

MEMORANDUM OF UNDERSTANDING
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT (“District”)
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER
CHAPTER #528 (together “CSEA”)
6/2/2021

CSEA Release Time

The Folsom Cordova Unified School District (“District”) and the California School Employees Association and its American River Chapter #528 (together “CSEA”) are parties to collective bargaining agreements (CBAs for both Comprehensive and Transportation Units) which expire on June 30, 2023.

1. Article shall be modified as set forth below for the 2021/2022 school year only:

12.17. Association Leave

12.17.1. The District shall provide to the Association president/designee a maximum of 30 days of leave of absence per year subject to the limitations listed to perform leadership duties.

12.17.2. Prior approval of the superintendent/designee shall be obtained pursuant to these provisions. In no case shall the leave exceed thirty (30) days per year. This leave is in addition to release time for policy advisory, meet and confer, and negotiation meetings.

12.17.2.1. A request presented by the Association president to the District shall be provided twenty-four (24) hours in advance.

12.17.2.2. On occasion, it may be necessary to exceed the 30 days of leave granted above. The Association may make a request to the superintendent/designee indicating the number of additional days required. The Association shall reimburse the District for the cost of any substitutes required for these additional days within 45 days of receipt of billing.

12.17.2.3. The District will provide sufficient hours of Association leave per year to negotiating team members to perform negotiations planning, research, and related duties. Typically, this leave will be an hour to hour comparison. A full day of negotiations will typically necessitate a full day of release for negotiations preparation. For negotiations that are less than a day, the Association may request additional time from the Superintendent or designee.

12.17.2.4. The District will provide CSEA sufficient hours of Association leave to Job Stewards or their designee to perform Job Steward duties and work collaboratively with the district on matters of mutual interest. Requests will be made in advance to the Superintendent or designee.

- 2. The Parties agree to evaluate the Pilot Program in May of 2022.
- 3. In the absence of an agreement to extend the language, this Pilot Program shall sunset on June 30, 2022.

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION
Chapter 528 Representative

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: Rob Thomas
Rob Thomas, for CSEA, Chapter 528

By: Donald Ogden
Donald Ogden, for Folsom Cordova USD

Date: 6/2/2021

Date: 6/2/21

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION
Labor Relations Representative

By: Dominic Gualco
Dominic Gualco, CSEA Labor Representative

Date: 6/2/2021

FCUSD Board Approved: _____

CSEA Ratified: _____