

MEMORANDUM OF UNDERSTANDING #25-26-12
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT ("DISTRICT")
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
AMERICAN RIVER CHAPTER NO. 528 ("CSEA")

CSEA Chapter President Release Time Pilot
October 30, 2025

The Folsom Cordova Unified School District ("District") and the California School Employees Association and its American River Chapter No. 528 ("CSEA") are parties to collective bargaining agreements (CBAs for both Comprehensive and Transportation Units) which expire on June 30, 2026.

The Parties have met and reached agreement on the following changes to Article 12:

Article 12.17 shall be replaced with the following:

During the term of this MOU, Section 12.17 Association Leave shall be held in abeyance, and the following 12.17 language shall be followed

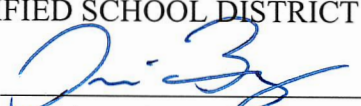
12.17.1 The District shall provide to the Chapter President the equivalent of 0.6 FTE of paid leave of absence per year to perform all leadership duties, including but not limited to, monthly negotiation and negotiation prep meetings, CSEA annual conference, policy advisory, and general support for CSEA members. The District and CSEA shall set a tentative schedule for the leave.

12.17.1.1 The Chapter President shall track all time and report the leave as "Association Leave" no later than 24 hours after taking the leave.

12.7.1.2 On occasion, it may be necessary to exceed the leave granted above. CSEA may make a request to the superintendent/designee indicating the number of additional days required. CSEA shall reimburse the District for the cost of any substitute required for these additional days within 45 days of receipt of billing.

This piloted MOU will serve to determine if the amount of time set aside is appropriate. Absent mutual agreement to extend the language, this MOU shall sunset on June 30, 2026.

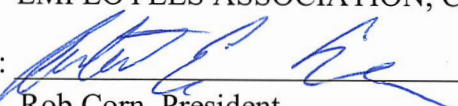
FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 

David Byrd, Executive Director
Human Resources

Date: 1/30/26

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION, CH. 528

By: 

Rob Corn, President

By: 

Kennedy Liem, Labor Relations Representative

Board Approved: 03/19/2026

CSEA Ratified: 02/25/2026