

MEMORANDUM OF UNDERSTANDING #25-26-10
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

CTE Teacher Salary Placement
April 15, 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 salary placement for teachers holding a Career Technical Education credential on the salary schedule.

1. This agreement adds the following language to Appendix C Basic Teacher Salary Schedule compensation and related benefits: General provisions.

K. Appropriate experience may be substituted for a bachelor’s degree for those with Career Technical Education (CTE) credentials.

2. This language will be added to Appendix C beginning in the 2026-2027 school year.

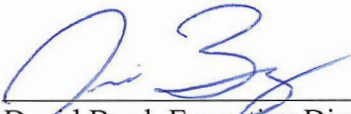
Initial salary placement for CTE certificated teachers will be determined by considering experience using the following criteria:

- i. Eligible Experience
 - a. Outside experience for which a credential is required will be credited.
 - b. Credit will be allowed for work in a CTE industry sector relevant to the assignment as defined by the California Commission on Teacher Credentialing.
 - c. Prior experience must have proof from a prior employer.
- ii. Credit will be granted on a one (1) step for one (1) year experience, whether sequential or on an interrupted basis, in which at least 75% of the work year is completed.
- iii. Credit for eligible experience shall not exceed nine (9) years of experience. The maximum experience allowable, therefore, will place the bargaining unit member on the tenth (10th) step of the salary schedule.
- iv. Placement on the salary schedule shall be based upon receipt and approval of verification of records and documents by the Human Resource Department.

This agreement applies only to new teachers hired to teach a CTE course. This language will be moved into the CBA in June 2026 by mutual consent.

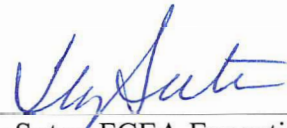
The fiscal impact for implementing this MOU is to be determined.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
David Byrd, Executive Director
Human Resources

Date: April 27, 2026

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter, FCEA Executive Officer/
Bargaining Chair

Date: 4-27-26

Board Approved: 05/07/2026