

MEMORANDUM OF UNDERSTANDING
BETWEEN PERRIS UNION HIGH SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PERRIS VALLEY CHAPTER #469 (CSEA)

Paraeducator Testing

March 4, 2026

This Memorandum of Understanding ("MOU") is entered into by and between the Perris Union High School District ("DISTRICT") and the California School Employees Association and its Perris Valley Chapter #469 ("ASSOCIATION") (collectively, the "PARTIES").

RECITALS

The DISTRICT has a legally mandated obligation to meet the requirements of Every Student Succeeds Act (ESSA), which affects all paraeducator classifications (Paraeducator RSP, Paraeducator SH, and Paraeducator SC). On December 18, 2025, the DISTRICT sent correspondence to paraeducators who were identified as not meeting the ESSA qualifications. The goal of the ASSOCIATION is to create a transition that is both legally compliant and attainable for our membership.

The PARTIES have a mutual interest in ensuring that no member experiences a negative impact or loss of position due to compliance requirements, given the extremely vital role that our paraeducator staff play.

AGREEMENT

The PARTIES agree as follows:

1. Per the Every Student Succeeds Act (ESSA) and the paraeducator job descriptions, all paraeducators (Paraeducator RSP/SDC, Paraeducator SH, and Paraeducator SC) are required to satisfy one of the following:
 - a. Completion of at least sixty (60) units at an institution of higher education
 - b. Possession of an Associate's Degree (e.g. AA, AS, ADT)
 - c. Through a local, state, or out-of-state assessment, that is appropriate to the responsibilities to be assigned to the paraprofessional, knowledge of, and ability to assist in, instructing reading, writing, and mathematics.
 - d. A passing score on a previous district paraeducator hiring test will be deemed as a local assessment to satisfy the ESSA requirement.
2. The district shall identify a list of paraeducators who have not satisfied the above ESSA requirements.
3. If a paraeducator does actually meet the above ESSA requirements listed above, they will provide HR department proof via an official transcript or official test score report.
4. The District will provide reimbursement to paraeducators for the costs associated with ordering an official transcript. The employee must submit an Employee Claim Reimbursement Form to complete this process. All new hires will be responsible for the cost associated with the ordering of transcripts.

5. If a paraeducator cannot provide proof of ESSA requirement via official transcripts/test scores, they may satisfy ESSA requirement via district testing:
 - a. Paraeducators will be allotted 2 hours to complete the testing.
 - b. Paraeducators will be allowed to utilize a calculator to complete the testing.
 - c. A paraeducator who requires testing accommodations will notify HR regarding their needs prior to the testing attempt, and the district will provide the necessary accommodations prior to the testing attempt.
 - d. If a paraeducator does not successfully pass the test with a score of 70%, the paraeducator will be allowed to retake the test.
 - e. After three (3) testing attempts, any additional test attempts will need to be taken before or after the paraeducator's work hours.
6. If a paraeducator is unable to successfully pass the test by June 30, 2026, any resulting disciplinary action shall be handled pursuant to Article 21 (Discipline), up to and including termination of employment.
7. Moving forward, all newly hired paraeducators will have to satisfy ESSA requirements prior to the start of employment.

This Agreement constitutes the entire agreement and understanding of the PARTIES. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by a written instrument executed by both PARTIES.

The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the PARTIES.

It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 4th day of March 2026

Association:



Douglas Eller
CSEA Representative of Community Services

District:



Alfredo Andrade
Chief Human Resources Officer



Heliezer Espinoza
CSEA Representative of Clerical



Maribel Escobar
Director, Human Resources



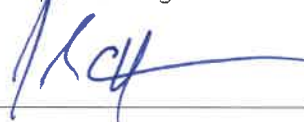
Tara Hefner
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Adam Estrada
Director, Risk Management



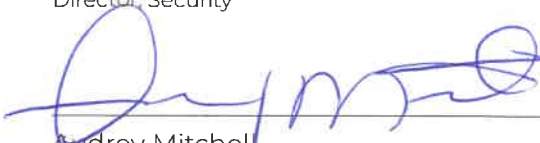
Jennafer Lapaglia
CSEA Representative of Paraeducators



John Hannon
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CSEA Representative of Technology



Marvin Frias
CSEA Representative of Maintenance



John Phillips
Lead Negotiator

