

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING

Update to Appendix B Ratio Factors for Certificated Personnel

4/4/2019

This Memorandum of Understanding is to update contract language in regard to implementing the District's corrective actions under the Comprehensive Coordinated Early Intervening Services Plan due to the District's Significant Disproportionality.

Current Language: See Appendix B Official Work Year and Ratio Factors for Certificated Personnel

New Language: Add Equity Leaders under the following terms:

The District needs up to 20 Certificated Personnel to work as Equity Leaders. Equity Leaders will go through Training of Trainers (T.o.T.) training and will provide Professional Development (PD) on Cultural Competence to District staff.

Equity Leaders will engage in the following:

Spring/Summer 2019:

1. Participate in a 6-hour training of "Let's Talk about Race" on April 26, 2019.
2. Participate in Online Course 1: "Culturally Relevant Pedagogy" in April/May 2019.
3. Participate in Online Course 2: "The Tragedy of Non-Ness: How Language Damages Our Quest for Social Justice" in June 2019.
4. Participate in Online Course 3: "Teaching White: Exploring How Race Influences Relationships" in July 2019.
5. After completing the coursework, Equity Leaders will receive a Cultural Readiness Certification from EPOCH Education.

2019/2020 School Year:

1. Co-facilitate at least one PD day out of six (6) total during the 2019/2020 school year. Each PD day will contain three (3) sessions of Cultural Competence.
 - a. The 2019/2020 PD days for Cultural Competence are August 6, 7; October 14; and one day each in January, March, and May.
2. One full day of T.o.T. training in September 2019.
3. Six (6) release days to receive additional coaching and mentoring as well as provide training on Cultural Competence.

4. Assigned employees shall be notified of his/her status for the next school year no later than April 12, 2020.

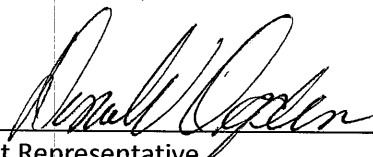
2020/2021 School Year:

1. Six (6) release days to receive additional coaching and mentoring as well as provide training on Cultural Competence.

Dependent upon full participation and completion of the Cultural Competence Certification, Equity Leaders will be paid a 1.04 ratio factor for each year in the position during the 2019/2020 and 2020/2021 school years.

Interested certificated staff members should apply through in-house application on Edjoin. The deadline to apply is April 10, 2019.

This is a one-time agreement, and is not precedent setting. Absent mutual agreement, this MOU shall sunset on June 30, 2021.



District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

4-4-19

Date



Association Representative
For the FOLSOM CORDOVA
EDUCATION ASSOCIATION

4/4/19

Date