

**La Mesa-Spring Valley School District
La Mesa-Spring Valley Teachers Association**

**Addendum: SIDE LETTER: Retirement Early Tell
December 10, 2025**

On October 21, 2025, the District and Association agreed to an Early Tell Retirement Incentive for certificated LMSV staff below. However, as a result of the \$13 million budget deficit in the District and planned reductions for certificated staff, the District and the Association have agreed to an addendum to increase the amount of the incentive in an effort to minimize possible layoffs and staff release. The purpose of the Early Tell is to know as soon as possible how many people will be retiring to lessen the impact on staff and minimize reductions.

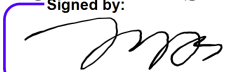
As an addendum and effective immediately, the District and Association agree to the following updated Early Tell Retirement Incentive guidelines:

The District shall offer a one-time incentive payment of \$10,000 to each permanent, certificated unit member who submits (via online District-issued Google Form) a non-rescindable letter of resignation due to retirement effective June 30, 2026, by January 5, 2026, at 4:45 p.m. Payment will be reflected on the first available paycheck. To qualify for the payment described in this side letter, employees must be in active and paid status at the time they submit their non-rescindable letter of resignation due to retirement and on January 5, 2026. Employees who have submitted their resignation prior to the date of full execution of this side letter and/or those who resign pursuant to a settlement agreement shall not receive the payment described herein.

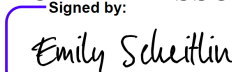
Those who have already submitted their Early Tell notification will receive this updated incentive pursuant to this addendum.

This side letter sunsets immediately after all incentives are paid.

FOR THE DISTRICT

Signed by:

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Meg Jacobsen Betts
Assistant Superintendent
Human Resources, LMSV

FOR THE ASSOCIATION

Signed by:

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Emily Scheitlin
Bargaining Chair, LMSVTA