

MEMORANDUM OF UNDERSTANDING #26
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Medical Cap Coverage - 16.1.2
May 16, 2025

The Folsom Cordova Unified School District ("District") and Folsom Cordova Education Association ("FCEA") enter this Memorandum of Understanding ("MOU") regarding 2025-2026 health benefits.

A. BACKGROUND

FCUSD is committed to continued collaboration on developing affordable and accessible health plans for all employees. The District Benefits committee developed (revised) three tiered plans and adjusted cap amounts. The following CAP amounts to update Article 16.1.2

B. AGREEMENT

1. This Agreement applies to 2025-2026 plan year only.
2. Article 16.1.2 will be replaced with the following:

16.1.2 Health Insurance:

The District shall contribute up to the annual amount (CAP) set forth below for health insurance premiums per employee and/or an employee with covered dependents. Premium amounts in excess of the limit will be collected from enrolled employees via payroll deductions and submitted by the District to the insurance companies. Cap prorated per FTE.

- Effective September 1, 2025
- \$8,100 single annual medical cap
- \$11,860 employee plus one annual medical cap
- \$16,190 family annual medical cap

This MOU shall be applied to the 2025-2026 plan year and sunset thereafter.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: _____

Donald Ogden, Ed.D.,
Associate Superintendent HR

Date: _____

5-20-2025

Board Approved: _____ 06/05/2025

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: _____

Tracy Suter, FCEA
Executive Officer/Bargaining Chair

Date: _____

5-20-25