

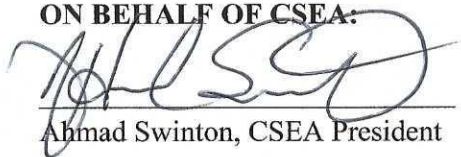
**Memorandum of Understanding
By and Between the La Mesa-Spring Valley School District
and the California School Employees Association
and its La Mesa-Spring Valley Chapter 419**

**Impacts and Effects of Layoff
March 17, 2020**

This Memorandum of Understanding (hereinafter, "MOU") is entered into by and between the La Mesa-Spring Valley School District (hereinafter, "District") and the California School Employees Association, and its La Mesa-Spring Valley Chapter 419 (hereinafter, "CSEA").

- A. The District agrees that all CSEA members that accepted a position in a different classification as a result of the LMSV layoff board action in 2020, shall be subject to reemployment rights.
- B. The District shall not contest any truthful and valid claim for unemployment filed by an employee laid off due to the layoff/reduction in force.
- C. For those currently benefited employees who are laid off on July 1, 2020, the District agrees to continue its contribution to their health benefits through September 30, 2020.
- D. The District agrees to create a list of substitutes that shall consist of CSEA members that were separated as a result of the 2020 layoffs. These affected laid off CSEA members may be given priority consideration for all available substitute assignments for which they are qualified that become available. The assignments may be issued using rotational seniority.
- E. The parties agree to meet regularly with PC staff to discuss and work to resolve any work load issues or concerns relative to the effect of layoffs on affected CSEA classifications.
 - 1. Upon request by CSEA, the parties agree to meet with PC Staff to review any workload issued that may arise for the impacted employees if necessary.
 - 2. The parties agree that these meetings are to address global concerns and that all individual workload concerns will be handled at the lowest level.
 - 3. The Association agrees to address workload concerns with immediate supervisors, department heads, site administrators or other immediate management as needed prior to including the concern on the agenda for an upcoming meeting.

ON BEHALF OF CSEA:

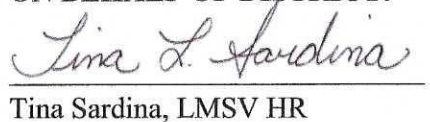

Ahmad Swinton, CSEA President

4/7/2020
Date

Daniel Ortiz, CSEA LRR

Date

ON BEHALF OF DISTRICT:


Tina Sardina, LMSV HR

April 6, 2020

Date