

TENTATIVE AGREEMENT
(RESULTING FROM 2025-2026 NEGOTIATIONS)
REGARDING
THE COLLECTIVE BARGAINING AGREEMENT
(July 1, 2025-June 30, 2028)
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:

AGREEMENT

1. This agreement shall be in effect upon signature by both parties, ratification by CSEA members, and Board of Trustees approval.

2. These changes, additions, and deletions shall be adopted within the overall WPUSD/CSEA collective bargaining agreement, and will be published as such.

3. Article VI: Salaries

Salary Increase for Bargaining Unit Members:

The Parties agree to the following salary schedule changes for the 2025-2026 and 2026-2027 school years:

- I. **2025-2026 Salary Schedule Change: 3.00% increase applied to all cells of the published 2025-2026 salary schedule retroactive to January 1, 2026**
- II. **2026-2027 Salary Schedule Change: 2.50% increase applied to all cells of the 2025-2026 salary schedule as impacted by "I" above effective January 1, 2027.**
- III. **If any other bargaining unit in the District is granted a compensation increase for 2025-2026 or 2026-2027 which is greater than that which CSEA agreed to herein, CSEA shall be entitled to that same compensation increase for the relevant year, provided that such additional compensation increase agreed to with another bargaining unit is not the result of cost-saving contractual concession.**

4. Article VII: Vacancies/Transfers/Promotions

A. Definitions

1. A transfer is a change from one position within a District classification to another position within the same classification.
2. A promotion is moving from a position in one District classification covered by this contract (as per Appendix A) to a position in a different District classification covered by this contract (as per Appendix A) with a higher salary range.

B. Posting of Vacant Positions

Notice of all job vacancies shall be posted on Edjoin.org and emailed to all classified employees using their district email address. The job vacancy notice shall remain posted for a period of five (5) full working days during the academic year and five (5) full working days during the summer recess, during which time employees may file for the vacancy. Such posting shall not preclude the District from accepting non-employee applications for the position.

Once a position has been posted for the five (5) day period referenced above, and such posting does not result in any qualified applicants, or if no qualified applicant accepts the position, the District may repost the position for a period of time deemed appropriate by the interested parties, including posting the position as "open until filled." The District shall provide notice of all such repostings to all bargaining unit classified employees via their District-issued email addresses.

Additions of 3 hours or less to an existing position in the same classification at the same site will not require the posting process listed above and the existing person will have first right of refusal. If there is more than one position within the same classification at the same site, the more senior employee will have the first right of refusal, with the exception of positions which are tied to 1:1 services provided in an IEP. If the existing employee is not interested in the additional hours, those hours will be posted following the above procedures.

C. Notice Contents

All position postings shall include:

1. The title of the position.
2. A brief description of the position and duties.
3. The minimum qualifications required for the position.
4. Primary job site.
5. The number of hours per day.

6. Regular assigned work shift times.
7. Days per week.
8. Months per year assigned to the position.
9. The salary range.
10. The deadline for filing to fill the vacancy.

Federal and/or State mandated qualifications and/or requirements for a position shall be reflected in the job description.

D. Applying for a Vacant Position

Any employee in the bargaining unit may apply for a vacant position by either completing a Letter of Interest form (if the vacancy is a lateral transfer) with the Personnel Services Department or by submitting an application on Edjoin.org (if the vacancy is a promotional position) within the job posting period. Probationary employees do not have lateral transfer rights, but may apply for a position in the same classification and be considered, if there are no other applicants from the same classification who would have lateral transfer rights.

E. Interview Panels

CSEA will have at least one member on the interview panel for classified interviews, unless otherwise notified by the CSEA President, or designee. The interview panel lead administrator will be responsible for putting together the interview panel which will include at least one CSEA member. Personnel Services will notify the CSEA President, or designee, when an interview panel is being convened. The CSEA President, or designee, will determine and inform Personnel Services if a CSEA board member is required to be included in the interview panel. The CSEA President, or designee, will notify Personnel Services in the event that a CSEA board member and/or a CSEA member is unavailable and/or not required for an interview panel.

