

**Memorandum of Understanding  
Between  
Folsom Cordova Unified School District  
And  
Folsom Cordova Education Association**

**Small Cohort Learning Recovery Programs  
Effective February 24, 2021**

This Memorandum of Understanding (“MOU”) entered into between the Folsom Cordova Unified School District and the Folsom Cordova Education Association to address the District’s response to the coronavirus (COVID-19) epidemic. The District and FCEA recognize the importance of maintaining safe facilities and operations for the benefit of the students and communities served by the District and its teachers and staff.

The primary focus of this MOU is to bargain the impacts and effects of FCUSD certificated bargaining unit members working in small cohorts known as a Learning Recovery Program (“LRP”) and in response to learning loss caused during the COVID-19 pandemic. The LRPs will focus on students (K-12) with unique needs (such as disengaged students, English learners, low-income students, foster youth, homeless youth, and migrant students).

During this period, the Parties agree to the following:

- 1.0 Secondary LRPs may meet on campus for targeted support and intervention services only in small cohorts, while school is closed to in-person instruction and in addition to distance learning, regardless of the name of said program, and shall follow all of the provisions in the Cohorting Guidance, dated August 24, 2020, and updated September 4, 2020.
- 2.0 Bargaining unit members may volunteer to participate in a LRP but shall not be required to do so.
- 3.0 Bargaining unit members working in LRPs offered after school or on weekends shall be compensated at the hourly rate of \$50 per hour. Bargaining unit members may also voluntarily perform this work during their regular work day and will not receive additional compensation.
- 4.0 Site administration will be on site and available during cohort/LRP hours.

All provisions of this MOU are subject to the negotiated grievance procedure in the CBA. This MOU is non-precedent setting and shall remain in force until June 30, 2021.

Donald Ogden  
District Representative:  
Folsom Cordova Unified School District  
Date: 2-25-21

Debra Krikourian  
Association Representative:  
Folsom Cordova Education Association  
Date: 2/25/21

FCEA Ratification Date: \_\_\_\_\_

FCUSD Ratification Date: \_\_\_\_\_