

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

Medical Cap Coverage
July 28, 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
 - \$8,100 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: _____

Erik Swanson, Superintendent

FOR THE FOLSOM CORDOVA
LEADERSHIP ASSOCIATION

By: _____

Keith Shields, President

Date: _____

7/30/2025

Date: _____

7/30/25

Board Approved: 08/14/2025