



# LOMPOC FEDERATION OF TEACHERS (LFT) Union Local 3151

A Division of the California Federation of Teachers (CFT) and an affiliate of the American Federation of Teachers (AFT)

October 6, 2021

## Grievance Update – Optional Summer Classroom Prep Hours and Subbing During Prep Period/Absorbing Other Classes

At the August 10, 2021 School Board Meeting, the School Board voted to continue a rate of pay increase for substitute teachers that had begun during the 2020-21 school year. (This increase was originally passed at the October 27, 2020 School Board Meeting. The document approved at that meeting can be found [here](#) as Attachment I).

As the [agenda](#) notes from the August 10, 2021 meeting (in Action Items, Item D), “To attract and retain substitute teachers and due to COVID-19 extraordinary responsibilities for those substitutes, a \$50 per day increase in the substitute daily rate was implemented in October 2020. Board approval is requested for the attached Substitute Teacher Rate of Pay document to continue this \$50.”

The document originally posted on the website with the attachments for the August 10 meeting and that was in the printed agendas given to Board Members at the meeting was the same document as the one approved last October, with only the date changed to reflect that this would be implemented again for this school year. Photo A below is a photograph of the printed agenda (from the copy that is displayed at the District office.) Photo B is a photograph of this document, taken a week after the meeting during which it was approved, as it was originally posted on the LUSD website.

Photo A

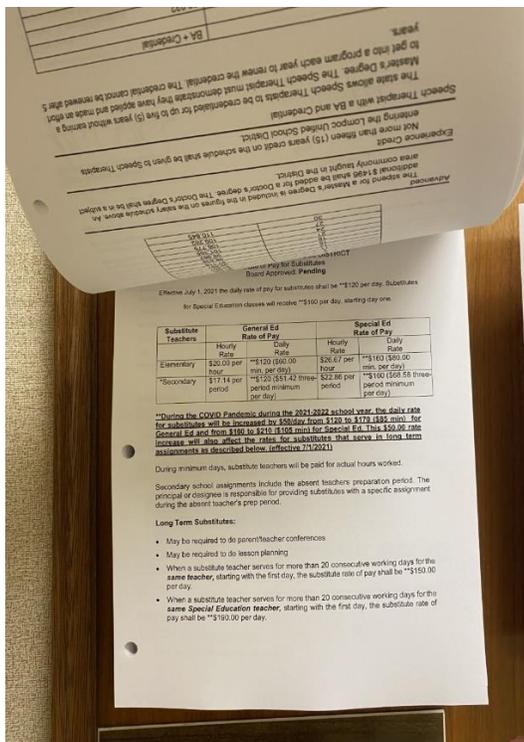
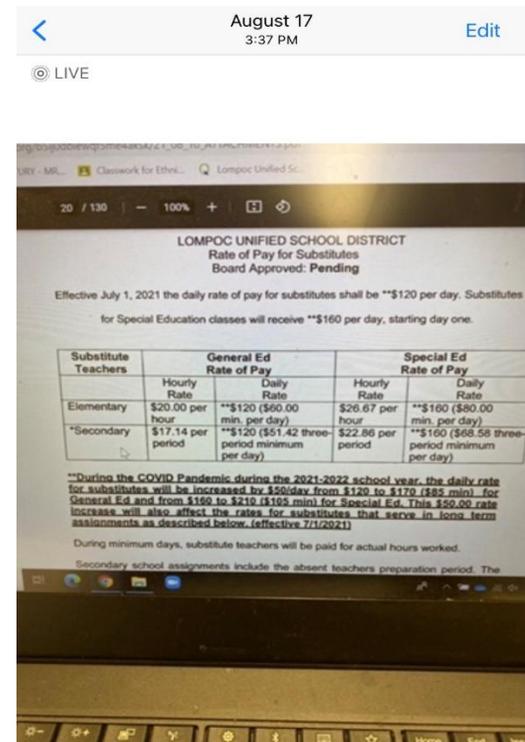


Photo B



Substitute Teachers	General Ed Rate of Pay		Special Ed Rate of Pay	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
Elementary	\$20.00 per hour	**\$120 (\$60.00 min. per day)	\$26.67 per hour	**\$160 (\$80.00 min. per day)
*Secondary	\$17.14 per hour	**\$103 (\$51.70 min. per day)	\$22.86 per hour	**\$137 (\$68.58 min. per day)

During minimum days, substitute teachers will be paid for actual hours worked.

Secondary school assignments include the absent teachers preparation period. The principal or designee is responsible for assigning substitutes with a specific assignment during the absent teacher's prep period.

- Long Term Substitutes:**
- May be required to do parent/teacher conferences
  - May be required to do lesson planning
  - When a substitute teacher serves for more than 20 consecutive working days for the same teacher, starting with the first day, the substitute rate of pay shall be \*\*\$150.00 per day.
  - When a substitute teacher serves for more than 20 consecutive working days for the same Special Education teacher, starting with the first day, the substitute rate of pay shall be \*\*\$160.00 per day.

Effective July 1, 2021 the daily rate of pay for substitutes shall be \*\*\$120 per day. Substitutes for Special Education classes will receive \*\*\$160 per day, starting day one.

