

- **FCEA/ FCUSD Joint DRAFT Communication**

Certificated Employees,

The FCEA and FCUSD Negotiations teams are committed to continue meeting weekly, addressing issues as they arise, and establishing a safe and healthy working environment for our employees and learning environment for our students. We have been meeting weekly since March. Our focus has been to collaborate on the impacts and effects of the changing working conditions due to the move to distance learning, the COVID-19 pandemic, and to address immediate concerns that impact FCEA members.

We have reached an agreement on the following items by a Memorandum of Understanding (MOU):

Distance Learning MOU agreements:

- **2019/2020 School Closure Related to Coronavirus-19-** This was the framework used to address the impacts and effects caused by the change of working conditions when schools were closed to in person instruction on 3-13-20 and teachers transition to delivering instruction remotely.
- **Commencement Videographer Stipend-** to support staff producing commencement videos, a stipend was established for videographers during the school closure related to COVID-19.
- **ESY and Summer School Teacher Stipends-** to support staff working Extended School Year (ESY) and Secondary Summer Credit Recovery Program, stipends and working conditions were established.
- **2020/2021 Additional Training and PLC Days-** 2 paid work days for Professional Development and PLC meetings were added to the work calendar for certificated staff to participate in training specific to delivering instruction in a distance learning environment.
- **Charter School Staffing for 2020/2021-** a plan to temporarily permit the transfer of District teachers to Folsom Cordova Community Charter pursuant to Article 11 of the CBA, and to set forth the circumstances under which such teachers may return to the District was developed.

MOU agreements addressing immediate concerns and additional compensation requests:

- **Academy Agriculture and Culinary Teacher Ratio Factor (2020- 2022)-** Compensation for extra hours/ days of work expected in their assigned duties was established.
- **Appendix D (Ongoing)-** The section of the contract defining Certificated extracurricular stipends and schedules was reorganized and updated.
- **Secondary CTE Teacher Stipend (2020/21)-** to attract and retain CTE teachers, teams agreed to criteria that must be met to qualify for a \$750 annual stipend.
- **SPED Release Days (2020/21)-** Teachers in a Preschool-12 assignment based upon an Education Specialist (Mild/Mod and Mod/Severe) credential (Impacted Teachers) were granted 4 release days 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.
- **Speech-Language Pathologist Work Year (Ongoing)-** A new work year for Speech and Language Pathologists- reducing the work year for our SLPs by 10 days. We believe this new calendar will help us attract new SLPs and retrain our current SLPs.
- **Division Lead Work Year (Ongoing)-** The official work year for Division Leader was reduced from 189 days to 186 days.
- **Secondary Division Leader Job Description (Ongoing)-** The job description for Secondary Division Leader was updated to reflect current essential duties.

At the September 2nd Meeting, the teams agreed upon two MOUs. These MOUs will be put to vote by the FCEA membership and calendared to be on the September 10th Board Agenda.

The [Distance Learning MOU](#) is drafted to be used as a framework for addressing the impacts and effects of distance learning on our certificated employees. The MOU addresses the concerns, challenges, and

goals discussed since March. Our teams are committed to continue meeting weekly, addressing issues as they arise, and establishing a safe and healthy working environment for our employees and learning environment for our students

The [Common Planning Time MOU](#) is drafted to assist staff in using Mondays to address the various needs and challenges created in the Distance Learning environment.

FCEA unit members have had opportunities for collaboration and voice in the decision making process including; participation in the Distance Learning Task Force Committees, creation of the Written Worksite Specific Plan at each site (WWSP), and staff will soon participate in the creation of the Learning Continuity and Attendance Plan that will direct CARES, ESSR, and LLF funds.

Sincerely,

Deb Kirkourian and Don Ogden