

An Agreement...

LBL EA / LBLESD

2025 - 2028

Working Conditions Benefits and Wages

Linn Benton Lincoln Education Service District
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INTRODUCTION

This Agreement is entered into between the Board of Education on behalf of the Linn Benton Lincoln Education Service District (hereinafter referred to as LBL) and the Linn Benton Lincoln Education Association (hereinafter collectively referred to as the Association).

The intent of this Agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours, and conditions of employment for personnel included in the bargaining unit pursuant to Oregon law.

Any article in this agreement may be reopened for negotiations upon the mutual consent of both the Board and the Association. This agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly ratified by both parties.

In cases where any policies, rules, regulations, procedures, or practices of LBL are in direct conflict or violation of the terms of this Agreement, this Agreement shall prevail.

ARTICLE I: RECOGNITION

LBL hereby recognizes the Association as the sole and exclusive bargaining representative with respect to wages, hours, and conditions of employment as set forth in Oregon Law, Chapter 243, for the term hereof of all full-time and part-time employees employed by LBL whose job requires licensure by the Teacher Standards & Practices Commission or a State of Oregon Licensing board, or an appropriate license and degree, as required by the Oregon Department of Education. All members of the Association are professionally exempt, salaried employees, except where prohibited by the Fair Labor Standards Act (FLSA) or other applicable laws.

A. The following employees are specifically included:

1. Regular full-time and part-time employees are those employees whose work year consists of:
 - a. Regular workdays

Calendar Days	Year 1 Work Days	Year 2 and beyond Work Days
190-day calendar employee*	192	190
200-day calendar employee*	202	200
210-day calendar employee*	212	210
220-day calendar employee*	222	220

*New employees will be paid at their hourly rate for the 2 additional orientation days at the beginning of their first school year.

- b. Any number of days and/or hours which equates to a .4 full-time equivalency (based on a (one hundred ninety) 190-day calendar) or more. This will include regular employees retiring mid-year who are finishing the current fiscal year on a Retired/Rehired contract.
 - c. Regular employees who were employed above .4 full-time equivalency (FTE) who subsequently suffer an involuntary reduction below .4 FTE. Benefits and paid leave for the employees shall be prorated.
2. Certified Occupational Therapy Assistants, Physical Therapy Assistants, Speech Language Pathology Assistants.
3. Others, as designated, by specific letter of agreement between the LBL and the Association.

B. The following employees are specifically excluded:

1. Substitute teachers as defined in ORS 342.815 (8): “Substitute teacher” means any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent.

2. Temporary employees are defined as those hired to fill a position:

- a. Designated as temporary or experimental,
- b. Caused by the death, disability, retirement, resignation, contract non-extension or dismissal of a bargaining unit employee.

Temporary positions are not to extend further than one calendar year, unless funded through a limited duration grant or resource.

3. Administrative, supervisory, confidential, and classified employees.

C. LBL is committed to recruiting and hiring regular, licensed employees to fill vacancies that occur whenever possible. However, LBL may hire a temporary employee or use a staffing agency to fill a vacancy that occurs in the following situations:

1. LBL has attempted to recruit an employee to fill a vacancy and has been unable to fill the position which has been posted for a minimum of thirty (30) days.
 - a. LBL will fill the vacancy with a staffing agency candidate until a regular, licensed employee is successfully hired.
 - b. Once the regular employee is hired to fill the vacancy and LBL is fully staffed in that role, the contracted staff member through the agency will be released from their contract.
2. A vacancy occurs during the course of the school year and a replacement is needed to complete the current school year.
3. A licensed employee submits their resignation or a vacancy is created for the coming school year after July 1 of the summer immediately preceding the school year.

ARTICLE 2: ASSOCIATION RIGHTS

A. Association Rights

Employees shall have the right to representation by their Association in negotiations with LBL for salaries, benefits, and working conditions.

The Association's designated representatives shall be granted reasonable time to engage in the following during regular work hours, at a work site: Address grievances, complaints, and matters related to employment relations. Such meetings may not disrupt the employee's scheduled services to students and participating districts, except in an emergency, and then only with the approval of the Superintendent or designee.

B. Designated Representatives of the Association

The Association may designate any members of the bargaining unit to be representatives of the Association. The Association may designate staff of their state and national affiliates as representatives of the Association. The Association will notify the Human Resources Office annually of individuals who are designated representatives of the Association and shall inform the HR Office of any changes thereafter.

LBL shall grant designated bargaining unit representatives reasonable paid time to perform union duties during regular scheduled work hours without loss in pay, benefits, leave accrual, or seniority. If providing reasonable paid time during the designated representative's work hours is not possible, then the Association President and HR Director shall determine how/when the employee can be provided release time during the regular work day.

Bargaining sessions shall be mutually agreed to by LBL and the Association.

Duties of a designated representative include: investigating and processing grievances; investigating and processing workplace complaints; attending investigation and discipline meetings; preparing for and participating in administrative hearings, arbitration proceedings and ERB hearings; participating in bargaining sessions; participating in labor management meetings; participating in new member orientations; complying with a subpoena; conducting one-on-one interviews with bargaining unit members; and performing other duties as agreed upon by the Association and LBL. ORS 243.650 to ORS 243.806

C. Association Meetings

Meetings conducted for Association business can be conducted during regularly scheduled work hours, as long as these meetings do not interfere with an employee's regular scheduled duties. The Association shall have the right to conduct meetings without undue interference and LBL shall not charge any fee for the use of a work site for such meetings. In addition, an Association representative shall be allowed to make brief announcements regarding Association business immediately after department, program, or other LBL meetings.

D. Labor Management Meetings

Up to twenty (20) hours of additional non-charged leave time shall be provided to the Association for the purposes of mutually-scheduled meetings with management for contract maintenance meetings that are to be held during contract hours. If additional time is needed, the parties can agree to additional non-charged hours.

E. Association Leave

Ten (10) total days per year, shall be allowed to be used by any number of designated representatives of the Association for any lawful purpose under Oregon's Public Employee's Collective Bargaining Act as follows: All Association Leaves will be taken in not less than one-half (1/2) day blocks when a substitute teacher is required. Written notice to the Superintendent must be made at least forty-eight (48) hours in advance.

Association Leave taken under this Article shall not be used in such a way as to interfere with other employees' contracted school day duties. LBL will bill the Association for the daily salary, not including fringe benefit costs or fixed costs of the employee utilizing the leave. Employees shall have the right to use any personally accrued leave in order to prevent the Association from being charged for their absence. If more than ten (10) total days of Association Leave are needed within a year, then an association officer shall submit an additional leave request to the Superintendent or their designee.

F. Facilities & Equipment

LBL facilities and equipment may be used for Association activities at reasonable times provided that such meetings or use of equipment do not interfere with normal LBL operation and does not impact assigned duties. Securing approval to use facilities or equipment requires following normal LBL procedures. Elected or appointed Association leaders may use the LBL e-mail to send bargaining unit members general information regarding Association business, not including advocacy for members' choices in an election.

G. Bulletin Board Space

LBL shall provide the Association with reasonable bulletin board space in the staff room of each worksite for the use of the Association in communicating with employees. All posted items will bear the signature of the authorizing Association member.

LBL will allow the Association to furnish a binder to be kept in the staff room and/or break room for the purpose of storing materials such as membership forms, copies of the contract, Association contact information, and other materials. Additionally, as space permits, allow the Association a designated space in the break room for the purpose of keeping internal Association information including, but not limited to, Association election nomination forms and ballots, grievance forms, membership surveys, etc.

H. LBL ESD Board Meetings

A copy of the agenda, minutes, and board packet for any scheduled board meeting shall be posted on the LBL website.

I. New Employee Association Orientations

As the official labor representative, the Association has the right to provide a new-hire orientation to all bargaining unit employees within thirty (30) days of being hired by the LBL.

Prior to the Start of the School Year:

LBL shall provide a 30 to 120 minute block during the paid orientation days for new employees for the Association to meet with all new bargaining unit employees, including but not limited to, those hired during summer break. The Association Orientation will include a presentation from Association officers and/or Association staff on their legal rights as represented employees. If the new hire orientation is scheduled outside of the contract year, all new hires and facilitating officers shall be paid at their hourly rate for all time spent attending the Association Orientation.

The date, time, and location for the Association Orientation shall be determined in collaboration between the Association and Administration with at least thirty (30) calendar days prior to New Employee Orientation.

LBL shall submit to the Association officers and designated Association staff, via email, an initial list of new hires ten (10) calendar days prior to the Association Orientation and shall submit any changes to the new hire list one (1) work day prior to the Association Orientation.

During the School Year:

On or before the first day of school, the LBL shall provide the Association with a schedule that includes a date, time, and location for each month of the school year that includes a one-hour block of time for the Association to meet with new employees. LBL shall notify new hires of scheduled new employee orientations using template email language that has been mutually established by LBL and the Association. Such emails will include a cc to the Association President and OEA UniServ Consultant. New employees shall be released from assigned duties if they choose to attend this orientation. If there have been no new employees hired during a month, the orientation will be cancelled and will resume in the next month, unless the Association requests to use the time with any employees who were unable to attend a previously scheduled Association Orientation.

For all Association Orientations:

No employee (including union officers assisting with the facilitation of Association Orientation) shall suffer a loss of pay or benefits from participating in the Association Orientations.

Association Orientations include confidential and protected bargaining unit association information, therefore only bargaining unit employees, Association officers and/or Association staff may be present. The Association will be responsible for all technical or other clerical support during these orientations.

J. Membership Dues

LBL will deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by bargaining unit members and provided to the Association. The Association will provide LBL with a list identifying the bargaining unit members who have signed such authorizations and the authorized deduction amounts, as well as payment remittance data instructions for reporting dues payments. LBL shall rely on the authorization list and the payment remittance data instructions to make the authorized deductions and to remit payment and data to the Association.

Once LBL receives the list of authorized deductions-from the Association, LBL agrees to deduct an amount equal to the monthly dues for members of the Association beginning with the paycheck issued in October and continuing for a total of nine (9) to eleven (11) consecutive months per the employees annual pay schedule. Employees have the option of a once-a-year deduction for the total amount from the October paycheck.

1. Employees working less than full-time and employees hired after the beginning of the work year shall have such deductions prorated according to the portion of the year employed.
2. These deductions shall be remitted to the specific designee of the Association.

K. Employee Information

1. Employee Contact Information

- a. LBL shall provide, free of charge, to a designated representative of the Association, in an editable, digital file format, agreed to by the Association, the contact information for each bargaining unit member, including name (first, middle initial, and last), all known phone numbers, work and home email addresses, and personal mailing address.

2. Employment Information

- a. LBL shall provide, free of charge, to a designated representative of the Association, in an editable, digital file format, agreed to by the Association, employment information for each employee, including name (first, middle initial, and last), date of hire, job title, salary, and work site.

3. Timing of Information

- a. LBL shall provide the required contact and employment information within ten (10) calendar days of the date of hire for newly hired bargaining unit members and every one hundred twenty (120) calendar days for current employees.
4. Upon request, LBL agrees to furnish to the Association all public, documentary information necessary for its functioning as exclusive bargaining representative. The Association agrees to reimburse LBL its actual expenses incurred in compiling and producing the requested information. If the Association request for the creation, compiling, and printing of information requires less than one hour of LBL staff time during any month, LBL will charge the Association the standard and customary copying fees only. If the Association request for the creation, compiling, and printing of information exceeds one hour of LBL staff time during any month, LBL will charge the Association the actual cost of providing the requested information which will include copy fees, and the hourly wage of the employee required to create the information requested, including standard and customary employment expenses.

This section does not waive any greater rights under Public Employees Collective Bargaining Act.

L. Indemnification

The Association agrees to indemnify, defend, and hold LBL harmless from employee or former-employee claims, orders, or judgements against LBL concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon LBL:

1. Giving the Association at least two-week's notice from the date they know or should have known, in writing, of any claim;
2. And providing the Association and its designated counsel with information in its possession which is necessary for the defense of the claim.

The Association's obligation does not extend to action brought against LBL by the Association. In the event LBL properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event LBL wishes to use its own attorney, LBL will pay the fees and costs of said attorney.

ARTICLE III: LBL RIGHTS

LBL retains all of the customary, usual, and exclusive rights and decision making prerogatives to operate and manage LBL including, but not limited to, establishing policies, directing the activities of LBL, determining the levels of service and methods of operations, the right to hire, lay off, transfer, promote, to discipline or discharge, to determine work schedules and assign work, and any other such rights except as modified by this Agreement.

LBL reserves the right to non-renew or dismiss probationary teachers and to dismiss or non-extend the contracts of contract teachers, in accordance with Oregon law.

ARTICLE IV: NONDISCRIMINATION

The Association and LBL affirm their adherence to the principles of free choice and agree that they shall not discriminate in the hiring, training, assignment, promotion, transfer, or discipline of educators, or in the application or administration of this Agreement because of race, color, religion, sex, sexual orientation, gender identity, gender self-identification, national or ethnic origin, mental or physical disability, pregnancy, familial status, economic status, Veterans' status, marital status, age, or membership or non-membership in the Association.

"Sexual orientation" is defined as: An individual's actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual's gender identity, appearance, expression or behavior differs from that traditionally associated with the individual's sex at birth.

