



LANE EDUCATION SERVICE DISTRICT

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EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Memorandum of Understanding

The LANE EDUCATION SERVICE DISTRICT Board of Directors (hereinafter referred to as “District”) and LANE COUNTY EDUCATION ASSOCIATION (hereinafter referred to as “Association”) hereby agree to modify Article XVII -Salary and Wages by adding the following salary schedule for Sign Language Interpreter Trainees.

Trainee 2020-21

Step 1	Step 2	Step 3
21.41	21.85	22.30

As a condition of employment, all Sign Language Interpreters are expected to meet the standards listed in OAR 581-015-2035

- a. The sign language interpreter must achieve a passing score of 3.5 or above on the EIPA Performance Test or hold RID NIC, CI or CT Certification and;
- b. Hold a Bachelor’s or Associate’s Degree from an Interpreter Education Program or in a related educational field; or achieve a passing score on the EIPA Written test.

At the time of hire Lane ESD and newly hired Sign Language Interpreters, who have recently graduated from programs, expect that a passing EIPA score of 3.5 or higher will be achieved. If at the time of hire test results have not been received the employee will be considered a Sign Language Interpreter Trainee. Trainees will be placed on Step 1 of the Sign Language Interpreter Trainee salary schedule.

If passing results are received on the initial EIPA, the employee will move to Step 1 of the Sign Language Interpreter salary schedule retroactive to their first day of employment. The employee will complete their normal probationary evaluation cycle.

In the case where the employee does not achieve a passing score of 3.5 on the EIPA, they will have the option of continuing to work under the following conditions:

The employee will continue as a Sign Language Interpreter Trainee in a temporary probationary status for a period of time up to 3 years to allow for professional development and experience needed to pass the EIPA. Trainees will be eligible for annual Step increases.

EIPA Retesting

The Sign Language Interpreter Trainee will retake the EIPA within a 12-18 month period; the ESD will pay or reimburse for the costs of the EIPA. The EIPA is generally available only once every 12 months and it is not recommended that the test be retaken in less than 12 months.

A Sign Language Interpreter Trainee will develop a professional development plan with their supervisor to include module work, live practice, mentorship, and monthly progress meetings. The plan will include

specific skill work based on Lead Interpreter recommendations and the EIPA evaluation report. The trainee will be primarily assigned to settings where students are served in a cluster to ensure mentoring support from experienced Sign Language Interpreters.

EIPA Score 3.5+

When a passing score is obtained the Sign Language Interpreter Trainee will be placed on Step 1 of the Sign Language Interpreter salary schedule and be conferred permanent status.

EIPA Score Less than 3.5

If a passing score is not achieved, at the recommendation of the supervisor the employee's training plan may be revised/renewed. After the training plan is completed the employee will re-test and the ESD will pay or reimburse for the costs of the second EIPA.

If a passing score is not achieved by end of the 3 year period of temporary employment period the Sign Language Interpreter Trainee will be terminated/will not pass probation.

Individuals hired for Sign Language Interpreter positions prior to the 2020-21 school year and placed on Step 1 of the Sign Language Interpreter salary schedule will remain on Step 1 and in probationary status for up to 3 years or until such time that a 3.5 EIPA score is achieved, whichever is first. During this time such individuals will be provided with the training and support outlined for trainees. Upon achieving a passing EIPA score the employee will be granted a Step increase retroactive to the date of the EIPA test date and achieve permanent status.

The salary schedule will be incorporated into future updates of the 2019-23 Collective Bargaining Agreement.

EXCEPT as modified in this Memorandum of Understanding, the 2019-23 Collective Bargaining Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the Association has this Memorandum of Understanding to be signed by its President and Negotiations Chair, and the District has caused this Memorandum of Understanding to be signed by its chairperson, on the dates indicated.

LANE COUNTY
EDUCATION ASSOCIATION

BY: [Signature]
Co-LCEA President

BY: [Signature]
Co-LCEA President

DATE: 2-5-2021

LANE EDUCATION SERVICE DISTRICT

BY: [Signature]
Lane ESD Chairperson

DATE: 3-3-21