

Joint Communication from California School Employees Association (CSEA) and Folsom Cordova Unified School District (FCUSD) Negotiations on March 28, 2022

The California School Employees Association (CSEA) and the Folsom Cordova Unified School District met on March 28, 2022, for negotiations. Negotiations included:

Teams Reached Agreement on MOU #14: Additional Compensation for Extraordinary Working Conditions – The teams negotiated the impacts and effects of extraordinary working conditions caused by the impact of COVID-19 on classified staff. The district will make a one-time, payment/stipend for the 2021-2022 school year as follows:

- Classified staff who are in 6-hours per day (.75 FTE) or more will receive a one-time amount of \$2,500.
- Classified staff 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.
- Classified staff who are in positions that are less than 4-hours per day (.50 FTE) will receive a one-time amount of \$1,250.
- To be eligible for this one-time payment, classified staff must be in paid status and in position control as of February 1, 2022 through April 7, 2022. FTE status for this payment will be calculated as of April 7, 2022 for all permanent positions each employee occupies. This agreement shall not apply to unit members who are in an unpaid status during this period of time.

Teams Reached Agreement on MOU #15: Learning Recovery Summer School and Extended School Year Compensations Rates - Employees who accept a Learning Recovery Program or an Extended School Year (ESY) position during the summer between June 3, 2022, through July 1, 2022, will be compensated according to the work and hours performed an additional \$9.00 dollars per hour.

Both MOU #14 and #15 are pending Board approval at the April 7, 2022 Board meeting.

Job Descriptions: The draft proposed job descriptions were brought to the table and discussed. Data Specialist and CALPADS Coordinator, Technology and Information Systems Support Specialist II, and Applications Specialist – PowerSchool were all discussed, and the teams will put together a subcommittee to meet with the respective departments.

SB114 COVID Leave: The district has restored leave due to COVID-19 per SB114. Additionally, the district generously extended this restoration of leave for the period, October 1, 2021 through December 31, 2021.

New Employee Orientations: Teams are collaborating on improving the monthly classified orientation process.

Food Services Workers: The negotiations teams will be creating a subcommittee to revise Food Service job descriptions. The CSEA team agreed to a 2.5% increase to all food service positions

effective July 1, 2022. Food Services is funded independently, and this will not impact the general fund. The bargaining unit supports adding a fourth Food Services Supervisor to support the department.

Improving Communications: To improve communications with our classified employees, Human Resources will update mobile phone numbers in QSS so that we can utilize the Blackboard communication system to push important text notifications to employees when necessary.