

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING
Initial Salary Placement – Speech Pathologist

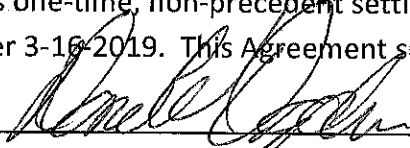
02-12-2019

Folsom Cordova Education Association and Folsom Cordova Unified School District (District), hereinafter “the parties,” have reached this memorandum of understanding (Agreement) regarding the following:

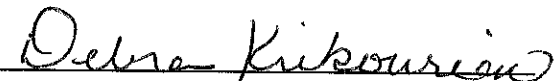
Initial salary placement for Speech and Language Pathologists (SLPs) will be determined by considering experience, using the following criteria:

1. Outside experience for which a credential is required will be credited.
2. Credit will be allowed for non-public school practice, non-public agency practice, and other relevant Speech Language Therapist experiences related to school-age children (preschool through age 22).
 - a. Prior non-credentialed experience must have occurred within the ten (10) years immediately preceding the date of employment.
3. Credit will be granted on a one (1) step for one (1) year experience, whether sequential or on an interrupted basis, in which at least 75% of the work year is completed.
4. All credit allowed will be at a maximum of nine (9) years of experience. The maximum experience allowable, therefore, will place the teacher on the tenth (10th) step of the salary schedule.
5. Placement on the salary schedule shall be based upon receipt and approval of verification of records and documents by the Human Resources Department.

This one-time, non-precedent setting Agreement only applies to SLPs who have a Start Date after 3-16-2019. This Agreement sunsets 3-16-2020.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION

2-12-19

Date

2/12/19

Date

Board Ratification Date _____

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING

Mills Middle School Schedule Change
3/26/2019

The parties agree to implement a seven (7) period modified block schedule at Mills Middle School for the 2019/2020 school year:

1. General

Effective July 1, 2019, a seven (7) period modified block schedule shall replace the eight (8) period day currently at Mills Middle School.

2. Daily Student Contact Maximums

- a. Teachers at Mills Middle School shall not exceed 175 contacts, except for music and physical education teachers who shall not exceed 200 contacts.
- b. Individual teachers may agree to exceed these contacts in order to meet their individual program needs. Less than full time teachers, or teachers with assignments which vary in contacts, will be assigned contacts on a proportional basis.

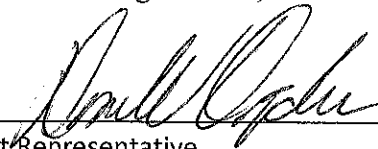
3. Maximum Class Sizes

- a. Individual class sizes shall not exceed safety guidelines established by the fire department and the District's insurance providers.
- b. Class sizes at Mills Middle School shall not exceed 37 students per class, except for music and physical education classes which shall not exceed 45 students per class.
- c. During the first two (2) weeks of instruction of each trimester/semester, student contacts and/or class sizes may exceed these maximums in order to balance and finalize the master schedule. After the first two (2) weeks, an exception to the maximums may continue if the requirements of CBA sections 10.1.2.1 through and including 10.1.2.3 are met.

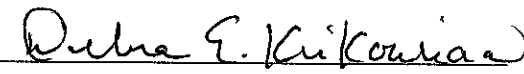
4. Prep Periods

- a. Ratios are established in section 8.3.2.

Absent mutual agreement, this MOU shall sunset on June 30, 2020.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION (FCEA)

3/27/19

Date

3/26/19

Date

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING
Rates of Pay for Certificated Non-Management Positions
3/21/2019

This Memorandum of Understanding clarifies rates of pay for Certificated positions.

