

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

Incentives for Voluntary Transfer from Innovations Academy to In-Person Site

**I.
RECITALS**

1. The Folsom Cordova Unified School District ("District") and the Folsom Cordova Education Association ("FCEA") are parties to a collective bargaining agreement ("CBA") which expired as of July 1, 2022.
2. Innovations Academy at Folsom Cordova ("Innovations Academy") is an independent learning program for District Students that receive virtual instruction from qualified certificated employees of the District ("District Teachers").
3. Enrollment at Innovations Academy increased during the 2021/2022 school year and District Teachers were therefore assigned to fill those positions.
4. Enrollment at Innovations Academy for the 2022/2023 school year has decreased significantly, and enrollment at the District school sites providing in-person instruction to District students ("District in-person school sites") has increased.
5. The Parties desire to enter into this Memorandum of Understanding ("MOU") to temporarily provide incentive opportunities for District Teachers currently assigned to Innovations Academy to voluntarily transfer to vacant positions at District in-person school sites.

**II.
TERMS**

1. The preceding Recitals are incorporated as though fully set forth below.
2. Neither this MOU, nor the Parties' performance thereunder, shall be evidence of any past practice or considered precedential in any manner whatsoever.
3. The Parties hereby agree that, for the term of this MOU, the term "transfer," as defined in Article 11.1.1 of the CBA, shall be interpreted to include the movement of a District Teacher from his/her assignment at Innovations Academy to a vacant teaching assignment at a District in-person school site.

4. Transfer to the vacant teaching assignment shall be subject to the same rights, restrictions, and procedures that would govern other transfers made pursuant to Article 11 of the CBA.
5. The Parties agree that as an incentive, District Teachers that voluntary transfer from Innovations Academy to a vacancy at a District in-person school site by 9/19/2022 shall receive the following for the 2022/2023 school year:
 - a. Up to three (3) days of preparation/in-service time. More time may be granted upon mutual agreement of the transferring employee and his/her immediate supervisor.
 - b. A one-time grant of up to \$100 for the purchase of new materials.
 - c. Upon request, teacher will be compensated for one day at daily rate to work on the weekend of 9/17 - 9/18 or teacher may flex a work day after 9/19 for a day's work on 9/17 or 9/18.
6. This MOU shall expire on 6/30/2023, unless extended by the Parties.


District Representative


FCEA Representative

9/14/22
Date

9/14/22
Date