

**Side Letter of Agreement between
La Mesa-Spring Valley School District and
CSEA and its La Mesa-Spring Valley Chapter 419
September 4, 2025**

The parties to this Side Letter of Agreement agree to modify the provisions of Article 5, section 5.7, for the 2025-2026 school year as it pertains to the Chapter President, as follows:

1. For the 2025-2026 school year, the District agrees that the Chapter President will be provided with full release time, up to 1.0 FTE during the regular school year (from July 1, 2025 to June 30, 2026) subject to the following:
 - a. In addition to the Chapter President's performance of contract administration responsibilities and further development of a collaborative relationship with the District (as specified in section 5.7), amounting to .4 FTE, the President will also assist in district projects and responsibilities, amounting to .6 FTE, as directed by the Superintendent and/or by his/her designee(s).
 - b. District projects and responsibilities shall include, but not be limited to the following:
 - i. Assists with designing and moderating training and professional development that includes online, face-to-face, and blended professional development;
 - ii. Supports HR recruitment efforts;
 - iii. Assists and communicates with district stakeholders on district initiatives.
 - iv. Additional projects assigned weekly by the Superintendent and/or by his/her designee(s). Weekly progress meetings will be held.
 - c. Will report to the Assistant Superintendent, Business Services.
 - d. Responsibility for payment of the Chapter President's salary and benefits costs, including salary driven costs, shall be paid by the District.
 - e. The parties understand that the projects and responsibilities referenced in subsections a and b above do not constitute or entitle the Chapter President to a promotion, gradual accretion, or reclassification. The purpose of this Side Letter is to describe the 1.0 FTE release time provided pursuant to Article 5.
2. By mutual agreement, the parties may agree to extend or modify this Side Letter for one or more years. This Side Letter of Agreement is not intended to set a precedent for future years.

FOR THE DISTRICT

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Meg Jacobsen

Assistant Superintendent

Human Resources, LMSV

FOR THE ASSOCIATION

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Ahmad Swinton

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Ahmad Swinton, President

CSEA Chapter 419

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CSEA Labor Relations Representative