

MEMORANDUM OF UNDERSTANDING #2
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION


Revise Appendix B of Collective Bargaining Agreement
2024-2025

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 Appendix B of the Collective Bargaining Agreement.

The current contract provides a list of ratio factors and total workdays for specific positions located in Appendix B. This format causes confusion to staff and applicants because the ratio factor is used to calculate pay by multiplying the base pay by the ratio factor. Schedule B will be replaced by a 01 salary schedule and key. This salary schedule key will allow employees and applicants instant access to the correct pay range of any position on the list.

There are no costs associated with implementing this MOU.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
Donald Ogden, Associate
Superintendent Human Resources

Date: 9/12/2024

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter, FCEA Executive Officer/
Bargaining Chair

Date: 9-12-24

Board Approved: 10/03/2024



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

CERTIFICATED EMPLOYEE SALARY SCHEDULE KEY 2024-2025

<u>Teachers</u>	<u>Salary Schedule</u>	<u>Calendar Days</u>
Elementary Teacher	01	185
Elementary Teacher – Foreign Language	01	185
Montessori Teacher	01	185
Elementary Teacher – Gateway Academy	01	185
Elementary Specialist Teacher	01	185
Charter School Teacher	01	185
Middle School Teacher	01	185
High School Teacher	01	185
Secondary Teacher	01	185
Independent Study Teacher	01	185
Home Teacher	01	185
Community Day School Teacher	01	185
CTE Teacher	01	185
Intervention	01	185
Continuation Teacher	01	185
AFJROTC Teacher	82	194
Special Education Mild/Moderate	83	185
Special Education Mild/Moderate Learning Center	83	185
Special Education Moderate/Severe	83	185
Special Education Preschool	83	185
Special Education Adapted PE	83	185
Special Education Orthopedic Impairment	83	185
Special Education ED	83	185
Educational Specialist Preschool/TK/K	83	185

<u>Teachers on Special Assignment</u>	<u>Salary Schedule</u>	<u>Calendar Days</u>
Instructional Coach	55	189
Technology Integration Lead Teacher	81	194
Curriculum and Instruction Specialist – SEL	81	194
Curriculum and Instruction Specialist – Inclusion	81	194
District Lead Teacher (TOSA)	81	194
Student Support Specialist	81	194

<u>Other Certificated</u>	<u>Salary Schedule</u>	<u>Calendar Days</u>
School Nurse	81	194
School Psychologist	95	194
Deaf and Hard of Hearing Specialist	81	194
District Librarian	81	194
Visually Handicapped Specialist	81	194
School Counselor	81	194
College Readiness Student Advocate	81	194
Counselor Youth Development	81	194
Assistive Technology Specialist	95	204
Augmentative Alternative Comm Specialist	97	204
Speech Language Pathologist	96	185
Program Specialist	85	196
Teaching Assistant Principal	79	189

<u>Certificated Factors (Additional Pay – Not Base Pay for CalStrs)</u>	<u>Salary Schedule</u>	<u>Calendar Days</u>
Secondary Division Leader 4% (1-2, including Division Leader (DL))	40	186
Secondary Division Leader 6% (3-6, including DL)	60	186
Secondary Division Leader 8% (7+, including DL)	80	186
Secondary Division Leader ROTC 4%	41	186
Secondary SPED Division Leader 6% (3-6, including DL)	61	186
Secondary SPED Division Leader 8% (7+, including DL)	84	186
Elementary Department Chair	50	189
Athletic Director 6% (3-6 including AD)	60	185
Athletic Director 8% (7+, including AD)	80	185
Athletic Director SPED 6% (3-6 including AD)	61	185
Athletic Director SPED 8% (7+, including AD)	84	185