

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE LOMPOC UNIFIED SCHOOL DISTRICT
AND
THE LOMPOC FEDERATION OF TEACHERS (AFT3151)**

HR116-LFT

INTRODUCTION

The following Memorandum of Understanding ("MOU") and reflects the full and complete agreement between the Lompoc Unified School District ("District") and the Lompoc Federation of Teachers ("Federation") regarding implementation of two (2) tentative agreements negotiated during the 2021-2022 contract negotiations cycle. Subsequent to the negotiated tentative agreements, the District and Federation reached a Modified Mediated Agreement (HR114-LFT) that supersedes, but does not accurately implement the intention of the two (2) tentative agreements into the contract.

JOINT INTEREST

The District and Federation have a joint interest to update the language in the contract with respect to the 2021-2022 school year based upon the tentative agreements and the Modified Mediated Agreement (HR114-LFT).

IMPLEMENTATION

Based on negotiated agreements, the following bold and underlined language will be added to the LFT contract 2020-2023 year 2 of 3 and the following strikethrough language will be deleted from the LFT contract 2020-2023 year 2 of 3.

I. Tentative Agreement #1 - Appendix A 2 (d)

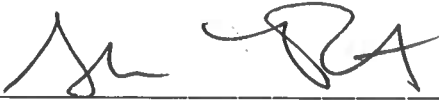
"One (1) year of experience is computed based on an assignment of at least seventy-five percent (75%) of the school year, or at least a 0.75 FTE, in a temporary, probationary, or permanent or special certificated assignment in a public or regionally accredited private school.

II. Tentative Agreement #2 – Appendix A 2 (a) & Article 9.4 with amendments due to the Modified Mediated Agreement (HR114-LFT)

a. New Teachers

In placing new ~~teachers, nurses or counselors~~ certificated staff on this schedule, one (1) step will be allowed for each full year of satisfactory service. ~~Teachers hired may receive not more than fifteen (15) years of experience credit from outside the District. Any certificated staff hired for the 2018-19 school year and onward will be granted unlimited years of service on the salary schedule.~~ The District shall determine if lower division units taken after the granting of a Bachelor's degree will be accepted toward placement on the salary schedule. Nurses shall be entitled to receive salary credit for undergraduate courses taken that pertain to nursing or the medical field and shall have them count toward movement on the salary schedule.

9.4.1 An Annual Professional Learning Day schedule for nurses, including the fulfillment of CPR requirements, shall be developed by the lead nurse, in collaboration with the District.



Skyler Petersen, President
Lompoc Federation of Teachers

10/10/2022

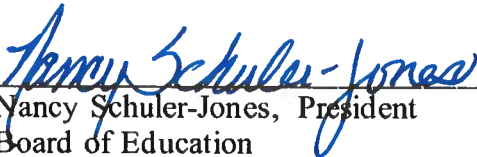
Date



Brian Jaramillo, Assistant Superintendent
Student Services & Special Education

10/10/2022

Date



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

10-25-2022

Date