Additionally, employees shall not be discriminated against based on their participation (perceived or otherwise) in work-related Diversity, Equity, and Inclusion activities: such as tabling at a community event, participating in training, or attending a conference.

ARTICLE V: SEPARABILITY

If any provision of this Agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect. The parties agree to negotiate a replacement provision for such invalid provision upon request of either party.

ARTICLE VI: WORKING CONDITIONS

A. Work Year

The work year for employees covered by this Agreement shall not exceed one hundred ninety (190), two hundred (200), two hundred ten (210), or two hundred twenty (220) days, as indicated on individual employee contracts. Employees shall not be required to work more than the specified number of days without compensation, at the per diem rate, for additional services rendered.

Calendar Days	Year I Work Days	Year 2 and beyond Work Days
190 day calendar employee	192	190
200 day calendar employee	202	200
210 day calendar employee	212	210
220 day calendar employee	222	220

B. Work Year Calendar

1. LBL reserves the right to establish the work-year calendar. However, the Association shall appoint a representative to the LBL Calendar Advisory Committee to review past, present, and pending calendars for the express purpose of providing advisory input to the Superintendent and/or representative on a yearly basis.
2. The work-year calendar includes five (5) in-service and/or workdays and four (4) paid holidays (Labor Day, Veteran's Day, Thanksgiving, and Memorial Day) for full-time equivalent employees and prorated holidays for part-time employees. For any employee who works ten (10) or more days during the month of July, the 4th of July shall be a paid holiday.
3. New employees shall be scheduled for two (2) additional work days for new employee orientation and training for job preparation. New employees hired during the work year will be provided with an equivalent experience (16 hours within the first 30 days) to the orientation provided to hires at the beginning of the year. This will include time set aside for New Employee Association Orientation. (Article II: Association Rights Section I - New Employee Association Orientations)
4. Work Year Calendars — The following criteria shall be applied to employee calendars:
 - a. The Human Resources Department shall distribute work-year calendar(s) for each program. That calendar shall apply to all employees in the bargaining unit in that program, unless an individual employee agrees to an adjusted calendar based on district needs/requests. Each

program administrator will use a collaborative approach to adjust the program calendar as needed. Every attempt will be made to maintain consistency from year to year in each work calendar and, where possible, between program calendars. Copies of the program work year calendar(s) shall be provided to the Association President.

- b. Each program calendar must be determined and provided to each employee no later than June 1, prior to the beginning of the fiscal year.
- c. Individual employee yearly calendars may be changed, in consultation with employees, with final approval from the Program Supervisor.
- d. No employee will be required to work during the month of July with these exceptions:

Early Intervention/Early Childhood Special Education Program staff, Occupational Therapists and Physical Therapists who work specifically under contracts for two hundred (200), two hundred ten (210), or two hundred twenty (220) days may be required to work during the month of July.

Regular contracts of two hundred (200), two hundred ten (210), or two hundred twenty (220) days that require work during the month of July can be made a condition of employment for Early Intervention/Early Childhood Special Education Program staff, Occupational Therapist and Physical Therapists hired after August 31 , 2007.

Employees not referenced above who are on a regular contract and wish to work an extended contract on an as needed basis during the summer months should notify their administrator by May 1 of their interest.

Unless otherwise mutually agreed, all extended contract days are paid at the employee's per diem rate after their contracted days have been completed.

- e. The scheduling of the one hundred ninety (190) workdays between August 1 and June 30 shall include two (2) weeks of winter and one (1) week of spring break. The remainder of the non-contract days will be scheduled throughout the work year calendar.
- f. The scheduling of the two hundred twenty (220) workdays between August 1 and June 30 shall include two (2) weeks of winter and two (2) weeks of spring break as long as there is minimal impact on providing direct services to students. The remainder of the non-contract days will be scheduled throughout the work year calendar.
- g. For employees who need to complete academic course work required to maintain or obtain licensure, a one hundred ninety (190)-day work calendar will be created so that the appropriate time is available to attend summer session.

C. Work Week

Workdays will always include provision for a thirty (30)-minute paid lunch period. Members of the Association remain exempt professional employees and it is recognized that to fulfill their professional responsibilities an Association member may work more than eight (8) hours per day and more than forty (40) hours per week. Nonetheless, every reasonable effort shall be made to minimize the need and frequency for additional weekly hours.

D. Adjusted Schedule

The basic work week will be considered as 8 a.m. to 4 p.m. Monday through Friday. Periodically, an employee may be called to work outside normal work hours to meet the needs of a client. When an employee is called to work outside normal work-week hours to meet the needs of a client, they may adjust their schedule in the subsequent 4 weeks to compensate the employee for the hours worked outside of their normal working hours. This adjustment shall be reflected on the employee's calendar, and the supervisor notified. If the employee intends to use more than two adjusted hours in a given day, prior supervisor approval is required.

Employees shall be at the first/last worksite of the day in accordance with their supervisor approved workday and schedule. Employees traveling to and from work sites greater than their normal commute time may vary their workday with the approval, in advance, of their supervisor.

Other exceptions may be made by mutual agreement between the employee and their supervisor. In cases when the need of the client mandates an alternate schedule, the employee will secure supervisor approval.

E. Closure Conditions

1. LBL employees are required to report for duty on all designated workdays if conditions permit.
2. When LBL announces that conditions are so hazardous that none of the staff should report for work should start late, and/or should leave work early, lost time will not be charged against employee's emergency leave days; however, make-up days may be scheduled when deemed necessary without additional pay. Saturdays and/or Sundays will not be used as make-up days. If a personal leave or sick leave day has been previously scheduled, and that day happens to unexpectedly become a closure day, the personal or sick leave day will not be deducted.
3. When an employee is assigned to a worksite that is closed due to hazardous conditions while other ESD sites remain open, the employee will report to an open site or communicate with their supervisor about working from home.

4. Additional information regarding staff requirements in the event of emergency closures can be found on the LBL website and inSite.

When LBL is open - and an employee believes road or other conditions are so hazardous that the employee cannot report for work or will be unreasonably late or will require early departure, the employee will utilize personal leave and notify the appropriate program administrator on a timely basis. With supervisor approval, an employee may work from home if they can complete their regularly scheduled duties from home. If LBL announces a closure for that day, the employee's personal/emergency leave account will not be charged for that day.

F. Workload Management

In order to provide quality services to our students, thresholds for workloads and processes for addressing unmanageable workloads are needed. These thresholds are not caps or limits, but rather guiding standards to help LBL and members communicate about workloads and recognize the points at which additional planning may be needed.

Augmentative and Alternative Communication Specialists	80 students
Speech Language Pathologists:	60 students
Occupational Therapists:	60 students
Physical Therapists:	50 students
Autism Consultant:	60 students
Teacher of the Visually Impaired:	15 students
Teacher of the Deaf and Hard of Hearing:	20 students
Traumatic Brain Injury Specialist	80 students

In the event the thresholds listed in the chart above are exceeded, members may request a meeting and resolution from supervisors and/or administration, which may include:

- More equitable balancing of workload
- Compensation for work completed outside of contracted hours
- Consideration of modifying service schedule and/or levels
- Additional staff support
- Schedule adjustment
- Other options as agreed upon between the member and supervisor

G. IFSP Progress Report Days

In recognition of the additional responsibilities deemed necessary by both federal and state law, ECSE specialists and ECSE speech-language pathologists will be provided 4 days per year: 1 fall, 1 winter, and 2 in the spring for writing progress reports. No meetings may be scheduled during these days.

H. Direct Service Provider Planning and Paperwork Time

Direct Service Providers placed in districts will receive 4 days (32 hours) of non-client contact time annually, away from students or direct service delivery in districts. This time is specifically reserved for essential tasks such as curriculum development, material preparation, equipment maintenance, and individualized service planning and paperwork completion. Staff will consult with their Supervisor to determine when these days/hours will be designated. They must be taken in half day increments and documented on the employee's calendar. This time may not interfere with already scheduled meetings or training related to the agency, program, or assigned district(s).

I. Response to Adverse Health and Safety Incidents

A Memorandum of Understanding regarding the implementation of a Joint Health and Safety Incident Review Committee is provided in Appendix C.

ARTICLE VII: PAID LEAVES

A. Sick Leave

1. Employees shall be entitled to eighty (80) hours of sick leave at full pay for each work year. Regular employees who work less than full-time shall earn sick leave on a prorated basis. An additional sick leave day per month shall be awarded annually to every employee who works ten or more regular contract or extended contract days during the months of July and August.
2. Sick leave hours are front-loaded on the first contract day of each year and accumulative without limit. In the case of new employees who begin service during the year, sick leave shall be granted on a prorated basis according to projected time that will be worked in the current fiscal year.
3. Any employee who is absent from the job in excess of five (5) consecutive days or exhibits patterns of chronic or excessive absences may be required to furnish written verification of illness from a physician.
4. Sick leave shall be used in the event of illness or injury of the employee or family member as defined in OFLA/FMLA or Paid Leave Oregon.
5. An employee who leaves the employ of LBL, or who goes on unpaid leave and who has used more sick leave or sick time than they have earned will have the amount in excess of the sick leave/time earned deducted from their final paycheck.

B. Jury or Witness Duty

LBL shall grant time necessary for appearances: 1) in any legal proceeding connected with the employee's employment; 2) in any school district conducted proceeding when directed to appear by LBL; 3) to serve on a jury; 4) to appear before a court or other legal body as a disinterested witness in response to a subpoena; or 5) in any other proceeding as directed by a proper authority. Any compensation paid to the employee for such service, exclusive of reimbursement for mileage and other expenses shall be paid over to LBL. The provisions of this section do not apply when the Association or the employee are complainants in any case against LBL.

C. Personal/Emergency Leave

Up to twenty-four (24) hours paid leave for full-time employees (hours to be prorated for part time employees) shall be granted each year by LBL for personal and/or emergency leave reasons subject to the following conditions:

1. Employees working 1.0 FTE may carry over to the next fiscal year up to eight (8) hours of unused personal/emergency leave, not to exceed a total of thirty-two (32) hours of personal/emergency leave to be available in any one (1) fiscal year.

Employees working less than 1.0 FTE may carry over to the next fiscal year the prorated amount of unused personal/emergency leave in proportion to the parameters set forth above. For example, a .5 FTE employee may carry over to the next fiscal year up to four (4) hours of unused, personal/emergency leave, not to exceed a total of sixteen (16) hours of personal/emergency leave to be available in any one (1) fiscal year.

Employees may choose to convert up to eight (8) hours of unused personal/emergency leave into sick leave, in addition to the carry over allowance described above. The same prorating requirements specified in the paragraph above will also apply to the conversion option.

2. Leave shall be taken in minimum units of one quarter (1/4) hour.
3. Leave shall be used at the discretion of the employee.
4. Leave shall not be used to extend a vacation or holiday period unless permission is granted by the employee's program director.
5. Employees should request leave through the electronic leave system at least 24 hours in advance. For emergency leave employees are required to be in contact with their supervisor as soon as practical.
6. The employee shall not be required to provide the specific reason(s) for the requested leave.
7. The program administrator or supervisor will grant the request unless there are extenuating circumstances that have an undue impact on services to constituents and/or fellow employees, e.g., IEP meeting, parent meeting, etc. If the request is denied, the employee will have the right of appeal to the Superintendent.

D. Bereavement Leave

1. Up to five (5) days of bereavement leave (per occurrence within 60 days of the date that the staff member was notified of the death) with pay may be granted in the event of death of a family member as defined by Oregon Federal Leave Act (OFLA), and for the purposes as defined by OFLA bereavement leave.

The following information must be submitted in writing to your administrator and Human Resources when requesting bereavement leave:

- Date the employee was notified of the death
- Name and relationship of the family member who died as defined by OFLA
- Number of leave days requested and if they will be used intermittently or continuously

Bereavement leave will be limited to no more than 4 weeks in a one-year rolling forward calendar period following the same guidelines as OFLA. The 4-week max includes leave taken under OFLA bereavement and LBL paid bereavement benefit.

If you qualify for OFLA this leave will be automatically qualified as such and counts towards the yearly allowance.

Upon request, an employee may be asked to provide one of the following: notice of death or obituary.

2. Two (2) of the allotted five (5) days may be utilized for a critical health condition of the immediate family as defined by OFLA. Critical health condition is defined as illness, disease, or condition that treating physician says is:
 - a. Terminal, or
 - b. Poses imminent danger of death in the near future.

At the discretion of LBL, determination of a critical health condition shall be by written order of a physician, and should be submitted in advance where reasonable, but no later than ten (10) days following return to work.

Employees may also be eligible for bereavement leave under the Oregon Family Leave Act (OFLA) (LBL Policy GCBDA/GDBA-AR). Protected leave under OFLA will run concurrently with bereavement leave granted to an employee according to the provisions described above.

3. If, with the supervisor's approval, an employee elects to attend the funeral or related event of a student, parent, or staff member who is/was a client of LBL and for whom the employee is providing direct services, time spent at that event(s) will not be charged against paid leave.

E. Medical Appointments

With approval from their immediate supervisor, employees are eligible to take a maximum of three (3) medically related appointments not to exceed a total of three (3) hours of work time per month worked, at a minimum of thirty (30) minute increments, without loss of time on the leave accounting sheet. Time away from the job shall, however, be reported in the electronic leave system.

