

## **FCEA & FCUSD Joint Negotiations Update: Aug. 7, 2017**

On Monday, Aug. 7, 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 renew negotiations for a successor contract after a summer break.

During the daylong session at the Education Services Center, both teams broke into small collaborative groups to discuss each sides' common bargaining interests. Below is a short summary of what the teams produced, and initial outcomes:

**Compensation:** FCUSD's bargaining team presented a written offer:

- a one-time, off-schedule 2% bonus, effective Jan. 1, 2017
- an ongoing, 2% salary increase effective July 1, 2017

FCUSD'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.

**Special Education Release Time:** FCEA and FCUSD have signed a Memorandum of Understanding (MOU) that provides four release days a year for special education teachers to work on Individualized Education Plans and other routine tasks associated with increasingly heavy workloads. The MOU recognizes the extra time needed to meet special education compliance requirements and the additional layers of complexity associated with the work. The MOU will be presented to the FCEA Executive Board on Aug. 15 and to the FCUSD Board of Education on Aug. 17. 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.

**Benefits:** In their discussion of common interests, both teams acknowledged that the cost of health benefits continue to be a significant burden for employees. While no proposal was offered, both teams agreed to work together to develop an educational plan for employees that helps staff navigate the complexities of health plans and maximize value and affordability for their families.

FCEA and FCUSD have agreed to resume negotiations on Aug. 18 and Aug. 23.

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Bargaining Chair, FCEA   Assistant Superintendent of Human Resources, FCUSD