

FCUSD - CSEA Joint Communication
June 2, 2021

The California School Employees Association (CSEA) American River Chapter #528 and Folsom Cordova Unified School District (FCUSD) wrapped up a busy year of negotiations with a Tentative Agreement for compensation for the 2020-21 and 2021-22 school years as well as several Memorandums of Understanding that will benefit our classified staff as we continue to work collaboratively on developing compensation and working conditions that attract and retain the best employees and support our students.

Tentative Agreement: This agreement is pending review by the County Office of Education's AB1200 process, the CSEA Field Office's 610 process, CSEA Unit member ratification, and FCUSD Board Ratification. A draft of the new salary schedule for the 2021-22 school year is attached.

- A 3.5% compensation increase on the Salary Schedule for 2020-21 school year paid retroactively (in July)
- An additional 4.0% compensation increase on the Salary Schedule for the 2021-22 school year effective July 1, 2021
- The District's contribution to the Medical Benefits Cap will increase \$75 per month for the Single Plan and \$200 per month for the Family Plan effective July 1, 2021

MOU #20 Release Time: The teams agreed to provide sufficient hours of Association leave;

- to negotiating team members to perform negotiations planning, research, and related duties.
- to Job Stewards or their designee to perform Job Steward duties and work collaboratively with the district on matters of mutual interest.

MOU #21 Optional Work Day for Instructional Assistants: August 6th, 2021 will be an optional work day for Instructional Assistants. The day will be paid at the employee's hourly rate;

- August 6, 2021 – Optional Work Day for Instructional Assistants
- Attendance is optional - Unit members who choose not to attend will not be paid and do not need to use Absence Management for non-attendance
- The Instructional Assistant Work Day must be performed on campus

Over the last year, the bargaining teams met via Zoom on a frequent basis (occasionally more than once in a week) to collaborate on safety, navigate the COVID-19 pandemic and conduct ordinary labor management negotiations. The teams jointly created multiple MOUs related to COVID-19, several MOUs dealing with working conditions, and a tentative agreement. As a result of this hard work, time, and commitment we were able to safely return our staff and students to in person instruction, develop a robust summer enrichment program, and create a compensation package that values our dedicated and essential classified employees.

Thank you 2020- 2021 Negotiations Teams:

Don Ogden = Asst. Supt. HR	Rob Thomas = President and Chair
Mike Shepherd = Director HR	Omera Johnson = 1st Vice President
Rochelle Dagnall = Secretary	Renee Justice = Comp Unit VP
Amy Strawn = Secondary	Candince Krueger = Secretary
Shawn Lundberg = Elementary	Jeanne Harrington = Site Rep Coord
Robin Smay = SPED	Steve Cleveland = HVAC Tech
Kristi Blandford = Fiscal	Roger Lundberg = Bus Driver
A - Aaron Story = SPED	JoAnn Perez = Chief Job Steward
A - Candy Burnett = Food Services	Marissa Nicknig = Food Services
A - Keith Elliot = Operations	Steve Hanson = Retired
A - Dr. Sarah Koligian = Superintendent	Dominic Gualco = Labor Relations Rep
Kim Bogard = FCUSD Legal Counsel	

Donald Ogden
FCUSD Assistant Superintendent

Rob Thomas
CSEA President and Bargaining Chair

Attached:

- Tentative Agreement
- Draft of 2021-22 Salary Schedule & 2020-21 Schedule used to calculate retroactive payment
- MOU #20 Release Time
- MOU #21 Optional Additional Work Day for Instructional Assistants