

MEMORANDUM OF UNDERSTANDING  
between the  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
and  
CSEA CHAPTER #528  
(Updates to CBA Articles)

**A. Agreement has been reached on the following Articles to the Collective Bargaining Agreement:**

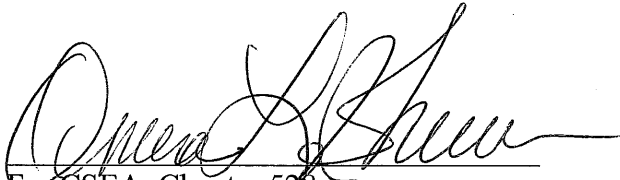
- 4.1 Use of Facilities
  - 4.1.1 Subject to current regulation 4119.25, the Association shall have the right of access to areas in which employees work; to use institutional bulletin boards, mailboxes, the District email system, and other means of communication; and to use institutional facilities for the purpose of Association meetings, processing of grievances and matters related thereto.
  
- 12.2.1.4.2
  - The District reserves the right to require future medical verification of illness after an absence of less than (3) consecutive work days when there are specific articulable facts to support that sick leave has been abused by the employee. Use of sick leave for personal necessity in accordance with Section 12.3 shall not be considered an abuse of sick leave.
  
- 12.2.1.4.3
  - If the District requires future medical verification, the District shall notify the employee of the time period through which it requires such verification. This time period shall not exceed one calendar year.
  
- 12.6.2.4.1
  - Not more than thirty (30) days of accumulated vacation credit may be carried forward from one vacation year to another. A vacation year is defined as January 1 to December 31. A notice of an employee's vacation credit will be sent to each twelve-month employee by May 15<sup>th</sup> of each year. Accumulated days beyond 30 shall be scheduled by mutual agreement between the employee and his/her supervisor. An employee may not refuse to schedule accumulated vacation credit in excess of 30 days.

**B. The following Articles were opened and no agreement was reached:**

- Article 9.1.4 and 9.1.4.2
- Article 15.2.2
- Article 3

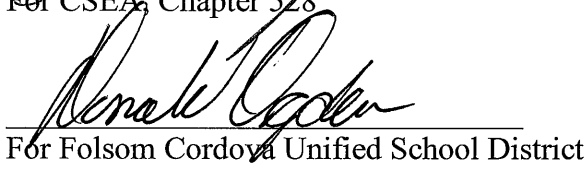
**C. Full and Final Resolution**

With the exception of Article 10.11, 12.17, this shall fully and finally resolve all bargaining obligations related to successor bargaining/reopeners through June 30, 2018.



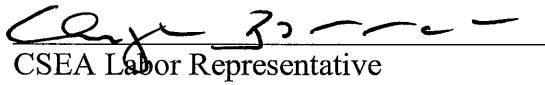
For CSEA, Chapter 528

9/19/18  
Date



For Folsom Cordova Unified School District

9/19/18  
Date



CSEA Labor Representative

9/19/18  
Date