

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

HR127-LFT

**INTRODUCTION**

The District and Federation mutually acknowledge the essential work of school counselors, particularly in the preparation for the opening of school. Due to a new student information system, the workload prior to the start of school may exceed the regular work hours available to Counselors. 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 additional compensation for extra hours worked by secondary counselors to prepare the 2023-2024 master schedules for each secondary site.

The following memorandum of understanding reflects the full and complete agreement between the District and the Federation regarding the compensation for secondary school counselors for scheduling to begin the 2023-2024 school year.

**IMPLEMENTATION**

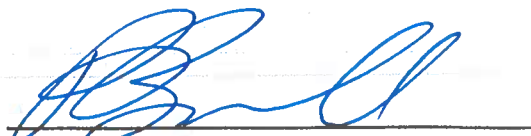
The following items were mutually agreed upon by the District and the Federation:

1. Each secondary counselor will be offered the opportunity to work up to 30 additional hours outside of the regular work day between the dates 8/5/23 and 8/20/23, inclusive.
2. Agreement to work the additional hours will be on a voluntary basis. There is no expectation from the school, District, or Federation that the counselor will work the additional hours.
3. Counselors must fill out a "green sheet" with specific hours worked in order to be paid for additional hours.
4. Each additional hour worked will be compensated at a rate of \$75/hour.

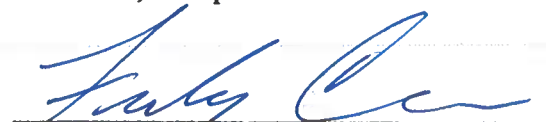
Agreed to this 21<sup>st</sup> day of June



Skyler Petersen  
President, Lompoc Federation of Teachers



Paul Bommersbach  
Assistant Superintendent, Human Resources



William (Franky) Caldeira  
President, LUSD Board of Education

6-27-2023

Date