

MEMORANDUM OF UNDERSTANDING (MOU)
Between
Coachella Valley Unified School District (CVUSD)
And
Coachella Valley Teachers Association (CVTA)

This Memorandum of Understanding (MOU) is entered into by and between the Coachella Valley Unified School District ("District") and the Coachella Valley Teachers Association ("Association") to establish a clear and mutually agreed-upon process for addressing certificated staff who are currently misassigned in special education classrooms serving students with extensive support needs while holding credentials that authorize service to students with mild to moderate support needs.

This MOU is narrowly tailored and applies exclusively to those identified misassignments and shall not establish precedent beyond this specific circumstance.

Recitals

The parties acknowledge that certain certificated employees are presently assigned to positions that do not align with their credential authorization, specifically in classrooms serving students with extensive support needs. These assignments create compliance concerns under state and federal requirements governing appropriately credentialed staff.

The parties further recognize the District's obligation to ensure proper credential alignment while minimizing disruption to students and staff.

This MOU applies only to certificated unit members:

- Currently assigned to special education classrooms serving students with extensive support needs; and
- Holding credentials that authorize service to students with mild to moderate support needs only.

The District shall identify affected unit members whose current assignments are not aligned with their credential authorization.

Consistent with Article IX, Section 9.4.1 of the Collective Bargaining Agreement (CBA), the District shall first seek to resolve misassignments through voluntary transfers or reassignments as vacancies become available. If voluntary measures do not fully resolve the misassignments, the District may initiate involuntary transfers or reassignments in accordance with Article IX of the CBA, specifically under the allowable reason of:

- Affected unit members will be notified of available positions aligned with their credentials.
- Unit members will be given the opportunity to express interest in available assignments.
- If more than one unit member applies for a transfer, the unit member with the greatest District seniority will be granted the transfer.
- If no unit member voluntarily transfers, the unit member with the least seniority of the identified misassigned employees would be involuntarily assigned to the vacancy in special education serving students with mild to moderate support needs in alignment with their credentials.

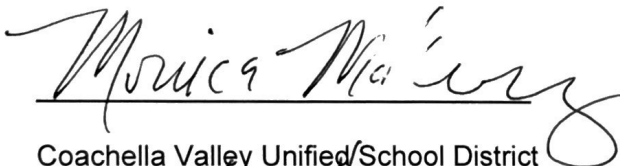
All resulting assignments shall align with the unit member's valid credential authorization to ensure compliance with applicable laws and regulations.

This MOU is non-precedent-setting and shall not be cited or relied upon in any other matter, grievance, or proceeding beyond the specific circumstances described herein.

This MOU shall take effect upon execution by both parties and shall remain in effect through the completion of the reassignment process.

This MOU constitutes the entire agreement between the parties regarding this issue and supersedes any prior discussions, whether oral or written, concerning the subject matter herein.

For the District:



Coachella Valley Unified School District

Date: 4/24/26

For the Association:



Coachella Valley Teachers Association

Date: 4/24/26