Adult Ed and Summer School Instructional Rate

Paid hourly per salary schedule
Must be preapproved by supervisor

Instructional Rate outside of regular school day

Paid at \$45/hour
Must be preapproved by supervisor

Paid Professional Development outside of regular day

Paid at \$45/hour
Must be preapproved by supervisor

Game day ticket taker/ Athletic and Activity (i.e. dance) Supervision

Paid a \$25 stipend
Must be preapproved by supervisor

Stipends

Paid per salary schedule or specific MOU
Clubs/ PTA-sponsored Clubs (i.e. homework club) paid per Contract as a major or minor stipend

Moving Pay

Either paid at daily sub rate (All sites paid at Folsom Schools Rate) or may use Release Time. Max 2 days.
Must be preapproved by supervisor and facilities


Saturday School

Paid at daily sub rate (All sites paid at Folsom Schools Rate)
Must be preapproved by supervisor

Attendance for Meetings is considered part of adjunct professional duties and does not receive an hourly rate or stipend.

Intermittent or voluntary additional instructional time ("additional time" or sub time) worked within either the work day (during prep period) or school day will be paid at the sub rate (see side letter for sub teaching during prep period or day). For example, a part time teacher who does not have a paid prep period can voluntarily cover a class during their non-contract time. Exception: Long-term or semester courses that fall under Article 8.4.

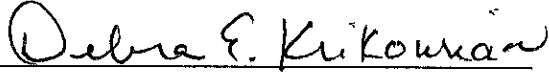
Absent mutual agreement, this MOU shall sunset on June 30, 2020.



FCUSD Representative

3/27/19

Date



FCEA Representative

3/26/19

Date

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING

Update to Appendix B Ratio Factors for Certificated Personnel

4/4/2019

This Memorandum of Understanding is to update contract language in regard to implementing the District's corrective actions under the Comprehensive Coordinated Early Intervening Services Plan due to the District's Significant Disproportionality.

Current Language: See Appendix B Official Work Year and Ratio Factors for Certificated Personnel

New Language: Add Equity Leaders under the following terms:

The District needs up to 20 Certificated Personnel to work as Equity Leaders. Equity Leaders will go through Training of Trainers (T.o.T.) training and will provide Professional Development (PD) on Cultural Competence to District staff.

Equity Leaders will engage in the following:

Spring/Summer 2019:

1. Participate in a 6-hour training of "Let's Talk about Race" on April 26, 2019.
2. Participate in Online Course 1: "Culturally Relevant Pedagogy" in April/May 2019.
3. Participate in Online Course 2: "The Tragedy of Non-Ness: How Language Damages Our Quest for Social Justice" in June 2019.
4. Participate in Online Course 3: "Teaching White: Exploring How Race Influences Relationships" in July 2019.
5. After completing the coursework, Equity Leaders will receive a Cultural Readiness Certification from EPOCH Education.

2019/2020 School Year:

1. Co-facilitate at least one PD day out of six (6) total during the 2019/2020 school year. Each PD day will contain three (3) sessions of Cultural Competence.
 - a. The 2019/2020 PD days for Cultural Competence are August 6, 7; October 14; and one day each in January, March, and May.
2. One full day of T.o.T. training in September 2019.
3. Six (6) release days to receive additional coaching and mentoring as well as provide training on Cultural Competence.

4. Assigned employees shall be notified of his/her status for the next school year no later than April 12, 2020.

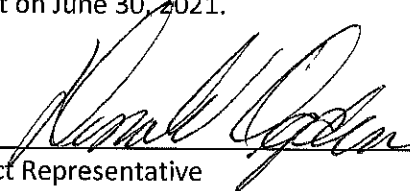
2020/2021 School Year:

1. Six (6) release days to receive additional coaching and mentoring as well as provide training on Cultural Competence.

Dependent upon full participation and completion of the Cultural Competence Certification, Equity Leaders will be paid a 1.04 ratio factor for each year in the position during the 2019/2020 and 2020/2021 school years.

Interested certificated staff members should apply through in-house application on Edjoin. The deadline to apply is April 10, 2019.


