

HR108-LFT

MEMORANDUM OF UNDERSTANDING
between
THE LOMPOC UNIFIED SCHOOL DISTRICT
and
THE LOMPOC FEDERATION OF TEACHERS (AFT 3151)

INTRODUCTION

The following is a memorandum of understanding reflects the full and complete agreement between the Lompoc Unified School District (hereafter "District") and the Lompoc Federation of Teachers (hereafter "Federation") regarding the mediated agreement between the District and the Federation through the assistance of PERB and the Impasse Process.

IMPLEMENTATION

The following items were mutually agreed upon by the District and the Federation:

1. A salary increase of 2.875% that will be applied to the salary schedules and stipends retroactive to July 1, 2021.
2. Agreements in Principle 3, 5, 6, 8, and 10 will be added to contract language.
3. The District and the Federation will agree to reconvene for the negotiation of Compensation and Benefits in May 2023 after the May Revise has been released by the Governor and the District has had the opportunity to learn the implications for the 2022-2023 school year.
4. The Federation will publicly endorse the General Obligation Bond for LUSD by sending out an email stating such to their membership using the list serve email that the Federation uses for their Weekly Memos. The Federation will also speak to their membership at LFT meetings about the importance of a General Obligation Bond.
5. Any Certificated Staff hired in the 2018-19 school year and forward will be granted unlimited years of service on the salary schedule.
6. Salary schedules in Appendix A, C and D will have step 1 removed and step 3 will be replaced with Step 1 effective July 1, 2022
7. Contract language will be added regarding: Resource teachers going over cap, Lead Psychologist Stipend, compensation for Overnight Field Trips, Speech Salary Schedule revision, and University Mentor Stipends.
8. 2022-23 Memorandums of Understanding for: Release time for the LFT President, Contracted Speech Language Pathologists, and Health Benefits will be extended



Skyler Petersen
President
Lompoc Federation of Teachers



Bree Valla
Deputy Superintendent
Lompoc Unified School District



Nancy Schuler-Jones
President, Board of Education
Lompoc Unified School District

Date: 6-14-2022