance Technician (261 days)
Step	23-24
1	$ 25.50
2	$ 25.86
3	$ 26.21
4	$ 26.54
5	$ 26.89
6	$ 27.24
7	$ 27.59
8	$ 27.93
LSI	$ 1,457.95

33V	Tractor Operator/Relief Engineer (261 days)
Step	23-24
1	$ 31.60
2	$ 32.22
3	$ 32.85
4	$ 33.48
5	$ 34.10
6	$ 34.72
7	$ 35.35
8	$ 36.61
LSI	$ 1,911.04

33Q	Supply Clerk II (261 days)
Step	23-24
1	$ 27.45
2	$ 27.99
3	$ 28.54
4	$ 29.08
5	$ 29.62
6	$ 30.16
7	$ 30.71
8	$ 31.80
LSI	$ 1,659.96

34A	Shift Engineer – Junior High School Second Shift (261 days)
Step	23-24
1	$ 21.93
2	$ 22.35
3	$ 22.80
4	$ 23.24
5	$ 23.68
6	$ 24.10
7	$ 24.55
8	$ 25.51
LSI	$ 1,331.62

34B	Shift Engineer – Senior High Schools Second Shift (261 days)
Step	23-24
1	$ 22.07
2	$ 22.49
3	$ 22.94
4	$ 23.38
5	$ 23.82
6	$ 24.27
7	$ 24.70
8	$ 25.66
LSI	$ 1,339.45

34C	Head Custodian – Engineer, Relief Engineer, 41-60 Points Second Shift (261 days)
Step	23-24
1	$ 30.05
2	$ 30.65
3	$ 31.24
4	$ 31.84
5	$ 32.43
6	$ 33.03
7	$ 33.62
8	$ 34.82
LSI	$ 1,817.60

34D	Relief Engineer, 2nd Shift 41-60 Points, Unlicensed (261 days)
Step	23-24
1	$ 26.64
2	$ 27.16
3	$ 27.69
4	$ 28.22
5	$ 28.74
6	$ 29.27
7	$ 29.80
8	$ 30.86
LSI	$ 1,610.89

34E	Head Custodian – Engineer 1-20 Points Unlicensed (261 days)
Step	23-24
1	$ 20.16
2	$ 20.57
3	$ 20.97
4	$ 21.38
5	$ 21.78
6	$ 22.17
7	$ 22.57
8	$ 23.44
LSI	$ 1,223.57

34F	Head Custodian – Engineer 21-40 Points, Unlicensed (261 days)
Step	23-24
1	$ 20.27
2	$ 20.67
3	$ 21.07
4	$ 21.48
5	$ 21.88
6	$ 22.29
7	$ 22.67
8	$ 23.55
LSI	$ 1,229.31

34I	Head Custodian – Engineer 61-80 Points, Unlicensed (261 days)
Step	23-24
1	$ 21.31
2	$ 21.72
3	$ 22.14
4	$ 22.56
5	$ 22.98
6	$ 23.41
7	$ 23.83
8	$ 24.74
LSI	$ 1,291.43

34J	Head Custodian – Engineer 81-100 Points, Unlicensed (261 days)
Step	23-24
1	$ 21.47
2	$ 21.89
3	$ 22.31
4	$ 22.73
5	$ 23.15
6	$ 23.58
7	$ 24.00
8	$ 24.93
LSI	$ 1,301.35

34K	Head Custodian – Engineer 101-120 Points, Unlicensed (261 days)
Step	23-24
1	$ 21.63
2	$ 22.05
3	$ 22.47
4	$ 22.90
5	$ 23.32
6	$ 23.76
7	$ 24.18
8	$ 25.12
LSI	$ 1,311.26

34M	Relief Head Custodian 81-100 Points, Unlicensed (261 days)
Step	23-24
1	$ 28.26
2	$ 28.82
3	$ 29.38
4	$ 29.94
5	$ 30.50
6	$ 31.06
7	$ 31.62
8	$ 32.74
LSI	$ 1,709.03

85A	Lead Vehicle Mechanic (261 days)
Step	23-24
1	$ 34.62
2	$ 35.28
3	$ 35.95
4	$ 36.61
5	$ 37.27
6	$ 37.93
7	$ 38.59
8	$ 40.09
LSI	$ 2,092.70

