

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
WESTERN PLACER UNIFIED SCHOOL DISTRICT (“District”)  
AND THE  
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its WESTERN  
PLACER CHAPTER NO. 741  
(together, “CSEA”)**

The California School Employees Association and its Western Placer Chapter No. 741 (“CSEA”) and the Western Placer Unified School District (“District”) (together the “Parties”) have met and enter into this Memorandum of Understanding (“Agreement”) regarding the implementation of tiered salary adjustments for Paraprofessional/Physical Health Care, Paraprofessional/Physical Health Care- Bilingual, and Instructional Aide- Special Education unit members:

1. The Parties agree to implement the following tiers and relevant salary adjustments to be applied to the base salary for Paraprofessional/Physical Health Care (Paraprofessional) unit members:

- Tier I: No salary adjustment
  - Mild/Moderate RSP Paraprofessionals
- Tier II: 4% salary stipend adjustment
  - Mild/Moderate RSP 1:1 Paraprofessionals
  - Self Contained Mild/Moderate Non Categorical Paraprofessionals
  - Self Contained Mild/Moderate Non Categorical 1:1 Paraprofessionals
- Tier III: 8% salary stipend adjustment
  - Self Contained Moderate/Severe ILS, ASD, and Behavioral Paraprofessionals
  - Self Contained Moderate/Severe ILS 1:1, ASD 1:1, and Behavioral 1:1 Paraprofessionals

2. These adjustments will start on January 1, 2026.

3. Adjustments will be made to the base hourly rate prior to the application of longevity increases.

4. If a unit member in a position that earns a stipend is transferred as a result of a district decision other than a layoff (IE, an administrative transfer), the unit member will retain the stipend.

5. If a unit member voluntarily transfers from a position that earns a stipend to a position that does not earn a stipend, the unit member will no longer earn a stipend.

6. Stipends will only be paid for complete months of service with a position that earns a stipend.

7. 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 and/or becoming part of the contract or successor agreement.

\*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.


This Agreement shall be in effect upon ratification by both Parties.

 Date: 12/4/25

Michael Maul, Assistant Superintendent of Personnel Services Western Placer Unified School District

 Date: 4 December 25

Heather Glau, Chapter President Western Placer #741

 Date: 12/4/25

Kim Howell, Labor Relations Representative California School Employees Association