

MEMORANDUM OF UNDERSTANDING #24
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Augmentative Alternative Communication Specialist
May 8, 2024

The Folsom Cordova Unified School District ("District") and Folsom Cordova Education Association ("Association") enter this Memorandum of Understanding ("MOU") to amend Appendix B and C-2 of the collective bargaining agreement ("CBA").

1. A Speech Language Pathologist (SLP) may, but is not required to, clinically supervise a Speech Language Pathologist Assistant (SLPA). A SLP who chooses to supervise an SLPA shall have his/her caseload prorated accordingly.
2. Effective July 1, 2024, there shall be a new salary schedule for Speech Language Pathologists, as shown in Attachment A.
3. Retroactive to July 1, 2023, there shall be a new salary schedule for Augmentative Alternative Communication Specialists as shown in Attachment B.
4. Effective July 1, 2024, there shall be a new salary schedule for Augmentative Alternative Communication Specialists, as shown in Attachment C.
5. Attachment D shall replace Appendix B in the CBA.

This MOU will sunset on 06/30/2025.

Cost estimated at \$24,468 by Special Education, resource code 6500.

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: _____

Donald Ogden, Associate
Superintendent Human Resources

FOR THE FOLSOM CORDOVA UNIFIED
SCHOOL DISTRICT

By: _____

Tracy Suter – FCEA Executive Officer/
Bargaining Chair

Date: _____

5-28-2024

Date: _____

6-6-24

Board Approved: _____

6.20.2024

**Attachment A
to Memorandum of Understanding**



Folsom Cordova Unified School District
2024-2025

**CERTIFICATED SALARY SCHEDULE
#96**

2% INCREASE OVER 2023-2024 BOARD APPROVED SALARY SCHEDULE

Class		1	2	3
Step		Credential +MA	MA + 20 BA + 60/MA	Doctorate
1		\$78,859	\$87,245	\$91,608
2		\$81,699	\$90,387	\$94,907
3		\$84,643	\$93,640	\$98,322
4		\$87,688	\$97,016	\$101,867
5		\$90,847	\$100,508	\$105,532
6		\$94,115	\$104,125	\$109,331
7		\$97,504	\$107,875	\$113,270
8		\$100,949	\$111,755	\$117,343
9			\$115,780	\$121,568
10**			\$119,946	\$125,944
14			\$124,261	\$130,474
17			\$128,736	\$135,172
20			\$132,599	\$139,228
Hourly (Summer School)		\$70.97	\$78.52	\$82.45

**All outside teacher 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. The maximum experience allowable, therefore, will place the employee on the 10th step of the salary schedule.

Attachment B
to Memorandum of Understanding

Folsom Cordova Unified School District
2023-2024



Certificated Salary Schedule
#97

Class		1	2	3
Step		Credential +MA	MA + 20 BA + 60/MA	Doctorate
1		\$85,266	\$94,333	\$99,050
2		\$88,336	\$97,730	\$102,617
3		\$91,519	\$101,247	\$106,309
4		\$94,812	\$104,898	\$110,143
5		\$98,228	\$108,673	\$114,105
6		\$101,761	\$112,584	\$118,213
7		\$105,425	\$116,639	\$122,471
8		\$109,149	\$120,834	\$126,875
9			\$125,186	\$131,444
10**			\$129,690	\$136,175
14			\$134,356	\$141,073
17			\$139,194	\$146,153
20			\$143,370	\$150,538
24			\$146,237	\$153,549
Hourly (Summer School)		\$76.74	\$84.90	\$89.15

**All outside teacher 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. The maximum experience allowable, therefore, will place the employee on the 10th step of the salary schedule.

Attachment C
to Memorandum of Understanding



Folsom Cordova Unified School District
2024-2025

CERTIFICATED SALARY SCHEDULE
#97

Class		1	2	3
Step	Credential +MA	MA + 20 BA + 60/MA	Doctorate	
1	\$86,971	\$96,220	\$101,031	
2	\$90,103	\$99,685	\$104,669	
3	\$93,349	\$103,272	\$108,435	
4	\$96,708	\$106,996	\$112,346	
5	\$100,193	\$110,846	\$116,387	
6	\$103,796	\$114,836	\$120,577	
7	\$107,534	\$118,972	\$124,920	
8	\$111,332	\$123,251	\$129,413	
9		\$127,690	\$134,073	
10**		\$132,284	\$138,899	
14		\$137,043	\$143,894	
17		\$141,978	\$149,076	
20		\$146,237	\$153,549	
24		\$149,162	\$156,620	
Hourly (Summer School)	\$78.27	\$86.60	\$90.93	

**All outside teacher 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. The maximum experience allowable, therefore, will place the employee on the 10th step of the salary schedule.

Attachment D
to Memorandum of Understanding

APPENDIX B

OFFICIAL WORK YEAR AND RATIO FACTORS FOR CERTIFICATED PERSONNEL
NON-MANAGEMENT POSITIONS

<u>POSITIONS</u>	<u>DAYS</u>	<u>RATIO FACTOR</u> <u>CONTRACT</u>
Assistive Technology Specialist	204 days	1.25
Program Specialist, Special Education	196 days	1.15
Psychologist	194 days	1.25
Nurse	194 days	1.10
Counselor	194 days	1.10
Deaf and Hard of Hearing Specialist	194 days	1.10
Technology Integration Lead Teacher 1.10	194 days	
Visually Handicapped Specialist	194 days	1.10
C & I Specialist	194 days	1.10
District Librarian	194 days	1.10
Teaching Assistant Principal (with Administrative Credential)	189 days	1.10
Teaching Assistant Principal (without Administrative Credential)	189 days	1.08
Special Education Teacher	184 days	1.03
Classroom Teacher	184 days	1.00
Secondary Division Leaders		
7 teachers & over, including division leader (Includes H.S. CTE)	186 days	1.08
3-6 teachers, including division leader	186 days	1.06
1-2 teachers, including division leader	186 days	1.04
Elementary Department Chairpersons (in lieu of Teaching VP)	189 days	1.05

NOTE: Athletic Director: (Division Leader Factors Apply) The total number of members of the Department will be determined by taking the total number of coaches assigned and dividing by three.