85B	Journeyman Vehicle Mechanic (261 days)
Step	23-24
1	$ 30.27
2	$ 30.90
3	$ 31.51
4	$ 32.14
5	$ 32.76
6	$ 33.38
7	$ 33.99
8	$ 35.35
LSI	$ 1,845.27

85C	Maintenance Technician (261 days)
Step	23-24
1	$ 24.76
2	$ 25.18
3	$ 25.59
4	$ 26.00
5	$ 26.41
6	$ 26.82
7	$ 27.24
8	$ 28.17
LSI	$ 1,470.47

85D	Service Assistant (261 days)
Step	23-24
1	$ 19.61
2	$ 20.05
3	$ 20.50
4	$ 20.94
5	$ 21.37
6	$ 21.81
7	$ 22.26
8	$ 23.22
LSI	$ 1,212.08

85E	Service Foreman (261 days)
Step	23-24
1	$ 25.17
2	$ 25.67
3	$ 26.16
4	$ 26.66
5	$ 27.14
6	$ 27.62
7	$ 28.11
8	$ 29.19
LSI	$ 1,523.72

85F	Service Clerk (261 days)
Step	23-24
1	$ 22.67
2	$ 23.12
3	$ 23.56
4	$ 24.01
5	$ 24.44
6	$ 24.88
7	$ 25.32
8	$ 26.29
LSI	$ 1,372.34

	33G Building Required Licensed Shift Engineer – Junior High Schools (261 days)
Step	23-24
1	$ 24.38
2	$ 24.81
3	$ 25.25
4	$ 25.69
5	$ 26.11
6	$ 26.55
7	$ 26.97
8	$ 27.91
LSI	$ 1,456.90

	33H Building Required Licensed Shift Engineer – Senior High Schools (261 days)
Step	23-24
1	$ 25.14
2	$ 25.58
3	$ 26.04
4	$ 26.49
5	$ 26.95
6	$ 27.38
7	$ 27.84
8	$ 28.84
LSI	$ 1,505.45

Step	33J Building Required Licensed Head Custodian – Engineer 21-40 Points (261 days) 23-24
1	$ 24.79
2	$ 25.21
3	$ 25.66
4	$ 26.11
5	$ 26.55
6	$ 27.00
7	$ 27.44
8	$ 28.42
LSI	$ 1,483.52

Step	33O Building Required Licensed Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days) 23-24
1	$ 33.00
2	$ 33.60
3	$ 34.21
4	$ 34.81
5	$ 35.41
6	$ 36.02
7	$ 36.62
8	$ 37.84
LSI	$ 1,975.25

Step	33P Building Required Licensed Head Custodian Engineer 101-120 Points (261 days) 23-24
1	$ 34.44
2	$ 35.07
3	$ 35.70
4	$ 36.34
5	$ 36.97
6	$ 37.60
7	$ 38.23
8	$ 39.50
LSI	$ 2,061.90

Step	33V Building Required Licensed Tractor Operator/Relief Engineer (261 days) 23-24
1	$ 34.10
2	$ 34.72
3	$ 35.35
4	$ 35.98
5	$ 36.60
6	$ 37.22
7	$ 37.85
8	$ 39.11
LSI	$ 2,041.54

34A Building Required Licensed Shift Engineer Junior High School
Second Shift (261 days)

Step	23-24
1	$ 24.43
2	$ 24.85
3	$ 25.30
4	$ 25.74
5	$ 26.18
6	$ 26.60
7	$ 27.05
8	$ 28.01
LSI	$ 1,462.12

34B Building Required Licensed Shift Engineer Senior High School
Second Shift (261 days)

Step	23-24
1	$ 24.57
2	$ 24.99
3	$ 25.44
4	$ 25.88
5	$ 26.32
6	$ 26.77
7	$ 27.20
8	$ 28.16
LSI	$ 1,469.95

APPENDIX B

Operations Division Salary Schedules 2023-2024
Employees Hired Before September 18, 2017

33B	Assistant Custodian – Unlicensed – First Shift (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 21.26
7	$ 21.33
8	$ 21.81
LSI	$ 1,138.48

