

MEMORANDUM OF UNDERSTANDING #17
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN
RIVER CHAPTER No. 528 (CSEA)

Classified Equity Leaders
May 15, 2024

This Memorandum of Understanding (“MOU”) is agreed to between the Folsom Cordova Unified School District (“District”) and the California School Employees Association, and its American River Chapter No. 528 (CSEA). Collectively, the District and CSEA will be referred to as “the Parties.” This Memorandum of Understanding shall be in effect upon ratification.


The parties have met, negotiated, and agreed to the following:

Classified employees are essential partners of our school community. The District desires to partner with CSEA to implement targeted action to bolster educational equity across the District through work as Classified Equity Leaders I and II. The work of both Equity Leaders is primarily after hours, sporadic in nature and will not exceed sixty (60) hours for the entire school year.

All Equity Leaders will be selected by the Social Emotional Learning Department. A full-time District employee shall be classified as an Equity Leader I (Range 26). A part-time District employee shall be classified as Equity Leader II (Range 43).

This is a one-time, non-precedent setting agreement and shall fully and finally resolve all bargaining related to the impacts and effects of this change. This MOU will sunset on June 1, 2025.

Cost estimated at \$70,000.00 by General Funds/Supplemental split (based upon 20 Equity Leaders Certificated and Classified).



For CSEA, Chapter 528

6/3/2024

Date



For Folsom Cordova Unified School District

6/3/2024

Date



CSEA Labor Relations Representative

6/6/2024

Date

Board Approved: 8/1/2024 CSEA Ratified: 6/7/2024

UPDATED 05/28/2024 – R.A.
EQUITY LEADER I & II

DEFINITION:

Under direction of the Director of Social Emotional Learning and Equity or assigned administrator, Equity Leaders will go through Trainer of Trainer Training (T.O.T's) and will provide professional development on Cultural Competence to district staff including teachers, administrators and other stakeholders.

QUALIFICATIONS:

Experience: This position is supplemental to your current position in the District and is not site-specific. Candidates must be current employees with the District.

Education: Selected candidates will go through ~~Training of Trainers (T.O.T.) training with Epoche Education.~~ Training and complete tasks as outlined in the Equity Leader Action Plan, specifically the completion of a minimum of three (3) tasks/strategies for a maximum of sixty (60) hours

Trainings will include but not limited to:

- ~~Compassionate Dialogue—Using the RIR Protocol~~
- ~~Thriving as a Racially Conscious Person~~
- ~~Let's Talk About Race~~
- ~~What is Implicit Bias and How Do We Address It?~~
- ~~The Tragedy of Non-ness~~
- Culturally Relevant Pedagogy as a Lens for Equity

DISTINGUISHING CHARACTERISTICS:

The Equity Leader I is distinguished from the Equity Leader II in that the Equity Leader I is a regular full-time employee with the district. The Equity Leader II is regularly a part-time employee with the district.

- Promote educational excellence for all students
- Advocate for historically marginalized students
- Willing to engage in courageous conversations about topics of race & ethnicity, gender, religion, ability, class, sexual identity etc.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Under the direction of the Director of Social Emotional Learning and Educational Equity, incumbent will:

- ~~Be responsible for development of professional development content~~
- ~~Complete Cultural Competence Certification (training provided)~~
- ~~Facilitate trainings for district staff~~
- Collect and interpret qualitative and quantitative data from various stakeholder groups—Complete Foundational Equity learning Series (New Equity Leaders Only).
- In alignment with the Local Control Accountability Plan (LCAP), Equity Leaders will participate in at least three (3) Equity Leader Action Plan activities/strategies. These activities/strategies will be co-created and approved by the Director of SEL and Equity.

KNOWLEDGE:

- Applicable laws, codes, regulations, standards, policies and procedures

ABILITIES AND SKILLS:

- Plan, prioritize, and organize work to meet deadlines, schedules and timelines
- Strong communication skills
- Facilitation of content

PHYSICAL REQUIREMENTS:

Physical abilities include the usual and customary methods of performing the job's functions and require the following physical demands: occasional lifting, carrying, pushing and/or pulling; some climbing and balancing, some stooping, kneeling, crouching; reaching, handling, touching and/or feeling; manual dexterity to operate a telephone and enter data into a computer.

Significant physical abilities include ability to sit at a desk, conference table, or in meetings of various configurations for extended periods of time; see and read, with or without visual aids, laws and codes, rules, policies and other printed matter, computer screens and

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EQUITY LEADER I & II

printouts; hear and understand speech at normal room levels and hear and understand speech on the telephone; speak in audible tones so that others may understand clearly in normal conversations.

WORK ENVIRONMENT:

- The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- The noise level in the work environment is usually moderate.
- Employees in this position will be required to work indoors in a standard office environment and come in direct contact with district staff and the public.



