

**MEMORANDUM OF UNDERSTANDING (MOU)
REGARDING THE NEED FOR TEMPORARY NON-PUBLIC AGENCY
PARAPROFESSIONAL SUPPORT
BETWEEN
WESTERN PLACER UNIFIED SCHOOL DISTRICT (District)
AND
CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION and its Western Placer CHAPTER #741
(CSEA)**

The Western Placer Unified School District ("District") and the California School Employees Association and its Western Placer Chapter #741 ("CSEA") collectively referred to as the "Parties," enter into this agreement and agree as follows:

Introduction:

The Parties have entered into this MOU to reflect the agreements related to the current staffing shortage the district is experiencing in the Special Education Paraprofessional, Behavioral Support Assistant (BSA), and LVN/Paraprofessional positions and the need to be legally compliant with services included in individual students' Individualized Education Plans (IEPs). This agreement only applies to the temporary effects of the current staffing shortage in public education for the 2025-2026 school year and shall not be precedent setting for future contract negotiations.

AGREEMENT

1. The Parties agree to the following:
 - a. The District will contract with Non-Public Agencies (NPAs) to supply personnel to fill vacant Paraprofessional or LVN/Paraprofessional positions for high needs students and/or high needs classes when the position remains unfilled (No qualified candidates) after being posted for 5 days. In the event that a new student enrolls, who has an IEP that requires a 1:1 Paraprofessional, Behavioral Support Assistant (BSA), or LVN/Paraprofessional, the district may contract with a NPA to be able to provide the required service(s) and be legally compliant as soon as possible without waiting for the position to be posted for 5 days. The position will be posted within 2 days of learning of the need. A student with high needs is a student whose IEP requires a 1:1 Paraprofessional or LVN/Paraprofessional. A high needs class is a class that is experiencing significant student behavioral challenges or is a class whose population includes significant student impairments that require high levels of staffing support.
 - b. The District will strive to contract with NPAs whose hourly compensation rate is in alignment with the WPUUSD Classified Salary Schedule range for Paraprofessionals, BSAs, or LVN/Paraprofessionals.

- c. The District will continue to post and actively recruit employees to fill existing Paraprofessional, BSA, and LVN/Paraprofessional vacancies (including positions being filled by NPA's). When a qualified applicant is hired for a vacant high student need and/or high needs classes Paraprofessional or LVN/Paraprofessional position, the District will no longer use contracted services for that position.
2. Both parties acknowledge that this agreement does not set a precedent for future working conditions or hours.
3. CSEA and the bargaining unit members of Chapter 741 retain any contractual or legal remedies available to them to resolve any alleged violation of this memorandum of understanding.
4. The District and CSEA agree that the work and/or hours of the classification SEP positions shall not be transferred out of the bargaining unit to management employees, confidential employees, certificated employees, students, volunteers, short term employees, or others outside of the bargaining unit or within the bargaining unit outside of this MOU.
5. Any position that the District wishes to fill under this MOU will be sent to CSEA providing the site, position, hours and salary of said position. The position will not be filled until CSEA approves the placement.
6. This agreement expires on June 30, 2026, and will be revisited at the request of either party. We agree to meet prior to June 1, 2026 to review this MOU and discuss renewal for the following year.
7. We agree to bargain the salary and/or range placement of Paraprofessionals, BSAs, and LVN/Paraprofessionals to determine if current salary placement is a barrier to hiring qualified district employees. If a raise of these classes in terms of a change of range and/or a "tiered" paraprofessional system is agreed to, such raises will not be considered as part of the overall CSEA salary compensation package.

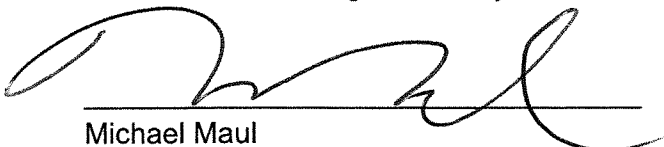
*This agreement shall be in effect upon signature by both parties, ratification by CSEA Western Placer Chapter #741, and Board of Trustees approval.

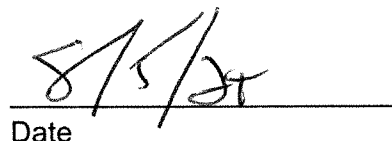
*Except as otherwise provided in this MOU, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect.

*This MOU establishes no past practice or precedence.

*In the event any term of this MOU shall, to any extent, be found to be invalid or unenforceable, the remainder of this MOU shall remain valid and enforceable.

*This MOU shall be governed by and controlled in accordance with the laws of the State of California.


Michael Maul


Date

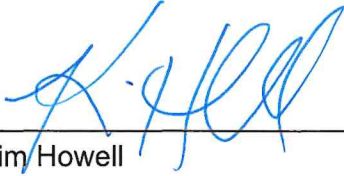
Assistant Superintendent of Personnel Services
Western Placer Unified School District



Heather Glau
Chapter President
Western Placer #741



Date



Kim Howell
Labor Relations Representative
California School Employees Association



Date