

Memorandum of Understanding and Amendment to the
Negotiated Teacher Agreement between the South Sioux City Community Schools and
the South Sioux City Education Association, South Sioux City, Nebraska

Given the unique challenges and limitations of current recruiting opportunities for specified certified teaching candidates, the South Sioux City Education Association and School Board agree to implement the following terms of understanding, for the school year 2024-2025 year only.

Specifically, the terms and conditions of this Agreement are limited to needed (unstaffed, or per class offering requirements) positions at the Middle School due to staff departure and/or lack of available staffing during the 2024-2025 school year.

In the event a fully qualified teacher(s) is not hired in Social Studies, Special Education, or to fill other necessary courses due to scheduling needs, <all> certified staff will assume the responsibility of the remaining course(s)/ maintenance and upkeep of the instructional area(s). As staffing fulfillment timeframe is unknown in duration, but expected to last at least a semester teachers will fulfill all planning, preparation, and instruction delivery as needed to maintain student scheduling. In summary each teacher will host at least 7 vs. 6 classes daily. Substitutes will not regularly be assigned in this area to cover the unfilled staffing assignments, due to the coverage provisions in place, for an open assignment.

Until otherwise notified by Administration, current certified staff (anticipated Social Studies, Special Education, Health, staff members as needed to fulfill open assignments for elective courses) will (alternatively/individually) fulfill these courses, paid in the amount of 1/8 their daily rate up to 45 minutes/day rather than the contractual rate of \$35/hr.

Should staff be hired to fill openings, this memorandum shall cease as of the date of the new employee. In addition, if the District is able to find other solutions to fill openings during the 2024-2025 school year so that current teachers need not fill in for more than 6 classes on a regular, daily basis, then the Superintendent may terminate this Agreement, effective immediately.

If more than one opening exists, subbing shall be in place whenever/wherever possible and any staff member, will receive the \$35/hr. when their plan time is used for coverage as identified in the Neg Agreement.

All other terms and conditions of the Negotiated Agreement shall remain in effect as set forth therein.

Dated this ____ Day of _____, 2024

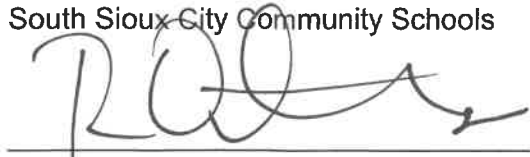
Dated this ____ Day of _____, 2024

South Sioux City Education Association

South Sioux City Community Schools



Authorized Official



Authorized Official

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the South Sioux City Education Association, South Sioux City, Nebraska

Given the unique challenges and limitations of current recruiting opportunities for specified certified teaching candidates, the South Sioux City Education Association and School Board agree to implement the following terms of understanding, for the school year 2024-2025 year only.

Specifically, the terms and conditions of this Agreement are limited to needed (unstaffed) positions at the High School due to staff departure and/or lack of available staffing during the 2024-2025 school year.


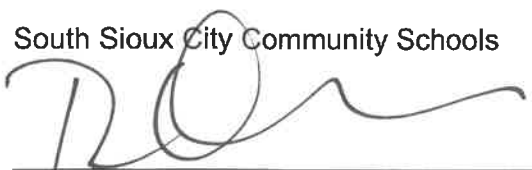
In the event a fully qualified teacher (s) is not hired in Science, Math, or to fill other necessary courses, <all> certified staff will assume the responsibility of the remaining course(s)/ maintenance and upkeep of the instructional area(s). As staffing fulfillment timeframe is unknown in duration, but expected to last at least a semester teachers will fulfill all planning, preparation, and instruction delivery as needed to maintain student scheduling. In summary each teacher will host at least 4 vs. 3 classes daily. Substitutes will not regularly be assigned in this area to cover the unfilled staffing assignments, due to the coverage provisions in place, for an open assignment.

Until otherwise notified by Administration, current certified staff (anticipated Math, Science, staff members as needed to fulfill open assignments for elective courses) will (alternatively/individually) fulfill these courses, paid in the amount of ¼ their daily rate up to 90 minutes/day rather than the contractual rate of \$35/hr.

Should staff be hired to fill openings, this memorandum shall cease as of the date of the new employee. In addition, if the District is able to find other solutions to fill openings during the 2024-2025 school year so that current teachers need not fill in for more than 3 classes on a regular, daily basis, then the Superintendent may terminate this Agreement, effective immediately.

If more than one opening exists, subbing shall be in place whenever/wherever possible and any staff member, excluding assigned staff teaching 4 periods/day, will receive the \$35/hr. when their plan time is used for coverage as identified in the Neg Agreement.

All other terms and conditions of the Negotiated Agreement shall remain in effect as set forth therein.

Dated this ____ Day of _____, 2024	Dated this ____ Day of _____, 2024
South Sioux City Education Association	South Sioux City Community Schools
	
Authorized Official	Authorized Official

Memorandum of Understanding and Amendment to the
Negotiated Agreements between the South Sioux City Community Schools and
the South Sioux City Education Association, South Sioux City, Nebraska



This Memorandum of Understanding and Amendment (MOU) to the Teacher, Secretary, SLI, and Paraprofessional Negotiated Agreement(s) with regard to the terms and conditions of employment is entered into by and between the Board of Education of the South Sioux City Community School District (SSCSD) and the South Sioux City Education Association (SSCEA). This MOU represents the implementation of an employment incentive offered by the District to promote staff morale, retention and assignment satisfaction.

The SSCSD and the SSCEA hereby agree that for the 2024/2025 school year, continuing until otherwise terminated earlier by the Parties, varying incentives may be offered to District staff without further discussion or modification to each of the specific negotiated agreements. This incentive is not to be considered precedent setting for any future District action. Incentives may be discontinued at any time by the Board, at the Board's discretion.

Beginning August 12, 2024, the following item will be available for staff participation, as applicable:

1. Any staff member living in the District who has a child(ren) riding on a school bus, will receive this service free of charge, on a first come/first serve basis based on availability, until otherwise notified. This includes routes to school, from school, or both.
2. If and when there is a three year old student Preschool enrollment opportunity, District staff who have eligible District students will be given priority placement. The District is currently working to establish this addition, contingent on District enrollment/staff availability.

All other terms and conditions of the Negotiated Agreement shall remain in effect as set forth therein.

Dated this ____ Day of _____, 2024	Dated this ____ Day of _____, 2024
South Sioux City Education Association	South Sioux City Community Schools
 _____ Authorized Official	 _____ Authorized Official