



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
2022-22 FCUSD/FCEA Joint Communications Update
November 14, 2022



1. Memorandums of Understanding

The morning began with a discussion by the Parties of the following MOUs:

a. Common Planning Time TK/K

The District presented an MOU to FCEA regarding a need for change due to some schools using the am/pm model. The proposed MOU creates an opportunity for ten (10) common planning days. The Parties reached agreement on this MOU. The MOU will be on the 11/17/22 Board Meeting Agenda for ratification.

b. Early Retirement Notification

For staffing planning purposes, it is always helpful to have as much advanced knowledge as possible when employees are planning to leave the District. It avoids the surplus process. The District has done an incentive from year-to-year based upon available funds. The incentive will be offered to all bargaining units. This MOU was agreed to with a minor modification to change “teacher” to “certificated.” The MOU will be on the 12/15/22 Board Meeting Agenda for ratification.

2. Community Schools

- a. A presentation on community schools was provided by CTA/NEA. Guest speakers from SFUSD were invited to share their experiences in developing a community school.
- b. FCEA provided the District with a potential MOU based upon those in other Districts already successfully using a community school. FCEA wants to have a sustainable partnership in place, prior to receiving the grant, in the hopes that this will result in additional grant funding. FCEA also provided a “Legal Letter” regarding their right to bargain in this area.
- c. Significant discussion centered around whether the coordinator would be classified or certificated.
- d. A Student Support Specialist Job Description was distributed with little to no discussion. This job description has been reviewed by the teams at previous meetings and agreed to posting and filing a position in the 2022-23 school year with the common understanding that the position is new, and the job description is under review. Currently, one position is being filled in the district using this job description and the teams will revisit this job description in the Spring.

3. Speech Language Pathologists Hiring Crisis

- a. The District shared Information about the hiring crisis that currently exists with regard to SLPs. The District shared a need to increase salaries to become competitive.
- b. A supposal (collective thinking) on a potential salary schedule change was discussed, including the specific outcome for current unit members. The District would like a change in place prior to Winter Break.
- c. The Parties agreed in theory and, the District began drafting an MOU for review by FCEA.

4. Curriculum and Instruction Specialist

The District shared concerns about the way C&I Specialists are being utilized or fit in the structure. The group gave feedback on how they would like to see C&I support provided.

5. Common Planning Time

The District's philosophy of CPT in order to gain a common understanding of what CPT is and how it should be utilized was shared. A handout was provided which described "tight" and "loose" practices. Discussion highlighted the differences in the way that folks view CPT and the struggles in implementation at different grade levels. Significant discussion occurred surrounding co-creation and teacher options.

6. 2023-2024 Professional Development Days

Concerns surrounding lack of participation in voluntary PD were shared. The current 2023-24 school year calendar which includes voluntary PD days was provided. Feedback was given to the District. The District will run some alternate calendars for discussion at our next session in January.

7. 180-Minute Super Minimum Day

MOU proposal to update on FCEA contract language in Article 8.15 "180-Minute Super Minimum Day - End of Each trimester in grades 1-6." With the change of the kindergarten schedule and the addition of TK, the District drafted changes to update the language with current practice. Conversation on this topic will continue in January as all kindergarten classes will convert to a full day schedule and TK expands to all sites. FCUSD will draft an MOU to address the changes in Super Minimum Day scheduling and update the language in Minimum day schedules to include grades K-5 instead of the current contract which states grades 1-6.

Next Meeting:

Wednesday, January 11, 2022

10:00 am - 3:00 pm

ESC Conference Room 304