

Memorandum of Understanding
La Mesa-Spring Valley School District (“District”) and
La Mesa-Spring Valley Teachers Association (“Association”)
Completion of 2020-2021 Negotiations and Commitment to Concurrent Instruction
April 09, 2021

The District and the Association enter into this Memorandum of Understanding (“MOU”) to address concurrent instruction expectations when students’ return for in-person instruction and to resolve any and all remaining negotiation issues for the 2020-2021 school year, including total compensation issues for the current school year. The parties agree as follows:

1. The District, Association and unit members are committed to implementing concurrent instruction to the fullest extent possible, on April 20, 2021, and for the remainder of the school year. For purposes of this MOU, concurrent instruction means that unit members will be personally and directly engaging with students who are attending in-person without the use of Zoom to the fullest extent possible. Unit members will use Zoom, however, to engage with those students learning from home. Transition to concurrent instruction, as the primary means of instruction, will be fully implemented not later than May 3, 2021. The District has been and will continue to offer concurrent instruction training to unit members for the benefit of unit members and the students they teach. In the event a student(s) transitions from in-person attendance to remote instruction (e.g., quarantined), the unit member shall continue to provide concurrent instruction and support to the student(s).
2. In recognition of unit members’ additional efforts to fully incorporate and transition to concurrent instruction, the District shall provide each eligible unit member with a one-time stipend payment of two thousand dollars (\$2,000), less taxes and other applicable deductions. Subject to ratification and approval of this MOU, the amount will be paid as soon as possible, prior to June 30, 2021. To be eligible, a unit member must be in paid status with the District on the date the Board approves this MOU. The amount will be prorated based on the unit member’s FTE (for example, an otherwise eligible 1.0 FTE unit member would receive a \$2,000 payment; an otherwise eligible .50 FTE unit member would receive a \$1,000 payment).
3. In addition, the parties have completed negotiations for the 2020-2021 school year and resolved all outstanding issues. The current CBA, which expired on June 30, 2020, will remain in full force and effect up to and including June 30, 2021, except language shall be included for 2020-2021 to reflect compensation for the 2020-2021 school year:

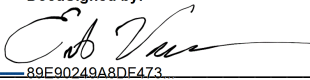
2020-2021 Compensation Increase. The District shall provide to each eligible unit member a one-time payment of three percent (3%) based on a unit member’s 2020-2021 step/column placement on the certificated salary schedule (prorated based on the unit member’s FTE) as of the date the Governing Board approves this MOU.

Subject to ratification of this MOU by Association membership and approval by the Governing Board, this amount shall be paid as soon as possible, prior to June 30, 2021. To be eligible, a unit member must be in paid status with the District on the date the Board approves this MOU.

4. This MOU is subject to ratification by Association members and approval by the Governing Board.
5. This MOU shall expire at the end of the 2020-2021 instructional year.

Date: April 9, 2021

For the District:

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 4/9/2021
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Ernesto D. Villanueva
Assistant Superintendent of
Human Resources
La Mesa-Spring Valley School
District

For the Association:

DocuSigned by:
 4/9/2021
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Emily Scheitlin
Bargaining Chair,
La Mesa-Spring Valley Teachers
Association