F. Employee-Initiated Transfer

If a permanent employee of the Classified Bargaining Unit applies for a vacancy in the same classification in which they currently hold a position (Lateral transfer), the employee shall be awarded the position (employees are limited to one lateral transfer per school year) unless the employee has received a less than satisfactory evaluation on their most recent evaluation and/or there has been an adverse documented personnel issue (Evaluation and/or documented adverse personnel issue must be within previous 12 months prior to the posting, or will not be a factor for receiving the position). The personnel issue must predate the posting date for the position the unit member has applied for. The issue is not required to be documented within the employee's personnel file. If an employee has received a less than satisfactory evaluation on their most recent evaluation, a lateral transfer may still be granted upon mutual consent of CSEA and the District. If more than one employee applies for the same lateral transfer opportunity, the employee with the most Classified Bargaining Unit seniority, within the classification, shall be

awarded the position if their most recent evaluation is satisfactory or upon mutual consent of CSEA and the District. Ties in seniority within classification shall be determined by total District seniority (Initial hire date). A tie in District seniority will be determined by lot.

If an employee has received a less than satisfactory evaluation on their most recent evaluation and/or documented adverse personnel issue within the previous 12 months prior to the posting, a lateral transfer may still be granted upon mutual consent of CSEA and the District.

If more than one employee applies for the same lateral transfer opportunity, the employee with the most Classified Bargaining Unit seniority, with the classification, shall be awarded the position if their most recent evaluation is satisfactory and/or there has not been an adverse documented personnel issue (Evaluation and/or documented adverse personnel issue must be within the previous 12 months prior to the posting, or will not be a factor for receiving the position). The personnel issue must predate the posting date for the position the unit member applied for. The issue is not required to be documented within the employee's personnel record. If the senior employee has received a less than satisfactory evaluation and/or there has been an adverse documented personnel issue, the bargaining unit member next in line with seniority who applied for the lateral transfer shall receive the position unless they, too, have received a less than satisfactory evaluation and/or documented adverse personnel issue within the previous 12 months prior to the posting. The personnel issue must predate the posting date for the position the unit member has applied for. The issue is not required to be documented within the employee's personnel record. If no permanent employee that applies for a lateral transfer in the classification has a current satisfactory evaluation and/or is without a documented adverse personnel issue for the previous 12 months, one of the internal applicants may still be chosen upon mutual consent of CSEA and the District. Ties in seniority with the classification shall be determined by total District seniority (initial hire date). A tie in District seniority will be determined by lot.

A lateral transfer is a transfer of a permanent employee from one position to another open position in their current Classification, regardless of the amount of hours of the position (An employee can transfer from fewer hours currently worked to more hours or from more hours to fewer hours, or the same amount of hours).

Any permanent employee in the same Classification who expresses interest in a vacancy and is not selected may, upon request, be provided a written explanation of the reason they were not selected.

G. Promotional Opportunities

1. When a new position is created or an existing position becomes vacant, the position will be posted, and the District may first offer the opportunity to promote to eligible District employees serving in a lower class.

2. The District will interview those employees who apply and meet the minimum qualifications for promotion prior to filling the vacancy. If an employee applies for a promotion and is not hired for the position, the district reserves the right to deny interviews to this employee for subsequent promotional vacancies in the same position or classification for the remainder of the school year.
3. If an application is denied, the employee will be given, upon request, a rationale for the denial.

H. **Promotions**

Any employee in the bargaining unit receiving a promotion under the provisions of this Agreement shall be moved to the appropriate range and step of the new class to ensure an increase in salary as a result of the promotion which will be no less than 5%.

The probationary period for a promoted permanent employee in the new classification shall not exceed six (6) work months or 130 days of paid service, whichever is longer. A permanent employee who accepts a promotion and fails to complete the probationary period for that promotional position shall be employed in the classification from which the employee was promoted.

