

**MEMORANDUM OF UNDERSTANDING #24**  
**between**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and**  
**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER**  
**CHAPTER No. 528 (CSEA)**

**Medical Cap Coverage – Article 10.10**  
**April 23, 2025**

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.”

The parties have negotiated all matters within and reached agreement on the Medical Cap Coverage.

**Health Benefits**

**1. Medical Cap Coverage**

a. Article 10.10 will be replaced with the following:

10.10. Employee Benefits:

10.10.1. To be eligible for benefits, a unit member must work at least fifty percent (50%) FTE. Members working less than fifty percent (50%) are not benefit eligible.

10.10.1.1. The single medical cap will be \$7,920 annually. The employee plus one cap will be \$11,860 annually. The family cap will be \$16,190 annually.

10.10.1.2. Premium amounts in excess of the limit will be collected from enrolled employees via payroll deductions submitted by the District to the insurance companies.

10.10.2. Benefits will be pro-rated based upon your FTE.

10.10.2.1. The District will prorate medical premiums for a less than full-time employee as follows;

i. Staff with FTE  $\geq .70$  (5 hrs. 36 mins./day) will receive 100% of the medical cap.

ii. Staff with FTE  $\geq .50$  (4 hrs./day) and  $< .70$  will receive 75% of the medical cap.

10.10.2.2. The district will prorate dental and vision premiums for a less than full-time employee as follows;

i. Staff with FTE  $\geq .70$  (5 hrs. 36 mins./day) will receive 100% of the Dental PPO Single rate and Vision Family rate.

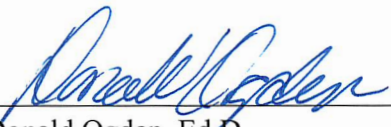
ii. Staff with FTE  $\geq .50$  (4 hrs./day) and  $< .70$  will receive 75% of the Dental PPO Single rate and Vision Family rate.

10.10.2.3. An employee who was part time on March 9, 1999 (the date of the original agreement) however shall continue to receive a contribution for benefits on the same basis as a full-time employee; provided he/she remains a part-time employee and remains at least .50 FTE. Any full-time employee who voluntarily reduces to less than full-time status shall have benefits appropriately pro-rated.

b. Articles 10.10.3 – 10.10.7.2.13 will remain unchanged.


This MOU shall be effective from July 1, 2025 to July 1, 2026.

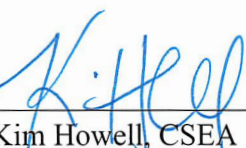
FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

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

Date: 4/16/2025

FOR THE CALIFORNIA SCHOOL EMPLOYEES  
ASSOCIATION, CHAPTER No. 528

By:   
Rob Corn, CSEA  
President, Chapter 528

By:   
Kim Howell, CSEA  
Labor Relations Representative, Chapter 528

Date: 4.16.25

Board Approved: 05/15/2025

CSEA Ratified: 04/29/2025