

**TENTATIVE AGREEMENT BETWEEN
THE LA MESA SPRING VALLEY SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS LA MESA SPRING VALLEY CHAPTER #419**

October 22, 2025

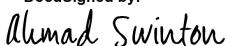
It is hereby agreed between the California School Employees Association and its La Mesa Spring Valley Chapter #419 (CSEA) and the La Mesa Spring Valley School District (District) for the successor contract negotiations for 2025-2028.

The following Articles were subject to negotiations, and the modified language is attached:

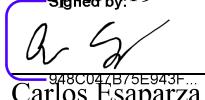
- Article 9- Health and Welfare Benefits
- Article 11- Leaves
- Article 13- Transfers
- Article 15- Transportation
- Article 23- Term of Agreement

This agreement is subject to both parties internal approval process.

For CSEA:


Ahmad Swinton

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Ahmad Swinton, President
Chapter 419

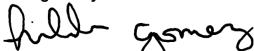

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Carlos Esaparza

Signed by:


John Paul Sullivan

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John Sullivan

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Hilda Gomez

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Hilda Gomez

Signed by:


jessica Murguia

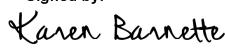
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Jessica Murguia

Signed by:


Brenda Keagy

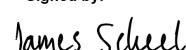
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Brenda Keagy

Signed by:


Karen Barnette

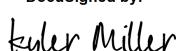
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Karen Barnette

Signed by:


James Scheel

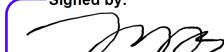
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James Scheel

DocuSigned by:


Tyler Miller

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Tyler Miller, Labor Relations Representative

For District:


Margaret Jacobson Betts

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Asst. Superintendent,
Human Resources

ARTICLE 9 • Health and Welfare Benefits

9.3 Extended Student School Services:

- A. The District agrees to free use of Extended Student School Services (ESS) for all classified employees, while the employee is working during the employee work day.
 1. Any optional add-on programs, services, or events made available to fee-paying families at an additional cost will also be offered at an additional cost to employees wishing to participate.
- B. This benefit extends only to employees whose child(ren) is/are enrolled in and attending La Mesa-Spring Valley schools.
- C. Employees with children enrolled in other school districts receive no cash benefit or payment for ESS services.
- D. This benefit is subject to continuation of a District-sponsored ESS program and the following criteria:
 1. Employees and their children must follow and adhere to ESS guidelines as prescribed in the ESS Parent Handbook, which includes, but is not limited to, the following topics:
 - a. Deadlines required for enrollment
 - b. Attendance requirements and drop periods
 - c. Prioritization following legal guidelines
 - d. Waitlists due to safety and capacity
 - e. Fees that may be applicable (i.e., late pick-up).
 2. The enrolled child(ren) must be the child(ren) of a classified employee or the classified employee must be the legal guardian of the enrolled child(ren) or have a signed LMSV Caregiver's Authorization Affidavit on file.
- E. Employees shall also have free access to ESS, subject to the criteria in paragraph D above, at the following times:
 1. When employees are working intersession and/or summer duties, for the duration of the time performing intersession/summer duties.
 2. When employees are in professional growth related to the employee's assignment or a prospective future position with the District, while participating in such related duties. Determination of qualified professional growth shall be made by the employee's supervisor, or the Assistant Superintendent, Human Resources.
 3. During calendared workdays of the school year.

ARTICLE 11 • Leaves

11.9 Reproductive Loss Leave

Any employee may use sick time for reproductive loss matters. "Reproductive loss" includes miscarriage, unsuccessful assisted reproduction (IVF), failed adoption, failed surrogacy, and stillbirth.

11.10 Child Bonding Leave:

~~11.10.1~~
11.9.1 Each unit member may be allowed up to twelve (12) weeks leave for purposes of child bonding occasioned by the birth of the unit member's child, or the placement of a child with the unit member in connection with the unit member's adoption or foster care of the child as provided by the California Family Rights Act (CFRA).

