

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

September 5, 2025


The District and the Association enter into this Memorandum of Understanding (“MOU”) to allow permanent paraprofessional employees to complete student teacher requirements to earn an Education Specialist Credential while simultaneously serving as a District paraprofessional. This MOU shall be in effect for the 2025-2026 school year.

1. The District and Association desire to provide permanent paraprofessional employees who are completing an accredited teacher credentialing program with the opportunity to complete required student teaching requirements while simultaneously performing their duties as paraprofessional employees.
2. The District shall allow participating employees to complete student teaching requirements under the following circumstances:
 - a. Only permanent employees who have earned permanency and successfully completed probation in the paraprofessional classification may participate in this program;
 - b. The participating employee must be enrolled in an accredited teacher credentialing program; and,
 - c. The participating employee must obtain the written authorization from the teacher credentialing program to serve as a student teacher while simultaneously serving as a paraprofessional.
 - d. The participating Employee must complete an LMSV application and be approved by a LMSV committee comprised of district, Teachers Association and CSEA leadership prior to beginning in the program.
3. This agreement is not intended to alter or impact the services or supports provided to any student per the requirements of their Individualized Education Program (IEP). By participating in this agreement, all parties agree that the guide teacher and student teacher/paraprofessional will continue to ensure that all required services and supports are provided to students. The parties agree that participation in this agreement, on its own, will not be cause to generate additional staffing for the school or classroom.
4. Participating employees agree to abide by all of the requirements outlined in the program agreement. Participation in this program is voluntary and participation outside of regular contract hours is part of this voluntary participation opportunity.


5. The parties agree that simultaneous service as a paraprofessional and completion of student teaching assignments shall not constitute a promotion under Article 6.8 of the collective bargaining agreement.
6. This MOU shall expire at the end of the 2025-2026 school year. The Parties may mutually agree to extend the MOU.
7. While not a requirement, employees who complete the Education Specialist Credential and are selected for an Education Specialist position are strongly encouraged to commit to serving a minimum of three years in a special education role aligned with the credential within the La Mesa-Spring Valley School District.
8. 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.
9. 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.
10. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by CSEA Chapter 419 and the Board of Education.


Date: September 5, 2025

FOR THE DISTRICT

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Meg Jacobsen
Assistant Superintendent
Human Resources, LMSV

FOR THE ASSOCIATION

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Ahmad Swinton, President
CSEA Chapter 419

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Kyler Miller
CSEA Labor Relations Representative