Time away from the job shall, however, be reported in the electronic leave system (rounded to the nearest half hour) for record-keeping purposes.

ARTICLE VIII: UNPAID LEAVES

A. Medical and Family Leave

1. After all paid, unpaid and protected leave (afforded under OFLA/FMLA and Paid Leave Oregon) has been requested, approved and exhausted, staff may apply for additional unpaid leave.
2. A leave of absence for up to one (1) year without pay may be granted to regular employees subject to the qualifying criteria for OFLA/FMLA.
3. The employee submits unpaid leave requests to Human Resources and the Board of Directors reviews and approves or denies the requests.
4. The Superintendent or Superintendent's designee will notify the employee of the approval or denial of the request for the leave of absence and the basis for the decision.
5. An employee on approved leave shall notify the supervisor in writing of their intention to resume duty for the ensuing year prior to March 1 of each year.

B. Personal or Professional Development Leave

1. Employees with at least three (3) years of continuous employment may apply for an unpaid leave of absence not to exceed one (1) year for the purpose of education, travel, employee exchange programs, participation in federal or international programs (e.g. Peace Corps, Teacher/Job Corp). Applications shall not be unreasonably denied.
2. The employee submits unpaid leave requests to Human Resources and the Board of Directors reviews and approves or denies the requests.
3. Human Resources will notify the employee of the approval or denial of the request for the leave of absence and the basis for the decision.
4. An employee on approved leave shall notify the supervisor in writing of their intention to resume duty for the ensuing year prior to March 1 of each year.

C. Insurance Benefits

An employee on unpaid leave shall have the option of accessing the same insurance plans provided by the agency through COBRA. LBL will follow the rules outlined by the insurance carrier. If the employee has worked 10 contract days during a month, insurance premiums will be covered for that month by LBL. If an employee works less than 10 contract days during a month for which unpaid leave is taken, the employee will need to access insurance benefits through COBRA.

D. Seniority and Benefits

An employee on an approved leave of absence shall not accrue benefits or seniority during the leave with the exception of leave protected by OFLA/FMLA.

E. Reinstatement

Upon expiration of the leave of absence, the employee shall be afforded the right to return to LBL in the same position, if vacant, or to a position with equal rank, benefits, and seniority level.

ARTICLE IX: PROFESSIONAL DEVELOPMENT

- A. It is recognized by LBL and by the Association that professional development of bargaining unit members is a desirable enhancement to the probability of continued, effective job performance. In addition, all employees licensed by the state of Oregon are required to obtain a certain number of Professional Development Units (PDUs) or Continuing Education Units (CEUs) on a regular cycle (e.g. 2, 3 or 5 years).
- B. To that end, LBL recognizes the mutual benefit for providing employees both time and funding to access professional development opportunities on a regular basis. LBL will allow employees to attend educational conferences, course work or workshops during regularly scheduled work time, as approved by supervisors. After the professional development is approved by the employee's supervisor, LBL shall cover expenses such as mileage, meals, lodging, tuition, and registration fees, as long as funds are available.
- C. LBL will allocate \$15,000 to a professional development fund that will be available on a first-come, first-served basis to employees who desire to participate in a workshop or course. This fund shall be available to employees, regardless of which department they are assigned to. To be eligible for this reimbursement, the employee must have been employed by LBL for a minimum of one year. Employees will be eligible for one reimbursement per contract cycle.
- D. LBL will demonstrate reasonable efforts to increase accessibility, frequency, quality, and diversity of inhouse training available to employees at no cost to the employee.
- E. Both parties recognize and agree that, at times, it is in the better interest of both the Association membership and LBL when a member may be allowed occasional early exit from the regular workday in order to enroll and attend graduate courses or workshops. To that end, the parties agree that when it can be agreed between an Association member and the Superintendent or designee, workday and/or work year adjustments can be arranged in advance to allow member participation in those activities.

ARTICLE X: GRIEVANCE PROCEDURE

A. Purpose

The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest level in the grievance procedures, and there shall be no suspension of work or interference with the operations of the ESD system. All parties of interest will process grievances at times which do not interfere with assigned duties unless administration agrees to do otherwise.

B. Definition

For the purpose of this Agreement, a grievance is defined as any claim by an employee, group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of the terms and conditions of this Agreement. Grievances of this type are subject to appeal through all steps of the grievance procedure including final and binding arbitration.

C. Process

Grievances will be processed in the following manner and within the stated time limits. The term "days" when used in this article, shall mean the grievant's working days. In the event a grievance is filed at such time as it cannot be processed through all the steps of this grievance procedure by the end of the employee's work year, the time limits set forth herein may be alt

Step 1 — Informal

A grievant shall promptly attempt to resolve the grievance informally with their immediate supervisor. If the grievance is not resolved informally, it shall be reduced to writing, signed by the employee or the employee's representative, and advanced to designated supervisor.

Step 1 — Formal

The written grievance shall give a clear and concise statement of the alleged grievance including the facts upon which it is based, the issues involved, the Agreement provisions involved, and the relief sought. The written grievance shall be submitted to the immediate supervisor by the employee within fifteen (15) workdays after the facts upon which the grievance first occurred or first become known to the employee. Grievances not filed within the time limits stated at each step of the procedure shall be deemed waived. If a grievance is filed, the circumstances of which similarly affects more than one (1) employee, the grievance shall be signed by all such affected employees and may be processed as a "group" grievance. The supervisor's written response is required within ten (10) work days of receipt of the employee's written grievance.

Step 2

If the grievance is not settled at Step 1 — Formal, and the employee(s) wish(es) to appeal the decision of the supervisor, the employee may submit the original grievance to the Superintendent within ten (10) workdays after receipt of the supervisor's written response. The Superintendent or representative shall review the grievance and arrange for a hearing with the employee no later than fifteen (15) workdays after receipt of the written grievance at this level. Written notice will be given five (5) workdays in advance of the hearing and a written response will be given to the employee within ten (10) workdays of the hearing. The Superintendent's decision, in addition to the original grievance, shall be sent to the LBL Board upon its issuance.

Step 3

Grievances not settled in Step 2 of the grievance procedure may be appealed to arbitration provided:

1. Written notice of a request for arbitration shall be made to the Superintendent within ten

(10) workdays of receipt of their answer in Step 2.

2. The issue must involve the interpretation or meaning of a specific provision(s) of the Agreement.

When a timely request has been made for arbitration, the parties or their designated representatives shall attempt to select an impartial arbitrator. Failing to do so, they shall within ten (10) workdays of the appeal, jointly request the Employment Relations Board to submit a list of five (5) arbitrators. Within 6 work days of receipt of the list, representatives shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the fifth and remaining name shall act as the arbitrator.

The scheduling and conduct of the hearing shall be mutually agreed to by the parties or, failing such agreement, as designated by the arbitrator. The decision of the arbitrator shall, within the scope of their authority, be final and binding on both parties.

The Board and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expense of the arbitrator and the cost of the hearing room. All other costs, including the cost of witnesses, shall be the responsibility of the party incurring such costs.

D. Right to Representation

Any aggrieved person may be represented at all stages of the grievance procedure by themselves, or by a representative of their choice. The grievant has the right to representation from their Association at every step. The Association may attend grievance hearings, even if not representing the grievant. The

Association shall have the right to be present and to state its views at all formal stages of the grievance procedure.

E. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing and the processing of such grievance shall be commenced at the level where an administrator has the authority to resolve the grievance. If the aggrieved fails to follow the stated timelines, the grievance will be automatically dropped. If LBL does not respond in writing within the stated timelines, the grievance will automatically go to the next level.

F. Separate Grievance File

All documents, communications, and records having to do only directly with a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

G. Reprisals

No reprisals of any kind shall be taken by the Board or any member of the administration against any party of interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

H. Collective Bargaining Agreement Training

To minimize interpretation issues and unintentional violations, the ESD will prioritize educating administrators and supervisors, and likewise the Association will prioritize educating bargaining unit employees on this agreement. Within (forty-five) 45 calendar days of contract ratification, the ESD and Association will hold a (sixty) 60-minute joint training to review new language and implementation timelines. The training will be virtual, on paid time, and led by the LMT.

Attendees may include, but are not limited to:

For the Employer: supervisors, administrators, HR staff

For the Association: officers, building reps, membership chair, members, and UniServ staff.

ARTICLE XI: STAFF EVALUATION AND PLANS OF ASSISTANCE

A. STAFF EVALUATION

The evaluation process is intended to promote personal growth and competent performance in all employees. The purpose of staff evaluation is to acknowledge and improve staff performance, foster increasing competence and growth of the employee, clarify the job description and the expectations of accomplishment, and enhance communication.

1. At the beginning of the school year and such other times that changes occur, copies of LBL's evaluation procedures, forms, and all other relevant policies and administrative rules will be provided to each employee.
2. The criteria used for evaluation of each member of the bargaining unit shall be clearly defined. The evaluation shall be in writing.
3. Employee evaluation will follow LBL's Licensed Employee Professional Growth Handbook.
4. A post-evaluation conference will be held with the employee.
5. The employee shall be provided a copy of the completed written evaluation.
6. Evaluation reports shall be placed in the employee's file only after reasonable notice to the employee.
7. Any employee may make a written statement relating to any evaluation, reprimand, charge, action, or any matter placed in the personnel file, and such employee's statement shall be placed in the personnel file.
8. LBL and the Association will collaborate in the development and implementation of a sound supervision and evaluation process. The Association agrees to appoint members to an Advisory Committee to review LBL's supervision and evaluation program as mutually agreed for the express purpose of providing input and/or consultation as identified in ORS 342.850 (2) (a-c) to the Superintendent and/or designee before program changes are submitted to the Board for approval. The Association waives the right to initiate a demand to bargain related to changes in LBL's Licensed Employee Professional Growth Handbook.

B. PLANS OF ASSISTANCE

Prior to being placed on a plan of assistance/program of assistance for improvement, the employee will be provided direction and informal assistance in the area(s) of needed improvement. Under no circumstance shall an employee be placed on a plan of assistance

without implementation of the following guidelines.

1. During all stages of the development, implementation, and discussions of progress of a program of assistance, the employee shall be provided with union representation if they request it.
2. A plan of assistance, including clear and measurable recommendations, shall be in writing.
3. During any meeting to review the progress on a program of assistance, an employee shall be provided with a copy of all data that will be used to determine their progress on the plan.

ARTICLE XII: DISCIPLINE OF EMPLOYEES

A. No member of the bargaining unit shall be disciplined without just cause. For the purpose of this section, discipline shall be defined as any negative employment sanction short of dismissal or non-renewal or non-extension. A member may be placed on paid administrative leave when there is a basis, on the information available, to remove a member from the worksite pending an investigation. Notwithstanding, a paid administrative leave which is used to remove a member from the worksite pending an investigation shall not be considered discipline. Investigations may be conducted by LBL or by outside/private investigators. The Association shall be informed when an outside investigator is being utilized and will be given the opportunity to educate the outside investigator on the contents of the Collective Bargaining Agreement before the investigation begins in order to prevent violations of the contract or protected union activity.

B. Dismissal

1. The dismissal or non-extension of contract bargaining unit members who are required to hold a teaching license as prescribed by the TSPC for employment with LBL shall not be subject to subsections B.2 and 3; such matters are excluded from this Agreement because they are governed by the Accountability for Schools for the 21st Century Law, formerly known as the Fair Dismissal Law.

2. After three (3) years of continuous employment, bargaining unit members who are not required to hold a license as provided by the TSPC as a condition of employment shall not face termination or non-renewal without just cause.

3. During the first three (3) years of employment, bargaining unit members who are required to hold a teaching license as prescribed by the TSPC for employment by LBL and those bargaining unit members who are not required to hold a license by the TSPC shall be considered probationary and may be dismissed or non-renewed for any cause deemed in good faith sufficient by the Board. Existing LBL employees who are internally moved to a comparable position will not be required to restart a new probationary period.

C. Any employee who has reasonable cause to believe that a meeting of an investigatory nature, whether formal or informal, with any supervisor, could result in discipline, is entitled to a representative of the employee's choice at the meeting.

D. In the event that a supervisor, the Superintendent, or the Superintendent's designee is calling a member of the bargaining unit to a meeting, the purpose of which is to conduct an investigation or to take disciplinary action against the member, the member shall be given prior written notice of the reasons for such a meeting, and shall be entitled to a representative. The Association shall notify LBL that it shall be sending a representative. If the bargaining unit member is to be represented by legal counsel, prior notice shall be given to LBL.

ARTICLE XIII: COMPLAINT PROCEDURE

- A. If a complaint is made to the administration and LBL believes it is appropriate to pursue an investigation of the complaint, LBL may attempt to resolve the matter without a meeting that involves the employee. This attempted resolution will not exceed ten (10) working days from the time LBL is apprised of the concern. If the matter is not resolved within this timeframe, a conference shall be held with the employee within two (2) working days after the timeline has expired. At the conference, the employee will be presented with the complaint in writing signed by the administrator or complainant. The complaint shall present to the employee all available information including person(s) making the complaint, nature of complaint, and requested remedy, if any.
- B. Any such complaint which the administration chooses not to discuss with the employee or which is not discussed within the required time shall not be considered in the employee's evaluation and shall not be used against the employee in any subsequent action by LBL. Any complaint that is not processed in accordance with the above steps shall not be placed in or become part of the employee's personnel file.
- C. The employee shall have the right to attach any rebuttals or explanations to any written documents placed in the personnel file.
- D. If the parties to the complaint are willing to meet to discuss the problem, the administration may elect to facilitate a meeting to find solutions.
- E. Addressing complaints in the evaluation process does not by itself constitute discipline per Article XI of this agreement.
- F. Employees who wish to process complaints may use Board Procedure GBM-AR, Procedure for Resolving Employee Concerns.
- G. Employees involved in the complaint procedures described in Article XIII shall have the option of using Association representation.