~~11.10.2~~
11.9.2 Pursuant to the CFRA, child bonding leave must be completed within one year of the birth, adoption, or foster care placement of a child.

~~11.10.3~~
11.9.3 Pursuant to Education Code Section 45196.1, in order to qualify for child bonding leave, unit members must have completed one year (twelve months of service) for the District, but are not required to have at least 1,250 hours of service during the previous one year (twelve months) period.

~~11.10.4~~
11.9.4 For the birthing parent, the 12 week child bonding leave shall commence at the conclusion of any pregnancy disability leave.

~~11.10.5~~
11.9.5 For non-birthing parents, the 12 week child bonding leave shall commence on the first day of such leave and run concurrently with the Family Medical Leave Act (FMLA) and CFRA.

~~11.10.6~~
11.9.6 Pursuant to Education Code section 45196.1, if a unit member exhausts his/her accumulated sick leave, s/he shall be entitled to differential pay (fifty percent (50%) of the employee's regular salary) for the balance of the 12-week period.

~~11.10.7~~
11.9.7 The minimum duration of child bonding leave shall be two weeks, provided that the District shall grant up to two requests for child bonding leave of fewer than two weeks.

~~11.10.8~~
11.9.8 The District must be provided with at least thirty (30) days prior notice of intent to take child bonding leave, except in the case of emergency.

~~11.11~~
11.10 Family Care Leave: The District shall grant unpaid Family Care Leave pursuant to California Family Rights Act (Government Code Section 12945.2) for situations not covered by other leave provisions of this Agreement, subject to the following.

~~11.11.1~~
11.10.4 An employee must have served in a regular position for not less than one (1) year in order to be eligible to take Family Care Leave.

11.11.2 The period of leave shall not be considered a break in service and the employee shall be entitled to return to the same classification as held prior to taking Family Care Leave.

11.11.3 The District shall require any employee applying for or granted Family Care Leave to provide the District such documentation as may be required to substantiate the justification for leave.

11.11.4 Allowable leave shall not exceed twelve (12) weeks in a one-year period.

11.11.5 Group health plan coverage and premium payments shall be maintained by the District on the same basis as if the employee were in paid status.

11.11.6 Leave may be utilized: a) for birth, adoption, or placement of a foster child with an employee; b) to care for a seriously ill child, spouse, or parent; c) for the employee's own serious health condition.

11.11.7 The complete text of the Family Care Leave Provision is available to all employees from the Human Resources Department upon request.

11.11.11.1 Leave Without Pay: A leave of absence without pay, not to exceed one (1) year, may be granted to a permanent employee upon the written request of the employee and the approval of the Superintendent, or his designated representative, subject to the following restrictions:

11.12.1 The granting of a short-term (90 days or less) leave of absence, without pay, gives the employee the right to return to their position at the expiration of their leave of absence, provided they are physically and legally capable of performing the duties. The position may be filled only for the duration of the leave.

11.12.2 An employee may make a written request to the Board of Education to return to work prior to the expiration date of the leave, which the Board of Education may approve or reject.

11.12.3 Abandonment of Position: When an employee on leave without pay fails to return to work within five (5) days of the return date specified in a written notice they shall be considered to have abandoned their position and may be terminated by the Board of Education. Written notice shall include a good faith effort on the part of the District to notify said employee with a certified letter, return receipt requested. The termination may be appealed to the Personnel Commission.

11.12.4 If the employee's classification has been eliminated during the employee's absence, they shall be given the right to exercise bumping rights. If they are the least senior person in the classification and have not served in any lower classifications(s), then they shall be laid off for lack of work or lack of funds and placed on the reemployment list for the class, effective the date of termination of leave.

11.12.5 An employee who receives a leave of between 91 days and 1 year has the right to return to a position in their job class if a position exists. If no position is available they will be placed on the 39-month reemployment list. This leave is considered a break in service and they do not accrue seniority or credit for longevity.