Substitute Teachers	General Ed Rate of Pay		Special Ed Rate of Pay	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
Elementary	\$20.00 per hour	**\$120 (\$60.00 min. per day)	\$26.67 per hour	**\$160 (\$80.00 min. per day)
*Secondary	\$17.14 per hour	**\$103 (\$51.70 min. per day)	\$22.86 per hour	**\$137 (\$68.58 min. per day)

During minimum days, substitute teachers will be paid for actual hours worked.

Secondary school assignments include the absent teachers preparation period. The

It should be noted that two LFT officers attended the August 10 meeting when the document was voted on originally, and there was nothing mentioned at the meeting about any revisions to the originally posted document in the agenda.

After the August 31 paychecks came out, it became apparent that the District had paid those who submitted timesheets for the optional summer prep hours (as permitted per Article 9.5.1 and 9.5.2) incorrectly. These hours are paid based on the substitute rate of pay. Instead of paying these hours based on the current substitute rate of pay, the District paid these hours using the old substitute rate of pay from the 2019-20 school year.

When LFT inquired about this incorrect payment with the Payroll department, the excuse we were given was that the change in substitute pay was not from an increase in their rate of pay, but from a “COVID bonus” that had been passed by the School Board. LFT did not accept this explanation, so we moved forward with filing a Level I grievance.

After the grievance was filed in early September, it came to our attention that the District had replaced the document in the publicly posted attachments (found [here](#), Attachment H) for the August 10 School Board meeting sometime after the meeting and then included this replacement document in the [minutes](#) for that meeting, which were subsequently approved by the School Board at the following meeting (9/14). This revised document—which was not the one voted on by the School Board—can be seen in Photo C below.

*Photo C*

LOMPOC UNIFIED SCHOOL DISTRICT  
Rate of Pay for Substitutes  
Board Approved: **Pending**

Effective July 1, 2021 the daily rate of pay for substitutes shall be \*\*\$120 per day. Substitutes for Special Education classes will receive \*\*\$160 per day, starting day one.

Substitute Teachers	General Ed Rate of Pay		Special Ed Rate of Pay	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
Elementary	\$20.00 per hour	**\$120 (\$60.00 min. per day)	\$26.67 per hour	**\$160 (\$80.00 min. per day)
*Secondary	\$17.14 per period	**\$120 (\$51.42 three-period minimum per day)	\$22.86 per period	**\$160 (\$68.58 three-period minimum per day)

**\*\*During the COVID Pandemic during the 2021-2022 school year, the daily rate for substitutes will include a \$50 daily bonus \$120 to \$170 (\$85 min) for General Ed and from \$160 to \$210 (\$105 min) for Special Ed. This \$50.00 daily bonus will also affect the rates for substitutes that serve in long term assignments as described below. (effective 7/1/2021)**

During minimum days, substitute teachers will be paid for actual hours worked.

Secondary school assignments include the absent teachers preparation period. The principal or designee is responsible for providing substitutes with a specific assignment during the absent teacher’s prep period.

**Long Term Substitutes:**

- May be required to do parent/teacher conferences
- May be required to do lesson planning
- When a substitute teacher serves for more than 20 consecutive working days for the **same teacher**, starting with the first day, the substitute rate of pay shall be \*\*\$150.00 per day.
- When a substitute teacher serves for more than 20 consecutive working days for the **same Special Education teacher**, starting with the first day, the substitute rate of pay shall be \*\*\$190.00 per day.

In addition to changing the documents on the LUSD website after the August 10 Board Meeting, the District also sent out a press release to local news outlets to continue this false narrative of the Board approving a “bonus” and not an increase in their rate of pay. Following the press release, at least two local news outlets published articles on the “substitute bonus.” (One of these articles was included in the September 5 “Bright Spots” email from Bree Valla.)

The District denied the Level I grievance on this matter, citing the same excuse we heard from Payroll (that the increase in the substitute rate of pay was a “COVID bonus” instead of an increase in the rate of pay). Again, we did not accept this excuse, so we moved forward with filing a Level II grievance on October 1).

When the September 30 paychecks came out, we learned that teachers and other certificated staff who submitted timesheets for subbing during their prep or absorbing classes into their own had also been incorrectly paid. These hours are also paid based on the substitute rate of pay, and the District paid these members based on the 2019-20 substitute rate of pay instead of the current rate of pay. Once again, LFT was given the “COVID bonus” excuse, so once again, LFT moved forward with filing a Level I grievance to address this issue.

We are currently awaiting a response from the District on both the Level II grievance for the summer classroom prep hours and the Level I grievance for the subbing/absorbing hours.

Any reasonable person would conclude, based on the timeline of the events described above, that the documents were changed on the LUSD website specifically to deny fair compensation for our members. By changing the documents, it seems the District is trying to use that as the basis to deny potentially hundreds of our members their fair compensation for extra work rendered during an already stressful school year.

LFT’s stance is that our members should be paid based on the current substitute rate of pay, because that is what our contract states should be paid.

The current substitute rate of pay includes the extra \$50 that was not designated as a “COVID bonus” until well after the School Board voted to approve an increase in the substitute rate of pay.

Regardless of the District’s campaign of misinformation on this matter, LFT will continue to fight for our members who deserve their fair and rightful compensation for these hours.