

Board Date
8/22/23

MEMORANDUM OF UNDERSTANDING
Special Education Teacher Compensation for Mentoring
Between
The Lompoc Unified School District
And
The Lompoc Federation of Teachers (AFT3151)

HR128-LFT

INTRODUCTION

The District and Federation mutually acknowledge there is a need during the 2023-2024 school year for mentoring to support non-credentialed special education substitutes and new special education teachers. Due to the increased number of special education substitutes and non-credentialed special education teachers and with our special education staff that typically support in this area temporarily assigned to fill some of the vacancies, we mutually have a joint interest in providing mentoring services. 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 providing these services from our own unit members to these non-credentialed special education substitutes and teachers.

The following memorandum of understanding reflects the full and complete agreement between the District and the Federation regarding the compensation for special education teachers to provide support for the 2023-2024 school year.

IMPLEMENTATION

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

1. The director of special education and site principal will request mentoring services from a credentialed, experienced and knowledgeable special education teacher to provide mentoring support to non-credentialed substitutes and special education teachers in need.
2. Agreement to be a mentor will be on a voluntary basis. There is no expectation from the school, District, or Federation that the teacher accepts the assignment.
3. The teacher will be paid a stipend of \$1,500 per mentee per semester as there may not be the need for the entire school year for each mentor. A timesheet must be filled out to receive the stipend at the end of the semester.
4. Support will be in the areas of IEPs, testing, and special education compliance.
5. Mentors shall provide at least one (1) but no more than five (5) hours of support each week.

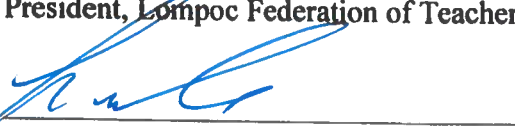
Agreed to this 16th day of August



Skyler Petersen
President, Lompoc Federation of Teachers



Paul Bommersbach
Assistant Superintendent, Human Resources


William (Franky) Caldeira
President, LUSD Board of Education

8.22.2023

Date