

**AMENDMENT TO  
MEET AND CONFER AGREEMENT #1  
between the  
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
and the  
FOLSOM CORDOVA LEADERSHIP ASSOCIATION**

**Medical Cap Coverage  
August 19, 2025**

The Folsom Cordova Unified School District ("District") and Folsom Cordova Leadership Association ("FCLA") enter this Meet and Confer Agreement ("MCA") regarding 2025-2026 health benefits.

**A. BACKGROUND**

FCUSD is committed to continued collaboration on developing affordable and accessible health plans for all employees. The District Benefits committee developed (revised) three tiered plans and adjusted cap amounts.

**B. AGREEMENT**

1. This Agreement applies to 2025-2026 plan year only.
2. Health Insurance:

The District shall contribute up to the annual amount (CAP) set forth below for health insurance premiums per employee and/or an employee with covered dependents. Premium amounts in excess of the limit will be collected from enrolled employees via payroll deductions and submitted by the District to the insurance companies. Cap prorated per FTE.

- Effective September 1, 2025
  - \$7,920 single annual medical cap
  - \$11,860 employee plus one annual medical cap
  - \$16,190 family annual medical cap

This MCA shall be applied to the 2025-2026 plan year and sunset thereafter.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By: \_\_\_\_\_

Sean Martin, Assistant  
Superintendent Business Services

Date: \_\_\_\_\_

8/22/2025

FOR THE FOLSOM CORDOVA  
LEADERSHIP ASSOCIATION

By: \_\_\_\_\_

Keith Shields, President

Date: \_\_\_\_\_

8/22/25

Board Approved: \_\_\_\_\_ 09/04/2025