

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
LA MESA SPRING VALLEY SCHOOLS (District)
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER 419 (CSEA)

March 16, 2017

The purpose of this Memorandum of Understanding (MOU) is to address effects related to the establishment of two new positions (ESS Program Aide and ESS Assistant Lead) within the CSEA bargaining unit, effective July 1, 2017, and the resulting elimination of the ESS Attendant position, also effective July 1, 2017, which is a non-bargaining unit position. The Parties having met and negotiated in good faith agree as follows:

1. Effective July 1, 2017, the ESS Attendant position shall be eliminated.
2. Consistent with the above and the Parties' prior negotiations, effective July 1, 2017, the Collective Bargaining Agreement, Article 1, section 1.2, shall be amended in pertinent part as follows:

"The Bargaining Unit shall be comprised of all non-certificated, full-time and part-time classified employees (exclusive of those designated as management, supervisory, confidential, substitutes, student helpers, playground attendants, ~~and ESS attendants~~), ..."

3. Effective July 1, 2017, ESS Assistant Lead and ESS Program Aide positions shall be filled. A required job qualification for both shall be NCLB certification (testing or 48 requisite units or associate degree or higher). For current ESS Attendants who will be filling an ESS Assistant Lead or ESS Program Aide, the ESS Attendants shall have until August 10, 2017, to take and pass the required test in order to obtain the required NCLB certification (testing or 48 requisite units or associate degree or higher). On July 1, 2017, the former ESS Attendant shall be placed in an ESS Assistant Lead or ESS Program Aide position. If the former ESS Attendant is unable to obtain NCLB certification by August 10, 2017, then he or she shall be assigned to an ESS Recreation Attendant position, a non-bargaining unit position at the current ESS Attendant hourly rate as of March 9, 2017.
4. Current ESS Attendants also serving as an Assistant Lead shall fill the ESS Assistant Lead position as long as they meet the above requirements.
5. Seniority shall be based on the most recent hire date as an ESS Attendant.
6. For the purpose of longevity, the anniversary date shall be July 1, 2017.
7. Current ESS Attendants hired on or before January 2, 2017 that have met the above requirements in their current position shall be granted a permanent status in their new classification.
8. The ESS Assistant Lead shall be assigned to the 2J calendar.
9. The ESS Program Aide will be assigned to the 2E calendar to be bargained at a later time.
10. For safety reasons, ESS employees shall be provided identifiable apparel at no cost.
11. The District and CSEA shall work together to implement this MOU.
12. The Parties agree that this MOU is non-precedential.

CSEA

By: 

By: 

Dated: 3/16/17 12:49

DANIEL ORTIZ
CSEA LRR

District

By: 

Dated: 3/16/17