ARTICLE XIV: PERSONNEL FILES

- A. The official personnel files on all employees shall be kept in the LBL HR; such files are confidential. Employees will have the right, upon request, to review the contents of their personnel file and to receive a copy of any documents contained therein. The employee will be entitled to have a representative accompany them during such review.
- B. An employee will have the right to indicate those documents and/or other materials in their file which the employee believes to be obsolete or otherwise inappropriate for retention. Said document will be reviewed by the supervisor and Executive Director of Human Resources. If agreed upon, the documents will be destroyed, unless prohibited by law (ORS 342.850).
- C. The employee shall have the right to review, date, sign, and attach written statements prior to any material being placed in the employee's personnel file. No evaluation, written disciplinary action, or complaint, which has not been previously given to the employee will be used by LBL in any demotion, discipline, or other involuntary change in employment status of the employee and shall be included in the employee's personnel file.
- D. Except in cases of emergency, criticism of an employee by a supervisor, administrator, or Board Member shall be made in confidence. Similarly, any criticism by an employee of a supervisor, administrator, or a Board Member shall be made in confidence. Notwithstanding, this provision shall not be construed to apply to hearings or other proceedings established by way of this contract or by state or federal law.

ARTICLE XV: HIRING, PLACEMENT, LAYOFF, AND RECALL

A. HIRING

1. Vacancies

- a. LBL supports hiring for vacancies from within and will encourage supervisors to consider all internal applicants when hiring.

Notices of vacancy for all regular part-time and full-time positions which qualify for Association membership under Article I of this agreement will be posted on the LBL Website. In its discretion, LBL may announce a particular vacancy for internal applicants only, while reserving the right to open the position to outside applicants. For internal only vacancies, positions will be posted for a minimum of five (5) workdays. All other vacancies will be advertised for a minimum of ten (10) workdays prior to closing of the open position. Any appropriately licensed or certificated employee may apply for an open position. LBL retains the right to hire the most qualified applicant. Nothing in this provision prohibits LBL from transferring staff members.

- b. LBL will prioritize hiring regular licensed employees as defined in Article I.

2. Hiring Retired LBL Employees

- a. For those employees who retire during the contracted year and wish to finish the year with LBL the following shall apply:

- i. Employees will provide a minimum of thirty (30) days' notice of their intention to retire and request to be rehired. This will provide their supervisor enough time to determine and inform the employee of their decision regarding rehiring. This will also provide the business office and human resources sufficient time to process the closing of their regular position and, if applicable, reestablish employment as a temporary employee, if approved.

- ii. These employees will start over at probationary status but will retain their current placement on the negotiated salary schedule.

- iii. Employees who retire mid-year and are approved to work through June on a retired rehired contract, will be awarded:

- a. Up to eight (8) hours a month of sick leave through June, based on FTE.

- b. A prorated number of personal hours, not to exceed twenty-four (24)

hours for July 1 through June 30.

b. In case of a layoff, rehired/retired employees will be released prior to all similarly licensed regular employees. Rehired/retired employees have no recall rights.

c. Employees who retire mid-year and would like to be rehired as a retiree the following fall will be required to apply for employment as required of any individual seeking employment. There is no assurance of that employment. LBL retains the right to post positions for either internal candidates only or open to all candidates inside and outside of the agency. If re-hired in the fall, leave benefits will resume accrual as per the contract.

d. Employees who retire at the end of a contract year but wish to return to work will be required to apply for employment just as any individual seeking employment at the beginning of a contract year with no assurances of that employment.

i. Employment status will comply with the Oregon Statutes if licensed by TSPC.

ii. Employees who are hired as PERS retirees:

a. May be hired at less than half-time, half-time, or more.

b. If hired at .4 FTE or more, a contract will be issued and the employee will be a member of the bargaining unit.

iii. Employees will be given probationary status as a rehired retiree but will retain their salary placement on the salary schedule.

iv. Previously accrued sick leave will not carry forward from the date of retirement.

vi. Rehired/retired employees may terminate their contract for professional services with thirty (30) days' written notice to LBL; LBL waives ORS 342.553. LBL may terminate the professional services contract of a rehired/retired employee upon thirty (30) days' written notice to the employee, based upon program needs, but not based upon disciplinary or performance causes. "Program needs" include, but are not limited to, the need to have a full-time employee in the position or the need to have the position filled with a regular or long-term employee.

e. General Provisions

i. If the employee retires from PERS, the employee will be fully responsible for

completing all retirement arrangements with PERS, including determining the date of retirement, retirement options, etc.

ii. If the employee retires from PERS, LBL will not be responsible for monitoring work hours to ensure that the rehired employee does not exceed PERS or Social Security (FICA) limits. Furthermore, LBL will not pay or incur any financial liability should the employee exceed PERS or FICA limits.

iii. If the employee retires from PERS they will be eligible for hire with LBL for no more than three (3) years. In the event of an extenuating circumstance, the superintendent can make an exception to this time constraint and/or the retiree can petition the superintendent for a time extension for rehire.

B. PLACEMENT

1. EMPLOYEE INITIATED CHANGE OF PLACEMENT

LBL recognizes that it is desirable in making assignments to consider the interests and aspirations of its professional employees.

a. If licensed staff members desire a change or modification of current placement, the request should be addressed to the appropriate administrator.

b. Employees who wish to transfer to a position in a different department of the ESD may express interest and/or apply for open positions in that department.

2. EMPLOYER INITIATED CHANGE OF PLACEMENT

a. When LBL determines a change of placement is necessary, the administrator will consider qualified staff and communicate with any employees that are being considered for a change of placement.

b. Once the placement decision has been made, the supervisor will notify the employee whose placement is changing as soon as possible, including in writing. No announcements or changes will occur until written notification has been provided.

c. Employees may request a follow-up meeting that will be held within 15 working days of the written notice to discuss any concerns and review relevant details such as ADA accommodations, updates to job responsibilities, additional training or mentoring needs, orientation, and any travel or scheduling requirements.

d. While placement changes may take effect immediately if required to meet operational needs, every effort will be made to ensure a smooth and informed transition for the employee.

3. CLASSROOM OR WORKSITE MOVES

In the event a licensed staff member moves to another classroom and worksite, the licensed staff member will be given two (2) duty-free days or the equivalent of two (2) days' pay to complete the move.

C. LAYOFF

1. Seniority shall be defined as the employee's total length of continuous service in LBL's bargaining unit. Seniority will be computed and accrued from the employee's first day of actual service in a bargaining unit position, and shall continue to accrue during approved, covered leaves of absence including sick leave, personal leave and OFLA/FMLA leave. Seniority does not accrue while an employee is in layoff status. In case two (2) or more employees have the same date of employment with LBL, the tie will be resolved by drawing lots.
2. Whenever LBL determines that a layoff is necessary, it will notify the Association at least thirty (30) calendar days prior to the scheduled date of layoffs. As soon as practicable, after notice is given to the Association, layoff notices of at least thirty (30) calendar days will be given to the affected employees. Notwithstanding, in the event of permanent LBL closure, or notice of state revenue reductions necessitating layoffs between July 1 and September 1, less than thirty (30) calendar days' notice may be given to the Association and to laid off employees. This Article applies to all layoffs of bargaining unit members regardless of the length of the layoff period and/or the number of bargaining unit members affected.
3. In the event LBL, in its discretion, determines that a layoff is necessary, decisions about layoff and recall of staff shall be in accordance with state law (ORS 342.934). It will determine the employees to be retained by means of the following criteria:
 - i. A determination of whether the employees to be retained hold the proper license to fill the remaining position(s).
 - ii. A determination of the seniority of the employees to be retained; and
 - iii. A determination of the competence of an employee being retained if LBL desires to lay off another employee with greater seniority.
 - a. If LBL desires to retain an employee with less seniority than an employee being released under this section, LBL will determine that the employee being retained has more competence than the employee with more seniority who is being released.

- b. Nothing in paragraph C, 3, shall be construed to limit the operation of paragraph C, 1, that is, the requirement that a retained employee be appropriately licensed, certificated, or authorized to fill the remaining position.
 - c. Merit, as defined in ORS 342.934 (9)(b), shall not be used as a criteria to determine the licensed professionals to be retained.
- 4. Nothing in this Article shall be construed so as to interfere with LBL's right to dismiss or non extend a contract employee pursuant to the provisions of the Fair Dismissal Law, or to dismiss or non-renew a probationary employee pursuant to ORS 342.835, or dismissal under the provisions of this contract.
- 5. In conducting a layoff under this Article, LBL will first determine the program(s) or area(s) scheduled for reduction or elimination.
 - a. After such determination, LBL will make every reasonable effort to transfer employees in such program(s) or area(s) to other vacant positions for which they are qualified and properly licensed, certificated, or authorized.
 - b. LBL will make every reasonable effort to combine positions in a manner which allows employees to remain qualified so long as the combined positions meet the curricular needs of LBL and the competence considerations specified in subsection C, 3, of this Article.
 - c. Layoffs will be based upon the criteria set forth in Section C above.
 - d. For the purpose of this Article, the term "competence" means the ability of a teacher to teach a subject or grade level based on consideration of any of the following:
 - i. Teaching experience within the past five (5) years related to the subject or grade level;
 - ii. Educational attainments, which may not be based solely on being licensed to teach; or
 - iii. The teacher's willingness to undergo additional training or pursue additional education.
- 6. Employees covered by this Article will have the option to continue insurance programs at their own expense subject to the approval of the insurance carrier. LBL shall continue to pay premiums for insurance benefits on behalf of the employee for a period of thirty (30) days following the end of the month in which the layoff occurs.
- 7. Employees covered by this Article will be given consideration for substitute work; such will not affect employee recall rights.

D. RECALL

If within twenty-seven (27) months from the first date of layoff a vacancy occurs within LBL for which a laid-off employee is qualified as per paragraph I below, the recall procedure outlined below will be followed.

1. At the time of layoff, LBL shall provide for laid-off employees to express in writing a desire to return to LBL. LBL shall also receive the employee's address for recall notification. In the event of a recall, LBL shall notify the employee who has expressed a desire to return to LBL of the recall by certified mail, return receipt, sent to the last address given by the employee to the LBL Human Resources Office. The employee will have fourteen (14) calendar days from the receipt of such notice to notify LBL of intent to return. The employee must thereafter report on the starting date specified by LBL providing that this will not be less than thirty (30) calendar days from the date the notice of recall was received or lose all recall rights.

An extension shall be granted if a recalled employee is employed by an Oregon school district while awaiting recall, and if that district is not willing to release the employee until the end of sixty (60) calendar days. The recalled employee will not be required to report by the thirty (30) day deadline if they would thereby jeopardize their Oregon TSPC license.

2. Recall rights shall not be lost if recall is declined for a position that is fewer hours than the position held previous to layoff. An employee laid off from a full-time position may accept a recall to a less than full-time position without losing recall rights for a full time position. Recall rights shall be lost if recall is declined for a position with more hours than the position held before layoff unless that employee needs reasonable accommodation as required under the law.
3. All benefits to which an employee was entitled at the time of layoff, including unused accumulated sick leave and seniority, will be restored to the employee upon the employee's return to active employment, and the employee will be placed on the proper step of the salary schedule. An employee will not receive increment credit for the time spent on layoff unless the employee was employed by an accredited school district for a period of time equal to a majority of LBL's work year, nor will such time count toward the fulfillment of time requirements for acquiring contract status. Employee benefits do not accrue during the time of layoff.
4. In determining which employee or employees to recall, LBL will recall in reverse order of layoff, providing the recalled employee has the proper licensure, certification or authorization. Any employee who does not accept a recall will lose all further recall rights and will be deemed to have resigned from LBL employment. Any employee not recalled pursuant to this Article within twenty-seven (27) months of layoff will no longer be eligible for recall.
5. Any "appeal" resulting from LBL's decision on layoff or recall pursuant to this Article shall be by means of a grievance filed pursuant to the Article on Grievance Procedure. The decision of the arbitrator will

be final and binding on all interested parties as long as the arbitrator's decision is within their jurisdiction. The arbitrator's jurisdiction is further restricted as follows:

The arbitrator is authorized to reverse the layoff or recall decision made by LBL only if LBL:

- a. Exceeded its jurisdiction;
- b. Failed to follow the procedure applicable to the matter before it;
- c. Made a finding or order not supported by substantial evidence in the whole record; or
- d. Improperly construed the applicable law.

ARTICLE XVI: SALARY

A. Salary

Salary schedules are organized by discipline and are provided for 190, 200, 210, and 220 day contracts. All schedules shall be included in Appendix A.

