

MEMORANDUM OF UNDERSTANDING #20
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Air Force Junior Reserve Officer Training Corps (AFJROTC)
Aerospace Science Instructor Work Year and Salary Schedule
May 8, 2024

The Folsom Cordova Unified School District ("District") and Folsom Cordova Education Association ("Association") enter this Memorandum of Understanding ("MOU").

The Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructors are retired Air Force members. Per Air Force Regulations, individual AFJROTC instructors must be paid a "Minimum Instructor Pay" which equates to the pay they would be receiving if on active duty. Per the Air Force MOU, the program must have two Aerospace Science Instructors.

In order to recruit candidates for this unique teaching assignment, the District created the Air Force Junior Reserve Officer Training Corps (AFJROTC) Aerospace Science Instructor Salary Schedule (Attachment A). The salary schedule has one column and reflects a 194-workday calendar. Additionally, the higher ranking AFJROTC Aerospace Science Instructor (per the Air Force MOU) will be designated as the AFJROTC Division Leader and be additionally compensated with a 4% Division Leader factor. Daily hours will remain unchanged; this change will take effect upon signature of this MOU. All provisions of this MOU are subject to the negotiated grievance procedure in the CBA.

This is a one-time non-precedent setting agreement and shall fully resolve all bargaining related to the impact and effects of this change. Absent mutual agreement, this MOU shall sunset on June 30, 2025.

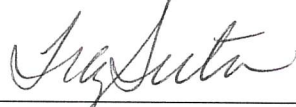
Cost estimated at \$301,010 by a combination of the General Fund and Air Force grant.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
Donald Ogden, Associate
Superintendent Human Resources

Date: May 13, 2024

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter – FCEA Executive Officer/
Bargaining Chair

Date: 5-13-24

Board Approved: 6-6-2024



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
2024-2025

CERTIFICATED SALARY SCHEDULE
#82

2% INCREASE OVER 2023-2024 BOARD APPROVED SALARY SCHEDULE

Class	
1	
Step	AFJROTC Aerospace Science Instructor*
1	\$75,341
2	\$78,049
3	\$80,861
4	\$83,769
5	\$86,786
6	\$89,911
7	\$93,146
8	\$96,505
9	\$99,978
10**	\$103,577
11	\$107,307
12	\$111,167
15	\$115,170
18	\$119,315
21	\$123,607
24	\$128,058
Hourly (Summer School)	\$67.81

* In addition, the Senior Aerospace Science Instructor will be designated as the AFJROTC Division Leader and will receive a 4% Division Leader Factor.

** All outside teacher experience (including military teaching experience), whether sequential or on an interrupted basis will be credited on a one step for one year basis to a maximum of 9 years experience. Therefore, the maximum experience allowable will place the employee on the 10th step of the salary schedule.