

THE FOLSOM CORDOVA EDUCATION ASSOCIATION
AND THE
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
MEMORANDUM OF UNDERSTANDING

APPENDIX D WITH TIERS

2-19-2020

This Memorandum of Understanding is to update the contract language in Appendix D. Upon ratification, the below language will replace Appendix D from this date moving forward:

APPENDIX D

CERTIFICATED EXTRA CURRICULAR STIPEND SCHEDULES

Intention of Appendix D: It is the intention of this appendix to identify the negotiated rate of pay for positions approved and budgeted by the site administration. The intention of this appendix is not to make mandatory stipend positions at any or all sites. In the absence of funds, employees can fill a position voluntarily with site administration approval. The District may offer a release period in lieu of a stipend.

Payment will be made, only as provided for in the annual budget, in accordance with the following schedules. Such payment will be in a lump sum on the supplementary payroll at the conclusion of the activity for the individual assignment. Positions funded by grants must use Appendix D for determining amount.

For each year of this Agreement, the stipends set forth in this Appendix D-1, D-2, D-3, D-4 and D-5 shall be improved each July by the same percentage as the certificated salary schedule.

The District reserves the right to determine the number and kinds of personnel necessary for the safe and/or efficient operation of the extracurricular program.

Employees may not be involuntarily assigned to perform duties listed on this extracurricular assignment pay schedule; however, once such an assignment has been accepted it must be fully completed as directed by the site level administrators or their designee.

Extra-Curricular Longevity Stipend:

1. Only one (1) service credit may be earned per any one (1) academic year.
2. Only service credits earned after 7/01/86 are applicable.
3. Credit for "bonus"/"longevity" stipend is based on any paid FCUSD extracurricular service and need not be continuous or consecutive service.
4. Previous service is based on the individual's proven written record of employment.
5. Upon commencement of the fourth year of extracurricular service, a 5% factor will be applied to the employee's extracurricular stipend

Appendix D-1 Clubs

Major Clubs – Minimum*: Seventeen (17) meetings per year, 15 participants, two (2) service projects per year. This service project benefits school or community. It is not a money-raising activity for the benefit of the club itself, or an activity for the membership of the club.

Minor Clubs – Minimum*: Seventeen (17) meetings per year, 15 participants. No service project requirements.

*If below the meeting minimum requirement, see D-5. Less than 15 participants requires Assistant Superintendent of Human Resources permission.

SECONDARY - DRAMA, SPEECH, YEARBOOK			
		2019 - 2020	2019 - 2020 w/ longevity
	Drama Director (3 productions annually)	\$3,024	\$3,175
	School Yearbook Advisor	\$3,024	\$3,175
	Speech Coach (6 tournaments annually)	\$2,467	\$2,590
	Forensics	\$2,467	\$2,590
	Spring Musical (1 production annually)	\$1,087	\$1,141
CLASS & CLUB SPONSORS/ADVISORS			
	Cheer/Song Leaders - High School	\$3,151	\$3,309
	Cheer/Song Leaders - Middle School	\$2,467	\$2,590
	Class Sponsors - Grades 11 & 12	\$1,196	\$1,256
	Class Sponsors - Grade 7, 8, 9, 10	\$630	\$662
	Major Clubs	\$1,196	\$1,256
	Minor Clubs / Elementary Student Council	\$630	\$662

