

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN THE SOUTH SIOUX CITY COMMUNITY SCHOOL DISTRICT

AND THE SOUTH SIOUX CITY EDUCATION ASSOCIATION

This memorandum (MOU) is to be applied to the “2022-2023 & 2023-2024 Paraprofessional, SLI, and Secretary Negotiated Agreements” and the “2023-2024 & 2024-2025 Certified Negotiated Agreement” made by and between the Board of Education of South Sioux City Community Schools, hereinafter referred to as the “Board,” and the South Sioux Education Association, hereinafter referred to as “Association,” as follows:

WHEREAS, the Board and Association entered into designated Negotiated Agreements, providing the terms and conditions of compensation for members of the bargaining units during the above specified school years; and

WHEREAS, the Board and Association jointly desire to reach an understanding addressing a retention bonus.

WHEREAS, the Parties acknowledge that the District is making payments utilizing ESSER funds, which funds will no longer be available to the District for the 2024-2025 school year and beyond.

WHEREAS, any payment made pursuant to this Agreement creates no right in continuing employment.

NOW, THEREFORE, the Board and Association agree to the following provisions:

The District shall pay a retention stipend to employees for the 2023-2024 school year.

- a. Each full-time (1.0 FTE) covered employee who is employed on or before April 15, 2023, and remains employed as of September 1, 2023, shall receive a one-time stipend in an amount designated by their position, payable on or before September 30, 2023. The breakdown for stipend issuance is follows:
 - i. Critical Needs Positions, Level I, High School Math, \$9,000*
 - ii. Critical Needs Positions, Level II, Secondary Special Education & District Speech Language Pathologists, \$4,500*
 - iii. Administrative, Certified, and Salaried Administrative Support/Technology, \$3,000
 - iv. Classified hourly staff, \$1,000 plus wage increases (see Neg. Agreement/Dept. Supervisor)
- b. Each part-time covered employee (less than 1.0 FTE) who is employed on or before April 15, 2023, and remains employed as of September 1, 2023, shall receive a one-time stipend (per designation above) prorated based on their FTE payable on or before September 22, 2023, based on their assignment designation.

This shall only apply for individuals employed in the 2023-2024 school year, unless otherwise agreed to in writing by both Parties. This MOU shall automatically terminate and expire without any further action by either Party at the end of the 2023-2024 school year.

All other provisions of the current Negotiated Agreements shall continue in effect without alteration or change.

- ** Note: Or any other identified staffed position(s) of critical need, as determined by the District. May be subject to change..*

Executed this 17 day of April, 2023

South Sioux City Community Schools

By:



Authorized Representative

Executed this 14 day of April, 2023

South Sioux City Education Association

By:



Authorized Representative

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN THE SOUTH SIOUX CITY PUBLIC SCHOOL DISTRICT

AND THE SOUTH SIOUX CITY EDUCATION ASSOCIATION

This memorandum (MOU) is to be applied to the “2022-2023 & 2023-2024 Paraprofessional, SLI, and Secretary Negotiated Agreements” and the “2023-2024 & 2024-2025 Certified Negotiated Agreement” is made by and between the Board of Education of South Sioux City Community Schools, hereinafter referred to as the “Board,” and the South Sioux Education Association, hereinafter referred to as “Association,” as follows:

WHEREAS, the Board and Association entered into designated Negotiated Agreements, providing the terms and conditions of compensation for members of the bargaining units during the above specified school years; and

WHEREAS, the Board and Association jointly desire to reach an understanding addressing a hiring bonus.

NOW, THEREFORE, the Board and Association agree to the following provisions:

A “certified, administrative, or salaried administrative/technology support new hire” employee is one who has not worked as a certified or administrative staff member in the South Sioux City Community Schools during the previous school term. The certified or administrative staff member must agree to be employed in the District for at least three years to qualify for the bonus. New hire employees will receive a designated bonus amount based on the critical needs of the staffed position, as determined by the District.



- The hiring bonus for certified, administrative or salaried administrative support/technology staff shall be paid with one lump sum installment on or before September 30, 2023. If the employee should voluntarily leave employment before the completion of the subsequent three school year period, reimbursement at a rate of $\frac{1}{3}$ of the net issued will be returned by the employee for each unfilled year.

A “classified new hire” (employee not in a classified, administrative or salaried administrative support/technology position) is one who is not employed in the South Sioux City Community Schools for the subsequent school year on the last day of school in the 2023-2024 school year.

