

MEMORANDUM OF UNDERSTANDING
Counselor Compensation for Master Schedule Work
Between
The Lompoc Unified School District
And
The Lompoc Federation of Teachers (AFT3151)

HR102-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 additional compensation for extra hours worked by secondary counselors to prepare the 2021-2022 master schedules for each secondary site.

The creation of the secondary master schedules is a laborious, time-consuming task that is typically completed during the spring semester for the upcoming school year. Once the master schedule is created, students must be added, classes must be balanced, and scheduling conflicts must be resolved, in addition to a number of other tasks involved in a process that, in a normal school year, could be stretched over several months in the spring semester.

Because of the uncertainty as to what the 2021-2022 school year would look like and the delayed decision from the State as to whether distance learning courses could be offered, the secondary sites were unable to start the master schedule process until late May. This has created an expanded workload for secondary counselors in the last few weeks of the school year to build the master schedule and complete other related tasks, as well as their usual end-of-the-year duties.

JOINT INTEREST

It is in the interest of the District and LFT to compensate secondary counselors for additional voluntary hours worked beyond the end of the 2020-2021 school year, for up to 10 days, or 65 hours, at the Tier II supplemental pay rate.

This MOU is not precedent setting and is good only for the 2020-2021 school year and 2021 summer.

Agreed to this 25th day of May 2021



Skyler Petersen
President, Lompoc Federation of Teachers



Bree Valla
Deputy Superintendent



Dr. William Heath
President, LUSD Board of Education