Appendix D-2 Athletics

- A Head coach is hired for each team.
- An assistant is employed when 20-39 students are involved in the football, cross country, wrestling, track and field, or swimming teams; another assistant is employed for each additional 20 students. For purposes of preliminary staffing, the number actively participating in the last league team contest of the previous season is the determining factor.
- Eligibility for athletic pay for high school is determined by a minimum of forty-eight (48) activity sessions, including practices and contests. Middle school athletic pay will be determined by a minimum of twenty-eight (28) activity sessions, including practices and contests.
- The season begins and ends on the date indicated by the California Interscholastic Federation (CIF) "Season of Sport" calendar. The coach must be in attendance for the practice to be official. The season ends on the date of the last regular season game for football, baseball, softball, volleyball, soccer, and basketball. For the purpose of extended pay, the season ends at the conclusion of the sectional contests for all other sports.
- If in a post-season playoff, additional payment requests will be submitted at the conclusion of the activity. Extended season payment is based on the stipend divided by twelve (12), (season is considered to be 12 weeks), for one (1) week: divided again by five (5) for a daily rate. The amount of this increase in stipend shall generally provide proportional weekly pay for each week during the

post-season, but in no case shall exceed thirty percent (30%) of the original stipend. It is intended only to provide compensation for the extra time involved.

VARSITY SPORTS			
Head Coach		2019 – 2020	2019 - 2020 w/ longevity
	Football	\$4,210	\$4,421
	Baseball/Softball	\$4,210	\$4,421
	Basketball	\$4,210	\$4,421
	Wrestling	\$4,210	\$4,421
	Track Men/Women 1	\$4,210	\$4,421
	Volleyball	\$3,467	\$3,640
	Cross Country	\$3,467	\$3,640
	Swimming	\$3,467	\$3,640
	Gymnastics	\$3,467	\$3,640
	Tennis Men/Women 1	\$3,467	\$3,640
	Soccer Men/Women 1	\$3,467	\$3,640
	Golf	\$3,221	\$3,382
Assistant			
	Football	\$3,467	\$3,640
	Track	\$3,467	\$3,640
	Wrestling	\$3,467	\$3,640
	Swimming	\$3,024	\$3,175
	Diving	\$3,024	\$3,175
JUNIOR VARSITY SPORTS			
Head Coach			
	Football	\$3,467	\$3,640
	Baseball/Softball	\$3,467	\$3,640
	Basketball	\$3,467	\$3,640
	Wrestling	\$3,467	\$3,640
	Volleyball	\$3,024	\$3,175
	Soccer Men/Women	\$3,024	\$3,175
Assistant	All Asst. JV Coaches	\$3,024	\$3,175
FRESHMAN SPORTS			
Head Coach			
	Football	\$3,024	\$3,175
	Track	\$3,024	\$3,175
	Basketball	\$3,024	\$3,175
	Volleyball	\$3,024	\$3,175
	Baseball	\$3,024	\$3,175
Assistant	All Asst. Frosh Coaches	\$2,613	\$2,744
7TH & 8TH GRADE COACHES			
Head	All 7th & 8th Grade Head Coaches	\$1,678	\$1,762
Assistant	All 7th & 8th Grade Asst. Coaches	\$1,386	\$1,455

Appendix D-3 Music

- It is understood that the term "concert" refers to a formal, planned, and publicized evening performance designed for students, parents, school, and community.
- A "Music Festival" must be an adjudicated event. Each individual ensemble must perform on its own at an adjudicated festival to qualify for extra-curricular pay. It is possible to combine groups at a festival, but prior approval from the site principal or designee is required.
- These "requirements" for extra-curricular pay represent a minimum. It is expected that each music teacher will be responsive to requests from their administration and community to perform at worthwhile functions. These would include, but not be limited to: pep rallies, community events, school assemblies, patriotic observances, etc.

