

**Memorandum of Understanding between
La Mesa-Spring Valley Schools (“District”) and California School Employees Association
and its Chapter 419 (“Association,” together with District, “Parties”)
Campus Attendant Standardization of Hours
Date of Full Execution: July 19, 2022**

In an effort to provide consistency and to promote student safety and security, LMSV plans to standardize campus attendant hours at the elementary and middle school level.

The District and the Association enter into this Memorandum of Understanding (“MOU”) regarding the work hours of all Campus Attendant Elementary and Middle School staff.

1. Elementary School Campus Attendant Hours: During the 2022-2023 school year, all Elementary School site Campus Attendants shall work a standard minimum 3.5 hour shift each school day. Any Elementary School Campus Attendants who are currently assigned to work 3.5 per day hours or more shall maintain their current hours during the 2022-2023 school year.
2. Middle School/Academies Campus Attendant Hours: During the 2022-2023 school year, all Middle School/Academies Campus Attendants shall work a standard minimum 7 hour shift each school day. The District shall post internally any vacant Middle School/Academies Campus Attendant positions and any employees interested in serving in those positions may apply for them. When selecting the successful applicant(s) to any Middle School/Academies Campus Attendant position(s), the District shall give first consideration to any employees assigned to the school site and second consideration to any permanent Campus Attendants assigned to any other school sites. Nothing in this paragraph limits the District’s discretion to select the most qualified applicant for any position. Any candidate who receives either first or second priority shall not be denied a Middle School/Academies Campus Attendant position for an arbitrary or capricious reason.
3. In accordance with Article 7.9 of the CBA (Hours of Employment), at the conclusion of the 2022-2023 school year, all Elementary School Campus Attendants’ and Middle School/Academies Campus Attendants’ hours shall revert to the hours associated with those positions for the 2021-2022 school year, unless the Parties agree otherwise in writing. The Parties agree that they have fully negotiated all decisions, impacts, and effects associated with the terms of this MOU and no further negotiations shall be required to implement them, including any reductions of hours related to the positions described herein for the 2023-24 school year.
4. 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 items not addressed in this MOU.

5. 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.
6. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by the CSEA Chapter 419 and Board of Education.

Date: July 19, 2022

For the District:

For the Association:

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

Ahmad A. Swinton, MBA
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CSEA and its Chapter 419

Daniel Ortiz
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