I. **Job Site Transfers**

The District retains the right to utilize employees in the bargaining unit at those sites where their abilities within classification are most needed for smooth and uninterrupted operation of the schools. The District shall not direct any job-site transfer for punitive reasons. Prior to any administrative transfer, the District shall give the member at least five (5) working days notice except in cases of emergency.

J. **Transferring to a Position in a Lower Classification**

When an employee voluntarily transfers to a lower classification, the employee shall be placed at the same step on the salary schedule in the new classification range. The probationary period for such transfer shall be six (6) work months. The unit member shall be evaluated at the conclusion of the third (3rd) and sixth (6th) work month.

K. **Resignations**

1. Any employee resigning a permanent position within the District must give ten (10) working days notice before vacating the position.
2. The employee must check out with their immediate supervisor or Personnel by the last

day of work.

3. All keys, equipment, and materials must be turned in by the last working day.

*Except as otherwise provided in this agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect. The parties agree that this Agreement closes successor negotiations for 2025-2026.

MGM
MGM

CHL
CHL

*This agreement establishes no past practice or precedent.

KH
KH

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

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

Michael J. Maul

03/19/2026

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

Date

Chareen Lauritzen

03/19/2026

Chareen Lauritzen
Chapter President
Western Placer #741

Date

Kim Howell

Kim Howell (Mar 19, 2026 12:39:33 PDT)

03/19/2026

Kim Howell
Labor Relations Representative
California School Employees Association

Date

Heather Glau

03/19/2026

Heather Glau
Negotiating Team Member
California School Employees Association

Date

Michelle Harris

Michelle Harris (Mar 19, 2026 14:58:12 PDT)

Michelle Harris
Chapter Secretary
California School Employees Association

03/19/2026

Date

Norma Lazaro

Norma Lazaro
Chapter Treasurer
California School Employees Association

03/19/2026

Date

Shan Marie Bunch

Shan Marie Bunch (Mar 19, 2026 12:41:10 PDT)

Shan-Marie Bunch
Negotiating Team Member
California School Employees Association

03/19/2026

Date

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE 2025-2026**

Range: Cafeteria

18 Food Service Assistant
25 Food Service Central Production Lead
20 Food Service Cook/Baker
20 Food Service Lead - Primary Schools
25 Food Service Lead - Secondary Schools
28 Food Service Secretary/Administrative Assistant
23 Food Service Warehouse Worker

Range: Clerical

26 Accounting Technician I
30 Accounting Technician II
35 Accounting Technician III
26 Alternative Education Secretary/Administrative Assistant
22 Assistant Principal Secretary/Administrative Assistant
16 Bilingual School Clerk
22 Counselor Secretary/Administrative Assistant
28 Department Secretary/Administrative Assistant
22 District ELD & Intervention Program Secretary/Administrative Assistant
20 District Office Clerk
23 District Receptionist Clerk
32 Dual Enrollment Technician
28 Educational Services Secretary/Administrative Assistant
26 Elementary School Secretary/Administrative Assistant
42 Facilities Planner
26 Facilities Support Clerk, Grant Funded
20 Health Clerk
26 High School Secretary/Administrative Assistant
20 Mail Delivery/Driver
26 Middle School Secretary/Administrative Assistant
28 MTSS Technician
24 Registrar/Student Data Manager
20 School Office Clerk II
21 School Office Clerk II-Bilingual
22 School Office Clerk III
24 Special Education Clerk
28 Special Education Secretary/Administrative Assistant
28 Supplemental Programs & Accountability Secretary/
Administrative Assistant
22 Transition Provider

