

SIDE LETTER OF AGREEMENT
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its American River Chapter
#528 (together "CSEA")
(Comprehensive and Transportation Units)
Addition of Juneteenth Holiday

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 parties have met to negotiate the implementation of Juneteenth moving forward. This Side Letter of Agreement ("SLA") only impacts implementation of the holiday moving forward, it does not represent a resolution to the claims or liabilities of either party in any lawsuit in which the parties are involved.

Current Language:

- 10.9.1. Unit members required to work on the actual holidays listed below will be paid a double time rate for work completed. Those holidays without a state or federal mandated observance date shall be observed on a date as determined by the Board and are notated as "flexible".
- 10.9.1.1. January 1 - New Year's Day
 - 10.9.1.2. Martin Luther King Day
 - 10.9.1.3. Presidents' Day (3rd Monday in February formerly referred to as Washington's Birthday)
 - 10.9.1.4. Lincoln's Birthday (Flexible)
 - 10.9.1.5. Memorial Day - Last Monday in May
 - 10.9.1.6. July 4th
 - 10.9.1.7. Labor Day
 - 10.9.1.8. Admission Day - (Flexible) - For consistency with Board policy, this holiday will be observed the Wednesday prior to Thanksgiving.
 - 10.9.1.9. Veterans' Day - November 11
 - 10.9.1.10. Thanksgiving Day, the day after Thanksgiving
 - 10.9.1.11. December 24, Christmas Eve, and December 25 - Christmas Day
 - 10.9.1.12. All twelve-(12) month employees will be granted one (1) non work day between Christmas and New Year's Day. For year-round education employees, the non-work day may be substituted for a day during spring break. All regular employees working less than a twelve (12) month service contract will be granted one (1) non- work day. The non-work day will be taken on a designated non-student day with approval of the site administrator/supervisor. For the 2000-01 school year and continuing until staff development days are returned to the school calendar, all 9-1/2 month employees will take the equivalent of their workday off early after the students leave on super minimum days. Each employee will figure his/her own time and notify the principal or supervisor.

In accordance with statutory changes, the parties desire to revise Article 10.9 Holidays, and make language clean-up, as follows:

New Language:

10.9.1 The District agrees to provide unit members with the following paid holidays. Unit members required to work on the actual holidays listed below will be paid, in addition to the regular pay received for the holiday, a double time rate for work completed. Those holidays without a state or federal mandated observance date shall be observed on a date as determined by the Board and are noted as "flexible".

- 10.9.1.1 New Year's Day – January 1
- 10.9.1.2 Martin Luther King Day
- 10.9.1.3 Presidents' Day (3rd Monday in February formerly referred to as Washington's Birthday)
- 10.9.1.4 Lincoln's Birthday (Flexible)
- 10.9.1.5 Memorial Day – Last Monday in May
- 10.9.1.6 Juneteenth – June 19
- 10.9.1.7 Independence Day – July 4
- 10.9.1.8 Labor Day
- 10.9.1.9 Admission Day – (Flexible) – For consistency with Board policy, this holiday will be observed the Wednesday prior to Thanksgiving.
- 10.9.1.10 Veteran's Day – November 11
- 10.9.1.11 Thanksgiving Day
- 10.9.1.12 The day after Thanksgiving
- 10.9.1.13 Christmas Eve – December 24
- 10.9.1.14 Christmas Day – December 25
- 10.9.1.15 All twelve-(12) month employees will be granted one (1) non work day between Christmas and New Year's Day. For year-round education employees, the non-work day may be substituted for a day during spring break. All regular employees working less than a twelve (12) month service contract will be granted one (1) non-work day. The non-work day will be taken on a designated non-student day with approval of the site administrator/supervisor. For the 2000-01 school year and continuing until staff development days are returned to the school calendar, all 9-1/2 month employees will take the equivalent of their workday off early after the students leave on super minimum days. Each employee will figure his/her own time and notify the principal or supervisor.


Rob Thomas, for CSEA, Chapter 528

12/8/22
Date


Dominic Gualco, CSEA Labor Representative

12/7/22
Date


Donald Ogden, FCUSD

12-7-22
Date