~~11.12~~—11.13**Industrial Accident and Illness Leaves:** Unit members shall be covered by the provisions of industrial accident and illness leaves, pursuant to the Rules and Regulations of the Personnel Commission of the District, which are adopted in accordance with provisions of Education Code Section 45192. Such Rules and Regulations shall include the following:

~~11.12.1~~—11.13.1 Allowable leave shall be for not less than sixty (60) working days in any one fiscal year for the same accident.

~~11.12.2~~—11.13.2 Allowable leave shall not be accumulated from year to year.

~~11.12.3~~—11.13.3 Industrial accident or illness leave will commence on the first day of absence.

~~11.12.4~~—11.13.4 Payment for wages lost on any day shall not, when added to an award granted the employee under the workers' compensation laws of this State, exceed the normal wage for the day.

~~11.12.5~~—11.13.5 Industrial accident leave will be reduced by one day for each day of authorized absence regardless of a compensation award made under workers' compensation.

~~11.12.6~~—11.13.6 When an industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred for the same illness or injury.

~~11.12.7~~—11.13.7 When entitlement to industrial accident or illness leave has been exhausted, entitlement to other sick leave will then be used; but if an employee is receiving workers' compensation, they shall be entitled to use only as much of their accumulated or available sick leave, accumulated compensatory time, vacation, or other available leave, as will provide for a full day's wage or salary when added to the workers' compensation award.

~~11.12.8~~—11.13.8 Final allowances for permanent industrial disability settlements shall not be subject to remittance to the District under Section 11.12.7 of this Article.

~~11.12.9~~—11.13.9 The employee shall endorse to the District wage loss benefit checks received under the workers' compensation laws of this State. The District, in turn, shall issue the employee appropriate warrants for payment of wages or salary, and shall deduct normal retirement and other authorized contributions.

~~11.13~~—11.14**Retraining and Study Leave:** Dependent upon District needs, and with the approval of the Superintendent/designee, leaves may be requested of the Board of Education for purposes of obtaining specific training and/or study in a specified area, as may be required of the individual employee's assignment. Such leaves would be taken with or without compensation, at the option of the District.

~~11.14~~—11.15 For purposes of computing seniority, unpaid periods of leave of absence, shall be considered a break in service.

~~11.15~~—11.16 Upon return from any paid or unpaid leave, a unit member shall be assigned to a position in their former class ahead of any unit member with less seniority. If the unit member's class no longer exists, they may be reassigned or placed on an appropriate reemployment list.

~~11.15.~~~~11.16.~~1 When all available leaves, paid or unpaid, have been exhausted and if the unit member is not medically able to assume the duties of their position and is not placed in another position, the unit member shall be placed on a reemployment list for a period of 39 months. When available during the 39 months, a unit member shall be employed in a vacant position in their previous class over all other available candidates except for a reemployment list established because of lack of funds or lack of work, in which case the unit member shall be ranked in accordance with appropriate seniority regulations.

~~11.15.2~~~~11.16.~~2 If a unit member fails to accept an appropriate reassignment after being medically released, they shall be removed from the reemployment list. Appropriate assignment is defined as an assignment to the unit member's former class, including former time basis. Unit members removed from a list under this provision may appeal the removal to t

ARTICLE 13 • Transfers

13.1 Transfers:

13.1.1 An employee may be transferred from one position to another in the same class, at the discretion of the District, provided such action shall not be taken for punitive or preferential reasons.

- A. The employee shall be consulted for input with opportunity to discuss a proposed transfer or reassignment with the responsible administrator. The employee shall have the right to request and receive written reasons for the proposed transfer or reassignment.
- B. The final decision shall be made by the Assistant Superintendent, Human Resources.
- C. In the event a vacancy occurs the following year in a school from which an employee has been involuntarily transferred due to a reduction in enrollment, and that employee meets the qualifications to fill the vacancy, he/she will be given first consideration.

