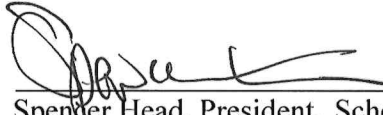


**FAMILY SUPPORT WORKERS
NEGOTIATED AGREEMENT
Douglas County School District 0001
And
Service Employees Local Number 226
Memorandum of Understanding
2023-2024
2024-2025
2025-2026**

During the term of this Negotiated Agreement, members of the Family Support Workers bargaining unit may have concerns about the following subjects: 1) Requests from building principals to serve as classroom substitutes in non-emergency situations that are excessive in scope and/or adversely impact their ability to perform their own assigned duties; and 2) Changes in building assignments that are either untimely (made after July 1 of the school year) and/or inconsistent with District Human Resources procedures relating to internal transfers and/or appear to be arbitrary or inconsistent with Head Start program students' needs. If or when such concerns arise, bargaining unit members may contact Nadira Ford-Robbins in the District Human Resources Offices (or the responsible Human Resources administrator) to address such concerns. The Human Resources administrator will use their best efforts to resolve such concerns in a prompt and expeditious manner and in accordance with established Human Resources procedures.

The District further agrees to put together a working group consisting of ___ members from the Family Support Workers bargaining unit; at least one representative from Human Resources; at least one representative from Early Childhood/Head Start; and the Chief Operations Officer or designee. The purpose of this working group shall be to consider, discuss, and examine the issues identified above and work toward finding mutually agreeable solutions to address the issues described above. The working group shall meet as needed during the term of the Negotiated Agreement to find mutually agreeable solutions beneficial to the bargaining unit and the District. The parties further agree that if the working group agrees on any procedure(s) before the expiration of this Negotiated Agreement, such agreed-upon procedure(s) may be adopted and enforced by Human Resources outside the terms of the current Negotiated Agreement.



Spender Head, President, School District No.
0001 in the City of Omaha and County of
Douglas and State of Nebraska
Date: 9/5/24



Chair of Negotiating Team, Family
Support Workers
Date: