

FCEA - FCUSD Joint Communication

May 28, 2021

The Folsom Cordova Education Association (FCEA) and Folsom Cordova Unified School District (FCUSD) wrapped up a busy year of negotiations with a Tentative Agreement for compensation for the 2020-21 and 2021-22 school years as well as several Memorandums of Understanding that will benefit our certificated staff as we continue to work collaboratively on developing compensation and working conditions that attract and retain the best educators and support providers for our students.

Tentative Agreement: This agreement is pending review by the County Office of Education's AB1200 process, FCEA Unit member ratification, and FCUSD Board Ratification. A draft of the new salary schedule for the 2021-22 school year is attached.

- 3.5% compensation increase on the Salary Schedule for 2020-21 school year paid retroactively (in July)
- 3.0% compensation increase on the Salary Schedule for the 2021-22 school year effective July 1, 2021
- The District's contribution to the Medical Benefits Cap will increase \$50 per month for the Single Plan and \$100 per month for the Family Plan

Optional Work Days: Please mark your calendars. August 5 and 6 of 2021 are optional work days for certificated staff. These dates will be paid at each teacher's daily rate. On both August 5th and 6th, staff will be offered professional development opportunities. On August 6th, staff may opt to have a paid work day to work on campus.

- August 5, 2021 – Professional Development Day
- August 6, 2021 – Professional Development Day **or** Work Day
- Attendance is optional. Unit members who choose not to attend will not be paid and do not need to use Aesop for non-attendance.
- A Bargaining Unit Work Day must be performed on campus.

Special Education Staff Release Days: Credentialed Educational Specialists (Mild/Mod and Mod/Severe) in a Preschool-Grade 12 and age 18-22 program assignment will be provided 4 (four) release days. This time is allocated for the purpose of IEP writing, the completion of other duties specifically related to the special education job description (except for conducting IEPs), and transition meetings.

Compensation for Additional Duties for School Nurses: Nurses who are offered and accept additional duties by the Coordinator of Health Services that occur outside of their contract day shall be paid the hourly rate of \$75/ hour.

Initial Salary Placement - School Nurses: For the purpose of initial placement on the salary schedule, credit will be allowed for non-public school practice, non-public agency practice, and other relevant experiences which requires a Registered Nurse Certification. There will be

retroactive pay for the 2020-21 school year based on a review of experience submitted on or before June 25, 2021. Submissions of verification of prior experience should be submitted to Charity Pelz via email.

Initial Salary Placement - Speech and Language Pathologist: For the purpose of initial placement on the salary schedule, credit will be allowed for non-public school practice, non-public agency practice, and other relevant experiences related to school-age children (preschool through age 22). There will be retroactive pay for the 2020-21 school year based on a review of experience submitted on or before June 25, 2021.

Over the last year, the bargaining teams have met in Zoom meetings on a weekly basis (occasionally more than once in a week and sometimes late into the night) to collaborate on safely navigating the Covid-19 pandemic and the ordinary labor management negotiations. The teams jointly created over 19 MOUs related to Covid 19, 12 MOUs dealing with working conditions, and a tentative agreement. As a result of the hard work, time, and commitment we were able to safely return our staff and students to in person instruction, develop a robust summer enrichment program, and create a compensation package for 2021-22 that values our dedicated teachers.

Thank you 2020- 2021 Negotiations Teams:

Don Ogden = Asst. Supt.HR	Deb Krikourian = Chair/6-8 Rep (Folsom)
Mike Shepherd = Director HR	Michele Richards = Secretary/6-8 A. Rep (Rancho Cordova)
Rochelle Dagnall = Secretary	Meg Hanley = TK-3 Rep (Folsom)
Howard Cadenhead = HS	Ed Marin = 4-5 Rep (Folsom)
Pat Graham = ELEM	Tracy Suter (Folsom), Tom Pena, & Fynn Carroll = 9-12 Rep
Keri Phillips = MS (VACANT)	Kevin Wheeler = Special Services Rep (Rancho Cordova)

Kristi Blandford = Fiscal	A - Dona' Navarro = Special Services Alternate (Folsom)
Aaron Storey = SPED	A - Kristina Messersmith = TK-3 (Rancho Cordova)
A - Jim Huber = Asst. Supt. Instruction: Secondary	A - (Vacant) = 4-5 (Rancho Cordova)
A - Curtis Wilson = Asst. Supt. Instruction: Elementary	A - Amy Wallace = 9-12 (Rancho Cordova)
A - Sarah Koligian = Superintendent	Angelica Miklos = FCEA President
Kim Bogard = FCUSD Legal Counsel	Mary McNulty = CTA Staff

Donald Ogden
FCUSD Assistant Superintendent

Debra Krikourian
FCEA Bargaining Chair

Attached:

- Tentative Agreement
- Draft of 2021-22 Salary Schedule & 2020-21 Schedule used to calculate retroactive payment
- MOUs: Optional Work Days, Special Education Release Days, Compensation for Additional Duties for School Nurses, Initial Salary Placement- School Nurse, Initial Salary Placement- Speech and Language Pathologist