

FCEA & FCUSD Joint Negotiations Update: Aug. 18, 2017

On Friday, Aug. 18, 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 for a successor contract under the parameters of mediation.

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

Compensation: FCEA's bargaining team presented a written offer:

- an ongoing, 3% salary increase, effective July 2016
- Step 30 on salary schedule will become Step 24
- the individual medical cap will be increased by \$50 and the family medical cap will be increased by \$100, effective July 1, 2016

FCEA's proposal was offered after both negotiating teams discussed common interests, including compensation that values the contributions of our teachers and that supports the recruitment and retention of the best in the profession.

Speech and Language Pathologist Division Leader: FCEA will bring a new job description for a Speech and Language Pathologist Division Leader to its executive council. This new "lead" role recognizes the extra time needed for a Lead Speech and Language Pathologist to support SLPA (Speech and Language Pathologist Assistants). FCEA and FCUSD will continue to look at ways to address the needs of other Support Services providers who are responsible for students with IEPs.

Psychologist Salary and Yearly Calendar Subcommittee: In discussion of common interests, both teams acknowledged that the work year of a FCEA psychologist is longer than comparable local districts. This has an impact on our ability to attract and retain the best psychologists. While no proposal was offered, both teams agreed to work together and develop a subcommittee to draft an MOU that can address the mutual interests.

Professional Development Subcommittee: Both teams acknowledged that a need exists to develop a better understanding of the compensation system for Professional Development and Service Credit. While no proposal was offered, both teams agreed to work together and develop a subcommittee to draft an MOU to can address the mutual interests.

FCEA and FCUSD have agreed to resume negotiations on Wednesday, Aug. 23.