

MEMORANDUM OF UNDERSTANDING #23
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER
CHAPTER No. 528 (CSEA)

Maintenance & Operations Workweek Shift Differential
May 21, 2025

This Memorandum of Understanding (“MOU”) is agreed to between the Folsom Cordova Unified School District (“District”) and the California School Employees Association, and its American River Chapter No. 528 (CSEA). Collectively, the District and CSEA will be referred to as “the Parties.”

The Maintenance & Operations Department has identified a need to shift the work week from Monday through Friday (“Traditional Workweek”) to Tuesday through Saturday (“Workweek Shift” see Attachment A). The intention is to allow Maintenance and Operations crews to work on buildings, grounds and facilities on one (1) non-instructional day. This will be less disruptive to student learning and allow for work that may be hazardous to students, faculty and staff to be completed.

1. **Qualified Employee**

Unit Members in classifications under the Maintenance and Operations Series are qualified for the Workweek Shift with the written consent of their supervisor/manager.

2. **Opt In**

- a. A qualified employee may elect to opt in for the Workweek Shift by notifying their supervisor in writing no later than June 1, 2025.
- b. Once a qualified employee opts into a Workweek Shift, they may not revert to a traditional work week until July 1, 2026. Notwithstanding:
 - 1) A supervisor may, with five (5) business days advance notice, require the employee to work a Traditional Workweek based upon business needs.

3. **Shift Differential**

- a. Unit members who opt in for a Workweek Shift shall be paid a five percent (5%) shift differential. Temporary reversions to the Traditional Workweek at the direction of their supervisor shall not impact payment of the shift differential.


4. **Observance of Holidays**

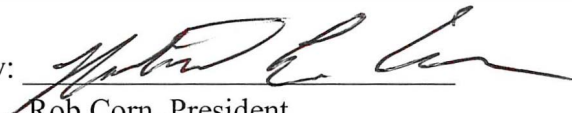
When a holiday falls on a Monday, the employee shall observe the holiday on the next regular business day of the Workweek Shift.

There are no costs associated with implementing this MOU. Additionally, this MOU shall be effective July 1, 2025 and will sunset on June 30, 2026.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528

By: 
Erik Swanson, Superintendent

By: 
Rob Corn, President

Date: 7/7/2025

By: 
Kennedy Liem, Labor Relations Representative

Date: 7/7/2025

Board Approved: 09/18/2025

CSEA Ratified: 08/27/2025

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT						
2025-2026 Work Calendar for 12-month Employees Tuesday-Saturday						
July '25						
Tu	W	Th	F	Sa	Su	M
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August '25						
Tu	W	Th	F	Sa	Su	M
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September '25						
Tu	W	Th	F	Sa	Su	M
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October '25						
Tu	W	Th	F	Sa	Su	M
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November '25						
Tu	W	Th	F	Sa	Su	M
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December '25						
Tu	W	Th	F	Sa	Su	M
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January '26						
Tu	W	Th	F	Sa	Su	M
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February '26						
Tu	W	Th	F	Sa	Su	M
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March '26						
Tu	W	Th	F	Sa	Su	M
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April '26						
Tu	W	Th	F	Sa	Su	M
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May '26						
Tu	W	Th	F	Sa	Su	M
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June '26						
Tu	W	Th	F	Sa	Su	M
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Important Dates

July 4	Independence Day
Aug 4	New Employee Orientation
Aug 7	First Day of School for Students
Sept 2	Labor Day
Nov 11	Veteran's Day
Nov 26-28	Thanksgiving Break
Dec 23	Designated Float Holiday
Dec 24-25	Holidays
Dec 26	Designated Voucher Day

* Day off may differ from actual holiday due to T-S schedule

Important Dates Continued

Jan 1	New Year's Day
Jan 20	Martin Luther King, Jr. Day
Feb 17-18	President's Day/Lincoln (observed)
May 26	Memorial Day
May 26	Last Day of School for Students
June 19	Juneteenth

COLOR KEY

YELLOW:	First and Last Day of School
RED:	First and Last Day of Work
PURPLE:	Voucher Day CSEA 12.6.2.4.2
ORANGE:	Float Holiday CSEA 10.9.1.13
GREEN:	Holidays
BLUE:	New Employee Orientation & Training (See CSEA MOU #25)

FIRST Student Day: August 7

LAST Student Day: May 28