

**TENTATIVE AGREEMENT**  
**between**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and**  
**FOLSOM CORDOVA EDUCATION ASSOCIATION**  
**2025/2026 School Year**

The Folsom Cordova Unified School District ("FCUSD") and the Folsom Cordova Education Association ("FCEA") are parties to a collective bargaining agreement ("CBA") which expires on June 30, 2026.

**A. COMPENSATION**

Each cell of the salary schedule, as well as Appendices D1 through D6 shall be *increased by 2.0%* ongoing, effective July 1, 2025.

**B. HEALTH BENEFITS**

For the 2025-2026 School Year Only:

1. There shall be a one-time payment split into two (2) installments for Health Benefits for the 2025/2026 school year.
2. The payment will be half (50%) of the difference between the Western Health Advantage Non-Stop Plan and the FCUSD Medical cap.
3. The one-time payment will not be prorated based upon FTE.
4. The payment will be based on the plan tier (single, plus one, family).
5. To qualify for an installment, the employee must be actively enrolled in an FCUSD medical plan on October 1st for the first installment and/or February 1st for the second installment.
6. An employee who is not actively enrolled during one of the required dates will not receive an installment.
7. Each installment is subject to all State and Federal taxes and applicable retirement deductions, to be included with end of month pay.

**C. PROFESSIONAL DEVELOPMENT DAYS**

1. The Parties agree to continue with a 185-day work year for the 2026/2027 school year. This work year continues the 0.5% increase in pay for those employees who would otherwise return to a 184-day work year.
2. The 185-day work year calendar will include 180 instructional days and 5 non-instructional days:
  - a. Professional Development Site Day: The first day of work.
  - b. In-Service Day: The workday after Professional Development Day
  - c. Teacher Workday: The workday after In-Service Day
  - d. Professional Development District Day: 2nd Monday in October
  - e. Teacher Workday: The workday after the last day of school.
3. Unit Members with a work calendar in excess of 185 days may choose to attend Professional Development Days in lieu of performing their regularly scheduled work. Attendance is subject to prior approval from unit members' supervisor. This does not constitute an additional workday and will not result in additional pay.

**D. CLOSURE OF NEGOTIATIONS**

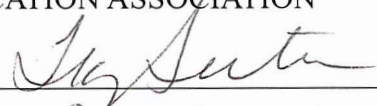
This closes all monetary bargaining for 2025/2026 school year.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

By: 

Date: 8/21/25

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

By: 

Date: 8-21-25

Board Approved: 09/18/2025