

**SIDE LETTER  
BY AND BETWEEN  
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND  
ITS LA MESA SPRING VALLEY CHAPTER 419  
AND  
LA MESA-SPRING VALLEY SCHOOLS  
  
SALARY INCREASE FOR SPECIFIED POSITIONS  
DECEMBER 17, 2020**

This Side Letter (hereinafter, "Agreement") is entered into by and between La Mesa-Spring Valley Schools (hereinafter, "District") and the California School Employees Association and its La Mesa-Spring Valley Chapter #419 (hereinafter, "CSEA").

On January 1, 2021, the California minimum wage will increase to \$14.00 per hour. Range 3 of the Classified Salary Schedule, which includes Campus Attendants and ESS Recreation Attendants, contains three steps below \$14.00 per hour. Range 14 of the Classified Salary Schedule, which includes Extended School Services Program Aides, contains one step below \$14.00 per hour.

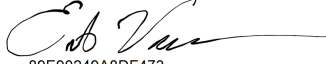
This Agreement is intended to place the above-noted positions at certain steps on the Classified Salary Schedule to ensure compliance with the California minimum wage. The salaries described in this Agreement will remain in effect through December 31, 2021, unless and until the District and CSEA revise the Classified Salary Schedule prior to that date.

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

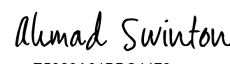
1. All Campus Attendants and ESS Recreation Attendants placed at range 3, step A, B, or C, of the Classified Salary Schedule on December 31, 2020, shall be placed at range 3, step D, and shall earn an hourly rate of \$14.07 effective January 1, 2021.
2. All Extended School Services Program Aides placed at range 14, step A, of the Classified Salary Schedule on December 31, 2020, shall be placed at range 14, step B, and shall earn an hourly rate of \$14.22 effective January 1, 2021.

3. The District and CSEA agree that the terms of this Agreement are not precedent setting and establish no past practice. Nothing in this Agreement shall obligate the District and CSEA to similarly resolve any issue.

**FOR THE DISTRICT:**

DocuSigned by:  
  
89E90249A8DF473... 12/18/2020  
Ernesto D. Villanueva, Ed.D.  
Assistant Superintendent of  
Human Resources

**FOR CSEA:**

DocuSigned by:  
  
E5329A01BBC4473... 12/19/2020  
Ahmad Swinton  
CSEA Chapter President

DocuSigned by:  
  
EAD002616AD5465... 12/21/2020  
Michael Breyette  
Labor Relations Representative