

**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 EFFECTS AND IMPACTS OF LAYOFFS of SPECIALLY FUNDED POSITIONS:

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 identified in Board Resolution No. 25/26.37, 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 laid off employees.
6. The District shall not increase the current and existing workload of remaining bargaining unit employees as a result of the 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 impact and effects of layoffs associated with Resolution Number 25/26.33.

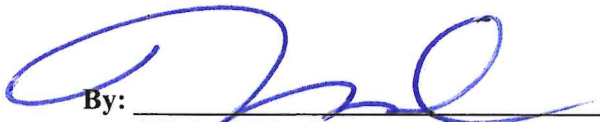
10. This agreement is not effective until ratified by CSEA and the WPUSD Board of Trustees.

11. Pursuant to Board Resolution 25/26.33, the following reasons for layoff or elimination of specially funded positions apply:

a. Paraprofessional, CCC

Lack of Work or Funds

12. 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: 5/15/24

By: 

Chareen Lauritzen
Chapter President
Western Placer #741

Date: 5/15/24

By: 

Kim Howell
Labor Relations Representative
California Schools Employees Association

Date: 5/15/24

Exhibit A:

**BEFORE THE BOARD OF TRUSTEES
WESTERN PLACER UNIFIED SCHOOL DISTRICT**

In the Matter of the Resolution to Eliminate) RESOLUTION No. [25/26.37]
Classified Position(s) Due to Expiration of)
Specially Funded Program)
_____)

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

WHEREAS, due to a lack of work or a lack of funds, certain services now being provided by the District must be laid off;

WHEREAS, Education Code section 45117 authorizes layoffs upon 60 calendar days' notice due to the expiration of a specially funded program; and

WHEREAS, the District has determined that the layoffs effectuated pursuant to this resolution are due to the expiration of a specially funded program; and

WHEREAS, the State Preschool Program at Carlin C Coppin Elementary School is a specially funded program; and

WHEREAS, as of the 2026-2027 school year, the District will no longer receive funding for the State Preschool Program at Carlin C Coppin Elementary School,

NOW, THEREFORE, BE IT RESOLVED that, as of the end of the day on June 30, 2026, the following classified positions be eliminated:

Paraprofessional/Physical Health Care, CCC From 8.0 Hours to 0.0 Hours

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized and directed to give notice of the layoff 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 sixty (60) days prior to the effective date of such discontinuance as set forth above.

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