13.1.2 For the purpose of this Section only, School Office Assistant, Office Assistant II, and Health Technician, shall be considered the same classification. (However, these classifications are considered separate for the purpose of bumping and reemployment. See Article 18.5, 18.8 and 18.9.)

Any permanent employee may request to be considered for lateral transfer to a vacant position in the same classification.

The hiring authority interviews candidates for vacant position(s) from the following groups:

1. lateral transfers,
2. employees seeking reinstatement,
3. eligibles from the eligibility list.

The hiring authority shall select one of the following processes:

1. The hiring authority may elect to fill a vacancy exclusively from the lateral transfer list. If no candidate is selected from the lateral transfer list, the hiring authority will select from the eligibility list, and may not return to the lateral transfer list. or;
2. The hiring authority may select to interview candidates from a combined list. In this process, all candidate groups will be interviewed.

After the hiring authority has interviewed candidates from all of the preceding groups, the hiring authority shall select a candidate to fill the vacant position.

~~The appointing authority shall interview candidates for a vacant position from all of the following groups:~~
~~employees seeking reinstatement,~~
~~lateral transfers, and~~
~~eligibles from the eligibility list.~~
~~After the appointing authority has interviewed candidates from all of the preceding groups, the~~
~~appointing authority shall select a candidate to fill the vacant position.~~

- 13.1.3 Transfers shall be made without change in salary rate, anniversary date, accumulated illness leave, and accumulated vacation credit.
- 13.1.4 All known vacancies shall be posted not less than five (5) working days prior to procedures for filling. Such posting shall invite applicants for lateral transfer or voluntary demotion.
- 13.1.5 A permanent employee who transfers to a position in a class in which he has not previously completed a probationary period, shall be considered probationary in that class for a period of six months or 130 days in a paid status. At any time during the probationary period, they may be returned (transferred) to their former class without right of appeal. If such transfer to the former class results in layoff, demotion, or reduction in assigned time to another employee, the employee will have the same appeal rights as a permanent employee who is demoted or dismissed.
- 13.1.6 Transfers shall have the following effects on seniority:
 - A. Within the same class—none;
 - B. From one class to another—the employee shall receive seniority credit for service in the class plus higher classes.
- 13.1.7 Reasons for any transfer which is not voluntary shall be discussed with the employee by their immediate supervisor and/or the Assistant Superintendent, Human Resources at least ten (10) working days prior to the effective date of the transfer. The employee may have an Association representative present at the meeting.
- 13.1.8 When a unit member becomes physically unable to satisfactorily perform their duties, as medically verified, the District may endeavor to make an alternate assignment which may constitute promotion (if qualified), demotion, or lateral transfer to a related class. This action shall be instituted only by mutual consent.

ARTICLE 15 • Transportation

15.1 Seniority System for Bus Drivers and Attendants: Seniority will be determined as outlined in Article
18.4.1. The Director of Transportation will maintain a seniority list.

15.2 Route Assignments: It is recognized that routes may change over summer and throughout the school year due to student transfers and program changes. At the beginning of each school year, all drivers and attendants will retain the same route, or a route with similar hours and similar destinations/pick-ups, to the one they held the previous school year if available. The Director will allow new drivers, and drivers, and drivers and attendants whose routes have been eliminated or reduced (see 15.5.2), to select routes based on their hire date seniority. All route assignments will be held until the annual bidding process is completed.

Should a route become vacant during the school year, it will be posted for bid, or redistributed to other drivers.

15.3 Route Bidding Procedures:

15.3.1 From the first day of school to no later than the second week of October, ALL routes will be open for bid. Bidding will be based on seniority and drivers must demonstrate proficiency; e.g., ability to handle wheelchairs, skills with different bus systems, prior to starting the run. Notification of “bid posting dates” shall be provided five (5) working days prior to the first posting date.

