

MEMORANDUM OF UNDERSTANDING #25-26-10
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN
RIVER CHAPTER No. 528 (CSEA)

Early Notification of Retirement Incentive

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.”

TERMS

A. ELIGIBLE EMPLOYEES: To be eligible for this retirement incentive, the CSEA bargaining unit member must:

1. be a permanent employee of the District as of December 5, 2025; and
2. have an FTE of .5000 or greater as of December 5, 2025; and
3. be eligible to retire pursuant to PERS regulations (if a PERS member), or pursuant to STRS regulations (if a STRS member); and
3. have at least five (5) years of classified service with the District on or before June 30, 2026; and
4. submit an Early Notification of Retirement Form using TalentEd records within the specified window.

B. EARLY RETIREMENT INCENTIVE:

An eligible, full-time employee shall receive an incentive payment of one thousand five hundred dollars (\$1,500.00), less applicable taxes. This amount shall be prorated for less than full-time employees.


C. EFFECTIVE DATE OF RETIREMENT:

1. The effective date of retirement shall be after the last calendar workday of the 2025-2026 school year, but not later than June 30, 2026.
2. Notice of Retirement must be submitted to the District Office no later than 4:00 p.m. on January 20, 2026. Submission of the Notice of Retirement is irrevocable.

D. GENERAL:


1. This MOU is valid only until the close of business June 30, 2026. Except for the District's continuing obligation to fund the payment(s) listed above, it shall be null and void and of no effect after that date.
2. This bonus for early notification of retirement will allow for planning as the District prepares for the 2026-2027 school year. The request for submission by January 20, 2026, allows the District to meet Board Agenda adoption guidelines so we can take this information to Board of Trustees at the first meeting in February.
3. This MOU is based upon unique circumstances and shall establish no precedent.
4. This incentive shall be paid with one-time funds and is estimated to cost less than \$80,000.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
David Byrd, Executive Director
Human Resources

Date: 11/21/25

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528

By: 
Rob Corn, President

By: 
Kennedy Liem, Labor Relations Representative

Date: 11/21/25

Board Approved: 01/15/2026

CSEA Ratified: 12/17/2025