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

CLASSIFIED COMPREHENSIVE EMPLOYEE SALARY

SCHEDULE KEY 2024-2025

SPECIALISTS

Occupational Therapist	45
Physical Therapist	45
<u>Equity Leader II</u>	<u>43</u>
Mental Health Specialist II	42
Student Data Analyst	41
Behavior Specialist	38
Community Schools Facilitator II	38
Mental Health Specialist I	38
Registered Nurse	38
School Social Worker I	38
Database Administrator	35
Network Administrator	35
Network Engineer	35
Applications Specialist – PowerSchool	33
Applications Specialist	33
Theater Production Specialist II	32
Systems Administrator	33
Community Schools Facilitator	29
Mental Health Specialist Associate	29
School Social Worker Associate	29
Data Administrator & CALPADS Specialist	28
Fiscal Data Analyst	28
ETIS Support Specialist II	27
<u>Equity Leader</u>	<u>27</u>
Lead Printer II	27
<u>Equity Leader I</u>	<u>26</u>
Facilities Planner	25
Lead Buyer	25
Risk Management Specialist	24
Centralized Tech Support Specialist	24
Child Welfare & Attendance Specialist	24
Classified Assistive Technology Specialist	24
Communications Specialist	24
Community Safety Specialist	24
ETIS Support Specialist I	24
Technology Equipment Repair Technician	24
Workers' Compensation and Unemployment Analyst	23
Personnel Analyst	22
Speech Language Pathologist Assistant	22
Theater Production Specialist	22
Employee Benefits Specialist	17
Lead Printer	17
Personnel Technician	17
Buyer	15
Due Process Technician	15
Help Desk Technician	15
Help Desk Technician-Testing and Assessment	15
Licensed Vocational Nurse	15
Education Services Student Liaison	15
Special Education Applications Specialist	15
Instructional Materials Technician	13
Restorative Specialist	12
Translator / Interpreter (Spanish)	12
Attendance Technician	11
Facilities Use Technician	11
Research Assistant II, Testing and Assessment	11
High School Library Media Assistant	10
Purchasing Specialist	10
Printer II	09
Categorical Program Assistant	08
Middle School Library Media Assistant	08
Research Assistant I	07
Expanded Learning Team Associate	03
Preschool Associate Teacher	03
Lead Campus Monitor	03
Campus Monitor	01
Expanded Learning Assistant	01

INSTRUCTIONAL ASSISTANTS

CTE Adult Education/Welding	25
Lead Behavior Support Assistant	09
Behavior Support Assistant – General Education	07
Behavior Support Assistant – Severely Handicapped	07
Mental Health Instructional Assistant	07
Transition Assistant II	07
Instructional Assistant Braille	04
Para Educator Mod/Severe	04
Transition Assistant I	04
Computer Instructional Assistant	03
Elementary Intervention Program Assistant, (K-3) (4-6)	03
Instructional Assistant-Related Services	03
Instructional Signing Assistant DOH	03

Instructional Assistant Opportunity Class	01
Special Education Instructional Assistant	01
Instructional Assistant Adolescent Parent Program	01
Instructional Assistant – Preschool	01

ADMINISTRATIVE SERIES

Administrative Assistant III	12
Administrative Assistant (Comprehensive HS/Middle School)	12
Administrative Assistant II	11
Administrative Assistant, Alternative Ed	11
Administrative Assistant, Fiscal Services	11
Administrative Assistant, Elementary School	10
Administrative Assistant I	08

ACCOUNTING SERIES

Lead Financial Accountant	33
Facilities Accountant	28
Financial Accountant	28
Lead Budget Technician	25
Payroll Accountant	18
Budget Technician	17
Categorical Administrative Technician	14
Central ASB Technician	14
Adult Education Account Technician	13
Categorical Account Technician II	12
Lead Account Clerk II	12
Facilities Account Technician	11
Categorical Account Technician I	10
Student Body Account Technician	09
Account Clerk II	08
Account Clerk I	06

COORDINATORS

Bilingual Special Project Coordinator-Spanish	15
Special Project Coordinator	15
Parent Coordinator	01

CLERICAL SERIES

Academic and Career Advisor – Adult Education	09
Registrar (Comprehensive HS)	09
Athletic Clerk	08
College and Career Clerk	07
Registrar (Alternative Education)	07
Middle School Registrar	07
Medi-Cal SMAA/LEA Clerk	05
Clerk Typist III	04
Clerk Typist III, District Receptionist	04
Personnel Clerk II	04
Health Assistant	04
Elementary School Library Media Clerk	03
School Clerk, Elementary/Secondary	03
Clerk Typist II / I	02

FOOD SERVICE SERIES

Food Service Office Technician	15
Food Service Technician	14
Food Service Clerk	11
Food Service Worker II	06
Food Service Worker I	03

MAINTENANCE & OPERATIONS SERIES

Carpenter/Hardware Technician	18
Equipment Repair Technician	18
Fire Intrusion Detection Technician	18
Grounds Maintenance Technician	18
Head Custodian III	18
Maintenance Electronics Technician/Electrician	18
Maintenance HVAC	18
Maintenance Mechanic II	18
Maintenance Painter	18
Plumber/Welder	18
Head Custodian/Trainer	16
Maintenance Mechanic I	13
Warehouse Person/Maintenance Mechanic I	13
Head Custodian II	12
Head Custodian I	10
Building & Grounds Utility Worker	08
Lead Night Custodian	08
Delivery Driver (IMC)	07
Grounds Worker	07
Custodian	04