

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

**Paid School Bus Driver Training for Classified Employees  
September 4, 2025**

The District and the Association enter into this Memorandum of Understanding (“MOU”) regarding the Transportation Development Program to address difficulties in the hiring, training, and retainment of school bus drivers. This MOU shall be in effect for the 2025-2026 school year and provide compensation to classified employees for participation in the District’s Transportation Development Program (TDP).

1. The District shall provide payment via timesheet for classified employees, working outside of their normal work day, during the hours they participate in the District’s TDP.
2. Classified employees may qualify for pay for the TDP. The rate of pay shall be step one of the bus attendant rate of pay, if the Classified employee’s regular rate of pay exceeds that of step one of the bus attendant rate, they shall be compensated at bus attendant pay via the aforementioned timesheet.
3. Classified employees who participate in the TDP must have approval from their immediate supervisor. The employee’s existing work schedule must allow for the employee to participate in the TDP. If the immediate supervisor does not approve the Classified employee’s participation in the TDP, they may contact the Assistant Superintendent of Human Resources for assistance.
4. Nothing in this MOU shall in any way limit the District’s managerial rights under applicable law or the collective bargaining agreement.
5. 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.
6. The compensation described above will be subject to any and all applicable withholdings.
7. 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.
8. This MOU is subject to both parties' internal approval process.

**FOR THE DISTRICT**

*Meg Betts*

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Meg Jacobsen  
Assistant Superintendent  
Human Resources, LMSV

**FOR THE ASSOCIATION**

*Ahmad Swinton*

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Ahmad Swinton, President  
CSEA Chapter 419

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*Kyler Miller*

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Kyler Miller  
CSEA Labor Relations Representative