

MEMORANDUM OF UNDERSTANDING
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Stipend and Expectations for Equity Leaders

Folsom Cordova Unified School District and Folsom Cordova Education Association enter this Memorandum of Understanding ("MOU") regarding compensation and expectations for Equity Leaders. This initiative is implementing the District's corrective actions under the Comprehensive Coordinated Early Intervening Services Plan (CCEIS Plan).

Previous Compensation:

Equity Leaders received a Ratio Factor of 1.04

New Compensation:

Annual Stipend of \$3,200.

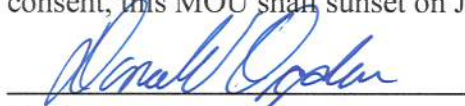
Up to twenty (20) Certificated Personnel will be selected to work as Equity Leaders. Equity Leaders will go through Trainer of Trainer (ToT) training and will provide professional development on Cultural Competence to district staff.

Equity Leaders will engage in the following:

1. Complete Foundational Equity Learning Series (new Equity Leaders only).
2. Complete Compassionate Dialogue Strategic Practice sessions.
3. Complete Listening Circle training.
4. Participate in at least three (3) Equity Leader workplan activities to be developed by the Director of Social-Emotional Learning and Equity.
5. Provide cultural competence training to staff based on the request by site principal and approved by the Director of Social-Emotional Learning and Equity.

Interested staff members should apply through the in-house application process.

A report on the efficacy of the program will be provided to the FCEA and the FCUSD Management Team in Spring of 2023. This is a one-time agreement and is not precedent setting. Absent mutual consent, this MOU shall sunset on June 30, 2024.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION

4-21-22

Date

4/21/22

Date