This is a one-time agreement, and is not precedent setting. Absent mutual agreement, this MOU shall sunset on June 30, 2021.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

Date

4-4-19



Association Representative
For the FOLSOM CORDOVA
EDUCATION ASSOCIATION

Date

4/4/19

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING

Cordova High School MYP/DP Program
5/6/2019

The parties agree to continue the seven (7) period Middle Years Program (MYP) and Diploma Program (DP) at Cordova High School for the 2019/2020 school year:

1. Daily Student Contact Maximums

- a. Teachers at Cordova High School shall not exceed 175 contacts, except for music and physical education teachers who shall not exceed 200 contacts.
- b. Individual teachers may agree to exceed these contacts in order to meet their individual program needs. Less than full time teachers, or teachers with assignments which vary in contacts, will be assigned contacts on a proportional basis.

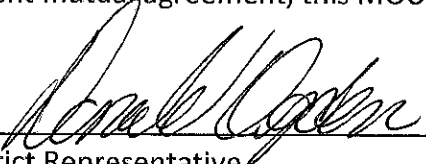
2. Maximum Class Sizes

- a. Individual class sizes shall not exceed safety guidelines established by the fire department and the District's insurance providers.
- b. Class sizes at Cordova High School shall not exceed 37 students per class, except for music and physical education classes which shall not exceed 45 students per class.
- c. During the first two (2) weeks of instruction of each semester, student contacts and/or class sizes may exceed these maximums in order to balance and finalize the master schedule. After the first two (2) weeks, an exception to the maximums may continue if the requirements of CBA sections 10.1.2.1 through and including 10.1.2.3 are met.

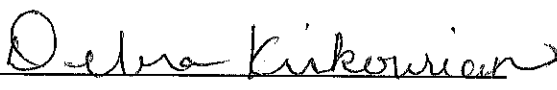
3. Early Out Days to Facilitate MYP

Four (4) early out days, in addition to those specified in the CBA, shall be scheduled during each school year. This time shall be utilized by teachers to write and adjust instructional units in the first year. Thereafter, this time shall be used by teachers to complete student assessments.

Absent mutual agreement, this MOU shall sunset on June 30, 2020.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION (FCEA)

5-22-19

Date

6/3/19

Date

Board Approval _____

THE FOLSOM CORDOVA EDUCATION ASSOCIATION

AND THE

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

MEMORANDUM OF UNDERSTANDING

APPENDIX D

5-6-2019

This Memorandum of Understanding is to update the athletic contract language in Appendix D. Upon ratification, the below language will replace Appendix D:

CERTIFICATED EXTRA CURRICULAR STIPEND SCHEDULES

Payment will be made, only as provided for in the annual budget, in accordance with the following schedules. Such payment will be in a lump sum on the supplementary payroll at the conclusion of the activity for the individual assignment.

For each year of this Agreement, the stipends set forth in this Appendix D-1 and D-2 shall be improved each July by the same percentage as the certificated salary schedule.

Major Clubs - Minimum: Two (2) meetings per month, *15 participants, two (2) service projects per year. This service project benefits school or community. It is not a money-raising activity for the benefit of the club itself, or an activity for the membership of the club.

Minor Clubs - Minimum: Two (2) meetings per month and *15 participants. No service project requirements.

Special Service Club: Sole purpose of the club is service directly related to an athletic season or school function. Club activity coincides with the athletic season for functions, i.e., Trackettes, Swimmettes, and Library. No class time is scheduled.

* In cases of highly specialized club activities where there are less than fifteen (15) participants, permission from the Assistant Superintendent of Human Resources is required before activating the club.

The District reserves the right to determine the number and kinds of personnel necessary for the safe and/or efficient operation of the extracurricular program.

Employees may not be involuntarily assigned to perform duties listed on this extracurricular assignment pay schedule; however, once such an assignment has been accepted it must be fully completed as directed by the site level administrators or their designee.

ATHLETICS:

- A Head coach is hired for each team.
- An assistant is employed when 20-39 students are involved in the football, cross country, wrestling, track and field, or swimming teams; another assistant is employed for each additional 20 students. For purposes of preliminary staffing, the number actively participating in the last league team contest of the previous season is the determining factor.
- Eligibility for athletic pay for high school is determined by a minimum of forty-eight (48) activity sessions, including practices and contests. Middle school athletic pay will be determined by a minimum of twenty-eight (28) activity sessions, including practices and contests.