The 2025-26, 2026-27, and 2027-28 schedules reflect Cost of Living Adjustment (COLA) increases over the previous school year schedules, applied as follows:

SCHEDULE	2025-26 COLA	2026-27 COLA	2027-28 COLA
Interdisciplinary Professional	4.50%	4.00%	3.00%
Licensed Therapeutic Professional	4.50%	4.00%	3.00%
School Psychologists	3.50%	3.50%	3.00%
Licensed Therapy Associates	4.50%	4.00%	3.00%

Interdisciplinary Professionals

Includes TSPC-licensed staff holding valid teaching licenses in areas not covered by other schedules, and appropriately degreed non-TSPC-licensed consultants, liaisons, and coaches.

Licensed Therapeutic Professionals

Includes professionals licensed in their respective fields, such as Speech-Language Pathologists (SLPs), Occupational Therapists (OTs) and Physical Therapists (PTs), Audiologists, and Registered Nurses. Licensure is granted by the appropriate state licensing boards specific to each profession.

School Psychologists

Licensed by the state as school psychologists or professionals holding certification or licensure specific to psychological services in educational settings.

Licensed Therapy Assistants

Include licensed or certified assistants such as Speech-Language Pathology Assistants (SLPAs), Certified Occupational Therapy Assistants (COTAs), and Physical Therapist Assistants (PTAs). Licensure or certification is granted by the respective state regulatory boards and allows practice under supervision.

B. PERS Payment

1. LBL shall pay the six percent (6%) employee contribution required by PERS (Ch. 238)/OPSRP (Ch. 2386)).

2. The full amount of required employee contributions paid pursuant to Section B 1, above, shall be considered as "salary" with respect to PERS/OPSRP for the purpose of computing an employee member's "final average salary" and shall also be considered as "salary" for the purpose of determining the amount of employee contribution required to be contributed pursuant to ORS 238.200.

C. Salary Schedule Placement

Placement on the salary schedule is based on earned academic degree required for the position, as noted in the job description, and qualifying years of experience. Credit for qualifying years of experience will be given to employees newly hired by LBL based on previous outside teaching and professional experience.

Qualifying years of experience may include, but is not limited to, professional experience at the following types of institutions: ESDs, K-12 schools, higher education institutions, and/or any employer that employs the same types of professionals covered by this agreement.

Under no circumstances will an employee moving from one salary schedule to another be placed on a step that will result in a decrease in salary.

Employees will retain their educational credits (+15 and +30) when moving to a salary schedule that only includes base rate and +45 columns.

D. Incremental Steps

Each qualifying employee not presently at the last step (highest rate) for their salary column who has worked a minimum of the equivalent of 0.4 FTE of one hundred ninety (190) full days shall be advanced one (1) step at the beginning of each work year from the step held at the end of the preceding successful work year.

Bargaining Unit Employees become eligible for an annual one thousand six hundred (\$1600) longevity stipend after reaching the final step in their category. For example, if Step 17 is the last step, the employee will receive an annual longevity stipend starting the next year, in addition to any increase at the final step. The stipend will be paid in 12 equal monthly installments.

E. Stipends

1. Bilingual Language Stipend:

Members serving in a position where LBL has deemed bilingual proficiency in a non-English language, including Sign Language, is an essential aspect of their work, will receive an annual stipend of two thousand four hundred dollars (\$2,400) if they meet one of the following conditions:

- a. They have demonstrated proficiency by obtaining licensure for that position which requires proficiency

OR

- b. They meet the bilingual proficiency standard for that position.

2. Skill Specialty Stipend:

Bargaining unit employees who hold a license as a Teacher of the Visually Impaired and obtain an Orientation and Mobility certification shall receive an annual stipend of two thousand four hundred dollars (\$2,400).

3. Targeted Sign-on Stipend:

There are times when LBL, due to a variety of factors, experiences a challenge recruiting highly qualified applicants for specific licensed positions. To assist LBL in hiring professionals for these "hard to fill" positions, LBL and the Association agree to the following:

Positions may be designated as "hard to fill" by LBL based on the agency's experience recruiting for the position. If LBL determines it is necessary to add a position or remove a position from the list of those designated as "hard to fill" they will notify the Association and share the rationale for how the decision was made.

Employees who retire from LBL and are rehired according to the process described in Article XV: Section A2 Hiring Retired LBL Employees are not eligible to receive the targeted sign-on stipend.

Employees receiving the Targeted Sign-on Stipend will receive five thousand dollars (\$5,000) paid as follows:

- Three thousand (\$3,000) at the end of their first month of employment for a 1.0 FTE
- Two thousand (\$2,000) at the end of their 23rd month of employment for a 1.0 FTE

These amounts will be pro-rated for less than a 1.0 FTE. Stipends for employees will be the same amounts for the same position and same FTE in the same fiscal year.

The stipend will be paid in a separate payment from an employee's regular monthly payroll deposit.

F. Column Advancement

An employee completing approved credits shall advance on the salary schedule according to the following conditions:

1. In order for college courses or professional development activities to be used for column advancement the employee must demonstrate that the topic(s) is related to the employee's professional development goals or the Essential Functions requirements as defined in the position job description.
2. College courses must have prior approval of the Superintendent or their designee.

3. Hours counted for columns beyond the Master's shall be graduate level courses earned subsequent to the Master's degree.
4. Courses taken for advancement to the BA+30/BA+75 columns shall be of graduate level or equivalency and in area of assignment.
5. For every ten (10) hours of training taken for either TSPC or non-TSPC license renewal, these ten (10) hours shall be credited one (1) credit for column advancement. If an employee takes more training than is needed for the license renewal, this additional training may also apply to column advancement as long as it is acceptable to the relevant licensing board as applicable for license renewal. These hours, with proof of attendance, shall be submitted to the Human Resources Department.
6. The employee will attend the course or professional development activity on their own time and pay for the course or activity if the employee plans to use college credit or seat time in a professional development activity for column advancement. The one (1) exception is if the employee attends the course or activity during the October statewide in-service day. If the October statewide in-service day is an LBL contract day, the employee may use the professional development activities for column advancement. This requirement begins August, 2007. Employees may use professional development activities that occurred before August, 2007 if they were paid for by LBL or if they occurred during contracted work hours.
7. Employees are only eligible to move over one column each school year.
8. Notice of completion of course work or professional development activity which may affect placement on the salary schedule must be given to Human Resources by August 1. Official transcripts, grade reports, certificates of completion or instructor verification that the activity was completed shall be filed with Human Resources no later than October 31 of each work year to qualify for salary adjustment.

G. Mileage

LBL shall reimburse mileage for required work-related travel. The mileage reimbursement rate shall be made current and updated at all times that the IRS mileage rate is set. In order to claim mileage reimbursement, liability insurance shall be carried by the employee for their own automobile with satisfactory proof of such coverage to be filed with LBL's Business Office. All reimbursements must be submitted within 60 days of the travel date.

If LBL determines that providing an agency owned or leased vehicle is more cost effective, employees will be notified of the change thirty (30) days prior or as soon as feasibly possible. Employees using an LBL owned or leased vehicle for travel will not receive mileage reimbursement. Employees assigned an LBL owned or leased vehicle may only use that vehicle for work-related travel.

Mobile Workforce: Bargaining unit members are considered to be a mobile workforce. Employees in the bargaining unit are expected to travel to a variety of assigned worksites to provide services to school districts that have contracted services with LBL. Work assignments may change based on the needs of LBL and its

constituent districts. LBL has the right to assign work and change assignments as it deems necessary to complete its mission, except as modified by this contract.

Homebase Assignment:

Employees are assigned a Homebase, defined as the location where they regularly report at least three days per week. If an employee does not consistently report to a single location three or more days per week, their supervisor will assign a Homebase that best reflects a central point in the employee's typical travel pattern. Employees are not eligible for mileage reimbursement for travel between their home and Homebase. When traveling to or from home and a non-Homebase location for approved business purposes, reimbursement is limited to the additional mileage beyond the normal commute between the employee's home and Homebase.

Geographical Stipend:

Employees whose Homebase is located at one of LBL's Component School Districts' buildings will receive an annual stipend, determined by the specific Component District associated with that Homebase. The stipend does not apply to buildings owned by a Component District but operated or occupied by LBL. All stipends are subject to standard taxes and withholdings, and will be paid in equal monthly installments.

COMPONENT DISTRICT	ANNUAL STIPEND
Alsea	\$6,750
Central Linn	\$2,050
Corvallis	\$600
GAPS	\$0
Harrisburg	\$2,950
Lebanon	\$1,000
Lincoln County*	\$9,400/ \$2,050
Monroe	\$2,050
Philomath	\$1,000
Santiam Canyon	\$4,900
Scio	\$2,050
Sweet Home	\$2,950

* Qualifying employees whose Homebase is within Lincoln County who also reside within Lincoln County receive an annual stipend of \$2,050.

H. Payroll Schedule

Employees shall be paid in twelve (12) monthly installments on the twenty-fifth (25th) of each month or on the preceding workday, if the twenty-fifth (29) falls on a Saturday, Sunday, or holiday. Employees new to LBL must elect to have their paychecks electronically deposited in one (1) or more designated depositories of choice to a maximum number allowed by the payroll system. Current employees who have their paychecks electronically deposited may not permanently discontinue this process.

All Oregon employers are required to ensure that their employees be paid "no later than thirty five (35) days from the time their work was begun." (ORS 652.120(2)) Employees whose regular employment contract begins on or after August 22 will be placed on a September payroll cycle. Those employees will receive their first paycheck on September 25. Employees will receive the June paycheck on the regular June payday and the July and August paychecks one day later.

Employees whose regular employment contract begins between July 21 and August 21 will be placed on an August payroll cycle. Those employees will receive their first paycheck on August 25. Unless otherwise specified, an employee will receive the June paycheck on the regular June payday and the July and August paychecks one day later.

Employees whose regular employment contract begins between July 1 and July 20 will be placed on a July payroll cycle. Those employees will receive their first paycheck on July 25 with the last paycheck delivered on June 25.

Any employee who is moved to a later payroll cycle for any reason will have that year's contracted salary divided by the total number of months between the first workday of the previous year's contract and the last workday of the new employment contract. (Example, an employee who is on a July payroll cycle in one (1) year and is moved to an August payroll cycle in the following year will have their salary divided by thirteen (13) months rather than twelve (12) months.)

ARTICLE XVII: INSURANCE

A. The benefits provided herein shall be provided in accordance with the underwriting rules and regulations set forth by the carrier(s) in the policy(ies) master contract(s) retained by the LBL, or in the contracts maintained by the Oregon Educators Benefit Board on and after October 1, 2008.

B. Each employee shall be given the option of two (2) or more health insurance packages. At least one (1) of the available packages will include health, dental, and vision insurance benefits and prescription coverage for the employee and eligible family members.

Beginning with the first insurance premium payment connected to the employee's payroll cycle, LBL will contribute up to the dollar amounts listed below per month, per employee whose work year is considered full-time equivalency for only the core medical, dental, vision and prescription benefits offered by the Oregon Educators Benefit Board. LBL's contribution is referred to as a CAP. The employee shall be responsible for the additional cost for coverage.

Beginning with the first insurance premium payment connected to the employee's annual payroll cycle, the CAP for full-time employees will increase as follows:

2025-2026: \$1,400

2026-2027: \$1,450

2027-2028: \$1,550

The insurance CAP shall be prorated for employees new to LBL, whose work year is less than full-time. The prorated amount will be calculated according to actual hours worked during the work year. Employee's share of the premium cost shall be deducted from the monthly salary.

Health Savings Account (HSA) Option:

For employees that select a qualified high deductible medical plan, and participate in a Health Savings Account (HSA), LBL will contribute \$1,900 per plan year paid in increments of \$1,000 in the October payroll, and \$900 in the April payroll to a qualifying HSA. The amount will be prorated for employees working less than full-time.

Retirees are not eligible for participation in the HSA employer paid contribution.

C. The employee shall be covered with basic, non-core term life insurance with an AD&D (Accidental Death and Dismemberment) rider at an amount equal to their salary. Supplemental life insurance coverage on an age-rate basis for employee, spouse, and dependents shall be available at the employee's expense.

D. The employee shall be covered with basic, non-core Long-Term Disability Insurance.

E. LBL agrees to continue employee access to a Flexible Spending account within the meaning of Section 125(d) of the Internal Revenue Code which excludes chosen benefits from real income under Section 125(a).

F. LBL's obligation towards premium payments, for employees who complete their contract year, as provided herein, shall be effective through the end of their payroll cycle.

- August 31 for employees on a September payroll cycle,
- July 31 for employees on an August payroll cycle, and
- June 30 for employees on a July payroll cycle

G. The Association agrees to participate on a yearly basis in the review and assessment of insurance coverage, benefits, and services. The Association shall recommend three (3) members to serve on an agency-wide Advisory Insurance Committee that will report directly to the Superintendent and/or designee.

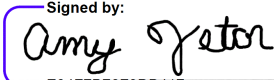
H. When transporting clients by private vehicle is a job requirement for any LBL employee, LBL recommends that the employee, for their own protection, carry a minimum three hundred thousand dollars (\$300,000) liability per occurrence coverage on the specific vehicle listed on the "Annual Vehicle Safety, Maintenance, and Inspection Report." To encourage this practice, LBL will reimburse the actual cost of the difference between the employee's standard and customary liability coverage and the amount recommended by the district. The employee may submit for reimbursement during the first month after employee's eligibility is established. LBL will pay up to one hundred dollars (\$100) of the deductible for damage done to the car by a client.

