

The Lompoc Unified School District and  
The Lompoc Federation of Teachers, AFT 3151  
Memorandum of Understanding (“MOU”)

HR130-LFT  
Revised January 2024

The Lompoc Unified School District (“District”) and the Lompoc Federation of Teachers, AFT 3151 (“Federation”), (Collectively, “Parties”) enter into the following MOU and agree as follows:

The District and Federation agree that there is an immediate need for the District to hire and retain special education teachers to meet the needs of District students during the fiscal year 2023-2024 (to include summer school programs). This may also include virtual special education teachers with a para educator in the classroom to work with individual or small groups similar to current practices with virtual speech and language services provided to students.


Notwithstanding any requirement or limitation in the Parties’ Certificated Bargaining Unit Contract (“Contract”) including Article 2 – Recognition, of the Contract, or the Educational Employment Relations Act, the Parties agree that the District may contract ~~out~~ with outside agencies and/or directly for special education teachers for the 2023-2024 fiscal year (to include summer school programs).

The Parties also agree that the retained virtual special education teachers shall not be part of the certificated bargaining unit.

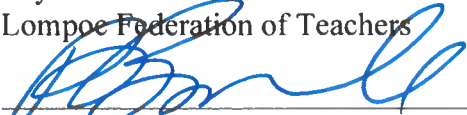
The Federation hereby waives the opportunity to further negotiate this decision or any resulting impacts and effects, and agrees to forego any arguable legal remedy regarding these positions subject to the following:

1. The hiring of individual virtual special education teacher(s) will not be precedential in the future.
2. The Federation shall be held harmless by the District against any claims by the individual virtual special education teachers that may arise due to this agreement between the Parties and the terms contained herein.
3. The District will continue to pursue through all available means, permanent replacements for all available special education teaching positions within the District to serve its students.
4. This MOU will be in effect July 1, 2023 and will expire July 31, 2024, unless otherwise agreed to by the Parties.


Agreed to this 11<sup>th</sup> day of January 2024.

  
\_\_\_\_\_  
Skyler Petersen President  
Lompoc Federation of Teachers

1/11/2024  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Paul Bommersbach  
Asst. Supt. Human Resources

1/11/24  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
William (Franky) Caldeira  
President, Board of Education

1/17/24  
\_\_\_\_\_  
Date