

**Memorandum of Understanding between  
La Mesa-Spring Valley Schools (“District”) and La Mesa-Spring Valley Teachers  
Association (“Association,” together with District, “Parties”)  
Regarding Student Teaching Assignments  
December 15, 2022**

The District and the Association enter into this Memorandum of Understanding (“MOU”) to allow permanent paraprofessional employees to complete student teacher requirements while simultaneously serving as a District paraprofessional. The intent of this program is to improve recruitment of highly qualified paraprofessionals and Education Specialist credentialed staff to LMSV. This MOU shall be in effect for the 2023-2024 school year.

1. The District and Association desire to provide permanent paraprofessional employees who are completing an accredited teacher credentialing program with the opportunity to complete required student teaching requirements to earn an Education Specialist Credential while simultaneously performing their duties as paraprofessional employees.
2. The District shall allow participating permanent paraprofessional employees to complete student teaching requirements under the following circumstances:
  - a. Only permanent employees who have earned permanency in the paraprofessional classification may participate in this program;
  - b. The participating employee must be enrolled in an accredited teacher credentialing program; and,
  - c. The participating employee must obtain and submit the written authorization from the teacher credentialing program to serve as a student teacher while simultaneously serving as a paraprofessional to the human resources department.
  - d. The participating employee must complete an LMSV application and be approved by a LMSV committee composed of district, Teachers Association and CSEA leadership prior to beginning in the program.
3. This agreement is not intended to alter or impact the services or supports provided to any student per the requirements of their Individualized Education Program (IEP). By participating in this agreement, all parties agree that the guide teacher and student teacher/paraprofessional will continue to ensure that all required services and supports are provided to students. The parties agree that participation in this agreement, on its own, will not be cause to generate additional staffing for the school or classroom.
4. The Parties agree that the District is not contracting out or otherwise unlawfully assigning certificated bargaining unit work to classified employees by allowing classified employees to serve as student teachers under the terms of this MOU.

5. Certificated staff members teaching in a special education classroom with appropriate Education Specialist credentials may elect to voluntarily participate as Guide Teachers in conjunction with an accredited participating in this program. Participation as a Guide Teacher will not be mandatory. Guide Teachers must meet all applicable requirements.
6. The paraprofessional allocation model for each special education classroom will not be altered as a result of this MOU. See CBA Article 3.7 for details.
7. This MOU shall expire at the end of the 2023-2024 school year. The Parties may mutually agree to extend the MOU.
8. The provisions of this MOU shall not be precedent setting for any purpose, nor shall they be considered a past practice or evidence of a past practice for any future purpose. The Collective Bargaining Agreement and any other currently effective MOUs shall remain in full force concerning any and all language not addressed in this MOU.
9. If any provision of this MOU is found to be invalid or unenforceable, the remainder of the MOU shall continue in full force and effect and shall in no way be impaired or invalidated.
10. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by the Board of Education.

Date: December 15, 2022

For the District:

For the Association:

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Meg Jacobsen, Ed.D.  
Assistant Superintendent,  
Human Resources  
Association  
LMSV

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Dennis Blevins  
President  
La Mesa-Spring Valley Teachers

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Emily Schetilin  
Bargaining Chair  
LMSVTA