

**MEMORANDUM OF UNDERSTANDING #15**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**AND ITS AMERICAN RIVER CHAPTER No. 528 (CSEA)**

**Reclassification of Employee #614526**  
**Employee Benefits Specialist to Benefits Analyst**  
**January 29, 2025**

This Memorandum of Understanding (“MOU”) is agreed to between the Folsom Cordova Unified School District (“District”) and the California School Employees Association (CSEA), and its American River Chapter No. 528. Collectively, the District and CSEA will be referred to as “the Parties.” The District and CSEA are parties to a collective bargaining agreement (“CBA”) which expires June 30, 2026.

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

Employee #614526 is an eight hour (8), twelve (12) month employee. The incumbent’s current position is Employee Benefits Specialist at Range 17.


Employee #614526 has been working in the capacity of a Benefits Analyst since July 1, 2024 due to the complex changes of the District’s Health and Wellness plans.

The District intends to reclassify Employee #614526 to a Benefits Analyst (8.0) hours, twelve (12) months, at Range 22.

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 reclassification. This MOU shall be retroactive July 1, 2024.


The estimated Fiscal impact for this reclassification is \$9,568 to the General Fund.


FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By:   
Donald Ogden, Ed.D.,  
Associate Superintendent, HR

Date: 2/7/2025

FOR THE CALIFORNIA SCHOOL EMPLOYEES  
ASSOCIATION, CHAPTER No. 528

By:   
Rob Corn, CSEA  
President, Chapter 528

By:   
Joel Rogers, CSEA  
Labor Relations Representative, Chapter 528

Date: 02/07/2025

Board Approved: 03/20/2025

CSEA Ratified: 02/26/2025