

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

**AIR FORCE JUNIOR RESERVE OFFICER TRAINING CORPS (AFJROTC) AEROSPACE SCIENCE INSTRUCTOR  
WORK YEAR AND SALARY SCHEDULE  
03/10/2021**

The Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructors are retired Air Force members. Per Air Force Regulations, individual AFJROTC instructors must be paid a "Minimum Instructor Pay" which equates to the pay they would be receiving if on active duty. Per the Air Force MOU, the program must have two Aerospace Science Instructors.

In order to recruit candidates for this unique teaching assignment, the District created the Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructor Salary Schedule. (Attachment A) The salary schedule has one column and reflects a 194 work day calendar. Additionally, the higher ranking AFJROTC Aerospace Science Instructor (per the Air Force MOU) will be designated as the AFJROTC Division Leader and be additionally compensated with a 4% Division Leader factor. Daily hours will remain unchanged; this change will take effect upon signature of this MOU. All provisions of this MOU are subject to the negotiated grievance procedure in the CBA.

This is a one-time non-precedent setting agreement and shall fully resolve all bargaining related to the impact and effects of this change. Absent mutual agreement, this MOU shall sunset on June 30, 2023.

Debra Krikourian  
Association Representative  
Folsom Cordova Education Association

Donald Ogden  
District Representative  
Folsom Cordova Unified School District

3/11/21  
Date

3-11-21  
Date

FCEA Ratified Date: \_\_\_\_\_

FCUSD Ratified Date: \_\_\_\_\_

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
**2020-2021**  
 CERTIFICATED SALARY SCHEDULE  
**Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace  
 Science Instructor**

194 WORKDAYS PER YEAR (10 days beyond Instructional Calendar)

Step	AFJROTC Aerospace Science Instructor*
1	\$ 61,688
2	\$ 63,905
3	\$ 66,207
4	\$ 68,587
5	\$ 71,059
6	\$ 73,617
7	\$ 76,267
8	\$ 79,016
9	\$ 81,860
10	\$ 84,806
11	\$ 87,861
12	\$ 91,020
15	\$ 94,299
18	\$ 97,692
21	\$ 101,207
24	\$ 104,850
<b>HOURLY:</b> (Summer School)	\$ 61.73

\* In addition, the Senior Aerospace Science Instructor will be designated as the AFJROTC Division Leader and will receive a 4% Division Leader Factor

Earned doctorate receives 5% on the base salary schedule placement. All outside teacher experience (including military teaching experience), whether sequential or on an interrupted basis will be credited on a one step for one year basis to a maximum of 9 years experience. The maximum experience allowable, therefore, will place the employee on the 10th step of the salary schedule.