

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

Additional Compensation for Extraordinary Working Conditions

The Folsom Cordova Unified School District (FCUSD or District) and the Folsom Cordova Education Association (FCEA or Association) enter this memorandum of understanding regarding one-time additional compensation for extraordinary working conditions.

This MOU affirms our appreciation for the efforts of our certificated staff as we have been working through the COVID-19 pandemic and its many impacts on our students, classrooms, our colleagues, and our community. It has been difficult for all of us. There certainly are things we would do differently in reflection, and there are many things that we have done well to continue instruction, support families, and rebuild relationships strained by quarantine and isolation.

ARTICLE 1 – ADDITIONAL COMPENSATION FOR EXTRAORDINARY WORKING CONDITIONS

The Parties acknowledge that due to the ongoing pandemic, extraordinary working conditions remain; as such unit members continue to utilize a variety of instructional modalities that required additional time and effort during the 2021-2022 school year. The Folsom Cordova Unified School District (FCUSD or District) is offering a one-time payment for additional compensation for additional work as follows.

- 1.1 The District will make a one-time, \$2,500.00 payment/stipend for the 2021-2022 school year. Those who are in .5 FTE or more will receive a one-time amount of \$2,500. Those who are in positions that are less than .5 FTE will receive a one-time amount of \$1,250.

- 1.1.1 To be eligible for this one-time payment, unit members must be in paid status and in position control as of February 9, 2022. This agreement shall not apply to unit members who are in an unpaid status.

- 1.1.2 The Parties agree that payment will be paid no later than March 25, 2022.

ARTICLE 2 - GENERAL

- 2.1 All provisions of this MOU are subject to the negotiated grievance procedure in the CBA.

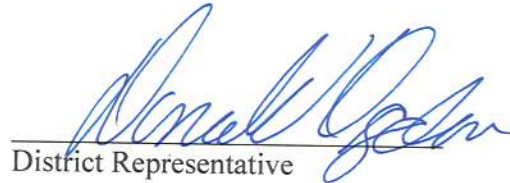
- 2.2 All components of the Parties' current CBA not in conflict with this MOU shall remain in full effect. This agreement is a one-time agreement to navigate the pandemic and is non-precedent setting.
- 2.3 This MOU shall fully resolve all impacts and effects bargaining related to working conditions in the 2021/2022 school year excluding summer school.
- 2.4 This MOU shall remain in full force and effect through June 30, 2022.
- 2.5 The Parties may mutually agree to extend or modify the provisions of this MOU in writing.



Association Representative
Folsom Cordova Education Association

02/11/2022

Date



District Representative
Folsom Cordova Unified School District

2/11/22

Date

FCEA Ratification Date: _____

Board Ratification Date: _____