

MEMORANDUM OF UNDERSTANDING

between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT (“DISTRICT”)
and

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER
#528 (TOGETHER “CSEA”)

Comprehensive Unit
Layoff of COVID-19 Health Clerk
February 28, 2023


The Folsom Cordova Unified School District (“District”) and the California School Employees Association and its American River Chapter #528 (together “CSEA”) are parties to a collective bargaining agreement (“CBA”) which expires on June 30, 2023. The District and CSEA have met to negotiate and have agreed to this Memorandum of Understanding (“MOU”) related to the impacts and effects of the District’s decision to layoff employees in the COVID-19 Health Clerk classification. It should be noted, the District intends to increase School Health Assistant staffing hours at certain sites, effective the 2023-2024 school year.

1. The COVID-19 Health Clerk (Range 12) classification was created in response to COVID-19. Positions in the classification were created using one-time COVID-19 funds. The positions provided services in addition to existing District services. Layoff of these positions shall not result in an increase in workload for other bargaining unit members.
2. Due to lack of work or lack of funds, the Board of Education of the District has determined that it is in the best interest of the District to layoff employees in the COVID-19 Health Clerk classification (See Resolution No. 02-16-23-25 attached). These layoffs shall be effective May 26, 2023. A list of the affected classified employees is attached.

Classification	Position No.	Elimination of FTE
COVID-19 Health Clerk	PCN 222357	8.00
COVID-19 Health Clerk	PCN 222358	2.00
COVID-19 Health Clerk	PCN 222359	2.00
COVID-19 Health Clerk	PCN 222360	4.00
COVID-19 Health Clerk	PCN 222361	4.00
COVID-19 Health Clerk	PCN 222362	4.00
COVID-19 Health Clerk	PCN 222363	2.00
COVID-19 Health Clerk	PCN 222364	4.00
COVID-19 Health Clerk	PCN 222366	8.00
COVID-19 Health Clerk	PCN 222368	2.00
COVID-19 Health Clerk	PCN 222369	2.00
COVID-19 Health Clerk	PCN 222370	2.00
COVID-19 Health Clerk	PCN 222372	1.50
COVID-19 Health Clerk	PCN 222373	1.00
COVID-19 Health Clerk	PCN 222374	2.00
COVID-19 Health Clerk	PCN 222376	2.00

Classification	Position No.	Elimination of FTE
COVID-19 Health Clerk	PCN 222380	2.00
COVID-19 Health Clerk	PCN 222381	2.00
COVID-19 Health Clerk	PCN 222383	1.50
COVID-19 Health Clerk	PCN 222384	4.00
COVID-19 Health Clerk	PCN 222385	4.00
COVID-19 Health Clerk	PCN 222884	2.00
COVID-19 Health Clerk	PCN 223387	2.00

3. There are sufficient vacancies to accommodate all affected employees. In addition to displacement, bumping, reemployment, and any other rights or benefits provided by law and the CBA, the District shall offer laid-off employees any vacant promotional position(s) for which the employee chooses to apply for and meets the minimum qualifications, subject to the following limitations only:
- a) A laid-off employee shall not be offered a vacant promotional position over a unit member with lateral transfer rights per CBA Article 9.1.4 who has applied for a transfer to that vacant position.
 - b) A laid-off employee who applies for a promotional position shall be considered against other unit members who apply for the same positions and do not have lateral transfer rights per CBA Article 9.1.4.
 - c) A “promotional position” is defined as a position in a classification assigned a higher pay range than COVID-19 Health Clerk classification (i.e. Range 13 or above).
4. This is a one-time, non-precedent setting agreement and shall fully and finally resolve all bargaining related to the impacts and effects of this reduction in service.

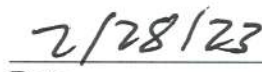

 For CSEA, Chapter 528
 Robert Corn, CSEA President


 Date


 For Folsom Cordova Unified School District
 Donald Ogden, Associate Superintendent


 Date


 CSEA Labor Representative
 Dominic Gualco


 Date