

Memorandum of Understanding (MOU)
By and Between the La Mesa-Spring Valley School District (District)
and the La Mesa-Spring Valley Teachers Association (Association)
Attendance Recovery Implementation Pay
May 20, 2025

The District and the Association enter into this Memorandum of Understanding (“MOU”) to provide pay for additional efforts related to the newly required attendance recovery requirements set forth by the state of California for all LMSV certificated staff for the 2024-2025 and 2025-2026 school year. Certificated staff will be compensated for one day of pay at their per diem rate for the 2024-2025 school year and one day of pay at their per diem rate for the 2025-2026 school year.

This MOU shall be in effect for current certificated employees who are employed until the last day of school for each of the aforementioned school years above.

1. The District and Association desire to acknowledge the additional efforts made towards attendance recovery by certificated staff during the course of the 2024-2025 and 2025-2026 school years.
2. Certificated employees will be compensated for two days of pay at their per diem rate for this reason.
3. Employees do not need to physically report to work to receive this benefit.
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 language 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 Board of Education.

This MOU is in effect until June 30, 2026.

FOR THE DISTRICT FOR THE ASSOCIATION

Meg Jacobsen Emily Scheitlin
Assistant Superintendent Bargaining Chair, LMSVTA

