

DOB  
10-27-20

MEMORANDUM OF UNDERSTANDING  
Speech Salary Schedule Revision  
Between  
The Lompoc Unified School District  
And  
The Lompoc Federation of Teachers (AFT3151)

HR 91-LFT

INTRODUCTION

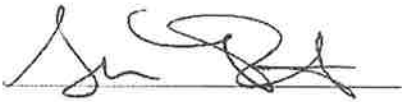
The following memorandum of understanding (MOU) reflects the full and complete agreement between the Lompoc Unified School District ("LUSD") and the Lompoc Federation of Teachers ("LFT") on the revision of the Speech Therapist Annual Salary Schedule.

JOINT INTEREST

Attracting and retaining quality speech therapists in the Lompoc Unified School District has long been a challenge. In order to address this issue, the District and Federation recognize a need to reconfigure the Speech Therapist Annual Salary Schedule to compete more effectively with other school districts in the area. As such, the attached Salary Schedule will replace the Speech Therapist Annual Salary Schedule in the LFT contract for the 2020-2021 school year.

This MOU is not precedent setting and is good only for school year 2020-2021 and will be revisited in the 2020-2021 negotiation cycle.

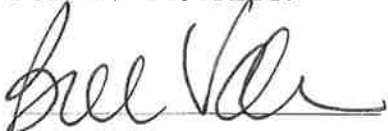
FOR THE FEDERATION:



Skyler Petersen, LFT President

Date: 10/13/2020

FOR THE DISTRICT:



Bree Valla, Deputy Superintendent

Date: 10/13/2020

FOR THE BOARD OF EDUCATION:



Steve Straight, Board President

Date: 10/29, 2020

LOMPOC UNIFIED SCHOOL DISTRICT  
Lompoc, California

Speech Therapist Annual Salary Schedule  
Adopted by the Board of Education: PENDING

2020-2021

Step	
1	77,367
3	82,061
5	86,754
7	91,447
9	94,267
11	95,691
13	97,115
15	98,539
18	99,962
21	101,385
24	106,775
27	109,262
30	110,845

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Advanced

The stipend for a Master's Degree is included in the figures on the salary schedule above. An additional \$1496 shall be added for a Doctor's degree. The Doctor's Degree shall be in a subject area commonly taught in the District.

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Experience Credit

Not more than fifteen (15) years credit on the schedule shall be given to Speech Therapists entering the Lompoc Unified School District.

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Speech Therapist with a BA and Credential

The state allows Speech Therapists to be credentialed for up to five (5) years without earning a Master's Degree. The Speech Therapist must demonstrate they have applied and made an effort to get into a program each year to renew the credential. The credential cannot be renewed after 5 years.

Step	BA + Credential
1	68,932
2	68,950
3	76,686
4	77,000
5	78,320

\*The salary schedule was assembled using current salaries and adding the Master's stipend to the current salary. This was done to reflect all incoming Speech Therapists must have a Master's Degree within five years of earning their credential.