33D	Assistant Custodian – Unlicensed – Second Shift (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 21.31
7	$ 21.39
8	$ 21.89
LSI	$ 1,142.66

33F	Assistant Custodian – Licensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 21.38
7	$ 21.47
8	$ 21.95
LSI	$ 1,145.79

33G	Shift Engineer – Junior High Schools (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.83
7	$ 24.96
8	$ 25.54
LSI	$ 1,333.19

33H	Shift Engineer – Senior High Schools (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 25.70
7	$ 25.84
8	$ 26.46
LSI	$ 1,381.21

33I	Head Custodian – Engineer 1-20 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 25.77
7	$ 25.78
8	$ 26.61
LSI	$ 1,389.04

33J	Head Custodian – Engineer 21-40 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 25.90
7	$ 25.91
8	$ 26.75
LSI	$ 1,396.35

33M	Head Custodian – Engineer 41-60 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 26.17
7	$ 26.18
8	$ 27.05
LSI	$ 1,412.01

33N	Head Custodian – Engineer 61-80 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 26.43
7	$ 26.44
8	$ 27.30
LSI	$ 1,425.06

33O	Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 33.52
7	$ 34.12
8	$ 36.20
LSI	$ 1,889.64

33P	Head Custodian – Engineer, 101-120 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 35.10
7	$ 35.73
8	$ 37.13
LSI	$ 1,938.19

33Q	Truck Driver (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 30.18
7	$ 30.73
8	$ 31.91
LSI	$ 1,665.70

33T	Supply Section Foreman (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.80
7	$ 24.94
8	$ 25.53
LSI	$ 1,332.67

33U	Small Appliance Technician (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 27.91
7	$ 27.92
8	$ 27.93
LSI	$ 1,457.95

33V	Tractor Operator/Relief Engineer (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 34.74
7	$ 35.37
8	$ 36.75
LSI	$ 1,918.35

33Q	Supply Clerk II (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 30.18
7	$ 30.73
8	$ 31.91
LSI	$ 1,665.70

34A	Shift Engineer – Junior High School Second Shift (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 25.49
7	$ 25.50
8	$ 26.34
LSI	$ 1,374.95

34B	Shift Engineer – Senior High Schools Second Shift (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 25.07
7	$ 25.18
8	$ 25.77
LSI	$ 1,345.19

34C	Head Custodian – Engineer, Relief Engineer, 41-60 Points Second Shift (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 33.04
7	$ 33.64
8	$ 34.96
LSI	$ 1,824.91

34D	Relief Engineer, 2nd Shift 41-60 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 29.29
7	$ 29.81
8	$ 30.97
LSI	$ 1,616.63

34E	Head Custodian – Engineer 1-20 Points Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 23.42
7	$ 23.43
8	$ 24.19
LSI	$ 1,262.72

34F	Head Custodian – Engineer 21-40 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 23.53
7	$ 23.54
8	$ 24.31
LSI	$ 1,268.98

34I	Head Custodian – Engineer 61-80 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.17
7	$ 24.29
8	$ 24.85
LSI	$ 1,297.17

34J	Head Custodian – Engineer 81-100 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.29
7	$ 24.41
8	$ 25.04
LSI	$ 1,307.09

34K	Head Custodian – Engineer 101-120 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.41
7	$ 24.54
8	$ 25.23
LSI	$ 1,317.01

34M	Relief Head Custodian 81-100 Points, Unlicensed (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 31.07
7	$ 31.64
8	$ 32.85
LSI	$ 1,714.77

85A	Lead Vehicle Mechanic (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 37.93
7	$ 38.59
8	$ 40.09
LSI	$ 2,092.70

85B	Journeyman Vehicle Mechanic (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 33.38
7	$ 33.99
8	$ 35.35
LSI	$ 1,845.27

85C	Maintenance Technician (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 27.98
7	$ 28.12
8	$ 28.71
LSI	$ 1,498.66

85D	Service Assistant (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 22.59
7	$ 22.66
8	$ 23.22
LSI	$ 1,212.08

85E	Service Foreman (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 27.62
7	$ 28.11
8	$ 29.19
LSI	$ 1,523.72