MUSIC			
High School		2019 - 2020	2019 - 2020 w/ longevity
	Wind Ensemble (4 concerts, 1 festival)	\$913	\$959
	Concert Band (4 concerts, 1 festival)	\$913	\$959
	Marching Band (with 1/2 time show) (5 games, 1 festival)	\$2,743	\$2,880
	Marching Band (5 games, 1 festival)	\$913	\$959
	Jazz Band (4 concerts, 2 festivals)	\$1,647	\$1,729
	Pep Band (5 games, 0 festivals)	\$728	\$764
	Concert Choir (3 concerts, 1 festival)	\$913	\$959
	Jazz Choir (3 concerts, 1 festival)	\$1,647	\$1,729
	Chamber Choir (3 concerts, 1 festival)	\$1,099	\$1,154
	Orchestra (3 concerts, 1 festival)	\$1,373	\$1,442
	Musical Show (3 concerts, 0 festivals)	\$1,373	\$1,442
Middle School			
	Intermediate Band (3 concerts, 1 festival)	\$913	\$959
	Advanced Band (3 concerts, 1 festival)	\$913	\$959
	Jazz Band (3 concerts, 1 festival)	\$728	\$764
	Chorus (3 concerts, 1 festival)	\$913	\$959
	Choir (3 concerts, 1 festival)	\$913	\$959
	Intermediate Orchestra (3 concerts, 1 festival)	\$913	\$959
	Advanced Orchestra (3 concerts, 1 festival)	\$913	\$959

Appendix D-4 Special Service - Annual

Special Service: The purpose of these positions is to serve as a support for students and/or staff as deemed appropriate by the Assistant Superintendent of Human Resources or designee. These stipend positions are paid annually per school year and must be approved by principal or designee.

Tier 1: Healthy Kids Survey Facilitator

Tier 2: National Board Certified Teacher, STEM Lead, Technology Lead

Tier 3: Family Support Facilitator, Climate Facilitator, WEB / Link Crew Leader, Elementary Track & Field Commissioner, Elementary Spring Chorale Director

Tier 4: BTSA Support Provider (\$1000 for 2nd participating teacher; \$800 for 3+ participating teacher)

Tier 5: GPS Advisor

Tier 6: Testing Coordinator, CTSO (Career Technical Student Organization) Advisor

Tier 7: GATE Facilitator, National Board Certified Teacher Facilitator, High School Student Activities Director, High School Assistant Athletic Director

SPECIAL SERVICE - ANNUAL	
	2019 - 2020
Tier 1	\$100
Tier 2	\$750
Tier 3	\$1000
Tier 4	\$1500
Tier 5	\$2000
Tier 6	\$2500
Tier 7	\$5000

Appendix D-5 Special Service – Per Activity

Special Service: The purpose of these positions is to serve as a support for students and/or staff as deemed appropriate by the Assistant Superintendent of Human Resources or designee. These stipend positions are paid per activity during the school year and must be approved by principal or designee.

Tier 1: Clubs, Game day ticket taker, athletic, and activity (I.E. dance) supervision.

Tier 2: Exam Proctor, Moving Pay (if Release Time is not used; max two days), Saturday School

SPECIAL SERVICE – PER ACTIVITY	
	2019-2020
Tier 1	\$25
Tier 2	Folsom School Sub Full Day Rate

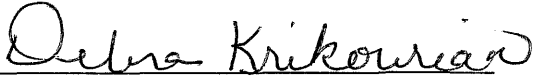
Appendix D-6 Special Service – Per Hour

Special Service: The purpose of these positions is to serve as a support for students and/or staff as deemed appropriate by the Assistant Superintendent of Human Resources or designee. These stipend positions are paid per hour during the school year and must be approved by principal or designee.

Tier 1: Instructional Rate outside of regular school day, Saturday School Language Program, Tech Leads, PSAT/Test Preparation, Paid Professional Development outside of regular day

Tier 2: Adult Education and Summer School Instructional Rate

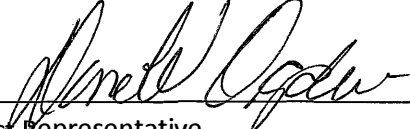
SPECIAL SERVICE – PER HOUR	
	2019-2020
Tier 1	\$45
Tier 2	Paid hourly per salary schedule



Association Representative
For the FOLSOM CORDOVA EDUCATION

3/11/20

Date



District Representative
For the FOLSOM CORDOVA UNIFIED
SCHOOL DISTRICT

3/11/20

Date

Board Approval 05/07/2020