15.3.2 All routes will be posted for a period of three (3) working days prior to the start of bidding. Bidding may be done in person, by radio, by phone or via a pre-authorized note submitted to the Director or supervisor.

15.3.3 Bids will be accepted in order of driver’s and attendant’s seniority, and it is expected that the first third of drivers/attendants will complete the bid process the first day. Once the first third is completed, the bidding will continue down the list with the intention of completing the second third by the end of the second day and the final third by the end of the third day. It is recognized that unit members have a responsibility to enter their bid in as timely a manner as possible, so as not to hinder the process for the less senior drivers/attendants.

15.3.4 Routes will begin ~~five (5) working days on the 1st of the following month~~ after bidding is complete and will continue until the end of the school year in June. A copy of the original bid sheet shall be forwarded to the CSEA President within three days of bidding completion.

15.3.5 Upon mutual agreement, the Director and the CSEA President may voluntarily elect to extend the bid window (past the 2nd week of October).

15.3.6 Bidding shall not be activated within the last eight (8) weeks of the end of the school year. * *Not new language - this was in 15.5.3*

15.4 Route Transfers/Exchanges: Drivers or attendants may, during the school year, and with the permission of the Director, exchange routes if those affected are in agreement. Assigned hours on routes transferred will be equal or near equal in time. All transfer requests must be in writing.

15.5 Changes in Assigned Time: It is recognized that routes may fluctuate and change over the course of the year due to student and program needs, and staffing availability; e.g., students' special needs and students moving in and out of neighborhoods, staff out on leave for eight (8) or less weeks (see 15.5.4). If, after a ten (10) working day period in which the Director or Supervisor adjusts routes, it is determined a route has changed significantly to add or decrease time as listed below, the following procedures will be implemented:

15.5.1 Increase in Assigned Time: When an existing permanent route is assigned an increase in assigned time from the original bid route, the route will be considered available and up for bid. Thirty (30) minutes assigned time per day/2.5 hours per week will be considered an increase in assigned time. The increase in time will be computed from the original bid list posted as in 15.3 (above). If a route's time increases by an average of 2.5 hours per week or more, the driver's contract time (FTE) will be adjusted to reflect new route hours. If the time increases by an average of more than 5 hours per week, Section 15.3 applies and the route will be reopened for bidding. The increase in time will be computed from the original bid list posted as in 15.3 (above).

15.5.2 Decrease in Assigned Time: When an existing permanent route is assigned a decrease in time, that driver or attendant may bid on any route held by a driver or attendant with less seniority, regardless of the hours of the route. Loss of thirty (30) minutes assigned time per day/by an average of 2.5 hours per week on regular buses and loss of one (1) hour assigned time per day/by an average of five (5) hours per week for special needs buses will be considered a decrease in assigned time. The decrease in time will be computed from the original bid list posted as in 15.3 (above).

A driver or attendant who voluntarily agrees to accept a route with decreased time must inform the Director in writing of this voluntary reduction.

15.5.3 Notification of Changes in Route Hours and Drivers: Route hours and assigned drivers will be updated and posted when a change occurs. A copy of this list shall be forwarded to CSEA within thirty (30) days of the change. When any event listed in Section 15.5 occurs and a change in contracted time (FTE) is required, a copy of the updated route hours and assigned drivers shall be shared with the transportation department within thirty (30) days following the close of the bid.

15.5.4 For Employees Out on Leave: Bidding shall not be activated within the last eight (8) weeks of the end of the school year. * Moved to 15.3.6

Less than eight (8) weeks of leave: The Director, in consultation with CSEA, shall determine whether a re-bid of routes will occur in consultation with CSEA. The Director reserves the right to split and adjust routes as needed in order to provide route coverage until the time of re-bid prior to the eight (8) work week maximum period, or the employee returns from leave, whichever comes first.

Eight (8) weeks or more of leave: If the employee is out on leave for more than

eight (8) work weeks, re-bidding shall commence. Upon mutual agreement, the Director and CSEA President may voluntarily elect not to re-bid.