85F	Service Clerk (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 24.88
7	$ 25.32
8	$ 26.29
LSI	$ 1,372.34

	33G Building Required Licensed Shift Engineer – Junior High Schools (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 27.33
7	$ 27.46
8	$ 28.04
LSI	$ 1,463.69

	33H Building Required Licensed Shift Engineer – Senior High Schools (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 28.20
7	$ 28.34
8	$ 28.96
LSI	$ 1,511.71

	33J Building Required Licensed Head Custodian – Engineer 21-40 Points (261 days)
Step	23-24
1	
2	
3	
4	
5	
6	$ 28.40
7	$ 28.41
8	$ 29.25
LSI	$ 1,526.85

Step	33O Building Required Licensed Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days) 23-24
1	
2	
3	
4	
5	
6	$ 36.02
7	$ 36.62
8	$ 38.70
LSI	$ 2,020.14

Step	33P Building Required Licensed Head Custodian – Engineer 101-120 Points (261 days) 23-24
1	
2	
3	
4	
5	
6	$ 37.60
7	$ 38.23
8	$ 39.63
LSI	$ 2,068.69

Step	33V Building Required Licensed Tractor Operator/Relief Engineer (261 days) 23-24
1	
2	
3	
4	
5	
6	$ 37.24
7	$ 37.87
8	$ 39.25
LSI	$ 2,048.85

Step	34A Building Required Licensed Shift Engineer Junior High School Second Shift (261 days) 23-24
1	
2	
3	
4	
5	
6	$ 27.99
7	$ 28.00
8	$ 28.84
LSI	$ 1,505.45

Step	34B Building Required Licensed Shift Engineer – Senior High Schools Second Shift (261 days) 23-24
1	
2	
3	
4	
5	
6	$ 27.57
7	$ 27.68
8	$ 28.27
LSI	$ 1,475.69

APPENDIX C

Operations Division Salary Schedules 2024-2025 and 2025-26
All Employees

33B	Assistant Custodian – Unlicensed – First Shift (261 days)	
Step	24-25	25-26
1	$ 21.37	$ 21.85
2	$ 21.72	$ 22.21
3	$ 22.16	$ 22.66
4	$ 22.60	$ 23.11
5	$ 23.01	$ 23.53
6	$ 23.44	$ 23.96
7	$ 23.85	$ 24.39
8	$ 25.15	$ 26.17
LSI	$ 1,312.83	$ 1,366.07

33D	Assistant Custodian – Unlicensed – Second Shift (261 days)	
Step	24-25	25-26
1	$ 21.36	$ 21.84
2	$ 21.79	$ 22.28
3	$ 22.22	$ 22.72
4	$ 22.64	$ 23.15
5	$ 23.08	$ 23.60
6	$ 23.49	$ 24.02
7	$ 23.92	$ 24.45
8	$ 25.26	$ 26.29
LSI	$ 1,318.57	$ 1,372.34

33F	Assistant Custodian – Licensed (261 days)	
Step	24-25	25-26
1	$ 21.41	$ 21.90
2	$ 21.85	$ 22.34
3	$ 22.28	$ 22.78
4	$ 22.71	$ 23.22
5	$ 23.15	$ 23.67
6	$ 23.56	$ 24.09
7	$ 23.99	$ 24.52
8	$ 25.33	$ 26.36
LSI	$ 1,322.23	$ 1,375.99

33G	Shift Engineer – Junior High Schools (261 days)	
Step	24-25	25-26
1	$ 24.84	$ 25.40
2	$ 25.32	$ 25.89
3	$ 25.81	$ 26.39
4	$ 26.32	$ 26.91
5	$ 26.79	$ 27.39
6	$ 27.28	$ 27.90
7	$ 27.75	$ 28.38
8	$ 29.26	$ 30.44
LSI	$ 1,527.37	$ 1,588.97

33H	Shift Engineer – Senior High Schools (261 days)	
Step	24-25	25-26
1	$ 25.69	$ 26.27
2	$ 26.19	$ 26.78
3	$ 26.70	$ 27.30
4	$ 27.21	$ 27.82
5	$ 27.72	$ 28.35
6	$ 28.22	$ 28.85
7	$ 28.73	$ 29.38
8	$ 30.35	$ 31.61
LSI	$ 1,584.27	$ 1,650.04

