

## MEMORANDUM OF UNDERSTANDING

Between

California School Employees Association, American River Chapter #528

And the

Folsom Cordova Unified School District

CSEA American River Chapter #528 (“CSEA” or “the Association”) and the Folsom Cordova Unified School District (“District”) have met, negotiated, and agreed to the following Memorandum of Understanding for the 2017/18 year.

### 1. Term

- a. This MOU shall be in effect retroactively for the 2017/18 year only.
- b. During the term of this agreement, section 12.17 of the CBA between the Association and the District shall be placed in abeyance.

### 2. Association Leave

- a. The District shall provide the Association’s negotiating team up to 240 hours of release time on an annual basis for the purpose of either negotiation preparation or related labor issues.
- b. CSEA shall provide the District with advance notice of the need for this leave. Notice shall be given as soon as reasonably possible, but no less than five (5) business days in advance.
- c. The District shall, in its discretion, determine whether to provide substitutes during such absences.
- d. CSEA and the District will work together to minimize the impact this MOU has on the educational program.
  - 1) The District reserves the right to limit the release of negotiation team members where their absence will have an articulable negative impact on the educational program.

2) The District will not unreasonably, arbitrarily, or capriciously withhold a request for release under this MOU.

Stephen Hanson  
CSEA Representative

8/16/17  
Date

Oral Cadon  
District Representative

8/16/17  
Date

Clyde Parre  
Labor Relations Representative

8/16/17  
Date