

**MEMORANDUM OF UNDERSTANDING #3**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**  
**Voluntary Transfers**  
**2024-2025 & 2025-2026 School Years**

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“FCEA”), collectively referred to as “the Parties,” enter into this Memorandum of Understanding (“MOU”) regarding “Voluntary transfers initiated at the request of an employee.”

Article 11 allows voluntary transfers to continue into the summer months. This timeline results in the inability to recruit and hire certificated positions. This has a direct impact on students and staff supporting classrooms at the start of the school year. In an effort to limit vacancies at the beginning of the year, the Parties agree to make short term modifications to CBA language. For the period of this MOU, the language set forth below shall supersede any conflicting language in Article 11.

1. Voluntary Transfer Window:

- a. Unit members who wish to participate in the voluntary transfer process must submit an application within the two-work week period immediately preceding President’s Day.
- b. Vacancies which occur after June 13<sup>th</sup> will not be included in the voluntary transfer process.

2. Vacancies Which Occur After June 13<sup>th</sup>:

a. External Postings

- 1) Vacancies which occur after June 13<sup>th</sup> will be posted to external candidates until all vacancies are filled for the school year.
- 2) These postings may omit any of the following information: school site, grade level, subject and/or specialist area or credential requirements.

b. Extended Voluntary Transfer

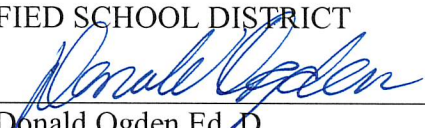
- 1) Unit members who timely apply in 1.a. above shall be included within the pool of external applicants if:
  - a) The unit member applied for only one specific school and specific grade level/span; and
  - b) A vacancy occurs that matches their specific request.

- 2) If this happens, HR will send an email to the unit member's work address that they have been included within the pool.


This MOU is valid only until the close of business on August 15, 2026.

There are no costs associated with implementing this MOU.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By:   
Donald Ogden Ed. D.,  
Associate Superintendent HR

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By:   
Tracy Sufer,  
Executive Officer/Bargaining Chair

Date: 11-15-2024

Date: 11-20-24

Board Approved: \_\_\_\_\_