

**Memorandum of Understanding
between
La Mesa-Spring Valley Schools (“District”) and California School Employees Association and its
Chapter 419 (“Association,” together with District, “Parties”)**

**Attendance Recovery Implementation Pay
September 17, 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 (independent study agreements) set forth by the state of California for all LMSV classified staff in the following classifications - school office manager (SOM), school office assistant (SOA), and health attendance tech (HAT).

1. The District and Association desire to acknowledge the additional efforts made towards attendance recovery by SOMs, SOAs, and HATs during the course of the 2024-2025 and 2025-2026 school years.
2. All LMSV SOMs, SOAs, and HATs in active paid status on September 17, 2025, will be compensated with a one-time \$1,000 stipend.
3. 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.
4. 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.
5. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by the Board of Education and CSEA.

Date: September 17, 2025

FOR THE DISTRICT FOR THE ASSOCIATION

Meg Jacobsen Ahmad Swinton, President
Assistant Superintendent CSEA Chapter 419
Human Resources, LMSV

Kyler Miller

