

**SIDE LETTER
BY AND BETWEEN
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ITS LA MESA SPRING VALLEY CHAPTER 419
AND
LA MESA-SPRING VALLEY SCHOOL DISTRICT**

**FLEXIBILITY OF WORK HOURS / MODIFIED SCHEDULE 2020-2021
OCTOBER 29, 2020**

This Side Letter (hereinafter, "Agreement") 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").

Our classified employees are a vital part of the educational services provided for our students in support of educational programs. During the hybrid schedule, the majority of La Mesa-Spring Valley students will be on school sites Tuesday through Friday receiving direct, in-person instruction and support. In response to this schedule, the District has identified the need for additional in-person support when students are on campus.

This Agreement is in response to site needs based on the current COVID-19 pandemic for the following positions: Campus Attendants, Paraprofessionals, and Library and Learning Resources Technicians. This Agreement will be in effect through June 18, 2021.

The purpose of this Agreement is to provide school sites flexibility based on the needs of the site where identified classified staff would work a four-day work week (Tuesday-Friday), rather than the current five-day work week (Monday-Friday), while maintaining their contracted hours (FTE).

To these ends, the District and CSEA agree as follows:

1. Based on the needs of the school site, some classified employees may be asked to work a modified four-day work week. The modification shall be voluntary.
2. In the event that we have more employees interested in working a modified schedule than is needed, site specific seniority will be applied. If there is a tie, the determination will be made by lot.

3. On weeks in which a legal holiday falls on a Monday (1/18/21, 2/8/21, 2/15/21, 5/31/21), employees working a modified work week will work with his/her supervisor to work less hours Tuesday through Friday of that week, or to be compensated on a timesheet with supervisor approval.

DocuSigned by:
FOR THE DISTRICT:
Ernesto D. Villanueva 11/3/2020
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Ernesto D. Villanueva, Ed.D.
Assistant Superintendent,
Human Resources

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FOR CSEA:
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