

Board Date  
2/14/23

MEMORANDUM OF UNDERSTANDING  
between the  
Lompoc Federation of Teachers, Local 3151 and the  
Lompoc Unified School District  
January 20, 2023  
SUBSTITUTE PROCEDURE ELEMENTARY PHYSICAL EDUCATION

HR117-LFT

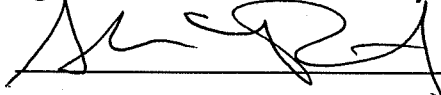
INTRODUCTION

The following Agreement reflects the full and complete agreement of the Lompoc Federation of Teachers, Local 3151 ("Federation") and the Lompoc Unified School District ("District") regarding substitute procedures in Elementary P.E. This procedure is to be implemented in the event there is no substitute for the Elementary P.E. teacher or the Elementary P.E. teacher is pulled to substitute in another classroom. A previous agreement was reached in October 2018 between the District and the Federation; however, there is no record of a signed agreement or board approval of the agreement that was reached. Since the 2018-2019 school year, District practice has been to follow the compensation as outlined in this MOU.

The parties agree to the following terms for the 2018-2019, 2019-2020, 2020-2021, 2021-2022, and 2022-2023 school years:

- 1) If a 4<sup>th</sup>, 5<sup>th</sup> or 6<sup>th</sup> grade teacher loses their P.E. time, thereby putting them over their contact minutes, it should be considered that they are substituting for the P.E. teacher and be compensated like a secondary teacher who substitutes for another teacher during their prep. They can choose either to receive pay (3/7 of the substitute pay) or Equivalent Time. (Article 9.6.1 Secondary Substitute Coverage)
- 2) Since TK-3<sup>rd</sup> grade teachers are not over their contracted minutes the above does not apply.

Agreed to this 23<sup>rd</sup> day of January 2023



Skyler Petersen  
President, LFT



Franky (William) Caldeira  
LUSD Board President



Brian Jaramillo  
Assistant Superintendent  
District Lead Negotiator