

September 13, 2017

**MEDIATED PROPOSAL**  
**between the**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and the**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**  
**for a**  
**Successor Agreement**

The Folsom Cordova Unified School District (District) and the Folsom Cordova Education Association (FCEA) are parties to a collective bargaining agreement (CBA) which expired on June 30, 2016. The Parties are currently in mediation with the assistance of the California State Mediation and Conciliation Services.

This mediated proposal is made under the auspices of the CSMCS.

**I. CLOSURE OF THE 2016/2017 SCHOOL YEAR**

- A. The 2016/2017 salary schedule shall be increased by two percent (2%) effective July 1, 2016.
- B. 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%) of his/her base pay actually received for the 2016/2017 school year.
  - 1. By way of illustration and not limitation, base pay excludes: stipends, 120s, positions included in Appendix D-1, extra duties and extra days beyond the contracted work year. Base pay includes positions listed on Appendix B.
  - 2. Certificated staff not on the salary schedule will **not** be included in the retroactive pay (i.e. substitutes), **except for** Adult Education Teachers who shall receive a one-time payment equal to two percent (2%) of his/her actual pay received for the 2016/2017 school year.

**II. A NEW THREE YEAR AGREEMENT**

**A. Term**

The Term of the Agreement shall be effective upon ratification and extend through June 30, 2020.

**B. 2017/2018 School Year**