33I	Head Custodian – Engineer 1-20 Points (261 days)	
Step	24-25	25-26
1	$ 25.17	$ 25.73
2	$ 25.65	$ 26.23
3	$ 26.14	$ 26.73
4	$ 26.66	$ 27.26
5	$ 27.15	$ 27.76
6	$ 27.63	$ 28.25
7	$ 28.14	$ 28.77
8	$ 29.72	$ 30.95
LSI	$ 1,551.38	$ 1,615.59

33J	Head Custodian – Engineer 21-40 Points (261 days)	
Step	24-25	25-26
1	$ 25.29	$ 25.86
2	$ 25.78	$ 26.36
3	$ 26.28	$ 26.87
4	$ 26.79	$ 27.39
5	$ 27.28	$ 27.89
6	$ 27.78	$ 28.41
7	$ 28.28	$ 28.91
8	$ 29.86	$ 31.07
LSI	$ 1,558.69	$ 1,621.85

33M	Head Custodian – Engineer 41-60 Points (261 days)	
Step	24-25	25-26
1	$ 25.59	$ 26.17
2	$ 26.10	$ 26.69
3	$ 26.59	$ 27.19
4	$ 27.11	$ 27.72
5	$ 27.60	$ 28.22
6	$ 28.11	$ 28.74
7	$ 28.60	$ 29.24
8	$ 30.16	$ 31.38
LSI	$ 1,574.35	$ 1,638.04

33N	Head Custodian – Engineer 61-80 Points (261 days)	
Step	24-25	25-26
1	$ 25.83	$ 26.41
2	$ 26.34	$ 26.93
3	$ 26.84	$ 27.45
4	$ 27.33	$ 27.95
5	$ 27.85	$ 28.48
6	$ 28.34	$ 28.98
7	$ 28.86	$ 29.51
8	$ 30.48	$ 31.73
LSI	$ 1,591.06	$ 1,656.31

33O	Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days)	
Step	24-25	25-26
1	$ 34.54	$ 35.32
2	$ 35.21	$ 36.01
3	$ 35.90	$ 36.70
4	$ 36.58	$ 37.40
5	$ 37.25	$ 38.09
6	$ 37.93	$ 38.78
7	$ 38.61	$ 39.48
8	$ 40.63	$ 42.28
LSI	$ 2,120.89	$ 2,207.02

33P	Head Custodian – Engineer, 101-120 Points (261 days)	
Step	24-25	25-26
1	$ 36.16	$ 36.97
2	$ 36.86	$ 37.69
3	$ 37.58	$ 38.42
4	$ 38.29	$ 39.15
5	$ 39.00	$ 39.88
6	$ 39.71	$ 40.60
7	$ 40.42	$ 41.33
8	$ 42.53	$ 44.27
LSI	$ 2,220.07	$ 2,310.89

33Q	Truck Driver (261 days)	
Step	24-25	25-26
1	$ 31.11	$ 31.80
2	$ 31.71	$ 32.43
3	$ 32.33	$ 33.05
4	$ 32.94	$ 33.68
5	$ 33.55	$ 34.30
6	$ 34.16	$ 34.93
7	$ 34.77	$ 35.55
8	$ 36.58	$ 38.08
LSI	$ 1,909.48	$ 1,987.78

33T	Supply Section Foreman (261 days)	
Step	24-25	25-26
1	$ 24.81	$ 25.37
2	$ 25.31	$ 25.88
3	$ 25.79	$ 26.37
4	$ 26.28	$ 26.87
5	$ 26.75	$ 27.35
6	$ 27.25	$ 27.86
7	$ 27.73	$ 28.35
8	$ 29.26	$ 30.45
LSI	$ 1,527.37	$ 1,589.49

33U	Small Appliance Technician (261 days)	
Step	24-25	25-26
1	$ 28.54	$ 29.11
2	$ 28.94	$ 29.52
3	$ 29.33	$ 29.92
4	$ 29.71	$ 30.31
5	$ 30.10	$ 30.71
6	$ 30.49	$ 31.11
7	$ 30.88	$ 31.51
8	$ 31.27	$ 31.91
LSI	$ 1,632.29	$ 1,665.70