Range: Education

20 After School Lead Program Facilitator
18 After School Program Facilitator
15 Before/After School Aide
28 Behavior Specialist Assistant
28 College & Career Technician
24 Educational Services Clerk
35 Education Services Technician
21 Elementary Art Technician
13 Elementary Campus Monitor
21 Elementary Dance Technician
15 Instructional Aide
16 Instructional Aide-Bilingual/ESL
25 Interpreter - Oral (***Paid on Step A only***)
25 Interpreter- Deaf & Hard of Hearing
20 Intervention Services Provider
21 Intervention Services Provider-Bilingual
21 Library Media Technician
23 Library Media Technician-High School
32 Licensed Vocational Nurse
28 LVN/Paraprofessional, Specialized Phys Hlth Care
28 Occupational Therapist Assistant I
21 Paraprofessional, Physical Health Care
22 Paraprofessional, Physical Health Care -Bilingual
25 Parent/School/Community Liaison
13 Secondary Campus Monitor
28 Speech-Language Pathology Assistant
33 Translator - Written (***Paid on Step A only***)

RANGE	Step A	Step B	Step C	Step D	Step E	Step F
13	17.93	18.77	19.67	20.63	21.65	22.73
14	18.29	19.21	20.12	21.10	22.19	23.30
15	18.77	19.67	20.63	21.65	22.67	23.81
16	19.21	20.12	21.10	22.19	23.23	24.38
17	19.67	20.63	21.65	22.67	23.81	25.02
18	20.12	21.10	22.19	23.23	24.41	25.63
19	20.63	21.65	22.67	23.81	24.96	26.22
20	21.10	22.19	23.23	24.41	25.60	26.86
21	21.65	22.67	23.81	24.96	26.23	27.55
22	22.16	23.23	24.41	25.60	26.85	28.18
23	22.67	23.81	24.96	26.23	27.52	28.88
24	23.23	24.41	25.60	26.85	28.14	29.54
25	23.81	24.96	26.23	27.52	28.85	30.30
26	24.41	25.60	26.85	28.14	29.54	31.03
27	24.96	26.23	27.52	28.85	30.29	31.77
28	25.60	26.85	28.14	29.54	31.04	32.59
29	26.23	27.52	28.85	30.29	31.76	33.36
30	26.85	28.14	29.54	31.04	32.56	34.20
31	27.52	28.85	30.29	31.76	33.38	35.04
32	28.14	29.54	31.04	32.56	34.19	35.91
33	28.85	30.29	31.76	33.38	35.02	36.75
34	29.54	31.04	32.56	34.19	35.90	37.70
35	30.29	31.76	33.38	35.02	36.79	38.63
36	31.04	32.56	34.19	35.90	37.69	39.58
37	31.76	33.38	35.02	36.79	38.61	40.52
38	32.56	34.19	35.90	37.69	39.58	41.56
39	33.38	35.02	36.79	38.61	40.58	42.60
40	34.19	35.90	37.69	39.58	41.53	43.62
41	35.02	36.79	38.61	40.58	42.58	44.75
42	35.90	37.69	39.58	41.53	43.60	45.77
43	36.79	38.61	40.59	42.58	44.65	46.90
44	37.69	39.58	41.53	43.60	45.75	48.05
45	38.61	40.58	42.58	44.65	46.91	49.26
46	39.58	41.53	43.60	45.75	48.06	50.47
47	40.58	42.58	44.65	46.91	49.26	51.73
48	41.53	43.60	45.75	48.06	50.49	53.01
49	42.58	44.65	46.91	49.26	51.75	54.33
50	43.60	45.75	48.06	50.49	53.02	55.68

Range: Technology

38 CALPADS/Tech Project Tech
33 District & Site Support Tech
45 Network Administrator
45 Technology Data Specialist
33 Technology Support Tech I
36 Technology Support Tech II

Range: Transportation & Maintenance

33 Assistant Mechanic
24 Bus Driver, Special Needs
37 Bus Driver/Driver Trainer
22 Custodian
30 Dispatcher
37 Dispatcher/Driver Trainer
33 District Maintenance Worker
24 Grounds Maintenance Worker
26 Lead Custodian
24 Maintenance/Custodian
42 Mechanic
22 Passenger Van Driver

Longevity: 2.5% salary increase for 10 years of service and 2.5% for each additional 5 years of completed service.