ARTICLE XVIII: TERM OF AGREEMENT

This Agreement shall be effective as of July 1, 2025 and remain in effect through June 30, 2028.

FOR LBL

Signed by:



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Amy Vektor, LBL Board Representative

FOR THE ASSOCIATION



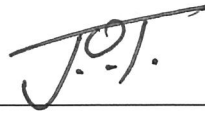
Clarissa Lane, President

Signed by:



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Jason Hay, Superintendent



Jules Thorn, Bargaining Team

APPENDIX A - SALARY SCHEDULES

APPENDIX A1

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 190 DAY CALENDAR INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 50,095	\$ 52,098	\$ 54,180	\$ 55,400	\$ 56,783	\$ 58,345
1	3.25%	51,723	53,791	55,941	57,201	58,628	60,241
2	6.61%	53,404	55,539	57,759	59,060	60,533	62,199
3	10.07%	55,140	57,344	59,636	60,979	62,500	64,220
4	13.65%	56,932	59,208	61,574	62,961	64,531	66,307
5	17.34%	58,782	61,132	63,575	65,007	66,628	68,462
6	21.15%	60,692	63,119	65,641	67,120	68,793	70,687
7	25.09%	62,664	65,170	67,774	69,301	71,029	72,984
8	29.16%	64,701	67,288	69,977	71,553	73,337	75,356
9	33.36%	66,804	69,475	72,251	73,878	75,720	77,805
10	37.69%	68,975	71,733	74,599	76,279	78,181	80,334
11	42.16%	71,217	74,064	77,023	78,758	80,722	82,945
12	46.78%	73,532	76,471	79,526	81,318	83,345	85,641
13	51.56%	75,922	78,956	82,111	83,961	86,054	88,424
14	56.48%	78,389	81,522	84,780	86,690	88,851	91,298
15	61.57%	80,937	84,171	87,535	89,507	91,739	94,265
16	66.82%	83,567	86,907	90,380	92,416	94,721	97,329
17	72.24%						100,492
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

190

APPENDIX A2

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	LICENSED THERAPEUTIC PROFESSIONALS		
		(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 61,133	\$ 65,007	\$ 70,201
6	3.25%	63,120	67,120	72,483
7	6.61%	65,171	69,301	74,839
8	10.07%	67,289	71,553	77,271
9	13.65%	69,476	73,878	79,782
10	17.34%	71,734	76,279	82,375
11	21.15%	74,065	78,758	85,052
12	25.09%	76,472	81,318	87,816
13	29.16%	78,957	83,961	90,670
14	33.36%	81,523	86,690	93,617
15	37.69%	84,172	89,507	96,660
16	42.16%	86,908	92,416	99,801
17	46.78%	89,733	95,420	103,045
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A3

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 190 DAY CALENDAR SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 72,310
6	3.25%	74,660
7	6.61%	77,086
8	10.07%	79,591
9	13.65%	82,178
10	17.34%	84,849
11	21.15%	87,607
12	25.09%	90,454
13	29.16%	93,394
14	33.36%	96,429
15	37.69%	99,563
16	42.16%	102,799
17	46.78%	106,140
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A4

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 190 DAY CALENDAR LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 45,053	\$ 29.64
1	3.25%	46,512	30.60
2	6.61%	48,017	31.59
3	10.07%	49,582	32.62
4	13.65%	51,194	33.68
5	17.34%	52,850	34.77
6	21.15%	54,568	35.90
7	25.09%	56,346	37.07
8	29.16%	58,170	38.27
9	33.36%	60,055	39.51
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A5

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 52,732	\$ 54,840	\$ 57,032	\$ 58,316	\$ 59,772	\$ 61,416
1	3.25%	54,446	56,622	58,886	60,211	61,715	63,412
2	6.61%	56,215	58,462	60,800	62,168	63,721	65,473
3	10.07%	58,042	60,362	62,776	64,188	65,792	67,601
4	13.65%	59,928	62,324	64,816	66,274	67,930	69,798
5	17.34%	61,876	64,350	66,923	68,428	70,138	72,066
6	21.15%	63,887	66,441	69,098	70,652	72,417	74,408
7	25.09%	65,963	68,600	71,344	72,948	74,771	76,826
8	29.16%	68,107	70,830	73,663	75,319	77,201	79,323
9	33.36%	70,320	73,132	76,057	77,767	79,710	81,901
10	37.69%	72,605	75,509	78,529	80,294	82,301	84,563
11	42.16%	74,965	77,963	81,081	82,904	84,976	87,311
12	46.78%	77,401	80,497	83,716	85,598	87,738	90,149
13	51.56%	79,917	83,113	86,437	88,380	90,589	93,079
14	56.48%	82,514	85,814	89,246	91,252	93,533	96,104
15	61.57%	85,196	88,603	92,146	94,218	96,573	99,227
16	66.82%	87,965	91,483	95,141	97,280	99,712	102,452
17	72.24%						105,782
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A6

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

Experience Credit	LICENSED THERAPEUTIC PROFESSIONALS			
	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 64,350	\$ 68,428	\$ 73,896
6	3.25%	66,441	70,652	76,298
7	6.61%	68,600	72,948	78,778
8	10.07%	70,830	75,319	81,338
9	13.65%	73,132	77,767	83,981
10	17.34%	75,509	80,294	86,710
11	21.15%	77,963	82,904	89,528
12	25.09%	80,497	85,598	92,438
13	29.16%	83,113	88,380	95,442
14	33.36%	85,814	91,252	98,544
15	37.69%	88,603	94,218	101,747
16	42.16%	91,483	97,280	105,054
17	46.78%	94,456	100,442	108,468
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A7

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 76,116
6	3.25%	78,590
7	6.61%	81,144
8	10.07%	83,781
9	13.65%	86,504
10	17.34%	89,315
11	21.15%	92,218
12	25.09%	95,215
13	29.16%	98,309
14	33.36%	101,504
15	37.69%	104,803
16	42.16%	108,209
17	46.78%	111,726
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A8

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 47,424	\$ 29.64
1	3.25%	48,960	30.60
2	6.61%	50,544	31.59
3	10.07%	52,192	32.62
4	13.65%	53,888	33.68
5	17.34%	55,632	34.77
6	21.15%	57,440	35.90
7	25.09%	59,312	37.07
8	29.16%	61,232	38.27
9	33.36%	63,216	39.51
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A9

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 55,369	\$ 57,582	\$ 59,884	\$ 61,232	\$ 62,761	\$ 64,487
1	3.25%	57,168	59,453	61,830	63,222	64,801	66,583
2	6.61%	59,026	61,385	63,839	65,277	66,907	68,747
3	10.07%	60,944	63,380	65,914	67,399	69,081	70,981
4	13.65%	62,925	65,440	68,056	69,589	71,326	73,288
5	17.34%	64,970	67,567	70,268	71,851	73,644	75,670
6	21.15%	67,082	69,763	72,552	74,186	76,037	78,129
7	25.09%	69,262	72,030	74,910	76,597	78,508	80,668
8	29.16%	71,513	74,371	77,345	79,086	81,060	83,290
9	33.36%	73,837	76,788	79,859	81,656	83,694	85,997
10	37.69%	76,237	79,284	82,454	84,310	86,414	88,792
11	42.16%	78,715	81,861	85,134	87,050	89,222	91,678
12	46.78%	81,273	84,521	87,901	89,879	92,122	94,658
13	51.56%	83,914	87,268	90,758	92,800	95,116	97,734
14	56.48%	86,641	90,104	93,708	95,816	98,207	100,910
15	61.57%	89,457	93,032	96,754	98,930	101,399	104,190
16	66.82%	92,364	96,056	99,899	102,145	104,694	107,576
17	72.24%						111,072
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

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APPENDIX A10

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENCED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 67,568	\$ 71,849	\$ 77,591
6	3.25%	69,764	74,184	80,113
7	6.61%	72,031	76,595	82,717
8	10.07%	74,372	79,084	85,405
9	13.65%	76,789	81,654	88,181
10	17.34%	79,285	84,308	91,047
11	21.15%	81,862	87,048	94,006
12	25.09%	84,523	89,877	97,061
13	29.16%	87,270	92,798	100,215
14	33.36%	90,106	95,814	103,472
15	37.69%	93,034	98,928	106,835
16	42.16%	96,058	102,143	110,307
17	46.78%	99,180	105,463	113,892
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A11

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 79,922
6	3.25%	82,519
7	6.61%	85,201
8	10.07%	87,970
9	13.65%	90,829
10	17.34%	93,781
11	21.15%	96,829
12	25.09%	99,976
13	29.16%	103,225
14	33.36%	106,580
15	37.69%	110,044
16	42.16%	113,620
17	46.78%	117,313
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A12

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 49,795	\$ 29.64
1	3.25%	51,408	30.60
2	6.61%	53,071	31.59
3	10.07%	54,802	32.62
4	13.65%	56,582	33.68
5	17.34%	58,414	34.77
6	21.15%	60,312	35.90
7	25.09%	62,278	37.07
8	29.16%	64,294	38.27
9	33.36%	66,377	39.51
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A13

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 58,005	\$ 60,324	\$ 62,735	\$ 64,148	\$ 65,749	\$ 67,558
1	3.25%	59,890	62,285	64,774	66,233	67,886	69,754
2	6.61%	61,836	64,309	66,879	68,386	70,092	72,021
3	10.07%	63,846	66,399	69,053	70,609	72,370	74,362
4	13.65%	65,921	68,557	71,297	72,904	74,722	76,779
5	17.34%	68,063	70,785	73,614	75,273	77,150	79,274
6	21.15%	70,275	73,086	76,006	77,719	79,657	81,850
7	25.09%	72,559	75,461	78,476	80,245	82,246	84,510
8	29.16%	74,917	77,913	81,026	82,853	84,919	87,257
9	33.36%	77,352	80,445	83,659	85,546	87,679	90,093
10	37.69%	79,866	83,059	86,378	88,326	90,529	93,021
11	42.16%	82,462	85,758	89,185	91,197	93,471	96,044
12	46.78%	85,142	88,545	92,084	94,161	96,509	99,165
13	51.56%	87,909	91,423	95,077	97,221	99,646	102,388
14	56.48%	90,766	94,394	98,167	100,381	102,884	105,716
15	61.57%	93,716	97,462	101,357	103,643	106,228	109,152
16	66.82%	96,762	100,630	104,651	107,011	109,680	112,699
17	72.24%						116,362
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

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APPENDIX A14

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 70,785	\$ 75,271	\$ 81,286
6	3.25%	73,086	77,717	83,928
7	6.61%	75,461	80,243	86,656
8	10.07%	77,913	82,851	89,472
9	13.65%	80,445	85,544	92,380
10	17.34%	83,059	88,324	95,382
11	21.15%	85,758	91,195	98,482
12	25.09%	88,545	94,159	101,683
13	29.16%	91,423	97,219	104,988
14	33.36%	94,394	100,379	108,400
15	37.69%	97,462	103,641	111,923
16	42.16%	100,630	107,009	115,560
17	46.78%	103,900	110,487	119,316
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A15

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 83,728
6	3.25%	86,449
7	6.61%	89,259
8	10.07%	92,160
9	13.65%	95,155
10	17.34%	98,248
11	21.15%	101,441
12	25.09%	104,738
13	29.16%	108,142
14	33.36%	111,657
15	37.69%	115,286
16	42.16%	119,033
17	46.78%	122,902
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A16

2025-2026 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 52,166	\$ 29.64
1	3.25%	53,856	30.60
2	6.61%	55,598	31.59
3	10.07%	57,411	32.62
4	13.65%	59,277	33.68
5	17.34%	61,195	34.77
6	21.15%	63,184	35.90
7	25.09%	65,243	37.07
8	29.16%	67,355	38.27
9	33.36%	69,538	39.51
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,400 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A17

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 52,100	\$ 54,182	\$ 56,348	\$ 57,616	\$ 59,054	\$ 60,678
1	3.25%	53,793	55,943	58,179	59,489	60,973	62,650
2	6.61%	55,541	57,761	60,070	61,422	62,955	64,686
3	10.07%	57,346	59,638	62,022	63,418	65,001	66,788
4	13.65%	59,210	61,576	64,038	65,479	67,114	68,959
5	17.34%	61,134	63,577	66,119	67,607	69,295	71,200
6	21.15%	63,121	65,643	68,268	69,804	71,547	73,514
7	25.09%	65,172	67,776	70,487	72,073	73,872	75,903
8	29.16%	67,290	69,979	72,778	74,415	76,273	78,370
9	33.36%	69,477	72,253	75,143	76,833	78,752	80,917
10	37.69%	71,735	74,601	77,585	79,330	81,311	83,547
11	42.16%	74,066	77,026	80,107	81,908	83,954	86,262
12	46.78%	76,473	79,529	82,710	84,570	86,683	89,066
13	51.56%	78,958	82,114	85,398	87,319	89,500	91,961
14	56.48%	81,524	84,783	88,173	90,157	92,409	94,950
15	61.57%	84,174	87,538	91,039	93,087	95,412	98,036
16	66.82%	86,910	90,383	93,998	96,112	98,513	101,222
17	72.24%						104,512
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A18

