

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 and Transportation Units
Hold Harmless – Years of Service Salary Placement

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.

Background

Pursuant to the Parties' compensation agreement for the 2022-2023 year, an employee's salary placement shall be defined by the number of years of continuous in-District service as a classified employee. All classified employees will be placed within the salary schedule step at a placement that aligns with the number of years of continuous in-District service as a classified employee. Clerical errors were discovered in the implementation of this compensation agreement. As a result, some unit members (The Unit Members) received service credit in excess of their years of service, resulting in received longevity payments and leave accruals and usage in excess of their years of service.

Agreement

The parties agree to hold these unit members harmless as follows:

1. The District will not seek repayment from The Unit Members who received longevity payments and leave accruals and usage in excess of their service years.
2. The Unit Members will be "Y" rated for all matters involving years of service, including but not limited to their rate of pay and leave accruals and usage, and will not receive salary schedule step advancement or leave accruals advancement until they have received service credit which aligns with their actual years of continuous in-District service. (A listing of the employees with years of service in excess, is attached to this MOU).
3. For the purposes of defining continuous in-District year of service as a classified employee the following apply:
 - a. employees earn a year-for-year service for each school year completed;
 - b. service must be continuous within the District;
 - c. any voluntary break in service greater than one (1) year is not continuous.
4. This shall fully and finally resolve all issues arising out of the specific occurrences and facts set forth in the Background above.


For CSEA, Chapter 528


Date


For Folsom Cordova Unified School District


Date


CSEA Labor Representative


Date

Emp ID	PAF	Orig Hire Date	End Date	Break In Service Dates	Break In Service Length	Longevity Date	Rehire/Perm Dat	Years Credit	Longevity	Longevity Bonus
601137	Yes	9/1/1999	5/26/2011	05/2011 - 11/2016	5 years 4 Months	2/1/2006	11/14/2016	10 years 9 monhts	11/1/2016 - current	5%
610078	No	8/20/2008		Substitute Service	Substitute Service	8/1/2008	11/6/2013	5 years 2.5 months	08/2016 - current	5%
603552	No	2/19/1999		N/A	N/A	2/1/1999	5/15/2000	1 year 3months	2/1/2009 2/1/2014 2/1/2019	5% add 5.25% add 5.5125%
610279	No	11/18/2008	8/31/2009	08/31/2009 - 02/01/2011	1 year 5 months	11/18/2008	2/1/2011	2 years 2 months	11/1/2018 -current	5%
609583	No	10/15/2007	5/28/2009	05/28/2009-10/26/2010	1 year 5 months	10/1/2007	10/26/2010	3 years	10/1/2017 10/1/2022	5% add 5.25%
605574	No	12/2/2002	1/3/2006	01/03/2006 - 08/15/2011	5 years 7 months	6/1/2008	8/15/2011	3 years 2 mnths	8/1/2018	5%
610314	No	12/8/2008	7/25/2010	07/25/2010 -03/14/2014	3 years 7 months	7/1/2012	3/14/2014	1 year 8 months	7/1/2022	5%
607080	YES	10/2/2000	10/22/2004	10/22/2004 - 08/15/2005	9 months	9/2/2001	8/15/2005	3 years 11 months	9/1/2011 9/1/2016 9/1/2021	5% add 5.25% add 5.5125%
607975	No	9/8/1994	N/A	N/A	N/A	9/1/1994	9/26/1995	1 year	09/01/2004 9/1/2009 9/1/2014 9/1/2019	5% add 5.25% add 5.5125% add 5.7881%
608035	No	8/26/2002	2/21/2006	02/21/2006 - 11/3/2008	2 years 9 months	10/1/2003	11/1/2008	5 years 1 month	10/1/2013 10/1/2018	5% add 5.5125%
608168	No	2/23/2004				2/1/2004	8/1/2006	2 years 6 months	2/1/2014 2/1/2019	add 5% add 5.25%