

**Memorandum of Understanding Between**  
**Lompoc Unified School District and**  
**The Lompoc Federation of Teachers**  
Signing and Retention Bonus for High Needs Positions  
For the 2024-2025, 2025-2026 and 2026-2027 School Years

HR131-LFT

**PREAMBLE**

The District and the Federation continue to share a mutual interest in attracting and retaining quality certificated employees. The parties have determined that high needs positions continue to be particularly hard to fill. Therefore, in order to attract and retain employees to these positions, the District may offer a signing bonus as set forth below for the 2024-2025, 2025-2026 and 2026-2027 school years;

**I. APPLICABILITY**

- A. The following positions are eligible for the signing bonus: Mild/Mod teachers; Mod/Severe teachers; Deaf-Hard of Hearing Teachers; Resource Specialists; Speech Language Pathologists; School Psychologists; School Nurses; Behavioral Specialists; Bob Forinash Community Day School Teachers and Secondary Mathematics teachers. The District and Federation will meet yearly to determine other high Needs Positions.
- B. For the 2024-2025, 2025-2026 and 2026-2027 school years, the District may offer a signing and retention bonus to the following categories of personnel who are not current or prior probationary or permanent certificated employees of the District. Exceptions may be made on a case-by-case basis, upon agreement with LFT:
  - 1. Are employed to provide service requiring an Education Specialist Credential and
    - a. Possess such credential (including interns enrolled in university programs for the Education Specialist Credential; employees on short-term staff permits; provisional internship permits; Special Education Limited Assignment Permits; and Emergency Resource Permits) for Resource Specialist, Mild-Moderate and Moderate-Severe.
  - 2. Are employed to provide service requiring a credential for School Nurse, School Psychologist; and Speech Language Pathologists and
    - a. Possess such credential (including interns enrolled in university programs for the School Nurse, School Psychologist; and Speech Language Pathologists; employees on short term staff permits; provisional internship permits; and variable term waivers specifically for Speech Language Pathologists) for School Nurse; School Psychologist; Behavioral Specialist; and Speech Language Pathologists.
  - 3. Are employed to provide service requiring a mathematics credential and
    - a. Possess such credential (including interns enrolled in university programs for a mathematics credential and employees on short-term staff permits; provisional internship permits; and variable term waiver) for secondary full-time mathematics positions.

**II. BONUS PAYMENTS:**

A. Individuals offered the \$10,000 signing bonus will receive payments by the following schedule:

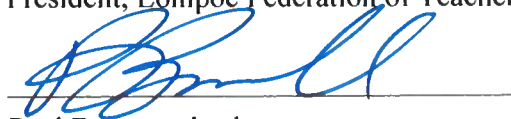
1. The first installment of \$2,000 will be paid on the October payroll for those employees who remain employed by the District as a certificated employee in a high needs position.
2. The second installment of \$2,000 will be paid on the May payroll for those employees who remain employed by the District as a certificated employee in a high needs position and has indicated that they will return the following school year.
3. The third installment of \$2,000 will be paid on the November payroll of year 2 only to those employees who remain employed by the District as a certificated employee in a high needs position.
4. The fourth installment of \$2,000 will be paid on the November payroll of year 3 only to those employees who remain employed by the District as a certificated employee in a high needs position.
5. The fifth installment of \$2,000 will be paid on the November payroll of year 4 only to those employees who remain employed by the District as a certificated employee in a high needs position.
6. If during any school year an employee is less than full time, for that school year only, the signing bonus will be prorated.
7. If an employee should leave the employment of the District, either voluntarily or involuntarily, during the 2024-2025, 2025-2026 or 2026-2027 school year, bonus payments will automatically stop. If an individual who leaves the District has already received a bonus payment, he/she will not be required to repay the bonus payment.

Agreed to this 8th day of February 2024



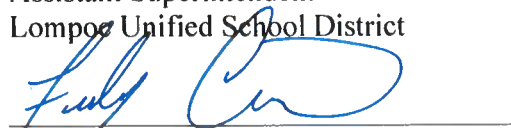
Skyler Petersen  
President, Lompoc Federation of Teachers

2/8/2024  
Date



Paul Bommersbach  
Assistant Superintendent  
Lompoc Unified School District

2-8-24  
Date



William (Franky) Caldeira  
President, Board of Education  
Lompoc Unified School District

2/13/24  
Date