

FCUSD – CSEA
Joint Communication & Bargaining Update
8-31-22

The Folsom Cordova Unified School District (FCUSD) and the California School Employees Association and its American River Chapter #528 (together “CSEA”), representing both the Comprehensive and Transportation Units, met on August 31, 2022 to negotiate compensation for the 2022-23 school year. Based upon the Governor’s Budget, the COLA for the 2022-23 school year is 6.56% and the District has committed to providing its employees an offer that exceeds the 6.56% COLA.

Over the past two years, the District and CSEA have worked together to address the cost of living, the impact of vacant positions, an increase in minimum wage, and the resulting compression of the salary schedule. In doing so the District advanced the expected COLA for the 2022-23 school year. In September 2021, FCUSD and CSEA collaborated on MOU #6 which accelerated negotiations for 2022-23 and provided an additional salary increase of at least 2.5% for all unit members for the 2021-22 school year. Recognizing that the COLA for 2022-23 may be higher than 2.5%, the Parties agreed to re-open compensation negotiations if other units were offered more than a 2.5% increase. This occurred on August 22, 2022 with the tentative agreement between FCEA and FCUSD.

To continue to show that the District values the contributions, dedication and support provided by all of our classified staff, the District and CSEA agreed to the following, which costs \$9,161,606 for the 2022-23 school year and has an ongoing cost of \$5,639,106:

1. On the Comprehensive Salary Schedule:
 - Compress ranges 9 and 10, moving both ranges to range 11.
 - Re-bench specifically identified positions (Lead Campus Monitors, Clerk Typist I, Preschool Associate Teacher, Food Service Series, and Personnel Technicians).
 - Move all ranges 11-29 up one range. This results in the salary schedule starting at Range/Step 12. (This is an ongoing increase of 2.5% to classified unit members in ranges 11-29).
2. Apply a 5.5% increase on the Comprehensive, Preschool Teacher, and Student Care Supervisor salary schedules (8% less 2.5% advanced during the 2021-22 school year).
3. Apply an 8% increase on the Transportation salary schedule.
4. Make a one-time payment/stipend for the 2022-23 school year of \$2,500 pro-rated based on hours per day.
5. Provide paid professional development opportunities for staff to attend on April 10, 2023.
6. Effective July 1, 2022, the family benefits cap shall increase by \$2,800/year and the single benefit cap by \$900/year to assist classified staff that do not receive the full benefit because their workday is less than 8 hours.
7. Build longevity into the 2023-2024 Salary Schedule as steps to comply with PERS requirements. This will not change the rate of pay for any unit members.
8. New language clarifying the process for salary placement on promotion and step progression.

Bargaining Highlights for 2021-22

June 2021: The parties reached an agreement for an increase to the salary schedule in 2020-21 of three and one-half percent (3.5%) and an additional increase to the salary schedule in 2021-22 of four percent (4.0%). Recognizing the number of vacancies in the Classified Bargaining Unit (CBA), the parties agreed to meet and negotiate compensation increases in addition to the total salary schedule increase of seven and one-half (7.5%) negotiated in 2020-21 and 2021-22.

September of 2021: The parties reached an agreement for an increase to the salary schedule in 2021-22 of five percent (5%) for ranges 1-29 and two and one-half percent (2.5%) for ranges 30-57 and an additional increase to the salary schedule in 2021-22 for several identified positions (MOU #6). Recognizing the possibility of the need to address a projected COLA in excess of 2.5%, the parties agreed on the following condition: in the instance that FCEA bargains a total compensation increase in excess of 2.5%, the District agrees to reopen negotiations for Article 10 (Compensation) for the Comprehensive and Transportation Units.

March of 2022: The parties reached an agreement to recognize the extraordinary effort and working conditions of our essential workers and make a one-time, payment/stipend for the 2021-22 school year as follows. Those who are in 6-hours per day (.75 FTE) or more will receive a one-time amount of \$2,500. Those who are in positions that are less than 6-hours per day (.75 FTE) and at or above 4 hours per day (.50 FTE) will receive a one-time amount of \$1,875. Those who are in positions that are less than 4-hours per day (.50 FTE) will receive a one-time amount of \$1,250 (MOU #14).