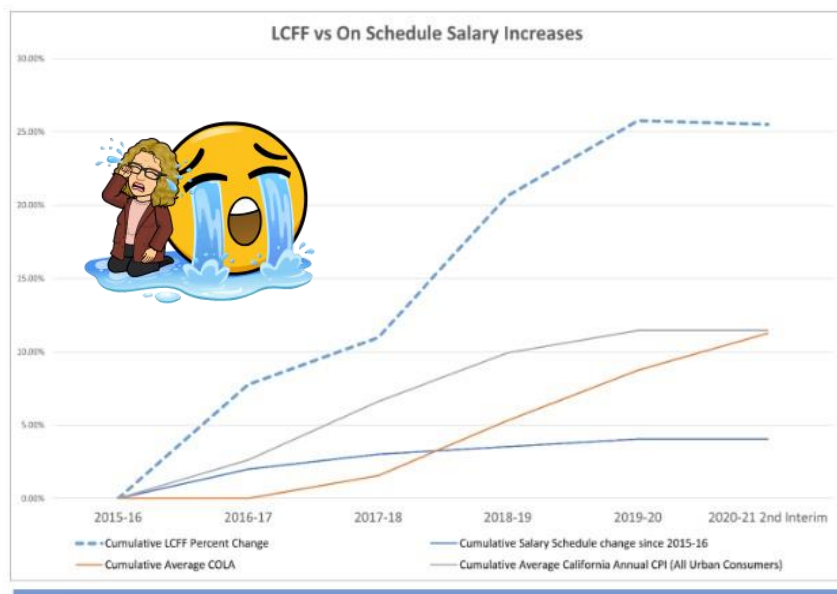




FCEA Bargaining Update

FCEA Presents The District's 2020-21 Financials – April 15, 2021

FCEA presented the District's financials to FCEA and FCUSD bargaining teams on April 14, 2021 and the School Board on April 15, 2021.



UNIT MEMBERS AND STUDENTS HAVE A ONE-DEGREE OF SEPARATION BETWEEN THEM, YET OUR UNIT MEMBERS COME IN LAST WHEN IT COMES TO

THIS GRAPH COMPARES THE LCFF PERCENT CHANGE TO THE ACROSS-THE-BOARD ONGOING SALARY SCHEDULE

Source: District's SACS Financial Data filed with the CA Dept. of Education – Second Interim Report 2020-21; Unaudited Actuals Reports 2015-16 through 2019-20 (Fund 01). The CPI Data are the June figures for California and subregions within California.

The dotted line is our LCFF funding. It has been increasing at a steady rate, with a bit of a dip in the 2020/21 school year. The gray line is the California CPI and notice the orange line which are COLAs has caught up. The blue line is bargaining unit salary changes. Unit members and their families are falling further behind financially.

The District's priorities must include:

- Hiring and retaining highly qualified educators.
- Improving certificated non-administration employee salaries and benefits to attract and retain high quality educators to ensure our students receive the education they deserve now and into the future.
- FCUSD is an education provider, not a bank. District's priorities should NOT include growing the largest ending balance.

April 28, 2020 Bargaining

- Reached agreement on the Mills Flex-time MOU.
- Discussion Items: SLP's and Nurse's surveys and needs, the Innovations Academy, reducing middle school instructional minutes to align with LCFF guidelines and secondary school semesters and closing out bargaining for COVID-19. All Membership Meeting will be held on May 3 at 4 PM (link to follow) with (paid membership) vote following on May 3 – 6 (ending vote at 3 PM).
- Next bargaining date is May 5, 2021.

FCEA 1st Proposal – April 28, 2021

FCEA rejected FCUSD’s all-or-nothing offer of April 21, 2021. The offer was another attempt to balance the budget on the backs of our certificated bargaining unit members and students. FCEA presented their counterproposal for monetary compensation.

COMPENSATION (Article 16)

FCEA proposed...

- The 2020-2021 salary schedule shall be increased by 5% effective July 1, 2020.

FCUSD proposed...

- 2% effective July 1, 2020 (only unit members who are on payroll at end of year)
- 2% effective July 1, 2021
- 2% effective July 1, 2022

FCEA proposed...

- Status quo

FCUSD proposed...

- Stipends, set forth in Appendix D, will be reviewed and discussed as part of the ongoing negotiations during the term of the agreement.

CLASS SIZE (Article 10)

FCEA proposed...

- Status quo

FCUSD proposed...

- Effective for the 2021-22 Instructional Year, class size maximums in grades Tk-5 shall be at 32 for each class or 31.1 district wide.

FCEA proposed...

- Status quo

FCUSD proposed...

- Effective for the 2021-22 Instructional Year, Article 10 will be utilized to determine class sizes in grades TK-12 and Independent Study classes at Walnutwood and the proposed virtual academy.

WORK YEAR, WORK DAY, HOURS OF EMPLOYMENT (Article 8)

FCEA proposed...

- The parties agree to offer all bargaining unit members two (2) professional development days, August 5 and 6, 2021, to be paid at a member’s per diem rate.

FCUSD proposed...

- Two (2) Voluntary PD days before school begins (Aug 5 & 6) at Daily Rate

WORK YEAR, WORK DAY, HOURS OF EMPLOYMENT (Article 8) cont.

<p>FCEA proposed...</p> <ul style="list-style-type: none"> • Status quo 	<p>FCUSD proposed...</p> <ul style="list-style-type: none"> ▪ Kinder teachers will be provided 60 minutes of prep time during their non-instructional time (for example, AM Kinder teachers will schedule prep during the PM session.)
<p>FCEA proposed...</p> <ul style="list-style-type: none"> • Status quo 	<p>FCUSD proposed...</p> <ul style="list-style-type: none"> ▪ Effective with the 2021-22 instructional year, elementary teachers will share all non-lunch yard duty and before and after school supervision duties.

STAND WITH FOLSOM CORDOVA EDUCATORS FOR A FAIR SETTLEMENT!

Attend upcoming FCUSD School Board Meetings

- 🕒 Thursday, May 6, 2021 – 5 PM
 - 🕒 Thursday, May 20, 2021 – 6 PM
 - 🕒 Thursday, June 3, 2021 – 6 PM
- The link to the Zoom meetings is <https://www.fcusd.org/domain/5608>

Write Our Board Members

- President Ed Short – eshort@fcusd.org
- Vice President David Reid – dreid@fcusd.org
- Clerk Joshua Hoover – jhoover@fcusd.org
- Member Chris Clark – cbclark@fcusd.org
- Member Tim Hooley – thooley@fcusd.org

FCUSD has misplaced priorities. Educating students should be FCUSD’s priority. Tell our FCUSD Board to direct Superintendent Koligian to:

- Provide students and teachers with a safe learning environment.
- Provide teachers with the resources and training to ensure a quality education for every student, including students with special needs.
- Invest in a fair financial settlement that will attract and retain the highest quality educators for our students.
- Provide an environment where teachers are valued and respected by their employer.

Next Steps:

1. Vote on COVID-19 MOU Package (Week of 4/26)
2. Sunshine Articles 8, 10, and 16 (Compensation) for 2020/21 (May 6, 2021 Board Meeting)

SUPPORTING TEACHERS SUPPORTS STUDENTS!

Meg Hanley, Debbie Krikourian, Ed Marin, Kristina Messersmith, Dona' Navarro, Shelly Richards, Tracy Suter, Amy Wallace, and Kevin Wheeler