

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

HR98-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") regarding support for teachers in grades Kindergarten through 3<sup>rd</sup> grade.

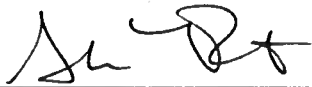
**JOINT INTEREST**

To support K-3 teachers in LUSD in the area of literacy, the district will assign a Literacy Support Teacher to each of the nine elementary school sites. Of importance to both LUSD and LFT is that the primary duties and responsibilities of this position is to work directly with students.


**IMPLEMENTATION**

1. The MOU will be in effect for school years, 2020-2021 and 2021-2022.
2. The District will hire a 1.0 FTE Literacy Specialist at each elementary site to fulfill the joint interest of this MOU.
3. The Literacy Specialist will be used primarily to support literacy instruction.
4. The Literacy Specialist will follow the same planning and student contact schedule as K-3 teachers at the respective school sites.
5. The Literacy Specialist is expected to model research-based literacy instructional strategies at each grade level and across various content areas. They will work in close collaboration with the grade level teams at each site. They will analyze student data, as well as collect data, all of which will be shared within the existing site Professional Community Learning structure.
6. The Literacy Specialist will have the same duties and responsibilities as all other K-3 teacher at the site, including (but not limited to): attending back to school nights, attending parent/teacher conferences, participating in collaboration and attending Open House, etc.
7. Permanent teachers who are interviewed for and hired for the Literacy Specialist Position will have a teaching position available for them upon the expiration of the MOU, but should not have an expectation of being able to return to their previous school or position.


**Agreed to this 9<sup>th</sup> day of March, 2021**

  
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Skyler Petersen, President  
Lompoc Federation of Teachers

3/9/21  
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Date

  
\_\_\_\_\_  
Bree Valla  
Deputy Superintendent

03/09/2021  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
William Heath  
President, Board of Education  
Lompoc Unified School District

3/19/21  
\_\_\_\_\_  
Date