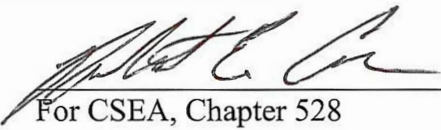


**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER
CHAPTER #528 (TOGETHER "CSEA")
Association Leave Pilot Program
July 27, 2023**

The Folsom Cordova Unified School District ("District") and the California School Employees Association and its American River Chapter #528 (together "CSEA") are parties to a collective bargaining agreement ("CBA").

In order to encourage effective, positive labor relations, the District and CSEA have agreed to this Pilot Program in order to give the Parties the ability to assess the impacts of increased Association Leave.

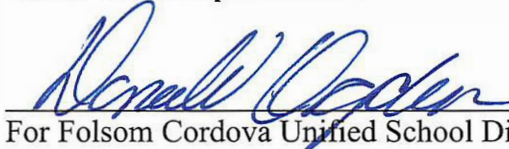
1. This Pilot Program (Attachment A) shall be in effect for the 2023-2024 fiscal year.
2. To the extent that this Pilot Program is in conflict with the CBA, this Pilot Program shall prevail.


For CSEA, Chapter 528

8/7/23
Date


CSEA Labor Representative

8/7/23
Date


For Folsom Cordova Unified School District

8/7/23
Date

Attachment A

12.17. Association Leave

- 12.17.1. The District shall provide to the Association president/designee a maximum of **four-hundred and sixteen (416) hours** of leave of absence per year subject to the limitations listed to perform leadership duties.
- 12.17.2. Prior approval of the superintendent/designee shall be obtained pursuant to these provisions. In no case shall the leave exceed **four-hundred and sixteen (416) hours** per year, except as provided for below. This leave is in addition to release time for policy advisory, meet and confer, and negotiation meetings.
- 12.17.2.1. A request presented by the Association president to the District shall be provided twenty-four (24) hours in advance.
- 12.17.2.2. On occasion, it may be necessary to exceed the **four-hundred and sixteen (416) hours** of leave granted above. The Association may make a request to the superintendent/designee indicating the number of additional days required. The Association shall reimburse the District for the cost of any substitutes required for these additional days within 45 days of receipt of **billing**.
- 12.17.3 In addition to 12.17.1-2, the District shall provide CSEA negotiations team members with reasonable periods of release time without loss of compensation as follows:**
- 12.17.3.1 Two (2) days per month from August to November and from January to May.**
- 12.17.3.2 Each month, one (1) day shall be utilized for negotiation preparation and one (1) day shall be utilized for the day of negotiations.**
- 12.17.3.3 In the event negotiations are required in addition to the minimum number of dates provided for above, the District shall provide negotiation team members with additional release time. Typically, this leave will be provided on an hour-to-hour comparison. A full day of negotiations will typically necessitate a full day of release for negotiations preparation. For negotiations that are less than a day, the Association may request additional time from the Superintendent or designee.**
- 12.17.3.4 Nothing herein shall be construed to limit the right of CSEA negotiations team members to receive reasonable periods of release time without loss of compensation when meeting and negotiating (which includes negotiations preparation time) under Government Code 3543.1(c).**