****In addition, the district pays \$14,424 annually towards health benefits**

Retiree Benefits: 15-19 years of consecutive yrs of service, not to exceed \$1201.99 monthly for a max of 7 consecutive yrs or until age 65 or whichever comes first. 20 or more years of consecutive yrs of service, not to exceed \$1201.99 monthly for a max of 10 consecutive yrs or until age 65 or whichever comes first. Part time employees' retirees benefits will be prorated in the way as their current rate of benefits at their effective date of retirement. Members who retire at 65 yrs or older with 20 or more consecutive yrs will be entitled to a one lump sum payment \$5000 paid through supplemental payroll.

Revision History**Revised 04/21/26 - Increase of 3% added to the 2025-2026 salary schedule retro to 01/01/26**

Revised 03/03/26 - Account Tech III Position added on range 35, eff. 03/01/26

Revised 03/03/26 - Account Tech II moved from range 28 to 30, eff. 03/01/26

Revised 03/03/26 - Educational Services Clerk position added on range 24, eff. 03/17/26

Revised 01/20/26 - Passenger Van Driver Position added on range 22, eff. 1/20/26

Revised 01/20/26 - Before/After School Aide Position added on range 15, eff. 1/20/26

Revised 01/20/26 - Instructional Aide-Special Education removed from the salary schedule eff. 01/20/26

Revised 08/05/25 - Cafeteria Site Cashier removed from the salary schedule eff. 07/01/25

Revised 08/05/25 - MTSS Technician added on range 28, eff. 7/1/25

Revised 08/05/25 - Bus Driver/Driver Trainer Position added on range 37, eff. 7/1/25

Effective 07/01/25 - .93% added to the 2024-2025 salary schedule

Revised 03/18/25 - Dual Enrollment Technician Position added on range 32, eff. 7/1/25

Revised 02/04/25-Special Education Clerk moved from range 22 to 24 eff. 02/01/25

Revised 02/01/25 - School Secretary I/Administrative Assistant to Elementary School Secretary/Administrative Assistant

Revised 02/01/25 - School Secretary II/Administrative Assistant to Middle School Secretary/Administrative Assistant

Revised 02/01/25 - School Secretary II/Administrative Assistant to High School Secretary/Administrative Assistant

Revised 02/01/25 - Bilingual Intervention Services Provider to Intervention Services Provider-Bilingual

Revised 02/01/25 - Campus/Cafeteria Supervisor to Elementary Campus Monitor

Revised 02/01/25 - Campus Monitor to Secondary Campus Monitor

Revised 02/01/25 - Cook/Baker to Food Service Cook/Baker

Revised 02/01/25 - Central Production Lead to Food Service Central Production Lead

Effective 02/01/25 - 1.07% added to the 2024-2025 salary schedule, retro to 07/01/24

Revised 12/17/24 - Dispatcher Position added on range 30, eff. 1/1/25

Revised 06/18/24-School Secretary I moved from range 24 to 26 eff. 07/01/24

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE 2026-2027**

Range: Cafeteria

18 Food Service Assistant
25 Food Service Central Production Lead
20 Food Service Cook/Baker
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25 Food Service Lead - Secondary Schools
28 Food Service Secretary/Administrative Assistant
23 Food Service Warehouse Worker

Range: Clerical

26 Accounting Technician I
30 Accounting Technician II
35 Accounting Technician III
26 Alternative Education Secretary/Administrative Assistant
22 Assistant Principal Secretary/Administrative Assistant
16 Bilingual School Clerk
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28 Department Secretary/Administrative Assistant
22 District ELD & Intervention Program Secretary/Administrative Assistant
20 District Office Clerk
23 District Receptionist Clerk
32 Dual Enrollment Technician
28 Educational Services Secretary/Administrative Assistant
26 Elementary School Secretary/Administrative Assistant
42 Facilities Planner
26 Facilities Support Clerk, Grant Funded
20 Health Clerk
26 High School Secretary/Administrative Assistant
20 Mail Delivery/Driver
26 Middle School Secretary/Administrative Assistant
28 MTSS Technician
24 Registrar/Student Data Manager
20 School Office Clerk II
21 School Office Clerk II-Bilingual
22 School Office Clerk III
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28 Supplemental Programs & Accountability Secretary/
Administrative Assistant
22 Transition Provider

