

Memorandum of Understanding
By and Between the
La Mesa Spring Valley Schools (District)
And
California School Employees Association
And its Chapter 419 (CSEA)
December 5, 2019

The purpose of this Memorandum of Understanding (MOU) is to approve the implementation of the following five job descriptions: SOM-Bilingual, Health/Attendance-Bilingual, Office Assistant I-Bilingual, Office Assistant II-Bilingual, School Office Assistant-Bilingual and salary ranges, and to address the effects related to the establishment of these new positions within the CSEA bargaining unit.

The parties have met and bargained in good faith as follows:

1. SOM-Bilingual
 - a. New job description
 - b. Salary range 60 plus bilingual differential (Article 2.10)
2. Health/Attendance Technician-Bilingual
 - a. New job description
 - b. Salary range 40 plus bilingual differential (Article 2.10)
3. Office Assistant I-Bilingual
 - a. New job description
 - b. Salary range 31 plus bilingual differential (Article 2.10)
4. Office Assistant II-Bilingual
 - a. New job description
 - b. Salary range 40 plus bilingual differential (Article 2.10)
5. School Office Assistant-Bilingual
 - a. New job description
 - b. Salary range 40 plus bilingual differential (Article 2.10)

Current SOMs, SOAs, HTs, OAI, and OAIs receiving a bilingual differential as of December 5 will be grandfathered into the new corresponding bilingual job descriptions.

For the purpose of seniority, the anniversary dates will be the date the employee started receiving the bilingual differential.

All employees hired into the above classifications shall also accrue seniority in the corresponding non-bilingual classification (i.e. School Office Manager-bilingual shall also accrue seniority as School Office Manager)

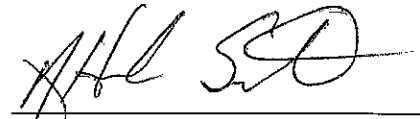
The parties agree that this MOU is non-precedential.

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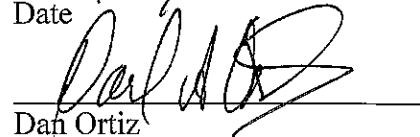
This MOU is subject to CSEA ratification, and PC approval, and Governing Board approval.


Tina Sardina, Assistant Superintendent

12/9/2019
Date


Ahmad Swinton, President
Chapter 419

12/5/2019
Date


Dan Ortiz
Labor Relations Representative

12/9/2019 1:30pm
Date