

FCEA & FCUSD Joint Negotiations Update: January 2020

On Friday, Jan. 17, bargaining team members from the Folsom Cordova Education Association (FCEA), which represents teachers and other certificated staff, and the Folsom Cordova Unified School District (FCUSD) met, discussed, and bargained the following issues:

Governor's Budget Update: Working as partners in understanding the implications and impacts of the Governor's Budget, members of the FCEA leadership team and members of the FCUSD leadership team attended the Governor's Budget Workshop hosted by [School Services of California, Inc.](#) FCEA has requested a budget work shop at the next meeting to review the specific implications and impacts of the Governor's Budget on FCUSD. Both teams are committed to working with a sense of urgency to resolve bargaining for the 2020-21 school year.

FCEA Surveys: FCEA members have completed several surveys created by FCEA's negotiations leadership. The results were discussed and the feedback will be used to negotiate issues such as the working conditions, initial placement on the salary schedule, and supporting the workload of special education teachers.

Appendix D of Collective Bargaining Agreement: A revised version of Appendix D was negotiated and almost completed. The new format is comprehensive and involved the input of many stakeholders. The leadership teams will meet to discuss the input provided regarding specific stipends before developing a final proposal.

Leaves: The committee on leaves presented specific recommendations. The FCUSD team will develop and present proposal language to be negotiated at the next planned meeting.

SLP/Nurse Clinical Experience: Teams reviewed the current practice and the current Memorandum of Understanding (MOU) describing the FCUSD practice of considering clinical experience when placing new SLP/Nurses on the salary schedule. FCEA requested the FCUSD team develop and present proposal language to be negotiated at the next planned meeting.

Instructional Minutes: FCUSD presented the current, Board-adopted instructional minutes by grade level in FCUSD. Additionally, the team reviewed the minimum minutes required by the California Department of Education. FCEA requested the FCUSD team present the planned schedules, start times, and common planning times for the 2020-21 school year at the next planned meeting.

Charter School Staffing: FCUSD presented an overview of its K-8 dependent charter, the [Folsom Cordova Community Charter School](#). It is a home school program and parents are the primary educators. Current certificated staffing includes a principal and seven teachers. Teachers meet with student and parent on a two-week cycle. Teachers assess a minimum of 10 work samples per meeting. Additionally, voluntary, weekly workshops are taught on Tuesdays and Thursday by teachers. The school provides targeted instruction, and students also get socialization time. The school also offers stand-alone workshops, campus events, and field trips. Teachers are on campus 8 a.m. to 3 p.m. The California Department of Education (CDE) has designated a staffing 25:1 average ratio. Currently, 134 students attend FCC (up from 66 last year). For SAI, staff work with case managers. As the exclusive certificated negotiations team, FCEA requested an opportunity to meet with certificated staff and discuss unique needs and common interests.

K-12 Curriculum & Instruction Specialist (previously Lead Teacher): Teams negotiated the revised job description and FCEA requested a subcommittee to engage stakeholders across grade levels to address specific impacts and effects of the proposed changes. A meeting is planned and the teams have agreed to work collaboratively on a timely solution in order to post and fill these positions prior to the internal transfer process in February.

Transfer Process: The internal transfer process was discussed and the timelines have been established and communicated with staff. Sites are working on master schedule building and grade level assignments for 2020 and 2021. FCEA requested the FCUSD team present the planned TK/K staffing and schedules and start times for the 2020-21 school year at the next planned meeting. FCEA also requested FCUSD consider clarifying voluntary transfer language.

iReady: FCEA requested the FCUSD team present the planned costs and options for the 2020-21 school year at the next planned meeting.

Next meeting: Feb. 20