

FCEA - FCUSD Joint Communication and Negotiations Update

May 14, 2021

Folsom Cordova Unified School District has provided certificated staff represented by the Folsom Cordova Educators Association a proposed successor agreement. Because of the financial impact of these items and timeframe of the increased costs on the district's budget, this offer must be accepted in its entirety. This proposal has no language associated with class sizes or working conditions. It is solely focused on increasing employee compensation and opportunities for paid professional development without any changes to working conditions. The proposal includes:

- 1% for the 20-21 School year, all employees received a 1% bonus on March 15th, 2021
- 2% added onto the salary schedule and paid retroactive to employees as of ratification date
- 2% added onto the salary schedule on July 1, 2021
- 2% added onto the salary schedule on July 1, 2022
- 1% added to 20/21 compensation if employee attended August 6 and 7 PD days in 2020
- 1% added to 21/22 compensation if employee attends August 5 and 6th PD days in 2021

Folsom Cordova Education Association turned down the Folsom Cordova Unified School District proposal and has communicated the desire to finish up the 2020/21 school year with a compensation agreement which will retro to July 2020. The state budget looks positive, and reserves have grown. The two teams will bargain for two days next week.

FCUSD and FCEA MEMORANDUMS OF UNDERSTANDING (MOUs)

Elementary Super Minimum Day MOU

- For the spring trimester, May 21, 2021 will be an asynchronous day after up to a one-hour synchronous meeting with students so teachers may finish grading and complete report cards.
- This MOU addresses our contractual obligation to provide a super minimum day for elementary teachers to "complete grading and report cards".
- As you all know, this year we provided elementary schools this same super minimum day schedule on November 6 to allow teachers to "finish grading and complete report cards".

First Addendum to MOU # 19

- This MOU addresses the compensation for additional Learning Loss Programs that we will be providing this summer that have been created since our 3-19-21 MOU.
- New programs offered will include; Career Technology Education (CTE), Visual and Performing Arts (VAPA), Independent Study, and the Adolescent Parent Program.

CalSTRs Early Retirement MOU

- This MOU aligns our FCEA contract and FCUSD Administrative Regulations with the California Education Code and provides the eligibility requirement for the CalSTRS Reduced Workload Program.
- The CalSTRS Reduced Workload Program provides eligible employees the opportunity to reduce their schedule to that of a part time employee while retaining a full year of service credit in the CalSTRS system.

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5/14/21

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5/14/21

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