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

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:

[Signature]
Skyler Petersen, LFT President
Date: 10/13/2020

FOR THE DISTRICT:

[Signature]
Bree Valla, Deputy Superintendent
Date: 10/13/2020

FOR THE BOARD OF EDUCATION:

[Signature]
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

<table>
<thead>
<tr>
<th>Step</th>
<th>BA + Credential</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>68,932</td>
</tr>
<tr>
<td>2</td>
<td>68,950</td>
</tr>
<tr>
<td>3</td>
<td>76,686</td>
</tr>
<tr>
<td>4</td>
<td>77,000</td>
</tr>
<tr>
<td>5</td>
<td>78,320</td>
</tr>
</tbody>
</table>

*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.