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

Experience Credit	LICENSED THERAPEUTIC PROFESSIONALS			
	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 63,578	\$ 67,608	\$ 73,009
6	3.25%	65,644	69,805	75,382
7	6.61%	67,777	72,074	77,832
8	10.07%	69,980	74,416	80,362
9	13.65%	72,254	76,835	82,974
10	17.34%	74,602	79,332	85,671
11	21.15%	77,027	81,910	88,455
12	25.09%	79,530	84,572	91,330
13	29.16%	82,115	87,321	94,298
14	33.36%	84,784	90,159	97,363
15	37.69%	87,539	93,089	100,527
16	42.16%	90,384	96,114	103,794
17	46.78%	93,321	99,238	107,167
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A19

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 190 DAY CALENDAR SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 74,841
6	3.25%	77,273
7	6.61%	79,784
8	10.07%	82,377
9	13.65%	85,054
10	17.34%	87,818
11	21.15%	90,672
12	25.09%	93,619
13	29.16%	96,662
14	33.36%	99,804
15	37.69%	103,048
16	42.16%	106,397
17	46.78%	109,855
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A20

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 46,862	\$ 30.83
1	3.25%	48,382	31.83
2	6.61%	49,947	32.86
3	10.07%	51,574	33.93
4	13.65%	53,246	35.03
5	17.34%	54,978	36.17
6	21.15%	56,772	37.35
7	25.09%	58,611	38.56
8	29.16%	60,511	39.81
9	33.36%	62,472	41.10
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A21

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 200 DAY CALENDAR INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 54,842	\$ 57,034	\$ 59,314	\$ 60,648	\$ 62,162	\$ 63,872
1	3.25%	56,624	58,888	61,242	62,619	64,182	65,948
2	6.61%	58,464	60,802	63,232	64,654	66,268	68,091
3	10.07%	60,364	62,778	65,287	66,755	68,422	70,304
4	13.65%	62,326	64,818	67,409	68,925	70,646	72,589
5	17.34%	64,352	66,925	69,600	71,165	72,942	74,948
6	21.15%	66,443	69,100	71,862	73,478	75,313	77,384
7	25.09%	68,602	71,346	74,198	75,866	77,761	79,899
8	29.16%	70,832	73,665	76,609	78,332	80,288	82,496
9	33.36%	73,134	76,059	79,099	80,878	82,897	85,177
10	37.69%	75,511	78,531	81,670	83,507	85,591	87,945
11	42.16%	77,965	81,083	84,324	86,221	88,373	90,803
12	46.78%	80,499	83,718	87,065	89,023	91,245	93,754
13	51.56%	83,115	86,439	89,895	91,916	94,210	96,801
14	56.48%	85,816	89,248	92,817	94,903	97,272	99,947
15	61.57%	88,605	92,149	95,834	97,987	100,433	103,195
16	66.82%	91,485	95,144	98,949	101,172	103,697	106,549
17	72.24%						110,012
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

200

APPENDIX A22

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience	Cumulative			
Credit	Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 66,924	\$ 71,166	\$ 76,852
6	3.25%	69,099	73,479	79,350
7	6.61%	71,345	75,867	81,929
8	10.07%	73,664	78,333	84,592
9	13.65%	76,058	80,879	87,341
10	17.34%	78,530	83,508	90,180
11	21.15%	81,082	86,222	93,111
12	25.09%	83,717	89,024	96,137
13	29.16%	86,438	91,917	99,261
14	33.36%	89,247	94,904	102,487
15	37.69%	92,148	97,988	105,818
16	42.16%	95,143	101,173	109,257
17	46.78%	98,235	104,461	112,808
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A23

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 78,780
6	3.25%	81,340
7	6.61%	83,984
8	10.07%	86,713
9	13.65%	89,531
10	17.34%	92,441
11	21.15%	95,445
12	25.09%	98,547
13	29.16%	101,750
14	33.36%	105,057
15	37.69%	108,471
16	42.16%	111,996
17	46.78%	115,636
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A24

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 49,328	\$ 30.83
1	3.25%	50,928	31.83
2	6.61%	52,576	32.86
3	10.07%	54,288	33.93
4	13.65%	56,048	35.03
5	17.34%	57,872	36.17
6	21.15%	59,760	37.35
7	25.09%	61,696	38.56
8	29.16%	63,696	39.81
9	33.36%	65,760	41.10
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A25

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 57,584	\$ 59,886	\$ 62,280	\$ 63,680	\$ 65,270	\$ 67,066
1	3.25%	59,455	61,832	64,304	65,750	67,391	69,246
2	6.61%	61,387	63,842	66,394	67,887	69,581	71,496
3	10.07%	63,382	65,917	68,552	70,093	71,842	73,820
4	13.65%	65,442	68,059	70,780	72,371	74,177	76,219
5	17.34%	67,569	70,271	73,080	74,723	76,588	78,696
6	21.15%	69,765	72,555	75,455	77,151	79,077	81,254
7	25.09%	72,032	74,913	77,907	79,658	81,647	83,895
8	29.16%	74,373	77,348	80,439	82,247	84,301	86,622
9	33.36%	76,790	79,862	83,053	84,920	87,041	89,437
10	37.69%	79,286	82,458	85,752	87,680	89,870	92,344
11	42.16%	81,863	85,138	88,539	90,530	92,791	95,345
12	46.78%	84,524	87,905	91,417	93,472	95,807	98,444
13	51.56%	87,271	90,762	94,388	96,510	98,921	101,643
14	56.48%	90,107	93,712	97,456	99,647	102,136	104,946
15	61.57%	93,035	96,758	100,623	102,886	105,455	108,357
16	66.82%	96,059	99,903	103,893	106,230	108,882	111,879
17	72.24%						115,515
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A26

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 70,270	\$ 74,724	\$ 80,695
6	3.25%	72,554	77,153	83,318
7	6.61%	74,912	79,660	86,026
8	10.07%	77,347	82,249	88,822
9	13.65%	79,861	84,922	91,709
10	17.34%	82,456	87,682	94,690
11	21.15%	85,136	90,532	97,767
12	25.09%	87,903	93,474	100,944
13	29.16%	90,760	96,512	104,225
14	33.36%	93,710	99,649	107,612
15	37.69%	96,756	102,888	111,109
16	42.16%	99,901	106,232	114,720
17	46.78%	103,148	109,685	118,448
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A27

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 82,719
6	3.25%	85,407
7	6.61%	88,183
8	10.07%	91,049
9	13.65%	94,008
10	17.34%	97,063
11	21.15%	100,218
12	25.09%	103,475
13	29.16%	106,838
14	33.36%	110,310
15	37.69%	113,895
16	42.16%	117,597
17	46.78%	121,419
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A28

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 51,794	\$ 30.83
1	3.25%	53,474	31.83
2	6.61%	55,205	32.86
3	10.07%	57,002	33.93
4	13.65%	58,850	35.03
5	17.34%	60,766	36.17
6	21.15%	62,748	37.35
7	25.09%	64,781	38.56
8	29.16%	66,881	39.81
9	33.36%	69,048	41.10
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A29

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 60,326	\$ 62,737	\$ 65,245	\$ 66,713	\$ 68,378	\$ 70,259
1	3.25%	62,287	64,776	67,365	68,881	70,600	72,542
2	6.61%	64,311	66,881	69,554	71,120	72,895	74,900
3	10.07%	66,401	69,055	71,815	73,431	75,264	77,334
4	13.65%	68,559	71,299	74,149	75,818	77,710	79,847
5	17.34%	70,787	73,616	76,559	78,282	80,236	82,442
6	21.15%	73,088	76,009	79,047	80,826	82,844	85,121
7	25.09%	75,463	78,479	81,616	83,453	85,536	87,887
8	29.16%	77,916	81,030	84,269	86,165	88,316	90,743
9	33.36%	80,448	83,663	87,008	88,965	91,186	93,692
10	37.69%	83,063	86,382	89,836	91,856	94,150	96,737
11	42.16%	85,763	89,189	92,756	94,841	97,210	99,881
12	46.78%	88,550	92,088	95,771	97,923	100,369	103,127
13	51.56%	91,428	95,081	98,884	101,105	103,631	106,479
14	56.48%	94,399	98,171	102,098	104,391	106,999	109,940
15	61.57%	97,467	101,362	105,416	107,784	110,476	113,513
16	66.82%	100,635	104,656	108,842	111,287	114,066	117,202
17	72.24%						121,011
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A30

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 73,616	\$ 78,283	\$ 84,537
6	3.25%	76,009	80,827	87,284
7	6.61%	78,479	83,454	90,121
8	10.07%	81,030	86,166	93,050
9	13.65%	83,663	88,966	96,074
10	17.34%	86,382	91,857	99,196
11	21.15%	89,189	94,842	102,420
12	25.09%	92,088	97,924	105,749
13	29.16%	95,081	101,107	109,186
14	33.36%	98,171	104,393	112,735
15	37.69%	101,362	107,786	116,399
16	42.16%	104,656	111,289	120,182
17	46.78%	108,057	114,906	124,088
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A31

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 86,658
6	3.25%	89,474
7	6.61%	92,382
8	10.07%	95,384
9	13.65%	98,484
10	17.34%	101,685
11	21.15%	104,990
12	25.09%	108,402
13	29.16%	111,925
14	33.36%	115,563
15	37.69%	119,319
16	42.16%	123,197
17	46.78%	127,201
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A32

2026-2027 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 54,261	\$ 30.83
1	3.25%	56,021	31.83
2	6.61%	57,834	32.86
3	10.07%	59,717	33.93
4	13.65%	61,653	35.03
5	17.34%	63,659	36.17
6	21.15%	65,736	37.35
7	25.09%	67,866	38.56
8	29.16%	70,066	39.81
9	33.36%	72,336	41.10
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,450 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A33

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 53,664	\$ 55,809	\$ 58,039	\$ 59,345	\$ 60,825	\$ 62,499
1	3.25%	55,408	57,623	59,925	61,274	62,802	64,530
2	6.61%	57,209	59,496	61,873	63,265	64,843	66,627
3	10.07%	59,068	61,430	63,884	65,321	66,950	68,792
4	13.65%	60,988	63,426	65,960	67,444	69,126	71,028
5	17.34%	62,970	65,487	68,104	69,636	71,373	73,336
6	21.15%	65,017	67,615	70,317	71,899	73,693	75,719
7	25.09%	67,130	69,812	72,602	74,236	76,088	78,180
8	29.16%	69,312	72,081	74,962	76,649	78,561	80,721
9	33.36%	71,565	74,424	77,398	79,140	81,114	83,344
10	37.69%	73,891	76,843	79,913	81,712	83,750	86,053
11	42.16%	76,292	79,340	82,510	84,368	86,472	88,850
12	46.78%	78,771	81,919	85,192	87,110	89,282	91,738
13	51.56%	81,331	84,581	87,961	89,941	92,184	94,719
14	56.48%	83,974	87,330	90,820	92,864	95,180	97,797
15	61.57%	86,703	90,168	93,772	95,882	98,273	100,975
16	66.82%	89,521	93,098	96,820	98,998	101,467	104,257
17	72.24%						107,645
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A34

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience	Cumulative			
Credit	Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 65,485	\$ 69,635	\$ 75,200
6	3.25%	67,613	71,898	77,644
7	6.61%	69,810	74,235	80,167
8	10.07%	72,079	76,648	82,772
9	13.65%	74,422	79,139	85,462
10	17.34%	76,841	81,711	88,240
11	21.15%	79,338	84,367	91,108
12	25.09%	81,916	87,109	94,069
13	29.16%	84,578	89,940	97,126
14	33.36%	87,327	92,863	100,283
15	37.69%	90,165	95,881	103,542
16	42.16%	93,095	98,997	106,907
17	46.78%	96,121	102,214	110,381
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A35

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

190 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 77,087
6	3.25%	79,592
7	6.61%	82,179
8	10.07%	84,850
9	13.65%	87,608
10	17.34%	90,455
11	21.15%	93,395
12	25.09%	96,430
13	29.16%	99,564
14	33.36%	102,800
15	37.69%	106,141
16	42.16%	109,591
17	46.78%	113,153
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A36

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE 190 DAY CALENDAR LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 48,260	\$ 31.75
1	3.25%	49,826	32.78
2	6.61%	51,452	33.85
3	10.07%	53,124	34.95
4	13.65%	54,857	36.09
5	17.34%	56,635	37.26
6	21.15%	58,474	38.47
7	25.09%	60,374	39.72
8	29.16%	62,335	41.01
9	33.36%	64,357	42.34
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A37

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	INTERDISCIPLINARY PROFESSIONALS					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 56,488	\$ 58,746	\$ 61,094	\$ 62,468	\$ 64,026	\$ 65,788
1	3.25%	58,324	60,655	63,080	64,498	66,107	67,926
2	6.61%	60,220	62,626	65,130	66,594	68,255	70,134
3	10.07%	62,177	64,661	67,247	68,758	70,473	72,413
4	13.65%	64,198	66,762	69,433	70,993	72,763	74,766
5	17.34%	66,284	68,932	71,690	73,300	75,128	77,196
6	21.15%	68,438	71,172	74,020	75,682	77,570	79,705
7	25.09%	70,662	73,485	76,426	78,142	80,091	82,295
8	29.16%	72,959	75,873	78,910	80,682	82,694	84,970
9	33.36%	75,330	78,339	81,475	83,304	85,382	87,732
10	37.69%	77,778	80,885	84,123	86,011	88,157	90,583
11	42.16%	80,306	83,514	86,857	88,806	91,022	93,527
12	46.78%	82,916	86,228	89,680	91,692	93,980	96,567
13	51.56%	85,611	89,030	92,595	94,672	97,034	99,705
14	56.48%	88,393	91,923	95,604	97,749	100,188	102,945
15	61.57%	91,266	94,910	98,711	100,926	103,444	106,291
16	66.82%	94,232	97,995	101,919	104,206	106,806	109,745
17	72.24%						113,312
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A38

