



California
School
Employees
Association

6341 Nancy Ridge Drive
San Diego, CA 92121

(858) 458-0300
(800) 675-9939

www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



August 2, 2024

Via Electronic Mail

ahmad.swinton@gmail.com

Ahmad Swinton, Chapter President
La Mesa-Spring Valley 419, CSEA
PO Box 1878
Lemon Grove, CA 91946

Re: Memorandum of Understanding (MOU) – Classification and Compensation Study

Dear Chapter President Swinton:

I have received the Memorandum of Understanding (MOU) regarding Classification and Compensation Study between the La Mesa Spring Valley School District and California School Employees Association and its La Mesa Spring Valley Chapter 419.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU **is** required. Please provide your Labor Relations Representative, Kyler Miller, with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gary Snyder
Field Director

GS/mr

Cc: Troy Johnson, Area K Director; Kyler Miller, Labor Relations Representative; Angela Schwab, Senior Labor Relations Representative; Chapter 419 Contract File

**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 Classification and Compensation Study
July 25, 2024**

The District and the Association enter into this Memorandum of Understanding (“MOU”) regarding the comprehensive Classification and Compensation Study that was conducted between 2022-2024.

1. **History and Context** - In early 2021, the District and Association requested the Personnel Commission halt their work on the Job Family Study project with the intent to engage in a comprehensive Classification and Compensation Study to begin in the 2022-2023 year. The study resumed in 2022 utilizing the consulting firm Eric Hall and Associates/MGT Consulting.
2. **Data** - Information collected by Eric Hall and Associates/MGT Management related to compensation was shared with the Association and the LMSV District bargaining teams.
3. **Value of Study** - The District and the Association acknowledge the importance and value of a high-quality Classification and Compensation Study, and its impact on recruiting and retaining excellent employees with a heart for children.
4. **Current Budget Challenges** -

“Budget issues are a direct result of budget reductions from both state and local factors. These local factors include a decline in both enrollment and attendance in the District, rising special education costs, inflation, and the ending of one-time funds related to the COVID-19 pandemic. We also acknowledge that the recent and ongoing increases to the minimum wage have an overall forecasted impact on the ongoing budget, which the District is required to adhere to. Due to the requirement for the District to project budgets over three-year increments, a \$16 million deficit is projected and must be addressed over the next three fiscal years. The 2024-2025 adopted budget assumes an on-going \$6 million reduction beginning in the 2025-2026 fiscal year, to start addressing this \$16 million projected deficit. At the September 2024 board meeting, the Board will consider a resolution committing to addressing the required budget reductions. By the end of December 2024, the District is required to have a list of cost-reducing measures that will be presented with the first interim budget report.”

- From the Association and District Joint Communication sent on July 23, 2024

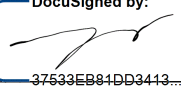
5. **Budget Challenges Related to the Classification and Compensation Study** - The short-term impacts to the classified service will be related to the “Compensation Study,” which is part of the Districtwide Classification/Compensation Study. Data from the compensation study currently indicate the cost of implementation would be approximately \$1.5 million. If implemented this would necessitate further budget reductions in order to maintain the required minimum reserve level. As such, implementation of the compensation component of the study is not feasible due to the present budget constraints.
6. **Contingency Language** - Should the District's financial situation improve, resulting in the elimination of deficit spending and/or associated budget cuts, both parties agree to immediately revisit the compensation portion of the aforementioned Classification and Compensation Study to discuss implementation aiming for placement at the 60th percentile for impacted classifications.

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. The provisions of this Agreement 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 will remain in force and effect on any language not addressed in this MOU.
9. The Parties recognize that, to be enforceable, this MOU must be approved or ratified by the Board of Education and the Association.

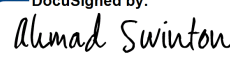
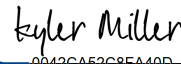
Date: July 25, 2024

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

FOR THE DISTRICT

DocuSigned by:

37533EB84DD3413...
Meg Jacobsen, Ed.D.
Assistant Superintendent
Human Resources, LMSV

FOR THE ASSOCIATION

DocuSigned by:

81AC911F94D841C...
Ahmad Swinton, President Chapter 419
Chapter President
CSEA and its Chapter 419
DocuSigned by:

0042CA52G8FA40B...
Kyler Miller
CSEA Labor Relations Representative