

**MEMORANDUM OF UNDERSTANDING (MOU)
REGARDING THE IMPLEMENTATION OF ALTERNATE SUMMER HOURS SCHEDULES
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 agreement in relation to the implementation of alternate summer schedules for CSEA District Office employees:

AGREEMENT

1. The Parties agree to the following:
 - a. While the District Office for WPUSD is on "summer hours" from June 12, 2026, through August 7, 2026, CSEA District Office Employees (including the Technology Department) may work alternate schedules from their normally scheduled shifts.
 - b. These alternate shifts may include the option to work four ten-hour shifts rather than five eight-hour shifts. No member will be required to opt into working four ten-hour shifts.
 - c. The organization of alternate shifts, should employees opt into them, will be done via collaboration between unit members and their supervisors to ensure that District Office business can be conducted as usual.
 - d. On weeks impacted by paid holidays (such as Juneteenth and Fourth of July), employees will only work four eight-hour shifts.
 - e. Employees working four ten-hour shifts will have a regular schedule of such shifts that are consistent throughout the summer hours schedule period.
 - f. Employees working four ten-hour shifts will not receive overtime pay for working beyond eight hours in a day, so long as they do not exceed ten hours in a day nor forty hours in a week.
 - g. The Parties agree to use this MOU and its impacts as an exploratory opportunity to consider wider implementation of this model to other member groups in the future.
2. This agreement expires on August 31, 2026, and will be revisited at the request of either party. We agree to meet prior to June 1, 2027 to review this MOU and discuss renewal for the following year.

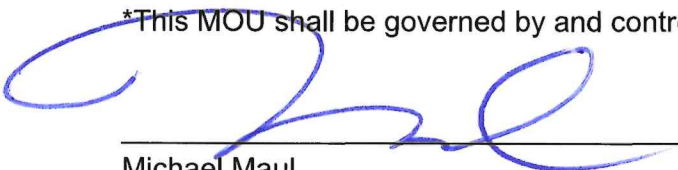
*This agreement shall be in effect upon signature by both parties, ratification by CSEA Western Placer Chapter #741, and Board of Trustees approval.

*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.

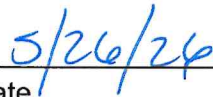
*In the event any term of this MOU shall, to any extent, be found to be invalid or unenforceable, the remainder of this MOU shall remain valid and enforceable.

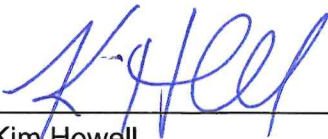
*This MOU shall be governed by and controlled in accordance with the laws of the State of California.

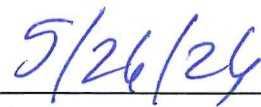


Michael Maul
Assistant Superintendent of Personnel Services
Western Placer Unified School District

Date

Chareen Lauritzen
Chapter President
Western Placer #741

Date

Kim Howell
Labor Relations Representative
California School Employees Association

Date