- The season begins and ends on the date indicated by the California Interscholastic Federation (CIF) "Season of Sport" calendar. The coach must be in attendance for the practice to be official. The season ends on the date of the last regular season game for football, baseball, softball, volleyball, soccer, and basketball. For the purpose of extended pay, the season ends at the conclusion of the sectional contests for all other sports.
- If in a post-season playoff, additional payment requests will be submitted at the conclusion of the activity. Extended season payment is based on the stipend divided by twelve (12), (season is considered to be 12 weeks), for one (1) week: divided again by five (5) for a daily rate. The amount of this increase in stipend shall generally provide proportional weekly pay for each week during the post-season, but in no case shall exceed thirty percent (30%) of the original stipend. It is intended only to provide compensation for the extra time involved.

MUSIC:

- It is understood that the term "concert" refers to a formal, planned, and publicized evening performance designed for students, parents, school, and community.
- A "Music Festival" must be a CMEA sanctioned event. Each individual ensemble must perform on its own at a CMEA festival to qualify for extra-curricular pay. It is possible to combine groups at a festival, but prior approval from the Music Department Chair is required.
- These "requirements" for extra-curricular pay represent a minimum. It is expected that each music teacher will be responsive to requests from their administration and community to perform at worthwhile functions. These would include, but not be limited to: pep rallies, community events, school assemblies, patriotic observances, etc.

Extra-Curricular Longevity Stipend:

1. Only one (1) service credit may be earned per any one (1) academic year.
2. Only service credits earned in the previous ten (10) years are applicable.
3. Credit for "longevity" stipend is based on any paid FCUSD extracurricular service and need not be continuous or consecutive service.
4. Previous service is based on the individual's proven written record of employment.
5. Upon commencement of the fourth year of extracurricular service, a 5% factor will be applied to the employee's extracurricular stipend.

Appendices D-1 and D-2 Stipends attached.

Debra Kikourian
 Association Representative
 For the FOLSOM CORDOVA EDUCATION

5/30/19
 Date

Ronald [Signature]
 District Representative
 For the FOLSOM CORDOVA UNIFIED
 SCHOOL DISTRICT

