

MEMORANDUM OF UNDERSTANDING #26
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER
CHAPTER No. 528 (CSEA)

Alternate Work Schedule: 9/80 Work Schedule
April 30, 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 agree that qualified classified employees may elect to work an alternative schedule for the summer months as set forth below. The benefit of the alternative schedule is that the employee receives an extra day off every two weeks.

1. Qualified Employees

Twelve month classified employees assigned to the Education Services Center are eligible.

2. Effective Period of the Alternative Schedule

Alternative Schedules shall commence June 2, 2025 and continue through August 1, 2025

3. The Alternative Schedule Defined

The Alternative Schedule is known as a 9/80. Within a two week work cycle, employees shall work eighty (80) hours as follows:

- a. Work eight (8) nine-hour days.
- c. Work one (1) eight-hour day.
- d. Take one (1) day off.
- e. The days set forth above must be on a **fixed** schedule. In other words, the eight (8) hour day and the day off cannot change from cycle to cycle.

4. Election To Opt In

- a. An employee may elect to opt in for the Alternative Schedule by notifying their supervisor in writing no later than June 1, 2025.

- b. The supervisor will meet with the employee to create a fixed Alternative Schedule. Placement of the eight (8) hour day and the day off in the cycle will be based upon department needs.
- c. Once an employee accepts an Alternative Schedule, the schedule may not be modified.

5. **Absences and Overtime**


Absences and overtime will be based upon the Employee's Alternative Schedule. For example:

- a. If an employee is absent on a nine (9) hour day, the employee will be charged with nine (9) hours of leave.
- b. If an employee works ten (10) hours on a scheduled nine (9) hour day, the employee is eligible for one (1) hour of overtime.

6. This MOU shall sunset on August 2, 2025.


There are no costs associated with implementing this MOU.


FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

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

Date: 5-5-2025

FOR THE CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER No. 528

By: 
Rob Corn, CSEA
President, Chapter 528

By: 
Kennedy Liem, CSEA
Labor Relations Representative, Chapter 528

Date: 05/05/25

Board Approved: 06/18/2025

CSEA Ratified: 05/28/2025