

- [MOU #10 Hybrid In-Person Instruction](#): November 20, 2020

Dear Folsom Cordova Classified Employees,

We are all experiencing incredible stress and uncertainty due to the COVID-19 pandemic and its disruption of our lives. With the hope of easing many work-related challenges, your CSEA negotiating team and the FCUSD administration collaborated and reached agreement on a Memorandum of Understanding (MOU) to enhance workplace safety and protect Classified Employee hours, pay, and benefits through June 30, 2021. This MOU was approved by the FCUSD School Board at their November 19th meeting and will go into effect immediately. The agreement is subject to the CSEA ratification process. The entire MOU is attached, but I have listed several benefits below. As we approach the Thanksgiving Holiday, I hope this agreement provides you some support and comfort.

[Highlights of MOU #10 \(See the attached agreement for full details\):](#)

- No layoff of Unit Members through June 30, 2021.
- Continued comprehensive COVID-19 safety measures and extensive district provided PPE.
- 10 additional days of paid COVID leave (only for COVID related use).
- 1% of base pay bonus. This is a one-time payment of one percent (1%) of your base pay dispersed no later than March 10, 2021. This excludes overtime, extra time, and stipends.
- Work accommodations and work flexibility consistent with the district's operational needs.
- Transportation Unit Members' benefit payment pro-rata calculation will use November 2019 daily hours. This helps our Bus Drivers due to 2020 reduced daily hours.
- Reopening of the Catastrophic Leave Bank enrollment through January 8th, 2021.
- District provided childcare will be prioritized for District employees' children, with the District waiving fees for Unit Members when the child is a student in an FCUSD school, and the child is age appropriate for the program.

You will have the opportunity to ask questions and gain a better understand of the benefits of this agreement at our December Chapter meeting.

We will always fight for the best outcome for all our members. We appreciate your support of CSEA as we promote and protect fair and equitable treatment of all Classified Employees.

To those of you who are not yet members, please contact me to join the team.

Thank You,

Rob Thomas

President - CSEA American River Chapter #528