

MEMORANDUM OF UNDERSTANDING #17
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Community Schools
May 8, 2024

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“Association”), collectively referred to as “the Parties,” enter into this Memorandum of Understanding (“MOU”) in order to address the impacts and effects of the implementation of community schools on the working conditions of FCEA Unit Members for the 2024-2025 school year.

A Community School is defined as, “The heart of a community, uniting diverse and engaged stakeholders to make the school community stronger and ensure that students are learning in environments that make them feel safe, valued, engaged, challenged, and healthy.” Through programmatic, structural, and systemic shifts that center on collaborative leadership and practices, FCUSD, FCEA, and partners seek to provide the infrastructure for a sustainable Community Schools strategy. Both parties commit to the success of the Community Schools’ transformational movement and will be utilizing and integrating a Community School ethos in their relationship with each other and other partners.

Since the California Department of Education (CDE) released the Community Schools Request For Application (RFA), FCUSD grant writers worked collaboratively with various partners and FCEA on a community strength and needs assessment to align the vision and budget design for these funds with the listed school sites: Cordova Gardens Elementary, Cordova Meadows Elementary, Cordova Villa Elementary, Kinney High, Mills Middle, Rancho Cordova Elementary, White Rock Elementary, and Williamson Elementary. These sites qualified for the implementation grant based on their Unduplicated Pupil Percentage (UPP), suspension rates, and/or other state-determined data points. A second cohort of schools: Cordova High, Cordova Lane Center, W.E. Mitchell Middle, Navigator Elementary, and Peter J. Shields Elementary applied for implementation grants during the 2023-2024 school year but didn’t receive funding due to changing UPP criteria by the CDE in response to state budget issues. Cordova High School is being appealed.

2022-2023 School Year: Planning Year

- FCUSD and FCEA will collaborate to create appropriate Job Descriptions.
- FCEA unit members will be members of the Community Schools District Steering Committee.
- Seven (7) schools will apply for Community Schools implementation grants.

2024-2025 School Year:

- Seven (7) schools will apply for Community Schools implementation grants.
- FCEA unit members will be members of the Community Schools District Steering Committee.
- Each school site that receives an implementation grant will hire a full-time staff person to coordinate the community schools work.
- An FCEA member will be invited to serve on the interview panel for each Community School site certificated position.
- Training hours for certificated staff at community schools will be paid at the FCEA Schedule D rate.

Community Schools District Steering Committee

- The Steering Committee will have shared accountability for improving student outcomes in alignment with the focus areas of each designated FCUSD Community School. Shared accountability means using disaggregated data for collaborative decision-making within the committee, and working with their department staff, peers and/or labor groups to shift practices based on Steering Committee recommendations and site-level decisions.
- The Steering Committee will support the full implementation of the Community Schools framework at each school.
- The Steering Committee will meet a minimum of five (5) times per school year and include at least two (2) parents, at least two (2) students, at least two (2) FCEA represented employees, at least one (1) of whom works in an FCUSD Community School and at least two (2) CSEA represented employees. FCEA shall have sole determination as to who represents FCEA on the Committee.
- The Steering Committee will co-host two (2) regional meetings in the late afternoon/early evening or weekends for Professional Development alongside Community School site leaders. One event in the fall, preferably in conjunction with another District community event, such as the Parent Summit, to provide Professional Development to support understanding of Community Schools, site action plans, and goals for the school year. The team will invite administration, leadership teams, parents, and youth leaders from each site. The second co-hosted event will be a family recognition event held in the spring closer to the end of the school year.
- The Steering Committee will be responsible for facilitating a shared vision for Community Schools, including regularly reviewing Needs and Assets assessments, budgets, programs, and student data from designated FCUSD Community Schools.
- Participants in the Steering Committee will be expected to attend scheduled meetings, participate in committee work, and serve as a District-wide advocate for removing systemic barriers to student achievement and wellness.

School Site Councils

- FCUSD will provide School Site Council (SSC) teams, leadership teams, and Guiding Coalitions training in the Community Schools model, shared decision-making, the role of the School Plan for Student Achievement (SPSA), safety plans, and school funding.
- The FCUSD Categorical Programs Department will develop and provide SSC teams with a standard template structure for agendas, minutes, and bylaws.

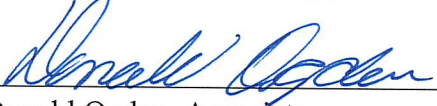
- Each Community School shall create a Family Partnership Team that will advise the SSC regarding funding and programmatic decisions specific to their Community School. This Team shall meet six (6) to eight (8) times per year in addition to a Family Partnership Team representative to attend scheduled SSC meetings. FCEA unit members at the site who participate in the Family Partnership Team for the full school year shall be credited two (2) adjunctive duties for this work.
- The Steering Committee will support the site's Family Partnership Team with consistent information (documents, presentations, etc.) to help create continuity amongst sites.
- Each site's Family Partnership Team will share trimester updates with the Steering Committee.

In a Community Schools setting, FCUSD and FCEA commit to continue implementing strong and intentional community partnerships ensuring pupil learning and whole child and family development, including the following features: integrated student supports, family and community engagement, collaborative leadership practices for educators and administrators, and extended learning time and opportunities.

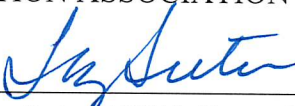
Absent mutual consent, this MOU shall sunset on June 30, 2025. This is a one-time agreement and is not precedent setting.

Cost estimated at \$1,617,526.00 by Resource 6332 Community Schools Grant.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
Donald Ogden, Associate
Superintendent Human Resources

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter, FCEA Executive Officer/
Bargaining Chair

Date: 5-20-2024

Date: 5-20-24

Board Approved: 6.6.2024