

TENTATIVE AGREEMENT
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
American River Chapter #528 (Comprehensive and Transportation Units)

The Folsom Cordova Unified School District (“District”) and the California School Employees Association, American River Chapter #528 (both Comprehensive and Transportation Units, hereafter “CSEA”) are parties to collective bargaining agreements (“CBAs”) which expire on June 30, 2020.

I.
“ME TOO” AGREEMENT

On June 7, 2017, the District and the CSEA entered into a Memorandum of Understanding (“MOU”) which states as follows:

The parties agree that should the Folsom Cordova Unified School District enter into a contract agreement with any other PERB recognized bargaining unit that provides a greater percentage increase (total compensation):

- *subsequent to the date of signing this Agreement; and*
- *which is effective for the 2016/2017 school year; and*
- *which is not a reallocation of money already set forth in that Unit’s contract*

the District and CSEA shall meet to negotiate how that additional compensation increase shall be granted to American River #528, CSEA.

Essentially, CSEA closed negotiations for the guarantee that its members would receive the same “total compensation” increase as members of the Folsom Cordova Education Association (“FCEA”).

II.
AGREEMENT WITH FCEA

On October 5, 2017, an Agreement between the District and the FCEA was ratified. This Agreement provides for a total compensation increase in a financially intertwined multi-year approach which spans the 2016/2017 and 2017/2018 school years and includes the following provisions:

1. Two percent (2%) increase to the salary schedule, effective July 1, 2016. (Agreement, Section I)

2. One percent (1%) increase to the salary schedule, effective July 1, 2017. (Agreement, Section II.B.1)
3. Effective July 1, 2017, increase: a) the single medical cap by \$50; and b) the family medical cap by \$100. *The salary schedule equivalent of this provision to FCEA is 0.62%*
4. The Parties agreed that one (1) professional development day would be made available in the 2017/2018 school year “in accordance with LCAP requirements.” *The salary schedule equivalent of this provision to FCEA is 0.50%*

III. FULFILLMENT OF “ME TOO”

A. 2016/2017 SCHOOL YEAR

1. The 2015/2016 salary schedule shall be increased by two percent (2%) effective July 1, 2016.
2. Each bargaining unit member who remains in service at the time of ratification of this Agreement shall receive a one-time payment equal to two percent (2%). On a non-precedent setting basis, the Parties agree that this payment shall be made on his/her base pay actually received for the 2016/2017 school year. By way of illustration and not limitation, base pay excludes: overtime, stipends, extra duty pay, etc., that are beyond the unit member’s regular work assignment (Section 11.3.1.).

B. 2017/2018 SCHOOL YEAR

1. Salary Schedule

Effective July 1, 2017, the 2016/2017 salary schedule shall be increased by one percent (1%).

2. Health Benefits

Effective July 1, 2017, the language in Section 10.11.1 (comprehensive) and 10.10.1 (Transportation) shall be modified as follows:

The Single medical cap will be increased by fifty dollars (\$50) from \$550 to \$600. The Family medical cap will be increased by one hundred dollars (\$100) from \$700 to \$800.

C. PROFESSIONAL DEVELOPMENT DAYS

For the 2017/2018 school year only, the District shall make available one (1) professional development training day to unit members. Attendance shall be voluntary. The training shall meet all legal criteria required to be eligible for funding from the Local Control Accountability Program (LCAP). The date of the training shall be mutually agreed upon between the District and CSEA.

D. REOPENERS

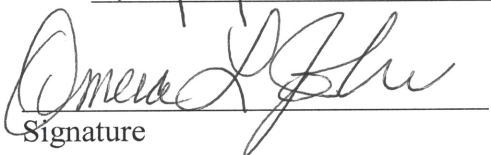
1. There shall be no reopeners for the 2017/2018 school year except for: a) CSEA's request that, for the 2017/2018 school year only, OTs and PTs be provided with up to three (3) days of release time to prepare for IEPs; and b) the bargainable impacts of LCAP adopted after ratification of this Agreement; and c) any non-monetary articles; and d) topics of mutual interest.
2. Reopeners in the 2018/2019 and 2019/2020 school years shall be:
 - a. Salary and Benefits; and
 - b. Up to two (2) articles per party; and
 - c. Any article or topic of bargaining upon mutual consent.

E. FULL AND FINAL RESOLUTION

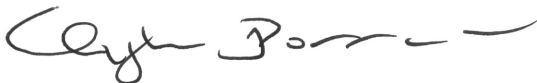
Except as noted above (D.1.), this shall fully and finally resolve all bargaining obligations related to successor bargaining/reopeners through June 30, 2018.

For CSEA:

Date: 10/11/17


Signature

Omera L. Johnson
Name



For the District:

Date: 10/11/17


Signature

Donald W. Ogden
Name