15.6 **Summer School Routes and Summer School Field Trips:** Sign-up sheets for drivers and attendants who are committed to working each day ~~of~~^{for} summer school **routes** will be created three weeks prior to the start of summer school. Bidding for **Summer School Routes** shall be based on seniority and drivers/attendants must demonstrate proficiency; e.g., ability to handle wheelchairs, skills with different bus systems, prior to starting the run. ~~When necessary, trips shall be assigned in the most efficient manner to meet the needs of the customer and/or the District.~~* *Moved below*

A list of drivers who are committed to work Summer School Field Trips will also be created.

Priority for summer school field trips will be given to:[¶]

1. Drivers needing make-up work.[¶]

~~Summer school drivers by seniority, availability on a continuous, rotating basis.~~[¶]

2. Extra field trip list by seniority on a continuous, rotating basis.[¶]

3. Wash/Wax crew.

1. Drivers who only sign up for field trips during summer school - assignments shall be made by seniority on a continuous, rotating basis.

2. Summer school route drivers - assignments shall be based on route availability and distributed by seniority.

When necessary, field trips shall be assigned in the most efficient manner to meet the needs of the customer and/or the District

15.7 **Non-Public School (NPS) (also, Out-Of-District) Routes:** NPS routes are part of the annual bidding process. It is recognized that drivers/attendants on NPS routes typically work more days than those on in-district routes. When the **LMSV School District** is in session, drivers/attendants are in contracted status. If ~~and~~ non-public schools are off session ~~during this time, NPS drivers/attendants will be required to work~~ ~~may serve in extra help assignments or use approved leave.~~ ~~vacation days.~~ Their assignments will be determined by the Director or Supervisor. ~~and the minimum hour guarantee will be in effect. NPS drivers/attendants do not have bumping rights during this off NPS time.~~[¶]

15.8 **Field Trip Assignments:**

15.8.1 **Field Trips, Regular School Year:** Day field trips shall be assigned to drivers in the following order:[¶]

~~1) drivers needing make-up work, 2) drivers out of their school and, 3) drivers out of their area/zone.~~ Drivers shall be assigned according to seniority and proficiency; e.g., the ability to complete mountain driving, safely handle wheelchairs on a continuous, rotating basis when possible. When necessary, Field trips shall be assigned in the most efficient manner to meet the needs of the customer and/or the District. ~~Trips associated with the normal school day; e.g., after school programs are not subject to the overtime lists.~~[¶]

15.8.2 **Day Field Trips, Breaks (Fall, Winter, Spring, Summer Outside of Summer School):** Sign-up sheets will be created prior to each break. ~~Day~~ Field trips shall be assigned to drivers according to seniority and proficiency on a continuous, rotating basis for that

entire break. If a trip is cancelled, the name of the cancelled driver shall be placed on the top of the list for the subsequent break, above the senior driver, if the cancelled driver is interested in working. If the cancelled driver is not interested in working, their name reverts to the regular spot on the rotation list.

Day Field Trips, Summer School: See 15.6 above.

15.8.3 Evening and Weekend (Outside of School Hours) Field Trips: Names of all drivers will be placed on the Evening Weekend list in order of seniority; drivers not interested in these field trips shall inform the dispatcher and their name will be removed from the list. Field trips shall be assigned to drivers according to seniority and proficiency on a continuous, rotating basis when possible. When necessary, trips shall be assigned in the most efficient manner to meet the needs of the customer and District.

Pay for Evening and Weekend Trips:

1. Outside San Diego County: Pay for weekend trips outside of San Diego County shall be as follows: Bus check-out, driving, and close out will be subject to overtime (per Article 6.2) at time and one-half. Standby shall be at straight time
2. Inside San Diego County: Pay for weekend trips within San Diego County shall be as follows: Bus check-out, driving, close out, and standby shall be subject to overtime (per Article 6.2) at time and one-half
3. All hours for any trip that occurs on Sunday will be paid at double time rate.

