

MEMORANDUM OF UNDERSTANDING #25-26-09
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Collaboration Time at the Elementary Schools
March 11, 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") regarding Elementary School Collaboration Time.

Rationale: This was originally part of the 2024-2025 MOU #21 May 2025; the MOU has been split into two parts. This portion of the MOU is ready to be permanently moved into the CBA.

A. Elementary Collaboration Time

1. The goal of Collaboration Time (CT) is to improve teaching effectiveness and increase learner achievement. Through Collaborative Teams [e.g. grade level teams and Professional Learning Teams] educators will have the opportunity during the workday to engage in activities such as reviewing assessment data, planning units, collaborating on projects and common assessments.
2. The length of a collaboration day (early release for students) will not exceed the number of minutes in a regular school day.
 - i. Elementary schools will continue to have early release day on Thursdays at 1:15 p.m.
 - ii. With the exception of August, every effort will be made to schedule staff meetings on the first Thursday of each month during the school year.
3. It is the expectation by the end of the second (2nd) week of May, elementary site administrators shall collaboratively create a schedule with their certificated staff delineating how the site will use collaborative days for the following school year. If consensus cannot be reached, then schools will use the following to organize a month of collaborative days: One (1) staff meeting, and three (3) meetings.
 - i. Consensus does not mean everyone gets exactly what they want. It does mean that the will of the group emerges, and everyone can live with the decision and support it outside of the team.

B. General

1. All components of the Parties' current CBA not in conflict with this MOU shall remain in full effect.

C. Duration

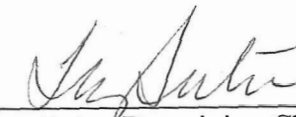
1. By mutual agreement both parties agree to move the elementary collaboration time language into the CBA in Article 8, 8.2 or 8.5 recommended.

There are no costs associated with implementing this MOU.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
David Byrd, Executive Director
Human Resources

By: 
Tracy Suter, Bargaining Chair

Date: 3/27/26

Date: 3-27-26

Board Approved: 04/16/2026