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience	Cumulative			
Credit	Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 68,932	\$ 73,300	\$ 79,158
6	3.25%	71,172	75,682	81,731
7	6.61%	73,485	78,142	84,387
8	10.07%	75,873	80,682	87,130
9	13.65%	78,339	83,304	89,962
10	17.34%	80,885	86,011	92,886
11	21.15%	83,514	88,806	95,905
12	25.09%	86,228	91,692	99,022
13	29.16%	89,030	94,672	102,240
14	33.36%	91,923	97,749	105,563
15	37.69%	94,910	100,926	108,994
16	42.16%	97,995	104,206	112,536
17	46.78%	101,180	107,593	116,193
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (200 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A39

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 81,144
6	3.25%	83,781
7	6.61%	86,504
8	10.07%	89,315
9	13.65%	92,218
10	17.34%	95,215
11	21.15%	98,309
12	25.09%	101,504
13	29.16%	104,803
14	33.36%	108,209
15	37.69%	111,726
16	42.16%	115,357
17	46.78%	119,106
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A40

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

200 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 50,800	\$ 31.75
1	3.25%	52,448	32.78
2	6.61%	54,160	33.85
3	10.07%	55,920	34.95
4	13.65%	57,744	36.09
5	17.34%	59,616	37.26
6	21.15%	61,552	38.47
7	25.09%	63,552	39.72
8	29.16%	65,616	41.01
9	33.36%	67,744	42.34
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A41

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 59,312	\$ 61,683	\$ 64,149	\$ 65,591	\$ 67,227	\$ 69,077
1	3.25%	61,240	63,688	66,234	67,723	69,412	71,322
2	6.61%	63,230	65,758	68,387	69,924	71,668	73,640
3	10.07%	65,285	67,895	70,610	72,197	73,997	76,033
4	13.65%	67,407	70,102	72,905	74,543	76,402	78,504
5	17.34%	69,598	72,380	75,274	76,966	78,885	81,055
6	21.15%	71,860	74,732	77,720	79,467	81,449	83,689
7	25.09%	74,195	77,161	80,246	82,050	84,096	86,409
8	29.16%	76,606	79,669	82,854	84,717	86,829	89,217
9	33.36%	79,096	82,258	85,547	87,470	89,651	92,117
10	37.69%	81,667	84,931	88,327	90,313	92,565	95,111
11	42.16%	84,321	87,691	91,198	93,248	95,573	98,202
12	46.78%	87,061	90,541	94,162	96,279	98,679	101,394
13	51.56%	89,890	93,484	97,222	99,408	101,886	104,689
14	56.48%	92,811	96,522	100,382	102,639	105,197	108,091
15	61.57%	95,827	99,659	103,644	105,975	108,616	111,604
16	66.82%	98,941	102,898	107,012	109,419	112,146	115,231
17	72.24%						118,976
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A42

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 72,379	\$ 76,965	\$ 83,116
6	3.25%	74,731	79,466	85,817
7	6.61%	77,160	82,049	88,606
8	10.07%	79,668	84,716	91,486
9	13.65%	82,257	87,469	94,459
10	17.34%	84,930	90,312	97,529
11	21.15%	87,690	93,247	100,699
12	25.09%	90,540	96,278	103,972
13	29.16%	93,483	99,407	107,351
14	33.36%	96,521	102,638	110,840
15	37.69%	99,658	105,974	114,442
16	42.16%	102,897	109,418	118,161
17	46.78%	106,241	112,974	122,001
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (210 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A43

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 85,201
6	3.25%	87,970
7	6.61%	90,829
8	10.07%	93,781
9	13.65%	96,829
10	17.34%	99,976
11	21.15%	103,225
12	25.09%	106,580
13	29.16%	110,044
14	33.36%	113,620
15	37.69%	117,313
16	42.16%	121,126
17	46.78%	125,063
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A44

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

210 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 53,340	\$ 31.75
1	3.25%	55,070	32.78
2	6.61%	56,868	33.85
3	10.07%	58,716	34.95
4	13.65%	60,631	36.09
5	17.34%	62,597	37.26
6	21.15%	64,630	38.47
7	25.09%	66,730	39.72
8	29.16%	68,897	41.01
9	33.36%	71,131	42.34
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A45

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

INTERDISCIPLINARY PROFESSIONALS

Experience Credit	Cumulative Percentage Increase	BASE WAGE					
		(I) BA	(II) BA+30	(III) BA+75 / MA	(IV) MA+15	(V) MA+30	(VI) MA+45
0	0.00%	\$ 62,137	\$ 64,621	\$ 67,203	\$ 68,715	\$ 70,429	\$ 72,367
1	3.25%	64,156	66,721	69,387	70,948	72,718	74,719
2	6.61%	66,241	68,889	71,642	73,254	75,081	77,147
3	10.07%	68,394	71,128	73,970	75,635	77,521	79,654
4	13.65%	70,617	73,440	76,374	78,093	80,040	82,243
5	17.34%	72,912	75,827	78,856	80,631	82,641	84,916
6	21.15%	75,282	78,291	81,419	83,252	85,327	87,676
7	25.09%	77,729	80,835	84,065	85,958	88,100	90,525
8	29.16%	80,255	83,462	86,797	88,752	90,963	93,467
9	33.36%	82,863	86,175	89,618	91,636	93,919	96,505
10	37.69%	85,556	88,976	92,531	94,614	96,971	99,641
11	42.16%	88,337	91,868	95,538	97,689	100,123	102,879
12	46.78%	91,208	94,854	98,643	100,864	103,377	106,223
13	51.56%	94,172	97,937	101,849	104,142	106,737	109,675
14	56.48%	97,233	101,120	105,159	107,527	110,206	113,239
15	61.57%	100,393	104,406	108,577	111,022	113,788	116,919
16	66.82%	103,656	107,799	112,106	114,630	117,486	120,719
17	72.24%						124,642
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A46

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPEUTIC PROFESSIONALS

LICENSED THERAPEUTIC PROFESSIONALS				
Experience Credit	Cumulative Percentage Increase	(I) BA	(II) MA	(III) MA+45
0				
1				
2				
3				
4				
5	0.00%	\$ 75,825	\$ 80,630	\$ 87,074
6	3.25%	78,289	83,250	89,904
7	6.61%	80,833	85,956	92,826
8	10.07%	83,460	88,750	95,843
9	13.65%	86,172	91,634	98,958
10	17.34%	88,973	94,612	102,174
11	21.15%	91,865	97,687	105,495
12	25.09%	94,851	100,862	108,924
13	29.16%	97,934	104,140	112,464
14	33.36%	101,117	107,525	116,119
15	37.69%	104,403	111,020	119,893
16	42.16%	107,796	114,628	123,790
17	46.78%	111,299	118,353	127,813
Longevity Stipend		\$ 1,600	\$ 1,600	\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (220 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A47

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

SCHOOL PSYCHOLOGISTS

SCHOOL PSYCHOLOGIST WAGE		
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Degree
0		
1		
2		
3		
4		
5	0.00%	\$ 89,258
6	3.25%	92,159
7	6.61%	95,154
8	10.07%	98,247
9	13.65%	101,440
10	17.34%	104,737
11	21.15%	108,141
12	25.09%	111,656
13	29.16%	115,285
14	33.36%	119,032
15	37.69%	122,901
16	42.16%	126,895
17	46.78%	131,019
Longevity Stipend		\$ 1,600

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working less than full-time are prorated.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX A48

2027-2028 LBL EDUCATION ASSOCIATION SALARY SCHEDULE

220 DAY CALENDAR

LICENSED THERAPY ASSISTANTS

LICENSED THERAPY ASSISTANTS			
Experience Credit	Cumulative Percentage Increase	(I) Qualifying Credentials	
		1.00 FTE	Hourly
0	0.00%	\$ 55,880	\$ 31.75
1	3.25%	57,693	32.78
2	6.61%	59,576	33.85
3	10.07%	61,512	34.95
4	13.65%	63,518	36.09
5	17.34%	65,578	37.26
6	21.15%	67,707	38.47
7	25.09%	69,907	39.72
8	29.16%	72,178	41.01
9	33.36%	74,518	42.34
Longevity Stipend		\$ 1,600	

Note: In addition to the salaries listed above, LBL makes the following employee benefits contributions:

1. The standard and customary contributions for FICA, PERS/OPSRP and Workers Compensation.
2. Six percent (6.00%) for the employee's PERS/OPSRP Individual Account Program.
3. No more than \$1,550 per month (per employee whose work year is considered full-time equivalency) for core medical, dental, vision, and prescription benefits as determined by the Oregon Education Benefit Board.
4. The standard customary cost for Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability.

Salaries and benefits listed above are based on a full-time employee (40 hours/week) working a full year (190 paid days)

Salaries and benefits for staff working are paid on an hourly, non-exempt basis.

Employees are eligible to receive the Longevity Stipend after one (1) year at the top of the salary schedule.

APPENDIX B - MOU: Speech Language Pathologists - Extended Contract

Memorandum of Understanding
Speech Language Pathologist - Extended Contract

This Memorandum of Understanding (MOU) is made and entered into on 9/18/25 by and between LBLESD and LBLESD EA.

1. PURPOSE

The purpose of this MOU is to provide additional paid time for Speech-Language Pathologists (SLPs) who are assigned and responsible for case-managing students as part of their regular work duties.

2. AGREEMENT

Starting on July 1st, 2027, Speech-Language Pathologists who are assigned and responsible for case managing students as part of their regular work duties will be offered 40 hours of extended contract at their regular hourly rate to be utilized at their discretion during the normal work calendar.

This agreement will expire on June 30, 2028 and the parties will agree to bargain this subject in our future contract negotiations.

APPENDIX C - MOU: Joint Health and Safety Incident Review Committee

Memorandum of Understanding Joint Health and Safety Incident Review Committee

The Association and LBL recognize the challenging nature of working conditions may expose LBL employees to extremely stressful and distressing situations involving students and their families. We also agree on the importance of supporting employees who are involved in or witness adverse health and safety incidents. We acknowledge the need for a comprehensive and collaborative approach to address the provision of support following such incidents.

The Association and LBL hereby agree to establish a Joint Health and Safety Incident Review Committee (hereinafter "the Committee") to study and develop recommendations regarding the response to adverse health and safety incidents.

I. Purpose of the Committee

The Committee's primary purpose will be to:

- Study and analyze the current practices and effectiveness of LBL's response to adverse health and safety incidents involving employees.
- Identify best practices and resources for debriefing, processing, and access to medical care (including mental health support) for employees following such incidents.
- Consider any other relevant factors or concerns related to employee well-being after exposure to stressful or distressing situations.

II. Committee Composition

The Committee shall be composed of an equal number of representatives from the Association and LBL for a total of at least 8 members. Members of the classified employee group will also be invited to participate. The specific representatives will be mutually determined by all parties by October 1, 2025. Each party shall select its own representatives.

III. Committee Operations

A. The Committee shall hold its first meeting within thirty (30) calendar days of the selection of committee members.

B. The Committee will establish a regular meeting schedule and designate a co-chair from each party.

C. The Committee shall strive to reach consensus on its recommendations. In the event consensus cannot be reached, the Committee may submit both majority and minority reports.

D. The Committee will complete its study and submit its written recommendations to both the Association and LBL by June 30, 2026.

IV. Implementation of Recommendations

Upon receipt of the Committee's recommendations, the Association and LBL leadership agree to review them in good faith and engage in further discussions for potential incorporation into the collective bargaining agreement and/or relevant policies.

V. Duration of MOU

This MOU shall remain in effect until the Committee's recommendations have been submitted and reviewed by both parties, or until otherwise mutually agreed upon in writing by both parties.

If the Association is not able to fully seat and maintain their representation on the Committee for the duration of the MOU, this Agreement will be nullified.

One-Time Service Stipend
Letter of Agreement

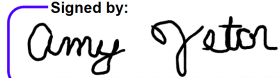
The Employer and the LBLESD Education Association agree that:

With the final approval (by vote of the LBLESD Board of Directors) of the Collective Bargaining Agreement covering July 1, 2025 through June 30, 2028, the Employer agrees to the following One-time Service Recognition:

- Employees in the bargaining unit with an appointment between 0.40 and 1.00 FTE as of the date of the final approval will receive a \$350 stipend.
- The stipends will be paid in the earliest pay period in which processing is practical but no later than June 30, 2026.

FOR LBL

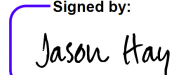
Signed by:



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Amy Vctor, LBL Board Representative

Signed by:



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Jason Hay, Superintendent

FOR THE ASSOCIATION



Clarissa Lane, President



Jules Thorn, Bargaining Team