33V	Tractor Operator/Relief Engineer (261 days)	
Step	24-25	25-26
1	$ 35.77	$ 36.58
2	$ 36.47	$ 37.29
3	$ 37.18	$ 38.02
4	$ 37.89	$ 38.74
5	$ 38.59	$ 39.46
6	$ 39.29	$ 40.17
7	$ 39.99	$ 40.89
8	$ 42.08	$ 43.80
LSI	$ 2,196.58	$ 2,286.36

33Q	Supply Clerk II (261 days)	
Step	24-25	25-26
1	$ 31.11	$ 31.80
2	$ 31.71	$ 32.43
3	$ 32.33	$ 33.05
4	$ 32.94	$ 33.68
5	$ 33.55	$ 34.30
6	$ 34.16	$ 34.93
7	$ 34.77	$ 35.55
8	$ 36.58	$ 38.08
LSI	$ 1,909.48	$ 1,987.78

34A	Shift Engineer – Junior High School Second Shift (261 days)	
Step	24-25	25-26
1	$ 24.89	$ 25.45
2	$ 25.37	$ 25.94
3	$ 25.88	$ 26.46
4	$ 26.37	$ 26.96
5	$ 26.86	$ 27.47
6	$ 27.33	$ 27.95
7	$ 27.84	$ 28.47
8	$ 29.41	$ 30.63
LSI	$ 1,535.20	$ 1,598.89

34B	Shift Engineer – Senior High Schools Second Shift (261 days)	
Step	24-25	25-26
1	$ 25.05	$ 25.62
2	$ 25.52	$ 26.10
3	$ 26.03	$ 26.62
4	$ 26.52	$ 27.12
5	$ 27.02	$ 27.62
6	$ 27.53	$ 28.15
7	$ 28.01	$ 28.65
8	$ 29.55	$ 30.74
LSI	$ 1,542.51	$ 1,604.63

34C	Head Custodian – Engineer, Relief Engineer, 41-60 Points Second Shift (261 days)	
Step	24-25	25-26
1	$ 34.03	$ 34.80
2	$ 34.70	$ 35.48
3	$ 35.37	$ 36.17
4	$ 36.04	$ 36.86
5	$ 36.71	$ 37.54
6	$ 37.38	$ 38.22
7	$ 38.05	$ 38.90
8	$ 40.03	$ 41.67
LSI	$ 2,089.57	$ 2,175.17

34D	Relief Engineer, 2nd Shift 41-60 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 30.19	$ 30.87
2	$ 30.78	$ 31.47
3	$ 31.37	$ 32.08
4	$ 31.97	$ 32.69
5	$ 32.56	$ 33.29
6	$ 33.15	$ 33.90
7	$ 33.74	$ 34.50
8	$ 35.51	$ 36.95
LSI	$ 1,853.62	$ 1,928.79

34E	Head Custodian – Engineer 1-20 Points Unlicensed (261 days)	
Step	24-25	25-26
1	$ 22.91	$ 23.42
2	$ 23.37	$ 23.89
3	$ 23.81	$ 24.35
4	$ 24.27	$ 24.82
5	$ 24.72	$ 25.28
6	$ 25.17	$ 25.73
7	$ 25.62	$ 26.19
8	$ 27.03	$ 28.13
LSI	$ 1,410.97	$ 1,468.39

34F	Head Custodian – Engineer 21-40 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 23.02	$ 23.54
2	$ 23.47	$ 24.00
3	$ 23.93	$ 24.47
4	$ 24.39	$ 24.94
5	$ 24.84	$ 25.40
6	$ 25.30	$ 25.87
7	$ 25.73	$ 26.31
8	$ 27.13	$ 28.22
LSI	$ 1,416.19	$ 1,473.08

34I	Head Custodian – Engineer 61-80 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 24.19	$ 24.74
2	$ 24.66	$ 25.22
3	$ 25.13	$ 25.70
4	$ 25.60	$ 26.18
5	$ 26.07	$ 26.66
6	$ 26.56	$ 27.15
7	$ 27.03	$ 27.64
8	$ 28.51	$ 29.67
LSI	$ 1,488.22	$ 1,548.77

