

**MEET AND CONFER SUMMARY**  
**between**  
**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT**  
**and**  
**FOLSOM CORDOVA LEADERSHIP ASSOCIATION**  
**2025/2026 School Year**

The Folsom Cordova Unified School District (FCUSD) and the Folsom Cordova Leadership Association (FCLA) participate in a meet-and-confer process to establish terms, conditions, and understandings that guide the working relationship between the District and its leadership staff.

**A. COMPENSATION**

Each cell of all salary schedules (Confidential, Classified Management, Certificated Management) 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.

This document is not a collective bargaining agreement and does not create binding contractual obligations. It is intended to document shared understandings resulting from the meet-and-confer process. Both FCUSD and FCLA affirm their ongoing commitment to open communication, collaboration, and the shared goal of supporting student success across the District.

FOR THE FOLSOM CORDOVA  
UNIFIED SCHOOL DISTRICT

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

Date: 9/12/25

Board Approved: 10/02/2025

FOR THE FOLSOM CORDOVA  
EDUCATION ASSOCIATION

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

Date: 9/12/25