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18 After School Program Facilitator
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24 Educational Services Clerk
35 Education Services Technician
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21 Intervention Services Provider-Bilingual
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23 Library Media Technician-High School
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28 LVN/Paraprofessional, Specialized Phys Hlth Care
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16	19.69	20.62	21.63	22.74	23.81	24.98
17	20.16	21.15	22.19	23.24	24.40	25.64
18	20.62	21.63	22.74	23.81	25.02	26.28
19	21.15	22.19	23.24	24.40	25.58	26.87
20	21.63	22.74	23.81	25.02	26.24	27.53
21	22.19	23.24	24.40	25.58	26.88	28.24
22	22.72	23.81	25.02	26.24	27.52	28.88
23	23.24	24.40	25.58	26.88	28.21	29.60
24	23.81	25.02	26.24	27.52	28.85	30.28
25	24.40	25.58	26.88	28.21	29.57	31.06
26	25.02	26.24	27.52	28.85	30.28	31.80
27	25.58	26.88	28.21	29.57	31.05	32.57
28	26.24	27.52	28.85	30.28	31.82	33.40
29	26.88	28.21	29.57	31.05	32.56	34.20
30	27.52	28.85	30.28	31.82	33.38	35.06
31	28.21	29.57	31.05	32.56	34.21	35.92
32	28.85	30.28	31.82	33.38	35.05	36.81
33	29.57	31.05	32.56	34.21	35.90	37.67
34	30.28	31.82	33.38	35.05	36.79	38.64
35	31.05	32.56	34.21	35.90	37.70	39.59
36	31.82	33.38	35.05	36.79	38.63	40.57
37	32.56	34.21	35.90	37.70	39.58	41.53
38	33.38	35.05	36.79	38.63	40.57	42.60
39	34.21	35.90	37.70	39.58	41.59	43.67
40	35.05	36.79	38.63	40.57	42.57	44.72
41	35.90	37.70	39.58	41.59	43.64	45.87
42	36.79	38.63	40.57	42.57	44.69	46.92
43	37.70	39.58	41.60	43.64	45.77	48.07
44	38.63	40.57	42.57	44.69	46.89	49.25
45	39.58	41.59	43.64	45.77	48.08	50.49
46	40.57	42.57	44.69	46.90	49.26	51.73
47	41.59	43.64	45.77	48.08	50.49	53.02
48	42.57	44.69	46.89	49.26	51.76	54.34
49	43.64	45.77	48.08	50.49	53.05	55.69
50	44.69	46.89	49.26	51.76	54.35	57.07

Range: Technology

38 CALPADS/Tech Project
Tech
33 District & Site Support Tech
45 Network Administrator
45 Technology Data Specialist
33 Technology Support Tech I
36 Technology Support Tech II

Range: Transportation & Maintenance

33 Assistant Mechanic
24 Bus Driver, Special Needs
37 Bus Driver/Driver Trainer
22 Custodian
30 Dispatcher
37 Dispatcher/Driver Trainer
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Revised 02/01/25 - Bilingual Intervention Services Provider to Intervention Services Provider-Bilingual

Revised 02/01/25 - Campus/Cafeteria Supervisor to Elementary Campus Monitor

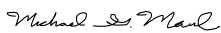
Revised 02/01/25 - Campus Monitor to Secondary Campus Monitor

Revised 02/01/25 - Cook/Baker to Food Service Cook/Baker

Revised 02/01/25 - Central Production Lead to Food Service Central Production Lead

Effective 02/01/25 - 1.07% added to the 2024-2025 salary schedule, retro to 07/01/24

Revised 12/17/24 - Dispatcher Position added on range 30, eff. 1/1/25

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