34J	Head Custodian – Engineer 81-100 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 24.37	$ 24.92
2	$ 24.85	$ 25.41
3	$ 25.32	$ 25.89
4	$ 25.79	$ 26.38
5	$ 26.27	$ 26.86
6	$ 26.75	$ 27.36
7	$ 27.23	$ 27.84
8	$ 28.73	$ 29.89
LSI	$ 1,499.71	$ 1,560.26

34K	Head Custodian – Engineer 101-120 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 24.55	$ 25.10
2	$ 25.03	$ 25.59
3	$ 25.51	$ 26.08
4	$ 25.99	$ 26.57
5	$ 26.46	$ 27.06
6	$ 26.95	$ 27.56
7	$ 27.43	$ 28.05
8	$ 28.94	$ 30.11
LSI	$ 1,510.67	$ 1,571.74

34M	Relief Head Custodian 81-100 Points, Unlicensed (261 days)	
Step	24-25	25-26
1	$ 32.02	$ 32.74
2	$ 32.65	$ 33.38
3	$ 33.28	$ 34.03
4	$ 33.91	$ 34.67
5	$ 34.54	$ 35.31
6	$ 35.16	$ 35.96
7	$ 35.79	$ 36.60
8	$ 37.66	$ 39.20
LSI	$ 1,965.85	$ 2,046.24

85A	Lead Vehicle Mechanic (261 days)	
Step	24-25	25-26
1	$ 39.17	$ 40.05
2	$ 39.92	$ 40.82
3	$ 40.66	$ 41.58
4	$ 41.41	$ 42.34
5	$ 42.16	$ 43.10
6	$ 42.90	$ 43.87
7	$ 43.64	$ 44.62
8	$ 46.04	$ 47.88
LSI	$ 2,403.29	$ 2,499.34

85B	Journeyman Vehicle Mechanic (261 days)	
Step	24-25	25-26
1	$ 34.28	$ 35.05
2	$ 34.99	$ 35.78
3	$ 35.68	$ 36.48
4	$ 36.38	$ 37.19
5	$ 37.08	$ 37.91
6	$ 37.78	$ 38.63
7	$ 38.46	$ 39.33
8	$ 40.65	$ 42.33
LSI	$ 2,121.93	$ 2,209.63

85C	Maintenance Technician (261 days)	
Step	24-25	25-26
1	$ 28.08	$ 28.71
2	$ 28.55	$ 29.19
3	$ 29.01	$ 29.66
4	$ 29.47	$ 30.13
5	$ 29.93	$ 30.60
6	$ 30.40	$ 31.08
7	$ 30.87	$ 31.57
8	$ 32.36	$ 33.60
LSI	$ 1,689.19	$ 1,753.92

85D	Service Assistant (261 days)	
Step	24-25	25-26
1	$ 22.29	$ 22.79
2	$ 22.78	$ 23.30
3	$ 23.29	$ 23.81
4	$ 23.78	$ 24.32
5	$ 24.26	$ 24.81
6	$ 24.76	$ 25.31
7	$ 25.26	$ 25.83
8	$ 26.84	$ 28.00
LSI	$ 1,401.05	$ 1,461.60

85E	Service Foreman (261 days)	
Step	24-25	25-26
1	$ 28.56	$ 29.20
2	$ 29.12	$ 29.78
3	$ 29.68	$ 30.35
4	$ 30.24	$ 30.92
5	$ 30.78	$ 31.47
6	$ 31.32	$ 32.03
7	$ 31.87	$ 32.59
8	$ 33.62	$ 34.98
LSI	$ 1,754.96	$ 1,825.96

85F	Service Clerk (261 days)	
Step	24-25	25-26
1	$ 25.72	$ 26.30
2	$ 26.23	$ 26.82
3	$ 26.73	$ 27.33
4	$ 27.24	$ 27.85
5	$ 27.72	$ 28.34
6	$ 28.21	$ 28.85
7	$ 28.71	$ 29.35
8	$ 30.28	$ 31.50
LSI	$ 1,580.62	$ 1,644.30

