

The District recognizes the Millard Education Association as the sole and exclusive bargaining agent for all full-time and part-time hourly employees employed by the District in the following job classifications: (1) general educational paraprofessionals; (2) orthopedic educational paraprofessionals; (3) preschool educational paraprofessionals; and (4) special education teacher. 4) special participation or nonparticipation in any organization.

laws, the laws of the State of Nebraska, and the laws of the United States.

(a) For the 2023-24 school year, the District shall pay to each employee employed by the District during the 2022-23 school year a base wage increase of \$0.98.

(b) Each employee assigned by the District to work in the critical needs areas set forth below and other critical needs areas determined by the District will receive a stipend. Stipends shall be paid only if the critical needs assignment is the sole assignment of the paraprofessional and shall not be paid for temporary, substitute, or "fill in work" done by paraprofessionals. In the event the critical needs area is

(iii) 25¢ per hour for each employee assigned by the District to a health room;

employee not working during an official closure or remote learning day will not be paid or will be paid for appropriate approved leave.

This agreement shall be in full force and effect from August 1, 2023 through July 31,