

MEMORANDUM OF UNDERSTANDING  
between the  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT (“District”)  
and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER  
#528 (together “CSEA”)

**MOU for Compensation 2021-2023  
Comprehensive and Transportation Units**

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.

In June 2021, the parties reached an agreement for an increase to the salary schedule in 2020/2021 of three and one-half percent (3.5%) and an additional increase to the salary schedule in 2021/2022 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 2020/2021 and 2021/2022.

The parties met and negotiated around the mutual desire to recognize the essential work of the classified employees in the District and to improve the District’s ability to attract and retain classified employees, and agreed to the following:

This Memorandum of Understanding shall be in effect upon ratification.

**I. Salary & Benefits:**

1. Effective July 1, 2021, **Comprehensive Unit:**

- 1.1 Each cell of the salary schedule range 1-29 shall be increased by 5%.
- 1.2 Each cell of the salary schedule range 30-57 shall be increased by 2.5%.
- 1.3 The position of Food Service Worker I shall be moved from Range 8 to Range 9 (7.5% total).
- 1.4 The position of Food Service Worker II shall be moved from Range 12 to Range 13. (7.5% total).
- 1.5 The position of Paraeducator – Mod/Severe shall be moved from Range 13 to Range 14. (7.5% total).
- 1.6 The following positions, STARS Team Assistant I (Range 5), STARS Team Assistant II (Range 9), and Student Care Assistant (Range 9) will be reclassified as Expanded Learning Assistant (Range 9). (STARS Team Assistant I 10% total, STARS Team Assistant II and Student Care Assistant 5% Total).
- 1.7 The following positions, Student Care Center Associate Supervisor (Range 11), STARS After School Team Leader (Range 11), and STARS After School Team Advisor (Range 13) will be reclassified as Expanded Learning Team Associate (Range 13). (Student Care Center Associate Supervisor and STARS After School Team Leader 10% total, STARS After School Team Advisor 5% total).
- 1.8 Ranges 1-8 of the salary schedule shall be eliminated. The salary schedule will begin at Range 9.
- 1.9 The positions of Instructional Assistant IASA Level I (Range 5) and Instructional Assistant IASA Level II (Range 9) are currently out of use and have been made

redundant by the Paraeducator – General (Range 11) position. The positions of Instructional Assistant IASA Level I (Range 5) and Instructional Assistant IASA Level II (Range 9) shall be eliminated and removed from the Comprehensive Salary Schedule.

2. Effective July 1, 2021, **Transportation Unit:**

- 2.1 Each cell of the salary range 10-28 schedule shall be increased by 5%.
- 2.2 Each cell of the salary range 30-40 schedule shall be increased by 2.5%.
- 2.3 The position of Bus Driver shall be moved from Range 17 to Range 18. (7.5% total).
- 2.4 The position of Relief Bus Driver shall be moved from Range 17 to Range 18 (7.5% total).
- 2.5 The position of Transportation Service Person shall be moved from Range 17 to Range 18 (7.5% total).

3. Effective July 1, 2021, **Independent Salary Schedules:**

- 3.1 Each cell of the Student Care Center Supervisor Salary Schedule shall be increased by 5%.
- 3.2 Each cell of the Preschool Teacher Salary Schedule shall be increased by 5%.
- 3.3 First column (Intern) of the Student Care Center Supervisor and the Preschool Teacher Salary Schedules shall be eliminated.

4. Effective July 1, 2022, **Comprehensive & Transportation Unit:**

- 4.1 Range 29 of both the Comprehensive & Transportation Unit salary schedules shall be eliminated. All Ranges 30-57 of both salary schedules shall be renumbered down one number. For example, Range 30 shall be renumbered to Range 29. This renumbering is intended to reunify the salary schedules. This renumbering will not result in a reduction of wages for any Classified bargaining unit members.