5-30-19
 Date

Board Approval _____

APPENDIX D-1

EXTRACURRICULAR COACHES STIPENDS

2018-2019 (2018-2019 with .5% raise over 2018-2019) and 2019-2020

VARSITY SPORTS					
Head Coach		2018 - 2019	2018 - 2019 w/ longevity	2019 - 2020	2019 - 2020 w/ longevity
	Football	\$4,189	\$4,398	\$4,210	\$4,421
	Baseball/Softball	\$4,189	\$4,398	\$4,210	\$4,421
	Basketball	\$4,189	\$4,398	\$4,210	\$4,421
	Wrestling	\$4,189	\$4,398	\$4,210	\$4,421
	Track-Men/Women 1	\$4,189	\$4,398	\$4,210	\$4,421
	Volleyball	\$3,450	\$3,623	\$3,467	\$3,640
	Cross Country	\$3,450	\$3,623	\$3,467	\$3,640
	Swimming	\$3,450	\$3,623	\$3,467	\$3,640
	Gymnastics	\$3,450	\$3,623	\$3,467	\$3,640
	Tennis Men/Women 1	\$3,450	\$3,623	\$3,467	\$3,640
	Soccer Men/Women 1	\$3,450	\$3,623	\$3,467	\$3,640
	Golf	\$3,205	\$3,365	\$3,221	\$3,382
Assistant					
	Football	\$3,450	\$3,623	\$3,467	\$3,640
	Track	\$3,450	\$3,623	\$3,467	\$3,640
	Wrestling	\$3,450	\$3,623	\$3,467	\$3,640
	Swimming	\$3,009	\$3,159	\$3,024	\$3,175
	Diving	\$3,009	\$3,159	\$3,024	\$3,175
JUNIOR VARSITY SPORTS					
Head Coach					
	Football	\$3,450	\$3,623	\$3,467	\$3,640
	Baseball/Softball	\$3,450	\$3,623	\$3,467	\$3,640
	Basketball	\$3,450	\$3,623	\$3,467	\$3,640
	Wrestling	\$3,450	\$3,623	\$3,467	\$3,640
	Volleyball	\$3,009	\$3,159	\$3,024	\$3,175
	Soccer Men/Women	\$3,009	\$3,159	\$3,024	\$3,175
Assistant	All Asst JV Coaches	\$3,009	\$3,159	\$3,024	\$3,175
FRESHMAN SPORTS					
Head Coach					
	Football	\$3,009	\$3,159	\$3,024	\$3,175
	Track	\$3,009	\$3,159	\$3,024	\$3,175
	Basketball	\$3,009	\$3,159	\$3,024	\$3,175
	Volleyball	\$3,009	\$3,159	\$3,024	\$3,175
	Baseball	\$3,009	\$3,159	\$3,024	\$3,175
Assistant	All Asst Frosh Coaches	\$2,600	\$2,730	\$2,613	\$2,744
7TH & 8TH GRADE COACHES					
Head	All 7th & 8th Grade Head Coaches	\$1,670	\$1,754	\$1,678	\$1,762
Assistant	All 7th & 8th Grade Asst Coaches	\$1,379	\$1,448	\$1,386	\$1,455

APPENDIX D-2

EXTRACURRICULAR CLUBS AND SPONSORS STIPENDS

2018-2019 (2018-2019 with .5% raise over 2018-2019) and 2019-2020

MUSIC					
High School		2018-2019	2018 - 2019 w/ longevity	2019-2020	2019 - 2020 w/ longevity
	Wind Ensemble (4 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Concert Band (4 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Marching Band (with 1/2 time show) (5 games, 1 festival)	\$2,729	\$2,865	\$2,743	\$2,880
	Marching Band (5 games, 1 festival)	\$908	\$953	\$913	\$959
	Jazz Band (4 concerts, 2 festivals)	\$1,639	\$1,721	\$1,647	\$1,729
	Pep Band (5 games, 0 festivals)	\$724	\$760	\$728	\$764
	Concert Choir (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Jazz Choir (3 concerts, 1 festival)	\$1,639	\$1,721	\$1,647	\$1,729
	Chamber Choir (3 concerts, 1 festival)	\$1,094	\$1,149	\$1,099	\$1,154
	Orchestra (3 concerts, 1 festival)	\$1,366	\$1,434	\$1,373	\$1,442
	Musical Show (3 concerts, 0 festivals)	\$1,366	\$1,434	\$1,373	\$1,442
Middle School					
	Intermediate Band (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Advanced Band (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Jazz Band (3 concerts, 1 festival)	\$724	\$760	\$728	\$764
	Chorus (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Choir (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Intermediate Orchestra (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
	Advanced Orchestra (3 concerts, 1 festival)	\$908	\$953	\$913	\$959
SECONDARY - DRAMA, SPEECH, YEARBOOK					
	Drama Director (3 productions annually)	\$3,009	\$3,159	\$3,024	\$3,175
	School Yearbook Advisor	\$3,009	\$3,159	\$3,024	\$3,175
	Speech Coach (6 tournaments annually)	\$2,455	\$2,578	\$2,467	\$2,590
	Forensics	\$2,455	\$2,578	\$2,467	\$2,590
	Spring Musical (1 production annually)	\$1,082	\$1,136	\$1,087	\$1,141
CLASS & CLUB SPONSORS/ADVISORS					
	Cheer/Song Leaders - High School	\$3,135	\$3,292	\$3,151	\$3,309
	Cheer/Song Leaders - Middle School	\$2,455	\$2,578	\$2,467	\$2,590
	Class Sponsors - Grades 11 & 12	\$1,190	\$1,250	\$1,196	\$1,256
	Class Sponsors - Grade 7, 8, 9, 10	\$627	\$658	\$630	\$662
	Major Clubs	\$1,190	\$1,250	\$1,196	\$1,256
	Minor Clubs	\$627	\$658	\$630	\$662
	Special Service Clubs	\$757	\$795	\$761	\$799