33G Building Required Licensed Shift Engineer – Junior High Schools (261 days)		
Step	24-25	25-26
1	$ 27.34	$ 27.90
2	$ 27.82	$ 28.39
3	$ 28.31	$ 28.89
4	$ 28.82	$ 29.41
5	$ 29.29	$ 29.89
6	$ 29.78	$ 30.40
7	$ 30.25	$ 30.88
8	$ 31.76	$ 32.94
LSI	$ 1,657.87	$ 1,719.47

33H Building Required Licensed Shift Engineer – Senior High Schools (261 days)		
Step	24-25	25-26
1	$ 28.19	$ 28.77
2	$ 28.69	$ 29.28
3	$ 29.20	$ 29.80
4	$ 29.71	$ 30.32
5	$ 30.22	$ 30.85
6	$ 30.72	$ 31.35
7	$ 31.23	$ 31.88
8	$ 32.85	$ 34.11
LSI	$ 1,714.77	$ 1,780.54

33J Building Required Licensed Head Custodian – Engineer 21-40 Points (261 days)		
Step	24-25	25-26
1	$ 27.79	$ 28.36
2	$ 28.28	$ 28.86
3	$ 28.78	$ 29.37
4	$ 29.29	$ 29.89
5	$ 29.78	$ 30.39
6	$ 30.28	$ 30.91
7	$ 30.78	$ 31.41
8	$ 32.36	$ 33.57
LSI	$ 1,689.19	$ 1,752.35

33O Building Required Licensed Head Custodian – Engineer, Relief Engineer 81-100 Points (261 days)

Step	24-25	25-26
1	$ 37.04	$ 37.82
2	$ 37.71	$ 38.51
3	$ 38.40	$ 39.20
4	$ 39.08	$ 39.90
5	$ 39.75	$ 40.59
6	$ 40.43	$ 41.28
7	$ 41.11	$ 41.98
8	$ 43.13	$ 44.78
LSI	$ 2,251.39	$ 2,337.52

33P Building Required Licensed Head Custodian – Engineer 101-120 Points (261 days)

Step	24-25	25-26
1	$ 38.66	$ 39.47
2	$ 39.36	$ 40.19
3	$ 40.08	$ 40.92
4	$ 40.79	$ 41.65
5	$ 41.50	$ 42.38
6	$ 42.21	$ 43.10
7	$ 42.92	$ 43.83
8	$ 45.03	$ 46.77
LSI	$ 2,350.57	$ 2,441.39

33V Building Required Licensed Tractor Operator/Relief Engineer (261 days)

Step	24-25	25-26
1	$ 38.27	$ 39.08
2	$ 38.97	$ 39.79
3	$ 39.68	$ 40.52
4	$ 40.39	$ 41.24
5	$ 41.09	$ 41.96
6	$ 41.79	$ 42.67
7	$ 42.49	$ 43.39
8	$ 44.58	$ 46.30
LSI	$ 2,327.08	$ 2,416.86

34A Building Required Licensed Shift Engineer Junior High School Second Shift (261 days)

Step	24-25	25-26
1	$ 27.39	$ 27.95
2	$ 27.87	$ 28.44
3	$ 28.38	$ 28.96
4	$ 28.87	$ 29.46
5	$ 29.36	$ 29.97
6	$ 29.83	$ 30.45
7	$ 30.34	$ 30.97
8	$ 31.91	$ 33.13
LSI	$ 1,665.70	$ 1,729.39

34B Building Required Licensed Shift Engineer – Senior High Schools Second Shift (261 days)		
Step	24-25	25-26
1	$ 27.55	$ 28.12
2	$ 28.02	$ 28.60
3	$ 28.53	$ 29.12
4	$ 29.02	$ 29.62
5	$ 29.52	$ 30.12
6	$ 30.03	$ 30.65
7	$ 30.51	$ 31.15
8	$ 32.05	$ 33.24
LSI	$ 1,673.01	$ 1,735.13

Spencer Head, President
School District No. 0001 in the City of Omaha
and County of Douglas and State of Nebraska
Date: 8-7-2023

Steven L. Owens, President
Service Employees Local No. 226
Date: 8-7-23