

MEMORANDUM OF UNDERSTANDING

BETWEEN THE LAKEVIEW SCHOOL DISTRICT AND THE LAKEVIEW EDUCATION ASSOCIATION / UNION

DATE: August 24, 2026

This Memorandum of Understanding ("MOU") is entered into by and between the **Lakeview School District** (hereinafter referred to as the "District") and the **Lakeview Union/Association** (hereinafter referred to as the "Association" or "LEA").

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement ("CBA") and have engaged in formal negotiations pursuant to the contract reopener provisions for the **2026–2027** and **2027–2028** school years;

NOW, THEREFORE, in consideration of the mutual covenants set forth herein, the parties agree to amend the CBA as follows:

Article 1: Salary Schedule Adjustments

1. **2026–2027 School Year:** Effective for the 2026–2027 school year, the salary schedule shall be increased by **3.0%**.
2. **2027–2028 School Year:** Effective for the 2027–2028 school year, the salary schedule shall be increased by an additional **2.0%**.

Article 2: Calendar & Work Days

1. **2027–2028 Calendar Additions:** For the 2027–2028 school year, the work calendar shall include:
 - o **One (1) additional teacher work day** prior to the first day of school.
 - o **Two (2) additional teacher-student instructional days.**
2. **Calendar Committee Meeting:** The LEA and District agree to meet on **September 9, 2026**, to discuss and collaborate on the specifics of the 2027–2028 calendar.

Article 3: One-Time Off-Schedule Bonuses

1. **Payment Amount & Terms:** For the 2026–2027 and 2027–2028 school years, each LEA unit member shall receive a one-time, off-schedule bonus payment of \$1,000.
2. **Timing of Payment:** The payment shall be made with the first regular payroll in December of the applicable school year.
3. **Eligibility Requirement:** To be eligible for the payment, the bargaining unit member must be actively employed by the District as of December 1 of the applicable school year.
4. **Off-Schedule Basis:** The \$1,000 payment is off-schedule and shall not be added to or incorporated into the employee's base salary or the salary schedule. The payment shall not establish a precedent or continuing obligation beyond the 2026–2027 and 2027–2028 school years.

5. **Tax Withholdings & Deductions:** The payment shall be subject to all applicable federal, state, and local tax withholdings and other legally required deductions.

Article 4: Exhibit A Stipend / Base Rate

1. **2026–2027 Freeze:** For the 2026–2027 school year only, the Exhibit A amount shall be frozen at the 2025–2026 BA Step 1 (BA1) amount.
2. **2027–2028 Reversion:** Effective for the 2027–2028 school year, the Exhibit A amount shall revert to the standard contractual language and calculations.

Article 5: Income Over Expenses

The contractual provision regarding "income over expenses" shall be **suspended and removed** from application for both the 2026–2027 and 2027–2028 school years.

Article 6: Reopener Exclusion

There shall be **no contract reopener** for the 2027–2028 school year.

Article 7: Ratification & Execution

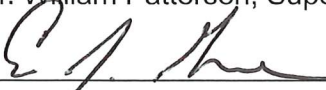
This Agreement is subject to formal ratification by the membership of the Association and final approval/ratification by the Board of Education. All other terms and conditions of the existing Collective Bargaining Agreement not explicitly modified by this MOU shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed by their duly authorized representatives on the date(s) set forth below.

FOR THE DISTRICT:



Dr. William Patterson, Superintendent



Eric Greene, Board President



Date

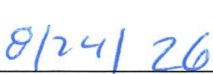


Date

FOR THE ASSOCIATION / LEA:



Jake Zimmerman, LEA President



Date

2026/2027 Salary Schedules
original

Teachers

Step	BA	MA
1	48,257	51,243
2	49,068	52,319
3	49,961	53,495
4	50,939	54,774
5	53,005	57,162
6	55,166	59,666
7	57,424	62,291
8	59,783	65,045
9	62,249	67,922
10	64,825	70,942
11	67,516	74,107
12	70,330	77,425
13	73,270	80,901
14	76,342	84,545
15	76,556	84,942
16	76,770	85,341
17	76,986	85,743
18	77,201	86,147
19	77,417	86,553
20	77,635	86,961
21	77,835	87,340
22+	78,072	87,783

2026/2027 Salary Schedules
3.00%

Teachers

Step	BA	MA
1	49,705	52,780
2	50,540	53,889
3	51,460	55,100
4	52,467	56,417
5	54,595	58,877
6	56,821	61,456
7	59,147	64,160
8	61,576	66,996
9	64,116	69,960
10	66,770	73,070
11	69,541	76,330
12	72,440	79,748
13	75,468	83,328
14	78,632	87,081
15	78,853	87,490
16	79,073	87,901
17	79,296	88,315
18	79,517	88,731
19	79,740	89,150
20	79,964	89,570
21	80,170	89,960
22+	80,414	90,416

2027/2028 Salary Schedules
2.00%

Teachers

Step	BA	MA
1	50,699	53,836
2	51,551	54,966
3	52,489	56,202
4	53,517	57,546
5	55,687	60,054
6	57,957	62,685
7	60,330	65,443
8	62,808	68,336
9	65,399	71,359
10	68,105	74,532
11	70,932	77,857
12	73,889	81,343
13	76,977	84,995
14	80,205	88,823
15	80,430	89,240
16	80,655	89,659
17	80,881	90,082
18	81,107	90,506
19	81,334	90,933
20	81,563	91,361
21	81,773	91,759
22+	82,022	92,225

Tentative Agreement

Date: August 14, 2026

Attendance: Julie Ruger, Amanda Ripley, Jake Zimmerman, Melissa Patton, Bessy Straubel-Link, Susan Avery, Laura McFadden, Stacy Helmboldt, and William Patterson

2026-2027 and 2027-2028

1. An increase to the salary schedule of 3% for the 2026-2027 year and an additional 2% increase to the salary schedule for the 2027-2028 year.
2. An addition of one (1) teacher work day prior to the first day of school and two (2) teacher-student days to the 2027-2028 calendar. The LEA and District have agreed to meet on September 9, 2026, to discuss the 2027-2028 calendar.
3. For the 2026-2027 and 2027-2028 school years, each LEA unit member shall receive a one-time, off-schedule payment of \$1,000. The District shall make the payment with the first regular payroll in December of the applicable school year. To be eligible for the payment, the bargaining unit member must be actively employed by the District as of December 1 of the applicable school year. The \$1,000 payment is off-schedule and shall not be added to or incorporated into the employee's base salary or the salary schedule. The payment shall not establish a precedent or continuing obligation beyond the 2026-2027 and 2027-2028 school years. The payment shall be subject to all applicable federal, state, and local tax withholdings and other legally required deductions.
4. The Exhibit A amount shall be frozen at the 2025-2026 BA1 amount for the 2026-2027 school year only. The Exhibit A amount will revert back to the contractual language for the 2027-2028 school year.
5. Remove the language of income over expenses language for the 2026-2027 and 2027-2028 school years.
6. No reopener in the 2027-2028 school year.

Just S
8/17/26
William A-17-26