

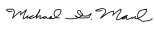
**MEMORANDUM OF UNDERSTANDING (“MOU”)
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its WESTERN PLACER CHAPTER #741 (together “CSEA”)
and
WESTERN PLACER UNIFIED SCHOOL DISTRICT (DISTRICT)**

**REGARDING THE REDUCTION IN HOURS OF EMPLOYEES AND THE EFFECTS AND
IMPACTS OF LAYOFFS**

The Western Placer Unified School District (District) and the California School Employees Association and its Western Placer Chapter #741 (CSEA) do hereby agree to the following to fully resolve negotiations for the effects and impacts of the elimination of bargaining unit positions and reduction of hours identified in Board Resolution No. 25/26.33, a copy of which is attached as Exhibit A.

1. Reemployment shall be handled in accordance with contract article 9.K.
2. While on the reemployment list, bargaining unit members will be first offered long-term substitute and/or short-term positions provided that they meet the minimum qualifications for the substitute position and provided they have signed up for the Substitute List.
3. The District and CSEA further agree that the work of abolished bargaining unit positions shall not be transferred out of the bargaining unit to management employees, confidential employees, certificated employees, students, volunteers, short term employees, or substitute employees, or others outside of the bargaining unit.
4. The district shall release all short-term employees in affected classifications before it lays off bargaining unit employees. Any long-term substitute currently filling a regular classified position will be released and replaced with a laid off bargaining unit member who is qualified and who has signed up for the Substitute List for that classification and who accepts an offer of such assignment. In the event that there are no qualified bargaining unit members on the reemployment list qualified to substitute for a vacant position, the District retains its rights to utilize bona fide substitutes in accordance with the law.
5. The District shall not subcontract out the bargaining unit work performed by employees who have suffered in reduction of hours/work year or laid off employees.
6. The District shall not increase the current and existing workload of remaining bargaining unit employees as a result of the reduction in hours/work year or layoff of bargaining unit employees without first negotiating the decision, impacts and effects of increasing the workload.
7. The District shall provide each employee with a letter verifying position held, date(s) of position held, last salary or wage and stating separation was due to layoff.
8. The District shall adhere to Tucker V. Grossmont (2008) 168 Cal. App. 4th 640.

9. This document shall serve as the Agreement between the parties regarding the decision to reduce the hours of CSEA bargaining unit members and impact and effects of layoffs associated with Resolution Number 25/26.33.
10. This agreement is not effective until ratified by CSEA and the WPUSD Board of Trustees.
11. The parties agree to the reduction of hours to the following positions as outlined in Board Resolution 25/26.33, effective July 1, 2026:
 - a. Health Clerk, SLE from 0.5 FTE (4 hours) to 0.375 FTE (3 hours)
12. Pursuant to Board Resolution 25/26.33, the following reasons for layoff or elimination of position apply:
 - a. Instructional Aide, CCC - lack of work and funds
 - b. Instructional Aide, CCC- lack of work and funds
 - c. Instructional Aide, CCC- lack of work and funds
 - d. Dual Enrollment Technician, DO- lack of work and funds
 - e. Intervention Service Provider, LCE- lack of work and funds
 - f. Paraprofessional, COES- lack of work and funds
 - g. Paraprofessional, FSS- lack of work and funds
 - h. Paraprofessional, COES- lack of work and funds
 - i. Paraprofessional. LHS- lack of work and funds
 - j. Paraprofessional, LHS- lack of work and funds
 - k. LVN/Paraprofessional, DO- lack of work and funds
 - l. LVN/Paraprofessional, DO- lack of work and funds
13. CSEA retains any contractual and legal remedies to resolve any alleged violation of this MOU.

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

Date: 03/23/2026

By: 
Chareen Lauritzen
Chapter President
Western Placer #741

Date: 03/23/2026

By: 
Kim Howell (Mar 23, 2026 12:54:17 PDT)
Kim Howell
Labor Relations Representative
California Schools Employees Association

Date: 03/23/2026

Exhibit A:

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
RESOLUTION 25/26.33**

**RESOLUTION FOR A REDUCTION OF CLASSIFIED SCHOOL SERVICES
FOR THE 2026-2027 SCHOOL YEAR**

WHEREAS, Education Code sections 45101, 45114, 45117, 45298 and 45308 authorize the Western Placer Unified School District (“District”) to layoff or reduce classified employees for lack of work or lack of funds; and

WHEREAS due to a lack of work or a lack of funds, certain services now being provided by the District will be reduced for the upcoming school year;

NOW, THEREFORE, BE IT RESOLVED that as of the 3rd of March 2026, the following positions will be eliminated or reduced:

New Eliminations:

Instructional Aide, CCC	From 2 Hours to 0 Hours
Instructional Aide, CCC	From 2 Hours to 0 Hours
Instructional Aide, CCC	From 2 Hours to 0 Hours
Dual Enrollment Technician, DO	From 8 Hours to 0 Hours
Intervention Service Provider, LCE	From 2.25 Hours to 0 Hours
Paraprofessional, COES	From 3.75 Hours to 0 Hours
Paraprofessional, FSS	From 3 Hours to 0 Hours
Paraprofessional, COES	From 6 Hours to 0 Hours
Paraprofessional, LHS	From 2 Hours to 0 Hours
Paraprofessional, LHS	From 6.84 Hours to 0 Hours
LVN/Paraprofessional, DO	From 1.5 Hours to 0 Hours
LVN/Paraprofessional, DO	From 2.5 Hours to 0 Hours

New Reductions:

Health Clerk, SLE	From 4 Hours to 3 Hours
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Previous Eliminations:

Account Technician II, DO	From 8 Hours to 0 Hours
Paraprofessional, FSS	From 5 Hours to 0 Hours
Paraprofessional, COES	From 3 Hours to 0 Hours
Paraprofessional, GEMS	From 6.75 Hours to 0 Hours
Elementary Campus Monitor, COES	From .5 Hours to 0 Hours

Previous Reductions:

Before/After School Aide (prev.Instructional Aide) COES	From 3.5 Hours to 3 Hours
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Paraprofessional, LHS
Elementary Campus Monitor, COES

From 5 Hours to 2 Hours
From 2 Hours to 1.5 Hours

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized and directed to give notice of reduction of services to the affected employee(s) of this District pursuant to District rules and regulations and applicable provisions of the Education Code not later than March 15, 2026.

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized and directed to take any other actions necessary to carry out this resolution.

The foregoing Resolution was adopted by the Governing Board of the Western Placer Unified School District on March 3, 2026.