15.8.4 Field Trips over eight (8) hours will deduct one-half ($\frac{1}{2}$) hour for lunch.

15.8.5 Field trip assignment lists will be posted after breaks.

15.8 Therapy and Extra Work Uncovered Mid-Day Assignments: Drivers assigned to an uncovered mid-day shift will be paid for up to one and one-half (1.5) hours unless their next shift starts sooner. If the next shift begins within that 1.5-hour window, the pay for the mid-day shift will be reduced so that the total time does not overlap. Priority consideration for uncovered Mid-Day therapy and extra work assignments shall be given in the following order, with the stipulation that drivers are proficient with buses and equipment needs:

1. Make-up time for employees to meet their daily contract five hour requirement.
2. Drivers with available hours, by seniority, on a continuous, rotating basis.
2. Special Education Drivers & Floaters - Assigned by seniority on a continuous rotating basis.
3. General Education Drivers - Assigned by seniority on a continuous rotating basis.

When necessary, Mid-Days shall be assigned in the most efficient manner to meet the needs of the customer and District.

15.9

Hand Tools for Heavy Equipment Technician Mechanics: Effective July 1, 2025, the District will provide all tools necessary to perform the job. Any employee placed in the Heavy Equipment Technician position after this date will no longer be required to provide their own hand tools. Therefore, they will no longer be eligible for the annual hand tool stipend. When a tool breaks, the mechanic must turn in the damaged tool, and the District will replace it. Missing or unreturned tools will be the responsibility of the mechanic.

For employees hired prior to July 1, 2025, it is expected that the Heavy Equipment Technician(s) ~~mechanics~~ will provide their own hand tools. The District and Association recognize this is a large expense and in an effort to offset the ongoing hand tool replacement costs, the District shall provide each mechanic an annual stipend of \$2,750.00 (two thousand seven hundred fifty dollars). \$1,375.00 (one thousand three hundred and seventy five dollars) shall be payable in December and another \$1,375.00 (One thousand three hundred and seventy five dollars) in June. The employee must successfully complete the District probationary period to be eligible for the stipend.

15.10 Flow-Through: When shifts are scheduled to begin within forty (40) minutes of each other, such shifts shall be connected and treated as continuous paid contracted time and drivers must be available for work.

ARTICLE 23 • Term of Agreement

- 23.1 This Agreement shall be effective July 1, ~~2025~~2022, and shall continue in effect through June 30, ~~2028~~2025.
- 23.2 For the ~~2026-2027~~2023/2024 and ~~2027-2028~~2024/2025 school years, the parties agree to reopen negotiations on or ~~before~~about May 15, ~~2026~~2023, and May 15, ~~2027~~2024, on Article 6, Wages and Allowances; and Article 9, Health and Welfare Benefits; plus not more than two (2) other Articles selected by each party.

In witness whereof, the parties hereto have caused this Agreement to be signed by their duly authorized representatives:

LA MESA -SPRING VALLEY SCHOOL DISTRICT

Signed by:



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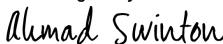
Margaret Jacobsen Betts, Assistant Superintendent, Human Resources
Representative of the Governing Board

11/3/2025

Date

CALIFORNIA SCHOOLS EMPLOYEE ASSOCIATION

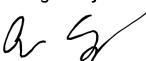
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Ahmad Swinton, CSEA President Chapter 419

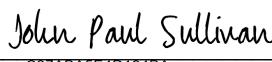
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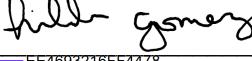
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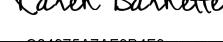
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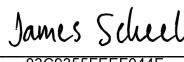
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James Scheel

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Kyler Miller, Labor Relations Rep.

11/3/2025

Date

11/4/2025

Date

11/4/2025

Date