

**MEMORANDUM OF UNDERSTANDING (MOU)**

**Between PLACER COUNTY OFFICE OF EDUCATION ("PCOE")**

**And the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its**

**PLACER COE CHAPTER #479 (together, "CSEA")**

**Increase of Work Hours and Changed Schedules for Behavior Support Assistant Positions**

The Placer County Office of Education ("PCOE") and the California School Employees Association and its Placer COE Chapter #479 (together, "CSEA") enter this Memorandum of Understanding ("MOU") to regarding the increase of work hours and changed schedules for Behavior Support Assistant ("BSA") positions assigned to Del Oro High School.

**PCOE and CSEA agree to the following:**

1. The hours for the Behavior Support Assistant positions (PCNs 872, 1265, 1267, 1578, & 1691) assigned to Del Oro High School will be increased by 1.00 hours (6.00 to 7.00) to align with the revised bell schedule and to ensure equitable access to student services.
2. The new work schedules for these positions will be changed from 8:30am-3pm to 8:15am-3:45pm.
3. All impacted employees shall not suffer loss in salary, CalPERS, benefits, hours, or seniority as result of this agreement. The salaries and all associated benefits will be adjusted proportionally to reflect the increase in hours for incumbents.
4. All impacted employees will be notified by PCOE of their new hours and work schedules immediately once an agreement has been reached.
5. The Parties agree that this MOU does not in any way alter or modify the current collective bargaining agreement.
6. Nothing in this MOU shall be construed to waive or limit any contractual, legal, or statutory rights or remedies available to CSEA or affected bargaining unit members to challenge any alleged violation of this MOU.
7. Disputes regarding this MOU shall be resolved via the Collective Bargaining Agreement grievance procedure or any remedial mechanism provided by law.
8. This agreement shall go into effect after formal ratification by both parties.
9. This MOU is non-precedent setting.

Date:

08/08/2025

For CSEA:



Mary Montes, CSEA 479 President

Date: 8/7/2025

For PCOE:



Brian Swank, Executive Director – Human Resources

*Marco Pimentel*

8/11/25