## II. **New Job Descriptions and Reclassification of Employees**

1. Retroactive to July 1, 2021:

1.1 CSEA adopts new job descriptions

1.1.1 New Job Description Expanded Learning Assistant 1.1.2  
New Job Description Expanded Learning Team Associate 1.2 CSEA employees shall be reclassified:

- 1.2.1 STARS Team Assistant I (Range 5), STARS Team Assistant II (Range 9), and Student Care Assistant (Range 9) will work under a new job description Expanded Learning Assistant and be placed on Range 9.
  - 1.2.2 Student Care Center Associate Supervisor (Range 11), STARS After School Team Leader (Range 11), and STARS After School Team Advisor (Range 13) will work under a new job description Expanded Learning Team Associate and be placed on Range 13.
- 1.3 The District agrees to provide training to all employees reclassified into the Expanded Learning Assistant and Expanded Learning Team Associate classifications. The intent

is to provide employees training in order to effectively perform all duties in the new Expanded Learning Assistant and Expanded Learning Team Associate classifications.

- 1.3.1 Employees shall be on paid time while receiving any training necessary to meet the qualifications and requirements of their new classification.
  - 1.3.2 No employee in the Expanded Learning Assistant or Expanded Learning Team Associate classification shall lose seniority as a result of reclassification.
  - 1.3.3 No employee in the Expanded Learning Assistant or Expanded Learning Team Associate classifications shall be moved to probationary status as the result of reclassification.
  - 1.3.4 All employees reclassified in the Expanded Learning Assistant and Expanded Learning Team Assistant classifications shall retain the current start date for the probationary period.
  - 1.3.5 The District shall not unilaterally change assigned worksite or work schedule (Article 9.1.4.3 Involuntary Transfer) for employees subject to reclassification under this Agreement (Exhibit G).
- 1.4 The positions of Instructional Assistant IASA Level I (Range 5) and Instructional Assistant IASA Level II (Range 9) are currently out of use and have been made redundant by the Paraeducator – General (Range 11) position. The positions of Instructional Assistant IASA Level I (Range 5) and Instructional Assistant IASA Level II (Range 9) shall be eliminated and removed from the Comprehensive Salary Schedule.

### **III. 2022/2023 School Year Trigger to open Bargaining for Article 10 (Compensation)**

1. 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. This total increase in compensation shall include increases to salary schedules, increases to the District's contribution to the Medical Cap, additional work days or hours, additional Holidays, and one-time compensation increases. The following items will not be used in the calculation: voluntary professional development days or hours, summer school, extended school year, one-time stipends, extra time, or pay specific to COVID-19 or Quarantine Independent Study.

This agreement shall fully and finally resolve all bargaining related to Article 10 of the CBA for the 2021-2022 and 2022-2023 school years.

#### **Attachments:**

Exhibit A. Revised 2021-2022 FCUSD Classified Employee Salary Schedule Key and Salary Schedule

Exhibit B. Revised 2021-2022 FCUSD Classified Transportation Unit Salary Schedule Key and Salary Schedule

Exhibit C. Revised 2021-2022 FCUSD Preschool Teacher Salary Schedule

Exhibit D. Revised 2021-2022 FCUSD Student Care Center Supervisor Salary Schedule

Exhibit E. Revised 2022-2023 FCUSD Classified Employee Salary Schedule Key and Salary Schedule

Exhibit F. Revised 2022-2023 FCUSD Classified Transportation Unit Salary Schedule Key and Salary Schedule

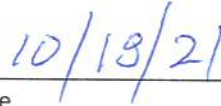
Exhibit G. New Job Description Expanded Learning Assistant

Exhibit H. New Job Description Expanded Learning Team Associate

Exhibit I. List of employees reclassified per II.1.2



Rob Thomas, for CSEA, Chapter 528



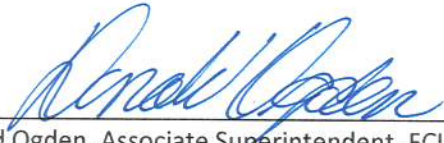
Date



Dominic Gualco, CSEA Labor Representative



Date



Donald Ogden, Associate Superintendent, FCUSD



Date

CSEA Board Ratified: \_\_\_\_\_

FCUSD Board Approved: \_\_\_\_\_