

MEMORANDUM OF UNDERSTANDING #25-26-07
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

FCUSD Preschool Experience and Transitional Kindergarten Teacher Salary Placement
January 7, 2026

The Folsom Cordova Unified School District (“District”) and the Folsom Cordova Education Association (“FCEA”), collectively referred to as “the Parties,” enter into this Memorandum of Understanding (“MOU”) to create an internal pipeline for Transitional Kindergarten (TK) teachers. Acknowledging the growing need for TK teachers and wanting to create a pipeline for existing District staff, this MOU is intended to make an easier pathway for FCUSD Preschool teachers to Transitional Kindergarten teachers by overcoming the issue of salary placement.

District Preschool teachers' job duties and starting pay are currently comparable to TK teacher duties and starting pay making it financially prohibitive for experienced Preschool teachers to move into a TK teaching position.

This MOU will add the following to language in the bargaining unit agreement:

APPENDIX C
BASIC TEACHER SALARY SCHEDULE

COMPENSATION AND RELATED BENEFITS: GENERAL PROVISIONS:

Initial placement on the salary schedule shall be made on the basis of training and experience.

L. FCUSD Preschool teachers accepting a TK teaching position within the district shall receive credit on the certificated salary schedule for up to nine (9) years of experience for working as a Preschool teacher within FCUSD.

Placement on the certificated salary schedule for TK teachers holding a valid California emergency permit or intern credential will be column one (1) of the appropriate salary schedule. Once a valid California preliminary credential authorizing teaching TK is issued, teachers will move to the appropriate salary schedule column based upon units earned post bachelor’s degree.

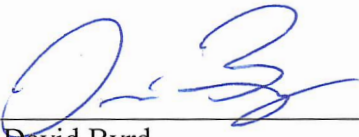
The FCUSD Preschool teacher must have worked at least seventy-five percent (75%) of each year to receive credit.

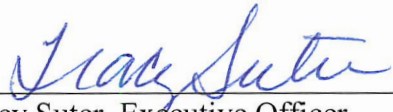
All provisions of this Agreement are subject to the negotiated grievance procedure in the Parties’ CBA.

This is a one-time agreement and is not precedent setting, effective July 1, 2025. Absent mutual consent, this MOU shall sunset on June 30, 2028.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
David Byrd
Executive Director, Human Resources

By: 
Tracy Suter, Executive Officer

Date: 1/21/26

Date: 1-21-26

Board Approved: 02/05/2026