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

Article 8 – Minimum Days – Definition of Teacher Work Day
09/23/2019

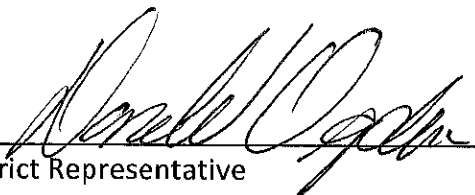
This Memorandum of Understanding is to add definitions to Article 8 Work Year, Work Day, Hours of Employment.

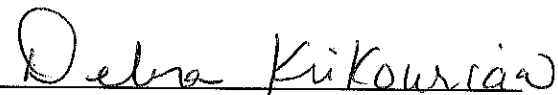
Classroom Teacher Work Day: The hours of a work day for a classroom teacher are at the site and based on the regular student instructional day. Preparation period is part of the work day. The work day includes working fifteen (15) minutes before and fifteen (15) minutes after the regular student instructional day. Full-time secondary teachers with Common Planning Time (CPT) are relieved from either the fifteen (15) minutes before school or the fifteen (15) minutes after school to make up for the longer regular student instructional day requirement of CPT.

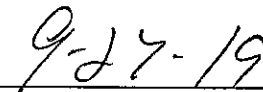
Exception to length of work day: When the students' regular instructional day is reduced due to a "minimum day", classroom teachers may complete their professional duties (ie grading and report cards) away from the site. The fifteen (15) minutes before and fifteen (15) minutes after the student instructional day (or the CPT exception) are unaffected. (See 8.8, 8.15, 8.16)

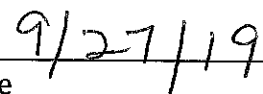
Common Planning Time (CPT): Secondary employees work a reduced student instructional day in addition to the CPT period, which does not exceed the time period of the normal work day.

This is a one-time agreement, and is not precedent setting. Absent mutual agreement, this MOU shall sunset on June 30, 2020.


District Representative


FCEA Representative


Date


Date

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

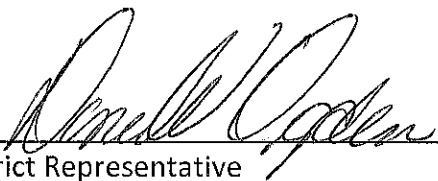
Retirement Incentive
11-08-2019

Folsom Cordova Unified School District has authorized a one-time "Early Notification of Retirement Incentive" of \$1,500 to any full-time FCEA FCUSD employee (1.0 FTE) who submits to Human Resources, via TalentEd Records, by January 17, 2020, his/her official request to retire between June 1, 2020 and June 30, 2020. The bonus will be prorated for part-time employees. In order to qualify for this one-time bonus, the written request must be submitted via TalentEd Records, no later than 4:00 p.m. on January 17, 2020.

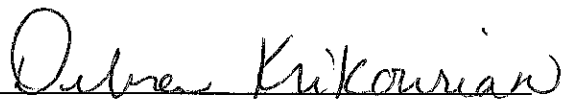
Notice of retirement is non-revocable after January 17, 2020.

This incentive for early notification of retirement will allow for planning as the District prepares for the 2020-2021 school year. The request for submission by January 17, 2020, allows us to meet Board Agenda adoption guidelines so we can take this information to Board of Education at the first meeting in February.

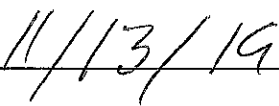
This is a one-time agreement, and is not precedent setting.



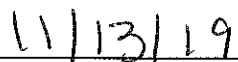
District Representative



FCEA Representative



Date



Date