- The hiring bonus for classified staff shall be paid in payments divided through the course of the school year, over a nine month interval, beginning on or before September 30, 2023. New staff joining the District after the start of the school year (after August 31, 2023) will receive a prorated equivalent of the remaining pay periods over the following 9 mo. period. For example, if a new classified staff member joins the District on November 15, 2023 and continues their employment through the remainder of the year, they would be eligible for 6/9 (December-May) of the full bonus, paid over the remaining pay dates following their start date.
- *There is no payback requirement for classified staff who are not employed for 3 years, as is in place with certified staff.*

This shall only apply for individuals hired for the 2023-2024 school year, unless otherwise agreed to in writing by both Parties. This MOU shall automatically terminate and expire without any further action by either Party at the end of the 2023-2024 school year and shall have no effect for subsequent years.

All other provisions of the current Negotiated Agreements shall continue in effect without alteration or change.

<p>Executed this 17 day of April, 2023</p> <hr/> <p>South Sioux City Community Schools</p> <p>By: </p> <hr/> <p><u>Authorized Representative</u></p>	<p>Executed this <u>14</u> day of April, 2023</p> <hr/> <p>South Sioux City Education Association</p> <p>By: </p> <hr/> <p><u>Authorized Representative</u></p>
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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

This Memorandum of Understanding and Amendment (MOU) to the Teacher Negotiated Agreement 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) with regard to the provision of Article 1 (E) relating to the application of prior experience on the salary schedule.

The SSCSD and the SSCEA hereby agree to revise the language of this Article, crediting additional years of service beyond the previously noted ten (10) year threshold.



The new language shall read:

1.
(E). New hires for the 2023-2024 contract year and forward with one or more years of experience will be placed on a step commensurate with, up to 15 years of their prior actual full time previous experience, in the column appropriate with their educational attainment, up to and including Step 15. Salaries for part time staff will be prorated based on their full time equivalency. Any teacher with a year (or years) of part-time experience at 0.5 FTE or higher will be counted as a full year of experience. Any teacher with a year (or years) of part-time experience below 0.5 FTE will not count as a full year of experience.

Previously hired staff members who began teaching in the District during the 2018-2019 through the 2022-2023 school years will be retroactively 'credited' (as applicable) for their previous actual full time years of experience by directly advancing to the step commensurate with their educational attainment at the time of hire, based on the 2023-2024 salary schedule. No back pay will be issued.

If any staff member disagrees with the District's application of this provision to their individual situation (such as if a teacher believes he/she should be entitled to advance further on the salary schedule), the teacher must submit a grievance by October 1st of each contract year to grieve that teacher's placement during the current school year. A teacher who does not file a grievance by October 1st of a contract year shall not be entitled to any adjustment on the salary schedule for that contract year, unless otherwise agreed to by both parties.

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

Dated this <u>10</u> Day of <u>July</u> , 2023	Dated this ____ Day of _____, 2023
South Sioux City Education Association	South Sioux City Community Schools
 _____ Authorized Official	 _____ Authorized Official

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 2023-2024 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 2023-2024 school year.


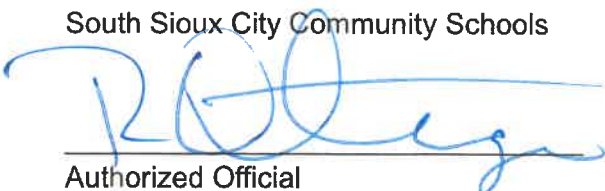
In the event a fully qualified teacher (s) is not hired in Science, Math, or to fill other necessary courses, <all> certified staff will assume the responsibility of the remaining course(s)/ maintenance and upkeep of the instructional area(s). As staffing fulfillment timeframe is unknown in duration, 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 2023-2024 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 _____, 2023	Dated this ____ Day of _____, 2023
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


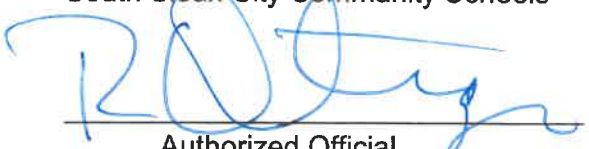
This Memorandum of Understanding and Amendment (MOU) to the Teacher, Secretary, SLI, and Paraprofessional Negotiated Agreement(s) with regard to the terms and conditions of employment is entered into by and between the Board of Education of the South Sioux City Community School District (SSCCSD) and 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 2023/2024 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 10, 2023, 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 _____, 2023	Dated this ____ Day of _____, 2023
South Sioux City Education Association	South Sioux City Community Schools
 _____ Authorized Official	 _____ Authorized Official