

RATE ADDENDUM TO STANDARD STAFFING AGREEMENT

An AGREEMENT was made by and between RO HEALTH, LLC ("RO HEALTH") whose address is 1900 W Nickerson Street #200, Seattle, WA 98119 and LEA, Oxnard Union High School District, whose address is 1800 Solar Dr. Oxnard, CA 93030, on the 1st day of July, 2024. This Rate Addendum entered into this 13th day of August, 2025, ("Effective Date"), shall supplement, supersede, clarify, and replace the language of the original stated AGREEMENT.

WHEREAS, the Parties wish to modify the bill rates in Exhibit A of the original stated contract as set forth herein with the bill rates and terms in Exhibit B.

NOW THEREFORE, in consideration of the mutual promises herein contained, the parties, intending to be legally bound, hereby agree that the following constitutes superseding terms and conditions of the stated contract.

1. URGENT PERSONNEL REQUESTS.

If CLIENT requests personnel less than two (2) hours prior to the start of a shift, RO HEALTH shall bill CLIENT for the entire duration of the shift, as long as RO HEALTH personnel report for work within a reasonable period of time.

2. MINIMUM BILLABLE HOURS AND SHIFT CANCELATION.

If CLIENT schedules an order with a duration less than four (4) billable hours for each shift, RO HEALTH shall bill CLIENT for four (4) hours at the established hourly rate.

If CLIENT modifies or cancels an order less than two (2) hours prior to the start of a shift, RO HEALTH will bill CLIENT for four (4) hours at the established hourly rate.

3. CONVERSION FEE.

CLIENT agrees that it will take no steps to recruit, hire or employ as its own employee or as a contractor any personnel provided by RO HEALTH. CLIENT further acknowledges that RO HEALTH incurs substantial costs associated with recruiting, training, and managing RO HEALTH personnel. In the event CLIENT, or any affiliate, subsidiary of CLIENT solicits, hires or employs RO HEALTH personnel, CLIENT agrees to either (1) provide written notice of intent to hire or employ RO HEALTH personnel twelve (12) months prior to the RO HEALTH employee's commencement as a CLIENT employee or contractor; (2) provide written notice to RO HEALTH of intent to hire RO HEALTH employee and continue to employ RO HEALTH employee for a period not less than one thousand and forty (1,040) hours from the notice date; or (3) pay RO HEALTH a placement fee equal to the sum of twenty-five percent (25%) of such personnel's annualized salary (calculated as hourly pay rate multiplied by two thousand and eighty (2,080) hours multiplied by twenty-five percent (25%).

4. INDEMNIFICATION.

CLIENT agrees to indemnify and hold harmless RO HEALTH, its officers and employees from all actions asserted in connection with the negligent performance of CLIENT, its officers and employees.

IN WITNESS WHEREOF, this Agreement has been signed by duly authorized representatives of the Parties on the day and the year first before written.

CLIENT

Printed Name

Signature

Date

JUN 24 2025

RO HEALTH

Alexandria Oleson

Printed Name

Signature

5/27/2025

Date

EXHIBIT B
PERSONNEL HOURLY RATES FOR CLIENT

Nursing Rates 24-25	
Administrative Assistant	\$42.71
CNA / MA / Health Office Asst / UAP	\$50.61
LVN (1:1)	\$73.02
LVN (Multiple)	\$77.20
Registered Nurse (RN)	\$91.54
Credentialed School RN	\$115.07 - \$145.50
Therapy Rates 24-25	
Physical Therapist	\$125.63 - \$135.63
Physical Therapy Asst.	\$68.23 - \$78.23
Occupational Therapist	\$115.25 - \$125.25
Certified Occupational Therapy Asst	\$68.23 - \$78.23
Speech Language Pathologist	\$145.75 - \$155.75
Speech-Language Pathology Asst	\$68.23 - \$78.23
Virtual Occupational Therapist	\$105.25 - \$115.25
Virtual Speech Language Pathologist	\$115.75 - \$125.75
Behavioral Rates 24-25	
Licensed Clinical Social Worker	\$99.89 - \$115.20
Licensed Marriage Family Therapist	\$99.89 - \$115.20
Non-Instructional Paraprofessional	\$50.20
Instructional Paraprofessional	\$50.20
Behavioral Class Aide	\$59.37
Registered Behavioral Tech	\$59.37
Board Certified Behavior Analyst	\$144.10
School Psychologist	\$131.53 - 156.04
School Counselor	\$99.89 - 115.20
Special Education Teacher	\$127.49 - \$146.77

WORKWEEK. RO HEALTH's calendar work week is Sunday through Saturday. Billing periods commence on Sunday, the first day of the workweek.

WEEKEND. Weekend rates commence Friday NOC Shift through Monday Day Shift.

OVERTIME. RO HEALTH shall bill CLIENT a time and one-half (1.5) rate for all hours worked in excess of forty (40) per week or according to applicable state law.

ORIENTATION. Personnel hourly rates will be billed for all time spent in CLIENT orientation.

MILEAGE. If a RO HEALTH employee travels greater than sixty (60) miles roundtrip, RO HEALTH shall bill for each mile traveled at the current POV Mileage reimbursement rate established by the U.S. General Services Administration.

HOLIDAYS. A time and one-half (1.5) rate will be billed on holidays recognized by the U.S. Office of Personnel Management. Holiday rates will apply to shifts beginning at 10:00 p.m. before the holiday through 10:00 p.m. during the holiday.

CLIENT

Printed Name

Signature

Date

RO HEALTH

Alexandria Oleson

Printed Name

_____
Signature

5/27/2025

Date