



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)

January 2022

On Monday, January 24 LFT will be sending out a survey with the following question:

In your opinion, how should the LFT negotiating team proceed?

- 1.25% on-schedule raise
- Declare impasse and proceed with PERB to resolve

What is impasse?

- Impasse occurs when the negotiating parties cannot reach an agreement in bargaining and the Public Employee Relations Board (PERB) steps in to assist in reaching settlement.

What does impasse involve?

- Once a request is submitted through PERB, the agency first must determine if an impasse exists. If PERB makes such a determination, a state-appointed mediator is assigned to see if the two parties can reach an agreement. If no agreement is reached, PERB can next move the impasse to fact-finding, which involves a panel that reviews material related to the bargaining dispute. The panel includes both District and union appointed representatives, as well as a neutral appointee. At the conclusion of the fact-finding process, a report is issued that explains its conclusion.

How long does impasse take?

- We have heard that the process can take between 12-24 months. In the meantime, we would not be able to move forward with our next contract negotiations cycle, until this process is resolved.

What are the benefits and drawbacks of going to impasse?

- Benefits include the potential outcome of PERB fact-finding determining that LUSD can do better for our members than a 1.25% on-schedule raise. It also means that the District would have to “open their books,” so to speak, to a neutral outside party for review.

Drawbacks include the length of time involved in the process, the fact that PERB might rule in favor of the District, and the delay this would mean for future contract negotiation cycles.

Current Salary Schedule – Teachers

	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	53,028	55,336	58,627	61,918	65,209
3	54,271	57,563	60,853	64,145	67,435
5	58,724	62,017	65,306	68,597	71,889
7	63,180	66,470	69,760	73,052	76,343
9			76,714	80,006	83,297
11				84,459	87,750
13				86,685	89,976
15				88,036	91,326
18				89,387	92,676
21				90,736	94,027
24				92,089	96,583
27				93,438	97,315
30				94,705	98,735

What a 1.25% Raise Looks Like (Annually)

	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	663	692	733	774	815
3	678	720	761	802	843
5	734	775	816	857	899
7	790	831	872	913	954
9			959	1,001	1,041
11				1,055	1,097
13				1,084	1,125
15				1,100	1,141
18				1,117	1,158
21				1,134	1,175
24				1,151	1,207
27				1,168	1,216
30				1,184	1,234

What a 1.25% Raise Looks Like (Monthly)

Column	I	II	III	IV	V
	BA / BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
Step					
1	60	63	67	70	74
3	62	65	69	73	77
5	67	70	74	78	82
7	72	76	79	83	88
9			87	91	95
11				96	100
13				99	102
15				100	104
18				102	105
21				103	107
24				105	110
27				106	111
30				108	112

**Note: Does not account for STRS/tax deductions*