

MEMORANDUM OF UNDERSTANDING
between the
Lompoc Federation of Teachers, Local 3151 and the
Lompoc Unified School District
November 12, 2024
PROFESSIONAL DEVELOPMENT COMMITTEE

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 the formation, composition, purpose, and execution of a Professional Development (PD) Committee. The PD Committee is to be implemented during the 2024-2025, 2025-2026, and 2026-2027 school years. The purpose of professional development is to build the capacity of staff to work together to make progress towards the LUSD Board and LCAP goals.

The parties agree to the following terms for the 2024-2025, 2025-2026, and 2026-2027 school years:

Formation and Composition of the Committee

- 1) The committee will be composed of a diverse cross-section of certificated employees and administrators that represent different positions, grade levels, school sites, and perspectives from within the district.
- 2) All certificated staff and administrators will be invited to apply to participate in the committee. The final decision for certificated participants will be determined by LFT; the final decision for administrator participants will be determined by Education Services.

Purpose of the Committee

- 3) To provide actionable input to Education Services about how to improve the structure and/or content of district-wide PD for the following school year.
- 4) To increase attendance at professional development days.

Responsibilities of the Committee Members

- 5) Commit to attending all committee meetings, barring unforeseen circumstances.
- 6) Commit to helping the district make progress towards the goals of the district.
- 7) Represent the voices of a diversity of staff members from throughout the district, including reaching out to other staff members for feedback between committee meetings.
- 8) Understand best practices for professional development and adult learning theory and use that knowledge within the work of the committee.
- 9) Assist in communicating with certificated staff the importance of professional development and encourage staff to utilize professional development days to improve their practice.
- 10) Provide connections between desired PD goals and local LUSD expertise that can be leveraged to improve professional development activities.

Responsibilities of Education Services Administration

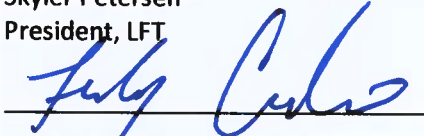
- 11) Compensate certificated staff members that participate in the committee on an hourly "green" sheet at the Tier I rate.

- 12) Establish monthly meeting dates by the end of August of each school year.
- 13) Present a summary of the data from PD surveys and collect feedback from the committee
- 14) Publish to all certificated staff, the themes of the survey data and actionable steps that will be taken based on those themes.
- 15) Present plans and content from other district committees (i.e. Task Forces, Superintendent's Committees, Arts Council, Special Education Council) for review and feedback.
- 16) Report back to the PD Committee how input from the committee has been utilized to make changes to the future PD plan
- 17) Publish the PD plan by the end of the school year for the following year (if in progress, note the areas that are in progress)

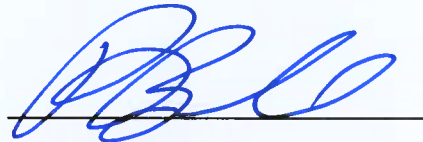
Agreed to this 12th day of November 2024



Skyler Petersen
President, LFT



Franky (William) Caldeira
LUSD Board President



Paul Bommersbach
Assistant Superintendent
District Lead Negotiator