

FCEA & FCUSD Joint Negotiations Update: May 2019

On Monday, April 29, 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 to continue negotiations.

During the daylong session at the Education Services Center, both teams worked collaboratively and discussed each sides' common bargaining interests. Below is a short summary of what the teams produced, and initial outcomes:

Memorandums of Understanding (MOUs):

Mitchell 7 Period Instructional Day: This MOU provides a one-year agreement to offer a seven-period instructional day at Mitchell Middle School for the 2019-20 school year. A seven period schedule is currently in place at Mitchell for the 2018-19 school year.

Initial Placement - Clinical Experience: This MOU allows clinical experience to be used when placing a new employee on the salary schedule. This primarily impacts Speech and Language Pathologists and will sunset after the 2019-2020 school year.

Appendix D: Director of Athletics, Peter Maroon presented a revised Appendix D for consideration. The proposal would allocate assistant coaches at a 20:1 ratio as well as clarify the length of a season and the continuity of practice in the postseason. It also separated out clubs and music from athletics. This was an initial read of the proposal.

Both negotiating teams discussed common interests, including the impacts and effects that these MOUs have on the working conditions of the employees and the educational benefit that these agreements have on our students. These MOUs reflect our mutual appreciation for the contributions of our teachers and the impact our teachers have on student success.

Subcommittee Reports: Both teams acknowledged that a need exists to develop a deeper understanding around some of the critical issues facing our District. In a collaborative attempt, the following subcommittees are actively meeting:

- Leaves Committee
- Special Education Committee

Salary Advancement Discussion: FCEA and FCUSD are collaborating on trainings of mutual interest. These trainings will be in GoSignMeUp and eligible for salary advancement. The next session is on Implicit Bias. The course will earn two hours towards the 15 hours needed to earn one credit.

FCEA and FCUSD next meet June 6-7 at the Outward Mindset training facilitated by the Arbinger Group.